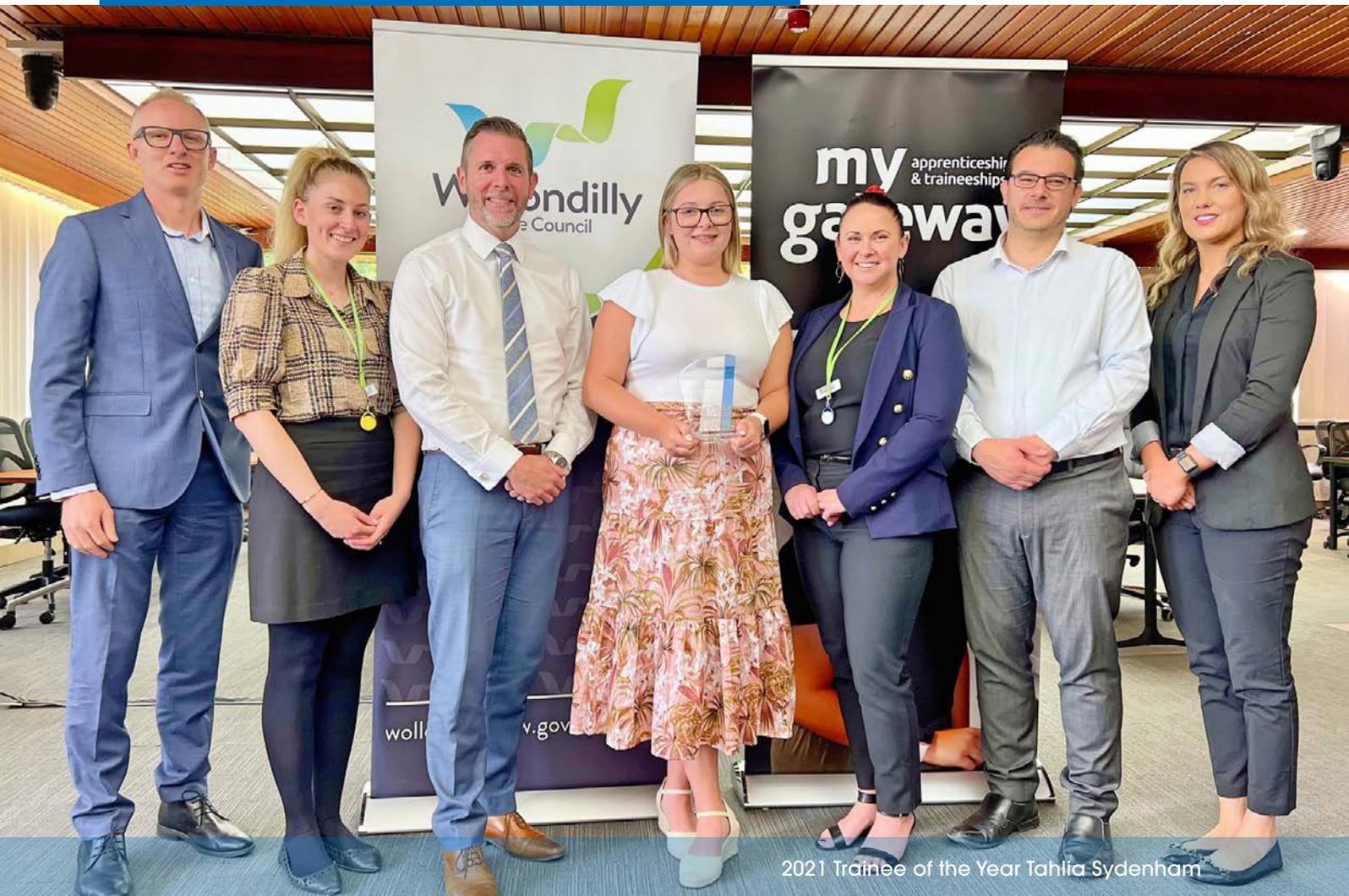


ANNUAL REVIEW 2021-22



**Apprentice
Employment Network**
NSW & ACT



2021 Trainee of the Year Tahlia Sydenham

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 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.

OUR PARTNERS

The Apprentice Employment Network NSW & ACT values the support of our Corporate Partners. We wish to thank the following organisations who supported our major events in 2021-22.



