

WORLDSKILLS
AUSTRALIA

Annual Report

2015-2016



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WANT TO GET INVOLVED?



Message from the Chair

The vocational education and training (VET) sector is central to Australia's economic growth, productivity and employment outcomes. WorldSkills Australia plays an essential role in fostering skills excellence, career building, the promotion of VET, and creates international cooperation and development.

The past year has been significant with the organisation making a strategic commitment to broaden our agenda. Ongoing success will be determined by our ability to be relevant, requiring further development of a strategic focus that will broaden the revenue base, increase awareness of VET, highlight the power of skills excellence and importantly increase collaboration with industry, governments, stakeholders, and volunteers.

The board is committed to growth, through participation, and the support of volunteers who give their time so generously to assist Australia's young men and women develop their skills.

I would like to acknowledge outgoing CEO, Mark Callaghan for his 10 years of dedication and commitment and thank Brigitte Collins who acted as interim CEO. Her qualities in the role were both appreciated and admired.

Welcome to Brett Judd who joined as CEO in June and who is charged with expanding the organisation's thinking and focus.

Finally, I would to thank the management team, the volunteers for their tireless energy and acknowledge our stakeholders and sponsors for their support.

To Deputy Chair Kevin Harris and my fellow Board Members, who provide ready council and their extensive experience, thank you.

BRIAN WEXHAM, CHAIR



Message from the CEO

When I joined WorldSkills Australia in June 2016, we were just 114 days away from the biennial National Competition. As the planning and preparation for the event progressed I had the privilege of meeting many wonderful volunteers who are committed to WorldSkills and it became apparent to me that our volunteers are the lifeblood of the organisation.

During the year our volunteers committed countless hours to run more than 500 regional competitions. It was an incredibly generous gift to the young men and women who participate in WorldSkills competitions. This was made even more extraordinary by the support shown from local TAFE institutes, industry and employers who donated the use of training facilities, materials, goods and services.

2015 was also the WorldSkills international competition year and Team Australia was represented by 26 Skillaroos, along with their skill experts, who between them won 3 Silver Medals, 2 Bronze Medals, 11 Medallions of Excellence and 1 Best in Nation. This wonderful result ranks Australia 12th out of the 59 competing member countries.

Underpinning all of this activity was a series of Try'aSkill events held around the country. This is a grass roots program, providing a hands-on experience, that played host to thousands of school students who were able to interact with skilled tradespeople while their parents were informed about VET pathways.

There is an overwhelming amount of goodwill for WorldSkills Australia from Federal and State Governments, the TAFE system, employers and the current commercial sponsors and partners but this doesn't mean that the organisation is not without its challenges.

As we work through 2016 and into 2017 we will interrogate all aspects of the organisation focusing on the fundamentals. Concurrently we will work to diversify our revenue streams through a variety of channels. We will continue to have a strong bond with the TAFEs throughout Australia however, we will engage with industry, employers and private providers, in a meaningful way, to broaden our footprint.

I've been both humbled and overwhelmed by the generosity and support shown to me by the incredibly dedicated volunteers, the Chair and the Board, office staff, the Federal, State and Territory government personnel, the leaders and staff from the many TAFE institutes and the committed sponsors and supporters. I look forward to leading the organisation through this exciting period of change and growth as we continue to support and promote VET in all its forms.

BRETT JUDD, CEO

Meet our board



BRIAN WEXHAM CHAIR, CHIEF EXECUTIVE OFFICER, SKILLSONE

Born in London, Brian is an experienced executive and non-executive director with an extensive background in media and advertising, spanning over 30 years. Brian spent 15 years with The Times and Sunday Times in a variety of executive roles, gaining significant operational experience across editorial and advertising. From 1983, he spent several years in Cape Town, South Africa working with the largest publishing company, Media 24.

He later returned to London and joined The Observer as a Director in 1986 and was also on the main board of the newly launched Today newspaper. In 1990, Brian moved to Nairobi, Kenya to head up Lonrho PLC's East African publishing interests as Chief Executive.

He is the author of several books, including the highly acclaimed Shipwrecks (Timmins), as well as being the author of a successful international cartoon strip. In 2006 Brian was appointed to the position of Chief Executive Officer of The Institute for Trade Skills Excellence. He is a committed proponent of vocational education and training, and is now CEO of SkillsOne Television and Founder of National Skills Week.

In 2013, Brian was nominated as Chair of WorldSkills Australia, and also holds several non-executive board positions, which include Creative Communications and is the Chair of The Australian Children's Music Foundation.

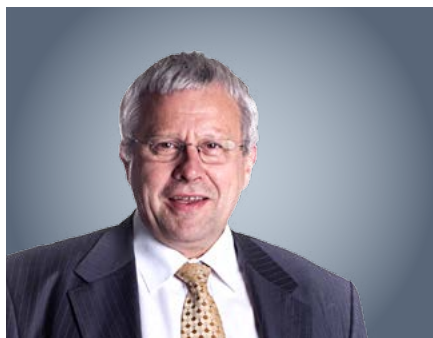


KEVIN HARRIS DEPUTY CHAIR

During his 14 years as Director of TAFE NSW Northern Sydney Institute (NSI), Kevin was instrumental in building one of TAFE's national leading institutes.

His leadership has seen the NSI emerge as a leader in IT training in NSW through associations with global ICT companies including CISCO Systems, Nortel Communications, IBM, Oracle and Microsoft. Kevin's commitment to education and skills development is reflected by

membership of government and industry entities focused on innovation and skills development. Kevin was awarded the Public Service Medal in the 2014 Queen's Birthday Honours List for his achievements in public education and skills development at the national level.



