

ANNUAL REPORT

FOR THE YEAR ENDED 30 JUNE 2021



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PICAC CAMPUSES

BEENLEIGH

6 QUINDUS STREET
BEENLEIGH
QLD 4207

BRUNSWICK

UNIT 6/306 ALBERT ST
BRUNSWICK
VIC 3056

GEELONG

66 TANNER STREET
BREAKWATER
VIC 3219

GLENWOOD

1000 OLD WINDSOR RD
GLENWOOD
NSW 2768

NARRE WARREN

7-11 FULLARD ROAD
NARRE WARREN
VIC 3805

PICAC CHAIR'S REPORT



**Carmel
Coate**

It is with great pride that I present The Plumbing Industry Climate Action Centre's (PICAC) Annual Report for 2020-2021.

FY 2020-21 brought about unprecedented challenges but there has been a great deal to celebrate and recognise. Like every sector of our Industry, PICAC has had to adapt its operations and activities to reflect the ongoing impacts of the COVID-19 pandemic. While the effects of COVID-19 have inflicted severe disruption upon our Industry, PICAC has responded responsibly and seized upon opportunities that will ensure the Company's future strategic goals are met.

A key milestone in FY 2020-21 was the opening of the new PICAC Glenwood facility, located in the growth corridor of Greater Western Sydney, New South Wales. PICAC Glenwood offers the Plumbing and Fire Protection Industries of NSW specialised training opportunities not previously available and provides a real-world connection between employers, workers, and the community. The Centre demonstrates the commitment of our Industries to maintaining the highest standards and creating future-proofed jobs for the community.

FY 2020-21 BROUGHT ABOUT UNPRECEDENTED CHALLENGES BUT THERE HAS BEEN A GREAT DEAL TO CELEBRATE AND RECOGNISE. LIKE EVERY SECTOR OF OUR INDUSTRY, PICAC HAS HAD TO ADAPT ITS OPERATIONS AND ACTIVITIES TO REFLECT THE ONGOING IMPACTS OF THE COVID-19 PANDEMIC.

The campus is PICAC's first in NSW and has been developed through the partnership of key Industry Stakeholders – the Plumbing Trades Employees Union of NSW (PTEU), the National Fire Industry Association (NFIA) and PICAC. The success of this collaboration reflects PICAC's unique position of connectedness to Industry as a driving force in the advancement of world leading Industry-led training.

FY 2020-21 also saw the expansion of the PICAC Beenleigh campus. During the onset of the COVID-19 pandemic, PICAC, along with the Plumbing and Pipe Trades Employees Union Qld (PPTEU), Master Plumbers' Association of Queensland (MPAQ), National Fire Industry Association (NFIA) and the Air Conditioning and Mechanical Contractors Association (AMCA) submitted a proposal to the Queensland Government for a critical infrastructure project that would support skilled building and construction trades through the pandemic.

Due to be completed in early 2022, the Queensland Apprenticeships Centre at PICAC Beenleigh will allow for a further 200 new training places per year. The Centre will incorporate Industry-leading technologies, including the establishment of a Hydrogen Centre of Excellence, which will enable Queensland's plumbing workforce to unlock the future of safe and renewable hydrogen.

PICAC has shown resilience and resourcefulness in the face of an unpredictable global pandemic. Since the outbreak of COVID-19 in Australia, every part of the economy, including our sector, has had to constantly adjust to new ways of operating. This has become especially evident as the Delta variant spread throughout the country in 2021.

Training at PICAC was interrupted Australia wide due to lockdowns and other restrictions but continued through the implementation of remote learning delivery. The adoption of online learning has been a major undertaking for staff and students and is another example of COVID- 19's impact on everyday life. These measures have allowed plumbing, mechanical and fire protection training to continue, ensuring that the economy is provided with a properly skilled workforce that will perform the essential work that will allow the economy to recover in the post COVID-19 era.

On behalf of the PICAC Board I wish to commend the CEO, Shayne La Combre and all the PICAC team, our Stakeholders and collaborators for their hard work and commitment throughout FY 2020-21. I am very proud of PICAC's achievements throughout a challenging year and look forward to another successful year ahead.

PICAC CHIEF EXECUTIVE OFFICER'S REPORT



**Shayne
La Combre**

FY 2020-21 was one of the most challenging years that PICAC has ever faced. The ongoing COVID-19 pandemic and the restrictions put in place to manage the virus affected every area of our activity.

Despite these very difficult circumstances, PICAC continued to successfully expand its training capability and pursue its long-standing mission of facilitating and delivering best practice and innovative training that provides real employment outcomes for students and Industry.

In May 2021, PICAC marked the official opening of our newest campus, PICAC Glenwood. The Glenwood training facility is PICAC's first campus in NSW and represents a unique partnership between key Stakeholders the PTEU, the NFIA and PICAC.

PICAC Glenwood will provide best practice and innovative training that will facilitate the sustainable delivery of consistently high quality outcomes for students and employers in NSW.

FY 2020-21 also saw construction commence on the Queensland Apprenticeships Centre at PICAC's Beenleigh campus in Queensland. Once complete in late 2021, the expansion of our Queensland facility will allow for a further 200 new training places a year.

