

Queensland's Master Painters Association

ANNUAL REPORT 2024-2025





ABOUT US

Master Painters Queensland (MPA QLD)

Supporting the Trade. Building the Future.

Master Painters Queensland is a proud member-owned, not-for-profit association that has represented Queensland's painting and decorating industry for more than a century. Recognised by government, industry, and the community as the peak body for the trade, MPA QLD champions professionalism, integrity, and excellence, ensuring the industry remains strong, skilled, and respected.

Our mission is to help members and the broader painting community thrive. We uphold the highest standards of craftsmanship, business ethics, and safety, while providing trusted guidance, advocacy, and education. Through collaboration with members, government, and industry partners, we continue to strengthen the painting profession and build a sustainable future for the trade.

National Institute of Construction Skills (NICS)

Training Today's Workforce for Tomorrow.

The National Institute of Construction Skills (NICS) is MPA QLD's wholly owned Registered Training Organisation (RTO). Dedicated to developing the next generation of skilled tradespeople, NICS delivers nationally recognised qualifications and upskilling programs that blend theory with hands-on experience.

Our training model ensures apprentices and tradespeople remain adaptable, capable, and industry-ready, supporting the growth and sustainability of Queensland's construction and finishing trades.

Wettrade Apprenticeships (WTA)

Creating Pathways. Building Careers.

Wettrade Apprenticeships (WTA) is MPA QLD's wholly owned Group Training Organisation (GTO), created to provide clear, supported pathways for apprentices and employers across the wet trades, including painting, plastering, tiling & waterproofing.

WTA recruits, employs, and mentors apprentices while connecting them with trusted host employers. This approach simplifies the apprenticeship process, ensures quality placements, and helps secure the future of Queensland's skilled workforce.

Governance

Leadership with Integrity. Accountability with Purpose.

The Master Painters Association of Queensland is governed by an elected Council (Board) in accordance with the MPA Constitution and the Australian Electoral Commission of Queensland.

The Council, comprises of two Trustees, a President, two Vice Presidents, a Treasurer, and up to ten Councilors that holds full financial and administrative authority over the Association's affairs. This ensure transparency, strong leadership, and accountability in representing Queensland's painting and decorating industry.

Together, MPA QLD, NICS, and WTA, are shaping a stronger, smarter, and more connected future for Queensland's painting trade community, where craftsmanship, training, and opportunity come together to build excellence.



OUR EXECUTIVE COMMITTEE

Established in 1913 The Master Painters, Decorators and Sign Writers Association Union of Employers sought to create an organisation to “encourage and foster a

feeling a friendship” between employers in the industry. Continuing on to the current association, which remains a not-for-profit organisation run by painters, for painters.



CHRIS MUNDAY

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ENZO ESPOSITO

TRUSTEE
IMPERIAL CORP
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EAST COAST PAINTERS
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QPAINT
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STUART RYAN

VICE PRESIDENT
USHER GROUP
26 YEARS INDUSTRY SERVICE



TONY LEDWITH

COUNCILLOR
EMPIRE PAINTING
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MIROSLAV KARAC

COUNCILLOR
MASTER PAINTERS INDUSTRY
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LIAM FRANCISCO

COUNCILLOR
LIAM FRANCISCO PAINTING CONTRACTOR
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STEVE MCCARTHY

COUNCILLOR
GC PRO PAINTING PTY LTD
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DAVID BAIRD

COUNCILLOR
PRESTIGE HOME TRANSFORMATIONS
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JEREMY FESTA

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ROCHELE PAINTING
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SHANE MCAULIFFE

COUNCILLOR
MCAULIFFE PAINTING
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DAN VELLAS

FOUNDER
VELLACORP PAINTING
18 YEARS INDUSTRY SERVICE



PETER KERNKE

FOUNDER
COMPAINT PTY LTD
22 YEARS INDUSTRY SERVICE



STUART GRANTS

FOUNDER
GRANT PAINTER
30 YEARS INDUSTRY SERVICE

FROM THE PRESIDENT/ CEO

DRIVING CHANGE. INSPIRING EXCELLENCE.

