

GROUP TRAINING ASSOCIATION NSW & ACT

ANNUAL

REPORT

2015-16

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Group Training
Association
of NSW & ACT

ABOUT GTA NSW & ACT

The Group Training Association of NSW & ACT is the peak body representing a network of independent, non-for-profit Group Training Organisations in New South Wales and the Australian Capital Territory. GTA 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
- » Identify new opportunities and projects for the industry.
- » Networking and professional development of the industry
- » Facilitating the sharing of resources and information
- » Increasing awareness and promoting best practice in WHS

Our Location

GTA NSW & ACT is located within the offices of the Australian Training Company – 30-32 Pomeroy St Homebush.

Our Structure

GTA NSW & ACT has an Executive Officer and three Board Members. They are:

Chairperson:

John Liddicoat - General Manager - Novaskill

Deputy Chairperson:

Paul Naylor - CEO - Master Plumbers

Treasurer:

Jim Whiteside - General Manager - Australian Training Company

Executive Officer:

Jason Sultana

Our Stakeholders

- » 22 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 Advisors

Our Clients

Our 22 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 pages 14 and 15.

WELCOME MESSAGES

CHAIRPERSON JOHN LIDDICOAT



Welcome to the 2015-16 Annual report for Group Training NSW & ACT. It is with great pleasure that I present our Annual Report as Chair of GTA NSW & ACT after taking the role in 2015. I would like to recognise the efforts of outgoing Chair Michael Wentworth who served with great diligence and fervour.

This past year has been one of significant change internally; October 2015 saw the departure of our long standing Executive Officer Naomi Dinnen. Naomi made a lasting contribution to the industry and our association and I thank her for her efforts. A new chapter in the history of GT NSW & ACT was launched with the appointment of Jason Sultana as the new Executive Officer in December - Jason brings fresh enthusiasm and we look forward to Jason having a strong working partnership with our members for many years to come.

The introduction of NSW Smart & Skilled presented significant challenges for many members and industry stakeholders; and when coupled with increased cost pressures and declining business confidence this last financial year has seen some difficult times to the GT industry.

But for most there is a sense that we have weathered the storm! We congratulate the NSW Government for their renewed enthusiasm towards recognising and supporting Group Training organisations which bodes well for the future.

Our members are working hard towards increasing businesses confidence, stimulating both the supply of and demand for Australian Apprentices whilst remaining focused on quality outcomes and completions.

For many years the Group Training network has proven its capacity to support and motivate businesses big and small to provide opportunities to host apprentices and trainees in environments that they would otherwise rarely find opportunity.

Importantly, the Group Training sector is evolving and modernising its approach but at its core it continues to represent a unique and high value proposition to government, industry and our communities.

I would like to thank the GTA NSW & ACT Board and fellow members for their support and hard work over the last 12 months. We look forward to an exciting year ahead.

EXECUTIVE OFFICER JASON SULTANA



The Group Training Association of NSW & ACT experienced a busy year working hard to achieve the best outcomes for its membership.

As an association we changed our Executive Officer midway through the year and took the opportunity to reassess how we do things.

One of the key components was to re-engage with government to lobby for GTO support and at the Skills Conference in June, NSW Minister for Skills, John Barilaro announced GTO funding for the next three years.

As an association we have participated in many meetings that ensured reinvigorating the apprenticeship and traineeship market was kept on the agenda.

The strength of our cohesive membership is a credit to the members and their drive to ensure GTOs are always front of mind when it comes to apprenticeships and traineeships.

As we head into the next twelve months we face a new set of challenges as a membership. I look forward to continuing to work through these challenges and to support the principles of Group Training at both a state and national level.

OUR NUMBERS

GTA NSW & ACT provides a support service to guide individuals, employers, schools and parents with apprenticeship and traineeship advice through Group Training.

Our members continued to show leadership in the vocational education and training industry to achieve higher outcomes for apprentices and trainees than the industry average.

