

ANNUAL REVIEW 2020-21



**Apprentice
Employment Network**
NSW & ACT



Prime Minister Scott Morrison with the apprentices from HVTC

Apprentice Employment Network
NSW & ACT



ABOUT THE APPRENTICE EMPLOYMENT NETWORK NSW & ACT

MBA ACT Apprentice Graduation 2020

The Apprentice Employment Network NSW & ACT (AEN NSW & ACT) is the peak body representing a network of accredited, 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 & the ACT.
- » Increasing the market share of Group Training apprentices and trainees.
- » Identify new opportunities and projects for the industry.
- » Networking and professional development of the industry.
- » Facilitating the sharing of resources and information.

OUR PARTNERS

The Apprentice Employment Network NSW & ACT values the support of our Corporate Partners for 2020-21. We wish to thank the following organisations.



OUR STAKEHOLDERS

- » 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 30 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.

Stories highlighting our members' achievements for 2020-21 are located throughout this annual review.

WELCOME MESSAGES



CRAIG RANDAZZO
CHAIRPERSON

The Apprentice Employment Network NSW & ACT is the industry association that represents the largest employer network of apprentices and trainees in NSW & the ACT. Our members employ around 6,000 apprentices annually right across the entire state and territory. Our membership has grown recently to now include 30 Group Training Organisations, which cements our position as the largest single network employing young people in trade vocations in NSW & the ACT. Our members offer a fully managed apprenticeship model which not only delivers great value for host workplaces and funding bodies, but provides higher completion rates, real mentoring, guidance and high-touch support for our largely young cohort who will be the tradespeople that Australia will rely on for a prosperous future.

As a sector, it has been inspiring to see how our members have remained committed to keeping young people employed through these hugely disruptive times. The businesses who utilise our Group Training model have seen the value and flexibility in it and our apprentices have appreciated the ongoing support our members provide, even when a placement is disrupted.

I acknowledge my colleagues Paul Naylor, Deputy Chair and Jim Whiteside, Treasurer for their generous time and support throughout the year and thank Executive Officer Jason Sultana who has provided valuable advice, advocacy and support for members throughout a very disruptive year.



JASON SULTANA
EXECUTIVE OFFICER

The last financial year certainly has been a challenging one for the Group Training Industry with the state and federal Governments reacting to the COVID-19 pandemic. The industry saw a significant number of apprentices and trainees being handed back to the network but through the Boosting Apprenticeships Commencements initiative we saw numbers grow significantly.

I would like to congratulate our network for their activity in the last 12 months. With each GTO having to manage a wide ranging set of issues and implement new Government initiatives, GTOs are now in a stronger position to support industry.

Our strong relationships with the NSW & the ACT Governments have ensured an open line of communication was kept to address ongoing COVID related issues. One thing the pandemic highlighted was Group Training provides a safety net for apprentices and trainees and flexibility for host employers.

I would like to take this opportunity to thank our members, and the executive team for their support during the year. I look forward to working with you to develop new initiatives and projects that support the network and promote the benefits of the employing an apprentice or trainee through a Group Training Organisation.

STRATEGIC PRIORITIES

APPRENTICE EMPLOYMENT NETWORK NSW & ACT



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.



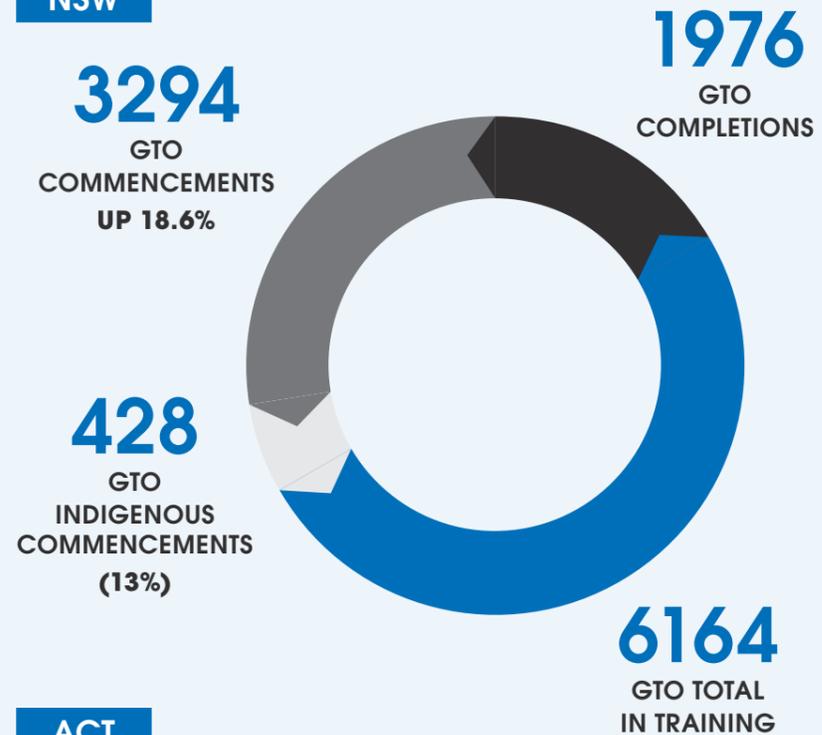
ENGAGEMENT

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.

