

APPRENTICESHIPS ARE US

AUTOMOTIVE APPRENTICESHIP SPECIALIST



Apprenticeships Are Us

ANNUAL REPORT

2022-2023

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LETTER FROM THE CHAIRMAN

Peter Blanchard - *Chairman & Director*



In the realm of corporate endeavors, it has often been remarked that the days seem interminable while the passage of a year occurs with astonishing speed. As I assume the role of Chairman of the Board of Directors at Apprenticeships Are Us, I extend a warm welcome to all stakeholders and investors as we embark on the next fiscal year. This juncture also affords us an opportunity to reflect upon the events and accomplishments of the previous year.

In the intricate landscape of business, every organisation encounters an array of challenges, frustrations, and unforeseen disruptions that may veer it off course from its fundamental mission. It is with great pride that I commend the unwavering dedication of our Managing Director, Mr. Michael Wentworth, and his adept management team for their meticulous efforts in preserving Apprenticeships Are Us (ARU) as the premier automotive apprentice recruitment organisation in Australia.

Our strategic vision was to rejuvenate the composition of our Board of Directors, with a clear emphasis on the national scope of ARU's offerings. Rooted firmly in New South Wales and, with a nascent but promising presence in Victoria, we strategically set our sights on establishing a strong brand presence in apprentice-rich states such as Queensland and Western Australia. I must applaud our Management team once more, for they embraced this expansion opportunity as a just reward for their past achievements, rather than viewing it as an impediment to our ongoing operations.



LETTER FROM THE CHAIRMAN

Peter Blanchard - *Chairman & Director*



Our commitment to the noble cause of facilitating employment opportunities through apprenticeships and traineeships remains unwavering.”

The frustrations we encountered in our business operations were predominantly attributable to the pervasive trend of lateral hiring, a phenomenon affecting companies worldwide. Over the course of the past year, our esteemed leader, Michael, had to navigate an unusually high level of staff turnover, spanning from entry-level positions to senior management roles. This, in turn, necessitated adaptability and empathy from our existing staff members, in addition to impacting our budget due to termination payments.

The financial results presented in this report have, reassuringly, met or exceeded our projections. This success can be attributed to the unwavering dedication of our team members, who remained resolute in pursuing their business objectives and daily tasks. The ARU Board extends its profound gratitude to ARU's Accounts Team, led by Mr. Brian Schembri, who returned to ARU after a brief hiatus.

It is heartening to acknowledge that ARU is well-positioned for future expansion, bolstered by solid capital backing, a focused and resolute Board of Directors, and a team of dedicated and highly experienced professionals who steadfastly support Michael. Our commitment to the noble cause of facilitating employment opportunities through apprenticeships and traineeships remains unwavering. We remain dedicated to ensuring that these opportunities are accessible to all who are eager to embark on this fulfilling journey.

COMPANY OVERVIEW

About Apprenticeships Are Us

Apprenticeships Are Us Limited is a Group Training Organisation, registered charity, and not-for-profit entity dedicated to providing paid training and employment pathways for individuals interested in learning a skilled trade. For over 15 years, we have been at the forefront of delivering excellent future employees through a seamless model that facilitates career achievement for young people, disadvantaged youth, and the wider community.

We collaborate with Government, schools, Registered Training Organisations, and host businesses to address the high demand for trades and skilled workers in industries such as automotive. Currently, we employ over 500 individuals, including apprentices, and operate across NSW, Victoria, and Queensland.

Our mission is to foster apprenticeship-centered solutions, particularly for youth and at-risk individuals, while promoting sustainable employment outcomes. We envision a future where Apprenticeships Are Us Limited is recognised and trusted throughout the community as a place where vulnerable Australians from all walks of life can gain support and assistance in securing Australian Apprenticeships.



COMPANY OVERVIEW

Our History

Apprenticeships Are Us Limited is a not-for-profit organisation and charity registered with the Australian Charities and Not-for-profits Commission (ACNC).

Officially established in 2016, our history goes back to 2005 when the business was known as Apprentices Plus and linked to an industry association. In 2016, the business was acquired and became the Group Training Organisation (GTO) and registered charity now known as Apprenticeships Are Us Limited. Our head office is in Parramatta, New South Wales.

Initially, we offered just basic employment opportunities to young people wanting a start in the automotive trade. Our partners included schools across the Sydney metro area and some not-for-profit youth organisations.

In 2018 we commenced operations in Victoria. We entered Victoria with a national contract from the Inchcape automotive dealership group and co-located in their state office in Docklands, before expanding our offering across Victoria and establishing our own offices.

In July 2022 having noticed the increased demand for automotive apprentices in Queensland, we met with the Queensland Department of Education and the Queensland Apprentice Employment Network to discuss our services. Both the Queensland Government and the Queensland Apprentice Employment Network agreed on the need for greater GTO representation in the industry in order to increase the retention rate of apprentices.

Apprenticeships Are Us is the only GTO to be a member of the Capricorn Society which is the largest automotive co-op with over 15,000 workshops across Australia in states and territories that Apprenticeships Are Us operates within.

MISSION AND VISION

APPRUS purpose and where we want to go



Mission

Apprenticeships Are Us, a registered charity, collaborates with government, schools, training organisations, and the automotive industry to offer paid training and employment pathways in skilled trades. We aim to promote apprenticeship centred solutions, particularly for youth and at-risk individuals, while fostering a positive workforce to achieve sustainable employment outcomes.

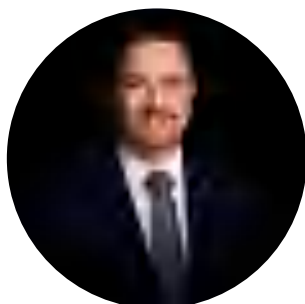


Vision

Is to one day in the future to have Apprenticeships Are Us Ltd as an organisation that is known and trusted in the wider community as a place where vulnerable Australians from all walks of life can gain assistance and support into an Australian Apprenticeship.

OUR BOARD

Expert leaders driving our mission



Michael Wentworth
Managing Director

Michael is currently the Chief Executive Officer of Apprenticeships Are Us, and a seasoned board director and business builder. His experience extends to startups, existing enterprises, and new organisations resulting from merges and acquisitions. He continuously seeks opportunities to elevate performance, productivity, efficiency such that the best possible outcomes are provided for customers, stakeholders, and employees. Michael brings a strong social focus to provide pathways to training and employment for apprentices while helping industry meet the strong demand for workers. Through this, he advances education and apprenticeship training, and deliver social impact. Michael is a Doctoral Candidate, holds a Master of Business Administration- Accounting and Strategic Management, a Bachelor of Business and a Graduate Diploma of Management from the University of Western Sydney. He has studied accounting, strategic leadership, vocational education, and training, and is a graduate of the Australian Institute of Company Directors.



