



ABBTf

Australian Brick & Blocklaying
Training Foundation Ltd



ANNUAL REPORT 2024 -2025

Brick & Block
Careers
EST · 2005

**BRICKLAYER
CONNECTION**
AUSTRALIA

**ROOF TILE
Careers**



20 YEARS AT A GLANCE!

KEY OUTCOMES 2005 - 2025

50,000+

We have supported over 50,000 school students and job seekers via our programs.

\$39M+

We have re-invested over \$39m into workforce development.

6,000+

We have successfully participated in over 6,000 events.

15,000+

ABBTF has supported and placed over 15,000 apprentices

MEETING CURRENT AND FUTURE INDUSTRY DEMANDS

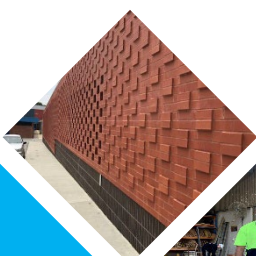
As an Australian not-for-profit, we are committed to strengthening the national trade sector by proactively addressing the industry demand for qualified bricklayers, helping individuals establish long-term careers and significantly boosting trade retention.



Vision: To continue our foundational work for the next 20+ years



Supporting the next generation of brick and blocklayers.





DIRECTORY

REGISTERED OFFICE AND POSTAL ADDRESS

**SUITE 1, 13 CORPORATE DRIVE,
HEATHERTON VIC 3202**

CHIEF EXECUTIVE OFFICER

LUKE RADFORD

EXECUTIVE ASSISTANT AND COMPANY SECRETARY

SUSAN JOHNSEN

GENERAL MANAGER

TONY BISHOP

ACCOUNTANT

WILSON PATERAS GROUP

AUDITOR

**DAVIDSON'S ASSURANCE SERVICES
PTY LTD.**

WWW.BRICKANDBLOCKCAREERS.ORG.AU

1300 66 44 96



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ABOUT US

Purpose

Brick and Block Careers has adopted the following purpose for its operation:

“To ensure there is an adequate and competent bricklaying/blocklaying workforce to support the demand for brick and block as a construction material and improve the standing of bricklayers and blocklayers within the building industry.”

Mission

Our mission is to promote brick and blocklaying vacancies and career pathway opportunities, we minimise the barriers to employment through generating job openings that will continue to build a solid future for the industry.

Vision

To fulfil the career aspirations of young Australians and job seekers, by providing employment opportunities in brick and blocklaying.



ABOUT US

History

Victorian Brick & Blocklaying Training Foundation Ltd (VBBTF) was established in June 2003 following a request from the Clay Brick & Paver Association of Victoria, representing brick and block manufacturers, for a levy funded scheme to be put in place to address the shortage of competent bricklayers in Victoria.

In December 2005, the name was changed to Australian Brick & Blocklaying Training Foundation Ltd (ABBTF). A new Board was appointed, and the Victorian business model was rolled out to all States as ABBTF, starting with the consolidation of Victoria, New South Wales, Queensland and the Australian Capital Territory. In 2007 Western Australia, South Australia and Tasmania were added to the group and operations commenced nationally.

In April 2022, the company adopted a new trading name – Brick and Block Careers.

By providing support in key areas, including apprentice retention and mentoring support for both the employer and the apprentice, Brick and Block Careers assists industry in preparing for current and future demand for quality bricklaying tradesmen and women.

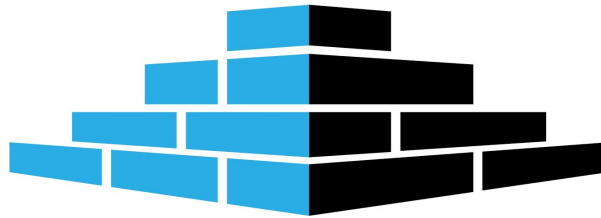
ABBTF is governed by a Board of Directors who represent the clay brick and block manufacturers, commercial bricklayers, a Registered Training Organisation, the Housing Industry Association and the Master Builders Association. The structure of the Board is to ensure all relevant parties in the building and construction industry are represented.



BRANDING

The ABBTF and Brick and Block Careers brands serve different but complementary purposes.

ABBTF carries the authority and credibility required to engage with government, industry, and training institutions. Its name signals a national, not-for-profit body that represents the trade at a strategic level. This positioning is important when seeking funding, recognition, or policy support.



ABBTF

Australian Brick & Blocklaying
Training Foundation Ltd

Brick & Block
Careers
EST • 2005

**BRICKLAYER
CONNECTION**
AUSTRALIA


**ROOF TILE
Careers**





Business for good



ABBTF is proud to create a positive social impact in the communities we serve. We aim to fulfil the career aspirations of young Australians and jobseekers, by providing employment opportunities in brick and block laying. ABBTF is now an accredited social enterprise under the national Social Traders certification scheme.

**We are a
registered
social
enterprise.**





MESSAGE FROM THE CEO

ABBTF remains committed to its mission of addressing the skill shortage in bricklaying and promoting career opportunities within the industry. The following points highlight our performance and strategic initiatives during the financial year of 2025:

Strategic Plan

Strategic Focus: Driving Tangible Results

Our commitment to rapid implementation is demonstrated by the following key initiatives, each designed to ensure sustained growth and resilience across the sector.

- **Market Expansion:** We are exploring new markets and diversifying our service offerings to secure future demand and create more opportunities for apprentices.
- **Sector Advocacy:** By strengthening relationships with government and key stakeholders, we are increasing our influence to secure policies that support industry growth and address the skills shortage.
- **Operational Excellence:** We are optimising internal processes and investing in talent development to ensure our organisation remains efficient, effective, and capable of scaling up support.
- **Revenue Generation:** We are aggressively pursuing new funding streams and increasing revenue to accelerate our impact and expand our capacity to deliver essential programs.
- **Strategic Alliances:** We are building powerful partnerships with industry and education providers to amplify our reach and ensure a cohesive approach to building the future bricklaying workforce.



