

Write your own story.

BGT Jobs + Training | Annual Report 2021



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

Quality

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

Acknowledgement of Country

BGT acknowledges the traditional owners of the lands on which we conduct our work, the Wathaurong People of the Kulin Nation.

We pay respect to their Elders - past, present and emerging.

Diversity and Inclusion

BGT celebrates diversity and is committed to providing people-focused services which are inclusive of all communities. We value and welcome people of all ages, abilities, ethnicity, gender identity, sexual orientation, faith, cultural and linguistic backgrounds and financial status.

Cover Artwork

Front: Megan De Sprit who completed her Certificate III in Civil Construction. Back: The BGT Community Table.



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Chair Report



Bob O'Shea

Chair

Board of Management

On behalf of the Board of BGT Jobs + Training, it is with much pleasure that I present the 2020/2021 Annual Report.

Farewell to Mark Schultz

When I took over the role as Chair of BGT following last year's AGM, we said farewell to retiring Chair, Mark Schultz. Mark had played an absolutely vital role as a Board Member in the various stages of BGT's evolution over a 19-year period, the last 14 years as Chair. Later, we celebrated his contribution at a formal dinner with other retiring Board Members (Travis Hurst and Simon Monk) which was also attended by many senior staff from BGT. For me, filling Mark's shoes has been a challenging task in itself.

Another Challenging Year

At last year's AGM the Chair reported on what he called "a year like no other" and indeed we were all shell-shocked but thought we were beginning to see light at the end of the Covid tunnel. Things did improve (for example we were able to be physically present at that AGM albeit at 'social distance' rules) and gradually as the weeks and months passed by, we regained some normality to our operating practices. But the new normality was short lived as the State has had a number of short, sharp lockdowns between January and the end of June 2021 (and even more since June, right up until this AGM). The business and commercial world has become somewhat chaotic; schools, TAFE's and Universities and homelife have been intermittently disrupted and operating any sort of organisation in any sector has become challenging to put it mildly.

Yet, somehow BGT has come through all this chaos in remarkably good shape, as the rest of this Annual Report will show.

To the CEO and Staff

On behalf of the Board, I would like to give special recognition to our CEO Graham McMahon, his senior team and all the staff at BGT for your continued loyalty, professionalism and dedication to our organisation, our customers and all our other stakeholders. It was difficult enough to do this during

2019/20, but to maintain such a high level of commitment with such high morale for another year has been outstanding and we can all be justly proud of our organization.

Strategic Planning

Put 'on-hold' during 2020, we have now developed a detailed Strategic Plan which enunciates our Purpose (Mission & Vision) and provides four Fundamental Pillars which guide detailed operational goals, plans, budgets, activities and measurable milestones. A high-level summary of that document appears later in this Annual Report. This document along with the Budget now forms the basis of the CEO's monthly reporting and the Boards review processes.

Financial Results

Our overall result for FY21 was an astounding surplus of \$873,888 and whilst it must be acknowledged that we achieved this with the help of Federal and State Government financial support programs, even without this Covid pandemic related assistance, our overall result is still very strong.

In summary, it can be seen from the end of FY21 the financial position of BGT is very sound indeed and, along with our cash reserves, gives confidence that the future of BGT is extremely optimistic. However even as I write this, we have seen continued intermittent pandemic related lockdowns during July, August and September and reminds us all that we can take nothing for granted and must manage our optimism with prudence.

Board succession

Firstly I want to acknowledge my fellow Board members who have maintained enthusiasm and a genuine sense of care for BGT throughout this difficult year. It needs to be remembered that each Board member has his or her own employer organisation and household to manage in these same troubling circumstances. I have been ably assisted and guided throughout the year by my Deputy Chair, Kelli Moran. In addition Kelli also chairs the Strategy and Risk sub-Committee. Thanks particularly to Jodie Perry who as Treasurer chairs the Finance sub-Committee – a particularly onerous task requiring a forensic approach to our financial reports. Special thanks also to Heather Taylor who chairs the Policy sub-Committee, which is engaged in the never-ending task of reviewing and updating all BGT Policies.

