



Annual Report

2023-2024

Connecting more people to meaningful work for 40 years

CVGT Australia Limited

ABN 4600617864117

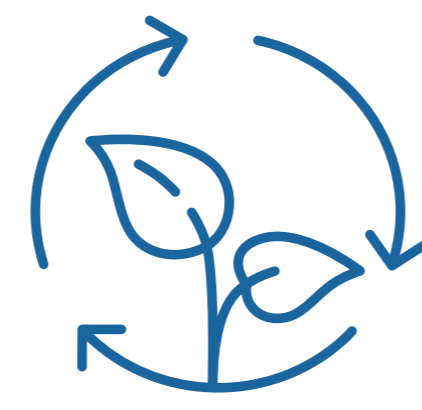
17 Jackson Street, Long Gully, Victoria 3550

We would like to acknowledge that CVGT Employment is the trading name of CVGT Australia Limited.

Incorporation and charitable status

CVGT Australia was incorporated in Victoria on 13 July 1983. Today, it is dually registered under the Corporations Act 2001 (Cth) as a public company limited by guarantee and as a charity under the Australian charities and not-for profits commission.

The 2023–2024 Annual Report is only available in digital format to align with CVGT Employment’s carbon neutrality goals and commitment to reduce landfill.



Design and layout by
High Voltage Studio
hello@highvoltage.studio

FRONT COVER

In full force! Our freshly rebranded Apprenticeships & Traineeships team attended the Tomorrow Bound Careers Expo in Bendigo, May 2024.

RIGHT

The Echuca Team at Johnno’s Run 2023. L-R: Chris Horman, Brianna DeRoозe, Maggie Moerenhout, Kate Mills, Janet Kiely, Luke Eldridge, Jason Russell and Tristan Nevin.



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About this report

This annual report covers CVGT Employment's activities and performance from 1 July 2023 to 30 June 2024.

RIGHT

Aunty Rhonda Penney guides the kids to create a colourful masterpiece at the BDAC (Bendigo & District Aboriginal Co-operative) NAIDOC Family Day, July 2023.

Acknowledgement of Country

CVGT Employment acknowledges the traditional Aboriginal and Torres Strait Islander peoples of this nation. We pay our respects to them, their living culture and Elders past, present and emerging.



Who we are

**Celebrating 40 years
of CVGT Employment**

ABOVE
Chris Johnson, former AFL Brisbane Lions player, shares personal experiences with participants Tracey and Regina at the 'Ready, Set, Go!' program in Mildura.

A journey of growth and innovation

CVGT Employment proudly stands as a testament to the power of purpose-driven, community-focused employment services. As an Australian-owned not-for-profit organisation, we have always placed people at the heart of what we do, striving to deliver inclusive employment solutions that empower individuals to reach their full potential.

From humble beginnings

Our story began in 1983, born from a collective response to youth unemployment and skill shortages in the Bendigo region. The Central Victoria Group Apprenticeship Scheme was established with a simple yet profound goal: to provide young people with the opportunity to gain employment while learning valuable trade skills. With just one dedicated employee riding a bicycle around Bendigo to support 12 apprentices, our journey started with a humble yet determined spirit.

Growing stronger together

From these modest beginnings, CVGT Employment has grown exponentially. Our expertise and commitment have driven our expansion into new regions, and today, we proudly employ over 350 people across New South Wales, Tasmania, and Victoria, offering diverse employment programs designed to meet the evolving needs of our communities.

Empowering futures

At CVGT Employment, we believe in the power of informed decisions. We provide advice and training to help individuals pursue educational opportunities and secure sustainable employment. By doing so, we ensure that businesses can find the best talent to support their growth and operational needs.

A values-led culture

Our values-led culture is the cornerstone of our success. Our culture code defines our expectations, guiding our actions and ensuring we operate with pride and respect. We are dedicated to providing solutions that help those seeking our support make informed choices, boosting their chances of employment success.

Investing in our communities

Community is both the foundation and the future of our business. We proudly invest in community ventures, and sponsor individuals and groups to enhance the health, wellbeing, and economic activity of the areas where our participants and staff live and work.

Looking ahead

As we celebrate our 40th year in operation, we reflect on our journey with pride and gratitude. For four decades, we have adapted to meet the needs of our communities, and we remain committed to continuing this legacy of growth and innovation.

Together, we will forge a future where everyone has the opportunity to thrive.



RIGHT

CVGT Employment Apprenticeships & Traineeships celebrates a successful 2023 Apprenticeship Employment Network Awards at the Plaza Ballroom in Melbourne. L-R: Mark Little, Jason Russell, Jade Horton, Rochelle Whalen and Daniel James.

**ABOVE**

L-R: Gordon Dullard, Business Development Consultant and Paul Browne, Senior Business Development Consultant from the CVGT Employment Preston office.

Our strategy

In 2020, we launched our five-year strategic plan amid significant uncertainties due to the COVID-19 pandemic. We proactively addressed economic disruptions, lockdowns and restrictions, remote work transitions, and skill mismatches, successfully adapting and pivoting to achieve the best outcomes for our stakeholders. As we look to the future, we are excited to continue this journey with renewed optimism.

Our dedicated Board, Sub Committees, and Executive Management Team have been instrumental in steering our strategic plan, emphasising the importance of partnerships, staff and participant engagement, performance, and community strengthening. With the conclusion of this plan drawing near, we are enthusiastic about developing the next one, with a focus on engaging all stakeholders.

“

Josh at CVGT Employment really helped me stay on track. He would give me positive feedback, encouragement – ‘keep going you will get there’.”

Greg

DISABILITY EMPLOYMENT SERVICES
PARTICIPANT WODONGA

We know our success rests on our ability to serve our stakeholders and meet their expectations as a for-purpose organisation. Initiatives such as our stakeholder engagement framework, our service delivery model reviews and our digital uplift strategies, demonstrate our commitment to positive impact and corporate social responsibility.

We are accountable for and steadfast in delivering high-quality programs and services to the communities within which we work. By adopting place-based solutions that take a holistic view of each community’s unique characteristics, we ensure our efforts are effective and meaningful. Collaborative partnerships will be fundamental in crafting future solutions, and we are committed to leading the way with a strong, cohesive workplace to support the implementation of our next strategic plan.

Together, through collaborative efforts and innovative solutions, we are confident our work will continue to make a meaningful and lasting impact, fostering vibrant and resilient communities.

Our vision

Opening doors –
creating amazing futures

Our purpose

To connect more people to meaningful work

Our strategic priorities

1. Partnerships for employment solutions
2. Equipped and prepared people to deliver service excellence
3. Planned growth with strong governance
4. Connected and resilient communities

Our goals

1. To provide place-based employment solutions through partnerships
2. To be financially strong enabling impact within the community
3. To achieve increased sustainable employment outcomes
4. To have a diverse and engaged workforce
5. To be digitally enabled
6. To be environmentally responsible, socially conscious and transparent

Our values**Better together**

We work together and support each other to achieve our purpose

**Community matters**

We take our responsibility seriously – to be an enabler of positive change

**Genuine care**

We take the time to understand people, as your priorities may differ from ours

**Do the right thing**

We look for ways to do the right thing, beyond just what we're required to do

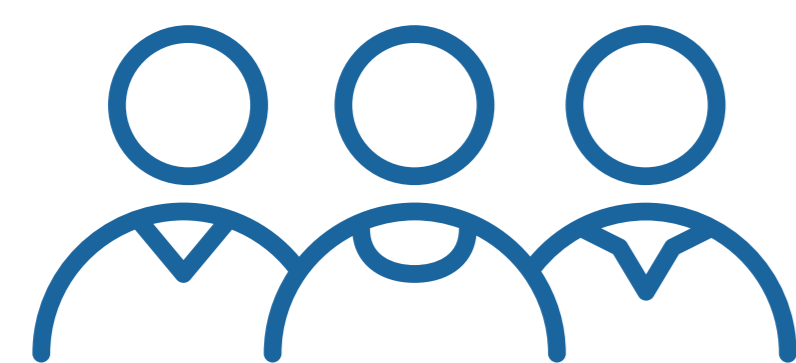
**Find a way**

We see constraints as opportunities and believe in a world of possibilities

**ABOVE**

Former AFL West Coast Eagles player Peter Matera takes on CVGT Employment's new Indigenous Development Coordinator role.

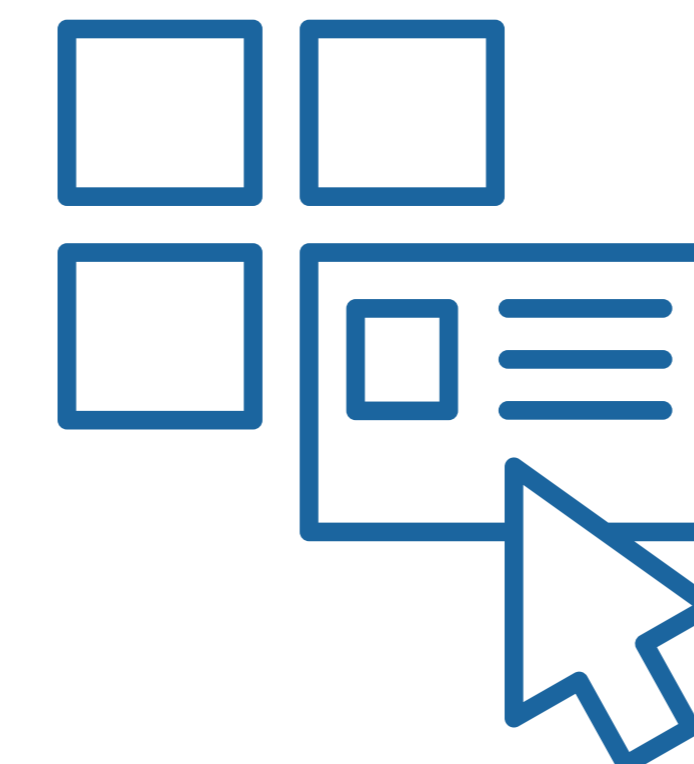
One year at a glance



We delivered services to **21,266** job seekers over the 2023-2024 financial year for all programs.



10,330
hours our Customer Service Centre assisted people



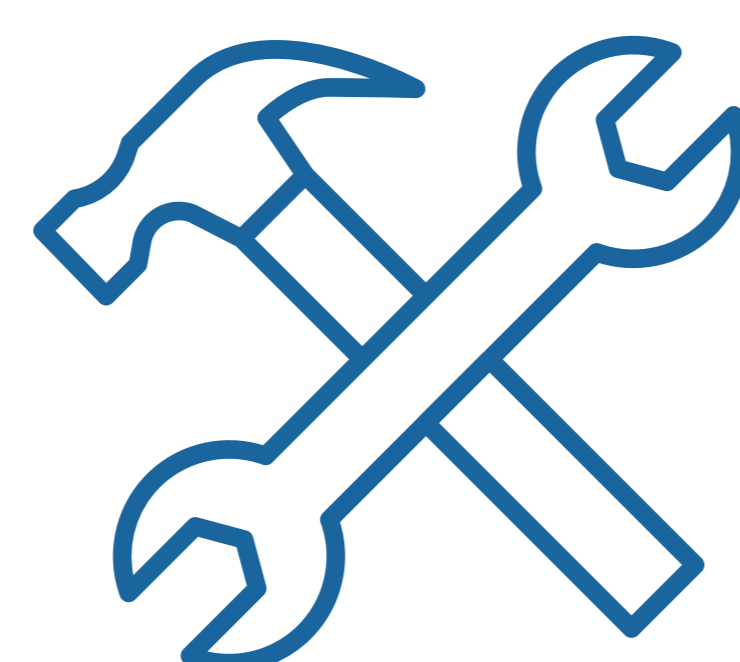
120,492
website visits



217,071
people reached on social media



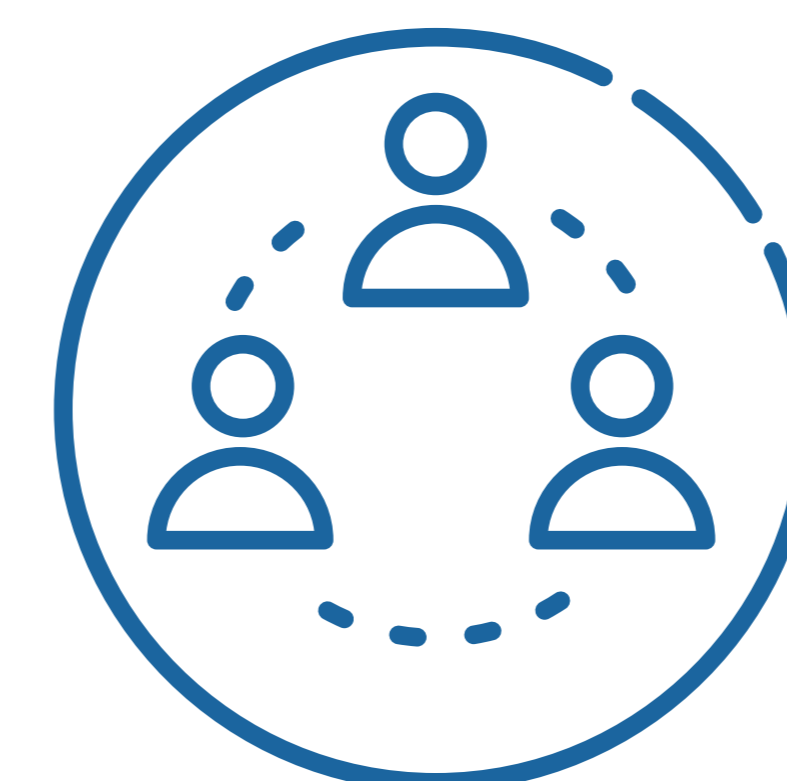
\$3,973
staff contributed via Good2Give Workplace Giving platform



7
programs



358
staff



125
sites across 3 states

Opening doors with the Board



A letter from Lee Bombardieri
CHAIR OF THE BOARD

In our 40th year, we celebrate past milestones and continue mapping our future. The strength of CVGT Employment has always been its people, who build deep community relationships. This cultural fabric provides stability in hard times and fosters growth and innovation in good times.

The CVGT Employment Board of Directors has worked collaboratively to become a best-practice, future-focused team with strong values. Looking ahead, we plan to enhance the Board's skills and diversity as we develop our next strategic plan.

My journey as a Director and now Chair has been compelling. Programs such as Impact 21 highlight our commitment to supporting vulnerable people. Attending the past three Impact 21 graduations with my family has been life-changing, showcasing the profound impact on graduates and their families.

CVGT Employment is well-positioned for the future with strong leadership and a desire to be an industry leader. I am privileged to serve as a Board Director and look forward to an exciting future.

Our services

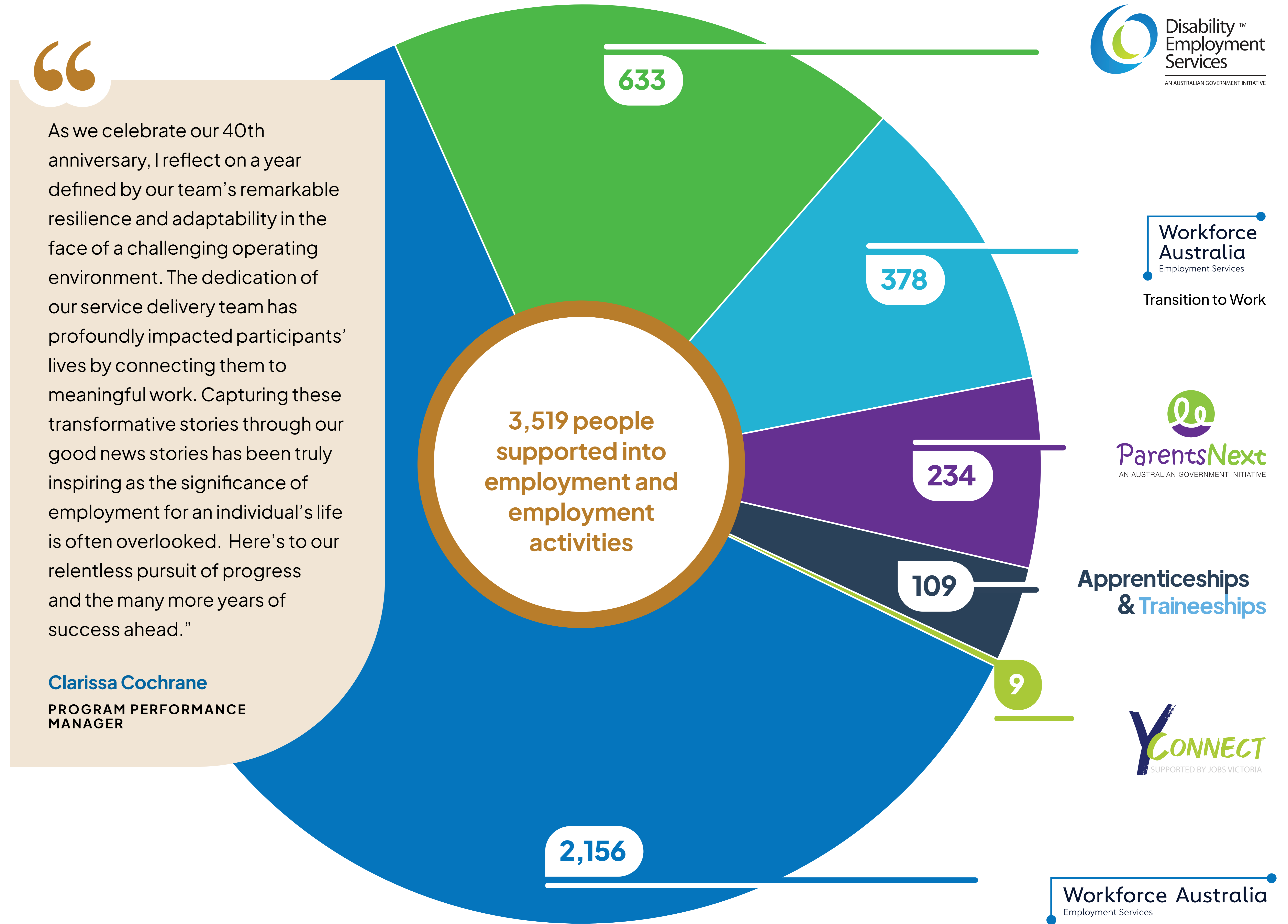
CVGT Employment is dedicated to helping people from all walks of life connect to meaningful work. Our range of services is designed to support job seekers, program participants, employers, and the broader community to build confidence, acquire new skills and secure sustainable employment.

