



30th Annual Report

2015

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CHAIRS REPORT

Welcome to the 2014/15 Annual Report for Group Training Association of Victoria.

To say that the year has been a challenging one is not going to surprise many. The board has been united in its deliberations to ensure members' interests have always been the number one priority. The 2014/15 year will be remembered by many members as a year of change, challenge and frustration, whilst for others, the same period has provided opportunity.

Members can be assured that the Board, Executive Officer and staff have been united and proactive in ensuring that all GTAV members are represented regardless of circumstance, and will continue to promote the value of our industry to Government and key stakeholders.

A very successful conference in Melbourne in November, and our midyear conference in Albury in June, has highlighted to me the continued commitment of the Victorian Government, and the strength of the Victorian membership. It is no mean feat to maintain the financial support of Government in any industry, and despite another change of Government in Victoria last November, the association has again successfully lobbied for continued state support for the old JGTP funding.

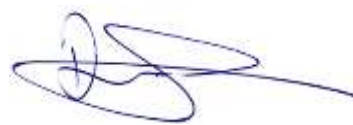
As a united membership, the Victorian association is able to engage key stakeholders with clarity, and deliver with consistency. I wish to thank each and every member for the role that you play in presenting as a cohesive and committed network. Presenting and working together in this way has been critical in gaining and maintaining the confidence of the State Government at many levels.

I would like to express my gratitude to the board of the Victorian Association for their dedication and commitment to the role as representatives of our members. The role of the board in an ever changing

environment and has challenged directors to continually strive for best practice and focus on future direction. In particular, I would like to acknowledge retiring board members David Edgar and Sue Kent for their contributions. We say goodbye to significant experience and knowledge with these retirements, and we hope you both enjoy a well-earned rest.

Looking forward GTAV and its members are no strangers to addressing industry challenges head on, and the future looks certain to once again challenge and test us. The current environment means we must remain vigilant and open to new initiatives and opportunities that will ensure future sustainability for our industry.

In closing I would like to thank Gary and staff for their outstanding contributions; your hard work and dedication has been appreciated.



Dean Luciani
GTAV Chair



EXECUTIVE DIRECTOR'S REPORT

Welcome to the 30th Annual Report of the Group Training Association of Victoria.

2014-15 has been a constantly changing and challenging year within the Group Training and the wider Vocational Education and Training (VET) sector.

At a State level we saw the Labor party win office in November off an election platform that promised to support TAFE, fix the VET funding and quality issues and to stimulate jobs and infrastructure.

The Hon. Steve Herbert, Minister for Skills and Training, has certainly worked hard over the first half of 2015 announcing a number of initiatives to provide additional funding to TAFE, undertaking a coordinated targeted auditing schedule to expose poor training practices/providers, reviewing VET policies and to stimulating jobs and new construction. In March he announced that the Victorian Government would continue to fund group training organisations with \$3.1 million (its share of the JGTP funding agreement with the Commonwealth). Unfortunately the Commonwealth government's decision to wind-up its support of JGTP funding at 30 June 2015 was extremely disappointing.

The association has been working with the State government responding to a number of government discussion papers and committees on ways to improve outcomes for apprentices and trainees, and reforming the VET sector:

- Review into the Quality of Victorian VET system
- Review into the funding of the Victorian VET system
- Developing a new funding model for GTOs for 2015-16
- Part of the new Victorian Tech schools implementation panel
- Victorian Essential Services Commission (Victorian Auditor General's Office report – Review into VET funding and review into apprenticeship completions
- Commonwealth VET Reform agenda

The challenge ahead for the association will be to capture information on our sector and participants, and to create innovative ways that the well-established GTO network can continue to support government priorities, small businesses and apprentices/trainees.

2014-15 also continued to be a challenging time with our members seeing a decline in trainee and apprenticeship numbers, however not to the same extent as the wider VET market which is reflected in our industry statistics on page 21 of this report. This decline is due to a number of factors including; changes in the Victorian and Commonwealth funding for training and employment incentives, the continued "sluggish" economy and employer confidence – especially in the building and construction sector, and changes to Industrial relations laws with competency based wage progression, which have all contributed to weaker employer confidence.

At a National level new federal government contracts for Jobactive Services Providers and the new Australian Apprenticeship Support Network will see our members forging new partnerships, which the association will continue to encourage.

As you will see from the financial report, membership fees account for approximately 11.5% of total revenue for the association, and to this point the association relies heavily on tendering and securing government projects. In 2014-15 the GTAV worked on a range of projects including;

- Industry Skills Council (ISC) Corrections Victoria (pre and post release employment support)
- Small business SuccessMap
- NWDF – Certificate IV in Workplace Health and Safety.
- SafetyFirst – e-learning resources, policies/ templates and WHS benchmarking.
- Development of an association / member based (multi-use) e-learning platform and online resources library (professional development resources for GTO staff)

Many of these projects will continue in 2015-16.

During 2014-15 the association also completed a number of internal projects to ensure our members are kept at the forefront of best practices:

- Updated member Code of Conduct
- Updated host employer agreement with State and Commonwealth legislation and regulations
- National Workplace Health and Safety Act
- GTAV new strategic plan 2015-17

2015-16 will be an important year with the association focused on a number of issues including securing future GTO funding and re-establishing National / State GTO standards.

In November 2015 the association will celebrate 30 years in supporting Victorian Group Training Organisations and we will continue to focus our energies on promoting the benefits of the group training network, and how governments can better utilise this strong Victoria-wide (and National) resource.

I would like to take this opportunity to personally thank our members, the GTAV Board and staff for their support throughout the year.



Gary Workman
Executive Director
GTAV Secretary

GTAV Strategic Plan 2015-17

GTAV Statement of Purpose

To support the vocational training and employment network to achieve skilled and sustainable employment for the community.

Leading and Influencing Policy Development

GTAV plays a pivotal role in shaping the policy environment as it affects the sector and those whom the sector serves

Engaging and Supporting Our Members

Through effective engagement with our membership, GTAV will develop and deliver services relevant to members.

Strengthening Capacity

Provide assistance and resources that enhance the capacity of members to deliver quality services and outcomes

Organisational Sustainability

To ensure GTAV is a robust and functional organisation with diverse income streams to ensure financial viability

NATIONAL REPORT

This is now my third year as nominated director to the GTA National Board representing the Group Training Association of Victoria and its members.

2014-15 has presented many challenges to GTOs, both at state and federal levels with policy changes, the release of a new Australian Apprenticeship Support Services tender and changes to state-funded government training.

GTA National has had the same challenges in terms of its core business – advocating on behalf of its members in what is often a difficult political climate with ministers and department officials holding contradictory views on Group Training and the value it offers government – and representing the often very diverse and sometimes conflicting interests of its members, in order to engender the best outcomes for the majority. The GTAN Board, CEO Jim Barron, and the staff have been focussed on achieving this in a number of ways, including:

- Ongoing political and policy advocacy throughout the year culminating in a Member Advocacy Day (MAD) campaign in Canberra in July this year comprising 27 meetings with key Government, Opposition and crossbench representatives.
- Successful staging of the November 2014 GTA national conference in Hobart
- The holding in August 2015 of the 11th *Today Skills: Tomorrows Leaders* career development programme at the Australian Institute of Sport in Canberra for 21 of group training's best & brightest attended and supported by GTA's Patron, the Governor-General, Sir Peter Cosgrove
- Ongoing brokerage of critical Indigenous employment and training programmes as well as securing a new Vocational Training, Education and Communities (VTEC) contract

- Working closely with the Australian Apprenticeships Reform Working Group (AARWG) on the reviewed national standards for group training
- Industry representation on the Commonwealth, State and Territory working group on vocational learning and careers advice
- Completion of the DET-funded Ithaca group work www.employingapprentices.com.au
- Production of the member resource GTA GTO directory
- Enhanced social media presence through Facebook, Twitter and LinkedIn.

Chair Michael Bennett ensures that the board runs smoothly and meets its corporate governance and strategic planning objectives and has recently commissioned a comprehensive national member consultation process with a view to producing a new value proposition for the network in the second half of 2015.

All of my fellow directors who contribute time, energy and expertise to the association are as committed to positive outcomes for the association and its members.

Next year will be at least as full, if not more so, of challenges, threats and opportunities for Group Training.



