



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
- Standards for Registered Training Organisations (RTOs) 2015
- Social Services Standards
- National Standards for Group Training Organisations 2017
- Australian Accounting Standards
- ACNC Governance Standards

Acknowledgement of Country

BGT Jobs & Training Ballarat 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.

BGT acknowledges that their children are our future, and we will encourage our community to continue fostering learning and growth through support strategies and leadership opportunities.

We also acknowledge the Ballarat and surrounding areas Aboriginal community, many of whom were forcibly removed from the area. We acknowledge the ongoing survivors of colonisation and the legacy of the Aboriginal community.

BGT Reconciliation Action Plan (RAP)

In 2022 BGT introduced a Reconciliation Action Plan (RAP) which was revised in 2025. Our commitment of our organisation and our people to building and sustaining meaningful action which advances reconciliation continues.

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 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 Ballarat 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 Ballarat 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 Ballarat is committed to fostering a workplace and broader community of respect, equality and prevention of violence against women.



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 2024/2025 Annual Report.

Despite a challenging economic landscape, BGT remained steadfast in its mission to support young people through vocational training, apprenticeships, and community-based programs. The continued activation of Barkly Square has been a cornerstone of our community engagement strategy. Quarterly markets, garden upgrades, and the many collaborative events have not only enhanced the vibrancy of the precinct but also deepened our relationships with our local community. The Barkly Hair Institute, now fully operational, has proven to be a dual success by providing hands-on training for aspiring barbers while generating revenue through its commercial salon. This initiative exemplifies our commitment to innovation in service delivery and sustainability. Our social housing initiative at Princes Street continues to provide secure accommodation for participants in the Better Futures program. This investment is more than bricks and mortar. It's a foundation for stability, dignity, and long-term independence for those we serve.

The 2024–25 financial year was marked by persistent inflationary pressures and a contraction in client numbers, particularly in apprenticeship placements. These factors contributed to a total revenue decline of approximately \$1.73 million, resulting in a net operating loss of \$280,620. During this time we made a strategic decision to consolidate our financial assets, transitioning from term deposits to a managed fund structure to enhance liquidity and yield. While this outcome is disappointing, it reflects broader economic headwinds and underscores the importance of our ongoing cost containment efforts.

The Board maintained strong oversight throughout the year, with consistent attendance across sub-committees and full board meetings. Our governance framework continues to evolve, with a renewed focus on risk management, strategic planning and alignment. The transition in executive leadership from Graham McMahon to Emma Hart occurred in March when Emma was confirmed as the Interim CEO, while a recruitment campaign kicked off to engage a permanent CEO. The Board extends their heartfelt thanks to Emma for her leadership during the recruitment process and her ongoing support as we transition to our newly appointed CEO, Wayne O'Toole.

As we move into the 2025–26 financial year, our priorities are clear: return to breakeven, deepen community impact, strengthen our core programs and diversify revenue streams beyond those funded by the government. We will continue to invest in staff development, our culture, refining our service offerings, and exploring new partnerships that align with our strategic goals, while ensuring that health and wellbeing is a top priority. The Board extends their gratitude to our staff, partners, and community for their unwavering support. While the year has tested our resilience, it has also reaffirmed our purpose. Together, we remain committed to empowering individuals to engage in learning and employment, creating pathways for a successful future.

CEO Report



Emma Hart
Interim CEO

As we reflect on the 2024/2025 year, I am proud to report that BGT Jobs & Training Ballarat has continued to grow its presence, deepen its community connections, and deliver on strategic priorities. While we encountered some financial challenges, the organisation remained focused on creating positive, long-term impact for our participants, stakeholders, and the Ballarat region.

BGT recorded a loss for the financial year of \$254,015. This outcome was anticipated and closely monitored throughout the year. Our leadership team and board remain confident in our financial resilience and long-term sustainability, with measures in place to strengthen our position in the coming year.

BGT was honoured to be named a finalist in the 2024 Commerce Ballarat Business Excellence Awards, and were proudly winners of the Not-For-Profit category. This recognition reflects the work of our team and the real, measurable outcomes we continue to achieve for our community.

Barkly Square continued to go from strength to strength in 2024/2025, with several key developments highlighting its role as a thriving community hub. A significant addition in 2024 was 'Our Social Kitchen', a new café venture and initiative of Ballarat Neighbourhood House, who took over the café tenancy. This partnership brings a fresh community-centred energy into the space and further strengthens the social enterprise footprint at Barkly Square. Another highlight was Barkly Square's first Open Day, which welcomed members of the general public to explore the hub and engage with our programs and experience the work of our tenants.