NSW & ACT LARGEST APPRENTICE & TRAINEE EMPLOYER NETWORK

HIGHLIGHTS & NUMBERS

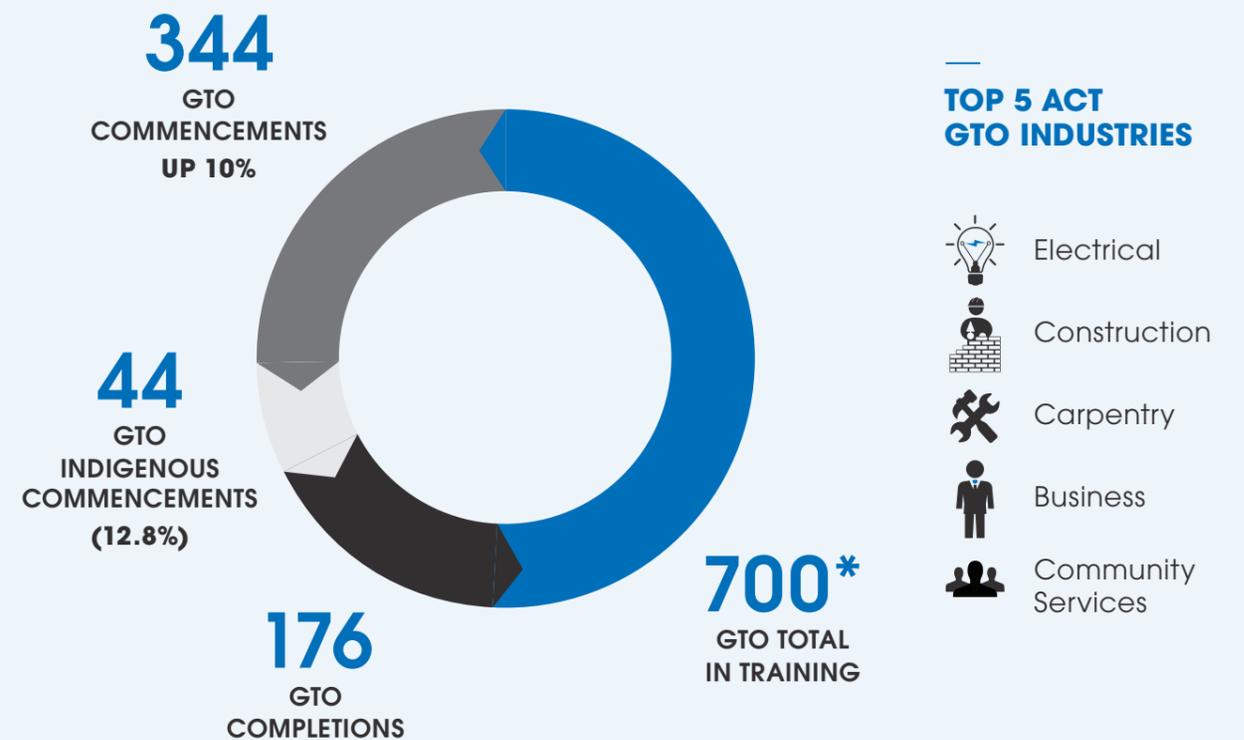
NSW



TOP 5 NSW GTO INDUSTRIES

- Automotive
- Construction
- Electrical
- Engineering
- Business

ACT



TOP 5 ACT GTO INDUSTRIES

- Electrical
- Construction
- Carpentry
- Business
- Community Services

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



ENGAGEMENT

CAREER EXPOS – Despite the extended lockdown periods, we actively participated in Career Expos both in person and virtually throughout the last 12 months.

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

#440IN40 CAMPAIGN – We ran a successful campaign to generate 400 placements in 40 days within our network. The campaign was able to generate 536 placements.

SKILLSONE DIGITAL PARENTS SHOWCASE – Supporting SkillsOne we participated in a parents' online showcase promoting the group training industry and VET.

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.

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 and the ACT.

COVID IMPACT REPORTING – Through the peak of lockdown in 2020, we worked closely with the NSW and ACT Government to provide regular updates on the impact of COVID in the AEN network.