Robert Birch

Victorian Representative to GTA National

BOARD OF DIRECTORS

GTAV Board of Directors		
Name & Contact Details	Position	Term
Dean Luciani Westvic Tel: 03 5381 6200 Email: dluciani@westvic.org.au	Chair Director	November 2013 – 2016
Gary Workman Tel: 03 9639 3955 M: 0425 736 036 Email: gary@gtavic.asn.au	Executive Director GTAV Secretary	n/a
Robyn Goodwill Tel: 0408 235 115 Email: robyn.goodwill@bigpond.com	Independent Director	November 2012 – 2015
Robert Birch G-Force Tel: 03 5226 2223 Email: rbirch@gforce.org.au	Director	November 2013 – 2016
Sue Kent MEGT Tel: 03 9879 5222 Email: sue_kent@megt.com.au	Director	November 2012 – 2015
Franklin O'Carroll Tel: 61 3 9564 1579 E: Franklin.Ocarroll@holmesglen.edu.au	Independent Director	November 2014 - 17
Dean Arundell Tel: 03 9867 0263 Email: Dean.Arundell@aigroup.asn.au	Independent Director	July – November 2014
Mark Knox Tel: (03) 9307 4910 Email: m.knox@agaustralia.com.au	Independent Director	November 2014 - 2017
David Edgar ATEP Tel: 03 9583 9444 Email: david@atep.org.au	Director	November 2012 – 2015 Resigned May 2015

CORPORATE GOVERNANCE

During the 2014/15 period the GTAV Board met on eight (8) occasions.

Director Name	Total number of GTAV Board meetings	Total number of attendances
Dean Luciani (Chair) Chair Communications committee	8	8
Robert Birch Chair Audit Committee (July – Nov 2014) National GTA Representative	8	7
Robyn Goodwill Chair Nominations Committee (July – Dec 2014) Chair Audit Committee (Dec 2014)	8	8
David Edgar Resignation May 2015	7	4
Gary Workman GTAV Executive Director – GTAV Secretary	8	8
Sue Kent	8	6
Dean Arundell (July – Nov 2014)	4	4
Mark Knox (Dec 2014)	4	4
Franklin O'Carroll Chair Nominations Committee (Dec 2014)	8	7



The Hon. Nick Wakeling, Minister for Skills and Training with GTAV Board – September 2014

2014/15 COMMITTEES

GTAV Audit Committee		
Name	Position	Term
Robert Birch (July – Nov) Robyn Goodwill (Dec 2014 – June 2015)	Chair	1 year term
Gary Workman	Director	n/a
Dean Luciani	Director	1 year term
Mark Knox (commenced Dec 2014)	Director	1 year term

The Audit Committee met a total of ten (10) times. The role of the Audit Committee includes risk management in addition to standard corporate and financial compliance. As well as a detailed monthly analysis of financial reports the Committee maintains a scheduled review of all risks identified in the Risk Management Framework. As a matter of course the Audit Committee has met with the Association's auditors and discussed the process of the 2014-15 audit and financial reporting.

GTAV Nominations Committee		
Name	Position	Term
Robyn Goodwill (July – Nov 2014) Franklin O'Carroll (Dec 2014 – June 2015)	Chair (1 year term) Independent Director Director	1 year term
Gary Workman	Director	n/a
Mark Dunphy	Independent Committee Member	1 year term

GTA National Board Representatives		
Name	Position	Term
Rob Birch <i>Proxy</i> <i>Sue Kent</i>	Victorian State Representative	1 year term

GTAV Communications & Government Committee		
Name	Position	Term
Dean Luciani	Chair (1 year term)	1 year term
Gary Workman	Director	n/a
Franklin O'Carroll	Independent Director	1 year term
David Edgar	Director	1 year term

GTAV INDUSTRY SERVICE AWARDS

The Group Training Association of Victoria acknowledged the following staff from member organisations for their ongoing commitment to the Group Training industry.



Peter Glenn with AGA Staff receiving his 30 year service award



Rob Birch (15 years), Vas Vuchima (Gforce Chair) and John Welsh (20 years) and GTAV Fellow Mike O'Brien



Cheryl Luscombe accepting her 25 Year Service Award with fellow BGT staff

15 year service awards	GTO Member
Megan Day	MMTC
Robert Birch	G-Force
Carly Quinlan	GTAV
Julie Stephens	LINK
Jo Adams	CVGT
Caroline Mirtschin	Kestrel
Leonard John Shiells	370 Degrees
Veronica MacLean	Westvic
Rosemary Taffs	Westvic
Andrew Sezonov	WPC Group

20 year service awards	GTO Member
Di Menz	MMTC
John Welsh (Board member)	G-Force
Darrell Fricker	AGA
Darrell White (Board member)	AGA
John McKay (Board member)	ATEP

25 year service awards	GTO Member
Cheryl Luscombe	BGT
Annette Kearns	ATEL
Michael Bellamy	Westvic

28 year service awards	GTO Member
Michael Francis (Board member)	Aplus

30 year service awards	GTO Member
Peter Glenn (Board member)	AGA

GTAV EXCELLENCE AWARDS



WOMEN IN TRADES PROGRAM

APLUS

Target:

- Female students in years 10 to 12 from 40 State Schools within the northern Metropolitan Region
- Women interested in commencing Full Time Apprenticeships
- Employers willing to take on both SBATs & Full Time Apprentices within the Northern Region

During 2014 this program:

- Aimed to increase the commencement numbers of women in traditional trades through SBATs + Apprenticeships within Northern Metro Region to between 15-40 females into either SBAT or Full time apprenticeships.
- Create awareness and promotion of opportunities for women in traditional trades i.e. (Building & Construction, Engineering, Automotive and Horticulture)
- Educate women, parents and teachers of various career opportunity within traditional trades through School talks, Career Expos, Women networks/forums etc.
- Engage with young women in the hands on skills required for traditional trades through the use of our purpose built 'tradie trailer' fitted with trade tools and supplies. This will allow young female students the opportunity to participation in practical task ranging from changing washers on taps, changing door looks and becoming familiar with both hand & power tools.
- The program also aimed to create and strengthen links within various industries to breakdown the gender stereotypes and overcome any barriers.



GTAV EXCELLENCE AWARDS

COMMUNITY SAFETY AND INFORMATION SERVICE

BROTHERHOOD OF ST LAURENCE



Brotherhood
of St Laurence

Working for an Australia free of poverty



Over the past four years this program has employed over 88 trainees on behalf of the Department of Housing. These trainees are selected from various public housing sites around Melbourne (with many participants this has been their first employment opportunity). Trainees are placed back into public housing sites to provide community safety and information support to other tenants within the community. Program benefits include:

- Greater community engagement
- High level of employment post traineeship for participants and;
- Improved customer service and crime prevention within the public housing community
- Annually working with 22 trainees on various public housing sites (trainees are also public housing tenants).
- Since 2011, 77% of trainees moving into mainstream employment post the traineeship.

Daniel Ruot – South Sudan graduate 2013

2014 SAFETYFIRST STAR AWARDS

(STOP TAKING A RISK)

2014 WINNER - CAROLYN JOYNSON, MEGT

CERTIFICATE III WAREHOUSING



Carolyn has demonstrated an excellent commitment to OH&S in the workplace during 2014. She volunteered to assist her employer to take on additional responsibilities to support OH&S regulations and safety improvements that were being neglected.

Carolyn spent three weeks researching OH&S regulations - including the storage and handling of dangerous chemicals, cataloguing hundreds of chemicals in the warehouse and developing a materials safety data sheet for each chemical used on site.

The business owners and warehouse managers have all expressed their appreciation to Carolyn for her professional approach and attention to detail towards her OH&S work.

Carolyn Joynton -

2014 OHS – OUTSTANDING INITIATIVE AWARD

THINK SAFE, WORK SAFE, HOME SAFE PROGRAM

MEGT



MEGT held its first ever Safety Expo as part of National Safety Month.

The Safety Expo hosted by MEGT was a great success with visitors having access to over 15 exhibits including a fire demonstration in the car park, juice bar, BBQ breakfast, massages and more. Keynote speaker Rae Bonney from Beyond Blue talked about mental health and wellbeing.

David Windridge – MEGT CEO said, "It is not acceptable that anyone gets hurt at work. We must do everything we can to prevent injuries in the workplace and ensure that everyone arrives home safe at the end of the day."

The MEGT safety expo is part of a wider OHS safety strategy plan up to 2020 that will see increased support for all apprentices and host employers.



"It is not acceptable that anyone gets hurt at work. We must do everything we can to prevent injuries in the workplace and ensure that everyone arrives home safe at the end of the day."

