



Write your own story.

BGT Jobs + Training | Annual Report 2020

Write your

own story.



JOBS + TRAINING



Table of Contents

4-5	Reports - Chairman and CEO
6	BGT at a Glance
7	Program Numbers and Performance Indicators
14	Staff
16	Board of Management
18-19	Financial Statements
20-21	Barkly Square

Chairman's Report

On behalf of the Board of BGT Jobs + Training, it is with much pleasure I present the 2019/2020 Annual Report.

A year like no other

Up until March this year, we were tracking above budget and beginning to realise the many benefits as a result of our investment in our new home at Barkly Square. The future did indeed look bright as forecast in our Annual Report of last year. And then, COVID 19 struck, gathering such momentum that ultimately our business came to a crashing halt and our organisation reverted from one of growth and positivity to that of hibernation and survival.

The impact of the pandemic has been felt across our whole organisation including but not limited to;

- A loss of employment for some of our apprentices and trainees
- Training and personal development opportunities for our students severely limited due to all courses being diverted to online delivery;
- Our community service programs severely impacted and this to a cohort that is most vulnerable even in 'normal' time;
- Loss of employment within our own staff due to organisational restructures to ensure the very survival of our business
- Reduction in hours worked and remuneration for all staff, again to ensure sustainability of our business. The Board also contributed to this strategy by foregoing all board fees for the 2020 calendar year.

All of which required a dynamic approach to both strategic and operational management, an environment that was constantly changing, generating hitherto now such alien internal and external circumstances and unknowns that the traditional management approach was 'thrown out the window.' We all learnt as the pandemic unfolded and we made decisions based on the best information we had at the time, knowing full well that all this could and did change by the end of any week, indeed a year like no other!

Special Thanks

The pandemic created extraordinary additional stress and workloads on our leadership team and general workforce and on behalf of the Board, I would like to acknowledge and thank all our staff, ably lead by our Chief Executive Graham McMahon. The challenges that were presented on an ongoing basis since the end of March this year were met with a positive attitude, fairness, and good will. This approach enabled BGT to respond to the crisis at hand and put in place strategies that minimised the risks to our business and ensured that we are well placed to rebound when our State and City emerge from the 'lockdown'. Everyone at BGT can be justly proud in the way they conducted themselves during this year.

The Financial Results

Our core business during FY 20 remained focused on employment and training and supporting people, both young and old, to "write their own story." Our strategic plan developed in February this year had to be understandably put on hold as we moved from growth to survival mode because of the pandemic.

It must be acknowledged that the result we achieved, a surplus of \$340,369 was achieved through the assistance of government support and the revaluation of our Hill Street premises. The Financial Accounts as presented here detail the quantum of the support packages and revaluation contribution. The investment by both the Federal and State Governments through their support packages ensured that BGT survived the worst of the

pandemic and is well placed to continue its Mission and contribute to the greater good of our community.

A summary of the key financial result includes;

- Total Revenue: \$6,583,113
- Net assets: \$1,895,700
- Total number of apprentices and trainees employed in our system during the year: 204
- Total number of students enrolled in our training courses: 887
- Number of people engaged through our community services program: 212

In addition, Barkly Square is fully tenanted and when all our tenants are back working in their spaces, will once again be a vibrant and productive community space. Hill Street has one space available, however we expect this will be taken up once the lockdown regulations are further eased in the 4th quarter of 2020.

In summary, whilst the government support packages made a valuable contribution to our business and enabled us to preserve our cash, up until the pandemic escalated in late March, we were well on track to achieve our budget. This provides us with a level of comfort that the strategies that we put in place during the 1st three quarters of FY20 were working and will continue to do so when we return to a "new normal", hopefully during quarter 2 of FY21.

Board succession

Firstly, I would like to acknowledge and thank my fellow Board members. This year has been difficult for everyone and our board members have had to deal with not only their own workplaces and individual challenges, but also then provide time and energy to the governance and leadership of BGT. This has been willingly undertaken and each member has provided support and advice when required. In addition, board members offered to forgo all fees for the 2020 calendar year as a small contribution to the BGT cost management strategy.

