



24th Annual Report

2008/2009

Group Training Association of Victoria Inc

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Chair's Report

2009 has been a remarkable year for the Group Training Association of Victoria for both the amount of work undertaken and for a number of staff changes. This has been dramatically topped off by the announcement of John Glover's retirement which will occur at the end of this year. As we all know, these changes present the organization with both difficulties and opportunities and GTA Vic now boasts a very settled and efficient staff line up which are well and truly capable of blooding a new Executive Officer.

Of course, the challenges of finding a new Executive Director to replace 12 years of stability from John's leadership are currently being worked through by the Board and staff of GTA Vic. As you are all aware, the recruitment process is underway and the outcome will be announced to the membership as soon as possible.

I am sure all the members of GTA Vic and their staff will join with me as I offer John Glover an enormous thank you for his dedication, commitment and visionary thinking over the past 12 years. I won't go into detail here as I know John is not fond of praise but I know that the reason GTA Vic is recognised as the leading state association in the GTA network, and is financially sound is primarily due to John's guidance and good sense.

Stepping back to the beginning of the GTA Vic year we welcomed Gerrie Mitra, who was elected to the Board in the last elections. Gerrie has brought fresh ideas to the Board as well as a strong financial understanding which we are putting to good use on the audit committee.

One of the key highlights of 2009 has been the development of the on line OH&S training product which is now called E-WISE. Initiating from a request from a member of the association for assistance in training Field Officers in their OH&S obligations the product has grown to a fully fledged on line training product for every member of every group training company. Given the expense of developing such a product, GTA Vic is now one of 7 shareholders of this product which had its 'soft' launch at the Field Officers conference last month. If this product is as successful as we all hope it will ensure that Group Training employees have access to the highest quality, Group Training specific, OH&S training available and that GTA Vic will have another income source to assist us take on the challenges of the future.

Another new and exciting product currently being developed is the Certificate IV in Business for Field Officers. GTA Vic will have this product ready for use by members in mid 2010 providing an accredited training program built specifically to meet the needs of our front line staff.

In 2008/09 many member companies were involved in the trialing and development of a GTA Vic training resource aimed at improving the skills of our field officers in recognising language and literacy issues for apprentices at recruitment and as they progress with their qualification. The resource 'You're Not on Your Own: Supporting Apprentices' Core Skills', which was funded under the Commonwealth Government WELL Program and developed by GTA Vic, is so effective that WELL has funded the Association to deliver the professional development program nationally during 2009/2010. Karissa and her team have been extremely busy providing training to field officers and the feedback from field officers and managers alike indicates they are reaping the benefit.

The MyBusiness:MyPeople project which many of you were involved with finished in the middle of the year. Successful completion of the project opened up a substantial number of new avenues for accessing research data and innovative opportunities for training and development products.

The renewal of the Corrections Victoria project for working with Prison Industry Skill Centres for a further 12 months is a sign of respect for the innovative work that is being done by GTA Vic and members in this area. This project has expanded the Association's network of influence and has generated new partners for joint ventures. It has also created new opportunities for working with industry and business for those companies actively involved in the project.

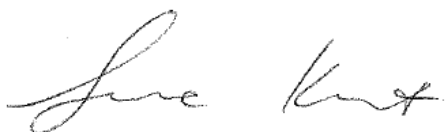
The GTA Vic advocacy campaign to have the Victorian Government address the issue of the training content in government contracts has been successful and recognised. GTA Vic was singled out by the Premier's Department as a key stakeholder on this issue, and for its practical advice in providing an innovative proposal for addressing the implementation of policy to achieve a workable arrangement for contractors and opportunities for apprentices.

Another sign of the standing GTA Vic has with Skills Victoria is the arrangement now in place for GTA Vic to provide weekly rotation and vacancy information. This information is being used to provide up to the minute information about the effect of the GFC on skills training in Victoria. No other Association has the capacity to provide such credible and timely information.

In and amongst all of this activity the staff of GTA Vic continues to provide exceptional service to its members and the Board continues to provide governance support and direction. Throughout the year we have enjoyed State Conferences, a Field Officers Conference, Training Managers Conference and a hot topic lunch in addition to the regular specialist networks and forums, and as needs information sessions.

I would like to thank my fellow directors for their effort throughout the year. A special thanks to Matt Miller and Joan Williamson who are our external Board Members and who have given freely of their time and expertise. These directors help the rest of us keep our eye on the big picture instead of being sucked into the hands-on of group training. I would also like to thank my fellow directors for filling in for me when I have been away for extended periods throughout the year.

And now to the challenges of 2010 - a new Executive Director and I'm sure many exciting opportunities for us all.

A handwritten signature in cursive script, appearing to read "Sue Kent".

