



2023/2024

ANNUAL REPORT



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ABOUT ESQ

Energy Skills Queensland is a leader in workforce planning, skills development, and specialist skilling and training products for the Electrotechnology, Gas, Telecommunications and Mining industries.

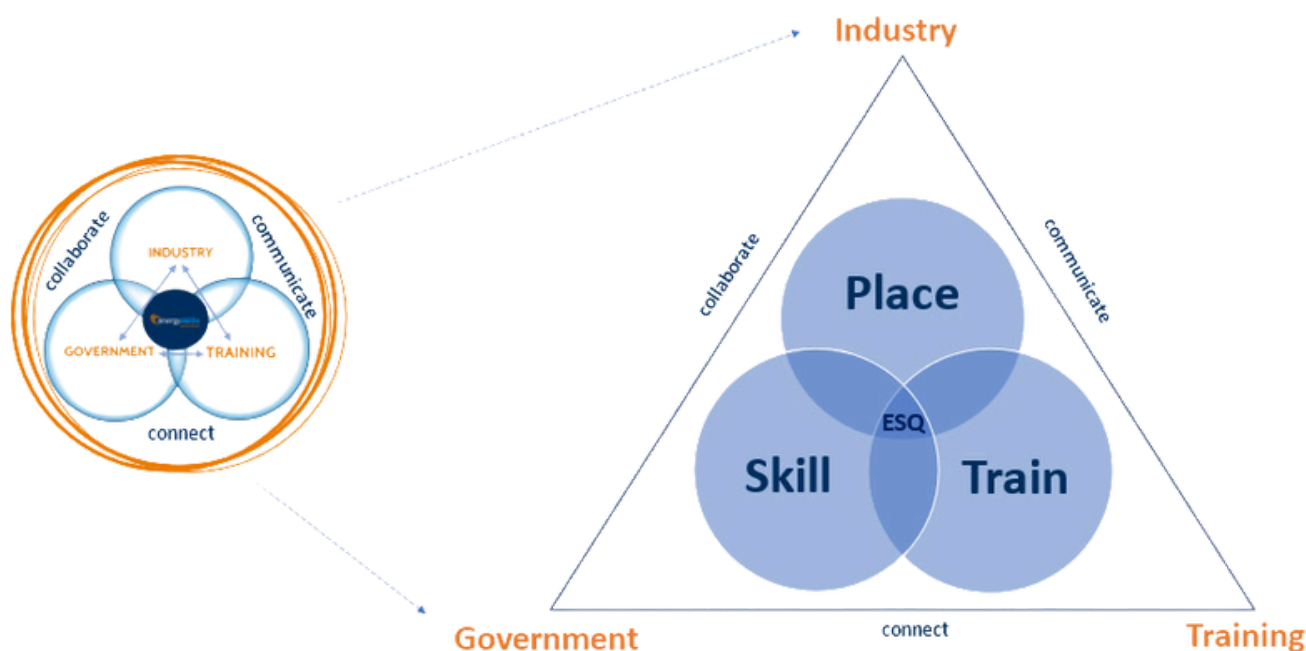
As the designated Centre for Energy Excellence, Energy Skills Queensland acts as a conduit for Energy Sector collaboration, working hard to ensure quality industry communication, connection to and with governments, and to assist the vocational education and training sector prepare for the new energy future.

The organisation advises on industry skilling and training priorities, supports competency management efforts, is active in linking skills and training to energy employment/placements, and is committed to a safe, skilled, and sustainable industry future. Its revamped Vision is clear; to inspire workforce excellence for this new energy future.

Energy Skills Queensland is particularly focused on assisting Queensland deliver on its \$62Billion Queensland Energy and Jobs Plan, supporting industry, governments, training organisations, and other stakeholder groups with information and tools to:

- Forecast workforce planning and skilling needs;
- Act as the unbiased skills voice for industry;
- Provide an agile, reliable, and integral link to the skills continuum/journey.

Success is reflected in the impact Energy Skills Queensland has in assisting its stakeholders' skilling and training needs and ultimately in the placement of workers in the Energy Sector.



A MESSAGE FROM THE ENERGY SKILLS QUEENSLAND CHAIR

In my final year as Chairman, I can only reflect on the unprecedented times in which we find ourselves.

The overall pace of change and of community expectations has placed significant pressure on the Queensland Energy Industry. The demands of additional power generation in the context of pending asset retirements, an emphasis on renewable energy alternatives, and pressure on energy storage and distribution, offers significant challenges.

In the past, such as in the Queensland Gas Sector build program of 2008-2015, the draw on skilled labour was restricted to just one sector. It now involves a myriad of sectors, with a corresponding ageing workforce, limited post-pandemic human resource availability, and an unprecedented global renewable energy rollout and transformation.

The pressure of such a significant industry-wide capital works program, places new demands on the workforce as it prepares for the volume of work, the breadth of that work, and a level of convergence that is also unparalleled. Like never before, the Queensland Energy Industry needs the continued efforts of Energy Skills Queensland as a reliable forecaster of workforce planning and skilling needs.

A case in point is the Electrical Sector. It must come to terms with the demands of a substantial number of large-scale wind and solar projects, the onset of hydrogen electrolysis, the need for a momentous program of high voltage powerline construction, energy storage in the form of batteries, hydrogeneration, and an accelerating electric vehicle (mobile battery) as well as home battery marketplace. All of this comes at a time of considerable skilled labour shortage, offering this sector a perfect storm in meeting the challenges of the new energy future.

The Board has been cognisant of these challenges, and the subsequent pressures on the Energy Skills Queensland Team led by Chief Executive Officer, David Cross. The Team has had significant forecasting and reporting expectations at an industry and State Government level, and it has undertaken substantial energy supply chain work (mostly with small-medium-enterprises), assisting these businesses with their workforce procurement, skills and competency management, and in their access to training. All serve to help address the industry-wide challenges, and members should be pleased with Energy Skills Queensland's progress in these areas.

Energy Skills Queensland's reputation also continues to grow, with its Industry Reference Groups in Gas, Electricity and Telecommunications a feature of its work. The momentum and inroads gained in 2023/24 within the Energy Training Sector through the RTO Energy Reference Group is extremely pleasing, as is the link Energy Skills Queensland has finally been able to establish with schools, inspiring the workforce of the future in renewable energy and hydrogen in particular.

The importance of Energy Skills Queensland's role as an unbiased voice for industry is palpable, and its leadership work in advocating early for new skills programs in areas such as in hydrogen fundamentals, cybersecurity, electric vehicle emergency response training and charge-station infrastructure training, and other fit-for-purpose training needs, only serves to highlight the role of the organisation. Engagement on the Queensland Ministerial Energy Council, the Queensland Electrical Safety Office Education Committee, as well as Queensland's advocate on a number of Powering Skills Organisation's (PSO's) working groups that are undertaking a review of and progressing the national energy training packages, only serves to highlight the breadth and depth of Energy Skills Queensland's activities.



