



**Apprentice
Employment Network**
NSW & ACT

APPRENTICE EMPLOYMENT NETWORK NSW & ACT

ANNUAL REVIEW

2019-20

ABOUT THE APPRENTICE EMPLOYMENT NETWORK NSW & ACT

ABOUT THE APPRENTICE EMPLOYMENT NETWORK NSW & ACT

The Apprentice Employment Network NSW & ACT (AEN NSW ACT) is the peak body representing a network of accredited independent, not-for-profit Group Training Organisations in New South Wales and the Australian Capital Territory. AEN NSW ACT is engaged in the following activities:

- » Building relationships with all relevant State and Territory Government agencies.
- » Raising the profile of Group Training in NSW and ACT.
- » Increasing the market share of Group Training apprentices and trainees.
- » Identifying new opportunities and projects for the industry.
- » Networking and professional development of the industry.
- » Facilitating the sharing of resources and information.

OUR STRUCTURE

AEN NSW ACT has an Executive Officer and Executive Council. They are:

Chairperson: Craig Randazzo - CEO
Skillset

Deputy Chairperson: Paul Naylor - CEO
Master Plumbers Apprentices Limited

Treasurer: Jim Whiteside - CEO
Australian Training Company

Executive Officer: Jason Sultana

OUR STAKEHOLDERS

- » 28 Group Training Organisations (GTOs) in NSW and ACT
- » NSW and ACT Government
- » Federal Government
- » Host Businesses
- » Apprentices and Trainees
- » Parents and Jobseekers
- » Schools and Career Advisers

OUR MEMBERS

Our 28 member organisations are located all across NSW and the ACT. Members are industry, location or multi-site specific GTOs. All member organisations meet the National Group Training Standards, ensuring the delivery of quality, accountable services to the VET industry. To view the full list of our members please visit page 15.

OUR PARTNERS

The Apprentice Employment Network NSW & ACT values the support of our Corporate Partners for 2019-20.

We wish to thank the following organisations:



Chief Minister, Treasury and Economic Development

We thank the following organisations that also supported our 2019 Group Training Awards:



WELCOME MESSAGES



CHAIRPERSON - CRAIG RANDAZZO

It's my pleasure to present the AEN NSW ACT Annual Review for 2019/20. I would like to acknowledge our network of not-for-profit Group Training Organisations, who together employ over 7000 apprentices and trainees across NSW and ACT in partnership with over 6000 host organisations, who understand and endorse the many benefits of the Group Training model. We are the largest single network employing young people in trade vocations in NSW & ACT. The thousands of people we support and guide through their trade

pathway to a rewarding career will become a vital part of the Australian workforce as it adapts to a future where the skills they have developed are rising in demand, keeping our essential services going and our economy growing.

As the peak industry association for Group Training Organisations in NSW and the ACT, our commitment to members has remained firm throughout the year, with a renewed focus on the core elements of our support for members. We took the opportunity in late 2019 to engage with our membership network to seek their views to help inform our strategic direction, this is referenced on page 4.

This past year has seen some renewed interest in and resourcing of the VET sector nationally. Our GTO model which includes a fully managed apprenticeship service, is more relevant to the needs of our current and future workforce than ever and has shown to be highly successful in terms of increased completions, particularly for SMEs and young people from diverse backgrounds. We remain proud of who we represent, and why we exist, and after a period of adjusting to a new normal, we look forward to playing a vital role in the task of economic recovery. We acknowledge and thank our NSW and ACT governments for their continuing support of our association sector specific initiatives.

I warmly thank our AEN governance colleagues Paul Naylor as Deputy Chair, and Jim Whiteside our Treasurer who have generously provided their time and experience to benefit the network in so many ways. I also thank our Executive Officer Jason Sultana who has provided informed advice, constant advocacy and a steady hand throughout the last year.

My best wishes for a more stable year ahead.

Craig Randazzo - Chairman

Apprentice Employment Network NSW & ACT



EXECUTIVE OFFICER - JASON SULTANA

The past 12 months will go down as one of the most volatile periods in the overall apprenticeship and traineeships market. The industry was directly impacted by the drought, January bushfires, February floods and the onset of COVID-19 in March.