Sue Kent
Chairman

Twelve Good Years

For the past twelve years I have had the pleasure of working in a job that I enjoyed enormously, where the mission fitted comfortably with my personal vision and the passion and support from my colleagues surpassed any previous workplace experience.

Regardless of what came our way the belief and commitment from staff, from members and colleagues continues to surprise me. It is my fervent hope that that this willingness to share and to support each other remains the defining characteristic of the Group Training industry in Victoria.

When I first joined GTA Vic (for what was going to be a brief stay) there were many issues which challenged the identity of the Network and its members. Government policy was shifting away from being a supportive and encouraging foundation to being a purchasing agent often with demanding and unpredictable needs. This opened up a less regulated, more market oriented environment which required new and more flexible approaches to how GTCs operate. It challenged how we viewed each other and it especially challenged the skills and practice of our staff.

The challenges to individual GTCs, their management and staff were significant. But they coped and, when a lot of other 1980s labour market initiatives disappeared, Group Training evolved and established itself as a mainstream part of the employment and training fabric. That resilience and adaptability demonstrated by GTCs in their evolution into GTOs and beyond must be retained and expanded to become the legacy which will ensure our future.

Difference and diversity have been key elements of the ability of GTOs to evolve and change as public policy and economies have changed. The strength of GTA Vic has been the capacity to ensure that difference and diversity is a positive for the industry and not a weakness

Through my time with the Association I have always been comfortably using the pronoun "our" when referring to the GTA Vic and its associated member network. The words me, I or yours have never seemed appropriate. Looking back I can only believe this to have grown out of the unique and very special collegiality which underpins GTA Vic. Like most families there are times when cracks appeared in the bonding, even full blown schisms. However it has been my experience that with patience and perseverance the Network has always been able to overcome differences.

The challenges I see into the future involve GTOs knowing what they are about, being comfortable that they don't all have to be the same but retaining that underlying durability and valuing highly the advantages in helping and supporting each other. All of the things that have got us this far are going to be critical in getting us to the next stage. But remember there is no end, just the next stage.



John Glover
Executive Director

National Report

I am happy to be able to report that GTA National has had a very productive and successful year. In my second year as Victorian State Representative on the board of GTA Ltd I was very pleased to have John Ackland join me on the Board as an elected member at the last AGM. This provides Victoria with strong representation at the national level to add to our position as the leading state Association.

Throughout the year the team at GTA Ltd has achieved great success with its brokerage of the ACCESS, GTTP and STEP ERS programs. There have been very strong results in both participant outcomes and financial returns. These programs have enhanced the Association's reputation of being able to deliver major projects and programs.

The ACCESS program, which was extended for 6 months has now gone out to tender. GTA Ltd is eagerly awaiting the results of the tender process, hoping to be awarded another significant contract to build upon their successes to date.

The STEP ERS program is also in a change phase moving to the new Indigenous Employment Program with 2 panels, the Employment Panel and the Economic Development Panel as of the 1st of July 2009. GTA was successful in becoming a member of the Employment Panel and now has 2 proposals with the government which we expect to be hear the results of shortly.

Try a Trade is another very successful program and the Association has recently been funded for another national round of delivery.

GTA Ltd has also been very successful in gaining influence with the key players in VET. A close relationship with Skills Australia through the chair Philip Bullock and new CEO Robyn Shreeve has been established. Advice and comment is also regularly asked for by Ministers Gillard and Arbib including being contracted by the government to work with the Local Employment Coordinators.

Following strong advocacy from the Association the OOT (Out Of Trade) subsidy has been modified to meet the needs of Group Training where apprentices and trainees are placed on down time instead of being dismissed.

The association is also part of a new VET network consisting of ACPET (Aust Council of Private Education and Training), TDA (TAFE Directors Association) and ERTOA (body of major employers McDonalds, Toyota, Westpac, One Steel, Qantas and the ATO) which aims to present an employers perspective on VET to the government.

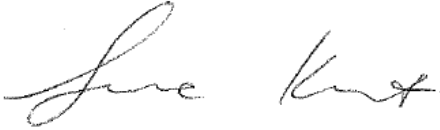
In August another highly successful Today's Skills Tomorrows Leaders program was conducted with 20 apprentices and trainees from around Australia promoting Group Training to ministers and advisors from all sides of politics. A highlight of TSTL was the launch of the program by the Governor General, at Government House. This follows Her Excellency Quentin Bryce accepting the position of patron of Group Training Australia and showing a very keen interest in the work of GTA National and member companies.

The year ahead is already shaping up to be a big one. I am sure you are all aware of the "The Future for Group Training" Project being undertaken by NIEIR (National Institute of Economic and Industry Research) on behalf of GTA Ltd. All member companies have the opportunity to have input into this very detailed research which will analyse past and current situations and make some projections as to the future of Group Training. This project will conclude by the middle of 2010.

