



# bgt

JOBS +  
TRAINING  
BALLARAT

BGT Jobs + Training | Annual Report 2022/2023

# Vision and Values

## Our Vision

Creating success stories through jobs and training.

## Our Values

- Excellence in the services we deliver
- Professionalism in how we conduct ourselves
- Honesty in everything we do
- Respect for all our stakeholders

## Quality

BGT is quality certified under

- AS/NSZ ISO 9001:2015
- AQTF Standards for Vocational Education & Training
- 2016 VRQA Guidelines for Vocational Education and Training Providers
- Group Training National Standards
- Human Service Standards
- Australian Accounting Standards

## Acknowledgement of Country

BGT Jobs + Training acknowledges the Traditional Owners of the land and waters on which we teach, learn and grow, the Wadawurrung People of the Kulin Nation; and pay our respects to their Elders, past, present and emerging.

## Statement of Inclusion

AT BGT Jobs + Training Ballarat, we welcome and value diversity of people, ideas and experiences. We ensure that our practices and principles are consistent with, and actively support equality. BGT Jobs + Training Ballarat is a place where each person can feel safe, valued, respected and heard. We let our actions and words reflect continuous people-centred development, as we strive to evolve into a diverse and inclusive community.

## Commitment to Child Safety and Wellbeing

BGT Jobs + Training is committed to child safety and wellbeing. We want children to be safe, happy and empowered to actively participate in the decisions that affect their lives. BGT Jobs + Training has zero tolerance for child abuse or maltreatment.

## Communities of Respect and Equality (CoRE)

The CoRE Alliance is a partnership of organisations, businesses and groups who share a vision for safe, equal and respectful communities in the Grampians region. As a member of the CoRE Alliance, BGT Jobs + Training is committed to fostering a workplace and broader community of respect, equality and prevention of violence against women.

## Front and Back Cover Artwork

Apprentice Toby Borthwick who completed his Cert II in engineering at BGT Jobs + Training Ballarat. Photography by Mulcahy & Co Marketing.

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# Chair Report



**Benjamin Davison**  
Chair  
Board of Management

On behalf of the board of BGT Jobs + Training Ballarat, it is with great pleasure that I present the 2022/2023 Annual Report.

### A year of change and growth

It was my great honour to be elected chair at last year’s AGM and I want to thank our outgoing chair Bob O’Shea for his leadership, commitment, and his continuing support of both our organisation and its leadership.

This year saw BGT Jobs + Training embark on a strategic growth plan, aligned to our mission and purpose, which has allowed the organisation to continue the expansion of programs whilst simultaneously delivering a sustainable financial result.

Credit must go to our CEO Graham McMahon and his team, for their dedication, loyalty and innovative approaches to service delivery, stakeholder engagement and service development. The team has not only delivered an excellent financial result, it has done so in conjunction with improving accessibility to Barkly Square, attracting a new café ‘anchor’ tenant, expanding the Ballarat Jobs & Training Expo to more than 1900 participants, embarking on a Barkly Square activation plan (which has seen thousands of people attend markets on the premises), and lifted student numbers in apprenticeships, traineeships and short courses to bring them back to near pre-pandemic levels.

The strong financial performance reported in recent Annual Reports, has allowed us to embark on four strategic investments for the future of our organisation and the Ballarat community; a new financial literacy and support program, Savings Matter, in partnership with the Bendigo Bank Community Bank Buninyong, a Board Observer Program open to current and former participants of BGT Jobs + Training programs, a Community Grants & Sponsorship program to support the good work of others in the community, and finally the purchase of a residential property for the provision of affordable accommodation and to aid participants to build a stable rental history.

Each of these programs is about building the long-term capacity of our community in a financially sustainable way.

The 2022/2023 financial year has seen another healthy financial result with total comprehensive income being \$288,951. While our net cash flows were negative for the year, this was attributable to our purchase of a residential property and contributed to our equity position improving to \$3,409,604.

In the year ahead we anticipate tight trading conditions as the full impact of inflation and rapidly increased interest rates starts to flow through our local economy. While we will not be immune to the potential downsides of these macro-economic conditions, we are well positioned to ride them out with high demand for our services, a solid balance sheet and committed tenants at both Barkly Square and Hill St properties.

I would like to take this opportunity to publicly thank my fellow board members; Deputy Chair Kelli Moran, who also chairs our Strategy & Risk Committee; Finance Committee Chair Jodie Perry, Cyber Security Working Group Chair Heather Taylor, Cultural Diversity Working Group Chair Michael Akindeju, Susan Honeyman who is the current Company Secretary and serves on the Finance Committee and Corina Kozaris who was elected at last year’s AGM and serves on the Policy Committee. The commitment of the board members is in part reflected in how many members attended additional committees to contribute to policy, discussions on the budget, and the development of our strategic plan, but is also apparent in their ongoing involvement in the life of BGT Jobs + Training. In addition to our formal meetings and planning sessions, board members have attended numerous markets, awards evenings, staff events and community events at Barkly Square. The robust, honest, and focused discussions of the board have ensured that we provide the management team with clear guidance, appropriate frameworks and the right balance between confidence and risk, to continue writing the successful story of BGT Jobs + Training.