MARTIN BAIRD MANAGING DIRECTOR OF AKIBA PTY LTD

Martin was appointed as an independent Member of the WorldSkills Australia Finance & Audit Committee in 2005 and was invited to join the Board in 2010. He is currently the Managing Director of Akiba Pty Limited and of www.office Pty Limited. Martin is a Certified Practising Accountant, a Chartered Company Secretary and a Fellow of the Australian Institute of Company Directors. He has an ongoing interest in the good governance of

organisations serving for many years on the Professional Development Committee of the Governance Institute of Australia (GIA). Martin was formerly Chair of GIA's NSW State Council and is a Director and Chairs the Audit and Risk Committee of Chiropractors Association of Australia (National). He was formerly a member of the Finance & Audit Committee of Trainworks Limited and Company Secretary of St George Community Housing Limited.



JEANETTE ALLEN CONSULTANT, JEANETTE ALLEN CONSULTING

Jeanette was the CEO of Service Skills Australia between 2004 and 2014 with responsibility for the management of the skills and workforce development activities of the Skills Council. She took a leadership role in the development of international recognition of a range of vocational qualifications with a number of countries and has achieved international benchmarking of National Qualifications.

Jeanette commenced her career as a hairdresser and after several years became a teacher in QLD. During this time she completed a B. Ed and M. Ed. Jeanette moved to the private sector in 1998 following her appointment as Executive Director of the Wholesale Retail and Personal Services Industry Training Council. In 2011 Jeanette was the Inaugural Winner of the Australian Training Awards 'Leadership in Quality' award.



DOUG WRIGHT CONSULTANT, AUSTRALIAN INDUSTRY GROUP

Doug was appointed as a Board Director in 2009. He is currently working part-time at the Australian Industry Group. Doug has studied at the University of Sydney and Deakin University where he attained a Bachelor of Economics and a Bachelor of Arts. Doug is on the Board of the NSW TAFE Commission and the Commonwealth

Study Conferences inc. Executive Committee. He is also a member of the Governing Council of TAFE Higher Education.



JARRAD LANGDON DIRECTOR OF JALA DESIGN

After completing several TAFE courses Jarrad's talents have resulted in success both locally and internationally. The pinnacle of this success was his gold medal in Website Design at the WorldSkills International Competition, Helsinki 2005. In 2007, Jarrad established Jala Design Pty Ltd - an Australian design agency with a passion for graphic design, website design, marketing and branding. Jarrad is now passing

on his talents to future designers by teaching design skills at TAFE NSW Northern Sydney Institute. He continues his involvement with WorldSkills Australia as a regional/national judge, regional/national project designer, International Chief Expert and current Board member.



JACK HANRAHAN RETAILER RELATIONS, SCENTRE GROUP

Jack has over 30 years' experience across various retail sectors in a variety of executive roles. He has broad expertise in retail, developed with both publicly listed and private retailers and is owner of his own retail business. Jack had his own consulting company focusing on strategy/training and was CEO of a start-up company for 6 years. His last corporate role was with Westfield heading

up their Retailer Relations for 8 years. Jack has a Master's Degree from MGSM and is the author of *Retail Strategy Planning & Control*, in addition to other published papers on retail. He has taught MBA & Graduate programs in marketing, retail and strategy at several universities.



WAYNE COLLYER

In 1993, during his 10 years at Central West TAFE in Geraldton, Wayne completed his Master's in Education. In 2004, he was appointed as Managing Director of Polytechnic West in Perth, Western Australia providing a commitment to quality training, leading Polytechnic West as Western Australia's Large Training Provider of the year in 2011. Wayne continues to make contributions to training policy development

and delivery, especially in employment based training and for students acquiring a higher qualification through a VET pathway. Wayne was a board member of the TAFE Directors Australia board for nine years and continues to serve the training sector on state and national committees. Wayne retired from his position as Managing Director of Polytechnic West in 2013.



CORALIE MORRISSEY PRESIDENT ASIA PACIFIC LCI EDUCATION NETWORK

Coralie was the Executive Dean, Faculty of Business and Hospitality at THINK Education Group based in Sydney, has more than 20 years' experience in the VET sector and was previously employed with Swinburne University of Technology in Victoria where she was Executive Director at the Centre for Engineering, Technology & Trades.

Prior to that, Coralie was the Executive Dean of the Faculty of Technical and Trades Innovation at Victoria University, where she led the Faculty in the development and delivery of vocational education products and services on campus, internationally and in industry.



Investing in Skills

There has never been a more important time to invest in young people than right now. We need the next generation of young men and women to be more innovative, more skilled and more courageous to drive the future of the nation's economy.

We do not view young people as a problem to be solved! We believe that they provide opportunities to solve tomorrow's problems today.

WE *Create* OPPORTUNITIES FOR YOUNG MEN AND WOMEN TO BECOME THE VERY BEST VERSION OF THEMSELVES POSSIBLE

WE PROMOTE AND BUILD A *Skills* CULTURE

WE CELEBRATE *Excellence* AND SHOWCASE VOCATIONAL EDUCATION AND TRAINING

OUR AMBITION IS TO DRIVE OUR ECONOMY AND HIGHLIGHT THE PATHWAYS AVAILABLE IN VOCATIONAL EDUCATION AND TRAINING BY INVESTING IN THE NATION'S YOUNG PEOPLE *Now.*



Events Wrap Up

The year that was

WorldSkills Australia's focus is to encourage young Australians to achieve their full potential. We do this through our efforts to support skills excellence in Australia and benchmarking our competition projects against international standards.

We are accomplishing this huge task with the help of Government, TAFE institutes, Group Training Organisations, Registered Training Organisations, employers, schools, industry and volunteers.