A major milestone this year was the success of the Barkly Hair Institute, which celebrated its first cohort of students completing their training. This initiative not only supports the delivery of industry-ready skills but also creates real employment pathways.

Styled for Success continued to offer vital support to people in our community, running workshops and one-on-one styling sessions that helped build confidence and prepare clients for interviews and employment.

Our transitional housing property, acquired in the previous financial year, has now been fully operational and is actively supporting young people engaged in our Community Services programs. The house has already made a meaningful difference in the lives of participants by providing a safe, stable accommodation and real estate references for the future.

In 2025, we proudly launched our updated Reconciliation Action Plan (RAP) brochure, outlining our Action Plan for 2025–2027. This next phase builds on the foundations laid in our inaugural RAP, with a continued focus on building respectful relationships, creating culturally safe environments, and ensuring equitable opportunities for Aboriginal and Torres Strait Islander peoples across all areas of our organisation.

In its fourth year, the Ballarat Jobs and Training Expo 2025, attracted over 1,800 visitors including students from 14 schools across Ballarat and surrounding areas, engaging with local employers, service providers, and training organisations. The Expo continues to play a critical role in connecting our community with real employment pathways and opportunities. The initiative has been supported for the next three years through the City of Ballarat, Partnership Grant, enabling us to continue delivering this event and maximising impact for the community.

To our dedicated staff, board, and community stakeholders, thank you. Your commitment to our mission continues to drive positive change in the lives of our students, participants and their families across our region. As we look toward 2025–2026, I am confident that BGT will continue to deliver with purpose, integrity, and impact.

BGT Jobs & Training Ballarat at a Glance

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

Staff



19 Female
11 Male



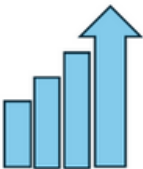
2025

Staff numbers end June 2025

Financials



\$3.8 m Assets



\$6.7m Revenue

Departments

Employment Services

Employment of apprentices and trainees, placed with host employers.

Skills Centre

Fully equipped trade centre for training engineers in a simulated work environment.

Community Services

Programs offering young people education, employment & housing opportunities to help turn their lives around.

Training

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

Business Services

Financial, administration and business support services, including marketing & events.

Barkly Square

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

Board of Management

As of September 2024



Ben Davison
(Chair)



Kelli Moran
(Deputy Chair)



Jodie Perry
(Treasurer)



Susan Honeyman
(Secretary)



Jay Morrison
(Board member)



Amber Welsh
(Board member)



Corina Kozaris
(Board member)

Staff Recognition Awards

BGT Jobs & Training Ballarat 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.

Recognition of Years of Service



Deanne HASTINGS
(15 years service)



Paul DICKMAN
(10 years service)

Category: Excellence In The Services We Deliver
Winner:

Karen EDE



For making a great first impression, then consolidating solid relationships with clients, colleagues and apprentices alike, by demonstrating a high level of care and support.

Category: Honesty In Everything We Do
Winner:

Pru TAYLOR



For always being there for other staff, and being honest in sharing thoughts. For providing a balanced overview and considering problems in a well-rounded way. Confident to speak up, whilst also with integrity and authenticity.

Category: Professionalism In How We Conduct
Winner: Ourselves

Paul DICKMAN



For adding great value to BGT, through expertise and commitment to growing our profile and level of professionalism. Being an asset to the team culture through warmth, and a genuine and positive approach.

Category: Respect For All Our Stakeholders
Winner:

Tennille

McLAUHLAN



For consistently going above and beyond, to achieve best outcomes for the people you work with, always respecting their voice and providing opportunities for them to be heard.

Work Health & Safety at BGT Jobs & Training Ballarat

Over the past year, we have continued to strengthen our commitment to providing a safe, healthy, and respectful workplace for all employees, learners, and visitors. The 2024–25 period saw the continued rollout of the Work Health and Safety Strategy and Plan, aligning our practices with ISO 45001 and ISO 45003 standards and reinforcing our focus on psychosocial risk prevention and overall wellbeing.

