

GAN
AUSTRALIA

æ apprenticeship
employment
network

Skills for Business. Jobs for Youth.

2024

39th Annual
Report





Our Purpose

The Association will assist individuals, employers and members to increase participation in the areas of apprenticeship employment, Vocational Education and Training, and personal and career development to strengthen communities to reduce skill shortages and social dependency.”

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 benefits 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

September 2023 – AEN event with members, Lendlease and industry stakeholders to celebrate 40 years and 250,000+ apprentices and the launch of the Lendlease LEAD program

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Chair's Report

Welcome to the 2023 – 2024 Annual Report of the Apprenticeship Employment Network (Group Training Association of Victoria).

I would like to begin by thanking my fellow Board Members for their support and hard work during the past twelve months. It has been a privilege to serve as Board Chair over this period and to witness the continued success and growth of the Association. I would also like to acknowledge the contribution and dedication of the Executive Director, Gary Workman, and the AEN staff. Their efforts to continuously improve the network and to grow its reputation within government ranks and key stakeholders has been outstanding.

To the members of the Association, I pass on my thanks for your support and the contributions you make in the delivery of quality apprenticeship and traineeship services, and the support you provide to your local communities. I also acknowledge the challenges that each of you have faced on a day-to-day basis as labour markets continue to reset following a period of government financial stimulation. Whist forward business forecasts suggest a more subdued market over the next three years, I have every confidence in the skill, knowledge and commitment of all members and their staff to meet these challenges while we adapt to a different operating environment.

With many Victorian GTOs commemorating their 40th year anniversary during the year, the time is right to reflect on the achievements of our dedicated people and our network of members. The career pathways and opportunities that have been created, and the support provided to businesses across Victoria is something we should all celebrate.

“The career pathways and opportunities that have been created, and the support provided to businesses across Victoria is something we should all celebrate.”

Looking forward, it is my belief that the Association and its membership have the capacity to play an even more important and relevant role in supporting and growing the Australian Apprenticeship system than at any stage in the past. As skill shortages continue to grow, and new industries and occupations emerge, the Victorian Network stands ready to play a significant role in shaping tomorrow's workforce.

Finally, I would like to complete my report with a reminder to all members.....do not underestimate the positive difference you make in the lives of the apprentices and trainees you employ. For many it is their first job, and without our support the experience may fail for many. Seeing generational outcomes with business owners having started as an apprentice or trainee, is testament to the importance of the services we deliver.



Dean Luciani
AEN Chair



AEN Executive Director Report

During 2023-24, the AEN has worked with various governments on several reviews aimed at improving apprenticeship safety, increasing participation and diversity, and finding ways to improve completion rates—areas in which GTOs outperform direct employment. These reviews include:

- Victorian Apprenticeships Taskforce
- Australian Apprenticeship Incentives Review
- Women in Trade Apprenticeships

These reviews have emphasised the need to focus on apprentice completion rates, greater support for small businesses, and apprentice safety. It is pleasing to report that our members are performing strongly in these areas, as highlighted in our GTO Completions Report, released in June 2024.



It was great to see many members celebrate their 40th anniversaries during the year, while the association conservatively estimated that the network has now supported over 250,000 apprentices, which we celebrated with government and industry partners in October 2023.

I would like to thank members for supporting a number of programs delivered over several years, which are now in their final stages, including:

- Apprenticeships Victoria Big Build Program
- Construction Skills Pathway
- Horticulture Pilot Program
- Women in Trades – Multi-Industry Pre-Apprenticeships
- Retrenched Apprentices and Trainees Program

Many of these programs commenced during COVID and provided valuable support to the network and local communities by helping youth transition into apprenticeships. We look forward to continuing our work with the Victorian Government, as these programs have shown there is an ongoing need. Through the State and Federal Government budget announcements, other priorities will include:

- Metropolitan and regional social housing
- Renewable energy and net zero projects
- The establishment of the State Electrical Commission, requiring 6,000 new apprentices
- Ongoing major infrastructure projects.

At an international level, the association continues to support international apprenticeship scholarships and established the Quality Apprenticeship Employer Accreditation Program in June 2023, based on globally agreed standards for Quality Apprenticeships. This new program will provide valuable data and highlight the important role employers play in the development of apprentices.

I would like to take this opportunity to thank our members, the AEN Board, and 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.

A handwritten signature in purple ink, appearing to read 'Gary Workman'. The signature is stylized and fluid.

Gary Workman
AEN Executive Director

AEN Board Directors & Governance

During 2023-24, the AEN Board met on seven (7) occasions

	Meetings Attended
Dean Luciani, <i>Chair</i> <i>Member Elected Director Westvic Staffing Solutions</i>	7 of 7
Darren Webster, <i>AEN Deputy Chair & Audit Committee Chair</i> <i>Chair of the Nominations Committee</i> <i>Member Elected Director Skillinvest</i>	4 of 7
Paula Ryan, <i>Member Elected Director The Apprenticeship Factory</i>	5 of 7
Robyn Goodwill – <i>Independent Director</i>	7 of 7
Phillip Green, <i>Member Elected Director NECA Education & Careers</i>	5 of 7
Andrew Sezonov, <i>Member Elected Director WPC Group</i>	5 of 7
Tracey Murphy, <i>Independent Director</i>	7 of 7
Gary Workman - <i>Executive Director & Secretary</i> <i>Apprenticeship Employment Network</i>	7 of 7

AEN Fellows (Life Members)

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

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

AEN Lifetime Achievement Award Recipients

Hon. Steve Herbert	Victorian Government	2017
Hon. Allan Brown AM	Victorian Government & AGA	2018
Frederick Maddern	WPC Group OAM	2018
John Nathan	MEGT	2019
Michael Bellamy	Westvic Staffing Solutions	2019
Vaz Juchima	G-Force	2020

Key Industry Events

Celebrating 40 years with the Victorian Group Training Network

A QUARTER OF A MILLION SUCCESSFUL APPRENTICESHIPS

On Saturday, 28 October 2023, the AEN, along with our members, government, and industry stakeholders, celebrated 40 years of group training.

It has been 40 years since the creation of group training in Victoria. Since then, a quarter of a million Victorians have secured well-paid jobs through the group training model.

The group training model has had a profound impact on many Victorians since its introduction in the 1980s. Many apprentices mentored and trained under this model have gone on to start their own businesses, creating more jobs and contributing to the Victorian economy.

This remarkable milestone for group training organisations in Victoria would not have been possible without the continuous support of unions, state and federal governments, local councils, communities, host employers, and industry bodies.

It is gratifying to witness the success of group training in Victoria over the past 40 years, with over 250,000 Victorian apprentices trained using the group training model.

Group training supports both the apprentice and the employer. As a result, the model has been particularly effective in assisting apprentices from diverse and disadvantaged backgrounds in securing well-paid jobs.

Maintaining the support and success of the group training model is essential to continuing to provide Victorians with numerous education pathways, especially during the current national skills shortage.

This milestone demonstrates the long-term success of group training, proving it is a policy that works and is critical for the future of Victoria's economy.

On the night, Lendlease, one of the original industry partners that established group training in the 1980s, launched their new pre-employment program, LEAD, which will utilise the Victorian group training network to help more disadvantaged jobseekers enter the construction sector through apprenticeships. AFL legend Kevin Sheedy, who was also one of the founders of GTO AFL Sportsready, reflected on the sector's achievements.



Key Industry Events

Lendlease – LEAD program

Supporting careers and industry

Launched in October 2023, Lendlease aims to support individuals facing significant barriers to employment, helping them not only secure jobs but build long-term careers and successful futures they can be proud of. Through the LEAD initiative, the program will empower people, strengthen communities, share opportunities, and unlock potential. LEAD also supports businesses across the supply chain in delivering skilling and employment outcomes.

A Partnership Approach

Lendlease has partnered with the Apprenticeship Employment Network (AEN) to generate sustainable, inclusive employment and skilling outcomes. These outcomes support Lendlease’s projects and address broader industry-wide workforce, skilling, and inclusive employment objectives, which include:

- Promoting industry transformation through targeted initiatives, programs, and education
- Promoting vocational training and sustainable, long-term employment outcomes
- Creating pathways to employment for priority jobseekers, focusing on First Nations people, women, and disadvantaged individuals
- Delivering pre-employment and job readiness programs
- Supporting projects and subcontractors in delivering skilling and employment outcomes for priority cohorts

By developing programs and collaborating with the AEN and other industry-wide stakeholders, we create lasting change in our industry.



Malaysian Delegation from CIDB

In May 2024 AEN supported a delegation of 12 people from the Malaysian Construction Industry Development Board (CIDB). The CIDB was established under the Construction Industry Development Act Malaysia (Act 520) to regulate, develop, and facilitate the construction industry in Malaysia towards achieving global competitiveness. CIDB’s function is to also develop the capacity and capability of the construction industry through enhancement of quality and productivity by placing great emphasis on professionalism, innovation, and knowledge in the endeavor to improve the quality of life.

The delegation visited

- Holmesglen Trades centre and
- Victorian Tunnelling Centre of Excellence
- Apprenticeships Victoria



Key Industry Events

Victorian Apprenticeship Taskforce

The Victorian Government established an Apprenticeships Taskforce to improve fair treatment and safety standards for apprentices embarking on their careers. The Apprenticeship Employment Network (AEN) was one of 15 organisations involved in the Taskforce, which convened from October 2023 to April 2024.

The Taskforce's formation is a response to mounting concerns among stakeholders—apprentices, unions, and industry representatives—regarding increasing risks to apprentices and trainees. These include employers neglecting obligations to provide safe and equitable workplaces, marked by issues such as wage underpayment, bullying, and unsafe practices. Such conditions adversely affect apprentices' well-being, completion rates, and the broader perception of apprenticeships in society. Alarming, poor working conditions have been associated with significant mental health challenges for apprentices, including instances of suicide.