We proudly delivered tailored employment services to thousands of individuals and businesses across New South Wales, Victoria, and Tasmania. We remain committed to achieving sustainable and personalised outcomes that meet the unique needs of each person we serve.



As we celebrate our 40th anniversary, I reflect on a year defined by our team’s remarkable resilience and adaptability in the face of a challenging operating environment. The dedication of our service delivery team has profoundly impacted participants’ lives by connecting them to meaningful work. Capturing these transformative stories through our good news stories has been truly inspiring as the significance of employment for an individual’s life is often overlooked. Here’s to our relentless pursuit of progress and the many more years of success ahead.”

Clarissa Cochrane
PROGRAM PERFORMANCE
MANAGER



Message from the Chair

This year we celebrated our 40th year of operation. From modest beginnings involving an employee on a push bike servicing apprentices, CVGT Employment has evolved into a strong and resilient not-for-profit entity that connects many people to meaningful work.

Throughout the 40 years it has been our people who have made such an important contribution, paving the way for the future and shaping the fabric and legacies into what we have today. We thank you all for your dedication and commitment.

As we continue to walk this path, it is important we stay true to our vision and purpose: Opening doors – creating amazing futures, and connecting more people to meaningful work.

The employment services industry is in a period of rapid change. This sector has experienced many challenges throughout the year, but what we know is that challenges create opportunities.

In addition to celebrating our 40th year in operation, we also celebrated several other important achievements throughout the year.

Our safety culture has improved at a rapid rate. We have an increased focus, and our people feel safer at work. There is always more we can do in this important area of our business. Our employee engagement has increased again and has done so year after year.

We have been recognised by the Diversity Council of Australia as an Inclusive Employer 2023–2024.

After the successful implementation of our Reflect Reconciliation Action Plan we have started our journey towards the Innovate Reconciliation Action Plan.

We had four finalists and ultimately two winning nominations at the Victorian Apprentice Training Awards.

Again, we have welcomed the graduates of Impact 21, which celebrates adults living with Down syndrome. These students have gained their first employment after 12 months of training provided by CVGT Employment.

Our focus on environmental sustainability continues to grow quickly. Our internal “Green Team” is paving the way.

Our Digital Transformation is on track and already providing many operational and compliance benefits.

Building on the success of our 2023 Community Grants program, in 2024 we will provide \$250,000 in grants to community organisations who support young people to overcome barriers to employment.

Going forward, we will continue to face challenges head on. The Board and the Executive Management Team have set to work and have initiated a number of performance enhancing actions, including a business uplift program. Successful execution of these action plans will support the future of CVGT Employment in the years to come.

The Board is confident CVGT Employment is operating as a sustainable, high-performing organisation, that continues to change people’s lives. We are helping many people navigate the path to gain employment. This provides purpose and structure, and makes our communities stronger and more connected.



The Board has started the process of Board renewal.

In the next financial year, the Board will welcome new Sub Committee members, bringing additional diversity of thought to shape the future of CVGT Employment.

On behalf of the Board, I wish to acknowledge and thank the contribution of our CEO, Jason Russell, and the Executive Management Team. Through their leadership, commitment and hard work in sometimes challenging circumstances we continue to be recognised as a leader in our industry.

I also wish to thank my fellow Board colleagues for their commitment, expertise and support throughout the year.

Lastly, a sincere thank you to our many stakeholders for their continued support, confidence and trust in CVGT Employment.

Lee Bombardieri
CHAIR OF THE BOARD

Message from the CEO

At this time of the year, it's a time to reflect on the achievements and challenges the organisation has faced over the past financial year. The one constant in the employment services industry over recent years is change.

In my five years as CEO at CVGT Employment, the level of change and disruption (through reform, natural disasters, and a pandemic) has been significant, and I can only be full of praise for the commitment and dedication of the people that work in our industry.

Over 2023-2024, Australia's economy has faced several challenges, including rising interest rates, cost-of-living pressures, and a global economic slowdown.

We have supported over 21,000 job seekers and participants through a labour market that remained tight throughout 2023, with the unemployment rate hovering around 3.5% to 3.7%, before gradually rising to around 4.1% in mid-2024, as economic growth began to slow.

The employment services industry has continued to operate within an environment of constant consultation, financial constraints and change, as the Federal Government pushed ahead with its ambitious reform agenda across the Employment and Disability sectors.

At a State level, we have seen our long-term relationships with Jobs Victoria and the Department of Justice come to an end during the year, as budget constraints meant our YConnect and Second Chance programs were not re-funded.

In response to government concerns regarding the operation of the Workforce Australia program, the Select Committee on Workforce Australia Employment Services tabled a comprehensive report in November 2023, recommending large-scale reforms to the program and system. The government committed to implementing these recommendations, aiming to create a more coherent and efficient employment services system that better prepares job seekers for sustainable employment.

Running in parallel with the Workforce Australia review was the implementation of recommendations to the ParentsNext

program. Following on from a pre-budget announcement, the program was made voluntary in late October 2023, which significantly impacted caseload sizes and the financial viability of the program for providers, including CVGT Employment.

Disability reform was also in full swing during the year, with the Royal Commission handing down its recommendations, along with new legislation and reforms to the NDIS and the DES program.

As a service provider, we remain invested and committed to our vision and purpose, while we carefully navigate these reforms and a challenging financial environment of contracting program margins.

Our commitment to our participants is unwavering.

Over the course of 2023-2024, we have focused on maintaining and building our partnerships with the industry's peak bodies, including re-engaging with Disability Employment Australia (DEA).

We have continued our memberships with Jobs Australia, National Employment Services Australia (NESA), Apprenticeship



Employment Network (AEN) and National Disability Services (NDS).

We have also joined the Institute of Employability Professionals (IEP) for the first time, which has enabled us to access their suite of training and development opportunities. IEP is an international organisation focusing on supporting staff in the Employment industry. Our corporate membership entitles all staff to become associate members, providing them with access to a range of networking, community groups, industry specific training and member only resources. I was also proud to receive a Fellowship to the IEP along with Mark Little and Fleur Cousins, in recognition of our contribution to the sector.

In 2023, CVGT Employment was recognised as an Inclusive Employer in the Diversity Council of Australia's Inclusive Employer Index Assessment. Earlier in the year we kicked off a Diversity and Inclusion project with employee volunteers from the organisation joining to contribute to the project. Known as the We Will team, this group has helped us to develop our new

Diversity, Access and Inclusion policy and a two-year Diversity, Access and Inclusion plan which will see us Celebrate, Grow and Educate this important contributor to our workplace culture.

As part of the DCA's Index Survey, we have also gained a better understanding of our workplace composition from a diversity and

inclusion lens. We now know that 52% of our workforce have caring responsibilities, 3% are Aboriginal and/or Torres Strait Islander, 8% identify LGBTQIA+ and 19% live with disability. We also know that our employees come from 30 different cultural backgrounds, 13% were born overseas and speak 29 different languages.

In early 2024, we conducted our regular employee engagement survey, which takes place every 18 months. The survey collected 57,000 pieces of quantitative and narrative data, revealing high engagement levels across the board, with 71% of staff stating that CVGT Employment is a great place to work.

Contributing to this response has been our focus and improvements made in workplace safety over the past few years. Ninety-five percent of staff now say that their workplace is a safe place to work. Our Health and Safety Committee, with a full complement of Health and Safety Representatives, has ensured we have a wide range of views and ideas contributing to our workplace safety culture.

We look forward to the coming year with the introduction of the Parent Pathways program on 1 November 2024, as well as the reforms for disability employment with the new Specialist Disability Employment program due to commence in July 2025. Both programs have been developed with high levels of consultation and contribution from participants, service providers, employers, peak bodies and community groups.

Before closing, I would like to take a moment to thank our Board of Directors and Company Secretary for their support and guidance over the past year. Special thanks also to the Executive Management Team for their leadership and commitment. But I would especially like to thank our dedicated staff for contributing to our results during our 40th birthday year.

Jason Russell

CHIEF EXECUTIVE OFFICER



RIGHT

Team members from our Tasmania offices come together for a dynamic training and brainstorming workshop, April 2024.

Andrew thrives thanks to inclusive workplace support

Disability inclusion is about creating an inclusive workplace where people with disability feel welcome, comfortable, supported and seen. Environment plays a huge role in a person with disability's success at work.

Andrew has autism and an intellectual disability diagnosis. With the support of CVGT Employment's Specialist Disability Employment Team (SDET) he started work at Marcellin College in Bulleen, Victoria..

“I am happy, I love it here,” Andrew says of his Gardening Assistant job.

But it's not just the day-to-day duties that make this the perfect job. Marcellin College's inclusive culture has led to Andrew feeling a sense of empowerment and identity.

Andrew connected with SDET as part of Holmesglen's Certificate II Work Education partnership in 2022.

He completed several weeks' work experience doing greenkeeping at the local golf course.

“Andrew really enjoyed this experience,” Candice Latter, Employer Inclusion Coordinator at CVGT Employment says..

“So earlier this year, I worked with Marcellin College in Bulleen to create a customised Gardening Assistant role just for Andrew.”

“I knew Marcellin College would be the right employer, the staff there are so lovely and supportive.”

Andrew's been working at Marcellin for a few months with the Facilities and Maintenance team, part of which are supported by Danihers Facility Management.

“Andrew's confidence has grown enormously,” Jordan Loats, SDET Employment Mentor, says.

“Every time I visit him at work, I can see the positive impact the support that has been provided by his colleagues is having on his capacity and independence.

“I can't speak highly enough of the way Marcellin and Danihers have embraced Andrew into their team. They're an outstanding employer.”

The benefits of hiring someone with disability

Andrew's not the only one who's benefited, the staff at Marcellin and Danihers are thrilled to have him.

“We had a staff member describe Andrew as a ray of sunshine, which I thought was a perfect description. He is a wonderful asset to the team,” Melissa, Assistant Principal at Marcellin College, says.

“I agree,” James from Danihers says. “He brings great energy everywhere he goes. It's been great, an absolute pleasure to work with him.”

Marcellin College built a sensory room for students with special needs and has given Andrew full access to use the space.

“Any time he is feeling overwhelmed or stressed, he is able to use the room to regulate his feelings,” Candice says.

Marcellin has gone one step further, offering Andrew access to the student counsellors if he needs to talk through any issues or concerns.

BELOW

L-R: Gardener John, Participant Andrew (behind), Facilities Manager James, and Assistant Principal Melissa.





Better together

We work together and support each other to achieve our purpose – connecting more people to meaningful work. We support our colleagues by applying our unique skills to develop solutions and opportunities. Working together, we have greater capacity to grow strong relationships with all our stakeholders.

ABOVE
The ever-determined and passionate ParentsNext team during a staff training and brainstorm workshop in Broadmeadows, April 2024.

Our people



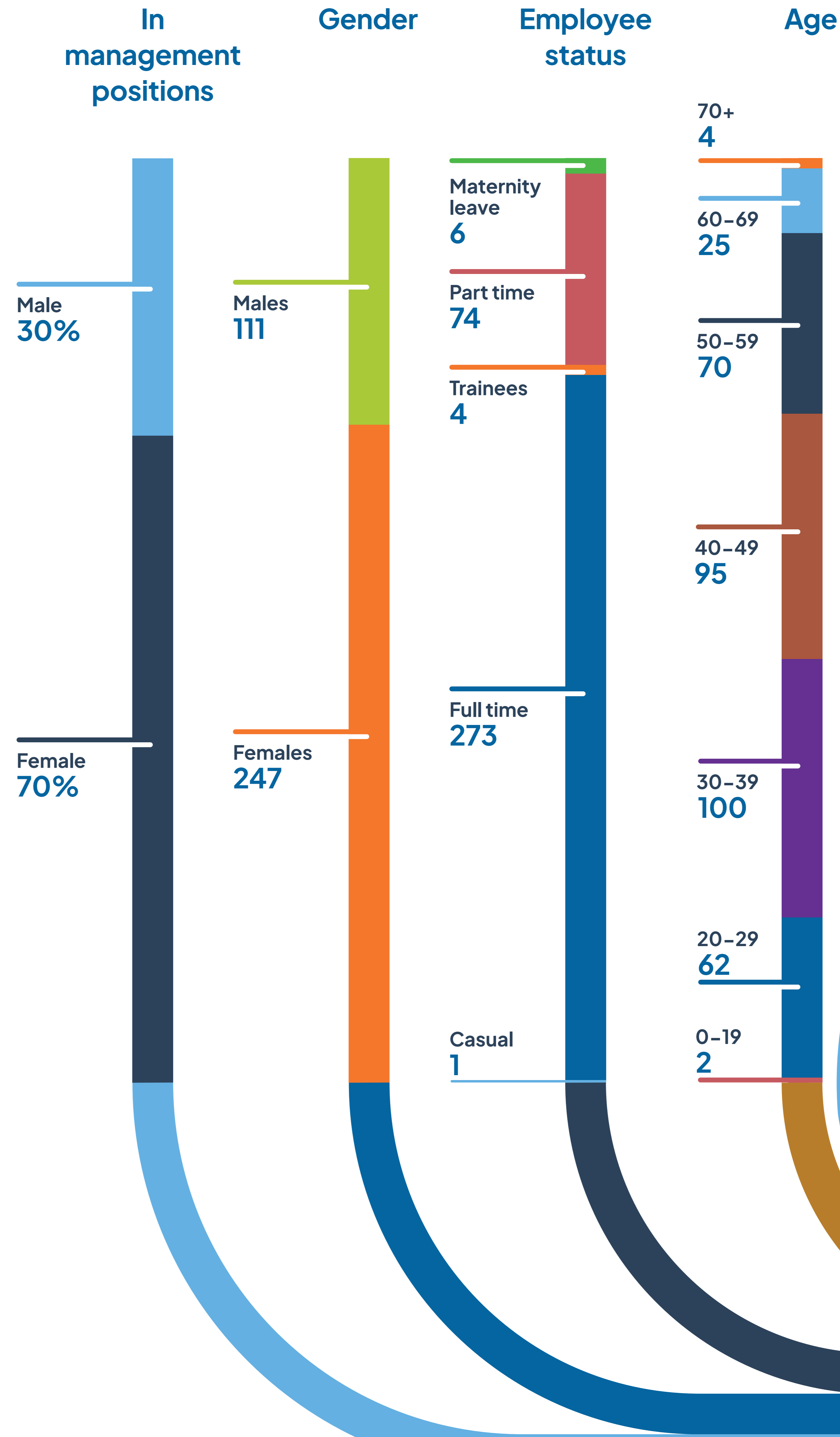
This year has brought its share of challenges, but it has also been a time of incredible resilience and growth for our team. With the YConnect contract concluding in September 2023 and the ParentsNext contract transitioning to the new Parent Pathways program in November 2024, we are on the brink of exciting new opportunities. We eagerly awaited the outcome of our tender bid for Parent Pathways, and its success has opened fantastic possibilities for our staff to engage in the new program.

Through these changes, our team has remained steadfast, delivering exceptional, people-centred services to our communities and participants. A major focus this past year has been the development and implementation of our Diversity Access and Inclusion plan. This initiative, driven by our newly formed working group, aptly named We Will, showcases the collaborative spirit of CVGT Employment.

One of the year's most significant highlights is our achievement of Diversity Council of Australia, Inclusive Employer for 2023-2024. This prestigious recognition, the only one of its kind in Australia to recognise inclusion across a range of diversity areas, underscores our unwavering commitment to fostering diversity and inclusion within our workforce.

Together, we continue to build a brighter, more inclusive future for everyone."

Tracy Gillies
MANAGER PEOPLE AND CULTURE



“I greatly appreciate the help and support over the years while I was with CVGT Employment. If it wasn't for them, I would not be where I am today.”

Jade
WORKFORCE AUSTRALIA PARTICIPANT ALBURY





Our workplace diversity profile

We support a diverse workplace that is inclusive of everyone and treats all people with dignity, fairness and respect. Our commitment to our inclusive and diverse culture and values fosters a workplace where diversity thrives, and every voice is heard. We are not just talking the talk, we are walking the walk towards a more inclusive and diverse world for the communities in which we operate.

Key insights from the Diversity Council of Australia, 2023 Inclusive Employer Index Survey:



Work health and safety



As we reflect on the past year at CVGT Employment, our commitment to embedding a positive safe and healthy culture has been a defining achievement. The proactive efforts in WHS and adopting an operational communication strategy, with managers and staff, and education on psychosocial safety, have not only enhanced our workplace environment but have also strengthened our collective responsibility toward safety and mental wellbeing. These initiatives have positively impacted CVGT Employment, fostering a culture where safety is integral to everything we do.”