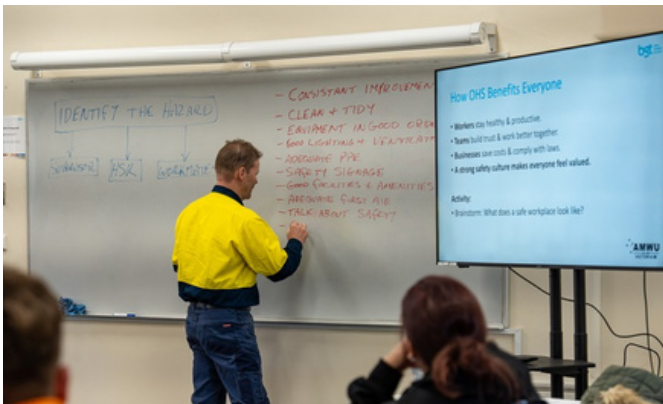
Key achievements included the delivery of the Psychosocial Risk Awareness Training Series, completion of mandatory emergency evacuation drills, and the introduction of the Managers Toolkit to support risk-based decision making, strengthen WHS capability, and provide practical tools for safety leadership.

BGT remains steadfast in its ongoing commitment to continuous improvement, proactive risk management, and fostering a culture where every person takes responsibility for safety, wellbeing, and care for others—ensuring that Work Health and Safety remains at the heart of everything we do.

Building on insights from previous WorkCover analysis, BGT recorded positive indicators across claims management and injury prevention, reflecting a proactive approach to hazard identification, early intervention, and sustained support for injured employees. Improved Return to Work outcomes demonstrated effective collaboration between managers, employees, and our insurer, resulting in shorter recovery periods and successful reintegration.

Consultation remained a strong focus, with regular safety discussions, toolbox talks, and increased engagement with Health and Safety Representatives (HSRs) supporting continuous improvement and shared accountability for safety across our business. Data insights from hazard reports, audits, and staff feedback informed system improvements and risk-based planning, ensuring WHS decisions are evidence-driven and aligned with organisational priorities.

A dedicated WHS column was introduced in the Barkly Square Tenants Newsletter, providing information, practical guidance, and resources to help tenants understand and meet their WHS obligations. This initiative has strengthened collaboration, consistency, and awareness across the Barkly Square community.



Employment Services



38 new commencements into an
Apprenticeship or Traineeship



25 completions during
2024-2025



52 Host Employers
11 New Host Employers

The 2024/25 financial year was one of change and renewal for the Employment Services Team. With the appointment of a new manager and a more streamlined team structure, we embraced the opportunity to refine our focus, strengthen internal processes, and continue delivering strong outcomes for apprentices, trainees, and host employers.

While transitions bring new challenges, they also open the door to fresh perspectives and innovation. Our team adapted with professionalism and enthusiasm, remaining dedicated to supporting people into meaningful employment pathways. We continued to build and maintain valuable relationships with host employers across a variety of industries, ensuring we stay responsive to the evolving needs of our region.

A particular highlight of the year was celebrating one of our apprentices being named a finalist in the Apprenticeship Employment Network (AEN) Awards a proud moment that reflects both the individual's hard work and the ongoing support provided by our team.

Throughout the year, we saw many participants begin their apprenticeships or traineeships and others successfully complete their qualifications.. These achievements are a testament to the resilience, commitment, and teamwork that define our department.

As we look ahead, Employment Services is excited about emerging opportunities in new and growing sectors. With a renewed sense of purpose and a dedicated team, we are well positioned to continue making a positive difference in the lives of our apprentices, trainees, and the broader community.

"Matt's professionalism, persistence, and ongoing support were instrumental in helping us manage what was at times a very difficult situation. From a HR perspective, we know how demanding this period must have been on him, and we cannot thank him enough for his continued commitment. We truly believe we wouldn't have made it this far without him."

This experience has reaffirmed us the importance of working with a supportive and involved organisation like BGT. We would not consider taking on another trainee without your team behind us."

Sarah- Host Employer

Training



223 students enrolled in full qualifications and completions



205 completed their White Card (Construction Introduction) certificate



76 learners enrolled past census date in VETiS Early Childhood Education and Care

The 2024–25 year was one of consolidation, improvement, and innovation for the Training Department. Our focus remained firmly on quality, compliance, learner experience, and community engagement.

- We implemented a structured Continuous Improvement Schedule, ensuring regular review and enhancement of training and assessment practices.
- The RTO expanded and refreshed its course offerings to meet local and regional workforce needs. This included the planned addition of new qualifications such as Certificate II in Security Operations, and Certificate III in Pathology Collection, alongside unaccredited short courses in Barista Skills, Employable Me, and Mastering Difficult Conversations.
- BGT also extended its training footprint beyond Ballarat, successfully delivering programs across Ararat, Stawell, Geelong, and surrounding areas. This regional expansion reflected strong partnerships with employers, community organisations, and local schools, ensuring greater access to quality training for learners in outer regional communities.
- Peer and management observations were introduced to support continuous improvement in delivery quality. Staff participated in professional learning aligned with First Nations, Cultural Diversity, Gender Equity, LGBTQIA+ Inclusion, Disability Awareness, and Workplace Behaviour—helping to build inclusive and respectful training environments.