TO GET INVOLVED IN
REGIONALS AS A COMPETITOR,
VOLUNTEER OR SPONSOR, VISIT:
WORLDSKILLS.ORG.AU/REGIONALS

TRY'aSKILL

Try'aSkill is our interactive grassroots program that allows participants to try their hand at various trade and skills-based professions. The displays are entertaining, informative and offer access to skills involved within a range of fields. This unique and exciting program that promotes VET gives participants the opportunity to interact with trainers and local businesses to receive valuable career advice.

WorldSkills Australia conducted over 200 Try'aSkill activities throughout the year with almost 50,000 students attending the events.

WorldSkills Australia continues to work with partners to deliver Try'aSkill events around Australia further providing a range of opportunities to experience skills and seek information about trade and skills-based careers.



REGIONALS

In 31 regions located throughout Australia, over 5,000 young men and women competed in close to 500 regional competitions. These regional events are the foundation of WorldSkills Australia and provide a pathway towards excellence for those who win and successfully make their way towards the biennial National Competition.

In 2015 WorldSkills Australia introduced three new skill categories to the regional events: Games Design and Development, VETiS Bricklaying and VETiS Hairdressing, taking the total skill categories to 60 for the first time.

After the completion of these events over 500 competitors were eligible to compete at the National Competition at Melbourne Showgrounds in Melbourne.

Throughout 2017 every state and territory will run hundreds of regional competitions to encourage thousands of young men and women to strive to be the best apprentice or trainee in their region and skill category.



| Primary School students participating in Try'aSkill activities.



In August 2015, a team of 26 young men and women represented Australia in the 43rd WorldSkills International Competition held in São Paulo, Brazil. As a result Australia ranked 12th from 59 competing nations winning 5 Medals and being awarded 11 Medallions of Excellence and 1 Best in Nation.

KEY HIGHLIGHTS

Logistics

- 213,000sq metres of competition space
- 17,000 site crew
- 800 volunteers
- 1,189 competitors
- 3,429 international participants
- 74 sponsors
- 59 countries participating in 50 skills
- 43 booked hotels
- 752 tonnes of equipment
- 740,941 items of equipment on the infrastructure list
- 114,000 people to transport

Opening Ceremony

- 8,200 attendees
- Live streaming - 10,462 views

Competition

- 259,000 visitors
- 92,205 app downloads
- 451,533 social media interactions
- 92,938 meals
- 806 accredited press
- 1915 articles published over 195 media channels
- 183 medals awarded
- 419 Medallions of Excellence awarded
- 800 volunteers

Closing Ceremony

- Live streaming - 20,231 views

The 2015 Skillaroo results are:

SILVER MEDAL

Harlan Wilton (NSW), Web Design

Education provider: TAFE NSW Western Sydney Institute
Employer: Superior IT Technologies

Joseph Pauley (WA), Industrial Mechanics Millwright

Education provider: Polytechnic West
Employer: Albany Engineering

Jyothi Forman (NSW), Jewellery

Education provider: Melbourne Polytechnic
Employer: Georgies Fine Jewellery
Sponsor: Melbourne Polytechnic

BRONZE MEDAL

Dylan Di Martino (VIC), Plumbing & Heating

Education provider: Victoria University
Employer: Paul's Plumbing Service
Sponsor: Reece Plumbing

Sam Spong (NSW), Bricklaying

Education provider: TAFE NSW Illawarra Institute
Employer: L&E McMahon Bricklaying
Sponsor: ABBTF

BEST IN NATION

Joseph Pauley (WA), Industrial Mechanics Millwright

Education provider: Polytechnic West
Employer: Albany Engineering

MEDALLION OF EXCELLENCE

Adele Di Bella (NSW), Pâtisserie & Confectionery

Education provider: TAFE NSW Northern Sydney Institute
Employer: Adriano Zumbo

Beau Kupris (NSW), Refrigeration & Air Conditioning

Education provider: TAFE NSW South Western Sydney Institute
Employer: Amertec Pty Ltd
Sponsors: Heatcraft Australia and Danfoss

Blair Watters (NSW), Car Painting

Education provider: TAFE NSW Hunter Institute
Employer: T&K Restorations

Dale Fisher (VIC), Graphic Design Technology

Education provider: RMIT University
Employer: Self employed
Sponsor: The Collie Print Trust

Emma Hillier (NSW), Fashion Technology

Education provider: TAFE NSW South Western Sydney Institute

Hayley Parker (VIC), Hairdressing

Education provider: the Gordon
Employer: Salon Sojourn

John Reminis (NSW), Bakery

Education provider: TAFE NSW Illawarra Institute
Employer: Bakehouse Delights Nowra East

Kallon McVicar (NSW), Welding

Education provider: TAFE NSW Illawarra Institute
Employer: Mainteck Pty Ltd
Sponsor: Welding Technology Institute of Australia (WTIA)

Karl Davies (VIC), Automobile Technology

Education provider: Federation University
Employer: Spanners and Sparks Automotive

Nicholas Roman (NSW), Joinery

Education provider: TAFE NSW Illawarra Institute
Employer: Evalock Windows & Doors

Samantha Johnson (NSW), Restaurant Service

Education provider: TAFE NSW Northern Sydney Institute
Employer: Reef Restaurant
Sponsor: Didasko Group



Above Sam Spong (centre with Australian flag), Bricklaying, celebrating his Bronze medal.



Thank you to our Commercial Partners & Sponsors

We say a huge THANK YOU to all our generous partners. You have provided us with the products, funding, resources and support to promote and build a skills culture but most importantly you have helped us change the lives of young Australians.