Planning for the next National Group Training Conference "Skill2Work", which will be held in Adelaide in 2010 is well underway. Details are already up on the web site so start making your plans to attend now. Also on the web site is the new "Value for Money" paper which has recently been developed by the board for member companies.

Finally I would like to thank the staff of GTA National and in particular Jim Barron who has once again put in a strong performance over the year. I can also attest to the dedication and “above the call of duty” performance of all the team at Margaret Street.

Also thanks to my fellow Board members who all contribute to the smooth running of the Association through their generous donations of time, energy and expertise and especially to Iain McDougal as chair for his 2nd term.

A handwritten signature in cursive script, appearing to read "Sue Kent".

Sue Kent
National Representative

Corporate Governance Report

During the 08/09 period the Board met on eight occasions. The meeting attendance saw seven (out of eight) directors in attendance at seven of the meetings and six in attendance at two of the meetings.

During this period, two new directors commenced on the Board, with Mr Matthew Miller being appointed to the vacant external director vacancy and Ms Gerri Mitra being elected to the position vacated by Mr Don Clutterbuck.

The Audit Committee met a total of nine 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 Auditors and discussed the process of the audit.

The Nominations Committee met two occasions. The business included the filling of the external director vacancy and of addressing approaches to succession within the Board and to further investigate the development of a "Friends of Group Training" network.



John Glover
Executive Director

Corporate Social Responsibility & Sustainability Report

Last year was the first time that GTA Vic reported against this heading. The purpose was to raise the issue as an item of debate within the network. In keeping with this leadership role sustainability has been added to this subject heading.

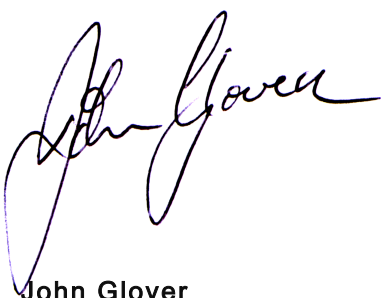
Sustainability has now become a subject of intense community and social interest. It is also emerging as an issue significant to the economy and the productive capacity of industry and business. In its most obvious form the debate around green skills and green jobs is very relevant to the Group Training industry.

As a small organisation GTA Vic is limited in the ways it can embrace these areas; however it is not limited in what it can attempt. The following a list of what we attempt to do.

During 08/09 GTA Vic:

- Institute and promote awareness of sustainability issues
- purchased only green electricity
- where possible use only recycled paper
- encouraged staff to use public transport within the CBD
- become recognised as one of two principal sponsors for VCAL Awards
- supported statewide training awards through sponsorship
- sponsored at least two local charities for disabled persons
- engaged in projects aimed at assisting disadvantaged groups enter the labour market
- engaged with stakeholders around the area of delivering service in support of the public good
- introduced sustainability as a State Conference agenda topic

While not always successful on every one of these points GTA Vic believes it has made substantial progress in the past year. The ongoing challenge will be to identify targets which are realistic and within our means.



John Glover
Executive Director

Board Of Directors

Chair

Sue Kent (Elected)

MEGT Ltd

Ordinary Directors

Anna Hancock (Elected)

External Director

John Glover (Appointed)

Executive Director

John Ackland (Elected)

Workco Ltd

Matthew Miller (Appointed)

External Director

Mike O'Brien (Elected)

G Force Recruitment

Joan Williamson (Appointed)

External Director

Gerrie Mitra (Elected)

Ballarat Group Training

National Representative

Sue Kent (Elected)

MEGT Ltd

Chair Audit Committee

Sue Kent (Elected)

MEGT Ltd

Executive Director

John Glover

GTA Victoria

The GTA Vic Team

John Glover

Executive Director

Pam Jonas

Policy & Research Manager

Helen Glab

Events and Special Projects Manager

Marisa Martini

Financial Controller

Karissa Robinson

Office Manager

Barry Rickard

Corrections Project Officer

Elizabeth Rigney

Business Administration Trainee

Ralph Gwynne

Apprentice Out Of Trade Consultant

Financial Report

Group Training Association of Victoria Inc.

INCOME & EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2009

	Note	2009 \$	2008 \$
Revenues from ordinary activities	2	2,801,498	2,788,169
Cost of sales	3	(1,285,614)	(1,392,250)
Employee expenses		(466,775)	(400,467)
Depreciation	3	(11,041)	(12,697)
Auditor expenses	3	(7,700)	(7,700)
Fringe benefits tax expense		-	(2,999)
Motor vehicle expenses		(5,222)	(8,739)
National membership levy		(51,200)	(51,200)
Occupancy expenses		(49,112)	(45,184)
Project expenses		(705,421)	(784,923)
Other expenses from ordinary activities		(56,929)	(97,239)
Net profit / (loss) from ordinary activities	3	162,484	(15,229)
Total changes in equity of the association	11	162,484	(15,229)

Group Training Association of Victoria Inc.

