



Multi Industry Pre Apprenticeship pilot program

Gary Workman – AEN Executive Director
OctoberVET – Training for industry
October 2017



www.safetyfirst.org.au



www.readynetwork.com.au



www.aen.org.au



www.needanapprentices.com.au

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**

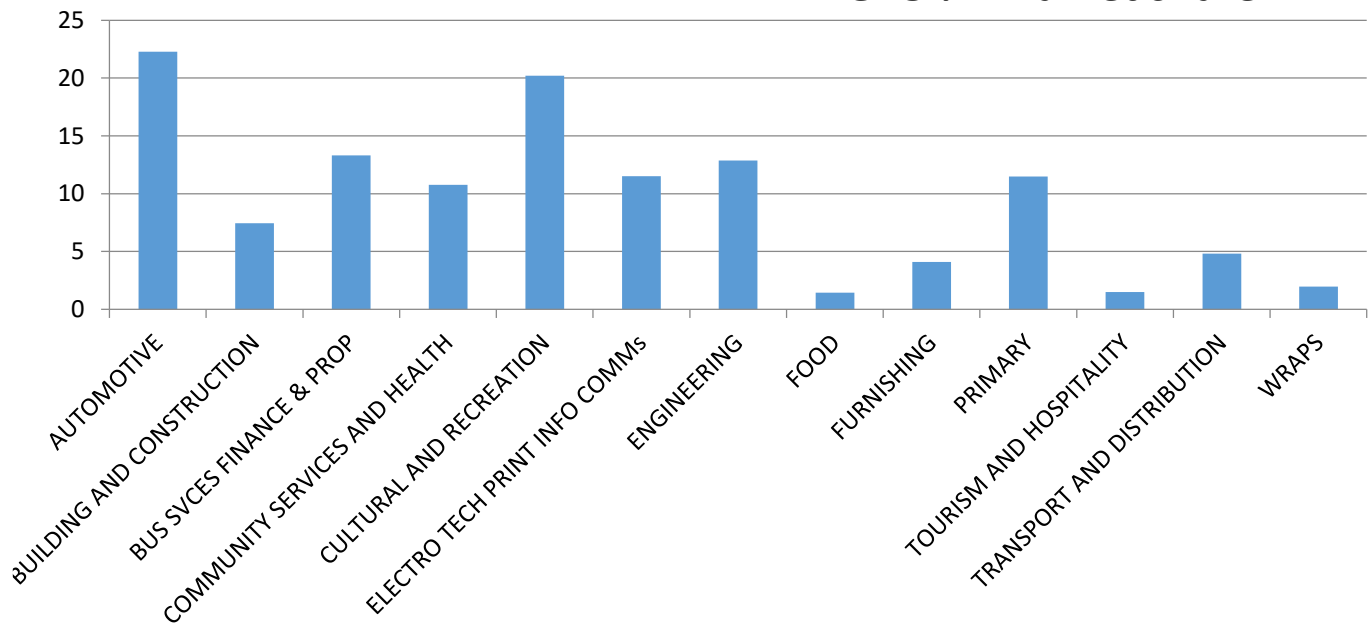
GTO is the legal employer of the apprentice



Regional / community based
Industry specific
National / State-wide

Traditional trades and regional areas 15-30% market share

GTO % market share



GROUP TRAINING

Skilling Victoria for change and growth



150,000

apprentices & trainees employed by our members over 30 years

7,500

apprentices currently employed by our GTO members



1,100
Building & Construction



1,000
Electro Technology & Printing



700
Business Services



500
Community Services & Health



350
Engineering



1,200
Automotive

10,000
host employers



Statewide Coverage

40%

of apprentices in regional Victoria benefit from the GTO network

Australian VET Background - Issues

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 NCVET 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)



Multi Industry Pre Apprenticeship program 2016- 2018.

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”



Multi Industry Pre Apprenticeship program

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)



