

ANNUAL REVIEW 2022-23



**Apprentice
Employment Network**
NSW & ACT

Apprentice Employment Network NSW & ACT



2022 GROUP TRAINING
NSW & ACT AWARD WINNERS

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 30 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 our State and Territory Government Ministers and agencies.
- » Raising the profile of Group Training.
- » Increasing the pool of potential apprentices, trainees and host employers.
- » 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. We wish to thank the following organisations who supported our major events in 2022-23.

MAJOR PARTNER



OUR EXECUTIVE



CHAIRPERSON
Tom Emeleus
NECA Training and Apprenticeships



DEPUTY CHAIRPERSON
Libby Ford
HVTC



TREASURER
Jim Whiteside
Australian Training Company



EXECUTIVE OFFICER
Jason Sultana



AEN NSW ACT REPRESENTATIVE TO THE NAEN BOARD
Sharon Smith
HVTC

CHAIRPERSON MESSAGE

TOM EMELEUS

CHAIRPERSON

Welcome to the 2022-2023 Annual Review for the Apprentice Employment Network NSW and ACT. An annual report provides a great opportunity to reflect on the many achievements and the health of our association. I'm pleased to present this one to you as a great reflection of the achievements of the last year by you, our members, and the professional support we've enjoyed from our Executive Officer, Jason Sultana.

The Apprentice Employment Network NSW & ACT is the industry association representing the largest employer network of apprentices and trainees in NSW and ACT. Our membership includes 30 not-for-profit Group Training Organisations, supporting 6000 apprentices to meet the skilling and employment needs of a wide range of industries across the public and private sectors.

In the last 12 months, GTOs have been impacted by the economy through increasing inflation and labour shortages. Our members have drawn on their decades of experience to continue identifying and cultivating opportunities for young people and have worked hard to fill these at a time of record unemployment, where competition for new starters is harder than ever.

Despite our challenges, the NSW & ACT GTO network has continued to lead the way in innovation and leadership. A strength of our network is the ability to work together in times of need, and the collaboration demonstrated across the network has been commendable.

I acknowledge Training Services NSW and Skills Canberra for their ongoing commitment to and support for our sector. A close relationship with government has been a feature of the group training industry for four decades. We welcome both departments' ongoing recognition of group training's value as an effective and reliable partner.

I want to thank my fellow NSW & ACT representatives on the NAEN Board, Sharon Smith and Peter Andersen, for their work at the national level, in particular Sharon who is NAEN's Chairperson. I would also like to thank my AEN NSW ACT Executive colleagues Libby Ford as Deputy Chairperson, and Jim Whiteside, our Treasurer, for their work in the past 12 months. Thank you to our former chair, Craig Randazzo, for his contribution to the association and assisting me in this role. Finally, I would like to acknowledge Jason Sultana for his efforts throughout the year including the preparation of this annual report.

Tom Emeleus

Chairperson

Apprentice Employment Network NSW & ACT

AEN EXECUTIVE OFFICER MESSAGE

JASON SULTANA

EXECUTIVE OFFICER

2022-23 has continued to be challenging with governments and host employers working through a candidate shortage market.

I want to congratulate the network during this testing period, as each GTO has managed a range of operational issues and state government initiatives to keep their businesses in a strong position.

AEN NSW ACT has worked hard with the New South Wales and ACT Governments to support our members in several programs to improve apprenticeship commencements and completions. The strength of GTOs in achieving higher completions creates opportunities to work with the government on new initiatives.

In the financial year that has passed, we saw a new NSW Labor Government take power and a new Minister for Skills, TAFE, and Tertiary Education. With this change, a new government brings fresh ideas and philosophies to be implemented. We look forward to working with the Minns Labor Government in the future.

Our members continue to work on a range of projects across the two states, including an emphasis on the following:

- » GTO Recruitment Program
- » Women in Trades Initiatives
- » School-to-work programs
- » School-Based Apprenticeships and Traineeships

I want to take this opportunity to thank our members and the AEN NSW ACT Executive for their support during the last 12 months, and I look forward to working with you as we develop new initiatives and projects that support the network and promote the benefits of working with Group Training Organisations.