Desmond (Phil) Nixon
Non-executive director

Phil has over 50 years of experience in the automotive repair industry. Most of his work has been in the training and promotion of apprentices through programs such as JumpStart Your Career. He is a Member of the Australian Institute of Company Directors and is the President of the Institute of Accident Assessors. In addition to this, he is also a board Member of the NSW Automotive Training Board and holds various qualifications including a Diploma in Business Management. In 2015 Phil's contributions to the Australian Collision Repair Industry were recognised when he received the Lifetime Achievement Award, as voted on by the industry.

OUR BOARD

Expert leaders driving our mission



Ali Munawer Mohammed
Non-executive Director

Ali is currently a Finance Manager at NSW Government Services. He has previously held roles as General Manager, Business Services for the IAME Group of Companies.

Ali is a financial controller with solid experience in accounting, auditing, administration, and banking. He holds a Masters in Professional Accounting-Accounting and Finance from Kings Own Institute, Sydney, and a Master of Business Administration from Holmes Institute, Sydney. He is also a member of the Institute of Public Accountants.



Peter Blanshard
Chair and Non-executive Director

Phil has over 50 years of experience in the automotive repair industry. Most of his work has been in the training and promotion of apprentices through programs such as JumpStart Your Career. He is a Member of the Australian

Institute of Company Directors and is the President of the Institute of Accident Assessors. In addition to this, he is also a board Member of the NSW Automotive Training Board and holds various qualifications including a Diploma in Business Management. In 2015 Phil's contributions to the Australian Collision Repair Industry were recognised when he received the Lifetime Achievement Award, as voted on by the industry.



MANAGEMENT TEAM

Expert leaders driving our mission



Phil Cooksey
General Manager

Phil is a qualified motor mechanic and holds a Diploma in Business from The Australian College of Commerce and Management. Prior to joining Apprenticeships Are Us, he held roles in the State Transit Authority of NSW, Telfords Bus & Coach, and the Scania Group and My Trade Start. When Phil joined, the organisation was known as Apprenticeships Plus. He later became an Apprentice Employment Manager and, in 2023 was promoted to General Manager.



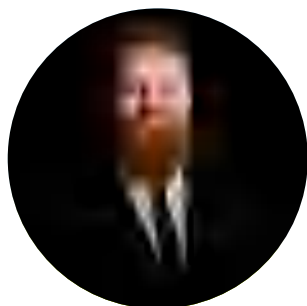
Marlene Saliba
Head of People & Culture

Marlene has over 20 years of professional human resources experience. Working in various roles and industries Marlene provides counsel and support to help achieve strategic and operational goals, while mitigating risk. Along with a strong business acumen, her comprehensive background in HR management, recruitment, retention, compensation, policy interpretation, training and communication has resulted in strong and trusting relationships. Marlene holds a degree in Human Resources Management.



MANAGEMENT TEAM

Expert leaders driving our mission



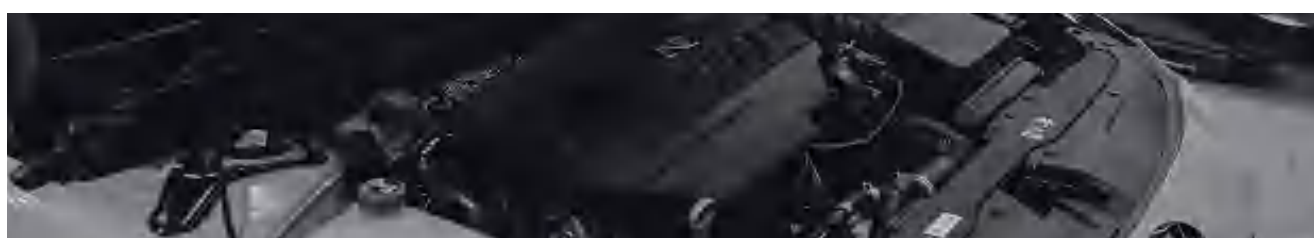
Scott Grant
Business Development Manager

Scott began his automotive career with an apprenticeship in 2005 as a Light Vehicle Mechanic. He has now worked in the automotive industry for 17 years, developing vast industry knowledge before going on to obtain his TAE to train young apprentices. He enjoyed giving back to the industry by teaching for 6 years. In 2022, Scott joined the Apprenticeships Are Us team, utilising his industry experience to excel in his new role as Apprentice Employment Manager. In 2023, Scott is now the company's Business Development Manager, overseeing national expansion and is currently enrolled in a Cert IV in Business to accompany his skillset.



Brian Schembri
Financial Controller

Brian has over 35 years of experience in the accounting field, holding various roles in management in industries such as food manufacturing (Goodman Fielder Industries), chemical manufacturing (Ajax Chemicals), recycling (Tyre Recycling), radio stations (Wesgo Group), and worked as a consultant specialising in small to medium business, to name a few, with the latest being the GTO industry where he joined what was known then as Apprenticeships Plus back in 2007 and holds the role of Financial Controller. Brian holds a Master of Commerce (Professional Accounting) from the University of New England and is a Fellow with the Institute of Public Accountants.



OUR PEOPLE

APPRUS delivers success



APPRUS have always been helpful in locating superior apprentices/staff that fit our business model and workplace environment. They always consider our business needs and are easy to correspond with. Over the years we have interviewed and hired several APPRUS applicants and a large percentage of them have been successful in completing their apprenticeship with us. Many of these apprentices have gone on to become an integral part of the growth and success of our business.

Many thanks to Phil and the team.

Brendon

Service Manager

Pennant Hills Hyundai, Nissan, Kia, Suzuki & MG



My apprenticeship with Apprus at Porsche Parramatta, guided by the exceptional mentorship of Garry, provided me with invaluable life skills and specialised knowledge in Light Vehicle studies. Despite briefly exploring the real estate industry, my return to Apprus in an apprentice management role feels like a homecoming. This transition from apprentice to manager showcases the

trust, support, and growth opportunities Apprus offers its team members, old and new. I'm honoured to guide our apprentices into a truly rewarding career, embodying the company's commitment to nurturing talent and shaping the future of the automotive industry.