If you're someone who believes that investing in young people makes a difference to Australia's future or your organisation is looking for a way to make a difference in a positive, measurable and very real way, we'd love to hear from you. #makeithappen

WORLDSKILLS.ORG.AU/PARTNERSHIPS

You made it happen

PRINCIPAL CATEGORY PARTNERS



ASSOCIATE CATEGORY PARTNERS



MEDIA PARTNERS



COMMUNITY



OFFICIAL NETWORK PARTNER



SUPPORTING PARTNERS

ACPET • AJS • APACK • AUSTRALIAN JEWELLERS SUPPLIES • ANEST IWATA • ASHDOWN INGRAM • AUSTRAL BRICKS AUSTRAL MASONRY • AUSSIE PLASTIC PROFILES • AUSTRALIAN VISUAL SOLUTIONS • BAMSTONE • BAT TRIMS • BELMACIL • THE BIG TOWEL COMPANY • BOWENS • BSC • CAPRAL • CAR O LINER • CEREBOS • CITY FRESH WHOLESALERS • COLLIE PRINT TRUST • CSR GYPROCK • CSR HEBEL • CUMMINS • DAISY'S GARDEN SUPPLIES • DANDENONG STEEL • DEL-RE NATIONAL FOOD GROUP • DEWALT • DURST • EATON • ESSENDON MITSUBISHI • EVENTBRITE • F MAYER IMPORTS • FOILERORE • HUME INTERNATIONAL • IMPORTS OF FRANCE • IMPULSE FLOWERS • JAMES HARDIE • JAMES N. KIRBY • JOICO • KRIO KRUSH • KUBOTA • LAUCKE FLOURS • LEUSSINK ENGINEERING • LYCON • MATHEWS TIMBER • MACFARLANE ENGINEERING • PERMA NAIL • PRYSMIAN • REFOIL • RONSON GEARS • ROTHENBERGER • SCHNEIDER CLIPSAL • SUSTAINABLE SALONS AUSTRALIA • TOTAL TOOLS • THE TOWEL EXCHANGE • TRUFLOW • VISUAL INDUSTRIES SUPPLIERS ASSOCIATION • VISUAL CONNECTIONS • WURTH • YINGFEI HAIR

WHAT YOU'VE SAID

“Axalta have partnered with WorldSkills Australia for 10 years, and we believe that Regional and National Competitions have proven year after year to help improve competitors' skills, build their confidence, and expose them to the latest technology and techniques.”

PAUL POLVERINO, NATIONAL TRAINING MANAGER,
AXALTA COATING SYSTEMS

“We financially support WorldSkills Australia as we know what incredible opportunities WorldSkills presents to all competitors. Supporting WorldSkills Australia is a way that Pallion can give back to the jewellery industry and encourage young apprentices to learn and master the art of jewellery making.”

LUCY MAINE, MARKETING MANAGER,
PALLION

“The importance our company places on education and skill development for financial independence aligns perfectly with the values of WorldSkills.”

SUZETTE CASSIE, GENERAL MANAGER,
DERMALOGICA



Volunteers: The lifeblood of WorldSkills

WorldSkills Australia has been around for 35 years and in that time 100,000 young Australians have taken part in WorldSkills events.

As I reflect on the work that has gone into all our competitions, I am once again humbled by the immense support and dedication displayed by the WorldSkills Australia family of volunteers and sponsors. Hundreds of passionate individuals and organisations dedicate their time, resources and expertise, providing young people across the country with valuable opportunities to challenge themselves and benchmark their skills against their peers.

Our volunteers act as judges, team leaders, mentors and assist with everything from providing essential materials and equipment to answering queries and giving tours.

Thank you to the amazing men and women that support WorldSkills Australia, you are our true champions. You are the lifeblood of our organisation. Without you, we would not be able to achieve everything we set out to do.

WorldSkills Australia's success is your success.

BRETT JUDD, CEO, WORLDSKILLS AUSTRALIA

WorldSkills Australia's
success is your success.

Volunteers can participate in many roles including:

- Regional, state and national project designers
- Chief judges
- Judges
- Competition coordinators
- Skill Category convenors
- Local trainers
- IT crew
- Logistics coordinators
- Team leaders
- Skill managers
- International experts and delegates
- Administrative roles
- Event and promotions
- And many more...

TO FIND OUT MORE OR TO REGISTER YOUR INTEREST AS A VOLUNTEER VISIT:

WORLDSKILLS.ORG.AU/VOLUNTEER



Our Government and Education Partners

Thank you for your continued support



Australian Government
Department of Education and Training

Without the continued support from the Federal Government Department of Education & Training, WorldSkills Australia could not achieve its ongoing success.

This government support is invaluable in helping thousands of young men and women who participate in our events, achieve their goals.



It takes a great number of people and organisations to make the WorldSkills Australia events run. Without the support of each State and Territory Government and education bodies supporting the regional competitions we wouldn't have the platform to build on for the National and International Competitions. Our regional competitions bring communities together and allow young men and women to experience a taste of what WorldSkills Australia can provide them.

VICTORIA

- Bendigo TAFE
- Box Hill Institute
- Chisholm
- Federation Training
- Federation University - Australia
- GoTAFE
- the Gordon
- Holmesglen
- Kangan Institute
- Melbourne Polytechnic
- RMIT University
- South West Institute of TAFE
- Sunraysia Institute
- Swinburne University of Technology
- Victoria Polytechnic
- Wodonga TAFE
- William Angliss Institute

QUEENSLAND

- Central Queensland University
- TAFE QLD
- TAFE Brisbane
- TAFE East Coast
- TAFE North
- TAFE Gold Coast
- TAFE South West
- TAFE Skills Tech

WESTERN AUSTRALIA

- Central Regional TAFE
- North Metropolitan TAFE
- South Metropolitan TAFE
- South Regional TAFE

