

APPRENTICE EMPLOYMENT NETWORK NSW & ACT

# YEAR IN REVIEW

2018-19

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**Apprentice  
Employment Network**  
NSW & ACT

# ABOUT AEN NSW & ACT

## **The Apprentice Employment Network NSW & ACT (AEN NSW ACT)**

is the peak body representing a network of 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
- » 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 Locations**

AEN NSW ACT is located within the office of the Australian Training Company – 30-32 Pomeroy Street, Homebush (NSW) and NECA – 49 Tennant St, Fyshwick (ACT).

## **Our Structure**

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

### **Chairperson:**

**Craig Randazzo** - CEO

*Skillset*

### **Deputy Chairperson:**

**Paul Naylor** - CEO

*Master Plumbers Apprentices Limited*

### **Treasurer:**

**Jim Whiteside** - CEO

*Australian Training Company*

### **Executive Officer:**

**Jason Sultana**

## **Our Stakeholders**

- » 28 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 Clients**

Our 28 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 CRAIG RANDAZZO



It gives me great pleasure to report on another very successful year for the Apprentice Employment Network NSW & ACT. As a combined network, we have over 7,000 apprentices and trainees in training and on their way to a successful career. Our not-for-profit network of innovative businesses represent a significant portion of total apprenticeship numbers and as the largest single network employing young people in NSW & ACT we stand united in the confidence of our model to deliver the skills outcomes needed by industry and government.

Our network is made up of a diverse but united group of employers throughout NSW and the ACT who are dedicated to recruiting, supporting and completing thousands of apprentices and trainees each year. Our members pay particular attention to the well-being and safety of the young people in our care, so that they have the best chances of success in the thousands of workplaces they attend each day. The outstanding work of our members is helping to drive the skills development that is crucial in supporting the growth of local, regional and metropolitan economies to provide the services and build the infrastructure we all rely on.

This year we have seen a welcome focus on the Vocational Training sector and in particular the need for students, parents, career advisors and other key influencers to recognise the life-changing careers available through a vocational pathway. We hear encouraging messages of support from state and territory governments with our NSW Education Minister recently championing the sector's importance to the NSW economy. With the recent combining of Vocational Skills and Tertiary Education portfolios, we acknowledge, welcome and encourage a continued focus on Vocational Education and Training and as a significant sector within the VET effort pledge to keep that focus at the top of all decision makers agendas. We also encourage all governments to get behind the promotion of the apprenticeships as we have seen in some other jurisdictions, to assist our network to raise awareness of the amazing career opportunities available.

Many challenges remain in place for our network including patchwork economic conditions, the crippling drought conditions for many regional members and a highly complex and frustrating workers compensation regime that is for some members limiting their ability to take on new apprentices, all capacity constraints that need to be addressed if we are to continue to grow. I assure our network that we will continue to listen, advocate and agitate to deliver the best outcomes possible.

I warmly thank my AEN governance colleagues, Paul Naylor as Deputy Chair and Jim Whiteside our Treasurer who have generously provided their advice and outstanding industry experience to benefit the network in many ways. I also thank our Executive Officer Jason Sultana who has successfully delivered the 2019 Skills Conference, the excellent Group Training Awards and driven the AEN advocacy effort so well throughout the year on behalf of our members.

My best wishes for a successful year ahead.

**Craig Randazzo**  
Chairman AEN NSW ACT

## EXECUTIVE OFFICER JASON SULTANA



It is my great pleasure to present you with the Apprentice Employment Network NSW & ACT year in review for 2018-19.

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 2018-19 we continue to highlight the great work of the sector by holding major events like the 2019 Skills Conference and the 2018 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 2018-19 we welcomed four new members - Apprenticeship Careers Australia, AFL Sportsready, Newcastle Master Builders Apprentices and HunterNet Group Training. This takes our membership numbers to 28 Group Training Organisations. Our members represent over 95% of the whole Group Training industry in NSW and ACT.

In the last 12 months we have had a NSW State and Federal election which resulted in a change of ministers and movement of portfolios. On the back of this we move to a very critical time in the world of apprenticeships and traineeships. Group Training is ready to lead the way in driving new initiatives and ensuring we have a ready supply of qualified tradespeople for the future.

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



# 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 and address key issues including workers compensation premiums for GTOs.

