



ANNUAL REPORT

2024-2025

APPRENTICESHIPS ARE US

AUTOMOTIVE APPRENTICESHIP SPECIALIST





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EXECUTIVE SUMMARY

ANNUAL REPORT 2024-2025 OVERVIEW

The 2024–2025 financial year marked a pivotal chapter in Apprenticeships Are Us Ltd (ARU)'s continued evolution, a year defined by consolidation, impact, and national strength. Following its successful expansion across five states, ARU focused on embedding operational excellence, refining systems, and deepening its social and economic contribution to Australia's workforce.

With operations now firmly established in New South Wales, Victoria, Queensland, South Australia, and Western Australia, ARU has matured into a truly national Group Training Organisation (GTO), one that blends local relationships with a cohesive national framework. This transformation has strengthened consistency in apprentice care, host engagement, and regulatory compliance, ensuring that every apprentice across the country receives the same high standard of support. During the year, ARU achieved record levels of field engagement, completing 5,514 apprentice monitoring and mentoring visits, and maintaining up to 500 active apprentices across multiple trades. These visits are not just compliance touchpoints; they represent thousands of conversations, check-ins, and interventions that underpin ARU's pastoral model and commitment to individual wellbeing.

National growth continued with 87 new host employers added to ARU's network, expanding opportunities across both the automotive industry and new sectors through the organisation's General Trades Division. This strategic diversification, including placements in carpentry, warehousing, metal fabrication, and childcare, reflects ARU's adaptability to market demand and its broader social mission to open pathways for young Australians into sustainable careers.

ARU's continued focus on apprentice retention and wellbeing delivered measurable results. Through initiatives such as DISC behavioural profiling, audiometric testing (achieving 95% completion in NSW), and the rollout of Mental Health First Aid training for all Apprentice Employment Managers, ARU has created a model that balances safety, performance, and care. This holistic approach to apprentice management has reduced early withdrawals and improved alignment between apprentices and host employers, outcomes that directly reflect the organisation's maturity, professionalism, and adherence to the National Standards for Group Training Organisations (2017).

The 2024–2025 period marked the advancement of Stage 2 of ARU's Strategic Plan (2023–2026), shifting focus from national expansion to strategic depth, deepening the organisation's social impact, enhancing data intelligence, and embedding wellbeing and governance frameworks into every layer of operation.

A major milestone was the launch of the Social Impact Measurement Project, developed in collaboration with M&D Workforce Developments, to evaluate the household-level outcomes of apprenticeship completion. This landmark study positions ARU as a national leader in evidence-based vocational education, demonstrating that apprenticeships deliver far-reaching benefits for families, communities, and future generations.

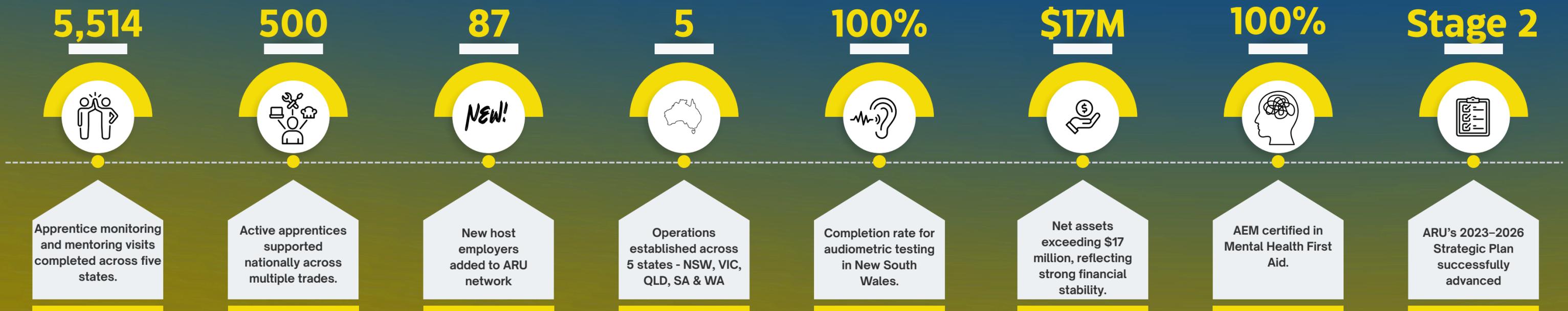
Despite a challenging economic environment, ARU maintained its financial strength and operational stability, with another projected surplus performance and net assets exceeding \$17 million. This sustained financial discipline reflects the organisation's prudent governance, compliance with the Corporations Act 2001 (Cth) and ACNC Act 2012 (Cth), and long-term strategy of balancing growth with sustainability. Every financial decision continues to be guided by purpose, reinvesting surpluses into the systems, programs, and people that deliver lasting impact.

As ARU looks to the 2025–2026 financial year, it does so from a position of strength and credibility. The focus will remain on leveraging data, innovation, and strategic partnerships to expand the reach of apprenticeships across industries and regions.

ARU's future direction is clear:

- **To continue broadening opportunities for young Australians across traditional and emerging trades.**
- **To embed data-driven decision-making and digital transformation across national operations.**
- **To strengthen wellbeing, inclusion, and safety as integral measures of organisational success.**

With a strong foundation, national reach, and purpose-driven leadership, Apprenticeships Are Us Ltd enters its next chapter as a model of excellence in apprentice employment, an organisation defined not just by what it achieves, but by the lives it changes.



LETTER FROM THE CHAIR



Peter Blanshard, Chairman

On behalf of the Board of Apprenticeships Are Us (ARU), it is my privilege to present this end-of-year report. The past year has been one of consolidation, impact, and national presence. It has been characterised by financial strength across our core operations, the maturation of our national footprint, and the disciplined execution of strategic investments that now position ARU as a truly national organisation.

Throughout the year, ARU has continued to demonstrate resilience and adaptability as it navigates an increasingly complex regulatory and compliance environment. Despite growing administrative demands on the sector, the organisation has not only remained compliant but also continued to innovate, refine its systems, and expand its reach. Our operations are now fully paperless, underpinned by a comprehensive and ever-growing bank of policies and procedures that ensure consistency, quality, and accountability across every state in which we operate.

ARU's national expansion is now firmly established across New South Wales, Victoria, Queensland, South Australia, and Western Australia. Apprenticeships remain at the heart of our mission. However, this year marked an important evolution in our operating model with the expansion into broader General Trades. This is not a departure from our core purpose but rather a natural progression made possible by the strength of our internal systems, our people, and our governance framework. It reflects a considered response to workforce needs across multiple sectors while remaining true to our social mission.

Financially, ARU has delivered another exceptional year. Building on an already strong balance sheet, the compounded benefit of years of disciplined and strategic investment has continued to strengthen our net asset position, now in the order of seventeen million dollars. These investments were never speculative. They were deliberately chosen to support long-term growth, enhance digital capability, strengthen internal capacity, and enable sustainable national expansion. As a result, ARU enters the next financial year with confidence, stability, and the ability to respond proactively to emerging opportunities while remaining steadfast in its values. The Board remains clear that every dollar entrusted to ARU must align with our mission, integrity, and social purpose.

At the operational level, the organisation has reached a new level of maturity. During the year, ARU recorded more than 5,500 monitoring and mentoring visits, supporting over 500 active apprentices nationwide. Retention outcomes have continued to improve through a strong focus on psychosocial well-being, the implementation of DISC profiling to improve apprentice-host matching, and the rollout of audiometric testing as part of a broader commitment to health and safety. These initiatives reflect ARU's belief that success in apprenticeships is not solely about placement, but about sustained support, early intervention, and genuine care for the individual.

One of the most significant advancements this year has been ARU's investment in data intelligence. In today's environment, data is the new currency. Recognising that you cannot improve what you do not measure, ARU has invested heavily in capturing meaningful business data and presenting it through real-time dashboards accessible to staff across the organisation. This platform provides visibility, accountability, and agility. It enables informed decision-making at every level and gives the Board and management confidence that strategic adjustments are grounded in evidence rather than assumption.

ARU has also progressed into the second stage of its Strategic Plan, moving beyond expansion to deepen its social impact. The launch of the Social Impact Measurement Project marks an important step in understanding the broader household-level effects of apprenticeship completion, particularly for first-in-family apprentices and those facing disadvantage. This work reinforces ARU's role not just as a Group Training Organisation, but as a purpose-driven organisation committed to measurable social outcomes.

“
ARU is an organisation where learning is not optional but embedded in the culture — supported and never left to stand alone.
”

100% PAPERLESS OPERATIONS ACROSS ALL STATES

\$17M NET ASSET POSITION ACHIEVED

“

Expansion into
General Trades
reflects a considered
response to
workforce needs
while staying true to
our social mission

”

LETTER FROM THE CHAIR CONTINUED....

Governance remains a cornerstone of ARU's success. The organisation operates under the governance standards of the Australian Charities and Not-for-profits Commission and in alignment with the Corporations Act. The Board remains satisfied that ARU not only meets, but consistently exceeds, community and regulatory expectations. Transparency, ethical leadership, and robust financial oversight remain central to all Board deliberations, and there has been no compromise on integrity at any point throughout the year.

None of this would be possible without the leadership of our Managing Director, Michael Wentworth. Michael's leadership continues to set the standard for ARU. His commitment to ethical decision-making, professional excellence, and genuine care for staff and apprentices is evident throughout the organisation. This year, Michael has also undertaken the significant personal challenge of pursuing his PhD studies, which is due for completion by mid 2026. While such a commitment inevitably places demands on both professional and family life, Michael has approached this endeavour with the same discipline and passion that characterise his leadership. Rather than detracting from his role, his academic pursuit has reinforced his belief in continuous learning and has further strengthened his capacity to lead by example.

In last year's report, I acknowledged Michael's ability to motivate staff to engage in professional development and stated my belief that this commitment to learning would remain foundational to ARU's success. I am pleased to report that this belief has been affirmed. This year, every member of staff has engaged in some form of professional training, whether for personal enrichment or business development. ARU is an organisation where learning is not optional but embedded in the culture. Staff are encouraged to ask difficult questions, challenge assumptions, and pursue improvement, secure in the knowledge that they are supported and never left to stand alone.