TASMANIA

- TasTAFE

NEW SOUTH WALES

- TAFE NSW
- TAFE NSW Hunter Institute
- TAFE NSW Illawarra Institute
- TAFE NSW New England Institute
- TAFE NSW North Coast Institute
- TAFE NSW The Northern Sydney Institute
- TAFE NSW Riverina Institute
- TAFE NSW South Western Sydney Institute
- TAFE NSW Sydney Institute
- TAFE NSW Western Institute
- TAFE NSW Western Sydney Institute

SOUTH AUSTRALIA

- TAFE SA

AUSTRALIAN CAPITAL TERRITORY

- Canberra Institute of Technology

NORTHERN TERRITORY

- Charles Darwin University

PRIVATE RTOs

- Crown College
- Heading Out Academy
- IMVC
- Le Cordon Bleu
- Marjorie Milner College
- Ringwood Training
- Skillinvest
- MPA Skills
- College of Electrical Training



Marketing Report

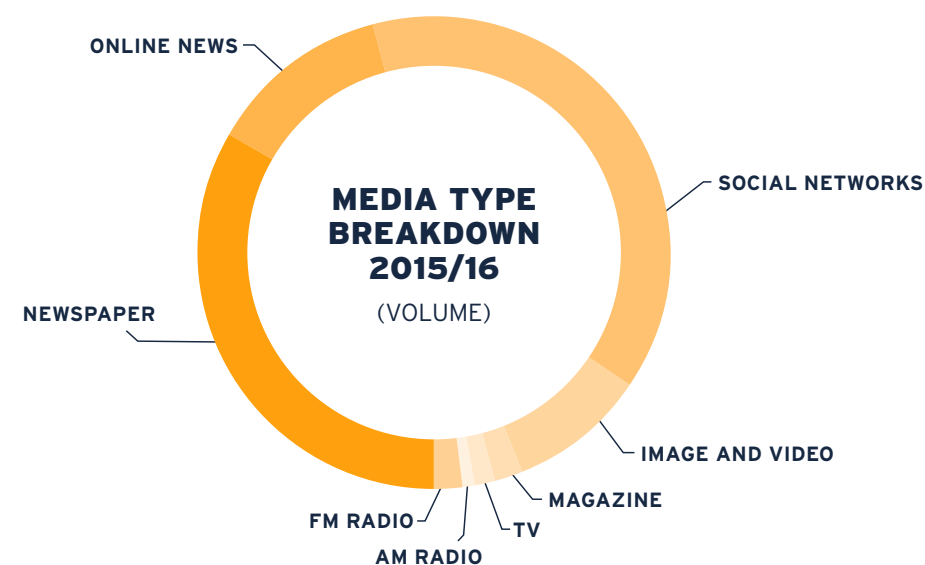
Achieving Results



+ Everywhere!

IF YOU HAVE AN IDEA OR STORY
FOR WORLDSKILLS AUSTRALIA,
PLEASE EMAIL:

MARKETING@WORLDSKILLS.ORG.AU



2015 Skilaroos visited the Channel 7 studio to promote their achievements from Brazil.



HIGHLIGHTS

- 40,000,000 people reached through all media coverage
- \$9 million worth of media coverage in 2015/16

SOCIAL

- 57% more engagement of Skilaroos team compared to other content

DIGITAL

- 42% of total media coverage comprised of online news and editorial content and social media activity

PRINT

- 50% of coverage received was in print, the majority of which was from regional, local and metropolitan newspapers

ACTIVATIONS

- 50,000 students reached through Try'aSkill activities
- Participated in National Skills Week showcasing Skilaroos success in Brazil
- Over 100 appearances made by Skilaroo and BBM recipients at live events

TV AND RADIO

- Coverage across major media outlets including Channel Seven, Triple M, Triple J, Sydney Morning Herald and the Daily Telegraph
- Skilaroo members appeared on Channel 7's Sunrise program
- 34% of coverage in flagship programs including Triple J afternoons, 3AW breakfast with Ross and John, 2UE breakfast with John Stanley and Garry Linnell and 774 ABC breakfast with Red Symonds

WorldSkills Australia offers you the chance to promote your products and services to a highly engaged audience and become part of our WorldSkills family.

AUDIENCE

- Customers of tomorrow
- Future Business Leaders
- Small to Medium Businesses
- Industry Leaders
- Government
- Education Bodies

REACH

- National media and marketing coverage
- 185,000 engaged 18-35 year olds
- 9,000,000 reached through outdoor media
- 1,300,000 reached through broadcast media
- 250,000 + online visitors
- 9,000 email subscribers

RETURN

- Build brand awareness
- Align your brand with global organisations
- Align your organisations CSR strategies through education
- Stimulate sales
- Launch new products
- Build relationships and your database



Financial Report

- WorldSkills Australia presents its financial report for the year ended 30 June 2016.**
- The directors of WorldSkills Australia during the financial year and to the date of audit report are:
 - » Brian Wexham, Chair
 - » Kevin Harris, Deputy Chair
 - » Martin Baird
 - » Jeanette Allen
 - » Jack Hanrahan
 - » Jarrad Langdon
 - » Douglas Wright
 - » Wayne Collyer
 - » Coralie Morrissey
 - » Kathryn MacDonald (*Resigned 27 January 2016*)
 - The principal activity of WorldSkills Australia continued to be the organisation and promotion of regional, national and international skills-based competitions.
 - For the purpose of this Financial Report, extracts from the audited financial statements are included. The complete financial statements and auditor's report are available by request.
 - The financial statements were independently audited by HLB Mann Judd (VIC Partnership).
 - The financial statements as at 30 June 2016 showed the following:
 - » Surplus for the year \$737, 028
 - » Net assets of \$2,546,884
 - WorldSkills Australia operates on a two year business cycle for their competitions, with national and international competitions held every second year, in alternating years. The financial statements have been prepared cognisant of this competition cycle, with two years of comparative information included to provide greater disclosure reflecting this.