## Meetings were held with

- » The Hon John Barilaro – NSW Deputy Premier
- » The Hon Dr Geoff Lee – NSW Minister for Skills and Tertiary Education
- » The Hon Victor Dominello – NSW Minister for Customer Service
- » Prue Car MP – NSW Shadow Minister for Education
- » Clayton Barr – NSW Shadow Minister for Water, Shadow Minister for Innovation, Science and Tertiary Education, Shadow Minister for the Hunter
- » Mark Banasiak MP – Shooters, Fishers and Farmers Party
- » Hugh McDermott MP – Labor Member for Prospect
- » Jenny Aitchison MP – NSW Shadow Minister for Primary Industries, Shadow Minister for Investment & Tourism, Shadow Minister for Medical Research
- » Jihad Dib MP – NSW Shadow Minister for Skills & TAFE, Shadow Minister for Youth, Shadow Minister for Juvenile Justice, Shadow Minister Assisting on Multiculturalism
- » Liesl Tesch MP – Labor Member for Gosford
- » Kate Washington MP – NSW Shadow Minister for Environment and Heritage, Shadow Minister for Rural Health
- » Jodie Harrison MP – NSW Shadow Minister for Early Childhood Learning

## National Apprentice Employment Network

AEN NSW ACT is part of the National Apprentice Employment Network, representing Group Training at a national level. Through shared offices in the ACT, both associations work closely together on strategy and projects.

## ACT ASBA Project

Working closely with Skills Canberra and the ACT Education directorate, AEN NSW ACT piloted a project to generate 100 School Based Traineeships within ACT Government Schools, ACT Government Departments and Federal Government Departments in the ACT.

## iCare

AEN NSW ACT continue to work with iCare in addressing the ongoing issues surrounding workers compensation premiums for GTOs. Icare have provided a number of workshops to assist in identifying factors that have impacts on premiums.

## Safework NSW

AEN NSW ACT has been active with Safework NSW in developing and promoting tools to assist apprentices and trainees in the workplace.

## Career Advisers Association of NSW & ACT

An ongoing supporter of the CAA NSW ACT Annual Conference, AEN NSW ACT have developed a working partnership to improve linkages between the two associations.

## ACT VET Forums

Held a number of times of year, AEN NSW ACT actively attends and supports the regular ACT VET Forums held by Skills Canberra.

## TAFE NSW Partnership

TAFE NSW is a major partner of the AEN NSW ACT network. The partnership strives to look at ways for the industry to work better together to generate new opportunities for apprenticeships and traineeships in NSW.

## Southern Cross 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.

## AEN Multi Industry 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.

## NSW VET Consultative Committee

AEN NSW ACT is a member of the NSW Department of Education, Vocational Training Consultative Committee who meets quarterly to discuss all matters VET in NSW.

## Workers Compensation Premiums for GTOs

Members of AEN NSW ACT continue to be hit hard around Workers Compensation Premiums costs in NSW. An active campaign is ongoing with the NSW Government to make changes to ensure GTOs are not being disadvantaged under the 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 2018-19 year AEN NSW ACT has been active with both print and radio media. Various stories appearing in newspapers promoting Group Training.

## Career Expos

AEN NSW ACT has actively participated in over 30 days of Career Expos in the last 12 months promoting Group Training, apprenticeships and traineeships.



**Apprentice  
Employment Network  
NSW & ACT**

# ACT ASBA PROJECT

**AEN NSW ACT were engaged by Skills Canberra in June 2018 to manage an ACT Government initiative aiming to increase Australian School Based Apprentices (ASBAs) in the ACT for an 18 month period.**

This initiative, co-supported by the ACT Education Directorate and Skills Canberra (CMTEDD) has focussed on identifying opportunities for ACT Public School secondary students to undertake vocational training and work in Government settings whilst completing an Australian Apprenticeship and school.