Jason Sultana

Executive Officer

Apprentice Employment Network NSW & ACT

INDUSTRY & COMMUNITY ENGAGEMENT

MEMBERSHIP VALUE

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

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



ADVOCACY

- » Ongoing meeting with members of the **NSW and ACT Governments**.
- » Ongoing campaign to **reduce GTO Workers Compensation Premiums**.
- » Seek opportunities to **improve GTO Program funding**.
- » Seek opportunities to **create GTO placement opportunities**.
- » Active **member of the NSW VET Consultative Committee**.
- » Campaigning for improving opportunities for GTOs in the **NSW State Election**.
- » Improving service levels between AEN Members and **TAFE NSW**.



ENGAGEMENT

- » Participating and promoting the Group Training Industry at **Career Expos**.
- » Providing **professional development webinars** to AEN NSW ACT members.
- » Promoting our members and industry through our **social media** channels.
- » Involved in the **Todays Skills Tomorrows Leaders (TSTL) program**.
- » Participated in the **Skills and Thrills Showcase** in Western Sydney.



INDUSTRY

- » Recognising the best in industry through our annual **NSW & ACT Group Training Awards**.
- » We continue our sold out annual flagship event the **Skills Conference**.
- » Active member of the **Building, Construction, Resources & Infrastructure ITAB Advisory Group**.
- » Long term sponsor of the **NSW Training Awards**.
- » Long term sponsor of the **ACT Training Awards**.
- » Our well supported member **Field Officer Conference** brings together our network for professional development training and information sharing.
- » Our end of year **CEO Conference & AGM** allows GTO senior managers to network and share information.
- » Continued appointment to the **ACT Labour Hire Licencing Advisory Group**.
- » Conducting our annual **GTO Industry Benchmark Report** for all registered GTOs
- » Conducting our annual **GTO Salary Benchmarking Report** for all AEN Members.
- » Active member of the **Workforce Australia Local Jobs Taskforce** for Sydney Greater West.



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 at Work
- » WorkPro
- » Associations Forum
- » NSW Government
- » ACT Government
- » Duke of Edinburgh International Award

HIGHLIGHTS & NUMBERS

NSW & ACT LARGEST APPRENTICE & TRAINEE EMPLOYER NETWORK



CHARACTERISTICS OF THE GTO INDUSTRY IN 2022-2023

- » GTOs provide services across all parts of NSW and other states.
- » Most GTOs are not-for-profit.
- » Our host employers come from Micro, Small, Medium and Large Businesses.
- » We employ apprentices and trainee across 21 Industry sectors and 185 qualifications.
- » We have GTOs that are regionally focused, industry specific or target a niche area.
- » GTOs also provide support services to employers who directly employ included wrap around support, recruitment and payroll services.
- » GTO's have a higher rate of filling vacancies than direct employment.
- » GTO Completion rates continue to be higher than direct employment.
- » GTOs have great success in placing and supporting individuals in targeted equity groups including:
 - » Women in Trades
 - » Indigenous
 - » Disability
 - » Adult Apprentices

TOP 5 NSW GTO INDUSTRIES

- Electrical
- Construction
- Automotive
- Engineering
- Business

TOP 5 ACT GTO INDUSTRIES

- Electrical
- Construction
- Community Services
- Business
- Carpentry

NSW

APPRENTICES & TRAINEES CURRENTLY EMPLOYED THROUGH A NSW GTO - **5996**

2022-23
3607
NSW GTO
COMMENCEMENTS
UP 4%

2021-22
3464



NSW GTO
COMPLETIONS
2050

2022-23
446
NSW GTO INDIGENOUS
COMMENCEMENTS
UP 12%

2021-22
393

ACT

APPRENTICES & TRAINEES CURRENTLY EMPLOYED THROUGH AN ACT GTO - **527**

2022-23
293
ACT GTO
COMMENCEMENTS

2021-22
383



ACT GTO
COMPLETIONS
189

2022-23
38
ACT GTO INDIGENOUS
COMMENCEMENTS

2021-22
44



2022 NSW & ACT GROUP TRAINING AWARDS

2022 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:



APPRENTICE OF THE YEAR Lucinda Shilcock

Employed by: Novaskill
Hosted by: GBE Group
Trained by: TAFE NSW
Vocation: Electrical



TRAINEE OF THE YEAR Taylor Vandijk

Employed by: HVTC
Hosted by: Sutherland Shire Council
Trained by: TAFE NSW
Vocation: Conservation and Land Management



SCHOOL BASED TRAINEE OF THE YEAR Charlie Riley

Employed by: MEGT
Hosted by: National Australia Bank
Trained by: Australian College of Commerce and Management
Vocation: Business



INDIGENOUS TRAINEE OF THE YEAR Brooklyn Ingle

Employed by: My Gateway
Hosted by: Wollondilly Shire Council
Trained by: TAFE NSW
Vocation: Events Management



DISABILITY TRAINEE OF THE YEAR Holly Chapman

Employed by: Australian Training Company
Hosted by: Passfield Park School
Trained by: Australian Training Company
Vocation: Education Support



WOMAN IN A NON-TRADITIONAL TRADE WINNER Emily Flavel

Employed by: HVTC
Hosted by: United Safety & Survivability Corporation
Trained by: Axiom Compliance Learning
Vocation: Fire Protection

GROUP TRAINING ORGANISATION MILESTONES



EXCELLENCE IN GROUP TRAINING
Apprenticeship Careers Australia



EXCELLENCE IN WORK HEALTH AND SAFETY
Squad



LARGE HOST EMPLOYER OF THE YEAR
Alto Group
Host for Apprenticeships R Us



SMALL HOST EMPLOYER OF THE YEAR
Formation Signs and Plastics
Host for Central Coast Group Training



POOLEY DOWNING AWARD
Jemma Lawson
Master Builders Apprenticeship Services



POOLEY DOWNING AWARD
Bowen Schmidt
Newcastle MBA Group Training

10 YEARS



APPRENTICESHIP CAREERS AUSTRALIA

20 YEARS



ARCWAY CAREERS



TABMA

40 YEARS



MEGT



WPC GROUP



SQUAD



MY GATEWAY



SKILLSET

40+ YEARS



NOVASKILL



MPAL



HVTC



CENTRAL COAST GROUP TRAINING



MASTER BUILDERS APPRENTICESHIP SERVICES

2023 SKILLS CONFERENCE

Dockside Darling Harbour

The Skills Conference held in June 2023 focused on the theme about “being inspired”.

The sold-out event was attended by 200 people from across all states of Australia and New Zealand.

This annual event brings together the VET industry to discuss key issues impacting Apprenticeships and Traineeships.

The conference saw key presentations the new NSW Minister for Skills, TAFE and Tertiary Education and included sessions focusing on:

- » TAFE NSW building the workforce for today and the future
- » Economic Update
- » Jobs and Skills Australia Update
- » Supporting the Mental Health of Apprentices and Trainees
- » VET Alumni – be inspired
- » Completion rates – impacting skill shortages across two countries
- » The candidate market – recruitment and retention in this tough climate
- » Keynote presentation from Carolyn Miller from The Honeycomb Effect





2022 FIELD OFFICER CONFERENCE Penrith NSW

Our first AEN Field Officer Conference in 10 years was held at Panthers Penrith in July 2022, with 50 delegates in attendance from around the state. The focus was on the professional development of our field staff to better serve their apprentices and trainees in the workplace.

Key presentations from:

- » Apprentice Employment Network NSW & ACT
- » YouthSafe
- » Training Services NSW
- » MindFit at Work
- » AATIS
- » SafeWork NSW
- » Global Skill

Thank you to the staff who attended, and we look forward to a bigger event in July 2023.

NSW PROGRAMS

NSW - GTO RECRUITMENT PROGRAM

This program by Training Services NSW 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.

