



# **Annual Report**

## **2025/2026**

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# 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 and present.

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



### Keli Moran

Deputy Chair

Board of Directors

It is very much a privilege to serve on the board of a respected local not-for-profit organisation that has supported our region for 40 years. It is even more of a privilege to do so when surrounded by committed staff, talented board colleagues and supportive industry and community members who are willing to do whatever they can to steer the organisation through one of the most difficult economic climates we have needed to deal with.

In the past few years, we have called upon the strong reserves BGT had successfully built up over many years. This past success has supported us through the recent challenges. But so have our staff, our tenants, our clients, our industry hosts and all the community members and volunteers who show their support for Barkly Square. I wish to acknowledge and thank them all for their insights, their hard work and their determination to see BGT achieve many more years supporting our community in all the ways we do.

Whilst we will still have challenges ahead - as do many not for profit organisations – the Board is confident we have the right leadership and strategy in place for BGT to continue to thrive into the future. We are proud of all the apprentices, trainees, students and clients we support. They all have a role to play in making our community a better one and their success is also our success. We are also proud of the wonderful place Barkly Square has proven to be – a valued community hub supporting a wide range of community organisations aligned to our own vision and purpose. This sense of shared commitment to helping others is what ties us all together, and it will be what keeps us strong well into the future.

BGT's leadership was in transition until the end of August 2025 with the departure of the previous CEO early in 2025. Emma Hart was appointed as interim CEO while recruitment for the role was conducted. I would like to acknowledge and thank Emma for her dedication and commitment to BGT during that time.

Finally, the board wishes to thank Wayne O'Toole, our new CEO who joined the organisation in 2025 with the full knowledge of some of the financial challenges ahead. His determination, integrity, and ability to lead an exemplary executive team has provided us with confidence that BGT will prosper well beyond our board tenure.



**Wayne O'Toole**

Chief Executive Officer

The 2025/26 financial year has been one of the most challenging periods in BGT's 40 history. A loss of \$655,901 is reflective of elevated uncertainty in the economy with interest rate increases and geo-political instability driving down business confidence.

The Board and leadership have done significant work to minimise the loss prior to my arrival in September 2025 and that work has continued to reduce costs and identify and realise additional revenue. BGT has utilised cash reserves to underwrite our operations while trading conditions remain uncertain.

A pivot to expanding our workforce capability course offerings has opened opportunities for new revenue streams, while relationships with employment service providers both locally and further afield have also created additional revenue opportunities.

Barkly Square continued to be a develop into a hub for the community with 25 tenants providing a variety of services. Our Kitchen Social has become a welcoming and safe place for a diverse cohort. A range of events including markets, conferences and art exhibitions fill the spaces with energy and positivity throughout the year. I would like to acknowledge tenants, traditional owners and volunteers for the work they do to maintain the site.

The Ballarat Jobs and Training Expo 2026, attracted visitors including students from schools across Ballarat and surrounding areas, engaging with local

employers, service providers, and training organisations. The accompanying seminar program included a range of high-quality speakers and panels providing insight into a range of career opportunities.

A huge thankyou to the sponsors and partners of the event, City of Ballarat, Regional Development Australia, Regional Partnerships Central Highlands and Wimmera Southern Mallee as well as Federation University, Accenture and Skylar. Emma Hart deserves the biggest thankyou and acknowledgement taking on the full responsibility for organising of the event, the success of which is in very large part due to her tenacity and professionalism.

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.

The Board and Leadership Team will continue to identify growth opportunities, asset rationalisation and cost savings in the coming year and beyond as we look toward improved trading conditions while we enter our 40th year of providing services to the community.

## BGT Jobs & Training At A Glance

BGT is a not-for-profit incorporated association established in 1986 to provide education, training and employment services to the Ballarat community. Since then BGT has spread the services to most of regional Victoria.

### STAFF



13 Female

13 Male.

(FTE 22)

### FINANCIALS



\$3.2M in Assets & \$5.9M Revenue for 25/26.

### DEPARTMENTS

#### Community Services

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

#### Employment Services

Management and support of apprentices and trainees, placed with host employers.