Furthermore, the Board has had in place an ongoing succession plan for some time now and this year finalises that process. We say farewell to Travis Hurst and Simon Monk and although only with us for a short period of time, made very valuable contributions to our business both during the creation and establishment of Barkly Square and the governance of the organisation during the pandemic. This annual general meeting will also be my last meeting as Chairman and a Board member of BGT. Bob O' Shea will be the next Chairman, ably supported by Kelli Moran as Deputy Chair and Jodie Perry as Treasurer. Three new Board members will be nominated at the AGM to finalise this renewal process we put in place two years ago.

Finally, it has been an honour and a privilege to be involved with such an inspiring organisation as BGT and I wish the Board, management and staff my very best wishes in its endeavours to continue its mission to assist people, young and old, to "write their own story". The future is promising, and the organisation is well placed to continue its journey.



Mark C Schultz

Chairman, Board of Management



**Graham
McMahon**
CEO

CEO Report

What a year it has been for BGT Jobs + Training. And we thought last year was a year of change! I'm proud to lead a great team delivering meaningful programs and services. And help navigate the organisation through unprecedented times.

After indifferent results in recent years, our focus was largely on a return to surplus in 2019/20. On the back of a \$560,000 loss in 2018/19, the target we set was for a \$90,000 surplus. This was achievable and we were on track in March, in fact in front of forecast when COVID-19 decided to take control.

Of course, the greatest impact on BGT was our ability to continue to trade viably and generate activity within our community.

Many difficult decisions needed to be made to ensure BGT came out the other side of this pandemic with a viable business intact to relaunch from. The road ahead appeared long and the impacts were threatening.

We were buoyed by JobKeeper and funding top ups through various Government agencies.

Our end of year result is better than predicted, we delivered the surplus, just arriving via a different path.

The team have almost without exception made sacrifices. All managers were reduced to a 4-day week for a period, the board waived their fees, most staff were affected by reduced hours and some aren't with us anymore. On top of that, every saving we could find added strength to our position.

At the end of June, we are extremely optimistic about the opportunities, post the COVID-19 lockdown.

A largely deserted Barkly Square for the last quarter was one of many challenges we faced as we came to terms with a new world of business. Staff working from home, online learning and virtual meetings, adapting and isolation were among the new challenges we faced.

For the record, 13 sub tenants are now secured at Barkly Square, which is capacity and 2 out of 3 tenancies are filled at our Hill St premises.

Buoyed by the additional funding and the positive impact to our cash flow, it is prudent to be looking at reinvesting in the organisation and research new funding opportunities. This is a key focus for us in the new financial year.

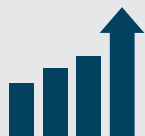
One of the staff to leave BGT during the year was Sharon Day, a 21-year veteran. In a changing world with many duties eroding due to the electronic landscape in accounts, and the slowdown in business due to COVID-19, Sharon was offered and happily accepted a redundancy. Sharon has been a constant and popular contributor to BGT over a very long period and we wish her well. Sharon is now working part time again but most importantly spending time with her granddaughter. We will be having an event to mark Sharon's contribution to BGT, when restrictions allow.

Finally, a comment on retiring Chairman Mark Schultz. Mark has played a pivotal part in BGT for many years, as a board member for 19 and as chairman for the last 14 years. Mark has been the Governance Guru, the wise head, and a constant in our changing business environment. His knowledge in this sector will be missed. But we know he won't be too far away.

From all of us, thank you Mark, for your significant contribution to BGT Jobs + Training.



\$2.7m
Assets



\$6.5m
Revenue



31
Staff

BGT at a glance

A not-for-profit Group Training organisation established in 1986 to provide education, training and employment services to the Ballarat community

Departments

Employment Services:

Employment of apprentices and trainees and placement 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 turn their lives around

SaverPlus:

National matched savings and financial education program

Training:

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

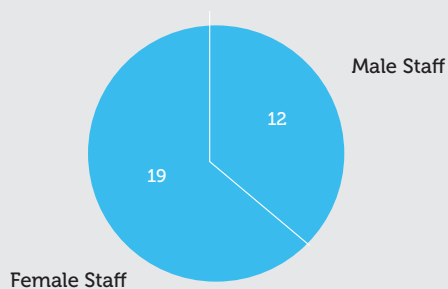
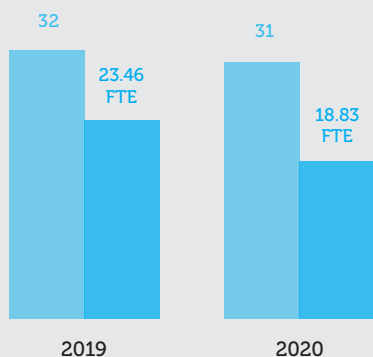
Corporate Services:

Financial and business support services

Barkly Square:

Lead tenant to 19 subleases comprising Barkly Square Community Hub.

Staff Numbers : Jun 2019 vs Jun 2020



Program Numbers & Key Performance Indicators

As at 30 June 2020

Employment Services



76 commenced
an apprenticeship
or traineeship



14 apprentices and
45 trainees completed
during 2019-20



104 apprentices
and trainees hosted
in industry

Training

Renewal of Skills First DET Contract to Dec 2021
VRQA Re-registration to 31 January 2025



17 qualifications
on scope



165 enrolments in
full qualifications and
113 completions



494 students
enrolments in short
courses

"I could not have asked for a more lovely knowledgeable teacher...,
teaching me the best practice in age care. I feel very lucky I got a job
out of placement I could not be happier"

– Sarah, Individual Support student.

Community Services

Reconnect Program is designed for people (17-64) who are keen to explore study and training options, or kick start a career but are unsure where to start. Participants are provided with wrap-around supports helping to identify future goals, steps to work towards them, addressing any challenges and skill gaps, whilst building resilience and confidence to write their own story.

Better Futures (formally Springboard) is a new program designed to provide flexible and tailored support to young people (16-21) as they transition from care services to independence. BGT is committed to improving life outcomes for young people in the Central Highlands and Wimmera areas who have experienced care services and assisting them to write their own story.



84 participants with Reconnect with an additional 24 places



50 participants with Better Futures



11 participants in the Skillscape Program

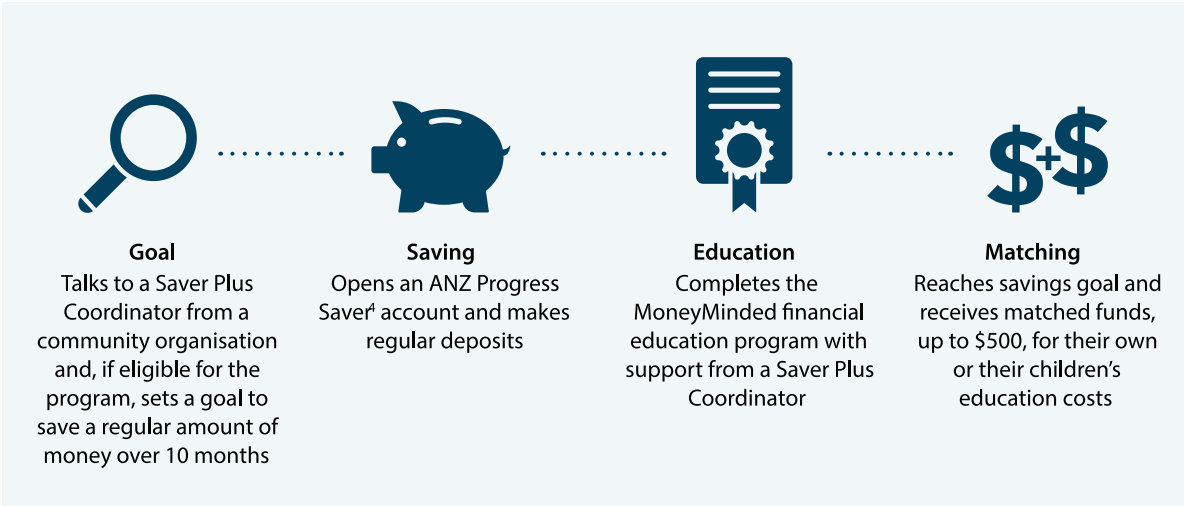


2 participants in Prepare to Drive

SaverPlus Financial Literacy Program

Ballarat continues to rank amongst the top performing programs nationally. 80 commencements, over the 5 years of Phase 6 we have 441 commencements against our target of 350. During May 2020 we signed up our 1000 participant.

