

# GROUP TRAINING ASSOCIATION NSW & ACT

# ANNUAL

# REPORT

## 2015-16

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**gta**  
NSW&ACT

Group Training  
Association  
of NSW & ACT

# ABOUT GTA NSW & ACT

**The Group Training Association of 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. GTA 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

GTA NSW & ACT is located within the offices of the Australian Training Company – 30-32 Pomeroy St Homebush.

## Our Structure

GTA NSW & ACT has an Executive Officer and three Board Members. They are:

### Chairperson:

John Liddicoat - General Manager - Novaskill

### Deputy Chairperson:

Paul Naylor - CEO - Master Plumbers

### Treasurer:

Jim Whiteside - General Manager - Australian Training Company

### Executive Officer:

Jason Sultana

## Our Stakeholders

- » 22 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 22 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



**W**elcome to the 2015-16 Annual report for Group Training NSW & ACT. It is with great pleasure that I present our Annual Report as Chair of GTA NSW & ACT after taking the role in 2015. I would like to recognise the efforts of outgoing Chair Michael Wentworth who served with great diligence and fervour.

This past year has been one of significant change internally; October 2015 saw the departure of our long standing Executive Officer Naomi Dinnen. Naomi made a lasting contribution to the industry and our association and I thank her for her efforts. A new chapter in the history of GT NSW & ACT was launched with the appointment of Jason Sultana as the new Executive Officer in December - Jason brings fresh enthusiasm and we look forward to Jason having a strong working partnership with our members for many years to come.

The introduction of NSW Smart & Skilled presented significant challenges for many members and industry stakeholders; and when coupled with increased cost pressures and declining business confidence this last financial year has seen some difficult times to the GT industry.

But for most there is a sense that we have weathered the storm! We congratulate the NSW Government for their renewed enthusiasm towards recognising and supporting Group Training organisations which bodes well for the future.

Our members are working hard towards increasing businesses confidence, stimulating both the supply of and demand for Australian Apprentices whilst remaining focused on quality outcomes and completions.

For many years the Group Training network has proven its capacity to support and motivate businesses big and small to provide opportunities to host apprentices and trainees in environments that they would otherwise rarely find opportunity.

Importantly, the Group Training sector is evolving and modernising its approach but at its core it continues to represent a unique and high value proposition to government, industry and our communities.

I would like to thank the GTA NSW & ACT Board and fellow members for their support and hard work over the last 12 months. We look forward to an exciting year ahead.

## EXECUTIVE OFFICER JASON SULTANA



**T**he Group Training Association of NSW & ACT experienced a busy year working hard to achieve the best outcomes for its membership.

As an association we changed our Executive Officer midway through the year and took the opportunity to reassess how we do things.

One of the key components was to re-engage with government to lobby for GTO support and at the Skills Conference in June, NSW Minister for Skills, John Barilaro announced GTO funding for the next three years.

As an association we have participated in many meetings that ensured reinvigorating the apprenticeship and traineeship market was kept on the agenda.

The strength of our cohesive membership is a credit to the members and their drive to ensure GTOs are always front of mind when it comes to apprenticeships and traineeships.

As we head into the next twelve months we face a new set of challenges as a membership. I look forward to continuing to work through these challenges and to support the principles of Group Training at both a state and national level.



# OUR NUMBERS

GTA 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.

## OVERALL

**7200**

APPRENTICES AND  
TRAINEES ACTIVE IN AN  
APPRENTICESHIP OR  
TRAINEESHIP

**6500**

HOST EMPLOYERS  
ACTIVELY ENGAGED IN  
GROUP TRAINING

**8**

WINNERS AT THE ACT  
& NSW TRAINING  
AWARDS

## 2015 NSW GTO PRE-APPRENTICESHIP TRAINING PROGRAM

**19**

GROUP TRAINING  
ORGANISATIONS  
PARTICIPATED

**12**

RTOS (INCLUDING  
8 TAFE INSTITUTES)  
PARTICIPATED

**910**

PRE-APPRENTICESHIP  
TRAINING PLACES  
COMMITTED

**896**

COMMENCEMENT IN  
THE PROGRAM

**697**

SUCCESSFULLY  
COMPLETED (85% OF  
THE COMMENCEMENTS)