Statement of Profit or Loss and Other Comprehensive Income

FOR THE YEAR ENDED 30 JUNE 2016

	2016	2015	2014
	\$	\$	\$
Revenue	3,637,135	3,762,309	4,579,713
Employee benefits expense	(1,066,036)	(1,049,055)	(1,021,616)
Depreciation expense	(18,367)	(23,582)	(22,734)
Program expenses	(1,451,218)	(3,142,841)	(1,436,737)
Property and maintenance expenses	(93,030)	(91,561)	(89,753)
Administration and marketing expenses	(271,456)	(265,079)	(311,137)
Surplus/(deficit) before income tax	737,028	(809,809)	1,697,736
Income tax expense	-	-	-
Net surplus/(deficit) for the year	737,028	(809,809)	1,697,736
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss	-	-	-
Items that will be reclassified to profit or loss when specific conditions are met	-	-	-
Total comprehensive income for the year	737,028	(809,809)	1,697,736

Statement of Financial Position

AS AT 30 JUNE 2016

	2016	2015	2014
	\$	\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2,587,227	1,440,937	2,304,189
Trade and other receivables	473,113	377,298	2,597,696
Other financial assets	300,000	-	-
Other assets	639,646	667,901	591,338
TOTAL CURRENT ASSETS	3,999,986	2,486,136	5,493,223
NON CURRENT ASSETS			
Property, plant and equipment	42,426	48,826	29,633
TOTAL NON CURRENT ASSETS	42,426	48,826	29,633
TOTAL ASSETS	4,042,412	2,534,962	5,522,856
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	554,238	298,234	662,916
Employee benefits	108,103	141,221	91,818
Other liabilities	827,786	266,218	2,085,298
TOTAL CURRENT LIABILITIES	1,490,127	705,673	2,840,032
NON CURRENT LIABILITIES			
Employee benefits	5,401	19,433	63,159
TOTAL NON CURRENT LIABILITIES	5,401	19,433	63,159
TOTAL LIABILITIES	1,495,528	725,106	2,903,191
NET ASSETS	2,546,884	1,809,856	2,619,665
EQUITY			
Reserve	1,138,427	751,260	817,641
Retained earnings	1,408,457	1,058,596	1,802,024
TOTAL EQUITY	2,546,884	1,809,856	2,619,665

THIS INFORMATION IS AN EXTRACT FROM THE COMPLETE AUDITED FINANCIAL STATEMENTS WHICH ARE AVAILABLE BY REQUEST BY EMAILING

INFO@WORLDSKILLS.ORG.AU

WorldSkills Australia



ABN 43 147 075 714

Directors' Declaration

The directors of the Company declare that:

- The financial statements and notes, as set out on pages 5 to 22, are in accordance with the *Australian Charities and Not-For-Profits Commission Act 2012* and:
 - comply with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-For-Profits Commission Regulations 2013*; and
 - give a true and fair view of the financial position as at 30 June 2016 and of the performance for the year ended on that date of the Company.
- In the directors' opinion, subject to Note 2(h), there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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

Director  Director 
 Brian Wexham Kevin Harris

Dated this 20 day of October 2016



Accountants | Business and Financial Advisers

Independent Auditor's Report to the Members of WorldSkills Australia

Report on the Financial Report

We have audited the accompanying financial report of WorldSkills Australia ("the Company"), which comprises the statement of financial position as at 30 June 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

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

Independence

In conducting our audit, we have complied with the independence requirements of the Act.



Accountants | Business and Financial Advisers

Opinion

In our opinion, the financial report of WorldSkills Australia has been prepared 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 2016 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

HLB Mann Judd

**HLB Mann Judd
Chartered Accountants**

**Melbourne
20 October 2016**

Tim Fairclough

**Tim Fairclough
Partner**

Australia

Teaming up with the world



Any goal that has a global focus cannot be achieved alone and that's why WorldSkills Australia is part of the WorldSkills family. We team up with 75 countries to improve the world through the power of skills.

WorldSkills showcases the value of skills and raises the recognition of skilled professionals worldwide. Skills are the foundation of modern life. Everything, from the houses we live in to the societies we create, is the result of skills. They are the driving force behind successful careers and companies, thriving industries, and economies. Skills keep the world working.

The WorldSkills member countries work to achieve the following:

- Promoting Skills
- Career Building
- Skills Competitions
- Education and Training
- International Cooperation
- Research

Australia not only has the backing of its local and national government bodies and industry organisations but 75 other countries all working together to achieve a supportive skills culture.



MEMBER COUNTRIES OF WORLDSKILLS

- | | | | |
|----------------------|----------------------|---------------------------------|----------------------------|
| • Argentina | • Estonia | • Luxembourg | • South Africa |
| • Armenia | • Finland | • Macao, China | • South Tyrol, Italy |
| • Australia | • France | • Malaysia | • Spain |
| • Austria | • Georgia | • Mexico | • Sri Lanka |
| • Barbados | • Germany | • Mongolia | • Sweden |
| • Belarus | • Hong Kong, China | • Morocco | • Switzerland |
| • Belgium | • Hungary | • Namibia | • Thailand |
| • Brazil | • Iceland | • Netherlands | • Trinidad and Tobago |
| • Brunei Darussalam | • India | • New Zealand | • Tunisia |
| • Canada | • Indonesia | • Norway | • Turkey |
| • Chile | • Iran | • Oman | • Ukraine |
| • China | • Ireland | • Palestine | • United Arab Emirates |
| • Chinese Taipei | • Israel | • Paraguay | • United Kingdom |
| • Colombia | • Jamaica | • Philippines | • United States of America |
| • Costa Rica | • Japan | • Portugal | • Venezuela |
| • Croatia | • Kazakhstan | • Principality of Liechtenstein | • Vietnam |
| • Denmark | • Kingdom of Bahrain | • Romania | • Zambia |
| • Dominican Republic | • Korea | • Russia | |
| • Ecuador | • Kuwait | • Saudi Arabia | |
| • Egypt | • Latvia | • Singapore | |

International Competition

Abu Dhabi 2017

Often referred to as the Skills Olympics, the WorldSkills International Competition is the world's biggest vocational education and skills excellence competition and it reflects the best practices in global industry training.