Steven Venter

HEALTH AND SAFETY
WELLBEING COORDINATOR

Leadership and governance

Board of Directors

Our Board, comprising of eight dedicated members, is entrusted with the governance and strategic oversight of our organisation. This professional and diverse team brings a broad and complementary mix of skills and experience, ensuring robust leadership and guidance. The Board met eight times in 2023-2024.



Lee Bombardieri
BBUS(ACC), GAICD
CHAIR



Judith Holt
BBUS(ACC), FGIA,
FCG, GAICD
DEPUTY CHAIR



David Richardson
BA, MBA, FAICD
DIRECTOR



Elizabeth Corbett
BSW, GDM,
MHA, FAICD
DIRECTOR



Paul Macartney
GAICD
DIRECTOR



Fleur Jackson
BA/LLB, ACCS(PI)
GAICD
DIRECTOR



Helen Symes
BBUS(ACC), DIP. FIN.
PLANNING, CERT IV
AGRICULTURE, CPA,
GAICD
DIRECTOR



Jan Boynton
BTRP, FAICD
DIRECTOR

Executive Management

Under the leadership of Chief Executive Officer Jason Russell, CVGT Employment’s Executive Management Team expertly oversees our daily operations. With extensive industry experience and a diverse skill set, our leadership team empowers the broader organisation to achieve outstanding results. Their guidance and expertise continue to solidify our position as a leader in delivering comprehensive employment services to a diverse range of individuals, businesses and local communities in which we operate.



Jason Russell
CHIEF EXECUTIVE
OFFICER



Fleur Cousins
GENERAL MANAGER
CORPORATE SERVICES



Amanda Finnis
CHIEF INFORMATION
OFFICER



Brad Vice
CHIEF FINANCIAL
OFFICER



Mark Little
GENERAL MANAGER
STRATEGY AND
COMMUNICATIONS



Tania Morton
GENERAL MANAGER
SERVICE DELIVERY

Reconciliation Action Plan

Building on the success of CVGT Employment's Reflect Reconciliation Action Plan (RAP), we are proud to announce the completion of our second RAP, which will guide our efforts from 2024 to 2026. This new plan, aptly named the Innovate Reconciliation Action Plan, reflects the tireless work of our internal team, who have diligently gathered feedback from across the organisation and the community.

CVGT Employment continues its strong commitment to reconciliation with First Nations people, and our Innovate Reconciliation Action Plan outlines the actions that will guide the organisation to achieving CVGT Employment's vision for reconciliation.

Our Innovate Reconciliation Action Plan has "implementing change" at its foundations and aims to build on and further develop our relationships with communities through mutual respect and understanding.

“

CVGT Employment is committed to working together with Aboriginal and Torres Strait Islander people to identify and manage the difficulties and challenges being faced every day. We will do this by providing appropriate supports to access career opportunities to Aboriginal and Torres Strait Islander participants through our employment programs.”

Jason Russell

CHIEF EXECUTIVE OFFICER



RIGHT

The dedicated team behind our First Nations Employment Support.
L-R: Indigenous Development Coordinator Peter Matera and First Nations Coordinator Aunty Rhonda Penney.

Our journey since our Reflect RAP

The Reflect RAP provided CVGT Employment with an opportunity to reflect, explore and connect, and laid the groundwork for future reconciliation activities and future RAPs. The building of our Indigenous Engagement Team has enabled us to establish new relationships that provide a range of skills and perspectives to the organisation, and staff and support innovation, collaboration, and success for our participants.



My commitment to creating this [artwork] was to capture the opportunities for peoples near and far within the gathering circles. The feet represent both Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples working together with CVGT Employment. Creating pathways to careers and education for youth, and connecting job seekers with employers.”

Clinton Edwards
FIRST NATIONS ARTIST

Highlights

- Cultural awareness training commenced delivery
- Installation of Aboriginal and Torres Strait Islander artwork and acknowledging cultures, such as the creation of Acknowledgment of Country plaques at our service locations
- Aboriginal and Torres Strait Islander community event sponsorship including, Bendigo NAIDOC Week events, Local radio station, PhoenixFM “Koorie Shoutout Program”, and various Indigenous employment expos
- First Nations artwork for CVGT Employment corporate uniform
- Relationships strengthened with Aboriginal controlled community organisations such as Njernda Aboriginal Corporation, Bendigo & District Aboriginal Co-operative (BDAC), Dja Dja Wurrung Clans Aboriginal Corporation and Wamba Wamba Aboriginal Land Council, and Rumbalara Aboriginal Co-Operative. This has occurred through the willingness of these organisations to allow our staff to co-locate at times to meet with participants in a familiar and safe setting. This has resulted in dual servicing of certain participants and the ability for these organisations to easily refer their clients to our service.



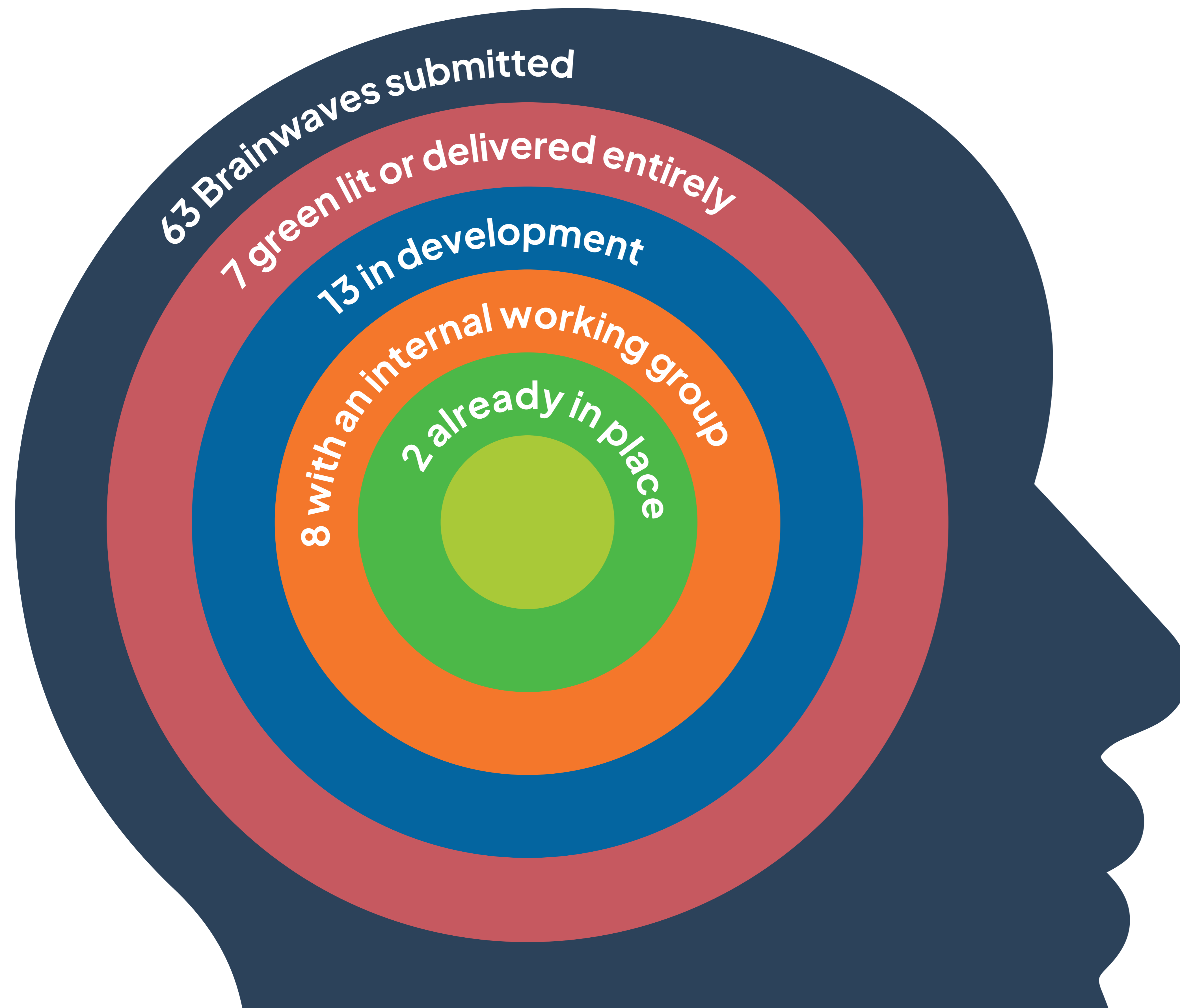
TOP LEFT
Launch of the Cultural Garden at North Central Catchment Management Authority. L-R: Jan Boynton, Mark Little, Aunty Gabby Gamble and Aunty Rhonda Penney.



BOTTOM LEFT
Showcasing our First Nations artwork by Clinton Edwards, which captures the spirit and passion of the CVGT Employment team. L-R: Jason Russell, Clinton Edwards, and Aunty Rhonda Penney.

Staff contributions

In 2021, CVGT Employment proudly launched the “Brainiacs” initiative to harness the diverse experiences and knowledge of our staff. Since its introduction, a dedicated team has met monthly or whenever new ideas — our “Brainwaves” — are submitted through a purpose-built application. Designed to manage and implement staff-generated ideas for continuous improvement, this initiative has seen an impressive 63 Brainwaves submitted during 2023-2024.



ABOVE
CVGT Employment proudly receives a Certificate of Recognition for participating in Bendigo Health’s Move for Mental Health initiative, November 2023. L-R: Mark Little, Josh Leersen, Jessica Elsley from Bendigo Health, Todd Foster and Lisa Woods.

Paramedic career a step closer with ParentsNext

May is passionate about healthcare, and with the support of CVGT Employment she is a step closer to realising her dream career.

With our ParentsNext team by her side, May is well on the way to becoming a paramedic.

“My Parents Next support coach played a crucial role in my motivation and overall progress,” she says.

“They regularly checked in on me, providing emotional support, guidance, and encouragement.

“Their presence acted as a motivating force, reminding me of the importance of my goals and helping me stay on track during challenging times.”

Like many parents, May’s challenges have stemmed from the difficulties of navigating the personal and financial complexities of raising a family.

“My children falling ill has meant that I’ve had to take days off or leave training sessions early to attend to their needs,” she says.

“This is a demanding juggling act, as I’m not only focused on my own education and career aspirations but also on providing care and support to my family. Balancing these two responsibilities requires immense flexibility and adaptability on my part.

“To make the most of my limited time, I’ve resorted to studying during the night when my children are asleep or when they’re at childcare.”

At a time when the cost of living is rising, supporting children to stay well or finding appropriate care is a challenge.

But this is where being involved in the ParentsNext program has paid off for May.

“One of the most impactful ways my ParentsNext support coach helped me was by providing financial support for my course,” she says.

“Education can be costly, and their assistance in funding my course not only eased my financial burden but also showed their commitment to my success.

“This financial backing allowed me to focus on my studies without the constant

worry of how to cover tuition fees and related expenses.”

That ability to focus on training is reaping rewards.

“Becoming a Patient Transport Officer (PTO) is the first step in my journey towards a fulfilling career in healthcare,” she says.

“Becoming a Paramedic is not just a personal aspiration but also a commitment to serving my community and those in need during critical moments.

“Paramedics play a vital role in emergency healthcare, and I am eager to be part of a profession that makes a difference in people’s lives during times of crisis.”

At CVGT Employment, we are proud to be making a difference in May’s life.



LEFT

May starts working in her dream job as a paramedic thanks to the support of CVGT Employment’s ParentsNext program.

Opening doors with the Board



A letter from David Richardson

BOARD DIRECTOR

As a Board Director, I am proud of how CVGT Employment responds to key corporate responsibilities such as gender diversity and inclusion, Closing the Gap, gender pay gap, and data privacy. These efforts make us relevant to our staff, clients, stakeholders, and community.

In 2019, while formulating our new strategic plan, we recognised the need for significant investment in digital transformation. It is gratifying to see how well we have positioned ourselves over the past five years to realise these ambitious plans.

I love hearing that successful business owners got their start through CVGT Employment pathways. This reinforces the impact of our work.

Thanks to CVGT Employment and our dedicated staff for ‘opening doors’ to meaningful employment. I am confident the communities we serve are better places because of our efforts.

Mark's triumph over poor mental health: 'Work literally saved my life'

Mark, who is autistic, has battled mental health struggles his whole life.

In a dark place and needing support, Mark connected with CVGT Employment Disability Employment Services in 2022.

In 2022, he found meaningful work at Battery Service Australia Pty Ltd, thanks to the support of the CVGT Employment Wodonga team.

"It's given me a reason to get up in the morning," Mark says of work.

"My mental health is the best it's ever been. I am happy and healthy!"

Mark owned and operated his own LED lighting and glass business until a motorcycle accident in 1983 left him with multiple physical injuries.

"My right knee has no cartilage. My left leg is held together by pins and my left shoulder needs replacing.

"Every step causes me pain."

"Unable to do physically demanding work after the accident he found it hard to compete with able bodied men when

job seeking," Dimitti, CVGT Employment Disability Employment Services Business Development Consultant, says.

"Mark was in debt and battling severe depression. He couldn't see a way out of the dark place he was in.

"His self-confidence was at an all-time low. He felt hopeless and was unsure if he would be able to retrain to find work.

"We paid for Mark to get his forklift licence, which he successfully completed – that boosted his spirits a bit."

"Josh my Employment Consultant and Dimitti always tried to lift me up a little bit every time I came into the CVGT Employment office," Mark says.

Battery Services Australia Pty Ltd contacted CVGT Employment to find a Battery Change Operator working one day a week.

"I immediately contacted Mark. He was the perfect fit," Dimitti says.

Mark soon started work and it wasn't long before one day a week turned into three.

"Mark is very supportive and available to work any shift when requested. He jumps at the

chance to fill in if someone calls in sick and is always asking if I have any additional shifts," Indika Bamiwewa, Operations Manager at Battery Services Australia Pty Ltd, says.

"Battery Services Australia has a diversity and equity inclusion program and therefore using CVGT Employment Disability Employment Services assists us with filling this commitment and helps us find the right person who is suitable for the job.

"Previously we struggled to find the right people in Wodonga. It's been very helpful to partner with CVGT Employment getting assistance with screening applicants and the induction process.

"I encourage other businesses to partner with CVGT Employment – you can trust that they will listen to what you are looking for."

Mark still has a lot of barriers including upcoming surgery, however he is working through it in a job that works for him.

"This is what we do, we find roles that will work around our participants barriers," Dimitti says.

"The job means he has more financial capability and he can look after himself."

"Work literally saved my life," Mark says.

"I don't think I would be here if not for Dimitti and Josh at CVGT Employment."



RIGHT

L-R: Mark and Indika, Operations Manager at Battery Service Australia Pty Ltd.



Community matters

We take seriously our responsibility to be an enabler of positive change, economic prosperity and improved wellbeing for all. We never lose sight of the ripple effect we have on each other and our communities. We know sometimes even the smallest thing can help someone move forward in their life – and lead to a big difference in their world.

ABOVE
CVGT Employment Echuca team gears up for the 2023 Johnno's Run. L-R: Kate Mills, Tristan Nevin, Luke Eldridge, Janet Keily, Tammy Sellwood, Rhiannon Pell, Maggie Moerenhout and Brianna Lubke.

Supporting the communities in which we operate

At CVGT Employment, delivering positive economic and social benefits to the community is part of our core goal. For four decades, we have been dedicated to supporting the communities where we operate, demonstrating our unwavering commitment to their growth and wellbeing.

“

We are pleased to report CVGT Employment has maintained exceedingly strong relationships with some amazing organisations within our communities. Many of these relationships have matured into robust and ongoing partnerships. Our emphasis when developing these relationships is always based on what will make our combined services better for the participants we are privileged to assist.”

Mark Little

GENERAL MANAGER STRATEGY
AND COMMUNICATIONS

Sponsorships

CVGT Employment staff have continuously ran fundraising events and activities across all branches throughout the year. Our Workplace Giving platform, good2give, has been promoted to employees with the message, “We give, it’s in our CVGT Employment DNA – let’s give together to create positive change.” This program has been another way we demonstrated our values of Community Matters and Genuine Care. It allowed our employees to support their preferred charities through pre-tax payroll donations.

In addition to workplace giving, the organisation has been delighted to provide a range of supports through sponsorships. Our community sponsorships and donations have been heartwarming experiences, enabling CVGT Employment to support many values-aligned, for-purpose community partners. Donations have been extended to a variety of entities, including food banks, mental health support agencies, legal aid agencies, community houses, and emergency services.

Opening doors with the Board



A letter from Fleur Jackson
BOARD DIRECTOR

It is with much gratitude and a sense of wonder that I write this letter acknowledging and celebrating CVGT Employment’s 40th anniversary. It has been a privilege to be part of an organisation that has such a “heart” and “soul” and one that contributes so positively to so many vulnerable individuals and to the community. CVGT Employment really does transform lives by opening doors and creating amazing futures. It is not just a vision – it is our reality. Very quickly, I came to learn much of CVGT Employment’s success is made possible by our wonderfully dedicated staff who go above and beyond. I hope in some small way I have helped to shape CVGT Employment so it may continue to grow, expand its impact and, ultimately, create amazing futures.



LEFT

CVGT Employment held its 39th Annual General Meeting in October 2023, marking the official launch of our 40th anniversary. Chair of the Board Lee Bombardieri together with Rosalie Lake, former CVGT Employment Board Director (2003 to 2017) kicked off celebrations by cutting the cake.

Partnerships

The focus throughout the annual report on good news stories and testimonials is a clear demonstration that achieving wonderful outcomes is never done in isolation. We continue to be proud of our collaborations and partnership approach with other values-led organisations and employers.