Beyond the serious individual consequences, non-completion of apprenticeships also diminishes the skilled workforce crucial to industry and economic growth. In response, the Government has implemented a suite of programs to support the expansion of apprenticeship and trainee pathways, ensuring apprentices and trainees are fully supported to complete their training.

Taskforce Chair Sharron Burrow met with AEN members frequently to discuss the current challenges, the advantages for employers of the Group Training Organisation (GTO) model, and potential reforms. The Taskforce's work underscores a firm commitment to addressing systemic issues, reinforcing the integrity of apprenticeship pathways, and fostering a secure, supportive environment for Victoria's future skilled workforce.

The Taskforce engaged in extensive consultations to gather insights and recommendations aimed at enhancing the apprenticeship experience in Victoria. Key themes that emerged included the need for stricter enforcement of workplace safety regulations, a stronger framework for employer accountability, and an expanded support network specifically tailored to apprentices' mental health. The Taskforce also identified that proactive education on apprentices' rights and employer obligations could be instrumental in reducing instances of exploitation and harm.

Additionally, the Taskforce emphasised the importance of collaborative partnerships between the government, industry bodies, and unions to foster a culture of respect and inclusivity within workplaces. Such partnerships are intended to reinforce the significance of apprenticeships and to ensure that apprentices are valued not just as trainees but as integral members of the workforce. The Government is now reviewing the Taskforce's recommendations with the aim of implementing policies that will elevate apprenticeship standards across sectors.

By addressing these systemic issues, the Taskforce aims to foster a safer and more supportive environment for apprentices, which in turn strengthens the apprenticeship pathway as a reliable avenue for skill development and career advancement in Victoria. This commitment to reform is viewed as a step towards enhancing the overall reputation and attractiveness of the apprenticeship system, ultimately benefiting both apprentices and the broader Victorian economy.



Key Industry Events

The AEN is now a Registered Charity

In April 2024 the Apprenticeship Employment Network was registered as Charity through the Australian Charities and Not for profits commission.

The AEN is in the process of seeking Deductible Gift Recipient tax status via the Australian Taxation Office to be able to raise funds to further support disadvantaged youth and communities

It is envisaged that the charity elements of the association will be able to provide small financial grants to assist jobseekers, newly commencing or “at risk” apprentices with the cost of essential components of their apprenticeship employment including:

- Replacing tools/equipment
- Travel costs
- Training materials
- Medical costs
- Housing/rental costs
- Support Pre-employment programs
- Scholarships



Victorian Training Awards 2023

The AEN and GAN Australia were honoured to once again serve as the Principal Partner of the prestigious 2023 Victorian Training Awards, held in September at the Melbourne Exhibition Centre.

This celebrated event brought together leaders, mentors, and rising stars from across Victoria’s vocational education sector, highlighting the essential role that apprenticeships and traineeships play in strengthening our workforce and communities.

We extend our heartfelt congratulations to all the outstanding finalists and award winners, whose dedication and talent exemplify the highest standards of excellence and inspire future generations of skilled professionals.



Key Industry Events

Supporting World Africa Day May 2024

Throughout the year, the AEN actively supported various important recognition events, including World Africa Day on 25 May 2024.

AEN's involvement underscores its commitment to embracing inclusion, equity, and the positive impact of cultural heritage on Victoria's social and economic landscape.

Pictured left: Kowanj CEO, Ash Atar with the Hon. Bronwyn Halfpenny, North Melbourne Community House.



Australian Training Awards December 2023

In December 2023 the National Training Awards were held in Hobart. Victoria had a number of apprentices, training providers and industry Stakeholders represented.

Special mention to Leela Subramaniam (right) a Commercial Cookery Chef who was Runner up in the Australian Apprentice category. Earlier in the year Leela won the Victorian Apprentice of the Year award and was awarded a GAN Australia International Scholarship funded by Westvic Staffing Solutions.



Key Industry Events

Victorian Young Achiever Awards

Congratulations to Rebecca Hope from NECA Education and Careers for achieving yet another prestigious award this year. Rebecca's continued success highlights her exceptional skills, dedication, and commitment to excellence in her trade, setting a high standard within the industry. This recognition not only reflects her personal achievements but also underscores the quality of training and development offered by NECA Education and Careers. Her accomplishments serve as an inspiration to fellow apprentices and professionals alike, reinforcing the value of persistence and excellence in the vocational sector. Rebecca's achievements exemplify the future of skilled trades in Australia.



WorldSkills Australia – National Competition

The WorldSkills Australia National Competition, held in Melbourne in November 2023, showcased the skills and dedication of over 800 apprentices across 50 trade disciplines, affirming Australia's commitment to vocational excellence. This prestigious event also highlighted the critical support provided by organisations like the AEN, which plays a pivotal role in developing and promoting apprenticeship pathways.

Thirty-three of these talented apprentices will represent Australia at the international WorldSkills Competition in Lyon, France, in September 2024, marking an extraordinary opportunity to demonstrate Australian expertise on the world stage. The AEN's support strengthens Australia's presence in this global arena, fostering a skilled workforce for the future.



Key Industry Events

The AEN at Career Expos

During 2023/24 the association supported several Career expos, including:

Melbourne Careers Expo	14-16 July 23
Victorian Careers & Employment Expo	14-16 March 24
VCE Careers Expo	2-4 May 24
Trade & Tech Fit Career Expo	8-9 May 24
Victorian Careers Show	16-18 May 24



Professional Development

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

Mastering Effective Communication	<i>PROFound Leadership</i> - 5 September 2023
African Cultural Awareness	<i>Kowanj</i> - 26 September 2023
Empowering others to Perform & Excel	<i>PROFound Leadership</i> - 11 October 2023
Facilitating Crucial Conversations	<i>PROFound Leadership</i> - 1 November 2023
Building Personal Resilience	<i>PROFound Leadership</i> - 5 March 2024
Mental Health in the Workplace	<i>ADA Australia</i> - 9 April 2024
Raising Personal Effectiveness	<i>PROFound Leadership</i> - 17 April 2024
Facilitating Crucial Conversations	<i>PROFound Leadership</i> - 7 May 2024
Dealing with Challenging Behaviours	<i>PROFound Leadership</i> - 18 June 2024

AEN Midyear Conference

The AEN midyear conference was held at Hyatt Place in Essendon Fields during June 2023 with over 100 delegates and guests. Key speakers included:

- Minister for TAFE and Skills – Hon. Gayle Tierney
- Apprenticeships Victoria – Act Executive Director David Barron
- Jobs Victoria – Director Melanie Croke
- Development Victoria



2023 Apprentice Training Awards



APPRENTICE TRAINING AWARDS

Congratulations to all our 2023 apprentice award finalists and winners, that were announced at our annual awards evening on Wednesday 22 November. This year we celebrated 37 finalists from over a record number of 150 nominations. This year's award finalists had been dominated by female apprentices and trainees. On the evening, we also announced our next GAN Australia International Apprenticeship Scholarship recipient.

Individual Categories

Apprentice of the Year

Pippa MacPherson, *GForce Employment + Recruitment*

Trainee of the Year

Lauchlann Fraser, *GForce Employment + Recruitment*

School-based Apprentice/Trainee of the Year

Ngatatji Bysouth, *CVGT Australia*

Inspiration Award: Disability Achievement

Patrice Vassiliou, *NECA Education & Careers*

Inspiration Award: Indigenous Student of the Year

Chelsea Hill, *CVGT Australia*

Inspiration Award: Overcoming Adversity

Wendy Clark, *Ai Group*

Inspiration Award: Women in Trades

Katrina Kessarlis, *NECA Education & Careers*

OHS STAR Award

Chloe Trivett-Keevers, *Westvic Staffing Solutions*

GAN Australia International Scholarship

Luke Green, *WPC Group*

GTO Service Excellence Award

NECA Education & Careers, *WaTT - Women and Their Trade*

Congratulations to all the finalists and award winners and a big thank you to all our sponsors.



2023 Apprentice Training Awards



APPRENTICE TRAINING AWARDS

Industry Service Awards

The 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

Dean Turner, *SkillInvest*
Wayne Close, *AGA Apprenticeships Plus*

15 Years

Grant Sarolea, *AGA Apprenticeships Plus*
Kathy Faulkner, *Murray Mallee Training Company*
Leonie Sanders, *Murray Mallee Training Company*
Marion Gillies, *NECA Education & Careers*
Martin Bentley, *NECA Education & Careers*
Michael Dixon, *AGA Australia*
Nik Mavrommatis, *Apprenticeship Employment Network*
Peter Taylor, *Murray Mallee Training Company*
Ray Simpson, *Murray Mallee Training Company*
Russell Sincock, *Murray Mallee Training Company*
Shey Aarts, *Westvic Staffing Solutions*

20 Years

David Tate, *Ai Group*
Joanne Cahill, *Murray Mallee Training Company*
Kate Clark, *SkillInvest*
Leanne Parker, *Westvic Staffing Solutions*
Mark Little, *CVGT Australia*

30 Years

Pancho Grech - *Protech*



2023 Apprentice Training Awards



APPRENTICE TRAINING AWARDS

Lifetime Achievement Awards

Two lifetime achievement awards were awarded in November 2023 at our Annual Apprentice Training Awards. The Lifetime Achievement award recognised the long-term support of the group training sector. Congratulations.

Professor John Buchanan

Professor John Buchanan is honoured for his exceptional contributions to the field of Group Training in Australia, spanning from 1997 to 2023. An esteemed applied Labor market researcher at the University of Sydney, Professor Buchanan's dedication to comprehending the intricate interplay of Labor market dynamics and education, particularly within the Group Training model, is remarkable.