- The department achieved successful reaccreditation, demonstrating full compliance with the VRQA Guidelines and RTO Standards 2015. This milestone reflected the strength of BGT's governance, systems, and commitment to continuous improvement.
- The year also saw the appointment of a new Manager and Compliance Officer, enhancing leadership capability, regulatory oversight, and accountability across the training function.
- We launched the Project Windows Leadership Program, a bespoke series of seven workshops designed to develop leadership, communication, and inclusion skills in local workplaces.

The program's success demonstrated the RTO's capability in designing and delivering non-accredited, commercially viable professional development programs for external clients.

This extension of services positions BGT as a true workforce development partner, supporting local industries to build resilience and adaptability.

Ongoing focus on retention and completion remains a key opportunity for the coming year, supported by increased engagement, stronger learner induction, and improved monitoring of student progression data.

What BGT Students say ...

"I always look forward to my monthly catch up with Robert! He always brings in new ways or suggestions to tie relevance with my work and course. Suggesting me to do other units or provide answers that are related to HR. I always have a good laugh and love all the stories he brings up during our Chat. BGT overall has been fantastic and is always there to support me!"

Rhys - a Business Student

"I have just completed a Cert II in Engineering with BGT Training. What a fantastic experience!

I came as a farmer with some VERY basic welding skills wanting to improve. To say the course exceeded my expectations is an understatement. There was a good balance between practical and theory.

The crew at BGT were fantastic. The admin staff were accommodating and easy to deal with. The instructors were high calibre in their field. They were very willing to pass on their skills in a friendly and flexible way but also sure we worked to a high standard.

Thanks heaps guys and hope to continue with BGT and do the Certificate III."

Rick Seirer.

We have been consistently impressed with the professionalism and support provided by the team at BGT. Their commitment to our apprentices has been a key factor in their success and steady progress through the training program.

The staff at BGT take a hands-on, supportive approach that enables our apprentices to develop their skills and reach their full potential. Their valuable feedback to both the apprentices and ourselves has been instrumental, not only in shaping the growth of our apprentices but also in contributing to the ongoing development of our business.

Our apprentices are motivated to challenge themselves and take pride in achieving a place on the "Wall of Honour" with their work samples on display — a fantastic incentive that celebrates their efforts and achievements. We would like to sincerely thank the entire BGT team for the outstanding work they do. We greatly value our partnership and look forward to continuing to build on this success together.

Wayne & Kerrie Peart -Employer JASTEC (Employer of Engineering Student)



Ricky Seirer -Engineering student

BGT Industry Skills Centre



35 students graduated



Close partnerships with 33 employers
in engineering and manufacturing industries .



105 students engaged in training
with the Skills Centre

The BGT Industry Skills Centre has come through another challenging year in regard to the confidence around consistency of work in the manufacturing industry in and around the Ballarat area. The employers who entrust the training of their apprentices to the BGT Industry Skills Centre are really feeling the pressure of the current economic climate, not only in our local area but across Victoria in general.

Our commitment to our employer partners and students remains front of mind and even more so in the current economic environment. We are standing by our employers where possible, offering flexible service delivery so as when work is available, we schedule training around their business needs. We continue to develop partnerships with organisations and industry to ensure training relevance within our sector. For instance, the AMWU Women In Trades intensive weld training program and Ballarat Grammar.

The BGT Industry Skills Centre in partnership with the AMWU Women In Trades have had the pleasure of delivering 5 intensive weld training courses over the past 12 months. There have been a number of those participants after undertaking this training who have taken on apprenticeships as a direct result of this program. This has been a great opportunity and partnership; without the sponsorship of the AMWU these young ladies would not of had the exposure to this trade, never mind enter into an apprenticeship.

9 students completed a Certificate II in Engineering, 3 Certificate II in Engineering students gained apprenticeships after completing their training. 23 apprentices completed their Certificate III in Engineering Apprenticeships to gain their full trade Qualification



Community Services



29 participants with
Reconnect



140 Better Futures Participants with 80
of those receiving Homestretch



2 participants purchased their own
homes

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

Several young people successfully completed their VCE during 2024. This was a challenging milestone that opens doors to future opportunities. We are proud of their dedication and resilience.