#### Properties

BGT is the lead tenant at Barkly Square, but also has properties leased in Hill St, Ballarat & Princes St.

#### Skills Centre

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

#### Training

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

### BOARD OF DIRECTORS



**Kelli Moran**  
(Deputy Chair)



**Jodie Perry**  
(Treasurer)



**Susan Honeyman**  
(Secretary)



**Ben Davison**  
(Board Member)



**Jay Morrison**  
(Board Member)

# People, Capability & Safety:

## Investing in Our Team, Strengthening Governance, and Creating a Safer Workplace



People,  
Capability &  
Safety - New  
department  
established and  
operating framework  
developed



Psychosocial &  
Culture - Extensive  
employee  
consultation and  
workplace hazard  
identification  
undertaken



Governance &  
Risk Reform -  
Governance policy  
review completed  
and reporting and  
accountability  
frameworks  
strengthened

This year, BGT established the People, Capability and Safety department, uniting human resources, workforce development, governance, and workplace safety. This integration has enhanced our support for staff, strengthened accountability, and improved risk management.

We conducted extensive consultations with employees to identify psychosocial hazards and better understand BGT's workplace culture. Direct engagement provided valuable insights into staff experiences, current practices, and factors influencing well-being and engagement. These findings form a strong foundation for addressing psychosocial risks, enhancing our culture, and guiding future improvements.

We made significant progress in governance and accountability by initiating a comprehensive review of BGT's policies and procedures, completing the governance policy review, and advancing organisational reforms. This clarified policy ownership, defined management roles and approval authorities, and strengthened risk management and compliance. Implementing a structured reporting system clarified management responsibilities, improved risk tracking, and ensured consistent reporting to senior management, supporting informed decision-making.

Workplace Health and Safety remained a top priority. We enhanced hazard identification, incident reporting, risk assessment, issue investigation, and corrective actions. Our focus on preventive safety measures ensured consistent management of both physical and psychological risks. We also advanced child safety and safeguarding by clarifying reporting duties and escalation steps and by increasing staff awareness.

We focused on enhancing the experience and skills of staff by updating induction and onboarding processes for employees, Board members, volunteers, and contractors. This ensures consistent information, compliance, clear workplace expectations, and cultural understanding. We also implemented a structured approach to learning and development by identifying training needs, establishing required training, and providing leadership development opportunities.

Together, these achievements demonstrate significant progress in building the systems, governance, and practices BGT needs for the future. The foundations established this year will support ongoing cultural improvement, investment in our people, and the development of a safer, stronger, and more accountable organisation.

## Staff Recognition Awards

### STAFF OF THE YEAR 2026 - Winner

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 would like to congratulate the following staff member who was nominated by another staff member and has excelled in service delivery, is professional and honest and has respect for all stakeholders.

#### Rebecca FELLOWS

*Rebecca was praised for reliability, knowledge sharing and checking information.*



## RECOGNITION OF YEARS SERVICE



Congratulations to **Pru TAYLOR** who has reached 5 years' service with BGT.

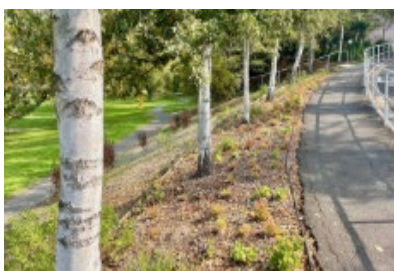


## Thanks To Our Wonderful Barkly Square Volunteers

Volunteers play an important role across BGT, supporting the Specimen Vale gardens to ensure these much-loved spaces remain vibrant and welcoming, and contributing to the Styled for Success program by helping individuals build confidence and prepare for employment opportunities. Their dedication, skills and generosity make a positive difference to both our organisation and the broader community. BGT extends its sincere appreciation to all volunteers for their ongoing contribution throughout the year.

Styled for Success would not operate without the efforts of the amazing volunteer team. Thanks to the team – Sue, Nola, Dawn, Allyson, Glenda, Loris, Chrissie, Wendy, Liz and Tina.