After the AGM last year we welcomed three new Board members – Ben Davison, Emma Challands and Tony Stone. Unfortunately Emma and Tony have had to resign during the latter part of the year due to unforeseen personal circumstances and we have commenced the process of recruiting new members to replace them.

CEO Report



Graham McMahon

CEO

Well, I know we said it last year... but what a year it has been for BGT Jobs + Training.

As we continue to adapt and review our organisation in light of the 'new normal', it is clear we are not through the challenges of Covid-19 yet. However, as I look at the 2021-22 financial year, our hope is that reaching vaccination threshold targets outlined by the Victorian Government will allow BGT to get on with, and further, our core business.

It has been a challenging year... We have managed lockdowns and remote ways of working, worked to combat isolation and lack of connection, adapted to the ever-evolving health advice and restrictions, and sought to maintain a good work / life balance and look after our wellbeing.

In any organisation, success is all about the people, our team on the ground delivering every day; our partners, contractors, participants, students; our managers, board members, apprentices and trainees. And it is our people who deliver the successful outcomes for our participants and broader community.

Amongst the challenges of operating in a Covid-19 environment, the past year saw several of our amazing team members also battle serious health issues. Whilst Covid-19 has made it tough in many regards, we have also been delivered a dose of perspective both valuable and sobering. Seeing how fragile life and health can be, how quickly things can change... this really highlights the people and things most important to us. Happily, those team members are back in good health and kicking goals again.

Through all the challenges thrown at us, BGT managed to deliver more of what our organisation is known for: supporting our community and creating success stories through jobs and training. The financial performance of BGT in 2020-21 is a result to be celebrated. It is a result which allows us to reach

more people in the Ballarat region and see further successful outcomes achieved, now poised for strategic growth and impact.

At the end of June 2021, BGT Jobs + Training had more people engaged in our collective programs than at any other time in our organisation's history.

Along the way this past year we have also...

- Accepted 'Suited For The Job' is an initiative BGT will deliver in 2021-22. This program offers practical assistance in overcoming barriers to employment through providing additional support, work attire and job readiness skills development.
- Conducted a marketing review, sensing an opportunity to refresh our brand within the community. The outcomes of this review are being worked through and recommendations will commence implementation in 2021-22.
- Supported the 100th anniversary of the Civic Gardens that surround our Barkly Square home. These gardens are significant in Victoria, as they were one of the first Civic Gardens established; BGT will continue to work on a renewal program to showcase these gardens.
- Set the direction and strategic priorities of our organisation for the 2021-22 financial year and beyond. It is with pleasure that I present a high-level summary of the BGT Jobs + Training Strategic Plan to you, included in this report.

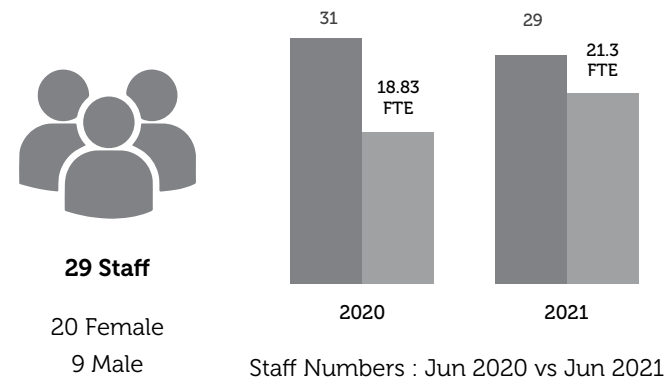
This year, our organisation celebrates 35 years of supporting the Ballarat community and surrounding regions. BGT is immensely proud to see our service delivery scope grow significantly over this time, and share in the outcomes of thousands of participants... as we have supported them to write their own story.

I am sincerely grateful for, and amazed by, what BGT Jobs + Training has been able to achieve over the past year. It is with a sense of optimism that I approach the coming year, confident in BGT's purpose and bright future. This team of people is inspiring, as is the work we do within our community... and inspiration is certainly something worth celebrating and holding onto at present.