David Windridge – CEO, MEGT

GTAV FELLOWSHIP

GTAV Register of Fellows	Company at time of Award	Year
John Ackland	WorkCo Limited	2008
Kevin Kennedy	Gippsland Group Training (GGT) (AGA)	2008
David Windridge	Melbourne Eastern Group Training (MEGT)	2008
Miles Coverdale	Westvic Staffing Solutions	2009
John Glover	Group Training Association of Victoria Inc.	2009
Geoffrey Foster	Department of Education & Early Childhood Development (Skills Victoria)	2010
Mike O'Brien	G-Force	2010
Sue Kent	MEGT Australia	2012

A GTAV Fellowship is the highest recognition that can be bestowed by the association, on an individual, for their contribution to vocational education and training and the advancement of Group Training in Victoria.

VALE – JOHN GLOVER

It is with great sadness that we acknowledge the passing of John Glover on Friday 19 December 2014 following a long battle with cancer.

As a past Executive Director at GTAV (1996 – 2009) and life membership fellowship awarded in 2009, John was very well known for his contribution to policy and advocacy within the VET sector.

On behalf of GTAV and the entire group training network we honour John Glover for the passionate work he did. He will be greatly missed but his legacy will live long – both in what he built at GTAV and across many critical areas of vocational education and group training policy.



NEW OFFICE

After 15 years at 113 Drummond Street Carlton the new owners decided to investigate development options for the site. As a result GTAV moved offices to Level 3, 478 Albert Street, East in March 2015. GTAV have co-located with the Victorian TAFE Association.

The new office is equipped with a modern meeting room that doubles as our training room and is well positioned to meet with various Government departments in the Melbourne CBD.



KEY ACHIEVEMENTS AND PROJECTS

NATIONAL WORKFORCE DEVELOPMENT FUNDING

GTAV with support from RMIT University (RTO partners) delivered the Certificate IV Occupational Health and Safety training program for 24 field officers and other GTO staff during the year.

This program was fully customised to reflect the work and knowledge required to work effectively within the Group Training sector, with feedback from the group being extremely positive. GTAV believe this course will become the industry standard for working within the industry over the coming years, and GTAV will continue to seek government assistance to support the further participation of GTO staff, to increase the capacity of our industry.

CORRECTIONS VICTORIA: INDUSTRY SKILLS CENTRE PROGRAM

GTAV continued to work with Corrections Victoria (Department of Justice) through the Industry Skills Centres in 2014/15. This is the last year of the existing 3 year contract. Barry Rickard worked within 9 Prison locations across Regional Victoria, to assist “soon to be released” participants with pre and post release training and employment support. The program found employment/further training placements for over 60% of participants throughout the year. GTAV would like to thank CVGT Australia for their ongoing support in this program.

GTAV – E-LEARNING PLATFORM & RESOURCES

WWW.GTTRAINING.COM.AU

In 2014-15 GTAV continued to develop and expand on our online training portal to support members to enter into e-learning. The Moodle platform allows members to host their training content on a reliable cost effective system. GTAV also utilises this platform to develop and deliver a range of professional development resources and nationally recognised qualifications with support from RTOs for the group training sector.

Current resources available:

- Certificate IV in Business (Group Training Operations)
- OH&S and WHS induction training
- Certificate IV in Workplace Health and Safety



SMALL BUSINESS SUCCESS MAP

WWW.BUSINESS.VIC.GOV.AU

GTAV are working with a number of members and external consultants with the aim of supporting 100 small businesses across Victoria until June 2016. The Small Business SuccessMap program supports business owners and managers to build their business planning and management capability through review, coaching and business planning.

KEY ACHIEVEMENTS AND PROJECTS

SAFETYFIRST – WHS BENCHMARKING

The WHS Benchmarking Project represents the workplace health and safety (WHS) performance for the Victorian Group Training industry comparing the initial two years of data for 2013 and 2014.

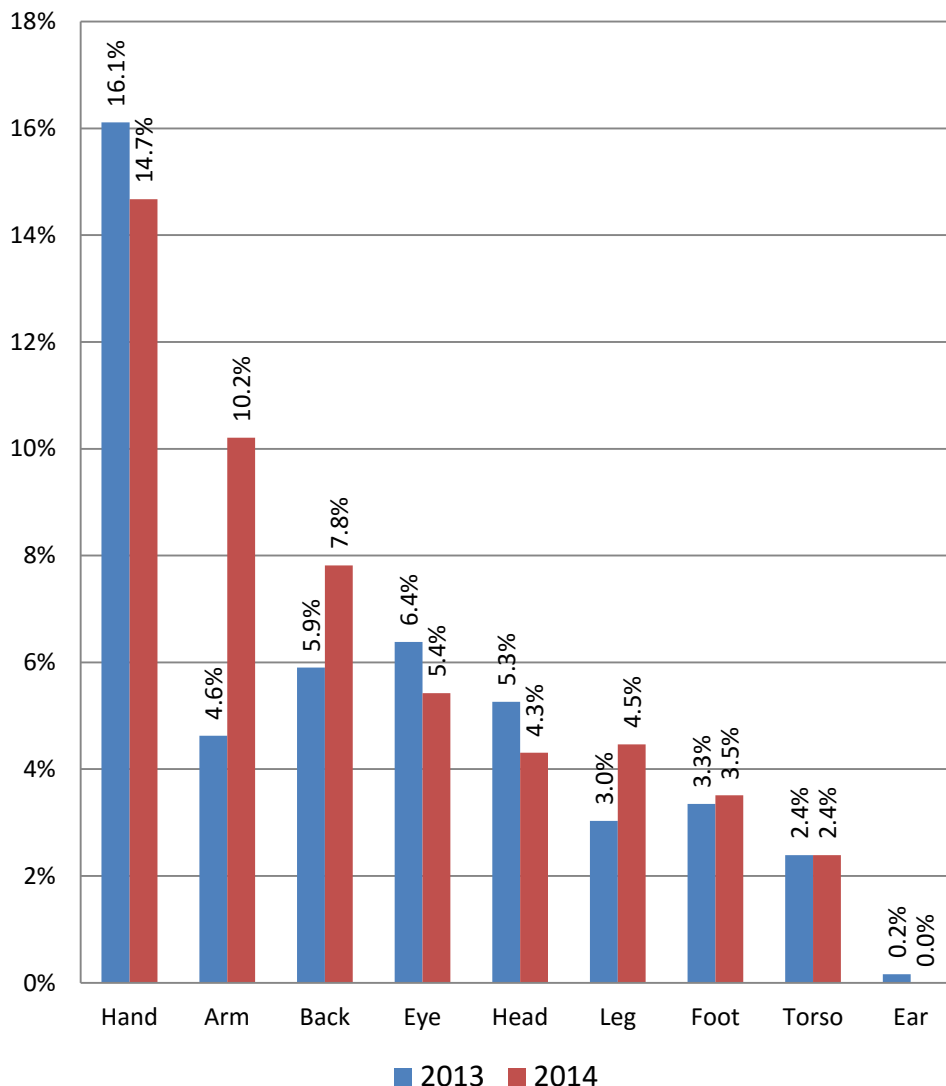
The Group Training industry is the largest employer network of apprentices and trainees. Collectively in 2014 they employed over 7600 apprentices and trainees in a wide range of industry sectors across Victoria.

In late 2012, the Group Training Association of Victoria (GTAV), with support of the member OH&S network established an online database to collate quarterly statistics on apprentice and trainee WHS performance.

Participating organisations are able to access detailed information that they can then use to compare their own individual performance against industry standards.



FREQUENCY OF INJURY LOCATION



Summary of injuries

Most frequent types of injuries

1st Year Apprentices

- Sprains & strains / back
- Laceration / hand
- Foreign object / eye

2nd Year Apprentices

- Sprains & strains / back
- Laceration / hand
- Foreign object / eye

3rd & 4th Year Apprentices

- Laceration / hand
- Sprains & strains / back

Trainees

- Sprains & strains

The total number of reportable injuries in **2013 represents 3.24%** of the total apprentices/trainees employed, and **2.95% in 2014** indicating an improvement across the Group Training industry.

KEY ACHIEVEMENTS AND PROJECTS

READYSETWORK

The ReadySetWork website aims to provide clear and easy-to-read information about apprenticeships and traineeships

The site provides:

- Industry specific information sheets
- Videos on how other young people have started
- “good news stories” on how others have achieved their goals
- Links to government information

The website has been designed to support:

- Youth
- Secondary Schools
- Careers advisors
- Parents



COMMUNITY PARTNERSHIPS & SUPPORT

GTAV supported a number of member graduation and award ceremonies and external foundations throughout the year.

BULLYZERO AUSTRALIA FOUNDATION

The vision of the Bully Zero Australia Foundation is: to protect and empower Australian children and adolescents to live a fulfilling life free from all forms of bullying.