Message from the President

As President and CEO, I am proud to present the 2024/25 Annual Report, a reflection of another year defined by momentum, innovation, and unity across our industry. This year has been one of bold progress and renewed purpose, where leadership and collaboration have positioned the Master Painters Association of Queensland (MPA) as the unmistakable voice and driving force of our trade.

What continues to set MPA apart is the strength of our people, our members, sponsors, staff, and partners, all united by a shared belief in professionalism, quality, and pride in craftsmanship. Together, we have demonstrated that our trade is not just thriving; it is evolving into a respected, modern profession recognised for its skill, integrity, and impact.

Our focus on building capability and connection has delivered measurable outcomes. Membership continues to grow, engagement has reached record levels, and our programs, training, and events have strengthened the value we deliver to every member, from sole traders to large enterprises. We have led with clarity and conviction, representing our industry with one clear voice that champions progress and excellence at every level.

Through the National Institute of Construction Skills (NICS) and Wettrade Apprenticeships (WTA), we have expanded pathways for training and employment across Queensland. These initiatives are transforming apprentice recruitment, mentoring, and retention, supported by a \$250,000 state-funded wellbeing and counselling program grant. Recruitment and program development commenced in November 2024, with service delivery beginning in February 2025. The initiative is already making a tangible difference, providing apprentices with professional counselling, mentoring, and wellbeing support that strengthens resilience and long-term workforce sustainability across the trade.

This year also marked new achievements in leadership, digital innovation, and member engagement. We enhanced our communications and compliance systems, empowering members with better access, support, and tools to succeed. Our events calendar continues to thrive, from regional activations and member forums to social, training, and networking experiences that unite and inspire our industry.

As we look to the future, MPA remains steadfast in its purpose: to lead, to serve, and to champion the professionals who define Queensland's painting and decorating excellence. Our commitment to innovation, education, and industry advancement has never been stronger. Together, we are not just shaping a stronger industry, we are building a legacy of pride, professionalism, and progress that will inspire generations to come.

CHRIS MUNDAY

President & CEO, Master Painters Association of Queensland



CHRIS MUNDAY, MPA PRESIDENT/CEO



MEMBER VALUE

MEMBERS SATISFACTION SURVEY

RANK	SERVICE	AVERAGE RATING (5)
1	MPA COMMUNICATION	4.5
2	MEMBERSHIP SUPPORT	4.5
3	MPA EVENTS (GOLF, AWARDS, EXPO, IWD)	4.3
4	MPA NEW YEAR PACK	4.2
5	MPA TRAINING	4.4

BENEFITS MEMBER VALUE THE MOST

1	MPA LOGO
2	FREE SWMS APP
3	EVENT PARTICIPATION
4	FREE ANNUAL AWARDS NOMINATION
5	CONTRACTS AND SUBCONTRACTS



WetTrade

APPRENTICESHIPS

a group training organisation designed specifically for the wet trades

TRAINING TODAY'S APPRENTICES, BUILDING TOMORROW'S LEADERS

Wettrade Apprenticeships (WTA) was established in 2023 to address the shortage of workers in the wet trades and provide alternative solutions for apprentices seeking real world outcomes in the industry.

INTERGRATED EMPLOYMENT MODEL

Do you need an
Apprentice or an
Apprenticeship?

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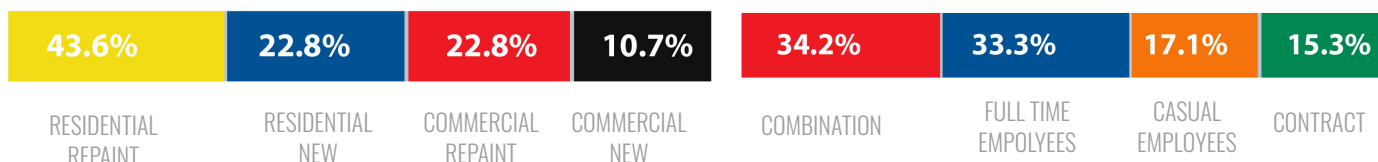