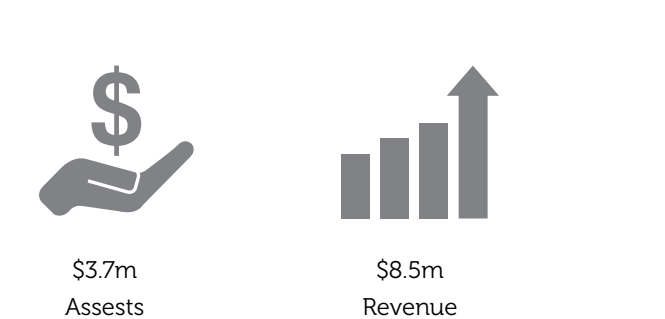
BGT Jobs + Training at a glance

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

Staff



Financials



What We Do

Finance & Corporate Services
Financial and business support services.

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

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

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

SaverPlus & Admin
National matched savings and financial education program, and organisational administration.

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

Barkly Square
BGT is the lead tenant to 22 sub-tennants; together we comprise the Barkly Square community.

Board of Management



Bob O'Shea
(Chair)



Kelli Moran
(Deputy Chair)



Jodie Perry



Heather Taylor



Benjamin Davison



Susan Honeyman



Mark Schultz
(former Chair, resigned October 2020)



Travis Hurst
(resigned October 2020)



Tony Stone
(resigned July 2021)



Emma Challands
(resigned June 2021)

Simon Monk
Simon Monk resigned from the Board of Management in July 2020, following an extended leave of absence (not pictured).

CEO



Graham

Finance & Corporate Services Team



Deb



Denise



Geraldine

Employment Services Team



Narelle



Troy



Julie



Ben



Anita



Shaun



Dearna

Training Team



Katheryn



Denise



Jo



Jade



Emily



Ebony



Hudson

Industry Skills Centre Team



Bill



Paul



Steve

SaverPlus & Admin Team



Sue



Jazmyn



Rob

Community Services Team



Dee



Jemmah



Sam



Carley



Emma

Staff Recognition Awards

BGT 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. In 2020-21, we particularly wish to acknowledge the following staff in recognition of their efforts and dedication.

Helping others, above and beyond.

Nomination criteria:

- Willingness to help and support others
- A selfless, team focused attitude
- A flexible and responsive approach to our participants and community
- Respect and compassion, building people up
- Encouraging others to be and achieve their best
- Demonstrating resilience, and working with others to build resilience during these unprecedented times

Awarded to Paul Dickman



During this past year, Paul had occasion to step into the role of managing the Industry Skills Centre for an extended period of time. Paul did this without hesitation, and took on this responsibility in addition to the requirements of his Senior Trainer and Assessor role. Paul completed all reporting and management tasks during this time, whilst continuing to deliver quality training in the measured and calm fashion he is known for. Paul is the backbone of BGT's Industry Skills Centre, and is forever willing to go above and beyond.

We would additionally like to acknowledge other staff members nominated to receive these awards: Sue Ogilvie, Emily Molloy, Steve Creelman, Jo Kenealy, Hudson Sharp, Sam Wills, Bill Burgess, Narelle Edwards, Troy Westblade, Ebony Henderson and Anita Godfrey.

Demonstrating personal and professional growth.

Nomination criteria:

- A desire to continuously grow their capacity
- Seeking out further learning and professional development opportunities
- Willingness to take on new tasks, a 'can-do' attitude
- An ability to motivate self and others around them
- Demonstrating resilience and persistence
- A team focused approach
- Contributing in new ways with new ideas

Awarded to Dearna Mallia



Dearna has really demonstrated professional growth during the past year, taking on more responsibility and being proactive in her role. She is an incredible support to everyone she works with and is a valuable member of the team. Dearna continues to expand her confidence and capacity, continually looking for ways to improve our processes. Dearna has taken ownership of all administrative functions for Employment Services, ensuring the team are compliant and professional in their roles. Dearna has demonstrated a high level of initiative and growth in taking on new systems and assisting with a smooth transition to these new processes.