Our dedicated Barkly Square Garden Volunteers continue to bring vibrancy, beauty, and community spirit to our site. These volunteers have cared for the gardens surrounding the Barkly Square which is used by the tenants and the public. Thanks to the all the garden volunteers for their dedication in upkeeping the gardens.



## Community Services



18 participants with  
Reconnect



143 Better Futures Participants with 119 of those  
receiving Homestretch



7 Youth Mental Health First Aid  
courses held

Throughout 2025–2026 Community Services continued to make a meaningful difference in the lives of young people across the Central Highlands and Wimmera regions.

Over the year, we worked alongside 143 young people, with 119 participants supported through the Homestretch program. Better Futures is funded by the Victorian Government Department of Families, Fairness and Housing (DFFH) to deliver these vital supports and nearly a million dollars was invested in helping our young people transition towards independence, sustain safe and stable living arrangements, or remain with their carer until the age of 21.

We also successfully completed the Reconnect 2021–2025 program and secured continued funding for Reconnect 2026–2029. While the new program has a reduced target of 18 participants Reconnect remains committed to providing tailored, support to overcome the barriers preventing people from engaging in education and training or employment pathways. Reconnect is funded by the Victorian Government Department of Jobs, Skills, Industry and Regions (DJSIR).

Across Ballarat and Ararat, we delivered Prepare to Drive and Road Safety for New Arrivals programs, helping participants build essential road-safety knowledge, confidence and practical skills to support their independence and community connection. These programs are funded by the Victorian Government Department of Transport and Planning (DTP).

In recognition of the importance of early mental-health support, we delivered 7 Youth Mental Health First Aid courses. These sessions strengthened the ability of local community members and professionals to identify, understand and respond appropriately to young people experiencing mental-health challenges.



Better Futures has made such a big difference in my life. They have supported me with so much, including helping me with my car, things I needed for my home, rent and bond, and supporting me through court.

Having that support has taken a lot of stress and pressure off me, especially during some really difficult times. It has made me feel like I'm not alone and that there are people who genuinely care about helping me and my family have a better future.

I'm really grateful for everything Better Futures has done for me and for having that support when I've needed it most. It has helped me feel more stable, confident and able to move forward with my life.

Better Futures Participant

## Employment Services (Group Training Organisation – GTO)



62 New Apprentice  
Employers  
& Traineeships



20 Successful  
Completions



18 New Host

The GTO faced both challenges and opportunities, remaining passionately committed to helping people secure meaningful employment and assisting local businesses in building the skilled workforce required for the future. Even though businesses throughout the area have been suffering from ongoing economic pressures, BGT facilitated the start of 62 new apprenticeships and traineeships and celebrated 20 completions. This shows the determination of our apprentices and trainees, the commitment of their host employers, and the continuous guidance and support provided by the Employment Services team.

It was always a priority to build and maintain strong relationships with the local industry. Over the course of the year, BGT accepted nine new host employers, which increased the number of employment and training opportunities and helped companies invest in preparing their future workforce. As a result of these partnerships, apprentices and trainees acquired valuable practical experience, an understanding of the industry, and the necessary practical skills in a wide variety of occupations.

In addition to recruitment and placement, BGT continued to offer personal mentoring, workplace support, and advice to apprentices, trainees, and the employers who host them. This involved helping individuals address the problems they encountered at work, stay engaged in their training, and build the confidence, resilience, and skills needed for long-term career success. During the year, there was also a renewed emphasis on improving the sustainability and future of our GTO. Since it has become necessary to adapt to the changing requirements of the local workforce, BGT aims to extend its traditional apprenticeship and traineeship programs and improve their alignment with growing industries, especially in the Health Care and Social Assistance sector, which includes aged care, disability support, and community services. This approach will establish new routes to employment while aiding industries experiencing rising demand for skilled workers.