**315**

WERE DIRECTLY PLACED  
INTO APPRENTICESHIPS  
THROUGH THE GTO

## KEY MILESTONES

OVER  
**100,000**

COMMENCED AN APPRENTICESHIP  
OR TRAINEESHIP THROUGH GROUP  
TRAINING IN THE LAST 25 YEARS

OVER  
**60,000**

SUCCESSFULLY COMPLETED AN  
APPRENTICESHIP OR TRAINEESHIP  
THROUGH GROUP TRAINING IN THE  
LAST 25 YEARS

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

# FACTS & FIGURES

FIGURES ACCURATE AT 30 JUNE 2016

## 2015-16 TOTAL APPRENTICE & TRAINEE COMMENCEMENTS & COMPLETIONS FROM 1 JULY 2015 TO 30 JUNE 2016

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

(This is a comparison between GTOs and the whole VET industry).

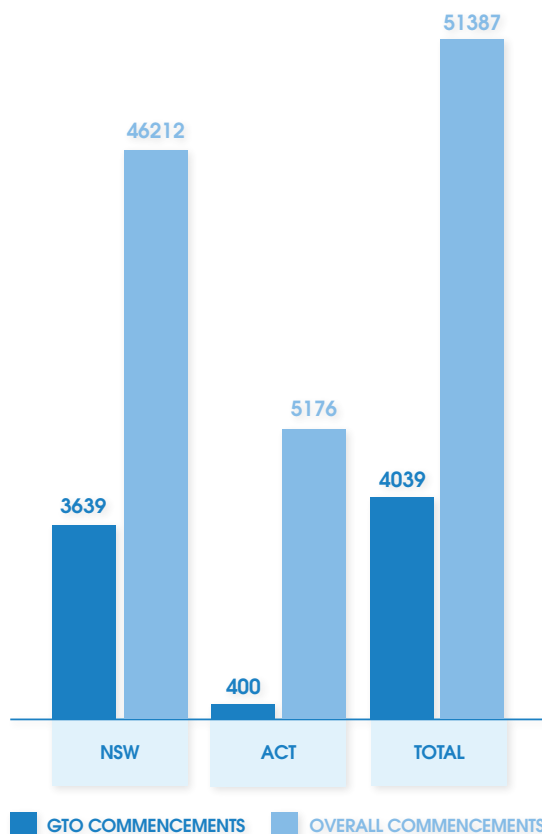
# 4039

COMMENCEMENTS  
OVERALL TOTAL

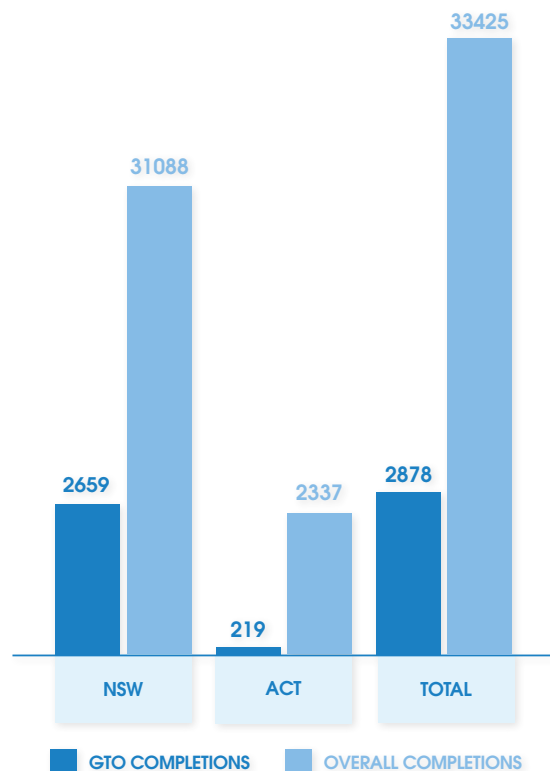
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COMPLETIONS  
OVERALL TOTAL

