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# Directory

Registered Office and Postal Address: Suite 24B 479 Warrigal Road Moorabbin Victoria 3189

Telephone: 03 9556 3000 1300 66 44 96

Facsimile: 03 9556 3099

Chief Executive Officer: Geoff Noble

State Managers: Jane Alexander - Victoria  
John White – New South Wales  
Tony Bishop - Queensland  
Dean Pearson - Western Australia

Accountant: SJ Canny Pty Ltd

Auditor: TV Lant & Associates

Websites: www.abbtfc.com.au  
www.becomeabricklayer.com.au
Purpose | Skill Shortage

Purpose
The purpose is to ensure there is an adequate and competent bricklaying and blocklaying workforce to support the demand for bricks and blocks as a construction material and improve the standing of bricklayers and blocklayers within the industry.

Skill Shortage in Bricklaying
The construction industry is experiencing a skill shortage in brick and blocklaying. Building activity in the major states has continued to increase over the past 12 months putting pressure on the availability of bricklayers.

Housing construction has seen national commencements increase by more than 18% over the past three years.

Apprentice numbers have fallen over the same period as the larger intakes of 2010 and 2011 complete their training and new commencements in 2012 and 2013 were lower when work was uncertain for employers. Apprentice starts in 2012 and 2013 were the lowest for ten years.

The ageing workforce is also a factor with the 2011 Census showing 44% of bricklayers over the age of 40 and 23% over the age of 50. Bricklaying, being a physical occupation, has seen a number of these tradesmen leave the industry or retire.

The skill shortage has been recognised by the Australian Workforce and Productivity Agency who recommended that bricklaying be added back to the Skilled Occupation List. This has enabled skilled bricklayers to apply for General Skilled Migration and related visas to join the workforce and gain permanent residency.

ABBTF has made recruiting new apprentices a top priority. It is now seeing improved apprentice commencements despite the reluctance of many of the current young generation to take up the trade.
Strategies

ABBTF has implemented the following strategies to address the skill shortage:

- Online marketing and use of social media to promote the image and skills of the trade and career path it offers.
- Specific marketing campaigns to attract young people to bricklaying and immediate employment and training opportunities.
- Direct involvement in assessing and preparing young people for pre-entry training, work ready programs and on site trials.
- Sponsorship of industry trade training awards to recognise high achievers in bricklaying.
- Promotional and resource support for TAFE’s and RTO’s to enhance the quality of training.
- Provision of bricklaying Try-a-Trade at careers expos, schools and community events.
- Hands-on Step Out Programs for secondary school students at schools and TAFE colleges.
- Direct employment subsidy to employers for employing an apprentice.
- Group Training Organisation subsidy to host employer for employing an apprentice.
- Monitor and support apprentices and employers to improve retention.
- Assist Out-of-Trade apprentices in recommencing their employment.
- Verification of satisfactory progress in apprenticeship training.
- Support for employers of new adult apprentices.
- Support up-skilling in the form of Trade Skills Recognition to gain a qualification in bricklaying.
- Assisting builders, contractors, group training organisations, hosts, direct employers and apprentices in relation to achieving successful apprenticeship employment outcomes.
- Connect with builders and supervisors to identify current practices of the trade and opportunities to work towards best practice.
- Involvement and promotion of WorldSkills regional, national and international competitions.
- Support and promotion of apprentice skills through the CMAA Golden Trowel event.
- Analysis of internal database and industry data to continually review the effectiveness of operating strategies.
Performance Highlights

During the year to June 2014 Australian Brick & Blocklaying Training Foundation (ABBTF) achieved the following:

- Conducted an extensive recruitment program to fill apprentice vacancies with online promotion, job advertising, candidate assessment, work ready programs and onsite trials.
- Received 600 applications and enquiries regarding apprenticeship opportunities from the “You’re in Demand” apprentice recruiting campaign over three months.
- 2,616 people participated in Try-a-Trade and Step Out Programs at schools as well as work ready short courses leading to an apprenticeship opportunity.
- Supported the employment and training of 1,302 apprentices with Brickstart subsidies based on satisfactory training outcomes.
- Continued a retention program to better prepare the employer and apprentice. Applied timely follow up to support both in the event of a cancellation.
- Introduced support for adult apprentice bricklayers with a $2,000 incentive for employers to partly offset the adult pay rate cost.
- Provided financial support for 35 existing workers to have their skills assessed, enabling gap training to achieve a qualification in bricklaying.
- Attended 127 careers events and promotions to encourage young people into the trade. Many of the events included Try-a-Trade.
Performance Highlights

Continued...

- Continued upgrading of websites targeting potential apprentices, bricklayers and industry to drive increased awareness and influence.

- Increased social media communication with generations Y and Z now attracting 7,800 Facebook fans.

- Distributed 30 e-newsletters and 56 blog articles to inform the market and the trade on bricklaying topics and ABBTF activities.

- Supported quality apprentices competing at WorldSkills Australia competitions at regional, national and international level.

- Introduced a scholarship to support the training and preparation of the Australian WorldSkills bricklaying competitor for the 2015 WorldSkills International competition.

- Commenced a Builder Best Practice program to identify industry views on the quality of current bricklaying practices.

- Received authorisation from the ACCC to continue to apply a small levy on the sale of clay bricks and concrete masonry products with a matching contribution from manufacturers for a further 10 years.

- Supported bricklaying’s reinstatement to the Skills Occupation List to enable permanent skilled migration with an ABBTF submission supported by industry.
Member Companies

Clay brick and concrete masonry manufacturing companies are committed to the ABBTF scheme to provide a skilled workforce with the capacity to meet the industry demand for their products.

Member companies are actively involved across the states with bricklaying training promotion, product support for training and advising their customers of ABBTF activities. Companies supporting the program in each state during the year were:

**Victoria**
- Austral Bricks
- Boral Bricks
- CSR Bricks & Pavers
- Adbri Masonry
- Boral Masonry

**New South Wales**
- Austral Bricks
- Boral Bricks
- CSR Bricks & Pavers
- Adbri Masonry
- Boral Masonry
- AJ Baker (Wingham)
- Baines Masonry
- Namoi Valley Brickworks

**Australian Capital Territory**
- Austral Bricks
- Boral Bricks
- CSR Bricks & Pavers
- Adbri Masonry
- Boral Masonry
- Baines Masonry

**Queensland**
- Austral Bricks
- Boral Bricks
- CSR Bricks & Pavers
- Boral Masonry
- Austral Masonry
- Adbri Masonry
- Scott Brickworks

**Western Australia**
- Austral Bricks
- Midland Brick
- Geraldton Brick

**South Australia**
- Austral Bricks
- Boral Bricks
- CSR Bricks & Pavers
- Adbri Masonry
- Boral Masonry

**Tasmania**
- Austral Bricks
- Adbri Masonry
- Island Block & Paving
Funding

The ABBTF programs to address the skill shortage in bricklaying and blocklaying are funded by a small levy on the sale of clay bricks and concrete masonry and a matching contribution from brick and block manufacturers. The levy represents $12 on the cost of an average house and $30 in Western Australia where double brick construction is prominent.

