Workskil Australia

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Annual Report 2425

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Workskil Australia acknowledges First Nations peoples as the Traditional Owners and Custodians of this country, and their connection to land, water and community. We pay our respects to them, their cultures and customs, and to Elders past and present.

FRONT COVER: Parent Pathways customer Rong and her son, Luke, celebrate a massive win. Rong has completed her Certificate III in Health Services Assistance and has now been accepted into a Diploma of Nursing. Workskil Australia is proud to support Rong in achieving her goal of becoming a nurse.

Who we are

Founded in 1982, Workskil Australia is a national not-for-profit organisation and registered charity committed to transforming lives through the delivery of employment, community, First Nations, youth, housing and disability services. We operate in locations across New South Wales, South Australia, Victoria and Western Australia, as well as prisons and secondary schools.

Our Vision

Every person in Australia can benefit from quality employment and education, creating inclusion, wellbeing and independence.

Our Mission

Assist people experiencing difficulty, disadvantage or living with disability to build better lives and achieve economic and social independence.

What we believe

The opportunity to earn a decent living is central to a healthy and resilient society. Australian society is enriched by strong community connections and social inclusion.

Our Values

Our Values are at the heart of everything we do. They inform our thoughts, words and actions.

Our Values

Care

We care for those around us and have a genuine desire to improve lives.

Respect

We respect people for who they are, their knowledge, skills and experience.

Service

We strive to exceed the expectations of our customers, employers, partners, stakeholders and colleagues.

Honesty

We are open and honest in our communication and seek the facts to ensure we provide the best quality advice for our customers.

Leading by example

We act as positive role models for our staff and clients alike.

Integrity

We uphold the highest professional standards, provide sound advice and act ethically at all times.

Teamwork

We work collaboratively to achieve our goals.

Nicole Dwyer
CHIEF EXECUTIVE OFFICER

Alex Zimmermann
CHAIR

CEO and Chair report

As we reflect on the 2024–25 financial year, we are proud of the progress Workskil Australia has made in supporting individuals and communities across the country.

This year has been marked by resilience, innovation, and a deepened commitment to our purpose: empowering people through employment, housing, and community services.

In a rapidly changing economic and social landscape, Workskil Australia has continued to evolve to meet the needs of our customers and partners. We have strengthened our service delivery, through the startup of Parent Pathways, expanded our digital capabilities, and deepened our engagement with employers and community stakeholders. These efforts have enabled us to deliver more personalised and impactful support to those seeking meaningful employment and life opportunities.

Our success is driven by the dedication of our people. Across every region and role, our team has demonstrated unwavering commitment to our values and mission. We thank them for their passion, professionalism and care.

Looking ahead, we remain focused on building a more inclusive and sustainable future. We will continue to invest in innovation, partnerships, and workforce development to ensure we are well-positioned to respond to emerging challenges and opportunities.

On behalf of the Board and Executive team, thank you to our customers, staff, partners, and stakeholders for your continued trust and collaboration. Together, we are making a lasting difference.

Nicole Dwyer
CHIEF EXECUTIVE OFFICER

Alex Zimmermann
CHAIR

Governance structure

Governance structure

Until 30 April 2025, Workskil Australia was made up of Workskil Australia Incorporated and its wholly-owned subsidiary, Workskil Australia Limited, both of which were governed by the same Board of Directors.

On 30 April 2025 Workskil Australia Incorporated was dissolved in accordance with section 42 (1) of the *Associations Incorporation Act 1985 (SA)* and its property, rights and liabilities were transferred to Workskil Australia Limited.

Workskil Australia Limited is a registered not-for-profit and charity delivering programs to support disadvantaged Australians in achieving sustained economic and social self-reliance.

Workskil Australia Limited operates as a Company Limited by Guarantee which ensures that we uphold the highest standards of corporate governance, thereby best advancing the interests of customers and stakeholders for years to come.

We have a range of robust systems in place to ensure compliance with all regulatory laws and funding agency requirements and to maintain ongoing quality and information security accreditations.

Our Board

We extend our gratitude to our Board Members for their dedicated efforts during the 2024/2025 financial year. Their diverse expertise and experience continue to provide valuable leadership and guidance.

Mr Alex Zimmermann
CHAIR

Chair of Police Credit Union, Chair of the Assurance and Risk Commitee for SA Ambulance, Board Member of The Barossa Hills Fleurieu Local Health Network Governing Board, Fellow of the Australian Institute of Company Directors (AICD), Fellow of the Governor's Leadership Foundation, Graduate Certificate in Business Administration

Alex Zimmermann is Workskil Australia's longest serving board member. He is a retired member of South Australia Police, serving as a senior manager in a diverse number of positions. These include Officer in Charge of the State Community Engagement Section, Major Fraud Investigation, Electronic Crime Branch, Internal Investigation and Anti-Corruption Branch and the Barossa Local Service Area.

Alex was recently appointed the Commissioner for Drought Support in South Australia. Previously, he was also the State Recovery Co-Ordinator for the 2022 Riverland flood emergency and Local Recovery Coordinator for the Adelaide Hills communities impacted by the 2019 bushfires. Alex also chairs Workskil Australia's Governance Committee.

Mr Robert Ferguson
DEPUTY CHAIR
(RETIRED ON 25 NOVEMBER 2024)

Fellow of Chartered Accountants Australia and New Zealand, Graduate of the AICD, Fellow of the Australian Restructuring, Turnaround and Insolvency Association, Bachelor of Commerce

Robert is an experienced Chartered Accountant and is a principal in the firm Ferguson Hannam Chartered Accountants, specialising in restructuring and forensic accounting. He is a Registered Liquidator, Bankruptcy Trustee and Tax Agent.

Robert was also a member of Workskil Australia's Audit and Risk Committee from 1 July 2023 to 31 December 2023 and a member of Workskil Australia's Governance Committee from 1 January 2024 until his retirement from the Board on 25 November 2024.

We thank Mr Ferguson for his service on the Board.

Mr Taso Corolis
BOARD MEMBER / DEPUTY CHAIR
– FROM 1 JANUARY 2025

Bachelor of Commerce (Accounting & Finance), Bachelor of Economics, Graduate Diploma in Investments & Finance

Taso Corolis has over 25 years' experience in the financial services industry, including ten years in senior roles with the Australian Prudential Regulation Authority (APRA).

He joined Bendigo and Adelaide Bank in 2011 and is the Chief Customer Officer, Consumer Banking. Prior to this role, Taso held the position of Group Chief Risk Officer since early 2018. He joined the Bendigo and Adelaide Bank Group from Rural Bank, where he served as Executive in Charge of Risk for a number of years. Taso also chairs Workskil Australia's Audit and Risk Committee.

Ms Bev Barber
BOARD MEMBER

Director of Motor Neurone Disease Association of South Australia Inc, Graduate Diploma in Public Policy and Management, Graduate Certificate in Public Sector Management, Graduate of the AICD, Fellow of the Governor's Leadership Foundation

Bev is an experienced Executive and Non-Executive Director with a background spanning industry sectors. She owns and operates a consulting business and previously worked for consulting firms PwC and Deloitte.

Throughout her career, she has worked across State, Federal and Local Governments, ASX-listed companies and small to medium enterprises with a particular focus on Business Transformation. In addition, her experience includes organisational design, leadership and culture. Bev is a member of Workskil Australia's Audit and Risk Committee.

Dr Susan Stone
BOARD MEMBER

Credit Union SA Chair of Economics, Board member of SA Business Chamber, PhD in Economics, Graduate of the AICD

Susan is the inaugural Credit Union SA Chair of Economics at the University of South Australia. Susan is a former OECD and UN economist who has worked in Europe, the United States, Asia and Australia and was most recently overseeing emerging trade policy issues for the OECD in France. She has extensive experience working with international organisations, governments and businesses.

In her current role, Susan provides expert analysis and new thinking about South Australia's economic position and how global economic factors impact local businesses. She offers insights into how the state establishes and grows businesses, creates inclusive work environments and engages in trade with the rest of Australia and the world. Susan is a member of Workskil Australia's Governance Committee.