During COVID 19 the resilience of our local participants has shone through. Over 50% had a reduced capacity to save with either a loss of employment or loss of hours. Amazingly they continued on their SaverPlus journey.



Saver Plus is a matched savings and financial education program, developed by Brotherhood of St Laurence and ANZ and delivered in partnership with Berry Street, The Benevolent Society and The Smith Family and other local organisations including BGT. The program is funded by ANZ and the Australian Government of Social Services. Go to www.dss.gov.au for more information.

"I was saving for a laptop to use for my course and for work afterward. Thanks to saverplus helping me identify my spending leaks, I was able to afford a better laptop than I was planning to buy."
– Participant completed March 2020.

Industry Skills Centre (ISC)

The ISC has had a challenging year. The first 6 months was a period of growth. Our numbers reaching a significant mile stone of 70 students engaged. Then COVID 19 intervened.

We initially shut down the ISC in line with the OH&S concerns and protocols. We have reopened for both Apprentices and Certificate II pre apprentices alike.

Industry and some employers had decided to withhold their apprentices from training, while trying to limit the exposure of their workforce to possible outside sources of infection.

It is still business as usual for a lot of our clients. We are still operating and thanks to our dedicated staff we are still able to continue to deliver quality training to all those who attend classes.

Significant achievements delivered during this period:

- 18 Students graduated with Certificate II in Engineering. An increase of 3 from last year.
- 17 Apprentices graduated from the Industry Skills Centre. An increase of 6 from last year.
- All assessment resources have been rewritten and brought into line with the new Engineering training packages MEM30219 and MEM30319.
- Regional engineering welding World Skills completion conducted in the Industry Skill Centre.

As was the case last financial year, we have been able to place a number of the graduating Certificate II students into apprenticeships. They have now returned to the ISC to continue their training as Apprentices undertaking the Certificate III qualification.

The outlook for the future for the ISC remains a challenge, we are currently working closely with 20 employers in the Engineering/Manufacturing industries in the region. Their success will be our success.



Small Run Manufacturing

Dearly Plaques & Memorials, a local business providing aluminium memorials and specific products to Australian cemeteries and the funeral industry, is being assisted by BGT Jobs + Training in the manufacturing of the products.

The partnership brings together specific skills practiced out of the Industry Skills Centre at BGT in the manufacturing of Dearly Plaques & Memorials aluminium flower pots and outside ashes urns.

"To have my business continually delivered from the home base of Ballarat is our Vision, but to be able to provide a learning and outcome driven experience for local apprentices still in training is just excellent!" Sally Kennedy, Director Dearly Plaques & Memorials commented.

BGT have embraced this challenge, even creating new tools to enable them to easily manage the intricate requirements of the products, all the time teaching and demonstrating to the Apprentices in training who are learning and practicing new skills.

Dearly Plaques & Memorials have been a local business in Ballarat for seven years, working with the local Ballarat Cemetery to provide plaques and markers, as well the national cemetery collective.

A local Ballarat business, with local businesses manufacturing products for the rest of Australia.

"I am very proud to have always utilised Ballarat manufacturers for our products, they are all part of our team, reliable, efficient and always able to talk to about solutions and new ideas." Commented Sally

Flower pots & outside ashes urns manufactured by BGT Industry Skill Centre.



Flower Pots

Standard: H160mm, 140mm spike

Tall: H180mm, 140mm spike

A permanent flower pot memorial or marker that will not rust, fade or crack with engraving available for personalisation.

Outside Ashes Urns

A permanent waterproof outdoor urn for use for interment at home or the park, exposed placement in a garden, under a tree or inside a home. Four small screws secure the urn. Waterproof once silicone is used to secure lid. Four sizes are available Companion Urn, Large Urn, Small Urn and the Keepsake Urn.

