

Brick & Block Careers

EST · 2005



ANNUAL REPORT 2023 - 2024



*Supporting
the next generation of
brick and blocklayers.*





DIRECTORY

REGISTERED OFFICE AND POSTAL ADDRESS

4, 42-46 COCHRANES ROAD,
MOORABBIN VIC 3189

CHIEF EXECUTIVE OFFICER MICHAEL MORRISSEY

EXECUTIVE ASSISTANT AND COMPANY SECRETARY SUSAN JOHNSON

NATIONAL MANAGER TONY BISHOP

WA MANAGER DEAN PEARSON

MARKETING AND COMMUNICATIONS MANAGER AYESHA DADLANI

ACCOUNTANT CANNY GROUP

AUDITOR DAVIDSON'S ASSURANCE SERVICES PTY LTD.

www.brickandblockcareers.org.au
1300 66 44 96





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DECLARATION**





We're a registered social enterprise.

Brick and Block Careers is proud to create a positive social impact in the communities we serve. We aim to fulfil the career aspirations of young Australians and jobseekers, by providing employment opportunities in brick and block laying. Brick and Block Careers is now an accredited social enterprise under the national Social Traders certification scheme.

Beneficiaries:

- Youth - 15 to under 25
- Youth Unemployed
- Youth Females
- Youth with financially disadvantaged backgrounds
- Youth in rural/regional communities
- Retention of youth within the apprenticeship.



Business for good





MESSAGE FROM THE CEO

Michael Morrissey
CEO, Brick and Block Careers

Brick and Block Careers remains committed to its mission of addressing the skill shortage in bricklaying and promoting career opportunities within the industry. The following points highlight our performance and strategic initiatives during the financial year of 2024:

Overview of the Year:

This year has been a successful one for Brick and Block Careers. Despite challenges in the broader market, we have maintained stability and seen growth across several key areas. The number of supported bricklaying apprentices has remained stable, even as other trades have faced declines. We have also seen a significant increase in the number of 1st year supported Brick and Blocklaying apprentices, with the total rising to 589 students compared to just 357 students before the COVID-19 pandemic. Our team has excelled in raising awareness about bricklaying apprenticeship opportunities, engaging effectively with schools and community groups.

Expansion of Roof Tile Careers Business:

We have continued to work closely with Bristle and Monier Tiles management to expand our reach in the Victorian roof tiling sector. The increased awareness of the trade in schools has been a significant achievement. In addition, we have successfully gained referrals and targeted key stakeholders, including Workforce Australia Employment Service Providers, specialist providers, careers teachers, secondary schools, and youth outreach agencies that provide support services for individuals up to 25 years old. This program is separately funded by the manufacturers and does not incur costs associated with the brick and block levy funding.

Looking Ahead to FY25:

The upcoming fiscal year is anticipated to be more challenging, particularly with larger states like Victoria struggling to regain the high levels of domestic house building seen in previous years.

Bricklayer Connection Australia - Immigration Strategy:

To address the ongoing labour shortage, we are implementing a two-pronged strategy. This involves continuing our core apprenticeship support while we have also launched "Bricklayer Connection Australia" to attract skilled migrants to Australia. The success of this initiative depends on our partnerships with brick and blocklaying employers, who will support the migration and sponsorship of suitable candidates. We have appointed an International Project Manager responsible for identifying, interviewing, and screening potential candidates to ensure the best fit for employers. Additionally, we have launched a dedicated website, "Bricklayer Connection Australia," to promote opportunities and streamline enquiries through our CRM system.

Monitoring Government and TAFE for Bricklaying:

ABBTF has played a crucial role in monitoring and lobbying government agencies to ensure the bricklaying industry receives adequate support. Our efforts this year included submitting papers and holding meetings with high-level officials, advocating for the best outcomes for the industry.



MESSAGE FROM THE CEO

Female Apprentices:

The Aussie Female Brickies Facebook group provides a supportive community for women in the bricklaying trade. It offers a safe space for sharing experiences and building friendships, and features inspiring stories of successful female bricklayers. This community is an essential resource for women in this traditionally male-dominated field, and we plan to expand its reach in FY25.

South Australian BrickstartSA Program:

We express our gratitude to Skills SA and the South Australian Government for their support of the South Australian Brickstart SA program. Since its launch in September 2023, the program has significantly increased awareness of bricklaying in South Australia, contributing to the growth of the trade in the region.

School-Based Apprenticeships:

School-based apprenticeships are providing an effective solution to the skilled labour shortage in Australia. These programs offer young people a blend of classroom learning and on-site experience, equipping them with valuable skills and qualifications needed in the construction industry. Brick and Block Careers commends the forward-thinking employers who have embraced this initiative, demonstrating their commitment to nurturing the next generation of skilled tradespeople.

New Ambassadors:

We have been proud to announce our new ambassadors for 2024, who have completed media training and participated in promotional activities. These ambassadors, including Paul Lee, Jake Pawski, Elizabeth Briggs, and Hamid Amini, who play a vital role in promoting the bricklaying trade and engaging with students and job seekers. Their contributions are essential to raising the profile of bricklaying and blocklaying as viable and rewarding career pathways.

20 Years of ABBTF:

As we approach ABBTF's 20th anniversary in December 2025, we look forward to celebrating two decades of dedication to the bricklaying and blocklaying industries. This milestone represents our long-standing commitment to supporting apprentices and promoting the trades.

Acknowledgment:

Finally, I would like to extend my thanks to the dedicated staff at Brick and Block Careers (ABBTF). Your hard work and commitment have been instrumental in achieving this year's successes.

Michael Morrissey
CEO, Brick and Block Careers (ABBTF)





BRICK TO THE TOP

Start Your
Bricklaying
Career.

2023-24 HIGHLIGHTS

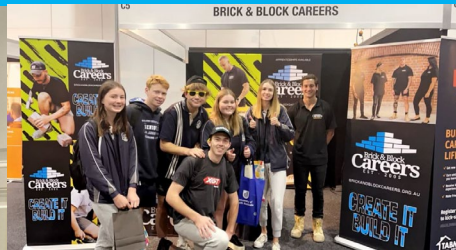
1,614
Apprentices
Supported in FY24



598

Young Candidates Placed in
1st Year Brick and Blocklaying
Apprenticeships.