I'd like to thank the voluntary commitment and input of many in their endeavours to help industry and governments. Moreover, I'd like to thank Energy Skills Queensland's staff for delivering on the challenge asked of them, and also extend my gratitude and thanks to members of the Board in charting the course and overseeing the efforts of 2023/24. I would also like to acknowledge the support of Malcolm Richards as Vice Chair over many years, and the inclusion of Sarah Loveday as Master Electricians Australia representative from October 2023.

There is a great deal Energy Skills Queensland should be proud of and members should feel positive about in the entity's future as an independent training and skilling voice for the Queensland Energy Industry.

A handwritten signature in black ink, appearing to be 'P. Price'.

Peter Price
Chairman
Energy Skills Queensland

CORPORATE GOVERNANCE

ENERGY SKILLS QUEENSLAND BOARD

Energy Skills Queensland is an Incorporated Association with continuous disclosure obligations under the Associations Incorporation Act 1981.

MANAGEMENT STRUCTURE

The Board has delegated certain aspects of its authority to the Chief Executive Officer through a controlled framework to operate the business on a day-to-day basis. The Chief Executive Officer implements the Board's strategies and policies through the Delegation of this Authority Framework and the Strategic Plan.

In 2023/24, the Board received Ms Sarah Loveday as Master Electricians Australia's new representative to oversee Energy Skills Queensland strategy and operations.

MANAGEMENT COMMITTEE



Peter Price
Chairman



Malcolm Richards
Deputy Chairman
(until 18 October 2023)



Sarah Loveday
Director
(from 18 October 2023)



Edwin de Prinse
Treasurer



Belinda Watton
Director



Dominic Schipano
Director

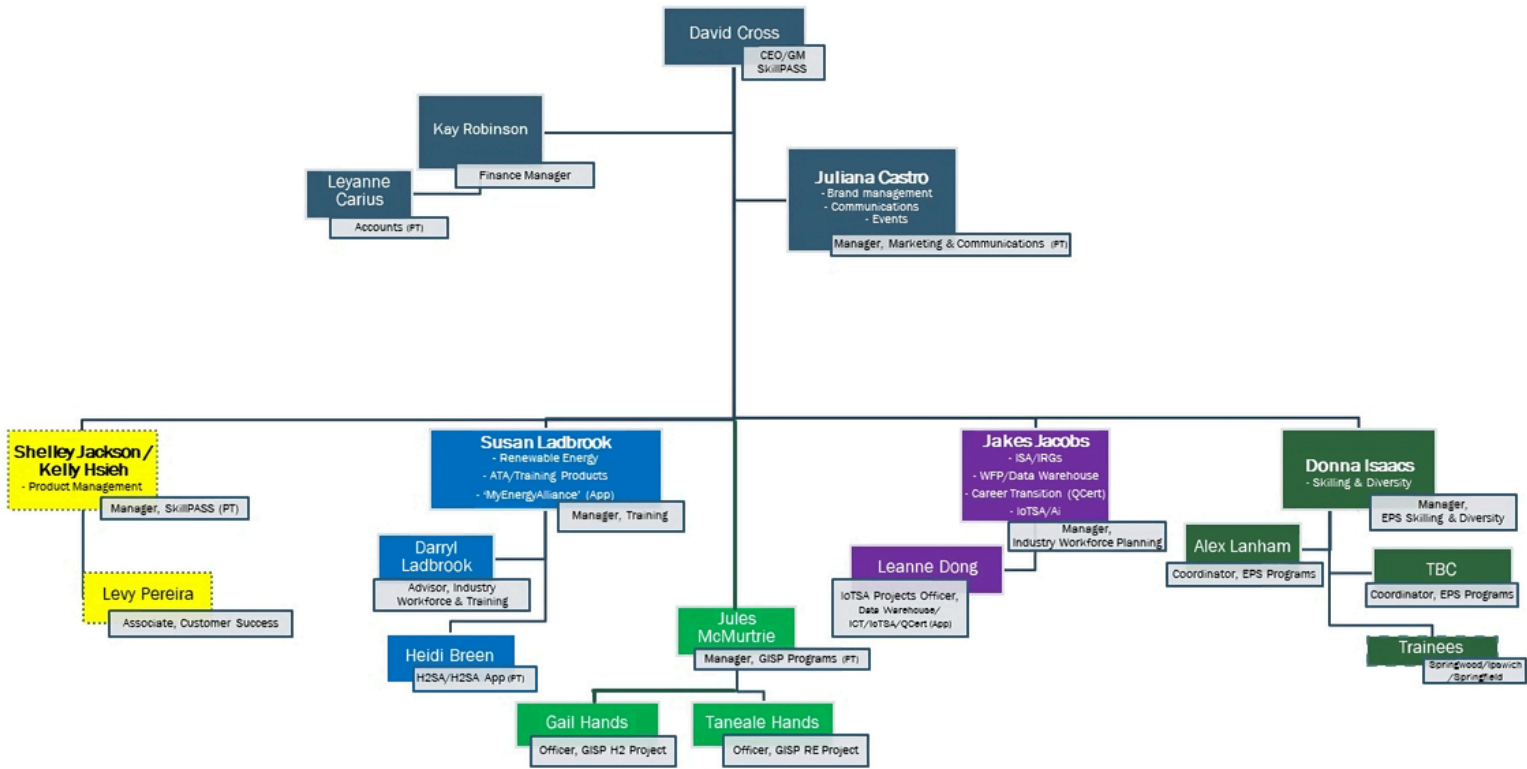


Scott Reichman
Director



David Cross
Secretary

STAFFING STRUCTURE



A MESSAGE FROM THE ENERGY SKILLS QUEENSLAND CEO



As the Energy Industry emerged from Covid-19, like most other industries, it wrestled with worker shortages, cost escalations, cybersecurity exposures, and a workforce expectant of continuing hybrid working conditions. In addition, Queensland's Energy Industry was required to manage gas shortages, emerging energy distribution challenges, increasing convergence across its sectors, and prepare for a significant change program under the aspirational Queensland Energy and Jobs Plan (QEJP). All of these drew on Energy Skills Queensland resources in 2023/24 as it managed downstream demands, information requests, and considered the opportunities available to it to add value to industry and workers.

The QEJP calls for \$62 billion of capital works over the next 15 years, including the provision of worker guarantees, transitional support arrangements for workers, growth of the renewable energy supply chain, preparing the workforce for growth in the regions, integrating Queensland's zero emissions vehicles, and progressing a range of initiatives to build community social license and with it a smart super-grid incorporating a network of 500kV high voltage powerlines.