The strength of ARU also lies in its broader management team and people. The organisation now employs over five hundred apprentices and staff nationally, supported by a growing network of host employers and partners. ARU remains the only Group Training Organisation partnered with the Capricorn Society and continues to work closely with government, registered training organisations, schools, and industry to create meaningful pathways into skilled trades. The expansion of the General Trades Division, supported by a refined recruitment and early acceptance program, has further diversified ARU's impact across sectors, including carpentry, childcare, warehousing, and beyond.

At its core, ARU remains guided by a clear vision and set of values. Our vision is to be known and trusted nationally as a place where vulnerable Australians can access assistance and support to enter an Australian Apprenticeship. Our mission is to provide paid training and employment pathways in skilled trades, supporting young people and those at risk. These are underpinned by values that emphasise humility, hunger for improvement, emotional intelligence, and an unwavering commitment to safety and wellbeing. This year, that commitment has been reinforced through mental health first aid training, improved injury prevention outcomes, and proactive engagement with emerging psychosocial risk reforms.

As we close the year, ARU stands as a financially strong, ethically grounded, and forward-thinking organisation. We have invested in our people, strengthened our systems, expanded our vision, and built a platform for sustainable national growth. The stories behind our apprentices remind us daily that behind every statistic is a person whose life trajectory has been changed through opportunity, support, and belief.

On behalf of the Board, I thank Michael Wentworth for his outstanding leadership, our management team and staff for their unwavering dedication, our apprentices for their trust, and our partners and host employers for their continued collaboration. ARU's future is secure, its direction is clear, and its leadership is exemplary.





“ Each number represents a journey — a young person gaining independence, an employer investing in the future, and a team ensuring every apprentice feels supported, valued, and capable. ”

MICHAEL WENTWORTH
MANAGING DIRECTOR

ABOUT US & ORGANISATION OVERVIEW

OUR PURPOSE

Apprenticeships Are Us Ltd (ARU) is a nationally recognised Group Training Organisation (GTO) and registered charity dedicated to creating meaningful careers that change lives and strengthen communities.

Our mission is to provide high-quality employment and training pathways that empower young Australians through the apprenticeship system.

EXPANDING BEYOND AUTOMOTIVE

In 2024–2025, ARU's General Trades Division continued to grow, extending our expertise beyond automotive into carpentry, warehousing, and childcare.

This diversification allows us to apply our quality systems, compliance frameworks, and pastoral care across a broader range of industries — ensuring consistency in standards, no matter the trade or region.

OUR SOCIAL IMPACT

As a registered charity, ARU delivers measurable social benefit by improving access to education and skilled employment — particularly for disadvantaged and underrepresented young Australians.

Every apprenticeship represents more than a job — it's a chance for stability, growth, and contribution to Australia's future workforce.

OUR GROWTH & NATIONAL FOOTPRINT

From its beginnings as a specialised automotive apprenticeship employer, ARU has evolved into a multi-industry national organisation. We now operate across New South Wales, Victoria, Queensland, South Australia, and Western Australia, supporting more than 550 apprentices and staff across the country.

This expansion reflects ARU's ability to respond to regional workforce needs while upholding strong governance, ethics, and integrity.

STRATEGIC PARTNERSHIPS

ARU's national presence is strengthened through key collaborations, including our exclusive partnership with the Capricorn Society, where ARU serves as the only GTO partner.

This partnership connects us to thousands of automotive and mechanical businesses, enhancing visibility, credibility, and access to high-quality host employers.

OUR CULTURE & VALUES

Integrity, accountability, and service define everything we do.

ARU's success is built on its ability to adapt and innovate while staying true to its mission — connecting potential with opportunity and turning ambition into achievement.

Together, we're helping build a stronger, fairer, and more skilled Australia.

OUR MODEL OF SUPPORT

At the heart of ARU's success is a people-first model that places the apprentice at the centre of every decision.

We connect young people with employers who offer technical training, real-world experience, mentorship, and career guidance.

Employers partner with ARU for our proven track record in delivering sustainable workforce solutions and our focus on long-term success for every apprentice.

GOVERNANCE & COMPLIANCE

ARU operates under a robust governance framework, ensuring alignment with:

- The National Standards for Group Training Organisations (2017)
- The ACNC Governance Standards (2013)

Through partnerships with state governments, industry bodies, RTOs, and community organisations, we ensure our programs remain current, compliant, and responsive to industry needs.



TIMELINE HISTORY

Our Journey: Key Milestones in the Growth of Apprenticeships Are Us Ltd

2004 Opened the first office at Able Street, Penrith, with our first staff member, Michael Wentworth, and eight apprentices.

2005 Established as Apprenticeships Plus, a Nationally Registered Group Training Organisation.

2007 With over 300 apprentices, we moved to Parramatta and began placing job seekers in apprenticeships nationwide.

2010 Relocated to Henry Street, Penrith, with 164 apprentices across NSW and an expanded payroll and administration team.

2011 Expanded operations into Victoria, with plans to grow across the Eastern Seaboard.

2012 Entered the Pre-Apprenticeship market, integrating it as a standard entry pathway to an automotive apprenticeship.

2016 Managed a National Disability Employment Initiative Project, achieving a 98% employment outcome rate, embedding key findings into our operational model.

2017 Rebranded from Apprenticeships Plus to Apprenticeships Are Us Ltd, now supporting over 500 apprentices across NSW and VIC

2018 Invited to participate in the Industry Skills Mentoring for Australian Apprentices (ISMAA) program.

2019 Established My Job Start after securing the Employability Skills Training (EST) contract.

2020 Focused on maintaining apprentice employment through the COVID-19 pandemic.

2020/2021 My Job Start was divested, and the ISMAA program concluded.

2022 Expanded into Queensland and purchased new premises.

2023 A new board was formed, and a new office opened in Melbourne.

2024 Expanded operations nationally, breaking ground in South Australia and Western Australia.

2025 Strengthened general trades division and recruitment footprint across multiple sectors. & Launch of Social Impact Measurement Project and AI-assisted recruitment initiatives.



VISION, MISSION, AND CORE VALUES

At Apprenticeships Are Us Ltd (ARU), our Vision, Mission, and Core Values provide the ethical and operational compass by which every decision is made. They articulate not only who we are as an organisation but also how we fulfil our purpose as a national Group Training Organisation (GTO) and registered charity under the Australian Charities and Not-for-profits Commission Act 2012 (Cth). These guiding principles reflect our long-standing commitment to social purpose, regulatory integrity, and workforce excellence under the National Standards for Group Training Organisations (2017).

VISION

“To be known and trusted nationally as a place where vulnerable Australians from all walks of life can gain assistance and support into an Australian Apprenticeship.”

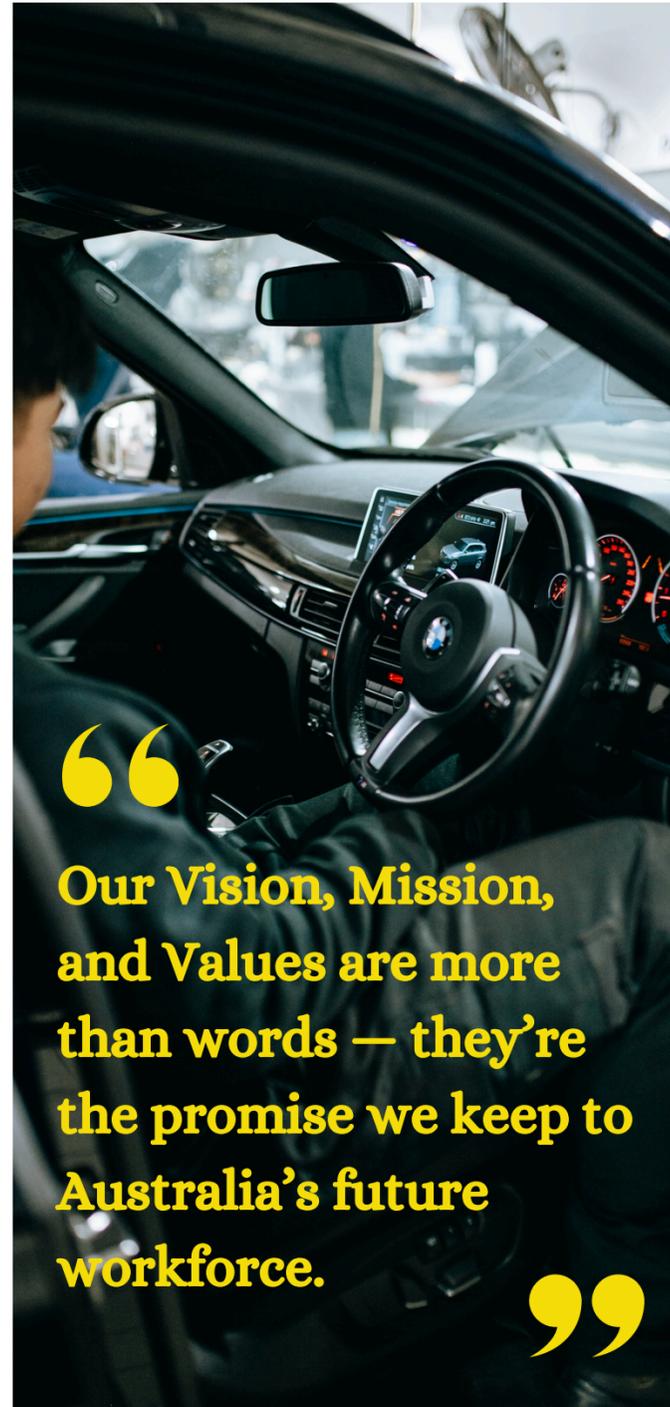
Our vision underscores ARU’s purpose as both an employer and an enabler of opportunity. It reflects our role in creating equitable access to skilled trades for individuals who may otherwise be excluded from the workforce, particularly youth, underrepresented groups, and at-risk individuals. In doing so, ARU contributes to the broader objectives of the National Vocational Education and Training Regulator Act 2011 (Cth) and the Australian Qualifications Framework (AQF), ensuring training pathways remain nationally recognised, inclusive, and outcome-driven.