500+ programs and
expos attended.



19 years of
operation.

Social Media
Followers
Reach
1 Million +



ABOUT US

Vision

To fulfil the career aspirations of young Australians and job seekers, by providing employment opportunities in brick and blocklaying.

We recruit suitable candidates in brick and blocklaying apprenticeships.



Values

We empower all staff to deliver a professional level of service that supports the delivery of operational excellence. We are responsible to fulfil our commitment to staff and candidates with a clear understanding of the standards and accountabilities required.

We believe in open, honest and responsive communication and collaboration with all staff.



PEOPLE EMPOWERMENT RESPONSIBILITY TRANSPARENCY



ABOUT US

History

Victorian Brick & Blocklaying Training Foundation Ltd (VBBTF) was established in June 2003 following a request from the Clay Brick & Paver Association of Victoria, representing brick and block manufacturers, for a levy funded scheme to be put in place to address the shortage of competent bricklayers in Victoria.

In January 2006, the name was changed to Australian Brick & Blocklaying Training Foundation Ltd (ABBTF). A new Board was appointed and the Victorian business model was rolled out to all States as ABBTF, starting with the consolidation of Victoria, New South Wales, Queensland and the Australian Capital Territory. In 2007 Western Australia, South Australia and Tasmania were added to the group and operations commenced nationally.

In April 2022, the company adopted a new trading name – Brick and Block Careers.

By providing support in key areas, including apprentice retention and mentoring support for both the employer and the apprentice, Brick and Block Careers assists industry in preparing for current and future demand for quality bricklaying tradesmen and women.

Brick and Block Careers is governed by a Board of Directors who represent the clay brick and block manufacturers, builders, commercial bricklayers, a Registered Training Organisation, the Housing Industry Association and the Master Builders Association. The structure of the Board is to ensure all relevant parties in the building and construction industry are represented.

Brick and Block Careers Rebrand - April 2022



BOARD MEMBERS



Josie Skyes (Chair)
General Manager
Austral Bricks VIC/TAS
Appointed: 13-11-2018



Paul Hill (Deputy Chair)
National Manager - Sales
Adbri Masonry
Appointed: 29 August 2023



Adam McShane
General Manager
Sales – VIC/TAS, SA, WA
CSR Masonry & Insulation
Appointed 12-07-2021



Mark Ellenor
Chief Executive Officer
Brickworks Limited
Appointed: 14-11-2023



Tim Murphy
Director
Fugen Group
Appointed: 18-11-2008



Ian Pedley
Director
IRP Masonry
Appointed: 14-11-2016



Ray Favetti
Director
Favetti Group
Appointed: 16-02-2017



Simon Croft
Executive Director
Building Policy
Housing Industry Association
Appointed: 16-02-2017



Jarrod Sanfilippo
Managing Director
Burbank Group
Appointed 13-05-2021



Nik Babovic
General Manager Operations
TAFE Queensland
Appointed 12-08-2021



Liz O'Grady
National Manager, Workforce and
Building Regulation Policy
Master Builders
Australia
Appointed 14-11-2023



Michael Morrissey
Chief Executive Officer
Brick and Block Careers
Appointed: 04-12-2019



Susan Johnsen
Company Secretary
Brick and Block Careers
Appointed: 30-05-2018

Board Members who resigned during or since the end of the financial year

Heath Hopwood
Executive General Manager
CSR Masonry & Insulation
Resigned: 30/06/2024

Shane Dermody
General Manager Masonry,
Adbri Masonry
Resigned 08-08-2023

Jennifer Lawrence
Manager Industry Policy
Master Builders Australia
Resigned 01-08-2023



MEMBER COMPANIES

Clay brick and concrete masonry manufacturing companies strongly support the ABBTF training scheme to provide a skilled workforce and meet industry demand for their products.

Member companies are actively involved across all States and the ACT with the promotion of bricklayer training and employment, product support for training and advising their customers of ABBTF programs and activities.

Our valued member companies:

Victoria

Adbri Masonry
Austral Bricks
Austral Masonry
PGH Bricks & Pavers

Tasmania

Adbri Masonry
Austral Bricks
Island Block & Paving

New South Wales

Adbri Masonry
Austral Bricks
Austral Masonry
Baines Masonry
Namoi Valley Brickworks
PGH Bricks & Pavers

Australian Capital Territory

Adbri Masonry
Austral Bricks
Austral Masonry
PGH Bricks & Pavers

Queensland

Adbri Masonry
Austral Bricks
Austral Masonry
PGH Bricks & Pavers

Western Australia

Austral Bricks
Midland Brick

South Australia

Adbri Masonry
Austral Bricks
LUTUM - Australian
Roofing & Masonry
PGH Bricks & Pavers

adbri MASONRY
working together

australbricks®

australmasonry®



Midland Brick



PGH BRICKS & PAVERS™



BRICK AND BLOCK CAREERS STAFF FY-2024

Management



**Michael
Morrissey**

Chief
Executive
Officer



**Tony
Bishop**

National
Manager



**Dean
Pearson**

Manager –
WA



**Susan
Johnsen**

Executive
Assistant &
Company
Secretary



**Ayesha
Dadlani**

Marketing and
Communications
Manager

National Team

Christine Stewart	Finance/Industry Engagement Officer
Mai Nguyen	IT/CRM Specialist
Josie Beven	Industry Engagement Officer VIC-TAS
Nadine McEwan	Industry Engagement Officer NSW-ACT
Amanda Wannous	Industry Support Officer NSW-ACT
Keelee Fournel	Industry Engagement Officer QLD-NTH-NSW
Elisha Walsh	Industry Engagement Officer SA
Rebecca Moriconi	Industry Engagement Officer WA
Kate Haywood	International Project Manager – Bricklayer Connection Australia
Simon Nashed	Industry Engagement Officer – Roof Tile Careers



OUR IMPACT



Apprentice bricklaying numbers in-training based on the six-month lag data from the National Centre for Vocational Education Research (NCVER) as at December 2023 was 2,188 in-training, compared with the previous year at 2,278. At that date, Brick and Block Careers supported 74% of all bricklaying apprentices in-training.