# CEO Report



**Graham McMahon**  
CEO

The first quarter of the year threw up some major challenges we didn’t expect, however our strong team navigated through them to get the year back on track, and as a result we finished with a fantastic outcome. Notwithstanding that in the latter part of 2023 we have had to allow for a \$170,000 provisional doubtful debt, I am very proud to say we have achieved budget for a fourth consecutive year. Our training department saw a \$150,000 turnaround in loss, a result of thoroughly examining everything we do, and why we do it. Subsequently, new programs were added, and some were ceased. Through the AEN (Apprentice Employment Network), we were successful in accessing Victoria’s Big Build project funding of \$20k in December 2022, allowing us to place apprentices and trainees on Victorian Major Projects.

The Saver Plus program which BGT ran a sub-contract for over the past thirteen years, was taken back inhouse by Brotherhood of St Laurence in December. With our recognition of the critical need for this program for our community, BGT has now partnered with the Bendigo Bank Community Bank Buninyong to deliver a newly developed financial literacy program (Savings Matters) on a smaller scale of 20 participants.

Continuing our work towards supporting the local community, BGT developed the Community Grants and Sponsorship Program. The program has run four rounds so far, with fourteen applications, ten successful recipients and \$12,000 donated in total. Recipients have ranged from one-off community events, to established not-for-profit organisations within Ballarat who require ongoing support to continue their work for locals. The grant has been another positive way for BGT to connect to the community, and work to support similar community-minded organisations.

Closer to home, we have successfully met one of our strategic focus goals by activating the Barkly Square precinct. Our quarterly global markets, run in collaboration with long-term tenants, have become bigger each time, most recent saw over 60 local makers and artists on site and over 1200 visitors coming through the space. In addition, BGT hosted the Ballarat Volunteer Expo and the Oasis in the Desert Festival (as part of Heritage Weekend) during May 2023, bringing both local and out of town visitors to Barkly Square. Multiple events are continuing to provide exposure for our tenants, spreading the knowledge of what services are available in the precinct.

There were a few movements of tenants, but notably we continue to be fully tenanted at all times. We farewelled A Pot of Courage in March 2023, who ceased operations, and welcomed beloved local bakery 1816 Bakehouse into the café space. Tegan Crosbie Art set up shop while Kestlie White Design stepped away for parental leave, and the Ballarat National Theatre joined the Barkly Square family. Our efforts to improve the Barkly Square precinct saw great steps forward, as we were successful in receiving funding for two grants. The state government Universal Design Funding Grant provided \$100k for us to install seven automatic doors at entrances and for accessible toilets, along with an external front ramp to replace stairs.

The Community Impact Grant of \$10k from the local government allowed us to install hearing loops, tactile ground indicators, a magnifier and signage upgrades.

The City of Ballarat provided funding of \$25k for landscape architects, to work with BGT and council heritage advisor John Dyke, to coordinate drafting of plans for the garden redevelopment. The final masterplan was completed and will be launched to the public in September 2023.

Our reputation within the community was cemented after winning the nbn Local Professional Services Business Award at the Federation University Commerce Ballarat Business Excellence Awards in August 2022. BGT had received nominations for not only the winning category, but also for the Innovation Award. Coming away with the win contributed greatly to the pride the team have in working here.

The culture within BGT continues to be one of unity and collaboration, with team members celebrating birthdays, participating in events such as Clean Up Australia Day (March), attending the Ballarat Colour Run to raise money for rescue animals (March), and sharing in celebrating days of note including IDAHOBIT, International Women’s Day and Brighten Up Ballarat. Senior team members have steyed engaged with the community, attending Ballarat BizNet Breakfasts and Commerce Ballarat events to take advantage of networking opportunities. Going a step further, our own Rebecca Patton stepped up to participate in the Ballarat Foundation’s Dancing with Our Stars fundraising event and raised an impressive \$12,500 whilst simultaneously generating positive marketing for BGT.

In November 2022, BGT proudly launched our Reconciliation Action Plan (RAP), along with commissioned artwork from local Indigenous artist, Jenna Oldaker. The RAP committee have worked throughout the year to actively adopt the initiatives within the plan and are continuing to review and plan actions and activities as we progress through our objectives.