More workers, more apprentices, more women in the workforce, more granular and real-time workforce planning information, more flexible and bespoke training opportunities, more community engagement (assisting with the creation of a social license), more school-industry linkages, more renewable energy career pathway information, the recasting and "future proofing" of the Queensland Electricity Safety Act, and greater diversification of skill requirements to meet that New Energy Future; all were required whilst 'keeping the lights on'. As a consequence, the Year 2023/24 has been very busy, and has brought to the fore the importance of training, and skills and competency management. As the unbiased skills-voice for industry, and therefore a conduit and connector for energy skilling, training and networking, Energy Skills Queensland is well placed to lead an integrated approach to this new energy future.

In this context, 2023/24 has been a demanding, challenging, and exciting year. Without accounting for the sale of its Toowong headquarters, revenues grew 38%, building on 2022/23's engagement and renewable energy efforts in areas such as gateway to industry in schools (the inclusion of a second program of renewable energy), hydrogen, women in electricity, workforce advisory services, electric vehicle charge station infrastructure training microcredentials, and finalisation of its cybersecurity offerings. New traineeships were stood up, and work continued in engaging and preparing a variety of diverse cohorts for job placements under the Skilling Queenslanders for Work program.

Whilst the headline profitability for the 2023/24 Year was solid at \$228 thousand after an equally solid return of \$207 thousand in 2022/23, noting that revenues for 2023/24 are 72% higher than the average of the past five years (in fact, three-fold that of 2020/21), it masks the underlying story of Energy Skills Queensland's ability to offset its core head office costs against its hard-won grants' programs. Margins for such work are always tight, and even though margins are not the focus for such work, the inability to offset underlying costs remains Energy Skills Queensland's single most important challenge.

The Energy Skills Queensland Board is cognisant of this challenge and has been active in managing this as well as a myriad of issues over the course of 2023/24. These issues include the Electrical Safety Act 2002 Review, the emergence of a Queensland Electricity Database, the Vocational Education and Training (VET) Review, Women in Electricity, QCERT, Gateway to Industry in Schools (now hydrogen, and renewable energy), the refresh of Energy Skills Queensland branding, the Energy Skills Queensland Workers App, and finally the pending move to a company limited by guarantee, Energy Skills Limited.

The Board oversaw the sale of the Energy Skills Queensland property in Toowong, investing the funds in term deposits for a potential future acquisition. Over the past 24-months the Board has also noted 71 tender proposals from staff, worth \$24.7M, 43 of them won at \$8.6M, and 21 unsuccessful at \$4.8M. A tranche of \$11.3M were still awaiting a decision at Year End. These numbers highlight the efforts of a very motivated group of staff who are to be congratulated for their efforts in building/rebuilding Energy Skills Queensland's credibility and long-term momentum.

Finally, the SkillPASS year has been consumed with integrating the Enterprise Protection Platform (EPP) software following its commencement in November 2023, but its final full adoption in May 2024. The SkillPASS Team settled EPP in whilst on-boarding several new and substantial clients. In short, at the close of the Financial Year, the Joint Venture vision is finally within reach.

I wish to extend my sincere thanks to the Energy Skills Queensland Board, the Staff, and the Energy Skills Queensland Membership. The organisation has a bright future with more and more opportunities emerging, but it still faces a number of underlying challenges and so the year ahead will be demanding and not allow it to rest on its laurels.



David Cross

Chief Executive Officer

Energy Skills Queensland

 **HYDROGEN SKILLS**
AUSTRALIA

The momentum of 2022/23 in the Hydrogen Sector continued through 2023/24. This is unsurprising, as market willingness is often reflected in these phases of the rollout of most new product opportunities. The emphasis on the export potential of green hydrogen is a driver of most market decisions at this stage, and Energy Skills Queensland is delighted to see capital investment in accompanying training facilities, as well as funds directed to preparing the workforce for transition.

As the Industry matures, hydrogen is viewed at this stage as an adjunct to the LNG/CSG market, with eventual replacement possible in the decades ahead and as production costs fall. The US Inflation Reduction Act is a driver of innovation offering opportunities as well as challenges; none less so than the potential for a skills drain out of Queensland to international markets. The search for know-how and experience is a global phenomenon.

Part of Energy Skills Queensland' mission is "to be recognised by stakeholders as progressive, with over-the-horizon thinking and insights and early sector engagement to assist industry and governments pull-through change". In 2023/24 we reaffirmed this with strong engagement in policy development through its representation on the Ministerial Energy Council, continued support for foundation skills training on its website, and engagement with schools under the Gateway to Industry in Schools – Hydrogen program spread across Queensland.

State Government also funded a Hydrogen Transition program that Energy Skills Queensland began in February 2024 to help individuals better understand the pathways and training opportunities available for them in the journey to a hydrogen-based economy. Emerging from this, and in conjunction with other programs, is an Energy Skills Queensland Worker App, which will eventually allow for easy access to information as well as training links for those interested in adding Hydrogen to their quiver of skill offerings. Environmental, Sustainability and Governance (ESG) expectations on governments and companies in Australia will reinforce market progress.

2024 also saw Australia open its first electrolyser production facility, and the convergence in Gas and Electricity became more obvious as individuals in the Electrical Sector sought to understand the role it needs to play in and with electrolysis and hydrogen production in situ. These are new interfaces for both Sectors, and as the decade unfolds, it is becoming more evident that a clean energy future is likely to be a hybrid of hydrogen and electrification, working together in a complementary manner.



HYDROGEN SKILLS

AUSTRALIA

The implications for skills and knowledge convergence are obvious, as Energy Skills Queensland strongly believes the foundation principles of a common language, driving common behaviours, and therefore a safer outcome, is imperative. The organisation should be proud of its early contribution in this area, as well as its continued role in inputting to national training package considerations.

A key element has been the recognition by the organisation some years ago, that hydrogen was a national/international conversation, and so Energy Skills Queensland, under its Hydrogen Skills Australia banner, we continue to engage, and we continue to be approached to consider opportunities beyond the State. Energy Skills Queensland will be very selective in this uptake.

As the Hydrogen Industry continues to work through its challenges in standing up this clean alternative fuel, Energy Skills Queensland can be very pleased with its contribution to date.





Over the past three years, Energy Skills Queensland has been frustrated with the slow progress of the promised software to underpin the SkillPASS joint venture arrangements. Consequently, it has remained ‘work-in-progress’ until mid-May 2024 when pleasingly the Enterprise Protection Platform (EPP) software was fully implemented.

Much of 2023/24 was consequently lost to the early implementation phase of EPP (November 2023 to May 2024) and in the transitioning of clients onto the new platform. By Year End 2024, the adoption of the new platform was showing very positive signs and some great outcomes for users, as well as offering a podium for potential growth. Word-of-mouth is the best form of sales and so SkillPASS will now be able to leverage this.



