

# Annual Report 2025



**The International Specialised Skills Institute**

1 / 189 Faraday Street, Carlton VIC 3053

t: 03 9347 4583 [www.issinstitute.org.au](http://www.issinstitute.org.au)

# Table of Contents



---

ISSI Staff & Board	3
About Us	5
A message from the Chair	6
A message from the CEO	8
Partners and Sponsors	10
Case Study	11
Activities, Communications and Events	14
Celebrating 25 Years of the International VET Practitioner Fellowship	16
Events	18
2025 Published Reports	20
2025 Fellows	22
Treasurers Report	32
Financials	33



Alexander Douthwaite, George Alexander Foundation Fellowship

# ISSI Staff & Board

## ISSI Staff



**Katrina Jojkity**  
Chief Executive Officer



**Kay Schlesinger**  
Program Manager



**Keith Beecher OAM**  
Finance Manager



**Abigail Rowntree**  
Social Media |  
Content



**Florentina Mertoiu**  
Communications |  
Design

## ISSI Board



**Amalia Di Iorio AM**  
Chair



**Alisia Romanin**  
Secretary



**Adrian Capogreco**  
Treasurer



**Jeremy Gobbo KC**  
Board Member



**Dr Bill Petreski**  
Board Member



**Vicki Abraham**  
Board Member



**Susan Ranouf**  
Board Member



**Robert Buckingham**  
Board Member

## Patrons



**Lady Potter AC**  
Patron in Chief



**Tony Schiavello AM**  
Patron



**Mark Kerr**  
Patron



**James MacKenzie AO**  
Patron



**Molly Younger, George Alexander Foundation Fellow**



**Beatrice Jeavons, George Alexander Foundation Fellow**

# About Us



The International Specialised Skills Institute (ISS Institute) is an independent, not-for-profit organisation founded in 1991 by Sir James Gobbo AC CVO QC, the former Governor of Victoria. Our mission is to develop an innovative, skilled and smart Australia by cultivating the mastery and knowledge of talented Australians through international applied research Fellowships.

For over 34 years, we have been at the forefront of providing opportunities for skill enhancement and experience-gathering across a wide spectrum of trades, professions and cutting-edge technologies. The Institute's primary goal is to promote investment in the development of specialised skills in Australia, fostering shared learning, leadership and innovation across diverse industry sectors.

At the heart of our organisation is our Fellowship program, meticulously designed to identify skill or knowledge gaps in Australian industries and pinpoint areas requiring innovation. Fellowship recipients embark on international journeys to observe and understand global best practices. To date, over 600 talented Australians have received Fellowships, visited more than 30 countries and informed over 75 industry sectors.

- Upon their return, our Fellows share their findings through:
- Publication of detailed Fellowship Reports distributed to government, industry and educational institutions
- Recommending improvements and enhancements in their industry sector
- Introducing new practices and techniques
- Disseminating their learnings, findings and recommendations via workshops, conferences and forums

The ISS Institute's Fellows represent a broad cross-section of Australian industries, and their participation in our program yields multifaceted benefits. These include economic growth through increased productivity across various sectors, preservation of essential skills for future generations, personal growth and professional advancement for the Fellows themselves, introduction of new perspectives and fostering innovation within workplaces.

Through our international research Fellowships, the ISS Institute plays a pivotal role in Australia's skill development landscape, providing valuable opportunities for Australians to enhance their expertise while simultaneously contributing to economic growth, personal development and the cultivation of an innovative workforce.

As we continue to evolve and adapt to the changing needs of Australian industries, our commitment remains steadfast: to build a better skilled and smarter Australia, one Fellowship at a time. The International Specialised Skills Institute stands as a crucial bridge between innovative Australians and the global best practices that can drive our nation forward in an increasingly competitive world.

# A message from the Chair

---

**“We are building on the vision of Sir James to support the development of a better skilled and smarter Australia by acting as a bridge between Australians who are committed to driving innovation and upskilling within their industry sector and our generous partners who choose to support this journey.”**



Rebecca Boehme, Mason Family Trust Fellow

As the Chair of the International Specialised Skills Institute, it is with great pride and enthusiasm that I reflect on our achievements in 2025. We continue to build upon Sir James Gobbo's vision of a better skilled and smarter Australia, acting as a bridge between innovative Australians and our generous partners who support their journey.

For over 34 years, ISS Institute has been at the forefront of providing international applied research opportunities, with more than 800 talented individuals participating in our Fellowship programs. This year alone, we appointed 23 new outgoing Fellows, all contributing to the exchange of knowledge and skills across diverse sectors. Our 2025 Fellowships have covered an impressive range of topics, from innovative approaches in sustainability and preservation to advancements in vocational education and training.

The impact of our Fellows continues to grow, driving innovation and implementing changes that enhance skills and knowledge throughout Australia. I am particularly impressed by our 2025 cohort, which includes Fellows like Tracy Pearce, whose work on Vocational Centres of Excellence is establishing new benchmarks for the Health and Community Services sector. Fellows such as Lauren Crockett and Marlo Lyda are expanding our focus on sustainability and preservation through their innovative research in anti-demolition strategies and circular stone revival.

This year, we successfully delivered two Illuminate forums in collaboration with the VET Development Centre. Our July forum focused on "Creating Impact in Vocational Education and Training," while our November event addressed "A Spotlight on Educator and Learner Wellbeing." Additionally, the 2025 October VET AVETRA ISS Institute Fellowship Forum brought together practitioners and researchers to share knowledge and enhance VET through international insights. These events collectively strengthened our commitment to disseminating applied research findings and fostering dialogue among VET practitioners, industry leaders and researchers.

I am delighted to welcome three new members to our Board this year: Ms Susan Renouf, who brings over three decades of distinguished experience in fashion and retail, Dr Bill Petreski, a highly regarded strategic advisor with extensive expertise in corporate governance, innovation and transformation and Robert Buckingham, a creative director, curator and strategist. Their valuable insights and diverse perspectives will undoubtedly enhance our capacity to guide the Institute through its next phase of growth and impact.

On behalf of the Board, I extend our sincere gratitude to our partners, the Victorian Skills Authority, The George Alexander Foundation, The Italian Australian Foundation and the Mason Family Trust, whose support makes these transformative Fellowships possible. Their backing not only enhances the personal and professional growth of our Fellows but also contributes significantly to the positive transformation of various sectors and the overall growth of Australia's workforce.