FY 2020-21 MARKED THE BEGINNING OF PICAC'S 2021-2026 STRATEGIC PLAN. THIS PLAN SHOWCASES THE OBJECTIVES THAT DEFINE PICAC'S MISSION, VALUES, AND STRATEGIC PRIORITIES FOR THE COMING YEARS.

The Centre will incorporate industry-leading technologies, including the establishment of a Hydrogen Centre of Excellence, which will enable Queensland's plumbing workforce to unlock the future of safe and renewable hydrogen. PICAC Beenleigh will become an Industry leader in the delivery of green Hydrogen training, providing training in the skills needed to deliver the Queensland Government's hydrogen plan and green future strategy.

The Centre is being built by apprentices for apprentices and will deliver long term benefits to the Queensland Building and Construction Industry and to the City of Logan. The expansion of PICAC's Beenleigh facility will include purpose-built workshops complete with cutting-edge equipment, which will be pivotal in enabling the delivery of world-class training for Queensland's Plumbing, Mechanical and Fire Protection Industries.

Throughout the COVID-19 pandemic, PICAC has swiftly managed rapidly changing situations to ensure the safety of students and staff. As a result of lockdowns and COVID-19 restrictions, a great deal of effort has gone into organising blended and remote modes of training delivery to support students during periods when face-to-face learning could not be provided. We have used this time to strategically invest in innovative

training solutions that met and exceeded expectations of students and staff.

Despite the disruption of the COVID-19 pandemic, PICAC has remained focused on the big picture. FY 2020-21 marked the beginning of PICAC's 2021-2026 Strategic Plan. This Plan showcases the objectives that define PICAC's mission, values, and strategic priorities for the coming years. These objectives set out a clear, purposeful vision that will see PICAC emerge from the pandemic as an innovative, efficient, and future focused training facilitator.

While FY 2020-21 was a very tumultuous year, I am confident that PICAC's response to the pandemic will benefit the Organisation in FY 2021-22 and beyond. We have much to look forward to as we emerge from the pandemic and embark on a new era with our 2021-2026 Strategic Plan. I express my sincere thanks and appreciation for the hard work and support of the PICAC Team, and our training delivery partners throughout an extremely challenging 12 months.

STC CHAIR'S REPORT



**Gary
O'Halloran**

FY 2020-21 will be one that will be memorable to all who lived through it. While the pandemic created numerous disruptions for our Industry and community in 2020-21, I want to acknowledge the remarkable resilience and agility shown by our staff, students and Industry participants as we dealt with these challenges.

The team at STC has acted swiftly in the face of the ever-changing COVID-19 situation in Queensland and NSW. The safety of our apprentices, learners and staff is at the forefront of everything we do, and we have met these challenges head on by quickly adapting our training to help safeguard our Industry and our community.

As well as doing everything it could to ensure apprentice training continued throughout the uncertain COVID-19 environment, STC has been focused on the future, undertaking the planning work, and seeking funding support for a dedicated hydrogen training facility in Queensland.

THE SERVICE TRADES COLLEGE WAS PLEASED TO RECEIVE A SIGNIFICANT \$20 MILLION INVESTMENT FROM THE QUEENSLAND GOVERNMENT TO FUND THE QUEENSLAND APPRENTICESHIPS CENTRE AT PICAC BEENLEIGH.

In FY 2020-21, STC was pleased to receive a significant \$20 million investment from the Queensland Government to fund the Queensland Apprenticeships Centre at PICAC Beenleigh.

The new Centre will significantly expand training capability and scope at PICAC Beenleigh, with the expansion allowing for the establishment of Queensland's first Hydrogen Centre of Excellence – an Industry leading facility that will train and upskill the Queensland gasfitting workforce in the field of renewable hydrogen. The Centre will also feature state of the art facilities for fire, plumbing, gas, mechanical plumbing, medical gas, and training classrooms.

On 11 February 2021, PICAC held an official sod turning ceremony marking the commencement of construction of the new Centre at Beenleigh. Importantly, STC has continued all training throughout the construction of the new facilities. The build has maximised the use of apprentices by the specialised trades that have been engaged to work on the site. To date, 55 apprentices have been involved throughout the construction of the Queensland Apprenticeships

Centre. The high ratio of apprentices on the build has allowed the emerging workforce of our Industry to gain skills throughout the COVID-19 downturn.

In FY 2020-21, STC began offering Medical Gas and Plumbing Apprenticeship training at the newly opened PICAC Glenwood training centre in NSW. STC's training showcases the latest advances available to Industry and, notably, makes it the only provider of the newly legislated 'Install Medical Gas Pipeline Systems' course in NSW.

I would like to close by acknowledging that FY 2020-21 has been a year like no other. I am grateful for the contributions made by everyone in the STC Team, and the resilience and determination shown from our Industry. In particular, I would like to acknowledge my fellow Board Members, the Leadership Team, the training, administration and facilities management teams for their outstanding efforts this year.

Thanks to your dedication and hard work, STC was able to operate throughout the COVID-19 crisis, allowing us to keep delivering world-class training for our Industry.

STC OPERATION MANAGER'S REPORT



**Eric
Allgood**

STC was faced with unprecedented challenges in FY 2020-21. The COVID-19 pandemic changed our normal approach to training, learning and, on a wider level, the way we live our daily lives. It required STC to adapt rapidly to a new way of operating.

