



 33^{rd} Annual Report 2017-18

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AEN Statement of Purpose

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

AEN Values

The people within our industry are passionate about providing meaningful training and employment outcomes for the community

A trusted partner with members, government and the wider VET industry

Teamwork and collaboration with our members, government and the community 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

Chair's Report

Welcome to the 2017-18 Annual Report of the Apprenticeship Employment Network (Group Training Association of Victoria).

It is always a challenge to capture a full year of happenings in a Chair's report. However, as I reflect on the complex environment presented to the Association over the last 12 months, I believe we were able to maximise opportunities and deliver significant positive outcomes for our members and stakeholders.

While the external environment for organisations operating in our industry can be a very challenging one, I have seen our members come together and again show resilience, determination and a shared sense of purpose. Working effectively as a unified voice, I believe we have been heard by both State and Federal Governments over the last 12 months. Both Governments have continued to invest in the Victorian AEN member network through the Association, which is a clear indicator of Government confidence in our capability, unity, and capacity to deliver quality outcomes.



Again, the Victorian membership, through active participation, has enabled the Association to demonstrate a strong value proposition. I wish to acknowledge the significant investment and support provided by members throughout the year.

example of the Victorian membership creating capacity through collaboration and opportunities for the future.

Clearly there is much work to be done if we are to maintain relevance within Government, industry, and the VET sector more broadly. With the average overall unemployment rate relatively low in comparison to youth unemployment, the Apprenticeship and Traineeship system is likely to see further change in an effort to re-engage, upskill and employ our youth. Perhaps our challenge is to lead innovation in our own industry rather than wait for it to happen around us. In doing so, we create our own opportunity. The success of the *Multi-Industry school-based pre-apprenticeship support (MIPS) pilot project* is a perfect

Once again, I would like to thank the dedicated staff for their outstanding contributions throughout the year, and to congratulate our Executive Director, Gary Workman, on his continued hard work and vision for the Association. Under Gary's leadership, our organisation has moved to a sustainable position of strength in our industry, with a 'seat at the table' in determination of many of the vital decisions being made about the future of employment and training in Australia.

In closing, I would like to express my gratitude to the Board of the Association for their dedication and commitment over the last twelve months. Good governance is vital to our long-term success and sustainability, and your tireless work is greatly appreciated.

Dean Luciani AEN Chair

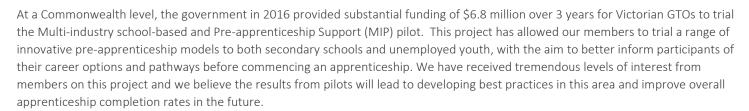
Executive Director Report

Welcome to the 33rd Annual Report for the Apprenticeship Employment Network.

It has been a compelling 12 months within the Victorian Group Training network. I believe the association and network as a whole has received the strongest levels of support from government during my past eight years as Executive Director, with both state and federal governments lifting apprenticeships, youth employment and new infrastructure construction as key priorities for the foreseeable future.

The Victorian Government has provided strong support for our members to engage with a number of programs to improve apprenticeship participation that will lead to meaningful long-term employment. Announcements over the past 12 months include:

- Our participation on the Victorian Governments Apprenticeship Taskforce
- Major infrastructure works with minimum 10% apprenticeship targets
- The Victorian Jobs and Employment Network
- Regional skills and growth fund



As you will see from the financial report, 2017-18 has been a strong result with significant government project funding for the next 12 months or so. Membership fees account for approximately 8.3% of total revenue for the Association, and to this point the Association relies heavily securing government projects.

AEN will continue to work on a range of projects over the next 12 months including:

- Victorian GTO Standards co-regulatory model with the VRQA,
- Multi-Industry school-based and Pre-apprenticeship Support (MIP).
- South East Automotive Transition (SEAT) program,
- Jobs Victoria employment network government program,
- Ongoing promotion social media, website, radio and marketing programs, and
- Upgrade of the SafetyFirst WHS induction training content.

The next 12 months will be busy with both State and Federal elections coming up, so it is imperative that as a group we can showcase as many of the local good news stories that highlight the important role group training plays for individuals, communities and the economy as a whole.

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

Gary Workman

AEN Executive Director



AEN Policy Paper - Hire Education

In September 2017 AEN released its apprenticeship policy paper entitled Hire Education.

Apprenticeships and traineeships are struggling in Australia. Commencement numbers have been falling for the past four years and completion rates remain stubbornly low. However Australia's need for skilled workers continues to grow.

If we don't take action soon, our training system will not be able to meet the country's demand for skilled labour, and at the same time, many young people will miss out on opportunities for rewarding careers as tradespeople.

AEN believes that group training is an important element in developing new strategies to address those barriers.

Our paper looks at issues surrounding the three main barriers:

- Attracting and supporting apprentices.
- Making the system simpler and attractive
- Improving completions

We have considered the recommendations in a number of papers presented by other organisations and have made our own recommendations based on those papers and on

the experiences of our members. In all, there are 17 recommendations that are interspersed throughout the paper.

All of these recommendations are important, but our highest priorities are to

help students in their transition from school to work,





Hire Education

Apprenticeship Luncheon - March 2018, Queen's Hall Victorian Parliament House Melbourne

Over 140 guests from Victorian GTO, TAFE and wider VET sector attended the event at Queen's Hall – Victorian Parliament House.

The event was opened by the Hon. Gayle Tierney, Minister for Training and Skills and Minister for Corrections, who acknowledged the hard work both group training organisations and TAFE provide in supporting apprentices and trainees in Victoria.

Luncheon panelists discussed a range of issues facing the apprenticeship and wider VET system:

- Paul Tran 2012 Carpentry Apprentice of the Year
- Megan Lilly from AiGroup
- Franklin O'Carroll from Holmesglen Institute
- Gary Workman AEN Executive Director



Victorian Government – Apprenticeship Taskforce

With looming skills shortages, an ageing workforce, and variability in the quality of Vocation Education and Training graduates, the Victorian Skills Commission released a report that draws attention to the priority that needs to be placed on growing the Apprenticeship and traineeship system.

The report's recommendations are underpinned by three themes:

- · Build a culture of co-investment by supporting employers who invest in apprenticeships and traineeships
- Renew the focus on quality by investing in training and assessment based on industry demand; and
- Elevate the status of apprenticeships and traineeships by promoting the benefits to employers, young people and the broader community.