Multi Industry Pre Apprenticeship program

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

Key aspects of the program

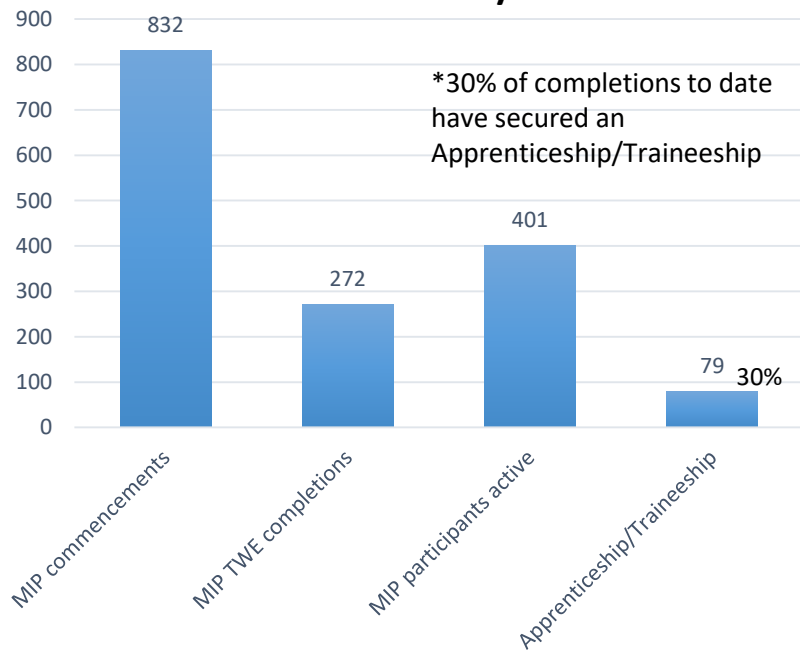
- hands on experience/knowledge sharing in Multiple Industries/Occupations
- collaborative relationships between program stakeholders of youth career pathways
- informed decisions to enter a vocational career pathway and the support to successfully gain and complete an apprenticeship/traineeship for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

Project Measures

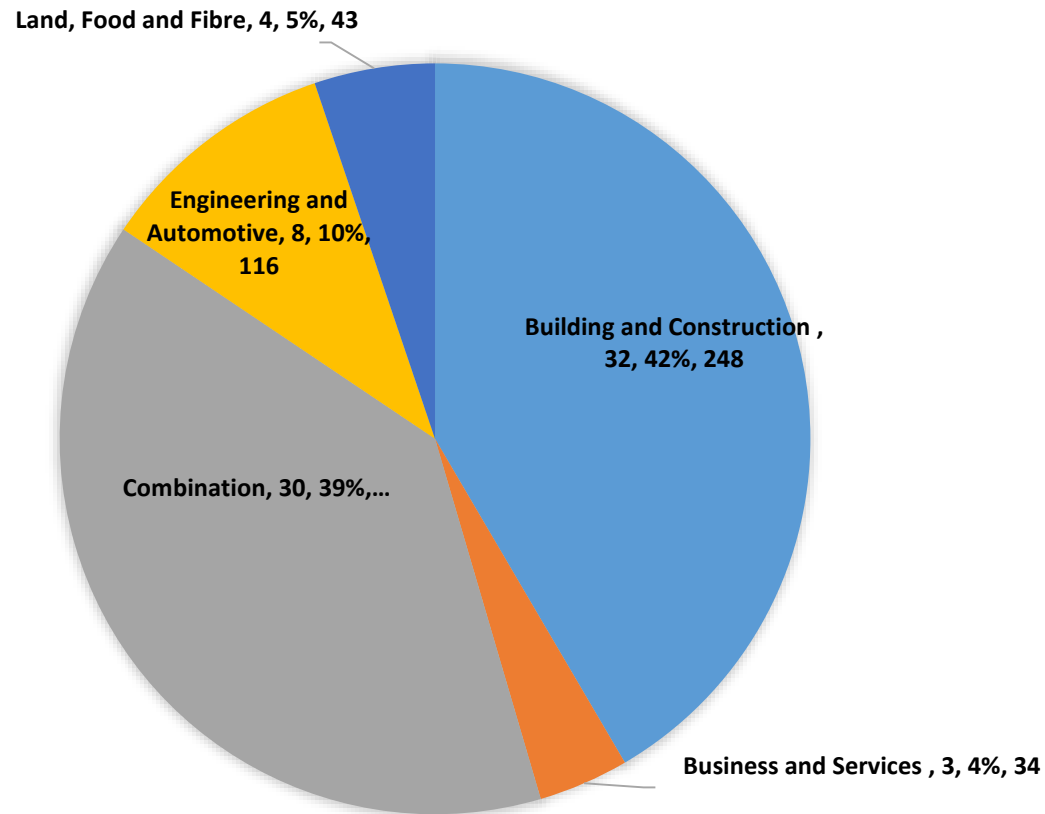
- Young adults' knowledge of apprenticeship/traineeship and industries of theme at entry and exit of project
- Participant's assessment of value of various elements
- Assistance to participant's career decisions
- Work experience host employer's view of individual's work and industry readiness, attitude 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



MIP Group Themes



Multi Industry Pre Apprenticeship program

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



Multi Industry Pre Apprenticeship program

Best Practice Examples

Western Heights – Geelong Victoria (regional area)