NEW
APPRENTICESHIP
OUTCOMES
557

NATIONAL
OUTCOMES
1,614

SUPPORTED
IN-TRAINING
APPRENTICES
2,188

RECO's
182

DIGITAL
REACH

1 Million +



Roof Tile Careers



Roof Tile Careers was launched in June 2023.

In FY24, we have continued to work closely with Bristle and Monier Tiles management to expand our reach in the Victorian roof tiling sector.

The increased awareness of the trade in schools has been a significant achievement. In addition, we have successfully gained referrals and targeted key stakeholders, including Workforce Australia Employment Service Providers, specialist providers, careers teachers, secondary schools, and youth outreach agencies that provide support services for individuals up to 25 years old.

This program is separately funded by the manufacturers and does not incur costs associated with the brick and block levy funding.

The program covers:

- A full time Industry Engagement Officer,
- Marketing and collateral used to promote roof tiling as a career,
- New stand-alone website, and
- Social media sites.

Overview for Victoria only:

Over the first nine months of the program:

- 18 new apprentices signed up
- 97 Victorian schools have now been introduced to Roof Tiling as a trade.
- 32 expos and events have been attended promoting the trade.

The total number of Victorian apprentices in training in roof tiling is 210, up from 190 last year.

Roof Tile Careers



Schools

Working alongside the IEO's for Brick and Block Careers has allowed us to enter into regions that we have not entered before giving us the opportunity to meet with students and young people and giving them the opportunity to understand the industry and what is entailed in it. So too with career teachers we have been working alongside them to open their eyes into a newer industry and allow their students to have an alternative career pathway. By presenting at VET Cluster meetings we have been given the opportunity to allow career teachers to gain more knowledge on the Roof Tiling industry and what is involved. Their feedback has always been great, allowing me to gain contacts and build rapport with them and their students.

Trainers and Employers

Collaborating with Roof Tile trainers has provided insights into changes happening on the ground with the employers and apprentices, including those we haven't directly influenced. These trainers help us promote Roof Tile Careers during their apprentice meetings. We now receive updates about new induction days at Registered Training Organisations (RTOs), enabling us to register new apprentices. Our partnership with Bristile and Monier has fostered discussions on increasing work trials and improving employer outreach, as well as sharing best practices for retaining apprentices.



Roof Tile Careers received a plaque from Asuria for recognising the partnership we have and the impact that Roof Tile Careers has on inclusion and diversity within the roof-tiling industry.



Simon Nashed

Industry Engagement Officer – VIC
Roof Tile Careers

Immigration

BRICKLAYER CONNECTION AUSTRALIA

We are excited about the recent launch within our organisation. The Bricklayer Connection Australia (BCA) initiative has come to fruition in 2024, thanks to the efforts of our International Project Manager, Kate Haywood.

BCA aims to support various bricklaying employers across Australia who are concerned about the skills shortage within the construction industry. These proactive employers recognise the value of skilled and experienced bricklayers from overseas.

This initiative has been built from the ground up, with close collaboration among colleagues to create a new, informative, and user-friendly website.

Additionally, behind the scenes, work has been done to develop a custom central database and a comprehensive marketing strategy targeting specific audiences.

This strategy focuses on utilising social media and search engine optimisation to expand our reach and generate inquiries. BCA's primary focus is on attracting overseas migrants, particularly high-quality UK bricklayers eager to start a new life in Australia.

bricklayerconnectionaustralia.org.au



Immigration

The approach has been two-pronged. In addition to attracting overseas migrants, Bricklayer Connection Australia has been actively working to establish a network of employer partners. This has involved traveling interstate to meet with potential employers. Through these face-to-face meetings, Kate Haywood has built trust and facilitated open discussions about how her role can benefit their businesses.

The results of this strategy have been promising, leading to a greater-than-expected volume of enquiries. Moreover, Kate has successfully assisted several employers in extending sponsorships to UK migrant bricklayers.

To further bolster our efforts, Kate recently travelled to the UK with the National Manager Tony Bishop to participate in Australian Migration events. There, they connected with UK bricklayers to explain the migration process and the opportunities available in Australia.

There is still more work to be done. We are eager to connect with additional employers looking for long-term resource solutions. Since the process for a migrant bricklayer to arrive in Australia can take up to 12 months, we are motivated to initiate discussions as early as possible.

BRICKLAYER CONNECTION AUSTRALIA



The upcoming year holds great promise for Bricklayer Connection Australia, and we look forward to keeping you informed of our progress.

BRICK START SA



Initiative of
**Government of
South Australia**

**Empowering South Australia's
Future Workforce: Brick and
Block Careers Secures Funding
(Skill Shortage Grant) in SA.**

[www.brickandblockcareers.org.au/
brick-start-sa/](http://www.brickandblockcareers.org.au/brick-start-sa/)



South Australian Skills - SA Grant

The 'Brickstart SA' campaign is an essential component of the state's efforts to address the skills gap. The primary goal of this campaign is to bolster and empower the brick and blocklaying sector by creating new employment opportunities. A dedicated Industry Engagement Officer – Elisha Walsh, was appointed in SA to provide unwavering support and assistance in achieving this goal.



**Elisha
Walsh**

Industry Engagement Officer -
SA

South Australian Skills SA Grant

Skills SA approved grants in South Australia for money to be spent in FY24.

Brick and Block Careers have partnered with TAFE SA and FCTA – Building Careers, and with support from the three local South Australian manufacturers – Austral Bricks, PGH Bricks & Pavers, and Adbri Masonry.

The second round of Skills SA Grant was confirmed in April 2024. Money has been granted to continue the office and operations in Adelaide.

The FY25 grant included full approval for an Industry Engagement Officer for South Australia. The second part of the grant was for a brick and block marketing campaign to 16- to 24-year-olds who are no longer in school. Funding is available for developing several short advertising clips aimed at this cohort and were released in Nov 2024.

AUSSIE female BRICKIES



Supporting females in brick and blocklaying. We aim to create a secure and encouraging community for young female bricklaying apprentices in Australia.

Looking for a community of women who are passionate about bricklaying? Look no further than Aussie Female Brickies!