This collaborative approach is working and is realising exciting and meaningful employment goals for many people who have historically been excluded from the labour market.

We maintain exciting partnerships and continue seeking new complementary partners to enhance supports across our service areas.

Some of our key partnerships include:

IMPACT21 and YOORALLA

Our unwavering commitment to Impact21 has continued this year for the fifth intake in Melbourne and the first in Bendigo with continued and wonderful results. Working with young adults with Down syndrome and moderate intellectual disability, the relationship is seeing these young people begin a career when many had never been in open employment before. This year we have worked with the Inclusion Foundation to transition the program (now known as Impact) to the historic and respected disability service provider Yooralla. We can't wait to see the results of the renewed program delivery.

HOLMESGLEN

Again, this year we have continued with this amazing partnership to introduce employment supports to another group of eager young students undertaking Certificate II in Work Education. This opportunity has our staff working closely with classroom learning practitioners at Holmesglen, where we introduce a range of topics related to open employment and work experience opportunities for each student.

ONEMDA

We proudly continue to support the Silos program, and the results continue to be fantastic, with growth across additional schools in Melbourne's north, west and east, and finalising the plans to deliver the program in Ballarat and Bendigo. Onemda's Silos program offers an exciting opportunity for young people with disabilities, helping them prepare to leave school and develop pathways to employment.

We are open to partnerships

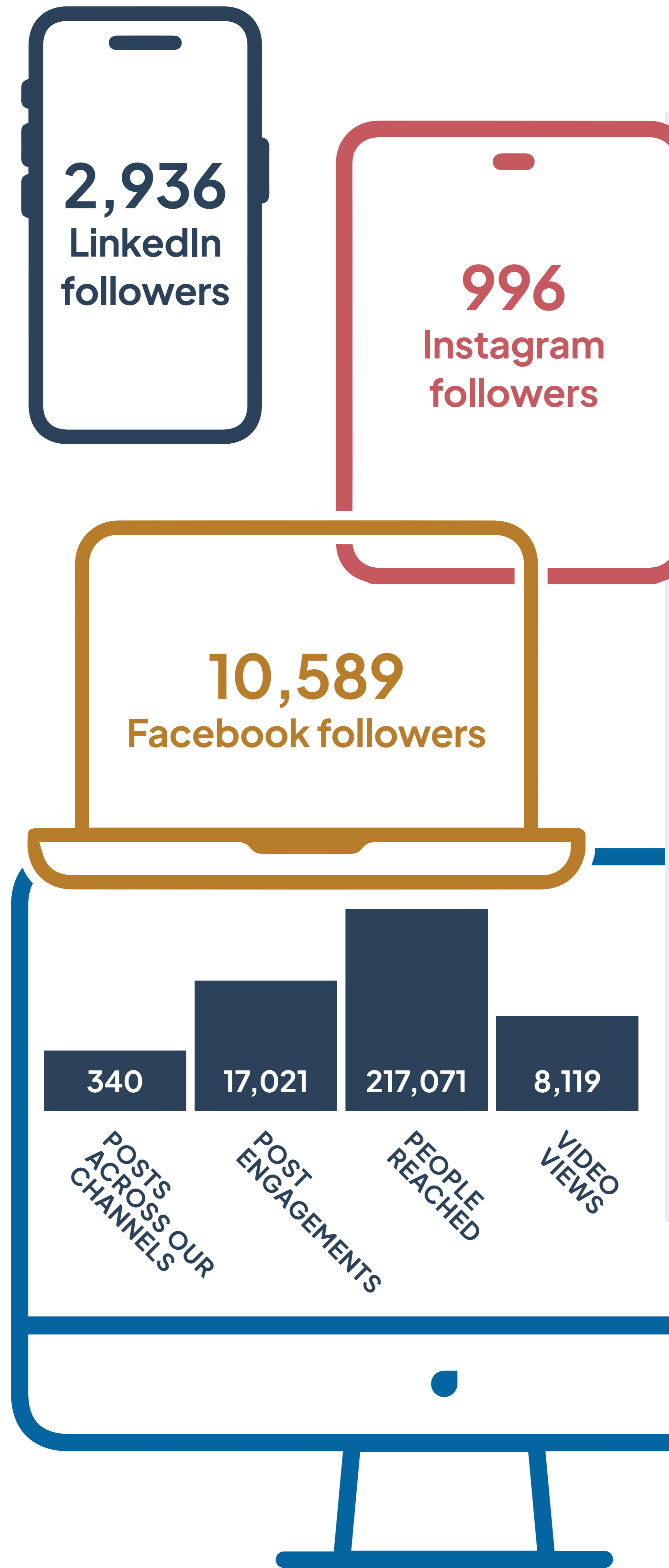
CVGT Employment increasingly recognises the importance of partnerships with other values-aligned community service organisations. We love to meet and work with partner organisations to co-design and co-deliver services in a range of ways that support the participants we work with. We strongly encourage any interested community services organisation to reach out and explore how we can work together.

Digital connections

Our social media channels are vital tools for connecting with participants, the community, employers, and stakeholders. By creating content that is authentic, value-adding, adaptable, shareable, engaging, and accessible, we support the achievement of our purpose.

Our compelling content serves multiple functions: it builds awareness, educates, inspires, celebrates, builds trust, and promotes CVGT Employment. Through our social media presence, we share our story and the inspiring stories of our participants, champion our employers, and highlight the collaborative achievements with like-minded partners. This approach not only echoes the values of our governing department bodies but also strengthens our community ties.

Working collaboratively, we ensure that our social media content reflects the diverse and dynamic nature of our organisation. By doing so, we foster a sense of community, encourage engagement, and drive positive outcomes for all those we serve. Our social media strategy is a testament to our commitment to continuous improvement and innovation, helping us to connect more deeply and effectively with our audience.



“From the humble beginnings of riding a push bike to 40 years on, to now connecting with the community at the push of a button. Through our digital channels, we’ve reached more people, opened more doors, and connected more people to meaningful work. This past year has been an incredible journey, filled with the honour of working alongside participants, employers, and our dedicated team to share their amazing success stories. Thank you to everyone who shared their inspiring journey with us. Your stories have touched those in need, helping them realise their own potential and access support.”

Carly Bailey
COMMUNICATIONS ADVISOR



ABOVE
During a Senior Business Development Consultant (SBDC) team catch-up in Bendigo, June 2024, our SBDCs and Corporate staff enjoyed delicious coffee served by Fitzroy business owner Graham Haupt. Using a purpose-built coffee station, Graham promotes the employment of people of all abilities, encouraging inclusivity in the workplace. L-R: Tania Morton, Paul Browne, and Graham Haupt making coffee.

CVGT Employment Shepparton takes action to reduce food poverty

CVGT Employment Shepparton has taken a compassionate step, becoming a Foodshare distributor to combat food poverty and support the community.

The team collects food weekly from Shepparton Foodshare, and the office now boasts food collection tables where participants can grab essential food items, worry free.

“Times are tough right now. We were buying a lot of food vouchers for struggling families. We knew we needed to do more,” Bella, Assistant Manager Shepparton Workforce Australia, says.

Shepparton Foodshare is a charitable organisation that rescues and receives donations of fresh and nutritious food to redistribute to those in need.

“Food is packaged as a meal, so recipients don’t need to worry about having to purchase additional items,” Bella says.

“Rice, milk and pasta go really quickly so we make sure we get a lot of those items.”

“Thank you! We will finally be eating a decent meal tonight,” one mother who recently collected food from the office says.

As a not-for-profit, for-purpose charity, the initiative addresses the critical current financial struggle some of our participants are facing.

“We’ve made sure people feel safe to collect items that they need,” Bella says.

“At first, they couldn’t believe it the items were free, with one participant asking, ‘Can we really take the food?’ But once they found out that the items are for them, they’ve been coming in to grab essential items to get them through the week.”

“This is going to help so much,” another participant says.

To extend our support, our generous staff have pitched in with clothing donations, allowing people to browse and select clothing that suits their needs.

“It’s nice to know that our most vulnerable participants can get a warm meal at night,” Tara, Manager CVGT Employment Shepparton, says.

“By taking this step, we’ve put our heart where it belongs – with the community.” We remain steadfast in our commitment to empowering individuals through employment opportunities, resources and support to guide community members on their journey toward a better future.

BELOW

CVGT Employment Shepparton Foodshare table for struggling participants.



Khyara finds confidence through Workforce Australia – Transition to Work Youth Mentorship

Workforce Australia – Transition to Work helps young people aged 15 to 24 finish education and make a start in their career. When you join the program, you get practical support, guidance, and work experience opportunities to prepare you to launch a career.

“Our youth mentors connect you with a range of services and provide you with support to make it easier for you to stay in work or training.” Debra Remlein, CVGT Employment Wangaratta Branch Manager, says.

A great example of the success that can be achieved through accessing a Transition to Work Youth Mentor is Khyara.

Khyara is 19 and her story will be familiar to many young people who are starting work for the first time. In March 2023, she volunteered for the CVGT Employment Transition to Work program looking for support and guidance.

Youth Employment Mentor Helene Costantini found the perfect way to address Khyara’s anxiety about working for the first time, enrolling her in confidence-building workshops.

“We had open and honest conversations about learning pathways and career options. As it is with all our participants, I wanted Khyara to find something she enjoys.”

HELENE, CVGT EMPLOYMENT, TRANSITION TO WORK YOUTH MENTOR

After exploring her options, Khyara made the decision to pursue employment in retail. Mentor Helene accessed funding to purchase her work clothing and employment training.

In November, with Helene’s support, Khyara started full time employment at Godfrey’s Wangaratta as a retail assistant.

“It’s great! I’m loving it.”

KHYARA | WORKFORCE AUSTRALIA – TRANSITION TO WORK PARTICIPANT



TOP RIGHT
Youth Mentor Helene visits a ‘very happy’ Khyara at work.



BOTTOM RIGHT
Khyara is all smiles at her new job.



Genuine care

Caring requires connection and a deep sense of empathy. We take the time to understand people's stories, as their priorities may differ from ours. Caring is being inclusive and treating everyone with the same level of dignity and respect. We also extend that care to each other. We show compassion and support to share the load to ultimately improve the quality of our service.

ABOVE
CVGT Employment proudly sponsored the 2023 Special Children's Christmas Parties in Albury and Melbourne, giving special needs children a day of fun, food, and festive joy!

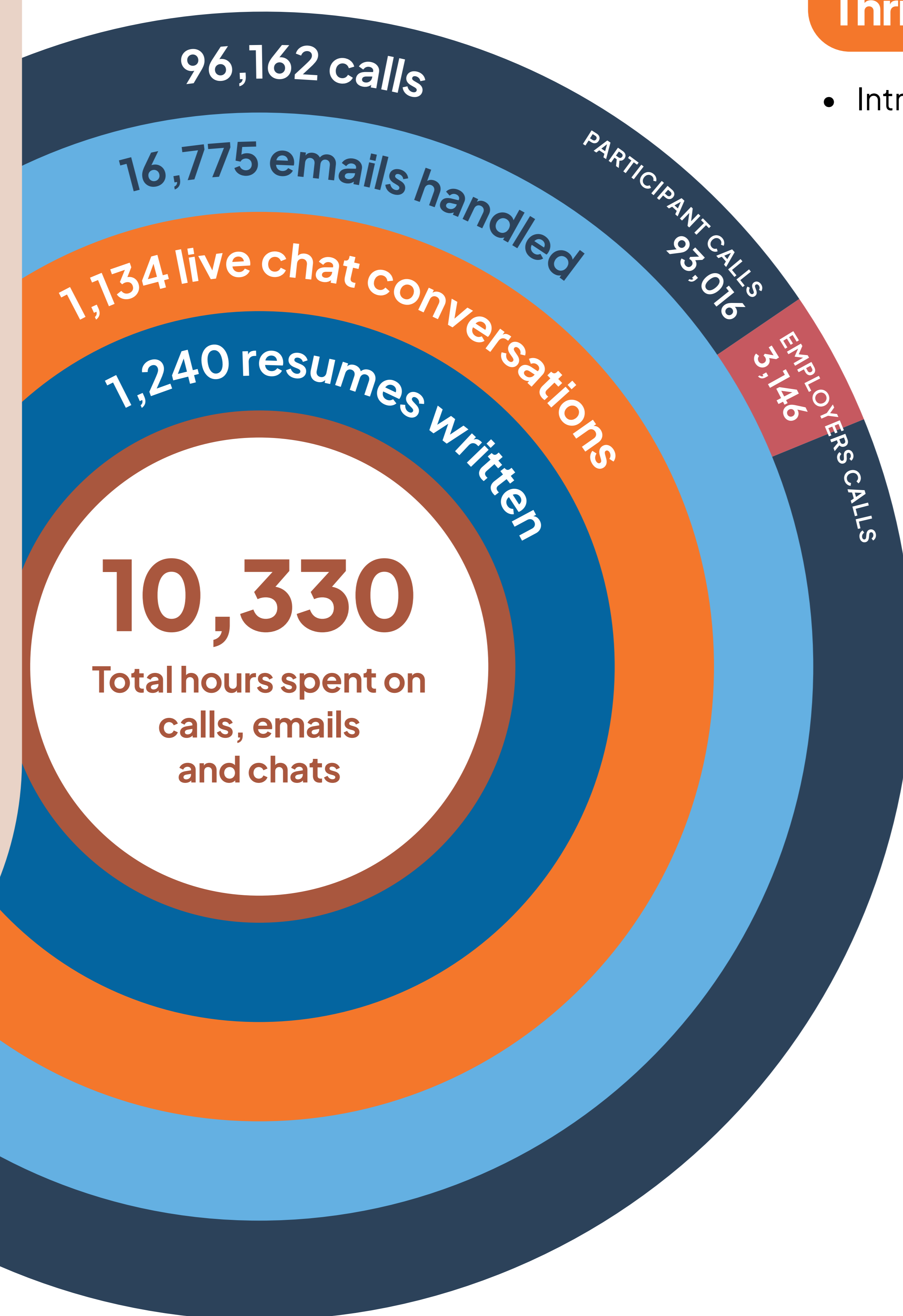
Customer Service Centre: Our epicentre



Throughout this past year, the Customer Service Centre (CSC) team has celebrated many successes, contributed to projects and committees across the organisation, and worked tirelessly to continuously improve the way we operate. We have a tight-knit team with a strong positive culture reflecting the values of CVGT Employment every day. The annual report for me, is an opportunity to reflect on the year that has been, and I draw strength from that to imagine the year to come. I am exceedingly proud of the team, our culture and the work that we do!”

Coleen Dunsmuir

NATIONAL MANAGER CUSTOMER SERVICE CENTRE



Thriving as a team in the CSC

- Introduction of a CRM system was a major milestone for the CSC to improve capability and efficiency
 - 2 staff received internal promotions
 - 2 staff had secondment opportunities
 - 3 staff moved from the CSC to other parts of the organisation
 - 2 first aiders updated their training
 - 1 staff member volunteered to be a fire warden
 - 2 staff participated in the internal Diversity, Access and Inclusion We Will working group
 - 1 staff volunteered for the OHS Committee
- 1 staff coordinated the Hidden Disability Sunflower implementation
- 2 staff co-chaired the Brainiacs committee for 11 months
- 2 staff assisted with a program for the Specialist Disability Employment Team
- The Department of Social Services came to visit
- Updated our induction process to provide more customer service skills training
- Participated in meetings across all areas of the organisation and all regions of service delivery so that we can all be Better Together

Diversity, access and inclusion



Our organisation is a vibrant mix of individuals from various backgrounds, each bringing unique perspectives and experiences to the table. We take immense pride in our team's skills, passion, and compassion, which are the driving forces behind the exceptional support we provide. Our employees are not just skilled professionals; they are passionate advocates for positive change, committed to making a difference in the lives of those we serve."

Tracy Gillies

MANAGER PEOPLE
AND CULTURE

CVGT Employment is committed to embedding and fostering a workplace culture where diversity and accessibility is valued, and where all employees feel included, safe and have a sense of belonging within the broader CVGT Employment community, irrespective of background, experience, individual characteristic, or circumstance.

The journey

In July 2023, CVGT Employment embarked on an exciting new chapter with the launch of our internal Diversity and Inclusion project. We called on our dedicated employees to volunteer and become Diversity and Inclusion Ambassadors, forming what is now known as the We Will team. Their first mission was to champion our inaugural participation in the Diversity Council of Australia Inclusive Employer Survey, encouraging staff to share their insights and experiences.

By November 2023, we were thrilled to be recognised as a Diversity Council of Australia Inclusive Employer for 2023-2024. This prestigious award, the only one of its kind in Australia, celebrates our commitment to inclusion across a broad spectrum of diversity areas. Our results not only surpassed the Australian workforce benchmarks but also exceeded the high standards set by the Diversity Council of Australia, known as the 'gold star' in diversity and inclusion.

In action

April of 2024 marked another significant milestone with the approval and internal publication of our Diversity, Access, and Inclusion Policy by the Board of Directors. This policy underscores our active commitment to fostering diversity, access, and inclusion in our workplace, people, and practices.

Additionally, our Diversity, Access, and Inclusion Action Plan was approved and adopted by the Board. This plan outlines transparent and meaningful steps to cultivate a workplace that embraces differences and treats everyone with dignity, fairness, and respect, mirroring the diverse communities we serve.