COVID-19 will impact the future of apprenticeships and traineeships in Australia. The next 12 months will be critical to how the nation recovers from this pandemic. With VET reform on the government agenda and the implementation of JobTrainer, there is optimism that commencement numbers will turn around. The good news is the Group Training industry is ready to lead the way.

The strength of our network is the ability of our members to work collaboratively together in these difficult times. The association has been valued by all state and federal governments as a trusted source of real-time information and data, helping to keep policy makers fully informed in a rapidly changing business landscape.

I would like to take the opportunity to thank all 28 members and our executive for their continuing support. I look forward to working with you as we develop new initiatives to promote the benefits of Group Training and the Apprentice Employment Network.

Jason Sultana

Executive Officer

STRATEGIC PRIORITIES

NSW & ACT LARGEST APPRENTICE & TRAINEE EMPLOYER NETWORK



ADVICE

AEN NSW ACT provides informed, timely and accurate advice to members helping them to make effective decisions that will advance their services, their organisations and the sector.



ADVOCACY

We effectively represent the shared views of members to decision makers to positively change or enhance the business and policy environment for the sector.



INFLUENCING

Ensuring that AEN NSW ACT members' voices are heard and have maximum positive impact by setting the agenda and resourcing the promotion of our shared position through the most contemporary and effective digital platforms.



COMMUNICATIONS

Keeping members well-informed and up-to-date with relevant developments important to our sector and the general business environment. We must always be aware of the diversity and large geographic footprint of our members and reflect this in our practice.



ENGAGEMENT

We exist for the benefit of members. We will strive to connect with our community: members, their staff and apprentices and trainees, students, school-leavers, parents, career advisors, state government and our federal NAEN colleagues to advance the AEN NSW ACT agenda delivering benefits to all.

HIGHLIGHTS & NUMBERS

The 2019-20 period have been the toughest faced by the group training industry.

GTOs were directly impacted in the last 12 months by:

- ▶ Drought
- ▶ January bushfires
- ▶ February floods
- ▶ First four months of Covid-19

As a result, we saw a 20% decline in commencements by the GTO industry. Whilst this is not ideal, the broader vocational education and training (VET) industry saw similar declines.

WHAT ARE OUR NUMBERS FOR 2019-20?

NSW GTO COMMENCEMENTS

2774

TOP 5 NSW GTO INDUSTRIES



AUTOMOTIVE



ENGINEERING



CONSTRUCTION



BUSINESS



ELECTRICAL

ACT GTO COMMENCEMENTS

316

TOP 5 ACT GTO INDUSTRIES



ELECTRICAL



BUSINESS



CONSTRUCTION



COMMUNITY SERVICES



INFORMATION TECHNOLOGY

THE NUMBERS

7000

APPRENTICES & TRAINEES ACTIVE IN AN APPRENTICESHIP OR TRAINEESHIP

6000

HOST EMPLOYERS ACTIVELY ENGAGED IN GROUP TRAINING

405

NSW INDIGENOUS APPRENTICESHIPS & TRAINEESHIPS CREATED IN 19-20

65%

GROUP TRAINING COMPLETION RATES

GTOs continues to have higher completion rates for apprenticeships and traineeship than any other employer type.

AEN NSW ACT ONLINE MARKETING CAMPAIGN

AIM

1. To raise awareness of apprenticeships & traineeships to parents and school leavers
2. To create leads for our members to fill pre-apprenticeship & pre-traineeship courses

TIMING

October 2019 to February 2020

CAMPAIGN

1. Display advertising
2. Facebook advertising

RESULTS

1 940 000

FACEBOOK IMPRESSIONS

624 000

DISPLAY ADVERTISING IMPRESSIONS

6800

VISITS TO AENNSWACT WEBSITE

1335

LEADS TO THE AEN NSW ACT NETWORK

INDUSTRY & COMMUNITY ENGAGEMENT

MEMBERSHIP VALUE

The Apprentice Employment Network NSW & ACT continues to work hard for its members. We do this by addressing four key strategic areas:

1. Advocacy
2. Engagement
3. Industry
4. Partnerships

ADVOCACY

ACT LABOUR HIRE LICENCING

We continue to advocate for Group Training to be excluded from the upcoming ACT Labour Hire Licencing regulations.

