



Contents

CONTENTS	2
AEN STATEMENT OF PURPOSE	3
CHAIR'S REPORT	4
EXECUTIVE DIRECTOR REPORT	5
HISTORY REPORT	6
SWISS STUDY TOUR	7
GAN AUSTRALIA	8
VICTORIAN GTO FUNDING - 2018-2021	9
VICTORIAN LABOUR HIRE AUTHORITY	10
KEY GOVERNMENT ADVOCACY	10
AEN IN THE MEDIA	12
AEN PROJECTS	13
ASSOCIATION BOARD & STAFF	16
AEN STAFF	16
AEN CONTRACTORS	16
MEMBER EVENTS	17
SERVICE AWARDS	18
LIFE MEMBERS	18
AEN LIFETIME ACHIEVEMENT AWARD	19
INDUSTRY AWARDS	21
MEMBER SERVICES	24
MEMBERS	25
AFFILIATE MEMBERS	26
CORPORATE PARTNERS	26
WHS BENCHMARKING	27
INDUSTRY STATISTICS 2017-18	28
2018-19 FINANCIAL REPORT	29
NOTES TO THE FINANCIAL STATEMENTS	32
DIRECTORS' DECLARATION	41
INDEPENDENT AUDITORS' REPORT	42

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

It gives me great pleasure to present this Chair's Report to members and acknowledge the contribution each of you have made to the continued success of the association over the last 12 months. I am certainly very proud to work with our Board members, all of whom have made significant contributions during the year and continue to serve with dedication in the best interests of the Victorian membership and the Group Training industry more broadly.

It is hard to recall a time when the association has enjoyed such sustained levels of financial stability and influence and acknowledge how fortunate we are to have a highly skilled and dedicated Executive Director with a genuine passion for Group Training in our service.

Whilst it is pleasing to see many years of hard work reflected in the associations current position of strength, we must also be mindful of a challenging period ahead. With the Federal Department of Vocational Education, Training and Apprenticeships now sitting within the Department of Employment, Skills, Small and Family Business, clear messaging to this new "Super Department" will be a critical element in maintaining and increasing the relevance of Group Training in the job creation space.

The Joyce review was released to Government over six months ago and promises broad sweeping reform across the entire apprenticeship system in Australia. In addition to VET reform, the Federal Government has openly expressed an appetite to redesign the employment services system using pilot programs to test effectiveness. Whilst change and the ability to adapt is not a new concept to the association or its members, the scale and pace of change in our sector continues to increase.

I believe as an industry we must continue to take a proactive rather than reactive approach and lobby both State and Federal Government from points of difference. The formation of GAN Australia is a significant point of difference to be leveraged by the association and its members moving forward. With the most significant industry changes and reforms being driven at Federal level, I believe that AEN/GAN Australia can and should make an important and ongoing contribution to both VET and job creation in Australia. In doing so, we accept a degree of ownership and responsibility for both its success and failures, strive to continuously improve, and grow and celebrate the group training model along the way.

In closing, I would like to thank Gary Workman and his team for their dedication and outstanding achievements in the past year. Your hard work has created the solid base from which we can continue to develop in the future.



Dean Luciani
AEN Chair



Executive Director Report

It has been an exciting 12 months within the Victorian Group Training network, with the association and network, receiving the strongest levels of support from government during my past nine years as Executive Director. Both state and federal governments lifting apprenticeships, youth employment and new infrastructure construction projects as key priorities for the foreseeable future.

We have seen both a state and federal election over the year and for the first time in many years we may see a more stable and committed government that supports apprenticeships, youth, employers and our network.

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

Announcements over the past 12 months include:

- A review into group training and a commitment to ongoing funding
- Major infrastructure works with minimum of 10% apprenticeship targets
- The Victorian Jobs and Employment Network
- Regional Skills and Growth Fund



The Steven Joyce VET review undertaken from December 2018 to March 2019 also highlighted several specific areas for improvement in the sector over the coming years. The final report recommended a six-point plan for change and a roadmap for achieving it:

- Strengthening quality assurance.
- Speeding up qualification development.
- Simpler funding and skills matching.
- Better careers information.
- Clearer secondary school pathways.
- Greater access for disadvantaged Australians.

As you will see from the financial report, 2018-19 has been a strong result with significant government project funding for the next 12 months. The AEN will continue to work on a range of projects over the next 12 months including:

- Victorian GTO Standards with the VRQA,
- Jobs Victoria Employment Network – government program,
- Ongoing promotion - social media, website and marketing programs, and
- Upgrade of the SafetyFirst WHS induction training content and awareness videos

As a means to stay ahead of future apprenticeship trends and policies, the Association joined the Global Apprenticeship Network (GAN) in March and saw first-hand the best practices from the Swiss and German apprenticeship system through a study tour. This network will provide our members direct access to the world leaders in apprenticeships and will allow the AEN to promote the issues facing youth and employers from a global perspective.

I would 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.

A handwritten signature in blue ink, appearing to read 'Gary Workman'.

Gary Workman
AEN Executive Director

History Report

In December 2018 the Association released a publication entitled “It takes a village... A history of Group Training in Victoria”.

This publication reflects on the history of group training in Victoria, the establishment of the AEN and its member organisations, and celebrates the achievements of members over the past 33 years.

‘It takes a village to raise a child’ is a proverb attributed to African cultures that means, among other things, that it takes an entire community of different people interacting to enable a young person to successfully develop and grow. Along the same lines, the Apprenticeship Employment Network (AEN) believes it takes multiple partners working together to:

- develop aspiring tradespeople or trainees to learn their craft
- be work ready
- mature into responsible team members
- develop into the leaders of tomorrow.

AEN is Victoria’s largest employer group. Since 1985, the AEN’s members have supported more than 180 000 apprentices and trainees to achieve success in their chosen fields. Our members are not-for-profit, group training organisations (GTOs). GTOs are committed to the success of individuals in their chosen field and to working with the wider community to maximise employment outcomes and contribute to our collective economic prosperity.



Swiss Study Tour

During 17-31 March 2019, the AEN went on a study tour of Switzerland and Germany to gain a stronger understanding of their vocational education and apprenticeship training systems.

The delegation investigated:

- Secondary school VET programs (School to work transition)
- Better understanding of apprenticeship policy from the Swiss Government
- Trade specific training centres – especially any new facilities/technology
- Pre-apprenticeship programs
- Employers that have well established apprenticeship programs
- Identification of models applicable to the Australian GTOs

Delegates

Dean Luciani	AEN Chair, GAN Australia Chair and CEO Westvic Staffing Solutions.
Peter Rock	Chair Westvic Staffing Solutions
Phillip Green	CEO Victorian National Electrical Contractors Association Education and Training
Vaughan Adams	CVGT Australia GTO Manager
Gary Workman	AEN Executive Director and GAN Australia Executive Director.
Nik Mavrommatis	AEN Operations Manager and GAN Australia General Manager.

Summary of Key Findings

The Swiss VET and apprenticeship system has many strengths when reflecting on the Australian system. Youth engagement is at a younger age when compared to Australia, where two out of every three students aged 15 enter an apprenticeship and employment pathway (combination of school and workplace training).

In a country with five languages and 26 Cantons the VET system has strong motivation to support all youth into an apprenticeship by an early age to support employer needs. VET is accepted as a legitimate pathway - well accepted by the community - and is seen as just a first step into the world of work with many possibilities and further training available to everyone.

Switzerland's highly developed VET and apprenticeship system has many strengths. In particular:

- The VET system is strongly employer and industry driven.
- Youth unemployment is extremely low with industry accepting a “shared responsibility” to support the community and provide apprenticeship opportunities.
- The partnership between Confederation, Cantons and professional organisations seems to work well with industry / employer needs the key priority.
- School and work-based learning are well integrated; workplace training. Approximately 2 out of 3 youth enter a school-based apprenticeship by the age of 15.
- Switzerland's VET system is well-resourced (with various funding models including industry levy's, industry associations, employers and government funding) and are able to include up-to-date equipment.
- Switzerland's apprenticeship-based VET programmes pay for themselves, in the sense that benefits to most employers outweigh the costs – Employers and government believe the system has a good “return on investment”.
- Tertiary VET is strong; there is a broad spectrum of tertiary VET flexible pathways allowing for mobility and all workers are encouraged towards “life-long-learning”
- Vocational teachers and trainers, examiners and directors are well supported.
- Quality control is ensured and national and industry assessment procedures are in place.
- Career guidance and counselling is provided at a young age (12-15yo) and caters for multiple work experience (“apprenticeship sniffing”) opportunities, where students and parents are proactively seeking apprenticeship opportunities for students to commence at age 15.
- Large businesses work together to develop training resources and engage youth to support all stakeholders.