His contributions span three critical domains: Research, Policy Development and Advice, and International Propagation.

In the realm of research, Professor Buchanan has produced an extensive body of knowledge, encompassing books, refereed monographs, articles in refereed journals, articles in books, published research reports, and conference papers. His research delves into various subjects, from the evolving nature of work and workforce development to the challenges associated with skills and vocational education.

Ian Marett

Managing Director Integrated Information Service

Integrated Information Service founded by Ian Marett in the mid 1990's is an expert in the Australian vocational education and training and apprenticeship industries. As a consultancy they deliver effective solutions for the provision of information and communication services on complex issues.

In 1998, they launched the New Apprenticeship Centre Information Service, which over time became the Australian Apprenticeships and Traineeships Information Service or AATIS. Core AATIS products include the Australian Apprenticeship Pathways website, MyGain YouTube channel, and information sessions.

Over time the focus grew from industry users to include the careers sector, employers, students, and job hunters. Products such as the Job Pathways Charts, Job & Training Descriptions, Field Officer Briefs, Career Interest Explorer, and Practice Aptitude Quizzes each saw tens of thousands of users each year.



Key Industry Projects

Horticulture Traineeship Pilot Program

A pilot program was implemented across key horticulture regions, including Sunraysia, the Goulburn Valley, and Gippsland, to encourage businesses to integrate training as a core component of building a sustainable and reliable workforce. Led by the Apprenticeship Employment Network in collaboration with TAFEs, group training organisations, horticulture businesses, and Agriculture Victoria, the program aimed to strengthen seasonal workforces while enabling students to earn formal qualifications for long-term roles in horticulture. It provided pathways to advanced skills in areas such as machinery operation, farm infrastructure, supply chains, relationship management, and digital platforms, supporting Victoria's horticulture industry's future needs.

4 GTOs delivered the Pilots

- SMGT - Mildura / Swan Hill
- The Apprenticeship Factory - Goulburn Valley / Shepperton
- Skillinvest - Gippsland
- Workforce Partners Australia - Mildura / Robinvale

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

Case Study: Leap of faith leads to training in Spain

SMGT are lucky enough to have a great working relationship with a host employer Agromillora and currently have three (3) Trainees employed, Certificate III Horticulture.

Agromillora Group is a worldwide leader in the nursery sector and a benchmark in production and marketing of fruit trees and olive trees with the highest genetic and health standards.

One of the three Trainees, Jayden Westhead, was lucky enough to have been given the opportunity to travel to Spain, this is where their head office is located and was there for a two (2) week period to further his development and emersion into the company.

All the new skills that Jayden has learnt during this time he has bought back to the workplace in Irymple and put them into practice. Jayden has also taken on more responsibility within Agromillora and sharing his newly obtained skills with the remaining workforce.

Jayden thoroughly enjoys his work at Agromillora and this is evident when the Business Mentoring Consultant visits him on a monthly basis, he exudes happiness in general but a genuine love for his job.



Key Industry Projects

New Workplace Road Safety program for Apprentices in the Construction Trades.

This FREE program established in February 2024 aims to help new apprentices on their P plates safely navigate driving challenges at work:

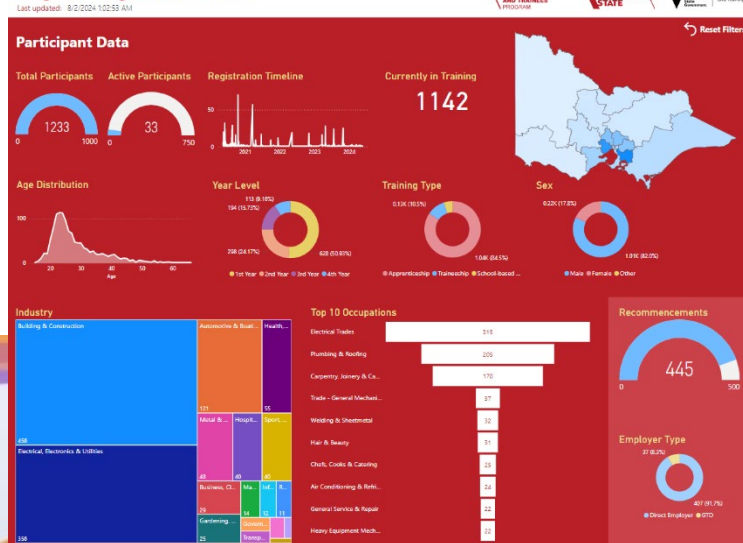
- Driving unfamiliar vehicles
- Fatigue and early morning driving
- Reliance on mobile phones
- Packing vehicles and securing loads
- Speed, speeding and stopping distances
- Dealing with risky or illegal situations
- Free program delivered by experienced facilitators and trade trainers
- Mix of interactive learning and practical application
- Flexible, self-contained program that can come to you across Melbourne and Regional Victoria



Retrenched Apprentices & Trainees Program

During 2023/24, the AEN continued the Retrenched Apprentices and Trainees program. The program is now in its fourth year and has supported over 1230 out of trade apprentices with more than 440 recommencing their apprenticeship. West and Southeast metropolitan Melbourne were the regions most effected, with first year apprentices in traditional construction trades accounting for over 55% of all apprentices.

Program Progress Dashboard



Minister for TAFE and Skills Hon. Gayle Tierney acknowledges 3 female apprentices that recommenced their apprenticeship with member GTOs during 2023/24. GTO members AGA & FrontLine HR with female apprentices. Act Director David Barron Apprenticeships Victoria & Director Jobs Victoria Melanie Croke.

Key Industry Projects

Local Jobs Program – Inner Melbourne Region

The Local Jobs Program (LJP) for Inner Metro Melbourne achieved significant milestones in the 2023-2024 financial year, driving impactful initiatives and strengthening community engagement across various sectors.

One of the standout programs was the Women in Trades Bootcamp, a collaborative effort with LEAD (Lendlease & AEN). This two-week bootcamp, funded and designed by LJP, aimed to empower women by supporting their entry into apprenticeships across multiple trades. This initiative addressed the gender gap in the trades sector and provided a platform for women to embark on sustainable careers.

LJP also delivered multiple events through the Local Initiative Fund, with programs such as the Happow Hustle Hub. This pre-employment program, co-designed for youth in the transition-to-work cohort, focused on helping young people develop the skills and knowledge necessary to secure sustainable employment. Additionally, the program facilitated Youth & CALD (Culturally and Linguistically Diverse) employer forums, which played a crucial role in educating local employers on effectively engaging with priority cohorts in the region. The recording of a podcast series featuring lived experience stories was another key achievement. These stories highlighted the challenges and successes of community members from diverse backgrounds, including youth, CALD individuals, people with disabilities, those involved in the justice system, and residents of community housing. This series provided valuable insights and fostered greater understanding and empathy within the community.

The LJP Taskforce also underwent a membership refresh, welcoming Gianna Lucas, CEO & Founder of Happow, and Michael Howden, Director of First Choice People, who brought valuable expertise in youth digital learning and construction trade recruitment. With the annual review of the local jobs plan the steering committee identified a number of key areas of focus for the inner Melbourne region which include

- Construction
- Health – care sector
- Digital IT sector

With an online caseload exceeding 10,000 and a physical caseload of over 13,000, the LJP is vital role in addressing the high unemployment and increasing business retrenchments in Inner Metro Melbourne, showcasing the critical importance of this program to the region.

The LJP was instrumental in supporting the department's review of the retrenchment process, prompted by the rise in business closures within Inner Metro Melbourne, where over 30 businesses per month were making staff redundant. The original process, which involved multiple levels of government was overly complex and often too late to provide timely assistance. Through LJP's involvement, the process was streamlined to ensure that retrenched workers receive the necessary support sooner, reinforcing the program's critical importance in a region facing escalating unemployment and business challenges.

The Local Recovery Fund also saw an uptake in funding proposals, with 32 businesses seeking assistance. Out of 13 proposals presented to the taskforce, two were successfully funded by the department, further contributing to the region's efforts.

(Below) Better Employment Practices – Better Futures workshop – Flemington August 2023



Key Industry Projects

Victorian Big Build Projects & Construction Skills Pathway Program

The AEN members with support from Apprenticeships Victoria have created over 1,500 new apprenticeships on Victorian Big Build project sites over the past 3 years

This program has also supported an increase of women and indigenous people gain an apprenticeship through GTOs.

This program has demonstrated that the GTO network can support future government priorities like social housing and the State Electrical Commission when trying to establish a pipeline of apprentices to increase a skilled workforce.

Pictured Right: Victorian Premier Hon. Jacinta Allen with AGA Female trade apprentices on-site at the Suburban Rail loop project



GTO Women in Trades

The Women in Trades Multi-Industry Pre-Apprenticeship Program (MIPP) achieved significant success in fostering female participation in male-dominated trades across Victoria. Building on a 2016-19 trial, the Apprenticeship Employment Network (AEN) aimed to deliver eight all-female programs supporting at least 120 female jobseekers, targeting 80 apprenticeships. Remarkably, MIPP expanded to deliver 16 programs, enrolling 225 participants, with 137 completions and 31 successfully transitioning into apprenticeships.

Key demographics revealed younger participants (77.7% aged 24 or below), a portion from diverse backgrounds (4.8% Aboriginal, 6.9% with disabilities), and 9.7% long-term unemployed. The program effectively addressed women's diverse motivations, such as gaining experience (19%) and apprenticeships (41%), by offering a flexible, multi-trade curriculum.

Participants benefited from industry support, with unique fields like aviation represented and critical sponsorship contributions that provided essential resources. A focus on flexibility, financial support, and role models emerged as crucial for program success. Feedback from employers, schools, and community partners underscored the program's positive impact on participants' engagement and career confidence, showcasing MIPP as a model for broadening female representation in trades.