FUNDING FOR GROUP TRAINING

We work closely with government stakeholders to provide the group training industry funding opportunities when available. In the last 12 months GTOs have accessed specific funding relating to pre apprenticeship and pre traineeship programs in NSW. In the ACT GTOs had access to funding in the GTO specific ACT ASBA program.

NSW VET CONSULTATIVE COMMITTEE

We are a member of the NSW Department of Education, Vocational Training Consultative Committee. This is made up of key VET industry representatives and meets quarterly to discuss matters around VET in NSW.

GTO WORKERS COMPENSATION PREMIUMS

We continue to advocate to reduce Workers Compensations Premiums for GTOs in NSW. Our active campaign is ongoing with the NSW Government to make changes to ensure GTOs are not being disadvantaged under the scheme.

VET REFORM ROADMAP CONSULTATION

We actively participated in a number of consultative sessions across NSW and the ACT as part of the federal government VET Reform consultations.

NATIONAL YOUTH COMMISSION

We made a submission to the commission to advocate the strength of the Group Training network in addressing many of the issues young people face.

REVIEW INTO NSW VOCATIONAL EDUCATION AND TRAINING

We made a submission to this review making suggestions on how to improve the NSW VET system and how Group Training can assist with this.

ENGAGEMENT

CAREER EXPOS

We have participated in 24 days of Career Expos in the last 12 months promoting Group Training, apprenticeships and traineeships.

MEDIA

We have been active with online, print and radio media promoting Group Training.

INDUSTRY

ACT ASBA PROJECT

Working closely with Skills Canberra and the ACT Education Directorate, AEN NSW ACT piloted a project to generate 100 School Based Traineeships within ACT Government Schools, ACT Government Departments and Federal Government Departments in the ACT.

ACT VET FORUMS

Held a number of times of year, AEN NSW ACT actively attends and supports the regular ACT VET Forums held by Skills Canberra.

SPONSORSHIP OF THE NSW & ACT TRAINING AWARDS

AEN NSW ACT continues to be a sponsor at both the NSW and ACT Training Awards.

NSW & ACT GROUP TRAINING AWARDS

We hold an annual awards event to recognise the best apprentices, trainees and host employers within the Group Training Network.

SKILLS CONFERENCE

Our flagship event, the Skills Conference, is held in June each year to bring together the VET industry to discuss the issues that relate to the industry. Regrettably due to COVID-19 the 2020 event was postponed to 2021.

GROUP TRAINING CEO CONFERENCE

This annual conference brings together the CEOs of GTOs to cover key issues of the industry.

ONLINE MARKETING

We continue to invest in an online marketing campaign to promote Group Training, apprenticeships and traineeships as well as creating opportunities for our members.

PARTNERSHIPS

NATIONAL APPRENTICE EMPLOYMENT NETWORK

We are part of the National Apprentice Employment Network, representing Group Training at a national level.

ICARE

We continue to work with iCare in addressing the ongoing issues surrounding workers compensation premiums for GTOs. iCare have provided a number of workshops in Mental Health First Aid for GTO Field Officers.

SAFEWORK NSW

AEN NSW ACT has been active with Safework NSW in developing and promoting tools to assist apprentices and trainees in the workplace.

CAREERS ADVISERS ASSOCIATION OF NSW & ACT

We are an ongoing supporter of the CAA NSW ACT Annual Conference, AEN NSW ACT have developed a working partnership to improve linkages between the two associations.

TAFE NSW

TAFE NSW is a major partner of the AEN NSW ACT network. The partnership strives to look at ways for the industry to work better together to generate new opportunities for apprenticeships and traineeships in NSW. We are part of the Industry Skills Reference Group for the Electrical and Construction industries with TAFE NSW.

SOUTHERN CROSS VOCATIONAL COLLEGE

We continue to be part of the schools industry advisory group.

LEND LEASE SKILLING & EMPLOYMENT CENTRE

We continue to be part of the Skilling & Employment industry advisory group.

CO-OPERATIVE HOUSING SOCIETIES ASSOCIATION OF NSW

Each year we partner to present the Pooley Downing Award to two up and coming building industry apprentices.





