



INTERNATIONAL SPECIALISED SKILLS INSTITUTE 2020 ANNUAL REPORT

Passionate people. Great ideas.
A better skilled Australia





International
Specialised
Skills
Institute



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495

Fellows

28

Countries Visited

65

Industry Sectors



About us

The purpose of the International Specialised Skills Institute is to develop a 'Better Skilled Australia'. We do this by providing Fellowships to skilled and passionate Australians to undertake international skills enhancement and research. We work closely with our partners, designing Fellowship Programs that meet their goals and create lasting impact.

The Program builds shared learning, leadership and innovation across industry sectors. Fellowships focus on the identification of skill or knowledge gaps or areas requiring innovation. Fellows travel internationally to identify best-practice ways of addressing these. Upon return, Fellows disseminate findings, lead change and advocate for best practice with colleagues, government, industry and the broader community.



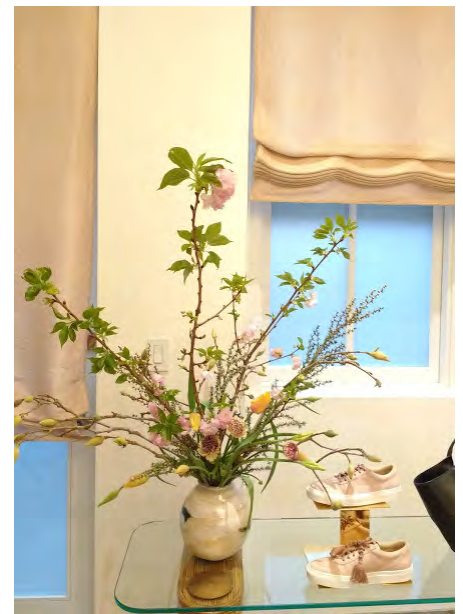
Emma Knowles, Agrifoods Fellow

Our Fellows represent a broad cross-section of industries and our Fellowship program creates impact in many ways including economic benefits, skills preservation, the personal and professional advancement of our Fellows, new thinking, and increased innovation in the workplace.

ISS Institute was co-founded 29 years ago by Sir James Gobbo AC, CVO, QC, former Governor of Victoria, who had a vision of building a community of industry specialists who would lead the upskilling of the Australian workforce.

"It is an honour to be awarded the Fellowship through ISSI. What a valuable opportunity this fellowship will provide myself, the Learn Local sector and ultimately the vulnerable learner."

I had the most extraordinary opportunities to participate in workshops and conferences and meet with experts to research a topic about which I am passionate. The quality of these events and meetings was outstanding. In addition, the support and enthusiastic response I have received from everyone at the ISS Institute and my colleagues in the sector has also been incredible. Combining this all with the chance to travel to amazing places made it a dream come true.



Fellow Quotes

The Fellowship gave weight to my request to meet with industry-leading professionals from whom I have learned a lot. My confidence and leadership have grown a lot from this experience. The Fellowship can provide some truly career-defining moments for some and I would encourage the funders to support as diverse a base of young professionals as possible.

Board & Staff

“Wonderful experience & support that strengthens the credibility of people like myself who can go on to influence & direct change. I feel empowered to achieve any goals I now set.”



Patron in Chief

Lady Primrose Potter
AC



Patron

Mr Tony Schiavello
AO



Patron

Mr James MacKenzie



Chairperson

Professor Amalia Di
Iorio



Deputy Chairperson

Mark Kerr



**Founder & Board
Member**

Sir James Gobbo AC



Treasurer

Jack O'Connell AO



Secretary

Alisia Romani



Board Member

Adrian Capogreco



Board Member

Jeremy Gobbo QC

ISSI Team for 2020

Wendy Draayers (CEO)

Nick Johns and Ofelia Royo (Fellowship Program Manager)

Keith Beecher (Finance Manager)

Theresa Vu and Paige Voss (Communications Officer)

Simon Francis (Fellowship report editor)

Danielle Cull (Designer)

From the Chair



Professor Amalia Di Iorio , Chair

“ISS Institute partners with industry, government and philanthropy to deliver international opportunities for enhancement of skills to our leading artisans and specialists, who return with world class talent and who aspire to serve our community on a higher level.”

This is my sixth year on the Board and my third as Chair, and it continues to be an honour to lead the enthusiastic and dedicated group of people who work with me on the Board of the International Specialised Skills Institute. This year has been particularly challenging due to the global pandemic and its impact on the work we do. However, thanks to the continued support of our partners and the commitment of our Board and ISS Institute team, we are successfully navigating these difficult times. I am confident we will emerge stronger and continue to deliver a strategic and impactful Fellowship Program, supporting innovation and changes to practice across diverse industry sectors within Australia.