NSW - TRADE PATHWAYS INNOVATION FUND

Funded by Training Services NSW, the Trade Pathways Innovation Fund supports industry-led projects that trial innovative approaches to obtaining trade qualifications.

GTO Projects implemented in 2022-23

Providers	Industry Area	Project Description
Apprenticeship Careers Australia	Crane operations	Apprenticeship Careers Australia, the Crane Industry Council of Australia and TAFE NSW are partnering to establish a new pathway to Certificate III Construction Crane Operations. New crane operators will have the opportunity to lift capabilities and make progress in their career.
Hospitality Training Network	Hospitality	The Hospitality Training Network and IntoWork Australia are creating a digital platform which offers pathways to Certificate III qualifications for migrants interested in the hospitality and tourism sectors. The platform offers users personalised support which can help them pursue further education or enter the workforce.

NSW - GOVERNMENT IT TRAINEESHIPS

The NSW Government's IT Traineeship is perfect for Year 12 school leavers interested in developing professional skills in the Information Technology industry, as well as having the potential to make a difference to communities across NSW.

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 organisations, Local Government 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 NSW Government organisations and Local Government. 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 the GTO **HVTC** that is responsible for recruiting and supporting the trainees to complete their qualification.

NSW - GET BACK IN THE GAME

The Get Back in the Game program supports disengaged young people, aged 15 to 19 years.

This program is available for two cohorts of young people under different titles. Back in the Game, supports young people at school in need of support to remain engaged at school or transition to employment or training. Get in the Game, supports young people disengaged from all employment, education and training.

The Get Back in the Game program funds local community organisations to case-manage transitions of disengaged young people into education, training and employment, and to broker support services such as housing and health which may be essential to successful transitions.

Participating Service Providers

Central West and Dubbo

Local provider: **Skillset**

Central Coast, Newcastle and the Hunter

Local provider: **Novaskill**

Delivering: Get in the Game and Back in the Game

NSW EDUCATIONAL PATHWAYS PROGRAM - HEADSTART

Group Training Organisations (GTOs) offer fee-free pre-apprenticeship and pre-traineeship courses that may 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.
- » Potential work experience with a host employer.

NSW INFRASTRUCTURE TRAINEESHIP PROGRAM

Reflecting on the important role of infrastructure and construction in economic recovery post COVID-19, an opportunity was identified to create a traineeship model to support Year 12 school leavers with employment and training in the infrastructure sector. The program provides government with an opportunity to grow a skilled own workforce by supporting and training individuals to meet current and forecast demand to deliver the Government's infrastructure pipeline.

This initiative was driven out of School Infrastructure NSW (SINSW) within the Department of Education NSW (DoE). An innovative two-year infrastructure traineeship was launched in February 2021 for school leavers. Trainees transition through rotations with government and industry organisations to get a holistic view of the industry. The program aims to have trainees at the conclusion of their traineeship, enter full time employment and/or further education.

The GTO, **Apprenticeship Careers Australia** was engaged to employ each trainee in this program.

NSW - CONNECTING WOMEN TO TRADES GRANT

There are 25 funded projects identified in the Connecting Women to Trades grant program conducted by Training Services NSW.

Connecting Women to Trades grant program aims to address the underrepresentation of women in non-traditional trades and trades experiencing skills shortages.

Funded projects will deliver a wide range of activities to encourage and support more women to access trade qualifications and employment pathways.

The projects' objective is to boost the number of women in trades through increasing the appeal of trades, removing cultural and societal barriers, and supporting learning to maximise vocational outcomes.

Central Coast Group Training Building Lady Tradies 2.0

Building Lady Tradies 2.0 is specifically designed to deliver on the interventions detailed in the Women in Trades Promising Practice Review to increase women's participation in male-dominated industries.

HGT Australia Ltd Novaskill's Tradie Ladies

The **Novaskill** Tradie Ladies project aims to advance the careers of local women seeking employment in construction in the Newcastle and Northern Rivers regions of NSW.