ACT ASBA IN GOVERNMENT INITIATIVE

AEN NSW ACT were engaged by Skills Canberra to manage an ACT Government initiative aiming to increase Australian School Based Apprentices (ASBAs) in the ACT for an 18-month period. This initiative co-supported by the ACT Education Directorate and Skills Canberra (CMTEDD) has focussed on identifying opportunities for ACT Public School secondary students to undertake vocational training and work in Government settings whilst completing an Australian Apprenticeship and school. Students who commenced an ASBA through this program were employed by Group Training Organisations (GTOs). Eligible hosts included ACT Public Schools, ACT Directorates and Australian Government Departments or Agencies.

The program concluded on 31st December 2019 where **93** ACT public school students commenced an Australian School Based Apprenticeship under this initiative.

Commenced ASBAs under ASBAs in Government Initiative	93
Certificate II	59
Certificate III	34

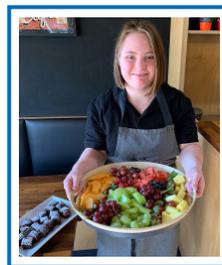
Within the 93 placements from above:

Indigenous - ACT Schools	7
Disability - ACT Schools	13
Indigenous - ACT Directorates	3
Disability - ACT Directorates	4
EPP ASBAs -GTO managed service with CMTEDD	10

Host Type	Certificate II	Certificate III	Totals
30 ACT Public Schools	34	22	56
9 ACT Government Depts	19	9	28
6 Australian Government Depts	6	3	9
	59	34	93

SUCCESS STORIES

GTO: Australian Training Company
Host: Black Mountain School
Hospitality ASBAs: Kheyrra, Anna, Ryan and Cameron



As a component of the ASBAs in Government initiative limited fully subsidised placements were made available to ACT Public Schools. Four students who attend Black Mountain

School – a northside Canberra school that caters for students with a disability in years 7-12, commenced ASBAs studying Certificate II in Hospitality. Employed and supported by the Australian Training Company, Kheyrra, Anna, Ryan and Cameron commenced working at the Six Degrees Café in June 2019.

The Café is open to the public and operates during school terms and aims to provide a centre for independent growth and skill development that will lead to quality employment in a young persons’ post school life. A great partnership was made with the RTO – JCE Positive Outcomes who have provided workplace and learning adjustments to accommodate the varying needs of the ASBAs.

A particular achievement in a short timeframe is the development of skills to take orders and also serve independently. Now adding catering for internal and external events to their abilities - something the whole team are really proud of.

GTO: 1300apprentice
Host: Canberra Theatre Centre’s
Hospitality ASBAs: Lilly



Lilly commenced her Australian School Based Apprenticeship (ASBA) with 1300apprentice and her host employer Canberra Theatre Centre (CTC) whilst in Year 11 at school undertaking a Certificate II in Business. Lilly is working in the Discovery and Learning team at the CTC – a business unit dedicated to providing educational theatre experiences to school students.

Lilly’s host employer has said that the CTC Education team is proud to provide an opportunity for a young person through the ASBAs in Government initiative. Having an ASBA has brought many benefits to the team, bringing vitality to the business unit. As the team’s main function is to arrange and coordinate school student Theatre activities, having Lilly has enabled the team to get a young person’s perspective on the work that they do.

Lilly has brought with her current and relevant skills from her learning which she has readily integrated into the work environment to improve systems and processes. Her host-employer has said that it is a ‘win-win’ employment model and other organisations should jump on board to host an ASBA and give a young person a like opportunity.

GTO: Australian Training Company
Host: ACT Education Directorate - Transitions and Careers
Hospitality ASBAs: Blake



The ACT Education Directorate’s Transitions and Careers team is undoubtedly passionate about working with ACT’s school students to expand their career horizons. Through hosting ASBAs over the years they are showing their full commitment to this important cause.

Blake has said that his work is enjoyable and varied, from producing videos and infographics, to undertaking research and conducting important data analysis. It also helps “to be part of such a fun and supportive team”. His host employer is a firm believer in giving a young person a go, saying it is a “pleasure to watch them develop so quickly” – “Blake is teaching us too, with up-to-date knowledge he imparts a young person’s perspective, advancing the work we do”.