GAN Australia

The AEN joined as the Australian network partner of Global Apprenticeship Network in November 2018 with an official launch in March 2019.

GAN Global and GAN Australia principles:

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

The Parties shall jointly promote Apprenticeships and other Work Readiness Programs (WRPs), in their respective and combined capabilities in Australia.

Marketing of Apprenticeships and GAN will be implemented via each party's website, social media, various media supports, press articles and press releases. – AEN members will automatically be able to use a GAN logo and promote that they are part of GAN Australia and GAN.

All collaboration should relate to the four focus areas of GAN Global: commit to action, advocate for Apprenticeships, share best practices and facilitate multi-stakeholder dialogue and partnerships.



Victorian GTO Funding - 2018-2021

\$9.3 million, for a three-year extension of funding for GTOs under the Victorian Group Training Program (VGTP), was announced on 18 October 2018 by Minister for Training and Skills Hon. Gayle Tierney. The announcement was made at Ballarat group training's (BGT) head office and was also an opportunity to showcase some of the local programs being delivered.

The GTO funding continues to be a vital component of support provided by the Victorian Government.

As a condition of funding, GTOs have also been asked to report on additional activities including:

- employment outcomes for completing apprentices and trainees
- rotations of apprentices and trainees for skill development purposes
- linkages and activities with schools.
- Additional support provided to apprentices/trainees with special needs

“Group Training Organisations play a crucial role supporting Victorians to develop the skills they need to get long-lasting and rewarding jobs.”

– Minister for Training and Skills, Gayle Tierney



Dean Luciani – AEN, Mandy MacDonald – BGT, Minister for Training and Skills – Gayle Tierney, Gary Workman - AEN

Victorian Labour Hire Authority

The Labour Hire Licensing Authority is responsible for implementing the *Labour Hire Licensing Act 2018*. The Act introduces a licensing scheme for providers of labour hire across all industry sectors.

Mr Steve Dargavel is the Labour Hire Licensing Commissioner and commenced in the role on 1 October 2018.

The scheme was established in response to the *Victorian Inquiry into the Labour Hire Industry and Insecure Work* which uncovered widespread abuse and exploitation of labour hire workers across Victoria.

The key elements of the licensing scheme are as follows:

- labour hire providers must be licensed to operate in Victoria
- those who use labour hire providers must only engage licensed providers
- labour hire providers must report annually on their labour hire activities.

The Labour Hire Licensing Authority is responsible for licensing labour hire providers including GTOs and undertaking education, enforcement and compliance activity. Workers will be protected against exploitation from unlicensed labour hire providers and host employers not engaging licensed providers.

The scheme introduced in April 2019 seeks to achieve a level playing field, such that reputable labour providers do not face unfair competition from unscrupulous operators, and labour hire workers are not subject to exploitation.

From 30th October 2019, hosts must not use unlicensed providers unless a provider is on the Authority's website as having applied for a licence and the application has not been refused.

Key Government Advocacy

2018-19 has been a busy year with plenty of State and Federal government reviews into aspects of the youth employment and vocational education and training systems. Below is a summary of committees, and policy papers that the association responded to over the year. The association would also like to take this opportunity to thank members for their input and support in providing specific information that assists our advocacy:

- Hon. Steven Joyce. VET Review Strengthening Skills: Expert Review of Australia's Vocational Education and Training System
- Victorian school-based apprenticeship committee
- Victorian Skills Commission – industry advisory committee
- Strategic review into the Victorian Group Training network
- Inquiry into sustainable employment for disadvantaged jobseekers
- Victorian Labour Hire Act and implementation

Key Industry Events

National Training Awards – Sydney, NSW

The National Training awards were held in Sydney, New South Wales on Thursday 15 November 2018. Victoria was represented with winners in the following categories.

- Siemens Victoria - Australian Apprenticeships Employer Award
- PACCAR Australia Victoria - Large Employer of the Year
- Box Hill Institute Victoria - International Training Provider of the Year
- Wodonga Institute of Tafe Victoria - Large Training Provider of the Year



Victorian State Training Awards - September 2018

AEN were proud sponsors of the Apprentice of the Year awards at the annual Victorian Training Awards where apprentice, Alyssa Heard, took out Victorian Apprentice of the Year.



Victorian Apprentice of the Year Alyssa Heard

BullyZero Foundation Skydive – January 2019

In January 2019, the AEN and supporting members took the opportunity to throw Gary Workman out of a plane. He made the landing a grinner and raised over \$3,000 for the BullyZero Foundation



Over the past 12 months the Association has played an active role on radio, social media, conferences and print media raising the awareness of apprenticeships, youth issues and the benefits of using our member network.

The skills to pay the bills

The Swiss have long had a world-leading approach to apprenticeships and youth employment. Australia should follow their lead

For too long, Australia has had an obsession with students going to university. More than 65 per cent of our youth go straight into university from secondary school without understanding the employment and career pathway options that are available.

This isn't the best outcome for many kids. It's many businesses' nightmare for apprenticeship shortages.

In Tuesday's general election, the federal government lost its majority. Encouragingly, it has been informed that a review of the apprenticeship system is being conducted.

The report estimates that the loss of a skills base would cost the economy \$100 billion a year. This is important for our current economic situation, which is leaning towards a recession.

The Swiss have a system where the federal government and the industry share the costs of training. This means that the government doesn't have to pay for the training of apprentices.

In Australia, the government is responsible for the training of apprentices. This means that the government is paying for the training of apprentices, which is a significant cost.

Another reason for the apprenticeship system is that it provides a pathway for young people to enter the workforce. This is important for the economy, as it ensures that there is a steady supply of skilled workers.

At the end of the day, the apprenticeship system is a win-win for everyone involved. It provides a pathway for young people to enter the workforce, and it ensures that there is a steady supply of skilled workers for businesses.



DAILY TELEGRAPH.COM.AU THURSDAY JUNE 13 2019

Degrees not prestige?

With the HSC looming ever larger on the horizon, it's time for parents and students to open their eyes to the possibility that university might not be the path to success

The dilemma of whether their child should pursue a university degree is front of mind for many Sydney parents with HSC mock exams turning up a notch.

But it's not just about the exorbitant cost involved. I'm convinced that uni education should now come with a warning — don't expect your time here to prepare you for life. Or a job.

There's no doubt our halls of higher learning have suffered some serious reputational damage, most of it self-inflicted.

Only last week this newspaper revealed that some Sydney Uni students are campaigning to tear down a statue of William Wentworth — a pioneer of this great city who came from convict stock — because he was a "known racist".

On Sky News, Sydney University student Will Jeffries explained how "equity officers" were cradling debate in the classroom to the point where students had to state their pronouns (I'm she or her for the record) before stating their arguments.

When I think of my 15-year-old son's education going forward, I often recall his first day of school.

Dressed in scratchy polo-cotton uniform and top-heavy with a backpack, he stood before me so excited that my heart swelled as I saw his educational future stretching out



than us with them — the issue of employability and relevance with a BA or some such after their name. Or as my son asks: how do you know that the debt acquired and time spent at university will outlive a job?

cent of trade graduates being hired full-time, he says.

However, in Europe things are a little different.

Take the example of Switzerland, where from Year 9 they do a school-based apprenticeship plus traditional subjects so they leave school with practical and academic skills plus a trade qualification. A gift to employers, illustrated by youth unemployment rate of 2 per cent — compared to ours, which can be as high as 25 per cent in some areas.

Going to uni does not future-proof your kids, no matter their aspirations or yours.

Part of the problem is career advisers who have been to uni themselves, and for whom higher education is the path they are comfortable talking about.

Workman says: "The automotive industry is overlooked by career advisers because we don't manufacture cars here anymore, even though there's plenty of future-proofed jobs like autonomous cars, 3D printing and so on."

"Parents need to be realistic — focus on what practical skills your kids can learn rather than prestige degrees."

