

**PLUMBING
INDUSTRY**
CLIMATE ACTION CENTRE

ANNUAL REPORT

FY 2024-2025



Acknowledgement of Country

PICAC acknowledges the Traditional Custodians of the lands on which our campuses and centres are located.

The Wurundjeri Woi Wurrung and Bunurong peoples (Brunswick and Narre Warren Campus), the Wadawurrung people (Geelong Campus), the Yugambah people (Beenleigh campus) and the Darug people (Glenwood Campus).

PICAC Annual Report FY24-25

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PICAC Campuses

PICAC has five campuses across Australia, offering access to Industry best training led by expert trainers. Our state-of-the-art facilities feature high-tech study areas and practical workshops, ensuring the delivery of world-class training for the Australian Plumbing and Fire Protection Industries.



BEENLEIGH
6 QUINDUS ST
BEENLEIGH
QLD 4207

BRUNSWICK
6/306 ALBERT ST
BRUNSWICK
VIC 3056

GEELONG
66 TANNER ST
BREAKWATER
VIC 3219

GLENWOOD
1000 WINDSOR RD
GLENWOOD
NSW 2768

NARRE WARREN
7-11 FULLARD RD
NARRE WARREN
VIC 3805

Message from the PICAC Chair and CEO



Carmel Coate
PICAC Chair



Shayne La Combre
PICAC CEO



On behalf of the Plumbing Industry Climate Action Centre (PICAC) and its Board, it is our pleasure to present the Annual Report for the 2024–2025 Financial Year. This year has been a period of remarkable progress as PICAC continued to strengthen its leadership in industry training, invest in the workforce of the future and deliver programs that prepare Australia's tradespeople for the challenges and opportunities of the clean energy transition.

PICAC has led through innovation and collaboration, driving the evolution of skills development across the Plumbing and Fire Protection Industries. As a purpose-built, industry-led training organisation, PICAC plays a unique role in shaping the future of trade training by developing programs, facilities and partnerships that respond directly to the needs of the Industry and the communities it serves. Guided by our mission to build a skilled, adaptable and future-ready workforce, PICAC delivered more than 600,000 hours of training to over 11,000 learners across the country this year. This result reflects the strength of collaboration between the stakeholder partners who share our vision of a highly trained, innovative and sustainable workforce.

A major highlight of 2024–25 was the announcement of the National Training Centre in New Energy Skills, a \$40 million partnership between the Australian Government, the Victorian Government and PICAC. Positioned in Melbourne's fast-growing western suburbs, this significant new facility will train more than 2,000 existing tradespeople and 200 apprentices each year in advanced heat pump systems, electrification and renewable heating and cooling technologies.

The project represents a national commitment to reskilling and upskilling Australia's plumbing and gas fitting workforce to meet the needs of a rapidly changing energy system. It will create new pathways for young people, women and career changers to join the Industry, ensuring Australia's trades are ready to deliver the infrastructure required for a cleaner, low-emissions future. As a first-of-its-kind initiative, the Centre unites government, unions and Industry in a shared vision to equip our workforce with the expertise needed for the decades ahead, standing as a model for collaboration and a benchmark for how our industry can respond proactively to change.

Alongside this landmark initiative, PICAC continued to strengthen its partnership with Solar Victoria through the Heat Pump and Solar Hot Water Program, equipping Victorian plumbers with the specialist skills required to design, install and maintain energy-efficient water heating systems. This work directly supports the growth of the renewable energy sector and reduces emissions in homes and businesses across the State. Our focus on emerging technologies ensures that PICAC-trained professionals are prepared to meet the growing demand for technical excellence in sustainable energy systems.

The achievements of our students remain central to everything we do. This year, PICAC proudly celebrated apprentices across our campuses through graduation and awards events recognising technical skill, resilience and personal growth.

A significant milestone was our first-ever Victorian Apprentice Graduation and Awards Dinner, held on 11 April 2025, honouring Fire Industry Training's 2024 graduating apprentices. The evening was filled with pride and reflection, acknowledging the hard work and



dedication shown by each apprentice as they progress into their professional careers in the Fire Protection Industry.

PICAC also continued to engage future tradespeople through World Plumbing Day celebrations and Try-a-Trade programs, highlighting the essential role of skilled trades in protecting public health and supporting sustainability.

Our annual PICAC Apprentice Skills Contest, held in March at our Brunswick campus alongside World Plumbing Day, once again brought together apprentices from across the industry to showcase their professionalism in plumbing and sprinkler fitting. PICAC was proud to follow the achievements of two former competitors from the previous year's contest—Sam Barnes from Queensland and James Rigas from New South Wales—who represented Australia at the United Association's International Apprentice Competition in Ann Arbor, Michigan. Competing against 32 of the best apprentices from the United States, Canada and Ireland, both Australians performed exceptionally well. James received the prestigious Allyn Parmenter and George Bliss UA Directors of Training Award, recognising exceptional leadership and commitment to the values of excellence and professionalism that define our Industry. Their success reflects the high standards of Australian training and the strength of PICAC's apprentice programs.