MISSION

“To provide paid training and employment pathways in skilled trades, supporting youth and at-risk individuals through mentorship, structure, and care.”

This mission defines how ARU operates, by delivering apprenticeship pathways that combine paid employment, quality training, and consistent pastoral support. Every aspect of our mission aligns with the Fair Work Act 2009 (Cth) and the Work Health and Safety Act 2011 (NSW), ensuring that apprentices are not only employed fairly but thrive in safe, supportive, and lawful workplaces.

Through collaboration with employers, Registered Training Organisations (RTOs), and industry partners, ARU ensures that apprenticeships remain a credible alternative to traditional education, bridging the gap between training and employment. This reflects the intent of the National Standards for GTOs, ensuring that every apprentice is guided toward success through structure, communication, and wellbeing.



“
**Our Vision, Mission,
and Values are more
than words — they’re
the promise we keep to
Australia’s future
workforce.**”

OUR CORE VALUES

Our values define the culture that drives our people and informs every relationship with apprentices, hosts, and partners.

HUMBLE

We serve with gratitude and respect, recognising that our strength lies in collaboration, not competition. We approach every challenge with integrity and every success with modesty.

HUNGRY

We pursue excellence with energy and purpose. Our team is motivated by outcomes, driven to continually improve, and committed to creating opportunities for the next generation of tradespeople.

SMART

We work intelligently, making evidence-based decisions that balance compassion with compliance. Our approach reflects the diligence required under the Corporations Act 2001 (Cth) and the ACNC Governance Standards (2013), ensuring transparency and accountability in everything we do.

SAFE & WELL

We prioritise the physical, psychological, and emotional wellbeing of every apprentice and staff member. Through initiatives such as audiometric testing, Mental Health First Aid training, and compliance with the Model Work Health and Safety (Psychosocial Hazards) Regulations 2022, we ensure that safety is not just a policy, it is part of our culture.

LIVING OUR VALUES

ARU’s Vision, Mission, and Values are more than aspirational statements, they are embedded in our governance, systems, and day-to-day practice. They are reinforced through continuous improvement frameworks, policy reviews, and performance indicators aligned with the National Standards for Group Training Organisations (2017).

As a national charity and employer, ARU’s success is measured not only by the number of apprentices placed, but by the integrity with which it operates and the lives it changes. These principles ensure that every apprentice we employ, every host we partner with, and every community we serve experiences ARU’s unwavering commitment to ethical leadership, safety, and opportunity.

Our Vision, Mission, and Values are more than words, they are the foundation of who we are and the promise we keep to Australia’s future workforce.



“ ARU gave me all the information I needed. When ever I needed assistance, they were there and if I had any troubles they would help aswel, they were good. ”

Alisha
Completed Light Vehicle Apprenticeship 2025
Parramatta Jaguar
Pictured with AEm Scott J

OUR BOARD



Michael is currently the Managing Director 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.

MICHAEL WENTWORTH
MANAGING DIRECTOR



With over 20 years of experience in the automotive, training, and customer service sectors, Brad brings deep industry knowledge and proven leadership. Currently the Head of Customer Service at Polestar, his career includes senior roles at JLR, My Trade Start, JAX Tyres & Auto, and within the private RTO sector. Brad has been instrumental in developing apprentice training programs, strengthening technician capability, and driving operational excellence across multiple organisations. Now completing his MBA capstone project, Brad brings strategic insight, a passion for education, and a commitment to shaping the future of Australia's skilled workforce.

BRAD KININJEW
DIRECTOR



Peter is the Chief Executive Officer of the Institute of Automotive Mechanical Engineers where he has served for the past 14 years. He holds a Certificate III in Light Vehicle Technologies, a Diploma in Light Vehicle Technologies, Diploma in Automotive Management and is an Associate of the Institute of Automotive Accidents Assessors.

PETER BLANSHARD
CHAIR AND 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.

ALIMUNAWER MOHAMMED
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.

DESMOND (PHIL) NIXON
NON-EXECUTIVE DIRECTOR



OUR MANAGEMENT TEAM



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. Phil completed his Masters in Business.

PHILIP COOKSEY
GENERAL 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 has completed his Cert 4 in Business and is in the final stage of completing his Diploma of Business.

SCOTT GRANT
BUSINESS DEVELOPMENT MANAGER



With over 35 years in the automotive industry, Scott started as an apprentice at Australia's largest Mitsubishi dealer in 1986. He has held various roles, including Service Manager and Pre-Apprenticeship General Manager, where he led the top service department in Australia and the largest pre-apprenticeship team in NSW. Now, as an Apprentice Employment Manager at ARU, Scott manages 60 apprentices in Western Sydney, driving talent and excellence

SCOTT JACKER
GTO TEAM LEADER



As Recruitment Team Leader, I am dedicated to connecting young school leavers, disadvantaged youth, and individuals from diverse backgrounds with meaningful apprenticeship and traineeship opportunities. I lead a passionate team focused on providing personalised support and guidance, ensuring each candidate has the tools and resources to thrive. Committed to the mission of our registered charity and not-for-profit organisation, I strive to create lasting, positive impacts by helping young people and the wider community build successful, long-term careers.

COURTNEY WEBSTER
RECRUITMENT TEAM LEADER

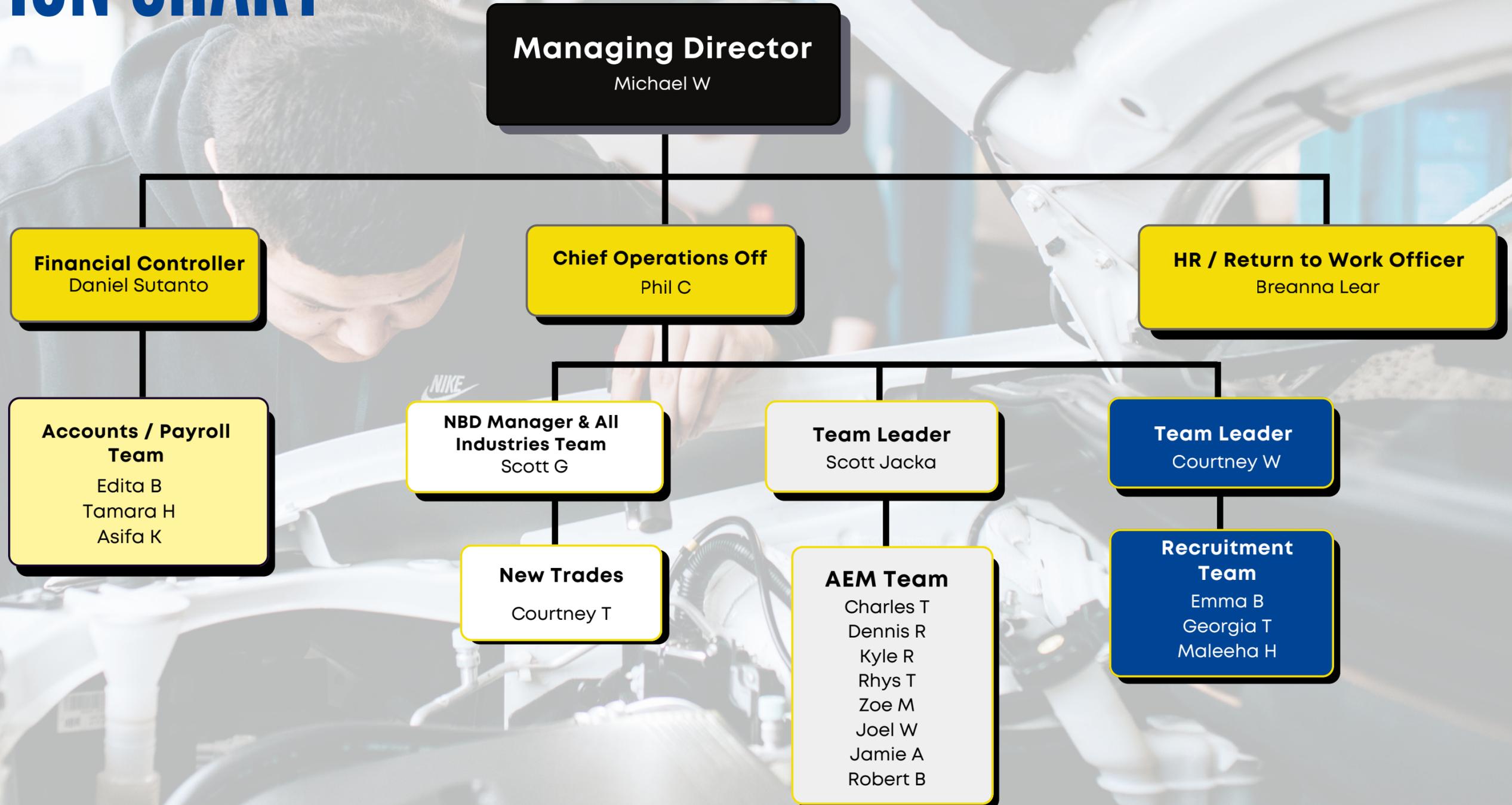


Daniel Sutanto is an Associate Member of the Institute of Public Accountants with over 15 years of experience in accounting. He began his career from the ground up, gaining hands-on experience across industries such as hospitality and construction before advancing to senior roles. He shaped up his career while working as Group Financial Accountant at Mazars, a global accounting firm, where he oversaw financial reporting for the Australia region. In October 2019, Daniel joined Apprenticeships Are Us as a Financial Accountant, bringing a wealth of knowledge and a proven ability to deliver accurate and a commitment to excellence . His career reflects a strong commitment to professional growth, adaptability, and excellence in financial reporting.

DANIEL SUTANTO
FINANCIAL CONTROLLER



ORGANISATION CHART





REFLECTIONS FROM THE MANAGING DIRECTOR

The 2024–2025 financial year marked a period of consolidation, reflection, and renewed clarity of purpose for Apprenticeships Are Us Ltd (ARU). After several years of expansion across five states, this year represented the transition from growth to maturity a deliberate phase of embedding excellence, refining systems, and strengthening our foundations for sustainable impact.

