APPRENTICE EMPLOYMENT NETWORK NSW & ACT

ANNUAL REPORT 2017-18

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The Apprentice Employment Network NSW & ACT (AEN 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. 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
- » 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

AEN NSW ACT is located within the offices of the Australian Training Company – 30-32 Pomeroy Street, Homebush.

Our Structure

AEN NSW ACT has an Executive Officer and Executive Council. They are:

Chairperson:

John Liddicoat - General Manager *Novaskill*

Deputy Chairperson:

Paul Naylor - CEO *Master Plumbers Apprentices Limited*

Treasurer:

Jim Whiteside - General Manager *Australian Training Company*

Executive Officer:

Jason Sultana

Our Stakeholders

- » 24 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 24 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



elcome to the 2017-18 Annual report of the Apprentice Employment Network NSW ACT, a year in which the Group Training sector had a profound influence over the careers pathway and skills shortage discussion.

The question of the value and credibility of an Australian Apprenticeship as a pathway to employment success ramped up to a 'mainstream' discussion across media, politics and industry. Critically, this is now building into a positive conversation within schools, parents and young people - but achieving lasting

changes in perceptions of VET pathways will require consistent message and ongoing work right across the sector.

The number of apprentices employed across the AEN NSW ACT membership is growing, and Group Training companies are leading the charge to meet the NSW Government's target of 65% completion rates with the statistical variance to those employed 'direct' broadening. These facts are driving an overdue resurgence of support for members at all levels of Government.

The work of the AEN NSW ACT, and most notably by Jason Sultana (Executive Officer) has been instrumental in informing the discussion and driving initiative into the sector for members. In addition to delivering another sold out conference, and gala awards event the AEN NSW ACT has:

- » Run a multifaceted media awareness campaign
- » Established new web presence
- » Represented the Group Training sector at countless events & forums
- » Delivering a new funded School Based training & Employment program in the ACT

With initiatives such as the "fee free Apprenticeships" launched in NSW it is clear that the current government is proactive in its approach to stimulating demand for apprentices whilst removing perceived barriers to commencement for young people across the state. A number of 'key initiatives' reflecting these same goals we presented to Deputy Premier John Barilaro during the year and his 'in principal support' is indicative of the collaborative approach of the AEN NSW ACT and NSW Government.

Disappointingly, the issue of excessive workers compensation premiums remains a debilitating impediment to growth in numbers of employed traditional trades apprenticeships. Despite the obvious desire to grow numbers the NSW Government has failed to act to protect our members from the significant risks of the premium calculations currently in place. I would like to recognize the Executive Officer for his tireless effort to bring this matter to a resolution and assure members of the deep and ongoing commitment of the AEN NSW ACT to bringing about systemic change.

I congratulate the Executive Officer, Board and committee members for your dedication to and focus on responsible financial management, collaboration and industry advancement and look forward to another exciting year for the AEN ACT NSW.

EXECUTIVE OFFICER JASON SULTANA



t gives me great pleasure to present to you, the Apprentice Employment Network NSW & ACT (AEN NSW ACT) annual report for 2017-18.

Each year, the members of AEN NSW ACT work hard and collaboratively to positively influence the apprentice and trainee sector, and increase the presence of Group Training in NSW and

ACT. AEN NSW ACT continues to add to its success and achievements. This is made possible by the contribution of our members, stakeholders and partners.

In 2017-18 we continue to highlight the great work of the sector by holding major events like the 2018 Skills Conference and the NSW & ACT Group Training Awards. Our members continue to win new government contracts and lead the way in innovation in the VET industry.

Our cohesive and united membership continues to be a strength of our association. In 2017-18 we welcomed our new member MBA ACT to the association, taking our membership numbers to 24 Group Training Organisations. Our members represent over 90% of the whole Group Training industry in NSW and ACT.

As we head into the next 12 months we will be face new challenges and issues. In March 2019, NSW will hold its State Election and the likelihood of a Federal Election also looms. As a nation we enter into an important phase of our development and we will need to ensure Group Training is not left behind.

I wish to thank our Executive Management Team and our membership for their ongoing support and look forward to representing them into the future.

HIGHLIGHTS & NUMBERS

AEN 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.