This year also saw the introduction of Building Futures: Breaking Barriers, a landmark national program led by PICAC and supported through the Australian Government's Building Women's Careers Program. The initiative brings together eleven key partners across unions, employers, Industry associations and training providers, united in their commitment to creating a more inclusive, respectful and representative Industry. Through pilot programs, education and leadership initiatives, a national workplace framework and a public awareness campaign, the program will help remove barriers to participation, challenge outdated attitudes and foster workplaces where diversity is celebrated and everyone has the opportunity to succeed. Its introduction marks a meaningful step toward building a future where

all apprentices, regardless of gender, background or circumstance, feel welcome, valued and supported to thrive.

PICAC's commitment to industry and community extended beyond training delivery during FY 24–25. PICAC was proud to once again support the AFL Finals Series Luncheon, which raised funds for the Indigenous Plumbing and Sanitation Foundation and Big Brothers Big Sisters of Australia. With nearly 400 guests gathering at the Melbourne Cricket Ground, the event achieved record attendance and demonstrated the strength of community support for these important charities.

PICAC also contributed internationally through the International Water, Sanitation and Hygiene Foundation's Plumbing Champions Project at ISH Frankfurt, Germany, sponsoring plumbing apprentice Benjamin Tu'Uta to join an international team delivering essential plumbing and heating solutions to a community facility. This initiative provided valuable global experience while showcasing the capability, professionalism and international outlook of Australia's next generation of tradespeople.

As we continue to deliver on the PICAC Strategic Plan 2021–2026, our focus remains on innovation, skills development and national collaboration. With an established and growing presence across Australia, PICAC is evolving to meet the needs of a rapidly changing Industry—strengthening our capacity, introducing new technologies and expanding the scope of our training to support the future of the professions. The National Training Centre in New Energy Skills in Victoria and the Hydrogen Centre of Excellence in New South Wales represent significant steps forward in this progression, reinforcing PICAC's role as a leader in advancing the capability, sustainability and long-term success of the Industry and its people.

None of this would be possible without the dedication of its staff, trainers and Industry partners, or without the vision and leadership of the PICAC Board. Their continued commitment to excellence, innovation and collaboration has been vital to every success achieved this year, and PICAC looks forward to another year of progress, partnership and achievement.

Message from the STC Chair & Operations Manager



Gary O'Halloran
STC Chair



Mirjana Obradovic
STC Operations Manager



The Financial Year 2024–2025 has been a year of exceptional growth, achievement and community engagement for The Service Trades College (STC).

Building on strong foundations laid in previous years, STC continued to strengthen its leadership in plumbing and fire protection training, driving skills excellence, deepening Industry collaboration and supporting the development of a highly capable workforce. At the core of STC's mission is a clear purpose: to deliver high-quality training that equips Queenslanders with the skills and knowledge required to build meaningful and sustainable careers in the Plumbing and Fire Protection Industries. These sectors remain essential to Queensland's infrastructure, public health and environmental future and will play an increasingly critical role in supporting major projects and in the transition to sustainable energy systems.

By equipping the next generation of tradespeople with advanced, industry-relevant skills, STC is helping to build a future-ready workforce capable of meeting emerging challenges, driving innovation and maintaining the essential services that underpin our way of life. Our commitment extends well beyond the delivery of training alone. STC is dedicated to creating inclusive learning pathways that ensure students from all backgrounds have equitable access to education and career opportunities in plumbing, mechanical services and fire protection.

Applied, hands-on learning remains central to our approach, enabling students to transition seamlessly from the training environment to the workplace with confidence in their trade skills and technical knowledge. In close partnership with PICAC, STC also delivers future-focused programs that build, upskill and reskill the workforce at every stage of their careers, fostering lifelong learning, professional growth and adaptability to emerging technologies.

This year saw record training delivery, inspiring student achievements on the international stage and meaningful contributions to both industry and the wider community. STC reached an unprecedented milestone in FY24–25, delivering more than 150,000 hours of training across Queensland. This achievement reflects the College's dedication to quality education, practical learning and ongoing innovation in trade training.

World Plumbing Day on 11 March 2025 was once again a highlight on the STC calendar. In partnership with PICAC and industry stakeholders, STC hosted a Try-a-Trade day at the PICAC Beenleigh Campus, welcoming high school students from across Queensland to experience hands-on activities across multiple trade stations. Guided by STC and Fire Industry Training apprentices and trainers, students explored plumbing and fire protection careers through demonstrations and practical tasks, gaining insight into the essential role of trades in protecting community health and safety. The event successfully inspired many young people to consider rewarding careers within the service trades.



STC also continued to encourage outstanding talent, with apprentices achieving remarkable success both locally and internationally. A notable highlight was Queensland STC plumbing apprentice Sam Barnes representing Australia at the UA International Apprentice Skills Competition in Ann Arbor, USA. Competing against apprentices from North America and Ireland, Sam demonstrated the world-class standard of STC training and the strength of Australia's apprenticeship system on the global stage.

Our commitment to community and industry wellbeing remained strong throughout the year. STC proudly supported IWSH Champions projects, contributing to plumbing solutions that improve public health and access to essential services in underserved communities.