NSW PRODUCTIVITY COMMISSION REPORT – We made a submission towards the NSW Productivity Commission White Paper promoting the importance of apprenticeships and traineeships through GTOs.



INDUSTRY

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 to discuss the issues that relate to the sector.

NSW GOVERNMENT INFRASTRUCTURE TRAINEESHIP PROGRAM – Working with the NSW Government we assisted in the creation of a program through a designated GTO to deliver a specialised Infrastructure Traineeship Program across NSW Departments.

BUILDING, CONSTRUCTION, RESOURCES AND INFRASTRUCTURE ITAB – AEN sits on the advisory group for this NSW ITAB.

FEDERAL LOCAL JOBS & SKILLS TASKFORCE – AEN sits on the advisory group for the Federal Government Local Jobs & Skills Taskforce in Greater Western Sydney.



PARTNERSHIPS

We would like to acknowledge our strategic partnerships who work with AEN NSW & ACT in achieving like-minded goals:

- » NAEN
- » ICare
- » Safework NSW
- » Career Advisers Association of NSW & ACT
- » TAFE NSW
- » Southern Cross Vocational College
- » Lend Lease Skilling & Employment Centre
- » Co-operative Housing Societies Association of NSW
- » Australian Apprenticeship and Traineeship Information Service
- » AustralianSuper
- » Mindfit
- » WorkPro
- » Associations Forum
- » Tanck
- » NSW Government
- » ACT Government

OUR MEMBERS – THEIR STORIES



1300APPRENTICE

Shante is a proud indigenous person who began her traineeship with 1300apprentice in February 2020.

Having commenced employment with her first host employer, Shante was handed back within a month due to the uncertainty that COVID presented at the time. 1300apprentice took Shante on directly in our office, where we were able to continue her employment and training for a period of 2 months until we could source a new host for Shante.

Always wanting to get into the banking industry, 1300apprentice reached out to one of our host employers, one of the big 4 banks to see if they could assist. Shante completed her Certificate III in Business traineeship early with this bank and gained direct employment.



AUSTRALIAN TRAINING COMPANY

Leilani is a participant in the Women in Construction Pathways Program (WICPP) and is being hosted by Lendlease.

Leilani understands that it is important to provide these types of programs as it provides opportunities to women who may not have had them before.

Skye Haffer and Capri Cross from Lendlease chose to become involved in the program to engage with future generations of women and help nurture and support their interests around career choices.

Their advice for young women thinking about a career in construction "When you focus on possibilities, you have more opportunities".

The WICPP is an initiative designed to provide industry experience for female students interested in pursuing a career in construction. It is delivered in partnership between the Australian Training Company and the NAWIC ACT.



MASTER PLUMBERS APPRENTICES LIMITED

Master Plumbers Apprentices Limited worked with the young participants at the Try a Trade day held at the Productivity Boot Camp at Penrith. Supported by Training Services NSW and Productivity Boot Camp it provided the opportunity to potential apprentices the exposure to the trade. This helps manage expectations and allows individuals to gain knowledge of what it is like to work as a plumber.

The aim of the program is to provide confidence and a head start to obtain an apprenticeship.



NOVASKILL

In 2020, Novaskill were proud to be one of the GTOs that took part in the Educational Schools Pilot Program (EPPP). The pre-apprenticeship program saw 14 students from Maclean, Grafton, South Grafton and Woolgoolga High Schools successfully complete training in four units of competency in construction over nine days of training and assessment, and a further five days of industry learning with a local employer.

With nine of the fourteen students going on to further vocational training – two students are doing full-time apprenticeships, while seven are pursuing SBATs – it's clear that the program was a success, and a great pilot to show how well this kind of program can work when we can access students to complete pre-apprenticeship training while they are still at school.



ELECTROGROUP

Ryan McKnight completed an Electrical Apprenticeship through Electrogrouop. This is Ryan's 2nd trade, his first was Fitter Machinist.

Ryan will be starting with Heyday 5 as a qualified Electrician. He started working as a fitter machinist where he worked with electricians and had a chance to work with automated guided vehicles some PLC and that sparked my interest in doing the electrical apprenticeship.

The apprenticeship gave the chance to grow as a person and sometimes placed him out of his comfort zone.

When speaking with 1st year apprentices he advises them to take ownership and responsibility of their apprenticeship.

Ryan has a bright future ahead of him. He would like to progress to a leading hand within the next 1-2 years then I would like to become a supervisor in the next 2-5 years then project manager 5-10 years.



MY GATEWAY

In May 2021, a group of Year 10 students completed a Light Vehicle Pre-Apprenticeship course under the guidance of staff at TAFE NSW Wetherill Park.

The students spent two weeks attending the course, gaining invaluable skills and knowledge for their futures. Many of these students are hoping to move into school based apprenticeships in the automotive industry.