2017-18 NSW GTO COMPLETION INCENTIVE

756

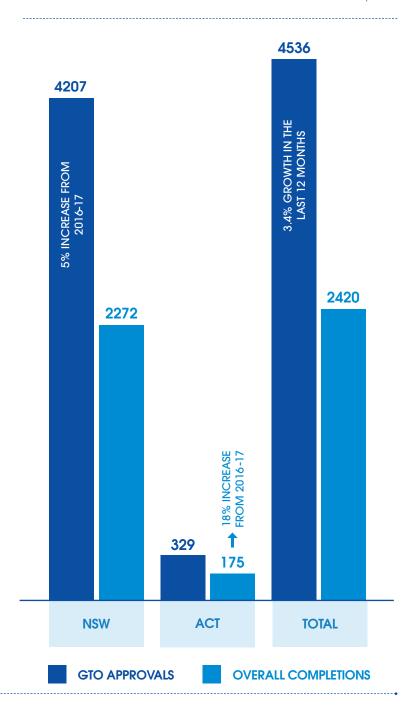
COMPLETION PAYMENTS
WERE MADE

2017-18 TOTAL APPRENTICE & TRAINEE

APPROVALS & COMPLETIONS IN NSW & ACT

PERIOD 2017-18 FINANCIAL YEAR

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





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

THE NUMBERS

APPRENTICES AND TRAINEES ACTIVE IN AN APPRENTICESHIP OR **TRAINEESHIP**

HOST EMPLOYERS ACTIVELY ENGAGED IN GROUP TRAINING

170

REPRESENTED THE **ASSOCIATION IN** MEETINGS, EVENTS AND FORUMS

SUBMISSIONS LODGED TO RELEVANT INDUSTRY **INQUIRES**

WINNERS IN TOTAL AT THE RELEVANT ACT. **NSW AND AUSTRALIAN** TRAINING AWARDS

AEN NSW ACT ONLINE MARKETING CAMPAIGN

443619

DISPLAY ADVERTISING IMPRESSIONS

199490

SOCIAL MEDIA IMPRESSIONS

3050

CLICKS TO WEBSITE

CLICK ON ADS

7730

TOTAL CLICKS

1730

SOCIAL CLICKS/ **COMMENTS**

2017-18 NSW GTO PRE-APPRENTICESHIP AND PRE-TRAINEESHIP TRAINING PROGRAM

GROUP TRAINING ORGANISATIONS PARTICIPATED

COMMENCEMENT IN THE PROGRAM (UP 52% FROM16-17)

PRE-APPRENTICESHIP TRAINING PLACES COMMITTED

WERE DIRECTLY PLACED INTO AN APPRENTICESHIPS OR TRAINEESHIP (UP 34% FROM 16-17)

INDUSTRY & COMMUNITY ENGAGEMENT

Political engagement

AEN NSW ACT has held a number of meetings with both sides of government. Meetings were held to raise the profile of the Group Training Industry but address issues that included the Workers Compensation Premiums for GTOs.

Meetings were held with

- » The Hon John Barilaro NSW Deputy Premier
- » The Hon Karen Andrews Federal Assistant Minister for Vocational Education and Skills
- » Prue Car MP NSW Shadow Minister for Skills
- » Andrew Wall MLA ACT Shadow Minister for Higher Education and Training

TAFE NSW Partnership

TAFE NSW and AEN NSW ACT signed a Memorandum of Understanding to work better together to generate new opportunities for apprenticeships and traineeships in NSW.

Infrastructure Skills Legacy Program

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

Duke of Edinburgh Awards

AEN NSW ACT is a founding member of the Duke of Edinburgh Employer Program where participants are encouraged to promote their participation in program. The initiative encourages the employers to recognise the skills of leadership and transformational learning with these participants.

Southern Cross Catholic Vocational College

AEN NSW ACT continues to be a member of its industry advisor group. The college was named the 2015 Australian Training Awards – School Pathways to VET winner.

Multi Industry Pilot Project

Funded Federally through the Apprenticeship Employment Network in Victoria, the Multi Industry Pre-Apprentice project aims to provide participants with the opportunity to have a "hands on" trial of 3-4 different industries during a course. The project also supports host employers as they can engage with a number of young participants through the project to find the best possible" fit" for their business. AEN NSW ACT supports the project by sitting on its industry advisory group.

