



Skills for Business. Jobs for Youth.



2022-23
38th Annual Report

Our Purpose

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

AEN Values

- The people within our industry are passionate about providing meaningful training and employment outcomes for the community.
- A trusted partner with members, government, and the wider VET industry.
- Teamwork and collaboration with our members, government and the community benefit us all.
- Integrity, honesty, and reliability ensure that we will deliver what we promise.

AEN Priorities

- 1. Strengthen the capacity of members and the GTO network.**
 - Identify current and new member services.
 - Facilitate professional development.
 - Identify and encourage communication & marketing
- 2. Strengthen the profile of group training.**
 - Continue to develop group training policy and position with Governments.
 - Develop new communication tools.
 - Establish wider network groups.
- 3. Strengthen the financial position and industry reporting**
 - Identify and tender for new projects.
 - Strengthen partnerships with government.
 - Develop with government the group training industry standards.

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Cover image

Delegates attending the 111th International Labour Conference (ILC) have adopted a new Recommendation on Quality Apprenticeships. The new labour standard aims to support "opportunities for people of all ages to skill, reskill and upskill continuously" in rapidly changing labour markets. It provides a clear definition of apprenticeships, specifies aspirational standards for quality apprenticeships, including rights and protection for apprentices. Quality Apprenticeships ILC recommendation signed 16 June 2023.
ILO Director General Gilbert F. Houngbo (pictured second from right), IOE Chair Blaise Matthey (pictured right).

Chair Report

Welcome to the 2022-2023 Annual Report of the Apprenticeship Employment Network (Group Training Association of Victoria).

It has again been a privilege to serve as Board Chair over the past twelve months and I thank my fellow Board Members for all your support and hard work during the year. The work you do is not always in the public eye but has been instrumental in the Associations continued success.

As I present this report to members, I would like to acknowledge and thank each of you for the contribution and support you have provided to the Association over another busy year. Whilst the outstanding work of the Victorian Association is a direct reflection of our skilled and dedicated Executive Director, Gary Workman and the AEN staff, it is the mature, stable, and united membership that has enabled the industry to grow its relevance with Government and key stakeholders.

Whilst we should be proud of this achievement, I am pleased to note that our most important stakeholders, thousands of apprentices and trainees employed by the Victorian membership, continue to enjoy superior support and completion rates, when compared to direct employment.

“Apprentices and Trainees employed by the Victorian membership continue to enjoy superior support and completion rates, when compared to direct employment.”

Even though the Group Training model has been operating in Victoria for around 40 years, it could be argued that its importance has only been recognised over the last few years. In many ways, it was the COVID environment that turned Government attention to the networks capability and capacity to respond in uncertain times. With pandemic fueled reactive policy setting behind us, 2023 has seen a more forward focused approach (albeit with less money) to secure skills for the future. This will mean more reform in the apprenticeship space and more change.

At the end of the day, we approach these challenges on a completely different footing to a decade ago. With proven capacity, collaboration and results, the Victorian membership has enabled the Association to secure a reputation for delivering world leading best practice in the delivery of quality apprenticeships.

As members of the Apprenticeship Employment Network and GAN Australia, you can be assured that you are recognised as quality providers of apprenticeship employment services within Australia and internationally. As always, the Association will continue to engage at all levels of Government to position its members for the future.

In closing, I would like to thank our Executive Director Gary Workman and all the amazing AEN staff for your contributions over the last twelve months. On behalf of all members, you are greatly appreciated.



Dean Luciani
AEN Chair



AEN Executive Director Report

2022-23 has seen members working through the end of the COVID-19 pandemic and a wide range of stimulus programs that have supported businesses over the past few years.

I would like to congratulate the entire network during this testing period, as each GTO has managed a wide range of issues and government initiatives to keep their businesses in a strong position.

It is pleasing to see the recently elected state and federal labour governments prioritising youth employment, especially through apprenticeship programs.

The AEN has worked hard with the Victorian Government to provide strong support for our members to engage with several programs to improve apprenticeship participation that will lead to meaningful long-term employment.

Recent announcements on new initiatives will create opportunities for our network to support long-term government priorities including:

- the rollout of the regional social housing and renewable energy projects in Geelong, Ballarat, Bendigo and Gippsland
- work with the Victorian government on the new Clean Energy Workforce Strategy and the new State Electrical Commission (SEC) that will need an additional 6,000 apprentices by 2030.

Overall, 2022-23 has been a strong year for the Association with significant government project funding to support new apprenticeship and traineeship opportunities.

The AEN will continue to work on a range of projects in 2023-24 including:

- Victorian Retrenched Apprentices and Trainees program through Apprenticeships Victoria
- GTO Big Build Apprenticeships program for major projects through Apprenticeships Victoria including GTO apprentice ambassadors
- Construction Skills Pathway program to support more women to commence an apprenticeship in the construction sector
- Multi-Industry Women Pre-Apprenticeship programs
- Traineeships in Horticulture Pilot program
- Ongoing work with the Commonwealths Local Jobs Program – Inner Melbourne Region – Employment Facilitator Role

At an international level, over a two-year period, the International Labour Organisation (ILO), the International Organisation of Employers and 187 governments from around the world worked on establishing a globally agreed set of standards for Quality Apprenticeships. On 16 June 2023 these standards were agreed as a set of recommendations. The Apprenticeship Employment Network (AEN) & Global Apprenticeship Network (GAN) Australia contributed to the process over the two years and were in Geneva at the United Nations to support the final drafting and approval of the Quality Apprenticeships. This was an historic event as this is the first time in history that there is an agreed definition and framework for all countries to establish and report on their apprenticeship systems.

I would like to take this opportunity to thank our members, the AEN Board and AEN staff for their support throughout the year. I look forward to working with you as we implement new initiatives and projects that support the network and promote the benefits of the apprenticeship employment network.

Gary Workman
AEN Executive Director



AEN Board Directors & Governance

During 2022-23, the AEN Board met on eight (8) occasions.

	Meetings Attended
Dean Luciani <i>Chair</i> <i>Westvic Staffing Solutions</i>	7 of 8
Darren Webster <i>AEN Deputy Chair & Audit Committee Chair</i> <i>Skillinvest</i>	8 of 8
Paula Ryan <i>Chair of the Nominations Committee</i> <i>The Apprenticeship Factory</i>	7 of 8
Robyn Goodwill <i>Independent Director</i>	7 of 8
Phillip Green <i>Director</i> <i>NECA Education & Careers</i>	8 of 8
Andrew Sezonov <i>Director</i> <i>WPC Group</i>	8 of 8
Tracey Murphy <i>Independent Director</i>	7 of 8
Gary Workman <i>Executive Director (AEN) & Secretary</i> <i>Apprenticeship Employment Network</i>	8 of 8

AEN Fellowship (Life Members)

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

Kevin Kennedy	<i>Apprenticeship Group Australia (AGA)</i>	2008
John Ackland	<i>Skillinvest</i>	2008
David Windridge	<i>MEGT (Australia) Ltd</i>	2008
Miles Coverdale	<i>Westvic Staffing Solutions</i>	2009
John Glover	<i>Group Training Association of Victoria (GTAV)</i>	2009
Geoffrey Foster	<i>Skills Victoria - Government</i>	2010
Mike O'Brien	<i>G-Force Employment + Recruitment</i>	2010
Sue Kent	<i>MEGT (Australia) Ltd</i>	2012
Geoff Carson	<i>Murray Mallee Training Company (MMTC) & Sunraysia & Murray Group Training (SMGT)</i>	2015
Gary Workman	<i>Apprenticeship Employment Network</i>	2022

AEN Lifetime Achievement Award Recipients

An AEN Lifetime Achievement Award recognizes an individual for their contribution to vocational education and training and the advancement of Group Training in Victoria.

Steve Herbert	<i>Victorian Government</i>	2017
Allan Brown AM	<i>Victorian Government & Apprenticeship Group Australia (AGA)</i>	2018
Frederick Maddern	<i>WPC Group</i>	2018
John Nathan	<i>MEGT (Australia) Ltd</i>	2019
Michael Bellamy	<i>Westvic Staffing Solutions</i>	2019
Vaz Juchima	<i>G-Force Employment + Recruitment</i>	2020

Key Industry Events

Victorian Training Awards 2022

The Apprenticeship Employment Network and GAN Australia were the Principal Partner of the 2022 Victorian Training Awards held in person for the first time since 2019 at the Melbourne Convention and Exhibition Centre.