OVERALL

7200

APPRENTICES AND
TRAINEES ACTIVE IN AN
APPRENTICESHIP OR
TRAINEESHIP

6500

HOST EMPLOYERS
ACTIVELY ENGAGED IN
GROUP TRAINING

8

WINNERS AT THE ACT
& NSW TRAINING
AWARDS

2015 NSW GTO PRE-APPRENTICESHIP TRAINING PROGRAM

19

GROUP TRAINING
ORGANISATIONS
PARTICIPATED

12

RTOS (INCLUDING
8 TAFE INSTITUTES)
PARTICIPATED

910

PRE-APPRENTICESHIP
TRAINING PLACES
COMMITTED

896

COMMENCEMENT IN
THE PROGRAM

697

SUCCESSFULLY
COMPLETED (85% OF
THE COMMENCEMENTS)

315

WERE DIRECTLY PLACED
INTO APPRENTICESHIPS
THROUGH THE GTO

KEY MILESTONES

OVER
100,000

COMMENCED AN APPRENTICESHIP
OR TRAINEESHIP THROUGH GROUP
TRAINING IN THE LAST 25 YEARS

OVER
60,000

SUCCESSFULLY COMPLETED AN
APPRENTICESHIP OR TRAINEESHIP
THROUGH GROUP TRAINING IN THE
LAST 25 YEARS

We continue to
be the largest
employer network
of apprentices and
trainees in NSW
and ACT.

FACTS & FIGURES

FIGURES ACCURATE AT 30 JUNE 2016

2015-16 TOTAL APPRENTICE & TRAINEE COMMENCEMENTS & COMPLETIONS FROM 1 JULY 2015 TO 30 JUNE 2016

*Information has been provided by the relevant state or territory department and is an estimation of numbers at the time of request.

(This is a comparison between GTOs and the whole VET industry).