SafeWork NSW Young Worker Mental Health Collaboration

AEN 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

AEN 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.

Workers Compensation Premiums for GTOs

Members of AEN NSW ACT continue to be hit hard around Workers Compensations Premiums costs in NSW. An active ongoing campaign is ongoing with the NSW Government to make changes to ensure GTOs are not being disadvantaged under the new scheme.

Sponsorship of the NSW & ACT Training Awards

AEN NSW ACT continues to be a sponsor at both the NSW and ACT Training Awards.



Media

Throughout the 2017-18 year AEN NSW ACT has been active in the media with radio interviews on stations 2GB and 2UE. In the last 12 months, we have developed a strong working partnership with News Corp Australia with stories appearing in their publications and the support of speakers at the 2018 Skills Conference.

Career/Apprenticeship Expos

As part of the promotion of Pre Apprenticeship Courses, AEN NSW ACT was actively involved in over 30 Career/Apprenticeship Expos in the last 12 months.

Inquiry into the Extent, Nature and Consequence of Insecure Work in the ACT

AEN NSW ACT has been active in this inquiry for submissions and hearing representations. The key message is to ensure Group Training is not treated the same as Labour Hire firms and be required to be "licenced" to operate in the ACT.

ACT Apprentice and Young Workers Safety Advisory Committee

AEN NSW ACT has been involved in the advisory committee looking at the safety of Apprentices and young workers across various industries.













2018 SKILLS CONFERENCE

9.00am Welcome

Jason Sultana, Executive Officer Apprentice Employment Network NSW & ACT

9.10am Opening Address

Jon Black - Managing Director TAFE NSW

9.20am Ministerial Address

The Hon Karen Andrews MP

Federal Assistant Minister for Vocational Education and Skills

9:40am Session - Economic and Industry Update

Focus: To discuss the current state of the economy, where we see things heading in the next 12 months. Potential for a federal election thus the impacts. What is the impact on the VET industry?

Facilitator: John Liddicoat - Novaskill Facilitator: Sharon Smith - HVTC Panelist: Stephen Fallet - Australian Super Panelist: Peter Judd - News Corp Australia

10:20am Morning Tea - Sponsored by the Catholic Education Diocese of Parramatta

11:00am Session - VET for the Future

Focus: Where should we be heading with VET. What does the future hold.

Facilitator: Leon Drury - Manufacturing Skills Australia

Panelist: Ron Maxwell - VERTO Panelist: Lauren Tiltman - NAEN

11:40am Session - How is technology driving training delivery? What does the future hold?

Focus: What is being done within TAFE NSW to address the skills we need for the jobs of the future.

Facilitator: Tim Dodd - The Australian Panelist: Chris Pracy - TAFE NSW Panelist: Greg Higgins - TAFE NSW

12:20pm Session - School Based Apprenticeships

Focus: Where is our next generation of tradespeople coming from. We examine School Based Apprenticeships and VET in Schools Facilitator: Rob Cousins - Western Sydney University

Panelist: Pat O'Reilly - SCCVC

Panelist: Robyn Pemberton - NSW Dept of Education

1:00pm Networking Lunch - Sponsored by the Catholic Education Diocese of Parramatta

2:00pm Keynote Address

The Hon Adam Marshall MP

NSW Minister for Tourism & Major Events

Assistant Minister for Skills

2:30pm Keynote Presentation

Claire Madden - Hello Clarity

Understanding the next generation of school leavers

Claire Madden is a social researcher and a leading voice on the emerging generations, changing demographics and social trends.

We will take a look at how we better target school leavers for future roles.

3:10pm Keynote Interview

New Zealand Apprenticeships

Focus: New Zealand is experiencing similar issues around skill shortages and the lack of take up in trade apprentices with young people. We take a look at how our neighbours are addressing the issues and what can we do better as two countries moving forward.

Interviewer: Jason Sultana - AEN NSW ACT Interviewee: Donna Lewis - Industry Training

Federation NZ

Interviewee: Dr Nicky Murray - Skills Highway NZ

3:50pm Session - Careers Advice

Focus: Where are we heading with career advice? What are we learning? What can we do better?