This year the Board farewelled John Baker who joined the ISS Institute Board in 2013 and served as Chair for five years. During his Board tenure John consistently displayed both commitment and passion and we thank him for his support and wonderful contribution and wish him well for the future.

Fellowships this year have covered a broad range of sectors and topics including sustainability in fashion, technology in plumbing education, social enterprises, public engagement with museums, apprenticeships in heritage trades and social and emotional learning in the VET sector. The diversity of topics being investigated

is a testament to the Institute, the passion and talent of our Fellows to our extraordinary partners who support them.

On behalf of the Board, I would like to express my deepest gratitude to our partners as without them our Fellows would not have international learning opportunities that enhance both their personal and professional skills and knowledge and build the capacity of the Australian workforce.

I want to thank my fellow Board members for their commitment, dedication, and passion for the Institute. I am fortunate to work alongside such a talented group of people who choose to contribute their personal time and expertise to the Institute.

I would also like to express my sincere thanks to our CEO, Wendy Draayers, and her team for not only continuing to develop and strengthen the Institute's Fellowship Program, but for adapting so masterfully to the ongoing Covid-19 conditions.

Finally, many thanks once again to our partners and our 495 past and present Fellows for their hard work and commitment to the organisation. I look forward to a positive year ahead for the ISS Institute and our Fellows.

Professor Amalia Di Iorio
Chair

From the CEO

The past 12 months has brought unexpected challenges but throughout it all our Fellows have continued to drive change and create outcomes and impact thanks to their Fellowship learnings. I am proud to be leading an organisation that is committed to supporting innovation and best practice and delighted to have the opportunity to work with our Fellows who are all passionate and talented practitioners in their respective fields.

The impact of COVID on the International Specialised Skills Institute (ISSI) and the work we do has been significant in the short term but long term we are confident that we will return to a 'business as usual' model.

We have seven 2019 Fellows who had to cancel their travel plans and they, along with the Fellows that have been appointed this year, are all working towards undertaking their international Fellowship travel in late 2021. Most importantly, our Fellows that were travelling overseas when COVID struck all managed to return home safely with only minor changes to itineraries in a couple of instances.

In terms of the Fellowship model, ISSI anticipates a return to business as normal post COVID but we have identified and implemented a number of new strategies designed to maintain the motivation and engagement of current Fellows that will ultimately add value and, in some cases streamline the Fellowship program processes into the future. In addition, the timeline for all Fellows appointed across this year will be extended on a case-by-case basis dependent upon the countries being visited opening their borders and the Fellows capacity to travel.

“

“We are building on the vision of Sir James to support the development of a better skilled and smarter Australia by acting as a bridge between Australians who are committed to driving innovation and upskilling within their industry sector and our generous partners who choose to support this journey”.

”

Goal 1

We will target skills and knowledge enhancement areas and encourage new thinking and early adoption of ideas and practice through the awarding of quality Fellowships.

Goal 3

We will work to increase our national exposure and activity through our Fellowship work.

Goal 2

We will build a significant community of supporters through our relationships with partners and Alumni who will work with us to foster an aspirational, skilled and smart Australia.

Goal 4

We will aspire to influence evidence-based Fellowship and scholarship practice in Australia to grow the demand and importance for future work in this area.

The support of our partners is vital to ensuring that we achieve these strategic goals. Across the second half of this year and the challenges we have faced due to COVID we are particularly grateful for their continued support. Their commitment to our Fellows, the Fellowship Program and the Institute has been unwavering. We have been fortunate to have had the support of a number of organisations across the past year including the Department of Education and Training (DET): Higher Education Skills(HES), the George Alexander Foundation, The Italian Australian Foundation and Agribusiness who all sponsored Fellowships.

In addition, I would like to acknowledge and thank the Ian Potter Foundation who generously provided funding to support the Institute during the COVID pandemic and provided us with funds to develop and implement improvements to the way we work and develop and launch a new website.

I would also like to thank the small but truly dedicated ISS Institute team; Keith Beecher (Finance Manager), Si Francis (Report editing), and Danielle Cull (Design). It is a delight to work with these talented and committed people who make everything possible.

Sadly, this year we said goodbye to Nick Johns our Fellowship Program Manager, who took up a wonderful leadership opportunity elsewhere. Working with Nick was truly a pleasure and his contribution to the team and his positive presence in the office will be sadly missed.

On an exciting note we welcomed Paige Voss to the team in March in the role of Communications Officer. I am delighted by the contribution I know Paige will make. She has joined us with lots of great ideas and brings with her both a fantastic skill set and a creative and enthusiastic approach to her work.