24 of 26 obtained a full time apprenticeship in 2017
Hospitality, Landscaping, Construction



Best Practices include;

Providing the participants with multiple experiences so they can make an informed choice

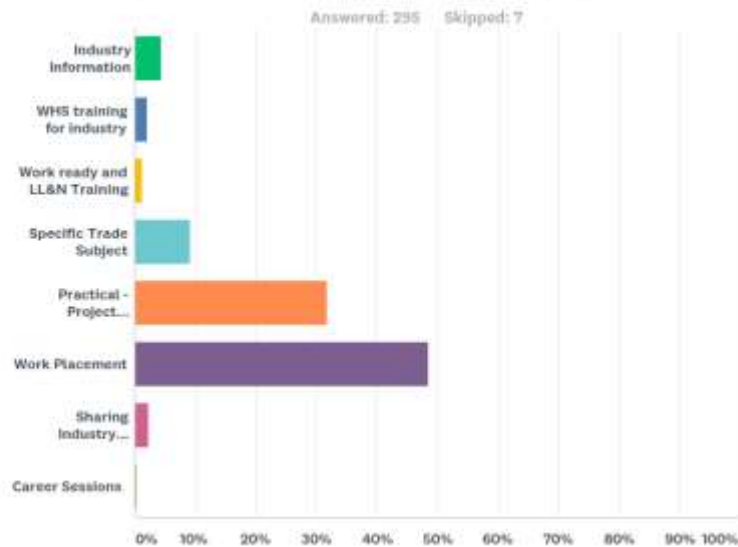
Providing a “real life” experiences – setting expectations for work (letting the participants find this information themselves)

Supporting both the participant and employer to ensure a good match in a safe environment



Early Results – Participants

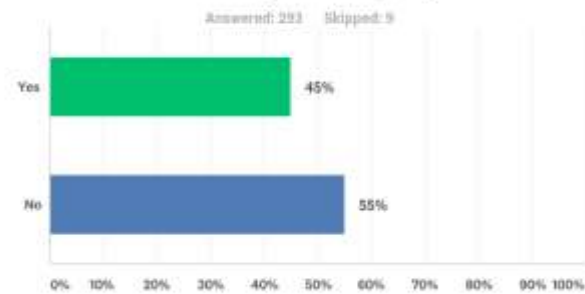
Q7 What elements did you enjoy most?



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



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



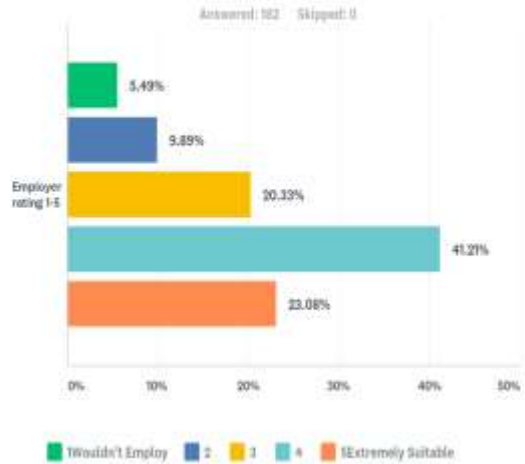
Early Results – Participants

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

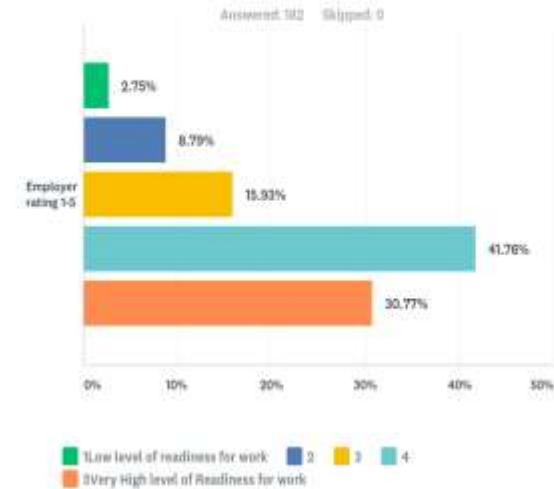


Early Results – Employers

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?



Multi Industry Pre Apprenticeship program

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?

Gary Workman
AEN Executive Director
E: gary@aen.org.au
Level 3 478 Albert Street
East Melbourne Victoria 3002
Australia

Dean Luciani
AEN Chair & CEO Westvic Staffing Solutions
E: dluciani@westvic.org.au



www.safetyfirst.org.au



www.readynetwork.com.au



www.aen.org.au



www.needanapprentices.com.au