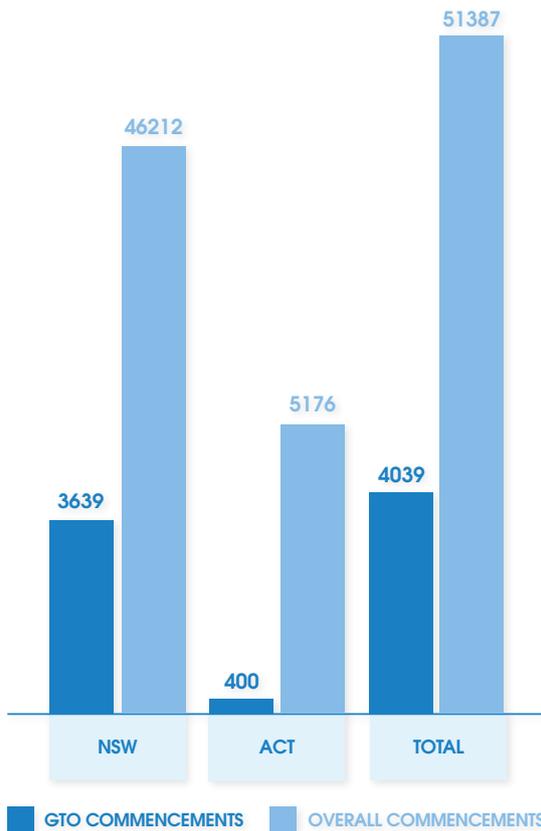
4039

COMMENCEMENTS
OVERALL TOTAL

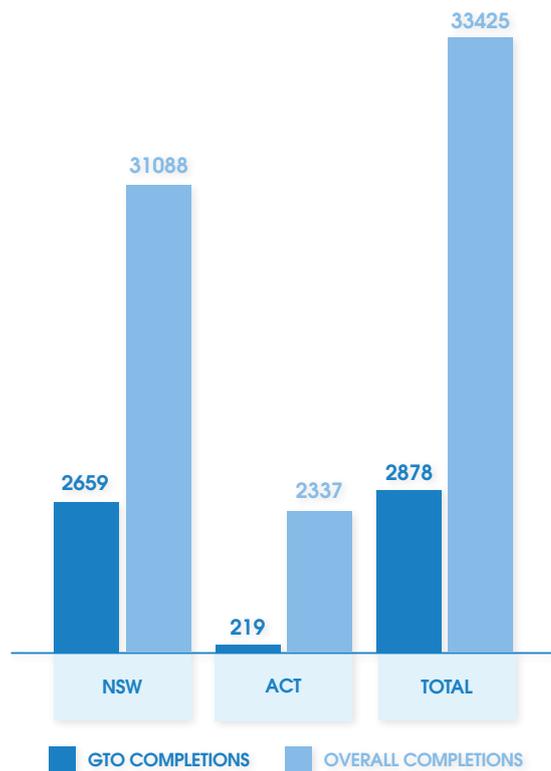
2878

COMPLETIONS
OVERALL TOTAL

COMMENCEMENTS



COMPLETIONS



INDUSTRIES WITH THE MOST COMMENCEMENTS



AUTOMOTIVE



BUSINESS &
FINANCIAL SERVICES



ENGINEERING



BUILDING &
CONSTRUCTION



ELECTRICAL



HORTICULTURAL

2015 GTA NSW & ACT AWARDS

DATE: FRIDAY 16TH OCTOBER
 VENUE: DOLTONE HOUSE, HYDE PARK

SPONSORS

- ▶ Australian Super
- ▶ TAFE NSW - Sydney Institute
- ▶ HVTC & VERTO
- ▶ Maritime Employees Training Ltd
- ▶ TAFE NSW - Western Sydney Institute
- ▶ Women NSW
- ▶ Department of Industry
- ▶ TAFE NSW - Northern Sydney Institute
- ▶ Hunter TAFE
- ▶ TAFE NSW - South Western Sydney Institute



APPRENTICE OF THE YEAR

KYLE KRUGER

HVTC
 MANUFACTURING
 ENGINEERING -
 MECHANICAL



TRAINEE OF THE YEAR

SHERIDAN BURROWS-SOUTER

NOVASKILL
 FINANCE, INSURANCE &
 BUSINESS SERVICES



TRAINEE OF THE YEAR - INDIGENOUS

MITCHELL BRIEN

SKILLSET



TRAINEE/ APPRENTICE OF THE YEAR - WOMEN IN NON-TRADITIONAL

JESSICA CAMPBELL

MTA APPRENTICESHIPS PLUS



TRAINEE/ APPRENTICE OF THE YEAR - SCHOOL BASED

HARRY MITCHELL

HVTC



TRAINEE/ APPRENTICE OF THE YEAR - DISABILITY

JONATHAN PARKER

MTA APPRENTICESHIPS PLUS



Catholic Education
 Diocese of Parramatta

HOST EMPLOYER OF THE YEAR - LARGE

CATHOLIC EDUCATION DIOCESE OF PARRAMATTA

AUSTRALIAN TRAINING COMPANY



HOST EMPLOYER OF THE YEAR - SMALL

MD & MA CAMPBELL

GTES

STATE AWARDS

For the 2015-16 financial year, Group Training has had success at the NSW, ACT and Australian Training Awards.

We take this opportunity to recognise these winners.

2015 NSW TRAINING AWARDS



SMALL EMPLOYER OF THE YEAR

Bale Defence Industries Pty Ltd
HVTC



1 APPRENTICE OF THE YEAR

Brodie Oakes
Engineering - Mechanical Trade
Qenos Ltd
MEGT



PHIL DARBY ENCOURAGEMENT AWARD

Eh Lew
Engineering - Mechanical Trade
Precision Valve Australia Pty Ltd
MG My Gateway

2015 ACT TRAINING AWARDS



APPRENTICE OF THE YEAR

Supi Mailei
Carpentry
BAL Building Pty Ltd
Australian Training Company



2 TRAINEE OF THE YEAR

Samantha Marks-Galea
Community Recreation
Black Mountain School
Australian Training Company



ABORIGINAL & TORRES STRAIT ISLANDER STUDENT TRAINEE OR APPRENTICE OF THE YEAR

Rachel Hounsell-Carey
Information Technology - Networking
The Australian National University
Australian Training Company



SCHOOL BASED APPRENTICE OF THE YEAR CERTIFICATE II

Nicholas Neeson
Sport and Recreation
Macgregor Primary School
Australian Training Company



SCHOOL BASED APPRENTICE OF THE YEAR CERTIFICATE III

Hana Chapman-Speering
Aged Care
Villaggio Sant' Antonio Aged Care
Australian Training Company

2015 AUSTRALIAN TRAINING AWARDS

RUNNER UP



SCHOOL BASED APPRENTICE OF THE YEAR CERTIFICATE II

Hana Chapman-Speering
Aged Care
Villaggio Sant' Antonio Aged Care
Australian Training Company

RUNNER UP



APPRENTICE OF THE YEAR

Samantha Marks-Galea
Community Recreation
Black Mountain School
Australian Training Company