A SINCERE THANK YOU TO MICHAEL MORRISSEY

On behalf of ABBTF, I want to extend my deepest thanks to Michael for his exceptional dedication and impact over the past five years 2019-2024.

Michael joined Brick and Block Careers in 2019, during a period of significant organisational change and industry disruption due to COVID 19.

His positive and empathetic leadership style was instrumental in navigating these challenges and stabilising the company. We are incredibly grateful for his contributions to our organisation. We wish Michael all the best in his future endeavours.





We are excited to announce that we celebrated ABBTf's 20th anniversary in December 2025!

This marks two decades of continuous commitment to supporting apprentices and building up the bricklaying and blocklaying trades.

A huge thank you goes to the dedicated team at ABBTf. Their hard work was key to all of this year's successes.

We are celebrating our achievements in 2025 and look forward to striving for continued success in 2026.

Luke Radford
Chief Executive Officer



MESSAGE FROM THE CHAIR



**Brickworks CEO
Mark Ellenor**

On behalf of the Board, I want to take a moment to express our deepest gratitude to Michael Morrissey for his five years of dedicated service to ABBTF.

A Bright Future Ahead -

On behalf of the entire Board, I want to express our immense enthusiasm in welcoming Luke Radford as our new CEO.

Luke has already demonstrated a phenomenal start, truly "hitting the ground running" since his commencement in December 2024. This energy and immediate focus are precisely what we need as we navigate the exciting opportunities and evolving landscape of our industry.

The Board is fully confident that Luke's vision, leadership, and deep operational experience will be instrumental in accelerating our growth trajectory. We believe his appointment marks the beginning of a dynamic and successful new chapter for the company. We look forward to supporting Luke and the entire team as we work together to achieve ambitious goals, deliver exceptional value to our stakeholders, and ensure a great future for everyone connected to our organisation.

His appointment comes at a crucial time as we embrace a new strategic plan adopted by the management team to drive our business forward, particularly in response to the nation's pressing need for over 6,000 bricklayers by 2030.

I also want to extend my heartfelt thanks to every member of the ABBTF team for their outstanding efforts over the past period. Your dedication and hard work are the backbone of our success.

As we celebrate our 20 Year anniversary, we also acknowledge the contributions of all our previous Board members whose foresight has guided us. With the recent Board restructure and a renewed focus, we are more committed than ever to meeting our strategic goals and support our industry.

Thank you all for your ongoing commitment and congratulations on reaching this significant milestone!







2024-25 HIGHLIGHTS

1,513 Apprentices Supported in FY25



300+ programs and expos attended.

20 years of operation.

511

Annual Report 2024 - 2025

Young Candidates Placed in 1st Year Brick and Blocklaying Apprenticeships.

Social Media Followers Reach 2 Million +



BOARD MEMBERS



Mark Ellenor (Chair)
Chief Executive Officer
Brickworks Limited
Appointed: 14-11-2023



Simon Croft
Chief Executive - Industry & Policy
Housing Industry Association
Appointed: 16-02-2017



Paul Dalton
Chief Executive Officer
CSR Limited
Appointed: 19-02-2025



Denita Wawn
Chief Executive Officer
Master Builders Australia
Appointed: 19-02-2025



Arlene Nardone
General Manager –
Innovation & Northern Region
Adbri Masonry
Appointed: 09-09-2025



Nik Babovic
General Manager Operations
TAFE Queensland
Appointed 12-08-2021



Duncan Bosch
General Manager Bricks & Masonry
Midland Brick
Appointed: 19-02-2025



Luke Radford
Chief Executive Officer
ABBTF
Appointed: 19-02-2025



Tim Murphy
Director
Fugen Group
Appointed: 18-11-2008



Susan Johnsen
Company Secretary
ABBTF
Appointed: 30-05-2018

Board Members who resigned during or since the end of the financial year:

Josie Sykes General Manager Brickworks Limited VIC/TAS Resigned: 19-02-2025	Adam McShane General Manager Sales – VIC/TAS, SA, WA CSR Masonry & Insulation Resigned: 19-02-2025	Ray Favetti Director Favetti Group Resigned: 19-02-2025	Liz O'Grady National Manager, Workforce and Building Regulation Policy Master Builders Australia Resigned: 19-02-2025
Paul Hill National Manager – Sales Adbri Masonry Resigned: 05-06-2025	Ian Pedley Director IRP Masonry Resigned: 19-02-2025	Jarrod Sanfilippo Managing Director Burbank Group Resigned: 19-02-2025	Michael Morrissey Chief Executive Officer ABBTF Resigned: 31-12-2024



MEMBER COMPANIES

adbri MASONRY
working together

Clay brick and concrete masonry manufacturing companies strongly support the ABBTf training scheme to provide a skilled workforce and meet industry demand for their products.

Member companies are actively involved across all states and the ACT with the promotion of bricklayer training and employment, product support for training and advising their customers of ABBTf programs and activities.

australbricks®

australmasonry®

Our valued member companies:

Victoria

Adbri Masonry
Austral Bricks
Austral Masonry
PGH Bricks & Pavers

Queensland

Adbri Masonry
Austral Bricks
Austral Masonry
PGH Bricks & Pavers

Tasmania

Adbri Masonry
Austral Bricks
Island Block & Paving

Western Australia

Austral Bricks
Midland Brick

New South Wales

Adbri Masonry
Austral Bricks
Austral Masonry
Baines Masonry
Namoi Valley Brickworks
PGH Bricks & Pavers

South Australia

Adbri Masonry
Austral Bricks
PGH Bricks & Pavers

Australian Capital Territory

Adbri Masonry
Austral Bricks
Austral Masonry
PGH Bricks & Pavers



Midland Brick



PGH BRICKS & PAVERS™



OUR IMPACT



Apprentice bricklaying numbers in-training based on the six-month lag data from the National Centre for Vocational Education Research (NCVER) as at December 2024 was 1,810 in-training, compared with the previous year at 2,188. At that date, ABBTf supported 82% of all bricklaying apprentices in-training.