ASSOCIATION INSIGHTS

MEMBER WORK MIX AND PREFERRED EMPLOYEE MODEL RATIOS:

OUR LATEST SURVEY REVEALS NOTABLE SHIFTS IN MARKET FOCUS COMPARED TO LAST YEAR. RESIDENTIAL REPAIRS HAVE GROWN BY 13.8%, SIGNALLING INCREASED DEMAND FOR RENOVATION AND MAINTENANCE WORK. CONVERSELY, COMMERCIAL NEW PROJECTS HAVE DECLINED BY 15.1%, SUGGESTING A SLOWDOWN IN NEW COMMERCIAL DEVELOPMENTS.

OUR LATEST SURVEY SHOWS THAT FULL-TIME EMPLOYMENT (33.3%) AND A COMBINATION OF ALL EMPLOYMENT MODELS (34.2%) REMAIN THE MOST PREFERRED OPTIONS AMONG MEMBERS. THE MOST SIGNIFICANT SHIFT HAS BEEN IN THE CASUAL EMPLOYMENT MODEL, WHICH HAS NEARLY DOUBLED RISING FROM 9.1% LAST YEAR TO 17.1% THIS YEAR.



MEMBERS PERFORMANCE & PRIORITIES:

82% MEMBERS INCREASED REVENUE IN 2024-25. WHEN ASKED ABOUT THEIR KEY PRIORITIES FOR THE COMING YEAR THEN MEMBERS IDENTIFIED 1,2 & 3 BEING: **PROFITABILITY**, **BUSINESS GROWTH**, **STAFFING**. THESE INSIGHTS REFLECT A STRONG FOCUS ON FINANCIAL PERFORMANCE, EXPANSION AND WORKFORCE STABILITY.

PAINTBACK UTILISATION:

OVER THE PAST 12 MONTHS, **55%** OF MPA MEMBERS IN QUEENSLAND HAVE USED A PAINTBACK FACILITY. AMONG THESE MEMBERS, **47%** VISITED BETWEEN ONE AND FIVE TIMES, AND **76%** DISPOSED OF LESS THAN 100 LITRES PER VISIT, HIGHLIGHTING RESPONSIBLE AND EFFICIENT WASTE MANAGEMENT PRACTICES.

These changes may be partly attributed to the influx of new SC1 and SC2 members, as well as the profile of respondents who participated in the survey, which could have influenced the overall distribution of results.

NATIONAL INSTITUTE OF CONSTRUCTION SKILLS

WHETHER YOU ARE LOOKING AT COMPLETING AN APPRENTICESHIP WITHIN THE CONSTRUCTION INDUSTRY, OR SIMPLY NEED TO UP SKILL AND BUILD ON YOUR PREVIOUS EXPERIENCES, NICS CAN HELP YOU!

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LEARN MORE

 **National
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RTO No. 30048



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Tiling



Construction
Waterproofing



FROM TRAINING TO TRADES

This year marked a key milestone for NICS and Wettrade Apprenticeships (WTA) with the first full delivery of the Certificate I program under our integrated GTO model. Aligned with our strategic vision for a 360-degree apprentice employment pathway, the program enabled full oversight of the learner journey from participant selection and industry-led training through to employment outcomes. Moving beyond a third-party training role, NICS and WTA assumed full accountability for training quality, workforce readiness, and employer placement. The success of this initial intake has secured a second cohort, with further funding applications underway. This approach strengthens workforce pipelines and supports employers by delivering job-ready candidates from day one.

Program outcomes clearly demonstrate its impact. Most participants from the first cohort transitioned into paid employment, with seven

progressing into formal apprenticeships through WTA. These outcomes reflect strong engagement from industry partners and demonstrate the value of a structured, supported entry pathway into apprenticeships. The program continues to play an important role in addressing skills shortages across the sector.