Taskforce participants

To ensure that the Taskforce is able to identify the current barriers and examine potential opportunities, the report highlighted that it is important to have a considered consultation process which includes representatives from industry, training providers, regulators and government. As such, the Taskforce comprised one representative from each of the following:

- Australian Industry Group
- Victorian Chamber of Commerce and Industry
- Victorian Trades Hall Council
- Apprenticeship Employment Network
- Victorian TAFE Association
- Australian Council for Private Education and Training
- Victorian Registration and Qualifications Authority
- Department of Education and Training, and
- Industry employers

The Taskforce, therefore, has to have representation from those sectors with large numbers of apprentices and trainees as well as emerging industries that have employers who are committed to apprenticeships and traineeships.

To access the full report please visit http://www.vsc.vic.gov.au/victorian-apprenticeship-and-traineeship-taskforce-report-2/



2017 AEN Study Tour

US & UAE Study Tour Itinerary

The US & UAE study tour was designed to provide an insight into a range of trade/apprentice training systems in the US and to better understand current international trends in apprenticeships. Currently many countries are reviewing their apprenticeship systems and policies to ensure youth employment and future industry needs are catered for. Many governments see vocational training as a way to ensure economic prosperity into the future.

Items of interest to our delegation included:

- Apprentice / vocational training delivery models, facilities and equipment
- Views on the vocational training system and pathways into further education or employment
- Training, curriculum and assessment development
- Engagement with private industry and employers
- Engagement with youth, schools and disadvantaged job seekers
- Government funding models and priorities

To investigate a range of trade apprentice training systems in the US and to better understand international trends in apprenticeships, the delegates attended:

- INAP (Innovative Apprenticeships) Conference, Washington DC
- US Community colleges (Nova, Fox, Dawson)
- US Privately owned trade institutes (Lincoln Institute, Coyne College)
- US Union trade training schools (UA400 Plumbing and Steamfitters)
- US Government / policy and industry
- UAE WorldSkills Conference
- UAE WorldSkills Competition

To access the full Study Tour report please visit http://aen.org.au/publications/





2017 AEN Study Tour

INAP Conference, Washington

The 2 day conference held at the Department of Labor in Washington DC was attended by approx. 120 delegates from around the world.



The conference had many presentations from various countries highlighting a specific component of their apprenticeship system.

AEN was there to present two Australian Apprenticeship initiatives:

- Australian Ambassadors program
- Multi-industry Pre-apprenticeship program



WorldSkills International Competition – October 2017, Abu Dhabi

Over 1,300 young competitors from 59 countries and regions came to Abu Dhabi to compete in 51 skill competitions. Along with these were over 15,000 spectators who attended the opening ceremony and competition over ten days.

Australia finished 10th overall!

Australia finished in the top 10 overall and secured 4 medals:

- Gold medal to Gaby Ware hairdressing
- Silver medal to Ryan Grieger Carpentry
- Silver medal to Bradley Ingham Industrial Mechanic
- Bronze medal to Trystan Summut Bricklaying (Ballarat)





National Training Awards - Canberra



The National Training awards were held in Canberra on 23 November 2017. Victoria did extremely well picking up a number of awards on the night, including two that had a strong connection to Victorian group training.

Australian Apprentice (Trainee) of the Year Award Winner: Dustin Cross, Victoria

Raised on 40-acres of land, 21-year-old Dustin Cross always dreamt of becoming a farmer. As a result, in year 11, Dustin started a School Based Traineeship before transitioning to a full-time traineeship with farm owners Janmac Pastoral Company, studying a Certificate IV in Agriculture at Longerenong College (Skillinvest). Dustin's passion for agriculture continues outside of work and study, and he has since commenced an advanced Diploma in Agribusiness Management and plans to take the next step toward becoming a farmer by seeking employment as a stock agent.

Australian School-based Apprentice of the Year Award Winner: Bethany Simpson, Victoria

When a 16 year-old Bethany Simpson was working part time at her parent's Boulevard Motor Inn's restaurant in Mildura, a customer told her parents about the School Based Apprenticeship and Traineeship (SBAT) program. Prior to starting Year 11, Bethany and her parents explored the opportunity, leading Bethany to start a Certificate III in Business Administration with training provider, Murray Mallee Training Company.

Bethany also excelled in VCE subject Business Management, thanks to skills and knowledge she developed through her SBAT. Bethany was then accepted into the LaTrobe VCE Plus program, where she studied a business degree part time at LaTrobe University whilst completing Year 12.

Now 17, Bethany says undertaking a SBAT was definitely a smart choice to do alongside Year 11 and 12, revealing her "passion for business", insights into working in a business environment, a qualification and skills she needs to enter the workforce.

Congratulations to all the finalists and winners across the 18 award categories.

To access the full list of finalists and winners of this year's National Training Awards please visit https://www.australiantrainingawards.gov.au/

Victorian State Training Awards

The 63rd Victorian State Training Awards were held at the Crown Palladium on 11 October 2017. The event showcased many great individuals, organisations and projects. Congratulations to our members who were finalists and winners on the evening.

Apprentice of the Year



Jeremy Connell

Certificate III in Engineering

Employed as Fitter and Machinist at Wangaratta Engineering

Trainee of the Year



Dustin Cross

Certificate IV in Agriculture

Employed as a Farm Hand at Janmac Pastoral Company through GTO Skillinvest Horsham

School-based Apprentice or Trainee of the Year



Bethany Simpson

Cert III in Business Administration
Attends Mildura Senior College and trained at Boulevard
Motor Inn and Murray Mallee Training Company.

Employer Award for Apprenticeship Development

Proudly presented by Apprenticeship Employment Network



Industry Collaboration of the Year







Futuretech - Holmesglen Institute and Electrical Trades Union Collaboration

AEN Projects

AEN worked on a number of projects throughout 2017-18 with the support of members.

Multi-Industry School-based and Pre-Apprenticeship Support (MIPS) pilot project 2016-18

Partner: Commonwealth Department of Education and Training

This project will see up to an additional 2000 young people supported over two years to trial a range of industry career pathways so they can make a better informed choice of which vocation they wish to pursue.

Established through metropolitan and regional group training organisations across Victoria, NSW, ACT and Tasmania, on the project's launch, this pilot provides a number of benefits including:

- Increased flexibility for secondary school students to make an informed choice on their apprenticeship pathway before commencing a national qualification/apprenticeship,
- Secondary schools have additional local support for career advice and assistance for students looking to enter a vocational career pathway,



- GTOs, RTOs and local secondary schools are able to build stronger relationships,
- Employers are able to better select/recruit suitable apprentices, and
- Possible identification of a new curriculum for new career pathway entry points for youth and schools leading into existing traditional apprenticeship qualifications.