Creating the BGT Jobs + Training Culture

Focus on Work Health and Safety

BGT Work Health & Safety Officer and WHS Committee play a vital role in supporting our team, providing guidance and advice to ensure a safe and compliant working environment for our employees, students, participants, apprentices and trainees. Our incident management system, Solv Safety, has been effective in streamlining / automating workplace incident and risk management processes.

- 23 Incidents/Accidents
- 9 Lost Time Injuries
- 19 Medical Treatment Accidents
- 1 First Aid Injuries
- 127 Days Lost

Lost Time (days)	1-4	5-9	10-20	30+
Number of injuries	4	1	3	1

Environmental Sustainability

In the past year, BGT has increasingly reviewed its practices for environmental efficiencies. This has included business planning for solar installations, seeking renewable energy production to supply the power consumption needs of BGT and Barkly Square. The first of these installations was completed on BGT's Industry Skills Centre in July 2021; with further installation approved for the Barkly Square primary building later in the 2021 calendar year. BGT looks forward to seeing the environmental and cost benefits of this investment over time.

Communities of Respect and Equality (CoRE)

Communities of Respect and Equality (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 is committed to fostering a workplace and broader community of respect, equality and prevention of violence against women.

In 2020-21, we focused on building relationships with CoRE Alliance members and completed the preliminary CoRE audit tool which applies a gender equality and communities of respect lens to organisational systems and practices. This audit serves as a proactive self-evaluation which guides BGT further towards recommended areas of opportunity, to ensure our workplace truly promotes respect and equality.

Our Reconciliation journey

In 2020-21, BGT committed to the development of an organisational Innovate Reconciliation Action Plan (RAP), which is nearing finalisation. Early considerations around our RAP have comprised articulating our vision for Reconciliation: our vision is for Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians to be working together to create shared success stories through meaningful training and employment opportunities.

Through implementation of the Innovate RAP, BGT will continue working to ensure a welcoming, culturally safe and respectful environment, with increased engagement opportunities for Aboriginal and Torres Strait Islander peoples.

Strategic Plan

Purpose

- To empower individuals to become their best through increased educational opportunities and pathways to employment.
- To strengthen the Ballarat regional community and economic prosperity by providing BGT trained employees.

The four pillars of our strategic plan

- Build long term sustainability, both financial and social, so we can continue to deliver for the people who need us.
- Develop and build our brand so that the market position and capability of BGT is clear within our market.
- Optimise Barkly Square's physical presence and create our community hub as 'the place to be' for tenants and participants.
- Develop our people and culture to be innovative and values based, to ensure our team are supporting participants with current and future needs.

Strategic delivery

- Finance
 - Employment Services
 - Community Services
 - Training
 - Industry Skills Centre
- SaverPlus
 - Barkly Square Campus
 - Marketing
 - Innovative Culture

For each stream of delivery, BGT's Strategic Plan sets out a series of objectives and activities to deliver.

These strategic activities shape our direction for FY22 and beyond, through investment and continuous quality improvement.

BGT becomes increasingly efficient and viable in our operations, enabling delivery to more people in our community.

We are more strategic in our approach; more invested in our people; more recognized in our market.

We are building for the future, establishing ourselves as a provider of choice for employment and training services.

We are supporting the Ballarat community and our participants in meaningful, innovative ways.

Employment Services



150 apprenticeship and traineeship commencements.



12 apprentices and 29 trainees completed during 2020-21.



69 apprentices and 79 trainees hosted in industry.



Highest number of apprentices and trainees with local host employers in BGT's 35 years.



Success Story | Emma & Megan De Sprit

In 2019, two sisters, Emma & Megan, applied for apprenticeships with Central Highlands Water through BGT; both were successful and commenced as Civil Maintenance apprentices.

The apprenticeships were for 3 years, but 2.5 years in Central Highlands Water were advertising permanent roles in their Works Management centre and the Civil Maintenance team.