On 3 July 2014 the Australian Competition and Consumer Commission granted re-authorisation (No. A91418) to ABBTF and participating member companies to apply the levy on the sale of clay bricks and concrete masonry products. The authorisation is in place for ten years until 25 July 2024.

<table>
<thead>
<tr>
<th>Levy Calculation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Clay Bricks</strong></td>
</tr>
<tr>
<td>• $1.50 per thousand bricks delivered</td>
</tr>
<tr>
<td>• Applies to units not standard brick equivalents</td>
</tr>
<tr>
<td><strong>Concrete Masonry</strong></td>
</tr>
<tr>
<td>• 7.5 cents per square metre in the wall</td>
</tr>
<tr>
<td>• Includes all fractions</td>
</tr>
<tr>
<td><strong>Excludes</strong></td>
</tr>
<tr>
<td>• Pavers</td>
</tr>
<tr>
<td>• Landscape products</td>
</tr>
<tr>
<td>• Clay special shapes</td>
</tr>
<tr>
<td>• Export sales</td>
</tr>
<tr>
<td>• Inter-company yard transfers</td>
</tr>
<tr>
<td>• Sales to participating companies</td>
</tr>
</tbody>
</table>

Funds collected in each state are applied to programs to address the skill shortage in the state.

Note: In Western Australia double height clay bricks attract a levy of $3 per thousand. There is no levy on the sale of concrete masonry.

* From 1 July 2011 the levy and matching contributions were reduced by 25%.
The Qualification
CPC30111 – CERTIFICATE III IN BRICKLAYING/BLOCKLAYING

To achieve a full qualification in bricklaying/blocklaying, competency must be demonstrated in 27 units of competency. The course is made up of 21 core units and six elective units.

Many training providers adopt a blended training model where assessments recognise skills and competencies gained on site.

Off site training and assessment involves more knowledge based elements and skills relating to competencies the apprentice cannot complete with his/her working experience.

The course is normally delivered over a nominal three year term, however, it is competency based and advancement and completion are not governed by time.

Core Units

Brick and blocklaying
- Carry out setting out
- Work effectively and sustainably in the construction industry
- Plan and organise work
- Conduct workplace communication
- Carry out measurements and calculations
- Read and interpret plans and specifications
- Apply basic levelling procedures
- Erect and dismantle restricted height scaffolding
- Carry out basic demolition
- Apply OHS requirements, policies and procedures in the construction industry

Brick and blocklaying field work
- Handle and prepare bricklaying and blocklaying materials
- Use bricklaying and blocklaying tools and equipment
- Carry out masonry veneer construction
- Carry out cavity brick construction
- Construct masonry steps and stairs
- Lay masonry walls and corners
- Lay multi-thickness walls and piers
- Install flashings and damp proof course
- Construct masonry arches
- Construct curved walls
- Install fire rated masonry construction

Elective Units

Advanced brick and blocklaying
- Lay paving
- Install glass blockwork
- Construct fireplaces and chimneys
- Construct masonry structural systems
- Construct decorative brickwork
- Construct battered masonry walls and piers
- Carry out tuck pointing to brickwork
- Install aerated autoclaved concrete products

General elective units
- Use explosive power tools
- Work safely at heights
- Operate elevated work platforms
- Carry out concreting to simple forms
- Place and fix reinforcement materials
- Investigate micro business opportunities
- Manage small business finances
TAFE’s and Private RTO’s
TRAINING BRICKLAYING/BLOCKLAYING

Victoria
Holmesglen
Northern Melbourne Institute of TAFE
The Gordon
Vic Uni
Chisholm Institute – Berwick
Swinburne TAFE
Federation Training - Yallourn
Federation University Australia - Ballarat
Federation University Australia - Bendigo
Advance TAFE
Building Skills Centre
Skill Training Victoria

New South Wales
Western Institute of TAFE
Illawarra Institute of TAFE
Hunter Institute of TAFE
South West Sydney Inst of TAFE – Granville
South West Sydney Inst of TAFE – Miller
Western Sydney Institute of TAFE
Riverina Institute of TAFE
North Coast Institute of TAFE
Bricklayer Training Australia

Australian Capital Territory
MBA Group Training
Australian Vocational Training Academy
Bricklayer Training Australia

South Australia
TAFE SA
Flexible Construction Training & Assessment
Training Prospects
Building Skills Centre

Queensland
Skills Tech Australia – Acacia Ridge
BIGA Training – Brendale
BIGA Training – Bundaberg
BIGA Training – Salisbury
Gold Coast Institute of TAFE – Ashmore
Gold Coast Institute of TAFE – Coolangatta
CQ Institute of TAFE – Rockhampton
CQ Institute of TAFE – Mackay
Sunshine Coast Institute of TAFE - Nambour
Australian Trade College
Australian Construction Training Services
Australian Consolidated Training
Mackay Construction Training

Western Australia
Polytechnic West – Balga
Polytechnic West – Thornlie
Challenger Institute – Mandurah
Challenger Institute – Rockingham
Construction On Site Training – Mandurah
Construction On Site Training – Victoria Park
Construction On Site Training – Geraldton
South West Institute of Technology – Bunbury
Skill Hire – Kewdale
Silver Trowel – Cannington
West Coast Institute/Trades North – Clarkson
Cy O’Connor Institute – Northam
Durack Institute – Geraldton
Australian Workforce Training

Tasmania
TasTAFE

Pre-entry bricklayer training also takes place at Trade Training Centres.
Step Out Programs in Schools

Over the past five years almost 13,000 students have participated in the Step Out Program in schools which has been an important strategy in promoting the trade and helping students decide on whether to pursue a career in bricklaying and in the construction industry.