Chair of the Apprenticeship Employment Network, Mr Dean Luciani, said "Potential host employers will be able to use the project to better recruit and match potential apprentices/trainees through a series of short term work experience placements. The project will be supported by a local group training network that can assist parents, students, schools and host employers".

Regional school communities also have greater viability with commencing this initial project as students with similar, not exact interests are able to come together in the school/training environment and share their learnings between work placements.

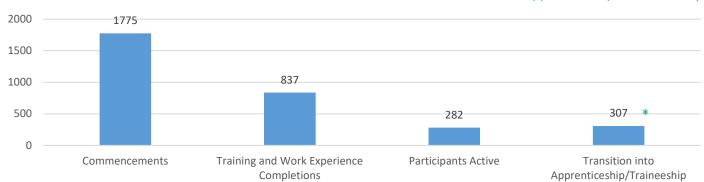
The project consists of five main streams:

- Engineering & Automotive: Fitting, welding, manufacturing, aerospace, mechanic, auto electrical, panel beating, electronics
- Business & Services: Marketing, human resources, administration, retail, hospitality, information technology, transport & warehousing
- Community Services and Health: Aged care, childcare, health services administration and support
- **Building & Construction:** Plumbing, carpentry, bricklaying, wall & floor tiling, concreting, flooring, information technology, landscaping, electrical, air conditioning, electronics
- Land & food: Agriculture, horticulture, landscaping, environmental sustainability

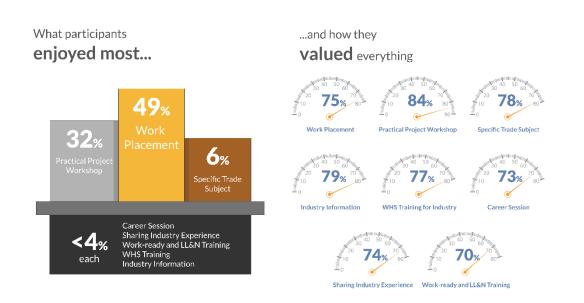
MIP Results to 30 June 2018



*37% of completions to date have secured an Apprenticeship or Traineeship







AEN Projects

South East Automotive Transition (SEAT) Project

Partner: Victorian Department of Education and Training

The South East Automotive Transition (SEAT) project is part of an overall Automotive Industry Transition Plan announced by the Victorian Government in late 2015. The plan helps automotive businesses transition into new markets and workers to retrain and find sustainable jobs.

The project includes a collaborative effort between Chisholm Institute, Holmesglen Institute and other TAFEs to up-skill and re-skill retrenched automotive supply chain workers, to engage workers with industry, to support businesses to restructure into new opportunities and to help retrenched workers find a job. Workers are able to access help to transition into new employment sooner, reducing the risk of long-term unemployment. It also strengthens collaboration between TAFEs, industry and the community.

Additionally, Group Training Organisations (GTOs) are able to access funds to employ 250 retrenched mature-aged automotive supply chain workers as apprentices and trainees.

Key project features:

- The project funds Group Training Organisations (GTOs) to employ approximately 250 retrenched mature aged automotive supply chain workers as apprentices and trainees (defined as 40+ year olds).
- Apprentice and trainee incentives are paid in equal parts at key of the apprenticeship / traineeship or at completion.
- Incentive payments are in addition to any other State or commonwealth employment incentive available to the GTO/Host employer.
- Payments provide for engagement of 100 apprentices and 150 trainees.
- All participants are eligible for VTG funding for further training through TAFE.



AEN Projects

SEAT Launch with Minister Tierney - Rosanna Level Crossing Removal Project - 27 September 2017

The level crossing removal construction site in Rosanna engaged 14 apprentices and trainees in total through the group training program offered by AGA - all of which were mature-aged workers previously in the auto-manufacturing industry or local indigenous youth.

Nine civil construction apprentices

Jason Eames Paolo Di Grazia Rabi Vyravipillai

Pascal Bunyan Pierre Saykali Ali Dawish

Adam Anthony Daniel Hume- Guinane Anthonio Coseto

Five business administration trainees

Ruth Lopez Marolym Lagniton Rivva Karpany

Claire Needham Sarah Gardner

SEAT Results to 30 June 2018

Total Participants: 25

Job Outcomes

6 Automotive Apprenticeship 3 Business Traineeship 2 Carpentry Apprenticeship



Association Board & Staff

Board of Directors

During 2017-18 the AEN Board met on eight (8) occasions.

Name	Meetings Attended
Dean Luciani - Chair Westvic Staffing Solutions	8 of 8
Mark Knox – Deputy Chair AGA – Intowork	7 of 8
Gary Workman - Executive Director & Secretary Apprenticeship Employment Network	8 of 8
Robert Birch - Director G-Force Recruitment	7 of 8
Paula Ryan - <i>Director</i> The Apprenticeship Factory	7 of 8
Darren Webster - <i>Director</i> Skillinvest	4 of 5
Robyn Goodwill - <i>Independent Director</i>	7 of 8
Franklin O'Carroll - Independent Director	7 of 8

Audit Committee

Name	Position
Mark Knox	Chair
Gary Workman	Director
Dean Luciani	Director
Robyn Goodwill	Independent Director

The Audit Committee met a total of ten (10) times. The role of the Audit Committee includes risk management in addition to standard corporate and financial compliance. As well as a detailed monthly analysis of financial reports the Committee maintains a scheduled review of all risks identified in the Risk Management Framework. As a matter of course the Audit Committee has met with the Association's auditors and discussed the process of the 2017-18 audit and financial reporting. Refer to page 30.

Nominations Committee

Name	Position
Rob Birch	Chair
Gary Workman	Director
Mark Dunphy	Invited Independent Committee Member (as required)
Paula Ryan	Director
Franklin O'Carroll	Independent Director

Communications & Government Committee

Name	Position
Dean Luciani	Chair
Gary Workman	Director
Mark Knox	Director
Paula Ryan	Director
Franklin O'Carroll	Independent Director

AEN Staff

Name	Position
Gary Workman	Executive Director
Nik Mavrommatis	Operations Manager
Penny Mure	Administration & Events
Karen Bond	Project Manager - MIP & SEAT

AEN Contractors

Name	Role
Brad Huffels	Accountant
Peter Canavan	VET Policy and Research
Sue Kent	Project Consultant – MIP

Member Events

Mid-year Conference - June 2018, Dingley

The AEN held its mid-year State Conference on 28 and 29 June 2018 in Dingley. Over 70 delegates, representing the majority of members and non-member industry representatives, came together to discuss a range of VET and GTO specific topics.