Both Emma and Megan applied for these positions, and the time they had spent as apprentices enabled them to be strong and ultimately successful candidates.

It was wonderful to see hard work and determination result in this fabulous outcome for Emma and Megan; BGT is exceptionally proud of their achievements.

Pictured: Emma (left) & Megan (right)
- Certificate III in Civil Construction

Landscaping the Dementia Friendly Forest and Sensory Trail

This year has seen 18 Landscaping students from Ballarat working tirelessly with BGT and The Gordon Institute of TAFE, in partnership with Parks Victoria, to revegetate and beautify the landscape of Woowookarung Regional Park. This project has seen the creation of an Australian-first Dementia-friendly Forest and Sensory Trail.

Located on the Traditional Lands of the Wadawurrung people, the Forest and Sensory Trail was co-designed with people living with dementia and their carers. The trail is the result of 12-18 months work and planning between project partners; due to Covid-19 restrictions, this was a long awaited and anticipated project to complete.

During the project, BGT Landscapers planted approximately 700 seedlings from thirteen native plant species along the trail.

The trail is designed with pathways to allow wheelchairs, assistance dogs, accompanying carers, and groups from residential aged care facilities; offering park visitors an accessible experience in nature that can be enjoyed in diverse ways. The trail is also designed to allow people with dementia to be involved in the care of the planted seedlings, with their carers and Parks Victoria staff supporting them to perform essential tasks such as watering.

BGT received amazing feedback regarding the work ethic, enthusiasm and professionalism of our students in completing this project. Future landscaping students will continue to work on the sensory trail, providing maintenance and future planting. As the plants grow, each one will add to the sensory purpose of the trail, - allowing people to see, smell, hear and touch nature.

This has been a very rewarding community project, one that BGT Landscaping students have embraced and truly enjoyed.

"The partnership with Parks Victoria has provided the students with a great opportunity to put the things that they are learning in the classroom into practice in the field. The students really enjoy being in the bush and being able to contribute to the rehabilitation of their local environment."

- Julie Butler, BGT Employment Consultant

Pictured: Kobi Maunder (left) and Mashayel Richardson (right) - Certificate II in Landscaping



Community Services



35 participants with Reconnect.



77 participants with Better Futures including 11 with Home Stretch.



4 participants in Prepare to Drive Program.



34 participants attended workshops with Discover your Future, with 20 participants attending multiple workshops.

BGT delivers Reconnect across the Ballarat, Golden Plains and Wimmera regions. Reconnect 2021 is designed to support Victorians experiencing disadvantage, aged from 17 to 64, assisting them to write their own story. The program supports participants to overcome barriers preventing them from engaging in education, training and employment and helps with study or employment pathways.

Discover Your Future provides workshops for young people 16-25 years old. The workshops present a safe and supportive environment to explore exciting new opportunities and different industries, giving participants insight into possible work/life goals. The program tackles issues faced by young people and helps build confidence, skills and social connection.

Better Futures, delivered by BGT across the Central Highlands and Wimmera regions, supports young people who are making the transition from care to adulthood, until they reach the age of 21. The program enables young people to have an active voice in their transition planning and provides individualised supports both in-care and post-care, including support with housing, health and wellbeing, education, employment, and community connections. Home Stretch, delivered by Better Futures, is a ground-breaking initiative which helps every Victorian young person in care receive support to transition to adulthood and a place to call home until they reach the age of 21. The program supports young people with an allowance up to the age of 21 years, to remain with their carer or transition to an independent living option.

"Home Stretch has assisted me greatly in my transition into independent living. After setting me up with all the resources I need, Home Stretch has given the opportunity to have my own private rental with plenty of fantastic support behind the scenes. Home Stretch means I can live comfortably in my own home, knowing that support is available if ever I need it."

– Home Stretch participant

"I probably would not be where I am if not for Better Futures. When I have been unmotivated, they have been a massive help. It's a pretty good program."

– Better Futures participant

SaverPlus Financial Literacy Program



101 participants commenced with the SaverPlus program.