We have created a closed Facebook group is a space for female apprentices, bricklayers, and women who are interested in pursuing a career in bricklaying to connect, share support, and learn from each other.



During FY25 Brick and Block Careers will roll out new incentives for employers to take on female apprentices.

Aussie Female Brickies is the ideal community for both new and experienced female bricklayers. Here, you'll find:- Supportive connections with women in the trade. Tips and advice from seasoned professionals. Information on training, apprenticeships, and job opportunities. Inspiration from women excelling in bricklaying.



BRICK AND BLOCK CAREERS AMBASSADORS



1300 66 44 96
BRICKANDBLOCKCAREERS.ORG.AU

**CREATE IT
BUILD IT**

BRICKLAYING BLOCKLAYING

AN IN-DEMAND TRADE

**WE HAVE NUMEROUS OPPORTUNITIES IN BRICK
AND BLOCKLAYING APPRENTICESHIPS.**



**Paul Lee –
New South Wales**



**Elizabeth Briggs –
South Australia**



**Hamid Amini –
Queensland**



**Jake Pawski –
Western Australia**

We are proud to announce the selection of our new ambassadors for bricklaying and blocklaying for the year 2024. These ambassadors have completed media training with the SkillsOne Group. They have also participated in a photo and video shoot with Aims Group, a digital marketing agency.

Our ambassadors are volunteers who promote the bricklaying trade and Certificate III in Bricklaying/Blocklaying. They engage with the media, help at expos and events, advertise, and promote the trade to students and job seekers.

We would like to express our gratitude to all the past and present Brick and Block Careers ambassadors for their excellent work.

DIRECTORS REPORT

SPONSORSHIP

SkillsOne and National Skills Week

Brick and Block Careers is proud to be a Silver Sponsor of National Skills Week from August 19th to 25th, 2024. This year's theme, "Game Changer," emphasises the transformative power of vocational education and training (VET). National Skills Week, led by SkillsOne and supported by government and industry leaders,

National Skills Week 2024 marked its 14th year, focusing on the importance of skills and training through an effective pre-event media campaign. Brick and Block Careers played a key role in this partnership, contributing to the discussion on Australia's skills landscape and highlighting the need for vocational education to tackle future workforce challenges.

Key achievements include:-

Launch Event : Skills Commissioner Professor Barney Glover launched the week at the National Press Club, garnering significant attention.

Skills Agenda : Key topics such as skills shortages, apprenticeship completion rates, TAFE education, and gender disparities have led to extensive media discussion, with over 1,000 coverage items this year.



Television: 79 broadcasts

•AM Radio: 123 broadcasts

•FM Radio: 54 broadcasts

•Online clippings: 545 items

•Newspaper articles: 188 items

•Magazine articles: 11 items

•Total: 1,000 publications

National Skills Week 2024 saw greater coverage of national broadcast programming on Radio and TV – both on commercial broadcasters and the ABC than in previous years, and estimated this coverage is valued at more than \$30 million reaching an audience of more than 50 million people.



WEBINARS



BLOG



MEDIA RELEASES

AUGUST 2022

DIRECTORS REPORT

WorldSkills International Competition

Brick and Block Careers congratulates Ethan Everett on winning a Medallion for Excellence in Bricklaying at the 47th WorldSkills International competition.

Ethan has successfully transformed his family legacy into an internationally recognised career, thanks in part to the exceptional mentorship of Andrew Hosking.

The WorldSkills Australia National Competition will be held in Brisbane from June 12 to 14, 2025. The winner will represent Australia as a Skillaroo at the 48th WorldSkills International Competition in Shanghai, China, in September 2026.

Brick and Block Careers staff actively participate in this event, serving on the judging panel, running the Try'aSkill bricklaying event, and hosting the 'Gun Trowel Speed Test' and industry networking events.



WorldSkills Australia National Competition, 12-14 June 2025 – Brisbane.

Registered Training Organisations and supporters around the country, will now start preparing for the National WorldSkills competition in Brisbane next year.

WORLD SKILLS AUSTRALIA
2025 NATIONAL CHAMPIONSHIPS & SKILLS SHOW
BRISBANE CONVENTION & EXHIBITION CENTRE | JUNE 12, 13 & 14 2025



CO-LOCATED WITH **Brisbane careers & EMPLOYMENT expo**

EMPOWERING SKILLS EXCELLENCE



DIRECTORS REPORT

2025 Spec Mix 500 World Bricklaying Competition

Brick and Block Careers are proud to be one of the major sponsors of the Australian team competing at the Spec Mix 500 World Bricklaying Championship that is held alongside the prestigious World of Concrete in Las Vegas in January 2025.

Team Amuso, consisting of Damian Amuso and his leading hand, will be competing for the second time for esteemed titles such as Spec Mix Top Craftsman and The World's Best Bricklayer, showcasing exceptional speed and precision, and gains widespread exposure on a global scale.



Aussie Pride and Ambition

No team from across the sea has ever won the Spec Mix Bricklayer 500, but Damian and Scott are determined to change that. They carry the pride of Australia with them, knowing they have the chance to make history and inspire bricklayers back home.



**BRICK AND BLOCK CAREERS
supported**

1,614

**Apprentices
(in-training)
nationally**

DIRECTORS REPORT

Brick and Block Careers, Federal and State Government Incentives from 1 July 2024 – For Employers

State	ABBTF Incentive	State and Federal incentives at 30 th June, 20 years of age and below*	State and Federal incentives at 30 th June, 21 years of age and over*
VIC, NSW, QLD, TAS	\$3,000	Up to \$11,000	Up to \$15,000
SA	\$3,000	Up to \$18,000 includes CITB funding	Up to \$22,000
WA	\$3,000	Up to \$22,000 includes CTF funding	Up to \$26,000
ACT	\$3,000	Up to \$14,000 includes TFA funding	Up to \$18,000

**Conditions apply – see Brick and Block Careers website for details. The incentives for apprentices remained unchanged at \$5,000 with 70% of the of the total payment moving into the first year of the apprenticeship to assist with improving retention.*



Core Skills Occupation List

Brick and Block Careers are working closely with the Federal Government, supplying information on apprentice vacancies to ensure Certificate III Bricklaying/Blocklaying remains on the National Skills Commission Skills Priority List.