GROUP TRAINING ASSOCIATION OF NSW AND ACT 2016 SKILLS CONFERENCE

WEDNESDAY 15 JUNE 2016 - AMORA HOTEL JAMISON



Economic and Industry Briefing

Sarah-Jane Derby, Senior Economist
CEDA

Nicki Hutley, Chief Economist, Urbis

Moderator: John Liddicoat,
Chairman GTA NSW and ACT and
General Manager, Novaskill

In Conversation: Governance and the future of skills training

Peter Noonan, Professor of Tertiary
Education Policy, Victoria University

Michael Taylor, National Policy and
Projects Manager Education and
Training, AiGroup

Engagement in a digital age - Putting apprenticeships and traineeships back on the agenda

Andrea Cornwell, Associate, Claire
Field and Associates

Jan Owen, CEO Foundation for
Young Australians

Will Stublely, Partner Year 13 Pty Ltd

Moderator: Jo Reilly, Head of
Marketing, AustralianSuper

Keynote Address:

The Hon John Barilaro, NSW Minister
for Regional Development, Skills,
and Small Business



2016 SKILLS CONFERENCE

Putting Apprenticeships and Traineeships on the Agenda



Group Training
Association
of NSW & ACT

In Conversation: Progress in apprenticeship pathways

David Collins, Executive Director, Training Services, NSW Department of Industry

David Miller, Director, Skills Canberra

Host Employers Panel: What do employers want from training?

David Bambridge, Director and Project Manager, The Gardenmakers

Paul Rifkin, Executive Chef, Campbelltown Catholic

Michael Ross, Operations Manager, New England Trading

Moderator: Alexandra Geddes, Director of Advocacy, The Office of the Small Business Commissioner

Keynote interview: The changing workplace and its impact on training institutions

Jon Black, Managing Director, TAFE NSW

Interviewer: Tim Dodd, Education Editor, *The Australian Financial Review*

Lightning round

Moderator: Anna Patty, Workplace Editor, *The Sydney Morning Herald*

1. Industrial relations update

Jenny Lambert, Director of Employment, Education and Training, ACCI

2. Research briefing: VET aspirations

Professor Jenny Gore, University of Newcastle

3. Train or pain

Philip Le Feuvre, Head of Engagement, PWC's Skills for Australia

Innovation in training

Helen Zimmerman, Chief Corporate Affairs, Navitas

Gerard Manion, CEO, Peopleplan

Craig Randazzo, CEO, Skillset and Principal, Skillset Senior College

Moderator: Sharon Smith, CEO, HVTC



TODAY'S SKILLS: TOMORROWS LEADERS

The Today's Skills: Tomorrow's Leaders (TSTL) program brings together 21 outstanding apprentices and trainees, selected from some 27,000 group training apprentices and trainees around Australia. It is a program run by the national association Group Training Australia. GTA NSW & ACT members were fortunate to have 7 participants involved in 2015

Participants are employed by group training organisations and regarded as emerging leaders in their fields. They are engaged in industries including, business, electrical, mining, engineering, automotive, plumbing, hospitality, maritime, construction, community services, and event management.

The TSTL program, now in its 12th year, is officially launched by GTA Patron, the Governor-General, Sir Peter Cosgrove at Government House.

Career development and leadership training are conducted at the Australian Institute of Sport (AIS) under the expert eye of Ian Hutchinson from Life by Design.

Participants interact with elite athletes from the AIS, learning how passion, commitment and goal achievement are applied in a variety of contexts.

They will also spend a day at Parliament House where they will meet parliamentarians and watch proceedings.

Group Training Australia CEO, Jim Barron, said the program provides a unique opportunity for skilled individuals to extend their leadership capabilities.

"The group has been selected from all over the country as champions of their respective industries.

"They will have a rare opportunity to test their individual capabilities and tap into the thinking that has produced some of the nation's most successful athletes and political leaders," he said.

"I would like to congratulate all those who have been selected for this program because I am very confident that we will be hearing much more about their success in years to come."