The program is a taster for approximately 12 students to give them a hands-on experience in bricklaying. This is over three to five days. The program does not include any competencies or training credits in relation to the Certificate III Bricklaying qualification.

Step Out Programs are conducted at a school or at a TAFE or other Registered Training Organisation (RTO) campus. The campus Step Out Programs delivered by TAFE will include a group of selected students from a number of schools and utilises the apprentice training environment.

Step Out Programs conducted in the school grounds involve students who build a permanent structure such as a barbeque, garden wall or seating.

The person delivering the program does not require a bricklaying qualification of Certificate IV as a trainer as the course does not include assessed competencies in bricklaying.

The choice of TAFE or other RTO to run the program is made on objective criteria after taking into account the:

- Cost of the course
- Quality of running the program
- Availability of the RTO staff
- Feedback from the school on previous programs
- Relationship between the school and RTO
- Provision of tools, equipment and materials.

During the 2013-2014 funding was made to training organisations listed below for the programs.

Bricklayer Training Australia is one of very few bricklaying specific RTO’s in Australia and can offer the cost and skill advantages ahead of comparable training organisations. Bricklayer Training Australia only offers Step Out Program services in New South Wales and the Australian Capital Territory.

### Victoria

<table>
<thead>
<tr>
<th>Institution</th>
<th>Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bendigo Regional Inst of TAFE</td>
<td>$5,250</td>
</tr>
<tr>
<td>Federation University</td>
<td>$5,000</td>
</tr>
<tr>
<td>Holmesglen Institute</td>
<td>$4,500</td>
</tr>
<tr>
<td>Northern Melbourne Inst of TAFE</td>
<td>$4,250</td>
</tr>
<tr>
<td>Building Skills Centre</td>
<td>$3,000</td>
</tr>
<tr>
<td>Chisholm TAFE</td>
<td>$2,000</td>
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### New South Wales

<table>
<thead>
<tr>
<th>Institution</th>
<th>Funding</th>
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</thead>
<tbody>
<tr>
<td>Bricklayer Training Australia</td>
<td>$111,500</td>
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### Western Australia

<table>
<thead>
<tr>
<th>Institution</th>
<th>Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Polytechnic West</td>
<td>$15,419</td>
</tr>
<tr>
<td>Australian Workforce Training</td>
<td>$5,727</td>
</tr>
<tr>
<td>Challenger TAFE</td>
<td>$4,000</td>
</tr>
<tr>
<td>Silver Trowel Trade Training</td>
<td>$3,909</td>
</tr>
<tr>
<td>Construction On Site Training</td>
<td>$3,532</td>
</tr>
</tbody>
</table>

### Queensland

<table>
<thead>
<tr>
<th>Institution</th>
<th>Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gold Coast Institute of TAFE</td>
<td>$20,000</td>
</tr>
<tr>
<td>Tropical NQ Institute of TAFE</td>
<td>$11,300</td>
</tr>
<tr>
<td>Sunshine Coast Institute of TAFE</td>
<td>$10,505</td>
</tr>
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</table>

### Australian Capital Territory

<table>
<thead>
<tr>
<th>Institution</th>
<th>Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bricklayer Training Australia</td>
<td>$50,000</td>
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</table>
ABBTF Work Ready Programs

During the year ABBTF commenced programs to prepare young people for an apprenticeship in bricklaying. Unlike the Step Out Taster program in schools, these work ready courses are structured to achieve a new apprentice sign up with a bricklayer.

These programs are a valuable step in ensuring the candidate trialled or signed up with an employer is suited to the trade in terms of attitude, motivation, basic skills and an awareness of the apprenticeship requirements.

The work ready programs do not provide credit for competencies against the Certificate III Bricklaying qualification. People completing the program are allocated to a bricklayer for an on site trial in some states before being considered for an apprenticeship.

The benefits of the ABBTF program and recruitment strategies are:

- Selection of better quality candidates more suited to bricklaying.
- Awareness and understanding of safe work practices.
- Reduced attrition in the first year.
- Improved productivity from the apprentice to be cost neutral for the employer.
- Less time spent by employers on advertising and assessing applicants.
- Course is delivered at no cost to the apprentice or the employer.
- Opportunity to improve profiling of an ideal bricklaying apprentice.
- Program locations are close to candidates and apprenticeship vacancies.
- Program can fill the early training void prior to scheduled apprentice enrolments.
- Includes school based, unemployed and casually employed people.
A large crowd cheering on competitors at the ABBTF Gun Trowel Speed Test, part of WorldSkills Australia National competition in Perth WA.
Directors Report

Year Ended 30 June 2014

The Board of Directors presents the audited accounts of the Australian Brick & Blocklaying Training Foundation Ltd (ABBTF) for the year ended 30 June 2014.

Directors

The Directors as at the date of this report are:

Steve Rogers (Chairman)
Executive General Manager
Adbri Masonry
Appointed: 21-05-2008

Alan Waldron
Training Manager
Hutchinson Builders
Appointed: 18-11-2008

Nick Pezet (Deputy Chairman)
General Manager
CSR Bricks & Roofing
Appointed: 02-03-2011

Steve Tankey
Director
Porter Davis Homes
Appointed: 01-12-2010

Lindsay Partridge AM
Managing Director
Brickworks Limited
Appointed: 08-12-2005

Rob Berryman
Executive Director, Construction
Polytechnic West
Appointed: 01-09-2010

David Bird
General Manager Bricks East
Boral Building Products
Appointed: 14-05-2013

Glenn Simpson
Executive Director, Legal Affairs &
Corporate Services
Housing Industry Association
Appointed: 02-09-2009

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

Geoff Noble (Director/Secretary)
Chief Executive Officer
Australian Brick & Blocklaying
Training Foundation Ltd
Appointed: 08-12-2005

Directors who have resigned during or since the end of the financial year:

Alex Maroya
National Director, Training Policy
Master Builders Australia Ltd
Resigned: 14-05-14
Directors Report

Year Ended 30 June 2014

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

No significant changes in the nature of activities occurred during the year.

Purpose
ABBTF 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".

Financial Results
The surplus as a result of the operating activities for the year was $297,953 (2013 $254,269).

Contributions from industry and member companies were slightly higher as building activity improved, particularly in the second half of the year.

Operating costs were under budget as supported apprentice numbers and costs were below expectations. More investment was made to recruit young people and prepare them for an apprenticeship. These costs should continue to increase as finding suitable candidates becomes a high priority.

The company is exempt from paying income tax.