Vacancies Filled 664

Leads Processed 4,150

Total Outcomes 670



NEW
APPRENTICESHIP
OUTCOMES

511

NATIONAL
OUTCOMES

1,513

IN-TRAINING
APPRENTICES

1,810

RECOMMENCEMENTS

159

DIGITAL
REACH

2 million +

EXPOS & EVENTS

300+



Roof Tile Careers



Roof Tile Careers – Victoria Only

Schools Engagement

Roof Tile Careers is now an established and recognised brand in the industry.

FY24-25 We have built on our relationships with careers teachers to raising awareness of Roof Tiling as a viable and rewarding alternative to more traditional career paths. Presenting at VET Cluster meetings has allowed us to educate careers staff which has increased the quantity and quality of student referrals and given better exposure to industry. Their feedback has been consistently positive, enabling us to build strong relationships and networks with both teachers and students.

Due to our relationships with schools we have been running several targeted presentations to Year 10–12 students across Victoria which have been a key strategy to improve referrals and enhance referrals, these targeted tasters have been supported by our partnership with Holmesglen Institute, adding depth to our presentations and helping students gain a clearer understanding of the trade and its training pathways. These efforts have led to an increase in student referrals and the development of one-on-one partnerships with secondary schools to feed talent directly into the Roof Tiling industry

Numbers – FY24-25

- 100 Schools have now been introduced to Roof Tiling as a trade.
- 54 Apprentices have been captured and signed up into Roof Tiling apprenticeships.
- 72 Events and information sessions were attended and conducted.
- 321 Leads were referred to Roof Tile Careers in the past year.

Employment Service Providers & Transition to Work (TTW)

Our collaboration with employment service providers and TTW organisations has been instrumental in creating interest and introducing young people and service providers to the roof tiling sector, beyond the more commonly promoted 'glamour' trades. Through targeted information sessions and site visits across Victoria, we have successfully placed many young people into Roof Tiling apprenticeships.

These efforts were recognised last year when one of our major TTW partners awarded Roof Tile Careers with an Inclusion and Diversity plaque, acknowledging our commitment to creating accessible career pathways for all youth.

Trainers and Employers

We have established ourselves as a trusted and valuable support to Roof Tiling trainers and employers, which has positively influenced apprentice retention and boosted engagement across the sector. Our involvement has provided meaningful insights into industry needs, and the types of support apprentices require both within and beyond our direct scope.

Our presence at institutional industry meetings and strong relationships with trainers have been instrumental. Trainers actively promote Roof Tile Careers during apprentice sessions and keep us informed about upcoming induction days at Registered Training Organisations (RTOs), enabling us to promptly register new apprentices and maintain momentum in the pipeline.

This collaboration continues to strengthen retention efforts across multiple regions, helping ensure apprentices not only stay engaged but also successfully complete their training and enter the workforce as qualified Roof Tilers.



Simon Nashed
Industry Engagement
Officer – VIC
Roof Tile Careers



**BRICKLAYER
CONNECTION**
AUSTRALIA

BRICKLAYER CONNECTION AUSTRALIA

Bricklayer Connection Australia aims to support bricklaying employers across Australia who are concerned with the skills shortage within the construction industry. These proactive employers recognise the value of skilled and semi-skilled bricklayers from overseas.

We continue to make a strong impact in the immigration space, successfully attracting a total of 187 migrants, sourcing from both onshore and offshore.

With the appointment of Luke Radford to the Chief Executive Officer role for ABBTF, and a clear strategic direction, we developed an International Business Case focused on solutions, which received Board approval in June 2025. Efforts are now concentrated on four key pillars of talent attraction. The international team has grown, with further recruitment underway.

This added capacity has enabled the Global Partnerships Manager to focus more strategically, advancing initiatives such as a centralised jobs platform, a Labour Agreement submission, the Gap Training trial rollout, and a coordinated digital marketing strategy in collaboration with the Marketing and Communications Manager.



DIRECTORS REPORT

WorldSkills Competition

WorldSkills Australia 2025

The ABTTF team supported the WorldSkills Australia 2025 National Championships and Skills Show. Our presence at these events was highly successful, reinforcing our commitment to promoting and supporting the brick and blocklaying trade.

Key Highlights:

- **Exceptional Talent Displayed:** The bricklaying competition at WorldSkills Australia showcased a spectacular level of skill, precision, and passion from the competitors. It was inspiring to witness the next generation of bricklayers demonstrating their potential, affirming that the future of the trade is in capable hands.
- **Engagement and Inspiration:** The Bricklaying Try-a-Trade section was a significant success, generating considerable enthusiasm among students who had their first hands-on experience with the tools of the trade. These moments of discovery are vital for sparking a lifelong interest in skilled vocations.
- **Strong Industry Connections:** Our team successfully engaged with a wide range of stakeholders, including students, schools, employers, and industry partners from across the country. These dynamic conversations and networking opportunities strengthened our position and confirmed the unity of the trade community.
- **Diversity and Inclusion:** A notable highlight was the strong representation of women in the bricklaying competitions. We were proud to see young women not only competing but also winning gold medals, which is a significant and encouraging step forward for our industry.