Mr Ben Gulliver
BOARD MEMBER

Fellow of the AICD, Fellow of CPA Australia, Bachelor of Arts in Accountancy, Chair of the Australian Cyber Collaboration Centre

Ben is an experienced Executive and Non-Executive Director with a background spanning industry sectors. He is currently the Chief Financial Officer at Nova Systems. Prior to his current role, Mr Gulliver was Chief Operating Officer for Saab Australia. He also has extensive experience in leadership roles across the Asia Pacific region in various industries for organisations including BHP, Lend Lease and Elders. Ben is a member of Workskil Australia's Audit and Risk Committee.

Ms Kate Croser
BOARD MEMBER (COMMENCED ON 24 NOVEMBER 2024 AND RESIGNED 27 SEPTEMBER 2025)

Graduate of the Women's Leadership Development Program – Said Business School, University of Oxford; Graduate of the AICD

Kate Croser is an experienced director and Emmy Award-winning television and film producer. She is currently the Chief Executive Officer of the South Australian Film Corporation.

Kate is the South Australian Chapter Chair for Chief Executive Women, a Trustee of the Committee for Economic Development Australia, and a member of SA Leaders for Gender Equity. She also serves on the University of Adelaide's Creativity and Culture Industry Advisory Board and was previously a Board member of Ausfilm and the South Australian Film Corporation. Kate was a member of Workskil Australia's Governance Committee.

Ms Nicole Dwyer
BOARD MEMBER AND CHIEF EXECUTIVE OFFICER

Master of Business Administration, Master of Social Science, Graduate Diploma of Secondary Education, Bachelor of Science (Psychology), Graduate of the AICD, Member of Chief Executive Women

Nicole is the CEO of Workskil Australia and has been in the role since 2012. Previously Nicole worked at KPMG for eight years, providing advisory services to the Government and NFP sectors in employment, education and First Nations affairs. Nicole is a former Board Member of the National Employment Services Association.

Highlights from the year

Workforce Australia services extension

We were successful in achieving a two-year extension of our Workforce Australia Generalist and Specialist contracts in all our regions through to 30 June 2027.

In addition to the term extension, the strength of our Workforce Australia performance saw us welcome an additional 3,500 customers across Adelaide North, Adelaide South and Inner Metropolitan Melbourne. We recruited 35 additional staff and upgraded several offices to support this growth.

Work Ready, Release Ready expansion

Our SA Work Ready, Release Ready (WRRR) program expanded for individuals engaged with correctional services. The program, which has supported over 1,700 participants since commencing in 2018, aims to reduce reoffending by helping individuals secure employment and reintegrate into the community.

The expansion, known as WRRR Plus, includes:

> Targeted support for First Nations people, including broader eligibility.

> A 'Community Ready' phase to support First Nations men and women on short sentences or community orders.

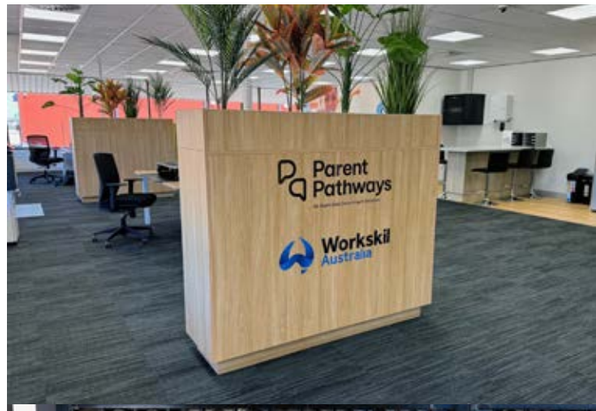
> New industry-aligned training models that connect in-prison training directly with high-demand sectors like construction, mining, and transport.

These new initiatives will build on the program's strong track record, which has already achieved a 52% employment rate among participants upon their release.

New sites across Australia

Workskil Australia opened eight news sites this year to accommodate the new Workforce Australia Services extension and Parent Pathways program. These new locations are a mix of full- and part-time and outreach sites in:

> Burwood, NSW
> Hurstville, NSW
> Lakemba, NSW
> Sutherland, NSW
> Whyalla, SA
> Manjimup, WA
> Margaret River, WA
> Flemington, VIC



Housing Support and Home2Work

Our Housing Pathways Assistance team continued their important work of supporting customers to address one of the most challenging barriers facing our communities.

Over the last 12 months, the Housing team supported:

> 219 Customers by addressing their housing barriers
> 320 Individual staff queries
> 26 Customers into stable housing through Home2Work

We completed the first year of our Home2Work pilot, where customers facing housing insecurity moved into Workskil Australia-owned homes.

The program has achieved some great outcomes for our customers:

> Two single fathers and three single mothers are able to provide safe and stable homes for their children.

> Two sets of young siblings were able to navigate the early days of independence together.

> Multiple tenants who have escaped domestic violence have safe homes from which to rebuild their lives.

> Young individuals and couples are building strong rental histories.

Road to Redemption

Road to Redemption had a successful year in both SA and WA. Over the past 12 months, more than 35 First Nations participants in the justice system graduated with a Certificate II in Construction or Civil Construction, with many securing employment.

The program's success was recognised through two prestigious awards:

> The Industry Collaboration Award at the South Australian Training Awards, acknowledging the vital partnership between Workskil Australia, Carey Training, and the SA Department for Correctional Services.

> Workskil Australia also nominated the Fleurieu Connections Alliance (FCA) for the Champion Employer of the Year at the NESA awards. FCA won the award for their key role in Road to Redemption, providing valuable work experience on live project sites and hiring several graduates directly.

We also launched Construct your Career (CYC), an iteration of the Road to Redemption program that broadens the eligibility to non-First Nations participants in the justice system, with 12 graduating so far.

Brand perception survey results

Our second Brand Perception Survey provided a deeper understanding of public awareness and perception of our organisation, comparing results against the 2023 survey. Results were positive, including:

> Total brand awareness reaching 44%, a 4% increase from the previous survey.

> Workskil Australia ranked number one for prompted brand recognition among 11 competitor organisations.

> Workskil Australia's positive sentiment increased significantly, ranking #1 against our competitors.

Respondents described Workskil Australia as caring, respectful, genuine, and professional. A reflection of both marketing activities that promote our mission and purpose, and commitment of staff to living our values in all that we do.

WorkPlace housing reintegration program

We partnered with OARS Community Transitions to deliver the WorkPlace housing reintegration service, a joint initiative funded by the SA Department for Correctional Services. This new service provides 12 weeks of transitional accommodation, case management and employment support for up to 144 men exiting prison per year. Our team was on-site to assist with set up before opening, assembling furniture to help transform the facility into a welcoming space. Workskil Australia provides specialised employment services to help residents secure jobs and long-term housing, helping them build a brighter future and contributing to a safer community for all.

From Flexible Learning Options to Tailored Learning

Flexible Learning Options evolved into Tailored Learning, a new program with the same goal: to help South Australian secondary students re-engage with their education in a location that fits their needs. Funded by the South Australian Department for Education, this program offers increased case management and wraparound support, and has expanded to more schools.

During the 24/25FY, our team of experienced youth workers supported 315 students at risk of disengaging from their education.

Industry Bites

Industry Bites, our guided workplace tour program, takes the guesswork out of job applications by introducing job seekers to local businesses actively looking for staff. We led multiple tours across South Australia and Western Australia, where employers provided insight into their organisations, work environments, and day-to-day tasks.

We visited the Bega Group to gain insight into the milk processing industry, Thomas Foods for a look at meat processing, Sonnex Pty Ltd and Williams Metal Fabrications. At BAE Systems, participants gained a better understanding of security measures and employment pathways within the defence industry.

Launching Parent Pathways

On 1 November 2024, we proudly launched delivery of the Parent Pathways program, a new initiative funded by the Department of Employment and Workplace Relations. This replaces the former ParentsNext program and we're now delivering in Sydney Eastern Metro, Northern and Inner Metro Melbourne and the Eyre Peninsula in South Australia.

Parent Pathways is a voluntary program providing personalised support to help parents and carers build a brighter future for their families. Participants are matched with a dedicated Parent Mentor who ensures their unique needs and family commitments are always the central focus. A mix of existing staff and new team members support the program.

A new home for families

We've opened new Parent Centres, which are welcoming and family-friendly spaces. These centres are open during business hours and equipped with resources to help families, including:

> Free WiFi, computers, printing, and phones.

> Kitchen facilities with a food pantry, microwave, and hot drinks.