Although the Central Highlands remain at the core of BGT's identity and service delivery, we also plan to expand our presence into adjacent areas and beyond. Taking this approach will allow BGT to establish new industry partnerships, provide a wider range of employment opportunities, and enhance the sustainability of its GTO operations, all while continuing its long-standing commitment to the businesses, communities, and people of the Central Highlands. In the future, BGT will keep its promise to create a responsive, inclusive, and sustainable group training service that helps individuals achieve their career goals, assists employers in building skilled workforces, and contributes to the economic and social well-being of the communities we serve.

The accomplishments of our apprentices and trainees have always been a source of pride, as individuals have been honoured with industry awards and have gone on to become qualified tradespeople and skilled workers. The fact that these achievements have been reached shows how valuable the cooperation is between the apprentices, their host employers, the training providers, and BGT in achieving positive employment outcomes.

## Properties

A key focus was building strong relationships with existing tenants across Barkly Square Community Hub, the Hill Street properties and Princes Street, while fostering connections with prospective organisations seeking tenancy opportunities. Through improved tenancy management practices, ongoing compliance and targeted property improvements, BGT strengthened landlord oversight, enhanced tenant engagement and reinforced effective property management across the portfolio. These improvements enhanced governance, supported stronger partnerships and positioned the organisation for future growth.

Essential services compliance was maintained across all properties, supported by scheduled inspections and servicing programs. Ongoing maintenance, accessibility improvements and security upgrades were undertaken across the portfolio.

### Barkly Square

At Barkly Square Community Hub, 24 organisations called the precinct home throughout the year. Barkly Square remained a vibrant community destination, hosting exhibitions, workshops, markets, training sessions and community events. Highlights included the Australian Millinery Association event, Ballarat Wholefoods Collective Pre-Loved Clothing Markets, Communi-Tea Festival activities and the BGT Christmas Market, strengthening community connection and participation across the precinct.



Grant funding supported Gallery upgrades, creating a more welcoming and functional space for exhibitions and events. The addition of new display areas for three-dimensional artworks expanded exhibition opportunities and opened the Gallery to a broader range of artists and exhibitors.

### Hill Street

The Hill Street property portfolio maintained full occupancy throughout 2025-26, continuing to provide affordable accommodation for local organisations while contributing to the sustainability of BGT's property assets. Ongoing maintenance and compliance activities ensured the properties remained safe and fit for purpose.

### Princes Street

BGT purchased the house at 32 Princes Street in 2023. Since that time a number of tenants have utilised the property to gain experience in the rental market and in living in a shared environment enabling them to apply for ongoing rentals. The Board took the decision to dispose of the property to realise some liquidity in the challenging trading environment.

## Training (Registered Training Organisation – RTO)



32 Completions



200+ White Card  
Completions



87% Return VETiS  
graduates  
returning to BGT

The 2025–2026 financial year marked a period of significant growth and transformation for the RTO, with a renewed focus on quality, sustainability, and training that responds to the needs of our regional communities and industries. A major achievement was the completion and Board acceptance of a comprehensive RTO Service Review, which led to a revised operational structure introduced in March 2026. This provided an opportunity to strengthen governance, improve operational efficiency, and refocus the RTO's strategic direction toward sustainable growth, industry engagement, and responsive training delivery.

Work was also carried out to enhance the RTO's quality management and compliance systems in accordance with the 2025 Standards for Registered Training Organisations. This involved improving training and assessment strategies, student enrolment procedures, learner support, assessment quality assurance, and continuous improvement systems, thereby increasing consistency and accountability across training operations.

Developing the capabilities of local workforces was always a top priority, and BGT carried out direct work with businesses to design and deliver custom leadership and professional development programmes that were tailored to their operational needs. The way it was done helped strengthen ties within the industry and demonstrated that BGT could offer practical, flexible workforce development solutions alongside traditional qualifications.

BGT continued to provide nationally recognised qualifications in Early Childhood Education and Care, Individual Support, Disability, Business, Leadership and Management, and Barbering. We also delivered targeted Aged Care and Disability pathway programs, equipping participants with industry-relevant skills, practical preparation, and supported pathways into further training and employment in these high-demand sectors. In addition to these courses, our essential short courses, including Learn Local, First Aid, CPR, and Construction Induction (White Card), continued to attract a growing number of participants. These programs helped meet the needs of people entering the workforce, contributed to workplace safety, and addressed the ongoing requirements of local employers.

