

ANNUAL REVIEW 2023-24



APPRENTICE EMPLOYMENT
NETWORK NSW & ACT

ABOUT THE APPRENTICE EMPLOYMENT NETWORK NSW & ACT

The Apprentice Employment Network NSW & ACT (AEN NSW ACT) serves as the leading representative body for 31 accredited, independent, not-for-profit Group Training Organisations (GTOs) across New South Wales and the Australian Capital Territory.

AEN NSW ACT is committed to the following key activities:

- » Building strong relationships with State and Territory Government Ministers and agencies.
- » Promoting the visibility and value of Group Training.
- » Expanding the pool of prospective apprentices, trainees, and host employers.
- » Identifying new industry opportunities and projects.
- » Facilitating networking and professional development within the sector.
- » Promoting the sharing of resources and information across the industry.

OUR EXECUTIVE



CHAIRPERSON

Tom Emeleus

*NECA Training and
Apprenticeships*



DEPUTY CHAIRPERSON

Libby Ford

Zeal Futures



TREASURER

Jim Whiteside

*Australian Training
Company*



EXECUTIVE OFFICER

Jason Sultana



AEN NSW ACT REPRESENTATIVE TO THE NAEN BOARD

Sharon Smith

Zeal Futures



OUR PARTNERS

The Apprentice Employment Network NSW & ACT greatly values the support of our Corporate Partners. We extend our sincere appreciation to the following organisations for their contribution to our major events in 2023-24.



CHAIRPERSON MESSAGE

TOM EMELEUS

CHAIRPERSON

Welcome to the 2023-2024 Annual Review for the Apprentice Employment Network NSW & ACT. This report offers an excellent opportunity to reflect on the many achievements of the past year and the overall health of our association. I'm proud to present this report, which highlights the significant accomplishments of our members and the invaluable support we've received from our Executive Officer, Jason Sultana.

The Apprentice Employment Network NSW & ACT serves as the industry association for the largest employer network of apprentices and trainees in the region. With a membership comprising 31 not-for-profit Group Training Organisations, we collectively support over 6,000 apprentices to meet the diverse skilling and employment needs across both public and private sectors.

Over the past year, GTOs have faced challenges brought on by rising inflation and labour shortages. Despite these economic pressures, our members have relied on their extensive experience to continue creating opportunities for young people. Even in a highly competitive market driven by record-low unemployment, they have worked tirelessly to attract and nurture new talent.

In the face of these difficulties, the Apprentice Employment Network NSW & ACT has remained at the forefront of innovation and leadership. One of the key strengths of our network is its ability to collaborate in challenging times, and the teamwork and support demonstrated across our membership has been truly commendable.

I would like to acknowledge the ongoing commitment and support from Training Services NSW and Skills Canberra. For four decades, a close partnership with government has been a cornerstone of the group training industry, and we are grateful for both departments' continued recognition of the value GTOs bring as effective and reliable partners.

Additionally, I'd like to express my appreciation to my fellow NSW & ACT representatives on the NAEN Board, Sharon Smith and Nick Couper, with special thanks to Sharon in her role as Chairperson of NAEN. I also extend my gratitude to my colleagues on the AEN NSW & ACT Executive, including Deputy Chairperson Libby Ford and Treasurer Jim Whiteside, for their hard work and dedication over the past year. Finally, I'd like to extend a special thank you to Jason Sultana for his tireless efforts throughout the year, including his preparation of this annual report.

Tom Emeleus

Chairperson

Apprentice Employment Network NSW & ACT

AEN EXECUTIVE OFFICER REPORT

JASON SULTANA

EXECUTIVE OFFICER

The 2023-24 period has continued to present challenges, as governments and host employers navigate difficult economic conditions.

I want to commend our network for consistently rising to the occasion. Despite these testing circumstances, they have leveraged government initiatives to strengthen their businesses, positioning themselves for continued success.

The Apprentice Employment Network NSW & ACT remains dedicated to collaborating closely with the New South Wales and ACT Governments, supporting our members through various programs aimed at increasing apprenticeship commencements and completions. The proven success of Group Training Organisations (GTOs) in achieving higher completion rates continues to open new doors for collaboration with the government on future initiatives.

This financial year, we saw the successful rollout of the NSW Government's 1000 Apprenticeships and Traineeships initiative, where GTOs played a pivotal role.

Our members continue to drive a range of projects across both states, with a particular focus on:

- » GTO Recruitment Programs
- » School-to-Work Initiatives
- » School-Based Apprenticeships and Traineeships

However, rising operational costs have increasingly impacted GTOs, particularly due to the high Workers Compensation Premiums in NSW and the ACT. This not only diverts resources but also limits opportunities to address skills shortages. We continue to advocate for reforms on this issue.