Congratulations to all the finalists and award winners.

Australian Training Awards 2022

The Australian Training Awards were held 18 November 2022 at the Adelaide Convention Centre.



Key Industry Events

AEN Mid-Year Conference - 27 & 28 June 2023

This years conference was held at Hyatt Place in Essendon Fields with close to 100 delegates in attendance.

Key presentations included:

- Update from Apprenticeships Victoria, Victorian Registration & Qualifications Authority (VRQA), Victorian Labour Hire Authority (VLHA), Department of Employment and Workplace Relations (DEWR) & Jobs Victoria.
- Members sharing best practices across a wide range of projects and discussions on how to best support women in trades.
- Social Ventures Australia workshop - *What are the Key Messages to Engage More Employers to take on Apprentices.*



A special thank you to Australian Super, Apprenticeships Victoria and the Victorian Skills Authority for their support of the event. It was a great opportunity for government staff and our members to network.

Thank you to Ai Group, AGA, Master Plumbers, Frontline Human Resources and NECA Education and Careers for inviting female trade apprentices and participating in the panellist sessions for the event.



Key Industry Events

Social Ventures Australia

Unlocking the Power of Economic and Social Inclusion

Online and conference workshops session in May and June 2023.



Speakers included:

Lisa Fowkes *Director*

Social Ventures Australia

Lisa Annese *CEO*

Diversity Council of Australia

Gary Workman *Executive Director*

Apprenticeship Employment Network & GAN Australia

Kowanj African Community Engagement Sunshine Community Basketball centre

Kowanj (African Community Not-for-Profit) invited AEN to their community Hub in Sunshine on 19 October 2022, along with 6 GTO members to hold an information session on Apprenticeship and Traineeship opportunities. The session was held with approximately 40 youth participants and family members.

Thank you to Ai Group, AGA, Westvic Staffing Solutions,

Thank you to AiGroup, AGA, Westvic, CVGT Australia, Gforce Employment + Recruitment and Master Plumbers for supporting the event.



Key Industry Events

Women in Trades Round Table

In October 2022 AEN attended a Round Table hosted by Apprenticeships Victoria with the Minister of Skills and Training Hon. Gayle Tierney and heard many inspiring stories. Several AEN Members and their apprentices attended, which many of these apprentices participating in the Construction Skills Pathway and Big Build Programs.



Key Industry Projects

Horticulture Traineeship Pilot Program

This pilot program will cover three (3) regions within Victoria.

Four (4) GTO's are delivery pilots:

- Sunraysia & Murray Group Training (SMGT) – Mildura/Swan Hill
- Workforce Partners Australia – Mildura/Robinvale
- The Apprenticeship Factory – Goulburn Valley/Shepparton
- SkillInvest – Gippsland

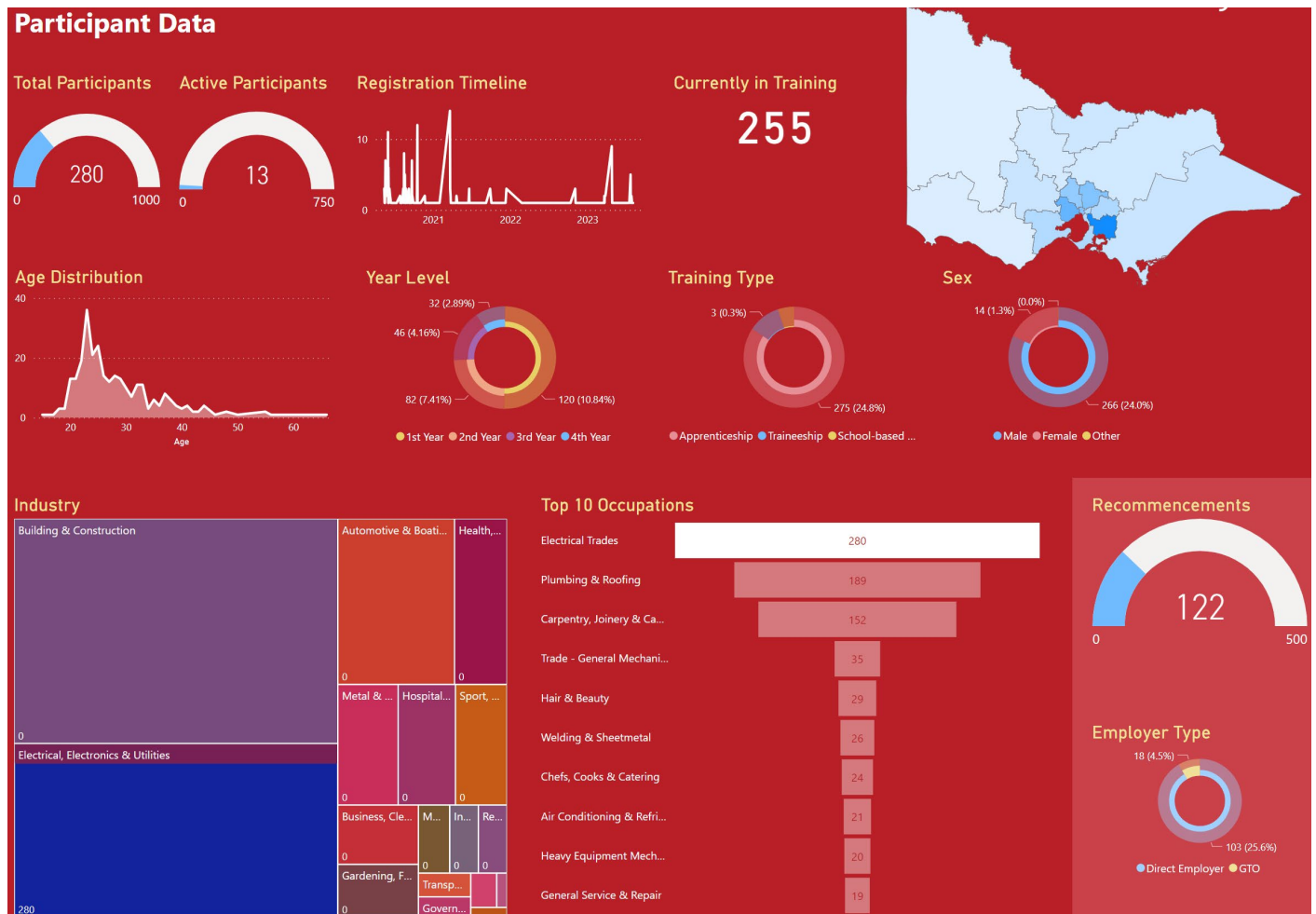
Pilot Program Goals:

- Attracting students to undertake Production Horticulture training through the pilot.
- Recognising the candidate students' existing relevant skill or past training record that can be credited toward course enrolment.
- Supporting students to complete a certificate II, III or IV in Production Horticulture or other related apprenticeship and traineeship option through the pilot.
- Improving the capacity of host employers to support students as workers so that students feel supported and interested in continuing in horticulture roles.
- Through an evaluation, highlight the benefits of the approach and areas of improvement.

Key Industry Projects

Retrenched Apprentices and Trainees Program

The Retrenched Apprentices and Trainees Program aims to assist apprentices and trainees who have lost their employment complete their training.



Local Jobs Program - Inner Melbourne Region

The AEN is delivering the Commonwealths Local Jobs Program within the Inner Melbourne Region.

During the year, the AEN has supported several employment programs, information sessions and Job Fairs and updated the DEWR local jobs plan and priorities.

Priorities employment sectors include:

- Health and Care Sectors
- Hospitality and Retail Sectors
- Construction



Key Industry Projects

Construction Skills Pathway Program

AEN is supporting Jobs Victoria and Apprenticeships Victoria to create 300 new apprenticeships with the aim to have 60% of these new apprentices/trainees being women.