Government and Ministerial Support: The team had the honour of meeting with Minister Andrew Giles MP at the WorldSkills Australia competition. His genuine interest in our sector and support for vocational education and skilled trades was greatly appreciated.



DIRECTORS REPORT

SPONSORSHIP

SkillsOne National Skills Week

SkillsOne and National Skills Week

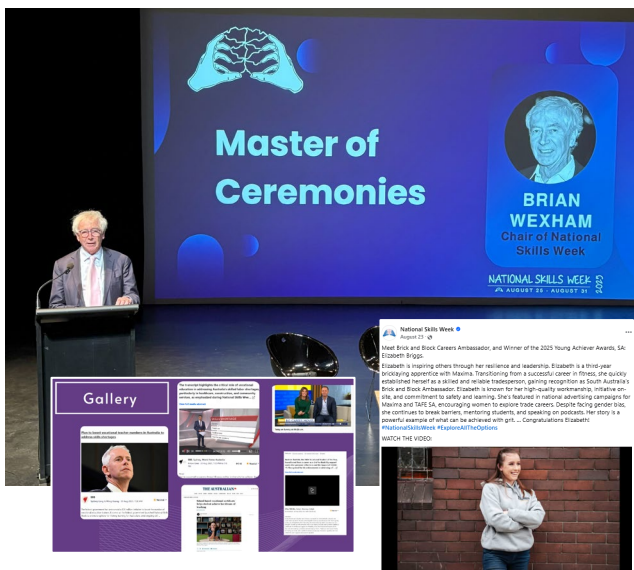
As a key partner in Australia's skills agenda, Brick and Block Careers is proud to report on our highly successful involvement in National Skills Week 2025 launch.

A Year of Impact and Future Direction. Our strategic sponsorship of this premier event has been a powerful tool for promoting the value of vocational education and training (VET) and addressing critical workforce challenges.

Our partnership with SkillsOne and industry leaders enabled us to contribute significantly to the national conversation on skills.

Building on a strong legacy, this year's focus was the successful "Explore All the Options" campaign, which ran from August 25th to August 31st 2025.

Through continued strategic partnerships with organisations like SkillsOne and key industry leaders, we consistently contribute significantly to the national conversation on skills development.



NATIONAL SKILLS WEEK
25 AUGUST 25 - AUGUST 31 2025

Explore
ALL the
options

Key Achievements and Impact:

- **Amplifying the Skills Agenda:** We played a crucial role in discussions around skills shortages, apprenticeship completion rates, and gender disparities in trades. Our voice contributed to over 1,000 media coverage items, including television, radio, and online publications.
- **The inclusion of Minister Andrew Giles MP,** Minister for Skills and Training addressing the National Press club in addition to the National Launch plus over 28 mentions in federal parliamentary speeches during the week extolling the value and importance of Vocational Education and National Skills Week strengthened the messaging and provided additional coverage and engagement.
- **In addition, there was extensive flow-on effects** of the skills issues which may not have directly referenced National Skills Week but highlighted the various issues raised by the Week such as critical skills and labour shortages, apprenticeship completion rates, fee free TAFE places, the ongoing stigma issue of going to University vs TAFE, School-based Apprenticeships, gender-skewed careers and attracting females to male-dominated roles and careers such as the trades and vice versa.
- **Media monitoring for the three-month period** – was in excess of 6300 articles and mentions tracking skills, training, and associated topics, estimate the potential reach of 87.5 Million and a advertising rate of over \$37.5 Million.
- **Conservative National Skills week specific** mentions for the two-month period were in excess of 419 and a reach of over 3.11 million, with a broader capture for the two months of 2296 mentions for the campaigns.



BRICK AND BLOCK CAREERS/ ABBTF AMBASSADORS

Announcing Our 2025 Ambassador: Noah Podirsky from South Australia. A 1st Year apprentice from South Australia, Noah embodies the passion and dedication of the next generation of bricklayers.

Our ambassadors are volunteers who passionately promote the bricklaying and blocklaying trade and the Certificate III qualification in Bricklaying/Blocklaying. They are vital to our mission, helping to inspire future apprentices by:

- Representing the trade at expos and events.
- Engaging with the media to highlight the benefits of a trade career.
- Promoting vocational education to students and job seekers.



Noah is already making a significant impact. He recently joined us at the WorldSkills Australia Competition in Brisbane, where he enthusiastically supported the Try-a-Trade area, encouraging young adults to get hands-on with bricklaying. Beyond his work at events, Noah's profile is growing rapidly. He was featured in our new "Top 10 Reasons to Become a Bricklayer" video which will be launched soon and the Brick to the top - SA rap video. He will also be featured on our new website, helping us inspire the next generation of talented bricklayers across Australia.

We are also proud to continue our work with our previous ambassadors who remain a vital part of our team – L-R: Paul Lee, Elizabeth Briggs, Hamid Amini and Jake Pawski.





BrickStart SA, launched in September 2023 with South Australian Government funding, successfully completed its "Brick to the Top" campaign (October 2024 - March 2025) targeting young people. This multi-faceted digital campaign achieved significant reach and engagement, supported by a dedicated website page and targeted initiatives within South Australia.

- Campaign Overview: "Brick to the Top" campaign targeting 18–25-year-olds (Oct-24 to Mar-25) with a \$40,000 digital advertising budget.
- SEO and AdWords: Keyword research and targeted Google Search and Display Network ad campaigns were implemented.
- Broad Reach and Engagement: Campaign distributed to our database of stakeholders, achieving 600k+ reach via social media, ads, stories, and posts, plus YouTube advertising (Oct-24 to Jan-25). "BrickStart SA" page launched for further engagement. <https://www.brickandblockcareers.org.au/brick-start-sa/>
- Multi-Pronged Approach in SA: Targeting 18–25-year-olds in South Australia through industry partnerships, Meta ads, school/job provider collaborations, and school events/expos showcasing campaign videos (Speed Competition, Rap Video, Trade Up).