I would also like to express my gratitude to the Board for their commitment to the Institute and their support of me. Their belief in the work we do is vital and truly appreciated.

I again acknowledge and thank our partners, as without you we could not deliver an innovative and impactful Fellowship Program.

Finally, to all 495 International Specialised Skills Institute Fellows, past and present – thank you for your courage to step up and drive change and innovation, thank you for being ambassadors for the Institute and thank you for your commitment to ensuring that the way we work is based on international best practice and builds a better skilled and smarter Australia.

Wendy Draayers
Chief Executive Officer



Wendy Draayers, Chief Executive Officer

Partners & Sponsors

This year we have worked with over 40 Fellows from previous years to complete their Fellowship requirements including the publication of their Fellowship reports which are now all available on our website.

Additionally, we had the pleasure of awarding new Fellowships thanks to the generous support of our partners. We sincerely thank our partners who have provided Fellowship funding across this year. We also thank the Ian Potter Foundation for providing us with funding to support us to develop our new website and undertake a quality assessment of our internal processes.

“ISS Institute Fellows have a unique opportunity to not only develop their own skills and knowledge in a range of sectors but also to become leaders in their area of expertise and share their knowledge and skills across their industry “



Georgie King, Jobs Victoria Fellow



These Victorian Fellowships contribute to building the Education State by stimulating innovation and entrepreneurship within the Vocational Education and Training (VET) sector and reducing educational disadvantage. Fellowships were made available to vocational training practitioners employed within the Victorian Government contracted Registered Training Organisations (RTOs), including TAFEs and private RTOs or Adult, Community and Further Education (ACFE) Board registered Learn Local Organisations (LLOs). To date this year, five Fellows have been appointed. Due to the impact of COVID these VET International Practitioner Fellowships have been broken into two rounds and an additional five Fellows will be appointed later in the year.



Rajesh Iyer
2020 HES Fellow

Rajesh's Fellowship will examine how vocational education and training providers can form meaningful and purposeful partnerships with industry. Underpinning these partnerships will be a joint commitment to meaningful engagement, problem solving and the development of student assessment tools that are current, appropriate, relevant and meaningful that clearly align with the needs of the workplace.



Bettina Twyman
2020 HES Fellow

Bettina's Fellowship will focus on the building and implementation of an online toolkit for VET practitioners across Australia to access case studies, referral guides, research, advice and practical skills to support clients and students experiencing trauma and PTSD in the classroom and as they pathway into employment.



Leonard Spain
2020 HES Fellow

Leonard's Fellowship will focus on how industry engagement in the development of a VET course can lead to effective teaching practice, and real world outcomes for students and employers. The aim of this Fellowship is to bring the needs of industry more aligned to the course design process.



Michael Mathew
2020 HES Fellow

Michael's Fellowship is designed to build his skills in the construction and logistics sector, specifically in relation to building high energy housing using SIP's (structurally insulated panels) and to enable him to obtain Passive House Certification. Fellowship learnings will provide the opportunity for those transitioning back into the workforce to gain a unique qualification in construction that is in demand due to changing consumer expectations.



Paul Boys
2020 HES Fellow

Paul's Fellowship will explore Design thinking – a human centred design process used to tackle problems. He plans to visit the USA and research VET educational institutions that are applying the Design thinking principles to their teaching and learning practice.

These Fellowships provide an opportunity for Australian residents of Italian descent to acquire higher-level skills and knowledge and return to Australia and drive leading practice and innovation.



Isabella McRae

2020 IAF Fellow

Isabella's Fellowship aims to promote and expand leatherwork and craftsmanship in Australia. The Fellowship will provide an opportunity to travel to Florence and Milan, to learn new design skills and tanning techniques, visit tanneries, network with industry experts and expand knowledge of hand making.



Joe Pagnoccolo

2020 IAF Fellow

Joe's Fellowship is to undertake applied research in social and emotional learning (SEL) in VET for the Australian context. This will provide opportunities to compare different educational systems. This Fellowship also seeks to improve teaching delivery in VET programs. It will provide alternative ways to engage students more in the apprenticeship experience.



Michael Capuzza

2020 IAF Fellow

Michael aims to provide further help to students who have learning difficulties and/or have trouble reading and writing in English. He plans to do this through the development and use of additional visual aids and electronic learning systems.



Natalie Rose Cassaniti

2020 IAF Fellow

Natalie's Fellowship will focus on developing skills and knowledge of the latest standards and best practice in AV archiving. In return, she will endeavour to encourage and support archivists on their quest to preserve collections before it is too late.