Facilitator: David Hill - ARC Group Panelist: James Moran - Skillsroad Panelist: Peta Skujins - AATIS



















2017 NSW & ACT DATE: FRIDAY 13TH OCTOBER VENUE: DOCKSIDE DARLING HARBOUR **GROUP TRAINING AWARDS**



APPRENTICE OF THE YEAR

BEN McDONALD

WAMBO COAL JERRY PLAINS



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

EMMA GIBSON

SELECT PLANT HIRE - LAING O'ROURKE



HOST EMPLOYER OF THE YEAR - LARGE

JA MARTIN ELECTRICAL

NOVASKILL



TRAINEE OF THE YEAR

ALICIA DOOLAN

WPC GROUP

PRECISION METAL GROUP



APPRENTICE OF THE YEAR - SCHOOL BASED

HOLLY BOURKE

GTFS

COMMONWEALTH BANK -**INVERELL**



HOST EMPLOYER OF THE YEAR - SMALL

HOME SPECIALISTS PROPERTY MANAGEMENT **CCGT**



TRAINEE OF THE YEAR - INDIGENOUS

DONALD DUNDAS

Skillset

WARRUMBUNGLE SHIRE COUNCIL



TRAINEE/ **APPRENTICE** OF THE YEAR - DISABILITY

THOMAS CHAPMAN

NOVASKILL

BELLBOWRIE MOTORS



EXCELLENCE IN GROUP TRAINING REBECCA FREEMAN

CCGT



STATE & NATIONAL AWARDS

For the 17-18 financial year, the Apprentice Employment Network NSW & ACT members had success of the NSW, ACT and Australian Training Awards.

We take this opportunity to recognise these winners.

NSW TRAINING AWARDS

2017 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENT OF THE YEAR



Donald DundasPlumbing Certificate III
TAFE NSW
Skillset Ltd
Warrumbungle Shire Council

2017 INDUSTRY COLLABORATION AWARD

Skills4Trade and Pledge250
Skillset



2017 LARGE EMPLOYER OF THE YEAR

Shoalhaven City Council -Shoalhaven Water Host Employer of HVTC



EXCELLENCE IN TRADE SKILLS



Bradley Ingham
Engineering - Mechanical
Trade Certificate III
TAFE NSW
Skillset Ltd
Hort Enterprises Pty Ltd

2017 PHIL DARBY MEMORIAL AWARD -

ENCOURAGEMENT AWARD FOR AN APPRENTICE OR TRAINEE



Carina Ardizzone
Business Services Business Certificate III
WPC Group Ltd
Training Services NSW

ACT TRAINING AWARDS

2017 ACT AUSTRALIAN SCHOOL-BASED APPRENTICE OF THE YEAR



Phoenix Crowther
Certificate III in Individual Support
Canberra College
Quest Training Solutions
Australian Training Company
Namadgi School

2017 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENT OF THE YEAR



Abe Archibald
Certificate III in Business
Mantra Training and Development
Australian Training Company
Australian National University

AUSTRALIAN TRAINING AWARDS

2017 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENT OF THE YEAR AWARD

Donald Dundas

Plumbing Certificate III TAFE NSW Skillset Ltd

Warrumbungle Shire Council

Donald Dundas' Australian
Apprenticeship in plumbing has
given him more than just the skills he
needs for a great career. Whether it
is mentoring, communicating with
his local community or organising
effective workflow for his employers at
Skillset and hosted by Warrumbungle
Shire Council, Donald's Australian
Apprenticeship has also taught him
to lead by example and encourage
others to take up a trade.

A resident of Coonabarabran, and completing his studies in Tamworth, Donald always had an interest in



plumbing. He says that studying at TAFE NSW has enabled him to grow as a student and as a worker not only by completing the tasks at hand, but by understanding the required standards set by the industry.

Donald prides himself on the positive relationship he has established with his community through his on the job training. In 2016 he was proud to be part of the Warrumbungle Shire Council's Team of the Year.



1P & 2017 ARKETING 2018













2018 Skills Conference - VET for the Future

Thursday June 14 Dockside Darling Harbour

To find our more about the event and to book visi







Journey Today







VOCATIONS TO

Pre-Apprenticeship and Pre-Traineeship programs are available across many industries and locations throughout the year.

