Multi Industry Pre Apprenticeship pilot program

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OctoberVET – Training for industry
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Group Training Organisations

Uniquely Australian Program
Started in the 1980s
To support small businesses – provide 4 year apprenticeship continuity (with various employers)
Approx. 15% of the market (higher in regional areas)

GTO benefits to host employers include;
• Recruitment
• Provides flexibility / rotations
• Payroll and IR
• Arrange the training
• Apprentice mentoring
• OH&S and PPE

GTO is the legal employer of the apprentice
Regional / community based
Industry specific
National / State-wide

Traditional trades and regional areas 15-30% market share
High “non-completion rate – 50% for apprenticeships
lack of knowledge / experience of trade pathways
must “sign-up” to 4 year contract on day one!

Main reasons for apprenticeship non-completion include
Problems with employment 33.4%
Didn’t like the industry/ work 16.9%
Doing something different 14.6%
(Understanding the non-completion of apprentices, Alice Bednarz NCVER Occasional paper 12 June 2014)

Employers seeking high level candidates – and not willing to provide young people with an opportunity

Apprenticeships seen as a poor career pathway (poor understanding by many stakeholders)
Support for 1000 new school based 
Support of 1000 new “pre-apprenticeships”

$6.8 Million from the Australian – Commonwealth Department of Education

Pilots – Themed pathways ie: 
work experience 
Support for both the potential employer and participant – “Taster programs”
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5 Industry themed programs:

**Engineering & Automotive**
(Fitting, welding, manufacturing, aerospace, mechanic, auto electrical, panel beating, electronics)

**Business & Services**
(Marketing, HR, Administration, retail, hospitality, IT, Transport & Warehousing)

**Building & Construction**
(Plumbing, carpentry, bricklaying, w&f tiling, concreting, flooring, IT, land scaping, electrical, IT, air conditioning, electronics)

**Land, food and Fibre**
(Agriculture, Horticulture, Landscaping, Environmental sustainability, Civil Construction)

**Health / Community Service**
(Dental, Childcare, community services, aged care)
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Possible practical and theoretical student projects. Themed “project work” student based research/activities on individual industries including;

- numeracy, language and literacy skills
- Workplace “readiness” – understanding employer expectations
- Sustainability / environmental requirements of particular industries
- Legal / legislation requirements of working in particular industries
- Business processes/ project management / communication skills
- New / emerging technology for particular industries
- Career and further study pathways available in different industries
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Key aspects of the program

• hands on experience/knowledge sharing in Multiple Industries/Occupations
• collaborative relationships between program stakeholders of youth career pathways
• informed decisions to enter a vocational career pathway and the support to successfully gain and complete an apprenticeship/traineeship for those who choose this pathway
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Project Measures

- Young adults’ knowledge of apprenticeship/traineeship and industries of theme at entry and exit of project
- Participant’s assessment of value of various elements
- Assistance to participant’s career decisions
- Work experience host employer’s view of individual’s work and industry readiness, attitude and aptitude
- Work experience host employers view of the value of and input needed to host work experience
- Participants career pathway outcome as identified at the 6 month point post program completion
Multi Industry Pre Apprenticeship program Participation to date (July 2017).

MIP Totals 16/17

*30% of completions to date have secured an Apprenticeship/Traineeship

MIP Group Themes

- Building and Construction, 32, 42%, 248
- Business and Services, 3, 4%, 34
- Engineering and Automotive, 8, 10%, 116
- Combination, 30, 39%,...
- Land, Food and Fibre, 4, 5%, 43
Best Practice Examples
Western Heights – Geelong Victoria
Low socio economic area

26 disengaged students – Year 10 (15-16 yo), 26 weeks (semester 2 -2016)
School based program

Themes
Building construction
Engineering / welding
Horticulture
Hospitality
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Best Practice Examples
Western Heights – Geelong Victoria (regional area)

24 of 26 obtained a full time apprenticeship in 2017 Hospitality, Landscaping, Construction
Providing the participants with multiple experiences so they can make an informed choice

Providing a “real life” experiences – setting expectations for work (letting the participants find this information themselves)

Supporting both the participant and employer to ensure a good match in a safe environment
Early Results – Participants

Q7 What elements did you enjoy most?

- Industry Information
- Work based training for industry
- Work ready and LERN Training
- Specific Trade Subject
- Practical Project
- Work Placement
- Sharing Industry
- Career Sessions

Q12 Has the Project lead you to be more interested in a particular career/industry?

- Yes
- No

Q13 Is this different to what you thought prior to the Project?

- Yes
- No
Early Results – Participants

Q6 How valuable did you find the following elements of the Project?

[Bar chart showing responses to the question, with categories such as Industry Information, WHS Training for Industry, Work Ready and L&I Training, Specific Trade Subject, Practical Project Workshop, Work Placement, Sharing Industry Experience, and Cancer Sessions. The chart indicates the percentage of respondents who found each element to be Not at all Valuable, 2, 3, 4 (Very Valuable), or NA.]
**Early Results – Employers**

Q13 From an employer’s perspective how strongly would you rate this participant for employment in your industry?

Q10 How would you rate the general work readiness of this participant - courteous, punctual, reliable, shows initiative/interests, attitude to others, work and tasks?
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Key benefits to date

Students and Employers have enjoyed the opportunity to “trial” each other prior to committing to an apprenticeship (or taking another path)

MIP tracking at 30% employment outcomes into apprenticeships

Schools and employers building a stronger relationship with GTOs – to improve awareness and participation in apprenticeships
Thank you for your time
Questions?

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