- **Speed Competition:** (Link: <https://www.youtube.com/watch?v=Xvt9hLg-qaw>)
- **Rap Video: Brick to the Top:** (Link: <https://www.youtube.com/watch?v=A0UDjKK9x8g>)
- **Trade Up – CITB Collaboration:** (Link: [The Bricklayer | Tradie Tales | Trade Up](#))



DIRECTORS REPORT



DIRECTORS REPORT

DIRECTORS REPORT

YEAR ENDED 30 JUNE 2024

Principle Activities

The principle activities of ABBTF are to address the skill shortage in bricklaying by promoting the benefits of training, the career opportunities and supporting employers in the recruitment, training and employment of apprentices.

Roof Tile Careers has been added to the operational team for Victoria only. The aim is to promote roof tiling apprentices to increase the number of people entering the trade.

Bricklayer Connection Australia has been launched in May 2024. The aim is to additionally address the skills shortage of brick and blocklayers by finding ways to increase trade migration. This will lead to greater apprentice numbers in the future.

Financial Results

Brick and Block Careers performance for the financial year to 30 June 2025 was slightly above the previous year at \$3,592,281 compared with the previous year at \$3,545,751.

As a result of operating activities for the 2024-25 financial year, a net deficit of \$192,573 was reported for the year against a budgeted \$214,076 deficit.

Operating costs were lower than the previous year, in the main due to fewer employers being paid our Brickstart Subsidy as apprentice numbers declined during the year. Marketing and promotional costs also declined with monies budgeted for merchandise not spent.

A new strategic plan adopted in early 2025 increased expenses in personnel costs, IT costs, accounting fees, make good costs for office relocations in two states, along with disposal of assets, and some business development costs associated with the new Business Strategy put in place in early 2025.

The company is exempt from paying income tax.



DIRECTORS REPORT



Operational

Brick and Block Careers has maintained operational staff in the larger capital cities, while maintaining other states from these offices.

Brick and Block Operational Offices:

- Victoria, Melbourne office also servicing Tasmania,
- New South Wales, Sydney office also servicing the Australian Capital Territory,
- Queensland, Brisbane office also servicing Northern NSW,
- Western Australia, Perth office, and
- South Australia, Adelaide office.

Lead Recruitment

A total of 4,150 leads were followed up by Brick and Block Careers operational staff during the year, more than double those of the previous year. We continue to focus on quality over quantity and assess candidate suitability for an apprenticeship in brick and blocklaying. Seek, Indeed, Facebook Jobs, social media, careers teachers, Workforce Australia and the Brick and Block Careers website and Jobs Board remain our best sources for attracting these leads.

Career Expos, Programs and Events

A total of 44 programs and 224 expos and events were attended over the year where our operational staff are engaging with key influencers, students and job seekers in promoting the career pathway opportunities that follow from a Certificate III qualification in Bricklaying/Blocklaying.





DIRECTORS REPORT

Apprentice Retention

Apprentice retention remains a key focus with Brick and Block Careers with various methods employed including regular contact calls with both the apprentices and their employers. Forming part of our 2030 Strategic Plan – to implement a national mentoring approach to increase retention. This mentoring framework is in early development and some of the methods utilised include:

- Liaising with the career teachers, Brick and Block Careers field staff encourage a two-week work experience opportunity prior to assessing trade suitability.
- Brick and Block Careers play a critical role in matching the right apprentice with the best-fit employer. A good match minimises any problems or issues occurring in the early stages of the apprenticeship.
- Out of Trade (OOT) apprentices occur when an apprentice has lost their job due to unforeseen circumstances. When identified early, particularly through our retention call process, Brick and Block Careers are then able to register the apprentice and match them with a new employer within industry.
- Working closely with TAFE/RTO bricklaying teachers to assist us in early identification of any potential issues.

Employer and Apprentice Support Services

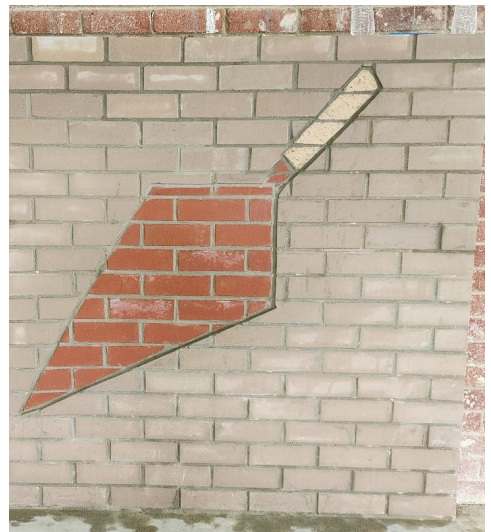


DIRECTORS REPORT

Incentives – for Employers

Our Brickstart Subsidy of \$3,000 over the first three years of the apprenticeship has been a key factor in supporting apprentice training and employment. Our staff, through advertising, social media, and our website, actively promote all the incentives currently available to employers of apprentices.

The Federal Government's Australian Apprenticeships Incentive System continued to offer support to employers and apprentices during the year, with additional incentives available in regional and remote areas.