Review of Operations
The growing level of building activity during the year in most states saw an increasing demand for apprentices and tradesmen. This skill shortage and the lack of good quality young people has been a significant challenge for the foundation.

Despite an increase in apprentice commencements, total apprentices in training fell 10% with the large cohorts who started in 2010 and 2011 completing their apprenticeship during the year.

At 30 June 2014, 2,042 apprentices were in training compared with 2,271 in 2013.

ABBTF subsidies to employers of brick and blocklaying apprentices were lower than expected due to a number of unfilled vacancies.

This investment by ABBTF in apprenticeship employment and training represents a third of total revenue. At 30 June 2014, 1,302 apprentices were supported compared with 1,510 a year ago. The current subsidy support is $3,000 paid in equal instalments on completion of the first three stages of the apprenticeship. The support requires evidence of satisfactory training progress of the apprenticeship which is provided by the TAFE or Registered Training Organisation.
Directors Report

Year Ended 30 June 2014

During the year registrations for ABBTF subsidies were received from employers of 595 apprentices commencing their apprenticeship. Final subsidy payments were made to employers of 478 apprentices completing their third stage of the apprenticeship.

Further support for employers was introduced in 2014 where a new apprentice aged 21 to 24 years on adult pay rates was signed up. The support of $2,000 applies to new apprentices from January 2014 and is payable after first year to partly offset the higher wages cost. Support from the Federal Government for mature apprentices only applies from the age of 25 years.

During the year to June 2014 the major focus of ABBTF was:

- Promoting the trade
- Recruiting quality new apprentices
- Retention to improve completion rates
- Improve links and participation with stakeholders.

This strategy has changed from previous years where the focus was on marketing to employers to sign on an apprentice when their work and income was less certain at lower rates of building activity. The market conditions and availability of good candidates has changed and we have more than 150 apprenticeship vacancies to fill from known employers.

Promoting Bricklaying

Our aim is to promote the trade to make it more appealing to young people. Poor perceptions of the image of bricklayers persists in schools and in the community.

Our positive marketing has included “A Bricklaying Apprenticeship Opens Doors” to demonstrate the choices of career paths available from a bricklaying qualification. This message is also targeted to parents. The “Top 10 Good Reasons to Become a Bricklayer” DVD is available at all secondary schools, careers expos and training centres.

A number of success stories are included as newsletter stories or blogs on the websites. ABBTF support many industry and training award winners in bricklaying to promote high achievers in the trade.

Outstanding young apprentices were featured in the Concrete Masonry Association of Australia (CMAA) Golden Trowel competition held in Coffs Harbour in September 2013. ABBTF was the major sponsor.

WorldSkills Australia

ABBTF are a strong supporter of WorldSkills. Support is provided in bricklaying competitions at regional, national and international level. In July 2013 Alan Ramsden represented Australia in bricklaying at the WorldSkills International competition in Liepzig, Germany gaining a Medallion of Excellence. Many articles were written to promote Alan and the event to portray bricklaying skills at the highest level.
Directors Report

Year Ended 30 June 2014

To support future Australian bricklaying representatives at WorldSkills International Bricklaying competitions, ABBTF has established the “ABBTF World Class Bricklaying Development Scholarship”. This scholarship valued at $20,000 will cover many aspects of preparation and intense training to have the bricklayer competitor fully prepared to compete at world class level for the event.

To further address the image of bricklaying, ABBTF is promoting and demonstrating the qualities that make the Smart Bricklayer. The intelligence and problem solving skills are often understated in the community.

There has been a continuous flow of information and stories promoting bricklaying through 30 state based and national e-newsletters, 56 blog articles and social media. The ABBTF Facebook page has 7,900 fans and the websites “Become a Bricklayer” and “ABBTF” received more than 73,000 visits during the year with peak monthly visits of 8,308.

During the year ABBTF attended 127 careers expos and events to promote bricklaying and the career opportunities it can provide. Many events included a Try-a-Trade for a hands on experience.

The ABBTF Step Out Programs have also continued to give students a taste of bricklaying. The courses have been reduced in length to cover more schools and create a sharper focus on the more suited students.

Recruiting Quality New Apprentices

The experience gained by students from past Step Out Programs has provided a basis for recruiting new apprentices. ABBTF is in a position to provide real jobs by managing the recruiting process on behalf of many employers looking to fill vacancies. Many other strategies were used to find candidates to recruit into bricklaying.

In January a Tertiary campaign was launched to offer jobs, increased pay and pre-entry training to school leavers. From April 2014 the “You’re in Demand” campaign has been running. This has incorporated extensive Seek website advertising which produced many applicants. This led to interviews to assess suitability and then work trials or participation in work ready programs.

The aim is to fill the more than 150 apprenticeship vacancies with good quality young people endorsed by ABBTF.

The assessment process showed that a majority of applicants were not suited and reflected the changing attitudes and aspirations of the generation Y and Z. Students are now staying at school through to Year 12 and looking at university options.

ABBTF’s closer contact with employers and awareness of their history with apprentices provides a good guide to matching them with new apprentices.

During the year ABBTF sponsored or managed pre-trade programs and arranged on site work experience with selected suitable employers. When the program is completed a further trial may take place or an immediate placement in an apprenticeship. ABBTF field staff in the major states are heavily involved in this process.
Apprentice Retention

ABBTF is playing an important role in ensuring the apprentice has the best chance of completing the apprenticeship and gaining a qualification.

When bricklayers with a new apprentice register for ABBTF subsidy support, each are provided with information on “What to Expect” and “What is Expected of You”. In some cases, ABBTF has managed the recruitment and pre-apprenticeship preparation to place a quality apprentice.

ABBTF make retention calls or visits to the apprentice and employer every six months and where necessary, adopt a mentoring role to assist the apprentice. This contact gives early notice of a cancellation when ABBTF can give the apprentice a recommencement opportunity with a suited employer. The previous employer is also offered suitable, available candidates to sign up.

ABBTF data on supported apprentices shows that approximately 50% of apprentices complete their apprenticeship. Completions were the lowest with the large 2010 and 2011 intakes where only 46% gained a qualification.

The duration of cancelled apprentices shows that 60% of cancellations occur in the first year and 21% in the first three months. A proportion of cancelled apprentices continue working in the trade.

The cancellation reasons are mainly due to the apprentice not being suited to bricklaying. This is the basis of our work in Step Out Programs and more stringent recruiting and pre-work programs to improve the quality of new apprentices.