Thank you to the following conference speakers:

- Neil Coulson Victorian Skills Commissioner
- David Latina Deputy Secretary Department of Education
- Fiona Lynch Magor Commonwealth Department of Education
- Denver Blake Victorian Regulation Qualifications Authority GTO compliance
- Duy Le & Rajiv Ramanathan Victorian Major Projects
- Chandra Shah & Jamie Dixon NCVER Future job openings for new entrants by industry
- James Nash RTO compliance
- Mark Daniels Social Traders
- Peta Skujins Australian Apprenticeships & Traineeships Information Services
- Fi Mercer Board Governance
- Declan Collins EML
- Melinda Jeffery Australian Apprenticeship Ambassador

Field Officers Conference - August 2017, Geelong

A big thank you to all our delegates who attended the Field Officers Conference at the Geelong Conference Centre. We would like to thank the following speakers:

- Denver Blake VRQA
- Sue Wells DET
- Maree Watson DET
- Adrian Klowss DET
- ACE Training
- Karen Smythe PDT Training
- Premium Health

End of Year Conference, AGM and Annual Awards Dinner, VU Conference Centre Melbourne

The Annual General Meeting (AGM) was held on 22 November 2017.



Service Awards

Congratulations to the following people from within the network who achieved service award milestones throughout 2017.

Industry Service - 10 Years

Alison Craig Murray Mallee Training Company Ltd Nicole Steendam Murray Mallee Training Company Ltd

Ann Marr NECA Education & Careers
Gary Vidler NECA Education & Careers
Brendan Clarke NECA Education & Careers
Neil Helsdon NECA Education & Careers
Phil Honeywood NECA Education & Careers

Rosalie Lake CVGT Australia Steven Stubberfield CVGT Australia

Gina Stewart Ai Group Apprentice & Trainee Centre
Ren Trinchera Ai Group Apprentice & Trainee Centre

Paul Konig Skillinvest Linda Loft Skillinvest

Ali Akkus AGA Apprenticeships Plus
Alan Pump AGA Apprenticeships Plus
Olivia Chapman AGA Apprenticeships Plus
Dawn Comerford AGA Apprenticeships Plus
Michael Dixon AGA Apprenticeships Plus
Grant Sarolea AGA Apprenticeships Plus
Anthony Magnuson AGA Apprenticeships Plus
Karen Duffy AGA Apprenticeships Plus

Murray Willett CVGT Australia

Industry Service - 15 Years

John Taufer NECA Education & Careers

Johanna Jones CVGT Australia

Life Members

John Ackland	2008
Skillinvest (WorkCo Limited)	

Skillinvest (WorkCo Limited)

Kevin Kennedy 2008

AGA (Gippsland Group Training)

David Windridge 2008 MEGT

. ...

Miles Coverdale 2009

Westvic Staffing Solutions

John Glover 2009

Group Training Association of Victoria

Geoffrey Foster 2010

Skills Victoria (Government)

Mike O'Brien 2010

G-Force

Sue Kent 2012

MEGT

Geoff Carson 2015

MMTC & SMGT

Industry Service - 15 Years

Leonard Dobbin CVGT Australia Kate Clark Skillinvest

Steve Barr AGA Apprenticeships Plus
Kevin Breen AGA Apprenticeships Plus
Elizabeth Board AGA Apprenticeships Plus
Alan Brown AGA Apprenticeships Plus

Paula Henry ATEP

Peter Treseder Austalian Super

Industry Service - 20 Years

Tam Lumsden Westvic Staffing Solutions

Susie Stafford Murray Mallee Training Company Ltd

John Clarke NECA Education & Careers
Stephen Lewis AGA Apprenticeships Plus
Lidia Mooney AGA Apprenticeships Plus

John Lynch CVGT Australia Robert Trew CVGT Australia

Industry Service - 25 Years

Kelly McCusker NECA Education & Careers
Philip Seeber NECA Education & Careers
Paul Scofield AGA Apprenticeships Plus
Anthony Zaghet AGA Apprenticeships Plus

Industry Service - 30 Years

Ian Grenfell CVGT Australia

AFN Lifetime Achievement Award

Hon. Steve Herbert

AEN acknowledged former Minister for Vocational Training and Skills the Hon. Steve Herbert with an AEN Lifetime Achievement award for his 30+ years of service to the education sector.

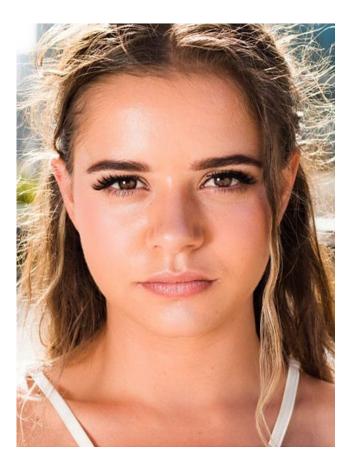


Industry Awards

ATOA Best Victorian Trainee 2017

Proudly sponsored by VicSuper

Merinda Dryden – NECA Education & Careers



Merinda commenced her traineeship with NECA after completing her year 12 studies, AND commenced working at the Department of Justice and Regulation in the HR department. In a short period of time, she excelled in her role, developing excellent communication skills, & quickly adapting to a changing environment.

This was her opportunity to succeed in her chosen field but to also represent her community. As a young aboriginal woman, Merinda wanted to work in an area that she would bring knowledge of her culture. In 2016 Merinda was crowned Ms NAIDOC, appeared on the ABC show Lateline to discuss Aboriginal children in Foster Care and took part in a Reconciliation program discussing respectful integration of the Aboriginal Culture in the community.

Upon completing her traineeship she was offered a role with the Victorian Aboriginal Childcare Agency.

ATOA Best Victorian Apprentice 2017

Proudly sponsored by AustralianSuper

Matt Shipard – Ai Group Apprentices & Trainees



In 2014 Matt commenced his apprenticeship with Ai Group as a Maintenance Fitter securing a position with Nestle Uncle Toby's in Wagaunah. He is now in the process of completing his second qualification in Engineering Fabrication. Matt has developed excellent leadership skills and is a mentor to new apprentices. He is highly regarded, and displays excellent work ethics, which makes him an outstanding member of his team.

In August 2016 Matt was awarded Ai Group Apprentice of the month and in 2017 he was awarded Apprentice of the Year at the Wodonga Youth Award.

Outside of Work Matt participated in the Cancer Council Relay for Life, went on a mission trip to Papua New Guinea, and is a volunteer fire fighter for the Goombargana Rural Bush Fire Brigade.

