

# APPRENTICE EMPLOYMENT NETWORK NSW & ACT ANNUAL REPORT 2016-17

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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, 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**

- » 23 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 23 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 2016 - 17 Annual report for the Apprentice Employment Network NSW ACT, and what a tremendous year of progress for our association and members.

A complete rebranding, implementation of new funded programs for Group Training, a sold out conference, and growth in membership; this year is easily described as a resounding success.

I would like to acknowledge upfront the effort of Jason Sultana (Executive

Officer) who has discharged his responsibilities with diligence, professionalism and enthusiasm. The result of which has been:

- » a renewal of linkages with the NSW and ACT State Governments;
- » frequent deep and open dialogue with senior bureaucrats; and
- » a collaborative and collegiate relationship with the National Apprenticeship Employment Network

The recent focus on advocacy, relationship building and influencing initiatives that set a foundation for growth of Group Training has honed an ambitious and focused agenda for the future. Nationally, the appetite to dramatically increase Australian Apprenticeship numbers is strong and members of the AEN NSW ACT are well positioned to play a key role.

The capacity of our membership to support the transformation of the state's skills and youth employment landscape is undeniable, yet significant challenges remain for GTO's. Despite the inherent financial and skills benefits of an apprenticeship or traineeship through a group training organization it remains the perceived lesser cousin to the University pathway – it time to *'change the conversation'* to focus on the opportunity to *start a debt free career, and earn while you learn*.

Disappointingly, for many members their efforts to employ significant numbers of Australian Apprentices in traditional 'skills shortage' trades has resulted in disproportionate increases in Workers Compensation Insurance Premiums – this unfair financial burden must be addressed, the AEN NSW ACT is committed to resolving this dire issue in partnership with the NSW and ACT Governments.

Thanks to the work of the AEN NSW ACT recognition of the unique, high value proposition that Group Training represents to government, industry and our communities is growing.

I congratulate the Executive Officer, Board and committee members for your dedication to and focus on responsible financial management, complete transparency, collaboration and open communication.

I am looking forward to another exciting year for the AEN ACT NSW and its members.

## EXECUTIVE OFFICER JASON SULTANA



**T**he last 12 months has seen some significant changes to the Association.

The association moved to the trading name of the Apprentice Employment Network NSW & ACT which was launched at our Annual Skills Conference on 14th June by the Federal Assistant Minister for Vocational Education and Skills, the Hon. Karen Andrews and Deputy Premier for NSW, the Hon John Barilaro. The new name forms part of network

that falls under our national body the National Apprentice Employment Network.

One of my key strategies when I took up the role in December 2015 was to reengage and work closely with all sides of government to ensure Group Training was part of the Vocational Education and Training conversation. We are pleased to say we welcome the support and ongoing relationships we have with Ministers at the state and federal level and look forward to building on this over the next 12 months.

Over the last year we saw through our relationships with government and industry increased opportunities for our members to be involved in key projects like the Sydney Metro. We continue to work hard to ensure Group Training plays a pivotal role in the growth of our national skills base.

Our cohesive and united membership is a strength of our association. In 2016-17 we welcomed our new member ARC Group to the membership taking our membership numbers to 23 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 face a new set of challenges as a membership. We need to continue to look at ways of changing the conversation of parents and career advisors to encourage school leavers to take on apprenticeships and traineeships particularly through Group Training.

As we enter the next stage of our development we look forward in building the capacity of our industry and members driving positive results for NSW and ACT.

# 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.

Growth of 9% in the last 12 months across two states.