STC also strengthened its partnership with MATES in Construction, participating in mental health initiatives and events that raise awareness, support workers and promote a strong culture of wellbeing across the trades.

As we look to the future, STC remains firmly focused on its mission to deliver high-quality training, champion skills excellence and strengthen the role of the Plumbing and Fire Protection Industries in Queensland.

The achievements of FY24–25 were made possible by the dedication of STC trainers, staff, apprentices and industry partners, and we extend our sincere thanks to the STC Board and Leadership Team for their ongoing guidance and support. With a record year behind us and exciting opportunities ahead, STC is well positioned to continue leading the way in skills excellence, workforce development and industry leadership.



PICAC FY 2024-2025

YEAR AT A GLANCE

600,000 hours

A record number of training contact hours were delivered at PICAC campuses across Australia in FY24-25



11,000+

Learners trained at PICAC campuses in FY24-25



First ever Victorian PICAC Graduation Ceremony held in Melbourne



World Plumbing Day

Celebrated nationwide at PICAC Campuses in March 2025

\$40 million

In Industry and Government funding invested for the PICAC New Energy Skills Centre in Western Melbourne





Furthering the PICAC Vision

PICAC delivers quality skills training that enables the careers of its students and the development of the Industries and communities it serves by holding true to its values: safety first, working together, focusing on student experience, taking responsibility and showing initiative.

In doing so, PICAC continues to strengthen its reputation as a leading provider of high-quality industry training. In 2021, PICAC published its Strategic Plan, after extensive consultation with its Stakeholder Partners. In FY24-25, PICAC has continued on this roadmap which has supported its unique and successful model of industry-led training for the Plumbing and Fire Protection Industries in Australia.

PICAC Organisational Values



Seeing it through

We relish ownership and are accountable in doing what we say with reliability, resilience, and perseverance



Commitment to exceptional

We are driven by the excellence of our work, have pride in the esteem of all that we do and seek to exceed expectations



Passion for impact

We are energised to leave the industry and workforce in a better place every day and care about the positive community and environmental benefits of our work



Projecting the future

We are future focussed, energised by new ideas and excited by new opportunities that keep us ahead of the rest



Together is better

We live collaboration and teamwork and the power of collective benefit from deeply understanding one another and working together



Authentic and caring

We treat one another as we expect to be treated, genuinely care, and seek to help, understand, and welcome all our colleagues so everyone can be their best



HIGHLIGHTS

FY 2024-2025

World Plumbing Day 2025

11 March 2025

Every year, World Plumbing Day serves as a reminder of the critical role plumbing plays in safeguarding public health and maintaining environmental sustainability. It is a day to recognise the dedicated efforts of skilled, licensed plumbers who ensure clean water and safe sanitation for our homes, communities, and environment.

In 2025, PICAC celebrated World Plumbing Day with events and activities spanning across our campuses in Queensland, Victoria and New South Wales.

Queensland

At the PICAC Beenleigh Campus in Queensland, World Plumbing Day celebrations began on Monday, 10 March 2025, with an immersive "Try a Trade" experience designed for school-aged learners. Students from ten local high schools were invited to discover the diverse career opportunities in plumbing and fire protection through hands-on activities, interactive learning stations and guided information sessions.

Throughout the event, students connected with Industry professionals and current PICAC apprentices, gaining meaningful insight into what a day in the life of a plumbing or fire protection apprentice looks like.

Later in the day, PICAC hosted a lunch for all Beenleigh apprentices and post-trade learners, complemented by presentations from key Industry leaders who highlighted the significance of World Plumbing Day and the enduring value of skilled trade careers. Guest speakers included Penny Cornah, CEO of the Master Plumbers' Association of Queensland; Gary O'Halloran, State Secretary of the Queensland Plumbers Union; and Andrew Hickman, President of the National Fire Industry Association of Australia.

New South Wales

PICAC commemorated World Plumbing Day at the Glenwood NSW Campus with a program of activities designed to recognise the skills and accomplishments of plumbing and sprinkler-fitting apprentices. Proceedings commenced with a Try-a-Trade event, offering school-aged learners an opportunity to engage in hands-on activities and explore career pathways within the Plumbing and Fire Protection Industries. The event was attended by NSW Training Minister Steve Whan, who met with students and apprentices and acknowledged the importance of vocational education in strengthening the state's future workforce.

A World Plumbing Day luncheon followed, bringing together apprentices, trainers, and Industry representatives to celebrate apprentice achievements and showcase the wide range of opportunities in the sector, while highlighting the vital role skilled trades play in community health and safety.

During the day, the Glenwood Campus hosted a sprinkler-fitting apprentice competition for third-year Fire Industry Training apprentices. Commencing at 9:00 am, the competition assessed participants' technical proficiency, accuracy and problem-solving capabilities through a series of demanding tasks reflective of industry standards. An awards presentation at 2:30 p.m. concluded the event, recognising the highest-performing apprentices for their exemplary efforts.

Victoria

PICAC hosted the annual World Plumbing Day Apprentice Skills Contest at the PICAC Brunswick Campus in Victoria, drawing together a talented cohort of ten plumbing and seven sprinkler-fitting apprentices from across Australia.