> Child-friendly spaces with changing tables, feeding areas, and play areas.

From left - Parent Pathways Sydney Manager, Vanessa, Workskil Australia CEO Nicole Dwyer, The Hon Amanda Rishworth- Minister for Employment and Workplace Relations, Ash Ambihaipahar - Member for Barton, Zhi Soon, Member for Banks.

Celebrating our success

We celebrated the program's launch with events in each of our operating regions. Our first event in Hurstville, Sydney, was attended by key figures including the Minister for Employment and Workplace Relations, the Hon. Amanda Rishworth. The momentum continued with successful events in Broadmeadows and Flemington, Melbourne, and Whyalla, South Australia. Each event provided a space for parents, community partners, and local organisations to connect and collaborate, all united by their commitment to family wellbeing.

Making an impact

Since Parent Pathways' launch, we've been able to support 1,545 parents in building a brighter future for their families. We have also offered Mental Health First Aid training to parents interested in a career in community services. This training gives adults the skills and confidence to recognise and respond to mental health challenges, further empowering them on their journey.

Rong's dream career is well within reach

Rong, a determined mother to a one-year-old son, has dreams to become a registered nurse.

Yet, the initial steps back into the workforce were difficult. "After giving birth to my son Luke, I felt completely lost," Rong recalls. "I tried to return to my previous job, but it was taken away without any notice. I then spent weeks applying for jobs, anything I could find, but no one would hire me."

This challenging period led her to the Parent Pathways program. She was connected with Parent Mentor, Noshin, who encouraged Rong to push her boundaries and take the first step on her desired career path, "I never imagined it would be the beginning of pursuing my lifelong dream of becoming a nurse," she explained.

The guidance Rong received in Parent Pathways was transformative, not just professionally, but on a personal level.

"What stood out the most was how Noshin celebrated my progress, no matter how small. They reminded me that I was capable of much more than I gave myself credit for."

"Noshin, showed me that I didn't have to choose between being a mother and building a career. I could do both, and in fact, being a mum could make me stronger."

This mentorship gave Rong the courage to step forward, focusing not just on surviving as a new mother, but on building a career she could be proud of.

"Having that guidance at such a low point gave me hope, direction, and the belief that I could truly achieve my dream," Rong said.

Before Rong could start her formal nursing studies, Noshin supported her to complete the required English language exam, mandatory First Aid and CPR, and enrolling in the Certificate III in Health Services Assistance—all key steps toward her long-term goal.

Rong's dedication paid off, and her progress was rapid: "I've already completed my Certificate III in Health Services Assistance, I will soon begin my Diploma of Nursing, and one day I hope to complete my Bachelor of Nursing."

For Rong, this is more than just a qualification; it is a calling. "I want to become the kind of nurse who makes patients feel safe, cared for, and respected—someone they can trust in their most vulnerable moments."

"I also hope to specialise in midwifery one day, because helping women and families during life changing moments feels especially meaningful to me."

Ron's ultimate goal is simple: to keep learning, keep growing, and build a life where she can serve others through nursing while giving her family the stability and love they deserve. Above all, she hopes her journey serves as an inspiration for her son, Luke.

"More than anything, I hope my journey shows him that it's never too late to chase your dreams and that resilience and hard work can change your life."

Strong start to Brody's plumbing apprenticeship

After leaving school in year nine, Brody entered the workforce without much consideration for his future.

"I was just floating around," the 19-year-old said. "I was doing labouring work on and off, but I didn't have any direction."

Today, with support from Workskil Australia, Brody is six months into a plumbing apprenticeship with a stronger outlook on life.

Workskil Australia's Armadale team helped Brody undertake a Certificate II in Plumbing, gain formal work experience and achieve his driver's license with support through the Geared 4 Work program.

"It's been the break I needed, that's for sure," Brody said. "I was the only student in my class to get an apprenticeship."

Brody is part of NextGen Skills, a program supporting Western Australian's into plumbing and painting apprenticeships. The family-owned trade business Perth Plumbers hosts Brody for his day-to-day work.

A typical workday for Brody starts around 6am and could take him "anywhere across the city."

"I love the variety," he said. "Some people think plumbing is just about unblocking toilets. You have to do that but there's heaps of other jobs. I love doing tap services, bathroom renovations and installing hot water units. You get to go to a lot of different places and meet people along the way."

One of the biggest handbrakes facing Australian industries is labour shortages. Skilled workers are needed to help meet demand, and Brody is one of the next generations helping make it happen.

An apprenticeship is also an investment in one's future and an opportunity to test-drive a career before committing.

It may be early days for Brody, but the young apprentice is working towards a nationally recognised qualification in an industry hungry for workers.

With a work pipeline stretching "way down the track", he is grateful to have the chance to hone his skills in a secure industry and a positive work environment.

"I don't have bad days," Brody said.

"Not everyone has seen what my employer has seen in me, and I appreciate that. He's got a plan for me, so I want to do well."

Shane is back in the driver's seat

Shane's life is back on track.

After a decade of struggle, the 65-year-old from Swan View in Perth has returned to the driver's seat and doing what he loves.

In his role driving trucks with Carrington Traffic Services, Shane provides mobile safety and protection for work crews on the State's freeways.

"I love my job and feel very valued," Shane said.

"I take a lot of pride in my job and I go to work early every day to clean the cab before I clock on. I like the variety and that you have to use your initiative, your skills and work as a team."

"I've been fascinated with trucks ever since I was about six years old and got my first Tonka toy."

"I've always liked being around machinery and have worked on construction and infrastructure projects throughout my life. I also owned and operated a trucking business for many years."

"It feels great to be behind the wheel again."

However, the road to employment hasn't been an easy one for Shane.

"When I got divorced about 11 years ago I lost everything and had to start from scratch," he said.

"My age and health issues made it difficult to find work and I was unemployed for periods of time."

When Shane met his current wife Sandra she had only recently arrived from overseas and did not have a job.

"Sandra hadn't yet received her citizenship, and we were living on one Centrelink payment to support the both of us," he said.

"It was a real struggle to keep a roof over our heads, pay the bills and find work."

"We were relying on charities for our food. We couldn't secure a 12-month lease on a place, so we were constantly having to move between public housing and private rentals. We almost ended up on the street."

That all changed with the help of Workskil Australia. Shane was able to obtain the necessary qualifications for a job in traffic control. He landed the position with Carrington Traffic Services soon after.

"If it wasn't for Workskil Australia I wouldn't be where I am today," Shane said.

"I could ring my case manager anytime for a chat and to get some advice. I still keep in touch with them."

Shane and Sandra have recently bought a unit and are planning an overseas holiday.

"I now have a stable job, a home and a car," Shane said.

"Sandra is also now working in a role supervising the activities program at a local aged care home. We enjoy socialising in our local community and we're busy."

"The future looks great!"

Impact and outcomes

During the 2024/25 financial year, we supported:

11, 578
First Nations peoples

11,600
People aged under 25

7,600
Culturally and linguistically diverse people

2,460
People who identify as refugees

13,100
People with a history in the justice system

315
Students across 18 schools, who were at risk of disengaging with their education

17,900
People over the age of 45

18,100
People with disability, illness, injury or mental health challenges

9,300
People experiencing homelessness during their period of unemployment

1,545
Parents building a bright future for their family

56,500
Customers in total

16,989
People into work

People and culture

Our people

Our people are the source of our success, and strengthening our culture, leadership and capability is a key pillar of our business strategy.

We are committed to being the most desired place to work within the employment services industry. We keep listening to our people about how it feels to work for us through our annual Employee Engagement surveys with 73% taking the time to share their perspectives on what we're doing well and where we have opportunities to improve. Achieving more than 70% engagement puts us above the industry average and it demonstrates our strengths in fostering a sense of purpose and alignment, with 85% of our people understanding how their role contributes to achieving our purpose.

2025 Inclusive employer results

84%

Of us agree we have an inclusive culture where diversity is valued and respected.

Compared to 71% of the Australian workforce.

80%

Of us trust Workskil Australia to treat us fairly regardless of age, culture/ethnicity, disability, gender, Indigenous background or sexual orientation.

Compared to 72% of the Australian workforce.

2025 Staff engagement survey

84%

Of us say our Leaders treat us with respect and perform their roles well.

