



## **Brite Institute Annual Report**

2017 - 2018





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## **Our Existence**

Transforming Lives. Every Day.

## **Our Vision**

Equity and Access to a better life.

## **Our Mission**

Provide sustainable services that create opportunity and support for people living with a disability or who are vocationally disadvantaged.

## **Our Values**

Courage, Dignity, Compassion, Accountability, Flexibility, Performance



## **Our Organisation**

Brite Institute is a Registered Training Organisation (RTO) running both nationally recognised qualifications in disability and aged care, as well as pre-accredited courses in employability skills, literacy and numeracy and independent living skills. Brite Institute has provided high-quality, student focused training across Melbourne's north for over 20 years. Brite achieves the highest student completion rates and outcomes through a commitment to the welfare support of all of our students. Over this time, we have forged trusted industry links that continue to strengthen and expand.



## Our Strategic Drivers 2017 – 2020



Brite is recognised locally as a provider of choice and nationally as a market leader in the delivery of NDIS services and supports



Brite is commercially focused & financially viable.



Our culture consistently delivers high impact outcomes.



Brite is acknowledged as a partner of choice.



Brite achieves improved access to government, philanthropic and corporate funding opportunities



Brite Board, Executive & Management performance is well understood and well managed

## Chairperson and Chief Executive Officer's Report

We are pleased to present the Brite Institute 2017/18 Annual Report. Our current Strategic Plan (2017 – 2020) is being executed with a focus on growth of student numbers through quality training delivery and, achieving improved employment outcomes for our students. To this end, Brite continues to outperform the industry with 50% stronger employment outcomes for our students against the industry average.

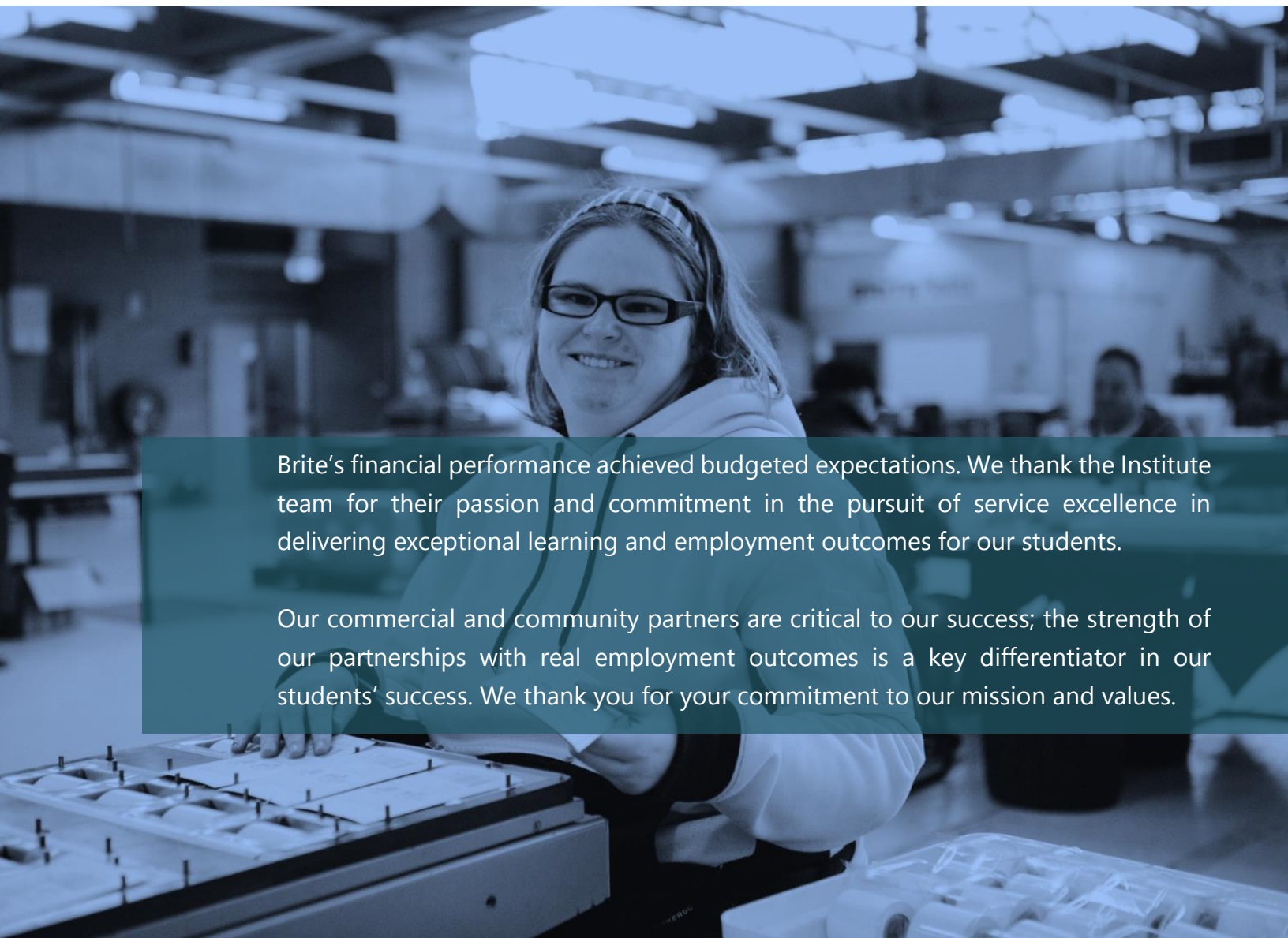
Reforms within the Aged Care and Disability sectors provided challenges and opportunities throughout the year; however, Brite is well placed to enhance workforce development across both sectors. With over two decades of expertise in delivering high quality training, and industry ready employees, Brite will continue to leverage our position to:

1. Advocate for improved learner outcomes;
2. Develop innovative workforce development packages; and,
3. Continue to engage collaboratively in a sector wide response to industry needs.

The NDIS is providing unique opportunities for Brite in the area of workforce development and improving employment opportunities for people with disability. Due to our expertise across training and employment in the disability sector, Brite is well positioned to deliver stronger outcomes on both sides. Linked to our work with our sister organisation (Brite Services), the Institute team have further leveraged these opportunities with improved learner outcomes.

Over the year, significant investment has been made to further develop our offering through innovative courseware, high quality learning facilities, and an expanded training scope. This well-placed investment is providing the foundations for sustained future business growth. Our work in 2019 will continue in line with our strategic plan, which sets the business up for long-term success. We'll remain focused on reaching our mission of providing empowered support, creating social and economic opportunity for people with disability and those who are vocationally disadvantaged.





Brite's financial performance achieved budgeted expectations. We thank the Institute team for their passion and commitment in the pursuit of service excellence in delivering exceptional learning and employment outcomes for our students.

Our commercial and community partners are critical to our success; the strength of our partnerships with real employment outcomes is a key differentiator in our students' success. We thank you for your commitment to our mission and values.

We thank our Board of Directors for their contribution and dedication in steering Brite's success over the last year, as well as their insights and energy in supporting us in our respective roles.

Finally, and on behalf of the Board, we thank all our Staff for their valuable contribution in delivering exceptional learning outcomes for our students.

## Brite Institute

Institute had another positive year in delivering improved outcomes for learners. Our students reflect our local community focus and commitment. 2017/18 continued a focus on increasing economic participation for our students; in particular, supporting our female students returning to the workforce and those seeking employment for the first time. Our female students made up 63% of our total student numbers for the year.

In addition, people with disability make up a growing number of our students at 72% of all students; this reflects our commitment to Brite's mission to provide empowered support, creating social and economic opportunity for people with disability and those who are vocationally disadvantaged. Learners from a cultural and linguistically diverse background are a key student group at Brite, with 38% of students speaking a language other than English at home, and 32% of all students born outside of Australia.

**72%**

**Students with disability**

**68%**

**Female Students**

**32%**

**Students born outside  
Australia**



Our diversity is our strength. We achieved improved employment outcomes for our students throughout the year. We continue to innovate our training delivery across our pre-accredited and accredited course offerings, with a focus on flexible learning options to ensure we meet learners on their terms and achieve outcomes together.