Going forward

Looking ahead, our Executive Management Team, We Will team, People and Culture, and Marketing and Communications teams, along with all supporting staff, are dedicated to implementing the outcomes and actions from our Diversity, Access, and Inclusion Action Plan. CVGT Employment will continue to demonstrate our unwavering commitment to diversity, access, and inclusion by actively listening to our employees and stakeholders, and responding to the needs of each diverse group we support.

Celebrating our people

At CVGT Employment, we are dedicated to continually finding new and meaningful ways to reward and recognise our staff. We understand the importance of appreciation and are committed to making CVGT Employment the best place to work.

In 2023, we launched Perkbox, an external all-in-one perks, benefits, and rewards platform designed to support and motivate our employees to excel. Through Perkbox, over 300 of our staff members were celebrated via peer-to-peer recognition submissions!

Additionally, our internal staff recognition platform, specifically created to share positive feedback and acknowledge colleagues who embody our organisation's values, received over 190 "kudos" submissions throughout the year.

We are proud of these initiatives and will continue to seek innovative ways to celebrate and support our incredible team.



RIGHT

A BIG thank you to everyone who donated to our 2023 CVGT Employment ParentsNext Toy Drive. L-R: Silva Tecer, Kellie Goldsmith and Ashleigh Modra.

“

CVGT Employment's 40-year legacy is built on genuine care. In the past year this real-life success has been achieved by empowering our participants, supporting our employers, and valuing our staff - who genuinely love what they do. Together we cultivated growth, trust, and success, so everyone was able to reach their full potential. Helping participants and employers connect through meaningful employment was at the heart of our 2023-2024 purpose.”

Tania Morton

GENERAL MANAGER
EMPLOYMENT SERVICES

Opening doors with the Board



A letter from Jan Boynton
BOARD DIRECTOR

I am proud to have served as a CVGT Employment Board Director for 8 years, though I regret not meeting more of our dedicated staff in person. My journey with CVGT began through my partner, Alex Malone, a long-time Board Director. Attending various functions, I witnessed the incredible work CVGT Employment achieved.

As CEO of Radius Disability Services, I collaborated with CVGT Employment to relocate our supported employment businesses, benefiting over 100 employees and generating positive media coverage. In 2016, I joined the Board, bringing skills in strategic planning, governance, and executive management.

Despite challenges, the Board has worked cohesively, positioning CVGT Employment competitively. Looking ahead, we are excited to develop a new five-year strategic plan, reflecting our growth and improved systems. A major achievement has been the cultural shift recognising staff as our most valuable asset. I am grateful for the impact our staff have on the community, creating better futures for our clients.

Special Olympian Chris adds five-year service award to long list of accolades

In the world of sports Chris McMahon has carved his name in gold, having won over 200 medals as a Special Olympian. However, among the glittering accolades there is another milestone equally cherished and significant to Chris, his five-year service award at the Eltham Leisure Centre.

“He just loves it! Still, after five years, he never misses a day,” Chris’s mum, Mel McMahon, says.

Chris started swimming with Special Olympics when he was 12 years old. Over the years he has represented Victoria at the National Games in every state of Australia. He also went on to represent Australia at the Asia Pacific Games. But in 2019, Chris had set his sights on a new goal, to find meaningful work.

“Chris said he found an employment agency that would find him ‘a real job’,” Mel says of the first time her son connected with the CVGT Employment Specialist Disability Employment Team (SDET), who deliver the Disability Employment Services program in Melbourne.

“So, he took us to the CVGT Employment Greensborough office. Our lives changed that day.”

CVGT Employment Disability Employment Services offer dedicated, intensive support for participants. The program’s success can be attributed to taking the time to get to know participants, and what their likes, dislikes and capabilities are, to develop a plan to work towards achieving employment goals.

“When I first met Chris, I knew I wanted to turn his passion and dedication for competitive swimming into a life-long career,” Kelly Patrick, CVGT Employment Inclusion Coordinator, says.

Determined to find Chris the ‘right place to work’, Kelly introduced Chris to Lisa Wilson, Head of Aquatics at the Eltham Leisure Centre.

“We fell in love with Chris at the first meeting,” Lisa says.

Chris soon started working two days per week in the pool area of the centre.

“I am so lucky I found CVGT Employment. They helped me get the job and it has been great!” Chris says.

A year ago, Chris decided he wanted to work three days a week, so CVGT Employment SDET negotiated an increase in days for him.

“He now works an extra day a week in the gym cleaning the equipment and putting together first aid packs,” Kelly says.

In December 2023, Chris popped into the CVGT Specialist Disability Employment Ivanhoe office to celebrate being awarded his five-year service award at the Eltham Leisure Centre.

“I am so proud of myself. A big thank you to Kelly and Sabrina, you put a lot of effort into finding and helping me, you’ve done a great job!” Chris says.

Chris’s five-year milestone highlights the importance of finding meaningful and well-matched employment opportunities for people with disability, and continuing to support participants throughout their employment journey.

“Kelly still pops in to see him. We really appreciate the care and support CVGT Employment has given to Chris,” Mel says.



LEFT

Chris, who continues to be supported by CVGT Employment, celebrates his five-year service award with the Specialist Disability Employment Team. L-R: Sabrina Rodda SDET Employment Mentor, Chris McMahon Disability Employment Services Participant, Kelly Patrick SDET Employment Inclusion Coordinator.



Do the right thing

ABOVE

In 2023, we hosted the Youth Evolution Forum in Launceston, providing inspiration, support, and opportunities for our young participants.

We look for ways to do the right thing, beyond just what we're required to do. We take our responsibilities seriously, placing a strong emphasis on quality and training. We balance this with common sense, trusting each other to approach our work with integrity and the best interests of our participants and employers in mind. We operate in an industry that, for good reason, has regulations – we know that working within this framework helps us to continue to do the good we do. We never want to take for granted the various stakeholders who fund the work we do and allow us to make our difference.

Sustainability

In 2021, we launched a three-stage environmental sustainability plan to achieve carbon neutrality by 2030. Stage 1, the ‘Kickstarter Plan’, set the foundation for this journey by fostering immediate successes and raising sustainability awareness.

Our dedicated Green Team and ‘Sustainability Champions’ have been pivotal in driving these initiatives.

By mid-2024 we had successfully completed the initiatives contained in this plan, which marked a significant step towards our sustainability goals.

Some of these achievements are:

- We have integrated sustainability into our procurement policies to reduce waste and emissions, empowered Sustainability Champions to lead initiatives, and ensured all staff participate in environmental awareness training. We also invested in software to track and report carbon emissions and collaborated with other organisations and councils on sustainability projects.
- To reduce waste, we established a second-hand uniform shop, adopted digital systems to minimise physical office consumables, and introduced a waste reduction system that significantly decreased general waste and increased organic waste recycling.
- In transport, we increased the number of hybrid vehicles in our fleet from 11.5% to 46.5% between June 2023 and June 2024, reducing fleet CO2 emissions by 38%. We also developed a comprehensive fleet and transport plan promoting hybrid vehicles, ridesharing, public transport, and electric vehicles.
- For power and buildings, we initiated a tender process for an energy provider focused on renewable energy, conducted an internal audit to use smarter, energy-efficient equipment, and continued installing LED lights to reduce electricity consumption.

“

Zain called into the CVGT Employment Shepparton office unprompted after five weeks of employment to tell me how much he loves his job.”

Dakoda

CVGT EMPLOYMENT YOUTH EMPLOYMENT MENTOR,
TRANSITION TO WORK

“

Working with CVGT Employment is a great thing for us.”

Adrian Cash

VENUE MANAGER FOR MATSON
HOSPITALITY GROUP

Opening doors with the Board



A letter from Helen Symes

BOARD DIRECTOR

Celebrating our 40th anniversary, CVGT Employment’s vision of “opening doors” has been crucial in 2024 as we navigated economic challenges, the housing crisis, and the aftermath of COVID-19. Our role as a not-for-profit making long-term, positive impacts through employment has never been more vital. Despite challenges, we find opportunities and demonstrate adaptability, creativity, and dedication.

Reflecting on the past five years, we’ve nearly completed our first five-year strategic plan, achieving much of what we set out to do. Our team culture has driven this progress, even during the pandemic. Notably, providing \$200,000 to communities affected by the October 2022 floods highlighted our positive influence. Our Community Grants program continues to grow, supporting the areas where we live and work.

As we look to the future, we are excited to innovate, lead, and make a positive difference by addressing barriers and helping people find meaningful employment.

Driving social and professional change

Creating social impact through trade

As a leading Group Training Organisation (GTO), CVGT Employment is proud to offer an apprenticeship and traineeship program that fosters sustainable employment and training opportunities for a diverse range of individuals, including those from marginalised backgrounds.

Our inclusive and purpose-driven approach has earned us recognition from Social Traders, the sole certifying body for social enterprises in Australia. Social enterprises aim to make a positive impact on society—whether by creating jobs for the most disadvantaged, providing essential services, or protecting the environment.

The Social Traders logomark signifies CVGT Employment has been independently verified as a for-purpose organisation that

generates social or environmental benefits through trade. Social Traders advocates for the integration of social enterprise procurement into business and government supply chains, striving to make it standard practice. This initiative contributes to a fairer and more equitable Australia.

By achieving Social Traders certification, we proudly join over 450 social enterprises across Australia that have successfully met the rigorous standards of their assessment framework. This certification underscores our commitment to creating meaningful social and environmental impact through our operations.



Institute of Employability Professionals

We are excited to announce CVGT Employment has become a Corporate Affiliate Partner of the Institute of Employability Professionals (IEP). The IEP is the international membership organisation dedicated to supporting employability professionals who help individuals gain, progress in, and retain employment. They promote excellence in employability services worldwide, striving to make employability professionals the best they can be.

Our partnership with IEP reflects our commitment to providing our staff with exceptional educational and professional development opportunities. Through IEP, our team gains access to extensive training and resources, enabling us to deliver more efficient and effective services to our participants.

This collaboration underscores our dedication to fostering professional growth within the employment services sector and enhancing the quality of support we offer to those we serve.



As I reflect on the past year, I am immensely proud of how our team at CVGT Employment has consistently demonstrated outstanding dedication. We have embraced our responsibilities and commitment to environmental sustainability, employee professional development, and diversity and inclusion initiatives with enthusiasm.

We listen to our people and the experiences of those we support, understanding employment builds capacity for social and economic inclusion. It is transformational for individuals, businesses, and their communities when we seek ways to do the right thing, beyond just what is required.”

Fleur Cousins

GENERAL MANAGER CORPORATE SERVICES

Cheryl finds meaningful work after 50

Proud Wiradjuri woman Cheryl recently celebrated her six-month work milestone as a retail assistant for discount variety store Treasure Hunter in Albury, New South Wales.

Having struggled with poor mental health and age discrimination in the past, Cheryl joined CVGT Employment's Workforce Australia program looking for support to find meaningful work.

"I am 53-year-old Aboriginal female, who likes to be active and learn new skills. I love people," Cheryl says.

"However, my age got in the way of finding a new job."

Like so many older participants, Cheryl struggled to apply for positions online.

"I am not technology savvy. I was used to the face-to-face approach with employers."

CVGT Employment Consultant Anu worked closely with Cheryl to create a resume, apply for positions online, and introduce her to employers.

"The CVGT Employment Albury staff are very supportive. They saw potential in me and assured me age is not the problem, it's finding the right employer."

In mid-2023, Business Development Consultant Kelli introduced Cheryl to Jess, Assistant Manager for Treasure Hunter Albury, and it wasn't long before she started work.

"Cheryl was the best suited candidate. She was mature, reliable and showed interest," Jess says.

"With any new employee we look for punctuality, reliability, presentation and communication skills."

You can now find Cheryl serving customers with a smile at the Treasure Hunter store, thanks to the support of the CVGT Employment Workforce Australia Albury team.

"Joining CVGT Employment made the difference for me."

The team also supported Treasure Hunter to find the right person to join their team.

"CVGT Employment has been a great employment provider for my business. They understood what our requirement was and what we were seeking in a person."

JESS, ASSISTANT MANAGER TREASURE HUNTER ALBURY.

Her advice to other businesses needing to find staff.

"Do contact and connect with CVGT Employment."

Cheryl also has some advice for those searching for work, or ready for a fresh start.

"Don't give up. Stay positive, the doors will open. Age is not the factor, it's your personality that matters."



LEFT

Cheryl visits the always approachable and very supportive CVGT Employment Albury team. L-R: Business Development Consultant Kelli, Workforce Australia participant Cheryl and Employment Consultant Anu.



Find a way

We never give up on making a difference. We see constraints as opportunities and believe in a world of possibilities. To us, no problem is insurmountable. We know our actions matter, and we hold ourselves to the highest levels of accountability. Our job is to provide support by assisting people to make their own way.

ABOVE

Conroy, who had been living on the streets in Wodonga, received a sleeping bag backpack swag to keep him warm at night, thanks to a generous donation from Albury Wodonga Community Chest Incorporated to CVGT Employment. L-R: Annette from Community Chest, Participant Conroy and CVGT Employment Program Specialist Karie Lowe.

Digital Transformation

CVGT Employment’s internal Digital Transformation program has been designed with customer service at its heart. Whether it involves staff, participants, employers, community organisations, or any of our stakeholders, we have continued to seek ways technology can positively transform how we do business.

We embarked on this transformation to enable strategic priorities, drive efficiencies, and position CVGT Employment for service excellence and growth.

By focusing on our priority areas, maintaining open communication, and leveraging external expertise, we not only transformed digitally but also created a resilient and adaptable organisation.

We measure our digital maturity annually to identify opportunities for enhancing the skills needed to use new systems and processes. Prioritising appropriate training for staff ensures they can confidently utilise technology in their day-to-day roles.

Employment Services Reporting (ESR) integration

We have developed an automated data update process using the Department of Employment and Workplace Relations’ Application Programming Interface (API), thereby eliminating the need for daily manual workflows. This has effectively saved our teams hours each week and no longer requires supervision to run the process.

Power BI reporting

Following numerous stages of requirement gathering sessions, developed collaboratively with our program teams, and building and testing, CVGT Employment has successfully deployed PowerBI reporting, rolling it out to include data from the services we offer. The information sources work together to turn the data into coherent, visually immersive, and interactive insights for staff, and the reports are a fantastic tool to measure and uplift staff performance. It is also supporting our teams in moving CVGT Employment performance in the right direction. Data is refreshed daily, weekly or monthly depending on availability.



CVGT Employment strongly champions digital opportunities to transform service delivery, ensuring any changes genuinely enhance our work and improve experiences for our participants, employers, and stakeholders. For staff, this means finding efficiencies and making tasks easier and more enjoyable. For stakeholders, it means striving for better customer service. I am drawn to roles that make a difference. I love that CVGT Employment embraces this notion in both the roles of our staff and the jobs we find for our participants. Meaningful work is essential, and it is inspiring to be part of a dedicated team committed to overcoming challenges and finding innovative technical solutions.”

Amanda Finnis

CHIEF INFORMATION OFFICER

Opening doors with the Board



A letter from Liz Corbett

BOARD DIRECTOR

It has been my privilege to serve on the CVGT Employment board since 2016 and I am honoured to write this letter as we celebrate our 40th anniversary. Reflecting on this milestone, I am filled with pride and gratitude for everyone who has contributed to CVGT Employment’s success.

Over the past four decades, we have faced numerous challenges, from economic downturns to global pandemics, emerging stronger each time. Your commitment to our vision, “Opening doors – creating amazing futures”, has driven us forward.

I want to acknowledge and celebrate CVGT Employment’s accomplishments. We have transformed countless lives by providing support, guidance, and opportunities for meaningful employment. Our partnerships, program expansions, and community impact are testament to our collective dedication.

As we look ahead, let us embrace new opportunities with focus and purpose. Together, we can shape the future and continue making a positive difference. Thank you for your dedication and hard work. Here’s to the next 40 years of success and growth!