Funded through Jobs Victoria, 300 Victorians will have the opportunity to undertake on-the-job training as the Government works to meet industry demands and continue progress on Big Build and major infrastructure projects.

Career opportunities range from plumbing, electrical and engineering to civil construction, work health and safety, project management and more.

With an 'earn and learn' model, recruits can start working and earn an income from day one while training to build their skills for a new career – gaining an accredited qualification through TAFE or other registered training organisations. Women and people from diverse backgrounds will play a key role in addressing skilled labour shortages in construction. Women currently represent just 11.6 per cent of the industry's workforce and will be prioritised for 180 of the roles on offer.

People under 25, Aboriginal and Torres Strait Islander people, those from culturally diverse backgrounds, those facing long term unemployment are also strongly encouraged to apply for the roles.

The two-year program is being delivered by Apprenticeships Victoria and the Apprenticeship Employment Network. As at 30 June 2023 there were 175 apprentices commenced in the program.



Picture: Hon. Gayle Tierney discussing Female Trade Programs and support with female GTO apprentices.

Key Industry Projects

Hospitality Pool Program

With support from Jobs Victoria, the AEN is coordinating a hospitality program to support up to 500 new workers for the sector that has been significantly impacted by COVID-19. The program includes:

- 5 days paid training in barista skills, food handling or responsible service of alcohol
- Uniforms / PPE and tools of the trade
- ongoing support and mentoring
- at least 20 hours a week work for up to 13 weeks.



GTO Women in Trades

The 2020-21 Victorian Government provided 5 million dollars in grants to nine industry and training organisations to support and encourage women to pursue non-traditional roles, including the construction industry, through the Apprenticeship Innovation Fund.

The aim of the Apprenticeship Innovation Fund is to:

- Build a skilled workforce for Victoria
- Increase the number of apprentices and trainees who begin and complete apprenticeships
- Create pathways into apprenticeships
- Improve gender equity and workforce diversity
- Share the outcomes of projects through reporting and evaluation findings.

As one of the nine industry programs, AEN are delivering 8+ Multi Industry Pre-Apprenticeships with members (Kestrel, AGA, CVGT, Westvic, VGT, Skillinvest) across the state to support 120 women trial a range of construction trades combined with hands on training and work experience.



Professional Development

During the year AEN provided a wide range of professional development workshops for members and the wider VET sector.

Workshop topics included:

African Cultural Awareness & Recruitment delivered by <i>Kowanj</i> 2 Sessions – November 2022 April 2023
Apprentice Wellbeing Life Skills Coaching Program delivered by <i>CodeSafe Solutions</i> 3 Sessions – August 2022 September 2022 October 2022
Building Personal Resilience delivered by <i>PROFound Leadership</i> 1 Session – March 2023
Enhancing Interpersonal Skills delivered by <i>PROFound Leadership</i> 1 Session – May 2023
Indigenous Cultural Awareness Training delivered by <i>Seona James</i> 1 Session – March 2023
Inspiring Leadership through Emotional Intelligence delivered by <i>PROFound Leadership</i> 1 Session – August 2022
Supporting Apprentices with Disability delivered by <i>Inner Melbourne VET Cluster (IMVC)</i> 1 Session – October 2022
Youth Mental Health First Aid (Accredited) delivered by <i>Alcohol and Drug Education Specialists Pty Ltd</i> 2 Sessions – October 2022 March 2023



Industry Statistics 2022-23

2022 Victorian GTO Self-Assessment Statistics Report

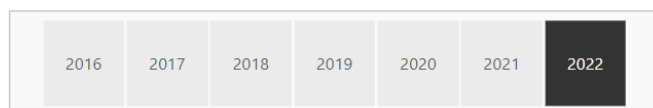
Key highlights include:

- Electrical and Building Construction sectors increase in **women in trades** from approximately 4% in 2021 to 10% in 2022.
- **Rotations of apprentices** increased from 20% to 30% overall with Electrical trades rotating 55% in 2022 and 90% rotating in Building and Construction
 - 81% reason for rotation cited *lack of work or new employer* which is a strong sign of some instability in the construction sector over the year.
- **Aboriginal Torres Strait Islander (ATSI)** participation is 4.6% overall with 10% in Business Services.
- Male 69% female 31% overall



Victorian GTO Self-Assessment Statistics Reporting

1. Select a reporting year.
2. Use the bar chart and tree map below to further filter the data.

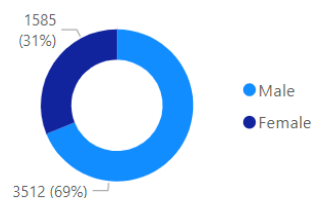


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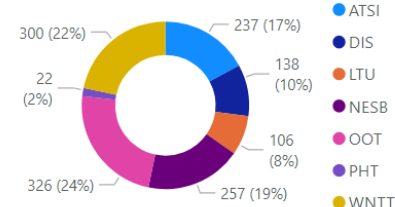
In training



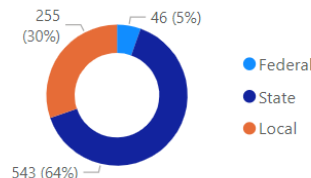
Gender



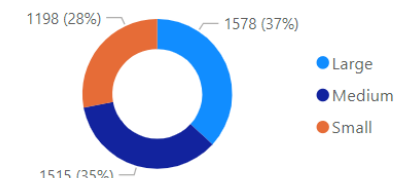
Diversity Groups



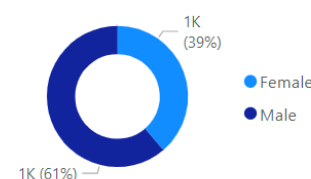
Total in Government



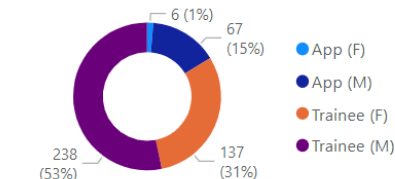
Total in Host Size



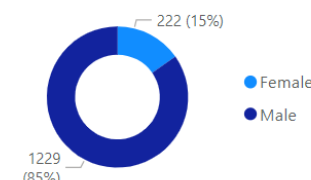
Withdrawn



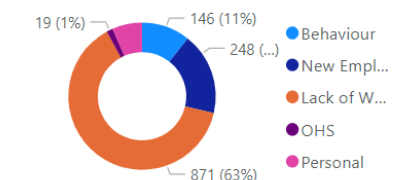
School-based



Rotations



Rotation Reason



Industry Statistics 2022-23

GTO National Standards - 2022 Self-Assessment Results

Overall results

- Standard 1 Recruitment, Employment and Induction 99%
- Standard 2 Monitoring and Supporting Apprentices and Trainees to Completion 99.03%
- Standard 3 GTO Governance and Administration 98.14%

Areas for improvement:

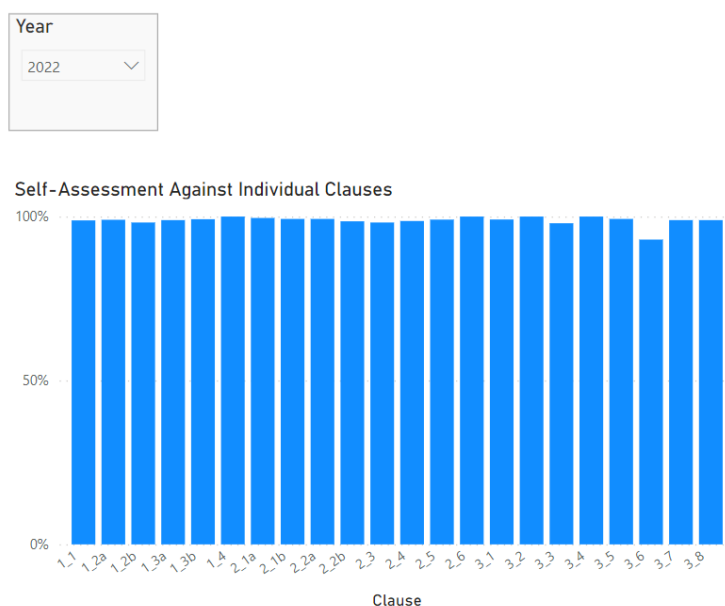
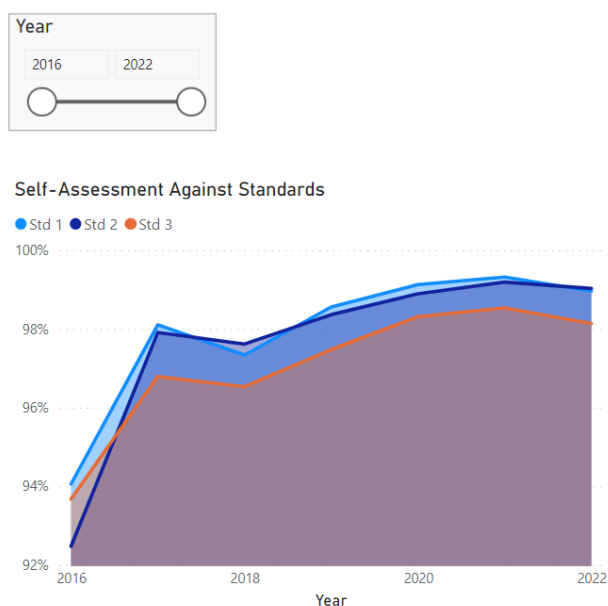
- **Standard 3.6** (93%) The GTO adheres to the principles of access and equity in all operations including marketing, recruitment, monitoring, support, governance and administration.
- **Standard 3.3** (98%) The GTO develops, monitors and continually improves its performance and strategic directions using performance data, the results of audits, assessments and surveys plus any other relevant information.

Report: [National Standards for GTOs.pdf \(australianapprenticeships.gov.au\)](https://australianapprenticeships.gov.au/national-standards-for-gtos.pdf)



Victorian GTO Self-Assessment Self Assessment Results

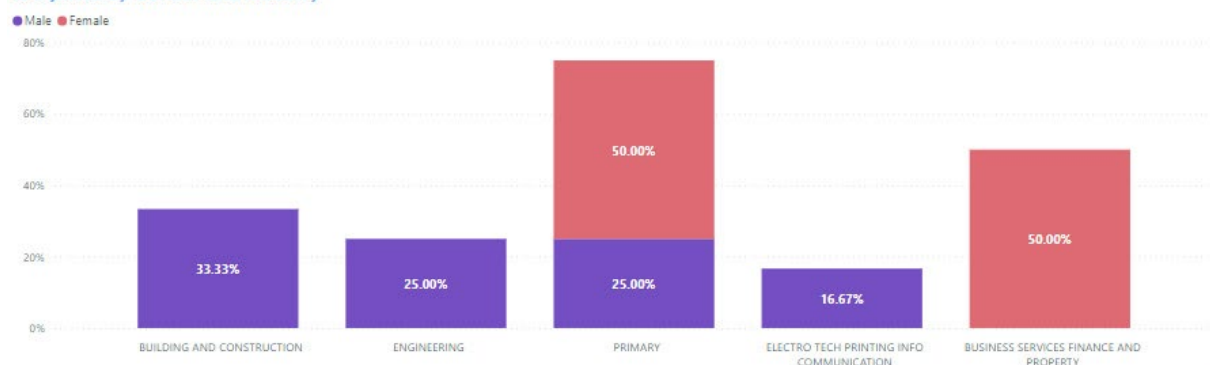
Reporting year slicers act independently on their respective charts.



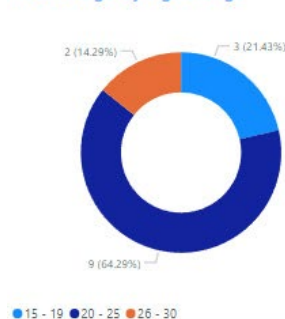
GTO OH&S 2022 Benchmarking Results

The AEN tracks a wide range of OH&S statistics each quarter. Below is a summary of the key performance measures used to assist us in developing new resources for apprentices, trainees, GTOs and host employers. Continual reinforcement of safety being a high priority is needed when dealing with young people - many which are in their first fulltime job.

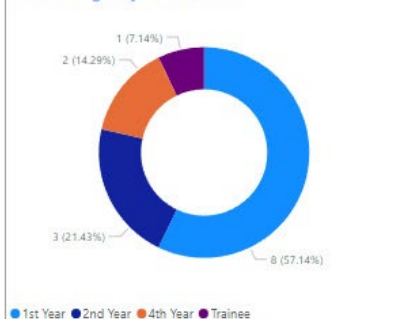
% Injuries by Gender and Industry



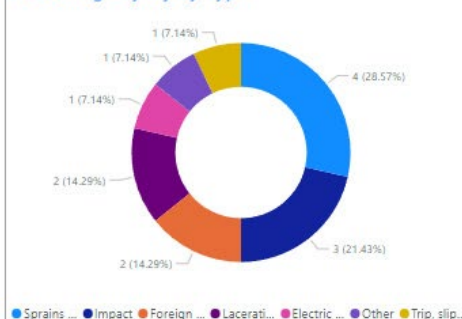
Percentage by Age Range



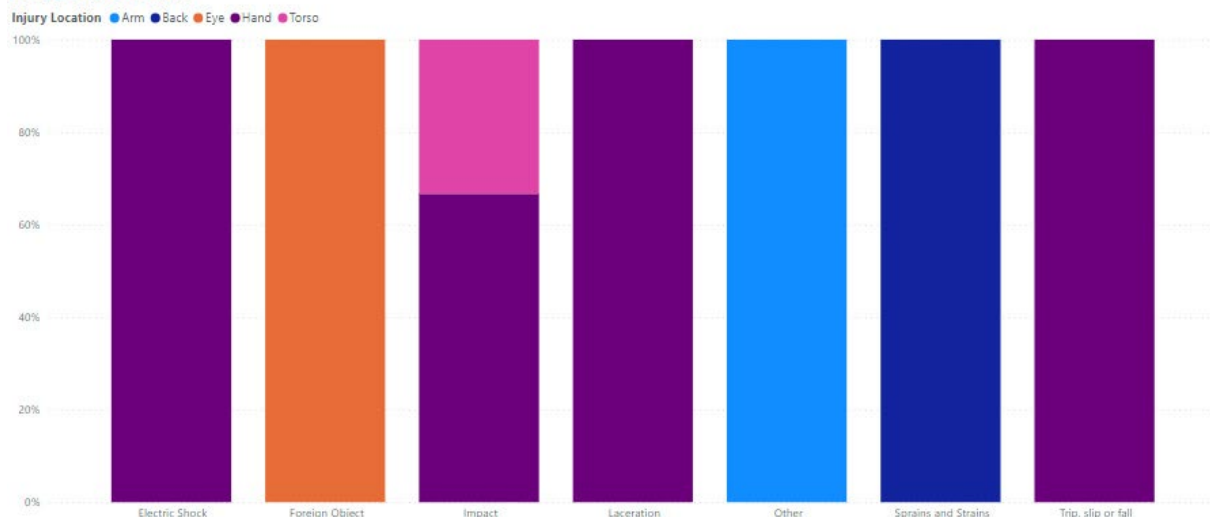
Percentage by Year Level



Percentage by Injury Type



% Type by Location



[Four short, animated resources](#) were also developed throughout the year for members and the wider VET industry to use.



Global Apprenticeship Network (GAN) Australia

GAN Australia has continued to support the wider GAN network and participated in a number of international conferences highlighting the Australian Group Training Model and Australian VET system.

It is pleasing to see many countries investigating apprenticeship “intermediary” models and showcasing the Australian GTO system and benefits.

During the year GAN Australia supported several international conferences and events.

Picture: (Left to Right) **Peter Daley**, CEO Master Plumbers, **Dean Luciani** Chair GAN & AEN, **Hon. Brendan O'Connor** Federal Australian Skills Minister, **Gary Workman** Executive Director AEN. Event: 111TH ILO Conference June 2023 – United Nations Geneva.



International Labor Conference Adopts New Global Apprenticeship Standard

In June 2023 AEN and GAN Australia participated in the International Labor Conference in Geneva Switzerland where the conference closed with the adoption of a new recommendation on quality apprenticeships. Delegates also passed resolutions on a just transition and labor protection, as well as adopting the standards report and the program and budget, and a resolution on Belarus.