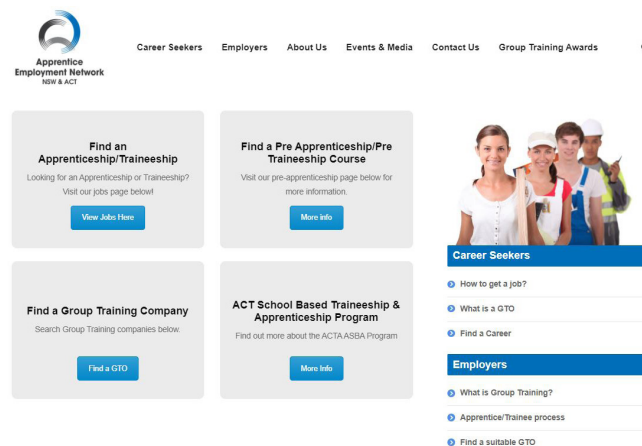
Students who commenced an ASBA through this program are employed by Program Partner Group Training Organisations (GTOs). Eligible hosts included ACT Public Schools, ACT Directorates and Australian Government Departments or Agencies. This ASBA initiative was launched at the ACT Careers Xpo by AEN NSW ACT's Executive Officer, Jason Sultana. The Hon. Karen Andrews MP, who was Assistant Minister for Education and Skills at that time delivered a recorded address highlighting the types of opportunities available for ACT Public School students via this new ACT Government initiative, and broader opportunities arising from Apprenticeship pathways.

Activities undertaken included the development and advertising of a dedicated ASBAs in Government project webpage via the following links:

- » [www.iwantatraineeship.com.au](http://www.iwantatraineeship.com.au)
- » [www.aennswact.com.au/actasba](http://www.aennswact.com.au/actasba)

AEN NSW ACT conducted a four-week online marketing campaign to target Year 10 and 11 students and their parents in 2018 to gain interest in undertaking an ASBA.

The campaign was held in collaboration with News Corp Australia. The campaign over the four-week period in November was able to be seen 380,000 times to our target audience.



## Program Numbers to 31 July 2019

| Commenced ASBAs under ASBAs in Government Initiative | 60 |
|--|----|
| Certificate II                                       | 39 |
| Certificate III                                      | 21 |

### Within the 100 target placements from above:

|   |   |
|---|---|
| Indigenous placements within ACT Schools          | 5 |
| Disability placements within ACT Schools          | 9 |
| Indigenous placements within the ACT Directorates | 3 |
| Disability placements with the ACT Directorates   | 1 |

|   |           |
|---|-----------|
| <b>Total Commencements up to 31 July 2019</b> | <b>60</b> |
|---|-----------|

This program runs to 31st December 2019 where it is anticipated 100 commencements will be reached.

# HIGHLIGHTS & NUMBERS

The Apprentice Employment Network continue to be the largest employer network or apprentices and trainees in NSW & ACT.

## AEN NSW ACT ONLINE MARKETING CAMPAIGN

### Aim

1. To raise awareness of apprenticeships & traineeships to parents and school leavers
2. To create leads for our members to fill pre-apprenticeship & pre-traineeship courses

### Timing

October 2018 to February 2019

### Campaign

1. Display advertising
2. Facebook advertising

## RESULTS

**692,640**

DISPLAY ADVERTISING IMPRESSIONS

**4600**

VISITS AENNSWACT.COM.AU WEBSITE

**1,450,000**

FACEBOOK IMPRESSIONS

**5400**

COMMENTS, LIKES & SHARES

**700**

POST FORM FILL ENQUIRIES

## NSW GTO COMPLETION INCENTIVE

NSW GTO Completion Incentive Numbers by Financial Year

### COMPLETION NUMBERS

| 2016-17    | 2017-18    | 2018-19    |
|------------|------------|------------|
| <b>881</b> | <b>882</b> | <b>762</b> |

2525 completions payments were made to GTOs

ACT Numbers of Commencements and Completions for GTOs by Financial Year

### COMMENCEMENTS

| 2016-17    | 2017-18    | 2018-19    |
|------------|------------|------------|
| <b>387</b> | <b>331</b> | <b>384</b> |

### COMPLETIONS

| 2016-17    | 2017-18    | 2018-19    |
|------------|------------|------------|
| <b>155</b> | <b>177</b> | <b>149</b> |

NSW Numbers of Commencements and Completions for GTOs by Financial Year

### COMMENCEMENTS

| 2016-17     | 2017-18     | 2018-19     |
|-------------|-------------|-------------|
| <b>4018</b> | <b>4207</b> | <b>3654</b> |

### COMPLETIONS

| 2016-17     | 2017-18     | 2018-19     |
|-------------|-------------|-------------|
| <b>2302</b> | <b>2272</b> | <b>2100</b> |