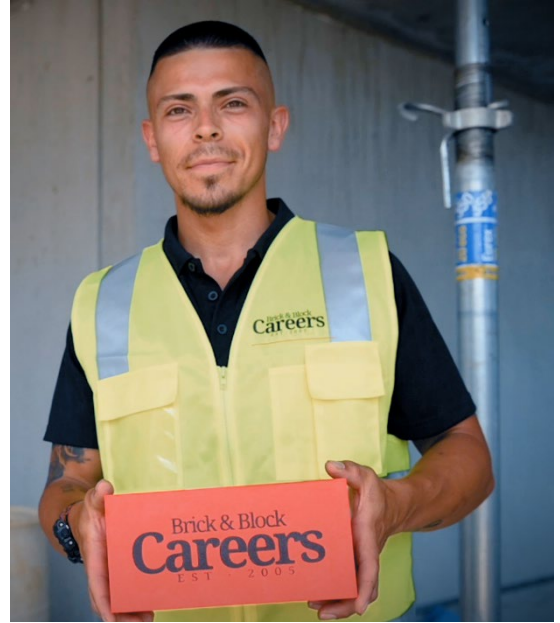


DIRECTORS REPORT

ABBTF Staff

The team continued to work effectively throughout the year to meet and exceed KPIs and fulfil many of the aspirations of youth job seekers in attracting, engaging, and placing new apprentices into industry in accordance with our Purpose, Mission, and Vision.

The Chair and Board of Directors of ABBTF acknowledges and thanks all Brick and Block Careers, Roof Tile Careers and Bricklayer Connection staff for their efforts and hard work throughout the year.



Enhancing Collaboration with our stakeholders

ABBTF have significantly enhanced engagement with our stakeholders.

We actively release quarterly newsletters to the industry and have ramped up our presence on LinkedIn.



ABBTF

1,460 followers

1mo •

Today, Hon. Minister Amber-Jade Sanderson met with third-year bricklaying apprentices at North Metropolitan TAFE in WA to talk about their careers and hear how their bricklaying apprenticeships are tracking. ...more



You and 60 others

3 reposts



DIRECTORS REPORT

FUNDING OF ABBTF

The scheme is jointly funded by a levy on the sale of clay bricks and concrete masonry and a contribution from manufacturing members of the Foundation.

Manufacturers supporting the Foundation are:

- Adbri Masonry
- Austral Bricks
- Austral Masonry
- Baines Masonry
- Island Block & Paving
- Midland Brick
- Namoi Valley Brickworks
- PGH Bricks & Pavers

The support rate is \$1.50 per thousand clay bricks delivered (\$3.00 per thousand for double height in Western Australia) and 7.5 cents per square metre in the wall for concrete masonry products.

The levy and matching contributions are paid monthly to the Wilson Pateras Group, formerly Canny Group Accounting.

The levy was re-authorised for 10 years by the Australian Competition and Consumer Commission (ACCC) on 11 April 2024 following a submission by ABBTF.



DIRECTORS REPORT

NATIONAL OVERVIEW – OPERATIONAL TOTAL SUPPORTED

Supported Apprentices by State	Year 1	Year 2	Year 3	Year 4	Total
VIC	119	101	79	7	306
NSW	143	81	81	83	388
ACT	3	3	3	1	10
QLD	113	70	73	62	318
TAS	9	16	15	14	54
SA	60	58	55	36	209
WA	99	57	48	24	228
TOTAL	546	386	354	227	1,513

At 30 June 2025

Brick and Block Careers supported 1,513 Apprentices Nationally

Our focus during the year continued to be on recruitment, preparation, placement, and retention of young people for the trade to fill the vacancies for brick and blocklaying apprenticeships.



DIRECTORS REPORT

YEAR ENDED 30 JUNE 2025

Dividends

The company does not have a share capital, and it is precluded from paying dividends.

Significant Changes during the Financial year 2024-2025

The following changes in the company occurred during the financial year:

Luke Radford joined Brick and Block Careers in the role of Chief Executive Officer, replacing Michael Morrissey who retired from the role in December 2024.

A strategic plan looking toward 2030 was developed in conjunction with the Senior Leadership Team and Board of Directors. The strategic plan will drive future growth of the business with an immediate focus on Top 11 Must Do's in 2025.

Matters Subsequent to Balance Date

There are no matters or circumstances which have arisen since 30 June 2025 that have significantly affected or may significantly affect the operations of the company, the results of those operations, or the situation of the company in the financial years subsequent to that financial year.

Environmental Issues

The company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Superannuation Trustees

Contributions for employees are made to superannuation funds, which are totally independent of ABBTF.

Contracts with Directors

Since the end of the previous financial year, no Director has received or become entitled to receive any benefit (other than a benefit included in the aggregate amount of remuneration of Directors shown in the accounts) by any reason of a contract made by the company with any Director, or with a firm of which a Director is a member, or with a company in which a Director has a substantial financial interest.

With the exception of ABBTF BrickStart subsidies for the employment of apprentice bricklayers which are paid on a valid claim from the following:

- Fugen Group with whom Tim Murphy is a director,
- IRP Masonry with whom Ian Pedley was a director for part of the year, and
- Favetti Group of Companies with whom Ray Favetti was a director for part of the year.

These companies are eligible to claim the support in accordance with ABBTF terms and conditions of the apprentice employment Brickstart Subsidy.



DIRECTORS REPORT

AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD
(A.C.N. 097 159 914)

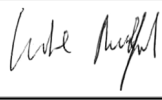
DIRECTORS REPORT
YEAR ENDED 30 JUNE 2025

Indemnifying Officer or Auditor

During the financial year, the company paid a premium in respect of a contract insuring the Directors of the company, the Company Secretary, and all Executive Officers of the company against a liability incurred as a Director, Company Secretary or Executive Officer to the extent permitted by the Corporations Act 2001.

The company has not otherwise, during or since the end of the financial year indemnified or agreed to indemnify an Officer or Auditor of the company or any related body corporate against a liability incurred as an Officer or Auditor.