VETiS courses continue to provide valuable opportunities for young people. Of particular note is the cohort that completed secondary school in 2025 and returned as fee-paying students to complete the remaining units of their qualification. This shows strong student confidence and that the routes from secondary education into further training are effective. During the year, there was also ongoing development of future vocational pathways and more flexible training models, which increased opportunities for students, employers, and people seeking to enter or advance in the workforce.

Looking ahead, the RTO is well positioned to build on its achievements by continuing to build stronger partnerships with industry, introducing innovative training solutions, and maintaining its investment in quality, student outcomes, and sustainable growth.

## Industry Skills Centre (Registered Training Organisation – RTO)



9 Students Graduated  
with a Certificate II in  
Engineering



5 Students completing their  
Certificate II were offered  
apprenticeships



10 Apprentices completed their  
Certificate III in Engineering to gain  
their full trade qualifications

The BGT Industry Skill Centre has navigated through another challenging year; there is a degree of renewed confidence in some areas of the manufacturing sector, this is good news as they have been now under pressure for several years now due to current economic climate, not only in our local area but across Victoria in general.

Our commitment to our employer partners remains the same, our students continue to be front of mind and even more so in the current economic environment, we will continue standing by our employers where possible offering flexible service delivery so as when work is available, we schedule training around their business needs.

One of the biggest focus areas over the past 12 months has been to develop our Fee for Service offerings, the Fundamentals of weld training courses have been very popular particularly in the second half of this financial year, we continue to run the welding boot camps. In addition to these boot camps, we were fortunate enough to run a polit partial

Certificate II program for women in trades, this program was run as a partnership between AMWU Woman in trades. As a result, 12 ladies completed the program and 3 have go on to work in our industry.

This year we have also been working with Asuria, we have run several partial Certificate II programs in an endeavour to prepare candidates for employment in the manufacturing industry, these programs covered OHS, Manual Handling and use of tools units.

### Graduation Ceremony

In November, BGT proudly celebrated 19 graduates across a range of qualifications, joined by family, friends and supporters. The ceremony recognised the dedication, perseverance and hard work of our students as they reached an important milestone in their learning journeys. Each achievement reflects graduates' commitment to learning and professional development, as well as the role vocational education and training plays in building skills, creating career pathways and supporting our local workforce. BGT is proud to have supported our graduates throughout their learning journeys. We also acknowledge our trainers, assessors and support staff, whose guidance and encouragement contributed to their success. We congratulate all our graduates and wish them every success in their careers and future endeavours.





The Expo is organised by BGT with the assistance of sponsors, especially the City of Ballarat who has provided a grant to run the Expo over three years. The July 2025 was the second year that the Expo has been organised. The event took place at The Goods Shed in Lydiard Street and was attended by various schools, employers and job seekers.

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.

Thank you to all of our sponsors and stallholders that supported the event and a special thanks to the City of Ballarat as the major sponsor. The event would not take place without organising and preparing for the event. Emma Hart was the event organiser, and without her energy, organisational skills and time, the event would not have been the success that it was.

*"We've had a stall at the BGT Jobs and Careers Expo for the second year in a row and have enjoyed every minute of it! It's such a valuable event- not only do we get to meet enthusiastic young people from a wide range of schools, but also other local businesses and community members exploring a career change.*

*One of the highlights for us is that we still have staff working with us who handed in their resumes at last year's expo and had a good range of resumes again this year. That's a real testament to the quality of the event and the people it brings together.*

*It's a great way to stay connected with the Ballarat Community and support local talent. We're already looking forward to next year."*

*A 2025 Stallholder.*

## Financial Statements

This is a summary of the financial data from the Financial Statements for 2025 2026. The full financial statements (including Notes) are available online after the AGM. Go to [www.bgt.org.au](http://www.bgt.org.au)