85%

Of us understand how our roles contribute to achieving our purpose.

Creating a safe and inclusive work environment

Cultural learning strategy

In line with our Reconciliation Action Plan (RAP), we have an ongoing commitment to strengthen understanding and recognition of Aboriginal and Torres Strait Islander peoples, cultures, histories and rights, through cultural learning. Workskil Australia has developed a Cultural Learning Strategy, designed to support our reconciliation journey, vision, goals and actions.

A key part of this strategy is creating a culturally safe environment for Aboriginal and Torres Strait Islander peoples. To achieve this, we partnered with Yilabara, an Aboriginal Community-Controlled organisation that provides employment, training and consulting services nationally. Together, we are delivering our flagship program Aboriginal Cultural Safety.

Over the coming years, all our executives, leaders and employees will take part in this important learning continuum. This collective commitment reflects our belief that safe and inclusive work environments are not just an organisational goal, but a responsibility we share as individuals and as a community.

Inclusive workplace achievements

We are proud to have a workforce that reflects the diversity of our communities.

We were recently recognised as an **Inclusive Employer for 2024–2025** by the Diversity Council Australia (DCA), surpassing the National Index Benchmark in all areas.

This recognition highlights our strong commitment to diversity and inclusion. Some of our key achievements include:

- **Strong pay parity between genders**, confirmed in the Workplace Gender Equality Agency report.
- Our popular **Wellbeing Day model**, which continues to support full-time staff.
- A focus on building inclusive leadership, with leaders using **DCA's Inclusive Teams Toolkits** to strengthen teamwork and foster inclusive teams.

Developing capability

We have worked with our people across the organisation, including executives, senior leaders and subject matter experts to identify the skills our people will need, both for now and the future. This helped inform Capability Frameworks that inform how we lead, how we serve our customers and how we deliver our programs.

Cascading from our Leadership Framework will be leadership development programs rolling out to all levels of leaders over the 25/26 Financial year. This is a major investment for us, in the right place, with our leaders who set the tone for all our people to achieve our purpose of transforming lives.

Making life easier for our leaders and people

We are transforming our HR and payroll systems, driving innovation and making it easier for people to do their best work. This is a major project for our business, with approval received this year, and the project to be implemented in the next year.

Who we are

25 (2.96%)
Number of staff who identify as First Nations peoples

249 (29.5%)
Number of staff born overseas

50
Number of languages spoken

136
Number of staff over 55

66
Number of staff under 25

481
Number of staff in SA

268
Number of staff in WA

70
Number of staff in VIC

20
Number of staff in NSW

24
Number of staff who work remotely (Virtual)

844
Total staff as at 30 June 2025

AFLW Adelaide Crows co-major sponsorship

Partnering with purpose

This year, our sponsorship of the Adelaide Football Club's womens team went beyond sport. We collaborated on a series of impactful events focused on community engagement and inclusion.

We proudly supported the Crows at their community camps in Port Pirie with both their men's and women's teams. Our staff volunteered at the football clinics, serving hundreds of sausages to participants and their families. We also hosted an employer event, attended by key AFLW Crows players and staff. This event was a great opportunity to celebrate our partnership, recognise our incredible employers, and discuss the vital role of collaboration in building a stronger community.

Additionally, we partnered with the Adelaide Crows to host a powerful leadership lunch. The event brought together our employers, partners, representatives from our funding bodies, and leadership from the Crows to focus on the power of second chances, emphasising the importance of employment for women with justice histories.

This year's Kuwa Circles participants with hand-painted footballs they created during the program.

Kuwa Circles program

We continued our support for the Kuwa Circles program, an initiative delivered in partnership with the Adelaide Crows Foundation. The program successfully provided over 900 hours of professional development for young First Nations women. This year's focus was on the powerful intersection of culture, creativity, and STEM, offering unique experiences like a cultural tour at the Adelaide Botanic Gardens and a hands-on ceramics workshop with Aboriginal artist and cultural facilitator, Iteka Sanderson-Bromley.

Participants also engaged in career planning with Workskil Australia and attended culturally safe wellbeing workshops with Headspace Aboriginal practitioners, empowering them to explore their professional pathways and enhance their personal resilience.

A shared vision for South Australia

Workskil Australia is proud to continue our Co-Major Sponsorship of the AFLW Adelaide Football Club's team, a partnership that began in 2017. This partnership embodies our core values of community, diversity, and resilience.

Together, Workskil Australia and the Adelaide Football Club are building a stronger, more inclusive future for all South Australians by inspiring communities and creating pathways to success.

“Kaya Wanju”

‘Hello, welcome’ in the language of the Noongar people (South-West WA)

Our reconciliation journey

In the 2024/25 financial year, we supported 11,578 First Nations job seekers to overcome barriers to employment and education, reinforcing our commitment to equity and opportunity.

We also reached a significant milestone in supplier diversity, investing $1,175,435 with First Nations businesses, demonstrating our ongoing support for economic participation and self-determination.

In alignment with our Reconciliation Action Plan (RAP) deliverables, we developed and launched a Cultural Learning Strategy to deepen cultural understanding and inclusion across our workforce and to broadly support our reconciliation goals.

This year, our RAP Working Group played a key role in advancing our reconciliation commitments, including the development of our third RAP. The group also led the coordination of events during National Reconciliation Week and NAIDOC Week, which were widely attended and supported by staff across the organisation.

Through these collective efforts, we continue to embed reconciliation in all aspects of our work and organisational culture

Information security, quality and safety

Workskil Australia continues to maintain a range of accreditations to ensure we meet the highest standards of quality, governance, safety and security across our business.

Workskil Australia has been successful in retaining all necessary certifications via the completion of an external review process, certifications include:

- ISO 27001: 2022 Information Security Management Systems;
- ISO 9001: 2015 Quality Management Systems;
- National Standards for Disability Services;
- Department of Employment and Workplace Relations' Quality Assurance Framework; and
- Department of Employment and Workplace Relations' Right Fit for Risk Accreditation (Information Security).

Workskil Australia also continues to operate in accordance with the National Principles for Child Safe Organisations.

Thanks to our partners and employers

In a tightening economy, 9,463 employers gave valued employment opportunities to our customers in the last year. With so many Australians needing support, these employers trusted us to introduce them to the right new team members for their valued vacancies.

We work with a range of partners who assist us to successfully deliver our services. This includes training providers, recruitment companies, labour hire organisations, apprenticeship centres, medical and allied health providers, First Nations organisations, Work for the Dole host organisations and secondary schools.

As a not-for-profit and charity, we rely on funding to fulfil our purpose. Thank you to the following departments and funding bodies:

- Australian Government Department of Employment and Workplace Relations
- Australian Government Department of Social Services
- South Australian Government Department for Education
- South Australian Government Department for Correctional Services
- Western Australian Department of Justice
- Brotherhood of St Laurence

To all of these stakeholders: thank you for your ongoing support. Never has it been more needed and appreciated.

Financial report

For the year ended
30 June 2025

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Workskil Australia Limited

ABN: 28 167 872 424

General Purpose (SDS) Financial Report

For the year ended 30 June 2025

Statement of profit or loss and other comprehensive income

For the year ended 30 June 2025

	Notes	2025 $	2024 $
Revenue from contracts with customers	3.a	88,944,859	82,961,949
Other revenue	3.b	5,821,768	4,306,992
Total revenue		94,766,627	87,268,941
Employee benefits expense	3.c	(72,450,068)	(66,406,052)
Depreciation and amortisation expense	3.d	(5,870,316)	(5,540,021)
Administration expense		(7,495,163)	(7,604,714)
Information technology expense		(2,012,956)	(2,065,480)
Project expenses		(2,930,628)	(2,811,949)
Finance costs	3.e	(181,045)	(391,086)
Total expenditure		(90,940,176)	(84,819,302)
Surplus for the year		3,826,451	2,449,639
Other comprehensive income			
Revaluation of investments	17	714,052	1,048,020
Total other comprehensive income		714,052	1,048,020
Total comprehensive income for the year		4,540,503	3,497,659