Improve Links with Stakeholders

The increased ABBTF activity in the field with the trade and connections with industry has increased awareness and relationships.

In Victoria, an ABBTF bricklayers’ network group meet regularly to provide feedback and ideas on improving the trade and apprenticeships. ABBTF has a strong connection with the Masonry Contractors Association of NSW & ACT and work together on improving apprentice numbers.

The connection with the trade and apprentices enables ABBTF to provide updates on Government policy and changes in benefits e.g. Tools for Your Trade, apprentice loans and pay rates.

Support from brick and block manufacturers with promotion to contractor and builder contacts is valued and growing.

Our status and relationship with Government at both Federal and State levels has improved over recent years and our view on the bricklaying trade are regularly sought.

During the year ABBTF met with a number of builders to discuss the quality of current bricklaying practices in the industry. The Builder Bricklayer Best Practice program seeks to improve the quality of bricklaying and the knowledge of the supervisors of the technical aspects of the trade and the required standards of the Building Code.
Bricklaying on Skills Occupation List

In January, ABBTF submitted to the Australian Workforce and Productivity Agency that bricklaying be reinstated to the Skilled Occupation List due to the growing skills shortage. The Housing Industry Association and Master Builders Australia also supported the addition of bricklaying.

The Department of Immigration and Citizenship subsequently added bricklaying to the Skilled Occupation List and therefore enabled skilled bricklayers to apply for General Skilled Migration and related visas to migrate permanently to Australia.

The decision does not impact on the status of temporary visas currently applying to bricklayers and other workers. It does, however, provide opportunities for quality skilled bricklayers to supplement the workforce as was the case prior to 2010.

Funding of ABBTF Programs

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

Manufacturers supporting the Foundation are:

- Austral Bricks
- CSR Bricks & Pavers
- Adbri Masonry
- Boral Bricks
- Midland Brick
- Baines Masonry
- Island Block & Paving
- Scott Brickworks
- Namoi Valley Brickworks
- Geraldton Brick
- AJ Baker (Wingham)

The 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. There is no concrete masonry levy in Western Australia.

The levy and matching contribution is paid monthly to SJ Canny Pty Ltd – Accountants. An independent levy audit process is in place to validate application of the formulas and amounts paid.

The levy was reauthorised by the Australian Competition and Consumer Commission (ACCC) on 3 July 2014 following a submission by ABBTF.

The Authorisation No. A91418 applies for a period up to 25 July 2024 to allow ABBTF to collect a levy of up to $2.00 per thousand for clay bricks and 10 cents per square metre for concrete masonry and matched by a contribution from brick and block manufacturers.

The ACCC stated that “The levy makes it easier for bricklayers to take on apprentices and while the levy does add to the cost of building a house, this is more than offset by the benefit to consumers of reducing delays in construction caused by bricklayer shortages”.

Directors Report
Year Ended 30 June 2014
Directors Report

Year Ended 30 June 2014

National ABBTF Numbers

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step Out Program Students</td>
<td>2,616</td>
<td>3,261</td>
</tr>
<tr>
<td>Apprentices in Training</td>
<td>2,042</td>
<td>2,271</td>
</tr>
<tr>
<td>ABBTF Supported Apprentices</td>
<td>1,302</td>
<td>1,510</td>
</tr>
<tr>
<td>ABBTF Supported Commencements</td>
<td>595</td>
<td>645</td>
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<tr>
<td>ABBTF Supported Completions</td>
<td>478</td>
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<tr>
<td>Careers Expo Events Attended</td>
<td>127</td>
<td>134</td>
</tr>
<tr>
<td>Peak Monthly Website Visits</td>
<td>8,308</td>
<td>7,743</td>
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</tbody>
</table>

Numbers by State

**Victoria**

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step Out Program Students</td>
<td>108</td>
<td>144</td>
</tr>
<tr>
<td>Apprentices in Training</td>
<td>600</td>
<td>840</td>
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<tr>
<td>ABBTF Supported Apprentices</td>
<td>435</td>
<td>571</td>
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<td>ABBTF Supported Commencements</td>
<td>154</td>
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<td>ABBTF Supported Completions</td>
<td>172</td>
<td>192</td>
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<td>Careers Expo Events Attended</td>
<td>39</td>
<td>16</td>
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<tr>
<td>Peak Monthly Website Visits</td>
<td>2,497</td>
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**New South Wales**

<table>
<thead>
<tr>
<th></th>
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<th>2013</th>
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<tbody>
<tr>
<td>Step Out Program Students</td>
<td>492</td>
<td>600</td>
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<tr>
<td>Apprentices in Training</td>
<td>630</td>
<td>681</td>
</tr>
<tr>
<td>ABBTF Supported Apprentices</td>
<td>305</td>
<td>377</td>
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<tr>
<td>ABBTF Supported Commencements</td>
<td>107</td>
<td>177</td>
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<tr>
<td>ABBTF Supported Completions</td>
<td>109</td>
<td>95</td>
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<td>Careers Expo Events Attended</td>
<td>15</td>
<td>19</td>
</tr>
<tr>
<td>Peak Monthly Website Visits</td>
<td>2,062</td>
<td>1,740</td>
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</table>

**Australian Capital Territory**

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Step Out Program Students</td>
<td>216</td>
<td>216</td>
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<tr>
<td>Apprentices in Training</td>
<td>55</td>
<td>61</td>
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<td>ABBTF Supported Apprentices</td>
<td>21</td>
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<td>ABBTF Supported Commencements</td>
<td>0</td>
<td>38</td>
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<td>ABBTF Supported Completions</td>
<td>9</td>
<td>14</td>
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<td>Careers Expo Events Attended</td>
<td>1</td>
<td>2</td>
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<tr>
<td>Peak Monthly Website Visits</td>
<td>167</td>
<td>176</td>
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</tbody>
</table>
# Directors Report