Despite these challenges, we saw immense effort behind the scenes to ensure that STC continued to run effectively, and our students were provided with the best possible experience in the circumstances. We also made sure we kept our eye on the future, with significant work on projects that invest in the growth of quality, Industry backed training in Queensland and NSW.

FY 2020-21 saw Beenleigh become an Industry leading training hub for the Plumbing and Fire Protection Industry. We are the only dedicated training facility of our kind in Queensland. STC is set to lead the way in training in new technologies for our Industry, with a strong focus on hydrogen.

FY 2020-21 saw construction begin on the Queensland Apprenticeships Centre at PICAC Beenleigh. This build reflects a significant \$20 million investment from the Queensland Government and will allow STC to establish a Hydrogen Centre of

BEENLEIGH HAS BECOME AN INDUSTRY LEADING TRAINING HUB FOR THE PLUMBING AND FIRE PROTECTION INDUSTRY. WE ARE THE ONLY DEDICATED TRAINING FACILITY OF OUR KIND IN QUEENSLAND.

Excellence at our Beenleigh training centre. This Centre will be built by apprentices for apprentices and will enable the development of skills throughout the construction phase.

The Queensland Apprenticeships Centre is an expansion and upgrade of STC's current facilities that will allow for a further 200 apprenticeship training places annually. It aims to be at the forefront of ensuring that current and future gasfitters can safely work with hydrogen and be leaders in a hydrogen powered industry. This will benefit Industry and the wider community as we skill the workforce of tomorrow to unlock the future of renewable hydrogen in Queensland.

FY 2020-21 also saw STC enter a new phase of its development with the opening of the PICAC Glenwood facility in NSW. STC is delivering plumbing apprenticeship training and post-apprenticeship training, including the newly State-legislated training course for Medical Gas Pipeline Installation training. The establishment of STC training at PICAC Glenwood will enable the growth of industry leading plumbing training in NSW and will facilitate the sustainable delivery of consistently high-quality outcomes for students and employers in the state.

As we move into the new FY, STC is committed to providing flexible training services that add value to industry and the community

and optimise personal potential and commercial success. We are looking forward to our campus returning to life in the new FY as we open the doors to the Queensland Apprenticeships Centre and have our apprentices, learners and trainers bring their energy and enthusiasm to Beenleigh and Glenwood.

I want to take this opportunity to thank all the team at STC for their hard work and dedication in this challenging and uncertain year. Though the year was defined by COVID-19 related disruptions, we have completed major undertakings that will place STC in a leading position as we embark on a new FY.

PICAC STRATEGIC PLAN 2021 - 26

PICAC'S VISION

- National Unity
- Career Advancement
- Industry Excellence

PICAC'S PURPOSE

- Unify and amplify Stakeholders
- Advance the industry
- Further a healthy, safe and sustainable future

PICAC'S ORGANISATIONAL VALUES

- Seeing it through
- Projecting the future
- Commitment to exceptional
- Together is better
- Passion for impact
- Authentic and caring

PRINCIPLES OF STAKEHOLDER COMMITMENT

Stakeholder collaboration is the bedrock of PICAC and the basis for its existence.

The principles of Stakeholder commitment set the standards and expectations of what Stakeholders give to the collaboration and can expect from one another.

Who are our Stakeholders?

Our Stakeholders consist of Members of the Board, PICAC's direct staff members, PICAC's indirect staff members (RTO staff), Union and Associations, Industry participants.

PRINCIPLES

Trust: Exhibit and build on a strong basis of trust, openness, and positive intentions

Depth: Deeper engagement, commitment, and continuity throughout the whole organisation and at an individual level

Independence: Respecting of mutual Stakeholder independence and legacy and drawing on respective expertise and domain depth

Contribution: Fair contribution by all and a spirit of generosity to achieve mutual outcomes and collective benefit

Complementarity: Seeking to demonstrate and embrace mutual, win-win-win endeavours and scale up successes

Influence: Advance collective interests, raise our profile and sell our vision and purpose broadly and loudly



Master Plumbers'
Association
of Queensland



**master
plumbers**
Expert. Committed. Professional.





HIGHLIGHTS

World Plumbing Day 2021

World Plumbing Day is celebrated globally on 11 March. It is a day to acknowledge and celebrate the vital contribution of skilled plumbing professionals and the essential role plumbing plays in societal health and wellbeing.

This year's celebration was a World Plumbing Day like no other. In response to the COVID-19 pandemic, PICAC created a new World Plumbing Day experience, with a program focused on online content and remotely accessible events.

To mark the day without the traditional in-person event, PICAC curated an Industry focused virtual round table video and designed a multi-platform social media campaign focused on the vital importance of sanitation, the essential work performed by plumbers, and the challenges and opportunities facing the Australian Plumbing Industry. Guest speakers included PPTEU Federal Secretary, Earl Setches, Incolink CEO, Erik Locke, Master Plumbers CEO, Peter Daly, MPAQ Executive Director, Penny Cornah, NFIA CEO, Glen Chatterton and Managing Director of IAPMO Oceana MD, Paul Bonsak.