GTAV supporting the Disability Sport and Recreation – Corporate Wheelchair event December 2014

MAJOR EVENTS

ANNUAL APPRENTICESHIP LUNCHEON

RACV CLUB MELBOURNE - 3 MARCH 2015

The Hon. Steve Herbert, Minister for Skills and Training at the GTAV Annual Apprenticeships Luncheon announcing ongoing funding support for Victorian GTO's for 2015-16.



SUPPORTING SHADOW MINISTER DURING 2014 ELECTION CAMPAIGN

WORKCO OFFICES IN ARARAT - 19 NOVEMBER 2014



Hon. Steve Herbert discussing ways to improve the apprenticeship system with WorkCo staff and apprentices in Ararat.

END OF YEAR STATE CONFERENCE, AGM & INDUSTRY AWARDS - NOVEMBER 2014

THE WOOLSHED MELBOURNE DOCKLANDS



Hamish Mines – WorkCo, Daniel McGlone, Labor candidate for Ripon, Mathew Harrington 2nd year plumber, Thomas Schwab 4th year plumber, Hon. Steve Herbert, Aidan Leahy, WorkCo



MAJOR EVENTS

VICTORIAN STATE TRAINING AWARDS

Congratulations to all the apprentices, trainees and Group Training Organisations that competed in the 2014 State training awards. The evening was a great success with the group training industry very well represented.



VICTORIAN EMPLOYER AWARD FOR APPRENTICE DEVELOPMENT

WORKCO



Established in 1986 as a Group Training Organisation, WorkCo also delivers nationally recognised training in agriculture, engineering, civil construction, business and frontline management to most of Western Victoria, with strong focus on rural and remote areas of the Wimmera Southern Mallee region.

Supporting around 250 apprentices, trainees and school-based apprentices across all industry sectors, WorkCo has an experienced team of field officers. Over the past decade, WorkCo has developed and refined its apprentice development model (Lifelong Learning Model) with a clear understanding of the role a skilled workforce plays in underpinning regional economic growth and enabling local businesses to be competitive.

Gary Workman presenting award to John Ackland, CEO WorkCo

GTAV is a proud sponsor the Victorian State Training Awards – Victorian Employer Award for Apprentice Development

FIELD OFFICERS CONFERENCE – AUGUST 2014

CAROLINE SPRINGS



MEMBER SERVICES

GTAV SERVICES

The continued support and ongoing membership of Group Training Organisations in Victoria assists the association in providing a strong voice to Government and a range of services to members.

Throughout 2014-2015, the following services were available to member organisation.

- Business credit reporting service
- Extended insurance products
- Apprentices / trainee accident and illness policy
- Public liability policy
- GTO activities
- Motor vehicle policy
- Centralised Web portal “knowledge bank” containing over 350+ documents for Industry
Example; policies for GTO’s, RTO’s, and OH&S
- Professional Development
 - Certificate IV in Business – Group Training Operations
 - Certificate IV in WH&S
 - Implementation of competency based completions
 - IR / HR support – Worksight
 - GTAV E-learning (Moodle) platform
- Various fuel card service providers. 2014-15 is the last year this service will be provided to members – GTAV would like to thank the members that participated in this service.

SAFETY FIRST

GTAV and our members have a proud history of supporting employers and apprentices develop and maintain safe systems of work.

- Online training resources (OHS / WHS induction – through to Certificate IV in OHS)
- Member OHS network meetings
- Over 300+ policies and procedures to assist the placement of an apprentice.
- OHS Induction Videos
- OHS training / behavioural change videos
- Workplace posters / stickers promoting “safe work practices”.
- STAR awards (stop taking a risk) for recognition of best practice for apprentices & host employers.
- GTO / OH&S auditing tools



GTO INDUSTRY STATISTICS 2014-15

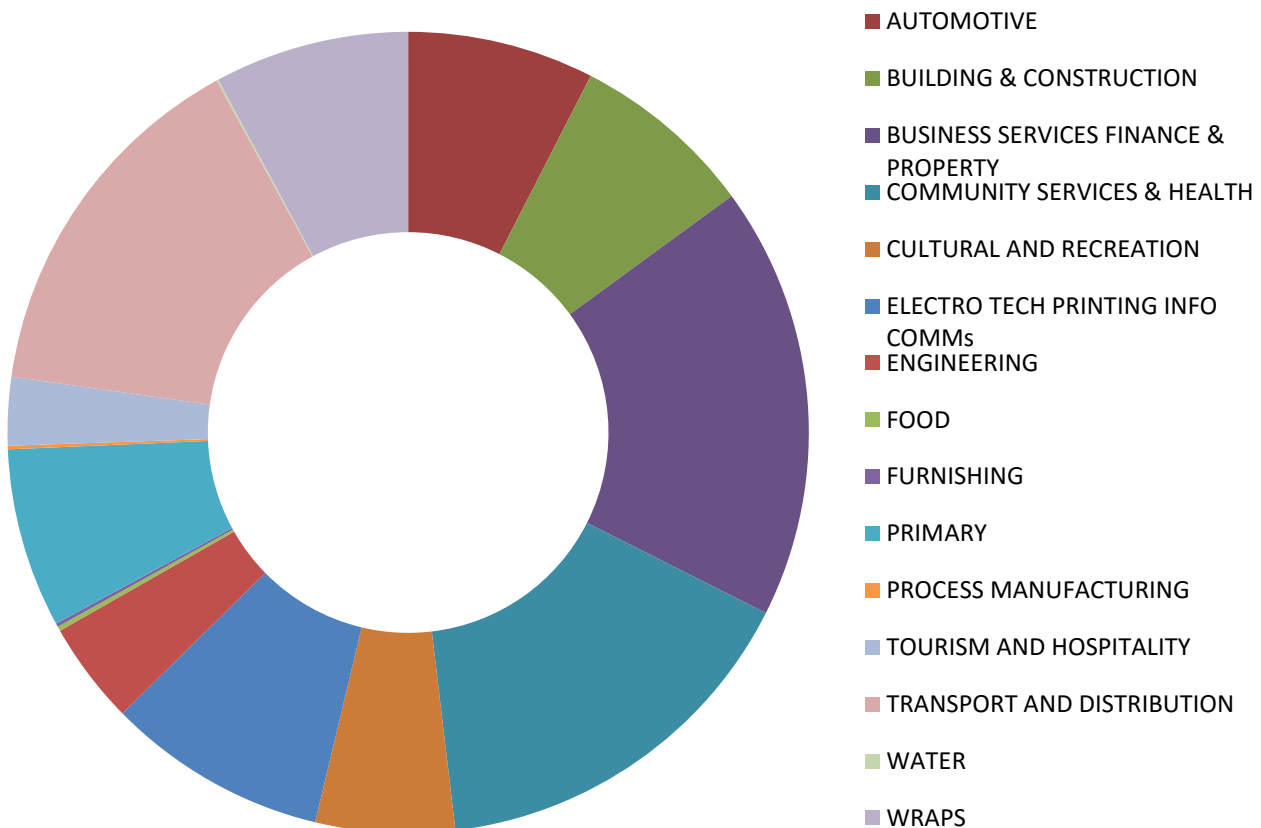
SOURCE: STATISTICS PROVIDED BY DEPARTMENT OF EDUCATION– HIGHER EDUCATION AND SKILLS GROUP. JUNE 2015

NOTE: ONLY TOP 15 INDUSTRIES ARE SHOWN

GTO completions 2014-15

AUTOMOTIVE	208
BUILDING & CONSTRUCTION	205
BUSINESS SERVICES FINANCE & PROPERTY	483
COMMUNITY SERVICES & HEALTH	433
CULTURAL AND RECREATION	155
ELECTRO TECH PRINTING INFO COMMs	246
ENGINEERING	114
FOOD	5
FURNISHING	4
PRIMARY	200
PROCESS MANUFACTURING	4
TOURISM AND HOSPITALITY	76
TRANSPORT AND DISTRIBUTION	410
WATER	2
WRAPS	217