## INDUSTRIES WITH THE MOST COMMENCEMENTS



AUTOMOTIVE



ELECTRICAL



BUILDING & CONSTRUCTION



ENGINEERING



BUSINESS & FINANCIAL SERVICES



HORTICULTURAL

## THE NUMBERS

**7200**

APPRENTICES & TRAINEES ACTIVE IN AN APPRENTICESHIP OR TRAINEESHIP

**6500**

HOST EMPLOYERS ACTIVELY ENGAGED IN GROUP TRAINING

**474**

NSW INDIGENOUS APPRENTICESHIPS & TRAINEESHIPS CREATED IN 18-19

## Group Training Completion rates - 65%

GTOs continues to have higher completion rates for apprenticeships and traineeship than any other employer type meeting the target set by the NSW Government in 2016.

# 2019 SKILLS CONFERENCE

## Ministerial Address

The Hon Dr Geoff Lee MP – NSW Minister for Skills and Tertiary Education

## TAFE NSW Address

Glen Babington  
Chief Operating Officer – TAFE NSW

## Keynote Interview

The Hon Steven Joyce with Jason Sultana

**Focus:** To discuss his recent review into Vocational Education and Training in Australia and his report “Strengthening Skills: Expert Review of Australia’s Vocational Education and Training System.”

## Keynote Presentation

Kieran Flanagan - The Impossible Institute

The Vocational Education and Training industry constantly struggles with convincing parents and young people that completing an apprenticeship or traineeship is an acceptable option to start a career instead of going straight into university. We discuss ways the industry can consider changing the thinking from today.

## Session One - Economic and Industry Update

**Focus:** With the NSW election held in March and the Federal election held in May, what does the future hold for the economy and VET moving forward? We discuss the state of the nation.

**Facilitator:** Dianne Dayhew – National Apprentice Employment Network

**Panellist:** Mark Tierney – Australian Super

**Panellist:** Chris Kenny – The Australian & Sky News

## Session Two - New approaches to apprenticeships & traineeships

**Focus:** In order to cater to the constantly changing world we live in, we need to consider how we attract and deliver apprenticeships and traineeships to people moving forward. We speak to two organisations who have demonstrated new approaches to recruiting, training and supporting apprentices and trainees in their industries/region.

**Facilitator:** Peta Skujins – AATIS

**Panellist:** Peter Nolan - PEER

**Panellist:** Craig Randazzo - Skillset

## Session Three - Australia’s looming skills shortage - building the workforce of tomorrow.

**Focus:** A skills shortage across key Australian industries could have a lasting impact on Australia’s economic growth and competitiveness. We will discuss ways to bridge the skills gap, and what policy options are available for positive change. We examine how government; corporates and the education sector can stay abreast of workforce demands and what must be done to ensure that Australia has the skills and expertise to power the nation’s emerging industries and be globally competitive.

**Facilitator:** Toni Jones – News Corp Australia

**Panellist:** Dr Geethani Nair – TAFE NSW

**Panellist:** Mark Easson – TAFE NSW

**Panellist:** Janet Hanlan – TAFE NSW

## Session Four - Digital disruption and VET

**Focus:** Much discussion has occurred about the impact that technological disruption will have on the Australian workforce. Let’s take a look at what are the implications of digital disruption for VET in Australia, how it is impacting employers today and what is being done to address it.

**Facilitator:** Josephine Andersen – Skills Canberra

**Panellist:** Professor Pi-Shen Seet – Edith Cowan University

**Panellist:** Keiran Mott - Veritec

## Session Five - Engaging young people into VET & Apprenticeships

**Focus:** Engaging young people early in their schooling years on career options allows a greater ability to recruit apprentices and trainees in the future. We discuss some of the work and research being done to tackle this.

**Facilitator:** John Wills – McCarthy Catholic College

**Panellist:** Darren Coppin – Esher House

**Panellist:** Louise Selles – ACT Education Directorate

## Session Six - Innovation in VET

**Focus:** Around the country, the VET industry is delivering innovative projects to meet the skill needs of the nation. We speak with two organisations who have developed key initiatives towards their projects and share their journey in achieving the results they have.