My Gateway would like to thank TAFE NSW Wetherill Park for holding the course and to the follow schools for supporting and guiding their students along the way: Ashcroft High School, Bonnyrigg High School, Bossley Park High School, Cecil Hills High School, Liverpool Boys High School and Miller Technology High School.



NECA

NECA Training & Apprenticeships is fostering inclusivity in the electrical construction industry.

Since 2018, the emPower pre-apprenticeship program has provided over 250 First Nations Australians with life-changing education to secure apprenticeships, with over 80% still in long-term employment or further education.

Gender balance continues to be an issue in our industry; however, the Women in Power program is combatting this. The pre-apprenticeship course has proven a success as many women enter the industry as mature students.

NECA ACT's School Holiday Program provided students with an introduction to the industry. Students were exposed to basic electrical theory, tools and work safety. Many of these students have secured or are now considering a NECA apprenticeship.



ARC GROUP TRAINING

ARC Group Training has a history of producing some of the best business trainees in NSW. Through a long-term partnership with its host employers like Westpac, ARC Group Training trainees have won the "Trainee of the Year Award" at the Western Sydney Training Awards for the past four years.

- » Gerard Samson – 2018 Western Sydney Training Awards
- » Kasra Hashem Paur – 2019 Western Sydney Training Awards
- » Ricky Rangra – 2020 Western Sydney Training Awards
- » Chelsea Taylor – 2021 Western Sydney Training Awards

This success and opportunities winning awards create has seen Gerard, Kasra, Ricky and now Chelsea go onto big rewarding careers.



CCGT

Previously, CCGT have held in-house information nights to encourage both parents and job seekers to consider the various pathways that are available within the VET sector and to also promote the benefits of utilising the services of a GTO. These nights have always proven to be largely successful with anywhere from fifty attendees or more coming along.

However, during the last financial year it was clear that although the demand for the information was there, we were prevented from being able to deliver these face to face as we had previously.

We decided it was time to adapt - so we set about creating the presentation as a free webinar to which we received over 100 registrations. In addition, we created the ability to also access tailored career information by being able to book in a one on one online session with a member of our team.



HUNTERNET GROUP TRAINING

Amidst the chaos of the last 18 months there were many challenges and stories of hardship for communities, businesses and families.

One of Australia's largest companies QANTAS started closing their services. This extended to the Hunter Region with the Jetstar brand closing the maintenance hangar at Williamtown Airport. Being a

regional centre for the planes, it employed approximately 150 workers with a combination of apprentices included in the workforce. The Jetstar relocation program supported many of the workforce to transition to different parts of the country for continuity of employment.

Given that the aviation industry in the Hunter has restricted stakeholders this did present some limitations. HunterNet Group Training was able to meet with the impacted workers who were considering staying local and assessed their employment options.

HunterNet Group Training in partnership with BAE Systems Australia offered the apprentices to transfer over to BAE Systems. Four of the apprentices are working on the established Lead In Fighter (LIF) program while two are working on the new F-35 program.

This meant that they could continue their career and stay home close to family, and friends and remain in the community. From a skills perspective it meant that the skills for the industry would also remain local and not be lost from our region.



AFL SPORTSREADY

A 'good news story' from the past year was the rollout and engagement with our 'Careers are made through Traineeships' webinars. 'Careers Are Made Through Traineeships' is an initiative of AFL SportsReady and supported by the Australian Government and the National Careers Institute.

Our marketing team produced 10 live webinars, focusing on the benefits and various career paths traineeships can lead to. Current trainees and alumni took part in the webinars and provided some fantastic insights into their experiences and outcomes through their traineeships. These webinars were targeted at current school students, parents, careers advisors and school leavers.



MASTER BUILDERS APPRENTICESHIP SERVICES

In celebration of International Women's day Monday 8 March.

Meet Candace, a 2nd year apprentice Carpenter employed by Master Builders Apprenticeship Services and currently training at their education centre in Norwest.

Candace is an enthusiastic role model for all young girls entering the industry. She is hosted with Glenco who are provide opportunities to women to work in the building industry.



GTO FUNDED PROGRAMS

Skills Conference

NSW

GTO RECRUITMENT PROGRAM

The GTO Recruitment Program provides funding to GTOs to recruit, screen, induct and refer 15-40 year old people to Partner Providers to undertake pre-apprenticeship training, with a view that the participants will enter into a Training Contract on completion of the pre-apprenticeship training

GTO APPRENTICESHIPS COMPLETION INCENTIVE

The GTO Apprenticeship Completion Incentive Program consists of a payment of \$1 000 for each apprenticeship completion (up to a maximum cap).