OUR EXECUTIVE



CHAIRPERSON
Craig Randazzo
Skillset



DEPUTY CHAIRPERSON
Paul Naylor
Master Plumbers Apprentices Ltd



TREASURER
Jim Whiteside
Australian Training Company



EXECUTIVE OFFICER
Jason Sultana



Apprentice
employment Network
NSW & ACT
www.aennswact.com.au

WELCOME MESSAGES



AEN Executive with NSW Skills Minister Alister Henskens

CRAIG RANDAZZO CHAIRPERSON

It's my pleasure to present the AEN NSW ACT Annual Review for 2021-22.

The Apprentice Employment Network NSW & ACT is the industry association that represents the largest employer network of apprentices and trainees in NSW and ACT. Our members employ around 6,000 apprentices annually right across the entire state and territory. Our membership includes 30 not-for-profit Group Training Organisations, which cements our position as the largest single network employing young people in trade vocations in NSW & the ACT.

COVID-19 continued to present many challenges to the sector throughout 2021 and into 2022, with mandatory restrictions impacting all industries. The resilience of our members during this time was highlighted by their ability to adapt to the challenges as needed. We look forward to a more stable 2022 and beyond.

This year we were proud to launch The GTO Advantage Report, a comprehensive and evidence-based review of our sector by specialist social impact consultants Social Outcomes. The findings fully demonstrate what we have always known... that the best way to take on an apprentice or trainee is through a registered GTO! I thank all AEN members who contributed extensively to the report.

As a network we continue to raise awareness of the importance of trade careers, career expos, and are always looking at ways we can promote apprenticeships and traineeships as a first choice for school leavers. Vocational skills are in extreme demand, and our sector stands front and centre in assisting business and government navigate what is developing as a protracted skills crisis. Investment in increasing the flow of students into trade careers is critical if we are to provide for the boom in infrastructure commitments across the State and Territory.

I acknowledge Training Services NSW for their ongoing commitment to and support for our sector. I also thank my AEN governance colleagues Paul Naylor as Deputy Chair, and Jim Whiteside our Treasurer who again this year have generously volunteered their time and experience to benefit the network in many ways. I also thank and acknowledge our Executive Officer Jason Sultana who has again provided so much advice, advocacy and support over the past year, in difficult circumstances.

Craig Randazzo
Chairman
AEN NSW/ACT

JASON SULTANA EXECUTIVE OFFICER

As we head into an environment post-COVID-19 restrictions, our industry saw a significant increase in the number of apprentices and trainees employed. The new world post-COVID-19 sees us with new challenges in a difficult labour market. Our members face many open vacancies to provide young people with opportunities to gain qualifications. Like all industries, we compete with current candidate shortages, increasing wage growth and inflation.

In 2022 we launched our report "The GTO Advantage", which looked at the GTOs' role in advancing a skilled workforce across Australian industries. The evidence-backed report highlights the value GTOs deliver to businesses, apprentices, trainees and the government.

Our strong relationships with the NSW and ACT Governments have ensured we continued our open line of communication to assist in a changing policy environment. One thing the pandemic highlighted was that Group Training provides a safety net for apprentices and trainees and flexibility for host businesses.

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

Jason Sultana
Executive Officer

STRATEGIC PRIORITIES



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.