The Skillaroos will compete against the best from 75 member countries for the world's ultimate title of International Champion in their trade or skill. The first step to becoming a Skillaroo is selection onto the Skills Squad, and from there competitors have the chance to become a Skillaroo at the International Competition. Australia is currently ranked 12th in the world and in 2017 aims to make it into the top ten and provide a platform for Australia to benchmark our vocational education programs against the best in the world.

HAVE YOU GOT WHAT IT TAKES TO BE AN INTERNATIONAL CHAMPION?
FIND OUT MORE AT:

WORLDSKILLS.ORG.AU/COMPETITIONS

Image courtesy of Abu Dhabi Tourism & Culture Authority.



Past, present and future

A competitor's journey

Young men and women across Australia enter WorldSkills competitions for a variety of reasons: it sounded like fun, to test themselves, because their employer or teacher encouraged them to, but some have a deeper reason. A long term reason, to set themselves and their family up for the future.

Ashleigh Huntley, a **past** Skillaroo in 2013, worked as a design assistant after the international competition in Germany and has since started not one but two businesses. She credits WorldSkills Australia with “skyrocketing” her skills and confidence.

“I’ve been drawing and designing clothing ever since I could remember. My mother taught me how to sew when I was seven, and she has been a great inspiration in getting me started in the fashion design and technology world. I have always loved the creative, practical process of making beautiful clothes, so it was a natural progression to follow a career in fashion and costume.”

“As a result, I have two businesses now: One where I make custom outfits for clients for formal, wedding or special occasions under Ash-Lynne Couture (ash-lynnecouture.com). The second business I have just started, from a fast-fashion point of view, is Twerk Out (twerkoutdancewear.com) a Dancewear label specialising in kneepads and clothing for the new fitness dance craze.”

“The training program and mentorship I received throughout my WorldSkills journey and beyond has really skyrocketed my level of skills in all aspects that make up fashion technology. In particular for my custom made clothing. My training with my WorldSkills mentors increased

my confidence of fitting different bodies and producing quality high end finishes on any garment, from bridal to women’s tailoring.”

Ashleigh is a perfect example of how to make the most of the opportunities given to you. She’s worked hard to get where she is now and the experiences she’s had with WorldSkills Australia have only benefitted her and helped grow her success.

When you talk about living in the **present**, no one shows that better than the 2016 Gold Medal Landscape Construction team of Dougal King and Alexander (Alex) Halls. Landscape Construction is one of the few National team skills that exemplifies team work and comradery.

Dougal says, “It was really good working in a team. Alex and I get along really well, we’re both cool, calm and collected. We helped each other so if one of us got flustered we helped the other one out.”

Alex felt the same, saying, “The team work was a great experience and being able to help each other was fantastic. I wouldn’t have it any other way. I couldn’t have done it on my own.”

“Dougal and I were aiming for gold so we dedicated as much time as we could. Every time we saw each other we were so excited to train.”

Ashley Huntley now owns two businesses since competing with WorldSkills in Germany 2013

Dougal King and **Alexander Halls** are living in the moment

Mary George has her eyes set on the International Competition in Abu Dhabi 2017



“Once we found out we’d won, it was fantastic. It felt surreal. Dougal picked me up and carried me to the stage, we were just so excited. Every time we see each other now we talk about winning and are still over the moon.”

“It was one of the proudest moments of my life,” says Dougal. “To celebrate with my family was amazing. My dad is so proud of me. I have six siblings and I’m the youngest so to have everyone proud of me feels fantastic. I’m addicted to WorldSkills.”

Both Dougal and Alex have been selected for the Skills Squad, aiming to make their way to Abu Dhabi in October 2017. “When I got the call that I was part of the squad I was trying not to have a heart attack,” says Alex. “I just can’t wait to start training again, to meet other competitors and to go through the whole experience.”

Dougal and Alex are set on making the most of their WorldSkills journey, both encouraging other young men and women to “Go for it, you have nothing to lose. You’ll make so many friends from your skill but also from your local area” said Alex.

Looking to the **future** Mary George, Bronze Medalist in Retail Baking Pastry in Melbourne 2016, wants to be the best pastry chef in the world. She recently worked at Adriano Zumbo, had a cupcake business and blog when she was 13 and wears a wristband that says ‘Become the Best’.

Mary, who has been selected for the Skills Squad team, is a perfectionist and always endeavours to learn from each experience and be the best she can, and her main focus right now is to go all the way to Abu Dhabi in 2017.

“I recently worked as a pastry chef at Adriano Zumbo. Adriano himself is always in the kitchen working with his staff. It is great having him in the kitchen – we are able to gain such valuable and useful knowledge from him and learn from his feedback. His leadership of our team is what has helped inspire me to achieving my vision of becoming the best pastry chef in the world.”

“My father passed away when I was really young, and I got into baking as an outlet to keep myself calm. I always try to keep him proud of me and I want to be a big support to my mum.”

“In five years’ time, I would love to have my own patisserie filled with my own unique and inspiring creations. I would love to have travelled and experienced working with the best chefs all around the world, always learning and pitching my skills against the very best out there. I would love to experience many competitions by that time, to help hone my skills.”