87% continue to save the same amount or more 3 – 7 years after completing.



80% had more control over their finances.



88% reported increased self-esteem (RMIT University Report 2018).

BGT celebrated our 1,000th local participant joining SaverPlus since we began delivering the program in 2007. BGT has achieved 129% of its target of our current phase. Nationally during June 2021 SaverPlus has reached 50,000 participants who have saved over \$26 million for educational costs, and ANZ Australia matched over \$21 million.

"I would highly recommend this program to others. I joined as I had returned to study and thought any assistance would be wonderful. Overcome the whole COVID pandemic and still managed to save."

– Ballarat participant completed 2021

"SaverPlus had a positive effect on my family we learnt how to save and we continue to do so. I also found fraudulent activities in my bank account that was going on for years. If you are thinking about joining it is a real eye opener and it is well worth doing it. We now have future goals, short and long term."

– Ballarat participant completed 2021

How to smash your savings goals

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



SET A GOAL TO SAVE FOR 10 MONTHS



ATTEND MONEYMINDED WORKSHOPS



RECEIVE UP TO \$500 IN MATCHED SAVINGS

Industry Skills Centre (ISC)



78 students engaged in training with ISC during 2020-21.



11 students graduated with Certificate II in Engineering. 7 Certificate II in Engineering students gained apprenticeships after completing their training. 6 Apprentices completed their Certificate III in Engineering.



Close partnerships with 30 employers in engineering and manufacturing industries within the local region.



All resources under the new training packages have been implemented and are running in line with MEM30201 and MEM30319.

The Industry Skills Centre (ISC) had a solid year despite Covid-19, experiencing pleasing growth over this period considering the challenging environment. Even during lockdowns and other restrictions, our students, employers and host employers demonstrated a commitment to push through these trying times and support BGT / ISC to deliver quality training of Apprentices and Trainees.

"This (Intensive Welding Training Course) shows that non-traditional pathways can help of variety of people into the industry... thanks to everyone involved, especially Paul and Steve (Trainers and Assessors) from BGT, for your hands on guidance and support".

– Carl Jolly, Director, JK Personnel.

"As a successful participant of this program, I can confirm that pursuing this opportunity has proved to be one of the best decisions I have made to date. My hope is that in return for being offered a place in this outstanding program, I will be able to share my unique skillset and contribute towards a diverse workplace community".

– Olivia - Intensive Welding Course and Certificate II in Engineering



Intensive Welding Training Course 'Boot Camp' Partnership with JK Personnel and MaxiTRANS

In 2020-21, BGT has been privileged to partner with JK Personnel and MaxiTRANS to deliver an innovative industry-relevant approach to learning, - an intensive welding short course with job-based skills training and real time qualifications and outcomes.

The program model has involved participants, recruited through JK Personnel, completing an initial 6-week intensive welding course delivered by the Industry Skills Centre at BGT. During the course, skills are developed in a simulated work environment in the first instance, then participants move out into industry with the Industry Skills Centre Trainers to develop their skills and learning on the job.

Following the 6-week welding course, program participants engage in a site-relevant weld test (with MaxiTRANS) and, upon successful completion, continue to work with MaxiTRANS full-time whilst undertaking their Certificate II in

Engineering with BGT. This pool of successful candidates also receives prime opportunity to engage in an Apprenticeship offer, returning to further their qualifications through BGT.

To date, BGT has seen a 100% success rate of participants moving into employment and the Certificate II in Engineering qualification following the welding program (20 participants). This is a fantastic result for all partners and offers a promising model of delivery to help address skills shortages in the Ballarat region.

BGT has been worked closely with both JK Personnel and MaxiTRANS to develop this industry-specific training package, one which is effective and relevant. With the success rate in positive employment outcomes achieved from the training delivered to date, BGT is eager to explore opportunities further with partners, seeking to scale up these outcomes moving forward.

Success Story | Olivia Jackson Corbeil

Pursuing a major career change certainly was not something I had anticipated or considered. It is thanks to the opportunity to participate in this newly developed training program, that I have been able to reskill and seek employment within a new industry.