Whilst EPP development and implementation has been ongoing, Energy Skills Queensland has been able to work with its partner Damstra in a number of tender efforts with the Clean Energy Council (CEC), specifically VCERT (a certification scheme for Victoria) as well as QCERT, a corresponding effort with the Queensland State Government. This included a requirement for a Worker App as well as the Company App that SkillPASS is arguably traditionally known for. Collaboration with software developers has produced an exciting option for Energy Skills Queensland which will consolidate in 2024/25.

Moreover, Energy Skills Queensland engaged with Jobs Skills Australia (the entity overseeing all national skill training package developments) as well as those responsible for considering the eventual introduction of a National Skills Passport. This initiative emerged from the Skills Summit 2022 undertaken by the Federal Government.

SkillPASS was the centre piece of these discussions, hand-in-hand with the work it is undertaking in the Queensland Electricity Database. Energy Skills Queensland notes and thanks the Construction Industry Redundancy Trust (CIRT) and the Department of Employment, Small Business and Training (DESBT) for their support in funding this initiative. Governments and Industry are finally beginning to value a skills verification service to manage the national skills challenge and make for a more flexible workforce. In that context, augurs well for SkillPASS long-term.

Of note, is the acquisition of Damstra by Ideagen, a global software investment company based out of the United Kingdom. This will very likely impact the future of the Joint Venture and will be a key consideration for 2024/25.

 **ENERGY PLACEMENT**
SERVICES

Energy Placement Services represents the design and delivery functions of Energy Skills Queensland's Traineeships, Skilling Queenslanders for Work initiatives (and their subsequent job placement work), and key mentoring activities such as Women in Electricity - a substantial government-funded program aimed at supporting first and second year female apprentices with the ultimate aim of growing this cohort in the workforce. The goal of Energy Placement Services is to furnish the Energy Industry with a cohort of individuals that they might otherwise miss, and to present them with a number of job-ready baseline skills. For workers, it is about building confidence and capability, enabling them to get a start in the Energy Industry.

In 2023/24 the Energy Placement Services Team delivered eight different programs focused mainly on construction and rail skills. These included multiple intakes across many regional Queensland areas including Rockhampton, Mackay, Goodna, Ipswich, Maryborough, Townsville, Toowoomba and Rosewood. Managing the diverse cohorts that sit at the core of Energy Placement Services' work is both taxing and rewarding, but at a time of stubbornly high labour and skills shortages, the benefits for industry, individuals, and communities are obvious. The programs we offer focus on life skills, Certificate II capabilities, and are life changing. Opportunities are often found within the Energy supply chain and this work is complementary to the work of the Industry Workforce Advisor. We offer this pathway as we recognise that small-medium-enterprises are critical to the future of the Energy Industry.

Traineeships offer Energy Skills Queensland a trial opportunity to explore ways of attracting new talent streams to the Industry, as well as fit-for-purpose training for individuals from these diverse cohorts. They help Industry meet their quotas too.

At the start of 2023/24, Energy Skills Queensland undertook its first Traineeship (Goodna) with two intakes that explored the principles of sustainability and limiting energy use by recycling, repurposing, and reusing products. One candidate went onto be nominated as a finalist (one of three finalists) for the Queensland Training Awards: Metropolitan Final. We also followed on the work of the Ipswich 'Cyber Hub' in 2022/23 by standing up another traineeship, in mid-2023/24 known as an Industry Skills Acquisition Centre (ISAC).



Finally, with the support of IoT Alliance Australia (IoTAA) and the Council of Small Business Organisations Australia (COSBOA), Energy Skills Queensland tendered for a large federal grant to establish Monitoring & Alert Security Operations Centres (MASOCs). This is still pending, but the initiative is designed to provide direct support and training opportunities to small-medium-enterprises - those in the Energy supply chain - as well as help them prepare for and manage a cyberattack.

Securing the supply chain and making them more resilient is a theme that Energy Skills Queensland holds dearly. We have long recognised that a safe Energy Industry is not just a safe workplace in its physical work practices but must also include safe cyberskills and a safe mental health environment. More work will come in these areas in 2024/25, including progressing Digital Badging within Industry 5.0 Skills Framework. These types of initiatives represent another example of over-the-horizon thinking that Energy Skills Queensland is undertaking in its efforts to make for a safer Energy Industry.



The Australian Training Alliance (ATA) – Energy Gateway remains work-in-progress. The 'one-stop-training-portal' was able to launch a website in 2023/24 and begin to build its value proposition for training organisations (RTOs and others). Work in 2023/24 included the Energy Skills Queensland Worker App which will act as a conduit for channelling important training information from the Training Sector to those seeking to advance their qualifications, or simply gain a start in the Energy Industry.

Whilst showcasing Queensland's training organisations' offerings through ATA, Energy Skills Queensland is also able to provide access to unique inhouse online foundation training that it has created over recent years. Be it in cybersecurity, hydrogen, electric vehicles, or generic induction, Energy Skills Queensland can expect increasing returns from these training products. In late 2023/24, ATA will add a program designed to improve the awareness of the dangers of Arc Flash. Promoting such online training, as well as the face-to-face offerings of many training organisations is central to this effort of providing a 'one-stop-training-shop' for the Energy Industry.

As adoption and uptake advances, more content will become available to the Energy Industry marketplace, as well as complementary extension products such as SkillPASS and Industry newsfeeds.



Industry 5.0 calls out the next most significant wave of change for the workforce of the future. As early adopters, the Energy Industry is likely to find itself at the forefront of these challenges. It will require the creation new skills to enable individuals to succeed in the 'connected world' that is the future of energy.

Energy Skills Queensland, under its IoT Skills Australia banner, has been contemplating what these challenges might look like for the Energy Industry. Be it automation in the form of autonomous drones, driverless mining vehicles, or programable robots; or in the form of smart homes, smart vehicles, and smart cities; IoT Skills

Australia recognises the urgency of a national conversation in the skills required and desired to operate with these emerging technologies. At their core is artificial intelligence (Ai) inclusive of Generative AI, a general-purpose technology that will reshape the economy and the labour market and lead to new business models. Ai and Generative AI are upon us, but the market remains uncertain as to how best to harness their potential. 2024/25 will add to this story, but it cannot be ignored.

Consequently, in 2023/24, IoT Skills Australia began to grow its involvement with Industry 5.0. As a complement to the connected world of devices - that is, the Internet of Things (IoT) - Industry 5.0 will emerge as a platform for recognition of "21st Century transferable skills". IoT Skills Australia will explore this with those driving the Energy Industry, as it believes these skills will be required and must go hand-in-hand with the technical skills.

IoT Skills Australia continuing role as an Executive Council Member on the IoT Alliance Australia (IoTAA), the peak industry body and a driver of IoT for good and a data smart Australia, has expanded in 2023/24 to include involvement on a Workforce, Skills and Capability Workstream. The Workstream's focus is on the development of a Digital Skills Barometer, among other priorities (developing a skills overlay to IoTAA's reference architecture, applying an IoT lens to the SFIA skills framework, reviewing the capability assessment, preparing joint micro credentials in "IoT Basics" and "IoT in Australia", and developing an IoT Course Database).