The new labor standard aims to support “opportunities for people of all ages to skill, reskill and upskill continuously” in rapidly changing labor markets. It provides a clear definition of apprenticeships, specifies aspirational standards for quality apprenticeships, including rights and protection for apprentices.

[Quality Apprenticeships](#), based on robust social dialogue and public-private partnerships, can improve employment prospects for young people while developing high-level skills identified by employers as necessary for growth and increased productivity. Both informal and regulated apprenticeship systems are important learning resources enabling young people to overcome the work-inexperience trap, gain new and enhanced skills and recognized qualifications. Upgrading informal apprenticeships and expanding regulated ones is a cost-effective way to invest in a country’s skills base, promote economic growth and enhance the employability of youth.



Global Apprenticeship Network (GAN) Australia

The 111th International Labour Conference was attended by around 5,000 delegates representing governments, workers and employers from the ILO's 187 Member States. The conference was held from 5 to 16 June 2023 at the UN Palais des Nations in Geneva.

Over a two-year period, the International Labour Organisation, the International Organisation of Employers and 187 governments from around the world worked on establishing a globally agreed set of standards for Quality Apprenticeships.

On 16 June 2023 these standards were agreed as a set of recommendations. The Apprenticeship Employment Network (AEN) & GAN Australia Chair Mr Dean Luciani and Executive Director Gary Workman contributed to the process over the two years and were in Geneva at the United Nations to support the final drafting and approval of the Quality Apprenticeships. This was an historic event, as even though many European countries have had apprenticeships for hundreds of years, this is the first time in history that there is an agreed definition and framework for all countries to establish and report on their apprenticeship systems.

The Six Global Principles for Quality Apprenticeships:

- Will ensure that the apprenticeship program is aligned with the country's regulatory frameworks.
- Will ensure that measures are in place for the protection of apprentices.
- Will ensure that the relationship between employer and the apprentice is governed by a written agreement.
- Will ensure that measures to promote equality, diversity and social inclusion are incorporated in apprenticeship programs.
- Will work with partners to enhance the effectiveness of the apprenticeship program.
- Will report on progress towards implementing quality apprenticeships.

“The term “apprenticeship” should be understood as a form of education and training that is governed by an apprenticeship agreement, that enables an apprentice to acquire the competencies required to work in an occupation through structured and remunerated or otherwise financially compensated training consisting of both on-the-job and off-the-job learning and that leads to a recognised qualification.”

The term “intermediary” should be understood as an entity, other than the host enterprise or the educational and training institution, that coordinates, supports or assists in the provision of an apprenticeship.

The term “pre-apprenticeship program” should be understood as a program designed to help potential apprentices to develop their competencies with a view to improving their workplace preparedness or meeting the formal entry requirements for an apprenticeship.



GAN GLOBAL

Links:

[Final adopted text on Quality Apprenticeships](#)

[111th International Labour Conference](#)



The Future of Apprenticeships Conference



The Future of Apprenticeships

Perspectives from Switzerland, New Zealand and Australia striving for excellence.

futureofapprenticeships.com.au

GAN
AUSTRALIA

**apprenticeship
employment
network**

GAN
NEW ZEALAND

GAN
GLOBAL

SFUVET

movetia

The Future of Apprenticeships conference was held in Melbourne between the 5-7 February and 8-9 February in Auckland 2023: The conference was attended by over 170 delegates, with 32 speakers from 6 countries with the aim of sharing perspectives from Switzerland, New Zealand and Australia striving for excellence in apprenticeships. Connecting like-minded international collaborators, government stakeholders, industry participants, group training organisations and educational institutions to build stronger relationships and areas for future collaboration.

The aims of the conference were to:

- Critically examine and reimagine the current apprenticeship system in Australia, drawing on successful experiences in Switzerland and New Zealand
- Ensure that people that take up apprenticeships in Australia achieve success in their chosen field
- Explore best practice, policies and programs that can future-proof our current skills supply and manage the varying demands on our labour market
- Stimulate industry interest to engage with new and innovative apprenticeships that will meet our future economic needs and explore opportunities to develop the industry leaders of tomorrow

As part of the Auckland conference a delegation of 17 Australian delegates also visited a number of New Zealand government agencies to better understand the current New Zealand VET reform. Key conference themes over the 10 days included;

- ILO and the global value of Apprenticeships
- The Victorian governments value of Apprenticeships
- The Swiss dual VET / education system
- School to work apprenticeship models
- Swiss apprenticeships / opportunities of VET related mobility exchange and cooperation programs
- Future Apprenticeship / VET research opportunities for collaboration
- Activities to increase employer participation in apprenticeships
- How to support greater diversity into apprenticeships
- The Australian and New Zealand GTO apprenticeship intermediary models
- Digital skills and higher apprenticeships

The Future of Apprenticeships Conference



The following activities have been identified by the conference organising committee as potential further work the organisations would like to follow up on:

- Investigate and establish apprentice exchange and educational cooperation programs for apprentices and VET practitioners between Switzerland, New Zealand and Australia.
- Establish future opportunities to bring together other VET/ Apprenticeship stakeholders through conferences/ and other events to expand the knowledge and capability of the sector.
- Research themes that the GAN could explore further and partner with industry stakeholder include;
 - What is a Quality Employer / Apprenticeship
 - What support is needed to enable greater inclusion & diversity
 - Perceptions on Apprenticeships, career decision making
 - School to work transitions
 - Apprenticeship Data on completions / University completions / long term career paths / where do they go?
 - What employers are doing to support apprentices / how engaged are employers with the VET systems
 - Employer supervisor skills and training needs
- Continue the conference organising committee as a “Future of Apprenticeships” steering committee
- GAN Australia will re-establish our local steering committee (now that COVID-19 has subsided) with Quarterly meetings. Employers, Governments, VET Researchers and industry stakeholders are welcome to join the group.



The Future of Apprenticeships Conference



“Many of the skills individuals and businesses will need in the 21st century will be developed by vocational education and training providers - It is critical that VET systems work closely with employers to ensure the skills developed meet the needs of industry and the wider economy”.

Picture:: Panel discussions on the value of the Vocational Education and Training systems within the three countries.

Australian Delegation on New Zealand Study Tour Conference - February 2023

The format of the conference over the two days in Auckland included keynote presentations, presentations with panelist sessions with representatives from various countries and study tours to the Manukau Trade training Centre of excellence and a cultural Pōwhiri (Indigenous Māori Welcome Ceremony).

Key topics included:

- Pōwhiri (Indigenous Māori welcome ceremony)
- Apprenticeship Employer – Casita Miro winery and restaurant
- Diversity Works
- Reflections from Canadian and USA delegates on the conference and the
- Apprenticeship challenges they face
- Manukau institute of Technology, TechPark Campus
- The Australian and New Zealand group training models and initiatives
- Workplace Literacy, Language and Numeracy
- Work based learning in the Technology Sector
- Wellington meetings (Monday and Tuesday 13- 14 February)
- New Zealand VET reforms
- Meeting with various government agencies on skills and employment programs in Wellington NZ.



Global Apprenticeship Network (GAN) Australia

International Apprenticeship Exchange Program



In February 2023 GAN-Australia launched its international Apprenticeship exchange program.

The Global Apprenticeship Network Australia with support from GAN New Zealand, EJTC Canada and GTEXpro are offering current Australian 2nd, 3rd and 4th year apprentices over the age of 18 the opportunity to participate in a 4-week exchange program to Canada, New Zealand or Switzerland to broaden your trade knowledge, skills and experience.

Our Apprentice Exchange Program is a life-changing international experience that can take your career to new heights!

This unique program offers the chance to learn new skills and gain invaluable real-world experience through international trade training schools and workplaces. By participating in this program, you'll have the opportunity to step outside your comfort zone, explore new subjects, and deepen your understanding of familiar skills.

While apprentices won't be paid during the exchange program (due to international visa requirements stating it as a "study tour"), your employer and/or GAN Australia will cover expenses, including travel, accommodation, insurance, and training, up to an estimated value of \$10,000 per exchange.