This program was the perfect opportunity to gain the skills to enter the industry. Being a mature aged applicant, I was also pleased to read that there weren't any age restrictions and that all collaborative parties involved (JK Personnel, BGT and MaxiTRANS Ballarat) were local. Another added incentive was that fact that training was offered as part of the advertised

full-time welding role. The prospect of obtaining a formal qualification in the form of a Certificate II in Engineering gave me confidence that I would be well equipped to succeed in the advertised welding role long term.

My experience studying with BGT was excellent. The primary trainers Paul and Steve are not only highly skilled in their trades but are outstanding teachers. Their passion for the industry and dedication to delivering quality training majorly impacted my progress as a student.

Training



414 students enrolled in short courses.



145 enrolments in full qualifications and 94 completions.



96.2% of students were satisfied with the overall quality of their training (compared to the Australia wide industry result of 88.4%).



93.6% of students would recommend BGT as their training provider (compared to the Australia wide industry result of 84.3%).

Employment Outcomes of Students

- 57.6% had an improved employment status after training
- 68.1% were employed before training. Of these 17.4% were employed at a higher skill level after training
- 31.9% were not employed before training. Of these, 32.4% were employed after training.
- 63.2% were employed after training. Of these, 95.9% found their training relevant to the job and 95.7% received at least one job-related benefit (compared to the Australia wide industry results of 75.8% and 78.8% respectively).

Graduating Qualifications

- Certificate II in Engineering
- Certificate III in Business
- Certificate III in Education Support
- Certificate III in Engineering - Fabrication Trade
- Certificate III in Individual Support
- Certificate IV in Business
- Certificate IV in Education Support
- Certificate IV in Disability

"Emily (Trainer and Assessor) has been an amazing help throughout my course and I appreciate all of the time and effort she has given me right until the completion of my last unit.

I am very grateful for all of the support I have received and will recommend both

Emily and BGT to anyone!"

- Molly - Certificate III in Business.

A word from our Apprentices & Trainees

Charlie Anderson was a mature aged electrical apprentice who completed his 4-year apprenticeship this year. During the course of his apprenticeship, he worked for 3 different host employers and became a father.

BGT nominated Charlie for the apprentice of the year award with the Apprenticeship Employment Network.

"The main benefit of working for BGT was that I got a better range of experience throughout my apprenticeship than most apprentices would get. I appreciated getting the opportunity to try different things."

- Charlie (Charles) - Electrical Apprentice



Amy Parry was a business trainee who completed her 12-month traineeship this year with the Ballarat Christian College, through managing with lockdowns, restrictions, and remote learning.

Amy is now employed at the college on a full-time basis.

"Thank you so much to BGT for all your help throughout the past 12 months. Your encouragement, support and knowledge have made this a very pleasant experience. I cannot tell you how much I valued the sessions with my trainer. The trainers at BGT are fabulous and I am glad to have had you with me on this journey. This whole traineeship has been a wonderful experience and BGT have been incredible training providers.

Thank you so much."

- Amy - Business Trainee



Financial Statements

This is a summary of financial data from the financial statements 2020-21. The full financial statements are presented as an attachment to this report and are available at the Annual General Meeting or by request.

CENTRAL HIGHLANDS GROUP TRAINING INC.

Statement of Financial Performance for the Year Ended 30th June 2021

	2021	2020
	\$	\$
Revenues		
Employer On Costs	4,965,346	3,523,785
Government Funding	2,927,970	2,803,640
Other Income	687,611	629,315
Total Income	8,580,927	6,956,740
Expenses		
Salary & Superannuation	6,584,125	5,648,032
Other Expenses	1,122,914	1,116,973
Total Expenditure	7,707,039	6,765,005
Net Profit	873,888	191,735
Other Comprehensive Income	-	148,634
Net Profit Including Comprehensive Income	873,888	340,369