We are pleased to have representation at both a staff and director level (Jakes Jacobs and Dominic Schipano are key members of this Workstream) to explore the impact on workplaces and communities. They are likely to be transformative and will only accelerate in the Energy Industry as it is often an early adopter and driver of change (as creators, designers, and installers).



FINANCIAL REPORT

For the year ended 30 June 2024

Result

Energy Skills Queensland realised a surplus of \$1.51 million from the sale of the property located at 70 Sylvan Road, Toowong on 5th December 2023. The property was acquired 12 years prior, resulting in a successful disposition after a long-term holding period.

In 2023/2024 total revenue increased to \$4.21 million compared to \$3.04 million last year. Total expenses for 2023/24 amounted to \$3.99 million, \$1.15 million higher than in 2022/23.

Revenues

Energy Skills Queensland experienced an impressive 38% growth in total revenue compared to the prior financial year. This can be attributed to several key areas, including a significant increase in Energy Placement Services' Skilling Queenslanders for Work projects, together with increased activity in other projects, such as Energy Skills Queensland's Workforce Planning activities.

The successful placement of three traineeship programs through the Queensland Workforce Skilling program and the establishment of the inaugural two Integrated Skilling and Alert Centre (ISAC) programs also contributed significantly to the revenue increase. Additionally, securing industry tenders for projects such as the Gateway to Industry in Schools Renewable Energy (GISP_RE), and the Women in Electricity mentoring program propelled total revenues to \$3.52 million. This figure surpasses the approved and expected budget by a commendable \$2.01 million.

Expenses

Total expenses for 2023/24 amounted to \$3.99 million which was \$1.15 million higher than 2022/23, and \$933 thousand higher than the approved budget expenditure. Staff and traineeship wages are a major expense accounting for 59% of total expenses compared to 67% of total expenses in 2022/23. The increased scope of Energy Skills Queensland's traineeship programs has led to a significant rise in trainee levels, with a total of 60 trainees involved in the programs compared to 12 in the prior year. Position headcount remained within the range of 14 and 16 across the Year.

Balance Sheet Summary 2023/2024

Financial position

Energy Skills Queensland is pleased to report a robust financial position as of June 30, 2024, reflecting the success of its operations in the current fiscal year. The organisation's equity has grown to \$3.72 million, supported by total assets of \$4.91 million. Liabilities are well-managed, standing at \$1.19 million. With a strong balance sheet in place, the organisation is well-positioned to aggressively pursue continued growth in its core mission.

FINANCIAL REPORT

For the year ended 30 June 2024

Total Assets comprise intangible training assets valued at \$23 thousand, and a cash equivalents balance of \$1.47 million. The financial assets include investments in two-term deposits totaling \$2.7 million. There were notable changes in the company's asset positions between 2023/24 and the previous reporting period. The cash equivalents balance increased by \$633 thousand, and loan receivables increased to \$256 thousand. This increase in loan receivables is primarily attributable to the SkillPASS joint venture.

Total Liabilities are comprised of trade payables, staff entitlements and unacquitted government grants. The current ratio, a measure of an entity's ability to meet short-term debt obligations, is reported to be 11.43:1. This ratio indicates that current assets are 11.43 times greater than current liabilities, suggesting that Energy Skills Queensland has sufficient resources to cover its short-term financial commitments.

Energy Skills Queensland boasts a solid financial foundation. This strength is a direct result of the effective governance practices implemented by the Board of Directors (Management Committee) and the dedicated efforts of its staff. This financial security empowers Energy Skills Queensland to maintain its leadership role in workforce planning and skilling initiatives across the entire Queensland energy sector.

Future Focus

Moving forward into 2024/25 some key areas for the finance department include:

- The implementation of Microsoft Power BI as a new software solution for managing cash flow, budgets, and financial reporting.
- Operation and reporting of the SkillPASS joint venture.
- New reporting and disclosure requirements, accompanying the move to Energy Skills Ltd.

In addition, revenues are expected to remain tight along with an expected but very small surplus.



Kay Robinson

Finance Manager

Energy Skills Queensland

Date: 11.10.2024

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For the year ended 30 June 2024

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Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2024

	Note	2024 (\$)	2023 (\$)
Income			
Revenue		3,523,484	2,799,797
Interest received		65,397	4,236
Other Income		630,148	236,445
Total income		4,219,029	3,040,478
Expenses			
Personnel Costs	4.1	1,847,819	1,907,664
Operating Expenses	4.2	2,056,858	763,637
Depreciation expenses		86,256	161,203
Total expenses		3,990,933	2,832,504
Surplus before income tax		228,096	207,974
Income Tax Expenses		0	0
Surplus for the year		228,096	207,974
Gain on Revaluation of land		0	945,454
Income Tax		0	0
Other Comprehensive Income/(Loss), net of Income Tax		0	945,454
Total Surplus/(Deficit) and Other Comprehensive Income for the year		228,096	1,153,427
The accompanying notes form part of the financial statements.			

Statement of Financial Position

For the year ended 30 June 2024

	Note	2024 (\$)	2023 (\$)
Assets			
Current Assets			
Cash and cash equivalents	5	1,477,892	844,369
Accounts receivable and other debtors	6	404,194	796,381
Other assets	7	302,869	14,809
Land at committee valuation	9.2	0	1,854,545
Building and improvements	9.2	0	865,531
Financial Assets	8	2,700,000	0
Total Current Assets		4,884,955	4,375,634
Non-Current Assets			
Intangible assets	9.1	23,272	100,167
Plant and equipment	9.2	9,263	11,807
Total Non-Current Assets		32,535	111,974
Total Assets		4,917,490	4,487,608
Liabilities			
Current Liabilities			
Trade and other payables	10	344,643	253,050
Provisions	11	82,576	77,751
Total Current Liabilities		427,219	330,801
Non-Current Liabilities			
Provisions	12	0	25,507
Contract liabilities	13	765,602	634,727
Total Non-Current Liabilities		765,602	660,233
Total Liabilities		1,192,821	991,035
Net Assets		3,724,668	3,496,573
Equity			
Retained earnings		3,724,668	2,551,119
Reserves		0	945,454
Total Equity		3,724,668	3,496,573
The accompanying notes form part of the financial statements.			

Statement of Changes in Equity

For the year ended 30 June 2024

	Note	2024 (\$)	2023 (\$)
Retained earnings			
Balance as at 1 July 2023		3,496,573	2,343,145
Surplus		228,096	207,974
Revaluation reserves		0	945,454
Total Retained earnings		3,724,668	3,496,573
The accompanying notes form part of the financial statements.			