Total **2,763**

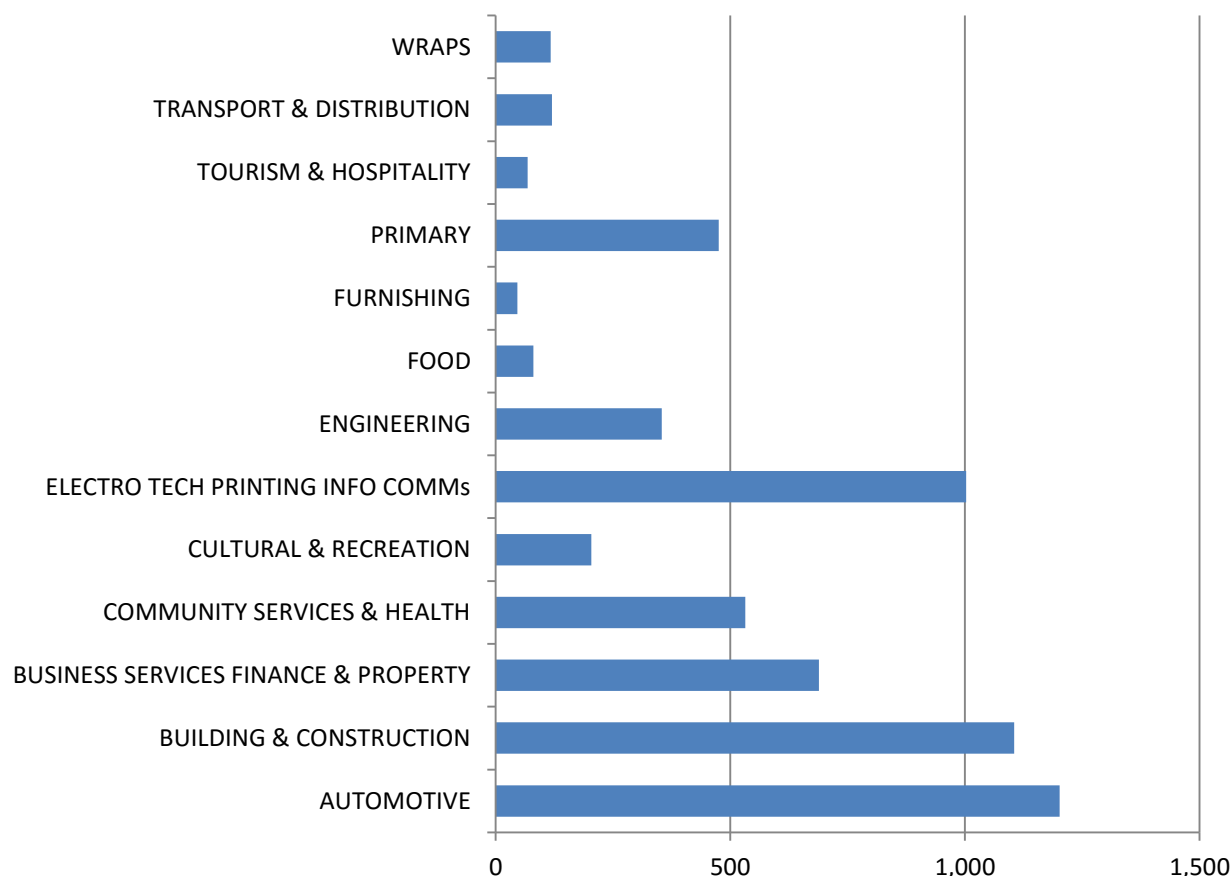


GTO INDUSTRY STATISTICS 2014-15

SOURCE: STATISTICS PROVIDED BY DEPARTMENT OF EDUCATION– HIGHER EDUCATION AND SKILLS GROUP. JUNE 2015

NOTE: ONLY TOP 15 INDUSTRIES ARE SHOWN

Total in Training (as at June 2015)	
AUTOMOTIVE	1,202
BUILDING & CONSTRUCTION	1,105
BUSINESS SERVICES FINANCE & PROPERTY	689
COMMUNITY SERVICES & HEALTH	532
CULTURAL & RECREATION	204
ELECTRO TECH PRINTING INFO COMMs	1,003
ENGINEERING	354
FOOD	80
FURNISHING	46
PRIMARY	475
PROCESS MANUFACTURING	6
TOURISM & HOSPITALITY	68
TRANSPORT & DISTRIBUTION	120
WATER	6
WRAPS	117
Total	6,010