People who complete vocational education and training (VET) via an apprenticeship of traineeship have a higher rate of employment, compared to someone who completes a Bachelor degree. On average VET graduates earn a higher income compared to Bachelor degree graduates*

For more information visit aennswact.com.au/pre-app or contact one of our member organisations. A full list and contact details can be found at aennswact.com.au

aennswact.com.au

CAREER ADVISERS Apprenticeships & Traineeships the first choice for school leavers

There are many opportunities right now in apprenticeships and traineeships.

The Apprentice Employment Network NSW & ACT and its member organisations run Pre-Apprenticeship and Pre-Traineeship programs for school leavers. They have been proven to be a great way to get a kick start a young person into an apprenticeship and traineeship.

For more information visit iwantanapprenticeship.com.au or contact one of our member organisations. A full list and contact details can be found at aennswact.com.au

*Information available on www.vet.nsw.gov.au

2018 **SKILLS** CONFERENCE **VET** for the Future

The Vocational Education and Training (VET) sector continues to face many challenges from employers concerns on attracting skilled staff and engaging young people into apprenticeships to educating parents about the opportunities available for their children.

The 2018 Skills Conference has a focus on VET for the Future and takes a look at how the industry is addressing these concerns.



THE HON KAREN ANDREWS MP Federal Assistant Minis for Vocational Educati & Skills

JON BLACK CLAIRE MADDEN Hello Clarity

PETER JUDD News Corp A DONNA LEWIS DR NICKY MURRAY JASON SULTANA

14[™] JUNE 2018 DOCKSIDE DARLING HARBOUR



















Apprentic Employment

There are many opportunities right now in apprenticeships and traineeships.

The Apprentice Employment Network NSW & ACT and its member organisations run Pre-Apprenticeship and Pre-Traineeship programs for school leavers. They have been proven to be a great way to get a kick start a young person into an apprenticeship and traineeship.

For more information visit aennswact.com.au/pre-app or contact one of our member organisations. A full list and contact details can be found at aennswact.com.au

*Information available on www.vet.nsw.gov.au

* TAFE



PARTNERS & ACKNOWLEDGEMENTS

2017-18 CORPORATE PARTNERS

The Apprentice Employment Network NSW & ACT values the support of our Corporate Partners for 2017-18. We wish to thank the following organisations:





ENTERPRISE







ACTGovernment

Chief Minister, Treasury and Economic Development

News Corp Australia

We thank the following organisations that also supported our 2018 Skills Conference and 2017 Group Training Awards:













AEN NSW & ACT MEMBERS

1300 apprentice

1300APPRENTICE

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



CCGT

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



ABORIGINAL EMPLOYMENT STRATEGY

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



ELECTROGROUP

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



AI GROUP APPRENTICE AND TRAINEE CENTRE

aigroupapprentices.com.au 51 Walker Street North Sydney 2060 T (02) 9466 5566



GTES

gtes.com.au 161 Hammond Avenue Wagga Wagga NSW 2650 T 1300 881 279



APPRENTICESHIPS R US

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



HTN

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



ARC GROUP

arcgroup.com.au Level 9 79 George Street Parramatta NSW 2150 T 1300 935 412



HVTC

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



ATEL

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



MASTER BUILDERS ACT

mba.org.au 1 Iron Knob Street Fyshwick ACT 2609 T (02) 6175 5900



AUSTRALIAN TRAINING COMPANY

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



MASTER BUILDERS APPRENTICESHIP SERVICE

mbansw.asn.au 5 Burbank Place Baulkham Hills NSW 2153 T (02) 8586 3588







MASTER PLUMBERS APPRENTICES LIMITED

masterplumbers.com.au 2 Percy Street Auburn NSW 2144 T 1800 424 181



NOVASKILL

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



MEGT

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



SKILLSET

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



METL

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



TABMA

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



MIGAS

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



WPC GROUP

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



MY GATEWAY

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





necagt.com.au Level 1, 30 Day Street North Silverwater NSW 2128 T (02) 9188 4424



Apprentice Employment Network NSW & ACT

30-32 Pomeroy Street Homebush NSW 2140

PO BOX 3165 North Strathfield NSW 2137

Jason Sultana
Executive Officer

P: 02 9746 9333

M: 0419 466 584

E: jason@aennswact.com.au

aennswact.com.au iwantanapprenticeship.com.au iwantatraineeship.com.au

ABN: 70 804 220 638