Lastly, as an organisation we were able to end the year on a high, as we achieved one of our long-term goals. The issue of affordable/transitional housing has been discussed at management and board level for some years, however at each review, we continued to hit roadblocks. That was until we saw the perfect house come onto the market. With some quick discussions and an extraordinary board meeting, we were able to negotiate the purchase of the property successfully. After settlement and a few repairs, the house will be used for transitional accommodation for our Community Services participants. Looking forward we may look at another purchase or build in time. This is a very meaningful step in BGT’s support for our community and for this prevalent issue of concern across the state.

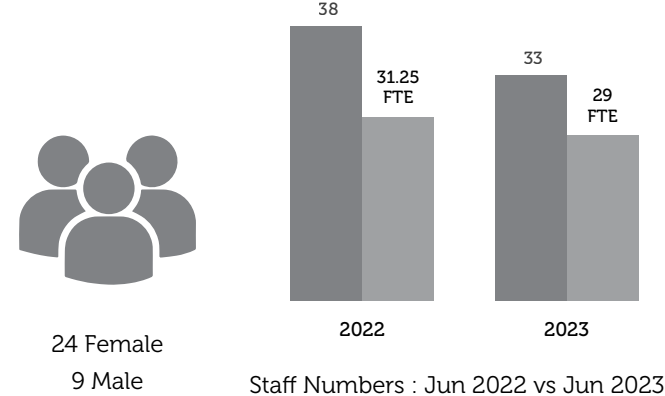
I would personally like to thank everyone at BGT who works tirelessly towards the mission and values of our organisation, consistently going above and beyond simply ‘having a job’. This includes our Board, who provide great leadership and mentorship to the organisation. The positive results of the collaboration between us all are very apparent. I’m looking forward to another fantastic year ahead for BGT.



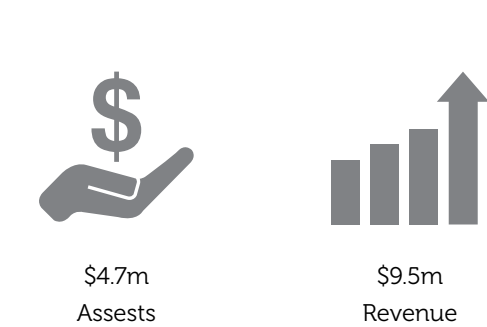
# BGT Jobs + Training at a glance

BGT is a not-for-profit Group Training Organisation established in 1986 to provide education, training and employment services to the Ballarat community.

## Staff



## Financials



## Departments

**Employment Services**  
Employment of apprentices and trainees, placed with host employers.

**Industry Skills Centre**  
Fully equipped trade centre for training engineers in a simulated work environment.

**Community Services**  
Programs offering young people education or employment opportunities to help turn their lives around.

**SaverPlus**  
National matched savings and financial education program. Run until 31 Dec 2022, when it transitioned to Savings Matter.

**Training**  
Flexible and focused training programs providing skills and qualifications to gain, and maintain, quality jobs.

**Corporate Services**  
Financial, administration and business support services.

**Barkly Square**  
BGT Jobs + Training is lead tenant to 25 sub-leases; together we comprise the Barkly Square community.

## Board of Management



Benjamin Davison  
(Chair)



Kelli Moran  
(Deputy Chair)



Jodie Perry  
(Treasurer)



Susan Honeyman  
(Secretary)



Heather Taylor



Dr Michael Akindeju



Corina Kozaris  
(commenced 24/10/2022)

Resignations:  
Bob O'Shea 24/10/2022

BGT Team - as of publication

Corporate



Graham Emma Brooke Bridget Kelsie

Admin



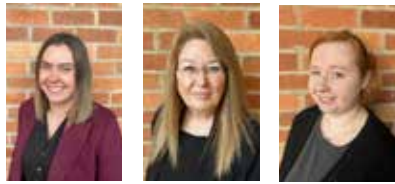
Renea Holly

Employment Services



Julie Suzie Matthew Karli Sunny

Compliance & WHS



Ren Lynette Katie

Community Services



Dee Pru Meagan Amy Karen Jemmah

Maintenance



Rob

Skills Centre



Bill Paul Matt Adrian

Training



Emily Rebecca Peter Leigh

Finance & Payroll



Deb Nischal Dearnna

Staff Recognition Awards

BGT Jobs + Training recognises the contribution of staff at all levels of the organisation. Our professional development framework also supports staff to further grow their skills and experience. We particularly wish to acknowledge the following staff, and recognise their efforts and dedication.

These awards are designed to recognise the contribution of team members who live the values of BGT Jobs + Training Ballarat. While not explicit, they were always intended to be for the broader team and not managers. We don't dispute the manager's contribution and hard work; we just thought these awards are for you.

Recognition of Years of Service



Debra Parsons 5 Years Sue Ogilvie 15 Years

Category: Excellence in the services we deliver  
Winner: Paul Dickman



Paul is highly respected within industry. You are left in no doubt that his passion for the trade is passed onto his students every day.