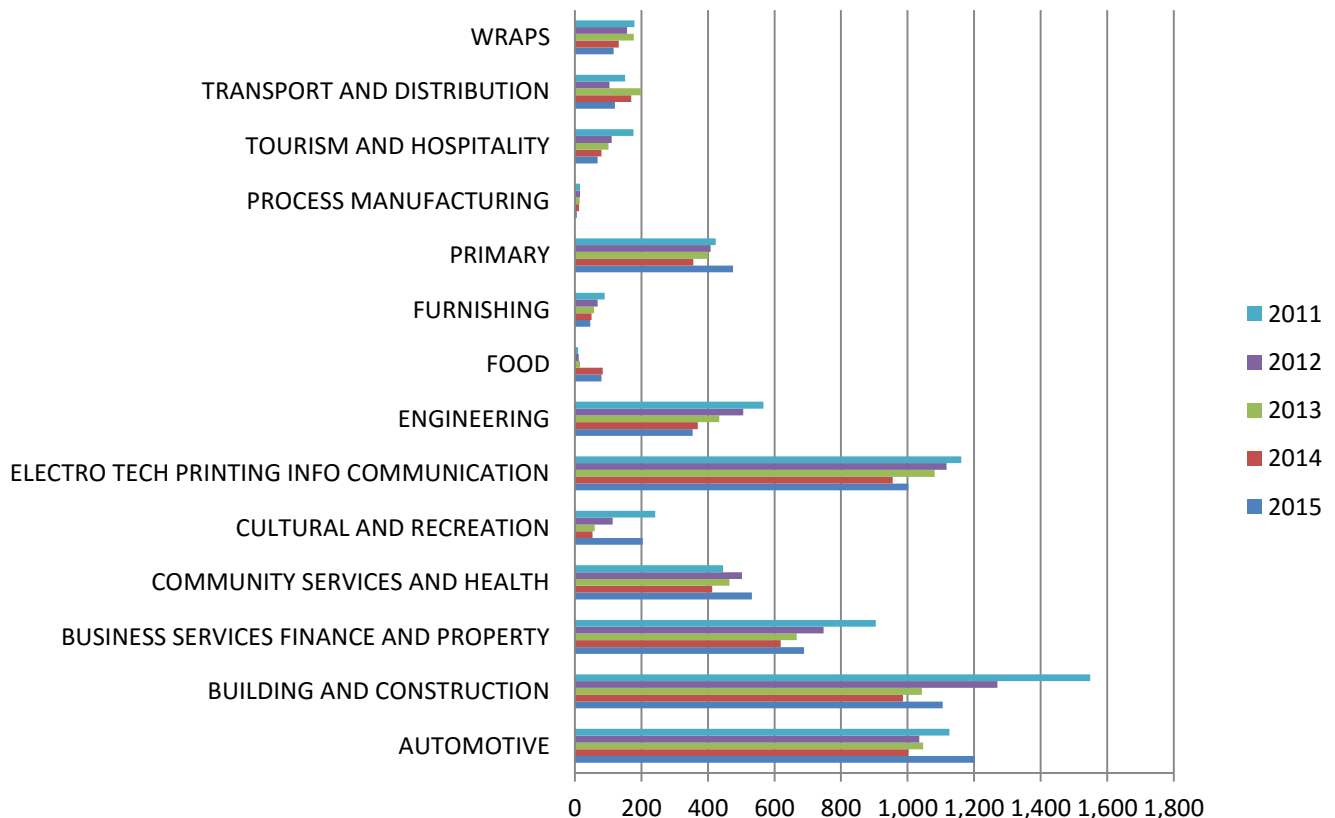
5 YEAR TRENDS: GTO 'IN TRAINING' BY INDUSTRY

SOURCE: STATISTICS PROVIDED BY DEPARTMENT OF EDUCATION– HIGHER EDUCATION AND SKILLS GROUP. JUNE 2015

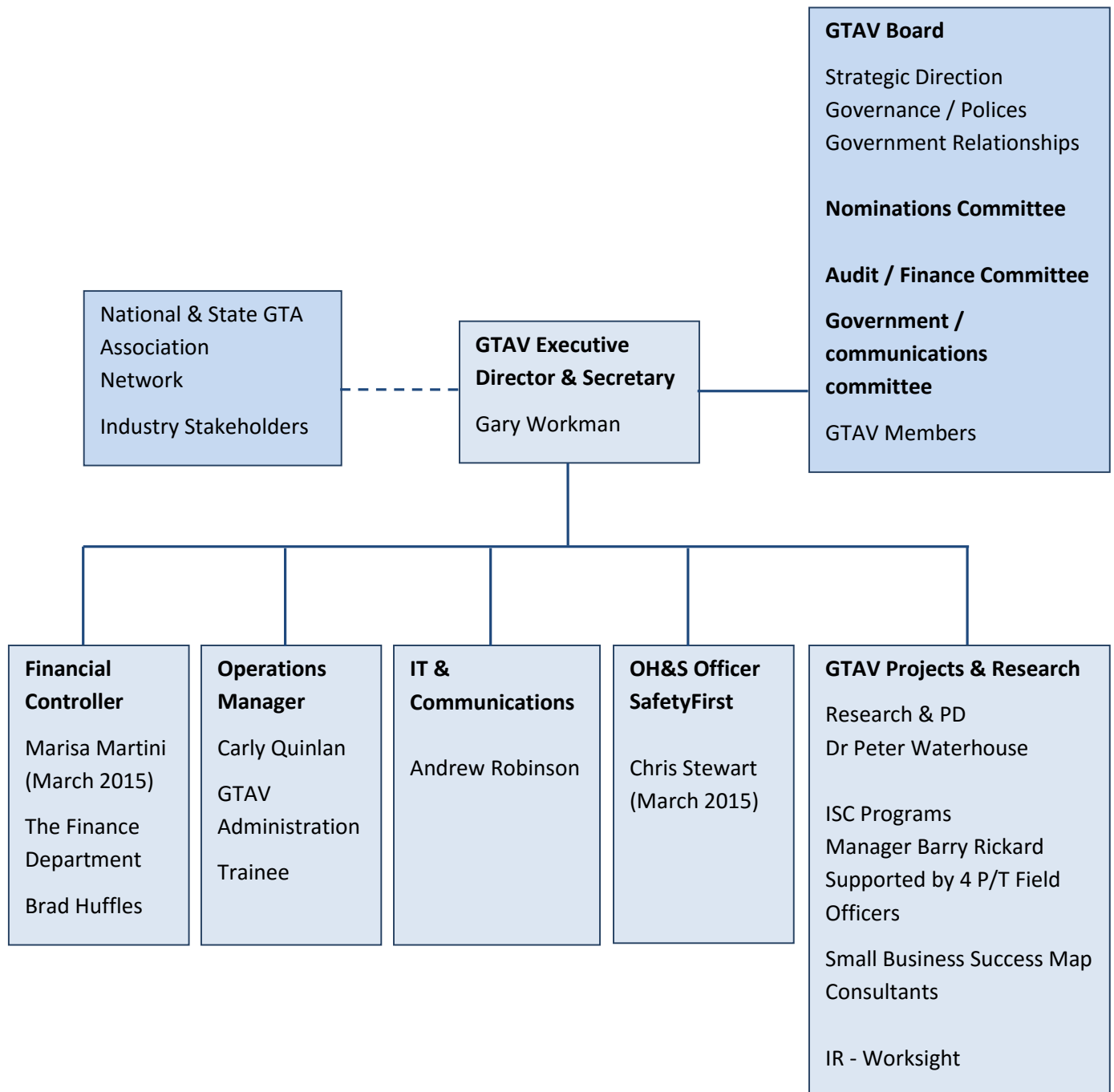
NOTE: ONLY TOP 15 INDUSTRIES ARE SHOWN

	2015	2014	2013	2012	2011
AUTOMOTIVE	1,202	1,003	1,047	1,035	1,126
BUILDING AND CONSTRUCTION	1,105	986	1,043	1,270	1,549
BUSINESS SERVICES FINANCE AND PROPERTY	689	619	667	748	904
COMMUNITY SERVICES AND HEALTH	532	413	465	502	446
CULTURAL AND RECREATION	204	53	60	114	242
ELECTRO TECH PRINTING INFO COMMUNICATION	1,003	955	1,081	1,117	1,161
ENGINEERING	354	370	434	506	567
FOOD	80	84	16	12	10
FURNISHING	46	50	58	68	90
PRIMARY	475	356	400	408	423
PROCESS MANUFACTURING	6	13	15	16	16
TOURISM AND HOSPITALITY	68	80	101	111	176
TRANSPORT AND DISTRIBUTION	120	169	199	104	151
WRAPS	117	132	177	157	179
	6,010	5,292	5,778	6,180	7,055

5 Year Industry Trends - GTO 'In Training' Data



GTAV ORGANISATIONAL CHART



STAFF PROFILES (AS AT 30 JUNE 2015)

Name	Experience
Mr Gary Workman Executive Director	<p>Gary assumed the role in December 2009 and leads GTAV and its members on public policy and research activities, including overseeing relationships with a wide range of industry and government stakeholders.</p> <p>Gary brings over 15 years experience in the Vocational Education and Training sector, and has worked on numerous government and industry projects including in the areas of workforce development, OH&S and the environment.</p>
Ms Carly Quinlan Operations Manager	<p>Carly has an extensive combination of business experience, technical skills, knowledge and leadership with 16 years' experience in Vocation, Educational and Training environments understanding the employment and training needs of Australian Apprentices nationally.</p> <p>Carly is passionate about being involved in an industry which supports the lives of individuals and their communities through a willingness to develop an environment that focuses on quality employment and learning in an industry that is continually changing.</p>
Mr Andrew Robinson IT & Communications Officer	<p>Andrew joined GTAV in February 2012. During this time he has worked on a number of training resource development projects and brings with him extensive experience in the design and implementation of web-based platforms, and successful learning and assessment strategies.</p>
Ms Marisa Martini Financial Controller March 2015	<p>Marisa brings over 12 years experience in finance, financial reporting, budgetary and cash management, acquisition, post-acquisition integration, commercial debt facilities, corporate asset/liability management, taxation, insurance, accounting, software conversions, human resources and IT.</p> <p>In March 2015 the audit committee approved a new financial reporting system that included XERO software and the finance department – Brad Huffles to support our ongoing financial accounting and reporting needs. accounts@gtavic.asn.au</p>
Mr Chris Stewart OH&S Services Officer March 2015	<p>Chris has a passion for OH&S and is responsible for supporting apprentices, members and host employers with their OH&S needs. GTAV has developed over 300 policies and procedures to assist members with establishing a safe system of work across multiple industry sectors. Chris manages the GTAV OH&S network group, industry auditing, recognition awards and also provides many valuable safety resources which are available on the SafetyFirst website.</p>
Mr Barry Rickard ISC Project Manager	<p>Corrections Victoria ISC – Employment Liaison Officer</p> <p>Barry has a wealth of experience both within the group training (employment) and correctional services industries. Barry has worked for GTAV over the past 5 years on the Industry Skills Centre (ISC) project across 5 regional Victoria prisons.</p>

GTAV MEMBERS (AS AT 30 JUNE 2015)

Member Company Name	Address Details
AFL SportsReady	GPO Box 4337, Melbourne VIC 3001
Apprenticeships Group Australia <i>(note: from 1 July 2015 will be known as AGA – merger between AGA and, Apprenticeships Plus)</i>	PO Box 627, Morwell VIC 3840
ATEL Employment Services	2 Michael Drive, Wodonga VIC 3690
Apprenticeships Plus <i>(note: from 1 July 2015 will be known as AGA – merger between AGA and, Apprenticeships Plus)</i>	Level 1 192-198 High Street, Northcote VIC 3070
Australian Industry Group Training Services	PO Box 7622, Melbourne VIC 8004
BGT Employment	PO Box 308, Ballarat VIC 3353
CVGT Australia	PO Box 473, Bendigo VIC 3550
G-Force Recruitment	PO Box 1987, Geelong VIC 3220
Link Employment & Training <i>(note: from 1 July 2015 will be known as SkillInvest – merger between Link Employment & Training and WorkCo Ltd)</i>	PO Box 234, Dandenong VIC 3175
MEGT Australia	29 Ringwood Street, Ringwood VIC 3134
MIGAS	PO Box 237 East Maitland NSW 2323
Murray Mallee Training Company	PO Box 254, Swan Hill VIC 3585
Independence Australia <i>Ceased GTO operations 30 June 2015.</i>	208 Wellington Street, Collingwood VIC 3066
Apprentice Trainee Employment Partners (ATEP)	Suite 2 / 12 Jamieson St, Cheltenham VIC 3192
Brotherhood of St Laurence	288 Brunswick St, Fitzroy VIC 3065
Sunraysia Murray Group Training	3 The Crescent, Mildura VIC 3500
The Apprenticeship Factory	PO Box 6092, Shepparton VIC 3632
(370 Degrees Group) NECA Education and Careers <i>(name change in January 2015)</i>	PO Box 187, Carlton VIC 3053
Westvic Staffing Solutions	PO Box 933, Warrnambool VIC 3280
WorkCo Ltd. <i>(note: from 1 July 2015 will be known as SkillInvest – merger between Link Employment & Training and WorkCo Ltd)</i>	PO Box 930, Horsham VIC 3402
WPC Group	440 William Street, West Melbourne VIC 3003
Affiliate Member Company	Address Details
Kestrel Recruitment <i>Gained Victorian GTO registration in February 2015</i>	9 Stanley Street, Wodonga VIC 3690
RMIT TAFE	Swanston & LaTrobe Streets, Melbourne VIC 3000
Skilled Group	Level 15, 380 St Kilda Road, Melbourne VIC 3004
Swinburne University	John St, Hawthorn VIC 3122
Bendigo Kangan Institute	136 McCrae St, Bendigo VIC 3550