Implementation of our strategic plan continues at pace, with completion of our operation plans progressing towards our key objectives. The team worked hard in developing new courseware and increasing our scope of training. This hard work is already paying dividends with further growth expected in the coming year.



To all our students, trainers, partner organisations, and supporters, thank and we look forward to continuing our productive partnerships in delivering exceptional training and employment outcomes in our community.

## Brite Learner of the Year



### Patricia Niceforo

Congratulations to Patricia Niceforo, Brite's learner of the year 2018. Patricia has had a big year, capped off when chosen as a finalist in the prestigious Ro Allen Learn Local Awards 2018. The Ro Allen award recognises students who have excelled in their learning.

For the team at Brite, Patricia's contribution goes far beyond her own learning; Patricia's involvement in Brite's pre-accredited course, Introduction to Catering provides an example to all of us of the impact of lifelong learning in our community.



Whilst Patricia developed new skills and discovered her own unique talents through the course, it is in the area of collegiate support that Patricia truly came into her own. Her empathy and ability to support fellow students in their learning has been immense. Patricia thrives in a learning environment, and her positivity shines through, inspiring those around her. Throughout the year, Patricia took the time to ensure her fellow students were enjoying their learning experience.

Since completing the course, Patricia has enrolled in further accredited training with Brite, setting her sights on becoming a Teacher's Aide. Thank you, Patricia, for your immense contribution to our learning community.

## Financials

### Victorian Vocational Rehabilitation Association ABN 82 005 499 650 Statement of Comprehensive Income for the Year Ended 30 June 2018

<b>Revenue</b>	<b>2018</b>	<b>2017</b>
Revenue	851,419	798,182
Other income	52,501	52,286
<b>Total Revenue</b>	<b>903,920</b>	<b>850,468</b>
<b>Expenditure</b>		
Employee benefits expense	568,394	431,157
Depreciation and amortisation expense	54,110	54,396
Repairs, maintenance and vehicle running expense	3,492	1,593
Fuel, water and power expense	8,491	7,496
Rental expense	72,187	61,247
Staff training expenses	19,561	13,134
Audit, legal and consultancy expense	14,214	8,024
Marketing expenses	3,911	3,303
Other expenses	33,564	59,271
Administrative Support	90,780	50,436
<b>Total Expenditure</b>	<b>868,704</b>	<b>690,057</b>
<b>Profit for the year</b>	<b>35,216</b>	<b>160,411</b>
<b>Total comprehensive income attributable to members</b>	<b>35,216</b>	<b>160,411</b>

### Statement of Financial Position as at 30 June 2018

<b>ASSETS</b>	<b>2018</b>	<b>2017</b>
Cash and cash equivalents	582,203	519,938
Trade and other receivables	68,555	81,348
Other assets	-	4,213
<b>TOTAL CURRENT ASSETS</b>	<b>650,758</b>	<b>605,499</b>
Property, plant and equipment	3,858,648	3,827,157
<b>TOTAL NON-CURRENT ASSETS</b>	<b>3,858,648</b>	<b>3,827,157</b>
<b>TOTAL ASSETS</b>	<b>4,509,406</b>	<b>4,432,656</b>
<b>LIABILITIES</b>		
Trade and other payables	128,420	90,503
Provisions	16,802	10,922
<b>TOTAL CURRENT LIABILITIES</b>	<b>145,222</b>	<b>101,425</b>
Provisions	9,985	12,248
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>12,248</b>	<b>12,248</b>
<b>TOTAL LIABILITIES</b>	<b>113,673</b>	<b>113,673</b>
<b>NET ASSETS</b>	<b>4,318,983</b>	<b>4,318,983</b>
<b>EQUITY</b>		
Retained Earnings	1,160,996	1,125,780
Revaluation Reserve	3,193,203	3,193,203
<b>TOTAL EQUITY</b>	<b>4,354,199</b>	<b>4,318,983</b>

*A full copy of the Audited Financial Statements is available on request or at  
[www.brite.com.au](http://www.brite.com.au)*