Global Apprenticeship Network Australia

GAN Australia, through the AEN, supports a national steering committee to undertake local research, promote best practices and share global apprenticeship trends, and the latest information.



Skills for Business
Jobs for Youth

GAN Global and GAN Australia principles:

- Strengthen the commitment and visibility of companies’ and organisations’ engagement in apprenticeships and internships as part of a sound human capital development strategy.
- Share best practices in the areas of apprenticeships, internships, mentoring and on-the-job training.
- Encourage a network of committed companies and organisations, at a global and local level, to support effective knowledge sharing action programs and partnerships and to scale up international cooperation to this effect.



SKILLS FAIR ON QUALITY APPRENTICESHIPS

27 – 29 FEBRUARY 2024
ONLINE AND ITCILO CAMPUS IN TURIN, ITALY



GAN Australia 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.



Canadian Apprenticeship Forum - 28 September 2023 – Virtual presentation

Presentation on the Australian GTO model and benefits to individuals, businesses, government(s) and the wider community

Global Apprenticeship Network Australia

Quality Apprenticeships Employer Accreditation

Developed by the Global Apprenticeship Network (GAN) Australia in collaboration with international partners, the Quality Apprenticeships accreditation system was launched in February 2024 and has been designed by experts in apprenticeships using the International Labour Organization (ILO) Recommendation for quality apprenticeships.

Employers can be confident that the requirements of accreditation are based on international quality frameworks while being customised to the context of their country

Quality Apprenticeships accreditation is designed to acknowledge best practice in the employment of apprentices. Based on international quality frameworks, this accreditation allows businesses to highlight the positive impacts of their apprenticeship programs and encourages continued improvement against the [five accreditation principles](#).

Employers must meet minimum requirements to become accredited, providing evidence of their commitment to quality apprenticeships. Accreditation rewards positive and proactive behaviors and commitments



Supporting employment

Utilises apprenticeships as a means of creating entry level pathways, and supports apprentices from the start of their employment.



Equality & diversity

Apprenticeships are non-discriminatory and used to increase workforce diversity, and apprenticeship vacancies are promoted to a broad audience.



Wages & conditions

Processes support apprentices to understand their workplace rights and ensure that all apprenticeship conditions are met.



Health & safety

Safety and health are prioritised for a workplace that supports employee physical and psychosocial wellbeing.



Staff development

Learning and development of apprentices is ensured through supervision and mentoring by appropriate and trained staff.

Benefits of becoming accredited



Enhanced reputation

Enhances an employer's reputation and credibility in the industry. It serves as a signal to potential apprentices, customers and partners that the employer is committed to quality apprenticeships. This can lead to increased trust, business opportunities and a competitive advantage in the market.



Attracting talent

Demonstrates an employer's commitment to investing in apprentice and staff development and providing a supportive work environment. This can help attract top talent who seek opportunities for growth and advancement. Accreditation also promotes employee satisfaction and loyalty, leading to improved retention rates.



Access to resources & feedback

Access resources that explain how to meet each requirement and receive direct feedback on your apprenticeship programs. This helps continual improvement in the quality of your apprenticeships.



AUSTRALIA

Skills for Business
Jobs for Youth



Annual Apprenticeship Luncheon March 2024. Melbourne Sheraton.

GAN Australia International Apprenticeship Scholarship



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.

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/international-apprentice-exchange-program/) (https://gan-australia.org/international-apprentice-exchange-program/)

2023-24 Scholarship recipients

During 2023-24 three international apprentice scholarships were awarded.

- Luke Green – WPC Group – Certificate III Sports Turf Management
- Jayme Cannon – Westvic – Certificate III Carpentry (funded by Westvic Staffing Solutions)
- Leela Subramaniam - Commercial Cookery Chef (funded by Westvic Staffing Solutions)



Supporting the Indigenous Community



PREMIER OPENS OFFICE

The Premier Sir Kenneth opened Williams and Grange's new premises in Fremantle on Tuesday.



The AEN, through its members, are collectively one of the state's largest employers of indigenous apprentices and trainees.

The Apprenticeship Employment Network have a strong history supporting indigenous youth and communities into meaningful careers through apprenticeships

Initial Artwork - Koori Dreaming commissioned in 1995 illustrates how Koori communities meet with group training organisations to discuss what programs are available, and to then support individuals with employment and training in the workplace.

In 2024, a new artwork was commissioned by the AEN with Tiffany Hunter from Nerdu Badji Education.

Circles of Commitment

In the heart of the artwork lies a central circle, embodying the mission statement of AEN & GAN: "Our mission is to support youth into apprenticeships." This central circle acts as the foundation and driving force, representing the core of AEN and GAN's purpose and dedication.

Four circles, each representing one of AEN's core values:

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

Our partners: 30 circles, each connected by emu prints. These circles symbolise the 30 partners of the AEN, each contributing their unique strengths and priorities to our shared mission. The emu prints, signifying movement and progress, illustrate our collective commitment to advancing forward together.

Male and Female figures: Representing AEN & GAN's commitment to gender equality and inclusion. This inclusion is a fundamental aspect of our mission, ensuring that opportunities are accessible to all, regardless of gender.

Two boomerangs: Symbolise the networks dedication to employing First Nations people. These boomerangs, traditional symbols of return and continuity, represent AEN's respect for First Nations cultures and our commitment to fostering opportunities for First Nations.

The Six Stars:

1. **Guidance and Wisdom:** Symbolise the guidance and wisdom that First Nations cultures bring to our communities. They shine as knowledge, reminding us to learn from the rich heritage and traditions of Aboriginal and Torres Strait Islander peoples.
2. **Hope and Aspiration:** Represents hope and aspiration for the future. They inspire us to strive for greater inclusion, equity, and opportunities for all, particularly for First Nations.
3. **Unity and Harmony:** Illustrates the unity and harmony between all cultures within our network. Emphasising the importance of working together, respecting diversity, and fostering a cohesive and inclusive environment.
4. **Strength and Resilience:** The strength and resilience of Aboriginal and Torres Strait Islander communities. They remind us of the enduring spirit and perseverance of First Nations culture, encouraging us to support and uplift First Nations voices.
5. **Connection to Country:** Highlight the deep connection to the land and country that is central to First Nations cultures. They remind us to honour and respect the environment, and to integrate sustainable practices within our work.
6. **Celebration of Culture:** Celebrates the rich and diverse cultures of Aboriginal and Torres Strait Islander peoples. Symbolising our commitment to recognising, valuing, and promoting First Nations cultures within our network and beyond.

Butterflies:

- **Growth and Transformation:** These butterflies represent the personal and professional growth that apprenticeships provide to youth. They signify the journey that individuals undergo as they acquire new skills and transition into their careers.
- **Freedom and Hope:** Represents the boundless possibilities and opportunities that come with meaningful training and employment. The butterflies reflect the hope and optimism that AEN & GAN instill in the youth we support.



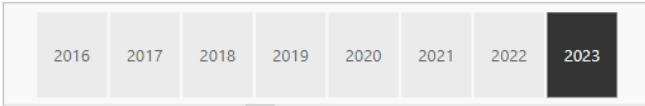
Industry Statistics 2023-24

2023 Victorian GTO Self-Assessment Statistics Report



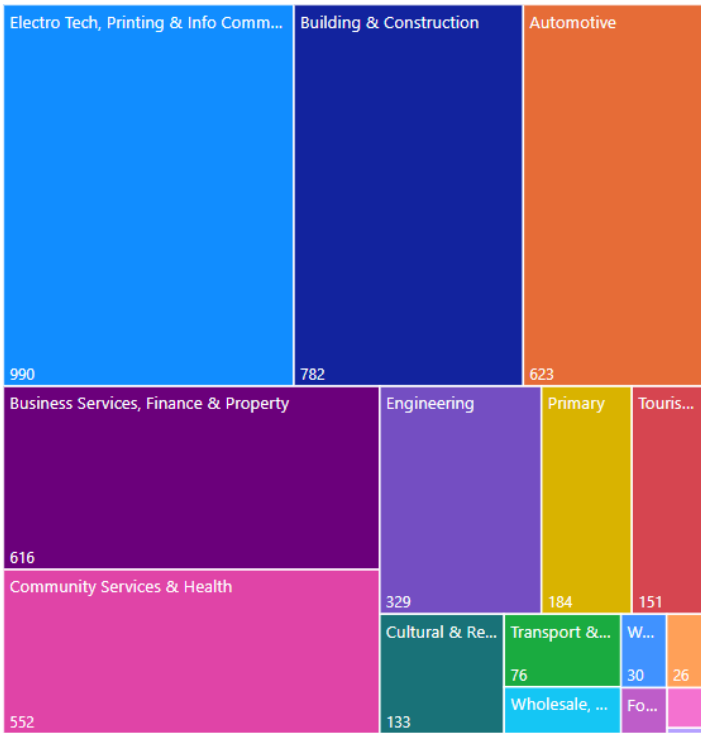
Victorian GTO Self-Assessment Statistics Reporting