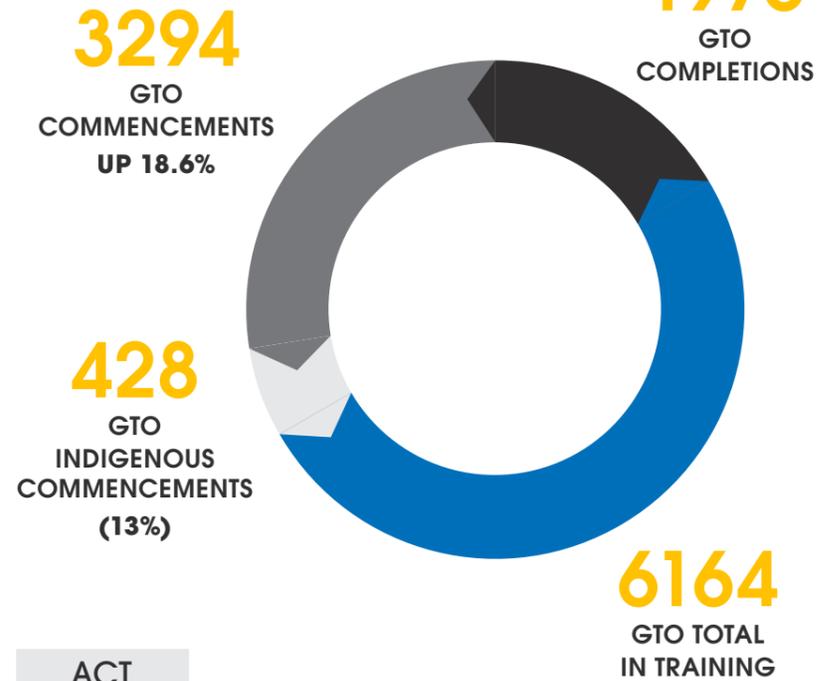
ENGAGEMENT

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

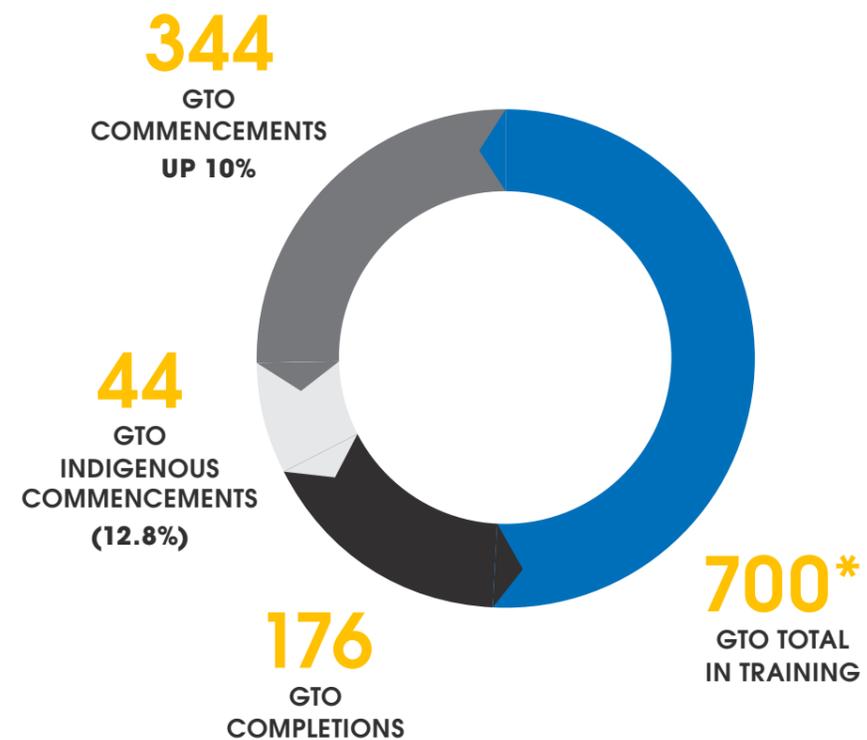
NSW



TOP 5 NSW GTO INDUSTRIES

- Automotive
- Construction
- Electrical
- Engineering
- Business

ACT



TOP 5 ACT GTO INDUSTRIES

- Electrical
- Construction
- Carpentry
- Business
- Community Services

MEMBERSHIP VALUE

The Apprentice Employment Network NSW & ACT continues to work hard for its members. The four key strategic areas we address:

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



ENGAGEMENT

CAREER EXPOS – With COVID restrictions being removed, Career Expos were re-established. We actively participated in the major events across NSW & the ACT.

WEBINARS – Maximising opportunities for staff training, we held regular webinars for members that addressed areas like Mental Health support.

SOCIAL MEDIA – Using our various platforms to promote our members and the achievements of our industry.

MEDIA – We continue to be active in the media promoting apprenticeships and traineeships.

Siblings hold the key to trade secret



CONSTRUCTION – The ACT Government has announced a new initiative to support young people in the construction industry. This includes providing training and support for apprentices and traineeships. The initiative aims to address the skills shortage in the industry and provide young people with the opportunity to gain valuable work experience and qualifications. The program will focus on providing training and support for young people in the construction industry, including apprenticeships and traineeships. The program will also provide support for young people in the construction industry, including apprenticeships and traineeships. The program will also provide support for young people in the construction industry, including apprenticeships and traineeships.