"Kids are being pushed to university, thinking that is the panacea for life after school, and aged 23 or 24 wondering why they can't get a job."

I have a colleague whose son is planning a uni course in materials science and engineering but at age 17 is savvy enough to recognise the value of getting a trade qualification — in this case welding.

His father says that coming from a family of middle-class professional class holders, the idea was initially

ed his (have a skill, doing

erred university didn't mean: me as your brag (loved doing a job? newer

professional degree holders, the idea was initially shocking, until his son explained his logic.

"He said he would have money to go to university, and a skill, and understand what he was doing when he went to uni."

The question for parents is this: would you rather your child got a degree that you can brag about but potentially be unemployed; or be out learning and using a skill that will be in demand throughout their working lives?

Our children deserve that answer — and in their interest, not ours.

LOUISE ROBERTS IS A HERALD SUN COLUMNIST @whatloutinks

Secure job instead of uni seems to be a good trade

THE dilemma of whether a child should go to university is occupying many parents with year 12 mock exams looming and career anxiety turning up a notch.

But I'm convinced that uni education should come with a warning: don't expect it to prepare you for life. Or a job.

Some of our universities have suffered reputational damage.

Last week, some Sydney University students campaigned to tear down a statue of William Wentworth — a pioneer who came from convict stock — because he was a "known racist". Then on Sky News, Sydney University student Will Jeffries explained how "equity officers" were crucifying debate in



LOUISE ROBERTS

the classroom to the point where students had to state their pronouns (I'm she or her for the record) before stating their arguments.

Perhaps that's why many parents are having conversations about the future with our teenagers, particularly our sons. They are raising with us —

rather than us with them — the issue of employability and relevance with a BA or something similar after their name. As my son asks: how do you know that the debt acquired and time spent at university will get you a job?

The federal government surveyed more than 120,000 university graduates last year. Pharmacy (97.2 per cent) and medicine (94.9 per cent) degrees had the best job prospects. But they are the exception.

Creative arts graduates were at the bottom with only 52.2 per cent in full-time employment in the short term. Sobering, isn't it?

Yet Gary Workman, executive director of Apprentice Employment Network which

employs more than 30,000 apprentices and trainees, says there is still a stigma attached to trade.

He says students in years 9 and 10 who are "pushed" towards plumbing, carpentry and the like are made to feel they are not smart enough, despite 95 per cent of trade graduates being hired full time. In Europe, and especially Switzerland, from year 9, many students do a school-based apprenticeship as well as traditional subjects so they leave with practical and academic skills.

Going to uni does not future-proof your children, and part of the problem is career advisers who have been to uni themselves and for whom higher education is the path they are comfortable talking

about. Workman says: "The automotive industry is overlooked by career advisers because we don't manufacture cars here anymore even though there are plenty of future-proofed jobs like autonomous cars, 3D printing and so on."

"Parents need to be realistic — focus on what practical skills your kids can learn rather than prestige degrees."

I have a colleague whose son is planning a uni course in materials science and engineering but at 17, is savvy enough to recognise the value of getting a trade qualification — in this case, welding.

His father says that coming from a family of middle-class

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AEN Projects

AEN worked on several projects throughout 2018-19 with the support of members.

Multi-Industry School-based and Pre-Apprenticeship Support (MIPS) pilot project 2016-19

Partner: Commonwealth Department of Education and Training

This project has supported over 2200 young people since 2016 by trialling 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 several 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 can build stronger relationships,
- Employers can 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 Key Results 2016-19



2202
Participants



1043
Attending School



22%
78%



41%
Apprenticeship
Outcomes



1159
Unemployed Youth

7%

Had a disability

4%

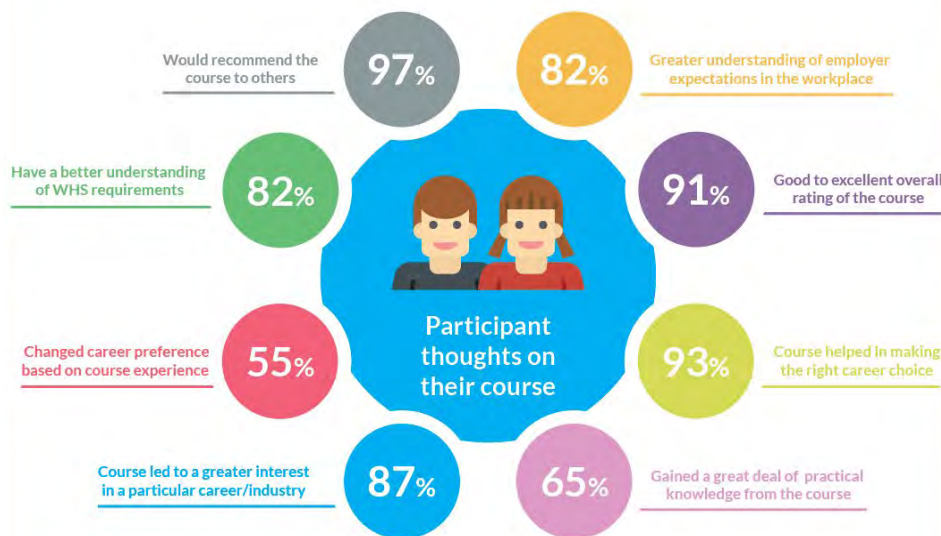
Non-english
speaking
background

8%

Aboriginal /
Torres Strait
Islander

36%

Long-term
unemployed



55%



of participants had a **change in career interest** by the end of the program

82%



of participants enjoyed the **practical workshops and work placement** most



42%



of those **attending school** said they will definitely pursue an apprenticeship or traineeship

72%



of the **unemployed youth** said they will definitely pursue 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.

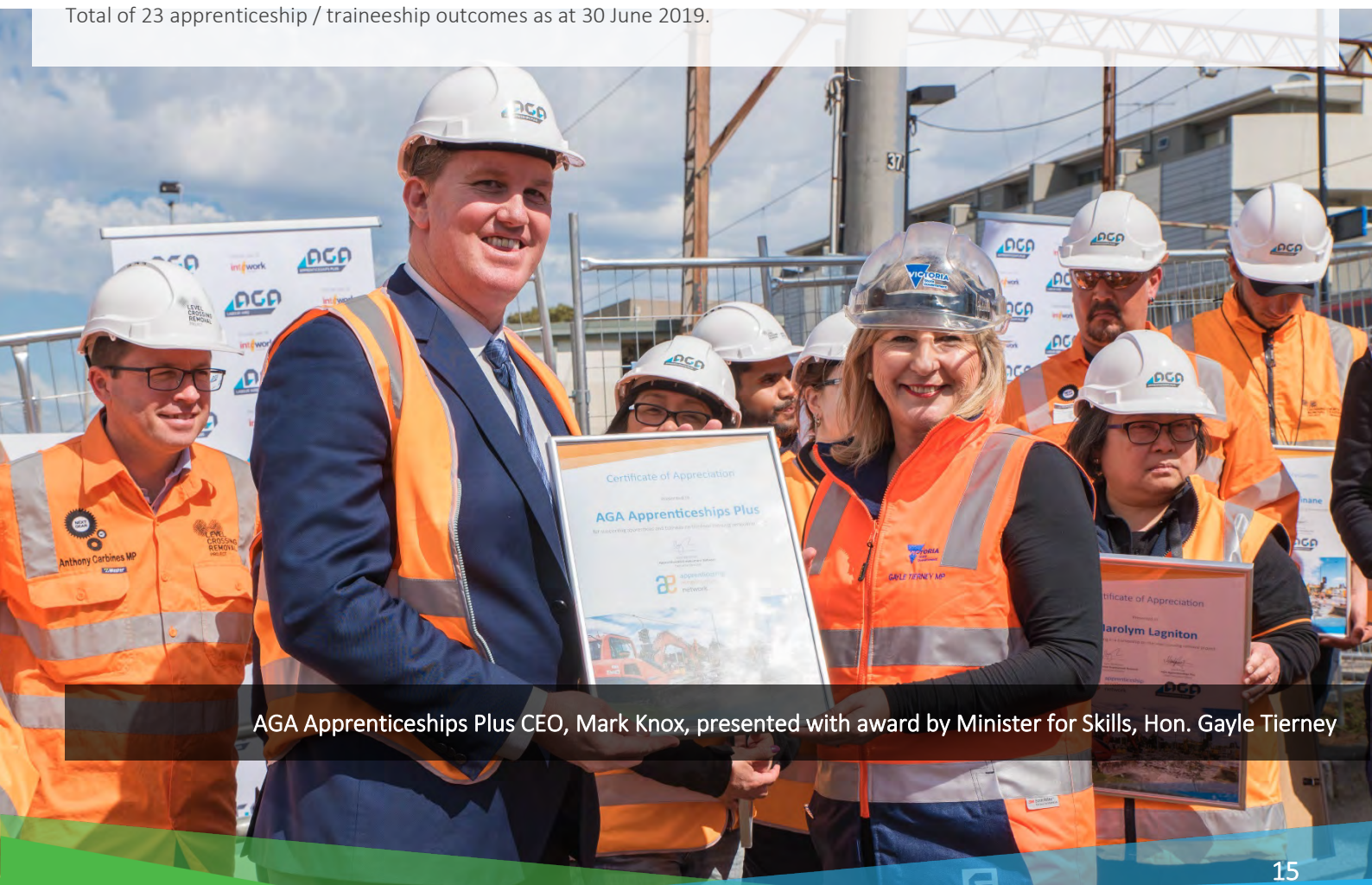
The project includes a collaborative effort between Chisholm Institute, Holmesglen Institute and other TAFEs to up-skill and re-skill retrenched automotive supply chain workers, to engage workers with industry, to support businesses to restructure into new opportunities and to help retrenched workers 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.