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

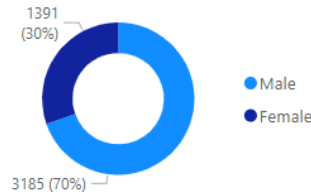


4576

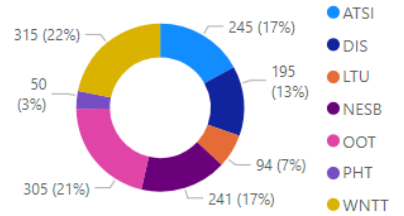
In training



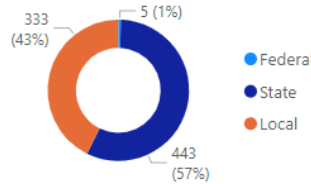
Gender



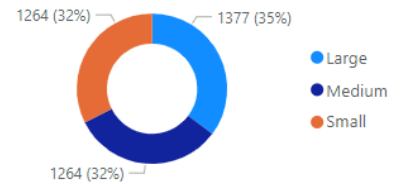
Diversity Groups



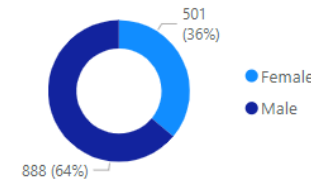
Total in Government



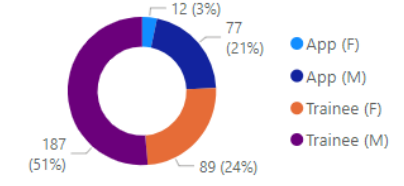
Total in Host Size



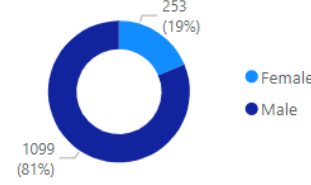
Withdrawn



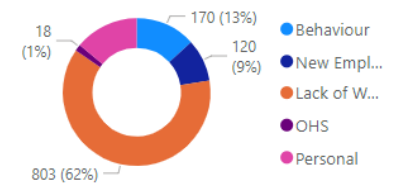
School-based



Rotations



Rotation Reason



Industry Statistics 2023-24

GTO National Standards – 2023 Self-Assessment Results



Overall results

- Standard 1 Recruitment, Employment and Induction **98%**
- Standard 2 Monitoring and Supporting Apprentices and Trainees to Completion **98.51%**
- Standard 3 GTO Governance and Administration **98%**

Areas for improvement:

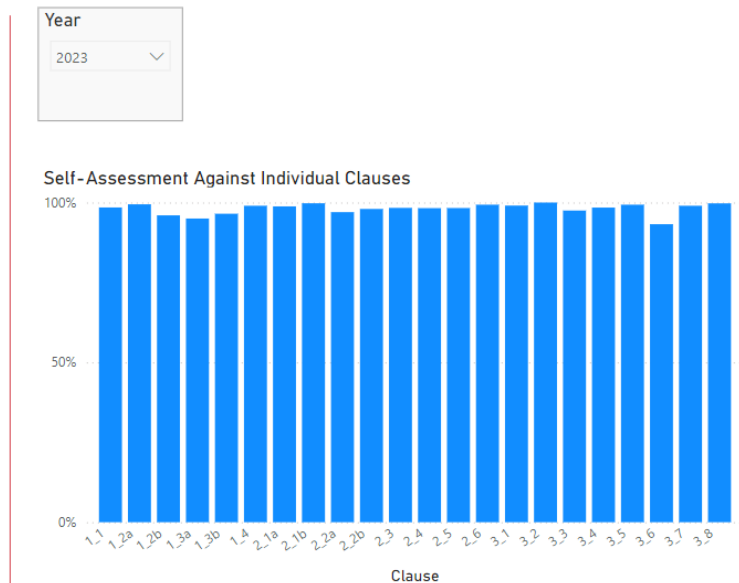
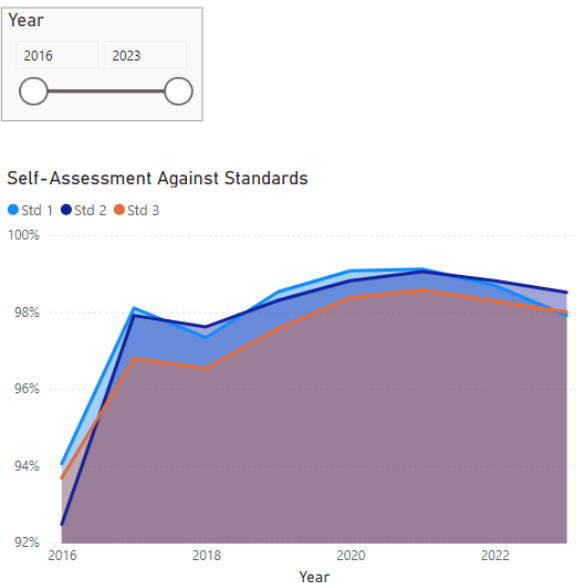
- **Standard 1.2b** (96%) The GTO inducts apprentices and trainees to the apprenticeship/traineeship system, including explaining the processes involved in accessing support and dealing with employment or training issues that may arise.
- **Standard 1.3a** (95%) The GTO provides clear and accurate advice to host employers to take reasonable steps to ensure they understand the apprenticeship/traineeship system
- **Standard 1.3b** (96%) The GTO provides clear and accurate advice to host employers to obtain their agreement, by means of a Host Employer Agreement, to their role and responsibilities in training and supporting the apprentice or trainee while in their workplace, in meeting their obligations to maintain a safe workplace and in working cooperatively with the GTO and RTO.
- **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** (97%) 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.

Further information: [Group Training Organisation National Standards | Australian Apprenticeships](https://www.apprenticeships.gov.au/who-contact/group-training-organisation-national-standards)
 (https://www.apprenticeships.gov.au/who-contact/group-training-organisation-national-standards)



Victorian GTO Self-Assessment Self Assessment Results

Reporting year slicers act independently on their respective charts.



GTO OHS 2023 Benchmarking Results

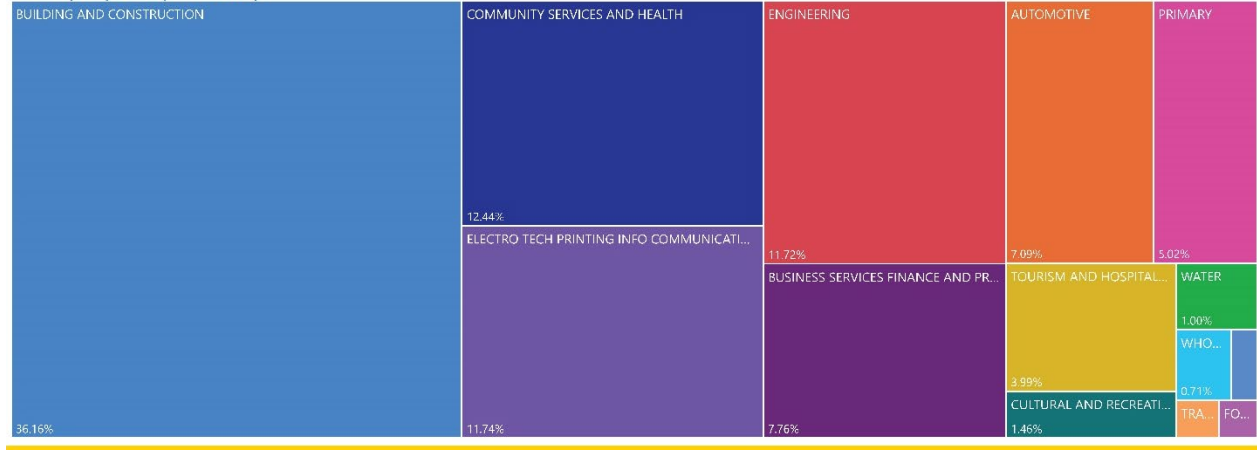
The AEN tracks a wide range of OH&S statistics each quarter. Below is a summary of the key performance measures used to assist us in developing new resources for apprentices, trainees, GTOs and host employers. Continual reinforcement of "Safety First" is needed when dealing with young people - many which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

SAFETYFIRST Incident Benchmarking Data - General

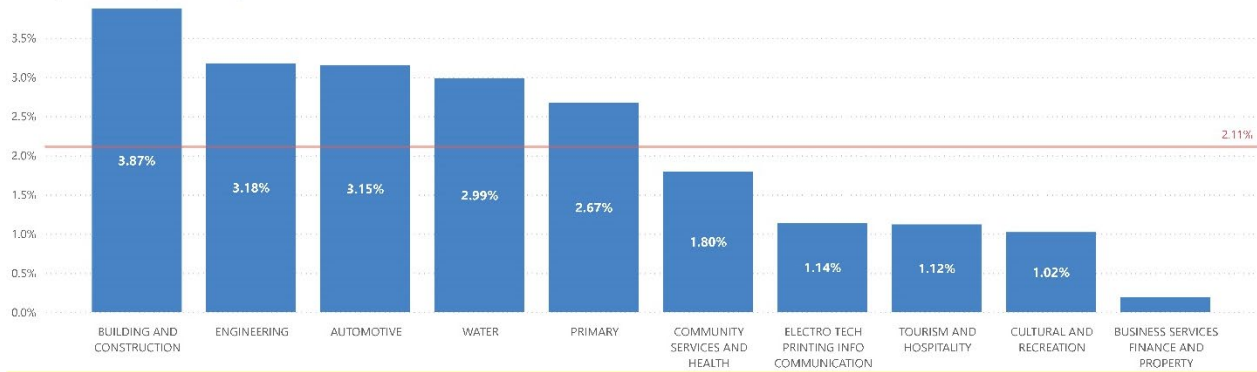
Filters
 Period: Multiple selections

6714 Total Employed	174 Reportable Incidents	752 Days Off	1485 Days on Restricted Duties
-------------------------------	------------------------------------	------------------------	--