GTO INNOVATION FUND

The GTO Innovation Fund was a pilot program providing up to \$35 000 per GTO for approved projects to increase opportunities for apprenticeships and traineeships.

Projects funded

GTO	PROJECT DESCRIPTION
Squad	To commence a Careers Initiative pilot program in the Riverina
Apprenticeships R Us	To run an automotive industry pre-apprenticeship course for women with a buddy system.
Australian Training Company	To run a program creating opportunities for women in agriculture.
NECA	To run an indigenous pre-apprenticeship program
Novaskill	To run a career path boot camp for the local Government sector
HTN	To create a digital platform for women in butchery
MIGAS	To run a program to develop work & life skills for female year 12 students
Apprenticeship Careers Australia	To run a program to provide mature aged workers a pathway into disability and aged care
Skillset	To use School2Trade program to increase SBAT engagement
WPC Group	To run a skills development program in horticulture and water management

EDUCATIONAL PATHWAYS PILOT PROGRAM

The Education Pathways Pilot Program initiative allowed students to “test & try” pre-vocational and part-qualification subjects through one of seven Group Training Organisation (GTOs).

This gives students the ability to explore a local industry and gain hands-on experience that will get them ‘job-ready.’ For many students, this initial course will give them a taster of applied learning, making them better informed to consider a School Based Apprenticeship or Traineeship.

ACT

FUTURE SKILLS FOR FUTURE JOBS PROGRAM

The Future Skills for Future Jobs Grants Program provides funding for innovative projects that promote market diversification and aim to increase the number of Australian Apprenticeship commencements.

GTO	PROJECT TITLE	PROJECT DESCRIPTION
Indigenous Allied Health Australia (IAHA)	IAHA ACT Academy	This project will support a cohort of Aboriginal and Torres Strait Islander peoples in the ACT to undertake a Certificate III in Allied Health via an Australian School-based Apprenticeship (ASBA). The project includes wrap around support for participants to maximise the uptake, retention and completion of the ASBA.
Master Builders Association of the ACT	Mentorships to Power Apprenticeships	The Mentorship to Power Apprenticeships project will provide a digital mentoring and learning platform to support the retention of Australian Apprenticeships in the building and construction industry. The program includes non-traditional methods of communication between apprentices and their mentor, more suited to working onsite and outside of a classroom.

OUR MEMBERS – THEIR STORIES CONTINUED



IAHA

The Indigenous Allied Health Australia National Aboriginal & Torres Strait Islander Health Academy (IAHA National Academy) gives Aboriginal and Torres Strait Islander students in Year 11 and 12 in the ACT the opportunity to complete a nationally recognised Certificate III in Allied Health Assistance qualification through CIT. Students will also gain experience in the health workforce with both IAHA and local

health service providers while completing their Year 11 and 12 studies.

Developed in partnership with community stakeholders, the program includes paid employment for school-based trainees, mentoring and career planning. Pathway options for students range from gaining employment in the health field to continuing study with partner organisations, including CIT and the University of Canberra.

Allied Health encompasses various health professional groups, including physiotherapy and occupational therapy in a range of settings, including hospitals, community rehabilitation, private practices and aged care facilities.



METL

Jointly established and funded by maritime employers and the Maritime Union of Australia we form a vital link between employers and the maritime workforce. METL is funded by maritime employers, beneficiaries of maritime skills, international shipowners and maritime employees.

While we are a not-for-profit organisation, we do operate as a business. Our METL management team consists of talented and experienced people ranging from diverse industry backgrounds.

METL has developed effective partnerships with employers, registered training organisations, industry bodies, and regulators to ensure quality educational and employment outcomes.

Our overarching objectives is to advance the productivity of the industry. We supply highly qualified seafarers to industry by providing effective skill development pathways for maritime employees.



MIGAS

MIGAS in partnership with Dapto High School and EDL ran their "Women in Trades" program.

The girls at Dapto High School are pushing the boundaries of what society thinks women can do by taking on male-dominated trades in mechanics and electronics.

"We have discrimination in our society, sexism is one of them and stereotyping is very limiting. I know for a fact that women can do virtually anything they want to do," said Peter Johnson, teacher and mentor leading the Women in Trade program at Dapto High School.



MASTER BUILDERS ACT

Master Builders ACT (MBA) is leading the way in designing and delivering innovative programs to attract more women to the building construction industry. In 2020, MBA delivered a Women in Civil Construction Program with a strong focus on industry collaboration.

Key stakeholders MBA worked with included Ginninderry SPARK, Southern Training Organisation (STO) and the Civil Contractors

Federation (CCF). The Women in Civil Construction program delivered an innovative experience that far exceeded the expectations of the project management team and key stakeholders.