### COMMENCEMENTS



### COMPLETIONS



## INDUSTRIES WITH THE MOST COMMENCEMENTS



AUTOMOTIVE

BUSINESS &  
FINANCIAL SERVICES

ENGINEERING

BUILDING &  
CONSTRUCTION

ELECTRICAL



HORTICULTURAL

# 2015 GTA NSW & ACT AWARDS

DATE: FRIDAY 16<sup>TH</sup> OCTOBER  
VENUE: DOLTONE HOUSE, HYDE PARK

## SPONSORS

- ▶ Australian Super
- ▶ TAFE NSW - Sydney Institute
- ▶ HVTC & VERTO
- ▶ Maritime Employees Training Ltd
- ▶ TAFE NSW - Western Sydney Institute
- ▶ Women NSW
- ▶ Department of Industry
- ▶ TAFE NSW - Northern Sydney Institute
- ▶ Hunter TAFE
- ▶ TAFE NSW - South Western Sydney Institute



## APPRENTICE OF THE YEAR

**KYLE KRUGER**

**HVTC**

MANUFACTURING  
ENGINEERING -  
MECHANICAL



## TRAINEE OF THE YEAR

**SHERIDAN BURROWS-SOUTER**

**NOVASKILL**

FINANCE, INSURANCE &  
BUSINESS SERVICES



## TRAINEE OF THE YEAR - INDIGENOUS

**MITCHELL BRIEN**

**SKILLSET**



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

**JESSICA CAMPBELL**

**MTA APPRENTICESHIPS  
PLUS**



## TRAINEE/ APPRENTICE OF THE YEAR - SCHOOL BASED

**HARRY MITCHELL**

**HVTC**



## TRAINEE/ APPRENTICE OF THE YEAR - DISABILITY

**JONATHAN PARKER**

**MTA APPRENTICESHIPS  
PLUS**



**Catholic Education**  
Diocese of Parramatta

## HOST EMPLOYER OF THE YEAR - LARGE

**CATHOLIC  
EDUCATION DIOCESE  
OF PARRAMATTA**

**AUSTRALIAN TRAINING  
COMPANY**



## HOST EMPLOYER OF THE YEAR - SMALL

**MD & MA CAMPBELL**

**GTES**

# STATE AWARDS

For the 2015-16 financial year, Group Training has had success at the NSW, ACT and Australian Training Awards.

We take this opportunity to recognise these winners.

## 2015 NSW TRAINING AWARDS



### SMALL EMPLOYER OF THE YEAR

**Bale Defence Industries Pty Ltd**  
HVTC



### 1 APPRENTICE OF THE YEAR

**Brodie Oakes**  
Engineering - Mechanical Trade  
Qenos Ltd  
MEGT



### PHIL DARBY ENCOURAGEMENT AWARD

**Eh Low Taw**  
Engineering - Mechanical Trade  
Precision Valve Australia Pty Ltd  
MG My Gateway

## 2015 ACT TRAINING AWARDS



### APPRENTICE OF THE YEAR

**Supi Mailei**  
Carpentry  
BAL Building Pty Ltd  
Australian Training Company



### TRAINEE OF THE YEAR

**Samantha Marks-Galea**  
Community Recreation  
Black Mountain School  
Australian Training Company



### ABORIGINAL & TORRES STRAIT ISLANDER STUDENT TRAINEE OR APPRENTICE OF THE YEAR

**Rachel Hounsell-Carey**  
Information Technology - Networking  
The Australian National University  
Australian Training Company