INDUSTRY & COMMUNITY ENGAGEMENT



ADVOCACY

MEMBERS OF PARLIAMENT – We continue to work with all levels of Government representing the best interests of our members and the Group Training industry.

COVID IMPACT REPORTING – Taking the lead, our regular reporting through COVID helped shaped policy during this difficult period.

GTO WORKERS COMPENSATION PREMIUMS – We continue to advocate to reduce the impact Workers Compensation Premiums for GTOs across NSW and ACT.

PROGRAM FUNDING FOR GROUP TRAINING – Working closely with government, we look at opportunities for GTOs to be provide funded programs to address skill needs of the state.

NSW VET CONSULTATIVE COMMITTEE – As a member of this committee, it meets quarterly to discuss matters around VET in NSW.

THE GTO ADVANTAGE REPORT – This commissioned report, highlights and promotes the benefits of Government and business to work with the Group Training industry.

FEDERAL ELECTION – Working with our national body, NAEN, we advocated for the improving the opportunities for young people through apprenticeships and traineeships. (Image Stuart Robert).



Former Federal Skills Minister Stuart Robert



INDUSTRY

NSW & ACT GROUP TRAINING AWARDS – These annual awards recognise the best apprentices, trainees and host employers in our network.

SKILLS CONFERENCE – Our annual flagship event, continues to drive the VET agenda.

BUILDING, CONSTRUCTION, RESOURCES & INFRASTRUCTURE ITAB ADVISORY GROUP – We continue to be a member of this important Industry ITAB.

NSW TRAINING AWARDS – We continue to be a long term bronze sponsor of these awards.

ACT TRAINING AWARDS – We continue our sponsorship as the team sponsor of these awards.

FIELD OFFICER CONFERENCE – This newly created event for 2022, brings together the Field Officers within our network for professional development and information.

CEO CONFERENCE – Our end of year event allows senior management to network and share information.

ACT LABOUR HIRE LICENSING ADVISORY GROUP – Our appointment by the ACT Government to this group ensures the voice of Group Training is heard around ACT Labour Hire Licensing.

ACT BUILDING & CONSTRUCTION PILOT PROGRAM ADVISORY GROUP – Our appointment to this group allows the flexibility of GTOs to be included in developing pathways for young people in the ACT to work in Construction.



PARTNERSHIPS

We would like to acknowledge our strategic partnerships who work with AEN NSW ACT.

- » NAEN
- » iCare
- » Safework NSW
- » TAFE NSW
- » AustralianSuper
- » Australian Apprenticeship & Traineeship Information Service
- » Co-Operative Housing Societies Association of NSW
- » Mindfit
- » WorkPro
- » Associations Forum
- » NSW Government
- » ACT Government
- » Social Outcomes



GTO FUNDED PROGRAMS

Squad "Girls Can Do" program

EDUCATION PATHWAYS PROGRAM

Group Training Organisations (GTOs) offer fee-free pre-apprenticeship and pre-traineeship courses that include work experience with host employers.

The apprenticeship and traineeship head start initiative helps students unlock their futures through fee-free accredited training. By completing pre-apprenticeship or pre-traineeship courses, students get to try out career pathways of interest, gain nationally recognised units of competency, and earn credit that can be put towards full apprenticeship or traineeship courses.

Initiative activities include:

- » Facilitated training with a Registered Training Organisation (RTO) leading to 3-4 nationally recognised units of competency
- » Work experience with a host employer

GTO RECRUITMENT PROGRAM

This program funds Group Training Organisations (GTOs) to recruit, screen, induct and refer students for pre-apprenticeship or pre-traineeship training.

The program allows hundreds of NSW students to:

- » learn about vocational choices and life in the workplace
- » get support and advice from a GTO and Partner Provider about which pre-apprenticeship or pre-traineeship is suitable
- » start training
- » receive mentoring and assistance where needed and
- » transition into a full apprenticeship or traineeship qualification

It aims to increase the uptake of apprenticeships and traineeships in NSW, including specific opportunities for women and students

WOMEN IN TRADES

4 GTOs were funded for projects in Connecting Women to Trades.

These projects engaged with Smart & Skilled providers to deliver fee-free qualifications.