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

Statement of financial position

As at 30 June 2025

	Notes	2025 $	2024 $
Assets			
Current assets			
Cash and cash equivalents	4	3,540,875	3,713,801
Trade and other receivables	5	3,253,813	2,198,445
Term deposits	6	54,370,000	54,250,000
Right-of-use assets	10	1,968,894	4,221,736
Other current assets	7	1,674,107	1,660,702
Total current assets		64,807,689	66,044,684
Non-current assets			
Property, plant and equipment	8	7,091,225	6,851,595
Intangible assets	9	91,668	69,775
Right-of-use assets	10	5,751,233	71,914
Investment property	11	9,188,832	7,578,087
Investments	12	12,414,293	11,165,879
Other non-current assets	7	39,165	104,003
Total non-current assets		34,576,416	25,841,253
Total assets		99,384,105	91,885,937
Liabilities			
Current liabilities			
Trade and other payables	13	4,019,813	3,055,331
Unearned revenue	14	10,989,769	11,304,753
Lease liabilities	10	4,374,700	4,928,403
Provisions	15	6,675,642	6,201,916
Amounts due to a related entity	16	-	56,983,568
Total current liabilities		26,059,924	82,473,971
Non-current liabilities			
Unearned revenue	14	120,561	1,286,853
Lease liabilities	10	3,803,872	37,771
Provisions	15	533,993	512,982
Total non-current liabilities		4,458,426	1,837,606
Total liabilities		30,518,350	84,311,577
Net assets		68,865,755	7,574,360
Equity			
Retained earnings		10,344,754	6,451,062
Contribution of equity from parent		56,750,892	-
Reserves	17	1,770,109	1,123,298
Total equity		68,865,755	7,574,360

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

Statement of changes in equity

For the year ended 30 June 2025

	Note	Retained earnings $	Contribution of equity from parent $	Reserves $	Total equity $
At 1 July 2023		4,001,423	-	75,278	4,076,701
Surplus for the year		2,449,639	-	-	2,449,639
Other comprehensive income		-	-	1,048,020	1,048,020
Total comprehensive income for the year		2,449,639	-	1,048,020	3,497,659
At 30 June 2024	17	6,451,062	-	1,123,298	7,574,360
At 1 July 2024		6,451,062	-	1,123,298	7,574,360
Surplus for the year		3,826,451	-	-	3,826,451
Other comprehensive income	17	-	-	714,052	714,052
Total comprehensive income for the year		3,826,451	-	714,052	4,540,503
Contribution of equity from parent		-	56,750,892	-	56,750,892
Transfer of realised gain to retained earnings	17	67,241	-	(67,241)	-
At 30 June 2025		10,344,754	56,750,892	1,770,109	68,865,755

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

Statement of cash flows

For the year ended 30 June 2025

	Note	2025 $	2024 $
Operating activities			
Receipts from contract revenue and other funding		117,302,908	107,537,512
Payments to suppliers and employees		(113,413,743)	(104,860,310)
Net cash flows from operating activities		3,889,165	2,677,202
Investing activities			
Proceeds from sale of property, plant and equipment		60,354	31,318
Acquisition of property, plant and equipment		(1,831,009)	(1,202,944)
Acquisition of intangible assets		(44,362)	(25,409)
Acquisition of investment property		(5,680)	(7,578,087)
Proceeds from disposal of investment portfolio		918,899	-
Acquisition of investment portfolio		(918,894)	(6,692,676)
Interest received		2,643,377	3,382,929
Distributions received from investment portfolio		67,602	246,024
(Payments for)/receipts from term deposits		(120,000)	10,000,000
Net cash flows from/(used in) investing activities		770,287	(1,838,845)
Financing activities			
Payment from principal portion of finance lease liabilities		(4,651,333)	(3,667,409)
Repayment of borrowings		-	(12,005)
Interest paid		(181,045)	(391,086)
Net cash flows used in financing activities		(4,832,378)	(4,070,500)
Net decrease in cash and cash equivalents		(172,926)	(3,232,143)
Cash and cash equivalents at 1 July 2024		3,713,801	6,945,944
Cash and cash equivalents at 30 June 2025	4	3,540,875	3,713,801

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

Notes to the financial statements

For the year ended 30 June 2025

1. Material accounting policies

a. Basis of preparation

These general purpose financial statements have been prepared in compliance with the requirements of the *Corporations Act 2001*, *Australian Charities and Not-for-profits Commission Act 2012* and *Australian Accounting Standards - Simplified Disclosures*. Workskil Australia Limited is a not-for-profit entity for the purpose of preparing these financial statements, under Australian Accounting Standards.

The financial statements have been prepared on an accruals basis and are based on historical costs modified by the revaluations of selected non-current assets and financial instruments for which the fair value basis of accounting has been applied.

Workskil Australia Limited is an unlisted public company limited by guarantee, registered and domiciled in Australia. The Company was registered on 4 February 2014.

The financial statements have been authorised for issue by the Board of Directors on 28 October 2025.

b. Changes in accounting policies and disclosures

New and amended standards and interpretations

The new and amended Australian Accounting Standards and Interpretations that apply for the first time in 2025 do not materially impact the financial statements of the Company.

Accounting Standards and Interpretations issued but not yet effective

Certain Australian Accounting Standards and Interpretations have recently been issued or amended but are not yet effective and have not been adopted by the Company for the annual reporting year ended 30 June 2025. The Company intends to adopt these new and amended standards and interpretations when they become effective.

c. Going concern

The financial statements have been prepared on a going concern basis, which contemplates continuity of normal business activities and realisation of assets and settlement of liabilities in the ordinary course of business.

d. Cash and cash equivalents

For the purpose of the statement of cash flows, cash and cash equivalents include cash at bank.

e. Financial instruments

Recognition and initial measurement

Financial instruments, incorporating financial assets and financial liabilities, are recognised when the Company becomes a party to the contractual provisions of the instrument.

Classification and measurement

Trade and other receivables

Trade and other receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate (EIR) method.

Investments

Equity investments

On initial recognition of the equity investments, the election has been made to classify irrevocably as equity investments designated at fair value through other comprehensive income (plus transaction costs), meeting the definition under AASB 132 *Financial Instruments: Presentation*. The equity investments are not being held for trading and there is no expectation of the principal being repaid, nor are there any fixed interest payments for the assets acquired.

Notes to the financial statements

For the year ended 30 June 2025

1. Material accounting policies (continued)

e. Financial instruments (continued)

Equity investments are shown at their fair value (being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction), based on annual valuations. Increases in the carrying amount arising on revaluation are credited to a revaluation reserve in equity. Decreases that offset previous increases of the same asset are charged against fair value reserves directly in equity. Gains and losses on these equity investments are never recycled to statement of profit or loss and other comprehensive income ("profit or loss"). Any dividends or distributions are recognised as other income in the profit or loss when the right of payment has been established.

The equity investments are not subject to impairment assessment. The Company elected to classify irrevocably its non-listed equity investments under this category.

Trade and other payables

Trade and other payables are carried at amortised cost and represent liabilities for goods and services provided to the Company prior to the end of the financial year that are unpaid and arise when the Company becomes obliged to make future payments in respect of the purchases of these goods and services.

f. Prepayments

Prepayments are carried at amortised cost and represent goods and services paid for by the Company prior to the end of the financial year that have not been provided.

g. Intangible assets

i. Acquired intangible assets

Acquired computer software licences are capitalised based on the costs incurred to acquire and install the specific software.

ii. Amortisation

Once the software is installed and ready for use, it will be amortised over the useful life.

h. Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation.

Property

Buildings are shown at their fair value (being the amount for which an asset could be exchanged between knowledgeable willing parties in an arm's length transaction), based on periodic, but at least triennial, valuations by external independent valuers, less subsequent amortisation for buildings. The most recent valuation was conducted in December 2023.

Increases in the carrying amount arising on revaluation of land and buildings are credited to a revaluation reserve in equity. Decreases that offset previous increases of the same asset are charged against fair value reserves directly in equity. All other decreases are charged to the profit or loss.

Any accumulated amortisation at the date of revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Plant and equipment

Plant and equipment consist of furniture and fixtures, equipment, hardware and motor vehicles.

The carrying amount of plant and equipment is reviewed annually by the Company to ensure it is not more than the recoverable amount from those assets. The recoverable amount is assessed based on the expected net cash flows which will be received from an asset's employment and subsequent disposal. The expected net cash flows have not been discounted to present values in determining recoverable amounts.