The Apprentice Skills Contest commenced bright and early on Friday, 14 March 2025, delivering an outstanding showcase of talent, determination and craftsmanship. PICAC extends its sincere thanks to all participating apprentices and congratulates the finalists in both the plumbing and sprinkler-fitting categories.

Each competitor demonstrated exceptional dedication and technical skill, reflecting a high standard of performance that was praised by the judging panel. PICAC also wishes to acknowledge the invaluable contributions of the judges, marshals and mentors whose expertise and support made the event possible.

All finalists were considered for selection to represent Australia at the 2025 United Association International Apprentice Competition, held annually in Ann Arbor. This prestigious event brings together plumbing and sprinkler-fitting apprentices from the USA, Canada, Ireland, and Australia for an intensive five-day contest that challenges their knowledge, skills, and perseverance.

Following a thorough selection process, FIT Sprinkler-Fitting apprentice Majed El-Ali from Victoria and STC Plumbing apprentice Harrison Tresider from Queensland were chosen by an industry panel to represent Australia at the 2025 UA Competition.



2025 Apprentice Skills Contest Finalists

PLUMBING COMPETITION FINALISTS

WINNER: Oscar Goode, VIC, Aqualink

2nd place: Harrison Tresider, QLD, Beavis and Bartels

3rd place: Yongxing Zhang, VIC, Cooke & Dowsett

SPRINKLER FITTING COMPETITION FINALISTS

WINNER: Majed El-Ali, VIC, Airmaster

2nd place: Ryen Munro, QLD, Premier Fire

3rd place: Ben Thomson, VIC, Commercial Fire Group

PICAC Victorian Graduation and Awards Dinner

Celebrating the Graduating Apprentices of 2024

14 April 2025

A significant milestone for PICAC in FY24–25 was the successful PICAC Victorian Graduation & Awards Dinner, held on 11 April 2025 at the iconic Leopard Lodge at Melbourne Zoo. This annual celebration serves not only as a capstone event for graduating apprentices, but also as a reflection of the strength and collaboration within the Fire Protection Industry in Victoria.

The evening brought together employers, Industry partners, trainers, families and friends to recognise the achievements of the 2024 Fire Industry Training (FIT) apprentice cohort.

Hosted by MC and former AFL player, Russell Robertson, the event showcased the professionalism, dedication and growth demonstrated by FIT apprentices as they completed their formal training. Throughout the night, speakers acknowledged the apprentices' resilience in balancing work, study and personal commitments and highlighted the significance of their transition from apprentices to qualified practitioners.

Their achievements underscore the ongoing demand for a skilled and adaptable fire protection workforce as the sector continues to respond

to new regulatory requirements, technological advancements and increasing community safety expectations.

A highlight of the evening was the presentation of the annual apprentice awards, recognising exceptional performance across the cohort. In 2025, the following apprentices were acknowledged for their outstanding contributions:





2024 PICAC VICTORIAN AWARD RECIPIENTS

Aaron Holland
Graduating Apprentice of the Year

Adam Jorgensen
Runner Up Apprentice of the Year

Nick Potiriadis
Fire Industry Training VBA Excellence Award

These awards celebrate apprentices who consistently demonstrate high technical proficiency, strong problem-solving capabilities, leadership potential and a commitment to professional excellence. The achievements of these individuals reflect not only their own determination but also the support provided by PICAC trainers, employers and industry mentors throughout their apprenticeship journey.

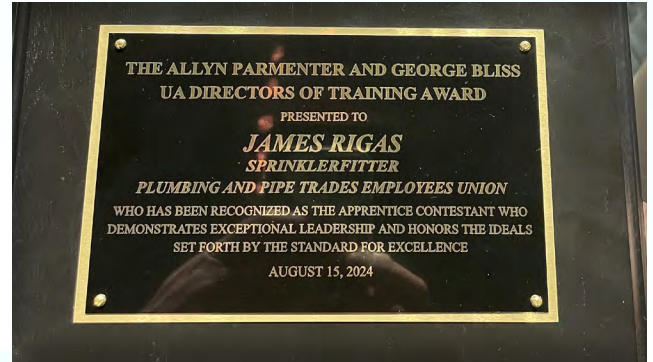
PICAC extends sincere thanks to all attendees and to the organisations whose support ensures the ongoing success of this event. In particular, PICAC acknowledges the contribution of Platinum Event Sponsor Incolink and Gold Event Partners the National Fire Industry Association of Australia

and IAPMO Oceania. Their continued partnership plays an essential role in supporting high-quality training delivery, strengthening career pathways, and building workforce capability across Victoria's fire protection sector.

The Graduation and Awards Dinner remains an important platform for recognising excellence, celebrating achievement and demonstrating the value of PICAC's apprenticeship training system. As the Industry faces increasing demand for skilled practitioners, events such as this highlight PICAC's impact in shaping a future-ready workforce and fostering the next generation of fire protection professionals. Through strategic partnerships, responsive training programs and a strong focus on student success, PICAC continues to contribute to the long-term sustainability and growth of the service trades Industry.