Category: Honesty in everything we do  
Winner: Brooke Fiddaman



Brooke is a shiny smiling face that's always welcoming and helpful. Her can do attitude is contagious.

Category: Professionalism in how we conduct ourselves  
Winner: Rebecca Patton



Bec shows integrity in everything she does, she is not afraid to speak up with an opinion or idea; and does this in an authentic way.

Category: Respect for all our stakeholders  
Winner: Ren Watts



Ren's ability to share, consult and liaise with all stakeholders, ensures BGT is on top of its WHS requirements.



# Employment Services



108 new commencements into an Apprenticeship or Traineeship



19 apprentices, 51 trainees and 21 SBATs completed during 2022-2023



53 Current Host Employers



14 was the Highest number of Commencements in Feb 23



Pictured: Bonnie Steer

## Highlights from Employment Services in 2023

Employment Services have had a great year. With a strong team our goals align to provide the best professional service within the greater Ballarat Area. We are a dedicated and passionate team who always strive for success.

We have built strong relationships with host businesses and candidates we met along the way, whether it be through schools, expo's or people just popping in to talk to us. We are happy to help anyone who is looking for their first apprenticeship or just a change in career.

We have a dedicated programme that has been working well in partnership with our industry skills centre, helping young students at school realise their full potential in manufacturing.

We have had great success with numerous Certificate II students, watching them grow in their chosen career and then seeing them flourish into qualified tradespeople - that's what our job is all about.

We are a community focused team who love being involved in every opportunity to share the BGT name, and have our brand and services known to everyone.

# A Word from our Employment Services Clients

*"I absolutely loved it could not get enough of it, it was a mixture of the environment, the people and also the love of doing the Cert II. I got to meet a lot of people and make amazing friends as well, especially the staff they couldn't be any more amazing!*  
*After a few months I got the opportunity to do 1 day at BGT and 1 day at MaxiTrans as some experience. When I first heard of the idea I was very excited to be able to experience what it would be like to work as a boilermaker. Then, towards the end of my school based apprenticeship I got offered an apprenticeship through MaxiTrans and I haven't looked back!"*

**- Coby Byers, MaxiTrans Apprentice**



Pictured: Coby Byers at the ISC Skills Centre

*"The level of service and communication is great, in particular from Julie Butler. Julie is always ready to answer questions, and really cares about the trainees. Nothing is ever too much trouble. I appreciate how BGT takes the stress out of onboarding a trainee, then provides ongoing support and mentoring of the trainee during their traineeship.*

**- Gemma Gilbertson,  
Department of Transport.**

# Training



243 students enrolled in short courses.



241 enrolments in full qualifications and 67 completions.



52 learners enrolled passed census date in VETiS Early Childhood Education and Care, with 14 rolling into second year and 6 learners transitioning into traineeships.



We delivered training to 51 local organisations in the Ballarat and Central Highlands Region.

## Highlights of 2022

- New networking opportunities have been undertaken within the organisation to both upskill existing staff as well as employing new trainees. Cohorts include: All Required Care, Support PTY LTD, Grampians Health and Mercure Hotel.
- We reintroduced Certificate IV in Disability to the market, resulting in repeat cohorts from local businesses.
- We supported BGT employees to engage in upskilling their skills and knowledge. We currently have six employees undertaking Certificate IV in Leadership and Management, one employee undertaking Certificate IV in Business and one employee successfully obtaining their Certificate IV in Business. We also have one employee undertaking their Training and Assessing Qualification, with BGT's support.

## Graduating Qualifications

- BSB30120 Certificate III in Business
- BSB40120 Certificate IV in Business
- BSB40520 Certificate IV in Leadership and Management
- CHC30121 Certificate III in Early Childhood Education and Care
- CHC43115 Certificate IV in Disability

*Best aspects would be that it was online, self paced and the content was really helpful and a simple format to follow. It helped me learn some skills I didn't already have and really helped me in some areas of my traineeship"*

**- Trainee,  
BGT Jobs + Training Ballarat**

*"The training was engaging and I enjoyed the written tasks. The trainer was brilliant too and always so helpful!"*

**- Trainee,  
BGT Jobs + Training Ballarat**

# Styled for Success



80 clients outfitted



333 garments and accessories given



9 trained volunteers



200 items sold to raise funds for care packs

Now in its second year of operation, Styled for Success is achieving its aim of helping people in the Ballarat community who are experiencing difficulties. As more people face financial challenges, this service is becoming more valuable.

To the end of June, around 80 clients have been outfitted, with a total of 333 garments being given to clients at no cost to them. Clients are referred through local outreach and employment agencies, or they self-refer, and knowledge of the service is increasing in the community.