Notes to the financial statements

For the year ended 30 June 2025

1. Material accounting policies (continued)

h. Property, plant and equipment (continued)

Depreciation

The depreciable amount of all fixed assets is depreciated on a straight line basis over an asset's useful life to the Company, commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful life of the improvement.

The depreciation rates used for each class of depreciable asset are as follows:

Class of fixed asset	Depreciation rate
Buildings	2.5%
Leasehold improvements	20-33%
Plant and equipment	20-33%
Motor vehicles	12.5%

i. Leases

The Company recognises right-of-use assets and corresponding lease liabilities at the commencement date of the lease. The right-of-use assets are initially measured at a value equal to the lease liability, adjusted for any initial direct costs incurred, estimated make good obligation, and lease payments made at or before the commencement date less any lease incentives received. Subsequently, the right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The right-of-use assets are depreciated on a straight-line basis over the shorter of its estimated useful life and the lease term.

At the commencement date of the lease, the Company recognises lease liabilities measured at the present value of lease payments to be made over the lease term. In calculating the present value of lease payments, the Company uses its incremental borrowing rate (IBR) at the lease commencement date if the interest rate implicit in the lease is not readily determinable. After initial measurement, the amount of lease liabilities are increased to reflect the accretion of interest and reduced for the lease payments made. The carrying amount of the lease liability is remeasured if there is a modification, a change in the lease term, a change in the fixed lease payments or a change in the assessment to purchase the underlying asset.

The Company applies the lease of low-value assets recognition exemption to leases of office equipment that are considered of low value (below $5,000). Lease payments on leases of low-value assets are recognised as expenditure on a straight-line basis over the lease term.

j. Impairment of non-financial assets

At each reporting date, the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value, less costs to sell and its value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the profit or loss.

Where it is not possible to estimate the recoverable amount of a class of asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

k. Investment property

On initial recognition of the properties, the properties are classified as investments designated at fair value through the profit and loss, meeting the definition under AASB 13 *Fair Value Measurement*. The investments are not being held for trading, strategic purposes or to meet service delivery objectives. Investments are carried at their fair value based on periodic valuations. Increases or decreases in the carrying amount arising on revaluation are credited to the profit or loss. The investments are not subject to impairment assessment.

Notes to the financial statements

For the year ended 30 June 2025

1. Material accounting policies (continued)

l. Employee entitlements

Provision is made for the Company's liability for employee entitlements arising from services rendered by employees to reporting date. Employee entitlements expected to be settled within one year together with entitlements arising from wages and salaries and annual leave which will be settled after one year, have been measured at their nominal amount. Other employee entitlements payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those entitlements. No provision has been made for employees' accrued sick leave.

Contributions made by the Company to an employee superannuation fund are charged as expenses when incurred.

Long service leave entitlements for Victorian and Queensland based employees providing direct services to customers are levied and administered by the relevant Portable Long Service Authority.

m. Unexpended grants

The Company receives grant monies each financial year to fund community projects, allocated based on regional caseload. Funding is provided upon commencement of the activity, with the activity scheduled for completion within the same financial year. It is the policy of the Company to treat grant monies as unexpended grants, until completion of the project. Grant funds are acquitted bi-annually and final reimbursement or recovery of funds occurs after the final acquittal.

n. Revenue from contracts with customers

The Company derives revenue from contracts, predominantly with the Australian Government or Government related entities, to provide various services to assist clients into employment. The major components of those revenues are:

Administration and support fees

Revenue from administration and support fees is recognised over time in the service period when services are rendered. Providing the administration and support service for an agreed period for each client is considered to be a single distinct performance obligation. Where the fee has been received prior to or during the service period, the amount is included in unearned revenue.

Outcome and placement fees

The recognition of revenue at a point in time is considered as a significant accounting judgement. Revenue from outcome and placement fees is recognised at the point in time at which the outcome or placement has been achieved. This is a single distinct performance obligation for each client that reaches an employment milestone. At the point of satisfying the performance obligation, revenue is included as accrued revenue until it is received.

Grant funding

Contributions and grants are recognised when control of the contribution or the right to receive the contribution is obtained, it is probable that the economic benefits will flow to the Company and the amount of the contribution can be measured reliably.

Where funding is received in advance for smaller programs to be delivered at a future date, income is recognised during the year in which the program is conducted, until which time a liability is recorded in the statement of financial position. Any anticipated costs of earning the income have not been accrued except to the extent that they have been incurred.

Engagement fees

The period over which fees are recognised is considered as a significant accounting estimate. Revenue from engagement fees is recognised over an 14 month period which represents the best estimate of the average customer tenure period and is being reassessed at each reporting period based on conditions at the time. The performance obligation is the tenure period that the service is provided. This is received up front and included in current unearned revenue (or non-current for the portion exceeding 12 months).

Reimbursable expenditure

The determination to act as an agent is considered a significant accounting judgement. While delivering services, the Company incurs certain disbursements for clients and seeks reimbursement in accordance with the relevant contract with no profit margin. The Company has determined it to act as an agent in these transactions and no net revenue is recognised in the financial statements.

Notes to the financial statements

For the year ended 30 June 2025

1. Material accounting policies (continued)

o. Interest revenue

Interest revenue is recognised on a proportional basis considering the interest rates applicable to the financial assets.

p. Taxes

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Income tax

The financial statements have been prepared on the basis that the Company is exempt from income tax under Subdivision 50-B of the *Income Tax Assessment Act 1997*.

2. Significant accounting judgements, estimates and assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management considers to be reasonable under the circumstances. The Company has determined it has significant accounting judgements and estimates in accounting for various components of revenue which are further described in Note 1.n.

Notes to the financial statements

For the year ended 30 June 2025

3. Revenue and expenses

a. Revenue from contracts with customers

Disaggregated revenue information

	2025 $	2024 $
Type of goods or service		
Administration and support fees	51,946,849	43,829,929
Outcome and placement fees	36,987,510	39,108,582
Grant funding	10,500	23,438
Total revenue from contracts with customers	88,944,859	82,961,949

b. Other revenue

	Note	2025 $	2024 $
Employer incentives		284,655	428,176
Interest received		2,905,061	3,264,224
Distributions received from investment portfolio		532,791	511,520
Revaluation of investment properties	11	1,605,065	-
Rental revenue		237,809	12,402
Provisions reversed from prior contracts		187,417	-
Other revenue		68,970	90,670
Total other revenue		5,821,768	4,306,992

c. Employee benefits expense

	2025 $	2024 $
Ordinary employee expenses	72,450,068	66,406,052

Included in employee costs is superannuation expense of $7,154,403 (2024: $6,263,679).

d. Depreciation and amortisation expense

	2025 $	2024 $
Depreciation of property, plant and equipment	1,531,335	1,366,848
Depreciation of right-of-use assets	4,316,512	4,118,909
Amortisation of intangible assets	22,469	54,264
	5,870,316	5,540,021

e. Finance costs

	2025 $	2024 $
Interest expenses on lease liabilities	181,045	391,086

Notes to the financial statements

For the year ended 30 June 2025

4. Cash and cash equivalents

	2025 $	2024 $
Cash at bank	3,540,875	3,713,801

For the statement of cash flows, cash and cash equivalents comprise the above.

5. Trade and other receivables

	2025 $	2024 $
Trade receivables	1,545,287	975,036
Accrued revenue	1,708,526	1,223,409
	3,253,813	2,198,445

No receivables are considered past due and not provided for.

6. Term deposits

	2025 $	2024 $
Term deposits at amortised cost	54,370,000	54,250,000

7. Other assets

	2025 $	2024 $
Current		
Accrued interest	728,633	466,949
Prepayments	717,346	896,447
Accrued income	228,128	297,306
	1,674,107	1,660,702
Non-current		
Prepayments	39,165	104,003

Notes to the financial statements

For the year ended 30 June 2025

8. Property, plant and equipment

	Land and buildings $	Leasehold improvements $	Plant and equipment $	Total $
Cost				
At 1 July 2024	2,927,758	4,010,798	7,669,628	14,608,184
Additions	27,787	528,466	1,274,756	1,831,009
Disposals	-	-	(89,779)	(89,779)
At 30 June 2025	2,955,545	4,539,264	8,854,605	16,349,414
Accumulated depreciation				
At 1 July 2024	13,550	2,605,566	5,137,473	7,756,589
Depreciation charge	34,664	551,609	945,062	1,531,335
Disposals	-	-	(28,475)	(28,475)
Adjustments	(335)	-	(925)	(1,260)
At 30 June 2025	47,879	3,157,175	6,053,135	9,258,189
Net book value				
At 30 June 2025	2,907,666	1,382,089	2,801,470	7,091,225
At 30 June 2024	2,914,208	1,405,232	2,532,155	6,851,595

The land and buildings consist of a strata unit within a group of four units and a common car parking area on the strata site.