### SCHOOL BASED APPRENTICE OF THE YEAR CERTIFICATE II

**Nicholas Neeson**  
Sport and Recreation  
Macgregor Primary School  
Australian Training Company



### SCHOOL BASED APPRENTICE OF THE YEAR CERTIFICATE III

**Hana Chapman-Speering**  
Aged Care  
Villaggio Sant' Antonio Aged Care  
Australian Training Company

## 2015 AUSTRALIAN TRAINING AWARDS

### RUNNER UP



### SCHOOL BASED APPRENTICE OF THE YEAR CERTIFICATE II

**Hana Chapman-Speering**  
Aged Care  
Villaggio Sant' Antonio Aged Care  
Australian Training Company

### RUNNER UP



### APPRENTICE OF THE YEAR

**Samantha Marks-Galea**  
Community Recreation  
Black Mountain School  
Australian Training Company



# GROUP TRAINING ASSOCIATION OF NSW AND ACT 2016 SKILLS CONFERENCE

WEDNESDAY 15 JUNE 2016 - AMORA HOTEL JAMISON



## Economic and Industry Briefing

**Sarah-Jane Derby**, Senior Economist  
CEDA

**Nicki Hutley**, Chief Economist, Urbis

**Moderator: John Liddicoat**,  
Chairman GTA NSW and ACT and  
General Manager, Novaskill

## In Conversation: Governance and the future of skills training

**Peter Noonan**, Professor of Tertiary  
Education Policy, Victoria University

**Michael Taylor**, National Policy and  
Projects Manager Education and  
Training, AiGroup

## Engagement in a digital age - Putting apprenticeships and traineeships back on the agenda

**Andrea Cornwell**, Associate, Claire  
Field and Associates

**Jan Owen**, CEO Foundation for  
Young Australians

**Will Stuble**, Partner Year 13 Pty Ltd

**Moderator: Jo Reilly**, Head of  
Marketing, AustralianSuper

## Keynote Address:

**The Hon John Barilaro**, NSW Minister  
for Regional Development, Skills,  
and Small Business





# 2016 SKILLS CONFERENCE

## Putting Apprenticeships and Traineeships on the Agenda



Group Training  
Association  
of NSW & ACT

### In Conversation: Progress in apprenticeship pathways

**David Collins**, Executive Director, Training Services, NSW Department of Industry

**David Miller**, Director, Skills Canberra

### Host Employers Panel: What do employers want from training?

**David Bambridge**, Director and Project Manager, The Gardenmakers

**Paul Rifkin**, Executive Chef, Campbelltown Catholic

**Michael Ross**, Operations Manager, New England Trading

**Moderator: Alexandra Geddes**, Director of Advocacy, The Office of the Small Business Commissioner

### Keynote interview: The changing workplace and its impact on training institutions

**Jon Black**, Managing Director, TAFE NSW

**Interviewer: Tim Dodd**, Education Editor, *The Australian Financial Review*

### Lightning round

**Moderator: Anna Patty**, Workplace Editor, *The Sydney Morning Herald*

#### 1. Industrial relations update

**Jenny Lambert**, Director of Employment, Education and Training, ACCI

#### 2. Research briefing: VET aspirations

**Professor Jenny Gore**, University of Newcastle

#### 3. Train or pain

**Philip Le Feuvre**, Head of Engagement, PWC's Skills for Australia

### Innovation in training

**Helen Zimmerman**, Chief Corporate Affairs, Navitas

**Gerard Manion**, CEO, Peopleplan

**Craig Randazzo**, CEO, Skillset and Principal, Skillset Senior College

**Moderator: Sharon Smith**, CEO, HVTC



# TODAY'S SKILLS: TOMORROWS LEADERS

The Today's Skills: Tomorrow's Leaders (TSTL) program brings together 21 outstanding apprentices and trainees, selected from some 27,000 group training apprentices and trainees around Australia. It is a program run by the national association Group Training Australia. GTA NSW & ACT members were fortunate to have 7 participants involved in 2015

Participants are employed by group training organisations and regarded as emerging leaders in their fields. They are engaged in industries including, business, electrical, mining, engineering, automotive, plumbing, hospitality, maritime, construction, community services, and event management.

The TSTL program, now in its 12th year, is officially launched by GTA Patron, the Governor-General, Sir Peter Cosgrove at Government House.

Career development and leadership training are conducted at the Australian Institute of Sport (AIS) under the expert eye of Ian Hutchinson from Life by Design.

Participants interact with elite athletes from the AIS, learning how passion, commitment and goal achievement are applied in a variety of contexts.