Success Stories

Certificate III Engineering

Judd:

Whilst undertaking the Certificate II Engineering course, Judd was quick to volunteer, and contributed greatly by working on a community program to make improvements to Woodman's Hill Secondary College gym.

During his time undertaking the Certificate III Engineering apprenticeship Judd always displayed an excellent attitude toward his trade, and he excelled in all areas. Throughout the apprenticeship, Judd produced high quality work to a standard which was displayed as a bench-mark for others to aspire to.

Judd completed his apprenticeship in November 2019.

Wade:

Wade was deaf until he was 10. By this stage his learning and development had been stunted dramatically. Wade struggled at school. He described himself as the class clown.

For most of his life Wade worked in the building industry. He got sick of working in an industry that didn't give back to the community. One day he was watching a young boy with a physical impairment being fitted for a mobility aid. He decided that he wanted to make a difference in people's lives and wanted to pursue a career that was about helping people. So Wade enrolled in the Certificate IV Disability course with BGT.

Wade was a dedicated and motivated student. He works at a local organisation supporting people with challenging behaviours, and he loves working with people with disabilities.

Certificate IV Disability

Graduation

Graduating Qualifications 2019

- Certificate III in Business
- Certificate IV in Business
- Certificate IV in Business Administration
- Certificate II in Community Services
- Certificate IV in Disability
- Certificate III in Education Support
- Certificate IV in Education Support
- Certificate II in Engineering
- Certificate III in Engineering - Fabrication Trade
- Certificate III in Engineering-Mechanical Trade
- Certificate III in Individual Support
- Certificate II in Skills for Work and Vocational Pathways



Student of the Year

Bradley Smith

For demonstrating incredible personal and learning growth



Trainee of the Year

Ashleigh Ozols

For demonstrating great commitment to her traineeship and completion of her studies



Apprentice of the Year

Judd Troon

For consistently producing quality work to a very high standard and always striving to better himself



Achievement Award – Life Without Barriers

Teagan Fisher

For showing great fortitude and commitment in overcoming barriers to education and training



Award for Excellence

Taryne Dean

For being a diligent student, completing work on time and to a high standard

BGT Team

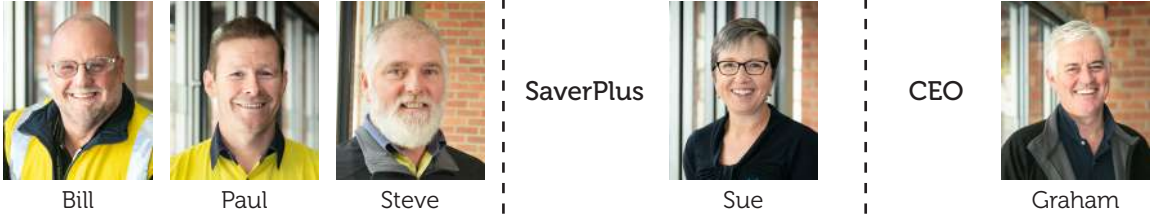
Employment Services Team



Training Team



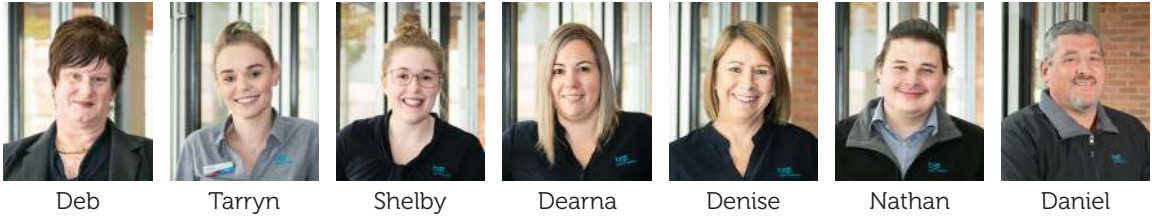
Industry Skills Centre Team



Community Services Team



Administration Team



Quality

BGT Jobs + Training 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
- DHHS Human Service Standards
- Australian Accounting Standards

Focus on Work Health and Safety

During 2018 the board commissioned a review of work health and safety and implemented an automated incident management system, Solv Safety.