### CENTRAL HIGHLANDS GROUP TRAINING INC.

#### Statement of Financial Performance for the Year Ended 30 June 2026

|                                                  | 2026<br>\$       | 2025<br>\$       |
|--------------------------------------------------|------------------|------------------|
| <b>Revenue</b>                                   |                  |                  |
| Funding received                                 | 1,626,535        | 1,760,115        |
| Service revenue                                  | 3,625,108        | 4,188,533        |
| Occupancy revenue                                | 597,269          | 656,980          |
| Other income                                     | 82,092           | 157,509          |
| <b>Total revenue</b>                             | <b>5,931,004</b> | <b>6,763,137</b> |
| <b>Expenditure</b>                               |                  |                  |
| Salary & on-costs                                | 4,964,522        | 6,023,563        |
| Other expenses                                   | 1,622,383        | 993,589          |
| <b>Total expenditure</b>                         | <b>6,586,905</b> | <b>7,017,152</b> |
| <b>Profit for the year</b>                       | <b>(655,901)</b> | <b>(254,015)</b> |
| Other comprehensive income                       | -                | -                |
| <b>Net profit including comprehensive income</b> | <b>(655,901)</b> | <b>(254,015)</b> |

#### Statement of Financial Position for the Year Ended 30 June 2026

|                                  | 2026<br>\$       | 2025<br>\$       |
|----------------------------------|------------------|------------------|
| <b>Current assets</b>            |                  |                  |
| Cash and cash equivalents        | 268,524          | 578,161          |
| Receivables                      | 331,335          | 441,567          |
| Other current assets             | 34,303           | 25,599           |
| <b>Total current assets</b>      | <b>634,162</b>   | <b>1,045,327</b> |
| <b>Non-current assets</b>        | <b>2,657,930</b> | <b>2,754,424</b> |
| <b>Total assets</b>              | <b>3,292,092</b> | <b>3,799,751</b> |
| <b>Current liabilities</b>       |                  |                  |
| Payables                         | 351,564          | 358,606          |
| Current leave provisions         | 264,201          | 228,847          |
| Other creditors                  | 399,717          | 331,960          |
| <b>Total current liabilities</b> | <b>1,015,482</b> | <b>919,413</b>   |
| <b>Non-current liabilities</b>   | <b>57,380</b>    | <b>5,207</b>     |
| <b>Total liabilities</b>         | <b>1,072,862</b> | <b>924,620</b>   |
| <b>Net assets</b>                | <b>2,219,230</b> | <b>2,875,131</b> |
| <b>Equity</b>                    |                  |                  |
| Retained earnings                | 1,883,426        | 2,539,327        |
| Asset revaluation reserve        | 335,804          | 335,804          |
| <b>Total equity</b>              | <b>2,219,230</b> | <b>2,875,131</b> |



## INDEPENDENT AUDITOR'S REPORT

To the Members of Central Highlands Group Training  
Inc. t/a BGT Jobs + Training

RSM Australia Partners

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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 2026, 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 2026 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.

### Material Uncertainty Related to Going Concern

We draw attention to Note 1 in the financial report, which indicates that the registered entity incurred losses in both the current and prior financial year, generated negative operating cash flows and had a current asset deficiency of \$381,320 at 30 June 2026. As disclosed in Note 1, the registered entity's ability to continue as a going concern is dependent upon the achievement of forecast operating improvements, the continuation and timing of key funding arrangements. These events and conditions indicate that a material uncertainty exists that may cast significant doubt on the registered entity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

### 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 2026, 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.

THE POWER OF BEING UNDERSTOOD  
ASSURANCE | TAX | CONSULTING

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Liability limited by a scheme approved under Professional Standards Legislation



## Audit Report (cont)



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

A handwritten signature in black ink that reads 'John Findlay'.

JOHN FINDLAY  
Partner

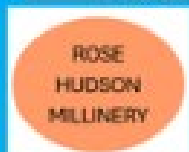
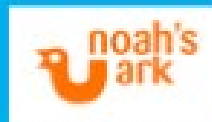
Ballarat, Victoria

Dated this 16<sup>th</sup> day of October 2026



# Barkly Square Community Hub Tenants

## June 2026



**bgt** JOBS &  
TRAINING  
BALLARAT

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