## 2016-17 TOTAL APPRENTICE & TRAINEE COMMENCEMENTS & COMPLETIONS NSW & ACT

### PERIOD 2016-17 FINANCIAL YEAR

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

# 4389

COMMENCEMENTS  
OVERALL TOTAL

# 2420

COMPLETIONS  
OVERALL TOTAL

## INDUSTRIES WITH THE MOST COMMENCEMENTS



AUTOMOTIVE



BUSINESS &  
FINANCIAL SERVICES



ENGINEERING



BUILDING &  
CONSTRUCTION



ELECTRICAL



HORTICULTURAL

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

## THE NUMBERS

**7400**

APPRENTICES AND  
TRAINEES ACTIVE IN AN  
APPRENTICESHIP OR  
TRAINEESHIP

**6500**

HOST EMPLOYERS  
ACTIVELY ENGAGED IN  
GROUP TRAINING

**135**

MEETINGS  
WITH INDUSTRY  
STAKEHOLDERS IN THE  
LAST 12 MONTHS

**4**

WINNERS IN TOTAL AT  
THE RELEVANT ACT &  
NSW TRAINING AWARDS

**4**

SUBMISSIONS LODGED  
TO RELEVANT INDUSTRY  
INQUIRES

## 2016-17 NSW GTO PRE-APPRENTICESHIP AND PRE-TRAINEESHIP TRAINING PROGRAM

**26**

GROUP TRAINING  
ORGANISATIONS  
PARTICIPATED

**18**

RTOS  
PARTICIPATED

**1398**

PRE-APPRENTICESHIP  
TRAINING PLACES  
COMMITTED

**889**

COMMENCEMENT IN  
THE PROGRAM

**871**

SUCCESSFULLY  
COMPLETED

**382**

WERE DIRECTLY PLACED  
INTO APPRENTICESHIPS

# 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 Dominic Perrottet - NSW Treasurer
- » The Hon Karen Andrews - Federal Assistant Minister for Vocational Education and Skills
- » Prue Car - NSW Shadow Minister for Skills

## 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.

## Sydney Metro Rail Project

The first major Infrastructure Skills Legacy Program project. AEN NSW ACT has helped facilitate with its members a tender to identify a consortium of GTOs to work on the project.

## 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.

## Western Sydney Airport Alliance

AEN NSW ACT has been a founding member of the Western Sydney Airport Alliance. The Western Sydney Airport Alliance is a coalition of business groups, community groups and trade unions that have joined together to support and drive forward the development of a Western Sydney Airport at Badgerys Creek. The members of the Alliance believe that a major employment catalyst is needed in Western Sydney to increase the number of job opportunities and improve the work-life balance of the regions 2 million residents.

## Southern Cross Catholic Vocational College

AEN NSW ACT sits on an industry advisor group supporting the Southern Cross Catholic Vocational College. The college was named the 2015 Australian Training Awards – School Pathways to VET winner.

## Inspiring the Future

AEN NSW ACT is a founding member of the Inspiring the Future Australia program. Inspiring the Future Australia is a free service for schools and colleges to recruit volunteers doing a range of jobs to share their knowledge and experience with students face-to-face. Volunteers sign up to offer at least one hour per year to visit schools to help young people make better informed decisions about their futures and the value of education.

## Multi Industry Pilot Project

Working closing with AEN 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.

## New National Standards for GTOs

AEN 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 the feedback taken into consideration.



## Work Health & Safety Networking Group

AEN 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

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 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.

## Sponsorship of the NSW & ACT Training Awards

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

## Submissions lodged in 2016-17

- » Review of the NSW Apprenticeship & Traineeship Act
- » Review of the NSW Workers Compensation Scheme 2016
- » Review of the NSW Workers Compensation financial and premium supervision review
- » 2017-18 NSW Pre-Budget Submission

## Media

Throughout the 2016-17-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 2017 Skills Conference.



# 2017 SKILLS CONFERENCE

## Session 1 Economic & Industry Briefing

**Session Outline:** The NSW economy is being seen as the strongest of all states on the back of good business investment and retail trade figures, and is now top-ranked on unemployment and economic growth. As a nation we are still feeling the effects of the end of the mining boom.

We take a look at where we are as a nation and the impact it has on job and skill requirements.

- » Alexandra Geddes, Department of Industry
- » Mark Tierney, Australian Super
- » Adam Creighton, The Australian

## Session 2 Fixing the VET System

**Session Outline:** In the last 12 months a number of reports have been released looking at the issues around the VET system and what could be done to improve things.

We take a look at two reports and discuss the solutions they offer.

- » Lauren Tiltman, National Apprentice Employment Network
- » Rebecca Burdick, NSW Business Chamber
- » Dr Damian Oliver, NSW Skills Board Secretariat

## Session 3 Future of Work - where will the jobs be in the future

**Session Outline:** With technology determining how we work, Apprenticeship and Traineeships will not be the same in many years to come. The demands for skills will change and they type of jobs we do will differ.

- » Toni Jones, News Corp Australia
- » Bronwyn Lee, Foundation for Young Australians
- » Karen Borg, Jobs for NSW

## Keynote Address

- » The Hon John Barilaro, Minister for Regional Development, Skills, and Small Business

## Session 4 - Better Engaging Young People into Apprenticeships and Traineeships

**Session Outline:** It has become difficult to attract the current generation of youth into a career through an apprenticeship and traineeship. We speak with two organisations who are implementing new initiatives to change the mindset of youth whilst at school.

- » Peta Skujins, Integrated Information Service
- » Brian Wexham, Skillsone
- » Ian Palmer, Inspiring the Future Australia

## Keynote Interview

- » John Ross, The Australian
- » Jon Black, TAFENSW

## Session 5 - Higher Apprenticeship and Traineeship Pilots

**Session Outline:** The Federal Government in September 2016 announced two pilot programs in higher apprenticeships as part of a progressive roll-out of reforms in the vocational education sector.