They offered an introductory experience and targeted support for women considering a career in trades.

The projects boosted the number of women in trades through:

- » Increasing the appeal of trades
- » Removing cultural and societal barriers
- » Supporting learning to maximise vocational outcomes

They provided targeted training and career information session to achieve outcomes.

GTO INFRASTRUCTURE TRAINEESHIP PROGRAM

An innovative two-year infrastructure traineeship was launched in 2021 for school leavers by the Department of Education in partnership with AEN Member Apprenticeship Careers Australia.

Trainees transition through rotations with Government, contractors, and consultant organisations to get a wholistic view of the industry. Over the two years, trainees study courses that are Nationally Accredited (Certificate III or IV Vocational Education and Training (VET) courses). The program aims to have trainees at the conclusion of their traineeship, enter full time employment and/or further education. Training Services NSW have committed to funding Certificate III and IV training and basic training, such as First Aid and White Card, for all trainees. The program will place 300 school leavers in traineeships over 2021 and 2022.

GOVERNMENT IT TRAINEESHIP PROGRAM

In partnership with AEN Member HVTC, The NSW Government has designed a 2-year traineeship in the Information Technology sector to provide paid training opportunities for Year 12 school leavers in Australia.

This new traineeship is a collaboration between NSW Government agencies and Training Services NSW. It includes accredited and non-accredited training delivered through TAFE NSW and the NSW Government's new Institute for Applied Technology (IAT).

Trainees work full-time at a NSW Government agency. They undertake formal training for up to one day per week within work hours and complete a Cert III in Information Technology or Cert IV in Information Technology (Programming, Networking, General) or Cert IV in Cyber Security. They are employed by HVTC that is responsible for recruiting and supporting the trainees to complete their qualification.

THE GTO ADVANTAGE

THE VALUE PROPOSITION REPORT ON GROUP TRAINING ORGANISATIONS

AEN NSW & ACT commissioned one of Australia's leading impact organisations, Social Outcomes to develop an evidence-backed business value proposition targeting the key business audience for GTOs – both small to medium enterprises (SMEs) and large corporations.

The report analyses existing research and data regarding the role that GTOs play in advancing a skilled workforce across Australian industries and elevates the research through targeted stakeholder consultation and interviews with a sample of GTOs, Host employers, industry contacts, government stakeholders and the industry association itself.

To access a copy of the report, please visit our website www.aennswact.com.au



TODAY'S SKILLS, TOMORROW'S LEADERS

Today's Skills, Tomorrow's Leaders (TSTL) is a professional development program that has been delivered through the National Apprenticeship Employment Network since 2004.

The 2022 program focussed on the key theme "what success means" on a personal level. A full week of engaging and collaborative exercises took participants on a journey of self-development and equipped them with vital skills to practice self-leadership throughout their life and career.

Nineteen apprentices and trainees who are completing, or who have successfully completed, their apprenticeship or traineeship through a NAEN member Group Training Organisation (GTO) participated in the program. The program also welcomed two VET graduates who were represented at the 2021 Australian Training Awards.

TSTL emphasised a theme of "collaboratively uncovering tacit knowledge" – this was applied to each participant's current life and career situation, so they could reflect on their TSTL learnings in a practical way. Throughout the program, participants were invited to add context, perspectives, experiences, expectations, values, and their own reflection.

NSW PARTICIPANTS



Shannon Palmer
Kestrel



Erin Whiley
My Gateway



Elizabeth Pinnington
My Gateway



Joel Hartley
HVTC



Olivia Kluckow
Squad



Indy Haydon
Novaskill



Peter Turton
Kestrel



Christopher Krklinski
WPC Group



Michael Owen
HVTC



2021 Trainee of the Year (Disability)
- David Montesin

NSW & ACT GROUP TRAINING AWARDS



APPRENTICE OF THE YEAR Althea Kruizinga

Althea completed her electrical apprenticeship with **HVTC** was hosted with **BlueScope Steel**. Althea has always performed above expectations and showed genuine interest to learn, leading the way for other women to join the industry. She is seen as an asset by her peers and was also recognised as a finalist in the 2021 NSW Training Awards.