Industry Awards

GTO Service Excellence Award 2017

Proudly sponsored by Marsh Insurance

ATEP - 'On the Road to Work' - Multi Industry, School Based & Pre-Apprenticeship Program

This program focused on Certificate II qualifications that had a clear pathway to apprenticeship or traineeship in areas such as building & construction, land & food, horticulture and business services.

The ATEP team developed innovative ideas to engage participants with long term unemployment and to develop the skills and work experience in securing apprenticeships.

ATEP has developed close associations with TAFEs such as Chisholm and Box Hill as well as working closely with LLEN's, schools and Industry Associations such as Nursery & Garden Industry Victoria, VCCI & The Air Conditioning & Mechanical Contractors Association.

Skillinvest - Lift-off Program

This program is a re-engagement program for students in year 7, 8 & 9, designed to transition students back into education through a flexible safe and non-threatening environment. Lift Off is supported by a partner group founded by Cranbourne East Secondary School.

Designed for students that have disengaged from school due to high levels of anxiety/depression, family & other mental health related issues, this program provides students with meaningful pathway by developing their vocational skills, academic abilities as well as assist in the referral to appropriate agencies.

The first 6 months of delivery has seen the transition of two students back to main stream schools, an increase in student retention from 38% to 68% and students volunteering in the program.

The Lift-Off Program is an innovative program providing an educational alternative for young people faced with significant challenges in their life.

OHS Award 2017

Proudly sponsored by EML

Paris Panteli – Ai Group Apprentices & Trainees

In his role as an electrical apprentice with Bitzer Australia, Paris is extremely proactive and has an extremely high regard for maintaining a high level of safety within the factory as well as the ongoing wellbeing of his colleagues in the workplace. Paris always ensures that any electrical safety issues are resolved straight away and his attention to detail and efficiency is second to none, resolving any electrical safety issues as soon as they are identified.

Paris is regarded as a role model amongst his peers, demonstrates a high level of professionalism and is always willing to learn new task and improve. As an electrical apprentice, he understands the importance of safety, to himself and his work colleagues. He follows safety protocols, attends safety management and tool box meetings and ensures safety in the workplace is always maintained. Paris regularly monitors the equipment to ensure it is safe, and continues to learn and improve within the workplace.

Industry Awards

Australian Technical Officers Association Best Victorian Apprentices 2017			
Matt Shipard	Ai Group Apprentices & Trainees	Winner	
Peter Hodson	BGT	Finalist	
Michael Prout	CVGT Australia	Finalist	
Australian Technical Officers Association Best Victorian Trainee 2017			
Merinda Dryden	NECA Education & Careers	Winner	
Craig McCauley	CVGT Australia	Finalist	
Ryan Smith	Westvic Staffing Solutions	Finalist	
Outstanding OHS Award 2017			
Isaac Chui	Westvic Staffing Solutions	Winner	
Isaac Chui OHS STAR Award 20	Solutions	Winner	
isaas sirai	Solutions	Winner Winner	
OHS STAR Award 20 Paris Panteli	Solutions 17 Ai Group Apprentices	Winner	
OHS STAR Award 20 Paris Panteli	Solutions 17 Ai Group Apprentices & Trainees	Winner	

ADVANTAGE NCE

ALL AND N SINESSES ADVANT



Industry Events

NECA Education & Careers 25 Year Anniversary – November 2017



NECA Education and Careers celebrated their 25 year anniversary in November 2017. Past and present staff were in attendance at the ceremony and a number of staff were presented service awards on the evening by AEN.

Ann Marr	10 years
Brendan Clarke	10 years
Neil Helsdon	10 years
Phil Honeywood	10 years
John Taufer	15 years
John Clarke	20 years
Kelly McCusker	25 years
Philip Seeber	25 years

NECA estimate that they have supported over 3,500 electrical apprentices since 1992 and thousands more through their RTO training.

Congratulations to everyone at NECA for on achieving this milestone.

MEGT 35 Year Anniversary – April 2018

MEGT reached an outstanding milestone this year, celebrating 35 years in operation.

Established in 1982 with a goal to increase employment and skills in the Outer Eastern region of Melbourne, MEGT opened with just three staff members and 12 Group Training apprentices.

The company has now grown to over 600 employees, located in 58 offices nationwide. To date, the longstanding GTO has placed approximately 15,000 apprentices and trainees with around 10,000 Host Employers across the country.



In celebration of their 35th anniversary and the many milestones they've achieved along the way, MEGT has released a short video highlighting their journey from 1982 to today which is available on their website.

From all of us here at AEN, congratulations MEGT!

ATEP - MIP launch with BoxHill Institute, AMCA - September 2017

ATEP celebrated a number of youth that are participating in our Multi Industry Project with partners Box Hill institute and AMCA (Air Conditioning, Mechanical Contractors Association).

Victorian Skills Commissioner Neil Coulson presented the certificates to participants and reinforced the importance of providing VET students with the real employment opportunities. This program also highlighted a number of positive aspects as TAFE, industry and employers were all involved with the program.

Congratulations to ATEP, Box Hill institute and AMCA.



Member Services

The Association provides a wide range of services to the GTO and wider VET network. Services provided in 2017-18 included:

- Wide variety communication platforms
- Network meetings and Conferences
- Policies and Best Practice guidelines
- Training and professional development
- Members services
 - o Tender search
 - o Car insurance
 - Consultancy (including; Industrial relations, insurance, superannuation, and WHS)
 - o Online training resources and hosting

Member Network meetings

Network meetings are held throughout the year with invited guest speakers from industry and government. The aim to ensure members are kept up to date with changes in regulations and to develop best practice standards.

- Group Training Managers / CEO
- Field Officers
- RTO & eLearning Managers
- OH&S / WHS
- Financial Controllers / HR / Industrial Relations
- GTO Standards and Quality Assurance

Professional Development Workshops

- Workplace bullying
- RTO compliance
- Dealing with Mental Health & Substance abuse
- Worksafe Victoria Updates
- Industrial Relations Updates payroll and award interpretation

SafetyFirst – WHS services

Understanding WHS and providing a safe workplace is everybody's responsibility. SafetyFirst now in its 6th year provides members with access to a range of business services including;



- Quarterly network meetings
- 300+ online WHS policy and procedure templates
- Online WHS training programs
- Workplace OHS/WHS auditing
- Industry Benchmarking of WHS incidents
- Monthly e-Newsletter

Association Websites

aen.org.au

Keep an eye on our website as we develop more member only features and improving the Find an Apprenticeship Employer system. Also your first stop for all of our news and events. Log in to the member's section to access 100's of policies and best practice standards, GTO self-assessment and benchmarking data.

needanapprentice.com.au

This job board site gives you the opportunity to connect with out-of-trade apprentices, trainees and potential new candidates. Post your Jobs, and search through submitted resumes (all postings stay valid for 60 days).

gttraining.com.au

Find out about the world of e-Learning the easy way, with information about the AEN learning platform and how you can get your own learning management system.

safetyfirst.org.au

Think SafetyFirst for all things OHS/WHS related. This site provides updates on legislation, policy & procedure templates, industry benchmarking, induction training and much more.