It seems that Mary is on the right track to achieving her goals. At WorldSkills Australia we can’t wait to see what creations she comes up with in the future.

Ashley, Dougal, Alex and Mary have taken part in many aspects of WorldSkills competitions. Starting at their regional competition, then moving on to the Nationals and then competing or aiming for the international stage.

No matter your reason for taking part in a WorldSkills competition, the experiences you have and the friends and contacts you make, last a lifetime. They’re from your past, your present and your future.





Pathways and Scholarships

WorldSkills Australia and our partner organisations offer a range of life-changing experiences and pathways that include additional training, work experience, overseas travel and financial support. These pathways and scholarships aim to develop the skills of the many young men and women who participate in WorldSkills Australia events and provide a positive future for them and the economy.

WORLDSKILLS
AUSTRALIA
IS MORE THAN A
COMPETITION

AUSTRALIAN APPRENTICESHIPS AMBASSADORS

WorldSkills Australia works closely with the Department of Education and Training who manage the Australian Apprenticeships Ambassadors Program with all eligible gold medalists from National Competitions becoming an Ambassador.

With over 100 individuals, across all states and territories, appointed as Ambassadors, this program aims to raise the status of Australian Apprenticeships by profiling real national apprenticeship and traineeship success stories to showcase the amazing benefits of the Australian Apprenticeships system to school leavers, career changers of all ages, and business audiences.

THE ERN MACDONALD FELLOWSHIP

To Ern MacDonald, who has been credited with changing the face of labour relations in the Australian construction industry, nothing was more important than recognising and encouraging the development of skills in young people. Established in 2006 by WorldSkills Australia, the Dusseldorp Skills Forum and the MacDonald Family, in honour of Ern MacDonald, this fellowship



aims to assist young tradespeople working in the building and construction industry to launch their careers.

The winner is awarded a scholarship to assist them to implement their project plans. Past fellowship winners have used scholarship funding to start their own businesses, travel overseas, invest in further study or implement innovative and sustainable projects that have assisted their broader community.

ABBTF WORLD CLASS BRICKLAYING DEVELOPMENT SCHOLARSHIP

The goal of the 'ABBTF World Class Bricklaying Development Scholarship' is to provide support for the bricklaying Skillaroo, which will allow them to achieve the highest possible level of skill to compete successfully against competitors from other countries in the WorldSkills International Competition.

QUEENSLAND OVERSEAS FOUNDATION

The QOF scholarship provides recipients with the opportunity to work at the overseas destination of their choice by funding their return airfare and initial expenses.



Established in 1976, this opportunity is made possible through the support of the Queensland Government and a range of industry training sponsors.

WORLDSKILLS AUSTRALIA SKILLS SQUAD

Skills Squad involves a selection of national competition medalists to offer them training leading up to the international competition. The goal of this process is for Australia to achieve the best possible result at international level, in a competition that now has 76 member countries. Skills Squad members will work closely with their Training Manager and experts in their respective fields to refine their skills in the hope of being selected to represent Australia as a Skillaroo.

AUSTRALIAN OVERSEAS FOUNDATION

WorldSkills Australia competitors who have completed a trade apprenticeship or vocational traineeship to Certificate Level III have an opportunity to be awarded the AOF scholarship which enables the recipient to travel and work overseas. The aim of the AOF scholarship is to develop and increase young apprentices' and trainees' knowledge, experience and leadership skills.

Recipient Profiles



"The programme is a great way to promote not only jewellery but all trades as a career path. Not enough people are aware of the opportunities available and I'm glad I've had the chance to share my experience and influence others".

Jyothi Forman, 2015 Skillaroo and international silver medalist for Jewellery, also an Australian Apprenticeships Ambassador



"I learnt team building skills, management strategies and spent two weeks in Welsh Mountains with 15 fantastic people who I'm still great friends with today. It changed my life and the skills I learnt through this program I still use today."

Justin Halliday, 2013 BBM Scholarship Recipient for Painting and Decorating and 2014 Ern MacDonald fellowship recipient



"It was a great opportunity to jump start my career. The financial support I received from the fellowship allowed me to complete my Painter's Registration which lets me promote myself as a registered painter and able to take on bigger jobs and expand my business."

Sharlene Kidd, 2015 Skillaroo for Painting and Decorating and joint recipient of the 2016 Ern MacDonald fellowship

BBM SKILLED FUTURES PROGRAM

A joint effort by WorldSkills Australia and BBM Youth Support, the BBM Skilled Futures Program scholarship offers recipients, who medalled at national level but cannot progress through to the international competition, the opportunity to complete a four week international work experience program.

ROTARY YOUTH LEADERSHIP AWARDS (RYLA)

Rotary in conjunction with WorldSkills Australia, will offer national competitors the opportunity to participate in the RYLA, a leadership development program. RYLA events are typically 3-10 days long and include presentations, activities, and workshops that cover a variety of topics, including leadership fundamentals and ethics, communication skills, problem solving and conflict management, community and global citizenship.



Want to get involved?

To get involved in regionals as a competitor, volunteer or sponsor, visit

WORLDSKILLS.ORG.AU/REGIONALS

If you're someone who believes that investing in young people makes a difference to Australia's future or your organisation is looking for a way to make a difference in a positive, measurable and very real way, we'd love to hear from you

WORLDSKILLS.ORG.AU/PARTNERSHIPS

To find out more about volunteering or to register your interest visit

WORLDSKILLS.ORG.AU/VOLUNTEER

If you have an idea or story for WorldSkills Australia please email

MARKETING@WORLDSKILLS.ORG.AU

Have you got what it takes to be an international champion?
Find out more at

WORLDSKILLS.ORG.AU/COMPETITIONS




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