DIRECTORS REPORT

YEAR ENDED 30 JUNE 2024

Principle Activities

The principle activities of ABBTF are to address the skill shortage in bricklaying by promoting the benefits of training, the career opportunities and supporting employers in the recruitment, training and employment of apprentices.

Roof Tile Careers has been added to the operational team for Victoria only. The aim is to promote roof tiling apprentices to increase the number of people entering the trade.

Bricklayer Connection Australia has been launched in May 2024. The aim is to additionally address the skills shortage of brick and blocklayers by finding ways to increase trade migration. This will lead to greater apprentice numbers in the future.

Purpose

Brick and Block Careers has adopted the following purpose for its operation:

“To ensure there is an adequate and competent bricklaying/blocklaying workforce to support the demand for brick and block as a construction material and improve the standing of bricklayers and blocklayers within the building industry.”

Mission and Vision

Our Mission:

By promoting brick and blocklaying vacancies and career pathway opportunities we minimise the barriers to employment through generating job openings that will continue to build a solid future for the industry.

Our Vision:

To fulfil the career aspirations of young Australians and job seekers, by providing employment opportunities in brick and blocklaying.

Financial Results

Brick and Block Careers performance for the financial year to 30 June 2024 down on previous years, driven by lower levy income and maintaining our supported apprentice numbers. The result was improved with cost controls in expenses.

As a result of operating activities for the 2023-24 financial year, a net deficit of \$83,385 was reported for the year against a budgeted \$5,627 profit. 2022-2023 was \$451,140 in surplus.

Contributions from industry and member companies were down \$325,000 compared with the previous year and operating costs were up, in the main, resulting from increased subsidies paid to employers of bricklaying apprentices during the year.

Interest rates and sundry income reflect the grant monies received for Skills SA and better rates on our investments achieved during the year.

The company is exempt from paying income tax.



DIRECTORS REPORT



Operational

Brick and Block Careers has maintained operational staff in the larger capital cities, while maintaining other states from these offices.

Brick and Block Careers Operational Offices:

- Victoria, Melbourne office also servicing Tasmania,
- New South Wales, Sydney office also servicing the Australian Capital Territory,
- Queensland, Brisbane office also servicing Northern NSW,
- Western Australia, Perth office, and
- South Australia, Adelaide office.

Lead Recruitment

A total of 2,049 leads were followed up by Brick and Block Careers operational staff during the year. We continue to focus on quality over quantity and assess candidate suitability for an apprenticeship in brick and blocklaying. Seek, Indeed, Facebook Jobs, social media, careers teachers, job actives and the Brick and Block Careers Jobs Board remain our best sources for attracting these leads.

Career Expos, Programs and Events

A total of 102 programs and 294 expos and events were attended by our staff over the year, this equates to approx. eight programs/expos/events attended across the country each week, where our operational staff are engaging with key influencers and students in promoting the career pathway opportunities that follow from a Certificate III qualification in Bricklaying/Blocklaying.





DIRECTORS REPORT

Apprentice Retention

Apprentice retention remains a key focus with Brick and Block Careers with various methods employed including regular contact calls with both the apprentices and their employers.

Some of the methods utilised include:

- Liaising with the career teachers, Brick and Block Careers field staff encourage a two-week work experience opportunity prior to assessing for trade suitability.
- Brick and Block Careers plays a critical role in matching the right apprentice with the best-fit employer. A good match minimises any problems or issues occurring in the early stages of the apprenticeship.
- Out of Trade (OOT) apprentices occur when an apprentice has lost their job due to unforeseen circumstances. When identified early, particularly through our retention call process, Brick and Block Careers are then able to register the apprentice and match them with a new employer within industry.
- Working closely with TAFE/RTO bricklaying teachers to assist us in early identification of any potential issues. Incentives – for Employers



Support for Employers of New Apprentices



DIRECTORS REPORT

Incentives – for Employers

Our Brickstart Subsidy of \$3,000 over the first three years of the apprenticeship has been a key factor in supporting apprentice training and employment. Our staff, through advertising, social media, and our website, actively promote all the incentives currently available to employers of apprentices.

The Federal Government's Australian Apprenticeships Incentive System continued to offer support to employers and apprentices during the year, with additional incentives available in regional and remote areas.

For employers of apprentices from 1 July 2022 until 30 June 2024:

- 10% of wages for 1st and 2nd Year apprentices (up to \$1,500 per quarter), and
- 5% of wages for 3rd Year apprentices (up to \$750 per quarter).



Support for New Apprentices

Incentives – for Apprentices

- \$1,250 every six months over the first two years of the Australian Apprenticeship (up to \$5,000 in total), and
- Apprentice trade support loans increased on 1 July 2024 to reflect the changes in line with CPI – now up to \$25,643 over the term of the apprenticeship with a 20% discount available after repayment in full.

Current incentives available to both employers of bricklaying apprentices, and apprentices in training are summarised in the table below. The notable change is the Construction Training Fund in Western Australia adding a further \$2,000 to their funding for employers to take on a brick and blocklaying apprentices in that state.



DIRECTORS REPORT

Brick and Block Careers Staff

The staff at Brick and Block Careers continued to work effectively throughout the year to meet and exceed KPIs and fulfil many of the aspirations of youth job seekers in attracting, engaging, and placing new apprentices into industry in accordance with our Purpose, Mission, and Vision.

The Chair and Board of Directors acknowledges and thanks all Brick and Block Careers staff for their efforts and hard work throughout the year.



Enhancing Collaboration with our stakeholders

Brick and Block Careers have significantly enhanced engagement with our stakeholders.

We actively release quarterly newsletters to the industry and have ramped up our presence on LinkedIn.



Brick & Block Careers
EST. 2003

adbri
WORKING TOGETHER

PGH
BRICKS

australbricks

Midland Brick

australmasonry

BAINES
MASONRY

Brick and Block Careers
Participating Manufacturers

RESULTS - NATIONAL

Quarterly Update (Sep 2024)

Ethan Everett - Bricklaying Skillaroo - Represented Australia!
47th WorldSkills International Competition, 10-15 September 2024 - Lyon, France.