The higher apprenticeships model has been successfully implemented in countries like England.

We take a closer look at the pilots and here from the two organisations involved – Ai Group and PwC.

- » Ashley Langdon, VERTO
- » Megan Lilly, Ai Group
- » Philip Le Feuvre, PwC's Skills for Australia

## Session 6 - Infrastructure Projects Driving Initiatives in Training and Employment

**Session Outline:** Infrastructure Projects is seen as one of the driving forces in the growth of apprenticeship and traineeship numbers in NSW over the last 12 months.

With over \$73 billion being invested in infrastructure projects the demand for skilled workers is making projects look at what they do to train staff and provide a skill legacy for this state.

We take a close look at two of NSW biggest infrastructure projects and hear some of the initiatives being implemented around training and employment.

- » Jason Sultana, Apprentice Employment Network NSW ACT
- » Claire Parry, Sydney Metro
- » Guy Pearce, WestConnex M4 East & New M5 Projects



# 2017

## SKILLS CONFERENCE

14<sup>TH</sup> JUNE 2017  
DOCKSIDE DARLING HARBOUR

Moving Apprenticeships  
and Traineeships Forward



Group Training  
Association  
of NSW & ACT



# 2016 NSW & ACT GROUP TRAINING AWARDS

DATE: FRIDAY 28<sup>TH</sup> OCTOBER  
VENUE: DOCKSIDE DARLING HARBOUR

## SPONSORS

### MAJOR SPONSOR



### SILVER SPONSORS

Department of Industry  
Australian Super  
VERTO/HVTC



### APPRENTICE OF THE YEAR

**PHILLIP HYDE**  
HVTC  
CENTENNIAL COAL



### TRAINEE OF THE YEAR

**ELISSA BURGIN**  
HVTC  
KEMPSEY SHIRE COUNCILS



### TRAINEE OF THE YEAR - INDIGENOUS

**MATTHEW WHITEHOUSE**  
My Gateway  
LENDELEASE



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

**KARLY FALZON**  
CCGT  
MASTER BUILDING WORKS



### TRAINEE/ APPRENTICE OF THE YEAR - SCHOOL BASED

**BLAKE KELLY**  
HVTC  
SHOALHAVEN CITY  
COUNCIL



### TRAINEE/ APPRENTICE OF THE YEAR - DISABILITY

**AHMAD ALOMAR**  
MTA APPRENTICESHIPS  
PLUS  
AUDI AUTOHAUS PRESTIGE



**EXCELLENCE IN  
GROUP TRAINING**  
**MASTER PLUMBERS  
APPRENTICES LTD**  
**10**



**HOST EMPLOYER  
OF THE YEAR  
- LARGE**  
**CJD EQUIPMENT PTY LTD**  
**MY GATEWAY**



**HOST EMPLOYER  
OF THE YEAR  
- SMALL**  
**WET BRICKS**  
**GTES**



# STATE AND NATIONAL AWARDS

For the 2015-16 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.

## 2016 NSW TRAINING AWARDS

### 2016 SCHOOL BASED APPRENTICE/TRAINEE OF THE YEAR



**Tyrone Pynor**  
Business Services  
Aboriginal Employment  
Strategy Ltd  
National Australia Bank

## 2016 MEDIUM EMPLOYER OF THE YEAR

### Maritime Employees Training Limited

Based in Sydney, METL operates a national training scheme. Activities include recruiting, employing and facilitating registered traineeships that deliver highly skilled employees to a diverse range of clients. With a stringent selection process, a genuine focus on equity and welfare, plus comprehensive mentoring, METL boasts a 91% traineeship completion rate, far exceeding industry averages.



METL pride themselves on the partnerships they have developed to provide real career opportunities for all Australians as well as productivity gains for the maritime sector.

## EXCELLENCE IN ELECTROTECHNOLOGY



**Nicholas Peers**  
Electrotechnology  
Hunter Valley Training  
Co Pty Ltd  
Centennial Coal

For Nicholas, successfully undertaking an Electrotechnology -Electrician Certificate III apprenticeship has launched his career as an electrician on the Hunter Valley coal mines. Employed by HVTC, he has responsibility for the safe operation of electrical machinery used across the mine site. Through his strong work ethic and diligence he has gained the respect of his peers, supervisors and management.