2024 United Association (UA) International Apprentice Competition

11-17 August 2024



A standout achievement for PICAC in FY24–25 was the exceptional performance of two Australian apprentices at the prestigious United Association International Apprentice Skills Competition. This highly competitive five-day event brought together 32 of the top apprentices from the United States, Canada, Ireland and Australia, testing their skills, industry knowledge and problem-solving capabilities across a range of rigorous practical and theoretical challenges.

Australia was proudly represented by Sam Barnes, a plumbing apprentice from The Service Trades College (STC) and employed by Axis Plumbing, and James Rigas, a sprinkler fitting apprentice from Fire Industry Training (FIT) and employed by Rethus Fire Protection. Both apprentices earned their place on the international stage after competing successfully in the PICAC Apprentice Skills Competition held earlier in the year at PICAC's Brunswick campus. Their progression to the UA finals highlights the calibre of training delivered across PICAC's programs and the strength of its partnership with the United Association.

Throughout the week-long competition, Sam and James demonstrated outstanding technical ability, professionalism and resilience. Their performance against some of the best international apprentices is a testament to the depth and quality of Australia's training system and to the commitment of PICAC's trainers, industry mentors and employers who support the development of apprentices each year.

A major highlight for the Australian team was the recognition awarded to James Rigas, who received the Allyn Parmenter and George Bliss UA Directors of Training Award. This esteemed honour is presented to the apprentice who best exemplifies leadership, professionalism and the values embodied in the United Association's Standard for Excellence. James' achievement reflects not only his technical competency but also his strong work ethic, character and dedication to the ideals that underpin our Industry.

PICAC congratulates both Sam and James on their remarkable accomplishments. Their representation on the international stage strengthens Australia's profile within the global plumbing and fire protection community and reinforces our commitment to developing apprentices who are capable, confident and industry-ready.

Participation in events such as the UA International Apprentice Skills Competition continues to highlight the success of PICAC's training model and showcases the opportunities available to apprentices undertaking high-quality education and industry-engaged learning. PICAC is proud of the achievements of its competitors and remains committed to fostering excellence, supporting emerging talent and positioning Australian apprentices as leaders within the international trade community.

Supporting Community Projects

IWSH Plumbing Champions Project at ISH Frankfurt March 2025



In FY24–25, PICAC was proud to extend its commitment to community-focused initiatives on a global scale by supporting the IWSH Foundation's Plumbing Champions Project at ISH Frankfurt 2025. This international program brings together apprentices, tradespeople and industry organisations to deliver essential plumbing and heating upgrades for communities in need, while also providing emerging professionals with unique opportunities for hands-on learning in real-world environments.

As part of PICAC's support, Benjamin Tu'Uta, a plumbing apprentice from the RAW Group GTO, travelled to Frankfurt to join a diverse team of apprentices and experienced practitioners from across the world. Over an intensive five-day period, the team designed and installed new internal plumbing and heating systems for the Kulturwerkstatt Germaniastraße Arts Centre, a vibrant community arts hub undergoing major renovation. Their work showcased the strength of IWSH's delivery model, which blends thoughtful project planning, technical excellence and community engagement using high-quality materials and modern installation practices.

The Plumbing Champions initiative demonstrates the powerful impact that collaborative, Industry-led projects can have. By uniting global partners, local organisations and emerging trade professionals, the program delivers practical infrastructure improvements while fostering skills development, cultural exchange and shared responsibility for community wellbeing. For apprentices like Benjamin, participation offers an invaluable professional and personal experience—broadening their technical skills, building confidence and deepening their

understanding of the essential role plumbing plays in public health and community resilience.

PICAC is proud to have played a role in supporting this important project and to champion opportunities that allow our apprentices to contribute meaningfully beyond their local context. Involvement in international initiatives such as the Plumbing Champions Program aligns with PICAC's vision to develop a workforce that is skilled, adaptable and globally engaged, while reinforcing the social value of the plumbing and fire protection trades.

As PICAC continues to expand its training programs and partnerships, supporting community-focused projects remains a central part of its mission. PICAC looks forward to further opportunities to empower apprentices, strengthen communities and contribute to global efforts to improve water, sanitation and hygiene outcomes.



Watch the
Plumbing Champions
video!

Introducing the PICAC National Training Centre in New Energy Skills



A major milestone for PICAC in FY24–25 was the announcement of the new National Training Centre in New Energy Skills, a flagship facility that will expand PICAC's Victorian training footprint and play a critical role in preparing Australia's workforce for the clean energy transition. Located in Melbourne's fast-growing western suburbs, the centre represents a significant collaboration between the Victorian Government, the Albanese Government, Industry partners and the union movement.

The announcement was made at PICAC Brunswick during a visit by Federal Minister for Skills and Training Andrew Giles MP and Victorian Minister for Energy and Resources Lily D'Ambrosio. Both Ministers toured the campus, met apprentices and saw firsthand how industry-led training is developing the skills needed for an increasingly electrified and technologically advanced economy. Their presence underscored the national importance of building workforce capability to meet emerging energy challenges.