Total of 23 apprenticeship / traineeship outcomes as at 30 June 2019.



AGA Apprenticeships Plus CEO, Mark Knox, presented with award by Minister for Skills, Hon. Gayle Tierney

Association Board & Staff

Board of Directors

During 2018-19 the AEN Board met on eleven (11) occasions.

Name	Meetings Attended
Dean Luciani - <i>Chair Westvic Staffing Solutions</i>	10
Mark Knox – <i>Deputy Chair AGA – Intowork</i>	9
Gary Workman - <i>Executive Director & Secretary Apprenticeship Employment Network</i>	11
Robert Birch - <i>Director G-Force Recruitment</i>	9
Paula Ryan - <i>Director The Apprenticeship Factory</i>	10
Darren Webster - <i>Director Skillinvest</i>	10
Robyn Goodwill - <i>Independent Director</i>	9
Franklin O'Carroll - <i>Independent Director</i>	11

Audit Committee

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

The Audit Committee met a total of eleven (11) 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 2018-19 audit and financial reporting. Refer to page 42.

Nominations Committee

Name	Position
Franklin O'Carroll	Chair
Gary Workman	Director
Mark Dunphy	Invited Independent Committee Member (as required)
Paula Ryan	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 <i>Completed Oct 2018</i>	Administration & Events
Abbey Exell <i>Maternity Leave Apr 2019</i>	Administration & Events
Karen Bond <i>Completed May 2019</i>	Project Manager - MIP & SEAT
Sue Kent <i>Completed Dec 2018</i>	Project Officer – MIP
Matt Scane <i>Commenced Mar 2019</i>	Business Administration Trainee AFL SportsReady

AEN Contractors

Name	Role
Brad Huffels	Accountant

Member Events

Mid-year Conference - June 2019, Creswick

Our mid-year conference was held in Creswick this year with over 60 delegates and speakers in attendance.

We would like to take this opportunity to thank everyone who attended.

- Victorian Skills Commissioner – Mr Neil Coulson
- Victorian Labour Hire Commissioner – Mr Steve Dargavel
- VRQA
- Department of Education and Training
- VCCI
- RMIT
- Women in Trades Australia
- James Nash – RTO compliance

Field Officers Conference - August 2018, Melbourne

This year's Field Officers Conference was held at the Rendezvous Hotel, Melbourne where delegates heard from:

- DET - Maree Bovell
- Intowork - Dr Paul Scofield
- A&D Education Specialists - Ashley Gurney
- Elevate Men's Potential - Aaron Shultz

End of Year Conference, AGM and Annual Awards Dinner – Williamstown

The Annual General Meeting (AGM) was held on 22 November 2018.

Annual Apprenticeship Luncheon and Launch of GAN Australia – March 2019, Melbourne

On Monday 4, March 2019, the AEN hosted its Annual Apprenticeship Luncheon in Melbourne with over 130 guests from group training, TAFE, Industry, Government and other VET stakeholders.

The panel session covered a wide range of VET challenges including:

- Attracting youth, parents and schools into apprenticeships,
- Improving completion rates for apprentices - currently 50%,
- Matching youth into current job vacancies and providing a career pathway,
- Supporting regional employers and communities to attract and retain their future workforce, and
- Supporting employers and individuals with global technology and an aging workforce.

As part of the luncheon, the AEN officially announced that it was part of the Global Apprenticeship Network - GAN. The AEN also acknowledged the outstanding efforts of John Nathan from MEGT with a Lifetime Achievement Award.



Service Awards

Congratulations to the following people from within the network who achieved service award milestones throughout 2018.

Industry Service - 10 Years

Daniel Jackson	AGA Apprenticeships Plus
Melissa Vella	AGA Apprenticeships Plus
Peta Trembath	AGA Apprenticeships Plus
Lauren Byrnes	AFL SportsReady
Peter Filandia	AFL SportsReady
Akayshia Cummings	ATEL
Geoff Bruning	ATEL
Peter Smillie	ATEL
Ruth Boswell	ATEL
Steve Booth	ATEL
Sue Ogilvie	BGT Jobs & Training
Denis Peacock	Gforce Employment Solutions
Rob Dickins	GTES Complete Apprentice Management
Kathy Faulkner	MMTC Ltd
Leonie Sanders	MMTC Ltd
Peter Taylor	MMTC Ltd
Ray Simpson	MMTC Ltd
Russell Sincock	MMTC Ltd
Marion Gillies	NECA Education and Careers
Martin Bentley	NECA Education and Careers
Darren Mounsey	Westvic Staffing Solutions
Shey Aarts	Westvic Staffing Solutions

Industry Service - 15 Years

Mark Knox	AGA Apprenticeships Plus
Paul Broderick	AFL SportsReady
Rebecca Linehan	ATEL
Mark Little	CVGT
Joanne Cahill	MMTC Ltd
Rob Watkiss	MMTC Ltd

Industry Service - 20 Years

Kerry Daruwalla	AGA Apprenticeships Plus
Sharon Day	BGT Jobs & Training
Rob Birch	Gforce Employment Solutions
Chris Perry	Skillinvest

Industry Service - 25 Years

Paul Green	CVGT
Vaz Juchima	Gforce Employment Solutions
David Windridge	MEGT



Life Members

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



AEN Lifetime Achievement Award



Left - Right: Hon. Alan Brown AM, Frederick Maddern OBE

Hon. Alan Brown AM - IntoWork Australia / AGA Apprenticeships Plus

awarded AEN Lifetime Achievement Award December 2018

Hon. Alan Brown AM started his working career in a carpentry and joinery apprenticeship which he credits as pivotal to his success in business. When he joined IntoWork Australia in 2000, the company operated only in Melbourne and employed a total of 391 apprentices and trainees. Under the leadership of Alan Brown, by mid-2018 IntoWork operates through 11 companies across the country employing over 1,500 apprentices and trainees. Mr Brown has used his own substantial personal connections to raise the priority of the VET sector with senior Departmental officials and Government Ministers at both a federal and state level. His foresight, strategic approach and focus on collaboration has enabled 5 GTO's nationally (including 2 in Victoria) to expand and thrive in what has often been quite challenging circumstances for this sector.

AEN Lifetime Achievement Award

Frederick J Maddern OBE - WPC Group & Skilling Australia Foundation

awarded AEN Lifetime achievement award December 2018

WPC Group Chairman Frederick J Maddern OBE has been recognised for his 40+ years of valuable contribution to the vocational education and training (VET) sector.

Mr Maddern was presented with the Apprenticeship Employment Network (AEN) Lifetime Achievement Award at the AEN Awards Night in Melbourne on November 22.

Mr Maddern says he feels “humbled” and “grateful” to have been recognised.