COVID-safe breakfasts and barbecues were held at PICAC campuses in Beenleigh (QLD) and Glenwood (NSW) to celebrate the occasion, while the Apprentice Skills Contest took centre stage at PICAC Brunswick (VIC).



APPRENTICE SKILLS CONTEST

A cornerstone of PICAC's World Plumbing Day celebrations, the Apprentice Skills Contest commenced bright and early. Five plumbing and four sprinkler-fitting apprentices competed for over seven hours, showcasing their skills and knowledge of their trade. Updates from the contest were live streamed online on social media, enabling a virtual audience for the contest for the very first time. The competition was fierce as always and all the contestants were commended for their high quality of work.

PLUMBING FINALISTS

- 1ST** NATHAN TABB - NATIONAL PLUMBING AND CONTRACTING
- 2ND** BRETT FOWKES - IQ PLUMBING SOLUTIONS
- 3RD** DANIEL COOPER - COOKE AND DOWSETT

SPRINKLER FITTING FINALISTS

- 1ST** TOM DUNCAN - FIRELINE
- JOINT RUNNERS UP:**
 - AMY KOSTERMAN - GEELONG FIRE SERVICES
 - DAMIEN DAVIDSON - ZEROFIRE SERVICES
 - REECE HEGARTY - JETFIRE



Adapting through the COVID-19 Pandemic

As the COVID-19 virus persisted into FY 2020-21, PICAC has continued to act swiftly and adapt to the constantly evolving pandemic environment. The emergence of the Delta strain of the Coronavirus has thrown states across Australia in and out of lockdowns. Victoria and NSW in particular have endured lengthy periods of COVID-19 restrictions.

PICAC instigated measures to ensure the safety and wellbeing of all staff and students. PICAC has developed comprehensive COVID-19 safety plans for all sites to manage virus risk across all States of operation. These measures include temperature checks on entry to a PICAC facility, physical distancing requirements in classrooms and training spaces, mandatory mask wearing where necessary, QR code check-ins and regular sanitisation of common spaces.

As the country contends with COVID-19 lockdowns and restrictions, remote learning and teaching has played a significant role in continuing the delivery of training for PICAC students. PICAC transitioned to remote training delivery where possible, utilising online learning platforms to design and deliver exams and assessments virtually.

The pandemic has impacted almost every industry in the country, causing unforeseen and unprecedented economic and social disruption.

The rapid emergence of COVID-19 represented a significant workplace health and safety issue. PICAC staff transitioned to working from home, coming into sites only where necessary with permitted worker permits. Daily contact was maintained with all staff via video/phone conferencing to support ongoing engagement. Students, staff and our business and industry partners were kept up to date with the latest communications through eNews, social media and website updates.

In Australia, Stakeholders in the Construction Industry have united to ensure the sector stays open to protect jobs and the economy. Businesses, employer organisations, unions and government have worked together to limit disruption to our vital industry and keep workers safe on the job. Strategies and practices have been put in place to actively manage social distancing and hygiene measures on building sites.

As the country re-emerges from the pandemic, the Building and Construction Industry will be crucial in the push to reinvigorate the economy. PICAC stands well placed to deliver industry leading training as the economy reemerges in the post-lockdown era.



PICAC Glenwood

In May 2021, PICAC officially opened its newest campus in NSW, PICAC Glenwood. Situated in the growing northwest corridor of Sydney, PICAC Glenwood is delivering world-class training in the trade sectors of sanitary plumbing, fire protection and medical gas.

The industry-owned and operated premises at Glenwood will enable the growth of industry leading plumbing and fire protection training in NSW and will facilitate the sustainable delivery of consistently high quality outcomes for students and employers in the State. PICAC Glenwood delivers training that showcases the latest advances available to Industry and notably, is the only provider (via STC) of the newly legislated 'Install Medical Gas Pipeline Systems' in NSW.



On 27 May 2021, PICAC welcomed community leaders and industry participants to a special event marking the official opening of the PICAC Glenwood campus. Guest speakers at the celebration included The Honourable Mark Buttigieg, Member of the NSW Legislative Council and Medical Gas Licensing advocate, Councillor Tony Bleasdale OAM, Mayor of Blacktown and Theo Samartzopoulos, State Secretary of the PTEU.

PICAC Glenwood has been established through the collaboration of key industry Stakeholders, the PTEU NSW, the NFIA and PICAC.

The campus can accommodate 200-300 fire protection and plumbing apprentices and 100 mechanical services or HVAC apprentices in industry-developed facilities that have not previously been available in New South Wales. The Centre offers students the opportunity to utilise state of the art facilities including:

- 14 station valve room with various valve types for service, test and maintain training
- Purpose built fire training bays
- Gaseous fire suppression systems training room
- Functional electronic and diesel pumps installation for maintenance and live testing training
- Functional control indication panels and warning alarm training area
- Advanced welding facilities
- Safety and High Risk Licence training areas for forklift, EWP under/over 11m, working at heights and on roofs, and boom lift.



The Queensland Apprenticeships Centre at PICAC Beenleigh

FY 2020-21 saw construction begin on the Queensland Apprenticeships Centre at PICAC Beenleigh. This project will significantly expand the capacity of PICAC's Beenleigh operations, transforming the campus into a truly world class training facility.