We recorded 5,514 apprentice monitoring visits, 299 new commencements, 76 completions, and supported 475 active apprentices nationwide. These achievements signify more than operational metrics; they represent commitment, perseverance, and transformation. Each number reflects a journey, a young person gaining independence, an employer investing in the future, and a team ensuring every apprentice feels supported, valued, and capable. This year, ARU’s philosophy centred on quality over quantity. We shifted focus from expansion to enrichment, from the pursuit of scale to the pursuit of depth. As Aristotle once wrote, “We are what we repeatedly do. Excellence, then, is not an act, but a habit.” Excellence has become ARU’s defining habit, a consistency of effort, integrity, and purpose that drives real, measurable outcomes.

The year brought refinement across all levels of the organisation. We strengthened compliance, streamlined governance, and harmonised systems under the Corporations Act 2001 (Cth), the Australian Charities and Not-for-profits Commission Act 2012 (Cth), and the National Standards for Group Training Organisations (2017). Through careful review and integration, ARU achieved greater consistency, transparency, and efficiency across its expanding national operations. The rollout of audiometric testing, achieving 95% completion in New South Wales and progressing toward full implementation in Victoria, demonstrated our proactive approach to health and safety. This was not merely compliance, it was an ethical responsibility, reflecting our duty to protect those who are building the nation’s future. As management theorist Peter Drucker wisely observed, “Management is doing things right; leadership is doing the right things.” This initiative reflects ARU’s enduring commitment to “doing the right things,” placing people and safety above all else. Equally transformative has been the implementation of DISC profiling and personalised playbooks for apprentices and host employers. By applying behavioural insights, ARU has improved communication, reduced workplace conflict, and increased retention. It is a modern and human approach, one that recognises that productivity thrives where understanding and empathy exist.

The essence of ARU’s progress lies in its people. The organisation’s strength continues to be its capacity to connect, to bridge the gap between education and employment, and between potential and purpose. Over the past year, ARU deepened engagement with schools, communities, and employers. Through collaboration with 115 school career advisers, participation in 69 career expos, and the delivery of six Try-a-Trade sessions, ARU introduced thousands of students to the possibilities of skilled trades. These initiatives did more than recruit, they inspired. As Nelson Mandela said, “Education is the most powerful weapon which you can use to change the world.” Each interaction represented an opportunity to change perceptions, challenge stigma, and open pathways for young Australians to thrive in meaningful, sustainable careers. These efforts reaffirm ARU’s belief that vocational education is not a fallback but a foundation, a pathway to dignity, self-reliance, and purpose.

MICHAEL WENTWORTH
MANAGING DIRECTOR

“Excellence has become ARU’s defining habit — a consistency of effort, integrity, and purpose that drives real, measurable outcomes.”

5,514

APPRENTICE MONITORING VISITS COMPLETED ACROSS FIVE STATES.

299

NEW APPRENTICES

76

APPRENTICESHIPS COMPLETED

The launch of the Social Impact Measurement Project, in partnership with M&D Workforce Developments, represents a major milestone in ARU's mission to measure what truly matters. This initiative examines the household-level effects of apprenticeship completion, demonstrating that when one person gains a qualification, the benefits often extend to their entire family and community. Through this project, ARU is evidencing what has long been understood intuitively: that apprenticeships are not only an economic instrument but a social catalyst. The research aligns with the National Skills Agreement 2023–2028 and reflects ARU's ongoing role as a thought leader in vocational and social outcomes. Supporting this is our continuing commitment to psychosocial safety and wellbeing. Every Apprentice Employment Manager and key staff member received Mental Health First Aid training, strengthening ARU's capacity to recognise early warning signs and respond with compassion. These measures ensure that apprentices are supported not only in their technical development but also in their emotional and psychological resilience.

Despite a challenging economic climate, ARU remained financially stable and strategically focused. Through disciplined asset management, transparent governance, and cautious forecasting, the organisation preserved its capacity to serve without compromise. As Warren Buffett famously said, "It takes 20 years to build a reputation and five minutes to ruin it." That awareness shapes ARU's approach to every decision, balancing ambition with accountability, and growth with responsibility. Financial prudence underpins everything ARU achieves. Resources are allocated where they create the greatest impact, in apprentices' lives, in strengthening industry partnerships, and in supporting staff wellbeing.

As ARU moves into 2025–2026, it does so with clarity and conviction. The organisation's growth is no longer defined by size but by significance, by the impact of its actions, the integrity of its culture, and the outcomes achieved for the communities it serves. The year ahead will see further integration of AI-assisted recruitment, expansion of the General Trades Division, and continued investment in digital systems that enhance efficiency and data-driven decision-making. Yet, the heart of ARU's mission remains unchanged: to create pathways that give young Australians not only employment but hope.

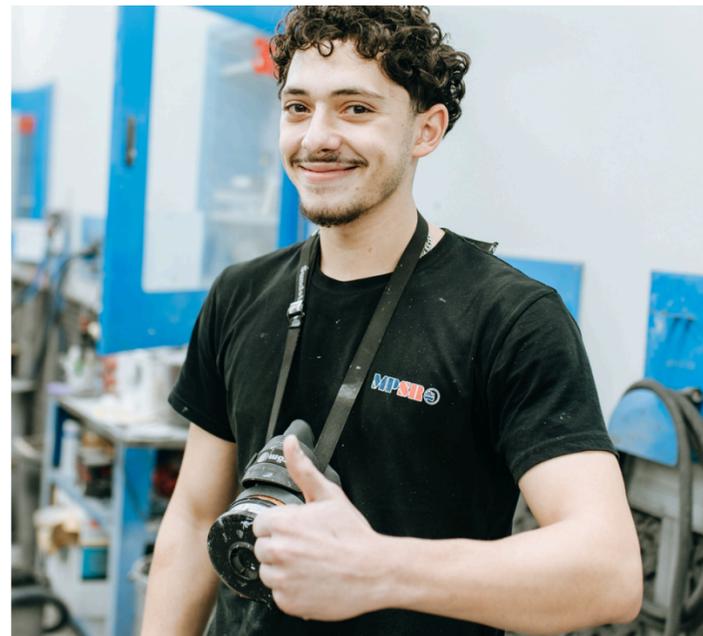
In the words of John Wooden, "Success is peace of mind that is the direct result of self-satisfaction in knowing you did your best to become the best you are capable of becoming." This captures the spirit of ARU's work, a quiet, determined pursuit of excellence, purpose, and human progress.

Through steadiness, humility, and a deep sense of responsibility, ARU continues to build futures that last, for apprentices, employers, and the industries that drive Australia forward.

475

ACTIVE APPRENTICES
SUPPORTED
NATIONWIDE.

“ Leadership is doing the right things – and at ARU, that means putting people and safety above all else. ”



“ Our growth is no longer defined by size but by significance – by the impact of our actions, the integrity of our culture, and the outcomes achieved for the communities we serve. ”



OPERATIONAL INSIGHTS FROM THE GENERAL MANAGER

The 2024–2025 financial year has been one of renewal, resilience, and remarkable growth for Apprenticeships Are Us Ltd (ARU). Guided by the National Standards for Group Training Organisations (2017), our mission this year was clear, to strengthen the people, systems, and partnerships that empower us to transform lives through apprenticeships. Every decision, every milestone, and every success was anchored in these standards, ensuring that quality, safety, and opportunity remained at the heart of all we do.

This year, ARU moved into momentum. Across five states, our team supported more than 475 apprentices, completed 5,514 workplace visits, and maintained trusted relationships with 192 active host employers. Recruitment remained strong despite challenging labour conditions, with 320 new commencements and 76 apprentices successfully completing their trades, each one a story of perseverance and purpose.

These outcomes reflect more than numbers; they represent the power of connection and commitment that defines the Group Training model. Under Standards 1.1 and 1.2, ARU continued to ensure every apprentice was employed under a fair, compliant contract, mentored regularly, and supported holistically. Our expansion into South Australia and Western Australia was guided by the same quality framework, ensuring that whether an apprentice is in Parramatta, Perth, or Port Adelaide, they receive the same care, consistency, and opportunity.

ARU’s operational maturity now stands as a model for how a not-for-profit GTO can combine efficiency with empathy. Behind every successful apprentice is a web of dedicated staff, engaged hosts, and strong systems working in harmony, a network built on trust and accountability.

If there is one belief that defines ARU, it is that great organisations are built by great people. In 2024–2025, we invested deeply in our most valuable asset, our team. Aligned with Standard 2 (Effective Support for Apprentices and Host Employers), we launched an ambitious Mental Health First Aid program for all Apprentice Employment Managers and front-line staff. This program equipped our team with the skills to recognise early signs of distress and provide informed, compassionate responses. It is a reflection of who we are: a people-first organisation that understands that wellbeing and performance are inseparable.

We also continued to nurture leadership capability across the business. Through MBA and Diploma-level training, mentoring programs, and peer learning, our leaders are not only becoming better managers, they are becoming better human beings. Together, they are shaping a culture grounded in empathy, professionalism, and shared purpose. This transformation is visible across the organisation. Staff engagement has never been higher, turnover is lower, and collaboration is stronger. The ARU team has evolved into a community, one defined by care, courage, and commitment to the future.

ARU is also deeply committed to ensuring the safety of our apprentices. Safety at ARU is more than a compliance requirement, it’s a promise. Guided by Standard 3 (Comprehensive Work Health and Safety Systems), we achieved 100% completion of audiometric testing for NSW apprentices, with Victoria next in line. Beyond meeting our duty of care under the Work Health and Safety Act 2011 (NSW), this initiative demonstrates ARU’s proactive stance on prevention and education. We also embraced the Model WHS Regulations (Psychosocial Hazards) Amendment 2022 by integrating psychosocial risk management into everyday practice. Every apprentice, host, and staff member deserves to feel safe, supported, and valued, and our systems now reflect that reality. In doing so, ARU continues to redefine what safety means in the modern workplace: it’s about mind, body, and belonging.