Most clients are either preparing to enter or re-enter the workforce or they may already have interviews lined up. Some clients are starting new jobs but have no suitable clothing yet. Some clients require clothing to attend court appointments, and some have functions to attend, such as school formal. Several clients have experienced domestic violence or homelessness. One group of young people were preparing to make presentations at Parliament, and a strict dress code required specific items, such as jackets and ties.

Styled for Success also works with Highlands Llen to present to secondary students preparing for work and supply a range of attire for use in mock interviews.

The Ballarat community is very generous in donating clothes to the program as a way of supporting people in need. All donations are checked, cleaned and steamed. Given the large amount of stock available and interest from the Barkly Square community, Styled for Success has been able to open its doors for sales, which supports purchasing personal care packs for clients. It also has a stall at each quarterly Ballarat Wholefoods Collective Op Shop.

Nine dedicated volunteers run the program, over three mornings per week, during the school term. The overwhelming feeling among the group is joy in seeing how a great outfit can lift a person's self-confidence. The clients leave the session with a broad smile, expressing gratitude and feeling a little more secure in being able to face whatever is in front of them.



Pictured: Vincent, a member of Youth Parliament, preparing to make a presentation



Pictured: Cecilia, preparing for public speaking

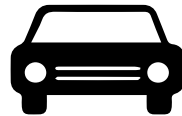
# Community Services



35 participants with Reconnect.



104 Better Futures Participants with 50 of them receiving Homestretch.



15 participants in Prepare to Drive Program gained their Learners Permit.



5 completed the Road Safety for New Arrivals program and received 2 free driving lessons.

The Community Services team continued to deliver the Reconnect program across Ballarat, Moorabool and Golden Plains, and the Better Futures/Homestretch program across Central Highlands and Wimmera.

Our practice model is based on the Advantage Thinking approach. At the heart of Advantage Thinking lies an understanding of people's rights to develop a good life, one which they have reason to value and focus on developing strengths and assets, rather than problems and needs.

It recognises that people's capability to choose different pathways in life must be matched with actual opportunities and the resources to realise them. We work with participants to develop aspirations, skills and capabilities and support them to build the foundations for a sustainable livelihood.

*For someone like me being in care means being at risk of homelessness when aging out.*

*It is the reality for a lot of people like me, being 17-18 having to face adulthood in the form of bills, housing, and jobs.*

*It is a big responsibility after living a life full of pain and chaos. I could of gone from resi to being on the streets without any assistance.*

*Better Futures/Homestretch taught me and assisted me with my adult living, maintaining my house, and to help with bills. For the short period of time they are engaged they bring out all new possibilities, guiding clients into adulthood, being a support person emotionally and financially.*

*Thanks to Better Futures help I have been able to live happily in a house with the ones I love.*

**– Better Futures participant**

# SaverPlus Financial Literacy Program

## Highlights from SaverPlus in 2022

BGT commenced delivering SaverPlus in January 2008. Following Covid-19 and the changed delivery model from face-to-face to virtual, the Ballarat site was to be managed by the Brotherhood of St Laurence and our contact ended December 2022.

During this time we recruited over 1200 local participants to the program, encouraging them, teaching them and supporting them to make different choices for a better financial future for themselves and their families.

*"I will continue saving this amount each month for future school expenses. Thank you for allowing me to do this as I now know that I can put that money away and not notice it. The reward at the end is a bonus."*

**– Ballarat participant finished Sept 2022**

*"It was really hard for me to save money before participating in this program. I enjoyed the fact that small payments have helped me buy stuff for my children."*

**– Ballarat participant finished July 2022**

**How to smash your savings goals**

and receive up to \$500 for your children's school costs



**SET A GOAL TO SAVE FOR 10 MONTHS**



**ATTEND MONEYMINDED WORKSHOPS**



**RECEIVE UP TO \$500 IN MATCHED SAVINGS**



# Industry Skills Centre (ISC)



166 students engaged in training with ISC during 2022-2023



15 students graduated Certificate II in Engineering, 9 Certificate II in Engineering students gained apprenticeships after completion of their training, and 7 Apprentices completed their Certificate III in Engineering Apprenticeships.



Close partnerships with 32 employers in engineering and manufacturing industries within the local region, including 5 new businesses.



Installation of a brand new 3 phase Kempa Welders, Brobo Cold Cut Saw and CIG Weld Plasma cutter.

*"Findlay Engineering and ISC (BGT) have an ongoing training relationship, due to their commitment to quality training. They are an integral part of our apprenticeship training program. Meeting our high expectations and goals for apprentices to be the best Tradesperson they can be. Bill, Paul and the team are approachable on all levels, be it practical skills or personal matters."*

**– Phill Cochrane**  
**Production/Procurement Manager,**  
**Findlay Engineering**

*"Over the past 4 years of doing my apprenticeship through BGT I've been so impressed in the way the teachers don't just see you as another student but an individual with strengths, weaknesses and the future of their trade. From the wide range of general to more specific skills BGT offer, it has been the best thing that's ever happened to me! I'll ever be grateful for their perseverance, grace and hard work each of the trainers put in forming me into the trades person I am today!"*

**– Aaron Schmidtke Apprentice,**  
**OZ Value machinery**



# 2022-2023 at the Industry Skills Centre

The ISC has continued to grow in student numbers and in its offerings over the past 12 months. Our circumstances and environment have gone from Covid restricted training to being back face to face, as it was pre pandemic.