They will also spend a day at Parliament House where they will meet parliamentarians and watch proceedings.

Group Training Australia CEO, Jim Barron, said the program provides a unique opportunity for skilled individuals to extend their leadership capabilities.

"The group has been selected from all over the country as champions of their respective industries.

"They will have a rare opportunity to test their individual capabilities and tap into the thinking that has produced some of the nation's most successful athletes and political leaders," he said.

"I would like to congratulate all those who have been selected for this program because I am very confident that we will be hearing much more about their success in years to come."

## 2015 PROGRAM PARTICIPANTS

### Phillip Hyde

New South Wales (Newcastle)

Industry: Mining

Group Training Organisation: HVTC

Qualification: Certificate III in Engineering - Mechanical Trade

### Micah Jensen

New South Wales (Albury)

Industry: Engineering

Group Training Organisation: Ai Group Training Services

Qualification: Certificate III in Engineering Fabrication / Pattern Making

### Tristan Jan

New South Wales (Newcastle)

Industry: Hospitality

Group Training Organisation: HTN

Qualification: Certificate III in Hospitality (Commercial Cookery)

### Kannon Ford

New South Wales (Newcastle)

Industry: Engineering

Group Training Organisation: Novaskill

Qualification: Certificate III in Engineering - Mechanical Trade

### Blake Sayer

New South Wales (Bilambil Heights)

Industry: Maritime

Group Training Organisation: METL

Qualification: Certificate III in Maritime Operations (Integrated Rating)

### Chloe Handley

Australian Capital Territory (Canberra)

Industry: Event Management

Group Training Organisation: Australian Training Company

Qualification: Certificate IV in Government

### Samantha Marks-Galea

Australian Capital Territory (Canberra)

Industry: Community Recreation

Group Training Organisation: Australian Training Company

Qualification: Certificate IV in Community Recreation

Patron - His Excellency General the Honourable Sir Peter Cosgrove AK MC (Retd)  
Governor-General of the Commonwealth of Australia

# CURRENT PROJECTS

## Infrastructure Skills Legacy Program

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

## Proposed National Standards for GTOs

GTA NSW & ACT and its members have been working on the development of the new National Standards for GTOs. A number of consultation sessions have been undertaken with feedback being provided on formulating the structure of the standards moving forward.

## Work Health & Safety Networking Group

GTA NSW & ACT has commenced holding regular meetings for the WHS managers of GTOs. This has the focus to better equip WHS Managers with the latest information but be able to discuss with like-minded people their issues and concerns. This networking group has also been linked to key people within SafeWork NSW.

## SafeWork NSW Young Worker Mental Health Collaboration

GTA 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

GTA 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.

## Communications

GTA NSW & ACT has implemented a suite of communication projects to improve the promotional capacity of both the association and its members. This includes website upgrade, greater links to member vacancies, improved internal newsletters etc.

## Social Media

GTA NSW & ACT has reinvigorated its social media activity with new Twitter and Facebook pages. With the aim to promote Group Training and its members we are seeing increases in followers to both forms of social media.

# LOBBYING

## Workers Compensation Premiums for GTOs

Members of GTA NSW & ACT have been hit hard in 2015-16 around the changes to Workers Compensation Premiums costs in NSW. An active ongoing campaign is underway with the NSW Government to make changes to ensure GTOs are not being disadvantaged under the new scheme.

## Funding GTOs for Pre Vocational Training Courses

GTA NSW & ACT continued to lobby the NSW Government around refunding GTOs to recruit and coordinate potential apprentices into Pre Vocational Training. This lobbying and meetings with NSW Minister for Skills John Barilaro has seen an announcement for funding in the 2016-17 financial year.

## Funding GTOs to improve Completion rates

To coincide with the NSW Government focus on increasing completion rates for apprentices to 65%, GTA NSW & ACT has lobbied to secure funding for GTOs to provide the relevant workplace support strategies to increase completion rates commencing in the 2016-17 financial year.