**Facilitator:** Gail Silman – Training Services NSW

**Panellist:** Sonja Malcolm – Sydney Metro Project

**Panellist:** Peter Canavan – Ai Group







# 2018 GROUP TRAINING AWARDS

DATE: FRIDAY 12<sup>TH</sup> OCTOBER  
VENUE: DOCKSIDE DARLING HARBOUR



## APPRENTICE OF THE YEAR

**MATTHEW HAYES**  
NOVASKILL  
JA MARTIN ELECTRICAL



## TRAINEE OF THE YEAR

**GERARD SAMSON**  
ARC GROUP TRAINING  
WESTPAC



## TRAINEE OF THE YEAR - INDIGENOUS

**DOKOTA SIMONDS**  
MY GATEWAY  
WOLLONDILLY SHIRE COUNCIL



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

**ERIN HUNTER**  
SKILLSET  
MRG ELECTRICAL SERVICES



## TRAINEE/ APPRENTICE OF THE YEAR - SCHOOL BASED

**DANIKA ELLEY**  
HVTC  
SAWTELL CATHOLIC CARE OF THE AGED



## TRAINEE/ APPRENTICE OF THE YEAR - DISABILITY

**MICHAEL KING**  
NOVASKILL  
ALAN HALE ELECTRICAL



## HOST EMPLOYER OF THE YEAR - LARGE

**INNER WEST COUNCIL**  
1300APPRENTICE



## HOST EMPLOYER OF THE YEAR - SMALL

**J V HOLT & COMPANY**  
NECA ELECTRICAL APPRENTICESHIPS



## EXCELLENCE IN GROUP TRAINING

**HVTC / SERVICE NSW**

# ACT TRAINING AWARDS

In 2018-19 the Apprentice Employment Network members had success at the ACT Training Awards. We would like to acknowledge the four winners:



**2018 ACT APPRENTICE OF THE YEAR**  
**MATTHEW EGAN**  
Certificate III in Electrotechnology Electrician

**RTO** Canberra Institute of Technology  
**Employer** NECA Electrical Apprenticeships  
**Host Employer** Star Group

Matthew completed his Certificate III in Electrotechnology Electrician with the Canberra Institute of Technology (CIT). He was employed by NECA Electrical Apprenticeships and host employer, Star Group. With the electrical industry moving forward with energy efficient products and systems, Matthew enjoys that he can contribute to the larger picture of clean energy. To help broaden his career options and keep his skills up-to-date, Matthew also completed a renewable energy skill set at CIT which gave him a Statement of Attainment in Working in the Wind Industry. Because of this, Matthew was presented with an opportunity to travel to Europe under the Commonwealth funded VET Outbound Mobility Program and experience firsthand renewable energy practices from world leaders in renewable energy. Matthew hopes to use what he has learnt through this experience to help shape change in Canberra and surrounding areas, and to be a champion for renewable energy.



**2018 ACT ABORIGINAL TORRES STRAIT ISLANDER STUDENT OF THE YEAR**  
**TYLAH SAUNDERS**  
Certificate III in Business

**RTO** Australian Training Company  
**Employer** Australian Training Company  
**Host Employer** ANU College of Science

Tylah completed her Certificate III in Business through the Australian Training Company with host employer the Australian National University (ANU) College of Science. The opportunity to study business and work concurrently excited Tylah, as she felt it would give her the balance she was looking for in her first year out of school. During her traineeship, Tylah has experienced enormous growth in her confidence and self-esteem which has helped her to accept challenges and new tasks. She has been rewarded at work, being given more responsibilities such as purchasing local Indigenous artwork and organising launch events for them. Tylah has recently accepted a 24-month contract with the ANU, commencing a new traineeship in a Certificate IV in Business. She hopes to see young people like her siblings create opportunities for themselves later on in life via a VET pathway as she has done.



**2018 ACT SCHOOL BASED TRAINEE OF THE YEAR**  
**MIAH JAGOE-SHAW**  
Certificate III in Individual Support

**RTO** Quest Training Solutions  
**Employer** Australian Training Company  
**Host Employer** The Woden School  
**School** Hawker College

Miah is currently undertaking an Australian School-based Apprenticeship (ASBA) in a Certificate III Individual Support (Disability) hosted by The Woden School. Her employer is the Australian Training Company and her registered training organisation is Quest Training Solutions. Miah is passionate about helping people and hopes her work within the disability sector can make a difference to people's lives. Miah chose an ASBA pathway to allow her to finish year 12 with a work ready qualification. Through her ASBA, Miah has developed her non-verbal communication, as many of the students she supports are not able to communicate verbally. Earlier this year, Miah undertook an Auslan course to further support her studies. Outside of her ASBA, Miah is an active member of the Indigenous Interest Group at Hawker College and played a significant role in setting up the Indigenous Resource Room at the school.