“It is a great honour to receive an award like this. I am tremendously thrilled with the support I have been given over the years, and I couldn’t have achieved half the things that I’ve done without the teams I’ve had behind me,” Mr Maddern says.

Having enjoyed a wide-ranging career, Mr Maddern has held foundational and significant roles with numerous government and community organisations, including Councillor and Mayor of the City of Footscray, President of the Municipal Association of Victoria and President of the Australian Local Government Association.

Mr Maddern’s involvement with the VET sector goes back to 1974, when he was the CEO of the Western Region Commission (WRC), which was formed to address the high level of youth unemployment in Victoria’s Western Suburbs.

In 1983, Mr Maddern worked with the WRC Board to develop Western Region Group Training (WRGT), the first community based GTO established in Victoria. This GTO officially relaunched in 2007 as WPC Group. As Chairman, Mr Maddern worked with his team to strengthen the traineeship and apprenticeship models, at a time where there was a lack of focus and lack of funding. Fred worked hard to reinvigorate group training, repositioning WPC Group for the 21st century, never losing focus of the apprentices and trainees and the communities he had set out to help. Mr Maddern continues this work, still Chairman of WPC Group today.

Mr Maddern also chairs the Skilling Australia Foundation and is actively involved in supporting its activities. Set up in 2012, the Foundation works in innovative ways to support young Australians facing disadvantage to forge their own career pathways through training and employment.

Fred says he is proud that the work done by the Western Region Group Training Company (now WPC Group) and Skilling Australia Foundation has allowed thousands of young people to pursue meaningful careers.

John Nathan - MEGT

awarded AEN Lifetime Achievement Award in March 2019

During the 1980s, John was employed in the Victorian Public Service in the Department of Labour and Industry. He was part of the team responsible for planning, devising and implementation of Group Apprenticeships in Victoria. John was a member of the TAFE board in the period leading to the establishment of the State Training Board and was involved in the administration of regulated apprenticeships and traineeships including the GTO program.

Having been a member of the MEGT Board since 1997, it is considered that John is unique in Group Training in that he has had extensive experience in policy development and program implementation.



Industry Awards

ATOA Best Victorian Apprentice 2018

Proudly sponsored by Australian Super

Katrina Palmer – Gforce Employment Solutions



Since commencing her apprenticeship in 2014, Katrina has been engaging with the community to promote women in trades. Her involvement with Geelong Women in Trades saw her assisting with planning a Cambodia trip to help Volunteer Building Cambodia to build a house for a poor rural family. Her recognitions include RMIT Best 1st Year Apprentice, RMIT Best 2nd Year Apprentice and the WorldSkills National and Regional level competitor for Electrical installation. Katrina believes being part of Geelong Women in Trades is helping her lead the way for more young women to begin a trade.

OHS STAR Award

Proudly sponsored by EML

Brody Murphy – Gforce Employment Solutions



In a very short time, Brody has changed the attitudes of many of his peers by setting and leading an excellent safety culture. He has taken the initiative to create his own personal safety bag and ensures each morning that his PPE safety bag is ready to go. Brody has accepted the responsibility of Werribee Park's OHS Representative and is constantly checking that all staff and contractors on site are adhering to safety policies and procedures. Brody is not afraid to call out unsafe behaviour if required and ensures Werribee Parks work-centre health and well-being notice board is regularly checked and kept up to date.

ATOA Best Victorian Trainee 2018

Proudly sponsored by VicSuper

Lucy Smeaton – AFL SportsReady



Lucy has brought an undeniable vibe to her host employer, Telstra, which has helped develop a great working atmosphere and culture. Lucy delivered a speech to Indigenous school girls at a large Telstra store describing her vulnerabilities when she first started her traineeship and the growth and development she has experienced since. Being a fulltime foster carer for her cousin's two toddlers has not stopped Lucy being able to complete her traineeship. She was also nominated for AFLSR Trainee of the Year 2018 and was a Top 3 Finalist for Trainee of the Year at the Victorian Training Awards.

Industry Awards

Group Training Service Excellence Award 2017

Proudly sponsored by Marsh Insurance

AGA Apprenticeships Plus - South-east Automotive Transition (SEAT) Program

AGA have utilised the South East Automotive Transition (SEAT) program and the back to work funding to develop and apprenticeship model to eliminate the barriers to employing retrenched automotive workers into apprenticeships and traineeships across the South East region of Melbourne. AGA has worked with many employers such as North East Program Alliance (NEPA), BMW South Yarra, Subaru Australia, Local Government and a range of domestic based host employers to place mature aged apprentices and trainees. AGA has developed specific, specialised means and tools to assist the retrenched workers through the transition phase of their employment as well as implementing training to assist the staff involved, including Cultural Awareness Training and Mentoring Training.

Skillinvest - Jobs Victoria Indigenous Employment Program

Skillinvest has partnered with the Victorian State Government (Jobs Victoria) and Victoria Police and are committed to creating better understanding and communication between the Indigenous Community and Victoria Police by providing opportunities for secondary school students.

The Trainee program is a state-wide initiative in Victoria and opens opportunities for students to study a Certificate III in Business. Skillinvest trainees work with the Aboriginal community Liaison Officers employed by Victoria Police and well as Skillinvest's own community liaison officers.

Due to students being spread across Victoria, Skillinvest have invested in training resources online for the students who mostly opt for a virtual classroom. All Skillinvest employees working with participants in these programs have undertaken Indigenous Culture training through Central Australian Remote Health Development Services Ltd and training is updated annually.

Westvic Staffing Solutions – Glenormiston Agriculture Employment Program

Westvic secured State Government funding to provide support the dairy industry in South West Victoria while it faced economic challenges by employing a minimum of ten dairy trainees and manage their training at Glenormiston Agriculture College. As a result of fires within the South West area Victoria, several of Westvic's host employers' farms have been affected. Westvic provided support and mentoring to their effected trainees. This program has allowed for training to recommence at South West Tafe's Glenormiston campus which was dormant for some time due to lack of student numbers. The return of training to Glenormiston College has been a positive step for the region and the Agriculture community and students now have access to a first-class facility where they can apply their skills and further their training.

Victorian Group Training – Speak Up

As a GTO conducting regular site visits with their employees and host employers, VGT identified a trend with young workers often not being comfortable to communicate various issues with their Host Employers, despite constant encouragement to do so. The "Speak Up" app was designed in collaboration with various professionals and a group of young employees. Approximately 100 man-hours collectively have been invested in this platform for young and vulnerable workers to 'Speak Up' in the workplace. The aim of Speak Up is to encourage workers to communicate with their employer in a safe environment about workplace health and safety, mental health and general well-being either identified or anonymously.

Congratulations to all the finalists and winners of the year's awards.

Industry Awards

Australian Technical Officers Association Best Victorian Apprentices 2018		
Katrina Palmer	Gforce Employment Solutions	Winner
Daniel Aarons	Gforce Employment Solutions	Finalist
Thofan Boontham	SMGT	
Ethan Hardwick	CVGT	
Nathan Ramsbotham	AGA Apprenticeships Plus	
Australian Technical Officers Association Best Victorian Trainee 2018		
Lucy Smeaton	AFL SportsREady	Winner
Abbey Halton	Gforce Employment Solutions	Finalist
Kyle Lancaster	Programmed	
Craig McCauley	CVGT	
Rosalie Summers	Westvic Staffing Solutions	
OHS STAR Award 2018		
Brody Murphy	Gforce Employment Solutions	Winner
Joel Hancock-Bice	BGT Jobs & Training	Finalist
Jayden Mollica	Programmed	
Group Training Service Excellence Award 2018		
AGA Apprenticeships Plus	South-east Automotive Transition (SEAT) Program	Winner
Skillinvest	Jobs Victoria Indigenous Employment Program	
Westvic Staffing Solutions	Glenormiston Agriculture Employment Program	
Victorian Group Training	Speak Up	



Member Services

The Association provides a wide range of services to the GTO and wider VET network. Services provided in 2018-19 included:

- Wide variety communication platforms
- Network meetings and Conferences
- Policies and Best Practice guidelines
- Training and professional development
- Members services
 - Tender search
 - Car insurance
 - Consultancy (including; Industrial relations, insurance, superannuation, and WHS)
 - 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
- Labour Hire
- Diversity and Inclusion

Professional Development Workshops

- Workplace bullying
- RTO compliance
- Dealing with Mental Health & Substance abuse
- Worksafe Victoria Updates
- Industrial Relations Updates – payroll and award interpretation
- Alcohol, Drug & Well Being Session
- RTO Workshop
- Emotional Intelligence
- Goal Setting & Managing Outcomes
- Managing Difficult Conversations
- Mental Health in the Workplace
- Conflict Resolution
- Developing Creativity
- Cross-Cultural Awareness
- Generation Gap
- Managing Competency Based Training

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.