The program was 10 weeks in duration and designed to provide a pathway for women into entry-level civil construction jobs by combining essential ticket training and selected accredited units from the Cert III in Civil Operations. To strengthen this program additional non-accredited training (in dealing with bullying and harassment, health and well-being and money management) was delivered, as well as work placements to build on-site confidence and competence.

Upon completion of the program 70% of the were offered full time employment with the civil contractor they were hosted with during the program.



Ai GROUP APPRENTICE AND TRAINEE CENTRE

Edward Mkhama completed Auto Electrical trade with us in May 2021. He is now employed as a tradesman by host employer, Conplant.

Edward emigrated to Australia, when he was 14 years old, speaking little English on his arrival. Enrolling at Ambarvale High School in Year 8 and began the process of integrating and learning to achieve the

HSC just 4 years later. Following graduation from his HSC in 2016 he then did an introductory electrical qualification at Granville TAFE.

As an apprentice at Conplant, he excelled throughout. As a 3rd Year apprentice Wetherill Park TAFE nominated him for the Regional World Skills, competing, in the main, against 4th Year apprentices. In his final year, Conplant were confident enough in his technical skills and work ethic to draught him to their Perth, Brisbane and Adelaide facilities, when those locations were busy.



TABMA

Recruiting apprentices and trainees can be difficult but when you deal in industries that are not front of mind it can be even harder.

TABMA works in the Timber, Construction and Building industry. They recruit in roles that include Frames and Truss manufacturing, Merchandising, Joinery, CAD and Shop Fitting.

The opportunities are endless and once a person starts they go onto greater things into the future.

The support TABMA provides its industry and members ensures they work together in addressing the skills needs for the future.



APPRENTICESHIP CAREERS AUSTRALIA

Apprenticeship Careers Australia (ACA) has partnered with the NSW Government to deliver the School Infrastructure Trainee Program. Over 24 months, 130 trainees will have the opportunity to work within a Government agency, a consultant organisation and with a contractor to gain valuable experience and understanding of how each workplace is involved in the successful delivery of public infrastructure.

Trainee James Cavallaro initially thought his future was studying at university, however he jumped at the opportunity to study, work within an NSW Government department and get paid at the same time.

As the managing GTO, ACA is providing support and mentoring to the trainees throughout the program.



HTN

Parent company of MRAEL, Intowork introduced the Zoom Wellness Channel in 2021 as a way to keep staff and apprentices connected during the peak of pandemic. Rockpool Bar & Grill were kind enough to offer a cooking demonstration conducted by Executive Chef Corey Costelloe. Introduced by renown chef Neil Perry the demonstration followed Corey as he put together a delicious fillet steak with spiced butter and rosemary potatoes, while giving apprentices and staff the chance to peek inside the kitchen of one of Australia's top restaurants.

The Wellness Channel looked at topics such as finance, mental health and nutrition with guest speakers from across the country. It was an innovative way to bring together a team of people and provide advice and support on topics at the front of minds in 2021.



SQUAD

Squad was successful in gaining funding under the GTO Innovation Project 2021. The funding has enabled Squad to successfully pilot a Careers Initiative Program. We are very pleased to celebrate our participants.

Heath is a homeless student who works with Yes Unlimited a local not for profit organisation providing crisis accommodation for young people.

Jon worked with Yes and a small group of young people interested in an Apprenticeship and Traineeship pathways. Heath then went through Squad's candidate selection process after officially applying for an apprenticeship with a local bakery as an apprentice baker. Heath decided to take the role with the Bakery, following in his father's footsteps.

Joel is a Wagga Wagga year 10 school student. Joel participated in the Career's initiative with Squad. Joel has commenced with a local Cabinet maker in an apprenticeship. Joel's parents have let Jon and the school know that Joel "nailed" the interview thanks very much to the coaching and advice that the Careers Initiative provided.



MEGT

Here at MEGT, we know the value an apprentice or trainee can add to your business. One of our clients, Orica, has shared this great story about one of its' apprentices, Mason, who identified a safety hazard on site and took the initiative to engineer a fix!

Mason noticed this area beside their workshop, which was untidy and potentially unsafe. He proposed a few different designs, and settled on a solution with the support of his boss, Justin. Mason built this shelving unit entirely from materials on hand or left over from other projects. Now the area is more organised, and safer for the whole team. Well done Mason!

MEGT is proud to help support apprentices and trainees to make a positive difference at work.



WPC GROUP

'BMW #NextTech launched in April 2021, which brought together BMW Group Australia and NextGen Jobs, acknowledged leaders in their field, in the shared vision of delivering a dedicated cutting-edge accelerated automotive apprenticeship program. This program will play an integral role in ensuring future BMW Group apprentices develop the diagnostic skills and techniques required to stay at the

forefront of the automotive industry. It is also progressive in enabling apprentices to stay well ahead of the trends of increasing specialisation and rapid technological advancement. This includes electrification - a critical element in BMW's future. It took just 52 minutes for the first #NextTech vacancy to be lodged after the initiative was announced, clearly demonstrating its appeal, with 41 diverse apprentices making up their total cohort. Plans for the 2022 intake have already commenced.