Our apprentice numbers have grown by 16 over the past 12 months. We have had 7 apprentices complete their Certificate III qualification and 15 Certificate II trainees/students also complete their qualification.

It is very pleasing to note that of the above 15 Certificate II graduates, 9 have gone on to gain Certificate III apprenticeships. In addition to this, a further 3 that did not complete their Certificate II training were picked up early and are now undertaking the Certificate III apprenticeship qualification. These 12 students have returned to the ISC continue their studies.

We remain ever vigilant for opportunities that help with our student experience and development, to gain real life industry scenarios in how we deliver training on a daily basis in the ISC. Over the last 12 months, we have been fortunate to work on a number of projects thus giving us an additional income stream that contributes to our bottom line and future viability and reputation.

The future of the Industry Skills Centre looks very solid. We are looking to expand or facility over the coming years to accommodate our ever-growing student base, and investigate other opportunities that are available in advanced manufacturing. The Industry Skills Centre has, and will continue, to deliver the induction program with one of our major clients, as well as the short courses that are already in place. In addition to this, the Industry Skills Centre in the 2023 calendar year will commence delivery of the VET in schools Engineering program which we are all looking forward to.



Pictured: Apprentices from a number of employers around Ballarat

# MORRO Mental Health

In April 2023, Morro Mental Health launched with a brand of clothing designed by Davey Morrison including hoodies, t-shirts, and beanies.

A percentage of sale profits is used to fund free psychology sessions for people who struggle with the cost of these services.

Davey has his own personal experience with mental health and has seen many of his friends and family have similar struggles.

Davey’s childhood was severely impacted with the death of a parent due to family violence; this meant Davey lost both of his parents.

Davey has also been impacted by the youth suicide epidemic in Ballarat and wanted to do something to help.

Davey is a BGT star! He is supported through our Better Futures program.

Support MORRO Mental Health:  
Instagram: <https://www.instagram.com/morromentalhealth/>  
Facebook: <https://www.facebook.com/profile.php?id=100078402476153&mibextid=ZbWKwL>  
Email: [morromentalhealth@hotmail.com](mailto:morromentalhealth@hotmail.com)  
Shop: <https://ballarat.hippocketnetworkwear.com.au/shop-by-customer/community/morro-mental-health/>



Pictured: Davey with MORRO Health shirt at the Launch.

# Health, Safety & Wellbeing at BGT Jobs + Training Ballarat

BGT’s Health, Safety & Wellbeing Advisor and WHS Committee play a vital role in supporting our team and providing guidance to ensure safe and compliant working environments for our employees, students, participants, apprentices and trainees.

BGT have updated our incident management and induction software this year to create a system that can evolve with our business, with the bonus of significant cost savings.

We have ramped up our internal training programs with many staff completing first aid and emergency warden courses. We have also introduced an Inclusion Training Program through SBS which kicked off with First Nations Training and will address other topics such as Inclusive Workplaces and Disability.



Pictured: Ramp access installed at Barkly Square

BGT were successful in two grants which helped make Barkly Square more accessible to everyone.

- Universal Design Grant funded by the Victorian Government - \$100,000 to install 7 automated doors on entrances and accessible toilets, and an access ramp to replace existing stairs.
- Community Impact Grant funded by the City of Ballarat - \$10,000 for various accessibility improvements including wayfinding signage, tactile indicators and the purchase of hearing loops and a magnifier that can be hired out by Barkly Square tenants.

BGT continue to work with CoRE (Communities of Respect and Equality) to review and implement our Gender Equality Action Plan (GEAP), with recent updates bringing our GEAP in alignment with the updated 8 essential areas for action.

The Health, Safety & Wellbeing statistics for BGT for this year were:

- 10 incidents/accidents
- 3 lost time injuries
- 7 medical treatment accidents
- 3 first aid injuries
- 22 days lost
- 48 restricted days

Lost Time (days)	1-4	5-9	10-20	30+
Number of injuries	0	2	1	0





Pictured: Oasis in the Desert launch with Emma Hart and John Dyke





Pictured: Oasis in the Desert historical photo display



This is a summary of financial data from the financial statements 2022-23. The full financial statements are presented as an attachment to this report (including notes) and are available at the Annual General Meeting or by request.