BALANCE SHEET AS AT 30 JUNE 2009

	Note	2009 \$	2008 \$
CURRENT ASSETS			
Cash assets	4	562,441	613,193
Receivables	5	448,131	206,670
Other	6	66,606	171,025
TOTAL CURRENT ASSETS		1,077,178	990,888
NON CURRENT ASSETS			
Property plant & equipment	7	37,035	29,026
Receivables	5	2,000	2,000
TOTAL NON-CURRENT ASSETS		39,035	31,026
TOTAL ASSETS		1,116,213	1,021,914
CURRENT LIABILITIES			
Payables	8	130,239	159,172
Provisions	9	15,277	26,245
Other	10	686,157	711,380
TOTAL CURRENT LIABILITIES		831,673	896,797
NON CURRENT LIABILITIES			
Provisions	9	56,050	59,111
TOTAL NON-CURRENT LIABILITIES		56,050	59,111
TOTAL LIABILITIES		887,723	955,908
NET ASSETS		228,490	66,006
EQUITY			
Retained earnings	11	187,569	25,085
Media reserve	12	40,921	40,921
TOTAL EQUITY		228,490	66,006,

The accompanying notes form part of this financial report

Group Training Association of Victoria Inc.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2009

	Retained Earnings	Media Reserve	Total
	\$	\$	\$
Balance at 1 July 2008	40,314	40,921	81,235
Profit / (loss) attributable to the association	(15,229)	-	(15,229)
Transfer from reserves	-	-	-
Transfer to reserves	-	-	-
Balance at 30 June 2008	25,085	40,921	66,006
Profit / (loss) attributable to the association	162,484	-	162,484
Transfer from reserves	-	-	-
Transfer to reserves	-	-	-
Balance at 30 June 2009	187,569	40,921	228,490

The accompanying notes form part of this financial report

Group Training Association of Victoria Inc.

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2009

	Note	2009 \$	2008 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from members		1,349,896	1,700,557
Operating grant receipts		91,667	100,000
Receipts from project funding		1,101,511	901,700
Payments to suppliers and employees		(2,591,739)	(3,255,580)
Interest received		16,963	38,684
Net cash provided (used) by operating activities	14(b)	(31,702)	(514,639)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for Plant, Property & Equipment		(19,050)	(3,796)
Net cash provided (used) by investing activities		(19,050)	(3,796)
Net increase (decrease) in cash held		(50,752)	(518,435)
Cash at the beginning of the financial year		613,193	1,131,628
Cash at the end of the financial year	14(a)	562,441	613,193

The accompanying notes form part of this financial report

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Note 1: Statement of Significant Accounting Policies

This financial report covers Group Training Association of Victoria Inc. as an individual entity. Group Training Association of Victoria Inc. as an association incorporated in Victoria under the Associations Incorporations Act 1981.

Basis of Preparation

This financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Associations Incorporations Act 1981.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions to which they apply. Compliance with Australian Accounting Standards ensures that the financial statements and notes also comply with International Financial Reporting Standards. Material accounting policies adopted in the preparation of this financial report are presented below. They have been consistently applied unless otherwise stated.

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

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) *Property, Plant and Equipment*

Each class of property, plant and equipment is carried at cost, less, where applicable, any accumulated depreciation and impairment losses.

Plant and Equipment

Plant and equipment are measured on the cost basis.

The carrying amount of plant and equipment is reviewed annually by the Association 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 which will be received from the assets' employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets are depreciated on a straight line basis over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

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

Class of Fixed Asset	Depreciation Rate
Office equipment - computers	50%
Office equipment - other	33%
Motor Vehicle	15%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance date.

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Note 1: Statement of Significant Accounting Policies (Cont'd)

c) *Financial Instruments*

Recognition and Initial Measurement:

Financial instruments, incorporating financial assets and financial liabilities, are recognised when the association becomes a party to the contractual provisions of the instrument.

Derecognition:

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the association 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 the profit or loss.

Classification and Subsequent Measurement:

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost using the effective interest rate method.

d) *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 that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in values.

e) *Trade and Other Payables*

Trade payables and other payables are carried at amortised cost and represent liabilities for goods and services provided to the Group prior to the end of the financial year that are unpaid and arise when the Group becomes obliged to make future payments in respect of the purchase of these goods and services.

f) *Employee Benefits*

Provision is made for the Associations liability for employee benefits arising from services rendered by employees to balance date. 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 plus on-costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. These cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows.

g) *Revenue*

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed.

Revenue is recognised from the provision of goods and services upon delivery to customers.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

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

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Note 1: Statement of Significant Accounting Policies (Cont'd)

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. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

Recognition and application of income from Government Grants and member companies for services provided

Income received from government grants and member companies for services provided is treated as advances and unearned income in the Statement of Financial Position and is applied to revenue throughout the financial year when the economic benefit has occurred.