Rhys

Apprentice Employment Manager

Apprenticeships Are Us

OUR PEOPLE

APPRUS delivers success

Just want to say a big thankyou to Apprenticeships Are Us! After a long 4 year apprenticeship they have done nothing but their best to help me along the way to make sure I succeed in getting the knowledge I need to do and complete my trade. All my ups and downs through the 4 years and they never left my side and I can't thank them enough. Great company to do an apprenticeship through would definitely recommend to anyone looking at an automotive apprenticeship to go through these guys. 11/10 service. Thankyou once again Phil and the rest of the Apprenticeships Are Us team.

Lachlan

Apprentice Graduate

Apprenticeships Are Us



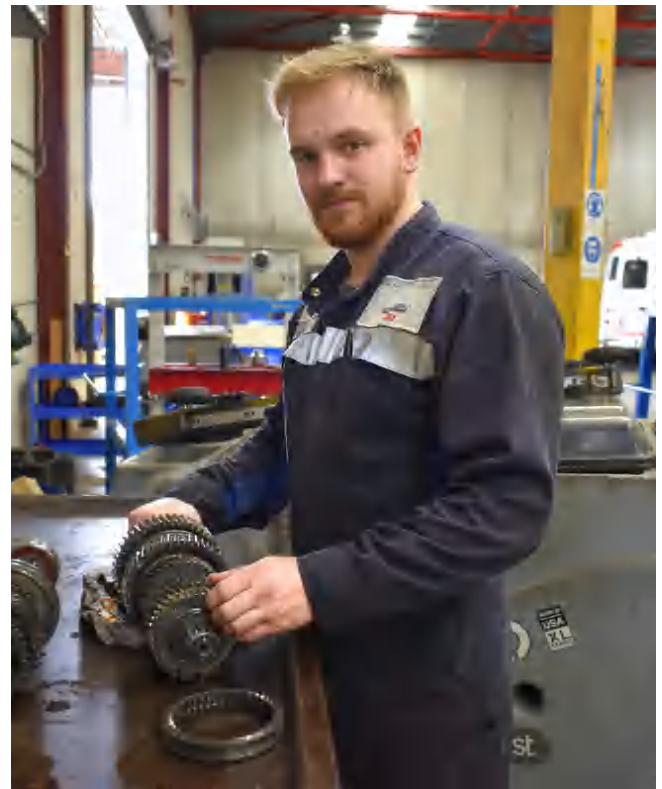
As a qualified panel beater by trade, I was looking for a new path in becoming a diesel mechanic, unfortunately my age and covid made it extremely hard to get a job. Apprenticeships Are Us helped me get my first job extremely quick and helped me out along my journey, after not suiting the first job, Phil and his team helped me get my now current job in which I am about to complete my apprenticeship and continue my tradesman career.

I would like to thank Phil, Garry and the team at Apprenticeships Are Us for assisting me in all aspects of completing this course.

Lucas

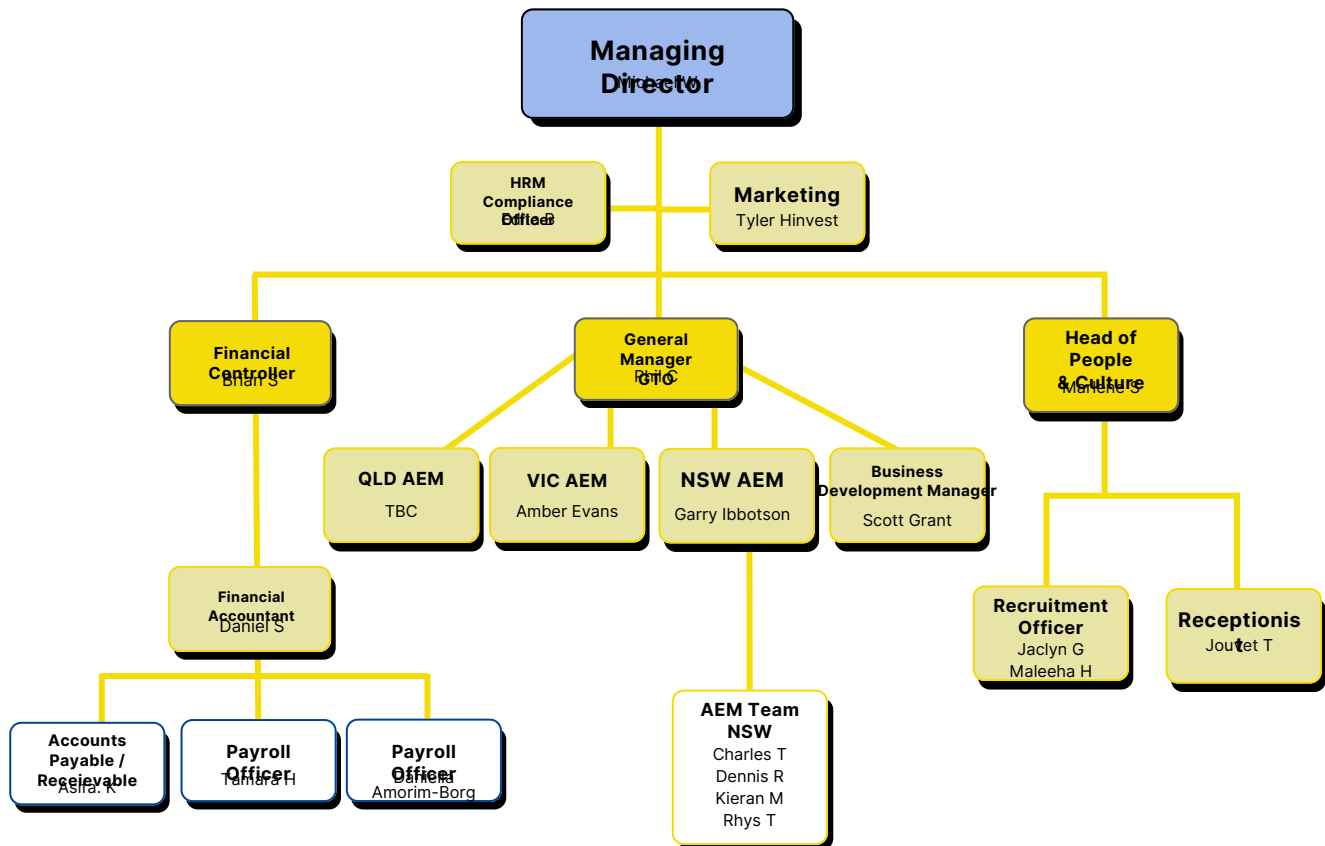
Apprentice Graduate

Apprenticeships Are Us



ORGANISATION CHART

Visualising Hierarchy:
The Organisational Chart



CEO REPORT

Michael Wentworth
Managing Director



Dear Apprentices, stakeholders, partners, and supporters,

I'm thrilled to share our annual report for Apprenticeships Are Us, highlighting our progress and achievements throughout 2023. This year has been transformative, marked by significant strides in delivering top-notch services to our

apprentices while expanding our influence in Australia's workforce. As we review our accomplishments, challenges, and future strategies, we're excited to outline our focus on the fundamental aspects of our business and the proactive measures taken by our new team of Apprentice Employment Managers in conducting monthly monitoring visits to apprentices.