Participants also gained hands-on experience through supervised, work-based projects, including preparation works at the Brisbane Showgrounds for the Ekka, MPA demolition and refurbishment of training facilities, and works at the historic Wolston Farmhouse. These projects provided exposure to real job sites, safety requirements, and teamwork under industry conditions. Together, these experiences built technical skills, confidence, and pride in workmanship, ensuring graduates left the program both job-ready and industry-ready.





2025 MEGA MID YEAR TRADE EXPO

DRIVING CONNECTION. IGNITING INNOVATION

The 2025 MPA Mega Mid-Year Trade Expo once again cemented its reputation as Queensland's premier industry showcase, a powerhouse of learning, innovation, and connection for the painting and decorating community. Held on 18 June, the Expo delivered its most impressive edition yet, drawing more than 40 exhibitors and uniting leading manufacturers, suppliers, and professional service partners from Queensland, interstate, and abroad. From the moment doors opened, the event came alive with demonstrations, interactive displays, and hands-on experiences that showcased the latest tools, techniques, and technologies shaping the trade.

The atmosphere crackled with energy as exhibitors revealed fresh ideas, breakthrough innovations, and opportunities to test and explore new products. The blockbuster raffle draw, with over \$10,000 in prizes from generous sponsors, added a memorable burst of excitement and celebration. This year's Expo not only highlighted the best of what the industry offers, it captured the unity, strength, and momentum driving Queensland's painting and decorating profession, while reinforcing MPA's commitment to connection, collaboration, and professional growth.





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2024 AWARDS FOR EXCELLENCE

CELEBRATING CRAFTSMANSHIP. INSPIRING PRIDE

The 2024 Master Painters Awards for Excellence shone a spotlight on the exceptional talent, innovation, and professionalism defining Queensland's painting and decorating industry. Held at the W Hotel Brisbane, the Gala brought together a record 335 guests for an unforgettable night of celebration, connection, and pride, a true reflection of the strength and unity within our community.

The evening opened with the thunder of drums and the flow of water, a powerful performance symbolising creativity, energy, and renewal, setting the tone for one of the most memorable nights in MPA history. The spectacular Goldfinger Show, featuring renowned singers and dancers, filled the room with excitement and elegance, perfectly complementing the celebration of excellence.

From heritage restorations and decorative finishes to large-scale commercial projects, the Awards showcased the breadth of craftsmanship and commitment that define our profession. Every entry was inspected and judged against clear

criteria, ensuring that recognition was earned through genuine achievement.

Congratulations to all entrants, finalists, and winners who continue to raise the bar for quality and professionalism. Your work not only demonstrates individual excellence but also strengthens the reputation of our industry.

As we look ahead, we encourage all members to nominate and showcase their work in 2025. The Awards for Excellence continue to grow each year as the most prestigious and competitive event in the industry, driving business success, building team pride, and positioning members as employers of choice.

More than a night of recognition, the Awards stand as a celebration of craftsmanship, progress, and pride, inspiring every member to continue building a future defined by quality, integrity, and innovation.





2024 APPRENTICE OF THE YEAR

Honouring Excellence. Building the Future

The Master Painters Apprentice of the Year Award was one of the defining highlights of 2024, reflecting MPA's commitment to developing and recognising the next generation of painters and decorators. It stands as a proud reminder of the skill, discipline, and professionalism shaping the future of our trade.

Xai Hang from Rescom was named the 2024 Apprentice of the Year, acknowledged for exceptional craftsmanship, perseverance, and commitment to excellence. Congratulations were also extended to all finalists and participants, whose achievements demonstrated the strength of talent and enthusiasm within our apprentice community.

In partnership with TAFE Queensland Acacia Ridge, MPA delivered the WorldSkills Brisbane South Regional Competition, with apprentices from multiple RTOs and TAFE programs competing together. MPA apprentices achieved an outstanding result, securing the top four places, with Xai taking first place and qualifying for the National WorldSkills Competition.