PHILIP COOKSEY
GENERAL MANAGER

“
In 2024–2025, ARU moved with purpose, strengthening people, systems, and partnerships to transform lives through apprenticeships.
”

100%	COMPLETION OF AUDIOMETRIC TESTING FOR NSW APPRENTICES	30	APPRENTICES PLACED BEFORE THE CALENDAR YEAR THROUGH EAP	13.3M	VIDEO VIEWS ON INSTAGRAM
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““

ARU is evolving into a multi-industry powerhouse, proving that quality never has to be compromised for growth””



OPERATIONAL INSIGHTS FROM THE GENERAL MANAGER CONTINUED....

ARU is also deeply committed to ensuring the safety of our apprentices. Safety at ARU is more than a compliance requirement, it's a promise. Guided by Standard 3 (Comprehensive Work Health and Safety Systems), we achieved 100% completion of audiometric testing for NSW apprentices, with Victoria next in line. Beyond meeting our duty of care under the Work Health and Safety Act 2011 (NSW), this initiative demonstrates ARU's proactive stance on prevention and education. We also embraced the Model WHS Regulations (Psychosocial Hazards) Amendment 2022 by integrating psychosocial risk management into everyday practice. Every apprentice, host, and staff member deserves to feel safe, supported, and valued, and our systems now reflect that reality. In doing so, ARU continues to redefine what safety means in the modern workplace: it's about mind, body, and belonging.

The automotive industry which we have targeted to provide employment opportunities for our apprentices like many industries face critical skills shortages, ARU's Early Acceptance Program (EAP) has proven transformative. By engaging candidates early, refining host matching, and leveraging data-driven insights, we placed 30 apprentices before the calendar year commenced. Our social media outreach reached new audiences, more than 13.3M reel views on Instagram and 140,000 video views on TikTok, proving that the next generation of tradespeople can be reached, inspired, and mobilised through creative digital storytelling. ARU continues to show that innovation and inclusion go hand in hand. From school visits to digital campaigns, we're not just recruiting apprentices, we're inspiring futures.

Furthermore, we stay committed to strong retention. Retention has always been one of ARU's proudest strengths. Through DISC behavioural profiling, targeted mentoring, and structured engagement, we've reduced early withdrawals and strengthened long-term outcomes. These aren't abstract metrics, they represent young Australians who have been given a second chance, who have found purpose and stability through our guidance. Every conversation, every visit, every act of care reinforces the transformative power of a GTO that sees apprentices not as statistics, but as people with dreams, challenges, and potential.

With a key focus on continuous improvement we have focused on developing leaders who are forward-thinking, compassionate, and capable of steering ARU through its next chapter. Our management team has embraced continuous learning, with advanced qualifications and strategic training programs now embedded across the organisation. These investments have strengthened decision-making, resilience, and innovation, ensuring that every leader at ARU is equipped to uphold the values of trust, transparency, and service.

We launched our offering to apprentices broader than just automotive by branching into other industries and have created a general trades division. Under Scott Grant's leadership, the General Trades Division has continued to grow, forging new partnerships across carpentry, childcare, warehousing, and construction. These efforts are transforming ARU into a multi-industry powerhouse, while maintaining our stronghold in automotive apprenticeships. Each new trade sector brings new stories, new communities, and new opportunities for impact.

By aligning these efforts with the GTO National Standards, particularly those related to host engagement and structured monitoring, we ensure that diversification never compromises quality.

As we enter 2025–2026, ARU stands on a foundation of integrity, excellence, and purpose. We remain firmly guided by the National Standards for Group Training Organisations, which remind us that the true measure of success lies not only in compliance, but in the lives we change, the skills we nurture, and the futures we help create.

Our goal for the year ahead is simple yet powerful; to continue driving people, performance, and progress. We will deepen engagement within the automotive industry, expand opportunities across new sectors, and ensure every apprentice, regardless of background or circumstance has the support, training, and belief they need to succeed.

At ARU, we are not just building tradespeople. We are building futures, shaping industries, and strengthening Australia's workforce, one apprentice at a time.



SCOTT GRANT
BUSINESS DEVELOPMENT
MANAGER

“
This year proved apprenticeships
can strengthen any industry.
”

NATIONAL BUSINESS DEVELOPMENT REPORT

The 2024–2025 financial year has been a defining chapter for Apprenticeships Are Us Ltd (ARU), marked by innovation, outreach, and new opportunities through the expansion of the Business Development Division. This year’s achievements were grounded in one simple idea, that apprenticeships are not just for one industry, but a solution for many. Under this vision, ARU broadened its reach, built strong new partnerships, and demonstrated that the principles of quality training, structured mentoring, and ethical employment can be successfully applied across a diverse range of trades.

One of the most significant developments this year was the establishment and rapid growth of the General Trades Division. This new division was created to respond to changing market conditions and to ensure ARU could meet workforce demand in a broader range of industries while maintaining its trademark quality and care.

Over the past 12 months, the Business Development team has worked tirelessly to develop partnerships in carpentry, warehousing, metal fabrication, landscaping and electrical. These sectors were selected not only for their demand but also for their alignment with ARU’s commitment to providing meaningful, sustainable employment for young Australians. Each partnership was built through direct engagement, understanding business needs, identifying suitable apprentices, and ensuring that every host met ARU’s expectations of safety, mentoring, and compliance.

The success of this expansion demonstrates the flexibility and strength of the ARU model. What has always made ARU unique, consistent mentoring, transparent communication, and strong pastoral care, has proven equally effective in non-automotive settings. The early outcomes of the General Trades Division show not only commercial viability but genuine social impact, opening doors for a wider demographic of apprentices and expanding ARU’s footprint into industries that traditionally lacked structured apprenticeship pathways.

The year also saw an unprecedented level of engagement across Australia, as the Business Development Division deepened ARU’s relationships with industry, schools, and communities. The team invested significant time into building partnerships with regional employers, training providers, and schools, ensuring that the next generation of apprentices has clear, accessible pathways into trades of their choice. We focused on building trust and visibility, positioning ARU as a reliable partner that understands both the operational needs of businesses and the aspirations of apprentices. Engagements with school career advisers, employer networks, and community organisations led to new referral channels and strengthened ARU’s local presence across metropolitan and regional areas.

A deliberate emphasis was placed on industries where apprenticeship pathways are underdeveloped but essential to economic sustainability. By forming partnerships with employers in emerging trade sectors and aligning with local training providers, ARU has positioned itself as a trusted connector, one that bridges the gap between education and industry with professionalism, consistency, and care. The response from employers has been overwhelmingly positive. Many new partners have expressed that ARU’s approach, prioritising quality over quantity, mentoring over monitoring, has been a refreshing and effective model for addressing skills shortages. This reputation for integrity has become our most powerful form of advocacy.

350+	SCHOOLS, TRAINING PROVIDERS, & COMMUNITY ORGANISATIONS WERE ENGAGED	120+	NEW EMPLOYER PARTNERSHIPS WERE ESTABLISHED	600	BUSINESSES WERE APPROACHED THROUGH REVERSE-MARKETING INITIATIVES
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NATIONAL BUSINESS DEVELOPMENT REPORT CONTINUED...

A standout success this year has been the implementation of reverse marketing initiatives designed to match available apprentices with potential employers. Instead of waiting for positions to be advertised, the Business Development team proactively reached out to employers in growth industries to highlight the benefits of hosting an apprentice through ARU. By leveraging data, industry directories, and market intelligence tools the team identified and engaged with hundreds of businesses that had never previously considered hiring an apprentice. Through consistent outreach and tailored communication, many of these businesses converted into new host employers providing further opportunities for our beneficiaries being apprentices or job seekers seeking an apprenticeship.

This strategy has been particularly effective in industries such as childcare, logistics, and construction, where the apprenticeship model is less familiar but increasingly relevant. These efforts not only generated new employment opportunities but also expanded awareness of ARU's mission and the value apprenticeships bring to workforce development. The outcomes of these campaigns, including a strong increase in host registrations and cross-industry recognition, reflect the creativity and drive of the Business Development Division. Reverse marketing has also allowed ARU to remain responsive to changing labour conditions. In a year where traditional recruitment pipelines tightened, this proactive model ensured that apprentices continued to find placements that were safe, supportive, and sustainable. It reinforced ARU's role not just as a GTO but as a strategic workforce partner for Australian businesses.

As we move into 2025–2026, the Business Development Division will continue to concentrate on strategic growth, relationship building, and diversification. The priority will be to consolidate the early success of the General Trades Division, expand engagement in high-demand regional areas, and build stronger partnerships with industries that share our values of quality training and meaningful employment.

The next chapter for ARU's business development is not only about growth, it's about influence and impact. By demonstrating the value of well-supported apprenticeships to industries that have never before hosted one, ARU is expanding what's possible. We are creating new employment pathways, empowering young Australians, and helping employers shape skilled, loyal, and capable teams.

In every new partnership, we see the same story unfold; opportunity leads to transformation. And that's what ARU is ultimately about, building futures, one industry at a time.

“Reverse marketing didn't just open new doors — it expanded what's possible for apprentices and the industries that need them”

40%

MORE THAN 40% OF NEW HOST EMPLOYERS THIS YEAR CAME FROM INDUSTRIES THAT HAD NEVER PREVIOUSLY HIRED AN APPRENTICE.

GOOGLE REVIEWS

4.6



161 reviews



Lester Polinar



Joel is the best !! He really put me on to parramatta smash repairs. He has taken very good care of me and made daily check ups here and there ensuring my safety and comfortability! I definitely recommend partnering up with Apprenticeships R Us!



Caleb Garratt



Have been doing my apprenticeship through them for almost 3 years now. They have helped me so much with everything love Rhys and Dennis. Yall are awesome guys



Austinh Mercer



Dennis is a great mentor, he helped me find a workshop that I fit in easily. He understands when you need help with something and is very easy to talk to. Apprenticeships are us as been very enjoyable to work with as an apprentice would recommend 10/10



Jaldon Walsh



Rhys is a great manager, always helped and informed apprentices. Always happy to have a chat even when its not in work hours. Truly a great manager and glad to of had him there.



Malcolm



Dennis has been the biggest supporter since day one, Dennis has made sure that i've had all the things i've needed throughout my apprenticeship and more. Dennis is the guy



Jack Lewis



Kyle is my account and has helped me heaps over the last year with everything I've needed to start my apprenticeship with Wangara Hyundai



Miles



Rhys my employment manager has continued to assist me and ensure my apprenticeship is something I can continue to do comfortably, safely, and properly he has been a massive help throughout my journey and i appreciate his continued efforts.