I would also like to acknowledge the unwavering commitment of our Board members and the dedicated ISS Institute team, led by Dr Katrina Jojkity. Their expertise and passion continue to drive the Institute forward, and we are fortunate to have such a dedicated group of individuals supporting our mission.

Looking ahead to 2026, we are excited about expanding our impact through new strategic partnerships and innovative fellowship opportunities. The International Specialised Skills Institute remains committed to fostering innovation, promoting excellence and contributing to the development of a highly skilled workforce that can address the evolving challenges of our rapidly changing world.

In closing, I extend my heartfelt thanks to our partners, Fellows and the exceptional team at ISS Institute. Your commitment to our mission of advancing skills and knowledge in Australia is invaluable, and I look forward to witnessing the continued success and impact of the Institute in the future.

*Professor Amalia Di Iorio AM  
Chair, International Specialised Skills Institute*

# A message from the CEO



Alex Dowthwaite, George  
Alexander Foundation Fellow



Candace Van Der Krogt, VET Practitioner Fellow

As the Chief Executive Officer of the International Specialised Skills Institute, I am proud to present our annual report for 2025. Our primary goal remains fostering an innovative, forward-thinking and highly skilled Australia through industry-focused international applied research Fellowships.

This year has been transformative and dynamic, with over 20 Fellowship reports published, exceeding our strategic targets. We welcomed 23 new outgoing Fellows this year. Our events and forums attracted more than 1000 attendees, both online and in-person, covering crucial topics such as sustainable manufacturing, digital transformation in traditional trades, climate adaptation strategies and VET educator excellence.

A significant highlight was our 2025 Alumni Catch Up event held in October, which brought together Fellows from across multiple years to share their ongoing impact and continued professional development. We were delighted to witness the collaborations and networks that have formed organically through our Fellowship community.

This year, we successfully delivered two Illuminate forums in collaboration with the VET Development Centre. The July Illuminate Forum focused on “Creating Impact in Vocational Education and Training,” showcasing innovation and excellence resulting from VSA ISS Institute International VET Practitioner Fellowships. The event provided a valuable platform for Fellows to share their applied research and its implementation across the sector. Our November Illuminate Forum centred on “A Spotlight on Educator and Learner Wellbeing,” addressing the crucial topic of wellbeing in the VET sector and providing practical strategies to support both educators and students.

A key achievement this year was the 2025 October VET AVETRA ISS Institute Fellowship Forum, held on 21 October. This collaborative applied research conference with the Australian Vocational Education and Training Research Association (AVETRA) focused on “Sharing knowledge and enhancing VET through international insights.” The forum featured outstanding presentations from our Fellows, including Dr Gabrielle Koutoukidis on digitalisation

in health, Lisa Piller on circular textile design, and Associate Professor Melanie Williams on unpacking vocational excellence, among others. This event strengthened our commitment to disseminating applied research findings and fostering dialogue among VET practitioners and researchers.

This year saw the launch of The Skills Exchange podcast, an initiative that further amplifies the voices of our Fellows and connects their valuable research with broader audiences.

We are particularly proud of our expanding focus on sustainability and preservation, exemplified by Fellows like Lauren Crockett, whose “Anti-Demolition” research explores innovative methods for maintaining and adapting existing buildings instead of demolition, and Marlo Lyda, whose work on circular stone revival is harnessing heritage techniques for sustainable Australian design.

Our success continues to be made possible by the generous support of our partners, including the Victorian Skills Authority, the George Alexander Foundation, The Italian Australian Foundation, the Mason Family Trust. Their continued backing enables us to deliver our exceptional Fellowship Program.

I extend my appreciation to our dedicated team for their unwavering commitment and vision. The leadership of our Board, under the guidance of Professor Amalia Di Iorio AM as Chair, has been instrumental in our achievements, and we are deeply grateful for their continued support and direction.

Looking ahead to 2026, we are excited about expanding our impact through new strategic partnerships and innovative Fellowship opportunities. The International Specialised Skills Institute remains committed to fostering innovation, promoting excellence and contributing to the development of a highly skilled workforce that can address the evolving challenges of our rapidly changing world.

Dr Katrina Jojkity  
Chief Executive Officer  
The International Specialised Skills Institute

# Partners and Sponsors

## Thank You to our 2025 Partners

As we reflect on the achievements of 2025, we are filled with immense gratitude for the unwavering support and collaboration we've received from our sponsors and partners. This year has been particularly remarkable, as we've had the privilege of engaging with over 100 Fellows through a diverse range of initiatives including educational programs, Illuminate forums, the OctoberVET AVETRA conference, workshops, networking opportunities and mentoring sessions.

Our success would not have been possible without the continued commitment of our valued partners. We extend our deepest appreciation to the Victorian Skills Authority (VSA) for sponsoring the International VET Practitioner Fellowships, a program dedicated to developing the Victorian VET sector. The success of our Illuminate forums and the OctoberVET AVETRA ISS Institute Fellowship Forum this year stands as testament to the value of this partnership.

Our heartfelt thanks go to the George Alexander Foundation for their sponsorship of the George Alexander Foundation International Fellowship program, providing life-changing opportunities for young professionals to acquire higher-level skills and drive innovation in Australia.

We are equally grateful to The Italian Australian Foundation for sponsoring the Sir James Gobbo Legacy Fellowships, enabling Italian Australian innovators and creators to elevate their skills through immersive experiences in Italy, thereby advancing best practices in Australia.

Furthermore, we take pride in awarding The Mason Family Trust Fellowships, which has played a vital role in supporting traditional arts and preserving essential skills for future generations.

To all our partners, your continuous dedication and support of our Fellows throughout 2025 have been invaluable. Your contributions have been pivotal in fostering skill development and innovation across various sectors. We acknowledge the vision and leadership of our Board, whose insights have enhanced our strategic direction.

We are truly grateful for your partnership in our mission to build a more skilled and innovative Australia, and we look forward to continuing this impactful journey together in the years to come.