Statement of Financial Performance for the Year Ended 30 June 2023		
	2023	2022
	\$	\$
<b>Revenue</b>		
Funding received	2,191,485	1,888,366
Service revenue	6,607,163	5,992,178
Occupancy revenue	683,633	674,626
Other income	93,122	102,862
<b>Total revenue</b>	<b>9,575,403</b>	<b>8,658,032</b>
<b>Expenditure</b>		
Salary & on-costs	7,393,184	7,425,738
Other expenses	1,901,986	881,229
<b>Total expenditure</b>	<b>9,295,170</b>	<b>8,306,967</b>
<b>Profit for the year</b>	<b>280,233</b>	<b>351,065</b>
Other comprehensive income	-	-
<b>Net profit including comprehensive income</b>	<b>280,233</b>	<b>351,065</b>
<b>Statement of Financial Position for the Year Ended 30 June 2023</b>		
	2023	2022
	\$	\$
<b>Current assets</b>		
Cash and cash equivalents	1,276,461	1,735,722
Receivables	589,464	631,453
Other current assets	762,710	67,147
<b>Total current assets</b>	<b>2,628,635</b>	<b>2,434,322</b>
<b>Non-current assets</b>	<b>2,100,465</b>	<b>1,835,456</b>
<b>Total assets</b>	<b>4,729,100</b>	<b>4,269,778</b>
<b>Current liabilities</b>		
Trade creditors	316,470	264,080
Current leave provisions	486,268	386,668
Other creditors	513,515	482,627
<b>Total current liabilities</b>	<b>1,316,253</b>	<b>1,133,375</b>
<b>Non-current liabilities</b>	<b>11,961</b>	<b>15,750</b>
<b>Total liabilities</b>	<b>1,328,214</b>	<b>1,149,125</b>
<b>Net assets</b>	<b>3,400,886</b>	<b>3,120,653</b>
<b>Equity</b>		
Retained earnings	3,045,396	2,765,163
Asset revaluation reserve	355,490	355,490
<b>Total equity</b>	<b>3,400,886</b>	<b>3,120,653</b>

# Audit Report

	
<p><b>INDEPENDENT AUDITOR'S REPORT</b> To the Members of Central Highlands Group Training Inc. Via BGT Jobs + Training</p>	<p><b>RSM Australia Partners</b> 52 Anderson Street West, Ballarat VIC 3350 PO Box 585 Ballarat VIC 3350 T +61 (0) 3 3332 5800 F +61 (0) 3 3332 5890 <a href="http://www.rsm.com.au">www.rsm.com.au</a></p>
<p><b>Opinion</b></p> <p>We have audited the financial report of Central Highlands Group Training Inc. via BGT Jobs + Training ("BGT"), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.</p> <p>In our opinion, the financial report of Central Highlands Group Training Inc. via BGT Jobs + Training is in accordance with the Associations Incorporation Reform Act 2012 (Vic) and Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), including:</p> <ol style="list-style-type: none"> <li>giving a true and fair view of the registered entity's financial position as at 30 June 2023 and of its financial performance and cash flows for the year ended on that date; and</li> <li>complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.</li> </ol> <p><b>Basis for Opinion</b></p> <p>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 Central Highlands Group Training Inc. via BGT Jobs + Training 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.</p> <p>We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.</p> <p><b>Independence</b></p> <p>We confirm that the independence declaration required by the ACNC Act, which has been given to the responsible entities of Central Highlands Group Training Inc. via BGT Jobs + Training, would be in the same terms if given to the responsible entities as at the time of this auditor's report.</p> <p><b>Other Information</b></p> <p>Those charged with governance are responsible for the other information. The other information comprises the information included in Central Highlands Group Training Inc. via BGT Jobs + Training's annual report for the year ended 30 June 2023, but does not include the financial report and the auditor's report thereon.</p> <p>Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.</p>	<p>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.</p> <p>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.</p> <p><b>Responsibilities of the Directors for the Financial Report</b></p> <p>The directors of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures, the Associations Incorporation Reform Act 2012 (Vic) and the ACNC Act, and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.</p> <p>In preparing the financial report, the directors are responsible for assessing Central Highlands Group Training Inc. via BGT Jobs + Training's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate Central Highlands Group Training Inc. via BGT Jobs + Training or to cease operations, or has no realistic alternative but to do so.</p> <p><b>Auditor's Responsibilities for the Audit of the Financial Report</b></p> <p>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.</p> <p>A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <a href="http://www.asat.gov.au/audit_responsibilities.html">http://www.asat.gov.au/audit_responsibilities.html</a>. This description forms part of our auditor's report.</p> <p> <b>JOHN FINCLAY</b> Partner</p> <p>Ballarat, Victoria Dated this 20<sup>th</sup> day of September 2023</p>
<p><b>THE POWER OF BEING UNDERSTOOD</b> AUDIT   TAX   CONSULTING</p> <p><small>RSM Australia Partners is a member of the RSM network and is also a PwC firm. It is a legal entity and is not controlled by the PwC network. Each member of the RSM network is an independent member and is subject to the jurisdiction of its own regulator. The RSM network is not a single entity and is not controlled by any one member. © 2023 RSM Australia Partners. All rights reserved. Liability limited by a scheme approved under Professional Standards Legislation</small></p>	