Other participants have taken the bold step of purchasing their own homes - a remarkable achievement that speaks to their independence and vision for the future, while others have purchased vehicles, giving them greater mobility and access to work, study and community life.

We had our first Spirit, Mind & Body Day which was a beautiful success, featuring sound healing, Reiki and intuitive readings. We are excited to expand this offering and make it a regular part of our program next year.

"Reconnect has helped me a lot in organising my career plan. They are still helping me, especially with helping me to organise my enrolment in a Diploma of Community Services"

– Better Futures participant

"As a valued member of Committee for Ballarat, BGT has shown a strong commitment to building capability and capacity across our region. Its programs, including RECONNECT, play a vital role in fostering inclusive economic, and social participation" - Committee for Ballarat

We are incredibly proud of what our young people are accomplishing. Whether it is reaching big milestones or making progress on smaller, personal goals. Every step forward matters, and we are honoured to walk alongside them during this journey. As we look forward to next year, we remain committed to supporting their growth, dreams and determination.

Let's keep cheering them on!

Celebrations and Events

Student Graduation 2024

BGT held a graduation ceremony in November 2024 at Barkly Square. It was attended by a number of students and their families and certificates and awards were announced. BGT congratulate all of the students who completed certificates in 2024/25 with BGT and hope that this is the first of many milestones they complete on their employment journey.

Student Awards included:-

- Student of the year - Jason Aird
- Trainee of the year - Holly Boyd
- Apprentice of the year - Andy Doig
- Achievement Award - Adam Earles
- Award for Excellence - Danny Spurr

BGT would also like to thank our generous local businesses that sponsored the student awards.



AEN Awards

The annual AEN Apprentice Awards were held in Melbourne in November 2024, and BGT was represented by a Finalist, Edward (Ed) Kulundzic who was nominated in the "Overcoming Adversity" Category.

BGT congratulates Ed on his achievement as being named a Finalist at the 2024 AEN Awards. These awards celebrate outstanding achievements and contributions in various aspects of apprentice and trainee development and Ed is commended on being a finalist Victoria wide. Both BGT and Ed's employer Fishmet are very proud of Ed and what he has achieved so far.



Finalist Ed Kulundzic, with his host employer, Fishmet and BGT staff

Ballarat Jobs & Training Expo

The Ballarat Jobs & Training Expo is an initiative of BGT Jobs & Training Ballarat. The expo supports the jobs and training industry of Ballarat and surrounding areas, by delivering an expo with local industries, organisations, seminars and workshops to provide awareness of opportunities available to the community.



The July 2024 event took place at The Goods Shed and The Civic Hall and would not have been possible without our major sponsor City of Ballarat, as well as Rural Workforce Agency Victoria.

2024 Business Excellence Awards



BGT was the winner of the 2024 Business Excellence Awards in the Not for Profit Business Award category.



Barkly Square

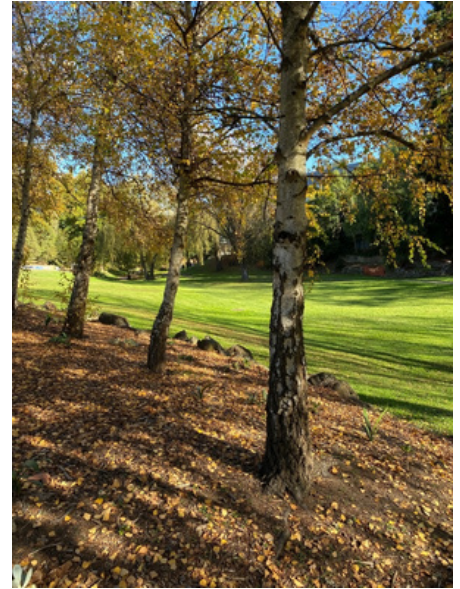


Home to 26 community tenants.



The Barkly Square precinct continues to thrive as a local community hub. Some of the community events held over the past year include:

- Barkly Square first open day in March 2025
- The First Nations Women's Yarning Garden launch
- Various Art Exhibitions & launches for local artists
- The Y Ballarat's National Youth Week Art Exhibition
- PopCon – Sonika's annual pop culture convention
- Children's Week Festival - Held by City of Ballarat
- Ballarat Wholefoods Collective Op shop & Vintage Markets (held quarterly)
- Anniversary of Ballarat's third Peace Pole



Anniversary of Ballarat's third Peace Pole



The First Nations Women's Yarning Garden launch

Barkly Square Volunteers

Ballarat East Heritage Garden Volunteers

Our dedicated Barkly Square Garden Volunteers continue to bring vibrancy, beauty, and community spirit to our site. Throughout 2024–2025, this passionate group has maintained and enhanced our garden spaces, transforming them into welcoming, sustainable environments for tenants, visitors, and the local community.