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.

gan-australia.org.au

The GAN-Australia website provides information on global apprenticeship trends, track current Australian apprenticeship vacancies and updates on current research and policy activities.

Members



AFL SportsReady
GPO Box 4337
Melbourne VIC 3001



Apprenticeships Group Australia
Level 1 192-198 High Street
Northcote VIC 3070



Australian Industry Group Training Services
PO Box 7622
Melbourne VIC 8004



The Apprenticeship Factory
PO Box 6092
Shepparton VIC 3632



ATEL Employment Services
2 Michael Drive
Wodonga VIC 3690



Apprentice Trainee Employment Partners (ATEP)
Suite 2 / 12 Jamieson St
Cheltenham VIC 3192



BGT Employment
PO Box 308
Ballarat VIC 3353



Brotherhood of St Laurence
288 Brunswick St
Fitzroy VIC 3065



CVGT Australia
PO Box 473
Bendigo VIC 3550



G-Force Recruitment
PO Box 1987
Geelong VIC 3220



Kestrel Recruitment
9 Stanley Street
Wodonga VIC 3690



MEGT Australia
29 Ringwood Street
Ringwood VIC 3134



MIGAS
PO Box 334
Batman VIC 3058



Murray Mallee Training Company
PO Box 254
Swan Hill VIC 3585



NECA Education and Careers
PO Box 187
Carlton VIC 3053



Programmed
Level 15, 380 St Kilda Road
Melbourne VIC 3004



Skillinvest
PO Box 93
Horsham VIC 3402



Sunraysia Murray Group Training
146a Eighth Street
Mildura VIC 3500



Victorian Group Training Company
111-113 Bromfield Street
Colac VIC 3250



Westvic Staffing Solutions
PO Box 933
Warrnambool VIC 3280



WPC Group
30-32 Courtney St, North
Melbourne VIC 3051

Affiliate Members



Apprenticeships R Us
148 Epsom Road
Ascot Vale VIC 3032



Holmesglen Institute
PO Box 42 Holmesglen
Victoria 3148



Impact Apprentices
13/ 23-25 Gipps Street
Collingwood Vic 3066



Kangan Institute
Private Bag 299
Somerton, Victoria 3062



RMIT University
Swanston & LaTrobe Streets
Melbourne VIC 3000



UTrain
30 King Drive
Lancefield VIC 3435



**Victorian Chamber of
Commerce and Industry**
150 Collins Street
Melbourne Victoria 3000

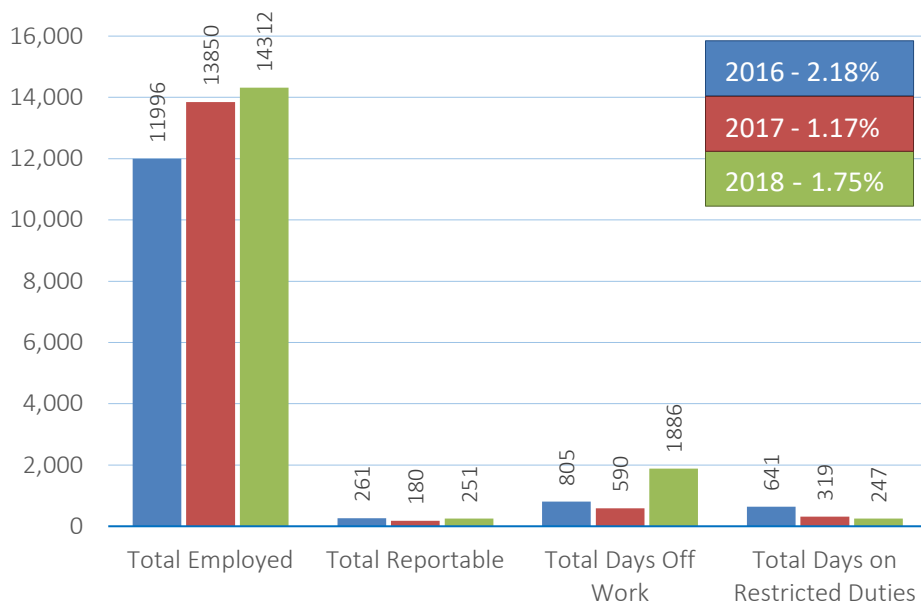
Corporate Partners

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

Over the past five years the Association has undertaken a WHS benchmarking project with members. The overall WHS performance of the network had an incident rate of 1.75 % in the 2018 calendar year.



Summary of injuries for 2016 - 18

Most frequent types of injuries

1st Year Apprentices

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

2nd Year Apprentices

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

3rd & 4th Year Apprentices

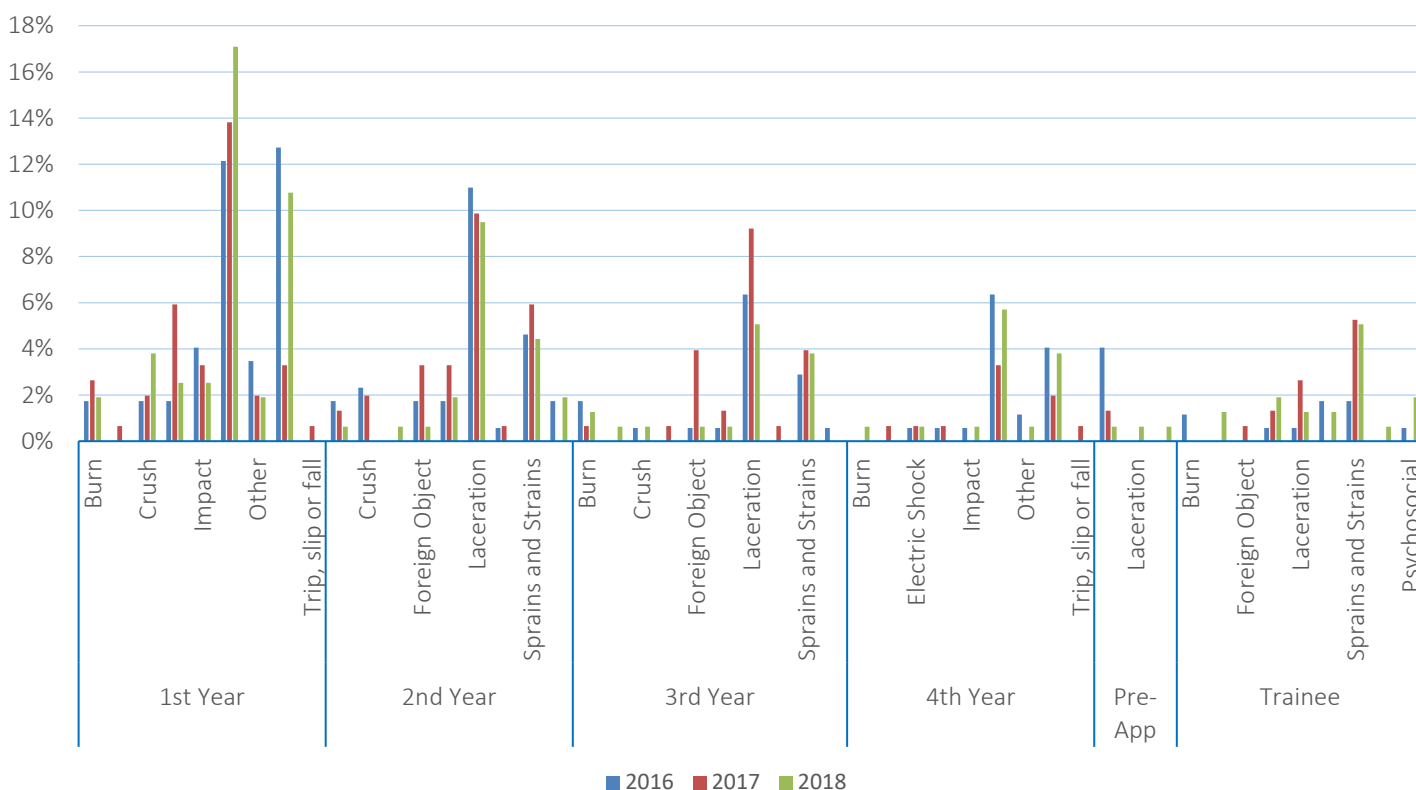
- Laceration / hand
- Sprains & Strains / back