Objectives 2022-2023

Centered on Our Core Commitment at Apprenticeships Are Us, our commitment surpasses meeting expectations; our aim is to surpass them. This year, we revitalised our team by introducing a dedicated group of Apprenticeship Employment Managers. These experienced professionals bring renewed vigour to guide and support apprentices towards success. They demonstrate a dedication akin to strong leadership principles, showcasing humility and unwavering commitment in uplifting the lives of our apprentices.

CEO REPORT

Michael Wentworth
Managing Director

Adapting Strategies for Continuous Improvement Our strategic plan serves as our roadmap, steering us towards a more promising future. Over the past year, we finalised this plan, encompassing crucial elements, including:

- **National Expansion** We are steadfast in expanding our reach across the nation, making our apprenticeship programs accessible to a wider audience throughout Australia. Our goal is to replicate the successes achieved on the Eastern Seaboard, extending these opportunities nationwide within the next three to five years. This expansion aligns with our passion for apprenticeship excellence and our steadfast commitment to our mission.
- **Monitoring Social Impact** Measuring our social impact has become integral to our strategic plan. We aim to understand and communicate the profound benefits apprenticeships offer, not only to individuals but also to households and the broader economy. This dedication drives us to confront challenges head-on and strive for continuous improvement.
- **Acknowledging Challenges and Sustaining Progress** This past year brought challenges for apprentices, especially concerning psychosocial risks and the burden of rising living costs, making it challenging for them to continue their apprenticeships. However, our adaptive approach ensures ongoing improvements in our services to better support apprentices facing these issues.

CEO REPORT

Michael Wentworth
Managing Director

None of our achievements would have been possible without the unwavering support of our partners and stakeholders. We extend heartfelt gratitude to:

- **Careers Advisors Collaboration** with careers advisors has been pivotal in guiding potential apprentices towards fulfilling careers. We appreciate their dedication and aim to further strengthen this partnership.
- **Parents of Our Apprentices** To the parents of our apprentices, your trust in us to educate and develop your children has been invaluable. Your support remains fundamental to our success.
- **Australian Apprenticeship Support Network (Verto)** Our partnership with Verto has been instrumental in navigating challenges in attracting and retaining apprentices. We thank them for their continued support.
- **The Board of Directors** Our Board has provided vital guidance through challenging times, steering our organisation towards success.

Despite ongoing challenges in attracting and retaining apprentices due to dynamic labour market conditions, our revamped team of Apprenticeship Employment Managers and robust strategic plan equip us to overcome these obstacles. Our commitment to delivering exceptional apprenticeship experiences and creating positive social impacts remains unwavering.

We extend our gratitude to all who have supported our mission to provide life-changing opportunities to apprentices. With your continued support, we're confident that Apprenticeships Are Us will continue to lead the way in Australia's apprenticeship landscape.

Thank you for your unwavering trust and dedication to our cause.

FINANCE MANAGERS REPORT

Brian Schembri
Financial Controller



Firstly, I would like to open by saying that it's good to be back at the helm of the finance department after an absence of five years. It's great to see that Apprenticeships Are Us Ltd are still going strong despite the challenges it faced through the pandemic. Thanks to the dedicated team and its strong financial base it has weathered this storm to come out even stronger.

The organisation has performed well emerging from this difficult period. Combined revenue for 2023 came in at \$26.7 an increase of \$1.9 million over the period of 2022.

Unfortunately, a net loss of \$210 thousand was posted in 2023 which was attributed to a substantial impairment adjustment which was brought about by a decrease in valuation of an investment property, due to a downturn in property prices caused by the current economic climate which was affected by a spate of interest rate increases over the last two years. This impairment adjustment is by no means a reflection on the operational capability and performance of Apprentices Are Us and the dedication of its board of directors, the management, and staff.

Apprenticeships Are Us Ltd, still faces on going challenges. First and foremost, is the increasing cost of labour. We have experienced two major CPI increases and an increase in employer superannuation over the last two years and this has impacted apprentice wages which has made it challenging to place apprentices as our clients grapple with the ever-increasing cost of doing business.

FINANCE MANAGERS REPORT

Brian Schembri
Financial Controller

Another significant challenge we face is the acquisition of quality candidates. This predicament can be attributed to two primary factors. Firstly, the soaring cost of living has led potential candidates to opt for higher-paying jobs to cope with the pressures of everyday expenses, bypassing the opportunity for an apprenticeship. Secondly, the persistent belief that a tertiary education is the only viable career path has led to fierce competition for talent with tertiary institutions. Regrettably, trades are still perceived as a last resort by many, particularly parents.

Looking ahead, the budget set for the coming year targets modest growth. This approach is grounded in our acknowledgment of the prevailing economic deceleration and the tightening labour market.

Despite these challenges, Apprenticeships Are Us remains well-positioned to expand and solidify its standing, with a net asset value of \$16.2 million and a diversified investment portfolio. Bolstered by this robust asset base and an experienced and dedicated team, we are confident in our ability to sustain our support for our current and future apprentices, who are indispensable contributors to the Australian economy. In doing so, we aim to make a positive impact on the social well-being of these individuals and their families.

I would like to extend my heartfelt appreciation to all our stakeholders for their continuous support, and I look forward to a prosperous year ahead as we tackle new challenges and seize fresh opportunities.



We are confident in our ability to sustain our support for our current and future apprentices, who are indispensable contributors to the Australian economy.”



Financial reports below

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0401 179 153



Apprenticeships Are Us Limited Directors' report 30 June 2023

The directors present their report, together with the financial statements, on Apprenticeships Are Us Limited ("the Company") for the year ended 30 June 2023.

Directors

The following persons were directors of the Company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Michael Wentworth
Ali Mohammed
Desmond Nixon
Peter Blanshard

Principal activities

The principal activity of Apprenticeships Are Us Limited during the financial year was providing training and employment services to trainees and apprentices in the motor industry.