Little Shop of Uniforms

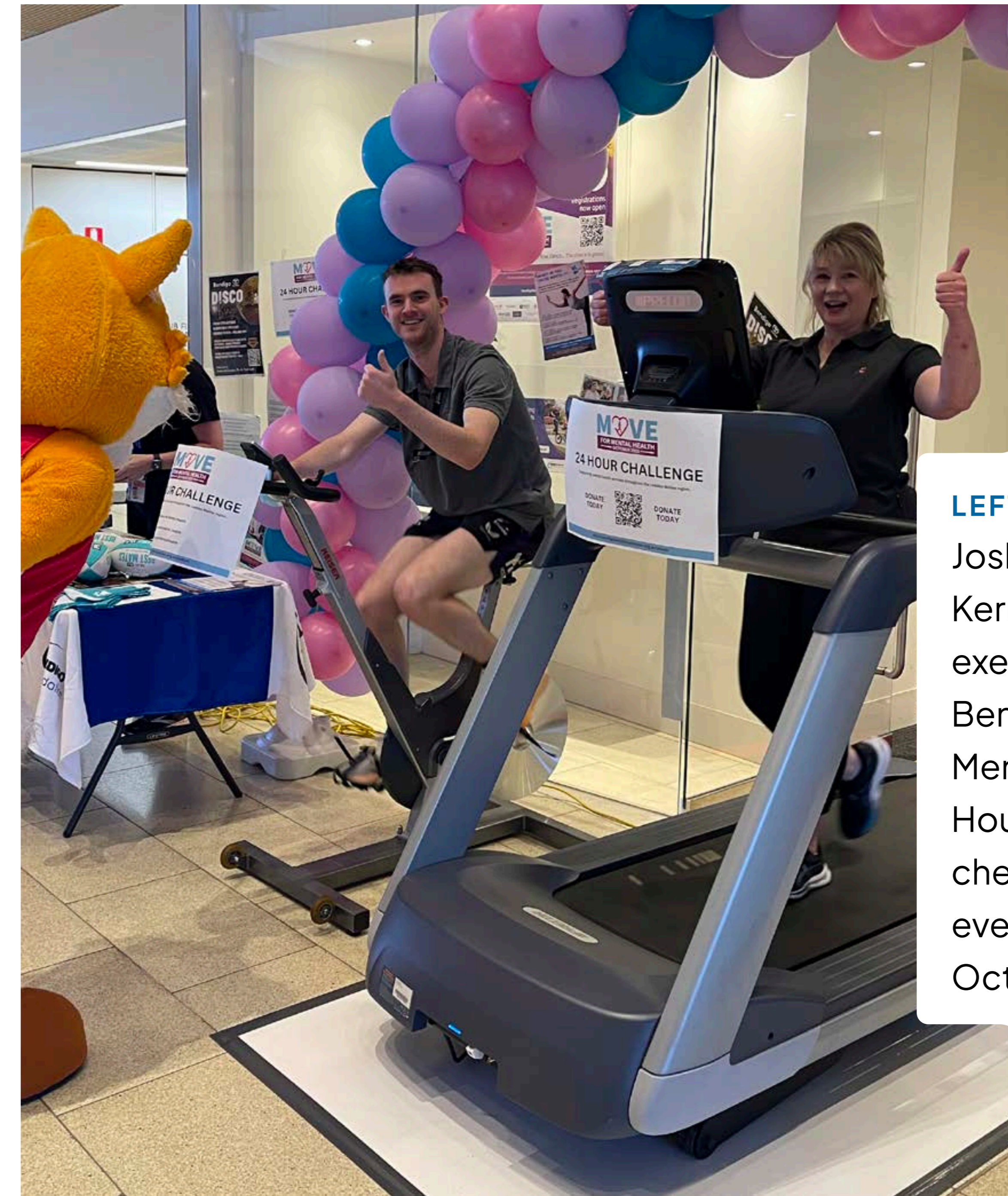
The Little Shop of Uniforms is an application developed by our internal Digital Workplace team that enables CVGT Employment staff to view and purchase discounted second-hand uniform in real time using their uniform subsidy. We established the shop to upcycle and reduce landfill, which aligns with our waste management and environmental sustainable efforts.

Customer Relationship Management refinement

Over the past 12 months, CVGT Employment has been diligently testing and refining our innovative Customer Relationship Management (CRM) system. This system is underpinned by a comprehensive database that enables us to records and manage contacts with our employer partners, contractors, and suppliers. The CRM has empowered our teams to send and track emails, keep phone records, invite people to events, and distribute surveys. Our journey towards this implementation was driven by a central goal: to better manage our information and make clear, data-driven decisions. This milestone is a key part of our digital transformation, and we are thrilled to see it continue to come to fruition.

Digital Drop-In sessions

We were thrilled to introduce our new Digital Drop-In sessions for CVGT Employment staff. These opt-in sessions aimed to enhance technical skills and knowledge, covering various tools, skills, and tips on MS Office apps. This initiative reinforced our commitment to continuous learning and development. By participating in the Digital Drop-In sessions, staff unlocked a world of possibilities within MS Office apps, improving productivity, discovering hidden features, and working smarter, not harder.



LEFT

Josh Leersen and Kerry Noonan exercising during Bendigo Health's Mental Health 24 Hour Challenge, cheered on by the event's mascot, October 2023.

RIGHT

Lesa Hutchins and Katrina Oates, Wangaratta in their NAIDOC Week 'For Our Elders' themed shirts, July 2023.





LEFT
The Apprenticeships & Traineeships team. Back row L-R: Joseph Yuill, Rochelle Whalen, Leonie Trahair, Murray Willet. Front row L-R: Jo Adams, Jade Horton, Brooke Wharton.



I couldn't be prouder of our Apprenticeships & Traineeships team. Their commitment to guiding and supporting our apprentices and trainees is truly commendable. Our refresh, which coincides with CVGT Employment's 40th anniversary, marks an exciting new chapter for us. I'm genuinely excited about the future of Apprenticeships & Traineeships and confident our dedication to excellence will continue to make a significant impact."

Jade Horton

MANAGER APPRENTICESHIPS & TRAINEESHIPS

Apprenticeships & Traineeships

For 40 years, the name Group Training had been synonymous with CVGT Employment and a steadfast pillar of our brand and organisation. In 2024, we proudly introduced the Group Training brand refresh, which included a fitting name change to Apprenticeships & Traineeships and an updated logo.

The CVGT Employment Apprenticeships & Traineeships team is a dedicated group committed to recruiting, mentoring, and carefully matching apprentices and trainees with host businesses. We seized the opportunity to revitalise the program's visual identity and update the messaging to signal a fresh start, perfectly timed with the CVGT Employment's 40th anniversary.

The Apprenticeships & Traineeships team fine-tuned its outward expression to better align with CVGT Employment's evolving identity,

values, and market positioning, without altering the program's core DNA. In essence, we relished the chance to redefine the program's position in the competitive landscape by adapting to shifts in the market while still resonating with both new and long-standing audiences.

A Quality Apprenticeships Accredited Employer

The Apprenticeships & Traineeships program was successfully assessed and accredited by Global Apprenticeship Network as a Quality Apprenticeships Employer in 2024.

This accreditation enhances our GTO reputation and credibility in the industry and is designed to acknowledge best practice in the employment of apprentices and trainees.



Investing in our people

CVGT Employment has made significant strides over the past year, driven by our dedicated and diverse workforce. This commitment has enabled us to better understand and meet the unique needs of our communities, fostering an inclusive environment where everyone feels valued and supported.

Throughout the year, our resilient teams have consistently delivered high-quality, people-centred services to our communities and participants. We have focused on supporting our leaders and planning for the future by adding new specialist positions to our organisational structure, enhancing support for our branches.

By investing in capacity building and training, CVGT Employment has not only improved operational efficiency but also cultivated a positive, growth-oriented workplace culture. Regular professional development ensures our employees remain adaptable to change, up-to-date with industry trends, and compliant with regulations

The employment services sector is gradually moving to a more qualified and skilled workforce.

As we are all part of the delivery of employment services, whether working directly with participants or providing support services, CVGT Employment staff have benefited from our partnership with the Institute of Employability Professionals. This exclusive educational and professional development platform has empowered our team to enhance their performance, expand their knowledge, understand professional standards, and build upon their existing skills.

“

CVGT Employment has helped me in every way they possibly can – looking after me, clothing, transport, personal support, fuel vouchers!”

Karen

WORKFORCE AUSTRALIA
PARTICIPANT MILDURA



RIGHT

Jamie Halliday from CVGT Employment shares a moment with special guest Andy Lee at the Inclusion Foundation's World Down Syndrome Day Lunch in Melbourne, March 2024.

Zach conquers fear to find purpose

Building skills and developing confidence in the workplace can be a long journey with many bumps in the road.

But with the support of CVGT Employment, Zach is embarking on what he hopes can be a long and fruitful career serving the community.

When he chose during 2023 to connect with our Echuca team, Zach was worried he would never find work.

His motivation levels were low and he lacked experience, while his physical and mental disabilities were barriers to employment.

“I didn’t know how to do things or what kind of job I was looking for because I had no pathway before,” he says.

“For a long time, I was afraid to try and for a long time I just thought I would be on the dole forever.”

To help overcome those fears and start building some workplace experience, our team found Zach a volunteer role.

“Completing volunteer shifts with Echuca Neighborhood House, along with some internal workshops at CVGT Employment, saw Zach’s confidence begin to grow,” CVGT Employment consultant Tammy says.

“During this time, he completed a Ready, Set, Digital Employment program which he found very useful.”

By the end of 2023, Zach was better prepared to try again to find paid employment.

“I met with Zach to chat about what job industries he is interested in,” Rhiannon, Echuca Business Development Consultant, says.

“I was impressed by how intelligent Zach is. He had a keen interest in administration, and I knew he would be a great applicant for an administration position with Njernda Aboriginal Corporation.”

With the support of the Echuca team, a job application was made with the Njernda Aboriginal Corporation.

“Rhiannon organised an interview with Njernda and, with some application advice from CVGT Employment colleague Chris, Zach nailed the interview and was offered a position in administration,” Tammy says.

“Njernda were so impressed and inspired by Zach’s determination to break through generational unemployment and were willing to support him in any way possible,” Rhiannon says.



ABOVE

Disability Employment Services participant Zach overcomes fears and finally finds work thanks to CVGT Employment Consultant Tammy and the Echuca team’s support.

For Zach, an Indigenous man, working for Njernda is a great fit.

“I try to get in early, I am at my desk a lot, I go to different rooms to take minutes for meetings,” Zach says.

“I email agendas, minutes and other information that is necessary to be communicated, and I may do an odd job here or there, including laminating and preparation for events.”

“It’s a good work environment and I work with good people.”

Zach is grateful for the support he’s received from CVGT Employment via the Disability Employment Services program, and glad he decided to change employment service providers.

“This hasn’t been a smooth road for Zach, with new barriers to employment arising, however he feels more comfortable communicating with the team to get support to become more independent,” Tammy says.

CVGT Employment has helped Zach to pay for his work uniforms and shoes, organise driving lessons and, as he puts it, has provided a safe space to talk about his barriers and goals.

“Go to CVGT Employment, they will get you employed,” he says.

“Having a supportive provider and someone you can ask for help is important.

“And I would say to people – don’t be afraid to try! Having a supportive provider and someone you can ask for help is important.”

“I am grateful CVGT Employment found me a job where my employer understands my disability and capabilities.”

Carmel

DISABILITY EMPLOYMENT SERVICES
PARTICIPANT WAGGA

“

Looking back on CVGT Employment’s 40-year journey, I am filled with pride and gratitude. We’ve faced our share of challenges, but our commitment to making a difference has always guided us. The diverse stories and backgrounds of our staff inspire us daily, fostering empathy and understanding. As we celebrate our history, we look forward with determination, aiming to build connections and create a true sense of belonging for everyone. Being part of CVGT Employment has been incredibly rewarding; the passion I witness every day is truly inspiring, and I am excited for what the future holds for us.

Samantha Fraser

PROJECT MANAGER
PEOPLE AND CULTURE

Opening doors with the Board



A letter from Judith Holt

DEPUTY CHAIR OF THE BOARD

Congratulations to CVGT Employment staff for your contributions in connecting more people to meaningful work. Each of us has a unique role, but together we make CVGT Employment a place to be proud of.

As Board Directors, we are not on the front line like staff, but we are well informed about their great work through leadership and Board meetings. Participant stories shared at these meetings highlight the special impact we collectively have, opening doors and creating amazing futures. Attending events like the Impact21 graduation has shown me the profound positive impact on participants’ lives and on us who witness their success.

Having been with CVGT Employment for five years, I feel privileged to celebrate our 40th year anniversary. Many have contributed to CVGT Employment’s long-term success, and as a Board, we strive to be worthy custodians of the CVGT Employment brand and business for the next 40 years.

Thank you to staff and stakeholders for your dedication to CVGT Employment’s success.

Afterword from the CEO

As we conclude this year's report, I am filled with optimism for the future. Our journey over the past year has been marked by resilience, innovation, and a steadfast commitment to our vision. I extend my deepest gratitude to our Board of Directors, Company Secretary, and Executive Management Team for their visionary leadership.

To our incredible staff, your dedication and passion have been the driving force behind our achievements. Looking ahead, we are excited about the opportunities that lie before us. With the introduction of new programs and reforms, we are poised to make an even greater impact.

Thank you to our stakeholders, partners, and community for your unwavering support.

Together, we will continue to navigate the evolving landscape and create meaningful change in the lives of those we serve.

Jason Russell
CHIEF EXECUTIVE OFFICER

Opening doors with the Board



A letter from Paul Macartney

BOARD DIRECTOR

Reflecting on my journey with CVGT Employment, I am reminded of the privilege it has been to serve alongside my fellow directors. Since its founding in 1983, CVGT Employment has been dedicated to helping people find meaningful employment, and it's been an honour to be part of that purpose. Together, we have shared a collective mission of service, opportunity, and positive impact in our communities.

Throughout my time, I have seen CVGT Employment grow and face challenges. We've celebrated milestones and deepened our community impact, but also encountered setbacks that tested our resilience. These moments have shaped who we are today, providing opportunities for growth and innovation.

One of our greatest achievements has been crafting a new, inclusive culture. Watching our staff embrace and embody CVGT Employment's values has been incredibly satisfying. I am also proud of establishing our digital strategy, which is transforming how we do business and ensuring we stay relevant.

Additionally, I championed the creation of a dedicated marketing team, enhancing our public presence and aligning our brand with our values. These accomplishments have strengthened CVGT Employment and laid the groundwork for future success.

As we embark on the next chapter, I am optimistic about our ability to drive meaningful change and continue our positive impact.



General Purpose Financial Statements

Simplified Disclosure Standard

For the Year Ended 30 June 2024

CVGT AUSTRALIA LIMITED
ABN: 46 006 178 641

Directors' report

The Directors present their report on CVGT Australia Ltd for the financial year ended 30 June 2024.

In compliance with the provisions of the Australian Charities and Not-for-Profits Commission Act 2012, the Directors report as follows:

Directors

The names of the directors in office at any time during or since the end of the year are:

- Mr Lee Bombardieri Ms Elizabeth Corbett
- Mr Paul Macartney Ms Fleur Jackson
- Ms Judith Holt Ms Jan Boynton
- Mr David Richardson Ms Helen Symes

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal Activities

The principal activities of the company during the financial year were to connect people to meaningful work through the provision of employment solutions. No significant changes in the nature of the company's activity occurred during the financial year.



PICTURED
Participant Murray and Karie Lowe, Program Specialist in Wodonga.

Review of Operations

The deficit of the Company for the Financial Year ended 30 June 2024 after provision for income tax was:

| Year ended 30 June 2024 | Year ended 1 July 2023 |
|----------------------------|---------------------------|
| \$ | \$ |
| (1,782,586) | 4,716,931 |

The 2023-2024 fiscal year ended with a \$1.8m deficit, primarily due to policy changes that affected the ParentsNext program, leading to decreased client participation and income. Additionally, the Disability Employment Services program experienced a fall in caseloads, reflecting a sector-wide national trend.

During the fiscal year, rental income was also adversely impacted by the departure of a long-term tenant, resulting in a year-long vacancy, and a flooding event that affected one of our leased properties from January onwards. Despite these setbacks, the outlook for 2024-2025 is positive. Our digital transformation investment has bolstered our data utilisation capabilities, enabling us to contain costs, and monitor performance more effectively and achieve strong placement and conversion rates. Coupled with our prudent fiscal management, our investment portfolio has also performed strongly during the fiscal year, strengthening our foundation for future financial stability. As we transition into the 2024-2025 fiscal year, we are committed to leveraging these strengths to address our challenges and enhance our financial health.

Short-term and Long-term Objectives

The Company's short-term objectives are to:

- Pursue opportunities for innovative partnerships and client engagement to achieve sustainable employment outcomes;
- Continue our Digital Transformation journey to connect meaningfully with clients and key stakeholders, and to improve efficiency and efficacy across all areas of operations;
- Continue to investigate and invest in people and culture improvements, with a focus on diversity and inclusion, workplace safety and a positive, supportive organisational culture; and
- Increase our contribution to positive social and environmental impact.

Strategies

To achieve its stated objectives, the Company is delivering against various strategies, including:

- Partnering with stakeholders to co-design, develop and trial innovative approaches that result in sustainable employment outcomes;
- Building an engaged and high performing workforce, equipped and supported to deliver consistent quality outcomes;
- Delivering responsive and adaptive governance, with resources that support operational and financial excellence; and
- Supporting connection and resilience in our communities.

The Company's long-term objectives are to:

- Be a digitally enabled, risk-mature and agile organisation that flexibly responds and adapts to changing economic conditions, innovation opportunities and employment markets;
- Be financially strong, enabling investment and support for social impact in our communities;
- Build a diverse and engaged workforce and a culture of excellence; and
- Be environmentally responsible, socially conscious and transparent.



RIGHT

Participant John joined the CVGT Employment Disability Employment Services program in Wagga looking for help to find work, independence and flexibility.

L-R: Employer Andrew with John at Andrew Walsh Mechanic Repairs.

Information on Directors

Mr Lee Bombardieri – Chairperson BBUS(ACC), GAICD

Occupation: Project Manager

Experience & Expertise: Member of the Board since September 2017. Chairperson from October 2023 to current. Mr Bombardieri is a former General Manager of a large manufacturing and construction materials supply company based throughout regional Victoria and Southern New South Wales and is presently employed as a Project Manager on a significant Victorian infrastructure development. He has also served as Shareholder, Director and Dealer Principal of a multi franchise regionally based automotive dealership for a number of years. Mr Bombardieri has 26 years of extensive commercial experience in leadership and manufacturing with a particular strength in business acquisition and integration. Mr Bombardieri has previously served as Chair of a number of education sector governance Boards and Committees.

Special Responsibilities: Member Finance Sub Committee.

Ms Judith Holt – Deputy Chair BBUS (ACC), FGIA, FCG, GAICD

Occupation: Company Director

Experience & Expertise: Ms. Holt was appointed as an independent member of the CVGT Board Audit & Risk Sub Committee in January 2019 and was appointed to the Board in September 2019. Ms Holt held senior management roles in local and state government for 25 years at Loddon Shire Council, Mount Alexander Shire Council, and Coliban Water, and has qualifications and extensive experience in finance, corporate governance, and risk management. Ms Holt's current roles include the Chairperson of Fosterville Gold Mine Environmental Review Committee, the Independent Chair of Marist College Bendigo's Finance Committee and Board Director at GWM Water. She was previously a Board Director of Inglewood & Districts Health Service and Western Water.