NextGen Jobs is group training and apprenticeship market leader focused on redesigning apprenticeship pathways for emerging and technology-driven occupations.'



GTES

Zach had completed a TVET Automotive course while in high school wanting to become a light vehicle mechanic. Zach had applied for quite a few jobs but was never successful. Zach has autism and struggles in the interviews where he had given up his dream of becoming a mechanic.

Zach crossed paths with GTES where they arranged a meeting with a local automotive dealership. The dealership provided him an opportunity and he took it with flying colours. His host worked with him through his disability and has

been successful with his apprenticeship.

Zach has advanced through is apprenticeship with his host employer providing high level training in Sydney to maximise his skills.

This is a success story for GTES and GTOs. Providing opportunities for young people and nurturing talent that benefits the wider community.



NSW & ACT GROUP TRAINING AWARDS

Melanie Macaulay - HVTC, Georgia Foley and Andrew Garrett - Whitehaven Coal

2020 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 winners



APPRENTICE OF THE YEAR

Matthew Tassell

Matthew completed his electrical apprenticeship with **Novaskill** and hosted with **JA Martin Electrical**. Described as a role model and mentor for other apprentices his supervisors, TAFE teachers and peers highly respect Matthew's ability. Because of these qualities, Matthew was the most requested apprentice amongst his fellow tradesman during his apprenticeship.



TRAINEE OF THE YEAR

Ricky Rangra

Employed by **ARC Group Training** and hosted with **Westpac**, Ricky deferred his undergraduate scholarship to complete his business traineeship. He believes his training has built his character, developed his skills and brought him closer to his ambition of being a future corporate banking executive.



EXCELLENCE IN WORK HEALTH AND SAFETY

Novaskill

With an increased focus on mental health support and a Zero harm approach, **Novaskill** has seen a cultural change within its organisation that resulted in a significant decline in incidents in the workplace, lost time injuries and a low return to work average.



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

Georgia Foley

Georgia was employed by **HVTC** and hosted with **Whitehaven Coal** as an apprentice electrician. During her apprenticeship Georgia was able to learn and develop skills that assisted her to overcome barriers in non traditional trades to find the experience rewarding. Georgia was named as the winner of the Woman in a Non-Traditional Trade at the 2020 NSW Training Awards.



APPRENTICE/TRAINEE OF THE YEAR - INDIGENOUS

Jay French

Jay was employed by **Skillset** and hosted by **Orange City Council** as a horticulture trainee. Jay has been commended for his indigenous pride and the cultural understanding he brings to his team at Orange City Council. He has become an inspiration to his younger brother who is thinking about following in his footsteps to complete a horticulture traineeship.



APPRENTICE/TRAINEE OF THE YEAR – SCHOOL BASED

Cassandra O'carroll

Cassandra was employed by **HVTC** and hosted with **Shoalhaven City Council** in a Conservation & Land Management Traineeship. Cassandra has received many achievements throughout her short employment career. Her leadership qualities and academic success will see her have a bright future ahead of her. Cassandra was named as the 2020 School Based Trainee of the Year at the NSW Training Awards.

STATE TRAINING AWARDS

NSW & ACT GROUP TRAINING AWARDS

CONTINUED



HOST EMPLOYER OF THE YEAR

Phil Blake Electrical

This popular Canberra business was established in 1985 and has been working with **1300 apprentice** for the last 13 years. Hosting over 20 apprentices during this time, Phil Blake the owner treats all his staff like they are his own family. Providing opportunities for school based, mature aged and out of work apprentices this employer was named a finalist in the 2020 ACT Training Awards.



HOST EMPLOYER OF THE YEAR - LARGE

Hort Enterprises

Based in Western NSW and working with **Skillset**, Hort Enterprises has been supporting regional mining and engineering industries for over 25 years. Hosting more than 150 apprentices and trainees through to completion since 1995, over 70% have been retained into full time roles. Hort Enterprises was recognised as the winner in the 2020 NSW Training Awards Medium Employer of the Year.