I would like to take this opportunity to thank our members and the Apprentice Employment Network NSW & ACT Executive for their unwavering support over the past 12 months. I look forward to working with you all to develop new initiatives and projects that continue to support the industry and highlight the significant benefits of partnering with Group Training Organisations.

Jason Sultana

Executive Officer

Apprentice Employment Network NSW & ACT

INDUSTRY & COMMUNITY ENGAGEMENT

MEMBERSHIP VALUE

The Apprentice Employment Network NSW & ACT is dedicated to supporting its members and the broader Vocational Education and Training (VET) industry through four key strategic pillars:

- » Advocacy
- » Engagement
- » Industry
- » Partnerships



ADVOCACY

- » Engaging in ongoing dialogue with the **NSW and ACT Governments**.
- » Promoting the **value of Group Training** to government departments.
- » Leading a sustained campaign to **reduce GTO Workers Compensation Premiums**.
- » Exploring opportunities to **increase GTO industry funding**.
- » Identifying **new placement opportunities for GTOs**.
- » Actively participating as a member of the **NSW VET Consultative Committee**.



ENGAGEMENT

- » Representing and promoting the Group Training Industry at **Career Expos**.
- » Offering **professional development webinars** for AEN NSW & ACT members.
- » Showcasing members and industry accomplishments through **social media**.
- » Supporting the **Today's Skills Tomorrow's Leaders (TSTL) program**.



INDUSTRY

- » Celebrating industry excellence through the **annual Apprentice Employment Network Awards.**
- » Managing the **AEN Duke of Edinburgh Scholarship program**, providing financial support for promising apprentices and trainees.
- » Hosting the sold-out flagship event, **the Skills Conference.**
- » Actively participating as a member of the **Building, Construction, Resources & Infrastructure ITAB Advisory Group.**
- » Maintaining long-term sponsorship of the **NSW and ACT Training Awards.**
- » Organising the well-supported **Field Officer Conference**, fostering professional development and knowledge sharing.
- » Facilitating the **CEO Conference & AGM**, a networking and information-sharing event for senior GTO managers.
- » Continuing to serve on the **ACT Labour Hire Licensing Advisory Group.**
- » Conducting the annual **GTO Industry Benchmark Report** for all registered GTOs.
- » Producing the annual **GTO Salary Benchmarking Report** for all AEN members.
- » Actively contributing to the **Workforce Australia Local Jobs Taskforce for Sydney Greater West.**



PARTNERSHIPS

We would like to express our sincere appreciation to the following strategic partners for their continued collaboration with AEN NSW & ACT:

- » National Apprentice Employment Network (NAEN)
- » Safework NSW
- » TAFE NSW
- » AustralianSuper
- » Co-Operative Housing Societies Association of NSW
- » Mindfit at Work
- » Associations Forum
- » Australian College of Commerce and Management
- » NSW Government
- » ACT Government
- » Duke of Edinburgh International Award

HIGHLIGHTS & NUMBERS

NSW & ACT LARGEST APPRENTICE & TRAINEE EMPLOYER NETWORK

NSW

CHARACTERISTICS OF THE GTO INDUSTRY IN 2023-2024

- » Registered GTOs in NSW - 48
- » GTOs provide services across all parts of NSW and other states.
- » Most GTOs are not-for-profit.
- » Our host employers come from Micro, Small, Medium and Large Businesses.
- » We employ apprentices and trainee across 21 Industry sectors and 185 qualifications.
- » We have GTOs that are regionally focused, industry specific or target a niche area.
- » GTOs also provide support services to employers who directly employ included wrap around support, recruitment and payroll services.
- » GTO's have a higher rate of filling vacancies than direct employment.
- » GTO Completion rates continue to be higher than direct employment.
- » GTOs have great success in placing and supporting individuals in targeted equity groups including:
 - » Women in Trades
 - » Indigenous
 - » Disability
 - » Adult Apprentices

NSW APPRENTICES & TRAINEES CURRENTLY EMPLOYED THROUGH A NSW GTO **5827**

2023-24

3527

NSW OVERALL GTO
COMMENCEMENTS

2023-24

528

NSW GTO INDIGENOUS
COMMENCEMENTS

2023-24

283

NSW GTO SCHOOL BASED
COMMENCEMENTS

2023-24

1847

NSW GTO COMPLETIONS

2023-24

387

NSW GTO WOMEN IN NON
TRADITIONAL TRADES
7% OF THE GTO WORKFORCE COMPARED
TO 3% VIA DIRECT EMPLOYMENT.