In February 2021, PICAC marked the commencement of construction on the Queensland Apprenticeships Centre at PICAC Beenleigh with a sod-turning ceremony. Special guest attendees included Queensland Treasurer and Minister for Investment, the Hon. Cameron Dick MP, Minister for Energy, Renewables and Hydrogen, the Hon. Mick de Brenni MP, Minister for Employment and Small Business and Minister for Training and Skills Development, the Hon. Di Farmer MP and PPTEU QLD State Secretary, Gary O'Halloran.

The Queensland Apprenticeships Centre has been made possible by a \$20 million investment by the Queensland Government and represents a successful project partnership between PICAC and the Plumbing and Pipe Trades Employees Union QLD, the Master Plumbers' Association of Queensland and the National Fire Industry Association.



The Centre will incorporate industry-leading technologies, including the establishment of a Hydrogen Centre of Excellence, which will enable Queensland's plumbing workforce to unlock the future of safe and renewable hydrogen. PICAC Beenleigh will become an Industry leader in the delivery of green Hydrogen training, providing training in the skills needed to deliver the Queensland Government's Hydrogen Plan and green future.

The Centre is being built by apprentices for apprentices and will deliver long term benefits to the Queensland Building and Construction Industry and to the

City of Logan. The expansion of PICAC's Beenleigh facility will include purpose-built workshops complete with cutting-edge equipment, which will be pivotal in enabling the delivery of world-class training for Queensland Plumbing, Mechanical and Fire Protection Industries.

The Queensland Apprenticeships Centre is scheduled for completion in early 2022. Once open, the new facility will allow for an additional 200 new apprentices per year and will incorporate state-of-the-art technologies to ensure a locally skilled workforce for jobs in emerging industries like renewable hydrogen.

A close-up photograph of a male plumber wearing a bright yellow short-sleeved shirt, safety glasses, and black gloves with orange accents. He is focused on his work, using a large grey adjustable wrench to tighten a metal pipe. The pipe is held in a blue vise. The background is slightly blurred, showing other people in similar yellow shirts. A semi-transparent dark green circle is overlaid on the right side of the image, containing the title text.

PICAC AND STC FINANCIAL INFORMATION FY 2020 - 21

PICAC AUDITOR'S INDEPENDENCE DECLARATION



Auditor's Independence Declaration Under Section 307C of the Corporations Act 2001 to the Directors of the Plumbing Industry Climate Action Centre Ltd (PICAC)

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2021 there have been: –

- (i) no contraventions of the auditor independence requirements in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Stannards Accountants & Advisors
1/60 Toorak Road, South Yarra VIC 3141

A handwritten signature in black ink, appearing to read 'MB Shulman'.

MB Shulman
Registered Company Auditor (163888)
Holder of Current Public Practice Certificate

Dated: 26 October 2021

Stannards Accountants and Advisors Pty Ltd
A.C.N. 006 857 441
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Liability limited by a scheme approved under Professional Standards Legislation

Partners

Marino Angelini, CA
Michael Shulman, CA
Peter Angelini, CA
Nick Jeans, CPA
James Dickson, CA

PICAC STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 30 JUNE 2021

	Note	The Group 2021 \$	The Company 2021 \$	The Group 2020 \$	The Company 2020 \$
PJTF Service Grant		5,079,873	5,079,873	4,841,315	4,841,315
Other Grants		837,113	354,055	703,099	85,114
Training Levy		1,184,277	-	1,065,578	-
Paid Training Income		223,863	-	153,559	-
Charge-back Income		1,097,247	-	741,384	-
Management Fees – Controlled Entities		-	557,769	-	309,810
Interest Income		34,906	34,881	6,824	-
Other Income		2,428,739	1,695,077	660,479	510,433
Other Income		660,479	510,433	80,808	33,830
TOTAL INCOME		10,886,078	7,721,655	8,172,238	5,746,672
Employment Costs		3,509,638	2,441,075	3,038,996	2,097,922
Marketing & Communications		110,463	104,302	161,270	146,158
Occupancy Costs		1,010,709	970,740	1,138,129	908,313
Accounting & Audit & Legal Fees		114,494	67,742	97,293	54,051
Sponsorships & Donations		74,207	52,818	37,908	15,465
Other Costs		4,396,777	3,478,131	3,462,561	2,694,798
TOTAL EXPENSES		9,216,288	7,114,808	7,936,157	5,916,707
Operating profit before income tax expense	2	1,669,790	606,847	236,081	(170,035)
Income tax expense		-	-	-	-
Net Profit attributable to Members of the Group		1,669,790	606,847	236,081	(170,035)

The statement of profit and loss is to be read in conjunction with the notes to and forming part of the financial report set out on pages 12 to 40.