FINANCIAL REPORT 2014/15

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
Revenue	2	2,035,865	2,499,245
Cost of member sales	3	(684,593)	(997,899)
Employee expenses		(654,629)	(502,403)
Project expenses		(391,103)	(751,728)
Other expenses		(108,792)	(66,709)
National membership levy		(70,807)	(62,285)
Occupancy expenses		(67,793)	(78,994)
Depreciation expenses	9	(24,651)	(25,763)
Audit fees		(8,100)	(9,031)
Motor vehicle costs		(21,032)	(5,782)
Profit/(loss) for the year		4,365	(1,349)
Other comprehensive income			
Other		-	-
Total comprehensive income/(loss) for the year attributable to members of the entity		4,365	(1,349)

The accompanying notes form part of these financial statements.

FINANCIAL REPORT 2014/15

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2015

	Note	2015 \$	2014 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	496,236	675,143
Trade and other receivables	6	238,469	222,646
Other current assets	7	1,000	4,020
Other receivables	8	-	2,000
TOTAL CURRENT ASSETS		735,705	903,809
NON-CURRENT ASSETS			
Property, plant and equipment	9	45,317	46,114
TOTAL NON-CURRENT ASSETS		45,317	46,114
TOTAL ASSETS		781,022	949,923
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	56,059	7,544
Provisions for employee entitlements	11(a)	31,447	37,136
Other liabilities	12	276,056	494,514
TOTAL CURRENT LIABILITIES		363,562	539,194
NON CURRENT LIABILITIES			
Provision for employee entitlements	11(b)	21,099	18,733
TOTAL NON CURRENT LIABILITIES		21,099	18,733
TOTAL LIABILITIES		384,661	557,927
NET ASSETS		396,361	391,996
EQUITY			
Reserves	15	40,921	40,921
Retained earnings	14	355,440	351,075
TOTAL EQUITY		396,361	391,996

The accompanying notes form part of these financial statements.

FINANCIAL REPORT 2014/15

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2015

	Retained Earnings \$	Association Reserve \$	Total \$
Balance at 1 July 2013	352,424	40,921	393,345
Loss attributable to members	(1,349)	-	(1,349)
Balance at 30 June 2014	351,075	40,921	391,996
Balance at 1 July 2014	351,075	40,921	391,996
Profit attributable to members	4,365	-	4,365
Balance at 30 June 2015	355,440	40,921	396,361

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2015

	Note	2015 \$	2014 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from members		1,274,354	1,387,996
Operating grants receipts		110,000	110,000
Receipts from project funding		560,372	1,144,393
Payments to suppliers and employees		(2,112,464)	(2,808,648)
Interest received		11,495	16,543
Net cash used in operating activities	19	(156,243)	(149,716)
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of plant and equipment		8,000	-
Purchase of plant and equipment		(30,664)	-
Net cash used in investing activities		(22,664)	-
Net decrease in cash held		(178,907)	(149,716)
Cash and cash equivalents at beginning of financial year		675,143	824,859
Cash and cash equivalents at end of financial year	19	496,236	675,143

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS 2014/15

The financial statements cover Group Training Association of Victoria Inc as an individual entity. Group Training Association of Victoria Inc is an association incorporated in Victoria under the *Associations Incorporation Reform Act 2012*.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board and the *Associations Incorporation Reform Act 2012*.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements were authorised for issue on **17th August 2015** by the Directors of the association.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting Policies

a. Income Tax

The association is an eligible Group Apprenticeship scheme and is exempt from income tax under Section 23g (III) of the Income Tax Assessment Act.

b. Plant and Equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

NOTES TO THE FINANCIAL STATEMENTS 2014/15

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, is depreciated on a straight-line basis over the asset's useful life commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Motor Vehicles	25%
Office equipment	50%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained earnings.

c. Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

d. Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the association commits itself to either purchase or sell the asset (ie. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transaction costs except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

Classification and Subsequent Measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method or cost. *Fair value* represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

NOTES TO THE FINANCIAL STATEMENTS 2014/15

Amortised cost is calculated as:

- i. the amount at which the financial asset or financial liability is measured at initial recognition;
- ii. less principal repayments;
- iii. plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and
- iv. less any reduction for impairment.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

Fair value

Fair Value Measurement

AASB 13 Fair Value Measurement and AASB 2011-8 Amendments to Australian Accounting Standards arising from AASB 13.

The incorporated association has applied AASB 13 and its consequential amendments from 1 July 2013. The standard provides a single robust measurement framework, with clear measurement objectives, for measuring fair value using the 'exit price' and provides guidance on measuring fair value when a market becomes less active. The 'highest and best use' approach is used to measure non-financial assets whereas liabilities are based on transfer value. The standard requires increased disclosures where fair value is used. These are detailed in note 20.

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principle market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interest. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

Impairment

At the end of each reporting period, the association assesses whether there is objective evidence that a financial instrument has been impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence that impairment as a result of one or more events (a 'loss event') has occurred, which has an impact on the estimated future cash flow of the financial asset(s).

NOTES TO THE FINANCIAL STATEMENTS 2014/15

In the case of available-for-sale financial instruments, a significant or prolonged decline in the value of the instrument is considered to constitute a loss event. Impairment losses are recognised in the statement of comprehensive income immediately. Also, any cumulative decline in fair value previously recognised in other comprehensive income is reclassified to profit or loss at this point.

Derecognition

Financial assets are derecognised where the contractual right to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

e. Impairment of Assets

At the end of each reporting period, the association assesses whether there is objective evidence that a financial instrument may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value-in-use, to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the association estimates the recoverable amount of the cash-generating unit to which the asset belongs.

f. Employee Benefits

Provision is made for the Association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled. Employee benefits payable later than one year have been measured at the net present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may not satisfy vesting requirements. Those cash outflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cash flows

Contributions are made by the entity to employee superannuation funds and are charged as expenses when incurred. Annual leave that is not expected to be wholly settled within 12 months is discounted allowing for expected salary levels in the future period when the leave is expected to be taken.

g. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position.

NOTES TO THE FINANCIAL STATEMENTS 2014/15

h. Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

Non-reciprocal grant revenue is recognised in profit or loss when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably. If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied. When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Revenue from the sale of goods is recognised at the point of delivery as this corresponds to the transfer of significant risks and rewards of ownership of the goods and the cessation of all involvement in those goods.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Revenue from the provision of membership subscriptions is recognised on a straight-line basis over the financial year.

All revenue is stated net of the amount of goods and services tax (GST).

i. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing and financing activities which is recoverable from, or payable to, the ATO are presented as operating cash flows included in the receipts from customers or payments to suppliers.

j. Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the association during the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

NOTES TO THE FINANCIAL STATEMENTS 2014/15

k. Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

l. Key Judgments

Provision for impairment of receivables

There are no noted issues with the collectability of receivables, therefore no provision for impairment has been made.

m. Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

NOTE 2: REVENUE AND OTHER INCOME

	2015 \$	2014 \$
Revenue		
Sales revenue:		
– Project Income	901,852	1,085,362
– Member Sales	713,654	1,026,955
– Member Fees	234,082	208,100
– National Members Fees	70,805	62,285
– Operating Grants	100,000	100,000
– Interest Received	11,495	16,543
– Profit on Sale of Assets	3,977	-
Total revenue	2,035,865	2,499,245

NOTE 3: EXPENSES

	2015 \$	2014 \$
– Fuel Costs	527,174	816,610
– Insurance Costs	28,886	40,000
– Meetings/Conferences Costs	58,349	69,521
– WorkSight/other	70,184	71,768
Total member expenses	684,593	997,899

NOTES TO THE FINANCIAL STATEMENTS 2014/15

NOTE 4: KEY MANAGEMENT PERSONNEL COMPENSATION

The totals of remuneration paid to key management personnel (KMP) of the association during the year are as follows:

	2015 \$	2014 \$
Key management personnel compensation	187,425	172,911

Other KMP transactions

There were no other transactions with Key Management Personnel.