15 Incidents/Accidents

6 Lost Time Injuries

9 Medical Treatment Injuries

3 First Aid Injuries

60 Days Lost

Lost Time (days)	1-4	5-9	10-20	30+
------------------	-----	-----	-------	-----

Number of injuries	3	0	1	1
--------------------	---	---	---	---

Demonstrating Personal and Professional Growth

Environmental Sustainability

In 2019 BGT Jobs + Training employed its first Work Health & Safety Officer. This role is part time and supports all departments by providing guidance and advice to ensure a safe and compliant working environment for our employees, students, clients, and apprentices and trainees.

Acknowledgements

BGT recognizes the contribution of staff at all levels of the organization. Our professional development framework supports staff to further develop their skills and experience.

Years of Service

10 years

Denise Taylor

Deanne Hastings

5 years

Paul Dickman

Outstanding Staff Recognition Awards

Helping Others Above and Beyond

Julie Butler - is always the first to put her hand up to help others and is there for everyone whenever they need.

Julie's kind and caring approach to not only her trainees but also her co-workers is an asset to BGT. Her positive proactive approach keeps those around her motivated.

Demonstrating Personal and Professional Growth

Shelby Pike – has continued to show enthusiasm and commitment to all areas of BGT, from the shed, to the RTO and general administrative duties. Shelby has a forward thinking approach with everything she does. Constantly seeking out new opportunities for funding and focused on a continuous improvement approach.

Board of Management



Mark Schultz (Chairman)



Kelli Moran (Deputy Chair)



Kate Nolan (*resigned October 2019*)



Simon Monk



Jodie Perry



Heather Taylor



Travis Hurst



Bob O'Shea



Susan Honeyman



We would like to acknowledge retiring chairman Mark Schultz.

Mark has played a pivotal part in BGT for many years, as a board member for 19 and as chairman for the last 14 years. Mark has been the Governance Guru, the wise head, and a constant in our changing business environment. His knowledge in this sector will be missed.

From all of us, thank you Mark, for your significant contribution to BGT Jobs + Training.

Financial Statements

This is a summary of financial data from the financial statement 2019-20. The full financial statements are presented as an attachment to this report (including notes) and are available at the Annual General Meeting and by request.

CENTRAL HIGHLANDS GROUP TRAINING INC.

Statement of Financial Performance for the Year Ended 30th June 2020

	2020	2019
	\$	\$
Revenues		
Employer On Costs	3,523,785	4,677,973
Government Funding	2,430,013	1,831,528
Other Income	629,315	395,336
Total Income	6,583,113	6,904,837
Expenses		
Salary & Superannuation	5,648,032	6,517,877
Other Expenses	743,346	949,499
Total Expenditure	6,391,378	7,467,375
Net Profit	191,735	(562,538)
Other Comprehensive Income	148,634	-
Net Profit including Comprehensive Income	340,369	(562,538)

Statement of Financial Position for the Year Ended 30th June 2020

	2020	2019
	\$	\$
Current Assets		
Cash & Financial Assets	783,772	863,813
Receivables	501,723	549,115
Other Current Assets	180,070	153,049
Total Current Assets	1,465,565	1,565,977
Non-Current Assets	1,269,930	1,144,451
Total Assets	2,735,495	2,710,428
Current Liabilities		
Trade Creditors	107,322	357,816
Current Leave Provisions	252,957	313,557
Other Creditors	429,757	475,419
Total Current Liabilities	790,036	1,146,793
Non-Current Liabilities	49,759	8,304
Total Liabilities	839,795	1,155,097
Net Assets	1,895,700	1,555,331
Equity		
Retained Earnings	1,540,210	1,348,475
Asset Revaluation Reserve	355,490	206,856
Total Equity	1,895,700	1,555,331



20 Lydiard Street South
Ballarat VIC 3350
PO Box 605
Ballarat VIC 3355
call (03) 5331 3711
email ppt@ppt.com.au
visit ppt.com.au

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF CENTRAL HIGHLANDS GROUP TRAINING INC.

Opinion

We have audited the accompanying financial report, being a special purpose financial report of Central Highlands Group Training Inc., which comprises the statement of financial position as at 30 June 2020, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the board of management.