**2018 ACT TRAINEE OF THE YEAR**  
**DANIELLE JACKSON**  
Certificate IV in Ageing Support

**RTO** Quest Training Solution  
**Employer** Australian Training Company  
**Host Employer** Villaggio Sant Antonio

Danielle has always known that she wanted to work in an environment where she would be helping people. In 2017, Danielle completed work experience at Villaggio Sant Antonio, and as a result of her work ethic and passion, she was offered a traineeship. When Danielle first started her traineeship, she had no idea where it would lead her, but completing the Certificate IV in Ageing and Support has opened up numerous opportunities to her and proved to be a pathway for employment and further study in the field of Nursing. In 2017, while studying and working full-time, Danielle completed UC Connect, granting her entry into a Bachelor of Medical Science at the University of Canberra. After completing her traineeship and working in aged care at Villaggio Sant Antonio, Danielle leaves work every day knowing that she has had a positive, and possibly lasting, influence on the facility's residents.



# 2018-19 APPRENTICESHIP & TRAINESHIP MARKETING

**blue collar**

**READER REVIEW**  
WHAT THEY'RE SAYING ABOUT...  
**reece**

**HIGHLIGHTS**

"Following the news that Reece has been named the best of a blue-collar industry, it's a testament to the hard work and dedication of the Reece team. As a company that has been in the industry for over 100 years, it's no surprise that they have achieved this level of success. It's a well-deserved accolade and a reflection of the high standards and quality of service that Reece has consistently delivered to its customers."

**WATCH OUT FOR**

"This award is a significant achievement for Reece and a testament to the hard work and dedication of the Reece team. It's a well-deserved accolade and a reflection of the high standards and quality of service that Reece has consistently delivered to its customers."

**OVERALL RATING**

4.5 out of 5 stars

**RECOMMENDATION**

Highly recommended

**REASON**

Reece is a well-established and reputable company with a long history of providing high-quality services to its customers. The award is a testament to the hard work and dedication of the Reece team and a reflection of the high standards and quality of service that Reece has consistently delivered to its customers."

**CAREERS 91**

**GROUP TRAINING ORGANISATIONS (GTO'S) VS LABOUR HIRE FIRMS**

Apprentice Employment Network NSW & ACT represents 26 not-for-profit Group Training Organisations in NSW & ACT

| ACTIVITY  | GTO | LABOUR HIRE |
|---|-----|-------------|
| Can't operate in the ACT unless the organisation is approved and regulated by the ACT Government regulator (Skills Canberra)  | ✓   | ✗           |
| Employing approved and regulated organisations pay a fee to be regulated with the ACT Government regulator (Skills Canberra)  | ✓   | ✗           |
| Currently must comply with the ACT Training and Tertiary Education Act 2003 and National Standards for Group Training Organisations for each individual placement                               | ✓   | ✗           |
| Each placement must have a formal Training Contract signed by GTO, Apprentice, Parent (if under 18) AND be approved by Skills Canberra  | ✓   | ✗           |
| Training Contract must fulfil a clear engagement of the individual will be working against and must be applicable to that industry  | ✓   | ✗           |
| By being placed under the Training Contract, each individual is deemed a permanent employee. Plus some superannuation and annual leave entitlements according to the contracted award/agreement | ✓   | ✗           |
| Salaries can be negotiated, investigated & resolved compliance by the ACT Regulator   | ✓   | ✗           |
| The individual can work 1 hour or just 1 day  | ✓   | ✗           |
| Can be paid casual rates  | ✓   | ✗           |
| Majority of businesses are Not for Profit   | ✓   | ✗           |

**LET'S NOT COMPILE THE CONVERSATION** - There is nothing insecure about Group Training entities

**EXEMPT GROUP TRAINING FROM THE PROPOSED ACT LABOUR HIRE LICENSING LAWS**

[aennswact.com.au](http://aennswact.com.au)

**careers**

Daily Telegraph  
SATURDAY, OCTOBER 13, 2018

**THE JOB NUMBERS THAT COUNT**

Check the stats to make a smart career choice, Melanie Burgess writes

**P**ARTITION the statistics and you'll see that the job market is not as bleak as it seems. While it's true that the unemployment rate is at a 10-year high, the number of job openings is also at a 10-year high. This is a sign that the economy is recovering and that there are still many opportunities out there for those who are willing to take the time to find them.