NOTE 5: CASH AND CASH EQUIVALENTS

	2015 \$	2014 \$
Cash at bank and in hand	307,608	492,024
Short-term bank deposits	188,628	183,119
Total cash and cash equivalents	496,236	675,143

The effective interest rate on short-term bank deposits was 2.97% (2014: 3.1%); these deposits have an average maturity of 90 days.

NOTE 6: TRADE AND OTHER RECEIVABLES

	2015 \$	2014 \$
CURRENT		
Trade debtors	238,469	222,646
Provision for doubtful debts	-	-
Total current trade and other receivables	238,469	222,646

NOTE 7: OTHER CURRENT ASSETS

	2015 \$	2014 \$
CURRENT		
Prepayments	1,000	4,020
Total current other assets	1,000	4,020

NOTE 8: OTHER RECEIVABLES

	2015 \$	2014 \$
CURRENT		
Bond - office property lease	-	2,000
Total other receivables	-	2,000

NOTES TO THE FINANCIAL STATEMENTS 2014/15

NOTE 9: PROPERTY, PLANT AND EQUIPMENT

	2015 \$	2014 \$
Office equipment:		
At cost	-	3,789
Accumulated depreciation	-	(3,634)
Total office equipment	-	155
Motor Vehicle:		
At cost	97,374	99,189
Less accumulated depreciation	(52,057)	(53,230)
Total motor Vehicle	45,317	45,959
Total plant and equipment	45,317	46,114

Movements in carrying amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

2014/15	Office Equipment \$	Motor Vehicles \$	Total \$
Balance at 1 July 2014	155	45,959	46,114
Additions	-	27,877	27,877
Disposals	-	(4,023)	(4,023)
Depreciation expense	(155)	(24,496)	(24,651)
Carrying amount at 30 June 2015	-	45,317	45,317

2013/14	Office Equipment \$	Motor Vehicles \$	Total \$
Balance at 1 July 2013	1,209	70,668	71,877
Depreciation expense	(1,054)	(24,709)	(25,763)
Carrying amount at 30 June 2014	155	45,959	46,114

NOTES TO THE FINANCIAL STATEMENTS 2014/15

NOTE 10: TRADE AND OTHER PAYABLES

	2015 \$	2014 \$
Trade creditors and accruals	31,158	7,544
Amounts owing to the ATO	19,343	-
Superannuation payable	5,558	-
Total trade and other payables	56,059	7,544

NOTE 11: PROVISION FOR EMPLOYEE ENTITLEMENTS

	2015 \$	2014 \$
CURRENT		
Provision for employee entitlements (annual leave)	31,447	37,136
(a) Total current provision for employee entitlements	31,447	37,136
NON CURRENT		
Provision for employee entitlements (long service leave)	21,099	18,733
(b) Total non-current provision for employee entitlements	21,099	18,733
Number of employees at year end	4	6

NOTE 12: OTHER LIABILITIES

	2015 \$	2014 \$
UNEARNED PROJECT INCOME		
Industry Skills Project - Corrections Victoria	37,157	-
Safetyfirst/e-wise	15,980	49,108
Small Business SuccessMap	104,000	1,100
Total unearned project income	157,137	50,208
Advances - Member Services	118,918	444,306
Total other liabilities	276,055	494,514

NOTES TO THE FINANCIAL STATEMENTS 2014/15

NOTE 13: OPERATING LEASE COMMITMENTS

	2015 \$	2014 \$
Operating lease commitments		
Non-cancellable operating leases contracted for but not capitalised in the financial statements		
Payable – minimum lease payments:		
– not later than 12 months	12,698	33,180
– between 12 months and five years	-	-
– greater than five years	-	-
Total operating lease commitments	12,698	33,180

The property lease commitment is a short term operating lease expiring 31 December 2016. Rental is payable one month in advance with notice of 3 months required for cessation.

NOTE 14: RETAINED EARNINGS

	2015 \$	2014 \$
Retained earnings		
Opening balance at the beginning of the financial year	351,075	352,424
Profit/(loss) for the year attributable to members	4,365	(1,349)
Closing balance at the end of financial year	355,440	351,075

NOTE 15: ASSOCIATION RESERVES

	2015 \$	2014 \$
Association reserve		
Opening balance at the beginning of the financial year	40,921	40,921
Transfer to/from reserves	-	-
Closing balance at the end of financial year	40,921	40,921

The Association Reserve is to be used to specifically highlight key issues to policy makers, government and other key stakeholders.

NOTE 16: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities or contingent assets as at 30/06/2015 (2014: nil).

NOTES TO THE FINANCIAL STATEMENTS 2014/15

NOTE 17: EVENTS AFTER THE REPORTING PERIOD

There are no events after the reporting period.

NOTE 18: RELATED PARTY TRANSACTIONS

There were no related party transactions.

NOTE 19: CASH INFORMATION

		2015 \$	2014 \$
(a)	Reconciliation of cash		
	Cash at bank	307,608	492,024
	Cash on deposit	188,628	183,119
		496,236	675,143
(b)	Reconciliation of net cash provided by operating		
	Activities to profit/(loss) for year		
	Profit/(loss) for year from ordinary activities	4,365	(1,349)
	Non cash flows in profit/(loss) from ordinary activities:		
	Non cash inflow/(outflow)	(5,166)	13,132
	Depreciation	24,651	25,763
	Profit on sale of assets	3,977	-
	Changes in assets and liabilities		
	(Increase)/decrease in receivables	(13,823)	66,355
	(Increase)/decrease in prepayments	3,020	10,664
	Increase/(decrease) in payables	48,515	(109,807)
	Increase/(decrease) in other liabilities	(218,459)	(158,067)
	Increase/(decrease) in employee entitlements	(3,323)	3,593
		(156,243)	(149,716)

NOTES TO THE FINANCIAL STATEMENTS 2014/15

NOTE 20: FINANCIAL RISK MANAGEMENT

The association's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable, and leases.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2015 \$	2014 \$
Financial assets			
Cash and cash equivalents	5	496,236	675,143
Trade and receivables	6	238,469	222,646
Other current assets			
– Other:	8	-	2,000
Total financial assets		734,705	899,789
Financial liabilities			
Financial liabilities at amortised cost:			
– trade and other payables	10	56,059	7,544
Total financial liabilities		56,059	7,544

NOTE 21: ASSOCIATION INFORMATION

Group Training Association of Victoria Inc.
 ABN: 79 96 874 017
 AN: A0008667D

The registered office of the association is:
 Level 3, 478 Albert Street
 East Melbourne Victoria 3002

The principal place of business is:
 Level 3, 478 Albert Street
 East Melbourne Victoria 3002

DIRECTORS' DECLARATION

In accordance with a resolution of the directors of Group Training Association of Victoria Inc, the directors of the entity declare that:

1. The financial statements and notes, as set on pages 2 to 16, are in accordance with the *Associations Incorporation Reform Act 2012* and:

- a. Comply with Australian Accounting Standards – Reduced Disclosure Requirements; and
- a. Give a true and fair view of the financial position of Group Training Association of Victoria Inc as at 30 June 2015 and of its performance for the year ended on that date.

2. In the directors' opinion there are reasonable grounds to believe that Group Training Association of Victoria Inc. will be able to pay its debts as and when they become due and payable.

Chairperson



Dean Luciani

Audit Committee Chair



Robyn Goodwill

Director



Gary Workman

Dated this 17th day of August 2015

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GTAV



Crowe Horwath Vic
ABN 27 621 602 883
Member Crowe Horwath International
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Mulgrave VIC 3170 Australia
PO Box 5676
Brandon Park VIC 3150 Australia
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INDEPENDENT AUDITOR'S REPORT

To the Members of Group Training Association of Victoria Inc.

We have audited the accompanying financial report of Group Training Association of Victoria Inc., which comprises the statement of financial position as at 30 June 2015, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The members of the committee are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Associations Incorporation Reform Act 2012* and for such internal control as the members of the committee determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the association's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the members of the committee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF GTAV



Opinion

In our opinion the financial report gives a true and fair view of the financial position Group Training Association of Victoria Inc. as at 30 June 2015 and of its performance and its cash flows for the year ended in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Associations Incorporation Reform Act 2012*.

Crowe Horwath Vic

CROWE HORWATH VIC

A handwritten signature in black ink, appearing to read 'G. Robertson'.

GORDON ROBERTSON

Partner

Mulgrave

Date: 17th August 2015

Group Training Association of Victoria Inc.

ABN: 79 96 874 017

AN: A0008667D

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