For further information please visit [International Apprentice Exchange Program – GAN Australia \(gan-australia.org\)](https://gan-australia.org/)

AEN Research & Presentations

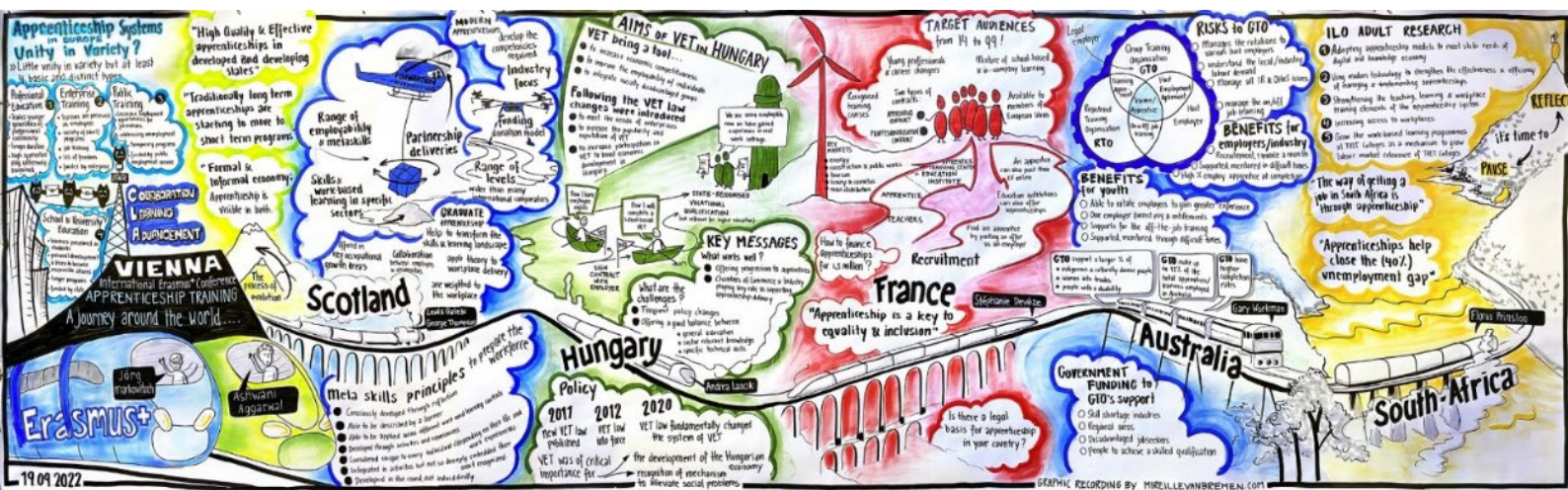
Throughout 2022-23 AEN and GAN Australia participated in a wide range of research activities and industry presentations including:

- TeamLease *GAN India* – Apprenticeships for the 21st Century
- TVET Conference in Austria

Future of Work Summit 2023

Geneva Graduate Institute

Pathways to Work: Opening new options and opportunities 7 June, *How can we open adaptive and inclusive avenues to work for youth, women, older generations, migrants, refugees and more, in the face of technological, demographic, climate and geo-political changes?*



AEN Awards

Over 230 guests attended the 2022 Apprentice Training Awards held at the Plaza Ballroom Melbourne in November 2022.

2022 AEN Award Categories and Winners

School-based Apprentice/Trainee of the Year

Sebastian Streat *BGT Jobs + Training*

Tode Postolov *Victorian Group Training*

Inspiration Award: Women in Trades

Abbey Evans *Ai Group*

Inspiration Award: Overcoming Adversity

Hedayatullah Habibi (Habibi) *NECA Education & Careers*

Inspiration Award: Indigenous Student of the Year

Donald Chatfield *Gforce employment + recruitment*

Inspiration Award: Disability Achievement

Rebecca Hope *NECA Education & Careers*

Stop Taking A Risk (STAR) Award

Anthony Thomas *Ai Group*

Trainee of the Year

Nastassja Ivanov *NextGen Jobs*

Apprentice of the Year

Lachlan Mackay *Victorian Group Training*

Outstanding OH&S initiative

NECA Education and Careers

GTO Excellence Awards

Westvic Staffing Solutions & Elly Findlay *Gforce Employment + Recruitment*



AEN Awards



Congratulations to all the finalists and award winners.

A big thank you to all our sponsors – Australian Super, Apprenticeship Support Australia, AATIS, Apprenticeships Victoria, Jobs Victoria, Kangan Institute, Gallagher Insurance, MAS National, Victorian TAFE Association and SafetyFirst.

AEN Awards

Industry Service Awards

AEN and our members have a proud history of supporting apprentices, trainees and host employers. This support is provided by hundreds of dedicated staff. Every year, the AEN is proud to recognise the achievements of our members and staff through industry service awards. These awards are presented at 10, 15, 20, 25 and 30+ years of service to the Group Training industry.

10 Years

Ashlee Quinlan *Westvic Staffing Solutions*
Dearna Mallia *BGT Jobs + Training*
Emilia Hamit *NECA Education & Careers*
Joseph Dorigo *Murray Malley Training Company*
Joseph Ficarra *Murray Malley Training Company*
Kerry Lawson *Murray Malley Training Company*
Kylie Clynes *Ai Group*
Lochlan Veale *Victorian Group Training*
Marie Cardenas *Murray Malley Training Company*
Natalie Simpson *The Apprenticeship Factory*
Nik Mavrommatis *Apprenticeship Employment Network*
Orville (Bem) Veloso *Murray Malley Training Company*
Peter McEwan *Murray Malley Training Company*
Tracey Cassar *Gforce Employment + Recruitment*
Tracy Duke *The Apprenticeship Factory*
Wayne Hall *Murray Malley Training Company*

15 Years

Alison Craig *Murray Malley Training Company*
Bec Tindal *Ai Group*
Craig Hilton *Ai Group*
David Tate *Ai Group*
Frances Constable *Ai Group*

20 Years

Mark Jennings *Murray Malley Training Company*
Michael O'Bree *Murray Malley Training Company*

25 Years

Andrew Sezonov *WPC Group (pictured right below)*
Tamarah Lumsden *Westvic Staffing Solutions (pictured left)*
Dean Luciani *CEO Westvic Staffing Solutions and AEN Chair*



AEN Fellowship

Gary Workman *Apprenticeship Employment Network*

The AEN Fellowship Award is awarded by the Association to individuals who have made outstanding contributions to Vocational Education and Training (VET) and the advancement of Group Training in Victoria. Only nine individuals have received this honour in the Association's 37-year history. In November 2022 Gary Workman was awarded an association Fellowship. Gary has served as the Executive Director of the Group Training Association of Victoria (AEN) and, more recently, GAN Australia, for over 13 years and supported various government committees. During his tenure, he navigated the sector through periods of uncertainty and political change, contributing significantly to the growth and credibility of the network. His dedication was pivotal in securing government initiatives and funding, even during challenging times.



Gary's strategic thinking and composure under pressure were particularly evident when he successfully secured state-based funding for Group Training Organizations (GTOs) in Victoria after the Federal Government withdrew support in 2014.

Gary's leadership has strengthened Group Training in Victoria, leading to innovative solutions and national standards for GTOs. He has also driven program development and supported the sector during the GFC and COVID-19 pandemic. This award recognises his exceptional contributions to the Victorian Group Training Industry and VET sector.



AEN Members



Affiliate Members



2022-23 Financial Report

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
Revenue	2	10,076,360	7,755,719
Cost of member sales	3	(145,815)	(72,360)
Employee expenses		(1,280,162)	(1,178,995)
Project expenses		(8,020,467)	(5,537,302)
Other expenses		(239,614)	(75,128)
Occupancy expenses		(57,234)	(63,082)
Depreciation expenses	8/9	(74,142)	(101,462)
Audit fees		(9,500)	(13,635)
Interest expenses		(478)	(850)
Motor vehicle costs		(21,318)	(18,275)
Profit for the year		227,630	694,630
Other comprehensive income			
Other		-	-
Total comprehensive income for the year attributable to members of the entity		227,630	694,630

The accompanying notes form part of these financial statements.