Statement of Cash Flow

For the year ended 30 June 2024

	Note	2024 (\$)	2023 (\$)
Cash flows from operating activities			
Receipts from customers		4,439,756	3,753,779
Payments to suppliers and employees		(4,451,973)	(3,457,635)
Interest received		65,397	
Net cash provided by/(used in) operating activities		53,179	296,144
Cash flows from investing activities			
Receipts from disposal of PPE		3,327,273	0
Payment for property, plant & equipment		(6,067)	(19,755)
Payment for intangible assets		0	(22,201)
Loans from/(to) related parties		(40,862)	(194,962)
Payment for investment in term deposits		(2,700,000)	0
Net cash provided by/(used in) investing activities		580,344	(236,918)
Cash flows from financing activities			
Net cash provided by/(used in) financing activities		0	0
Net increase/(decrease) in cash and cash equivalents		633,523	59,226
Cash and cash equivalents at the beginning of the year		844,369	785,143
Cash and cash equivalents at the end of the year		1,477,892	844,369
The accompanying notes form part of the financial statements.			

Notes to the Financial Statements

For the year ended 30 June 2024

Note 1: Basis of Preparation

The financial report covers Energy Skills Queensland as an individual entity. Energy Skills Queensland is a not-for-profit Company incorporated and domiciled in Australia.

The principal activities of the entity for the year were skills planning and development.

The functional and presentation currency of ESQ is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 1981 (QLD) and the Australian Charities and Not-for-profit Act 2012 (Cth). The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following material accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

Note 2: Summary of Material Accounting Policies

Income tax

The association is exempt from the payment of income tax under the provisions of Division 50 of the Income Tax Act 1997 Government subsidies.

Subsidies are received from both the Commonwealth and State Government. Subsidies received for specific capital items are disclosed separately in the income statement.

Other subsidies being for operating expenses are deferred as a liability until the services for which they were received are performed, at which time they are transferred to revenue.

Subsidies received for Third Party Funding are deferred as a liability until the services for which they were received are performed, at which time they are distributed to the third party and a brokerage fee is recognised as revenue.

Property, Plant and Equipment (PPE)

Motor vehicles, computers, furniture and fittings, office equipment and leasehold improvements are carried at cost less, where applicable, any accumulated depreciation. The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. The assets are depreciated at the following rates:

- Land is valued at committee valuation and not depreciated
- Buildings - 26.7 years calculated under the straight-line basis
- Motor vehicle – 6 ²/₃ years calculated under the diminishing value basis

Notes to the Financial Statements

For the year ended 30 June 2024

- Plant and equipment – 3-10 years calculated under the diminishing value basis
- Software – 2 ½ years calculated under the straight-line basis
- Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.
- Intangible assets amortised over the period of its projected life

Research and development

Expenditure during the research phase of a project is recognised as an expense when incurred. Development costs are capitalised only when technical feasibility studies identify that the project will deliver future economic benefits and these benefits can be measured reliably.

Capitalised development costs are amortised on a systematic basis matched to the future economic benefits over the useful life of the project.

Impairment of assets

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income.

Employee provisions

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee provisions have been measured at the amounts expected to be paid when the liability is settled.

Provisions

Provisions are recognised when the association 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 at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Cash and cash equivalents

Cash on hand includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

Accounts Receivable and other debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

Notes to the Financial Statements

For the year ended 30 June 2024

Revenue and other income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Licensed product revenue is revenue generated from courses owned by the business and licensed out to registered training providers for deliver.

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

Dividend revenue is recognised when the right to receive a dividend has been established. Project management and consultancy fees revenue is revenue generated from workforce planning employment programs and the SkillPASS product.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt. If conditions are attached to the grant that must be satisfied before the association is eligible to receive the contribution, recognition of the grant as revenue will be deferred until those conditions are satisfied.

Sundry revenue is revenue generated from sublet of the commercial property owned by the business, employment subsidies, and sales of fixed assets. This revenue line is generally recognised at the time of receipt.

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

Leases

Leases of PPE, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the association, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term. Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

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 (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

Notes to the Financial Statements

For the year ended 30 June 2024

Financial assets

Investments in financial assets are initially recognised at cost, which includes transaction costs, and are subsequently measured at fair value, which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

Accounts payable and other payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

Note 3: Critical Estimates and Judgements

The Committee of Management, bring the Responsible Persons, make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made here have been described below.

Key Estimates

Provisions

Provisions are recognised when the Association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow will result and that outflow can be reliably measured.

Impairment

The Association assess impairment at the end of each reporting period by evaluating conditions that may be indicative of impairment triggers.

Key Judgements

Useful lives of assets

The Association determines the estimated useful lives of assets and related depreciation for property, plant and equipment.

Notes to the Financial Statements

For the year ended 30 June 2024

	2024 (\$)	2023 (\$)
Note 4: Expenses		
Note 4.1: Personnel Costs		
Salaries	1,589,318	1,686,097
Salary related oncosts	248,006	215,480
Staff recruitment	690	1,422
Staff related expenses	9,805	4,664
Total	1,847,819	1,907,663
Note 4.2: Other Expenses		
Audit and accounting fees	38,577	32,314
Bank charges	5,695	11,979
Body corporate fees	3,619	19,246
Cleaning/rubbish removal	13,318	12,762
Computer expenses	161,375	72,745
Conference expenses	5,942	21,450
Electricity expenses	20,468	12,897
Entertainment expenses	2,333	5,558
Event expenses	27,346	19,001
Fringe benefit tax	4,885	8,247
Hire – general	0	1,755
Insurance expenses	26,744	12,475
Legal	86,687	25,731
Marketing and research	52,645	28,981
Meeting expenses	5,677	0
Motor vehicle expenses	6,100	4,303
Office expenses	37,251	7,500
Other expenses	10,737	9,103
Postage	3,624	2,998
Printing and stationery	8,470	19,761
Project and consultancy expenses	1,282,946	306,216
Rent	122,755	7,091

Notes to the Financial Statements

For the year ended 30 June 2024

Subscriptions and memberships	34,430	25,473
Telephone expenses	10,725	15,037
Travel expenses	84,428	77,149
Uniforms	80	3,862
Total	2,056,858	763,637

	2024 (\$)	2023 (\$)
Note 5: Cash and Cash Equivalents		
Business online saver	1,259,755	274,268
Cash management account	207,242	566,532
PayPal	127	127
Weel	10,768	3,442
Total	1,477,892	844,369
Note 6: Trade and Other Receivables		
Trade debtors	98,717	578,058
Interest and other amounts receivable	48,782	0
Staff debtors	0	2,500
Joint Venture - SkillPASS Pty Ltd	256,695	215,824
Total	404,194	796,381
Note 7: Other Assets		
Accrued revenue/Contract asset	282,191	0
Prepayments	17,378	14,809
Deposits	3,300	0
Total	302,869	14,809
Note 8: Financial Assets		
Term Deposit 443050398494	500,000	0
Term Deposit 443050398486	2,200,000	0
Total	2,700,000	0