# STRATEGIC PLAN 2016-2018



## MISSION

“Grow the opportunities for apprentices and trainees in NSW and ACT”



## VISION

“The Group Training model to be considered as the preferred means of providing apprenticeships and traineeships”



## OUR VALUES

We are an evolving, forward thinking organisation that values:

- ▶ Quality
- ▶ Sustainability
- ▶ Innovation
- ▶ Collaboration



## OUR GOALS (By 2018)

### LEAD GOALS

1. Increase Group Training apprentices to a minimum of 5,000pa
2. Achieve a completion rate of 65%

### SUPPORT GOALS

3. Retain a minimum 90% employment rate of completed apprenticeships (Employment post completion is currently at 95%)
4. Achieve career preference credibility for apprentices and trades overall



## OUR STRATEGIES

1. Lead and Influence Government Policy
2. Achieve a Very Positive Public Brand for Apprentices & Trainees
3. Membership as a Leader for Local Engagement
4. GTA NSW & ACT Organisation Capacity & Sustainability
5. GTA NSW & ACT Services To Members

# ACKNOWLEDGEMENTS

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## 2015-16 CORPORATE PARTNERS

The Group Training Association of NSW & ACT values the support of our Corporate Partners for 2015-16. We wish to thank the following organisations:



Department  
of Industry



TAFE<sup>NSW</sup>

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We also thank the organisations that also supported our 2016 Skills Conference and 2015 GTA NSW & ACT Awards

- » Australian Apprenticeship Pathways
  - » TAFENSW - Sydney Institute
  - » HVTC and VERTO
  - » METL
  - » TAFENSW - Western Sydney Institute
  - » Women in NSW
  - » TAFENSW - Northern Sydney Institute
  - » TAFENSW - Hunter Institute
  - » TAFENSW - South Western Institute
- 



# GROUP TRAINING ASSOCIATION OF NSW & ACT MEMBERS



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Level 2, 28 Burwood Rd  
Burwood NSW 2134  
T (02) 9715 7344



**GTES**  
gtes.com.au  
161 Hammond Avenue  
Wagga Wagga NSW 2650  
T 11300 881 279



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



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



**AI GROUP APPRENTICE AND  
TRAINEE CENTRE**  
aigroupapprentices.com.au  
51 Walker St  
North Sydney 2060  
T (02) 9466 5566



**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



**MEGT**  
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10 Quay Street  
Sydney NSW 2000  
T 13 69 63



**AUSTRALIAN TRAINING  
COMPANY**  
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T (02) 9704 1500



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Sydney NSW 2000  
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**CCGT**  
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**MG MYGATEWAY**  
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T 1800 993 200



**ELECTROGROUP**  
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Rydalmere, NSW 2116  
T 1300 837 513



**MASTER PLUMBERS**  
masterplumbers.com.au  
2 Percy St  
Auburn NSW 2144  
T 1800 424 181





**Master  
Builders  
Association**  
New South Wales

#### MASTER BUILDERS ASSOCIATION OF NSW

[mbansw.asn.au](http://mbansw.asn.au)  
52 Parramatta Road  
Forest Lodge NSW 2037  
T (02) 8586 3555



#### NECA

[necagt.com.au](http://necagt.com.au)  
Building G, Chullora TAFE  
Worth Street Entrance  
Chullora NSW 2190  
T (02) 9744 2754



#### MIGAS

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



#### SKILLSET

[skillset.com.au](http://skillset.com.au)  
341 Havannah Street  
Bathurst NSW 2795  
T (02) 6330 1400



#### MTA APPRENTICES PLUS

[mtaplus.com.au](http://mtaplus.com.au)  
8-10 Palmer Street,  
Parramatta NSW 2150  
T (02) 9891 6900



#### TABMA

[tabma.com.au](http://tabma.com.au)  
Suite 1.01  
154 Pacific Highway  
St Leonards NSW 2065  
T (02) 9277 3100



#### NOVASKILL

[novaskill.com.au](http://novaskill.com.au)  
148 Lambton Road  
Broadmeadow NSW 2292  
T (02) 4906 6700



#### WPC GROUP

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