The Australian Government's latest figures show that there are 1.2 million job openings in the country, up from 1.1 million in the previous year. This is a significant increase and a sign that the economy is recovering and that there are still many opportunities out there for those who are willing to take the time to find them.

It's also worth noting that the number of job openings is not just increasing in quantity, but also in quality. Many of the new jobs are in high-growth industries such as technology, healthcare, and education. These are industries that are expected to continue to grow and create more jobs in the future.

So, while it's true that the job market is not as easy as it once was, it's not as bleak as it seems. There are still many opportunities out there for those who are willing to take the time to find them. The key is to stay focused, stay motivated, and stay open to new possibilities.

**DRIVER - MR**  
Established distribution company based in Sydney. A well-established and growing business. A great opportunity for a motivated and experienced driver. Competitive salary and benefits. Call Lisa 0411 577 789

**DRIVERS HC - MC**  
Established distribution company based in Sydney. A well-established and growing business. A great opportunity for a motivated and experienced driver. Competitive salary and benefits. Call Lisa 0411 577 789

**DEMOCOP DRIVERS HC**  
Established distribution company based in Sydney. A well-established and growing business. A great opportunity for a motivated and experienced driver. Competitive salary and benefits. Call Lisa 0411 577 789

**GLASS PROCESS WORKER**  
Established distribution company based in Sydney. A well-established and growing business. A great opportunity for a motivated and experienced worker. Competitive salary and benefits. Call Lisa 0411 577 789

**GLASS CUTTER REQUIRED**  
Established distribution company based in Sydney. A well-established and growing business. A great opportunity for a motivated and experienced worker. Competitive salary and benefits. Call Lisa 0411 577 789

**Apprentice Employment Network NSW & ACT**  
Published by Jason Sultana [?] · 20 February ·

The Apprentice Employment Network is the peak body representing the employers of thousands of apprentices and trainees in NSW and calls upon the next NSW Government to conduct a comprehensive review of the NSW workers compensation system.

To view our call to all candidates click on the link below.  
John Barilaro Gladys Berejiklian Prue Car MP Dominic Perrottet MP NSW Business Chamber Clayton Barr MP, Member for Cessnock Michael Daley MP... See more

**TOP APPRENTICES TAKE A BOW IN GROUP TRAINING AWARDS**

Melanie Burgess reports on the 2018 Skills Conference and the Group Training Awards. The awards recognize the achievements of apprentices and trainees who have excelled in their studies and work. The winners will receive a certificate and a cash prize. The awards are a testament to the hard work and dedication of the apprentices and trainees and a reflection of the high standards and quality of service that they have consistently delivered to their employers.

**Apprentice Employment Network NSW & ACT**  
Published by Jason Sultana [?] · 20 March ·

With the NSW State Election this Saturday, the Apprentice Employment Network NSW & ACT is reminding all sides on politics that no matters who wins the election that everyone commits to supporting the ongoing work of the Group Training Industry in Skilling NSW.

To view our election document click on this link below  
<http://aennswact.com.au/2019-nsw-election-skilling-nsw/>  
Gladys Berejiklian Michael Daley MP Robert Borsak Prue Car MP John Barilaro

**2019 NSW Election - Call to review the NSW workers compensation system**

**GROUP TRAINING PROVIDING A STRONG WORKFORCE FOR THE FUTURE**

The Apprentice Employment Network NSW & ACT is the peak body representing a network of 26 independent, not-for-profit Group Training Organisations (GTOs) in NSW and ACT.

Collectively, our members commence over 4000 Australian apprentices and trainees each year and currently employ more than 10,000 across metropolitan and regional New South Wales.

GTOs were established over 37 years ago to support the development of a skilled labour force for industry. They achieve this by directly employing Australian Apprentices and placing them with one or more "host employers" for the term of their apprenticeship or traineeship. Traditionally, GTOs have taken a particular focus on supporting priority groups into apprenticeships and traineeships resulting in career successes for tens of thousands of Indigenous, disengaged youth, long term unemployed and Women in Non-traditional trades - GTOs have made a lasting contribution to building better lives and better communities across the state for over 37 years.