Backed by a joint \$40 million investment, the new centre will train over 2,000 existing workers and at least 200 apprentices each year, significantly increasing PICAC's capacity to deliver future-focused training. As Australia accelerates towards net-zero targets, demand continues to grow for tradespeople skilled in advanced heat pump systems, modern electrification methods, energy-efficient heating and cooling and renewable technologies. The centre will offer hands-on training in these areas, ensuring workers are equipped to deliver safe, high-quality outcomes for homes, businesses and major infrastructure projects.

The facility also represents a strategic investment in Victoria's economy, supporting new jobs, strengthening Industry partnerships and creating a modern training environment that reflects the needs of a rapidly changing sector. For apprentices, it will provide access to cutting-edge technologies and real-world learning environments. For existing workers, it offers clear pathways to upskilling and reskilling, enhancing career longevity in an evolving marketplace.

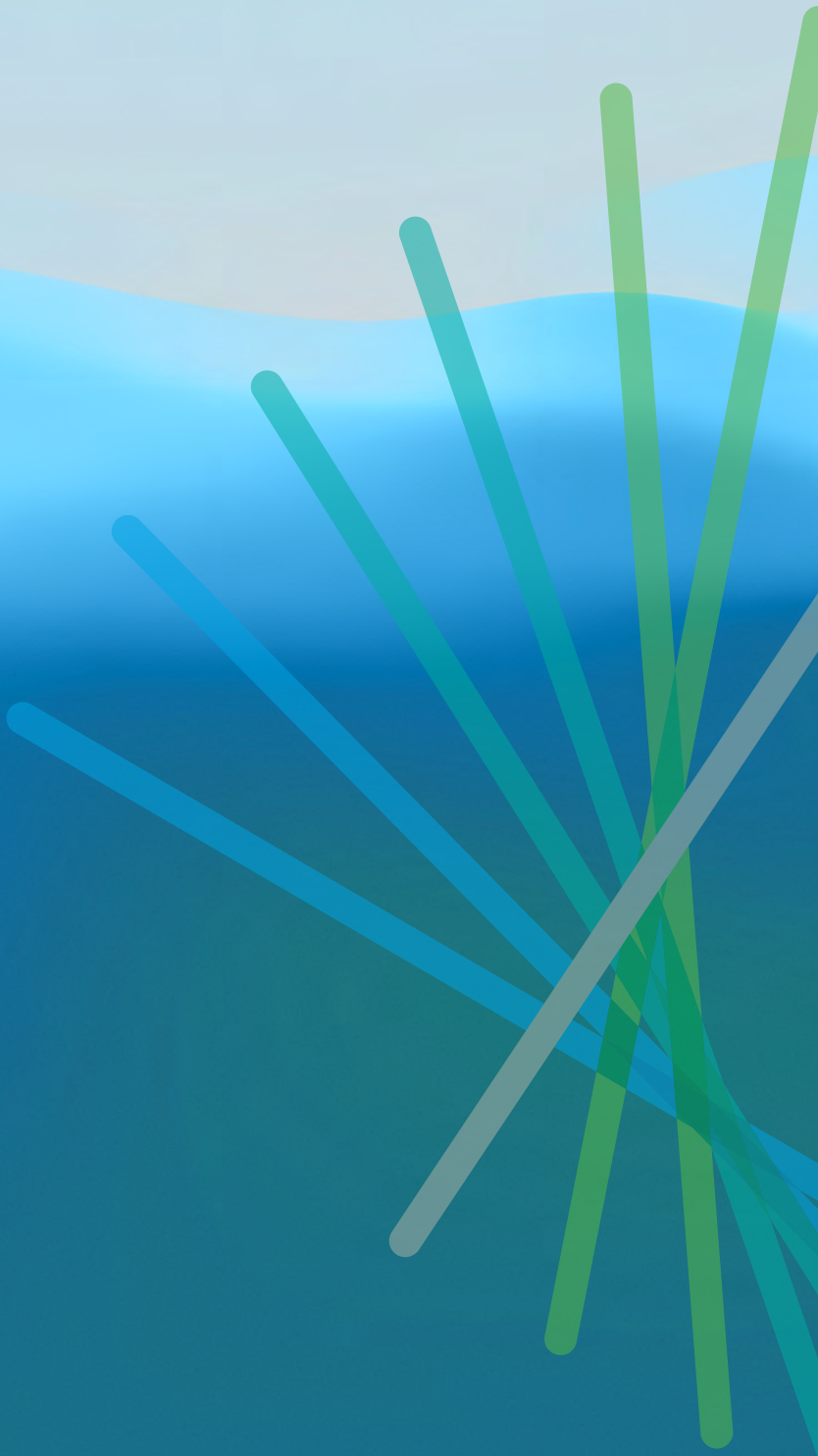
PICAC is proud to lead this nationally significant initiative. The National Training Centre in New Energy Skills will not only address current skill shortages but also help build a resilient, adaptable and future-ready workforce capable of delivering Australia's clean energy future. This development reaffirms PICAC's commitment to excellence in training and our leadership in shaping the next generation of tradespeople.