2022-23 Financial Report

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2023

	Note	2023 \$	2022 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	4,204,626	9,488,821
Trade and other receivables	6	1,517,423	315,125
Other current assets	7	35,038	82,953
TOTAL CURRENT ASSETS		5,757,087	9,886,899
NON-CURRENT ASSETS			
Right-of-use assets	8	6,095	9,752
Property, plant and equipment	9	1,380,046	1,379,564
TOTAL NON-CURRENT ASSETS		1,386,141	1,389,316
TOTAL ASSETS		7,143,228	11,276,215
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	403,064	631,226
Provision for employee entitlements	11(a)	180,012	161,445
Other current liabilities	12	3,011,152	7,160,186
Lease liabilities	13	3,661	3,457
TOTAL CURRENT LIABILITIES		3,597,890	7,956,315
NON-CURRENT LIABILITIES			
Provision for employee entitlements	11(b)	3,687	2,217
Lease liabilities	13	2,774	6,436
TOTAL NON-CURRENT LIABILITIES		6,461	8,653
TOTAL LIABILITIES		3,604,351	7,964,968
NET ASSETS		3,538,877	3,311,247
EQUITY			
Reserves	15	655,388	655,388
Retained earnings	14	2,883,489	2,655,859
TOTAL EQUITY		3,538,877	3,311,247

The accompanying notes form part of these financial statements.

2022-23 Financial Report

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2023

	Retained Earnings \$	Association Reserve \$	Total \$
Balance at 1 July 2021	1,961,229	655,388	2,616,617
Profit attributable to members	694,630	-	694,630
Balance at 30 June 2022	2,655,859	655,388	3,311,247
Balance at 1 July 2022	2,655,859	655,388	3,311,247
Profit attributable to members	227,630	-	227,630
Balance at 30 June 2023	2,883,489	655,388	3,538,877

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from members		496,817	491,130
Operating grants receipts		110,000	110,000
Receipts from project funding		9,107,722	13,402,647
Interest received		17,358	1,108
Payments to suppliers and employees		(14,961,979)	(8,277,569)
Net cash from operating activities	19	(5,230,082)	5,727,315
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of plant and equipment		32,000	34,000
Purchase of plant and equipment		(86,113)	(1,506,889)
Net cash from investing activities		(54,113)	(1,472,889)
Net increase/(decrease) in cash held		(5,284,195)	4,254,426
Cash and cash equivalents at beginning of financial year		9,488,821	5,234,395
Cash and cash equivalents at end of financial year	19	4,204,626	9,488,821

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2023

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 10th October 2023 by the members 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 not-for-profit organisation and is exempt from income tax. There is no distribution of profit to members.

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.

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

Land and buildings	2.5%
Motor vehicles	25%
Office equipment	25-100%

Notes to the Financial Statements

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

The Association has applied AASB16 Leases using a modified retrospective approach with the cumulative effect of initial application recognised at date of initial application. The right-of-use asset is initially recognised at the present value of the lease liability adjusted by the value of any accrued or prepaid lease payments. Comparative information in the Association's financial statements is not restated and there is \$nil impact on retained surpluses. The Association applied the approach consistently to all leases in which it is a lessee.

On transition to AASB16 Leases, the Association elected to apply the practical expedient to 'grandfather' the assessment of which transactions are leases. The Association has applied this practical expedient to all of its contracts and therefore applied AASB16 Leases only to contracts that were previously identified as leases.

For any new contracts entered into on or after 1 July 2019, the Association considers whether a contract is, or contains a lease. A lease is defined as 'a contract, or part of a contract, that conveys the right to use an asset (the underlying asset) for a period of time in exchange for consideration'.

To apply this definition the Association assesses whether the contract meets three key evaluations which are whether:

- (i) The contract contains an identified asset, which is either explicitly identified in the contract or implicitly specified by being identified at the time the asset is made available to the Association;
- (ii) The Association has the right to obtain substantially all of the economic benefits from use of the identified asset throughout the period of use, considering its rights within the defined scope of the contract; and
- (iii) The Association has the right to direct the use of the identified asset throughout the period of use. The Association assesses whether it has the right to direct 'how and for what purpose' the asset is used throughout the period of use.

Measurement and recognition of leases as a lessee

At lease commencement date, the Association recognises a right-of-use asset and a lease liability on the statement of financial position. The right-of-use asset is measured at cost, which is made up of the initial measurement of the lease liability, any initial direct costs incurred by the Association, an estimate of any costs to dismantle and remove the asset at the end of the lease, and any lease payments made in advance of the lease commencement date (net of any incentives received).

The Association depreciates the right-of-use assets on a straight-line basis from the lease commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. The Association also assesses the right-of-use asset for impairment when such indicators exist.

At the commencement date, the Association measures the lease liability at the present value of the lease payments unpaid at that date, discounted using the interest rate implicit in the lease if that rate is readily available or the Association's incremental borrowing rate.

The Association has elected not to apply the recognition and measurement criteria above to:

- (i) *Short-term leases* – where the lease term does not exceed 12 months;
- (ii) *Leases of low value assets* – leases for which the underlying asset has a fair value below \$10,000.

Lease payments for leases that have been designated as *short-term leases* or *leases of low value assets* are expensed on either a straight-line basis over the lease term or another systematic basis.

Notes to the Financial Statements

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.

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 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. There were no fair values used at 30 June 2023.

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.

Notes to the Financial Statements

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).

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 our assets 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.

h. Revenue Recognition

Revenue arises mainly from:

- (i) Membership revenue;
- (ii) Rendering of services to members;
- (iii) Government grant funding;
- (iv) Interest received.

Notes to the Financial Statements

To determine whether and when to recognise revenue, the Association uses the following process:

- (i) Identifying the contract with a customer;
- (ii) Identifying the performance obligations;
- (iii) Determining the transaction price;
- (iv) Allocating the transaction price to the performance obligations; and
- (v) Recognising revenue when/as the performance obligation(s) are satisfied.

Revenue is measured at the fair value of the consideration received or receivable after taking in to 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.

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.

Notes to the Financial Statements

NOTE 2: REVENUE AND OTHER INCOME

	2023 \$	2022 \$
Revenue:		
– Project income	9,482,045	7,217,891
– Member sales	72,661	77,614
– Member fees	378,991	341,871
– Operating grants	100,000	100,000
– Profit on sale of assets	25,305	17,235
– Interest received	17,358	1,108
Total revenue	10,076,360	7,755,719

NOTE 3: EXPENSES

	2023 \$	2022 \$
– Meetings/conferences costs	145,815	72,360
Total member expenses	145,815	72,360

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:

	2023 \$	2022 \$
Key management personnel compensation	431,128	405,637

Other KMP transactions

There were no other transactions with Key Management Personnel.

NOTE 5: CASH AND CASH EQUIVALENTS

	2023 \$	2022 \$
Cash at bank and on hand	4,204,626	9,488,821
Total cash and cash equivalents	4,204,626	9,488,821

There were no short-term bank deposits in 2023 (2022: nil).