ETHAN
EVERETT
BRICKLAYING

**MEDALLION
FOR
EXCELLENCE**

Bricklaying Skillaroo

Congratulations to Ethan Everett for winning a Medallion for Excellence in Bricklaying at the 47th WorldSkills International Competition!

Ethan has turned his family legacy into an internationally recognised career. Special recognition goes to Andrew Hosking for his dedication. Ethan's progress is a testament to his hard work and the exceptional mentorship of Andrew.

Female Apprentice Incentive Scheme
From 1 September 2024, conditions apply.

BRICK AND BLOCK CAREERS - NEW FEMALE APPRENTICE INCENTIVE SCHEME!
NOW UP TO \$4,500* AVAILABLE TO EMPLOYERS

From 1 September 2024, we have introduced a new subsidy for the employment of female apprentices.

Employers of Female Apprentice Bricklayers (FAB), signed into an apprenticeship from 1 September 2024, can now enjoy of further \$1,500 from Brick and Block Careers. This is in addition to our Brickstart subsidy of \$3,000.

Payments will be made as follows:

- \$500 after completion of 3 months
- \$2,000 after completion of 12 months
- \$1,000 after completion of 24 months
- \$1,000 after completion of 36 months.

Additional state-based incentives for employers of female apprentices may apply.

BRICK TO THE TOP CAMPAIGN

The 'Brick to the Top' campaign was filmed in South Australia during August, facilitated by the generous support of the SA state government. Launch is scheduled for early October this year.

SUPPORTED APPRENTICE ENROLMENTS

NATIONAL	Jun-23	Jun-24
YEAR 1	611	598
YEAR 2	497	422
YEAR 3	367	412
YEAR 4	103	182
TOTAL	1,578	1,614

Brick & Block Careers
EST. 2003

brickandblockcareers.org.au
1300 66 44 96

DIRECTORS REPORT

FUNDING OF BRICK AND BLOCK CAREERS

The scheme is jointly funded by a levy on the sale of clay bricks and concrete masonry and a contribution from manufacturing members of the Foundation.

Manufacturers supporting the Foundation are:

- Adbri Masonry
- Austral Bricks
- Austral Masonry
- Baines Masonry
- Island Block & Paving
- Midland Brick
- Namoi Valley Brickworks
- PGH Bricks & Pavers

The support rate is \$1.50 per thousand clay bricks delivered (\$3.00 per thousand for double height in Western Australia) and 7.5 cents per square metre in the wall for concrete masonry products.

The levy and matching contributions are paid monthly to Canny Group Accounting. An independent levy audit process is in place to validate application of the formulas and amounts paid.

The levy was re-authorised for 10 years by the Australian Competition and Consumer Commission (ACCC) on 11 April 2024 following a submission by ABBTF.

Principle Activities

The principle activities of ABBTF are to address the skill shortage in bricklaying by promoting the benefits of training, the career opportunities and supporting employers in the recruitment, training and employment of apprentices.

Roof Tile Careers has been added to the operational team for Victoria only. The aim is to promote roof tiling apprentices to increase the number of people entering the trade.

Bricklayer Connection Australia has been launched in May 2024. The aim is to additionally address the skills shortage of brick and blocklayers by finding ways to increase trade migration. This will lead to greater apprentice numbers in the future.



DIRECTORS REPORT

NATIONAL OVERVIEW – OPERATIONAL TOTAL SUPPORTED

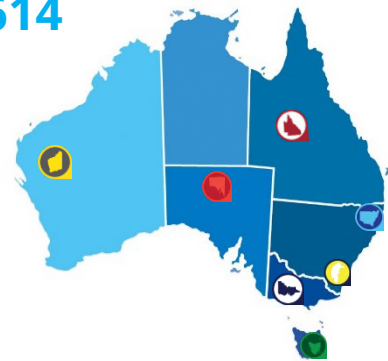
Apprentices by State		Year 1	Year 2	Year 3	Year 4	Total
VIC	Supported	119	99	95	13	326
NSW	Supported	161	92	100	66	419
ACT	Supported	2	4	1	1	8
QLD	Supported	116	98	77	36	327
TAS	Supported	14	12	24	13	63
SA	Supported	88	53	48	32	221
WA	Supported	98	64	67	21	250
TOTAL	Supported	598	422	412	182	1,614

At 30 June 2024

Brick and Block Careers supported 1,614 Apprentices Nationally

Brick and Block Careers supported 1,614 apprentices in training, compared with 1,578 at the same time last year.

Our focus during the year continued to be on recruitment, preparation, placement, and retention of young people for the trade to fill the vacancies for brick and blocklaying apprenticeships.



DIRECTORS REPORT

**NEW
APPRENTICESHIP
OUTCOMES**

557

**RECOMMENCEMENT
OUTCOMES**

182

TOTAL OUTCOMES

739



YEAR ENDED 30 JUNE 2024

Operational Review

Brick and Block Careers supported 1,614 apprentices in training, compared with 1,578 at the same time last year.



DIRECTORS REPORT

YEAR ENDED 30 JUNE 2024

These companies are eligible to claim the support in accordance with Brick and Block Careers terms and conditions of the apprentice employment subsidy.

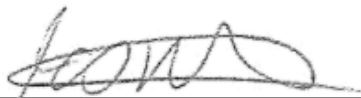
Indemnifying Officer or Auditor

During the financial year, the company paid a premium in respect of a contract insuring the Directors of the company, the Company Secretary, and all Executive Officers of the company against a liability incurred as a Director, Company Secretary or Executive Officer to the extent permitted by the Corporations Act 2001.

The company has not otherwise, during or since the end of the financial year indemnified or agreed to indemnify an Officer or Auditor of the company or any related body corporate against a liability incurred as an Officer or Auditor.

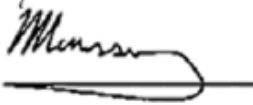
Signed in accordance with a resolution of the Board of Directors:

Director



Josie Sykes

Director



Michael Morrissey

Dated this 10th day of September 2024.



DIRECTORS REPORT

Brick and Block Careers Staff

The staff at Brick and Block Careers continued to work effectively throughout the year to meet and exceed KPIs and fulfil many of the aspirations of youth job seekers in attracting, engaging, and placing new apprentices into industry in accordance with our Purpose, Mission, and Vision.