TRAINEE OF THE YEAR Tahlia Sydenham

Employed by **My Gateway** and hosted with **Wollondilly Shire Council**, Tahlia's passion for governance and compliance has seen her exceed in her role as an Assistant Enterprise Risk Officer. With a bright future ahead of her, she is a valuable asset to her team and community.



EXCELLENCE IN GROUP TRAINING HVTC

The Skills Highway PaTH Industry Pilot Program (Skills Highway) aims to help young people in the Hunter Valley and Central Coast find and keep a job. Understanding where real job opportunities exist within the two regions, the focus areas for this Program were Business Services, Electrotechnology, Engineering and Community Services.



EXCELLENCE IN WORK HEALTH & SAFETY HVTC

By combining a best practice WHS system and creative campaigning HVTC was able to record 32% increase in incident reporting, 6.4% reduction in total recordable injury frequency rate and reduce lost time injury frequency rate by 86%.



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

Stephanie Andrew

Stephanie was employed by **CCGT** and hosted with **Affective Rail** in rail infrastructure. After seeing an opportunity to change careers, Stephanie jumped at the chance to work in the rail industry. Her leadership and drive has seen her develop a promising career.



APPRENTICE/TRAINEE OF THE YEAR - INDIGENOUS

Winona Gray Levett

Winona was employed by **Skillset** and hosted with **Housing Plus Orange** in a Community Services Traineeship. Winona's strong connection with family and community sees her using her skills from the traineeship to better support the young indigenous community in the region with ongoing Mental Health Support.



APPRENTICE/TRAINEE OF THE YEAR – SCHOOL BASED

Ashley Fernandez

Ashley was employed by **AFL SportsReady** and hosted by her school **Radford College** in the ACT. She completed a Sports Administration Traineeship. It was evident during Ashley’s studies her passion for sport and delivering programs in school has opened up the door to be accepted to undertake teaching degree in university.



APPRENTICE/TRAINEE OF THE YEAR – DISABILITY

David Montesin

David was employed by **Australian Training Company** and hosted with the **Catholic Education Diocese of Parramatta** in an Information Technology traineeship. During his traineeship David was able to overcome his personal barriers to find his true passion of working in IT and Media. His initiatives during the pandemic help set up several online solutions for school students to work remotely.



2021 POOLEY DOWNING AWARD

Eric Peterson

Newcastle Master Builders Apprentices

Jasper Hoggett

Newcastle Master Builders Apprentices

2021 AUSTRALIAN TRAINING AWARDS WINNER 2021 ACT TRAINING AWARDS WINNER



HOST EMPLOYER OF THE YEAR – SMALL Source Separation Systems

This popular Lake Macquarie family business was established in 2007 and has been working with **Novaskill** for the last 5 years. Hosting 8 trainees during this time, Source Separation Systems trainee graduates have now moved into key roles of the organisation continuing to drive growth in the business.



HOST EMPLOYER OF THE YEAR - LARGE ANZ Bank

ANZ Bank has worked with **1300apprentice** commencing 117 school based, 175 full time traineeships and have an additional 40 Aboriginal & Torres Strait Islander school-based opportunities currently available. With a focus on career development and future leadership opportunities, ANZ Bank provides IT trainees the ability to learn and grow by creating a thriving and inclusive workplace.



SCHOOL BASED TRAINEE OF THE YEAR

Hannah Holford

Hannah completed the Certificate III in Individual Support and was employed by the **Australian Training Company** and was hosted by **Carey Gardens, in association with Baptist Care.**

Hannah has been involved with volunteering since year nine and she is always looking for ways she can make a difference to her community. She appreciates the opportunity to learn from and work with older Canberrans, and is an advocate for increasing the number of people taking up a career in aged care.

Hannah has also completed a tertiary package at Lake Tuggeranong College in conjunction with her Australian School-based Apprenticeship and intends to keep her options open for further education and training.

GROUP TRAINING ORGANISATION (GTO) DIRECTORY

1300APPRENTICE
1300apprentice.com.au
1300 277 736

**Central Coast
Group Training**
ccgt.com.au
02 4353 2655

aes Aboriginal
Employment
Strategy
**ABORIGINAL EMPLOYMENT
STRATEGY**
aes.org.au
1300 855 347

**electro
group** industry training
ELECTROGROUP
egt.com.au
1300 837 513

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1300 737 822

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kestrelrecruitment.com.au
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