**MASON FAMILY TRUST**



# Case Study

## Remoulding Plastics: Material Change at the Edge of Petrochemical Decline

By George Alexander Foundation Fellow: Jessie French

### Summary

In 2023/2024, Jessie French undertook a George Alexander Foundation Fellowship to explore sustainable materials innovation addressing the global plastics crisis. This international applied research initiative investigated innovative approaches to material development, focusing specifically on alternatives to petrochemical-based plastics. The Fellowship involved partnerships with leading international institutions across five countries, examining the practical implementation of algae-based materials and other bio-derived alternatives.

French's comprehensive study addressed the urgent need for material alternatives in the context of petrochemical decline, providing industry stakeholders with evidence-based frameworks for transitioning to more sustainable production methods. The research directly addresses the environmental impact of plastics through innovative material solutions, offering practical pathways for manufacturers seeking to reduce their environmental footprint while maintaining product quality and commercial viability.



Jessie French, George Alexander Foundation Fellow



## Fellowship Context

The materials industry faces unprecedented challenges as global awareness of plastic pollution intensifies and regulatory frameworks increasingly favour sustainable alternatives. Australia's position in this transition requires strategic guidance, particularly given the country's unique manufacturing landscape and environmental priorities. The George Alexander Foundation Fellowship provided French with the opportunity to investigate international best practices in sustainable material development, focusing on practical solutions that could be adapted for Australian industry contexts.

The Fellowship's focus on bioplastics development as a viable alternative to traditional petrochemical products addresses a critical gap in Australia's manufacturing capabilities. With global plastic production exceeding 350 million tonnes annually and mounting pressure for sustainable alternatives, French's research provides timely insights into the technical, regulatory, and commercial aspects of material transition. Her work integrates sustainable design methodologies with practical industry applications, creating a bridge between innovative research and real-world implementation.

## Fellowship Activities

French's Fellowship encompassed extensive research activities across the United States, France, Germany, the Netherlands, and the United Kingdom. This international scope enabled comprehensive analysis of different regulatory environments, industry practices, and technological approaches to sustainable material development. The research methodology included structured engagements with leading institutions, laboratory visits, and direct collaboration with industry pioneers.

## Key Research Components:

French's activities included:

- Collaborating with prestigious institutions including the Cooper Hewitt Smithsonian Design Museum, examining how conservation science principles could inform material longevity and performance standards
- Investigating European regulatory frameworks and industry adoption strategies that influence material innovation

- Analysing conservation science integration and implementation strategies across the entire value chain
- Forming partnerships with leading research institutions to access cutting-edge laboratory facilities for practical testing of algae-based materials

## **Recommendations and Considerations**

French's research provides practical frameworks for implementing circular economy principles in manufacturing industries, addressing both technical and systemic barriers to adoption. The Fellowship identified key challenges in sustainable material adoption, including regulatory compliance, production scalability, and market acceptance.

Based on her research, French's recommendations include:

- Specific policy interventions to support sustainable material adoption, including streamlined certification processes and incentive structures for early adopters
- Practical guidelines for manufacturers considering transition to sustainable materials, addressing common concerns about cost, performance, and supply chain reliability
- Comprehensive testing protocols for bio-derived materials, ensuring that sustainable alternatives meet or exceed performance standards of traditional plastics
- Coordinated efforts across multiple stakeholders, including manufacturers, regulators, and consumers

## **Outcomes**

The Fellowship has generated significant outcomes across multiple domains, influencing both academic research and practical industry applications:

- Establishment of Australia as a contributor to global conversations about sustainable material development
- Documentation of findings in comprehensive reports and academic publications, contributing to the global knowledge base on sustainable materials
- Influence on commercial decision-making within Australian manufacturing, with several companies implementing recommendations from the Fellowship
- Informing policy discussions at both state and federal levels, contributing to the development of frameworks supporting sustainable material adoption
- Integration of research findings into educational programmes, ensuring that future practitioners understand both the opportunities and challenges associated with sustainable materials
- Recognition within international sustainable materials communities, establishing ongoing collaborative relationships that benefit Australian research and industry

The Fellowship demonstrates the value of international research collaboration in addressing complex sustainability challenges, providing Australian industry with evidence-based guidance for navigating the transition to sustainable materials. French's work continues to influence both research directions and practical applications, establishing a foundation for ongoing innovation in sustainable material development.

# Activities, Communications and Events

---

The International Specialised Skills Institute (ISS Institute) experienced an exceptionally dynamic and productive year in 2025, characterised by strategic communication and meaningful engagement with Fellows, funders and stakeholders. Our commitment to regular interaction continued with monthly meetings with each Fellow, with additional support available whenever needed. We maintained our priority of keeping funders well-informed about all aspects of the Fellowship program, providing timely updates to ensure transparency and collaborative partnerships.

A highlight of our 2025 calendar was the two highly successful Illuminate forums held in collaboration with the VET Development Centre. The first forum on 11 July focused on “Creating Impact in Vocational Education and Training,” showcasing innovation and excellence resulting from VSA ISS Institute International VET Practitioner Fellowships. This hybrid event provided a valuable platform for Fellows to share their applied research and its implementation across the sector. The second Illuminate forum on 7 November addressed “A Spotlight on



Educator and Learner Wellbeing,” offering practical strategies to support both educators and students in the VET sector. Together, these events attracted over 700 registrants eager to learn about the research of our Fellows and engage with contemporary issues in vocational education.

Our successful partnership with the Australian Vocational Education and Training Research Association (AVETRA) continued with the OctoberVET AVETRA ISS Institute Fellowship Forum on 21 October 2025. This applied research conference focused on “Sharing knowledge and enhancing VET through international insights” and featured presentations from distinguished Fellows including Dr Gabrielle Koutoukidis, Lisa Piller and Associate Professor Melanie Williams. The forum strengthened our commitment to disseminating applied research findings and fostering dialogue among VET practitioners and researchers.

We further expanded our community connections through our October 2025 Alumni Catch Up event, which brought together Fellows from across multiple years to share their ongoing impact and continued professional development. This networking opportunity highlighted the collaborations and partnerships that have formed through our Fellowship community, demonstrating the lasting value of our programs beyond the initial research period.

### **The Skills Exchange Podcast**

This year marked the launch of The Skills Exchange, an ISS Institute podcast hosted by our CEO, Dr Katrina Jojkity. This innovative communication initiative expands our reach and provides an accessible platform for sharing insights from our Fellows and industry leaders. The podcast explores diverse topics related to skills development, international best practices and the impact of applied research across various sectors. Through thoughtful conversations, The Skills Exchange further amplifies the voices of our Fellows and connects their valuable research with broader audiences, enhancing our knowledge dissemination strategy and community engagement.