Workskil Australia Limited's land and buildings were transferred from Workskil Australia Incorporated in January 2024 for $2.9 million based on an independent valuation and are to be valued on at least a triennial basis. Refer to Note 1.h for the accounting policy.

Notes to the financial statements

For the year ended 30 June 2025

9. Intangible assets

	Purchase software $	Trademarks and other intangible assets $	Total $
Cost			
At 1 July 2024	713,449	49,921	763,370
Additions	44,362	-	44,362
At 30 June 2025	757,811	49,921	807,732
Accumulated amortisation			
At 1 July 2024	676,104	17,491	693,595
Amortisation	22,469	-	22,469
At 30 June 2025	698,573	17,491	716,064
Net book value			
At 30 June 2025	59,238	32,430	91,668
At 30 June 2024	37,345	32,430	69,775

10. Leases

Company as a lessee

The Company has lease contracts in place for various properties and motor vehicles. Property leases have been negotiated or entered into in accordance with the successful regions for key funding contracts and comprise lease terms between 1 and 3 years excluding extension options. In most cases, leases have been extended for 1 or 2 years, which is aligned with the next contract review date on 30 June 2027 or 31 October 2027, as applicable. Leases that are 3 years in length can be exited without significant financial penalty at 30 June 2027.

Set out below are the carrying amounts of right-of-use assets recognised and the movements during the year:

	Properties $	Motor vehicles $	Total $
At 1 July 2024	4,078,883	214,767	4,293,650
Additions	1,068,433	-	1,068,433
Depreciation expense	(4,108,301)	(208,211)	(4,316,512)
Revaluations/adjustments	6,588,387	86,169	6,674,556
At 30 June 2025	7,627,402	92,725	7,720,127

	2025 $	2024 $
Current	1,968,894	4,221,736
Non-current	5,751,233	71,914
Total	7,720,127	4,293,650

Notes to the financial statements

For the year ended 30 June 2025

10. Leases (continued)

Set out below are the carrying amounts of lease liabilities:

	2025 $	2024 $
Current	4,374,700	4,928,403
Non-current	3,803,872	37,771

Presented below is a maturity analysis of future lease payments:

	2025 $	2024 $
Within one year	4,688,125	5,085,773
After one year but not more than five years	3,903,469	39,000
	8,591,594	5,124,773

The amount of expense relating to short-term leases and leases of low-value assets recognised in profit or loss during the year ended 30 June 2025 was $122,015 (2024: $175,306).

11. Investment property

	2025 $	2024 $
Property investments - at fair value through profit or loss	9,188,832	7,578,087

	Property investments $
At 1 July 2024	7,578,087
Additions	5,680
Revaluation at fair value through profit and loss	1,605,065
At 30 June 2025	9,188,832

The investment properties have been revalued at fair value at 30 June 2025 based on independent property valuation estimates and five market valuations completed by an independent property valuer.

12. Investments

	2025 $	2024 $
Equity investments - at fair value through other comprehensive income	12,414,293	11,165,879

Notes to the financial statements

For the year ended 30 June 2025

12. Investments (continued)

	Equity investments $
At 1 July 2024	11,165,879
Additions - distributions	534,367
Additions - purchases	918,894
Disposals	(918,899)
Loss on disposal	(109,703)
Revaluation at fair value through other comprehensive income	823,755
At 30 June 2025	12,414,293

13. Trade and other payables

	2025 $	2024 $
Trade payables	750,429	231,955
Accrued expenses	2,730,679	2,413,291
Net GST payable	538,705	410,085
	4,019,813	3,055,331

14. Unearned revenue

	2025 $	2024 $
Current		
Work for the Dole	205,574	120,824
Revenue received in advance	10,784,195	11,183,929
	10,989,769	11,304,753
Non-current		
Revenue received in advance	120,561	1,286,853

Notes to the financial statements

For the year ended 30 June 2025

15. Provisions

	2025 $	2024 $
Current		
Annual leave	3,282,494	3,162,911
Long service leave	3,337,406	2,671,429
Repayment of funding	55,742	367,576
	6,675,642	6,201,916
Non-current		
Long service leave	533,993	512,982

Provision for long service leave

A provision has been recognised for employees' entitlements relating to long service leave for employees.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee entitlements has been included in Note 1.l.

Movements in each class of provision during the financial year are set out below:

	Annual leave $	Long service leave $	Repayment of funding $	Total $
At 1 July 2024	3,162,911	3,184,411	367,576	6,714,898
Arising during the year	5,044,904	924,178	42,183	6,011,265
Utilised	(4,925,321)	(237,190)	(354,017)	(5,516,528)
At 30 June 2025	3,282,494	3,871,399	55,742	7,209,635

16. Related party disclosures

Board Members

Board Members who held office during the year, unless otherwise stated:

Mr A Zimmermann	Dr S Stone
Mr A Corolis	Ms K Croser (Appointed: 25 November 2024; Resigned: 27 September 2025)
Ms N Dwyer	Mr R Ferguson (Resigned: 25 November 2024)
Mr B Gulliver	
Ms B Barber	

No other related party transactions occurred during the financial year ended 30 June 2025 (2024: $nil).

		Loans from related party $
Related party balances		
Workskil Australia Incorporated	As at 30 June 2025	-
	As at 30 June 2024	56,983,568

Notes to the financial statements

For the year ended 30 June 2025

16. Related party disclosures (continued)

Related party transactions

During the financial year, the Company's parent, Workskil Australia Incorporated was dissolved pursuant to section 42 (1) of the *Associations Incorporation Act 1985* (SA). This resulted in the transfer of all of its remaining property, rights and liabilities to the Company. As a result, the intercompany loan totalling $56.7 million (net of employee entitlements) was derecognised and recorded directly in equity as a contribution of equity from parent.

Compensation of key management personnel of the Company

Compensation expense of key management personnel amounted to $2,909,463 during the year ended 30 June 2025 (2024: $2,606,020).

17. Reserves

	Investment portfolio revaluation reserve $
At 1 July 2024	1,123,298
Gain on revaluation	714,052
Transfer of realised gain to retained earnings	(67,241)
At 30 June 2025	1,770,109

a. Nature and purpose of reserve

During the year, the Company invested in a combination of Exchange Traded Funds and Managed Funds, where revaluation adjustments are recorded through the reserve.

18. Commitments and contingencies

Commitments

There were no commitments as at the reporting date which would have a material effect on the Company's financial statements as at 30 June 2025 (2024: $nil).

Contingencies

Under the Workforce Australia contract, the funding body has the ability to impose financial penalties by way of one off payment or potential loss of ongoing funding as a result of breaches of the funding contract. There is no ability to quantify such penalties as there is no consistent methodology to determine the financial implications of each breach type. Until such time as a decision is made over the quantum of a financial penalty in relation to breaches of contract, a reasonable estimate cannot be provided over any potential liability owed by Workskil Australia.

As at 30 June 2025, the Company has identified contingent liabilities comprising a $970,000 (2024: $850,000) bank guarantee covering property leases and a $400,000 (2024: $400,000) credit card guarantee.

There were no other contingencies as at the reporting date which would have a material effect on the Company's financial statements as at 30 June 2025 (2024: $nil).

19. Events after the reporting period

There were no significant events occurring after the reporting period which may affect either the Company's operations or results of those operations or the Company's state of affairs.

Notes to the financial statements

For the year ended 30 June 2025

20. Member's guarantee

The Company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum amount of $10 towards meeting any outstanding obligations of the Company. At 30 June 2025, the total amount that members of the Company are liable to contribute if the Company wound up is $210 (2024: $10).

21. Auditor's remuneration

The auditor of the Company is Ernst & Young (Australia).