Operating results

The deficit of the Company after providing for income tax amounted to \$210,265 (2022: surplus of \$318,138).

Dividends paid or recommended

No dividends were paid or declared since the start of the financial year. No recommendation for payment of dividends has been made.

Review of operations

A review of the operations of the Company during the financial year and the results of those operations show the Company has performed in line with management's expectations.

Significant changes in state of affairs

There have been no significant changes in the state of affairs of the Company during the year.

Events after the reporting date

No matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the consolidated entity's operations, the results of those operations, or the consolidated entity's state of affairs in future financial years.

Future developments and results

Likely developments in the operations of the Company and the expected results of those operations in future financial years have not been included in this report as the inclusion of such information is likely to result in unreasonable prejudice to the Company.

Environmental issues

The Company's operations are not regulated by any significant environmental regulations under a law of the Commonwealth or of a state or territory of Australia.

Indemnification and insurance of officers

The company has indemnified the directors and executives of the company for costs incurred, in their capacity as a director or executive, for which they may be held personally liable, except where there is a lack of good faith. During the financial year, the company paid a premium in respect of a contract to insure the directors and executives of the company against a liability. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

Indemnification and insurance of auditors

The company has not, during or since the end of the financial year, indemnified or agreed to indemnify the auditor of the company or any related entity against a liability incurred by the auditor.

Auditor's independence declaration

A copy of the auditor's independence declaration set out immediately after this directors' report.

Apprenticeships Are Us Limited Directors' report 30 June 2023

This report is made in accordance with a resolution of directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the directors



Michael Wentworth
Director
18 December 2023



Auditor's Independence Declaration

We declare that, to the best of our knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit of the financial report of Apprenticeships Are Us Limited for the year ended 30 June 2023.

HLB Mann Judd

A handwritten signature in black ink, appearing to be 'K L Luong', written over a horizontal line.

HLB Mann Judd Assurance (NSW) Pty Ltd K L Luong
Chartered Accountants Director
Sydney, NSW
18 December 2023

hlb.com.au

HLB Mann Judd Assurance (NSW) Pty Ltd ABN 96 153 077 215

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Apprenticeships Are Us Limited
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General information

The financial statements cover Apprenticeships Are Us Limited as an individual entity. The financial statements are presented in Australian dollars, which is Apprenticeships Are Us Limited's functional and presentation currency.

Apprenticeships Are Us Limited is a company limited by shares, incorporated and domiciled in Australia. Its registered office and principal place of business are:

Registered office	Principal place of business
Apprenticeships Are Us LimitedLevel 4, 1 Wentworth Street Blaxland House Suite 6 Parramatta, NSW 2150 5-7 Ross Street Parramatta, NSW 2150	

A description of the nature of the Company's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 18 December 2023. The directors have the power to amend and reissue the financial statements.

Apprenticeships Are Us Limited
Statement of profit or loss and other
comprehensive income For the year ended 30
June 2023

	Note	2023 \$	2022 \$
Revenue	4	23,159,940	20,313,687
Other income	5	3,549,975	4,443,046
Expenses			
Cost of sales		(22,284,424)	(19,320,667)
Marketing expenses		(904,892)	(958,623)
Occupancy expenses		(166,368)	(153,659)
Employee benefits expense		(2,169,808)	(3,173,911)
Depreciation expenses		(324,532)	(151,229)
Impairment of assets		(361,387)	-
Loss on disposal of assets		-	(25,207)
Finance costs		(63,735)	(53,346)
Other expenses		(645,034)	(601,953)
(Deficit)/surplus before income tax expense		(210,265)	318,138
Income tax expense		-	-
(Deficit)/surplus after income tax expense for the year		(210,265)	318,138
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		(210,265)	318,138

**The above statement of profit or loss and other comprehensive income should
be read in conjunction with the accompanying notes**

Apprenticeships Are Us
Limited Statement of financial
position As at 30 June 2023

	Note	2023 \$	2022 \$
Assets			
Current assets			
Cash and cash equivalents	6	11,103,712	11,343,562
Trade and other receivables	7	787,023	1,313,889
Other assets	8	24,964	19,837
Total current assets		<u>11,915,699</u>	<u>12,677,288</u>
Non-current assets			
Property, plant and equipment	9	990,567	179,109
Financial assets	10	5,870,276	6,080,045
Right-of-use assets	11	780,482	21,812
Other assets	8	-	236,888
Total non-current assets		<u>7,641,325</u>	<u>6,517,854</u>
Total assets		<u>19,557,024</u>	<u>19,195,142</u>
Liabilities			
Current liabilities			
Trade and other payables	12	939,882	725,403
Employee benefits	13	1,538,087	1,437,219
Lease liabilities	14	174,007	21,404
Other liabilities	15	-	533,325
Total current liabilities		<u>2,651,976</u>	<u>2,717,351</u>
Non-current liabilities			
Employee benefits	13	29,468	24,060
Lease liabilities	14	632,931	817
Total non-current liabilities		<u>662,399</u>	<u>24,877</u>
Total liabilities		<u>3,314,375</u>	<u>2,742,228</u>
Net assets		<u>16,242,649</u>	<u>16,452,914</u>
Equity			
Retained surplus		<u>16,242,649</u>	<u>16,452,914</u>
Total equity		<u>16,242,649</u>	<u>16,452,914</u>

The above statement of financial position should be read in conjunction with the accompanying notes

Apprenticeships Are Us Limited
Statement of changes in equity
For the year ended 30 June 2023

	Retained surplus \$
Balance at 1 July 2021	16,134,776
Surplus after income tax expense for the year	318,138
Other comprehensive income for the year, net of tax	-
Total comprehensive income for the year	318,138
Balance at 30 June 2022	16,452,914

	Retained surplus \$
Balance at 1 July 2022	16,452,914
Deficit after income tax expense for the year	(210,265)
Other comprehensive income for the year, net of tax	-
Total comprehensive income for the year	(210,265)
Balance at 30 June 2023	16,242,649

The above statement of financial position should be read in conjunction with the accompanying notes