NOTE 6: TRADE AND OTHER RECEIVABLES

	2023 \$	2022 \$
Trade debtors	1,517,423	110,580
Accrued income	-	204,545
Total current trade and other receivables	1,517,423	315,125

Notes to the Financial Statements

NOTE 7: OTHER CURRENT ASSETS

	2023 \$	2022 \$
Prepayments	35,038	82,953
Total other current assets	35,038	82,953

NOTE 8: RIGHT-OF-USE ASSETS

	2023 \$	2022 \$
Property:		
At fair value	11,276	11,276
Less accumulated depreciation	(5,181)	(1,524)
Total property	6,095	9,752
Total right-of-use assets	6,095	9,752

Movements in carrying amounts

Movement in the carrying amounts for each class of right-of-use assets between the beginning and the end of the current financial year:

2022/23	Property \$	Total \$
Balance at 1 July 2022	9,752	9,752
Additions	-	-
Disposals	-	-
Depreciation expense	(3,657)	(3,657)
Carrying amount at 30 June 2023	6,095	6,095

2021/22	Property \$	Total \$
Balance at 1 July 2021	22,425	22,425
Additions	11,276	11,276
Disposals	-	-
Depreciation expense	(23,949)	(23,949)
Carrying amount at 30 June 2022	9,752	9,752

Notes to the Financial Statements

NOTE 9: PROPERTY, PLANT AND EQUIPMENT

	2023	2022
Land and buildings:		
At cost	1,311,638	1,311,638
Less accumulated depreciation	(49,052)	(16,395)
Total land and buildings	1,262,586	1,295,243
Motor vehicles:		
At cost	160,747	124,405
Less accumulated depreciation	(43,287)	(40,084)
Total motor vehicles	117,460	84,321
Plant and equipment:		
At cost	27,598	27,598
Less accumulated depreciation	(27,598)	(27,598)
Total plant and equipment	-	-
Total property, plant and equipment	1,380,046	1,379,564

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:

2022/23	Land and Buildings \$	Motor Vehicles \$	Office Equipment \$	Total \$
Balance at 1 July 2022	1,295,243	84,321	-	1,379,564
Additions	-	74,753	-	74,753
Disposals	-	(3,786)	-	(3,786)
Depreciation expense	(32,657)	(37,828)	-	(70,485)
Carrying amount at 30 June 2023	1,262,586	117,460	-	1,380,046
2021/22	Land and Buildings \$	Motor Vehicles \$	Office Equipment \$	Total \$
Balance at 1 July 2021	-	52,089	10,520	62,609
Additions	1,311,638	85,994	10,511	1,408,143
Disposals	-	(13,674)	-	(13,674)
Depreciation expense	(16,395)	(40,088)	(21,031)	(77,514)
Carrying amount at 30 June 2022	1,295,243	84,321	-	1,379,564

Notes to the Financial Statements

NOTE 10: TRADE AND OTHER PAYABLES

	2023 \$	2022 \$
Trade creditors and accruals	254,465	158,216
Amounts owing to the ATO	140,502	466,097
Superannuation payable	8,097	6,913
Total trade and other payables	403,064	631,226

NOTE 11: PROVISION FOR EMPLOYEE ENTITLEMENTS

	2023 \$	2022 \$
CURRENT		
Provision for employee entitlements (annual leave)	102,829	93,450
Provision for employee entitlements (long service leave)	77,183	67,995
(a) Total current provision for employee entitlements	180,012	161,445
NON-CURRENT		
Provision for employee entitlements (long service leave)	3,687	2,217
(b) Total non-current provision for employee entitlements	3,687	2,217
Number of employees at year end	9	7

NOTE 12: OTHER CURRENT LIABILITIES

	2023 \$	2022 \$
UNEARNED PROJECT INCOME		
Big build	519,202	851,510
Bushfire Victorian apprenticeship recovery package	50,000	-
Construction skills pathway	1,057,329	1,919,716
Horticulture pilot program	277,714	594,782
Hospitality	380,000	2,820,984
Out of trade	191,227	72,331
Safety first	41,450	8,150
Victorian apprenticeship recovery package	85,000	346,023
Women in trade	324,330	500,282
Total unearned project income	2,926,252	7,113,778
Advances - member services	84,900	46,408
Total other liabilities	3,011,152	7,160,186

Notes to the Financial Statements

NOTE 13: LEASE LIABILITIES

		2023 \$	2022 \$
CURRENT			
Property	(a)	3,661	3,457
NON-CURRENT			
Property	(a)	2,774	6,436
Total lease liabilities		6,435	9,893

The Association has leases for the following:

- (a) Fujifilm Copier. The lease terms for the item are as follows:
 - (i) Three year lease expiring 16 February 2025;
 - (ii) The incremental borrowing rate that has been applied to calculate the present value of lease liabilities is 5.75%.

Maturity analysis of lease liabilities

The lease liabilities are secured by the related underlying assets. The undiscounted maturity analysis of lease liabilities at the end of the financial year are as follows:

	2023 \$	2022 \$
Payable – minimum lease payments		
-not later than one year	3,936	3,936
-later than one year and not later than five years	2,838	6,560
Minimum lease payments	6,774	10,496
Less future finance charges	(339)	(603)
Present value of minimum lease payments	6,435	9,893

NOTE 14: RETAINED EARNINGS

	2023 \$	2022 \$
Retained earnings		
Opening balance at the beginning of the financial year	2,655,859	1,961,229
Profit for the year attributable to members	227,630	694,630
Closing balance at the end of financial year	2,883,489	2,655,859

NOTE 15: RESERVES

	2023 \$	2022 \$
Project reserve		
Opening balance at the beginning of the financial year	655,388	655,388
Transfer from retained earnings	-	-
Closing balance at the end of financial year	655,388	655,388

Notes to the Financial Statements

NOTE 16: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities or contingent assets as at 30/06/2023 (2022: nil).

NOTE 17: EVENTS AFTER THE REPORTING PERIOD

There were no events after the reporting period ended.

NOTE 18: RELATED PARTY TRANSACTIONS

There were no related party transactions.

NOTE 19: CASH INFORMATION

	2023 \$	2022 \$
(a) Reconciliation of cash		
Cash at bank	4,204,626	9,488,821
Cash on deposit	-	-
	4,204,626	9,488,821
(b) Reconciliation of net cash provided by operating activities to profit for year		
Profit for year	227,630	694,630
Non-cash flows in profit:		
Depreciation	74,142	101,462
Other	(16,854)	67,144
Changes in assets and liabilities		
(Increase)/decrease in receivables	(1,202,298)	(312,807)
(Increase)/decrease in prepayments	47,915	(79,789)
Increase/(decrease) in payables	(228,162)	(65,657)
Increase/(decrease) in other liabilities	(4,152,492)	5,280,083
Increase/(decrease) in employee entitlements	20,037	42,249
	(5,230,082)	5,727,315

Notes to the Financial Statements

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	2023 \$	2022 \$
Financial assets			
Cash and cash equivalents	5	4,204,626	9,488,821
Trade and other receivables	6	1,517,423	315,125
Total financial assets		5,722,049	9,803,946
Financial liabilities			
Financial liabilities at amortised cost:			
– trade and other payables	10	403,064	631,226
Total financial liabilities		403,064	631,226

NOTE 21: ASSOCIATION INFORMATION

The registered office of the association is:
83 Hobsons Road
Kensington Victoria 3031

The principal place of business is:
83 Hobsons Road
Kensington Victoria 3031

ABN 79 996 874 017

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 32 to 46, are in accordance with the *Associations Incorporation Reform Act 2012* and:
 - a. Comply with Australian Accounting Standards – Reduced Disclosure Requirements; and
 - b. Give a true and fair view of the financial position of Group Training Association of Victoria Inc as at 30 June 2023 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



.....
Darren Webster

Director



.....
Gary Workman

Independent Auditors Report



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

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, Group Training Association of Victoria Inc. ("the Association"), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the committee members declaration.

In our opinion, the financial report of the Association is in accordance with the *Associations Incorporation Reform Act 2012* including:

- a. giving a true and fair view of the Association's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- b. complying with Australian Accounting Standards the *Associations Incorporation Reform Act 2012*.

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Association in accordance with the independence requirements of the and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Associations Incorporation Reform Act 2012* which has been given to the committee members of the Association, would be in the same terms if given to the committee members as at the time of this auditor's report.

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

Responsibilities of the Committee for the Financial Report

The Committee of the Association are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Association Incorporation Reform Act 2012* and for such internal control as 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.

In preparing the financial report, the Committee are responsible for assessing the ability of the Association to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the committee members either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

Independent Auditors Report



INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF GROUP TRAINING ASSOCIATION OF VICTORIA INC. (cont'd)

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the auditing 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.
- Evaluate the appropriateness of the Committee use of the going concern basis of accounting and, based on the audit evidence obtained, determined whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report, or if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Association audit. We remain solely responsible for our audit opinion.

We communicate with the committee members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Stannards Accountants and Advisors

Michael Shulman
Registered Company Auditor (163888)
Dated: 10th October 2023

We would like to acknowledge and thank our Government and Corporate partners for their support throughout the year. We could not provide the level of service we do to members without their generous support





Skills for Business. Jobs for Youth.

Apprenticeship Employment Network

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Kensington VIC 3031

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