Julie Savage



Georgia and her team delivered an engaging and practical Try - a - Trade session that gave students at Port Hacking High a valuable hands-on taste of the automotive industry whilst also highlighting the diversity of career opportunities within the industry.



Blake Jeffery



Very happy with my experience so far with this company. Kyle is my account manager and is very helpful with anything i need, would recommend to anyone looking to start or continue an apprenticeship here



Nate



Very helpful and kind, and helped answering questions and queries about the work



Alex Kouroulis



Apprenticeships Are Us has been great throughout my apprenticeship and Charlie has been a very supportive mentor

“

I like cars, and I was at school and I wasn't really paying attention, so my careers advisor helped me out and connected me with ARU.

Scott J got me the job at Sydney BMW, he checks in regularly and he's very good at communicating, everybody loves Scotty

”

Maddox

1st Year Light Vehicle Mechanic
Sydney BMW



WORK HEALTH & SAFETY

AUDIOMETRIC TESTING PROGRAM

ARU achieved a major milestone this year with the successful rollout of its audiometric testing program, recording a 100% completion rate across New South Wales apprentices. This program, developed in partnership with industry specialists, ensures early detection of hearing loss risks for apprentices working in high-noise environments.

The initiative will now be expanded into Victoria in 2025–2026, with plans to integrate testing into the induction phase for all new automotive apprentices nationally. This preventive approach demonstrates ARU's commitment to ensuring every apprentice begins and sustains their career in a safe, health-conscious environment.

“
Safety is not a policy —
it's a value
”

Through these initiatives, ARU continues to demonstrate that safety is not a policy but a value, one that reflects respect for every apprentice and every host workplace. As the organisation continues to expand nationally, the commitment to health, safety, and wellbeing will remain central to our mission: to protect, empower, and sustain the people who build Australia's future.

MENTAL HEALTH FIRST AID AND PSYCHOSOCIAL SAFETY

This year also saw the full rollout of Mental Health First Aid (MHFA) training across the organisation. All Apprentice Employment Managers (AEMs) and staff who interact with apprentices have completed certification, equipping them with the skills to recognise and respond to early signs of mental distress.

The program aligns with the Safe Work Australia Code of Practice for Managing Psychosocial Hazards at Work (2023) and reflects ARU's holistic approach to safety, one that values emotional and psychological wellbeing alongside physical protection.

The training has enhanced the confidence and responsiveness of our field teams, fostering a culture where apprentices feel seen, supported, and safe to speak up. These efforts have already contributed to measurable improvements in workplace culture and reduced reported incidents of psychosocial strain.

The 2024–2025 year marked a strong progression in ARU's ongoing commitment to workplace safety, apprentice wellbeing, and regulatory compliance. Guided by the Work Health and Safety Act 2011 (Cth) and the Model WHS (Psychosocial Hazards) Regulations 2022, the organisation has continued to elevate its safety culture through practical initiatives and proactive risk management.

REDUCED INJURY CLAIMS AND SAFETY OUTCOMES

A continued focus on safety training, field visit frequency, and communication between hosts and apprentices has led to a decline in injury claims and an improved safety record across all states. This improvement stems from stronger monitoring frameworks, early intervention strategies, and the increased visibility of ARU's safety systems.

By prioritising practical mentoring and structured support, ARU ensures that apprentices develop not only technical capability but also a strong awareness of workplace safety protocols. These outcomes directly reflect the organisation's compliance with Standard 3 of the National Standards for Group Training Organisations (Work Health and Safety Systems) and demonstrate the success of ARU's preventive model.

UPCOMING REFORMS = PSYCHOSOCIAL INJURY CLAIMS

Looking forward, ARU is preparing for significant regulatory reform in the management of psychosocial injury claims across Australian jurisdictions. Amendments to model WHS regulations will place increased emphasis on employer obligations to assess and manage psychosocial risks as part of general duty of care.

ARU's proactive investment in MHFA training, wellbeing programs, and its national safety framework positions the organisation ahead of these changes. By embedding mental health and psychosocial safety into its operating culture, ARU not only meets compliance obligations but sets a new benchmark for what safe, modern apprenticeships should look like.

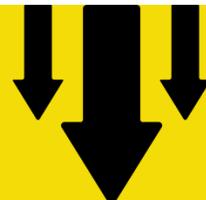


100%

COMPLETION OF
AUDIOMETRIC
TESTING FOR NSW
APPRENTICES

MHFA

TRAINED STAFF



REDUCED INJURY CLAIMS

IN THE NEWS



Since June 2024, Apprenticeships Are Us (ARU) has partnered with McDuling PR to enhance its public profile and strengthen its position as a leading voice within the Australian apprenticeship sector. The collaboration has focused on securing national media exposure to attract school leavers, mid-career entrants, and parents.

Through strategic media planning and the development of compelling story angles, ARU has consistently engaged journalists with content that resonates with key audiences, highlighting the organisation's industry expertise and its role in addressing national skills shortages.

Key Media Angles and Coverage

Over the past year, ARU's media activity has explored a range of topical and high-impact themes, including:



MID-CAREER APPRENTICESHIP BARRIERS:



Exposing the structural and financial hurdles faced by adults over 23 seeking to enter a trade, despite strong demand and earning potential. National coverage highlighted the benefits mature apprentices bring to the workforce, including life experience, business acumen, and emotional intelligence.

GEN Z'S SHIFT TO TRADES AMID THE AI REVOLUTION:



Demonstrating how younger generations are embracing hands-on careers for greater job security and stability as artificial intelligence reshapes traditional office roles.

MENTAL HEALTH AND FINANCIAL PRESSURES:



Shedding light on the emotional and financial challenges apprentices face due to cost-of-living pressures, early-career wages, and demanding work environments. Coverage underscored ARU's mentoring programs, life-skills coaching, and employability training as key supports.

TRADES SHORTAGES AND NATIONAL PRODUCTIVITY RISKS:



Emphasising how declining apprenticeship commencements threaten housing supply, manufacturing capacity, and broader economic growth. ARU has advocated for stronger policy incentives and employer support to increase apprenticeship access.

APPRENTICE RETENTION CHALLENGES:



Highlighting the financial and operational impact of first-year dropout rates and reinforcing the need for enhanced training, mentoring, and employer engagement.

POLICY AND ECONOMIC COMMENTARY:



Providing expert insights on interest rate movements, cost-of-living trends, and government initiatives such as Fee-Free TAFE, framing their impact on apprentices and Australia's skilled workforce.

NATIONAL MEDIA RECOGNITION AND INDUSTRY INFLUENCE

ARU's commentary and initiatives have been featured across leading national outlets, including:

Print and Online Media: News.com.au, The Courier Mail, The Daily Telegraph, Herald Sun, Geelong Advertiser, Cairns Post, Northern Territory News, Gold Coast Bulletin, Townsville Bulletin, and The Mercury (TAS).

Broadcast and Digital Platforms: Daily Mail Online, MSN.com, Yahoo.com, and Ticker.com.

This widespread coverage has significantly increased ARU's brand visibility, generating website traffic, media enquiries, and direct journalist engagement. The sustained attention has elevated public awareness of apprenticeships and positioned ARU as a credible authority on training, employment, and workforce development.

The Impact of Media Coverage

ARU's enhanced media profile has strengthened its credibility across the education, training, and employment sectors. The coverage has helped shift public perception, highlighting apprenticeships as a viable, respected, and financially rewarding career path. The consistent visibility has also supported ARU's recruitment outcomes, contributing to the growing number of individuals viewing apprenticeships as a secure and future-focused career choice.

Future Media Activity

Building on the success of this year's campaign, ARU's media priorities for the coming year include:

- **Expansion into Queensland:**
Promoting the organisation's growth and the surge in demand for construction and trade apprentices ahead of major infrastructure projects, including the Brisbane Olympics.
- **Social Impact of Apprenticeships:**
Showcasing the transformative benefits of apprenticeships, building confidence, independence, and long-term career opportunities for young Australians, and how participants inspire peers to follow similar pathways.
- **Year 12 School Leavers Campaign:**
Highlighting the urgency for graduates to secure apprenticeship placements before the new year, amid rising demand and limited training vacancies.

These storylines will continue to reinforce ARU's role as a thought leader in shaping Australia's skilled workforce and supporting national productivity.

Conclusion:

The partnership with McDuling PR has been instrumental in elevating ARU's brand presence and credibility. Through proactive engagement with national media and a focus on meaningful, issue-driven storytelling, ARU has positioned itself as a trusted expert and advocate for apprenticeships. Moving forward, ARU will continue to leverage strategic communications to influence policy discussions, attract new participants, and champion the critical role apprenticeships play in Australia's economic future.



"Whereas you look at the skill shortages around trades, halfway through an apprenticeship, you're earning as much money as some these uni-leavers earn.

Phil Cooksey to Yahoo! Finance : Gen Z trades no longer follow 'drop out' trend set by Millennials





DANIEL SUTANTO
FINANCIAL CONTROLLER

“
The 2025 financial year again demonstrated the resilience and adaptability of Apprenticeships Are Us Ltd (ARU) in the face of significant national workforce pressures.
”

FINANCIAL CONTROLLER'S REPORT

As Financial Controller, I am pleased to present the financial results for the year ended 30 June 2025. This year's financial performance reflects not only disciplined financial management and operational strength, but also the organisation's unwavering commitment to its charitable purpose, helping job seekers, particularly young Australians, disadvantaged individuals, and school leavers, enter and complete high-quality apprenticeships in the automotive industry.

The 2025 financial year again demonstrated the resilience and adaptability of Apprenticeships Are Us Ltd (ARU) in the face of significant national workforce pressures. Despite increasing regulatory demands, rising employment costs, and a tightening economic environment for both employers and apprentices, ARU delivered a strong operating surplus of \$785,764. This follows the previous year's excellent result of \$974,876 and marks another period in which the organisation has been able to reinvest in its mission without compromising financial sustainability. Total revenue rose to \$26,065,346, supported by stable apprentice commencements, improved employer engagement, and the continued need for quality workforce solutions across the automotive sector. These revenue outcomes are a direct reflection of ARU's impact and reach: every dollar earned is tied to a real job seeker who has been placed, supported, trained, and guided in their transition to skilled employment.