Pre-App

- Burn / arm

Trainees

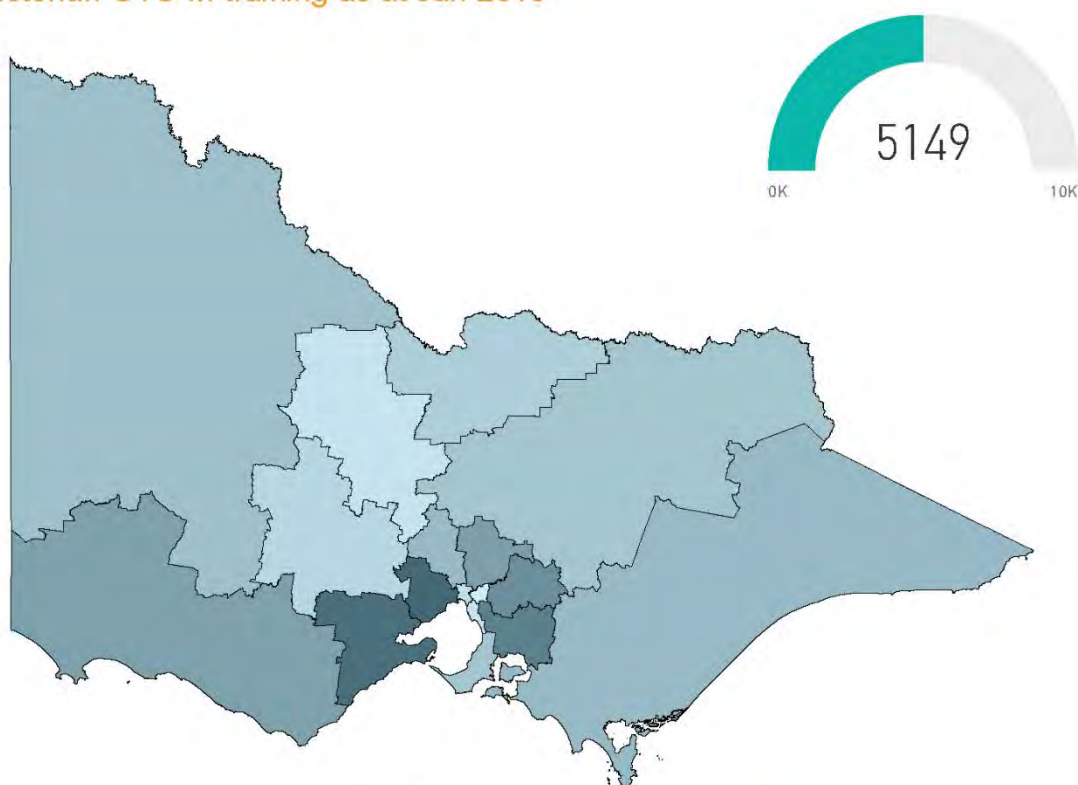
- Sprains & Strains



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 2019-20.

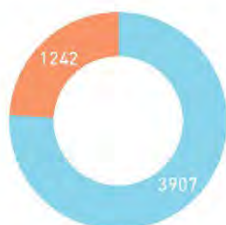
Industry Statistics 2017-18

2018-19 Victorian GTO In-training as at Jan 2019



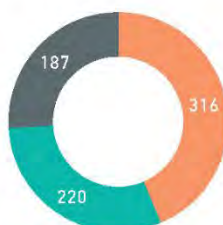
Gender

Male Female



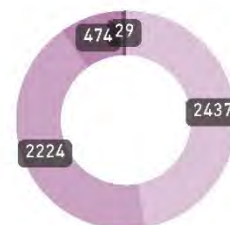
Equity Groups

NESB Indigenous Disability

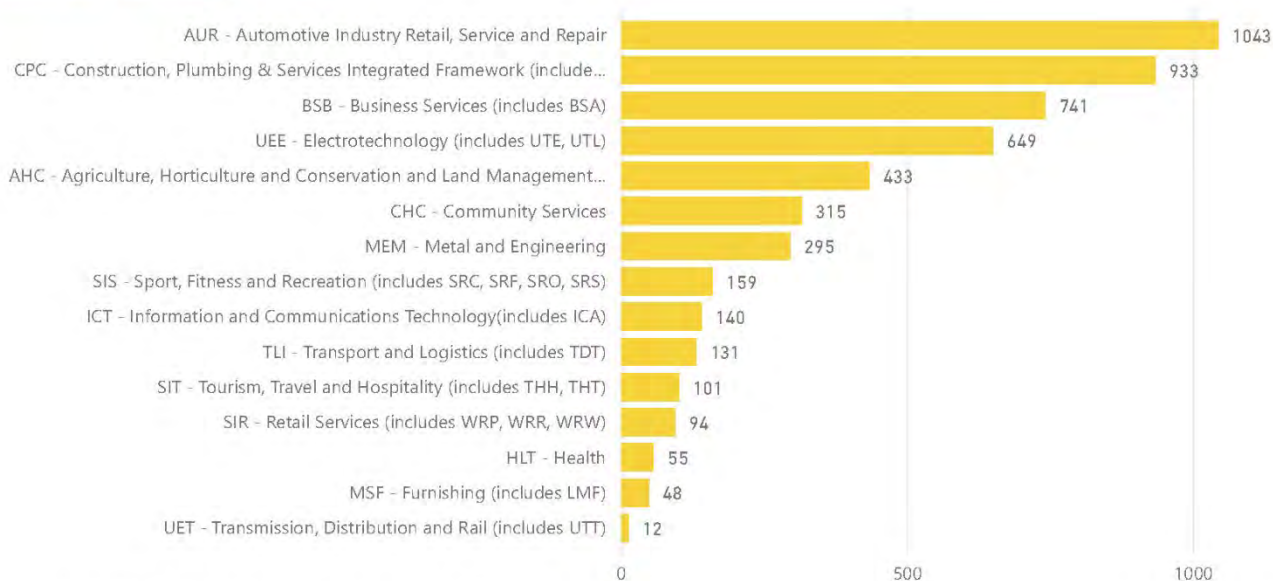


Age Distribution

<= 19 20 to 24 25 to 44 45+



Total by Training Package



Source: NCVER VOCSTATS, extracted on 02/09/2019

2018-19 Financial Report

Statement of Comprehensive Income

FOR THE YEAR ENDED 30 June 2019

	Note	2019 \$	2018 \$
Revenue	2	2,618,278	2,589,545
Cost of member sales	3	(84,293)	(107,728)
Employee expenses		(508,949)	(565,136)
Project expenses		(1,415,026)	(1,543,540)
Other expenses		(174,123)	(156,967)
Occupancy expenses		(72,243)	(74,792)
Depreciation expenses	9	(24,710)	(26,013)
Audit fees		(9,770)	(10,255)
Motor vehicle costs		(23,329)	(21,122)
Profit for the year		305,834	83,992
Other comprehensive income			
Other		-	-
Total comprehensive income for the year attributable to members of the entity		305,834	83,992

The accompanying notes form part of these financial statements.

2018-19 Financial Report

Statement of Financial Position

AS AT 30 June 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	2,525,823	1,610,797
Trade and other receivables	6	29,108	60,863
Other current assets	7	9,891	26,588
Other financial assets	8	-	4,026,312
TOTAL CURRENT ASSETS		2,564,822	5,724,560
NON-CURRENT ASSETS			
Property, plant and equipment	9	78,890	38,484
TOTAL NON-CURRENT ASSETS		78,890	38,484
TOTAL ASSETS		2,643,711	5,763,044
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	71,443	91,326
Provision for employee entitlements	11(a)	70,684	43,566
Other current liabilities	12	1,633,251	5,040,625
TOTAL CURRENT LIABILITIES		1,775,378	5,175,517
NON CURRENT LIABILITIES			
Provision for employee entitlements	11(b)	2,789	27,817
TOTAL NON CURRENT LIABILITIES		2,789	27,817
TOTAL LIABILITIES		1,778,167	5,203,334
NET ASSETS		865,544	559,710
EQUITY			
Retained earnings	14	865,544	559,710
TOTAL EQUITY		865,544	559,710

The accompanying notes form part of these financial statements.