### **Communications and Social Media**

On the social media front, the ISS Institute continued to implement a dynamic strategy incorporating live sessions and Instagram takeovers featuring both past and present Fellows. Our Instagram presence has grown significantly, with 2,048 followers following our content. The platform has been instrumental in showcasing our Fellows’ journeys and achievements through engaging visual storytelling.

Our digital footprint extends across multiple platforms including LinkedIn, Facebook and TikTok, with tailored content for each platform. We utilise a variety of visual content, including photos and videos, to effectively engage our audience and showcase our Fellows’ exceptional achievements. Our LinkedIn company page continues to be a valuable professional networking hub, connecting us with industry stakeholders, educational institutions and potential Fellowship applicants.

Our social media presence not only promoted our events but also highlighted reports and Fellowship applications, ensuring widespread awareness among potential applicants. Our monthly newsletter, distributed to over 2,500 subscribers, maintained consistent communication with our growing community.

Through these diverse activities and communication channels, the ISS Institute continues to fulfil its mission of fostering innovation and excellence in skill development across Australia. Our events, podcast and initiatives in 2025 have not only showcased the remarkable achievements of our Fellows but also strengthened our networks and partnerships, ensuring the continued success and impact of our Fellowship program.

# Celebrating 25 Years of the International VET Practitioner Fellowship

The VET International Practitioner Fellowship program, administered by the International Specialised Skills Institute and funded by the Victorian Skills Authority/ Victorian Government since 2000, provides Victorian VET practitioners with opportunities to conduct international applied research, address industry needs, develop innovative training practices, and enhance workforce capability across the state.

## IMPACT BY THE NUMBERS

- 206 Fellows since 2000
- 43 institutions impacted across the Victorian VET sector
- Industry-aligned applied research: 65.82% focused on industry needs, 27.04% on inclusion/participation
- Exceptional Fellow satisfaction - 100% report positive or very positive experience as an ISS Institute Fellow
- Professional growth: 91.92% improved confidence,
- 84.62% accessed new opportunities



Ross Digby, VET Practitioner Fellow



**Tyler Payne, VET Practitioner Fellow**



**Oksana Razoumova, VET Practitioner Fellow**



**Jennifer Brooker, VET Practitioner Fellow**



**Daniel Bodnarcuk, VET Practitioner Fellow**



**Emily Tucker, VET Practitioner Fellow**

# Events



## Illuminate Forum's 2025

### Creating Impact in Vocational Education and Training

The first Illuminate forum on 11 July 2025 focused on innovation and excellence resulting from VSA ISS Institute International VET Practitioner Fellowships. This hybrid event brought together Fellows to showcase their applied research and implementation across the sector. The forum highlighted advancements in the VET sector, examined the impacts of Fellowship research and demonstrated practical implementations of findings in various VET settings and organisations.

Following the morning sessions, an in-person workshop led by Jan Davis explored “What is applied research and how do I get started?” This collaborative session helped VET educators develop clear research questions based on their practice and understand how their findings might impact future practices.





## A Spotlight on Educator and Learner Wellbeing

The second Illuminate forum on 7 November 2025 addressed the crucial topic of wellbeing in the VET sector. Held at the VET Development Centre, this event acknowledged the shared challenges faced by educators while providing practical strategies to support both staff and students. Key sessions included “Improving Educator Readiness to Support Student Mental Health” and “Carrying the Weight: Emotional Labour and Wellbeing in VET.”

The forum created a space for educators to connect with peers facing similar challenges while gaining practical tools to support themselves and their students in today’s changing VET environment.



# 2025 Published Reports

It has been a great achievement to publish so many fellowship reports this year.

	Fellow's name	Fellowship	Report name and link
1	Laura Galati	2023 Sir James Gobbo Legacy Italian Australian Foundation Fellowship	<a href="#">Alta Magliera: Craftsmanship and Sustainability in Italy's Knitwear Industry</a>
2	Jennifer Brooker	2023 International VET Practitioner Fellowship (VSA)	<a href="#">Preparing OOHC Workers to Provide Effective Therapeutic Supports</a>
3	Keir Bayley	2022 George Alexander Foundation Fellowship	<a href="#">The techniques, ethics, and approach for repairing metal sculpture, statuary, and heritage objects, both structurally and aesthetically</a>
4	Sophie Stewart	2022 Jeffery Markoff Innovation in criminal Justice Fellowship	<a href="#">Changemaking for Just Systems: Lessons for Australia from Denmark, Norway, and Scotland</a>
5	Jyoti Sharma	2024 International VET Practitioner Fellowship (VSA)	<a href="#">Migrant-Centric Language Training: Bridging Skills and opportunities</a>
6	Katia Punaro	2023 Sir James Gobbo Legacy Italian Australian Foundation Fellowship	<a href="#">Making connections: Lessons in Italian genealogy</a>
7	Alexander Romney Douthwaite	2024 George Alexander Foundation Fellowship	<a href="#">The Preservation of Fire: Reviving Traditional Knowledge in the Built Environment</a>
8	Luke Price	2023 Mason Family Trust Fellowship	<a href="#">The Dying Art of Silver Mirrors</a>
9	Daniel Bodnarcuk	2024 International VET Practitioner Fellowship (VSA)	<a href="#">Enhancing Creative Technologies in VET: Lessons from Case Studies in Audio Engineering and Sound Production Training</a>
10	Lisa Piller	2024 VET Development Centre (VDC)	<a href="#">Circular by Design: Global Stories for a Regenerative Textile Future</a>
11	Joshua Searle	2024 Mason Family Trust Fellowship	<a href="#">Indigenous goldsmithing and ceramic sculptural practices in Colombia</a>
12	Ross Digby	2024 International VET Practitioner Fellowship (VSA)	<a href="#">Mega project education and training collaboration</a>
13	Jessie French	2023 George Alexander Foundation Fellowship	<a href="#">Remoulding Plastics: Material Change at the Edge of Petrochemical Decline</a>
14	Emma Dacey	2024 George Alexander Foundation Fellowship	<a href="#">Developing Skills in Photograph Conservation</a>