Whilst an ASBA is a big commitment, it brings rewards in addition to earning a wage. “My confidence has grown knowing my contribution is valued”. Blake is also enjoying school more – with the workplace providing a key link to some subjects.



2019 NSW & ACT GROUP TRAINING AWARDS

2019 NSW & ACT Group Training Awards recognises the achievements of apprentices, trainees, host employers and GTOs within the AEN NSW ACT network. We would like to congratulate the following winners:

EXCELLENCE IN GROUP TRAINING

Winner: NECA Electrical Apprenticeships

NECA Electrical Apprenticeships currently employs almost 800 electrical apprentices in NSW, QLD and the ACT and achieves a completion rate of close to 90% after probation.

Over 30 years of operation, NECA EA has built partnerships with its 130 hosts, with over 99% of graduating apprentices retained by NECA EA hosts.

In 2017 NECA EA commenced the implementation of a suite of highly-targeted programs aimed at providing a diverse, resilient, skilled and adaptable group of Apprentices to meet industry's current and future needs.



TRAINEE OF THE YEAR

Winner: Kimberley Vella

Employer: Apprenticeship Careers Australia

Host: Alliance Community

Traineeship: Certificate IV in Business

RTO: Allara Learning

Kimberley Vella is an example of an exceptionally determined, driven and hard-working young person who went above and beyond her role to drive results for her host employer, Alliance Community. Showing immense leadership skills and initiative, Kim shone well above her peers throughout her traineeship by driving innovation and solving business problems.

Kim's rapid skill development quickly saw her progress during her traineeship and she was regularly given new challenges in order to give her new opportunities to shine, something she took on with both hands.

She is a fantastic ambassador for the traineeship program and her commitment to further study in the field demonstrates her willingness to grow and further her career.



APPRENTICE OF THE YEAR

Winner: Isaac Dowling

Employer: CCGT

Host: Brian Hilton Motor Group

Apprenticeship: Certificate III Light Vehicle Mechanical Technology

RTO: TAFE NSW

After successfully completing his apprenticeship in 2019, Isaac's host employer was quick to employ him. He was described as the best apprentice they have seen in their 25 year history in the motor industry.

Isaac won the Central Coast Rising Star Award in 2017 & 2018 and has been nominated for a number of other awards during his apprenticeship.

Isaac has a wonderful future ahead of him.



TRAINEE / APPRENTICE OF THE YEAR - DISABILITY

Winner: Thomas Wiggins

Employer: Australian Training Company

Host: Catholic Education Diocese of Parramatta

Apprenticeship: Certificate III Information Digital Media and Technology

RTO: TAFE NSW



Thomas Wiggins speaks of learning resilience during his traineeship with ATC and CEDP, however, he learned resilience long before that began.

Being diagnosed with a compressed spinal cord at the age of five, his parents were informed that without corrective surgery, Thomas may never walk, have the use of his arm or the ability to communicate. After approximately nine major corrective surgeries, Thomas is now in a very stable position and his health has improved immensely. These challenges have only made him more determined to succeed in his chosen field of IT.

TRAINEE / APPRENTICE OF THE YEAR - WOMAN IN NON-TRADITIONAL TRADE

Winner: Laura Vilcek

Employer: Apprenticeship Careers Australia

Host: 10 Four Truck Repairs

Apprenticeship: Certificate III in Heavy Commercial Vehicle Mechanical Technology

RTO: TAFE NSW



Laura is a highly dedicated and committed young lady who showed great resilience to complete a course in a field that is traditionally male dominated. Not only has she completed her TAFE coursework 11 months early, she has also gained her heavy vehicle licence, forklift licence and is working towards an air-conditioning course with a long-term plan to also complete an auto-electrical course. This, coupled with her exceptional leadership skills and drive shown on the job, make Laura a fantastic role model for others.

TRAINEE / APPRENTICE OF THE YEAR - SCHOOL BASED

Winner: James Pergamalis

Employer: HVTC

Host: John Holland CPB Ghella Joint Venture

Apprenticeship: Certificate II in Civil Construction

RTO: TAFE NSW



James is School Based Trainee, completing a Certificate II in Civil Construction. James has an excellent attitude towards work. James has shown his initiative onsite and in school, James is always keen to learn and has a great ability to work in a team. James always receives positive feedback from his Host Employer, who thinks he would be highly successful in the Civil Construction industry.