Their efforts have included planting seasonal flowers, caring for native shrubs, maintaining pathways, and supporting community events with green space enhancements.

We sincerely thank our volunteers for their ongoing commitment, creativity, and teamwork, which not only beautify Barkly Square but also strengthen connections across our community.



Styled for Success

The Styled for Success program at Barkly Square continues to make a real difference in the lives of local people, providing professional clothing, styling guidance, and career support. In 2024–2025, the program helped numerous people prepare for interviews, formals and many other occasions.

A standout moment this year was supporting many groups of through tailored workshops, where participants not only received professional outfits but also mentorship and practical advice. They left inspired and ready to take the next step in their careers.

During the year, Styled for Success moved location from a small room on the second floor of Barkly Square to a larger more prominent location on the ground floor which supported to program to gain more visibility, therefore assisting more people.

Thanks to the dedication of volunteers, donors, and partners, Styled for Success continues to create opportunities, build confidence, and foster a supportive community for people in Ballarat.



Financial Statements

This is a summary of financial data from the financial statements 2024-25. 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.

CENTRAL HIGHLANDS GROUP TRAINING INC.

Statement of Financial Performance for the Year Ended 30 June 2025

	2025	2024
	\$	\$
Revenue		
Funding received	1,760,115	1,888,346
Service revenue	4,188,533	5,712,918
Occupancy revenue	656,980	681,106
Other income	157,509	182,534
Total revenue	6,763,137	8,464,904
Expenditure		
Salary & on-costs	6,023,563	6,989,785
Other expenses	993,589	1,727,173
Total expenditure	7,017,152	8,716,958
Profit for the year	(254,015)	(252,054)
Other comprehensive income	-	-
Net profit including comprehensive income	(254,015)	(252,054)

Statement of Financial Position for the Year Ended 30 June 2025

	2025	2024
	\$	\$
Current assets		
Cash and cash equivalents	578,161	984,439
Receivables	441,567	464,959
Other current assets	25,599	325,806
Total current assets	1,045,327	1,775,204
Non-current assets	2,754,424	2,682,048
Total assets	3,799,751	4,457,252
Current liabilities		
Payables	358,606	382,156
Current leave provisions	228,847	398,096
Other creditors	331,960	534,450
Total current liabilities	919,413	1,314,702
Non-current liabilities	5,207	13,404
Total liabilities	924,620	1,328,106
Net assets	2,875,131	3,129,146
Equity		
Retained earnings	2,539,327	2,793,342
Asset revaluation reserve	335,804	335,804
Total equity	2,875,131	3,129,146

Audit Report



INDEPENDENT AUDITOR'S REPORT To the Members of Central Highlands Group Training Inc. t/a BGT Jobs + Training

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Opinion

We have audited the financial report of Central Highlands Group Training Inc. t/a BGT Jobs + Training, which comprises the statement of financial position as at 30 June 2025, 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 material accounting policy information, and the directors' declaration.

In our opinion, the financial report of Central Highlands Group Training Inc. t/a BGT Jobs + Training has been prepared in accordance with the *Associations Incorporation Reform Act 2012 (Vic)* and Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2025 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – *Simplified Disclosures* and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

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 Central Highlands Group Training Inc. t/a 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.

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

Other Information

Those charged with governance are responsible for the other information. The other information comprises the information included in Central Highlands Group Training Inc. t/a BGT Jobs + Training's annual report for the year ended 30 June 2025, but does not include the financial report and the 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 Management and Those Charged with Governance for the Financial Report

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.

In preparing the financial report, the directors are responsible for assessing Central Highlands Group Training Inc. t/a 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. t/a BGT Jobs + Training or to cease operations, or has no realistic alternative but to do so.

The directors are responsible for overseeing the registered entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

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

Independence

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. t/a BGT Jobs + Training, would be in the same terms if given to the responsible entities as at the time of this auditor's report.

RSM
RSM AUSTRALIA PARTNERS



JOHN FINDLAY
Partner

Ballarat, Victoria
Dated this 2nd day of October 2025

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