	Fellow's name	Fellowship	Report name and link
15	Danielle Measday	2024 George Alexander Foundation Fellowship	<a href="#">New skills for endangered specimens: best practice in the conservation treatment and re-colouring of historic taxidermy</a>
16	Beatrice Jeavons	2024 George Alexander Foundation Fellowship	<a href="#">Rewilding Nature Based Solutions for the Arts: How the Arts and Cultural Sector in Australia can advocate for and fund the protection and restoration of nature and biodiversity</a>
17	Raphael Karanikos	2024 Sir James Gobbo Legacy Italian Australian Foundation Fellowship	<a href="#">In Tessere: Reviving Ancient Roman Mosaic Traditions</a>
18	Dr Tyler Payne	2024 International VET Practitioner Fellowship (VSA)	<a href="#">How can the contemporary Australian Vocational education system respond to the fast-paced motion of AI integration into education and maintain relevance with a changing labour market?</a>
19	Alida Milani	2023 Sir James Gobbo Legacy Italian Australian Foundation Fellowship	<a href="#">Reimagining Australian Fashion: An Artisanal Approach</a>
20	Oksana Razoumova	2024 International VET Practitioner Fellowship (VSA)	<a href="#">Co-designing the case-based pedagogy and assessment in vocational teacher training</a>
21	Martina Ponzoni	2024 Sir James Gobbo Legacy Italian Australian Foundation Fellowship	<a href="#">3D Fashion Archives: how digital tools can make fashion heritage more accessible foreducational and research purposes</a>
22	Owen Smith	2024 International VET Practitioner Fellowship (VSA)	<a href="#">Community Centred Education</a>
23	Leigh Dwyer	2024 International VET Practitioner Fellowship (VSA)	<a href="#">Using generative AI effectively in VET curriculum and resource development</a>
24	Melanie Williams	2024 International VET Practitioner Fellowship (VSA)	<a href="#">Vocational excellence: Global insights, local futures for TAFE Centres of Excellence</a>
25	Andrew Hardiman	2023 International VET Practitioner Fellowship (VSA)	<a href="#">Youth transition to modern industry needs a rethink</a>

# 2025 Fellows

## International VET Practitioner Fellows

### Tracy Pearce

#### **Vocational Centres of Excellence: Applying global best practice to the Australian context of Health and Community Services**

Backed by the Victorian Government, Kangan Institute has launched the \$60 million Health and Community Centre of Excellence (HACCOE) in Broadmeadows—a state-of-the-art facility setting a new benchmark in vocational education and training (VET) in Australia. Whilst designed to support the delivery of excellence in educational outcomes, HACCOE plays a key role in responding to the nation’s growing health and community sector skills shortage and sets a new standard in innovative education delivery. In alignment with its ambitious vision, this fellowship will undertake a global exploration of leading Health and Community Centres of Excellence (CoEs), identifying international best practices, high-impact partnership frameworks between CoEs, government, and industry, and successful models of integration between vocational and higher education. The insights gained will inform strategies to ensure HACCOE’s long-term success as a transformative force in the VET landscape.



### Freyja Dixon

#### **Strengthening flexible learning pathways in a community hub**

Freyja’s Fellowship will investigate how global adult education policy frameworks, networks and emerging ideas can improve the educational approaches of a locally-driven family learning hub in Melbourne. Freyja will travel to the European Association for the Education of Adults (EAEA) annual conference in Germany in June, where the theme is ‘flexible learning pathways’. Later in the year, Freyja will travel to East Africa for site visits and targeted networking with adult education organisations, leveraging contacts from within the UNESCO Institute for Lifelong Learning. This research aims to further the success of the Debney Meadows Community Hub (hereafter The Hub), a Learn Local Partnership Award-winning initiative that supports Culturally and Linguistically Diverse (CALD) families living in public housing. The Hub has helped increase participation in adult education amongst a traditionally under-served section of the population, namely mothers of East African origin who face multiple barriers to accessing education and training.



## International VET Practitioner Fellows

### Candace Van Der Krogt

#### Developing and Improving Sustainable Upholstery Training in Victoria

Candace's Fellowship will focus on teaching sustainable methods in the upholstery industry, to train the next generation of Upholsterers with environmentally conscious materials and to revive the expert craftsmanship and skills involved in traditional upholstery. During her fellowship, Candace will attend training in England to learn these traditional methods from master craftsmen and to explore the sustainable materials for upholstery that are currently being used in Europe. Candace will then bring this research back to Australia and through the upholstery teaching program at Holmesglen and working closely with industry leaders in Victoria, these methods and materials will be explored, used and implemented, creating a more sustainable and beautiful future for the furniture industry.



### Faraz Khan

#### Teaching the future: Integrating cybersecurity into education

This Fellowship explores how leading nations train teachers to integrate cybersecurity into curricula. By examining teacher training programs in countries with established cybersecurity education, it will identify best practices in cyber readiness training for educators. The insights gained will help strengthen cybersecurity education in Australia's vocational education and training (VET) sector. The goal is to equip teachers with the skills to teach digital safety and reinforce cybersecurity principles, creating a more cyber-aware workforce. This research will contribute to improving cybersecurity education and training for Australian teachers and students alike.



### Emma Freitas

#### Exploring best practice in language learning combined with parenting support for migrant families

Emma is a highly experienced Early Childhood Educator and more recently, a teacher of English as an additional language (EAL). Emma's Fellowship will address how migrant learners can be supported in raising children in Australia, while also learning English. The Fellowship will explore models of language learning combined with parenting support overseas, while also gathering data from migrant families in Australia to learn from their direct experiences. The findings will be shared with policy makers and course developers to consider programs that support migrant families. Education on the importance of Early Childhood can improve outcomes for children and improve staff shortages in the ECEC sector.



## International VET Practitioner Fellows

### Engela Van Der Klashorst

#### Developing inclusion strategies to support the success of students from a disadvantaged background

The Fellowship is aimed at expanding the current support provided to from disadvantaged backgrounds to access and engage in VET opportunities. Even though Australia provides increased access to training through government programs like the Skills First, Free TAFE program, the fellowship intends to explore inclusive strategies used in Finland and Sweden that prioritise equity over equality, in order to develop an individualised person-centred approach of support in which the learning and social support of students are integrated. Through co-design and collaboration with RTO staff and students, the fellow will work to identify strategies to develop individualised training plans that cater to diverse needs, beyond disability access plans currently available in Victoria.