Special Responsibilities: Chairperson, People & Culture Sub Committee. Member, Investment Sub Committee.

Ms Elizabeth Corbett – Director BSW, GDM, MHA, FAICD

Occupation: Company Director

Experience & Expertise: Member of the Board since September 2016. Chairperson from October 2021 to October 2023. Ms Corbett is an experienced non-executive director, small business owner, tertiary educator and management consultant having worked with organisations across Australia and internationally. She is a Fellow of the Australian Institute of Company Directors and has over 30 years' governance experience on a range of boards within government, health, community services, disability and professional associations. Ms Corbett has held numerous office bearing positions, including as the Chair of Yooralla Society Victoria, Treasurer of General Practice Support Services Ltd and President of the Victorian State Government's Disability Services Board. Ms Corbett is currently the Deputy Chair of the Board of Daylesford Macedon Tourism Board, a member of the Central Highland Regional Partnership and an Independent Member of the Nominations Committee of Outcome Health.

Special Responsibilities: Member, People & Culture Sub Committee. Member, Investment Sub Committee.

Ms Jan Boynton – Director BTRP, FAICD

Occupation: Company Director

Experience & Expertise: Member of the Board since September 2016. Ms Boynton has more than 25 years' experience in executive positions including: Former Regional Director with Regional Development Victoria, CEO of Radius Disability Services and Director, City Strategy with the City of Greater Bendigo. Ms Boynton is currently Chairperson of Bendigo Art Gallery, Deputy Chairperson of Lifeline Loddon Malle, Director of North Central Catchment Management Authority, a member of the Victorian Government's Councillor Code of Conduct Panel and a member of the AICD Bendigo Regional Forum and the AICD Not for Profit Chairs Panel.

Special Responsibilities: Member, People & Culture Sub Committee. Member, Audit & Risk Sub Committee.

Mr Paul Macartney – Director

GAICD

Occupation: Executive Management

Experience and Expertise: Member of the Board since September 2017. Mr Macartney is the CEO of Fixus Technologies, a software development business that specialises in creating software solutions for the health industry. He has held executive level roles with a digital flavour for more than 25 years. Mr Macartney has previously served as Regional Chair for the Victorian Chamber of Commerce and Industry and as a Non-Executive Director of the Central Victorian Business Network, the Bendigo Business Council and Community Foundation Central Victoria. Mr Macartney is currently a Director of Digital Streets, Bendigo bHive and Eaglehawk UFS and is a member of the Finance, Risk and Audit Committee for Bendigo Food Share.

Special Responsibilities: Member, Finance Sub Committee. Member, Audit & Risk Sub Committee.

Mr David Richardson – Director

BA, MBA, FAICD

Occupation: Education Executive

Experience and Expertise: Member of the Board since September 2016. Chairperson from September 2019 to October 2021. Mr Richardson has extensive experience in strengthening engagement with industry, government and the community and has held a wide number of executive management roles. He currently serves as the Campus Director for BendigoTAFE, and prior to that was the Partnerships Manager for Deakin University and was the Chief Executive Officer of Strategem Financial Group. He was previously an Independent Director of Coliban Water Authority and the Victorian Chamber of Commerce & Industry. Mr Richardson is currently the Chairperson of the Victorian Government's Regional Partnership for Loddon Campaspe and is a member of the Regional Development Advisory Committee (RDAC) to Minister Gayle Tierney MP.

Special Responsibilities: Chairperson, Investment Sub Committee. Member, Audit & Risk Sub Committee.

Ms Fleur Jackson – Director

BA/LLB, ACCS(PI) GAICD

Occupation: Lawyer

Experience and Expertise: Member of the Board since September 2017. Ms Jackson is an accredited specialist in personal injury law, employed as Senior Practice Leader, Work and Road Claims Victoria at Slater & Gordon Lawyers. Admitted to legal practice in 2003, Ms Jackson has established herself as an expert in WorkCover and common law injury claims, with additional experience in public liability and motor accident litigation and is a member of the Law Institute of Victoria, the Australian Lawyers Alliance, and the Bendigo Law Association. She previously served as the Honorary Secretary of Lifeline Central Victoria and Mallee. Ms Jackson currently serves as Chairperson of the Girton Grammar School Board, and as a Member of the Law Institute of Victoria Workers Compensation Committee.

Special Responsibilities: Chairperson, Audit & Risk Sub Committee. Member, Finance Sub Committee.

Ms Helen Symes – Director

BBUS(ACC), DIP. FIN. PLANNING, CERT IV AGRICULTURE, CPA, GAICD

Occupation: Management Consultant & Finance Manager

Experience and Expertise: Member of the Board since January 2019. Ms Symes is a Certified Practising Accountant and has over 29 years of diverse finance experience across a wide range of industries including healthcare, emergency services, corporate agriculture, media and public practice. She has held senior finance roles in both private and government organisations, including Ambulance Service Victoria, Warakirri Pty Ltd and Wimmera Health Care Group. Ms Symes is a partner in a dryland farming enterprise and a Non-Executive Director of Coliban Water and VicWater.

Special Responsibilities: Chairperson, Finance Sub Committee. Member People & Culture Sub Committee.

Company Secretary

Michelle Taylor

Michelle is the current Company Secretary. She is not a member of the Company and does not serve in any other capacity. She has attended all Board and Sub Committee meetings since 1 July 2023.

Meetings of Directors

The number of Directors meetings and sub committee meetings attended by each of the Directors of the company during the year were:

| | Board | | Audit & Risk | | Finance | | Investments | | People & Culture | |
|----------------------|-------|---|--------------|---|---------|---|-------------|---|------------------|---|
| | E | A | E | A | E | A | E | A | E | A |
| Mr Lee Bombardieri | 8 | 8 | - | - | 4 | 4 | 1 | 1 | 1 | 1 |
| Ms Judith Holt | 8 | 8 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| Ms Elizabeth Corbett | 8 | 8 | 2 | 1 | - | - | 3 | 3 | 4 | 3 |
| Ms Jan Boynton | 8 | 7 | 3 | 3 | 3 | 3 | - | - | 4 | 3 |
| Mr Paul Macartney | 8 | 7 | 5 | 5 | 4 | 4 | - | - | 1 | 1 |
| Mr David Richardson | 8 | 7 | 3 | 3 | 3 | 2 | 4 | 4 | - | - |
| Ms Fleur Jackson | 8 | 8 | 5 | 5 | 4 | 4 | - | - | 1 | 1 |
| Ms Helen Symes | 8 | 8 | - | - | 7 | 7 | 1 | 1 | 3 | 3 |

E - Eligible to attend A - Attended

The Company is limited by guarantee established under the Corporations Act 2001 (Cth). If the Company is wound up, the Constitution provides that each member is required to contribute a maximum of \$50 each towards any outstanding obligations of the company.

Significant Changes in the State of Affairs

There were no significant changes in the Company's state of affairs during the 2023-2024 financial year.

Events Subsequent to the End of the Reporting Period

There are no matters or circumstances that have arisen since the end of the financial year 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 future years.

Environmental Regulations

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

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2024 has been received and can be found on page 7 of the financial report.

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



Chairperson

Mr Lee Bombardieri



Deputy Chair

Ms Judith Holt

Dated this 31st day of October 2024



Crowe Audit Australia

ABN 13 969 921 386

Level 42, 600 Bourke Street
Melbourne VIC 3000 Australia

c/o Findex Mail Processing Team
PO Box 1608
Mildura VIC 3502 Australia

Main +61 (03) 9258 6700

Fax +61 (03) 9258 6722

www.crowe.com.au

Auditor's Independence Declaration

As an auditor of CVGT Australia Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

The declaration is in respect of CVGT Australia Limited during the year.

Crowe Audit Australia

Crowe Audit Australia

Tim Fairclough

Tim Fairclough

Partner

31 October 2024

Melbourne, Victoria

Some of the Crowe personnel involved in preparing this document may be members of a professional scheme approved under Professional Standards Legislation such that their occupational liability is limited under that Legislation. To the extent that applies, the following disclaimer applies to them. If you have any questions about the applicability of Professional Standards Legislation to Crowe's personnel involved in preparing this document, please speak to your Crowe adviser.

Liability limited by a scheme approved under Professional Standards Legislation.

The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is external audit, conducted via the Crowe Australasia external audit division and Unison SMSF Audit. All other professional services offered by Findex Group Limited are conducted by a privately-owned organisation and/or its subsidiaries.

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Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2024

| | Note | 2024 \$ | 2023 \$ |
|---|------|--------------------|------------------|
| Income | 2 | 43,825,336 | 53,782,233 |
| Other income | 2 | 2,615,570 | 1,443,015 |
| Advertising and associated costs | | (428,845) | (778,616) |
| Audit and consultancy costs | | (1,170,879) | (1,460,863) |
| Depreciation expense | 3 | (3,366,585) | (3,821,000) |
| Employee benefit expense | | (37,437,439) | (37,885,021) |
| Occupancy and associated costs | | (1,328,563) | (761,863) |
| Program costs | | (877,927) | (1,366,227) |
| Repairs and maintenance costs | | (502,638) | (640,390) |
| Subscriptions and membership costs | | (791,143) | (670,140) |
| Telecommunication costs | | (384,857) | (695,569) |
| Travel and motor vehicle costs | | (793,100) | (843,965) |
| Other expenses | | (1,141,516) | (1,584,663) |
| Current year surplus/(deficit) before income tax expense | | (1,782,586) | 4,716,931 |
| Income tax expense | | - | - |
| Net current year surplus / (deficit) | | (1,782,586) | 4,716,931 |
| Total other comprehensive income for the year | | - | - |
| Total comprehensive income attributable to members of the entity | | (1,782,586) | 4,716,931 |

Statement of Financial Position

As at 30 June 2024

| | Note | 2024 \$ | 2023 \$ |
|--------------------------------------|------|-------------------|-------------------|
| Current assets | | | |
| Cash and cash equivalents | 4 | 8,486,086 | 11,416,660 |
| Trade and other receivables | 5 | 1,007,529 | 2,567,235 |
| Financial assets | 6 | 21,496,391 | 21,518,969 |
| Other current assets | 7 | 904,042 | 955,251 |
| Total current assets | | 31,894,048 | 36,458,115 |
| Non-current assets | | | |
| Property, plant and equipment | 8 | 11,704,955 | 11,137,634 |
| Right of use assets | 9 | 4,611,642 | 6,368,942 |
| Total non-current assets | | 16,316,597 | 17,506,576 |
| Total assets | | 48,210,645 | 53,964,691 |
| Current liabilities | | | |
| Trade and other payables | 10 | 1,602,188 | 2,002,218 |
| Other financial liabilities | 11 | 970,276 | 2,500,883 |
| Provisions | 12 | 2,833,192 | 3,001,816 |
| Lease liabilities | 13 | 1,494,561 | 2,055,206 |
| Total current liabilities | | 6,900,217 | 9,560,123 |
| Non-current liabilities | | | |
| Provisions | 12 | 419,455 | 495,502 |
| Lease liabilities | 13 | 3,125,775 | 4,361,282 |
| Total non-current liabilities | | 3,545,230 | 4,856,784 |
| Total liabilities | | 10,445,447 | 14,416,907 |
| Net assets | | 37,765,198 | 39,547,784 |
| Equity | | | |
| Retained surplus | | 37,765,198 | 39,547,784 |
| Total equity | | 37,765,198 | 39,547,784 |

The accompanying notes form part of these financial statements

Statement of Changes in Equity

For the Year Ended 30 June 2024

| | Retained Surplus \$ | Total Equity \$ |
|--|---------------------------|-----------------------|
| Balance at 1 July 2022 | 34,830,853 | 34,830,853 |
| Surplus for the year | 4,716,931 | 4,716,931 |
| Total comprehensive income for the year attributable to members of the entity | 4,716,931 | 4,716,931 |
| Balance at 1 July 2023 | 39,547,784 | 39,547,784 |
| Deficit for the year | (1,782,586) | (1,782,586) |
| Total comprehensive income for the year attributable to members of the entity | (1,782,586) | (1,782,586) |
| Balance at 30 June 2024 | 37,765,198 | 37,765,198 |

Statement of Cash Flows

For the Year Ended 30 June 2024

| | Note | 2024 \$ | 2023 \$ |
|---|------|--------------------|--------------------|
| Cash flows from operating activities | | | |
| Receipts from customers | | 47,832,637 | 56,100,494 |
| Payments to suppliers and employees | | (49,147,853) | (50,297,166) |
| Interest received | | 1,458,113 | 795,366 |
| Net cash provided by operating activities | 15 | 142,897 | 6,598,694 |
| Cash flows from investing activities | | | |
| Purchase of investments | | (1,109,713) | (668,737) |
| Purchase of property, plant and equipment | | (1,847,965) | (884,163) |
| Proceeds from sale of property, plant and equipment | | 6,096 | 32,700 |
| Net cash used in investing activities | | (2,951,582) | (1,520,200) |
| Cash flows from financing activities | | | |
| Repayments of leases | | (2,130,889) | (2,894,667) |
| Net cash used in financing activities | | (2,130,889) | (2,894,667) |
| Net increase / (decrease) in cash held | | (4,939,574) | 2,183,827 |
| Cash and cash equivalents at the beginning of the financial year | | 13,575,660 | 11,391,833 |
| Cash and cash equivalents at the end of the financial year | 4(a) | 8,636,086 | 13,575,660 |

The accompanying notes form part of these financial statements

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies

The financial statements and notes represent those of CVGT Australia Ltd (the Company).

The financial statements were authorised for issue on the 31st October 2024 by the directors of the Company.

Basis of preparation

The general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) and the *Australian Charities and Not-for-Profits Commission Act 2012*. The Company is a not-for-profit entity for the purposes of preparing the financial statements.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Statement of Compliance

The Company does not have 'public accountability' as defined in AASB 1053 Application of Tiers of *Australian Accounting Standards* and is therefore eligible to apply the 'Tier 2' reporting framework under Australian Accounting Standards.

The financial statements comply with the recognition and measurement requirements of Australian Accounting Standards, the presentation requirements in those Standards as modified by AASB 1060 *General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* (AASB 1060) and the disclosure requirements in AASB 1060. Accordingly, the financial statements comply with Australian Accounting Standards - Simplified Disclosures.

New and revised accounting standards

All new, revised, amending standards and interpretations that were issued prior to the sign-off date and are applicable to the current reporting period did not have a material effect on the Company's financial statements.

No accounting standards have been adopted earlier than the application date as stated in the standard.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies (continued)

Accounting Policies

(a) Revenue

Revenue is recognised and measured at the fair value of the consideration received or receivable to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. The following specific recognition criteria must also be met before revenue is recognised:

- *Government income:* Government revenue is derived from services and programs performed on behalf of State, Commonwealth and local governments. These are recognised in the period in which the services are provided, having regard to achievement of service specific obligations of activities and targets within each program as specified in the funding and service contracts. Any funding received for services which have not been performed is recorded as a liability in the statement of financial position.
- *Government grants:* When Government grants are received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor.
- *Interest:* Interest is recognised on a proportional basis taking into account the interest rates applicable to the financial asset.
- *Other:* Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

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

(b) Income tax

The Company is exempt from paying income tax under section 50-45 of the *Income Tax Assessment Act 1997* and subsequently has not been charged any income tax expense.

(c) Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the Statement of Financial Position.

Cash flows are presented on a gross basis. The GST component of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies *(continued)*

Accounting Policies *(continued)*

(d) Cash and cash equivalents

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

(e) Trade and other receivables

Trade and other receivables include amounts from trade debtors, donors, and any outstanding grant receipts for services performed in the ordinary course of business. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(f) 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.

Property, Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1 (h) for details of impairment).

Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

Right of Use (ROU) Assets

A right-of-use (ROU) asset is recognised at the commencement date of a lease. The ROU asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset and restoring the site or asset.

ROU assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the consolidated entity expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. ROU assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies *(continued)*

Accounting Policies *(continued)*

(f) Property, plant and equipment *(continued)*

Right of Use (ROU) Assets *(continued)*

The entity has elected not to recognise a ROU asset and corresponding lease liability for short-term leases with terms of 12 months or less or for leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on a straight-line 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 |
|----------------------|-------------------|
| Land and buildings | 0% - 2.5% |
| Plant and equipment | 10% - 33% |
| Motor vehicles | 15% - 20% |

The depreciation rates for ROU assets are based on the commencement date to the earlier of the end of the useful life of the ROU asset or the end of the lease term.

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

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise.

(g) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the Company commits itself to either purchase or sell the asset (ie trade date accounting is adopted). Financial instruments are initially measured at fair value plus transactions costs, except where the instrument is classified "at fair value through profit or loss" in which case transaction costs are recognised immediately as expenses in profit or loss.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies *(continued)*

Accounting Policies *(continued)*

(g) Financial instruments *(continued)*

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the *effective interest method*.

The *effective interest method* is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability.

Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

(i) Financial assets at fair value through profit or loss

Financial assets are classified at 'fair value through profit or loss' when they are held for trading for the purpose of short-term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying amount being included in profit or loss.

(ii) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(iii) Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Company's intention to hold these investments to maturity. They are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies *(continued)*

Accounting Policies *(continued)*

(g) Financial instruments *(continued)*

Classification and subsequent measurement *(continued)*

(iv) Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

Impairment

At the end of each reporting period, the Company assesses whether there is objective evidence that a financial asset has been impaired. A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a "loss event") having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

In the case of financial assets carried at amortised cost, loss events may include: indications that the debtors (or a group of debtors) are experiencing significant financial difficulty, default or delinquency in interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in arrears or economic conditions that correlate with defaults.