2020 POOLEY DOWNING AWARD

Brendon Hortle - Newcastle Master Builders Apprentices

Levi Smith - Newcastle Master Builders Apprentices



2020 APPRENTICE OF THE YEAR - ACT

Khye Bolin

Qualification: Certificate III in Electronics and Communications

Training provider: Canberra Institute of Technology

Employer: MEGT (Australia) Ltd

Hosted by: Honeywell (Australia) Ltd



2020 TRAINEE OF THE YEAR - NSW

Emily Jones

Qualification: Certificate IV in Library and Information Services

Training provider: TAFE NSW

Employed by: Squad

Hosted by: Greater Hume Council



2020 SCHOOL BASED APPRENTICE/TRAINEE OF THE YEAR - NSW

Cassandra O'carroll

Qualification: Certificate II in Conservation and Land Management

Training provider: Kiama Community College

Employed by: HVTC Pty Ltd

School: Bomaderry High School



2020 MEDIUM EMPLOYER OF THE YEAR - NSW

GTO: Skillset

OUR MEMBERS — THEIR STORIES CONTINUED



AES

Tom's journey has so many parallels with one of the well-known Aboriginal Dreamtime Stories of the Wunaruah nation. Just like the Baiame spirit Dreamtime story of how the hills and rivers in the Hunter Valley came to life and 'awoke and created everything', Tom's traineeship created and awoke an intrinsic motivation to achieve his best.

Tom is excited about his future, and acknowledges a number of extra special career highlights having complete a school based traineeship in business service and fulltime traineeship now moving to Melbourne after being offered a position to study at one of Australia's most prestigious universities, Monash to undertake a Degree in Psychology

AES CEO Kristy Masella said the AES couldn't be prouder of the young Aboriginal leaders, entrepreneurs and professionals that graduate from its school-based and full time traineeships.

"It has been a privilege and an honour to watch young Aboriginal men and women, just like Tom, grow and blossom into Australia's best."



KESTREL

Our Building & Construction Apprentice Jack Meehan has overcome challenges to progress his apprenticeship. Jack initially commenced his Apprenticeship with a builder where he was rarely given the opportunity to be hands on and a lot of the work he had been doing was irrelevant to carpentry. He was put off halfway into his third year. He then went on to doing casual work with a variety of employers before getting some labouring work with another builder. Eventually he came to Kestrel where we were able to find him a new host employer to complete his construction apprenticeship.



HVTC

The Life Saver Campaign aimed to support the better reporting of incidents and near misses, HVTC launched a new safety campaign at the beginning of 2021, "Incident Reporting, it's a Life Saver!". The slogan was the brain child of one of our current Trainees Joel Hartley who entered the slogan as part of a competition to raise awareness not only within our current Hosted Apprentices & Trainees but with our

Host Employers and Supervisors.

The Life Saver campaign, which has been featured across HVTC's social media and through Toolbox Talks, has seen a positive impact among HVTC's apprentices and trainees, with an increase in the reporting of near misses and incidents, including those that don't result in injury. HVTC has continued promoting the campaign to further encourage our Hosted Employees to be HVTC Life Savers and report all incidents and near misses, no matter how small. After all who doesn't like life savers?



NEWCASTLE MASTER BUILDERS APPRENTICESHIP SCHEMES

The \$50 000.00 Scholarship Program was generated by Newcastle Master Builders Apprenticeship Schemes in 2019 to create interest with year 10 school students, and for them to think about Building and Construction Trades as a career.

This Scholarship offers students of year 10 to have a permanent committed Host Employer for on-site training to assist with their Construction studies throughout their schooling years 11 & 12.

We're now coming to the end of our pilot program with outstanding outcomes. 4 applicants have already gained Apprenticeships and started the path to their career, 2 applicants chose to leave school and take a different path in the workforce and 4 applicants are coming up to their last block week in September where they will complete their year 12 studies and have a positive chance at gaining a fulltime Apprenticeship based of all their experience they have had so far through our program.



SKILLSET

Skillset undertook an exciting GTO innovations program this year called the Skillset School2Trade Project. The School2Trade program aimed to increase School-based Apprentices and Trainees by 30% in Central and Western NSW by June 2021.

Skillset were thrilled to place 26 new School-based trainees in the region during this time, 47% of which were Aboriginal students.

The project was delivered through a rigorous marketing campaign that was designed to bring awareness to schools, parents and students in the region highlighting the opportunity to start training in school and for students to get a head start in their career journey.

The project was a great learning tool for the staff of Skillset and provided an opportunity for Skillset to share key learnings about school, GTO, parent, and RTO partnership dynamics to deliver similar projects in the future.



APPRENTICESHIPS R US

With women only making up 13% of automotive apprentices in NSW, Apprenticeships R Us looked at how they can change this. In 2021, they ran a "Women in Automotive" Pre Apprenticeship Course as part of the GTO Innovation funding they received from Training Services NSW.

The aim was to reduce barriers to women's economic participation and increase the representation of women in senior leadership and in traditional male dominated industries and occupations.

The program was a success with many going into apprenticeships with Apprenticeships R Us host employers.



**Apprentice
Employment Network**
NSW & ACT

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