Members



AFL SportsReady
GPO Box 4337





Australian Industry Group Training Services

PO Box 7622 Melbourne VIC 8004



ATEL Employment Services

2 Michael Drive Wodonga VIC 3690



BGT Employment

PO Box 308 Ballarat VIC 3353



CVGT Australia

PO Box 473 Bendigo VIC 3550



Kestrel Recruitment

9 Stanley Street Wodonga VIC 3690



MIGAS

PO Box 334 Batman VIC 3058



NECA Education and Careers

PO Box 187 Carlton VIC 3053



Skillinvest

PO Box 93 Horsham VIC 3402



Victorian Group Training Company

111-113 Bromfield Street Colac VIC 3250



WPC Group

30-32 Courtney St, North Melbourne VIC 3051



Apprenticeships Group Australia

Level 1 192-198 High Street Northcote VIC 3070



The Apprenticeship Factory

PO Box 6092 Shepparton VIC 3632



Apprentice Trainee Employment Partners (ATEP)

Suite 2 / 12 Jamieson St Cheltenham VIC 3192



Brotherhood of St Laurence

288 Brunswick St Fitzroy VIC 3065



G-Force Recruitment

PO Box 1987 Geelong VIC 3220



MEGT Australia

29 Ringwood Street Ringwood VIC 3134



Murray Mallee Training Company

PO Box 254 Swan Hill VIC 3585



Programmed

Level 15, 380 St Kilda Road Melbourne VIC 3004



Sunraysia Murray Group Training

146a Eighth Street Mildura VIC 3500



Westvic Staffing Solutions

PO Box 933

Warrnambool VIC 3280

Affiliate Members



Holmesglen Institute PO Box 42 Holmesglen Victoria 3148



Kangan Institute Private Bag 299 Somerton, Victoria 3062



RMIT University Swanston & LaTrobe Streets Melbourne VIC 3000



UTrain 30 King Drive Lancefield VIC 3435

Corporate Partners

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











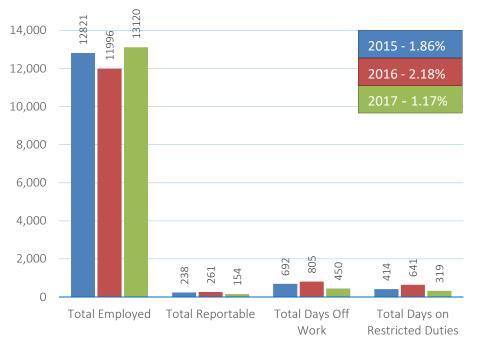




WHS Benchmarking

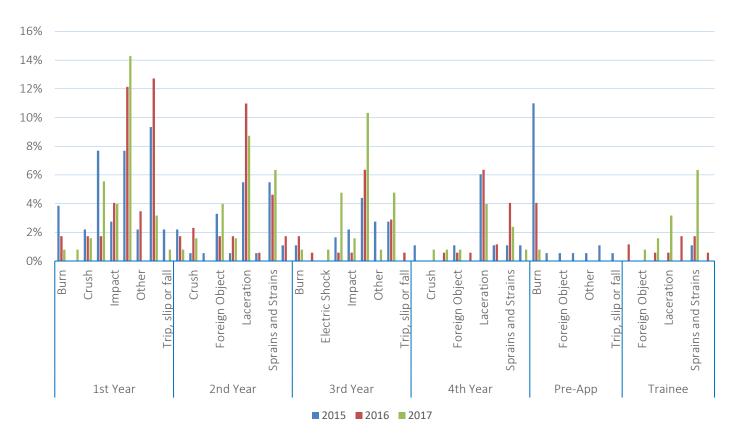
The below tables indicate the total number of survey data collated on a quarterly basis over this period. Over the past five years the Association has undertaken a WHS benchmarking project with members. It is pleasing to see that the overall WHS performance of the network has improved over time, with an incident rate of 1.17 % in the 2017 calendar year.







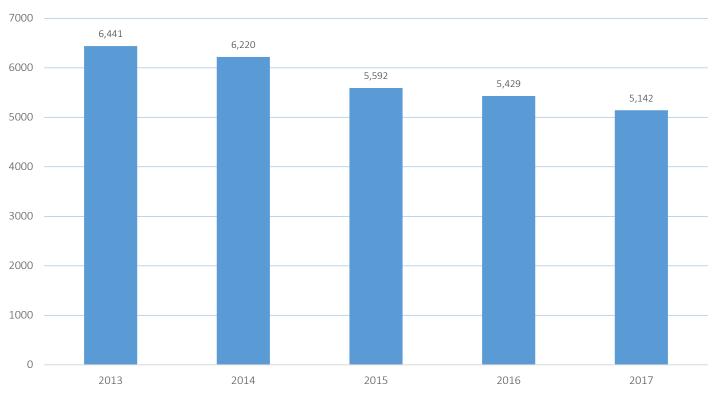
Sprains & Strains



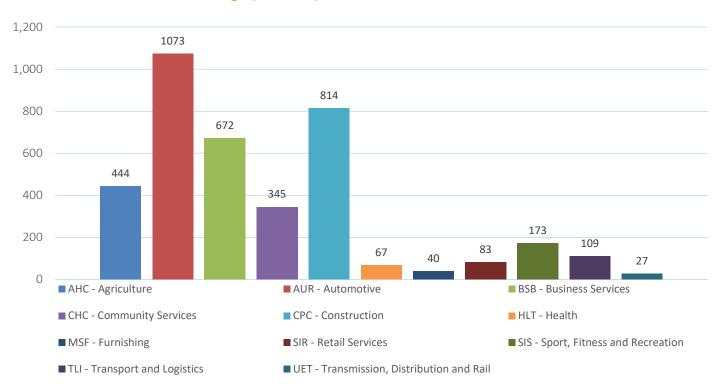
AEN would like to thank the members that have taken the time to submit their WHS data on a quarterly basis. This project will continue in 2018-19.