# Ballarat Jobs & Training Expo

The Ballarat Jobs & Training Expo (an initiative of BGT Jobs + Training Ballarat), supports the jobs and training industry of Ballarat and surrounding areas, by delivering an Expo with local industries, organisations, seminars and workshops. These provide awareness of opportunities available to the community. Now in its second year, it is continuing to support and connect communities. This year the event took place on Fri 16th & Sat 17th June at The Goods Shed and Civic Hall.



Pictured:Expo panel discussion

*"The Ballarat Jobs & Training Expo is an important forum for the City of Ballarat to directly showcase to community members, the many careers and career pathways available in local government."*

**– City of Ballarat**

## Highlights from the Expo for 2022

### Exhibitor Attendance

- Over 100 organisations took part in the Expo through either exhibiting, presenting seminars or running workshops.
- City of Ballarat, Brick & Block Careers, Defence Force Recruiting, Victoria Police, MaxiTRANS, Federation University, Qantas Group, Bakers Delight, Recruitment agencies, Job Active agencies and many more.

### Sponsors

- City of Ballarat, Federation University, The Goods Shed, City of Ballarat Youth Services, Sureway, MaxiTRANS, Jobs Victoria, Runway, Brandt, Power FM and 3BA.

### Stakeholders

- City of Ballarat, Highlands LLEN, Committee of Ballarat, Commerce Ballarat and Federation University.

### Seminars

- Apprenticeship Pathways, Early Childhood Services – Job demand, Barriers to women and girls in trades, Wind Energy – Job opportunities, Pathways to a Career in Health, A Career at the City of Ballarat and Understanding Workplace Rights.
- Career Booth and Interactive Workshops
- The Career Booth offered resume and advice as well as Career Activities.
- The Interactive Booths included Recycling Processes, Plumbing as a Career Pathway, Robotics, Carpentry, Pizza Throwing, Hospitality and Barista workshops.

### Visitor demographic

- Over 1,900 attendees
- VCE students, school leavers, students, graduates, people looking for: work, career change, further study, parents of students.

*"MaxiTRANS is a proud participant of the Ballarat Jobs & Training Expo. We have found the Expo is an excellent way to connect to the community and potential employees of all ages throughout Ballarat. The organising, venue and professionalism of the team is exceptional, and the event is well received by all businesses involved throughout the region."*

**– Paul Butler, MaxiTRANS**



# Barkly Square



Barkly Square is home to 25 community tenants, and we are now at full capacity with a wait list.



3 markets held  
Over 3000 visitors  
130 stallholders



Received funding to draw up plans for gardens to be landscaped



Now known as a great venue to hold external events

The 2022/23 financial year saw us welcome additional tenants into the building. Barkly Square is now home to BGT Jobs + Training and 25 other community minded tenants.

Barkly Square have hosted a number of community events during the year, including:

- Barkly Square Global Markets (held quarterly) in collaboration with CMY, BRMC and Ballarat Wholefoods
- Ballarat Heritage Festival Event – ‘Oasis in the Desert’, in collaboration with City of Ballarat
- Ballarat Volunteer Expo – in collaboration with Ballarat Foundation
- The Y Ballarat’s National Youth Week Art Exhibition
- Various art exhibitions using our

free art exhibition space

- Days of importance, such as IDAHOBIT, International Women’s Day, International Day of Disability, National Reconciliation Week and NAIDOC, are recognized both internally at Barkly Square and through social media channels.

There have been a number of projects and focus areas to further activate Barkly Square:

- The Barkly Square heritage gardens are maintained by an enthusiastic group of volunteers who have engaged Fed Uni and schools to help.
- Staff and tenants were encouraged to participate in Clean Up Australia Day, through Barkly Square and surrounding areas.
- BGT were successful in their application for the City of Ballarat

Community Impact Grant to provide portable hearing loops, a magnifier, tactile ground indicators for stairs, and upgrades to wayfinding signage including service animal relief area to Barkly Square.

- BGT were successful in receiving funding through the Universal Design Funding Grant 2022, seeing the installation of automatic entrance doors (and for accessible toilets) and a new ramp access to Barkly Square.
- BGT consulted with Tiny Pride and the Rainbow Group Ballarat to install 4 x all-gender toilets, ensuring they were fully inclusive and appropriately signed. Condom dispensers were installed in toilets, providing free condoms.
- The Barkly Square website was updated to include an accessibility map for visitors.



Pictured: Mat Tetni at the Barkly Square Global Markets