TRAINEE / APPRENTICE OF THE YEAR – INDIGENOUS

Winner: Kerrod Binge

Employer: Novaskill

Host: HL Mullane & Son

Traineeship: Certificate III in Plumbing

RTO: TAFE NSW



Kerrod has just finished his plumbing apprenticeship, and during this time was employed by Novaskill and hosted at HL Mullanes. Kerrod has shown commitment and a positive attitude throughout his apprenticeship which has seen him grow from an apprentice to tradesman, and then to leading hand, and he is now being mentored to continue his growth to site foreman. Kerrod was not able to join us at the awards ceremony as he was overseas in Tonga restoring schools in their local communities. The award was accepted by his mother on the night.

HOST EMPLOYER OF THE YEAR - SMALL

Winner: Hyden Engineering

GTO: HVTC

Hyden and HVTC have had a successful relationship since 2007 where they first engaged an apprentice in the GTO hosted environment. The partnership still stands solid today and in recognition of this Hyden Engineering were awarded the Small Employer of the Year at the HVTC Awards in 2019.



Hyden's Innovative culture has supported the learning and development of a number of HVTC apprentices and trainees, including the three current HVTC employees who are gaining practical based experience with the Maitland based Business.

HOST EMPLOYER OF THE YEAR - LARGE

Winner: Dunsteel Engineering

GTO: 1300apprentice

Dunsteel Engineering is a 55 year old family business in Southern Highlands NSW who has supported Group Training for almost 20 years, hosting apprentices and trainees in Heavy Fabrication, Welding, Business, and Drafting.



With a proven commitment to safety, hard work, and continuous improvement, Dunsteel have been able to grow and expand its workforce and provide stability for their workers.

Dunsteel have gone "above and beyond" to support the personal development, skills, well-being, and opportunities for their apprentices and trainees. Additional opportunities have been provided for the long term unemployed, mature aged, people with disabilities and out of trade apprentices.

Dunsteel strive to bring out the best in people and provide the guidance and support to help them succeed.

STATE & NATIONAL TRAINING AWARDS

► JEMASIN JOYCE

Winner - 2019 Aboriginal & Torres Strait Islander Student of the year - *NSW Training Awards*

Runner Up - 2019 Aboriginal & Torres Strait Islander Student of the year - *Australian Training Awards*



Qualification: Certificate II in Business

Trained by: Australian College of Commerce and Management Pty Ltd

Employed by: 1300apprentice

Hosted by: Australia and New Zealand Banking Group Ltd

School: Kiama High School

Wiradjuri woman from the Cowra area, ambitious and proactive Jemasin successfully balanced her school based apprenticeship in Business conducted via 1300apprentice with school, sport, community and family commitments.

Putting learning into practice whilst at the ANZ Bank at Dapto, Jemasin has shown a passion for customer service and is demonstrating outstanding skills in communication, teamwork, numeracy, problem solving and cash handling.

► OLIVIA HORVAT

Winner - ACT School Based Apprentice of the Year



ACT Training Awards

Qualification: Certificate III in Individual Support

Trained by: Quest Training Solutions

Employed by: Australian Training Company

Hosted by: Black Mountain School

School: Merici College

Olivia is currently completing her Year 12 Certificate at Merici College and undertaking an Australian School based Apprenticeship studying a Certificate III in Individual Support (Disability) through Quest Training Solutions.

Olivia is employed by Australian Training Company and Hosted to Black Mountain School. She decided to complete an ASBA after she participated in the Merici College Mentoring Program with Black Mountain School.

► HVTC AND SERVICE NSW

(HVTC & Service NSW Traineeship Program)

Winner - Industry Collaboraton Award



NSW Training Awards

HVTC and Service NSW have worked together to place over 100 Certificate III Customer Engagement trainees in service centres right across the state.

This industry partnership has provided valuable employment and training opportunities to school leavers and job seekers in many rural and regional communities. The program provided an opportunity to increase Indigenous employment across the state and introduce a younger workforce to Service NSW with many participants being under 25 years.

OUR MEMBERS

1300 apprentice





**Apprentice
Employment Network**
NSW & ACT

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