## Year Ended 30 June 2014

### Numbers by State Continued...

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Queensland</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Step Out Program Students</td>
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<tr>
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<td>41</td>
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<td>Peak Monthly Website Visits</td>
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<td><strong>Tasmania</strong></td>
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<tr>
<td>Step Out Program Students</td>
<td>120</td>
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<tr>
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<td>23</td>
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<td>ABBTF Supported Commencements</td>
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<tr>
<td>ABBTF Supported Completions</td>
<td>6</td>
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<tr>
<td>Careers Expo Events Attended</td>
<td>0</td>
<td>3</td>
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<tr>
<td>Peak Monthly Website Visits</td>
<td>123</td>
<td>147</td>
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<tr>
<td><strong>South Australia</strong></td>
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<tr>
<td>Apprentices in Training</td>
<td>130</td>
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<td>ABBTF Supported Apprentices</td>
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<td>ABBTF Supported Commencements</td>
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<tr>
<td>ABBTF Supported Completions</td>
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<td>Careers Expo Events Attended</td>
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<td>Peak Monthly Website Visits</td>
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<tr>
<td><strong>Western Australia</strong></td>
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<tr>
<td>Step Out Program Students</td>
<td>312</td>
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<tr>
<td>Apprentices in Training</td>
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<td>300</td>
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<tr>
<td>ABBTF Supported Apprentices</td>
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<tr>
<td>ABBTF Supported Commencements</td>
<td>242</td>
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<tr>
<td>ABBTF Supported Completions</td>
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<td>92</td>
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<tr>
<td>Careers Expo Events Attended</td>
<td>31</td>
<td>37</td>
</tr>
<tr>
<td>Peak Monthly Website Visits</td>
<td>1,127</td>
<td>763</td>
</tr>
</tbody>
</table>
Directors Report
Year Ended 30 June 2014

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

Significant Changes
No significant changes in the state of affairs of the company occurred during the financial year.

Matters subsequent to Balance Date
Since 30 June 2014, the company ceased to be a member or have a controlling interest in Bricklayer Training Australia Ltd.

Apart from the above, there are no matters or circumstances which have arisen since 30 June 2014 that have significantly affected or may significantly affect the operations of the company; the results of those operations; or the state of affairs of the company in the financial years subsequent to that financial year.

Likely Developments
The number of apprentices in training and supported by ABBTF is expected to increase slightly during the year. Apprentice growth will be restricted by the lack of quality young people attracted to the trade despite the ongoing skill shortage.

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 ABBTF.

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 the following: ABBTF subsidies for the employment of apprentice bricklayers are paid on a valid claim from Fugen Group with whom Tim Murphy is a Director and Porter Davis Homes with whom Steve Tankey is a Director. These companies are eligible to claim the support in accordance with the ABBTF terms and conditions of the apprentice employment subsidy.
Directors Report

Year Ended 30 June 2014

Indemnifying Officer or Auditor

The company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the company or a related body corporate:

- Indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
- Paid or agreed to pay a premium in respect of a contract insuring against liability incurred as an officer for the costs or expenses to defend legal proceedings.

With the exception of the following matters:

During the financial year the company has paid to insure each of the directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director of the company, other than conduct involving a wilful breach of duty in relation to the company.

No person has applied for leave of Court to bring proceedings on behalf of the company or intervene in any proceedings to which the company is a party for the purpose of taking responsibility on behalf of the company for all or any part of these proceedings. The company was not a party to any such proceedings during the year.

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

Director

___________________________

Steve Rogers

Director

___________________________

Geoff Noble

Dated at Sydney this 13th day of August 2014.
Directors Declaration

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 2014 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 _________________________________ Steve Rogers

Director _________________________________ Geoff Noble

Dated at Sydney this 13th day of August 2014.
Independent auditors report to the members of
the Australian Brick & Blocklaying Training Foundation Limited

We have audited the accompanying financial report of the Australian Brick & Blocklaying Training Foundation Limited (the company), which comprises the statement of financial position at 30 June 2013, the statement of comprehensive income, statement of changes in equity and cash flows statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the directors’ declaration.

Directors’ responsibility for the financial report
The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Act 2001. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditors’ responsibility
Our responsibility is to express an opinion on the financial report base on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor’s judgement including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report. Our procedures included reading the other information in the annual report to determine whether it contains any material inconsistencies with the financial report.

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

Our audit did not involve an analysis of the prudence of business decisions made by directors or management.

Independence
In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001.
Auditor’s Opinion

In our opinion:

The financial report of the Australian Brick & Blocklaying Training Foundation Limited is in accordance with the Corporations Act 2001 including:

• giving a true and fair view of the company's financial position as at 30 June 2013 and of its performance for the year ended on that date; and
• complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001.

Terrence Victor Lant
Registered Company Auditor #7666
21 Cerberus Street Donvale
Dated this Fifth day of August 2014

AUDITOR’S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001 TO THE DIRECTORS OF AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2013 there have been:

i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Terrence Victor Lant
Registered Company Auditor #7666
21 Cerberus Street Donvale
Dated this Fifth day of August 2014
STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2014

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**Income**
- Members & Industry Contributions: $4,021,530, $3,806,263

**Operating Costs**
- Step Out Program: $294,114, $366,851
- Pre-entry Incentives: $19,645, $14,855
- Group Scheme Subsidies: $401,289, $294,953
- Direct Employment Subsidies: $968,236, $902,742
- Mature Age Allowance: $64,000, $26,000
- Training Support: $37,695, $93,130
- Recruitment and Promotion: $328,066, $234,920
- Promotional Costs: $337,406, $462,684
- Development Costs: $831,728, $775,836

Total Operating Costs: $3,282,179, $3,171,971

**Gross Surplus (Deficit)**
- 2014: $739,351
- 2013: $634,292

**Interest Received**
- 2014: $226,392
- 2013: $295,974

**Administration Expense**
- 2014: $(667,790)
- 2013: $(675,997)

**Surplus (Deficit) for the year**
- 2014: $297,953
- 2013: $254,269

The accompanying notes form part of these financial statements.
### STATEMENT OF FINANCIAL POSITION
**AS AT 30 JUNE 2014**

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

**ASSETS**

**CURRENT ASSETS**
- Cash and cash equivalents 3 4,679,973 5,107,297
- Trade and other receivables 4 790,996 738,236
- Sundry debtors 60,309 (7,421)
- Accrued income 129,509 136,425
- BTA Loan Account - 52,714

**TOTAL CURRENT ASSETS** 5,660,787 6,027,251

**NON-CURRENT ASSETS**
- Property, plant and equipment 6 260,132 232,908

**TOTAL NON-CURRENT ASSETS** 260,132 232,908

**TOTAL ASSETS** 5,920,919 6,260,159

**LIABILITIES**

**CURRENT LIABILITIES**
- Trade and other payables 7 654,785 1,093,067
- Employee entitlements 99,268 81,218
- Provision for future subsidies 8 1,819,000 2,158,633
- GST payable 5 83,068 38,457