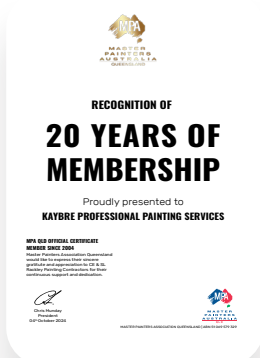
This remarkable outcome highlighted the calibre of training and mentorship provided through MPA and the National Institute of Construction Skills (NICS) and reinforced our ongoing commitment to nurturing Queensland's painting and decorating professionals through excellence in education, innovation, and support.



MEMBERS RECOGNITION

20 YEARS OF MEMBERSHIP

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10 YEARS OF MEMBERSHIP

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Leogreen Painting & Decorating

Mr Highlights Roof Painters

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Paint 4 U

Platinum Painterz



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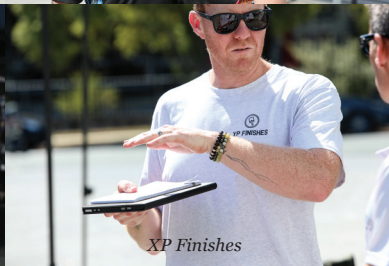
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FROM THE NICS GENERAL MANAGER

Another exciting year has passed at the National Institute of Construction Skills (NICS), and as we celebrate our third anniversary, we have progressed from crawling to running.

NICS remains the top choice for aspiring wet trade professionals, consistently supporting around 300 apprentices throughout the year. This success is largely due to our commitment to educating high school students on the benefits of a career in wet trades.

Our various programs, including the "Mixing it up in the Wet Trades" initiative, provide essential training and opportunities for those interested in this field. NICS continued to work closely with CSQ across four contracts, furthering our shared goal of educating and training the future workforce.



We are deeply grateful to our dedicated trainers, administration staff, valued industry partners, and enthusiastic apprentices who have all been instrumental in making this year a tremendous success. I would also like to personally congratulate our trainer, Ruby Harrison, who won the 'New Young Achiever' award at the Awesome Women in Construction Awards.

Our commitment remains to offer the highest standards in vocational training and to develop more skilled professionals for the construction wet trade industry.

Thank you for your ongoing support



**National
Institute of
Construction
Skills**
RTO No. 30048



TODD AITKEN, NICS GENERAL MANAGER

REFLECTIONS ON THE YEAR

Our apprentice training programs expanded across Queensland in all trades. This growth was driven by various initiatives, such as the CERT I in Construction, which provided essential training for newcomers to the construction industry.

The CSQ-funded Get Ready Program, remained a highly successful initiative, delivering excellent outcomes throughout the state and introducing new potential apprentices to local employers and members.

NICS short courses continued to address skill requirements and support ongoing professional development. Additionally, we continued to roll out specialized passive fire training, in partnership with the Association of Wall and Ceiling Industries (AWCI), along with Boom tickets and EWP Licences.



UNION OF EMPLOYERS

As a registered employer association in Queensland since July 1938, MPA Queensland operates in accordance with the Industrial Relations Act 2016 (Qld). The organisation is required to maintain formal rules and objectives, conduct elections, ensure the proper conduct of officers, and comply with regulations relating to financial reporting, membership, and financial management training.

FINANCIAL DISCLOSURE

MPA Queensland operates with a strong commitment to transparency, accountability, and integrity. In accordance with the Industrial Relations (Transparency and Accountability) Act 2013, key disclosure documents are available in the members' section of the MPA Queensland website (via QR code), including financial disclosures, officer remuneration, and registers of gifts, donations, and grants.