Industry Performance Statistics 2017-18

5-year Victorian GTO In-training



2017-18 Victorian GTO In-training by Industry



2017-18 Financial Report

Statement of Comprehensive Income

FOR THE YEAR ENDED 30 June 2018

	Note	2018 \$	2017 \$
Revenue	2	2,589,545	2,276,923
Cost of member sales	3	(107,728)	(66,261)
Employee expenses		(565,136)	(687,584)
Project expenses		(1,543,540)	(1,188,868)
Other expenses		(156,967)	(152,184)
Occupancy expenses		(74,792)	(75,326)
Depreciation expenses	9	(26,013)	(26,013)
Audit fees		(10,255)	(10,100)
Motor vehicle costs		(21,122)	(16,170)
Profit for the year		83,992	54,417
Other comprehensive income			
Other		-	-
Total comprehensive income for the year attributable to members of the entity		83,992	54,417

The accompanying notes form part of these financial statements.

2017-18 Financial Report

Statement of Financial Position

AS AT 30 June 2018

	Note	2018 \$	2017 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	1,610,797	7,338,560
Trade and other receivables	6	60,863	46,053
Other current assets	7	26,588	19,767
Other financial assets	8	4,026,312	-
TOTAL CURRENT ASSETS		5,724,560	7,404,380
NON-CURRENT ASSETS			
Property, plant and equipment	9	38,484	64,497
TOTAL NON-CURRENT ASSETS		38,484	64,497
TOTAL ASSETS		5,763,044	7,468,878
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	91,326	105,284
Provision for employee entitlements	11(a)	43,566	45,312
Other current liabilities	12	5,040,625	6,820,026
TOTAL CURRENT LIABILITIES		5,175,517	6,970,622
NON CURRENT LIABILITIES			
Provision for employee entitlements	11(b)	27,817	22,540
TOTAL NON CURRENT LIABILITIES	. ,	27,817	22,540
TOTAL LIABILITIES		5,203,334	6,993,161
		3,233,63	3,333,131
NET ASSETS		559,710	475,718
EQUITY			
Retained earnings	14	559,710	475,718
TOTAL EQUITY		559,710	475,718

The accompanying notes form part of these financial statements.

2017-18 Financial Report

Statement of Changes in Equity

FOR THE YEAR ENDED 30 June 2018

	Total
Balance at 1 July 2016	421,301
Profit attributable to members	54,417
Balance at 30 June 2017	475,718
Balance at 1 July 2017	475,718
Profit attributable to members	83,992
Balance at 30 June 2018	559,710

Statement of Cash Flows

FOR THE YEAR ENDED 30 June 2018

	Note	2018 \$	2017 \$
CASH FLOWS FROM OPERATING ACTIVITIES	·		
Receipts from members		389,712	404,958
Operating grants receipts		110,000	110,000
Receipts from project funding		162,452	4,483,596
Payments to suppliers and employees		(2,500,812)	(3,069,135)
Interest received		137,197	151,472
Net cash provided by operating activities	18	(1,701,451)	2,080,890
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for short-term bank deposits		(4,026,312)	-
Proceeds from sale of plant and equipment		-	-
Purchase of plant and equipment		(4,026,312)	
Net cash used in investing activities		-	-
Net increase/(decrease) in cash held		(5,727,763)	2,080,890
Cash and cash equivalents at beginning of financial year		7,338,560	5,257,670
Cash and cash equivalents at end of financial year	18	1,610,797	7,338,560

The accompanying notes form part of these financial statements.

FOR THE YEAR ENDED 30 June 2018

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 17 October 2018 by the members of the association.

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

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

Accounting Policies

a. Income Tax

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

b. Plant and Equipment

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

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

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

Depreciation

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

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

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

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

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

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

c. Leases

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

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

d. Financial Instruments

Initial recognition and measurement

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

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

Classification and Subsequent Measurement

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

Amortised cost is calculated as:

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

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

Fair value

Fair Value Measurement

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

The incorporated association has applied AASB 13 and its consequential amendments from 1 July 2013. The standard provides a single robust measurement framework, with clear measurement objectives, for measuring fair value using the 'exit price' and provides guidance on measuring fair value when a market becomes less active. The 'highest and best use' approach is used to measure non-financial assets whereas liabilities are based on transfer value. The standard requires increased disclosures where fair value is used. There were no fair values used at 30 June 2018.

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

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

Impairment

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

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

Derecognition

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

e. Impairment of Assets

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

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

f. Employee Benefits

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

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

g. Cash and Cash Equivalents

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

h. Revenue and Other Income

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

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

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

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

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

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

i. Goods and Services Tax (GST)

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

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

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

j. Trade and Other Payables

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

k. Provisions

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

I. Key Judgments

Provision for impairment of receivables

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

m. Comparative Figures

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

Note 2: Revenue and Other Income

		2018	2017
		\$	\$
Rev	enue		
Sale	es revenue:		
_	Project income	1,873,352	1,646,704
_	Member sales	268,072	141,554
_	Member fees	215,809	211,844
_	Operating grants	100,000	100,000
_	Interest received	132,312	176,821
_	Profit on sale of assets	-	
Tot	al revenue	2,589,545	2,276,923

Note 3: Expenses

		2018 \$	2017 \$
_	Insurance costs	11,848	-
_	Meetings/conferences costs	95,880	66,261
Tota	al member expenses	107,728	66,261

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:

	2018 \$	2017 \$
Key management personnel compensation	206,199	200,598

Other KMP transactions

There were no other transactions with Key Management Personnel.

Note 5: Cash and Cash Equivalents

	2018 \$	2017 \$
Cash at bank and in hand	610,797	597,320
Short-term bank deposits	1,000,000	6,741,240
Total cash and cash equivalents	1,610,797	7,338,560

The effective interest rate on short-term bank deposits was 2.22% (2017: 2.38%); these deposits have an average maturity of 107 days (2017: 79 days).