PICAC

Financial Information

FY24-25



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 2025 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

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

Dated 24 October 2025

PICAC STATEMENT OF PROFIT AND LOSS

FOR THE PERIOD ENDED 30 JUNE 2025

	The Group 2025 \$	The Group 2024 \$
Incolink Service Grant	8,412,177	8,168,912
Other Grants	4,606,151	1,724,680
Training Levy	2,325,702	2,090,768
Paid Training Income	176,131	509,006
Charge-back Income	1,283,364	954,672
Interest Income	605,356	433,191
Other Income	1,681,521	1,479,655
Total Income	19,090,402	15,360,884
Employment Costs	6,793,819	6,162,959
Marketing & Communications	272,123	61,088
Occupancy Costs	2,882,706	2,713,630
Accounting & Audit & Legal Fees	240,374	140,574
Sponsorships & Donations	296,993	290,686
Other Costs	6,607,250	5,615,315
Total Expenses	17,093,265	14,984,252
Operating profit before income tax expense	1,997,137	376,632
Income tax expense	-	-
Net Profit attributable to Members of the Group	1,997,137	376,632

PICAC STATEMENT OF FINANCIAL POSITION

FOR THE PERIOD ENDED 30 JUNE 2025

	Note	The Group 2025 \$	The Group 2024 \$
Current Assets			
Cash and Cash Equivalents	11(a)	20,380,430	8,801,396
Trade and Other Receivables	3	12,248,469	5,989,321
Total Current Assets		32,628,899	14,790,717
Non Current Assets			
Right of Use Asset	18	9,696,286	10,864,414
Property, plant and equipment	4	9,059,804	6,594,569
Financial Assets	13	-	-
Total Non Current Assets		18,756,090	17,458,983
Total Assets		51,384,989	32,249,700
Current Liabilities			
Trade and Other Payables	5	24,778,948	6,922,853
Employee Entitlements Provisions	6	636,839	516,566
Right of Use Liability	18	1,737,114	1,615,110
Total Current Liabilities		27,152,901	9,054,529
Non Current Liabilities			
Employee Entitlements Provisions	6	394,350	318,132
Right of Use Liability	18	10,241,002	11,277,440
Total Non Current Liabilities		10,635,352	11,595,572
Total Liabilities		37,788,253	20,605,101
Net Assets		13,596,736	11,599,599
Equity			
Retained Profits		12,086,295	10,089,158
Reserves		1,510,441	1,510,441
Total Equity		13,596,736	11,599,599

PICAC STATEMENT OF CASH FLOWS

FOR THE PERIOD ENDED 30 JUNE 2025

	Note	The Group 2025 \$	The Group 2024 \$
Cash Flows from Operating Activities			
Receipts from Service Grants		8,412,177	8,168,912
Receipts from Customers and Other Grants		20,317,903	4,895,553
Interest received		605,356	433,191
Payments to suppliers and employees		(12,627,997)	(11,280,222)
Net cash provided by operating activities	11b	16,707,439	2,217,434
Cash Flows from Investing Activities			
Proceeds – sale of vehicles		-	-
Payments for plant and equipment and property, net of disposals		(3,396,770)	(1,832,658)
Net cash (used in) investing activities		(3,396,770)	(1,832,658)
Cash Flows from Financing Activities			
Borrowings – ROU Liability		(1,731,635)	(1,725,741)
Net cash provided by financing activities		(1,731,635)	(1,725,741)
Net increase/(decrease) in cash held		11,579,034	(1,340,965)
Cash and cash equivalents at the beginning of the Financial Period		8,801,396	10,142,361
Cash and cash equivalents at the end of the Financial Period	11a	20,380,430	8,801,396

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 2025, 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 Group is in accordance with *the Corporations Act 2001* and *the Australian Charities and Not for Profit Commission Act 2013*, including:

- a. giving a true and fair view of the Group's financial position as at 30 June 2025 and of its financial performance for the year ended; and
- b. 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 Group 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 Group 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.



**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 Group'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 Group 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 Group 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

Michael Shulman
Partner

Date 24 October 2025

PICAC DIRECTORS' REPORT

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 2024 to 30 June 2025. 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	4	4
Earle Setches	PPTEU	4	4
Glenn Menzies	PPTEU	4	4
Patrick McCrudden	PPTEU	3	4
Scott Williams	AMCA	4	4
Gary O'Halloran	PPTEU (QLD)	2	3
David Viola	IAPMO	4	4
Andrew Hickman	NFIA	4	4
Scott Dowsett	MPMSAA	2	4
Paris Luke Andriske (alternate director for Gary O'Halloran appointed 27 June 2025, ceasing 2 January 2026)	PTEU (QLD)	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	3	3
Earle Setches	Union	3	3
Glenn Menzies	Union	3	3
Ken Gardner	Employer	3	3
Andrew Hickman	Employer	3	3

Shayne La Combte 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 2024-2025



Carmel
Coate



Paddy
McCrudden



Glenn
Menzies



Gary
O'Halloran



Earle
Setches



Andrew
Hickman



Scott
Williams



Scott
Dowsett



Dave
Viola

STC

Financial Information

FY24-25



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 2025 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.