Apprenticeships Are Us Limited
Statement of cash flows
For the year ended 30 June 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Receipts from customers		26,052,165	23,480,965
Payments to suppliers and employees		<u>(28,782,945)</u>	<u>(24,641,195)</u>
		(2,730,780)	(1,160,230)
Interest received		230,789	13,610
Incentive and other income received		3,443,009	3,059,457
Interest paid - leases		<u>(37,684)</u>	<u>(33,268)</u>
		905,334	1,879,569
Net cash provided by operations	20	<u> </u>	<u> </u>
Cash flows from investing activities			
Payments for property, plant & equipment and intangible assets		(1,004,017)	(148,953)
Purchase of investments		<u>(151,618)</u>	<u>-</u>
Proceeds from investments		-	3,920,000
Proceeds from sale of property, plant & equipment		<u>187,081</u>	<u>78,000</u>
Net cash (used in)/ provided by investing activities		<u>(968,554)</u>	<u>3,849,047</u>
Cash flows from financing activities			
Repayment of lease liabilities		<u>(176,630)</u>	<u>(227,128)</u>
Net cash used in financing activities		<u>(176,630)</u>	<u>(227,128)</u>
Net (decrease)/increase in cash and cash equivalents		(239,850)	5,501,488
Cash and cash equivalents at the beginning of the financial year		<u>11,343,562</u>	<u>5,842,074</u>
Cash and cash equivalents at the end of the financial year	6	<u><u>11,103,712</u></u>	<u><u>11,343,562</u></u>

The above statement of cash flows should be read in conjunction with the accompanying notes

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2023

Note 1. Significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out either in the respective notes or below. These policies have been consistently applied to all the years presented, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The Company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation

In the directors' opinion, the Company is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and New South Wales legislation the Charitable Fundraising Act 1991 and associated regulations and the Corporations Act 2001 requirements to prepare and distribute financial statements to the owners of Apprenticeships Are Us Limited. The directors have determined that the accounting policies adopted are appropriate to meet the needs of the owners of Apprenticeships Are Us Limited.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for for profit oriented entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Company and specific criteria relating to the type of revenue as noted below, has been satisfied.

Service income

Service income is measured at the fair value of the consideration received or receivable and is recognised in accordance with AASB 15 when underlying service is provided.

Government grants

Government grants are recognised at fair value where there is reasonable assurance that the grant will be received and all grant conditions will be met. Grants relating to expense items are recognised as income over the periods necessary to match the grant to the costs they are compensating. Grants relating to assets are credited to deferred income at fair value and are credited to income over the expected useful life of the asset on a straight-line basis.

Interest

Interest is recognised when earned.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

Note 1. Significant accounting policies (continued)

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, demand and short-term deposits which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in market value.

Trade and other receivables

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Property, plant and equipment

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 are measured at cost and are carried at cost less accumulated depreciation and any accumulated impairment.

Depreciation

Property, plant and equipment, excluding freehold land, is depreciated on a straight-line basis over the asset's useful life to the Company commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Plant and Equipment	10-67%
Furniture, Fixtures and Fittings	2.5-40%
Motor Vehicles	25%
Computer equipment, software and website development	40-67%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

Investments and other financial assets

Investments and other financial assets are initially measured at fair value. Transaction costs are included as part of the initial measurement, except for financial assets at fair value through profit or loss. Such assets are subsequently measured at either amortised cost or fair value depending on their classification. Classification is determined based on both the business model within which such assets are held and the contractual cash flow characteristics of the financial asset unless an accounting mismatch is being avoided.

Financial assets are derecognised when the rights to receive cash flows have expired or have been transferred and the Company has transferred substantially all the risks and rewards of ownership. When there is no reasonable expectation of recovering part or all of a financial asset, its carrying value is written off.

Financial assets at amortised cost

A financial asset is measured at amortised cost only if both of the following conditions are met: (i) it is held within a business model whose objective is to hold assets in order to collect contractual cash flows; and (ii) the contractual terms of the financial asset represent contractual cash flows that are solely payments of principal and interest.

Note 1. Significant accounting policies (continued)

Financial assets at fair value through profit or loss

Financial assets not measured at amortised cost or at fair value through other comprehensive income are classified as financial assets at fair value through profit or loss. Typically, such financial assets will be either: (i) held for trading, where they are acquired for the purpose of selling in the short-term with an intention of making a profit, or a derivative; or (ii) designated as such upon initial recognition where permitted. Fair value movements are recognised in profit or loss.

Financial assets at fair value through other comprehensive income

Financial assets at fair value through other comprehensive income include equity investments which the Company intends to hold for the foreseeable future and has irrevocably elected to classify them as such upon initial recognition.

Investments

Investments includes non-derivative financial assets with fixed or determinable payments and fixed maturities where the Company has the positive intention and ability to hold the financial asset to maturity. This category excludes financial assets that are held for an undefined period. Investments are carried at amortised cost using the effective interest rate method adjusted for any principal repayments. Gains and losses are recognised in profit or loss when the asset is derecognised or impaired.

Impairment of financial assets

The Company recognises a loss allowance for expected credit losses on financial assets which are either measured at amortised cost or fair value through other comprehensive income. The measurement of the loss allowance depends upon the Company's assessment at the end of each reporting period as to whether the financial instrument's credit risk has increased significantly since initial recognition, based on reasonable and supportable information that is available, without undue cost or effort to obtain.

Where there has not been a significant increase in exposure to credit risk since initial recognition, a 12-month expected credit loss allowance is estimated. This represents a portion of the asset's lifetime expected credit losses that is attributable to a default event that is possible within the next 12 months. Where a financial asset has become credit impaired or where it is determined that credit risk has increased significantly, the loss allowance is based on the asset's lifetime expected credit losses. The amount of expected credit loss recognised is measured on the basis of the probability weighted present value of anticipated cash shortfalls over the life of the instrument discounted at the original effective interest rate.

For financial assets mandatorily measured at fair value through other comprehensive income, the loss allowance is recognised in other comprehensive income with a corresponding expense through profit or loss. In all other cases, the loss allowance reduces the asset's carrying value with a corresponding expense through profit or loss.

Impairment of non-financial assets

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Recoverable amount is the higher of an asset's fair value less costs of disposal and value-in-use. The value-in-use is the present value of the estimated future cash flows relating to the asset using a pre-tax discount rate specific to the asset or cash-generating unit to which the asset belongs. Assets that do not have independent cash flows are grouped together to form a cash-generating unit.

Trade and other payables

These amounts represent liabilities for goods and services provided to the company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

Right of use assets

At the lease commencement, the Company recognises a right of use asset and associated lease liability for the lease term. The lease term includes extension periods where the Company believes it is reasonably certain that the option will be exercised.

The right of use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

Note 1. Significant accounting policies (continued)

The right of use asset is depreciated over the lease term on a straight-line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

Lease Liability

The lease liability is initially measured at the net present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of the lease term.