PICAC STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

	Note	The Group 2021 \$	The Company 2021 \$	The Group 2020 \$	The Company 2020 \$
ASSETS					
CURRENT ASSETS					
Cash and Cash Equivalents	13(a)	16,942,437	15,009,441	4,629,293	3,724,245
Trade and Other Receivables	3	12,659,777	9,975,190	4,084,402	1,581,253
TOTAL CURRENT ASSETS		29,602,214	24,984,631	8,713,695	5,305,498
NON CURRENT ASSETS					
Right of Use Asset	20	9,083,088	9,083,088	10,123,815	10,123,815
Property, plant and equipment	4	4,178,942	4,057,163	3,660,669	3,570,385
Financial Assets	8,15	-	1,024,976	-	1,024,976
TOTAL NON CURRENT ASSETS		13,262,030	14,165,227	13,784,484	14,719,176
TOTAL ASSETS		42,864,244	39,149,858	22,498,179	20,024,674
CURRENT LIABILITIES					
Trade and Other Payables	5	22,322,587	21,917,455	2,690,235	2,458,245
Employee Entitlements Provisions	6	363,749	305,960	274,420	233,249
Right of Use Liability	20	645,000	645,000	212,000	212,000
TOTAL CURRENT LIABILITIES		23,331,336	22,868,415	3,176,655	2,903,494
NON CURRENT LIABILITIES					
Employee Entitlements Provisions	6	192,094	138,971	160,051	115,106
Borrowings	7	-	-	20,000	-
Right of Use Liability	21	8,844,956	8,844,956	10,315,405	10,315,405
TOTAL NON CURRENT LIABILITIES		9,037,050	8,983,927	10,495,456	10,430,511
TOTAL LIABILITIES		32,368,386	31,852,342	13,672,111	13,334,005
NET ASSETS		10,495,858	7,297,516	8,826,068	6,690,669
EQUITY					
Retained Profits		8,985,417	5,787,075	7,315,627	5,180,228
Reserves		1,510,441	1,510,441	1,510,441	1,510,441
TOTAL EQUITY		10,495,858	7,297,516	8,826,068	6,690,669

The statement of financial position is to be read in conjunction with the notes to and forming part of the financial report set out on pages 11 to 39.

PICAC STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 30 JUNE 2021

	Note	The Group 2021 \$	The Company 2021 \$	The Group 2020 \$	The Company 2020 \$
Cash Flows from Operating Activities					
Receipts from Service Grants		5,079,873	5,079,873	4,841,315	4,841,315
Receipts from Customers and Other Grants		17,299,239	14,134,901	3,023,079	1,755,335
Interest received		34,966	34,881	6,824	-
Payments to suppliers and employees		(8,431,148)	(6,350,469)	(8,033,915)	(5,269,570)
Net cash provided by operating activities	13b	13,982,830	12,899,186	(162,697)	1,327,080
Cash Flows from Investing Activities					
Funding receipts (Infrastructure)		-	-	-	-
Payments for plant and equipment and property, net of disposals		(772,080)	(716,284)	(324,407)	(288,800)
Net cash (used in) investing activities		(772,080)	(716,284)	(324,407)	(288,800)
Cash Flows from Financing Activities					
Borrowings – ROU Liability		(897,706)	(897,706)	(689,588)	(689,588)
Net cash provided by financing activities		(897,706)	(897,706)	(689,588)	(689,588)
Net increase/(decrease) in cash held		12,313,144	(11,285,196)	(1,176,692)	348,692
Cash and cash equivalents at the beginning of the Financial Period		4,629,293	3,724,245	5,805,985	3,375,553
Cash and cash equivalents at the end of the Financial Period	13a	16,942,437	15,009,441	4,629,293	3,724,245

The statement of cash flows is to be read in conjunction with the notes to and forming part of the financial report set out on pages 12 to 40..

PICAC INDEPENDENT AUDIT REPORT



Independent Audit Report To The Members of the Plumbing Industry Climate Action Centre Ltd (PICAC)

Report on the Financial Report

Opinion

We have audited the accompanying financial report, being a general purpose financial report of the Plumbing Industry Climate Action Centre Ltd (PICAC) and its controlled entities (the Group), which comprises the Statement of Financial Position as at 30 June 2021, the Statement of Profit or Loss, the Statement of Comprehensive Income, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the Directors' Declaration.

In our opinion, the accompanying financial report of the Company is in accordance with *the Corporations Act 2001* and *the Australian Charities and Not for Profit Commission Act 2013*, including:

- giving a true and fair view of the Company's financial position as at 30 June 2021 and of its financial performance for the year ended; and
- complying with *Australian Accounting Standards*, the *Corporations Regulations 2001* and *Division 60 of the Australian Charities and Not for Profit Commission Regulations 2013*.

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 independence requirements of the *Corporations Act 2001* and the ethical 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 confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the Directors of the Company, would be in the same terms if given to the Directors as at the time of this auditor's report.

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

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Directors' financial reporting responsibilities under the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commission Act 2013*. As a result, the financial report may not be suitable for another purpose.

Responsibilities of the Directors for the Financial Report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commissions Act 2013* and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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.

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Partners

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Michael Shulman, CA
Peter Angelini, CA
Nick Jeans, CPA
James Dickson, CA

PICAC INDEPENDENT AUDIT REPORT



Independent Audit Report To The Members of Plumbing Industry Climate Action Centre Ltd (PICAC) (Cont'd)

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 auditing 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 the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, determined whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Company audit. We remain solely responsible for our audit opinion.

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

Stannards Accountants and Advisors

A handwritten signature in black ink, appearing to read 'Michael Shulman'.