Dividends

The company does not have a share capital and it is precluded from paying dividends.

Significant Changes during the Financial year 2023-2024

The following changes in the company occurred during the financial year.

- Bricklayer Connection Australia was launched during the year. The purpose of which is to address the skills shortage of brick and blocklayers by finding ways to increase trade immigration. This is expected to lead to growth in apprentice numbers in the future.

Matters Subsequent to Balance Date

There are no matters or circumstances which have arisen since 30 June 2024 that have significantly affected or may significantly affect the operations of the company, the results of those operations, or the situation of the company in the financial years subsequent to that financial year.

Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Superannuation Trustees

Contributions for employees are made to superannuation funds, which are totally independent of Brick and Block Careers.

Contracts with Directors

Since the end of the previous financial year, no Director has received or become entitled to receive any benefit (other than a benefit included in the aggregate amount of remuneration of Directors shown in the accounts) by any reason of a contract made by the company with any Director, or with a firm of which a Director is a member, or with a company in which a Director has a substantial financial interest.

With the exception of Brick and Block Careers subsidies for the employment of apprentice bricklayers which are paid on a valid claim from the following:

- Fugen Group with whom Tim Murphy is a director,
- IRP Masonry with whom Ian Pedley is a director, and
- Favetti Group of Companies with whom Ray Favetti is a director.



DIRECTORS DECLARATION

YEAR ENDED 30 JUNE 2024

The Directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the company declare that:

- 1. The financial statements and notes, present fairly the company’s financial position as at 30 June 2024 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
- 2. In the Directors’ opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

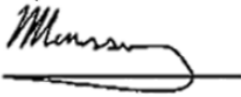
This declaration is made in accordance with a resolution of the Board of Directors:

Director



Josie Sykes

Director



Michael Morrissey

Dated this 10th day of September 2024.



AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD
(A.C.N. 097 159 914)



/ EST.1905

AUDITORS INDEPENDENCE DECLARATION
UNDER 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012
TO THE DIRECTORS OF AUSTRALIAN BRICK AND BLOCKLAYING TRAINING FOUNDATION LTD

As auditor for Australian Brick and Blocklaying Training Foundation Ltd for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been:

- a) No contraventions of the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- b) No contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Australian Brick and Blocklaying Training Foundation Ltd.

Stephen Kirtley
Director

Dated this 2nd day of September, 2024

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6 Walker Street
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/ DIRECTORS
Stephen Kirtley CA
Lucy Partridge ACA CA

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Liability limited by a scheme approved under Professional Standards Legislation. Davidsons is not licensed to provide financial product advice under the Corporations Act 2001 (Cth)



FINANCIAL REPORT

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024 \$	2023 \$
Income			
Members and Industry Contributions		3,545,751	3,870,449
Operating Costs			
Group Scheme Subsidies		117,669	174,515
Direct Employment Subsidies		865,183	679,043
Marketing and Promotional Costs		195,066	154,757
Personnel Costs		1,982,095	1,701,612
Programs		44,026	52,673
		<u>3,204,039</u>	<u>2,762,600</u>
Gross Surplus (Deficit)		341,712	1,107,849
Non-Operating Income and Costs			
Interest Received		275,123	148,711
Sundry Income		268,994	43,645
Administration Expense	2	(969,214)	(849,065)
Net Surplus (Deficit) for the year		(83,385)	451,140

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2024

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	6,692,001	6,650,130
Trade and other receivables	4	391,741	534,529
Sundry debtors		81,787	81,762
Accrued income		67,664	56,884
TOTAL CURRENT ASSETS		7,233,193	7,323,305
NON-CURRENT ASSETS			
Property, plant and equipment	5	531,250	475,958
TOTAL NON-CURRENT ASSETS		531,250	475,958
TOTAL ASSETS		7,764,443	7,799,263
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	664,899	465,832
Employee entitlements		185,404	191,060
Provision for future subsidies		1,406,500	1,450,650
GST payable	7	78,515	122,491
TOTAL CURRENT LIABILITIES		2,335,318	2,230,033
NON-CURRENT LIABILITIES			
Employee entitlements		38,025	21,745
Provision for future subsidies		956,500	1,029,500
TOTAL NON-CURRENT LIABILITIES		994,525	1,051,245
TOTAL LIABILITIES		3,329,843	3,281,278
NET ASSETS		4,434,600	4,517,985
EQUITY			
Retained earnings		4,517,985	4,066,845
Current year earnings		(83,385)	451,140
TOTAL EQUITY		4,434,600	4,517,985

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2024



	Retained Earnings	Total
	\$	\$
Balance at 1 July 2022	4,066,845	4,066,845
Net Surplus/(Deficit) for the year	451,140	451,140
Balance at 30 June 2023	4,517,985	4,517,985
Balance at 1 July 2023	4,517,985	4,517,985
Net Surplus/(Deficit) for the year	(83,385)	(83,385)
Balance at 30 June 2024	4,434,600	4,434,600

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024 \$	2023 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		4,339,186	4,294,463
Payments to suppliers and employees		(4,409,939)	(3,727,071)
Interest received		264,344	123,821
Net cash provided by operating activities	8	193,591	691,213
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		59,545	18,455
Payment for property, plant and equipment		(211,265)	(103,351)
Net cash used in investing activities		(151,720)	(84,897)
Net (decrease) increase in cash held		41,871	606,316
Cash at beginning of financial year		6,650,130	6,043,814
Cash at end of financial year	3	6,692,001	6,650,130

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

NOTE 1: SUMMARY OF MATERIAL ACCOUNTING POLICIES

Australian Brick & Blocklaying Training Foundation Limited is a company limited by guarantee, incorporated and domiciled in Australia. The statements were authorised for issue on 10 September 2024 by the Directors of the Company.

Reporting Basis and Conventions

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements, and these have been prepared in order to meet the reporting requirements of the Australian Charities and Not-for-Profits Commission Act 2012.

The financial statements have been prepared in accordance with the material accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members.