For financial assets carried at amortised cost (including loans and receivables), a separate allowance account is used to reduce the carrying amount of financial assets impaired by credit losses. After having taken all possible measures of recovery, if management establishes that the carrying amount cannot be recovered by any means, at that point the written-off amounts are charged to the allowance account, or the carrying amount of impaired financial assets is reduced directly if no impairment amount was previously recognised in the allowance account.

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the Company recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

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.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies *(continued)*

Accounting Policies *(continued)*

(h) Impairment of assets

At the end of each reporting period, the entity assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of a class of asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

(i) Trade and other payables

Trade and other payables represent the liabilities for goods and services received by the Company during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(j) 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.

(k) Employee benefits

Short-term employee benefits

Provision is made for the Company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages and salaries. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The Company's obligations for short-term employee benefits such as wages and salaries are recognised as a part of current trade and other payables in the Statement of Financial Position.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies *(continued)*

Accounting Policies *(continued)*

(k) Employee benefits *(continued)*

Other long-term employee benefits

The Company classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the Company's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Upon the remeasurements of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss classified under employee benefits expense.

The Company's obligations for long-term employee benefits are presented as non-current provisions in its Statement of Financial Position, except where the Company does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current.

(l) Leases

The Company assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Company applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Company recognises lease liabilities to make lease payments and right-of-use assets representing the right to use the underlying assets.

(i) Lease liabilities

At the commencement date of the lease, the Company recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Company and payments of penalties for terminating the lease, if the lease term reflects the Company exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies (continued)

Accounting Policies (continued)

(l) Leases (continued)

In calculating the present value of lease payments, the Company uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g., changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

(ii) Short-term leases and leases of low-value assets

The Company applies the short-term lease recognition exemption to its short-term leases of machinery and equipment (i.e., those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low-value assets are recognised as an expense on a straight-line basis over the lease term.

(m) Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

(n) 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 the current trends and economic data, obtained both externally and within the Company.

Key estimates

(i) Impairment

The Company assesses impairment at each reporting period by evaluating the conditions and events specific to the Company that may be indicative of impairment triggers. Where an impairment trigger exists, the recoverable amount of the asset is determined. Value-in-use calculations performed in assessing the recoverable amounts incorporate a number of key estimates.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 1. Summary of Significant Accounting Policies (continued)

Accounting Policies (continued)

(n) Critical accounting estimates and judgements (continued)

Key judgments

(i) Provision for expected credit losses

Current trade receivables are generally on 30 to 60 day terms. These receivables are assessed for recoverability and a provision for expected credit losses is recognised when there is objective evidence that an individual trade receivable is impaired. As at 30 June 2024 a provision for expected credit losses of \$6,779 (2023: \$7,415) was recognised based on an individual assessment.

(ii) Employee benefits

For the purpose of measurement, AASB 119: *Employee Benefits* (September 2011) defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related services. As the Company expects all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the Company believes that obligations for annual leave entitlements satisfy the definition of short-term employee benefits and, therefore, can be measured at the (undiscounted) amounts expected to be paid to employees when the obligation is settled.

| | 2024 | 2023 |
|---|--------------------------|--------------------------|
| | \$ | \$ |
| Note 2. Revenue | | |
| Operating activities | | |
| - Group Training and Labour Hire income | 7,185,787 | 7,389,028 |
| - Workforce Australia income | 14,403,329 | 12,167,615 |
| - Jobactive income | - | 3,505,052 |
| - DES income | 11,550,278 | 15,223,186 |
| - TTW income | 5,149,721 | 3,880,194 |
| - ParentsNext income | 3,075,530 | 5,039,200 |
| - Other program income | 2,089,518 | 5,875,266 |
| - Other income | 371,173 | 702,692 |
| Total revenue from operation activities | <u>43,825,336</u> | <u>53,782,233</u> |
| Non-operating activities | | |
| - Sundry income | 47,363 | 39,535 |
| - Interest received | 1,376,298 | 882,407 |
| - Gains on disposal of assets | 315,200 | 13,167 |
| - Gains on investments | 876,709 | 507,906 |
| Total revenue from non-operating activities | <u>2,615,570</u> | <u>1,443,015</u> |
| Total revenue | <u><u>46,440,906</u></u> | <u><u>55,225,248</u></u> |

Notes to the Financial Statements

For the Year Ended 30 June 2024

| | 2024 | 2023 |
|---|------------------|------------------|
| Note 3. Expenses | \$ | \$ |
| <i>Surplus before income tax includes the following specific expenses</i> | | |
| Depreciation and amortisation | | |
| - Land and buildings | 334,215 | 324,798 |
| - Plant and equipment | 628,706 | 724,147 |
| - Motor vehicles | 311,627 | 260,661 |
| - Right of use assets vehicles | 278,982 | 398,736 |
| - Right of use assets properties | 1,813,055 | 2,112,658 |
| | <u>3,366,585</u> | <u>3,821,000</u> |
| Bad debt expense | 636 | 3,586 |
| Auditors' Remuneration | | |
| - Audit or review of the financial report of the Company | 23,340 | 22,440 |
| | <u>23,340</u> | <u>22,440</u> |

Note 4. Cash and Cash Equivalents

| | | |
|--|------------------|-------------------|
| <i>CURRENT</i> | | |
| Cash on hand | 2,993 | 5,104 |
| Cash at bank | 5,189,397 | 10,411,556 |
| Short-term investments - term deposits | 3,293,696 | 1,000,000 |
| | <u>8,486,086</u> | <u>11,416,660</u> |

(a) Reconciliation of cash and cash equivalents

Cash and cash equivalents at the end of the financial year as shown in the statement of cash flows are reconciled to items in the Statement of Financial

Position as follows:

| | | |
|----------------------------------|------------------|-------------------|
| Cash and cash equivalents | 8,486,086 | 11,416,660 |
| Financial assets - Term deposits | 150,000 | 2,159,000 |
| | <u>8,636,086</u> | <u>13,575,660</u> |

Notes to the Financial Statements

For the Year Ended 30 June 2024

| | 2024 | 2023 |
|--|------------------|------------------|
| Note 5. Trade and Other Receivables | \$ | \$ |
| <i>CURRENT</i> | | |
| Trade receivables | 222,469 | 242,475 |
| Provision for bad debts | (6,779) | (7,415) |
| | <u>215,690</u> | <u>235,060</u> |
| Other receivables - Accrued income | 791,839 | 2,332,175 |
| | <u>1,007,529</u> | <u>2,567,235</u> |

Note 6. Financial Assets

| | | |
|----------------|-------------------|-------------------|
| <i>CURRENT</i> | | |
| Investments | 21,346,391 | 19,359,969 |
| Term deposits | 150,000 | 2,159,000 |
| | <u>21,496,391</u> | <u>21,518,969</u> |

Note 7. Other Assets

| | | |
|-------------------|----------------|----------------|
| <i>CURRENT</i> | | |
| Prepayments | 574,292 | 581,767 |
| Security deposits | 329,750 | 373,484 |
| | <u>904,042</u> | <u>955,251</u> |

Note 8. Property, Plant and Equipment

| | | |
|-------------------------------------|-------------------|-------------------|
| <i>NON-CURRENT</i> | | |
| Land and buildings | | |
| At cost | 14,681,931 | 14,622,859 |
| Accumulated depreciation | (5,335,874) | (5,001,660) |
| | <u>9,346,057</u> | <u>9,621,199</u> |
| Plant and equipment | | |
| At cost | 5,523,543 | 5,278,804 |
| Accumulated depreciation | (4,817,954) | (4,362,783) |
| | <u>705,589</u> | <u>916,021</u> |
| Motor vehicles | | |
| At cost | 2,495,919 | 2,018,602 |
| Accumulated depreciation | (1,095,511) | (1,479,097) |
| | <u>1,400,408</u> | <u>539,505</u> |
| Work in progress | 252,901 | 60,909 |
| Total property, plant and equipment | <u>11,704,955</u> | <u>11,137,634</u> |

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 8. Property, Plant and Equipment (continued)

Movements in Carrying Amounts

Movements in carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year.

| | Land and buildings | Plant and equipment | Motor vehicles | Work in progress | Total |
|-------------------------------|-----------------------|------------------------|------------------|---------------------|-------------------|
| | \$ | \$ | \$ | \$ | \$ |
| Balance at 1 July 2022 | 9,916,917 | 1,037,318 | 626,511 | 20,476 | 11,601,222 |
| Additions | 29,081 | 608,294 | 193,187 | 40,433 | 870,995 |
| Disposals | - | (5,444) | (19,533) | - | (24,977) |
| Reallocation | - | - | - | - | - |
| Depreciation expense | (324,799) | (724,147) | (260,660) | - | (1,309,606) |
| Balance at 1 July 2023 | 9,621,199 | 916,021 | 539,505 | 60,909 | 11,137,634 |
| Additions | 59,072 | 421,135 | 1,175,766 | 191,992 | 1,847,965 |
| Disposals | - | (2,861) | (3,235) | - | (6,096) |
| Reallocation | - | - | - | - | - |
| Depreciation expense | (334,214) | (628,706) | (311,628) | - | (1,274,548) |
| Balance at year end | 9,346,057 | 705,589 | 1,400,408 | 252,901 | 11,704,955 |

Note 9. Right of Use Assets

NON-CURRENT

Plant and equipment

| | 2024 | 2023 |
|----------------------------------|------------------|------------------|
| | \$ | \$ |
| Vehicles | 172,375 | 359,688 |
| Properties | 4,439,267 | 6,009,254 |
| Total right of use assets | 4,611,642 | 6,368,942 |

Movements in Carrying Amounts

Movements in carrying amounts for each class of right of use asset between the beginning and the end of the current financial year.

| | Vehicles | Properties | Total |
|------------------------------------|----------------|------------------|------------------|
| | \$ | \$ | \$ |
| Balance at 1 July 2023 | 359,688 | 6,009,254 | 6,368,942 |
| Additions/disposals | 91,669 | 243,068 | 334,737 |
| Depreciation expense | (278,982) | (1,813,055) | (2,092,037) |
| Carrying amount at year end | 172,375 | 4,439,267 | 4,611,642 |

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 10. Trade and Other Payables

CURRENT

| | 2024 | 2023 |
|--|------------------|------------------|
| | \$ | \$ |
| Trade payables | 202,511 | 344,525 |
| Sundry payables | 341,803 | 211,671 |
| Accrued expenses | 884,298 | 976,125 |
| Other payables (net amount of GST payable) | 173,576 | 469,897 |
| | <u>1,602,188</u> | <u>2,002,218</u> |

Note 11. Other Financial Liabilities

CURRENT

| | | |
|-------------------|----------------|------------------|
| Income in advance | <u>970,276</u> | <u>2,500,883</u> |
|-------------------|----------------|------------------|

Note 12. Provisions

CURRENT

| | | |
|--|------------------|------------------|
| Employee benefits - annual leave | 1,972,790 | 2,110,106 |
| Employee benefits - long service leave | 746,938 | 819,067 |
| Employee benefits - RDO/TIL | 25,626 | 17,586 |
| Lease - make good | 87,838 | 55,057 |
| | <u>2,833,192</u> | <u>3,001,816</u> |

NON-CURRENT

| | | |
|--|-------------------------|-------------------------|
| Employee benefits - long service leave | 221,863 | 256,530 |
| Lease - make good | 197,592 | 238,972 |
| | <u>419,455</u> | <u>495,502</u> |
| Total provisions | <u>3,252,647</u> | <u>3,497,318</u> |

Provision for Employee Benefits - annual leave and long service leave

Provision for employee benefits includes amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the Company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 12. Provisions (continued)

Provision for Employee Benefits – annual leave and long service leave (continued)

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 1 (n).

Provision for Lease Make Good

Provision for lease make good is in accordance with lease agreements held with the company. Where the lease requires, the company must restore the leased premises to the original condition before the expiry of the lease term. These costs are based on experience and consideration of the expected future costs to remove all fittings as well as costs to remedy any damages caused during the removal process.

The current portion for the lease make good provision includes make good estimates for leases due to expire within the next 12 months.

| | 2024 | 2023 |
|-----------------------------------|------------------|------------------|
| | \$ | \$ |
| Note 13. Lease liabilities | | |
| <i>CURRENT</i> | | |
| Vehicles | 168,002 | 320,707 |
| Properties | 1,326,559 | 1,734,499 |
| | <u>1,494,561</u> | <u>2,055,206</u> |
| <i>NON-CURRENT</i> | | |
| Vehicles | 14,263 | 47,513 |
| Properties | 3,111,512 | 4,313,769 |
| | <u>3,125,775</u> | <u>4,361,282</u> |
| Total lease liabilities | <u>4,620,336</u> | <u>6,416,488</u> |

Note 14. Members' Guarantee

The Company is limited by guarantee. If the Company is wound up, the Constitution states that each member is required to contribute a maximum of \$50 each towards any outstanding obligations of the Company. At 30 June 2024 the number of members was 14 (2023: 14).

Notes to the Financial Statements

For the Year Ended 30 June 2024

| | 2024 | 2023 |
|---|----------------|------------------|
| | \$ | \$ |
| Note 15. Cash Flow Information | | |
| Reconciliation of cash flow from operations with surplus after income tax | | |
| Surplus after income tax expense | (1,782,586) | 4,716,931 |
| Non-cash flows in surplus: | | |
| - Depreciation | 3,366,585 | 3,821,000 |
| - Unrealised (gain)/loss on investments | (881,921) | (487,953) |
| - Loss on disposal of property, plant and equipment | 5,212 | 5,444 |
| Changes in assets and liabilities: | | |
| - (Increase)/decrease in trade and other receivables | 1,559,706 | (1,652,401) |
| - (Increase)/decrease in other assets | 51,209 | (106,497) |
| - Increase/(decrease) in trade and other payables | (400,030) | (75,604) |
| - Increase/(decrease) in other liabilities | (1,530,607) | (258,209) |
| - Increase/(decrease) in provisions | (244,671) | 635,983 |
| Cash flows from operations | <u>142,897</u> | <u>6,598,694</u> |

Note 16. Related Parties

(a) Remuneration of key management personnel

| | | |
|---|------------------|------------------|
| Total key management personnel remuneration | <u>1,592,865</u> | <u>1,538,399</u> |
|---|------------------|------------------|

(b) Transactions with related parties

No director or related party have entered into any contract with the Company since the end of the previous financial year and there were no material contracts involving director interests subsisting at year end. There were no loans to directors or a related party.

Note 17. Contingent Liabilities and Assets

(a) Contingent Assets

On 2 January 2024, a flood event impacted our Victoria Street property. The tenant is currently still using the site however there is a pending insurance claim for lost rent and site repairs. The claim is likely to be settled in the coming months and an economic benefit is probable.

Estimations on the value of the settlement have been received, however as this is an ongoing matter to avoid any misleading indications these estimations have not been disclosed in accordance with AASB 137.

(b) Contingent Liabilities

There were no contingent liabilities as at 30 June 2024.

Notes to the Financial Statements

For the Year Ended 30 June 2024

Note 18. Events after the Reporting Period

There have been no events subsequent to date that have an impact that would require disclosure in the financial statements or notes there-of.

Note 19. Company Details

The registered office and principal place of business is:

CVGT Australia Ltd (Trading as CVGT Employment)
 Corner Jackson & Stanfield Streets
 Long Gully, Victoria , 3550

Directors' Declaration

For the Year Ended 30 June 2024

1. The financial statements and notes, as set out on pages 1 to 28, are in accordance with the *Australian Charities and Not-for-Profits Commission Act 2012* and:
 - a. comply with the Australian Accounting Standards; and
 - b. give a true and fair view of the Company's financial position as at 30 June 2024 and of its performance for the year ended on that date.
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 signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Chairperson



Mr Lee Bombardieri

Deputy Chair



Ms Judith Holt

Dated this 31 day of October 2024



Crowe Audit Australia
ABN 13 969 921 386
Level 42, 600 Bourke Street
Melbourne VIC 3000 Australia
c/o Findex Mail Processing Team
PO Box 1608
Mildura VIC 3502 Australia
Main +61 (03) 9258 6700
Fax +61 (03) 9258 6722
www.crowe.com.au

Independent Auditor's Report To the Members of CVGT Australia Limited

Opinion

We have audited the financial report of CVGT Australia Limited (the Company), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to and forming part of the financial statements, including a summary of significant accounting policies, and the declaration by the directors.

In our opinion, the accompanying financial report of the Company is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the Company's financial position as at 30 June 2024 and of its financial performance for the year then ended.
- (b) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the code.

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

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Other Information

The directors are responsible for the other information. The other information comprises the information contained in the Company's Annual Report for the year ended 30 June 2024 but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and the Directors for the Financial Report

Management is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and for such internal control as management determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, 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 intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The directors 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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events



or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

Crowe Audit Australia

Crowe Audit Australia

Tim Fairclough

Tim Fairclough
Partner

31 October 2024
Melbourne, Victoria



As we celebrate 40 years of connecting people to meaningful work, we look forward to a brighter, more stable financial future, driven by innovation and our commitment to service excellence for those we serve.”

Brad Vice
CHIEF FINANCIAL OFFICER



ABOVE
CVGT Employment participated in the Move for Mental Health 24 Hour Challenge on World Mental Health Day, October 10, 2023. Alongside other sponsors and hospital staff, they exercised continuously for 24 hours to raise awareness and funds for mental health services and exercise programs in the Bendigo region.

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