Expenditure across the organisation remained well-managed and proportionate to service delivery requirements. Employee benefits, motor vehicle costs, training-related expenses, and administrative overheads were closely aligned with operational activity and remained consistent with the scale of our workforce and apprentice network. The organisation continued to invest in frontline support services, pastoral care, and compliance functions required to operate as a national Group Training Organisation. These functions remain essential to our charitable purpose, as they directly support apprentice retention, wellbeing, and progression, outcomes which in turn strengthen Australia's skilled labour pipeline.

ARU's financial position remains strong, providing the organisation with the stability needed to continue delivering on its mission across multiple jurisdictions. Total equity increased to \$18,003,298, reflecting the accumulation of operating surpluses over time and demonstrating prudent stewardship of member and stakeholder resources. Cash reserves at year-end stood at \$12.24 million, ensuring ARU maintains the liquidity required to support more than one thousand apprentices and trainees employed throughout the year. This strong cash position also means ARU can withstand fluctuations in government funding cycles, respond to sector reforms, and continue to provide support to employers during periods of economic uncertainty. The organisation's investment assets, plant and equipment, technology tools, and property-related improvements were maintained and depreciated in accordance with the relevant accounting standards. All lease arrangements continued to be recognised under AASB 16, ensuring transparency regarding right-of-use assets and ongoing lease liabilities. Across all categories, the financial statements demonstrate careful and compliant application of Australian Accounting Standards, including AASB 101, 107, 108, 9, 15, and 16, all of which underpin the reliability and consistency of ARU's reporting practices.

The financial statements have been prepared as special purpose financial statements in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, enabling ARU to meet its regulatory obligations while focusing reporting on matters relevant to its operations as a national, ACNC-registered charity. The directors' declaration confirms that the financial report presents a true and fair view of the organisation's financial position and performance. The independent audit conducted by HLB Mann Judd resulted in an unmodified (clean) audit opinion, affirming that the statements comply with applicable legislative requirements and relevant sections of the Australian Accounting Standards to the extent described in the notes to the accounts.



FINANCIAL CONTROLLER'S REPORT CONTINUED....

Importantly, the financial results for 2025 provide more than numerical assurance; they represent the organisation's capacity to continue delivering meaningful social impact. Each surplus generated by ARU is reinvested into programs that improve the employability, well-being, and long-term career outcomes of job seekers pursuing apprenticeships. The substantial equity and cash position achieved this year ensures the organisation can respond effectively to changing industry demands, support apprentices who require additional pastoral or educational assistance, and work closely with employers who are committed to training the next generation of skilled automotive professionals.

The year ahead will present new challenges, particularly as government incentive structures evolve and as economic pressures place strain on both small businesses and job seekers. However, ARU enters this period with a stable financial foundation, a clear mission, and the resources required to continue transforming the lives of apprentices and strengthening the automotive workforce. The organisation remains well-positioned to support national skills development and contribute meaningfully to communities through the sustained employment and training of job seekers.

I extend my thanks to the Board, the Managing Director, the Leadership Team, and all staff whose diligence, professionalism, and commitment to our values underpin this strong financial outcome. Together, we continue to strengthen ARU's capacity to create real opportunities for apprentices and ensure the long-term sustainability of the automotive industry.



\$785,764

OPERATING SURPLUS



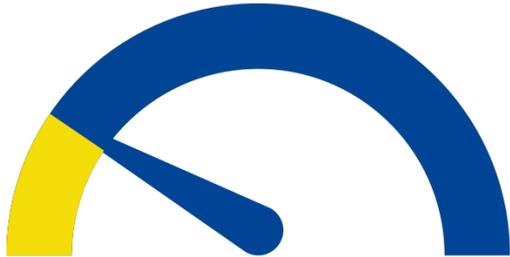
\$26,065,346

TOTAL REVENUE



\$18,003,298

TOTAL EQUITY



\$12.24M

CASH RESERVES



Financial reports below

www.apprus.com
info@apprus.com

APPRENTICESHIPS ARE US

AUTOMOTIVE APPRENTICESHIP SPECIALIST



Apprenticeships Are Us Limited

ABN 50 613 819 248

Annual Report - 30 June 2025

Apprenticeships Are Us Limited
Directors' report
30 June 2025

The directors present their report, together with the financial statements, on Apprenticeships Are Us Limited ("the Company") for the year ended 30 June 2025.

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:

Peter Blanshard
Bradley Kininjew
Ali Mohammed
Desmond Nixon
Michael Wentworth

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 surplus of the Company after providing for income tax amounted to \$785,764 (2024: \$974,876).

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 2025 that has significantly affected, or may significantly affect the Company'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 2025

This declaration is made in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

On behalf of the directors



Michael Wentworth
Director

4 December 2025

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 2025.



HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
4 December 2025



K L Luong
Director

Apprenticeships Are Us Limited
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30 June 2025

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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

Apprenticeships Are Us Limited
Blaxland House Suite 6
5-7 Ross Street
Parramatta, NSW 2150

Principal place of business

Level 4, 1 Wentworth 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 4 December 2025. 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 2025

	Note	2025 \$	2024 \$
Revenue	3	25,066,346	22,710,880
Other income	4	1,904,825	2,579,732
Expenses			
Cost of sales		(21,161,496)	(19,967,227)
Operating expenses		(1,063,819)	(904,832)
Motor vehicle expenses		(175,107)	(186,796)
Employee benefits expense		(2,830,504)	(2,458,980)
Depreciation expense		(426,800)	(390,240)
Finance costs		(48,121)	(57,359)
Administrative and other expenses		(479,560)	(350,302)
Surplus before income tax expense		785,764	974,876
Income tax expense		-	-
Surplus after income tax expense for the year		785,764	974,876
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		<u>785,764</u>	<u>974,876</u>

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 2025

	Note	2025 \$	2024 \$
Assets			
Current assets			
Cash and cash equivalents	5	12,240,811	11,514,920
Trade and other receivables	6	1,366,120	1,119,403
Other assets	7	94,654	96,563
Total current assets		<u>13,701,585</u>	<u>12,730,886</u>
Non-current assets			
Property, plant and equipment	8	644,241	460,687
Financial assets	9	6,231,663	6,231,663
Right-of-use assets	10	426,650	647,809
Investment properties	11	515,366	524,798
Intangible assets	12	72,435	-
Other assets	7	7,375	7,375
Total non-current assets		<u>7,897,730</u>	<u>7,872,332</u>
Total assets		<u>21,599,315</u>	<u>20,603,218</u>
Liabilities			
Current liabilities			
Trade and other payables	13	1,344,572	1,058,186
Employee benefits	14	1,596,866	1,499,974
Lease liabilities	15	217,088	244,112
Provisions	16	119,044	100,000
Total current liabilities		<u>3,277,570</u>	<u>2,902,272</u>
Non-current liabilities			
Employee benefits	14	57,808	30,337
Lease liabilities	15	260,648	453,084
Total non-current liabilities		<u>318,456</u>	<u>483,421</u>
Total liabilities		<u>3,596,026</u>	<u>3,385,693</u>
Net assets		<u>18,003,289</u>	<u>17,217,525</u>
Equity			
Retained surplus		<u>18,003,289</u>	<u>17,217,525</u>
Total equity		<u>18,003,289</u>	<u>17,217,525</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 2025

	Retained surplus \$
Balance at 1 July 2023	16,242,649
Surplus after income tax expense for the year	974,876
Other comprehensive income for the year, net of tax	<u>-</u>
Total comprehensive income for the year	<u>974,876</u>
Balance at 30 June 2024	<u><u>17,217,525</u></u>
	Retained surplus \$
Balance at 1 July 2024	17,217,525
Surplus after income tax expense for the year	785,764
Other comprehensive income for the year, net of tax	<u>-</u>
Total comprehensive income for the year	<u>785,764</u>
Balance at 30 June 2025	<u><u>18,003,289</u></u>

The above statement of changes in equity should be read in conjunction with the accompanying notes

Apprenticeships Are Us Limited
Statement of cash flows
For the year ended 30 June 2025

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Receipts from customers		27,790,497	25,012,555
Payments to suppliers and employees		(27,925,269)	(26,217,697)
Interest received		319,180	500,718
Incentive and other income received		1,235,923	1,531,651
Interest paid - leases		<u>(48,121)</u>	<u>(39,235)</u>
Net cash provided by operations	23	<u>1,372,210</u>	<u>787,992</u>
Cash flows from investing activities			
Payments for property, plant & equipment		(316,856)	(187,018)
Payments for intangible assets		(82,182)	-
Proceeds from sale of property, plant & equipment		<u>-</u>	<u>30,000</u>
Net cash used in investing activities		<u>(399,038)</u>	<u>(157,018)</u>
Cash flows from financing activities			
Repayment of lease liabilities		<u>(247,281)</u>	<u>(219,766)</u>
Net cash used in financing activities		<u>(247,281)</u>	<u>(219,766)</u>
Net increase in cash and cash equivalents		725,891	411,208
Cash and cash equivalents at the beginning of the financial year		<u>11,514,920</u>	<u>11,103,712</u>
Cash and cash equivalents at the end of the financial year	5	<u><u>12,240,811</u></u>	<u><u>11,514,920</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 2025

Note 1. Material accounting policy information

The accounting policies that are material to Apprenticeships Are Us Limited ("the Company") are set out either in the respective notes or below. The accounting policies adopted are consistent with those of the previous financial year, 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.

The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the Company.

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 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 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 124 'Related Party Disclosures', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not for profit entities.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income, investment properties, certain classes of property, plant and equipment and derivative financial instruments.

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.

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2025

Note 1. Material accounting policy information (continued)

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.

Property, plant and equipment

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	25-40%
Furniture, Fixtures and Fittings	2.5-13%
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.

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 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. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using inflation data at the reporting date as closely as possible.

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.