Note 6: Trade and Other Receivables

	2018 \$	2017 \$
CURRENT		
Trade debtors	20,840	1,683
Interest receivable	20,463	25,349
Amounts owing from the ATO	19,560	19,021
Total current trade and other receivables	60,863	46,053

Note 7: Other Current Assets

	2018 \$	2017 \$
CURRENT		
Prepayments	26,588	19,767
Total current other assets	26,588	19,767

Note 8: Other Financial Assets

	2018 \$	2017 \$
CURRENT		
Short-term bank deposits	4,026,312	
Total other financial assets	4,026,312	-

Note 9: Property, Plant and Equipment

	2018 \$	2017 \$
Motor vehicles:		
At cost	104,054	104,054
Less accumulated depreciation	(65,570)	(39,557)
Total motor vehicles	38,484	64,497
Total property, plant and equipment	38,484	64,497

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:

2017/18	Office Equipment \$	Motor Vehicles \$	Total
Balance at 1 July 2017	-	64,497	64,497
Additions	-	-	-
Disposals	-	-	-
Depreciation expense	-	(26,013)	(26,013)
Carrying amount at 30 June 2018	-	38,484	38,484

2016/17	Office Equipment \$	Motor Vehicles \$	Total
Balance at 1 July 2016	-	90,511	90,511
Additions	-	-	-
Disposals	-	-	-
Depreciation expense	-	(26,014)	(26,014)
Carrying amount at 30 June 2017	-	64,497	64,497

Note 10: Trade and Other Payables

	2018 \$	2017 \$
Trade creditors and accruals	82,865	97,479
Superannuation payable	8,461	7,805
Total trade and other payables	91,326	105,284

Note 11: Provision for Employee Entitlements

	2018 \$	2017 \$
CURRENT		
Provision for employee entitlements (annual leave)	43,566	45,312
(a) Total current provision for employee entitlements	43,566	45,312
NON CURRENT		
Provision for employee entitlements (long service leave)	27,817	22,540
(b) Total non-current provision for employee entitlements	27,817	22,540
Number of employees at year end	4	5

Note 12: Other Current Liabilities

	2018 \$	2017 \$
UNEARNED PROJECT INCOME		
Pre-apprenticeship and school based program	3,187,139	4,820,063
South east auto industry transition	1,773,996	1,924,996
Total unearned project income	4,961,135	6,745,059
Advances - member services	79,490	74,967
Total other liabilities	5,040,625	6,820,026

Note 13: Operating Lease Commitments

	2018 \$	2017 \$
Operating lease commitments		
Non-cancellable operating leases contracted for but not capitalised in the financial statements		
Payable – minimum lease payments:		
– not later than 12 months	13,530	13,170
 between 12 months and five years 	-	-
– greater than five years	-	
Total operating lease commitments	13,530	13,170

The property lease commitment is a short-term operating lease expiring 5 January 2022. Rental is payable one month in advance with notice of three months required for cessation.

Note 14: Retained Earnings

	2018 \$	2017 \$
Retained earnings		
Opening balance at the beginning of the financial year	475,718	421,301
Profit for the year attributable to members	83,992	54,416
Closing balance at the end of financial year	559,710	475,718

Note 15: Contingent Liabilities and Contingent Assets

There are no contingent liabilities or contingent assets as at 30/06/2018 (2017: nil).

Note 16: Events after the Reporting Period

There are no events after the reporting period.

Note 17: Related Party Transactions

There were no related party transactions.

Note 18: Cash Information

		2018 \$	2017 \$
(a)	Reconciliation of cash		
	Cash at bank	610,797	597,320
	Cash on deposit	1,000,000	6,741,240
		1,610,797	7,338,560
(b)	Reconciliation of net cash provided by operating		
	activities to profit for year		
	Profit for year	83,992	54,417
	Non cash flows in profit:		
	Non cash inflow/(outflow)	-	(23,692)
	Depreciation	26,013	26,013
	Changes in assets and liabilities		
	(Increase)/decrease in receivables	(14,810)	4,076,444
	(Increase)/decrease in prepayments	(6,820)	(18,267)
	Increase/(decrease) in payables	(13,958)	(724,008)
	Increase/(decrease) in other liabilities	(1,779,401)	(1,329,210)
	Increase/(decrease) in employee entitlements	3,533	19,194
		(1,701,451)	2,080,890

Note 19: 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	2018 \$	2017 \$
Financial assets			
Cash and cash equivalents	5	1,610,797	7,338,560
Trade and receivables	6	60,863	46,053
Other financial assets	8	4,026,312	-
Total financial assets		5,697,972	7,384,613
Financial liabilities			
Financial liabilities at amortised cost:			
 trade and other payables 	10	91,326	105,284
Total financial liabilities		91,326	105,284

Note 20: Association Information

The registered office and place of business of the association is: Group Training Association of Victoria Inc. trading as Apprenticeship Employment Network ABN 79 996 874 017

Level 3, 478 Albert Street East Melbourne Victoria 3002

Directors' Declaration

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

- 1. The financial statements and notes, as set on pages 30 to 44, are in accordance with the Associations Incorporation Reform Act 2012 and:
 - a. Comply with Australian Accounting Standards Reduced Disclosure Requirements; and
 - a. Give a true and fair view of the financial position of Group Training Association of Victoria Inc as at 30 June 2018 and of its performance for the year ended on that date.
- 2. In the directors' opinion there are reasonable grounds to believe that Group Training Association of Victoria Inc. will be able to pay its debts as and when they become due and payable.

Chairperson Dean Luciani

Audit Committee Chair

Mark Knox

Director

Dated this 17^h day of October 2018

Independent Auditors' Report



Audit and Assurance Services

42A Main Street Pakenham VIC 3810 Pakenham VIC 3810 PO Box 183 Pakenham VIC 3810 Australia Tel 03 5940 2033 Fax 03 5940 2042

Independent Auditor's Report to the Members of Group Training Association of Victoria Inc.

We have audited the financial report of Group Training Association of Victoria Inc. (the Association), which comprises the statement of financial position as at 30 June 2018, 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 statement by the members of the committee.

In our opinion, the accompanying financial report of the Association has been prepared in accordance with the Associations Incorporation Reform Act 2012, including:

- giving a true and fair view of the Association's financial position as at 30 June 2018 and of its financial performance and cash flows for the year then ended; and
- complying with Australian Accounting Standards Reduced Disclosure Requirements and 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 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for

The members of the committee are responsible for the other information. The other information comprises the information included in the Association's annual report for the year ended 30 June 2018, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard

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Responsibilities of the Committee for the Financial Report

The committee of the Association is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards — Reduced Disclosure Requirements and the Associations Incorporation Reform Act 2012 and for such internal control as the committee determines 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 is 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 either intends to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

The committee is responsible for overseeing the Association's financial reporting process.

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 this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors responsibilities/ar4.pdf
This description forms part of our auditor's report.

CROWE HORWATH VIC

Crown Morwane Vic

GORDON ROBERTSON

Partner
Dated at Pakenham this 18th day of October 2018



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