Comparatives

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

Adoption of Australian Equivalents to International Financial Reporting Requirements

The financial report complies with all Australian Accounting Standards, which include Australian equivalents to International Financial Reporting Standards ("AIFRS") in their entirety. Compliance with AIFRS ensures that the financial report, comprising the financial statements and notes thereto, complies with International Financial Reporting Standards.

Group Training Association of Victoria Inc.

NOTES FOR THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

	2009	2008
	\$	\$
Note 2: Revenue		
Operating activities		
- member fees	234,625	230,483
- member sales	1,356,732	1,437,704
- operating grants	91,667	100,000
- other	3,898	38,638
- projects	1,088,473	901,701
- try-a-trade	9,140	40,959
Non operating activities		
- interest received	16,963	38,684
Total Revenue	2,801,498	2,788,169

Note 3: Profit from Ordinary Activities

Profit from ordinary activities has been determined after:

Expenses

- depreciation of plant & equipment	11,041	12,697
- net loss on disposal of plant and equipment	-	-
- rental expense on operating lease	26,004	26,004
- remuneration of auditor: services		
- 2008/09 engagement	5,700	5,700
- other services	2,000	2,000
- cost of sales	1,285,614	1,392,250

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

	2009	2008
Note 4: Cash Assets	\$	\$
Cash at bank	429,424	474,240
Cash on deposit	133,017	138,953
	562,441	613,193

Note 5: Receivables

CURRENT

Trade debtors	447,595	172,807
Provision for doubtful debts	(353)	-
GST	889	33,863
	448,131	206,670

NON-CURRENT

Rental bond	2,000	2,000
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	Gross Amount	Past due and impaired	< 30	31-60	61-90	>90	Within initial trade terms
Receivables Breakdown	\$	\$	\$	\$	\$	\$	\$
2009 Total	<u>447,595</u>	<u>353</u>	<u>417,220</u>	<u>10,350</u>	<u>19,804</u>	<u>221</u>	<u>417,220</u>

Note 6: Other Assets

Prepayments	66,606	171,025
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Note 7: Property, Plant & Equipment

Plant & Equipment	16,300	22,224
Less accumulated depreciation	(14,382)	(15,969)
TOTAL PLANT & EQUIPMENT	1,918	6,255
Motor Vehicle	37,028	30,867
Less accumulated depreciation	(1,912)	(8,096)
TOAL MOTOR VEHICLE	35,116	22,771
TOTAL PROPERTY, PLANT & EQUIPMENT	37,034	29,026

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

(A) *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.

	Office Equipment	Motor Vehicles	Total
Balance at beginning of year	6,254	22,771	29,026
Additions	1,480	37,028	38,508
Depreciation Expense	(5,816)	(5,224)	(11,040)
Disposals	-	(19,459)	(19,459)
Carrying amount at the end of the year	1,918	35,116	37,035

	2009	2008
Note 8: Payables	\$	\$
Trade creditors and accruals	130,239	159,172

Note 9: Provisions

CURRENT		
Provisions for employee entitlements	15,277	26,245
Provisions - other	-	-
	15,277	26,245
NON-CURRENT		
Provisions for employee entitlements	56,050	59,111
Number of employees at year end	7	12

Note 10: Other Liabilities

CURRENT		
Advances - member services	86,004	86,198
Advances - project funding	301,962	443,652
Advances - try-a-trade	2,608	11,748
GST	-	-
Unearned income	295,583	169,782
	686,157	711,380

Note 11: Retained earnings

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2009

Retained profits at the beginning of the financial year	25,085	40,314
Net profit / (loss) attributable to the association	162,484	(15,229)
Transfer to reserves	-	-
Transfer from reserves	-	-
Retained profits / (loss) at the end of financial year	187,569	25,085

Note 12: Media Reserve

The Media Reserve is made up of contributions from member companies to be used to specifically highlight key issues to policy makers, government and other key stakeholders.

Opening balance at the beginning of the financial year	40,921	40,921
Transfer from reserves	-	-
Transfer to reserves	-	-
Closing balance at the end of financial year	40,921	40,921

Note 13: Events after the Balance Sheet Date

There are no events which occurred post balance sheet date that have a material affect on these accounts.

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Note 14: Financial Risk Management

(a) *Financial Risk Management Policies*

The Entity's financial instruments consist mainly of deposits with banks, accounts receivable and accounts payable.

The Entity does not have any derivative instruments as at 30 June 2009.

(i) *Treasury Risk Management*

The Board of Directors meet on a regular basis and discuss and analyse financial risk exposure and evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

(ii) *Financial Risk Exposures and Management*

The main risks the Entity is exposed to through its financial instruments is liquidity risk, credit risk and interest rate risk.

Liquidity Risk

The Entity manages its liquidity risk by monitoring cash flow forecasts and ensuring that adequate cash or borrowing facilities are available.