Michael Shulman
Partner
Date: 27 August 2021

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Nick Jeans, CPA
James Dickson, CA

PICAC DIRECTORS' REPORT

PICAC

Directors' Report

The Directors of the Plumbing Industry Climate Action Centre Ltd (PICAC) and its controlled entities (the Group) present the annual report for the financial period 1 July 2020 to 30 June 2021. In order to comply with the provisions of the Corporations Act, the Directors report as follows:

DIRECTORS

The names and particulars of the Directors of the Group during or since the end of the Financial Year are:

Name	Representation	No. of Directors Meetings Attended	No. of Directors Meetings Held
Carmel Coate (Chair)	Independent	5	5
Ken Gardner (Deputy Chair) (now retired)	MPMSAA	1	1
Earle Setches	PPTU	5	5
Glenn Menzies	PPTU	5	5
Patrick McCrudden	PPTU	5	5
Scott Williams (appointed 4 September 2020)	AMCA	4	4
Gary O'Halloran	PPTU (QLD)	3	5
David Viola (appointed 27 October 2020)	Independent	1	4
Glen Chatterton	NFIA	3	5
Scott Dowsett (appointed 27 October 2020)	MPMSAA	4	4
Russ Chaney (now retired)	Independent	1	1
Bruce Billson (now retired)	Independent	2	2
Sumit Oberoi (now retired)	AMCA	1	1

The annual report and website contains details of the Directors' experience and qualifications. The names and particulars of the Members of the Finance, Risk and Audit Committee during or since the end of the Financial Year are:-

Name	Representation	No. of Finance, Risk and Audit Meetings Attended	No. of Finance, Risk and Audit Meetings Held
John Glasson (Chair)	Independent	4	4
Earle Setches	Union	2	4
Glenn Menzies	Union	4	4
Ken Gardner	Employer	4	4
Glen Chatterton	Employer	4	4

Mr Shayne La Combre is the Company Secretary at the end of the Financial Year.

PRINCIPAL ACTIVITIES

The Group's principal activities and its strategies in the course of the period were –

- To provide training, education, assessment, research and development for Stakeholders of the Members, other employees in the industries and members of the public, which may be accredited or recognised by the relevant government and industry bodies (including but not limited to a qualification or Statement of Attainment recognised within the Australian Qualifications Framework or any replacement thereof), not necessarily accredited or recognised by government and industry bodies (by way of example only, in-house and product-based training), such that the Directors deem appropriate and convenient from time to time;
- To further the objectives set out above by providing, without limitation, any one (1) or more of the following:
 - a response to the challenges of climate change;
 - resources for education, training and development in the Industries;
 - quality training and assessment in the Industries;
 - upskilling and specialist training (non-technical as well) or accreditation for registered plumbers;
 - training and demonstrations of new and sustainable technologies and systems;

PICAC BOARD FY 2020 - 21



Carmel
Coate



Ken
Gardner



Russ
Chaney



Paddy
McCrudden



Glenn
Menzies



Sumit
Oberoi



Gary
O'Halloran



Earle
Setches



Bruce
Billson



Glen
Chatterton

ANNUAL REPORT 2021



Scott
Williams



Scott
Dowsett



Dave
Viola

STC AUDITOR'S INDEPENDENCE DECLARATION



Auditor's Independence Declaration Under Section 307C of the *Corporations Act 2001* to the Directors of The Service Trades College Australia Limited

I declare that, to the best of my knowledge and belief, during the period ended 30 June 2021 there has been:—

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

Stannards Accountants & Advisors

Stannard Accountants & Advisors

A handwritten signature in black ink, appearing to read 'Michael Shulman', written over a horizontal line.

Michael Shulman
Partner

Dated : 26 October 2021

Stannards Accountants and Advisors Pty Ltd
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STC STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
Revenue	3	2,628,842	2,189,510
Service provision expenses		(192,317)	(421,949)
Other expenses		(544,249)	(479,258)
Interest revenue		40	174
Employee benefits expenses		(1,068,563)	(941,074)
Depreciation and amortisation expense	2	(24,301)	(14,699)
		-	-
Current period surplus/(deficit) before income tax expense		799,452	332,704
Income tax expense relating to ordinary activities	4	-	-
Net current period surplus/(deficit)		799,452	332,704
Other comprehensive income		-	-
Total comprehensive income for the year		332,704	332,704



STC STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2021

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	1,308,375	541,752
Trade and other receivables	6	141,073	21,913
Other assets	7	-	-
TOTAL CURRENT ASSETS		1,449,448	563,665
NON-CURRENT ASSETS			
Property, plant and equipment	8	121,702	88,523
Intangible assets	9	77	1,761
Receivables – Beenleigh JV	23	1,100,000	1,100,000
TOTAL NON-CURRENT ASSETS		1,221,779	1,190,284
TOTAL ASSETS		2,671,227	1,753,949
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	276,893	163,863
Borrowings	11	115,116	115,116
Provisions	12	57,789	41,171
TOTAL CURRENT LIABILITIES		449,798	320,150
NON-CURRENT LIABILITIES			
Borrowings	11	-	20,000
Provisions	12	53,123	44,945
TOTAL NON-CURRENT LIABILITIES		53,123	64,945
TOTAL LIABILITIES		502,921	385,095
NET ASSETS		2,168,306	1,368,854
EQUITY			
Retained surplus		2,168,306	1,368,854
TOTAL EQUITY		2,168,306	1,368,854