2018-19 Financial Report

Statement of Changes in Equity

FOR THE YEAR ENDED 30 June 2019

	Total
Balance at 1 July 2017	475,718
Profit attributable to members	83,992
Balance at 30 June 2018	559,710
Balance at 1 July 2018	559,710
Profit attributable to members	305,834
Balance at 30 June 2019	865,544

Statement of Cash Flows

FOR THE YEAR ENDED 30 June 2019

	Note	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from members		476,293	389,712
Operating grants receipts		110,000	110,000
Receipts from project funding		75,709	162,452
Payments to suppliers and employees		98,667	137,197
Interest received		(3,865,508)	(2,500,812)
Net cash provided by operating activities	18	(3,104,839)	(1,701,451)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for short-term bank deposits		-	(4,026,312)
Proceeds from short-term bank deposits		4,075,349	-
Proceeds from sale of plant and equipment		56,532	-
Purchase of plant and equipment		(112,016)	-
Net cash used in investing activities		4,019,865	(4,026,312)
Net increase/(decrease) in cash held		915,026	(5,727,763)
Cash and cash equivalents at beginning of financial year		1,610,797	7,338,560
Cash and cash equivalents at end of financial year	18	2,525,823	1,610,797

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 June 2019

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 16 October 2019 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	25-50%

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.

Notes to the Financial Statements

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 2019.

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.

Notes to the Financial Statements

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.

Notes to the Financial Statements

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.

l. Key Judgments

Provision for impairment of receivables

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

m. Comparative Figures

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

Notes to the Financial Statements

Note 2: Revenue and Other Income

	2019 \$	2018 \$
Revenue		
Sales revenue:		
– Project income	1,970,439	1,873,352
– Member sales	187,694	268,072
– Member fees	257,455	215,809
– Operating grants	100,000	100,000
– Interest received	85,910	132,312
– Profit on sale of assets	16,780	-
Total revenue	2,618,278	2,589,545

Note 3: Expenses

	2019 \$	2018 \$
– Insurance costs	-	11,848
– Meetings/conferences costs	84,293	95,880
Total member expenses	107,728	84,293

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:

	2019 \$	2018 \$
Key management personnel compensation	213,274	206,199

Other KMP transactions

There were no other transactions with Key Management Personnel.

Note 5: Cash and Cash Equivalents

	2019 \$	2018 \$
Cash at bank and in hand	496,373	610,797
Short-term bank deposits	2,029,450	1,000,000
Total cash and cash equivalents	2,525,823	1,610,797

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

	2019 \$	2018 \$
Trade debtors	17,460	20,840
Interest receivable	7,706	20,463
Amounts owing from the ATO	3,942	19,560
Total current trade and other receivables	29,108	60,863

Notes to the Financial Statements

Note 7: Other Current Assets

	2019 \$	2018 \$
Prepayments	9,891	26,588
Total current other assets	9,891	26,588

Note 8: Other Financial Assets

	2019 \$	2018 \$
Short-term bank deposits	-	4,026,312
Total other financial assets	-	4,026,312

Note 9: Property, Plant and Equipment

	2019 \$	2018 \$
Motor vehicles:		
At cost	76,654	104,054
Less accumulated depreciation	(3,774)	(65,570)
Total motor vehicles	72,880	38,484
Plant and equipment:		
At cost	7,000	-
Less accumulated depreciation	(990)	-
Total plant and equipment	6,010	-
Total property, plant and equipment	78,890	38,484

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:

2018/19	Office Equipment \$	Motor Vehicles \$	Total
Balance at 1 July 2018	-	38,484	38,484
Additions	7,000	76,653	83,653
Disposals	-	(18,537)	(18,537)
Depreciation expense	(990)	(23,720)	(24,710)
Carrying amount at 30 June 2019	6,010	72,880	78,890

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

Notes to the Financial Statements

Note 10: Trade and Other Payables

	2019 \$	2018 \$
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

	2019 \$	2018 \$
CURRENT		
Provision for employee entitlements (annual leave)	42,479	43,566
Provision for employee entitlements (long service leave)	28,205	-
(a) Total current provision for employee entitlements	70,684	43,566
NON CURRENT		
Provision for employee entitlements (long service leave)	2,789	27,817
(b) Total non-current provision for employee entitlements	2,789	27,817
Number of employees at year end	3	4

Note 12: Other Current Liabilities

	2019 \$	2018 \$
UNEARNED PROJECT INCOME		
Pre-apprenticeship and school-based program	1,474,586	3,187,139
South east auto industry transition	110,275	1,773,996
Total unearned project income	1,584,861	4,961,135
Advances - member services	48,390	79,490
Total other liabilities	1,633,251	5,040,625

Notes to the Financial Statements

Note 13: Operating Lease Commitments

	2019 \$	2018 \$
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	13,903	13,530
– between 12 months and five years	-	-
– greater than five years	-	-
Total operating lease commitments	13,903	13,530

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

	2019 \$	2018 \$
Retained earnings		
Opening balance at the beginning of the financial year	559,710	475,718
Profit for the year attributable to members	305,834	83,992
Closing balance at the end of financial year	865,544	559,710

Note 15: Contingent Liabilities and Contingent Assets

There are no contingent liabilities or contingent assets as at 30/06/2019 (8 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.

Notes to the Financial Statements

Note 18: Cash Information

	2019 \$	2018 \$
(a) Reconciliation of cash		
Cash at bank	496,373	610,797
Cash on deposit	2,029,450	1,000,000
	2,525,823	1,610,797
(b) Reconciliation of net cash provided by operating activities to profit for year		
Profit for year	305,834	83,992
Non cash flows in profit:		
Non cash inflow/(outflow)	(58,220)	-
Depreciation	24,710	26,013
Changes in assets and liabilities		
(Increase)/decrease in receivables	31,755	(14,810)
(Increase)/decrease in prepayments	16,698	(6,820)
Increase/(decrease) in payables	(19,882)	(13,958)
Increase/(decrease) in other liabilities	(3,407,374)	(1,779,401)
Increase/(decrease) in employee entitlements	2,090	3,533
	(3,104,839)	(1,701,451)

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	2019 \$	2018 \$
Financial assets			
Cash and cash equivalents	5	2,525,823	1,610,797
Trade and receivables	6	29,108	60,863
Other financial assets	8	-	4,026,312
Total financial assets		2,554,931	5,697,972
Financial liabilities			
Financial liabilities at amortised cost:			
— trade and other payables	10	71,443	91,326
Total financial liabilities		71,443	91,326

Notes to the Financial Statements

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

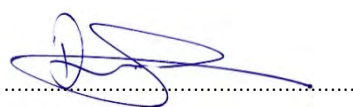
In accordance with a resolution of the directors of Group Training Association of Victoria Inc, the directors of the entity declare that:

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


.....
Gary Workman

Dated this sixteenth day of October 2019

Independent Auditors' Report



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

Opinion

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 2019, 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:

- (a) giving a true and fair view of the Association's financial position as at 30 June 2019 and of its financial performance and cash flows for the year then ended; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Associations Incorporation Reform Act 2012*.

Basis for Opinion

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 our opinion.

Other Information

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.

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.

Independent Auditors' Report



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.

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 audit 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 accounting policies used and the reasonableness of accounting estimates and related disclosures made by those charged with governance.
- Conclude on the appropriateness of the those charged with governance's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue 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 registered entity 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.

We communicate with those charged with governance 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 that reads "Crowe Vic".

CROWE VIC

A handwritten signature in black ink that appears to read "G. Robertson".

GORDON ROBERTSON
Partner

Dated at Pakenham this 22nd day of October 2019

The title 'Partner' conveys that the person is a senior member within their respective division, and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is the Crowe Australasia external audit division. All other professional services offered by Findex Group Limited are conducted by a privately owned organisation and/or its subsidiaries.

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