Credit Risk

The maximum exposure to credit risk, excluding the value of any collateral or other security, at balance date to recognised financial assets is the carrying amount, net of any provisions for impairment of those assets, as disclosed in the balance sheet and notes to the financial statements.

The Entity does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the Entity.

There are no material amounts of collateral held as security at 30 June 2009.

Credit risk is managed by the Entity and is reviewed regularly by the Board of Directors. It arises from exposures to customers as well as through deposits with financial institutions.

The credit standing of counterparties is reviewed monthly for liquidity and credit risk.

The trade receivables balance at 30 June 2009 does not include any counterparties with external credit ratings.

Interest Rate Risk

The Entity's interest rate risk arises predominantly from assets bearing variable interest rates. Risk minimisation is achieved by depositing financial assets only with Australian banks.

(b) *Financial Instrument Composition and Maturity Analysis*

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2009

Note 14: Financial Risk Management (Cont'd)

The table below reflects the undiscounted contractual settlement terms for financial instruments of a fixed period of maturity, as well as the Director's expectations of the settlement period for all other financial instruments. As such, the amounts may not reconcile to the balance sheet:

The totals 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	2009	2008
Financial assets			
Cash and cash equivalents	4	562,441	613,193
Loans and receivables	5	448,131	206,670
Financial liabilities			
Financial liabilities at amortised cost:			
— trade and other payables	8	130,239	159,172

Financial liability and financial assets maturity analysis

	Within 1 Year		1 to 5 Years		Over 5 Years		Total	
	2009	2008	2009	2008	2009	2008	2009	2008
	\$	\$	\$	\$	\$	\$	\$	\$
Financial liabilities due for payment								
Trade and other payables (excluding est. annual leave and grants receivable in advance)	130,239	159,172	-	-	-	-	-	-
Total contractual outflows	130,239	159,172	-	-	-	-	-	-
Total expected outflows	130,239	159,172	-	-	-	-	-	-
Financial assets — cash flows realisable								
Cash and cash equivalents	562,441	613,193	-	-	-	-	-	-
Loans and receivables	448,131	172,807	-	-	-	-	-	-
Total anticipated inflows	1,010,572	786,000	-	-	-	-	-	-
Net (outflow)/inflow on financial instruments	880,333	626,828	-	-	-	-	-	-

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2009

Financial Assets

	Weighted ave. Effective		Floating interest		Non interest bearing	
	interest rate		2009	2008	2009	2008
	2009	2008	\$	\$	\$	\$
Cash Assets	4.21	6.61	\$562,441	\$613,193	-	-
Loans and Receivables	-	-	-	-	\$448,131	\$172,807
Total Financial Assets			\$562,441	\$613,193	\$448,131	\$172,807

		2009		2008	
Financial assets		Net Carrying value	Net Fair Value	Net Carrying Value	Net Fair Value
Cash and cash equivalents	(i)	\$562,441	\$562,441	\$613,193	\$613,193
Loans and receivables	(i)	\$448,131	\$448,131	\$172,807	\$172,807
Total financial assets		\$1,010,572	\$1,010,572	\$786,000	\$786,000
Financial Liabilities					
Trade and Other Payables	(i)	\$130,239	\$130,239	\$159,172	\$159,172
Total Financial Liabilities	(ii)	\$130,239	\$130,239	\$159,172	\$159,172

The fair values disclosed in the above table have been determined based on the following methodologies:

- (i) Cash and cash equivalents, trade and other receivables and trade and other payables are short term instruments in nature whose carrying value is equivalent to fair value. Trade and other payables excludes amounts provided for relating to annual leave which is not considered a financial instrument.
- (ii) For listed available-for-sale financial assets, closing quoted bid prices at reporting date are used.

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS

	2009	2008
	\$	\$
Note 15: Cash Flow Information		
(a)	Reconciliation of Cash	
	Cash at bank	474,240
	Cash on deposit	138,953
	429,424	613,193
	133,017	
	562,441	
(b)	Reconciliation of Net Cash provided by Operating Activities to Profit from Ordinary Activities	
	Profit/(Loss) from ordinary activities	(15,229)
	162,484	
	Non cash flows in profit from ordinary activities:	
	Bad & doubtful debts	-
	353	
	Depreciation	12,697
	11,041	
	Profit on sale of fixed asset	-
	-	
	Changes in assets and liabilities	
	(Increase) in receivables	(47,228)
	(241,461)	
	(Increase)/Decrease in prepayments	-
	104,419	
	(Increase)/Decrease in other assets	2,185
	162,484	
	Increase/(Decrease) in payables	(18,805)
	(28,933)	
	Increase/(Decrease) in other liabilities	(456,522)
	(124,656)	
	Increase/(Decrease) in Employee Entitlements	8,263
	(14,029)	
	(31,702)	(514,639)