Such accounting policies are consistent with the previous period unless stated otherwise. Australian Brick & Blocklaying Training Foundation Limited does not comply with the accounting standard AASB137 in regard to the recognition and measurement requirements of that standard. In accordance with this standard the provision for future subsidies recognised in these financial statements would be overstated.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of the statements are as follows:

Accounting Policies

A. Income Tax

No provision for income tax has been raised as ABBTF operates solely as a not-profit company and is exempt from income tax.

B. Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis. The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on a diminishing value basis over the asset's useful life to the company commencing from the time the asset is held ready for use. The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Plant and equipment	15 – 50%
Motor Vehicles	15 – 22.5%
Website and Database	20%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024 (CONTINUED)

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

C. Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

D. Impairment of Assets

At the end of each reporting period, the company reviews the carrying values of its tangible to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset.

Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expired. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

E. Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Provisions for future subsidies are recognised by way of calculation of the number of apprentices supported direct and through Group Training Organisations in all states as at 30 June 2024. The calculation is determined on each apprentice's time to complete his/her 3 years of their apprenticeship, per the table below.

Subsidy Provision per Apprentice			
		Provision years	Provision \$
Direct	Yr1	2	2,000
	Yr2	2	2,000
	Yr3	1	1,000
GTO	Yr1	1.5	1,500
	Yr2	1.5	1,500
	Yr3	0.5	500

FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024 (CONTINUED)

F. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand and deposits held at call with banks and annuities held as investments for 12 months.

G. Revenue and Other Income

Revenue collected via the Levy Contribution is recognised based on the Contributor providing a self-assessed recipient created tax invoice.

Interest revenue is recognised using the effective interest rate method, which, for floating rate financial assets is the rate inherent in the instrument.

All revenue is stated net of the amount of goods and services tax (GST).

H. Critical Accounting Estimates and Judgements

The directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company..

Key estimates

(i) Impairment

The company assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024 (CONTINUED)

NOTE 2: EXPENSES

	2024	2023
	\$	\$
Administration expenses include:		
— Remuneration of auditor	14,000	13,200
— Accounting services	10,250	10,250
— Depreciation of equipment & vehicles	125,304	118,247
— Occupancy costs	237,189	218,873

NOTE 3: CASH AND CASH EQUIVALENTS

Cash at bank	1,366,233	1,324,362
Term deposits/Annuities	5,325,768	5,325,768
	6,692,001	6,650,130

Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:

Cash and cash equivalents	6,692,001	6,650,130
	6,692,001	6,650,130

NOTE 4: TRADE AND OTHER RECEIVABLES

CURRENT

Trade receivables	423,283	534,529
Provision for doubtful debts	(31,542)	-
	391,741	534,529



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024 (CONTINUED)

NOTE 5: PROPERTY, PLANT AND EQUIPMENT

	2024	2023
	\$	\$
PLANT AND EQUIPMENT		
Equipment at cost	76,242	74,498
Less accumulated depreciation	(34,221)	(32,929)
Total plant and equipment	42,021	41,569
Website and database at cost	538,676	525,890
Less accumulated depreciation	(358,107)	(315,250)
Total website and database	180,569	210,640
Motor vehicles at cost	431,005	368,205
Less accumulated depreciation	(144,677)	(165,790)
Total motor vehicles	286,328	202,415
Leasehold improvements at cost	23,765	22,174
Less accumulated depreciation	(1,433)	(842)
Total leasehold improvements	22,332	21,332
Total Property, Plant and Equipment	531,250	475,956

NOTE 6: TRADE AND OTHER PAYABLES

CURRENT

Trade payables	192,046	103,169
Sundry payables and accrued expenses	472,853	362,663
	664,899	465,832

NOTE 7: GST PAYABLE/(REFUNDABLE)

CURRENT

GST collected	147,745	179,095
Less GST paid	(69,230)	(56,744)
	78,515	122,491



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024 (CONTINUED)

NOTE 8: RELATED PARTY TRANSACTIONS

Some of the Australian Brick & Blocklaying Training Foundation Ltd Board members are also Directors or CEOs of the Brick Manufacturers that contribute levy income to Australian Brick & Blocklaying Training Foundation Ltd.

For all states except Western Australia, the Levy is calculated as \$1.50 per thousand on bricks delivered to customers for clay bricks and 7.5 cents per square metre in the wall (including fractions) for concrete masonry. For Western Australia, the Levy is calculated as \$1.50 per thousand on standard size bricks delivered and \$3.00 per thousand for double height brick delivered.

NOTE 9: KEY MANAGEMENT PERSONNEL

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any Director (whether executive or otherwise) of Australian Brick & Blocklaying Training Foundation Ltd is considered key management personnel.

The totals of remuneration paid to key management personnel of Australian Brick & Blocklaying Training Foundation Ltd during the year are as follows:

	2024	2023
	\$	\$
Key management personnel compensation	<u>995,092</u>	<u>931,258</u>

NOTE 10: CASH FLOW INFORMATION

	2024	2023
	\$	\$
Reconciliation of Cash Flow from Operations with Profit		
Surplus/(deficit) per statement of comprehensive income	(83,385)	451,140
Non-cash flows in profit:		
— Depreciation	125,304	118,247
— (gain)/loss on sale of plant and equipment	(28,876)	(8,228)
Changes in assets and liabilities:		
— (increase)/decrease in receivables	131,984	(51,391)
— Increase/(decrease) in payables	88,877	40,170
— Increase/(decrease) in accrued expenses	(6,961)	139,345
— Increase/(decrease) in employee entitlements	10,624	(21,540)
— increase/(decrease) in GST liabilities	(43,976)	23,470
	<u>193,591</u>	<u>691,213</u>



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD

Opinion

We have audited the financial report of Australian Brick & Blocklaying Training Foundation Ltd (the company), which comprises the statement of financial position as at 30 June 2024, and the statement of comprehensive income, statement of changes in equity and statement of cashflows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by those charged with governance.

In our opinion, the accompanying financial report of the company is prepared, in all material respects, in accordance with the *Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act)*.

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 the company 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 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.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the company for the purpose of fulfilling the directors' financial reporting responsibilities under the *ACNC Act*. As a result, the financial report may not be suitable for another purpose.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report in accordance with the Corporations Act 2001, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the company'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 the company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the company'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.

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.

Stephen Kirtley
Director

Dated this 10th day of October, 2024

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Stephen Kirtley CA

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