Notes to the Financial Statements

For the year ended 30 June 2024

	2024 (\$)	2023 (\$)
Note 9		
Note 9.1: Intangibles		
Generic induction	117,857	117,857
Less amortised	(104,282)	(77,381)
SkillPASS	226,071	226,071
Less amortised	(226,071)	(212,053)
SLAW	36,601	36,601
Less amortised	(33,232)	(25,619)
Trademarks	4,500	4,500
Less amortised	(1,613)	(1,163)
Electric vehicle course	0	8,700
Less amortised	0	(450)
Cyber security	21,540	21,540
Less amortised	(18,960)	(13,090)
Software - at cost	234,119	275,035
Less accumulated depreciation	(233,258)	(260,381)
Total	23,272	100,167
Movement in Carrying Amounts		
Balance at beginning of the year	100,167	156,018
Additions	0	22,201
Amortisation	(54,694)	(78,052)
Write offs	(22,201)	0
Total	23,272	100,167
Note 9.2: Property, Plant and Equipment		
Land and building - at FV	0	2,889,291
Building improvements - at cost	0	421,340
Less accumulated depreciation	0	(590,555)
Plant and equipment – at cost	200,165	224,729
Less accumulated depreciation	(190,902)	(212,922)
Total	9,263	2,731,882

Notes to the Financial Statements

For the year ended 30 June 2024

	2024 (\$)	2023 (\$)
Movement in Carrying Amounts		
Movement in carrying amounts for each class of fixed asset.		
Land and Building		
Balance at beginning of the year	2,720,076	1,820,905
Additions	0	0
Revaluation	0	954,394
Depreciation	22,951	(55,223)
Disposals	(2,743,027)	0
Total	0	2,720,076
Plant and Equipment		
Balance at beginning of the year	11,807	29,976
Additions	6,067	19,755
Depreciation	(8,611)	(30,388)
Disposals/write offs	0	(7,536)
Total	9,263	11,807
Note 10: Trade and Other Payables		
Credit cards	159	0
Accrued expenses and other creditors	16,450	7,393
Goods and services tax payable	70,801	78,531
PAYG	36,369	33,296
Payroll tax payable	0	17,528
Trade creditors	198,951	93,289
Superannuation payable	17,428	23,014
FBT	4,484	0
Total	344,643	253,050
Note 11: Provisions (Current)		
Annual leave	82,576	78,856
FBT	0	(1,105)
Total	82,576	77,751

Notes to the Financial Statements

For the year ended 30 June 2024

	2024 (\$)	2023 (\$)
Note 12: Provisions (Non-Current)		
Long service leave	0	25,507
Total	0	25,507
Note 13: Contract Liabilities		
Project Grants		
DET VET services	1,519,118	1,349,118
Less expensed	(1,519,118)	(1,349,118)
Sub total	(0)	(0)
SQW - NC8407 - Rail	75,400	52,780
Less expensed	(75,401)	(54,970)
Sub total	(1)	(2,190)
SQW - CQ8404 - Rail	77,762	136,360
Less expensed	(78,457)	(48,086)
Sub total	(695)	88,274
SQW - CQ8406 - Rail	81,705	54,948
Less expensed	(81,951)	(21,234)
Sub total	(246)	33,714
SQW - MT8405 - Rail	110,973	77,770
Less expensed	(120,768)	(74,689)
Sub total	(9,795)	3,081
SQW - NQ8402 - Rail	81,470	81,470
Less expensed	(81,855)	(81,855)
Sub total	(385)	(385)

Notes to the Financial Statements

For the year ended 30 June 2024

DESBT 08741	144,084	144,084
Less expensed	(144,085)	(144,085)
Sub total	(1)	(1)
DESBT VET 8896	350,000	350,000
Less expensed	(349,995)	(331,616)
Sub total	5	18,384
DESBT 9140	300,000	300,000
Less expended	(300,000)	(125,696)
Sub total	(0)	174,304
MT08929 - Goodna	517,600	362,320
Less expended	(517,600)	(277,116)
Sub total	0	85,204
DESBT 9177	314,500	314,500
Less expended	(314,500)	(159,259)
Sub total	0	155,241
SQW - MT8927 - Civil	67,918	48,160
Less expended	(67,892)	(15,794)
Sub total	26	32,366
SQW - NC8930 - Rail	61,740	61,740
Less expended	(61,740)	(21,519)
Sub total	(0)	40,221
SQW - NQ8928 - Rail	81,410	(3,082)
Less expended	(81,410)	(16,225)
Sub total	0	(19,306)

Notes to the Financial Statements

For the year ended 30 June 2024

CIRT Data Warehouse	200,000	100,000
Less expended	(200,000)	(100,000)
Sub total	0	0
Less expended - Massoc	0	(74,180)
Sub total	0	(74,180)
SQW - Accrue - Rail	0	100,000
Sub total	0	100,000
ISAC CO09955	140,000	0
Less expended	(140,000)	0
Sub total	(0)	0
SQW - DS09464 - Rail	65,520	0
Less expended	(65,520)	0
Sub total	0	0
SQW - NT09465 - Rail	48,400	0
Less expended	(48,400)	0
Sub total	0	0
DESBT VET Workforce Transition Towards Hydrogen	(18,029)	0
Sub total	(18,029)	0
SQW - MT10164 - Rail	12,436	0
Sub total	12,436	0
SQW - NQ10434 - Rail	12,867	0
Sub total	12,867	0

Notes to the Financial Statements

For the year ended 30 June 2024

SQW - MT10436 - Business	139,100	0
Sub total	139,100	0
Renewable GISP	76,473	0
Sub total	76,473	0
SQW - MT10435 - Construction	108,235	0
Sub total	108,235	0
Women in Trades Mentoring Program	470,728	0
Sub total	470,728	0
MT ISA NQ11262 Life Skills	(25,118)	0
Sub total	(25,118)	0
Total	765,602	634,728

	2024 (\$)	2023 (\$)
Note 14: Key management personnel remuneration		
Total key management personnel remuneration	383,391	357,745

Note 15: Related Party Transactions		
(a) ESQ's main related parties are as follows:		
Full name of related party	Note	Nature of relationship
SkillPASS Pty Ltd	SkillPASS Pty Ltd (ACN 637610 756) as trustee of the SkillPASS Unit Trust of 70 Sylvan Road Toowong Queensland.	SkillPASS Pty Ltd is a joint venture company between Energy Skills Queensland Inc and Damstra Technology Pty Ltd (ACN 086 218 742)
David Cross	David Cross - Secretary	David Cross was a member of the charity's management committee for the entire financial year