Note 16: Association Details

The principal place of business of the association is:

Group Training Association of Victoria Inc.
113 Drummond Street
CARLTON SOUTH
VICTORIA 3053

Group Training Association of Victoria Inc.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2009

Note 17: Key management personnel disclosures**(a) Transactions with key management personnel**

The key management personnel compensation included in 'employee expenses' are as follows:

	2009	2008
Short-term employee benefits	\$199,427	\$302,262
Other long term benefits		
Post-employment benefits	\$86,241	\$73,657
Termination benefits		-
	\$285,668	\$375,919

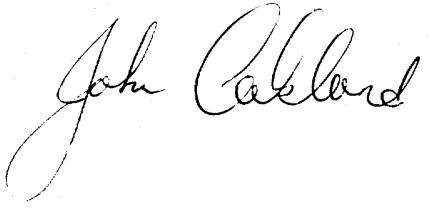
Group Training Association of Victoria Inc.

STATEMENT BY MEMBERS OF THE COMMITTEE

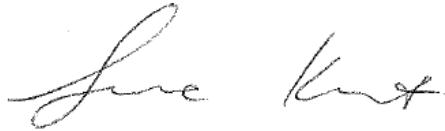
In the opinion of the committee the financial report as set out

- 1. Presents a true and fair view of the financial position of Group Training Association of Victoria Inc as at 30 June 2008 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australia Accounting Standards Board.***
- 2. At the date of this statement, there are reasonable grounds to believe that Group Training Association of Victoria Inc will be able to pay it's debts as and when they fall due.***

This statement is signed for and on behalf of the committee by:

A handwritten signature in black ink that reads "John Ackland". The signature is written in a cursive style with a large, looping initial 'J'.

John Ackland
Chairman

A handwritten signature in black ink that reads "Sue Kent". The signature is written in a cursive style with a large, looping initial 'S'.

Sue Kent
Chair – Audit Committee

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF GROUP TRAINING ASSOCIATION OF VICTORIA INC.

ABN 79 996 874 017

Report on the Financial Report

We have audited the accompanying financial report of Group Training Association of Victoria Inc., which comprises the balance sheet as at 30 June 2009, income statement, statement of changes in equity and cash flow statement for the year then ended, the significant accounting policies, other explanatory notes and the directors' declaration.

Directors' Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act Victoria (1981). This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

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. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance 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 judgment, 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 entity's preparation and fair presentation of the financial report 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by 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.

Auditor's Opinion

In our opinion:

The financial report of Group Training Association of Victoria Inc is in accordance with the Associations Incorporation Act Victoria (1981) including:

- i. Giving a true and fair view of the Association's financial position as at 30 June 2009 and of their performance for the year ended on that date; and
- ii. Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Associations Incorporation Act Victoria 1981.

WHK Horwath

Margaret Crossley
Partner

80 Collins Street
Melbourne, VIC 3000

Dated this .

Group Training Association of Victoria Inc.

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2009

	2009	2008
	\$	\$
REVENUE		
OPERATING GRANT	91,667	100,000
INTEREST	16,963	38,684
MEMBERSHIP FEES	180,925	179,283
NATIONAL LEVY	53,700	51,200
OHS Online Software development	18,379	111,177
Project - ACFE Disability Education	-	10,187
Project - ACFE VCAL	-	62,400