In our opinion, the accompanying financial report presents fairly, in all material respects, including:

- giving a true and fair view of the financial position of Central Highlands Group Training Inc. as at 30 June 2020 and of its financial performance for the year ended in accordance with the accounting policies described in Note 1 to the financial statements; and
- complying with Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis of 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. in accordance with the auditor independence requirements of Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 and 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.

Responsibilities of Management and the Board of Management for the Financial Report

Management are responsible for the preparation and fair presentation of the financial report in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management are responsible for assessing Central Highlands Group Training Inc.'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 the Directors either intend to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The Board of Management is responsible for overseeing the Central Highlands Group Training Inc.'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 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 the financial report.

Page: 28



20 Lydiard Street South
Ballarat VIC 3350
PO Box 605
Ballarat VIC 3355
call (03) 5331 3711
email ppt@ppt.com.au
visit ppt.com.au

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF CENTRAL HIGHLANDS GROUP TRAINING INC.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board of Management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Management with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

PPT Audit Pty Ltd
PPT Audit Pty Ltd

Jason D. Hargreaves
Director

29 September 2020
20 Lydiard Street South, Ballarat

Page: 29

Barkly Square

The Barkly Street site has been a hub for learning since 1862. Through the efforts of a broad range of stakeholders, it is being transformed into a vibrant and green community centre focusing on education, training and employment outcomes in the Central Highlands and surrounding regions. BGT Jobs + Training are proud to be leading this transformational change.

The vision for the site was to provide opportunities for collaboration and social connectedness to increase educational opportunities and pathways to employment and strengthen community ties.

The 2019/2020 financial year saw us welcome additional tenants into the building. Barkly Square is now the home to BGT Jobs + Training and 19 other community minded tenants.

Altitec Australia	Goldfields & District Lacrosse League
Ballarat Italian Association	Noah's Ark
Ballarat Wholefoods Collective	Sports Central
Ballarat Regional Multicultural Council	The Hidden Orchard
Ballarat Times News Group	The Men's Shed
Council for Multicultural Youth	The Ballarat Toy Library
Cops n Kids	Very Special Kids
Djerriwarrh Community & Education Services	Victorian Aboriginal Community Services Association
Djirra Aboriginal Legal Services	VoiceFM
	YMCA





Goldfields & District
Lacrosse League



The Hidden Orchard



Retrenched Apprentices and Trainees program

This is a joint program between the Department of Education and Training and the Apprenticeship Employment Network to ensure apprentices and trainees can continue to contribute to a skilled and productive workforce as Victoria moves towards recovery. The project has set up a register for retrenched apprentices and trainees that we have promoted locally, and we have been working actively to assist these apprentices and trainees to stay engaged.

The pandemic has seen a sharp reduction in employment, including apprentices and trainees. It is expected that there will continue to be a large pool of displaced apprentices and trainees who have been unable to continue in the progress of their training and development. Because of this challenge, the Employment Services team has been proud to be an active part of the Retrenched Apprentices and Trainees program that has been created in response.

BGT has been able to successfully re-engage a number of these apprentices in our region.

One of the young people that we have assisted through this program is Louis. Louis is a 2nd year carpentry apprentice who just moved to Ballarat at the start of the year. When he first arrived he was able to find a new employer himself, but in March was let go due to COVID-19 and then was unable to find another employer to take him on. After meeting with Louis we were able to give him an opportunity with one of our employers that we work with and he is very pleased to be continuing on in his apprenticeship thanks to the team at BGT. Louis is doing a fantastic job and we are looking forward to continuing to support him and many other apprentices and trainees through these difficult times.



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

Training is delivered with Victorian and Commonwealth funding. Eligibility criteria apply. Individuals with a range of abilities and backgrounds are encouraged to apply.

TOID: 3683

Acknowledgement of Country

BGT Jobs + Training acknowledges the traditional owners of the land on which we conduct our work, The Wathaurong Peoples. And pay our respects to their elders, past, present and emerging.

We welcome and work with people of all ages, ethnicity, abilities, gender identities, sexual orientations, religious, cultural and linguistic backgrounds and financial status.