2015 PROGRAM PARTICIPANTS

Phillip Hyde

New South Wales (Newcastle)

Industry: Mining

Group Training Organisation: HVTC

Qualification: Certificate III in Engineering - Mechanical Trade

Micah Jensen

New South Wales (Albury)

Industry: Engineering

Group Training Organisation: Ai Group Training Services

Qualification: Certificate III in Engineering Fabrication / Pattern Making

Tristan Jan

New South Wales (Newcastle)

Industry: Hospitality

Group Training Organisation: HTN

Qualification: Certificate III in Hospitality (Commercial Cookery)

Kannon Ford

New South Wales (Newcastle)

Industry: Engineering

Group Training Organisation: Novaskill

Qualification: Certificate III in Engineering - Mechanical Trade

Blake Sayer

New South Wales (Bilambil Heights)

Industry: Maritime

Group Training Organisation: METL

Qualification: Certificate III in Maritime Operations (Integrated Rating)

Chloe Handley

Australian Capital Territory (Canberra)

Industry: Event Management

Group Training Organisation: Australian Training Company

Qualification: Certificate IV in Government

Samantha Marks-Galea

Australian Capital Territory (Canberra)

Industry: Community Recreation

Group Training Organisation: Australian Training Company

Qualification: Certificate IV in Community Recreation

Patron - His Excellency General the Honourable Sir Peter Cosgrove AK MC (Retd)
Governor-General of the Commonwealth of Australia

CURRENT PROJECTS

Infrastructure Skills Legacy Program

GTA NSW & ACT is working closely with the NSW Government to identify opportunities for Group Training to be involved with the major infrastructure projects in NSW.

Proposed National Standards for GTOs

GTA NSW & ACT and its members have been working on the development of the new National Standards for GTOs. A number of consultation sessions have been undertaken with feedback being provided on formulating the structure of the standards moving forward.

Work Health & Safety Networking Group

GTA NSW & ACT has commenced holding regular meetings for the WHS managers of GTOs. This has the focus to better equip WHS Managers with the latest information but be able to discuss with like-minded people their issues and concerns. This networking group has also been linked to key people within SafeWork NSW.

SafeWork NSW Young Worker Mental Health Collaboration

GTA NSW & ACT has been an active member of a working group focusing on the Mental Health of young workers in NSW. Coordinated by SafeWork NSW the group meets quarterly to tackle the relevant issues.

NSW VET Consultative Committee

GTA NSW & ACT is a member of the NSW Department of Industry Vocational Training Consultative Committee. This is made of key VET industry representatives and meets quarterly to discuss matters around VET in NSW.

Communications

GTA NSW & ACT has implemented a suite of communication projects to improve the promotional capacity of both the association and its members. This includes website upgrade, greater links to member vacancies, improved internal newsletters etc.

Social Media

GTA NSW & ACT has reinvigorated its social media activity with new Twitter and Facebook pages. With the aim to promote Group Training and its members we are seeing increases in followers to both forms of social media.

LOBBYING

Workers Compensation Premiums for GTOs

Members of GTA NSW & ACT have been hit hard in 2015-16 around the changes to Workers Compensation Premiums costs in NSW. An active ongoing campaign is underway with the NSW Government to make changes to ensure GTOs are not being disadvantaged under the new scheme.

Funding GTOs for Pre Vocational Training Courses

GTA NSW & ACT continued to lobby the NSW Government around refunding GTOs to recruit and coordinate potential apprentices into Pre Vocational Training. This lobbying and meetings with NSW Minister for Skills John Barilaro has seen an announcement for funding in the 2016-17 financial year.

Funding GTOs to improve Completion rates

To coincide with the NSW Government focus on increasing completion rates for apprentices to 65%, GTA NSW & ACT has lobbied to secure funding for GTOs to provide the relevant workplace support strategies to increase completion rates commencing in the 2016-17 financial year.

STRATEGIC PLAN 2016-2018



MISSION

“Grow the opportunities for apprentices and trainees in NSW and ACT”



VISION

“The Group Training model to be considered as the preferred means of providing apprenticeships and traineeships”



OUR VALUES

We are an evolving, forward thinking organisation that values:

- ▶ Quality
- ▶ Sustainability
- ▶ Innovation
- ▶ Collaboration



OUR GOALS (By 2018)

LEAD GOALS

1. Increase Group Training apprentices to a minimum of 5,000pa
2. Achieve a completion rate of 65%

SUPPORT GOALS

3. Retain a minimum 90% employment rate of completed apprenticeships (Employment post completion is currently at 95%)
4. Achieve career preference credibility for apprentices and trades overall