### Katherine Apted

#### In Search of Best Teaching Practices for Autistic Apprentices in the Automotive Industry

There is a long-standing skills shortage in the automotive trades, which means employers are looking beyond the traditional talent pool for apprentices. With autism rates increasing, and career advisors encouraging autistic students to follow their passions, it follows that more autistic people are entering the automotive trades. Kate is seeking best teaching practices to use in the classroom to ensure autistic apprentices are not part of the high dropout rate for apprentices. Changing the narrative on 'how we do things' in teaching apprentices opens the door to harnessing the skills autistic people bring.



### Nicola Russell

#### Building Digital and AI Confidence in the VETDSS Sector through Not-for-Profit RTOs

Nic Russell's Fellowship addresses the digital and AI capability gap within small to medium Not-for-Profit RTOs, particularly those delivering VET to Secondary Students (VETDSS). Through international site visits across Scandinavia and the UK, alongside national engagement, Nic will investigate effective approaches to digital integration and AI in education. Findings will be compiled into an accessible online platform that collates free and low-cost training, case studies, and links to relevant websites and online content showcasing relevant information. The platform will strengthen educator confidence, build skill capability, and support organisations with limited resources in onboarding and embedding digital and AI knowledge.



## International VET Practitioner Fellows

### Jeremy Rose

#### Future-ready vocational skills for the construction and built environment sectors

This Fellowship investigates vocation education policy makers, Tases, and trainers respond to rapid changes in technology. It will deliver insights into how the Victorian VET system can remain current and deliver future-ready vocational skills for the construction and built environment sectors, with a particular focus on the impact of digital disruption and the transition to a clean and circular economy. Jeremy will explore how leading countries are:



- Upskilling existing tradespeople to work in digitally enabled, low-carbon construction environments.
- Creating new entry pathways for young people and career changers into trades and technical occupations.
- Ensuring training providers remain up to date with industry needs, especially in digital tools (e.g. BIM, offsite manufacturing, digital twin technologies) and sustainability standards.

### Paul Hrasko

#### Creating an International Best Practice Culture for Gender Equity in vocational education

As part of his ISS Institute Fellowship, Paul Hrasko will investigate the internationally recognised approaches to achieving gender equity in Vocational Education and Training (VET) across the Nordic countries. Renowned for their progressive policies and consistent leadership in global gender equality rankings, these countries offer valuable insights into dismantling barriers within vocational fields. Paul's research will focus on inclusive teaching strategies that encourage gender-diverse participation. By translating effective Nordic practices to the Victorian context, the Fellowship will support the development of professional learning resources and strategic frameworks aimed at driving lasting, system-wide improvements. The findings will contribute to ongoing research, writing, and cross-sector collaboration to advance gender equity in VET.



## International VET Practitioner Fellows

### Melanie Reynolds

#### **Care Without Attachment: Building Resilience in Vocational Educators to Support Inclusive Learning, Enhance Job Satisfaction and Retention, and Improve Student Outcomes**

This Fellowship explores international models that support vocational educators in maintaining emotional boundaries while providing compassionate, student-centred care. The concept of care without attachment promotes empathetic engagement without compromising educator wellbeing, a growing need in the VET sector as student mental health challenges and learner diversity become more visible and complex. Through an applied research tour of leading institutions globally, this Fellowship will investigate frameworks that foster educator resilience, emotional sustainability, and inclusive teaching practices. These insights will inform the development of professional learning resources and strategies tailored to the Victorian VET context, supporting both educator retention and student success.



### Stephen Conolly

#### **Fellowship in Technologically Advanced Eco-friendly Sports Turf Solutions**

This International VET Practitioner Fellowship focuses on the implementation of eco-friendly sports turf solutions to reduce water consumption and minimize the use of harmful chemicals whilst maintaining optimal turf health and aesthetics. In particular, the use of innovative, data and technological-driven approaches will be researched to analyse the best practices globally which will assist Victorian sports turf students and managers to incorporate the latest technological advancements locally. The Fellowship's main aim is for intensive and applied research to inform and have a positive impact on the way that sports turf management is taught in Victorian TAFE's to help conserve water, inform selection of drought-tolerant turf varieties and limit harmful chemical use.



## Mason Family Trust

### Rebecca Boehme

#### Stained Glass Painting and Restoration Research Project

In her Fellowship, Rebecca aims to research and report on European stained glass restoration and conservation techniques. Her main objectives are to study environmental protective glazing methods, to explore treatments for paint loss in Victorian-Era stained glass windows, and to learn traditional multi-layer traditional glass painting techniques. Rebecca will investigate these topics through hands-on work experience with world renowned glass studios both in Australia and York, England. At the conclusion of her fellowship, Rebecca will publish her findings and provide education on these skills through a series of presentations and workshops. The acquired knowledge and skills from this fellowship will further cement Rebecca's position as an acknowledged advocate for best practice stained glass restoration methods in Australia.



### Cody Winward

#### Bringing Passementerie Back to the Goldfields

Cody Winward's Fellowship focuses on preserving the endangered craft of Passementerie—the art of creating trim by hand including braids, fringes, buttons, rosettes and tassels. As Costume Manager at Sovereign Hill Museum Association, an immersive 1850's experience, she has witnessed the diminishing supply of authentic trims as well as the importance of keeping rare trades alive. Through hands-on experience with the last few passementerie masters worldwide, she will bring back practical knowledge to enrich Australia's costume and fashion landscape to aid in keeping this art form alive.



## George Alexander Foundation Fellowship

### Clara Chanisheff

#### **Scent-based Storytelling: Bridging the Sensory and the Scientific**

Clara Chanisheff's Fellowship will investigate emerging methodologies in contemporary olfactory art with a particular focus on scent-based storytelling, immersive installation and the experimental integration of metabolomic scent data within creative practice. Engaging with international symposia and key laboratories, her research aims to develop cross-disciplinary frameworks that bridge the sensory and the scientific. Through collaboration with leading practitioners and researchers, Chanisheff will advance technical methodologies and extend conceptual frameworks for working with ephemeral and reactive materials. The Fellowship will contribute to the advancement of olfactory methodologies within artistic research and strengthen discourse at the intersection of art, science and sensory studies.