Thanks to an innovative and collegiate Apprentice Employment Network, GTOs have continued to grow commencement and completion levels in the 2017-18 financial year in NSW. Whilst already representing as the largest employer group of Apprentices and Trainees in Australia, with your support NSW Group Training businesses can do more! Our NSW members consistently have over 1500 unfilled vacancies for first year apprentices - together these opportunities can be realised in full by changing lives and supporting a strong economy.

A pending state election is important for the Apprentice Employment Network's members who remain committed to working with the NSW Government to deliver on skill jobs/through enhanced Australian Apprenticeship systems and programs.

**Apprentice Employment Network NSW & ACT**  
Published by Jason Sultana [?] · 3 June ·

Thanks to News Corp Australia for supporting the 2019 Skills Conference and helping drive the agenda to convince parents that trades are a viable option for school leavers

**Steps to an Australian Apprenticeship**

- Research**  
Discover what apprenticeships and traineeships are all about
- Preparation**  
Put your knowledge to the test by trying a Literacy and Numeracy Quiz
- Job Hunting**  
Check out the My Gain YouTube channel and talk to family and friends to find out how other people got their apprenticeship or traineeship
- Sign Up**  
Once you have found an employer who is interested in taking you on as an apprentice or trainee, contact an Australian Apprenticeship Support Network to organise the sign-up

[aapathways.com.au/steps](http://aapathways.com.au/steps)

**2019 Skills Conference - VET for the Future**

The Vocational Education and Training (VET) sector continues to be faced with many challenges limiting its ability to attract the next generation into apprenticeships and traineeships.

The 2019 Skills Conference has a focus on driving innovation in Vocational Education and Training and we invite you to be part of the discussion to ensure the nation has the skilled workforce it needs for the future.

Speakers include:

- THE HON STEVEN JOYCE JOYCE ADVISORY
- DARREN COPPIN CEO, Esher House
- KIEREN FLANAGAN The Impossible Institute
- CARALEE MCLEISH Managing Director, TAFE NSW
- JOSEPHINE ANDERSEN Director, Skills Canberra

13th JUNE 2019  
DOCKSIDE DARLING HARBOUR

REGISTER NOW | [skillsconference.com.au](http://skillsconference.com.au)

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# PARTNERS & ACKNOWLEDGEMENTS

## 2018-19 CORPORATE PARTNERS

The Apprentice Employment Network NSW & ACT values the support of our Corporate Partners for 2018-19. We wish to thank the following organisations:



We thank the following organisations that also supported our 2019 Skills Conference and 2018 Group Training Awards:



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**1300APPRENTICE**  
1300apprentice.com.au  
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Burwood NSW 2134  
T (02) 9715 7344



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



**ABORIGINAL EMPLOYMENT STRATEGY**  
aes.org.au  
Level 27-31 Cope Street  
Redfern NSW 2016  
T (02) 8571 0999



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



**AFL SPORTSREADY**  
aflsportsready.com.au  
Level 1, Building 220  
Bent St, Moore Park NSW 2021  
T (02) 8333 8013



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



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aigroupapprentices.com.au  
Level 2, 100 George St  
Parramatta NSW 2150  
T (02) 9466 5566



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



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**HTN**  
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Roseville NSW 2069  
T 1300 139 108



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Rutherford NSW 2320  
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atel.com.au  
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Wodonga VIC 3690  
T (02) 6024 0800



**MASTER BUILDERS ACT**  
mba.org.au  
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Fyshwick ACT 2609  
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T (02) 8586 3588

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T 1800 424 181**NOVASKILL**novaskill.com.au  
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Sydney NSW 2000  
T 13 69 63**SKILLSET**skillset.com.au  
341 Havannah Street  
Bathurst NSW 2795  
T (02) 6330 1400

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**METL**metl.com.au  
Suite B, Level 2  
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Sydney NSW 2000  
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Suite 1.01  
154 Pacific Highway  
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Block A Miller College  
Corner Hoxton Park & Banks Road  
Miller NSW 2168  
T (02) 9821 1233**WPC GROUP**wpcgroup.com.au  
Suite 2  
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165 Lambton Rd  
Broadmeadow NSW 2292  
T (02) 4979 0170**MY GATEWAY**mygateway.org.au  
Suite 2.06  
4 Hyde Parade  
Campbelltown NSW 2560  
T 1800 993 200**Apprentice  
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NSW & ACT

# Apprentice Employment Network NSW & ACT

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