Mas National Limited Empowering Women into Trades

The Empowering Women into Trades project aims to improve career outcomes for CALD women by providing them with vocational training and education pathways. Mas National Limited is partnering with group training organisations (GTOs) and employers to increase awareness of gender discrimination across trade sectors.

Master Builders Association of NSW FLORENCE - Constructing A New Perspective for Women in Construction

The project will develop a dedicated web information portal called FLORENCE. It will provide career information for women

looking for careers in construction.

MEGT (Australia) Ltd Girl Power

The Girl Power project provides targeted support to break down barriers for Aboriginal and Torres Strait Islander women entering trades by providing work experience, placements, and education sessions. Participants will be informed about trade career pathways and associated remuneration for trade job roles

MIGAS Apprentices & Trainees WITS About Us!

The WITS About Us! project is a series of 6 podcasts aimed to provide women with trade career pathway information to motivate them to consider a trade career and assist them in starting an apprenticeship or traineeship.

Skillset Ltd Connecting Women to Trades

The project is an innovative, regionally based trade careers program that will highlight the benefits of trade vocations for women across five Central Western local government areas (LGAs).

Squad Employment Training and HR Breaking Barriers, Creating Connections with Squad

The Breaking Barriers, Creating Connections with Squad project aims to partner individuals and businesses to build the confidence and opportunities for regional women to enter non-traditional career pathways.

Apprenticeship Careers Australia Women in Auto

The Women in Auto project aims to address skills shortages within the heavy and light automotive industries. The program will help women to access training and employment opportunities in the automotive trade.

ACT PROGRAMS

ACT - ACT GOVERNMENT AUSTRALIAN SCHOOL BASED APPRENTICESHIPS (ASBAs)

Australian Training Company and **1300apprentice** to provide students with the opportunity to gain hands-on experience within the public sector whilst completing a formal qualification. Each GTO supported the ACT Education Directorate funded program by recruiting, mentoring, and assisting with rotations as required. This program resulted in the successful completion of many students progressing onto full time traineeships within the ACT Education Directorate and other departments.

During the program, some of the students were placed and rotated throughout ACT Public Schools and the ACT Education Directorate to complete their work-based requirements and attended their RTO training for one day each month. Qualifications undertaken by the trainees included Certificate II in Skills for Work and Vocational Pathways and Certificate III in Business, both delivered by CIT.

ACT - FUTURE SKILLS FOR FUTURE JOBS PROGRAM

The FSFJ Grants Program provides funding for innovative projects that promote market diversity and aim to increase the number of Australian Apprenticeship commencements in the ACT. The program aligns with objectives of the National Partnership on the Skilling Australians Fund (NPSAF).

The FSFJ Grants Program is an ACT Government initiative delivered with funding support from the ACT and Australian Governments as part of the ACT's commitments for the NPSAF.

Australian Training Company has received funding to work with Spectrum Electronics. IAHA has received funding to support its ACT Academy trainees.

ACT - VOCATIONAL LEARNING PROGRAMS

Vocational Learning Programs (VLP) provide short career education and vocational learning programs for students in Years 9 to 12, helping students to develop basic industry knowledge and skills to increase their career readiness.

Previously known as Vocational Learning Options, the new programs will increase access to vocational and workplace learning, opportunities for students across all stages of career readiness.

VLPs are tailored to student and industry needs including:

- » universal programs comprising mostly accredited training delivered in partnership with industry and registered training organisations (RTOs)
- » targeted programs comprising mostly non-accredited training that focus on providing students with a pathway to employment and/or accredited vocational learning options.

Australian Training Company has been providing VLP for the ACT Education Directorate.

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.



2022-23 AEN NSW ACT MEMBER DIRECTORY



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AUSTRALIAN TRAINING COMPANY
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MASTER BUILDERS APPRENTICESHIP SERVICE
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NOVASKILL
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MASTER PLUMBERS APPRENTICES LTD
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NTHA
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MEGT
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SKILLSET
skillset.com.au
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METL
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SQUAD
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MIGAS
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WPC GROUP
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MY GATEWAY
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