	2025 $	2024 $
Amounts received or due and receivable by Ernst & Young (Australia) for:		
An audit or review of the financial report	65,225	63,820
Other services in relation to the Company:		
Non-audit services	3,250	8,120
	68,475	71,940

Directors' declaration

In accordance with a resolution of the directors of Workskil Australia Limited (the "Company"), we state that:

In the opinion of the directors:

1. The financial statements and notes of the Company for the financial year ended 30 June 2025 are in accordance with the *Corporations Act 2001* and the *Australian Charities and Not-for-Profits Commission Act 2012*, including:
   - giving a true and fair view of the Company's financial position as at 30 June 2025 and its performance for the year ended on that date; and
   - complying with *Australian Accounting Standards – Simplified Disclosures* and the *Corporations Regulations 2001* and the *Australian Charities and Not-for-Profits Commission Regulation 2013*;
2. There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.
3. Related party disclosure:

   During the year, no officer of the entity, nor a firm of which an officer is a member, nor a body corporate in which an officer has a substantial financial interest, has received or become entitled to receive a benefit, as a result of a contract between an officer, firm or corporation and the entity, except:

   - the Board Members, excluding the Chief Executive Officer, collectively received honoraria of $177,574 (2024: $179,758) in total.

On behalf of the Board:

Director

Signed at Adelaide on the 28th day of October 2025

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Auditor's Independence Declaration to the Board Members of Workskil Australia Limited

In relation to our audit of the financial report of Workskil Australia Limited for the financial year ended 30 June 2025, and in accordance with the requirements of Subdivision 60-C of the Australian Charities and Not-for profits Commission Act 2012, to the best of my knowledge and belief, there have been

a) no contraventions of the auditor independence requirements of any applicable code of professional conduct.

b) No non-audit services provided that contravene any applicable code of professional conduct.

Ernst & Young

Ernst & Young

James Lawes
Partner
28 October 2025

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Independent auditor's report to the members of Workskil Australia Limited

Opinion

We have audited the financial report of Workskil 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, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

a. Giving a true and fair view of the Company's financial position as at 30 June 2025 and of its financial performance for the year ended on that date; and

b. Complying with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Regulations 2022.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial report section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information is the directors' report accompanying the financial report.

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

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

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

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Responsibilities of 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 – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that 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 Company's ability to continue as a going concern, disclosing, as applicable, matters relating 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 the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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- Obtain sufficient appropriate audit evidence regarding the financial information of the business activities within the entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the 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.

Ernst & Young

Ernst & Young

James Lawes
Partner
Adelaide
28 October 2025

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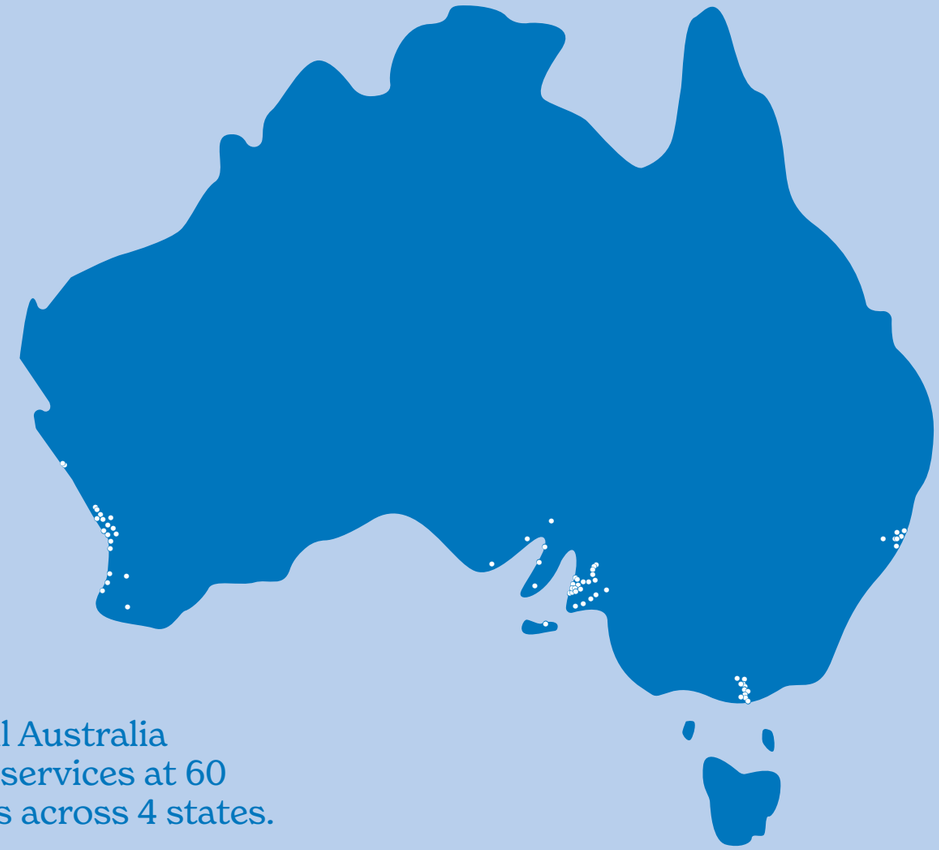

Workskil Australia delivers services at 60 locations across 4 states.

Adelaide CBD	Kaurna Adelaide Plains
Armadale	Noongar Whadjuk
Box Hill	Wurundjeri /Woi wurrung Kulin
Broadmeadows	Wurundjeri /Woi wurrung Kulin
Bunbury	Wardandi Noongar Wardandi
Burwood	Wangal Eora
Busselton	Wardandi Wardandi Boodja
Cannington	Noongar Wadjuk
Cheltenham	Bunurong or Boonwurrung Kulin
Clarkson	Noongar Whadjuk
Coburg	Wurundjeri /Woi wurrung Kulin
Cockburn Central	Noongar Whadjuk
Collie	Noongar Kaniyang/Willman
Craigieburn	Wurundjeri /Woi wurrung Kulin
Elizabeth	Kaurna Adelaide Plains
Enfield	Kaurna Adelaide Plains
Fitzroy	Wurundjeri /Woi wurrung Kulin
Flemington	Wurundjeri/ Woi-wurrung Kulin
Fremantle	Noongar Whadjuk
Gawler	Kaurna Adelaide Plains
Geraldton	Southern Yamatji Nhanhagardi, Wilunyu Amangu
Gosnells	Noongar Whadjuk
Goolwa	Ngarrindjeri Ngarrindjeri
Hurstville	Bidjigal Eora
Joondalup	Noongar Whadjuk
Kadina	Nharangga Nharangga
Kilkenny	Kaurna Adelaide Plains
Kingscote	Ramindjeri Ngarrindjeri
Lakemba	Begedal Eora
Mandurah	Bindjareb Bindjareb Noongar
Margaret River	Wardandi Wardandi Boodja
Maroubra	Bidjigal and Gadigal Eora
Marrickville	Gadigal Wangal Eora
Melrose Park	Kaurna Adelaide Plains
Mile End	Kaurna Adelaide Plains
Midland	Noongar Whadjuk
Mirrabooka	Noongar Whadjuk
Modbury	Kaurna Adelaide Plains
Mount Barker	Peramangk Peramangk
Morley	Noongar Whadjuk
Murray Bridge	Ramindjeri Ngarrindjeri
Noarlunga	Kaurna Adelaide Plains
Nuriootpa	Peramangk Peramangk
Oaklands Park	Kaurna Adelaide Plains
Osborne Park	Noongar Whadjuk
Port Adelaide	Kaurna Adelaide Plains
Port Augusta	Nukunu Barngarla
Port Lincoln	Nawu Nawu
Port Pirie	Nukunu Nukunu
Prahran	Wurundjeri /Woi wurrung Kulin
Redfern	Gadigal Eora
Rockingham	Noongar Whadjuk and Bindjareb
Salisbury	Kaurna Adelaide Plains
Spalding	Yamatji Yamatji Country
Strathalbyn	Peramangk Peramangk
Sunbury	Wurundjeri/ Woi-wurrung Kulin
Sutherland	Dharawal Dharawal Country
Victor Harbor	Ramindjeri Ngarrindjeri
Whyalla Norrie	Barngarla Barngarla
Yorketown	Nharangga Nharangga

Workskil Australia

Employment and Community Services

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