Statement of Financial Position for the Year Ended 30th June 2021

	2021	2020
	\$	\$
Current Assets		
Cash & Financial Assets	1,825,976	783,772
Receivables	431,910	501,723
Other Current Assets	67,588	180,070
Total Current Assets	2,325,474	1,465,565
Non-Current Assets	1,433,327	1,269,930
Total Assets	3,758,801	2,735,495
Current Liabilities		
Trade Creditors	138,009	107,322
Current Leave Provisions	353,508	252,957
Other Creditors	461,567	429,757
Total Current Liabilities	953,084	790,036
Non-Current Liabilities	36,129	49,759
Total Liabilities	989,213	839,795
Net Assets	2,769,588	1,895,700
Equity		
Retained Earnings	2,414,098	1,540,210
Asset Revaluation Reserve	355,490	355,490
Total Equity	2,769,588	1,895,700

Audit Report



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

RSM Australia Partners
12 Anderson Street West, Ballarat VIC 3150
PO Box 689 Ballarat VIC 3150
T +61(0) 3 5330 5000
F +61(0) 3 5330 5590
www.rsm.com.au

Opinion

We have audited the financial report of Central Highlands Group Training Inc t/a BGT Jobs + Training ("BGT"), which comprises the statement of financial position as at 30 June 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the financial report of BGT is in accordance with the Associations Incorporation Reform Act 2012 (Vic) and Division 80 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- giving a true and fair view of the entity's financial position as at 30 June 2021 and of its financial performance and cash flows for the year ended on that date; and
- complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 80 of the Australian Charities and Not-for-profits Commission Regulation 2013.

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 BGT 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 BGT's annual report for the year ended 30 June 2021, 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.

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Responsibilities of the Directors for the Financial Report

The directors of the entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements, the Associations Incorporation Reform Act 2012 (Vic) and the Australian Charities and Not-for-profits Commission Act 2012 (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 BGT'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 BGT or to cease operations, or has no realistic alternative but to do so.

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/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

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John Findlay

JOHN FINDLAY
Partner

Ballarat, Victoria
Dated this 5th day of October 2021

Barkly Square



Barkly Square is home to 22 community minded tenants, with BGT as the lead tenant.



The Barkly Square site has provided a learning environment for the Ballarat community for over 150 years.



Revenue from tenancy has significantly grown the important work of BGT in Ballarat and surrounding regions.



Barkly Square welcomed more than 50 sessions and events supporting learning and growth, connection, community and wellbeing.

The Barkly Street site has been a hub for learning since 1862. It has been transformed into a vibrant and green community centre focusing on education, training and employment outcomes in the Central Highlands and surrounding regions. BGT have been proud to lead this transformational change.

The vision for Barkly Square is to provide opportunities for collaboration and social connectedness, to increase educational opportunities and pathways to employment, and strengthen community ties. We have created a flourishing community hub in the east of Ballarat.

2020-21 has seen Barkly Square work to restore and upgrade its facilities, with two leading developments:

- The Heritage Library project (former Ballarat East Library, built in 1867), restoring some of the building's features in line with heritage guidelines, whilst working to enhance

functionality and ensure the space is fit for purpose. The Heritage Library is home to Ballarat Regional Multicultural Council (BRMC), one of Barkly Square's many tenants.

- The Commercial Kitchen project, creating a facility registered to commercial standard with adequate installations / equipment for food preparation and programs at scale. This project is made possible with the support of a Victorian Government Regional Infrastructure grant, partnering with Ballarat Regional Multicultural Council (BRMC) and the Centre for Multicultural Youth (CMY) in delivery. The commercial kitchen will provide increased opportunities, outcomes, access and participation for the community through its purpose-built facilities.

The 2020/2021 financial year saw us welcome additional tenants into the Barkly Square Community: Ballarat East Neighbourhood House, Ballarat Tool Library and A Pot of Courage Café.



"Coordinated by lead tenant BGT, a key objective of Barkly Square is to provide a site for community growth, education, and wellbeing. We are fortunate to join a long list of other fantastic community organisations who hold tenancies in Barkly Square."
- Ballarat East Neighbourhood House