Michael Shulman
Partner

Dated 16 October 2025

STC STATEMENT OF PROFIT AND LOSS FOR THE PERIOD ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Revenue	3	3,939,662	3,219,805
Service provision expenses			
Interest revenue		92,954	81,542
Employee benefits expenses		(1,646,671)	(1,424,193)
Depreciation and amortisation expense	2	(51,202)	(44,035)
Other expenses		(1,432,892)	(1,111,996)
Current period surplus/(deficit) before income tax expense		901,851	721,123
Income tax expense relating to ordinary activities	4	-	-
Net current period surplus/(deficit)		901,851	721,123
Other comprehensive income		-	-
Total comprehensive income for the year		901,851	721,123

STC STATEMENT OF FINANCIAL POSITION

FOR THE PERIOD ENDED 30 JUNE 2025

	Note	2025	2024
ASSETS		\$	\$
CURRENT ASSETS			
Cash and cash equivalents	5	4,743,225	2,475,013
Trade and other receivables	6	381,387	347,285
Other assets	7	19,163	7,977
TOTAL CURRENT ASSETS		5,143,775	2,830,275
NON-CURRENT ASSETS			
Property, plant and equipment	8	1,161,908	1,194,360
Intangible assets	9	-	-
TOTAL NON-CURRENT ASSETS		1,161,908	1,194,360
TOTAL ASSETS		6,305,683	4,024,635
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	10	452,634	435,578
Borrowings	11	1,415,116	115,116
Provisions	12	105,352	49,373
TOTAL CURRENT LIABILITIES		1,973,102	600,067
NON-CURRENT LIABILITIES			
Provisions	12	85,422	79,260
TOTAL NON-CURRENT LIABILITIES		85,422	79,260
TOTAL LIABILITIES		2,058,524	679,327
NET ASSETS		4,247,159	3,345,308
EQUITY			
Retained surplus		4,247,159	3,345,308
TOTAL EQUITY		4,247,159	3,345,308

STC STATEMENT OF CASH FLOWS FOR THE PERIOD ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		3,905,560	2,980,267
Payments to suppliers and employees		(3,011,552)	(2,456,811)
Interest received		92,954	81,542
Net cash provided by/(used in) operating activities	13	986,962	604,998
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(18,750)	(50,700)
Loans		1,300,000	–
Net cash provided by/(used in) financing activities		1,281,250	(50,700)
Net increase/(decrease) in cash held		2,268,212	554,298
Cash at beginning of Financial Year		2,475,013	1,920,715
Cash at end of Financial Year	13	4,473,225	2,475,013

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 2025, 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:

- a. giving a true and fair view of the Company's financial position as at 30 June 2025 and of its financial performance for the year ended; and
- b. complying with Australian Accounting Standards 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.

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.



**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 and Advisors

Michael Shulman
Partner

Date 16 October 2025

STC DIRECTORS' REPORT

The Service Trades College Australia Limited

Directors' Report

Your Directors present their report on the entity for the financial period ended 30 June 2025.

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

	No of Meetings attended	Possible no of meetings
Gary O'Halloran (Chair)	1	3
Glenn Menzies	3	3
Penelope Cornah	2	3
Shayne La Combre	3	3
Benjamin Hawkins	2	3
Andrew Hickman	3	3
Justin Maxwell (appointed 1 August 2024)	2	2

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

Mirjana Kozak (nee Obradovic) is the Company Secretary at the end of the Financial Year.

PRINCIPAL ACTIVITIES

The Service Trades College Australia Limited is an industry based not for profit Registered Training Organisation which delivers premium training in the fields of sanitary plumbing, fire protection and mechanical services (air-conditioning). The College delivers high quality trade and post-trade training, it relocated to premises in Beenleigh, Brisbane last year and continues to develop that site. The principal activities directly relate to the provision of training in the period covered by this report. In December 2015, Plumbing Industry Climate Action Centre Ltd (PICAC) became the sole member of the Company following approval of the same.

Substantial support in kind was delivered by Industry particularly with the provision of advanced training technology and equipment for use during training programs.

SHORT-TERM AND LONG-TERM OBJECTIVES

The entity's short-term objectives are to:

- Monitor industry trends to identify and respond to current and emerging training needs of the specialist trades
- Consult closely with employees, unions, employers and industry associations regarding training needs, particularly through Training Advisory Groups.

The entity's long-term objectives are to:

- Lead the development and delivery of high quality, flexible, industry focused training of post trade and apprentices in the Service Trades Industries in Queensland, Australia and beyond.

STC BOARD FY 2024-2025



Gary
O'Halloran



Penny
Cornah



Shayne
La Combre



Glenn
Menzies



Andrew
Hickman



Ben
Hawkins



Justin
Maxwell



PLUMBING INDUSTRY

CLIMATE ACTION CENTRE

PICAC CAMPUSES

BEENLEIGH

6 QUINDUS ST
BEENLEIGH
QLD 4207

BRUNSWICK

6/306 ALBERT ST
BRUNSWICK
VIC 3056

GEELONG

66 TANNER ST
BREAKWATER
VIC 3219

GLENWOOD

1000 WINDSOR RD
GLENWOOD
NSW 2768

NARRE WARREN

7-11 FULLARD RD
NARRE WARREN
VIC 3805