These Fellowships provide an opportunity for individuals aged between 18 – 35 years to acquire higher-level skills and drive leading Australian practice and innovation across the areas of environment and sustainability, alternative energy, and education.



Grace Barrand

2020 GAF Fellow

Grace's Fellowship aim is to research the United Kingdom Trailblazer Apprenticeship program, which offers a new education pathway for conservation students that features workplace learning and industry engagement.



Natalie Carfora

2020 GAF Fellow

Natalie's Fellowship seeks to understand the changing impacts of these digital interventions. She wants to better understand how these technologies impact on visitor experience, how they can improve accessibility, and how they can make museums ultimately more engaging.



Amelia O'Donnell

2020 GAF Fellow

Amelia's research aims to identify the conceptual approaches and practical skills emerging conservators need to support these activities. She seeks to implement change in early career training so conservators in Australia can be part of a more inclusive future.



Avril Buchanan

2020 GAF Fellow

Avril's Fellowship will provide an opportunity to travel to Egypt and undertake training related to the craft of pleating and mould making, so that this knowledge can be brought back to Australia to be shared through industry and education, and contribute to conservation efforts.



Natalie Delaney-John

2020 GAF Fellow

Natalie's Fellowship will enable her to undertake dedicated training under some of the world's most awarded Taxidermists, Moulding & Casting Specialists and Zoological Sculptors. The benefits of this will then flow directly into her profession and the greater community as it will allow her to diversify the offerings of Rest in Pieces to include commissioned work for education and wildlife organisations.



Aga Jones, George Alexander Foundation Fellow

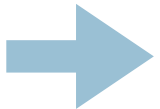
“Wonderful experience and support that strengthens the credibility of people like myself who can go on to influence & direct change. I feel empowered to achieve any goals I now set.”

Economic Impacts of Fellowships

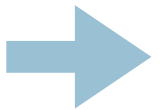
The International Specialised Skills Institute was established 29 years ago with the sole purpose of building a 'Better Skilled Australia'. We do this via the provision of Fellowships that provide an opportunity for Australians to undertake international skills development and applied research that will have a positive impact on Australian industry and the broader community. This impact includes personal and professional development, sectoral development, economic development and job creation.

In 2019 the Centre for Social Impact – Swinburne University, completed and published an evaluation of the work of the Institute across the past 28 years. The aim of the evaluation was to assess the impact of the International Fellowship Program in terms of benefits to the individual Fellows, the flow on benefits to their industry sector and the contribution to policy change and the community more broadly.

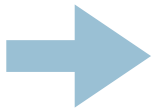
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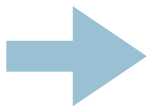
- **95% of Fellows continue to apply their Fellowship learnings in their current work roles**, this is significant considering some of the Fellows undertook their Fellowship in the 1990s



- All Fellows surveyed indicated that they were able to contribute to their sector by **sharing innovative business models, best practice processes and by training others in their industry.**

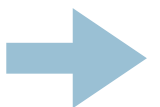


- All entered their Fellowship with **the intention to share the skills and knowledge they gained** amongst their colleagues and others in their industry. These skills and knowledge have been shared in a variety of ways including workshops, presentations, publications, and training.



- **The Fellowship program has played a vital role in enhancing and sustaining specialist skills in several sectors** including building and construction, textiles, art and design, conservation and restoration, and food and agri-business. Some of these industry areas have few or no accredited courses within Australia.

We are proud of the outcomes and impacts our Fellowship Program creates and thankful to our partners who support these. To date the ISS Institute has sent 495 passionate and innovative Australians overseas to undertake skills enhancement and applied research. A significant number of these go on to create businesses and projects that support meaningful economic and employment outcomes.



- **Specialist skills, knowledge and networks built through the Fellowship program have led a third (30%) of the Fellows to start their own business, organisation and/or project.** These are expected to play a vital role in filling the 'skills gap' in Australia and **have created or will create new employment opportunities.**

Jan Davis

2017 Department of
Education and
Training, Higher
Education and Skills
Fellowship recipient.

- **Supported Internships: a program of social inclusion for young people with disability**

Fellowship aims: **Examine the UK Supported Internship Model for young people with disability**

Since the Fellowship study was completed, a strategic partnership has been established with the Royal Children's Hospital in Melbourne. A supported internship pilot project commenced in 2018 and ten students were selected to participate in the program. They were placed in a range of settings within the hospital including human resources, allied health, CSSD (central sterilising service department), RCH Foundation, medical records, food services and the early learning centre. The pilot program was a huge success, and the program is now embedded within the hospital. The Royal Melbourne Hospital and the City of Casey have committed to running similar programs in 2021. **To date, 18 young people with disability have gained meaningful employment because of the implementation of Jan's Fellowship learnings.**

A case study of this program is included in the Annual Report on **page 15-16**

Vicki Abrahams

2013 George Alexander
Foundation Fellowship
recipient.

- **Innovation in Upper Limb Rehabilitation - Computer/ Robotic Based Therapy and Constraint Induced Therapy**

Fellowship aims: **The objectives of this Fellowship were to learn the background reasoning behind the benefits of CI Therapy and the techniques used during this therapy.**

Since returning from her Fellowship Vicki has expanded her occupational therapy business and recruited and trained two therapists in the use of therapy devices not commonly available or used in Australia.