OUR STRATEGIES

1. Lead and Influence Government Policy
2. Achieve a Very Positive Public Brand for Apprentices & Trainees
3. Membership as a Leader for Local Engagement
4. GTA NSW & ACT Organisation Capacity & Sustainability
5. GTA NSW & ACT Services To Members

ACKNOWLEDGEMENTS

2015-16 CORPORATE PARTNERS

The Group Training Association of NSW & ACT values the support of our Corporate Partners for 2015-16. We wish to thank the following organisations:



Department
of Industry



TAFE
NSW

We also thank the organisations that also supported our 2016 Skills Conference and 2015 GTA NSW & ACT Awards

- » Australian Apprenticeship Pathways
- » TAFENSW - Sydney Institute
- » HVTC and VERTO
- » METL
- » TAFENSW - Western Sydney Institute
- » Women in NSW
- » TAFENSW - Northern Sydney Institute
- » TAFENSW - Hunter Institute
- » TAFENSW - South Western Institute



GROUP TRAINING ASSOCIATION OF NSW & ACT MEMBERS



1300APPRENTICE
1300apprentice.com.au
Level 2, 28 Burwood Rd
Burwood NSW 2134
T (02) 9715 7344



GTES
gtes.com.au
161 Hammond Avenue
Wagga Wagga NSW 2650
T 11300 881 279



ABORIGINAL EMPLOYMENT STRATEGY
aes.org.au
Level 5, 28 Foveaux Street
Surry Hills NSW 2010
T (02) 8571 0999



HTN
htn.com.au
83 Pacific Highway
Roseville NSW 2069
T 1300 139 108



AI GROUP APPRENTICE AND TRAINEE CENTRE
aigroupapprentices.com.au
51 Walker St
North Sydney 2060
T (02) 9466 5566



HVTC
hvtc.com.au
30 Spiffire Place
Rutherford NSW 2320
T (02) 4932 4222



ATEL
atel.com.au
2 Michael Drive
Wodonga VIC 3690
T (02) 6024 0800



MEGT
megt.com.au
10 Quay Street
Sydney NSW 2000
T 13 69 63



AUSTRALIAN TRAINING COMPANY
austrg.com.au
30-32 Pomeroy Street
Homebush NSW 2140
T (02) 9704 1500



METL
metl.com.au
Suite B, Level 2
215 Clarence Street
Sydney NSW 2000
T (02) 8296 6385



CCGT
ccgt.com.au
3 Bounty Close
Tuggerah NSW 2259
T (02) 4353 2655



MG MYGATEWAY
mygateway.org.au
Suite 2.06
4 Hyde Parade
Campbelltown NSW 2560
T 1800 993 200



ELECTROGROUP
egt.com.au
Unit G1, 10-16 South Street
Rydalmere, NSW 2116
T 1300 837 513



MASTER PLUMBERS
masterplumbers.com.au
2 Percy St
Auburn NSW 2144
T 1800 424 181

**MASTER BUILDERS ASSOCIATION OF NSW**

mbansw.asn.au
52 Parramatta Road
Forest Lodge NSW 2037
T (02) 8586 3555

**NECA**

necagt.com.au
Building G, Chullora TAFE
Worth Street Entrance
Chullora NSW 2190
T (02) 9744 2754

**MIGAS**

migas.com.au
Block A Miller College
Corner Hoxton Park & Banks Road
Miller NSW 2168
T (02) 9821 1233

**SKILLSET**

skillset.com.au
341 Havannah Street
Bathurst NSW 2795
T (02) 6330 1400

**MTA APPRENTICES PLUS**

mtaplus.com.au
8-10 Palmer Street,
Parramatta NSW 2150
T (02) 9891 6900

**TABMA**

tabma.com.au
Suite 1.01
154 Pacific Highway
St Leonards NSW 2065
T (02) 9277 3100

**NOVASKILL**

novaskill.com.au
148 Lambton Road
Broadmeadow NSW 2292
T (02) 4906 6700

**WPC GROUP**

wpcgroup.com.au
Suite 2
190 George Street
Parramatta, NSW 2150
T 1300 760 099



The Group Training Association of NSW & ACT inc

30-32 Pomeroy Street
Homebush NSW 2140

PO BOX 3165
North Strathfield NSW 2137

P: 02 9746 9333

M: 0419 466 584

E: jsultana@gtana.com.au

gtana.com.au

ABN: 70 804 220 638



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Association
of NSW & ACT

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