Available for viewing on the members page.
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BROWNS PLAINS 07 3800 4811
UNIT 1, 59 EASTERN ROAD

BURLEIGH HEADS 07 5568 0350
SHOP 2, 5 CASUA DRIVE

CAIRNS (PORTSMITH) 07 4035 3299
99 AUMULLER STREET

CALOUNDRA (CURRIMUNDI) 07 5492 8955
784 NICKLIN WAY

CAPALABA 07 3245 5558
SHOP 2, 77 REDLAND BAY ROAD

DARRA 07 3376 2245
UNIT 5, 235 MONIER ROAD

EVERTON PARK 07 3855 5300
SHOP 3/463 SOUTHPINE ROAD

IPSWICH (WEST) 07 3447 0401
UNIT 2, 355 BRISBANE STREET

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UNIT 1A, 71 WISES ROAD

MORAYFIELD 07 5495 7281
166 MORAYFIELD ROAD

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SOUTHPORT 07 5631 9818
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A YEAR TO REMEMBER



DIGITAL MILESTONES

This year marked a major milestone in our rapidly evolving social media journey. Our Instagram presence soared, surpassing 1,612 followers in record time. This achievement reflects the creativity of our team, the strength of our content, and the genuine connections we continue to build with our audience. Our members also rated our communication across all digital platforms at an outstanding 4.5 out of 5, a clear sign of how far we have come in the past 12 months.

Last year, we launched our brand on TikTok and, while we have only begun to explore its potential, it represents a significant opportunity. With its rapidly growing and youthful audience, TikTok offers a powerful channel to engage the next generation of painters and apprentices. In the year ahead, we will elevate our activity on the platform, delivering content that is vibrant, accessible, and relevant to emerging industry voices.

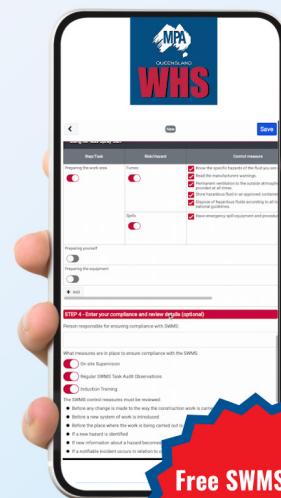
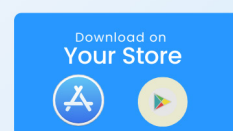
Expanding our presence across multiple platforms has strengthened our visibility and laid firm foundations for future growth. As we continue this journey, we remain committed to building on this momentum, exploring new ways to connect, inspire, and grow our ever-expanding digital community.



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Master Painters Queensland



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Where is Master Painters Australia Queensland Heading 2025-26

Building Strength. Expanding Opportunity. Leading with Purpose.

As we move into 2025 and beyond, Master Painters Queensland stands ready to build on a period of strong growth and renewed momentum. Our direction is focused and deliberate, staying true to what we do best: education, membership, advocacy, and excellence across the painting and decorating profession.

Our flagship events — the Awards for Excellence, Mega Mid-Year Trade Expo, and Micro Conferences, remain central to our engagement strategy, connecting members, sponsors, and partners through experiences that educate, inspire pride, and celebrate professionalism and achievement. These cornerstone events showcase the very best of our trade and continue to strengthen MPA's position as Queensland's leading industry association.

A key focus for 2025/26 remains membership growth and retention. We are expanding our reach through targeted marketing, regional activations, and strategic partnerships, ensuring MPA membership delivers measurable value through support, advocacy, and education. Our goal is to build a connected and engaged network that champions integrity, craftsmanship, and pride across the profession.

The National Institute of Construction Skills (NICS) continues to evolve as a leader in training, now expanding across the wet finishing trades through the creation of Wettrade Apprenticeships (WTA) — our new Group Training Organisation. WTA represents a bold step forward, providing a streamlined, industry-driven pathway that matches apprentices with host employers and delivers practical, flexible training solutions that meet the real needs of industry.

Looking ahead, our vision is to create a stronger, smarter, and more sustainable trade, one that attracts talent, rewards professionalism, and embraces innovation. Through collaboration, digital transformation, and continuous improvement, we will ensure our members, sponsors, and apprentices are equipped to thrive in a rapidly changing industry landscape.

With every initiative, from training and advocacy to events and partnerships, MPA QLD will continue to lead with purpose, inspire excellence, and strengthen the reputation of Queensland's painting and decorating industry for generations to come.



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