Recent changes to NDIS funding will enable Vicki to further expand her business and she anticipates employing and training an additional six therapists across the next 12 months. **A total of eight occupational therapists will be employed as a direct outcome of Vicki's Fellowship.**

Michael Dal Zotto

2008 George Alexander
Foundation Fellowship
recipient.

- **Prosecco: A Grape Variety From The Veneto Region Of Italy**

Fellowship aims: **To develop a greater understanding of Prosecco winemaking, viticulture, and marketing.**

Michael Dal Zotto; "Key impacts of the Fellowship include going from a small family business to a business that now distributes nationally. Through our work at Dal Zotto and the support and training provided to other local vineyards we have been able to set King Valley up as the industry leaders in Prosecco in Australia and Dal Zottos' as the pioneers. There is no doubt that the Fellowship has given the family credibility and the ability to grow as a business. When we released Australia's first Prosecco in 2004, we released 375 dozen in 2019 we produced more than 51,000 dozen."

As a direct result of this Fellowship the Dal Zotto family have employed dozens of additional staff on both a short term (harvest, etc.) and permanent basis across all facets of the wine production and distribution process. In addition, the knowledge and leadership provided by the Dal Zotto family has positioned the King Valley as the industry leader in Prosecco production in Australia. This success has supported other local vineyards to expand their production and product range and created new employment opportunities.

Case Study- Jan Davis

Jan Davis, Holmesglen Institute, Victoria

DET Fellowship: Supported Internships - a program of social inclusion for young people with disability (2017-18)

Summary

In 2017, Jan Davis of Holmesglen Institute undertook a Fellowship in the UK to study new models to assist young people with disability to move into employment. Her research provided strong insight into the Supported Internship model, which involves enriched work placements offered through partnerships between industry, training organisations and supported employment organisations. Through her Fellowship, Jan identified this as a promising model within the Australian context, and a pilot of the model is now underway which offers significant potential to improve vocational outcomes for vulnerable young people.

Context

Young people with a disability face many challenges. Moving into employment, while critical to social inclusion and long-term wellbeing, is a significant hurdle. Despite the Victorian Government's commitment to giving Victorians with a disability Every Opportunity, discrimination and other barriers continue to limit employment opportunities for young people with disability.

As Course Coordinator for Certificate 1 in Work Education at Holmesglen Institute, Jan Davis works daily with students aged 16-24 who present with additional learning needs or disability. In her search for new ways to overcome employment barriers for these young people, she identified Supported Internships as a potential model with a strong evidence base in the United Kingdom. No programs of this type were known in Australia.

Fellowship Activities

Jan undertook an International Specialised Skills Institute (ISS) Fellowship in May 2017 to research Supported Internships. The Fellowship was funded by the Victorian Department of Education and Training and took place in the UK, where Jan spent three and half weeks immersed in the philosophy.

and implementation of the Supported Internship program. Jan met with key experts and visited a range of organisations involved in the Internships including GlaxoSmithKline, Hounslow Council, Sofitel, L'Oreal UK and Charing Cross Hospital.



Jan Davis

Outcomes

Through her Fellowship, Jan gained a detailed understanding of the Supported Internship model and the factors involved in its success. Key learnings included:

- The importance of the three-way partnership between employer, training organisation and supported employment organisation, with most of the young person's time spent at the employer's premises.
- The need for a structured study program using the systematic instruction method, supported by a tutor and expert job coach.
- The importance of a sufficient timeframe (ideally 12 months) and post-study support to achieve sustainable employment outcomes.

Jan's Fellowship report reviewed the evidence and identified Supported Internships as a promising option within the Australian context. Through presentations and discussions with sector colleagues, Jan has succeeded in generating sufficient interest for a local pilot of the model. On a personal level, Jan commented that the Fellowship had renewed her energy and enthusiasm, her optimism about being able to achieve vocational outcomes for her students, and her confidence in leading initiatives in this area.