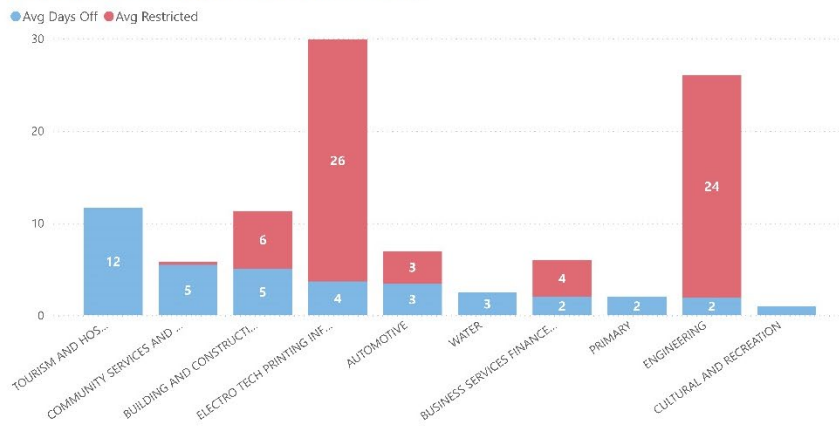
% Employed by Industry



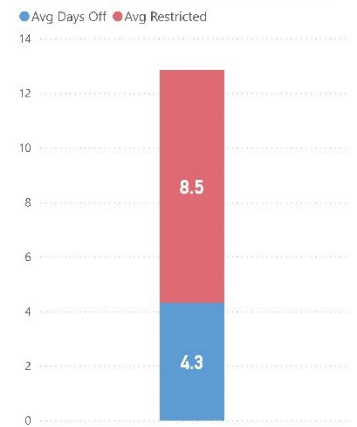
% Reportable by Industry



Avg Days Off and Avg Restricted by industry



Avg Days Off and Avg Restricted



GTO OHS 2023 Benchmarking Results

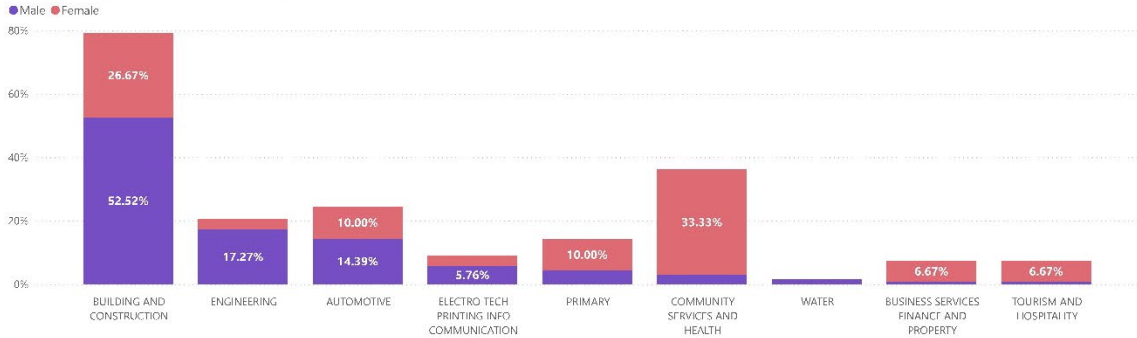
SAFETYFIRST Incident Benchmarking Data - Detail

Filters

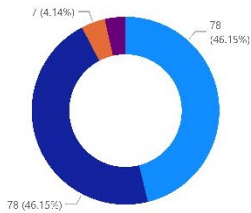
Period

Multiple selections

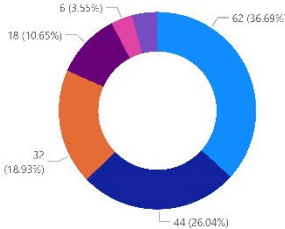
% Injuries by Gender and Industry



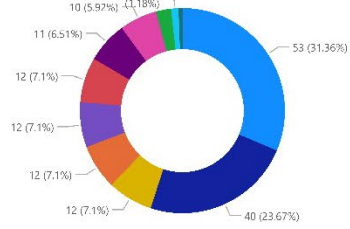
Percentage by Age Range



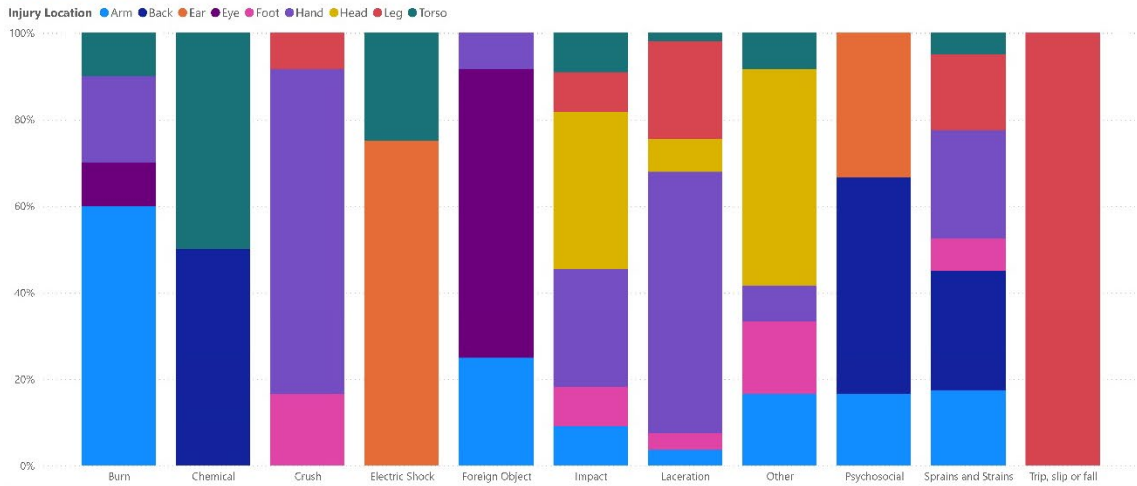
Percentage by Year Level



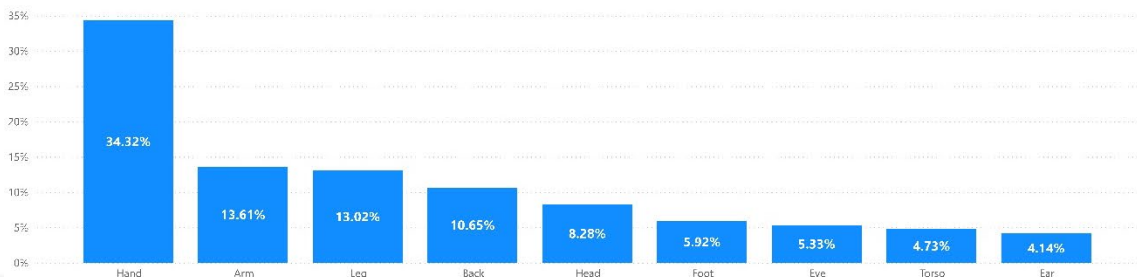
Percentage by Injury Type



% Type by Location



% Injury by Location



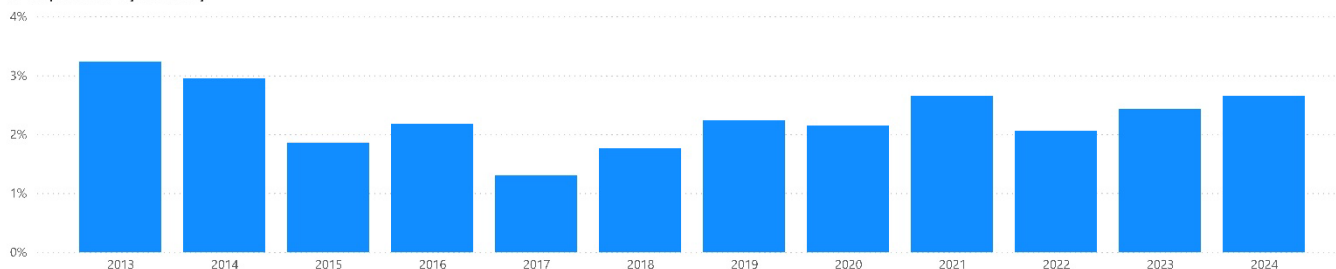
GTO OHS 2023 Benchmarking Results

A new feature of the online reporting tool added in 2024 was the development of long-term trend data with the percentage of reportable injuries by industry which spans over the past 12 years

Incident Benchmarking Data - Annual Trends

Filters					
AUTOMOTIVE	BUILDING AND...	BUSINESS SERVICES...	COMMUNITY SERVICES...	CULTURAL AND...	ELECTRO TECH...
ENGINEERING	FOOD	FOREST	FURNISHING	PRIMARY	PROCESS...
RACING	TEXTILES, CLOTHING...	TOURISM AND...	TRANSPORT AND...	WATER	WHOLESALE, RETAIL...

% Reportable by Industry



The AEN thanks all members that contribute to the data on a quarterly basis and encourage all members to utilise these resources.

AEN Research & Presentations

Throughout 2023/24 AEN participated in a wide range of government reviews research activities and industry presentations including the DEWR Women in Construction sector and Australian Apprenticeships Incentives reviews.

FROM COMMENCEMENT TO COMPLETION Report

In June 2024, the AEN released a new report specifically looking into GTO apprentice completions. With a significant focus on skills shortages and priority industries, governments are considering the best ways to create a skilled workforce to deliver on a range of key economic priorities including: a net zero economy, a future made in Australia, increasing the care workforce, social housing and major infrastructure projects, and to support a digital and tech transition.

This report was commissioned by the Apprenticeship Employment Network (AEN) to gain a greater understanding of Victorian GTO commencements and completions rates. It examines the role of Australian Apprenticeships in the skills ecosystem, the motivations of employers and jobseekers in using the Australian Apprenticeship system, and deep dives into completion rates for GTO and non-GTO employers.

