



Australian Institute of
Training and Development

2018 Annual Report

Australian Institute of Training and Development (AITD)

Company Limited by Guarantee

ABN 52008 516 701





Australian Institute of Training and Development

Our Mission

The Australian Institute of Training and Development (AITD) exists to promote and encourage excellence in learning.

Our History

AITD was founded in 1971 as a not-for-profit professional association owned by its members. AITD has made a significant contribution to enhancing the capacity and capability of the broader learning and development community for over 45 years.

About Us

AITD is governed by a Board of Directors, elected by members in their Division or appointed to the Board to fill a casual vacancy or because of their expertise.

The Board of Directors as at 1 November 2018 were:

<i>Jane Calleja MAITD</i>	National President, SA Division
<i>Andrew Hart AFAITD</i>	National Vice-President, National Treasurer, WA Division
<i>Siobhan Sutherland Rogers MAITD</i>	Company Secretary, NSW Division
<i>Graham Doering FAITD</i>	ACT Division
<i>Julie Peters FAITD</i>	QLD/NT Division
<i>Rob Turner MAITD</i>	co-opted director
<i>Michael Werle MAITD</i>	VIC/TAS Division

There are six Divisions in AITD: ACT, NSW, VIC/TAS, QLD/NT, SA and WA. Each Division is supported by a Council, elected from members of that Division, responsible for local professional development and networking events.

All Board and Division Council members are volunteers who generously donate their time and energy to furthering the objects of the AITD.

AITD members are also served by the AITD Support Centre which is based in Sydney, NSW.

AITD National President's reflection

It was an honour to take on the role of AITD National President after the November 2017 Annual General Meeting. I would like to take this opportunity to thank the previous National President Michael Werle for his contribution and ongoing support of the AITD.

There were many achievements of the AITD over the past year, however I would like to highlight the Annual Gala Dinner and Awards night held in November 2017, and the AITD conference held in Sydney in June 2018 as two of our major successes. Both events are always eagerly anticipated and deliver fantastic opportunities for our members and the greater learning and development community to learn and network with their peers.

Our membership numbers reflected a positive increase in 2017 and membership continues to grow in 2018. In the current climate where member association numbers tend to be declining our association continues to offer a strong member value proposition.

Executive support was provided to the AITD from several sources over the year, and on behalf of the board I would like to thank everyone involved for their hard work in continuing the operations of the organisation in a period of transition and associated interim arrangements at the executive level.

I would personally like to thank the AITD members for their ongoing support of the organisation and congratulate the AITD board for the professional and collegiate way they conducted themselves over the past year.

Jane Calleja MAITD
AITD National President

Chief Executive Officer's report on current plans

2017 and 2018 have been years of change within the operations of the AITD. As often occurs with a change of leadership, we have also seen the refreshing of talent within the AITD Support Centre. We have been fortunate to have benefited from a team of dedicated staff members who made the most of opportunities to position the AITD as the association of choice for training, learning and development professionals. Our challenge now is to further engage with our members and sustain and grow AITD into the future.

We are consolidating our resources, both human and systems, to provide us with the best platform for our operations. There is a need to maintain relevance to our existing members as well as to the learning and development community as a whole. Opportunities exist to leverage the expertise of our members and to further build our relationships with government, corporations, regulators and other professional bodies. Our current strategic plan has been extended to 30 June 2019 to allow us to finalise these important strategic objectives.

Financially the organisation is on a firm footing. While there is a projected loss in financial year 2018/2019, we expect to break even in financial year 2019/2020 and then return to surplus in financial year 2020/2021. This investment in 2018/2019 is essential for future profitability and is based on embedding sound infrastructure, resources and processes now to enable innovation and growth in the coming years.

You may have also noticed the enthusiastic and professional team based in Sydney being referred to as the AITD Support Centre rather than the national or head office. This is an important cultural change for the organisation demonstrating the desire for a renewed focus on support and service. We look forward to connecting with you over the year ahead.

Lynette Pinder MAITD
Chief Executive Officer

Our Objectives and Activities

The objectives outlined in the AITD Strategic Plan for 2017-2018 were pursued via the following activities:

- Strategic session to review market position and develop brand strategy
- Redesign of the Training and Development magazine
- Review of AITD's ICT infrastructure and implementation of changes which improve internal business systems and processes, to enable future success
- Investigating the development of a Continuing Professional Development (CPD) system
- Developing opportunities to further utilise the expertise of members and in particular Divisional Council members
- Partnering with Terrapinn to host the AITD 2018 Conference at EduTECH in Sydney
- Expanding professional development offerings through AITD facilitated courses and events

Our team

Neil von Heupt and Jo Loudon shared executive duties until August 2017 when Naomi Dinnen joined us as Chief Executive Officer until March 2018. Siobhan Sutherland Rogers stepped in as interim CEO after Naomi left AITD to pursue other opportunities.

Our Results

1,513 members FY18 -
(1,484) members FY17



Local Events -
23 organised by
divisional councils



Courses Delivered -
Over 50 face to face
& online



Webinars -
Complimentary for
members, 7 offered
in FY 17-18



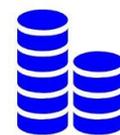
Mentoring program -
Successfully held in
2017 & 2018 (28
mentor pairs)



Digital Badges
- 633 issued



Financial results -
on budget loss of
\$76,493 (FY17 loss
\$56,147)



Total Assets \$2.06
million - with
equity of \$1.68
million



Further information including the full Financial Report for the year ended 30 June 2018 and the AITD Strategic Plan can be found on our website www.aitd.com.au