Signed in accordance with a resolution of the Board of Directors:

Director		Mark Ellenor
Director		Luke Radford

Dated this 9th day of September 2025.



DIRECTORS DECLARATION

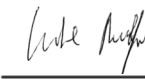
YEAR ENDED 30 JUNE 2025

The Directors have determined that the company is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

The Directors of the company declare that:

- 1. The financial statements and notes, present fairly the company's financial position as at 30 June 2025 and its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
- 2. In the Directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors:

Director		Mark Ellenor
Director		Luke Radford

Dated this 9th day of September 2025.



AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD
(A.C.N. 097 159 914)



/ EST.1905

AUDITORS INDEPENDENCE DECLARATION

**UNDER 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012
 TO THE DIRECTORS OF AUSTRALIAN BRICK AND BLOCKLAYING TRAINING FOUNDATION LTD**

As auditor for Australian Brick and Blocklaying Training Foundation Ltd for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been:

- a) No contraventions of the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- b) No contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Australian Brick and Blocklaying Training Foundation Ltd.

Stephen Kirtley
 Director

Dated this 1st day of September, 2025

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FINANCIAL REPORT

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
Income			
Members and Industry Contributions		3,592,281	3,545,751
Operating Costs			
Group Scheme Subsidies		52,354	117,669
Direct Employment Subsidies		619,668	865,183
Marketing and Promotional Costs		110,452	195,066
Personnel Costs		2,270,823	1,982,095
Programs		34,791	44,026
		<u>3,088,088</u>	<u>3,204,039</u>
Gross Surplus (Deficit)		<u>504,193</u>	<u>341,712</u>
Non-Operating Income and Costs			
Interest Received		268,971	275,123
Sundry Income		287,936	268,994
Administration Expense	2	(1,253,673)	(969,214)
Net Surplus (Deficit) for the year		<u>(192,573)</u>	<u>(83,385)</u>

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	5,753,215	6,692,001
Trade and other receivables	4	338,442	391,741
Sundry debtors		98,191	81,787
Accrued income		59,341	67,664
TOTAL CURRENT ASSETS		6,249,189	7,233,193
NON-CURRENT ASSETS			
Property, plant and equipment	5	660,126	531,250
TOTAL NON-CURRENT ASSETS		660,126	531,250
TOTAL ASSETS		6,909,315	7,764,443
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	6	217,127	664,899
Employee entitlements		222,463	185,404
Provision for future subsidies		1,261,500	1,406,500
GST payable	7	65,814	78,515
TOTAL CURRENT LIABILITIES		1,766,904	2,335,318
NON-CURRENT LIABILITIES			
Employee entitlements		12,884	38,025
Provision for future subsidies		887,500	956,500
TOTAL NON-CURRENT LIABILITIES		900,384	994,525
TOTAL LIABILITIES		2,667,288	3,329,843
NET ASSETS		4,242,027	4,434,600
EQUITY			
Retained earnings		4,434,600	4,517,985
Current year earnings		(192,573)	(83,385)
TOTAL EQUITY		4,242,027	4,434,600

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025



	Retained Earnings	Total
	\$	\$
Balance at 1 July 2023	4,517,985	4,517,985
Net Surplus/(Deficit) for the year	(83,385)	(83,385)
Balance at 30 June 2024	4,434,600	4,434,600
Balance at 1 July 2024	4,434,600	4,434,600
Net Surplus/(Deficit)for the year	(192,573)	(192,573)
Balance at 30 June 2025	4,242,027	4,242,027

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	Note	2025 \$	2024 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		4,280,451	4,339,186
Payments to suppliers and employees		(5,240,157)	(4,409,939)
Interest received		277,294	264,344
Net cash provided by operating activities	10	(682,412)	193,591
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		26,795	59,545
Payment for property, plant and equipment		(283,169)	(211,265)
Net cash used in investing activities		(256,374)	(151,720)
Net (decrease) increase in cash held		(938,786)	41,871
Cash at beginning of financial year		6,692,001	6,650,130
Cash at end of financial year	3	5,753,215	6,692,001

The accompanying notes form part of these financial statements.



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 20245

NOTE 1: SUMMARY OF MATERIAL ACCOUNTING POLICIES

Australian Brick & Blocklaying Training Foundation Limited is a company limited by guarantee, incorporated and domiciled in Australia.

The statements were authorised for issue on 9 September 2025 by the Directors of the Company.

Reporting Basis and Conventions

The directors have prepared the financial statements on the basis that the company is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements and these have been prepared in order to meet the reporting requirements of the Australian Charities and Not-for-Profits Commission Act 2012.

The financial statements have been prepared in accordance with the material accounting policies disclosed below, which the directors have determined are appropriate to meet the needs of members. Such accounting policies are consistent with the previous period unless stated otherwise.

Australian Brick & Blocklaying Training Foundation Limited does not comply with the accounting standard AASB137 in regard to the recognition and measurement requirements of that standard. In accordance with this standard the provision for future subsidies recognised in these financial statements would be overstated.

The financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The accounting policies that have been adopted in the preparation of the statements are as follows:

Accounting Policies

A. Income Tax

No provision for income tax has been raised as ABBTF operates solely as a not-profit company and is exempt from income tax.

B. Property, Plant and Equipment

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

Plant and equipment

Plant and equipment are measured on the cost basis. The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the asset's employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets, excluding freehold land, is depreciated on a diminishing value basis over the asset's useful life to the company commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Plant and equipment	15 – 50%
Motor Vehicles	15 – 25%
Website and Database	20%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

An asset’s carrying amount is written down immediately to its recoverable amount if the asset’s carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

C. Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

D. Impairment of Assets

At the end of each reporting period, the company reviews the carrying values of its tangible 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 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 statement of comprehensive income.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset.

Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expired. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

E. Provisions

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured using the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Provisions for future subsidies are recognised by way of calculation of the number of apprentices supported direct and through Group Training Organisations in all states as at 30 June 2025. The calculation is determined on each apprentice’s time to complete his/her 3 years of their apprenticeship, per the table below.

Subsidy Provision per Apprentice			
		Provision years	Provision \$
Direct	Yr1	2	2,000
	Yr2	2	2,000
	Yr3	1	1,000
GTO	Yr1	1.5	1,500
	Yr2	1.5	1,500
	Yr3	0.5	500

FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

F. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand and deposits held at call with banks and annuities held as investments for 12 months.

G. Revenue and Other Income

Revenue collected via the Levy Contribution is recognised based on the Contributor providing a self-assessed recipient created tax invoice.

Interest revenue is recognised using the effective interest rate method, which, for floating rate financial assets is the rate inherent in the instrument.

All revenue is stated net of the amount of goods and services tax (GST).

H. Critical Accounting Estimates and Judgements

The directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

Key estimates

(i) Impairment

The company assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

NOTE 2: EXPENSES

	2025	2024
	\$	\$
Administration expenses include:		
— Remuneration of auditor	14,655	14,000
— Accounting services	11,055	10,250
— Depreciation of equipment & vehicles	138,434	125,304
— Occupancy costs	271,868	237,189

NOTE 3: CASH AND CASH EQUIVALENTS

Cash at bank	596,477	1,366,233
Term deposits/Annuities	5,156,738	5,325,768
	5,753,215	6,692,001

Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled to items in the statement of financial position as follows:

Cash and cash equivalents	5,753,215	6,692,001
	5,753,215	6,692,001

NOTE 4: TRADE AND OTHER RECEIVABLES

CURRENT

Trade receivables	338,442	423,283
Provision for doubtful debts	-	(31,542)
	338,442	391,741

FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

NOTE 5: PROPERTY, PLANT AND EQUIPMENT

	2025	2024
	\$	\$
PLANT AND EQUIPMENT		
Equipment at cost	108,472	76,242
Less accumulated depreciation	(42,301)	(34,221)
Total plant and equipment	66,171	42,021
Website and database at cost	560,891	538,676
Less accumulated depreciation	(395,493)	(358,107)
Total website and database	165,398	180,569
Motor vehicles at cost	552,878	431,005
Less accumulated depreciation	(184,783)	(144,677)
Total motor vehicles	368,095	286,328
Leasehold improvements at cost	62,599	23,765
Less accumulated depreciation	(2,137)	(1,433)
Total leasehold improvements	60,462	22,332
Total Property, Plant and Equipment	660,126	531,250

NOTE 6: TRADE AND OTHER PAYABLES

CURRENT

Trade payables	77,189	192,046
Sundry payables and accrued expenses	139,938	472,853
	217,127	664,899

NOTE 7: GST PAYABLE/(REFUNDABLE)

CURRENT

GST collected	139,992	147,745
Less GST paid	(74,178)	(69,230)
	65,814	78,515



FINANCIAL REPORT

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2025 (CONTINUED)

NOTE 8: RELATED PARTY TRANSACTIONS

Some of the Australian Brick & Blocklaying Training Foundation Ltd Board members are also Directors or CEOs of the Brick Manufacturers that contribute levy income to Australian Brick & Blocklaying Training Foundation Ltd.

For all states except Western Australia, the Levy is calculated as \$1.50 per thousand on bricks delivered to customers for clay bricks and 7.5 cents per square metre in the wall (including fractions) for concrete masonry. For Western Australia, the Levy is calculated as \$1.50 per thousand on standard size bricks delivered and \$3.00 per thousand for double height brick delivered.

NOTE 9: KEY MANAGEMENT PERSONNEL

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any Director (whether executive or otherwise) of Australian Brick & Blocklaying Training Foundation Ltd is considered key management personnel.

The totals of remuneration paid to key management personnel of Australian Brick & Blocklaying Training Foundation Ltd during the year are as follows:

	2025	2024
	\$	\$
Key management personnel compensation	<u>995,150</u>	<u>995,092</u>

NOTE 10: CASH FLOW INFORMATION

	2025	2024
	\$	\$
Reconciliation of Cash Flow from Operations with Profit		
Surplus/(deficit) per statement of comprehensive income	(192,573)	(83,385)
Non-cash flows in profit:		
— Depreciation	138,434	125,304
— (gain)/loss on sale of plant and equipment	(10,936)	(28,876)
Changes in assets and liabilities:		
— (increase)/decrease in receivables	45,217	131,984
— Increase/(decrease) in payables	(114,857)	88,877
— Increase/(decrease) in accrued expenses	(546,915)	(6,961)
— Increase/(decrease) in employee entitlements	11,919	10,624
— increase/(decrease) in GST liabilities	(12,701)	(43,976)
	<u>(682,412)</u>	<u>193,591</u>



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF AUSTRALIAN BRICK & BLOCKLAYING TRAINING FOUNDATION LTD

Opinion

We have audited the financial report of Australian Brick & Blocklaying Training Foundation Ltd (the Company), which comprises the statement of financial position as at 30 June 2025, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of material accounting policies, and the declaration by those charged with governance.

In our opinion the financial report of Australian Brick & Blocklaying Training Foundation Ltd has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), 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 then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 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 ACNC Act, 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 responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Australian Charities and Not-for-profits Commission Act 2012, 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 opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purposes of fulfilling the Company's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our report is not modified in respect of this matter.

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

Management is responsible for the preparation of the financial report in accordance with the ACNC Act, and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern

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basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Stephen Kirtley
Director

Dated this 10th day of October, 2025

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