The report draws on National Centre for Vocational Education Research (NCVER) Apprentice and Trainee statistical data, along with data from the Victorian Skills Authority (VSA) and Jobs and Skills Australia (JSA). This report clearly demonstrates that Victorian GTOs are supporting a more diverse cohort of Australian Apprentices, with strong commencements in industries that have skills shortage and priority industry roles.



Executive summary

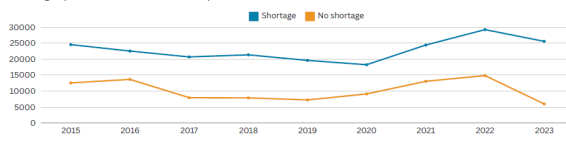
Skills shortages

Australian Apprenticeships provide a mechanism to meet skills needs across the Victorian economy, with increasing importance as we aim to impact on priority and skills shortage industries.

- Care economy**
Child care, aged care, disability care, individual support, health support services.
- Infrastructure**
Major road and rail projects, along with hospitals, schools and other construction.
- Digital and tech**
Digital and technological change including a national focus on cyber security.
- Net zero and clean energy**
Net zero targets in Australia and Victoria, and a push to generate clean energy.



Despite the focus on skills shortage occupations, Australian Apprenticeship commencements in shortage qualifications has declined post-Covid.

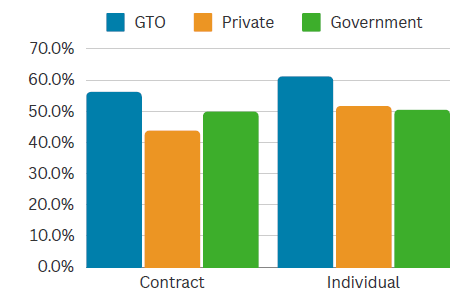


Completion rates

GTO completion rates are higher than private and government employers separately and the combined average for non-GTO employers.

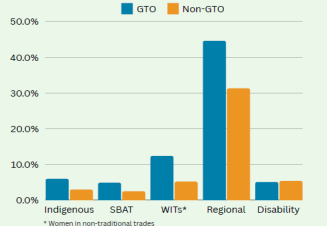
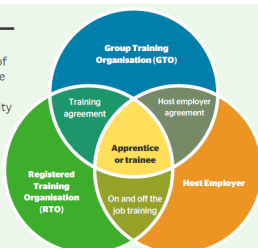
Contract completion rates are much higher for GTOs as they are able to maintain the training contract while rotating the apprentice or trainee.

For individuals who commenced with a GTO in the 2018 commencing cohort, completion rates are 18% higher than for non-GTOs.



Group training

Group Training Organisations provide a model of employment that supports employers to engage in the Australian Apprenticeships system, and provides greater levels of opportunity for priority cohorts.



Australian Apprentices who commence with a GTO are 18% more likely to complete than if they are employed directly by a private or government employer. Across priority industries, completion rates can be more than 40% higher for Australian Apprentices who commenced with a GTO.

Greater investment in GTOs will create the best results for employers, apprentices, and the economy. We look forward to discussing this report in greater detail with industry and governments.

Full Report: <https://aen.org.au/publications/from-commencement-to-completion/>

Herald Sun

Career change and trip to Spain



WADE STEPHENS

stephensw@heraldsun.com.au

responsibility as Agriculture's tripartite...

Working in the construction sector, he oversees multiple sites in the development of the state's first and only...

"I've spent two weeks over there, the whole time over there working going to the university, learning everything about all the minutiae..."



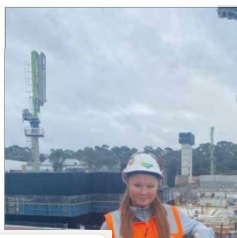
Wade Stephens in a green shirt and cap, working outdoors

Why a job can be a path to poverty

A job can be a fast track into poverty, says the author of a new report, while manual occupation improvements for young people on the slide often poorly make them less employable...

Safety award for apprentice

A FRANKSTON North apprentice had a big win at this year's Apprentice Training Awards...



3AW MELBOURNE



Gary Workman • You Executive Director at Apprenticeship Employment Network (AEN)

Two reports have come out over the past few days that tell a story our industry needs to pay attention to. On Sunday, the University Accords paper argued that more Australians need to undertake tertiary study...

#Apprenticeships #traineeships

Here's the link to the article:



The group saying no to uni: white, male, and would rather be a tradie



Apprenticeships are a worthy alternative to uni for school-leavers

Apprenticeships are a worthy alternative to uni for school-leavers... In the coming days, school-leavers will receive their university entrance marks...

can, and arguably should, be learnt from the ground up by starting as an apprentice... The government is now encouraging renewable energy apprenticeships...

options for the academically inclined... Choosing an apprenticeship over university, especially with high marks, is a bold statement in a society that often equates academic success with university education...

Why we need more school students to do apprenticeships

GARY WORKMAN

By GARY WORKMAN

Stay up to date sign up to the Higher Education weekly newsletter.

Unsurprisingly the Universities Accord interim report launched by Education Minister Jason Clare last week said Australia needs more university graduates...

It was, however, disappointing that I see Australia will need more skilled university alumni will not deliver the emphasis on university deg good jobs and secure employment.

That is why it is so crucial that we as Australians, universities have to find a way to ensure that we are training well-entitled to emu job-readiness units. But no training education is based around.

This month we have National Skills Ministers for Skills and Training, vocational education and training

Over the past decade, countries from discuss best practices in the best to education system is among the best who perform even better.

One of the key lessons is that it is not who are not a university pathway the expectations of employees, and also be emphasised that taking a vocation many Australians competing with university leaver go on to

Some far overseas countries only have go directly onto an academic university linked with local employers to fill all apprenticeships which a completed secondary school these students be available to them and the choice to employees with a ready-made skills benefits their community.

If a student drops out of formal education in Austria harder a success. Unfortunately the numbers are go percentage of students finishing Year 12 has fallen to six years ago. And as GAN Australia found in our 2022...

Pathways that start at school have other advantages clear sense of where they are going in life are more and numeracy skills that are increasingly important



Daily Mail

Extr... The Flop at the centre of Albo's Future Made in Australia is exposed as boss lifts the lid on nation's broken tradie training scheme

But industry groups have branded the initiative a 'Flop' because it has even begun, with industry groups being targeted, and workers sleeping straight to past apprentices to train a thing.

There's a little frustration from it that there is no consistency, he said. There's a disconnect to be a bit of confusion between skills shortages and the fact that there is a lack of skills.



The government's plan to boost the number of tradies in construction and housing



Access to training for all workers

The government's plan to boost the number of tradies in construction and housing... The 800 million package is intended to help Labor deliver on its promise to build a tradie workforce to support boost supply and end the current price crisis.

The Daily Telegraph

Apprenticeships are a worthy alternative to uni for school-leavers

Apprenticeships are a worthy alternative to uni for school-leavers... In the coming days, school-leavers will receive their university entrance marks...

can, and arguably should, be learnt from the ground up by starting as an apprentice... The government is now encouraging renewable energy apprenticeships...

options for the academically inclined... Choosing an apprenticeship over university, especially with high marks, is a bold statement in a society that often equates academic success with university education...

AEN Members



Affiliate Members



2023-24 Financial Report

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2024

	Notes	2024	2023
Income			
Revenue	2	3,526,891	10,076,360
Total Income		3,526,891	10,076,360
Total Income			
		3,526,891	10,076,360
Expenses			
Cost of Member Sales	3	212,808	145,815
Employee Expenses		1,452,592	1,280,162
Project Expenses		858,320	8,018,967
Other Expenses		740,757	241,115
Interest Expense		275	479
Occupancy Expenses		69,789	57,234
Depreciation Expenses	9	76,635	74,141
Audit Fees		7,050	9,500
Motor Vehicle Costs		33,470	21,318
Materials & Resources		6,438	-
Total Expenses		3,458,133	9,848,731
Profit for the Year			
		68,758	227,629
Total Comprehensive Income for the Year Attributable to Members of the Entity			
		68,758	227,629

2023-24 Financial Report

Statement of Financial Position

As at 30 June 2024

	Notes	2024	2023
Assets			
Current Assets			
Cash and Cash Equivalents	5	3,207,516	4,204,626
Trade and Other Receivables	6	37,751	1,517,423
Other Current Assets	7	59,395	35,038
Total Current Assets		3,304,662	5,757,087
Non-Current Assets			
Right of Use Assets	8	2,438	6,095
Property, Plant and Equipment	9	1,307,068	1,380,046
Intangible Assets	10	249,400	-
Total Non-Current Assets		1,558,906	1,386,141
Total Assets		4,863,568	7,143,228
Liabilities			
Current Liabilities			
Trade and Other Payables	11	138,355	403,064
Provision for Employee Entitlements	12	265,223	180,012
Other Current Liabilities	13	839,703	3,011,152
Lease Liabilities	14	2,774	3,661
Total Current Liabilities		1,246,055	3,597,890
Non-Current Liabilities			
Provision for Employee Entitlements	12	9,879	3,687
Lease Liabilities	14	-	2,774
Total Non-Current Liabilities		9,879	6,461
Total Liabilities		1,255,934	3,604,351
Net Assets		3,607,634	3,538,877
Equity			
Reserves	16	655,388	655,388
Retained Earnings	15	2,952,246	2,883,488
Total Equity		3,607,634	3,538,877

2023-24 Financial Report

Statement of Changes in Equity

For the year ended 30 June 2024

	2024	2023
Retained Earnings		
Opening Balance	2,883,488	2,655,859
Profit Attributable to Members	68,758	227,629
Closing Balance	2,952,246	2,883,488
Association Reserve		
Opening Balance	655,388	655,388
Profit Attributable to Members	-	-
Closing Balance	655,388	655,388
Total		
Opening Balance	3,538,877	3,311,247
Profit Attributable to Members	68,758	227,629
Closing Balance	3,607,634	3,538,877

Statement of Cash Flows

For the year ended 30 June 2024

	2024	2023
Cash Flows from Operating and Investing Activities		
Operating Activities		
Receipts from members	742,108	496,817
Operating grants receipts	110,000	110,000
Receipts from project funding	2,087,996	9,107,722
Interest received	22,405	17,358
Payments to suppliers and employees	(3,706,281)	(14,961,979)
Net cash from operating activities	(743,772)	(5,230,082)
Investing Activities		
Proceeds from sale of plant and equipment	-	32,000
Purchase of plant and equipment	(249,400)	(86,113)
Net cash from investing activities	(249,400)	(54,113)
Financing Activities		
Lease payments	(3,940)	-
Net cash from financing activities	(3,940)	-
Net Cash Flows	(997,112)	(5,284,195)
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of financial year	4,204,628	9,488,821
Net increase/(decrease) in cash held	(997,112)	(5,284,195)
Cash and cash equivalents at end of financial year	3,207,516	4,204,626

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the year ended 30 June 2024

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 2 September 2024 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.