Project - Business Skills (My people, My business)	612,060	272,991
Project - DEST TIP	22,333	21,629
Project – WELL	40,525	-
Project – Early Warning Project WPC	10,000	-
Project - DOE Targetted Skills in Need (Health)	75,584	54,090
Project - F15	-	100
Project - Industry Skills Corrections	125,873	1,127
Project - OTTE Innovations	112,311	346,000
Project – NCVER Project	39,742	-
Project - Research and Development	15,000	22,000
Project – Apprentice Monitor Report	16,667	-
SALES	1,356,418	1,437,704
SUNDRY	3,898	35,688
ATO Awards	-	2,950
WORLDSKILLS TRY-A-TRADE	9140	40,959
TOTAL REVENUE	2,801,498	2,788,169
EXPENSES		
AIRSHOW	-	-
ATO AWARDS	-	2,950
AUDIT/ACCOUNTING	7,700	7,700
BAD & DOUBTFUL DEBTS	353	(5,000)
BANK CHARGES	1,321	1,084
BOARD SUPPORT	391	11,539
BUSINESS AFFAIRS	-	39
COMMUNICATIONS	9,493	9,091
CONSULTANCY	-	3,500
EQUIPMENT	6,722	6,258
EQUIPMENT Depreciation	5,817	8,281
FRINGE BENEFITS TAX	12,230	2,999
INDUSTRIAL RELATIONS	-	-
INSURANCE	6,495	4,006
LIGHT & POWER	1,803	1,981
NATIONAL LEVY	51,200	51,200
OFFICE EXPENSES	8,087	6,896
OHS Online Software development	19,000	111,177
PRESENTATIONS	200	153
PRINTING & STATIONERY	1,297	3,610
Project – NCVER Project	39,434	-
Project – WELL Project	38,778	42,909
Project - Business Skills (My people, My business)	346,317	261,492
Project - DEST TIP	415	1,128
Project - F15	-	-
Project - OTTE Innovations	83,000	318,000
Project - OTTE Pre Apprenticeship Options	-	-
Project - Research and Development	-	-
Project - DOE Targetted Skills in Need (Health)	110,781	49,090
Project - Industry Skills Corrections	58,310	1,127
PROMOTIONS	13,066	12,892
RENT & RATES	26,004	26,004
SALES - COST OF SALES	1,285,614	1,392,250
STAFF COSTS	454,542	395,899
STAFF TRAINING & DEVELOPMENT	12,315	3,375
SUBSCRIPTIONS/PUBLICATIONS/M'SHIPS	4,838	3,911
SUNDRY EXPENSE	800	-
TRAVEL & ACCOM.	10,707	12,550
VEHICLE COSTS	5,221	8,739
VEHICLE COSTS Depreciation	5,224	4,416
WORLDSKILLS TRY-A-TRADE	9,385	40,959
WORKCOVER	2,149	1,193
TOTAL EXPENSES	2,639,014	2,803,398
SURPLUS/(LOSS) FROM ORDINARY ACTIVITIES	162,484	(15,229)

Network Member Companies

370 Degrees Group Limited

Carlton

Phone: 03 9381 1922
Email: info@victec.com.au

AFL SportsReady

Melbourne

Phone: 03 8663 3030
Email: info@afisportsready.com.au

Apprentices Trainees Employment Ltd

Wodonga

Phone: 02 6024 0800
Email: atel@atel.com.au

Apprenticeships Plus

Northcote

Phone: 03 9481 5999
Email: info@apprenticeshipsplus.org.au

Australian Industry Group Training Services

Melbourne

Phone: 03 9867 0111
Email: info@aigroup.asn.au

BGT Employment

Ballarat

Phone: 03 5333 1707
Email: administration@bgt.org.au

CVGT Employment & Training Specialists

Bendigo

Phone: 03 5441 1555
Email: cvgt@cvgt.com.au

Eastvic Workforce

Bairnsdale

Phone: 03 5152 1188
Email: info@eastvicworkforce.org.au

G Force Recruitment

Geelong

Phone: 03 5229 9144
Email: info@g-force-recruitment.com.au

Gippsland Group Training

Morwell

Phone: 03 5133 7633
Email: staff-morwell@ggtraining.com.au

ie Group Training

Box Hill

Phone: 03 9897 3666

Email: general@iegt.asn.au

Link Employment & Training

Dandenong

Phone: 03 8710 6500

Email: manager@linkemploy.org.au

Master Plumbers Group Training Scheme

Melbourne

Phone: 03 9329 9622

Email: john@mpmsaa.org.au

MEGT (Aust) Ltd

Ringwood

Phone: 03 9879 5222

Email: info@megt.com.au

Murray Mallee Training Company

Swan Hill

Phone: 03 5033 1216

Email: swanhill@mmtc.com.au

Southern Suburbs Group Training

Cheltenham

Phone: 03 9583 9444

Email: info@ssgt.com.au

Scheme for Training & Educating People Inc (STEP) Fitzroy

Phone: 03 9483 1183

Email: step@bsl.org.au

Sunraysia & Murray Group Training

Mildura

Phone: 03 5022 1833

Email: smgt@smgt.com.au

The Apprenticeship Factory

Shepparton

Phone: 03 5832 3334

Email: info@theapprenticeshipfactory.com.au

WestVic Workforce

Warrnambool

Phone: 03 5561 9000

Email: wwar@westvic.org.au

Workco Ltd

Horsham

Phone: 03 5381 6200

Email: info@workco.com.au

WPC Group

Melbourne

Phone: 03 9321 0800

Email: wpc@wpcgroup.org.au

Service Subscribers

Box Hill Institute of TAFE

Box Hill

Phone: 03 9286 9222

Email: m.alibrando@bhatafe.edu.au

RMIT TAFE

Melbourne

Phone: 03 9925 4973

Email: allan.ballagh@rmit.edu.au

Skilled Group Ltd

Melbourne

Phone: 03 9924 2102

Email: kparton@skilled.com.au

Affiliate Subscribers

Alliance Training Solutions Pty Ltd

Maitland

Phone: 02 4934 2333

Email: info@alliancepeople.com.au

Australian Brick & Blocklaying Training Foundation

Holmesglen

Phone: 03 9209 5948

Email: geoffn@holmesglen.vic.edu.au