Partnership with The Royal Children's Hospital

Jan's Fellowship has provided the knowledge base and the impetus for a new industry partnership between the Royal Children's Hospital (RCH) and Holmesglen Institute. This pilot Supported Internship program will support ten young people with additional learning needs or disability through a 34-week enriched work experience model. The students will rotate through a number of hospital departments with mentoring from RCH staff and a dedicated Holmesglen staff member. It is anticipated that this intensive program will greatly increase the employability of the young people, with substantial benefits for their mental health and economic inclusion. The program also offers significant value to RCH.

Jan noted that the knowledge gained through her ISS Fellowship was the critical factor which enabled the pilot to occur. An evaluation of the pilot is currently underway which will generate further learning. The pilot is being watched with interest by other training providers and will provide a significant new option to foster social inclusion for young people with disability.

See Jan's report for more details- Supported Internships: a program for social inclusion for young people with a disability



Jan Davis Report photo

Three years post this Fellowship

The partnership with the Royal Children's Hospital is still in place and to date 20 young people with disability have undertaken a Supported Internship Program. Of this number 18 have gained employment or gone on to further study post their internship.

In 2019 Jan's program won the Industry Partnership Category at the Victorian Training Awards and went on to win this category at the Australian Training Awards.

Across 2020 Jan has also been successful in developing a partnership with City of Casey. In 2021 a Supported Internship Program will be delivered within this LGA. A partnership with the Royal Melbourne Hospital has also been established and will be launched in 2021.



Jan Davis Report photo

Published Fellowship Reports 2020

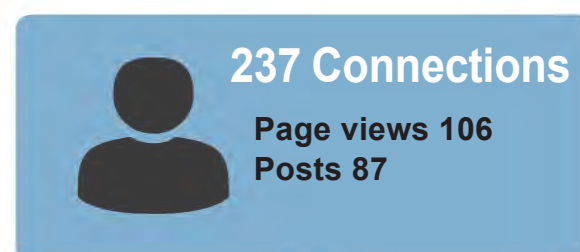
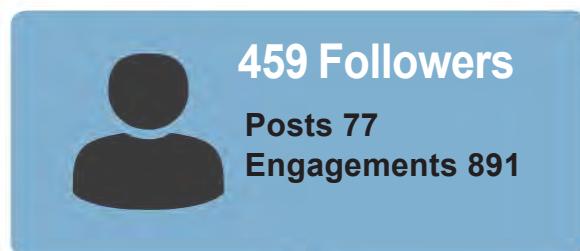
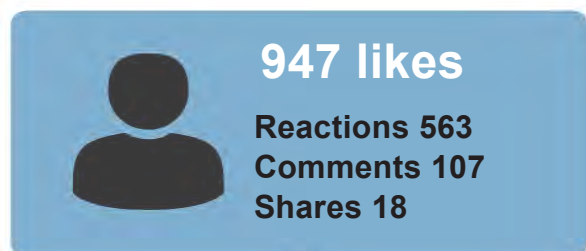
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Published Fellowship Reports

Fellow	Sponsor	Report title
Katherine Lingard	GAF	Visual Communication in Paediatric Hospital settings
Tina Bampton & Melinda Brown	HES	Pregnant and Parenting Teenagers in Education
Veronica Kiaora	HES	Increasing the participation of single mothers in education and training
Claire Rowson	IAF	Making Money: Numismatic art, collections, and conversation
Mick Prato	IAF	Practical Summative Assessment of Vocational Education Programs; Using the Internationally recognised WorldSkills Standards Specifications
Rebekka Hocking	IAF	An Australian Archaeological Conservator in Eastern Crete: A comparison of practices and methodologies
Alexandra Taylor	GAF	The Art of Value: a discussion on the protection of our shared cultural heritage
Amy Walsh	GAF	Conservation and Restoration of Ceramics: A Year at West Dean College in the UK
Daman Shrivastav	HES	Victorian TAFE – Hospitality students employability outcomes
Dr Tim Corbett	Manufacturing Skills Australia	(Pre) Forming the Future of Carbon Composites
Glen Rundell	Perpetual (Eddy Dunn)	Windsor Chair Making in Australia
Dylan Treadwell	David Barro	A Study in Construction Materials; Sustainability and Innovation
Olivia O'Connor	GAF	Rocking Horses, Carousel Restoration and Wood Carving - Lessons from the USA
Kate Cranney	GAF	Creativity in Conservation...how do science and conservation organisations tell the story of their work in creative, engaging ways?
Linno Rhodes	HESG	Adult Literacy – Between the Lines; trauma, attachment and the relational sciences
Dr. Imogen Fullager	Agribusiness	Sea Urchin Farming
Simon Bruce	HESG	Social learning and Collaborative Learning; Enhancing Learners Prime Skills
Rocky Molluso	IAF	Rock-Hard Go-Karting in Italy
Tim Havilah	Valmorbida	Building Solid Foundations; Career Pathways in Traditional Trades in Australia
Victoria Mead	DJPR	Survivors of Family Violence Empowered Through Employment
Lorraine Thompson	DJPR	Employment Programs for Women with Complex Needs; and the recruitment and retention of front-line workers
Feren Yen	HES	Supporting students with poor mental health and a history of trauma
Anagha Karandikar	HES	Should BIM be regulated in Australia?
Luca Lettieri	IAF	Traditional European Craft Practices
Tracey Fenton	HES	Supporting Disadvantaged Young People through Education and Employment
Paula Kudi	HES	Leveraging the Australian Education System from a Swiss and German Perspective
Melanie Williams	HES	Developing 21 st century Skills In VET
Simon Crabb	Jobs Victoria	Innovation in employment; The challenges and opportunities in aligning employer demand and candidate supply
Ausra Wells	Jobs Victoria	Strategies for creating equal an employment pathway for all
Georgia King	Jobs Victoria	Empowerment through employment. The intersection between disadvantage, enterprise skills and entrepreneurship.
Nicola Watts	Jobs Victoria	Food for Thought. Supporting job access and social impact in regional food systems.
Aga Jones	GAF	Towards zero waste in floral design