STC STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 30 JUNE 2021

	Note	2021 \$	2020 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		2,509,682	2,277,411
Payments to suppliers and employees		(1,687,303)	(1,820,326)
Interest received		40	174
Net cash provided by/(used in) operating activities	13	822,419	457,259
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(55,796)	(15,607)
Net cash provided by/(used in) investing activities		(55,796)	(15,607)
CASH FLOWS FROM FINANCING ACTIVITIES			
Funds provided to Beenleigh Joint Venture		-	(1,100,000)
Drawing/(repayment) of borrowings		-	(89,250)
Net cash provided by/(used in) financing activities		-	(1,189,250)
Net increase/(decrease) in cash held		766,623	(747,598)
Cash at beginning of Financial Year		541,752	1,289,350
Cash at end of Financial Year	13	1,308,375	541,752



STC STC INDEPENDENT AUDIT REPORT



Independent Audit Report To The Members of The Services Trades College Australia Limited

Report on the Audit of the Financial Report

Opinion

We have audited the accompanying financial report, being a general purpose financial report of The Service Trades College Australia Limited, ("the Company"), which comprises the Statement of Financial Position as at 30 June 2021, the Statement of Profit or Loss and Other Comprehensive Income, the Statement of Changes in Equity and the Statement of Cash Flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the Directors' Declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commission Regulation Act 2012*, including:

- giving a true and fair view of the Company's financial position as at 30 June 2021 and of its financial performance for the year ended; and
- complying with Australian Accounting Standards to the extent described in Note 1 and complying with the *Corporations Regulations 2001* and *Division 60 of the Australian Charities and Not for Profit Commission Regulations 2012*.

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 independence requirements of the *Corporations Act 2001* and the ethical 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 confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the Directors of the Company, would be in the same terms if given to the Directors as at the time of this auditor's report.

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

Emphasis of Matter – Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Directors' financial reporting responsibilities under the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commission Regulation Act 2012*. As a result, the financial report may not be suitable for another purpose.

Responsibilities of the Directors for the Financial Report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and the *Australian Charities and Not for Profit Commission Act 2012* and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the ability of the Company to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

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.

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Partners

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Michael Shulman, CA
Peter Angelini, CA
Nick Jeans, CPA
James Dickson, CA



STC INDEPENDENT AUDIT REPORT



Independent Audit Report

To The Members of The Services Trades College Australia Limited (Cont'd)

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 auditing 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 internal control.
- Evaluate the appropriateness of the Directors' use of the going concern basis of accounting and, based on the audit evidence obtained, determined whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability 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.
- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the Company to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Company audit. We remain solely responsible for our audit opinion.

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

Stannards Accountants & Advisors

Stannards Accountants and Advisors

Michael Shulman

Partner

Date : 26 October 2021



STC DIRECTORS' REPORT

The Service Trades College Australia Limited

Directors' Report

The Directors of the Service Trades College (STC) present the annual report for the financial period 1 July 2020 to 30 June 2021. In order to comply with the provisions of the Corporations Act, the Directors report as follows:

DIRECTORS

The names of the Directors in office at any time during or since the end of the period are:

Name	Representation	No. of Directors Meetings Attended	No. of Directors Meetings Held
Gary O'Halloran	PPTEU (QLD)	4	4
Shayne La Combre	PICAC	4	4
Glenn Menzies	PPTEU	4	4
Rian Kelso	PPTEU (QLD)	4	4
Penelope Cornah	MPAQ	4	4
Glen Chatterton (Appointed 27/10/20)	NFIA	4	4
Adrian Shackleton (Appointed 27/10/2020)	AMCA	3	4

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

PRINCIPAL ACTIVITIES

STC's principal activities in the course of the period were to:

1. Operate as a high quality registered training organisation for the Specialist Trades (trade and post-trade training)
2. Provide training, education and assessment which may be accredited or recognised by the relevant government and industry bodies (including but not limited to a qualification or Statement of Attainment recognised within the Australian Qualifications Framework or any replacement thereof)
3. Promote skills relevant to the Specialist Trades
4. Promote the availability of flexible modes of training delivery both on and off the job as needed
5. Provide advice to and seek consensus from Stakeholders in the Specialist Trades industries on issues relating to training in the Specialist Trades
6. Assist and administrate training grants, sponsorships and public subsidies for the benefit of the Specialist Trades
7. Become a financially stable organisation with access to necessary resources.

To achieve its objects and purposes, STC provides:

1. Resources for education, training and development in the Specialist Trades
2. Quality training and assessment in the Specialist Trades
3. Upskilling and specialist training or accreditation for the Fire and Plumbing Industries
4. Training of occupational health and safety work practices in the Specialist Trades.



STC BOARD FY 2020 - 21



Gary
O'Halloran



Penny
Cornah



Shayne
La Combre



Glenn
Menzies



Rian
Kelso



Glen
Chatterton



Adrian
Shackleton





PICAC CAMPUSES

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BEENLEIGH
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BRUNSWICK

UNIT 6/306 ALBERT ST
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66 TANNER STREET
BREAKWATER
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