**TOTAL CURRENT LIABILITIES** 2,656,121 3,371,375

**NON-CURRENT LIABILITIES**
- Employee entitlements 27,367 25,839
- Provision for future subsidies 8 982,250 905,717

**TOTAL NON-CURRENT LIABILITIES** 1,009,617 931,556

**TOTAL LIABILITIES** 3,665,738 4,302,931

**NET ASSETS** 2,255,181 1,957,228

**EQUITY**
- Retained earnings 1,957,228 1,702,959
- Current year earnings 297,953 254,269

**TOTAL EQUITY** 2,255,181 1,957,228

The accompanying notes form part of these financial statements.
## Statement of Changes in Equity for the Year Ended 30 June 2014

<table>
<thead>
<tr>
<th></th>
<th>Retained Earnings</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Balance at 1st July 2012</strong></td>
<td>1,702,959</td>
<td>1,702,959</td>
</tr>
<tr>
<td>Total comprehensive income for the year</td>
<td>254,269</td>
<td>254,269</td>
</tr>
<tr>
<td>Transfers from retained earnings to general reserve</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>1,957,228</td>
<td>1,957,228</td>
</tr>
<tr>
<td>Dividends paid or provided for</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Balance at 30 June 2013</strong></td>
<td>1,957,228</td>
<td>1,957,228</td>
</tr>
</tbody>
</table>

|                                | $                 | $     |
| **Balance at 1 July 2013**     | 1,957,228         | 1,957,228 |
| Total comprehensive income for the year | 297,953           | 297,953 |
| **Subtotal**                   | 2,255,181         | 2,255,181 |
| Dividends paid or provided for | 0                | 0     |
| **Balance at 30 June 2014**    | 2,255,181         | 2,255,181 |

The accompanying notes form part of these financial statements.
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2014

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
</tbody>
</table>

CASH FLOWS FROM OPERATING ACTIVITIES

Receipts from customers 4,306,701 4,058,690
Payments to suppliers and employees (4,932,666) (5,832,530)
Interest received 233,308 317,078
Finance costs 0 0
Income tax paid 0 0
Net cash provided by operating activities (392,657) (1,456,762)

CASH FLOWS FROM INVESTING ACTIVITIES

Proceeds from sale of property, plant and equipment 0 0
Payment for property, plant and equipment (87,379) (37,890)
Payment for investments 0 0
Loans to related parties — payments made 52,714 (66,610)
Net cash used in investing activities (34,665) (104,500)

CASH FLOWS FROM FINANCING ACTIVITIES

Net cash provided by (used in) financing activities 0 0
Net (decrease) increase in cash held 10 (427,322) (1,561,262)
Cash at beginning of financial year 5,107,297 6,668,559
Cash at end of financial year 3 4,679,975 5,107,297

The accompanying notes form part of these financial statements.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2014

Note 1: Summary of Significant Accounting Policies

Australian Brick & Blocklaying Training Foundation Limited is a company limited by guarantee, incorporated and domiciled in Australia.

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 that have been prepared in order to meet the needs of members.

The financial statements have been prepared in accordance with the significant 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.

The financial report does not include the disclosure requirements of the following pronouncements having a material effect:
AASB 7 Financial Instruments: Disclosures
AASB 124 Related Party Disclosures

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 operate 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:

<table>
<thead>
<tr>
<th>Class of Fixed Asset</th>
<th>Depreciation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plant and equipment</td>
<td>15 – 50%</td>
</tr>
</tbody>
</table>

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

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.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2014

Note 1: Summary of Significant Accounting Policies (continued)

C. Leases
Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, which are transferred to the company, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term.

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 and intangible assets 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 expire. 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. Employee Benefits
Provision is made for the company’s liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. These cash flows are discounted using market yields on national government bond terms to maturity that match the expected timing of cash flows.

F. 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.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2014

Note 1: Summary of Significant Accounting Policies (continued)

G. Cash and Cash Equivalents
Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

H. Revenue and Other Income
Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. Any consideration deferred is treated as the provision of finance and is discounted at a rate of interest that is generally accepted in the market for similar arrangements. The difference between the amount initially recognised and the amount ultimately received is interest revenue.

Revenue from the sale of goods is recognised at the point of delivery as this corresponds to the transfer of significant risks and rewards of ownership of the goods and the cessation of all involvement in those goods.

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).

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

J. Comparative Figures
Comparative figures have been adjusted to conform to changes in presentation for the current financial year where required by Accounting Standards or as a result of changes in accounting policy.

K. Critical Accounting Estimates and Judgments
The directors evaluate estimates and judgments 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.
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2014

Note 2: Expenses

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Development costs include depreciation of vehicles and equipment</td>
<td>$23,302</td>
<td>$27,478</td>
</tr>
<tr>
<td>B. Administration expenses include:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Remuneration of auditor</td>
<td>$9,960</td>
<td>$11,382</td>
</tr>
<tr>
<td>• Accounting services</td>
<td>$7,010</td>
<td>$6,894</td>
</tr>
<tr>
<td>• Depreciation of office equipment</td>
<td>$22,328</td>
<td>$23,333</td>
</tr>
</tbody>
</table>

Note 3: Cash and Cash Equivalents

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash on hand</td>
<td>$900</td>
<td>$1,201</td>
</tr>
<tr>
<td>Cash at bank</td>
<td>$666,456</td>
<td>$593,479</td>
</tr>
<tr>
<td>Term deposits</td>
<td>$4,012,617</td>
<td>$4,512,617</td>
</tr>
<tr>
<td></td>
<td>$4,679,973</td>
<td>$5,107,297</td>
</tr>
</tbody>
</table>

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:

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$4,679,973</td>
<td>$5,107,297</td>
</tr>
<tr>
<td></td>
<td>$4,679,973</td>
<td>$5,107,297</td>
</tr>
</tbody>
</table>

Note 4: Trade and Other Receivables

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade receivables</td>
<td>$790,996</td>
<td>$738,236</td>
</tr>
<tr>
<td>Provision for impairment</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>$790,996</td>
<td>$738,236</td>
</tr>
<tr>
<td>Loans to directors</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>$790,996</td>
<td>$738,236</td>
</tr>
</tbody>
</table>
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2014

Note 5: GST Refundable (Payable)

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>GST collected</td>
<td>(405,028)</td>
<td>(286,482)</td>
</tr>
<tr>
<td>Less GST paid</td>
<td>321,960</td>
<td>248,025</td>
</tr>
<tr>
<td></td>
<td>(83,068)</td>
<td>(38,457)</td>
</tr>
</tbody>
</table>