### Jordan Fleming

#### **Reviving Lost Trades: Vitreous Enamel in Contemporary Australian Design**

Jordan's Fellowship will explore the history and modern uses of vitreous enamel, aiming to reintegrate it into Australian design and manufacturing. Through collaboration with international artisans and industry leaders, the project will deepen knowledge of enamel techniques and production methods. Research in northern Europe will focus on enamel applications and contemporary techniques on alternative substrates, while engagement with global artist collectives will offer insights into modern interpretations. The Fellowship will refine technical skills, build industry connections, and foster local collaborations to preserve and evolve vitreous enamel in Australian Design.



### Molly Younger

#### **Natural Latex: Processing and Crafting**

Molly's Fellowship explores sustainable processing and manufacturing of natural latex, to be utilised within design and fashion practices to drive alternate ways of producing. The research intends to promote a sustainable approach to natural latex within a design and fashion practice, to prompt reflection and action. It aims to broaden the existing material range available within these industries in Australia, providing more alternatives to synthetic materials. Considering the inherent material characteristics of natural latex, the fellowship will encourage opportunities for new design methodologies. The Fellowship proposes visits to communities, producers, material laboratories, designers and leading researchers, specifically within the Amazon rainforest.



## George Alexander Foundation Fellowship

### Lauren Crockett

#### Anti-Demolition: Learning from the Past, Adapting for the Future

Lauren's Fellowship will explore methods for the maintenance and adaptation of existing buildings, in lieu of demolition. It will focus on the construction industry in Brussels, where forward-thinking approaches to preservation and circularity have become mainstream, thanks to a combination of policy shifts and the advocacy of individuals. Her research will investigate how construction teams navigate the complexities of retaining and adapting existing structures, balancing technical, economic, and regulatory challenges. By studying these methods first hand, she aims to develop an atlas of practical strategies that minimise resource consumption while preserving or enhancing architectural and cultural value.



### Marlo Lyda

#### Circular Stone Revival: Harnessing Heritage Techniques for Sustainable Australian Design

Marlo Lyda's Fellowship explores stone in its second life—a study of reuse, reinvention, and material storytelling across Italy, Spain, and the UK. Through hands-on workshops, she will investigate mosaic, terrazzo, and spolio, repurposing stone with age-old techniques. This isn't about nostalgia but about redefining stone's role in contemporary Australian design, testing its potential in furniture, interiors, and architecture. By merging traditional craftsmanship with modern material challenges, Lyda aims to shift perceptions of stone—bridging the gap between its extractive past and a more resourceful future.



### Meagan Streader

#### Traditional Neon Fabrication: The Importance of Preservation in a Contemporary Setting

Meagan Streader's Fellowship will explore the preservation of traditional neon fabrication through intensive training and international collaboration with master neon craftspeople. Her program combines sophisticated hands-on technical skills learning, alongside mentorship from pioneering artist Lili Lakich and members of the 'She Bends' collective. Through building international industry connections, this opportunity will enable her to establish education resources and video-based platforms to support skill-sharing across creative, conservation, and architectural sectors. Positioning neon as sustainable and adaptable, her project aims to embed traditional neon into local industries to ensure it has a thriving future in Australia.



## Italian Australian Foundation

### Irene Crusca

#### **Viva L'Atelier: Reviving the classical tradition of portraiture**

Irene aims to enhance her oil painting through training in the classic tradition of portrait painting at private art colleges in Florence, as well as undertaking private lessons. Irene will also engage in first-hand study of portrait masterpieces in the Uffizi, and the museums and churches of Florence, cradle of the Renaissance. As a professional painter with years of experience teaching art, she will be ideally positioned to share her newfound knowledge and skills. Irene hopes to counteract the deskilling of traditional oil painting and drawing in Australian visual art education and to support the demand for representational Australian art.



### Luca Lana

#### **Fresco restoration with traditional and sustainable materials**

Melbourne architect and researcher Luca Lana is undertaking an international fellowship focused on restoration and craft skills, based at Palermo's Palazzo Butera, an active restoration site. Training directly with the site's restoration team and learning directly from lead architect Giovanni Cappelletti (formerly of Mario Bellini Architect). Learning priorities include fresco preparation and repair, conservation ethics, and the use of pre-war natural and sustainable building materials and techniques. Luca hopes to share this knowledge in Australia, both professionally and through academic institutions.

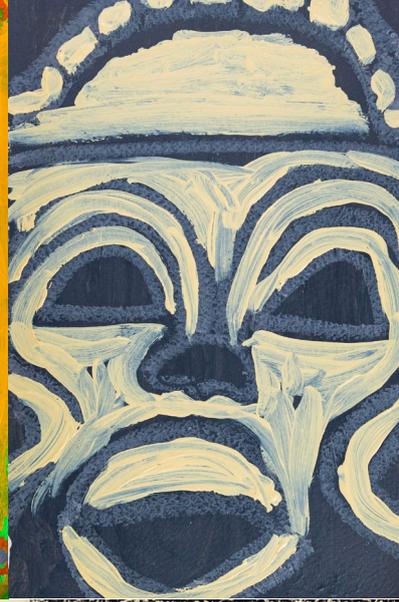


### Marie-Lauren Romano

#### **Fire, Form, and the Poetry of Surface: Reviving Italian Traditions in Jewellery and Ceramics**

Marie-Lauren is a Melbourne-based multidisciplinary creative with over 20 years' experience in fine art, design, and creative business. Her practice is grounded in her Italian heritage, a respect for natural materials, and a deep commitment to traditional handcraft. At its core lies a fascination with storytelling, symbolism, and the transformative potential of surface embellishment. Her Fellowship will explore the heritage and contemporary relevance of surface techniques across Italy's jewellery and ceramics traditions. Focusing on enamelling and glazing, two fire-based processes that alter not only the surface of form but the emotional resonance of an object, she will investigate their creative and conceptual parallels. Through hands-on training in Florence and Rome, Marie will study with master artisans to preserve traditional Italian techniques while reimagining them within contemporary Australian design.





Joshua Searle, Mason Family Trust Fellow

# Treasurers Report



The financial statements have been audited, and an unqualified audit report has been provided by the Institute's auditor, Chaundy & Henry.