Notes to the Financial Statements

For the year ended 30 June 2024

Peter Price	Peter Price - Chairperson. He resigned from the role effective 31 July 2024.	Peter Price was a member of the charity's management committee for the entire financial year.
Malcolm Richards	Malcolm Richards - Vice-president	Malcolm Richards was a member of the charity's management committee from 1st July 2023 to 17th October 2023
Sarah Loveday	Sarah Loveday - Committee Member	Sarah Loveday was a member of the charity's management committee from 10th November 2023 to 30th June 2024
Edwin De Prinse	Edwin De Prinse - Treasurer. He was appointed as a new Chairman from 27 August 2024.	Edwin De Prinse was a member of the charity's management committee for the entire financial year.
Belinda Watton	Belinda Watton - Committee Member	Belinda Watton was a member of the charity's management committee for the entire financial year
Scott Reichman	Scott Reichman - Committee Member	Scott Reichman was a member of the charity's management committee for the entire financial year
Dominic Schipano	Dominic Schipano - Committee Member	Dominic Schipano was a member of the charity's management committee for the entire financial year
(b) Transactions with related parties		
Owed to ESQ		
	2024 (\$)	2023 (\$)
SkillPASS Pty Ltd	256,695	215,823

	2024 (\$)	2023 (\$)
Note 16: Auditor's Remuneration		
Audit fee		
Forvis Mazars Assurance Pty limited	17,500	15,500
Total Audit fee	17,500	15,500

Notes to the Financial Statements

For the year ended 30 June 2024

	2024 (\$)	2023 (\$)
Note 17: Notes to the Statement of Cash Flows		
Reconciliation of Cash at the End of the Year		
Cash and cash equivalents	1,477,892	844,369
Credit cards & overdrafts	0	0
Total	1,477,892	844,369
Reconciliation of Net Cash Provided by Operating Activities		
Profit (loss) after income tax	228,096	207,974
Non-cash flows in operating profit		
Depreciation and amortisation	86,256	162,262
(Profit) Loss on sale of fixed assets	(630,148)	0
PPE/Intangible Write off	22,201	0
Changes in current assets and liabilities		
(Increase)/Decrease in trade receivables and other receivables	433,049	(451,797)
(Increase)/Decrease in other assets	(288,060)	(9,831)
(Increase)/Decrease in inventories	0	0
(Increase)/Decrease in trade payables	91,593	(167,866)
(Increase)/Decrease in contract liabilities	130,875	581,090
Increase/(Decrease) in employee provisions	(20,682)	(25,686)
Net cash provided by operating activities	53,179	296,144

Note 18: Events subsequent to reporting date and contingent liabilities

There are no subsequent events or any contingent liabilities that are likely to have a material effect on the results of the Association as disclosed in the financial statements.

Notes to the Financial Statements

For the year ended 30 June 2024

	2024 (\$)	2023 (\$)
Note 19: Income Statement		
Income		
Licensed products	40,196	63,515
Interest received	65,397	4,236
Project management and consultancy fees	3,477,938	2,736,282
Sundry	635,498	236,445
Total Income	4,219,029	3,040,478
Expenditure		
Audit and accounting fees	38,577	32,314
Computer expenses	161,375	72,745
Conference expenses	5,942	21,450
Depreciation expense	86,256	161,203
Event expenses	27,346	19,001
Insurance expenses	26,744	12,475
Marketing and research	52,645	28,981
Office expenses	37,251	7,500
Postage	3,624	2,998
Printing and stationery	11,429	19,761
Project and consultancy expenses	1,279,987	306,216
Rent	122,755	7,091
Salaries	1,589,319	1,686,097
Salary related oncosts	248,006	215,480
Staff recruitment	690	1,422
Staff related expenses	9,805	4,664
Telephone expenses	10,725	15,037
Travel expenses	84,428	77,149
Other expenses	194,028	140,919
Total expenses	3,990,933	2,832,504
Current year profit / loss	228,096	207,974
Gain on revaluation	0	945,454
Total Profit/(Loss) and Other Comprehensive Income for the year	228,096	1,153,428

Notes to the Financial Statements

For the year ended 30 June 2024

Accumulated surplus		
Accumulated surplus at the beginning of the financial year	3,496,573	2,343,146
Revaluation reserves	(945,454)	0
Accumulated surplus at the end of the financial year	3,724,668	3,496,573
Note 20: Operating lease commitments		
One year or less	39,000	0
Operating lease commitments		
Operating lease commitments relate to rental commitment for the lease of property (2023: Nil)		
Note 21: Statutory Information		
Company: Energy Skills Queensland		
ABN: 19 551 585 399		
Registered Office: Level 2, 57 Berwick Street, Fortitude Valley, 4006		

Responsible Person's Declaration

The responsible persons of the Association declare that:

- The financial statements and notes for the year ended 30 June 2024 are in accordance with the Australian Charities and Not-for-profits Commission Act 2012 and:
 - Comply with Australian Accounting Standards, to the extent stated in basis of preparation Note 1 to the financial statements, constitutes explicit and unreserved compliance with International Financial Reporting Standards (IFRS); and
 - give a true and fair view of the financial position as at 30 June 2024 and of the performance for the year ended on that date of the Association.
- In the responsible persons' opinion, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

Signed in accordance with Australian Charities and Not-for-profit Commission Regulations 2022.



Edwin de Prinse

Chairperson

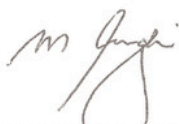
Date: 11/10/2024

Auditor's Independence Declaration under Section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor for the audit of Energy Skills Queensland for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2024 there has been:

- (i) no contraventions of the auditor independence requirements as set out in *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Forvis Mazars Assurance Pty Limited



Michael Georghiou

Director

Brisbane, 10 October 2024

Independent Auditor's Report to the members of Energy Skills Queensland Inc.

Opinion

We have audited the accompanying financial report of Energy Skills Queensland Inc. (the Association), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended and notes to the financial statements, including a summary of material accounting policies, and the responsible person's declaration.

In our opinion, the financial report presents fairly, in all material respects, the financial position of the Association as at 30 June 2024, and its financial performance for the year then ended in accordance with the financial reporting requirements of the *Associations Incorporation Act 1981 (QLD)* and the *Australian Charities and Not-for-profit Act 2012*.

Basis for Opinion

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

We 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 the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Association to meet the requirements of the *Associations Incorporation Act (QLD) 1981* and the *Australian Charities and Not-for-profit Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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

The Management is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards, the *Associations Incorporated Act 1981 (QLD)* and the *Australian Charities and Not-for-profit Act 2012*, and for such internal control as the management determines 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 management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

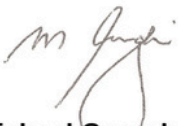
Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that 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 judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association'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 Association'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 Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with 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.

Forvis Mazars Assurance Pty Limited



Michael Georghiou

Director

Brisbane, 15 October 2024



EMAIL



info@energyskillsqld.com.au

WEBSITE



www.energyskillsqld.com.au

PHONE



(07) 3721 8800

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