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

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

Employee benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Goods and Services Tax ('GST') and other similar taxes

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

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 tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

Note 2. Critical accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Allowance for expected credit losses

The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience and historical collection rates.

Estimation of useful lives of assets

The Company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Impairment of non-financial assets other than goodwill and other indefinite life intangible assets

The Company assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the Company and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Note 3. Restatement of comparatives

Correction of error

In the 2022 and 2021 financial years, Boosting Apprenticeships Commencements (BAC) incentive revenue received and subsequently paid to host clients were not recognised in the surplus or deficit. Any difference in amounts received and not yet paid to hosts was offset against trade receivables incorrectly. In the current year and prior year the BAC incentive revenue and payments have been reflected in the financial statements, with a corresponding net adjustment to gross up trade receivables.

Statement of profit or loss and other comprehensive income

	2022 \$ Reported	\$ \$ Reclassifications	Adjustments	2022 \$ Restated
Revenue	20,328,228	(14,541)	-	20,313,687
Other income	1,814,543	98,661	2,529,842	4,443,046
Cost of sales	(16,926,513)	(58,904)	(2,335,250)	(19,320,667)
Other expenses	(5,092,712)	(25,216)	-	(5,117,928)
	123,546	-	194,592	318,138
Surplus before income tax expense for the year	-	-	-	-
Income tax expense	123,546	-	194,592	318,138
Surplus after income tax expense for the year	-	-	-	-
Other comprehensive income for the year	123,546	-	194,592	318,138
Total comprehensive income for the year				

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2023

Note 3. Restatement of comparatives (continued)

Statement of financial position at the beginning of the earliest comparative period

When there is a restatement of comparatives, it is mandatory to provide a third statement of financial position at the beginning of the earliest comparative period, being 1 July 2021. However, as there were no adjustments made as at 1 July 2021, the Company has elected not to show the 1 July 2021 statement of financial position. Amounts in the adjustments column in the table below also include reclassification of prior year balances for improved comparability.

	2022 \$ Reported	2021 2022 \$ \$ \$ Reclassifications	Adjustments	Adjustments	2022 \$ Restated
Current assets					
Trade and other receivables	591,059	360,002	-	362,828	1,313,889
Other assets	616,725	(596,888)	-	-	19,837
All other current assets	11,343,562	-	-	-	11,343,562
	-	-	-	-	-
Non-current assets					
Other assets	-	236,888	-	-	236,888
All other non-current assets	6,280,966	-	-	-	6,280,966
Total assets	<u>18,832,312</u>	<u>2</u>	<u>-</u>	<u>362,828</u>	<u>19,195,142</u>
	2,717,350	1	-	-	2,717,351
Current liabilities	24,877	-	-	-	24,877
Non-current liabilities	<u>2,742,227</u>	<u>1</u>	<u>-</u>	<u>-</u>	<u>2,742,228</u>
Total liabilities					
	16,090,085	1	168,236	194,592	16,452,914
Retained surplus	<u>16,090,085</u>	<u>1</u>	<u>168,236</u>	<u>194,592</u>	<u>16,452,914</u>
Total equity					

Note 4. Revenue

	2023 \$	2022 \$
Services income	<u>23,159,940</u>	<u>20,313,687</u>

Disaggregation of revenue

The disaggregation of revenue from contracts with customers is as follows:

	2023 \$	2022 \$
<i>Geographical regions</i>		
Australia	<u>23,159,940</u>	<u>20,313,687</u>
<i>Timing of revenue recognition</i>		
Services transferred over time	<u>23,159,940</u>	<u>20,313,687</u>

Apprenticeships Are Us Limited
Notes to the financial statements
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Note 5. Other income

	2023 \$	2022 \$
Net gain on disposal of property, plant and equipment	116,376	-
Interest income	230,789	13,610
Government incentives and grants	3,202,810	3,254,058
COVID-19 cash flow boost	-	1,140,378
Other income	-	35,000
	<u>3,549,975</u>	<u>4,443,046</u>

Note 6. Cash and cash equivalents

	2023 \$	2022 \$
<i>Current assets</i>		
Cash at bank and in hand	<u>11,103,712</u>	<u>11,343,562</u>

Note 7. Trade and other receivables

	2023 \$	2022 \$
<i>Current assets</i>		
Trade receivables	356,610	979,312
Less: Allowance for expected credit losses	<u>(30,000)</u>	<u>(30,000)</u>
	<u>326,610</u>	<u>949,312</u>
Other receivables	<u>460,413</u>	<u>364,577</u>
	<u>787,023</u>	<u>1,313,889</u>

Note 8. Other assets

	2023 \$	2022 \$
<i>Current assets</i>		
Prepayments	<u>24,964</u>	<u>19,837</u>
<i>Non-current assets</i>		
Security deposits	<u>-</u>	<u>236,888</u>
	<u>24,964</u>	<u>256,725</u>

Apprenticeships Are Us Limited
Notes to the financial statements
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Note 9. Property, plant and equipment

	2023 \$	2022 \$
<i>Non-current assets</i>		
Land & buildings - at cost	566,305	-
Less: Accumulated depreciation	(9,718)	-
	<u>556,587</u>	<u>-</u>
Leasehold improvements - at cost	-	118,215
Less: Accumulated depreciation	-	(118,215)
	<u>-</u>	<u>-</u>
Plant and equipment - at cost	1,635	28,732
Less: Accumulated depreciation	(435)	(28,732)
	<u>1,200</u>	<u>-</u>
Furniture, fixtures and fittings - at cost	10,781	34,320
Less: Accumulated depreciation	(1,240)	(34,320)
	<u>9,541</u>	<u>-</u>
Motor vehicles - at cost	499,695	554,459
Less: Accumulated depreciation	(95,785)	(398,457)
	<u>403,910</u>	<u>156,002</u>
Motor vehicles under lease	421,133	-
Less: Accumulated depreciation	(421,133)	-
	<u>-</u>	<u>-</u>
Computer equipment - at cost	58,959	93,288
Less: Accumulated depreciation	(39,630)	(70,181)
	<u>19,329</u>	<u>23,107</u>
	<u><u>990,567</u></u>	<u><u>179,109</u></u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

	Plant & Equipment \$	Motor Vehicles \$	Furniture & Fittings \$	Land & Buildings \$	Computer Equipment \$	Total \$
Balance as at 30 June 2022	-	156,002	-	-	23,107	179,109
Additions	1,634	411,053	10,781	566,305	14,242	1,004,015
Disposals	-	(38,501)	-	-	(5,196)	(43,697)
Depreciation expense	(434)	(124,644)	(1,240)	(9,718)	(12,824)	(148,860)
Balance as at 30 June 2023	<u>1,200</u>	<u>403,910</u>	<u>9,541</u>	<u>556,587</u>	<u>19,329</u>	<u>990,567</u>