Communications

Analytics from Hootsuite
1 April- 30 June 2020



Social media

Across this year ISS Institute's social media has focussed on building engagement, increasing our content distribution and improving our connectivity on all our social media channels. Our Facebook, Twitter, Instagram and LinkedIn profiles have been utilised to distribute Fellow report content, Fellow stories, inspirational quotes and the marketing of each Fellowship round. These marketing and communication channels have seen a significant increase in engagement across the past 12 months, and as a result we have built our number of followers across all social media platforms. This is particularly evident on our Instagram, which has grown from a following of 336 in April 2020 to 459 in June 2020.

In April this year we signed up to social media monitoring platform, Hootsuite, and are now able to effectively monitor and track our social media presence. Our overall engagement has shown significant growth due to an increase in posting volume which has involved a greater range of content being published. The Hootsuite platform enables us to schedule social media posts across all channels, which supports us to increase the amount of published content and to ensure that our social media strategic plan is achieving the desired results.

Newsletters

Our ISS Institute digital newsletter provides regular updates on the Institute and our Fellows. Eight newsletters have been published across this year. These newsletters had an average of 600 clicks per email and included content from the CEO, latest Fellow reports, COVID updates, videos and highlights of our Illuminate forums and Fellowship round information.

***Average 600 clicks
per email***



Isabella Mcrae, Italian Australian Foundation Fellow



Rajesh Iyer, Department of Education Fellow



Natalie Delaney-John, George Alexander Foundation Fellow



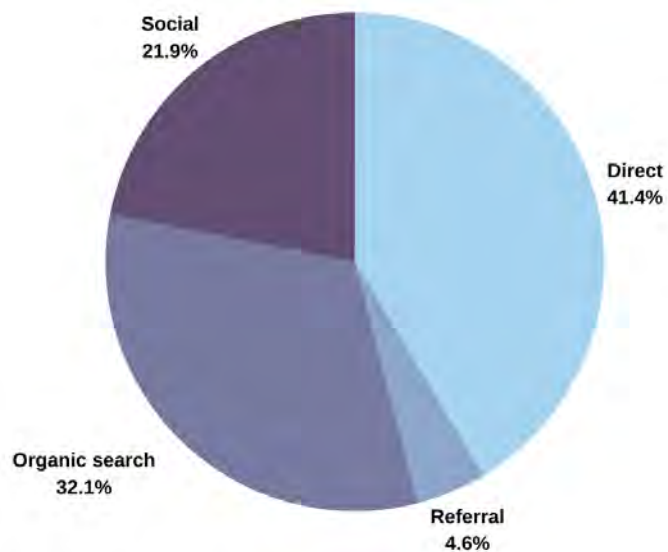
Natalie Rose Cassantini, George Alexander Foundation Fellow

Fellow Friday

This year we developed a social media campaign to introduce all of the 2020 Fellows. The 'Fellow Friday' campaign is not only an effective way to introduce our new Fellows but also highlights the diversity of our Fellowship Program.

This campaign has been very successful, and since its introduction in April 2020 our engagement has increased with some profiles doubling the engagement levels compared to other posts.