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.

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 asset are:

Class of Fixed Asset	Depreciation Rate
Land and buildings	2.5%
Motor vehicles	25%
Office equipment	25-100%

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

Notes to the Financial Statements

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.

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

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 2024.

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.

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.

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.

Cash and Cash Equivalents

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

Notes to the Financial Statements

Revenue Recognition

Revenue arises mainly from:

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

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).

Goods and Services Tax

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.

Trade and Other Payables

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

Notes to the Financial Statements

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.

Key Judgements

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

Comparative Figures

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

NOTE 2: REVENUE AND OTHER INCOME

	2024	2023
Project income	2,881,585	9,482,045
Member sales	109,971	72,661
Member fees	412,930	378,991
Operating grants	100,000	100,000
Profit on sale of assets	-	25,305
Interest received	22,405	17,358
Total Revenue and Other Income	3,526,891	10,076,360

NOTE 3: EXPENSES

	2024	2023
Meetings/conferences costs	212,808	145,815
Total Expenses	212,808	145,815

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:

	2024	2023
Key management personnel compensation	468,670	431,128

Other KMP transactions

There were no other transactions with Key Management Personnel.

NOTE 5: CASH AND CASH EQUIVALENTS

	2024	2023
Cash at bank and on hand	3,207,516	4,204,626
Total Cash and Cash Equivalents	3,207,516	4,204,626

There were no short-term bank deposits in 2024 (2023: nil).

Notes to the Financial Statements

NOTE 6: TRADE AND OTHER RECEIVABLES

	2024	2023
Current		
Trade debtors	37,750	1,517,423
Total Current	37,750	1,517,423
Total Trade and Other Receivables	37,750	1,517,423

NOTE 7: OTHER CURRENT ASSETS

	2024	2023
Prepayments	59,395	35,038
Total Other Current Assets	59,395	35,038

NOTE 8: RIGHT-OF-USE ASSETS

	2024	2023
Property		
At fair value	11,276	11,276
Less accumulated depreciation	(8,838)	(5,181)
Total Property	2,438	6,095
Total Right-of-Use Assets	2,438	6,095

Movements in carrying amounts

Movement in the carrying amounts for each class of Right-of-Use Asset between the beginning and the end of the current financial year:

	2024	2023
Balance at 1 July	6,095	9,752
Additions	-	-
Disposals	-	-
Depreciation expense	(3,657)	(3,657)
Carrying amount at 30 June	2,438	6,095

Notes to the Financial Statements

NOTE 9: PROPERTY, PLANT AND EQUIPMENT

	2024	2023
Land and Buildings		
At cost	1,311,638	1,311,638
Less accumulated depreciation	(81,843)	(49,052)
Total Land and Buildings	1,229,795	1,262,586
Motor vehicles		
At cost	160,747	160,747
Less accumulated depreciation	(83,473)	(43,287)
Total Motor Vehicles	77,273	117,460
Plant and equipment:		
At cost	9,601	22,598
Less accumulated depreciation	(9,601)	(22,598)
Total Plant and Equipment	-	-
Total property, plant and equipment	1,307,068	1,380,046

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:

	2024	2023
Balance at 1 July	1,262,586	1,295,242
Additions	-	-
Disposals	-	-
Depreciation expense	(32,791)	(32,656)
Carrying amount at 30 June	1,229,795	1,262,586

NOTE 10: INTANGIBLE ASSETS

	2024	2023
Software Development		
At cost	249,400	-
Total Software Development	249,400	-
Total Intangible Assets	249,400	-

Movements in carrying amounts

Movement in the carrying amounts for each class of Intangible Asset between the beginning and the end of the current financial year:

	2024	2023
Balance at 1 July	-	-
Additions	249,400	-
Disposals	-	-
Carrying amount at 30 June	249,400	-

Notes to the Financial Statements

NOTE 11: TRADE AND OTHER PAYABLES

	2024	2023
Current		
Trade creditors and accruals	130,718	254,465
Amounts owing to the ATO	(4,044)	140,502
Superannuation payable	11,681	8,097
Total Current	138,354	403,064
Total Trade and Other Payables	138,354	403,064

NOTE 12: PROVISION FOR EMPLOYEE ENTITLEMENTS

	2024	2023
Current		
Provision for annual leave	172,068	102,829
Provision for long service leave	93,156	77,183
Total Current	265,223	180,012
Non-Current		
Provision for long service leave	9,879	3,687
Total Non-Current	9,879	3,687
Total Provision for Employee Entitlements	275,101	183,699

	2024	2023
Number of employees at year end	10	9

NOTE 13: OTHER LIABILITIES

	2024	2023
Current		
Unearned Project Income		
Big build	100,800	519,202
Bushfire Victorian apprenticeship recovery package	-	50,000
Construction skills pathway	400,328	1,057,329
Horticulture pilot program	17,674	277,714
Hospitality	-	380,000
Out of trade	149,960	191,227
Pre-employment support program	63,280	-
Safety first	27,000	41,450
Victorian apprenticeship recovery package	-	85,000
Women in trade	-	324,331
Total Unearned Project Income	759,042	2,926,252
Member Services		
Advances	80,661	84,900
Total Member Services	80,661	84,900
Total Current	839,703	3,011,152
Total Other Liabilities	839,703	3,011,152

Notes to the Financial Statements

NOTE 14: LEASE LIABILITIES

	2024	2023
Current		
Property	2,774	3,661
Total Current	2,774	3,661
Non Current		
Property	-	2,774
Total Non Current	-	2,774
Total Lease Liabilities	2,774	6,436

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:

	2024	2023
Minimum lease payments		
Not later than one year	2,838	3,936
Later than one year and not later than five years	-	2,838
Total Minimum lease payments	2,838	6,774
Less future finance charges	(64)	(339)
Present value of minimum lease payments	2,774	6,435

NOTE 15: RETAINED EARNINGS

	2024	2023
Opening balance at the beginning of the financial year	2,883,488	2,655,859
Profit for the year attributable to members	68,758	227,629
Closing balance at the end of financial year	2,952,246	2,883,488

NOTE 16: RESERVES

	2024	2023
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

NOTE 17. CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities or contingent assets as at 30/06/2024 (2023: nil).

Notes to the Financial Statements

NOTE 18. EVENTS AFTER THE REPORTING PERIOD

There were no events after the reporting period ended.

NOTE 19. RELATED PARTY TRANSACTIONS

There were no related party transactions.

NOTE 20: CASH INFORMATION

	2024	2023
(a) Reconciliation of cash		
Cash at bank	2,207,516	4,204,626
Cash on deposit	1,000,000	-
	3,207,516	4,204,626
Total cash		
(b) Reconciliation of net cash provided by operating activities to profit for year		
Profit for the year	68,758	227,629
Non-cash flows in profit:		
Depreciation	76,635	74,141
Other	275	(16,854)
Changes in assets and liabilities		
(Increase)/decrease in receivables	1,479,673	(1,202,298)
(Increase)/decrease in prepayments	(24,357)	47,915
Increase/(decrease) in payables	(264,710)	(228,162)
Increase/(decrease) in other liabilities	(2,171,448)	(4,152,492)
Increase/(decrease) in employee entitlements	91,403	20,037
Net cash from operating activities	(743,772)	(5,230,082)

NOTE 21: 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	2024	2023
Financial assets			
Cash and cash equivalents	5	3,207,516	4,204,626
Trade and other receivables	6	37,750	1,517,423
Total financial assets		3,245,266	5,722,049
Financial liabilities			
Financial liabilities at amortised cost:			
Trade and other payables	11	138,354	403,064
Total financial liabilities		138,354	403,064

NOTE 22: 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

Directors' Declaration

For the year ended 30 June 2024

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

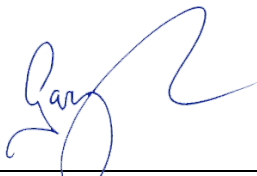
1. The financial statements and notes, as set on pages 7 to 19, are in accordance with the *Associations Incorporation Reform Act 2012* and:
 - a. Comply with Australian Accounting Standards – Reduced Disclosure Requirements; and
 - b. Give a true and fair view of the financial position of Group Training Association of Victoria Inc as at 30 June 2024 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



Audi Committee Chair: Darren Webster



Director: Gary Workman

Sign date: 2 September 2024

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 2024, 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 2024 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.

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.

Independent Auditors Report



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

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 Associations 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.

A handwritten signature in black ink, appearing to read 'Stannards Accountants & Advisors'.

Stannards Accountants and Advisors

A handwritten signature in black ink, appearing to read 'Michael Shulman'.

Michael Shulman
Registered Company Auditor (163888)
Dated: 2 September 2024

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





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