Note 10. Financial assets

	2023 \$	2022 \$
<i>Non-current assets</i>		
Investment held at cost - APERUS Unit Trust	<u>5,870,276</u>	<u>6,080,045</u>

Apprenticeships Are Us Limited
Notes to the financial statements
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Note 11. Right-of-use assets

	2023 \$	2022 \$
<i>Non-current assets</i>		
At cost	961,348	552,428
Less: Accumulated depreciation	<u>(180,866)</u>	<u>(530,616)</u>
	<u>780,482</u>	<u>21,812</u>

Reconciliations

Reconciliations of the written down values at the beginning and end of the current and previous financial year are set out below:

Total		
\$		
Balance at 1 July 2021	188,915	
Depreciation expense	(67,103)	
Balance at 30 June 2022	221,812	
Additions	961,347	
Depreciation expense	(202,677)	
Balance at 30 June 2023	780,482	

Note 12. Trade and other payables

	2023 \$	2022 \$
<i>Current liabilities</i>		
Trade payables	88,543	72,132
GST payable	163,082	161,436
Employee benefits	202,595	185,555
Sundry payables and accrued expenses	485,662	306,280
	<u>939,882</u>	<u>725,403</u>

Trade and other payables are unsecured, non-interest bearing and are normally settled within 30 days. The carrying

amounts

are considered to be a reasonable approximation of fair value.

Note 13. Employee benefits

	2023 \$	2022 \$
<i>Current liabilities</i>		
Annual leave	1,422,558	1,325,030
Long service leave	<u>115,529</u>	<u>112,189</u>
	1,538,087	1,437,219
<i>Non-current liabilities</i>		
Long service leave	<u>29,468</u>	<u>24,060</u>
	<u>1,567,555</u>	<u>1,461,279</u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2023

Note 14. Lease liabilities

	2023 \$	2022 \$
<i>Current liabilities</i>		
Lease liability	174,007	21,404
<i>Non-current liabilities</i>		
Lease liability	632,931	817
	806,938	22,221

	2023 \$	2022 \$
Movement in lease liabilities		
Opening balance	22,220	249,348
Additions	961,347	-
Interest charge	37,684	6,215
Payments	(214,313)	(233,343)
Closing balance	806,938	22,220

Note 15. Other liabilities

	2023 \$	2022 \$
<i>Current liabilities</i>		
Grant funds payable	-	533,325

Note 16. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by 18 December 2023, the auditor of the Company, and unrelated firms:

	2023 \$	2022 \$
<i>Audit services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>		
Audit of the financial statements	46,000	-
<i>Other services - HLB Mann Judd (NSW) Pty Ltd</i>		
Other non-assurance services	8,000	-
	54,000	-
<i>Audit services - CIB Accountants and Advisers</i>		
Audit of the financial statements	-	27,250

Note 17. Contingent liabilities

In the opinion of the directors, the Company did not have any contingent liabilities at 30 June 2023 (30 June 2022: Nil).

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2023

Note 18. Financial instruments

	Note	2023 \$	2022 \$
Financial Assets			
Cash and cash equivalents	6	11,103,712	11,343,562
Trade and other receivables	7	787,023	1,313,889
Financial assets	10	5,870,276	6,080,045
		<u>17,761,011</u>	<u>18,737,496</u>
Financial liabilities			
Trade and other payables	12	939,882	725,403
Lease liabilities		<u>806,938</u>	<u>22,221</u>
		<u>1,746,820</u>	<u>747,624</u>

Note 19. Events after the reporting period

No matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the Company's state of affairs in future financial years.

Note 20. Reconciliation of (deficit)/surplus after income tax to net cash from operating activities

	2023 \$	2022 \$
(Deficit)/surplus after income tax expense for the year	(210,265)	318,138
Adjustments for:		
Depreciation and amortisation of property, plant and equipment	121,199	28,777
Depreciation and amortisation of right-of-use asset	202,677	67,103
Profit/loss on disposal of property, plant and equipment	(115,721)	150,407
Provision for annual and long service leave	106,276	-
Change in operating assets and liabilities:		
Decrease in trade and other receivables	763,743	1,909,450
Increase in prepayments	(5,117)	(187,601)
Increase in investments	361,387	-
Decrease in trade and other payables	(318,845)	(343,590)
Decrease in employee benefits	-	(193,525)
Increase in other liabilities	-	130,410
Net cash from operating activities	<u>905,334</u>	<u>1,879,569</u>

Apprenticeships Are Us Limited
Directors' declaration
30 June 2023

In the directors' opinion:

- the Company is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the *Australian Charities and Not-for-profits Commission Act 2012 requirements to prepare and distribute financial statements to the members of the Company*;
- the attached financial statements and notes comply with the Australian Charities and Not-for-profit Commission Act 2012, the Accounting Standards as described in Note 1 to the financial statements and the Corporations Regulations 2001 and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the Company's financial position as at 30 June 2023 and of its performance for the financial year ended on that date; and
- 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 2022.

On behalf of the directors



Michael Wentworth
Director

18 December 2023

Independent Auditor's Report to the Members of Apprenticeships Are Us Limited

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

Opinion

We have audited the financial report of Apprenticeships Are Us Limited ("the Company"), which comprises the statement of financial position as at 30 June 2023, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Directors' declaration.

In our opinion, the accompanying financial report of the Company 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 2023 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 2 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 auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Australian Charities and

We confirm that the independence declaration required by Division 60 of the Not-for-profits Commission Act 2012, which has been given to the Company, would be in the same terms if given as at the time of this auditor's report.

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

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the directors' report for the year ended 30 June 2023, 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.

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Responsibilities of Management and Directors for the Financial Report

The directors are responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards to the extent described in Note 2, 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.

In preparing the special purpose 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 board is responsible for overseeing the company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of 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 management.
- Conclude on the appropriateness of management's 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 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 our audit.



We also provide directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

A handwritten signature in cursive script that reads 'HLB Mann Judd'.

HLB Mann Judd Assurance (NSW) Pty Ltd K L Luong
Chartered Accountants Director
Sydney, NSW
20 December 2023

A handwritten signature in cursive script, likely belonging to K L Luong, with a long horizontal flourish extending to the right.