This initiative also generated a huge growth in social engagement from other Fellows and more Facebook and Instagram comments than any other post type. The content was posted with copy that includes a range of questions and answers from each Fellow, giving insight into who they are and their Fellowship plans.



Website channel data from Google Analytics

Website

This year we also developed a new website thanks to a generous donation from the Ian Potter Foundation. We have added multiple aspects to the site including a blog, Fellows facts and a new method to access Fellowship reports. The website holds all Fellowship reports, Fellow profiles, Fellowship criteria and updated pictures of Fellows.

The main aim for the new website was to create an easy to navigate website that was modern and simple. Since launching, we have had many comments on the accessibility and overall feel of the new site. We have also engaged with 1,575 new users and had 4,014 page views on our social media via the website.

1,575 New Users

Financials

Profit and Loss Statement for the year

	2020	2019
	\$	\$
Revenue	585,703	705,103
Employee expenses	(275,083)	(294,978)
Depreciation and amortisation expense	(1,304)	(1,715)
Fellowship Expenses	(241,660)	(310,704)
Rental Expense	(12,000)	(12,000)
Sundry expenses from ordinary activities	(22,595)	(52,929)
Current year surplus/(deficiency)	33,061	32,777

Statement of Financial Position as at 30 June 2020

	2020	2019
	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	73,355	130,979
Short term investments - bank deposits	719,063	621,029
Other Assets	29,457	8,303
TOTAL CURRENT ASSETS	821,875	760,311
NON CURRENT ASSETS		
Property, plant and equipment	3,369	2,898
TOTAL NON - CURRENT ASSETS	3,369	2,898
TOTAL ASSETS	825,244	763,209
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	580,678	549,005
Employee provisions (Annual Leave)	8,394	5,731
Current tax liabilities	11,356	18,073
TOTAL CURRENT LIABILITIES	600,428	572,809
NON - CURRENT LIABILITIES		
Employee provisions (LSL)	6379	5,025
TOTAL NON CURRENT LIABILITIES	6379	5,025
TOTAL LIABILITIES	606,807	577,834
NET ASSETS	218,437	185,375
EQUITY		
Retained surplus	218,437	185,375
TOTAL EQUITY	218,437	185,375

The financial statements have been audited, and an unqualified audit report has been provided by the Institute's auditor, Chaundy & Henry.

ISS Institute is pleased to report another successful financial year with a net surplus of \$33,061 compared to \$32,777 in 2019. The result benefited from two forms of financial support provided to the Institute following the outbreak of the coronavirus pandemic.

One, the relief provided by the federal government from PAYG withholding tax for several months and the other, a generous grant from the Ian Potter Foundation.

Retained funds at June 2020 were \$218,437 (2019 \$185,375), and Current Assets of \$821,875 were \$221,447 in excess of Current Liabilities of \$600,428.

Cash and bank deposits at June 2020 were \$792,418, compared to \$752,008 in 2019.

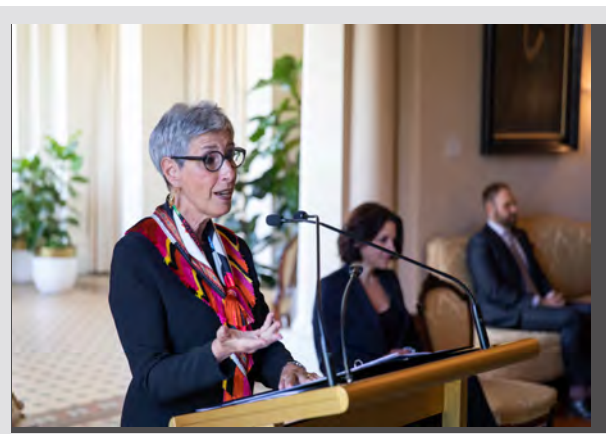
The Institute's liability to its Fellows decreased from \$369,278 at June 2019 to \$338,445 at June 2020.

Operating costs were carefully managed, and the sound financial position ensures that the Institute is well placed to fund its operations for the ensuing year as restricted overseas travel will severely limit the amounts paid to Fellows.

Jack O'Connell AO
Treasurer

2019 Fellowship Awards Ceremony

The International Specialised Skills Institute would like to thank the Honourable Linda Dessau AC, Governor of Victoria, for hosting the 29th Annual Fellowship Awards Ceremony at Government House on November 28, 2019. It was a wonderful event and our Fellows were honoured to receive their Fellowship awards from the Governor in such beautiful surroundings.





Hannah Webb, George
Alexander Foundation Fellow.

“These are incredibly valuable Fellowships that make significant impact regarding bringing innovation to Australia. Thank you for the opportunity to undertake one and please continue to support them”



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