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2025

Note 3. Revenue

	2025	2024
	\$	\$
Services income	<u>25,066,346</u>	<u>22,710,880</u>

Disaggregation of revenue

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

	2025	2024
	\$	\$
<i>Geographical regions</i>		
Australia	<u>25,066,346</u>	<u>22,710,880</u>
<i>Timing of revenue recognition</i>		
Services transferred over time	<u>25,066,346</u>	<u>22,710,880</u>

Note 4. Other income

	2025	2024
	\$	\$
Gain/(loss) on disposal of property, plant and equipment	24,783	(7,174)
Revaluation of investments at fair value through profit or loss	-	361,387
Interest income	481,535	527,363
Government incentives and grants	1,350,283	1,531,651
Other income	<u>48,224</u>	<u>166,505</u>
Other income	<u>1,904,825</u>	<u>2,579,732</u>

Note 5. Cash and cash equivalents

	2025	2024
	\$	\$
<i>Current assets</i>		
Cash at bank and in hand	<u>12,240,811</u>	<u>11,514,920</u>

Note 6. Trade and other receivables

	2025	2024
	\$	\$
<i>Current assets</i>		
Trade receivables	835,534	835,974
Less: Allowance for expected credit losses	<u>(8,849)</u>	<u>(8,849)</u>
	826,685	827,125
Other receivables	<u>539,435</u>	<u>292,278</u>
	<u>1,366,120</u>	<u>1,119,403</u>

The Company has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2025

Note 7. Other assets

	2025 \$	2024 \$
<i>Current assets</i>		
Prepayments	94,654	96,563
<i>Non-current assets</i>		
Security deposits	7,375	7,375
	<u>102,029</u>	<u>103,938</u>

Note 8. Property, plant and equipment

	2025 \$	2024 \$
<i>Non-current assets</i>		
Leasehold improvements - at cost	8,655	8,655
Less: Accumulated depreciation	(297)	(84)
	<u>8,358</u>	<u>8,571</u>
Plant and equipment - at cost	23,543	16,029
Less: Accumulated depreciation	(8,978)	(2,800)
	<u>14,565</u>	<u>13,229</u>
Furniture, fixtures and fittings - at cost	26,005	25,599
Less: Accumulated depreciation	(6,577)	(3,721)
	<u>19,428</u>	<u>21,878</u>
Motor vehicles - at cost	764,536	565,423
Less: Accumulated depreciation	(224,628)	(192,123)
	<u>539,908</u>	<u>373,300</u>
Motor vehicles under lease	421,133	421,133
Less: Accumulated depreciation	(421,133)	(421,133)
	<u>-</u>	<u>-</u>
Computer equipment - at cost	134,375	99,660
Less: Accumulated depreciation	(72,393)	(55,951)
	<u>61,982</u>	<u>43,709</u>
	<u>644,241</u>	<u>460,687</u>

Reconciliations

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

	Plant Equipment \$	Motor Vehicles \$	Leasehold Improvements \$	Furniture & Fittings \$	Computer Equipment \$	Total \$
Balance at 30 June 2024	13,229	373,300	8,571	21,878	43,709	460,687
Additions	7,514	355,701	-	406	54,331	417,952
Net disposals	-	(75,755)	-	-	-	(75,755)
Depreciation expense	(6,178)	(113,338)	(213)	(2,856)	(36,058)	(158,643)
Balance at 30 June 2025	<u>14,565</u>	<u>539,908</u>	<u>8,358</u>	<u>19,428</u>	<u>61,982</u>	<u>644,241</u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2025

Note 9. Financial assets

	2025	2024
	\$	\$
<i>Non-current assets</i>		
Investment held at cost - APERUS Unit Trust	6,080,045	6,080,045
Term deposits	151,618	151,618
	<u>6,231,663</u>	<u>6,231,663</u>

Note 10. Right-of-use assets

	2025	2024
	\$	\$
<i>Non-current assets</i>		
At cost	1,063,691	1,071,372
Less: Accumulated depreciation	(637,041)	(423,563)
	<u>426,650</u>	<u>647,809</u>

Reconciliations

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

	\$
Balance at 1 July 2023	780,482
Additions	110,024
Depreciation expense	<u>(242,697)</u>
Balance at 30 June 2024	647,809
Additions	73,751
Asset write-off	(45,932)
Depreciation expense	<u>(248,978)</u>
Balance at 30 June 2025	<u>426,650</u>

Note 11. Investment properties

	2025	2024
	\$	\$
<i>Non-current assets</i>		
Investment property - at cost	546,540	546,540
Less: Accumulated depreciation	(31,174)	(21,742)
	<u>515,366</u>	<u>524,798</u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2025

Note 12. Intangible assets

	2025	2024
	\$	\$
<i>Non-current assets</i>		
Software - at cost	82,182	-
Less: Accumulated amortisation	<u>(9,747)</u>	<u>-</u>
	<u><u>72,435</u></u>	<u><u>-</u></u>

Note 13. Trade and other payables

	2025	2024
	\$	\$
<i>Current liabilities</i>		
Trade payables	206,450	50,453
GST payable	224,043	219,069
Employee benefits	643,709	308,934
Sundry payables and accrued expenses	<u>270,370</u>	<u>479,730</u>
	<u><u>1,344,572</u></u>	<u><u>1,058,186</u></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 14. Employee benefits

	2025	2024
	\$	\$
<i>Current liabilities</i>		
Annual leave	1,470,370	1,387,801
Long service leave	<u>126,496</u>	<u>112,173</u>
	<u><u>1,596,866</u></u>	<u><u>1,499,974</u></u>
<i>Non-current liabilities</i>		
Long service leave	<u>57,808</u>	<u>30,337</u>
	<u><u>1,654,674</u></u>	<u><u>1,530,311</u></u>

Note 15. Lease liabilities

	2025	2024
	\$	\$
<i>Current liabilities</i>		
Lease liability	<u>217,088</u>	<u>244,112</u>
<i>Non-current liabilities</i>		
Lease liability	<u>260,648</u>	<u>453,084</u>
	<u><u>477,736</u></u>	<u><u>697,196</u></u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2025

Note 15. Lease liabilities (continued)

	2025 \$	2024 \$
Movement in lease liabilities		
Opening balance	697,196	806,938
Additions	27,821	110,024
Interest charge	27,148	39,235
Payments	<u>(274,429)</u>	<u>(259,001)</u>
Closing balance	<u>477,736</u>	<u>697,196</u>

Note 16. Provisions

	2025 \$	2024 \$
<i>Current liabilities</i>		
Provision for incentive payments	<u>119,044</u>	<u>100,000</u>

Note 17. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by HLB Mann Judd Assurance (NSW) Pty Ltd, the auditor of the Company, and related firms:

	2025 \$	2024 \$
<i>Audit services - HLB Mann Judd Assurance (NSW) Pty Ltd</i>		
Audit of the financial statements	<u>50,000</u>	<u>48,000</u>
<i>Other services - HLB Mann Judd (NSW) Pty Ltd</i>		
Other non-assurance services	<u>4,500</u>	<u>4,250</u>
	<u>54,500</u>	<u>52,250</u>

Note 18. Contingent liabilities

In the opinion of the directors, the Company did not have any contingent liabilities at 30 June 2025 (30 June 2024: Nil).

Note 19. Financial instruments

	Note	2025 \$	2024 \$
Financial Assets			
Cash and cash equivalents	5	12,240,811	11,514,920
Trade and other receivables	6	1,366,120	1,119,403
Financial assets	9	<u>6,231,663</u>	<u>6,231,663</u>
		<u>19,838,594</u>	<u>18,865,986</u>
Financial liabilities			
Trade and other payables	13	1,344,572	1,058,186
Lease liabilities	15	<u>477,736</u>	<u>697,196</u>
		<u>1,822,308</u>	<u>1,755,382</u>

Apprenticeships Are Us Limited
Notes to the financial statements
30 June 2025

Note 20. Key management personnel disclosures

Compensation

Total key management personnel remuneration is not disclosed because the Company only had one remunerated key management personnel member.

Note 21. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 20.

Transactions with related parties

As at 30 June 2025, the Company held a 100% interest in the Aperus Unit Trust valued at \$6,080,045 (2024: \$6,080,045). During the year, the Company received a distribution in cash for \$128,124 that had been declared and was payable to the Company as at 30 June 2024.

No other transactions occurred between the Company and related parties.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

Note 22. Events after the reporting period

No matter or circumstance has arisen since 30 June 2025 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 23. Reconciliation of surplus after income tax to net cash from operating activities

	2025	2024
	\$	\$
Surplus after income tax expense for the year	785,764	974,876
Adjustments for:		
Depreciation of investment property	9,432	-
Amortisation of intangibles	9,747	-
Depreciation and amortisation of property, plant and equipment	158,656	147,543
Depreciation and amortisation of right-of-use asset	248,978	242,697
(Loss)/gain on disposal of property, plant and equipment	(24,796)	7,174
Increase in provisions for annual and long service leave	124,363	62,756
Increase in other provisions	19,044	-
Movement in provision for expected credit losses	-	(21,151)
Change in operating assets and liabilities:		
Increase in trade and other receivables	(247,273)	(311,219)
Decrease/(increase) in prepayments	1,909	(71,599)
Increase in investments	-	(361,387)
Increase in trade and other payables	286,386	118,302
Net cash from operating activities	<u>1,372,210</u>	<u>787,992</u>

Apprenticeships Are Us Limited
Directors' declaration
30 June 2025

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 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 2025 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

4 December 2025

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 2025, 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 material accounting policy information, 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) presenting fairly the Company's financial position as at 30 June 2025 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.

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

Emphasis of Matter – Basis of Accounting and Restriction on Use

We draw attention to Note 2 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Company and its members and should not be used by parties other than the Company and its members. Our opinion is not modified in respect of this matter.

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 Company's annual report for the year ended 30 June 2025, but does not include the financial report and our auditor's report thereon.

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

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

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

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

The directors responsible for the preparation of the special purpose financial report that gives a true and fair view and have determined that the basis of preparation described in Note 2 of the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*, the directors responsibility also includes such internal control as the directors determine are 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 are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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



HLB Mann Judd Assurance (NSW) Pty Ltd
Chartered Accountants

Sydney, NSW
4 December 2025



K L Luong
Director