Note 6: Property, Plant and Equipment

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>PLANT AND EQUIPMENT</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Equipment at cost</td>
<td>163,007</td>
<td>155,007</td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td>(105,504)</td>
<td>(90,004)</td>
</tr>
<tr>
<td>Total plant and equipment</td>
<td>57,503</td>
<td>65,003</td>
</tr>
<tr>
<td>Website and Database at cost</td>
<td>54,431</td>
<td>51,036</td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td>(23,870)</td>
<td>(17,405)</td>
</tr>
<tr>
<td>Total website and database</td>
<td>30,561</td>
<td>33,631</td>
</tr>
<tr>
<td>Motor vehicles at cost</td>
<td>315,918</td>
<td>263,942</td>
</tr>
<tr>
<td>Less accumulated depreciation</td>
<td>(143,850)</td>
<td>(129,671)</td>
</tr>
<tr>
<td>Total motor vehicles</td>
<td>172,068</td>
<td>134,271</td>
</tr>
<tr>
<td>Total Property, Plant and Equipment</td>
<td>260,132</td>
<td>232,905</td>
</tr>
</tbody>
</table>

Note 7: Trade and Other Payables

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>CURRENT</td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Trade payables</td>
<td>137,125</td>
<td>98,187</td>
</tr>
<tr>
<td>Sundry payables and accrued expenses</td>
<td>517,659</td>
<td>994,880</td>
</tr>
<tr>
<td>Unsecured loans</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>654,784</td>
<td>1,093,067</td>
</tr>
</tbody>
</table>
NOTES TO THE FINANCIAL STATEMENTS 
FOR THE YEAR ENDED 30 JUNE 2014

Note 8: Future Subsidies

ABBTF has provided for future subsidy payments to employers of ABBTF registered apprentices as at 30 June 2014. These apprentices may be employed either directly or through Group Training Organisations. The provision represents subsidy entitlements up to two years after the end of the financial year.

Note 9: Equity

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>VICTORIA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning</td>
<td>204,709</td>
<td>(323,496)</td>
</tr>
<tr>
<td>Share of surplus (deficit)</td>
<td>269,635</td>
<td>528,205</td>
</tr>
<tr>
<td></td>
<td>474,344</td>
<td>204,709</td>
</tr>
<tr>
<td>NEW SOUTH WALES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning</td>
<td>278,000</td>
<td>199,550</td>
</tr>
<tr>
<td>Share of surplus (deficit)</td>
<td>218,104</td>
<td>78,450</td>
</tr>
<tr>
<td></td>
<td>496,105</td>
<td>278,000</td>
</tr>
<tr>
<td>QUEENSLAND</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning</td>
<td>1,236,898</td>
<td>1,342,653</td>
</tr>
<tr>
<td>Share of surplus (deficit)</td>
<td>(189,045)</td>
<td>(105,755)</td>
</tr>
<tr>
<td></td>
<td>1,047,853</td>
<td>1,236,898</td>
</tr>
<tr>
<td>AUSTRALIAN CAPITAL TERRITORY</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning</td>
<td>28,554</td>
<td>99,261</td>
</tr>
<tr>
<td>Share of surplus (deficit)</td>
<td>(57,120)</td>
<td>(70,707)</td>
</tr>
<tr>
<td></td>
<td>(28,566)</td>
<td>28,554</td>
</tr>
<tr>
<td>TASMANIA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning</td>
<td>9,506</td>
<td>32,654</td>
</tr>
<tr>
<td>Share of surplus (deficit)</td>
<td>33,067</td>
<td>(23,148)</td>
</tr>
<tr>
<td></td>
<td>42,573</td>
<td>9,506</td>
</tr>
<tr>
<td>SOUTH AUSTRALIA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning</td>
<td>(7,215)</td>
<td>(123,070)</td>
</tr>
<tr>
<td>Share of surplus (deficit)</td>
<td>(1,960)</td>
<td>115,855</td>
</tr>
<tr>
<td></td>
<td>(9,175)</td>
<td>(7,215)</td>
</tr>
<tr>
<td>WESTERN AUSTRALIA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance at beginning</td>
<td>206,775</td>
<td>475,406</td>
</tr>
<tr>
<td>Share of surplus (deficit)</td>
<td>25,272</td>
<td>(268,631)</td>
</tr>
<tr>
<td></td>
<td>232,047</td>
<td>206,775</td>
</tr>
<tr>
<td>Total Equity</td>
<td>2,255,181</td>
<td>1,957,228</td>
</tr>
</tbody>
</table>
### Note 10: Cash Flow Information

#### RECONCILIATION OF CASH FLOW FROM OPERATIONS

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Profit after income tax</strong></td>
<td>297,953</td>
<td>254,269</td>
</tr>
<tr>
<td><strong>Non-cash flows in profit:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Depreciation</td>
<td>60,155</td>
<td>62,178</td>
</tr>
<tr>
<td><strong>Changes in assets and liabilities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• (Increase)/decrease in receivables</td>
<td>(113,574)</td>
<td>(108,816)</td>
</tr>
<tr>
<td>• (Increase)/decrease in BTA loan</td>
<td>52,714</td>
<td>(52,714)</td>
</tr>
<tr>
<td>• (Increase)/decrease in BITS loan</td>
<td></td>
<td>(13,896)</td>
</tr>
<tr>
<td>• (Increase)/decrease in fixed assets</td>
<td>(87,379)</td>
<td>(37,890)</td>
</tr>
<tr>
<td>• Increase/(decrease) in payables</td>
<td>38,938</td>
<td>(5,101)</td>
</tr>
<tr>
<td>• Increase/(decrease) in accrued expenses</td>
<td>(720,742)</td>
<td>(1,751,678)</td>
</tr>
<tr>
<td>• Increase/(decrease) in GST liabilities</td>
<td>44,611</td>
<td>92,386</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>(427,324)</td>
<td>(1,561,262)</td>
</tr>
</tbody>
</table>
Sam Spong - 2014 WorldSkills Australia National Competition Gold Medallist at Perth, Western Australia in September 2014. See WorldSkills Australia page 17.

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ABBTF
Australian Brick & Blocklaying Training Foundation Ltd

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Moorabbin
Victoria 3189

Telephone:
03 9556 3000
1300 66 44 96

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www.becomeabricklayer.com.au