## 2016 ACT TRAINING AWARDS

### AUSTRALIAN APPRENTICE (TRAINEE) OF THE YEAR



**Chloe Handley**  
Government  
ACT Education and Training  
Directorate  
Australian Training Company

During school, Chloe aspired to become an events and weddings manager. After completing Year 12, she was accepted into a Bachelor of Business, specialising in Event Management at the University of Canberra. Upon completing the Advanced Diploma, Chloe undertook a traineeship in Government with the ACT Education and Training Directorate. Working within the Media and Communications team enabled Chloe to utilise her new skills and combine work with hands on experience in the industry, whilst gaining a deeper understanding of the workings of Government. In 2015, Chloe was selected as one of the 21 apprentices and trainees (out of 35,000) from around Australia to participate in 'Today's Skills, Tomorrow's Leaders' program. Outside of work, Chloe is a martial arts instructor with over 10 years experience.

## 2016 AUSTRALIAN TRAINING AWARDS

### AUSTRALIAN APPRENTICESHIPS EMPLOYER AWARD 2016

#### WPC Group

WPC Group has been in the business of employing and training apprentices and trainees for more than 30 years. An innovative partnership with Nissan Motor Company is just one example of its commitment to creating better pathways for students and young job seekers -pathways that in effect, change lives. It is this commitment that has earned WPC Group the Australian Apprenticeships - Employer Award at the 2016 Australian Training Awards. Nissan enlisted the help of WPC Group to facilitate their new apprenticeship program known as NISSMAP (Nissan Mentored Apprenticeship Program) in the context of a rapidly changing industry, an ageing workforce, yawning skills gaps, outmoded training methods and equipment and some

resistance by employers to take on the 'expense' of employing an apprentice. The new program included a complete redesign of the curriculum, structured so that within weeks apprentices could do basic work and have their time charged accordingly. In response to industry demand, a dual-trade light vehicle and auto electrical qualification was introduced. But the ultimate change that marked the difference between success or failure for Nissan was the one-on-one



mentoring provided to all apprentices.





# TODAY'S SKILLS: TOMORROWS LEADERS

The Today's Skills: Tomorrow's Leaders (TSTL) program brings together 16 outstanding apprentices and trainees, selected from some 27,000 group training apprentices and trainees around Australia. It is a program run by the National Apprentice Employment Network. AEN NSW & ACT members were fortunate to have 7 participants involved in 2016.

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 13th year, is officially launched by NAEN 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 also spent a day at Parliament House where they met with parliamentarians and watch official proceedings.

## 2016 PROGRAM PARTICIPANTS

**BEN MCDONALD**  
Electrical  
HVTC

**JENNA CONRAN**  
Horticulture  
HVTC

**DEAN FAAPTIO**  
Construction  
My Gateway

**HAYDN BOOTH**  
Electrical  
Novaskill

**JOSHUA COSGROVE**  
Electrical  
Electrogroup

**RICHARD WEINTZ**  
Hospitality  
HTN

**KIERON LEES**  
Food Manufacturing  
Ai Group Apprentice & Trainee Centre

# PARTNERS & ACKNOWLEDGEMENTS

## 2016-17 CORPORATE PARTNERS

The Apprentice Employment Network values the support of our Corporate Partners for 2016-17.

We wish to thank the following organisations:



Department  
of Industry



**ACT**  
Government

Chief Minister, Treasury and  
Economic Development

We thank the following organisations that also supported our 2017 Skills Conference and 2016 AEN NSW & ACT Awards:



KV INTERACTIVE  
**TAP-IN**



**VERTO**  
SKILL TO TRANSFORM

# AEN NSW & ACT MEMBERS



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1300apprentice.com.au  
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T (02) 9715 7344



**AUSTRALIAN TRAINING COMPANY**  
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Homebush NSW 2140  
T (02) 9704 1500



**ABORIGINAL EMPLOYMENT STRATEGY**  
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Surry Hills NSW 2010  
T (02) 8571 0999



**CCGT**  
ccgt.com.au  
3 Bounty Close  
Tuggerah NSW 2259  
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**AI GROUP APPRENTICE AND TRAINEE CENTRE**  
aigroupapprentices.com.au  
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**ELECTROGROUP**  
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**APPRENTICESHIPS R US**  
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**GATES**  
gates.com.au  
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Wagga Wagga NSW 2650  
T 1300 881 279



**ARC GROUP**  
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**HTN**  
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T 1300 139 108



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**HVTC**  
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30 Spitfire Place  
Rutherford NSW 2320  
T (02) 4932 4222



#### MASTER BUILDERS ASSOCIATION OF NSW

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Forest Lodge NSW 2037  
T (02) 8586 3555



#### NECA

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Level 1, 30 Day Street North  
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#### MASTER PLUMBERS APPRENTICES LIMITED

masterplumbers.com.au  
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Auburn NSW 2144  
T 1800 424 181



#### NOVASKILL

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



#### MEGT

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Sydney NSW 2000  
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#### SKILLSET

skillset.com.au  
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#### METL

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#### WPC GROUP

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**Apprentice  
Employment Network**  
NSW & ACT

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**Apprentice  
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