ISS Institute recorded a surplus of \$9,970 for the year, compared to a surplus of \$60,421 in 2024. Two Fellowship providers in previous years did not renew funding, and this, coupled with the timing of Fellow's travelling contributed to a reduced surplus in 2025.

Retained funds at June 2025 were \$372,530 (2024 - \$362,561), and Current Assets of \$1,061,905 exceeded Current Liabilities of \$1,005,891 by \$56,014.

Cash and bank deposits at June 2025 of \$993,619, remained comparable to the 2024 figure of \$1,000,265, and as a result, our liability to Fellows remained largely at 2024 levels.

Operating costs continue to be carefully managed, and the Institute is in a sound financial position to meet its future obligations to Fellows and suppliers.

Adrian.J.Capogreco  
Treasurer

## Profit and Loss Statement for the year

	2025	2024
	\$	\$
<b>Revenue</b>	636,691	837,231
<b>Employee expenses</b>	(280,566)	(273,707)
<b>Depreciation and amortisation expense</b>	(1,907)	(3,138)
<b>Fellowship expenses</b>	(296,500)	(429,858)
<b>Rental Expense</b>	(14,400)	(12,000)
<b>Sundry expenses from ordinary activities</b>	(33,348)	(58,107)
<b>Surplus/ (Deficit)</b>	9,970	60,421

# Financials

## Statement of Financial Position as at 30th June 2025

	2025	2024
	\$	\$
<b>ASSETS</b>		
CURRENT ASSETS		
Cash and Cash equivalents	85,738	107,364
Short term investments - bank deposits	907,881	892,901
Other Assets	68,286	5,626
<b>TOTAL CURRENT ASSETS</b>	<b>1,061,905</b>	<b>1,005,891</b>
<b>NON CURRENT ASSETS</b>		
Property, plant and equipment	1,395	3,302
<b>TOTAL NON CURRENT ASSETS</b>	<b>1,395</b>	<b>3,302</b>
<b>TOTAL ASSETS</b>	<b>1,063,300</b>	<b>1,009,193</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	624,391	610,967
Employee provisions ( Annual Leave )	19,332	21,447
Lady Gobbo Donation	25,000	-
Current tax liabilities	5,295	1,306
<b>TOTAL CURRENT LIABILITIES</b>	<b>674,018</b>	<b>633,720</b>
<b>NON CURRENT LIABILITIES</b>		
Employee provisions ( LSL )	16,752	12,912
<b>TOTAL NON CURRENT LIABILITIES</b>	<b>16,752</b>	<b>12,912</b>
<b>TOTAL LIABILITIES</b>	<b>690,770</b>	<b>646,632</b>
<b>NET ASSETS</b>	<b>372,530</b>	<b>362,561</b>
<b>EQUITY</b>		
Retained surplus	372,530	362,561
<b>TOTAL EQUITY</b>	<b>372,530</b>	<b>362,561</b>



**Chaundy  
& Henry**

CHARTERED ACCOUNTANTS

P. W. Selkrig F.C.A.  
A.B.N. 48 617 833 416

5<sup>th</sup> August 2025

The Committee Members  
International Specialised Skills Institute  
Level 1 , 189 Faraday Sreet  
CARLTON VIC 3053

Dear Committee Members

**International Specialised Skills Institute**

In relation to our audit, I am pleased to provide the following declaration of independence to the Committee of International Specialised Skills Institute.

As Auditor of the financial statements of the above Entity for the year ended 30<sup>th</sup> June 2025. I declare that to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the Australian Charities and Not for profit Commission Act 2012 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Yours sincerely

CHAUNDY & HENRY

P. W. SELKRIG

Chartered Accountants

---

P O Box 374, Nth Balwyn Post Office, Nth Balwyn, Vic 3104 Phone:(03)9857 7526 Mobile:0407 973 388  
Email:selkrig@bigpond.net.au

Liability limited by a scheme approved under Professional Standards Legislation



**Chaundy  
& Henry**  
CHARTERED ACCOUNTANTS

P. W. Selkrig F.C.A.  
A.B.N. 48 617 833 416

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF  
INTERNATIONAL SPECIALISED SKILLS INSTITUTE INC  
ABN 22 165 043 213**

***Opinion***

We have audited the accompanying financial report of the International Specialised Skills Institute Inc which comprises the balance sheet as at 30<sup>th</sup> June 2025, the income statement and the statement of cash flows, a summary of significant accounting policies, other explanatory notes and the declaration by the Committee of Management.

In our opinion, the accompanying financial report of the Entity is in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, including:

- (a) Giving a true and fair view of the Entity's financial position as at 30 June 2025 and of its financial performance and cash flows for the year ended and
- (b) Complying with Australian Accounting Standards to the 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 Auditors Responsibilities for the Audit of Financial Report section of our report. We are independent of the Entity in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Boards APES 110 Code of Ethics for Professional Accountant (the code) that are relevant to our of the financial report in Australia We have also fulfilled our ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, which has been given to the Committee, would be in the same term if given as at the time of this auditors 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 financial reporting responsibilities under the Australian Charities and Not-for-profits Commission 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 Management and The Committee for the Financial Report.**

Management is responsible for the preparation of the special purpose financial report that gives a true and fair view in accordance with the relevant Australian Accounting Standards in accordance with the Australian Charities and Not-for-Profits Commission Regulations 2013 and the Australian Charities and Not-for-Profits Commission Act 2012 and for such internal control as management determines is

---

P O Box 374, Nth Balwyn Post Office, Nth Balwyn, Vic 3104 Phone:(03)9857 7526 Mobile:0407 973 388  
Email:selkrig@bigpond.net.au

Liability limited by a scheme approved under Professional Standards Legislation

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 Entity'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 management either intend to liquidate the Entity or to cease operations, or have no realistic alternative but to do so.

The Committee of Management are responsible for overseeing the Entity's financial reporting process.

#### Auditors 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 Accounting 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:

- (a) 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.
- (b) 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 Entity's internal control.
- (c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- (d) Conclude on the appropriateness of the management's 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 Entity'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 Entity to cease to continue as a going concern.
- (e) 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 those charged with governance 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.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Chaundy & Henry

Paul W Selkrig



Dated this 5<sup>th</sup> August 5, 2025



International  
Specialised  
Skills  
Institute



est. 1991