2023-24

170

NSW GTO DISABILITY
COMMENCEMENTS



TOP 5 NSW GTO INDUSTRIES



Electrical



Construction



Automotive



Engineering



Business

TOP 5 ACT GTO INDUSTRIES



Electrical



Construction



Community Services



Information Technology



Business

APPRENTICES & TRAINEES CURRENTLY EMPLOYED THROUGH AN ACT GTO 453

2023-24

281

ACT OVERALL GTO
COMMENCEMENTS

2023-24

121

ACT GTO SCHOOL BASED
COMMENCEMENTS

2023-24

156

ACT GTO COMPLETIONS

2023-24

50

ACT GTO INDIGENOUS
COMMENCEMENTS

Apprentice Employment Network NSW & ACT



2023 APPRENTICE EMPLOYMENT AWARDS

The 2023 Apprentice Employment Network Awards recognises the achievements of apprentices, trainees, host employers and GTOs within the AEN NSW & ACT network.

We want to congratulate the following winners:



APPRENTICE OF THE YEAR

Joshua Winter

Employed by: **Skillset**

Trained by: **TAFE NSW**

Vocation: **Engineering**



TRAINEE OF THE YEAR

Tarnisha Winsor

Employed by: **HunterNet Career Connections**

Trained by: **Australian College of Commerce & Management**

Vocation: **Sales and Marketing**



SCHOOL-BASED TRAINEE/ APPRENTICE OF THE YEAR

Breanna Fisk

Employed by: **MEGT**

Trained by: **Australian College of
Commerce and Management**

Vocation: **Business**



FIRST NATIONS TRAINEE/ APPRENTICE OF THE YEAR

Mieleke Watson

Employed by: **Novaskill**

Trained by: **Australian College of
Commerce and Management**

Vocation: **Supply Chain Operations**



WOMAN IN TRADES TRAINEE/ APPRENTICE WINNER

Rachael Pearson

Employed by: **HVTC**

Trained by: **TAFE NSW**

Vocation: **Mechanical Engineering**



EXCELLENCE IN GROUP TRAINING **Skillset**



Kellie Howard
Squad



Kirryn Scicluna
My Gateway

AEN EMPLOYEE OF THE YEAR
(Joint Winners)



LARGE HOST EMPLOYER
OF THE YEAR

Hedweld Group of Companies
Host for HunterNet Career Connections



SMALL HOST EMPLOYER
OF THE YEAR

Getit Automotive
Host for Central Coast Group Training



POOLEY DOWNING AWARD

Mitchell Keogh
Master Builders Apprenticeship Services
&
Jake Michilis
Newcastle MBA Group Training

AEN MEMBER MILESTONES IN GROUP TRAINING

15 YEARS



Kestrel

20 YEARS



AES

35 YEARS



NECA



MIGAS

2024 SKILLS CONFERENCE

Dockside Darling Harbour

The Skills Conference, held in June 2024, centered around the theme of “Empowerment and Connection.”

This sold-out event welcomed 200 attendees from across all Australian states, offering a platform for the Vocational Education and Training (VET) sector to engage in critical discussions on issues affecting apprenticeships and traineeships.

The conference featured a Ministerial Keynote from The Hon. Steve Whan, NSW Minister for Skills, TAFE, and Tertiary Education, along with sessions focused on:

- » Economic Update
- » Jobs and Skills Australia Update
- » Career Expos – Is it time for change
- » Impact of AI in the VET industry
- » NSW VET Review
- » LinkedIn – Learning in the Future
- » Empowerment and Connection – The journey and pathway to success – VET Alumni
- » Keynote presentation by Ed Ross & Daniel Allen from TradeMutt.







FIELD OFFICER CONFERENCE Penrith NSW

The annual AEN Field Officer Conference took place in July 2023 at Panthers Penrith, bringing together delegates from across the state. The conference remained focused on fostering networking opportunities and enhancing the professional development of our field staff, ensuring they are better equipped to support apprentices and trainees in their workplaces.

Key presentations from:

- » Apprentice Employment Network NSW & ACT
- » MEGT AASN
- » Training Services NSW
- » MindFit at Work
- » TAFE NSW
- » SafeWork NSW
- » YES Employment
- » Local Jobs & Skills Taskforce
- » Pink Cow Social

We extend our gratitude to all staff who participated and look forward to an even larger event in July 2024.

NSW PROGRAMS

NSW - GTO RECRUITMENT PROGRAM

This program by Training Services NSW funds Group Training Organisations (GTOs) to recruit, screen, induct and refer students for pre-apprenticeship or pre-traineeship training.

The program allows hundreds of NSW students to:

- » learn about vocational choices and life in the workplace.
- » get support and advice from a GTO and Partner Provider about which pre-apprenticeship or pre-traineeship is suitable
- » start training
- » receive mentoring and assistance where needed and
- » transition into a full apprenticeship or traineeship qualification.

It aims to increase the uptake of apprenticeships and traineeships in NSW, including specific opportunities for women and students.

NSW - TRADE PATHWAYS INNOVATION FUND

Funded by Training Services NSW, the Trade Pathways Innovation Fund supports industry-led projects that trial innovative approaches to obtaining trade qualifications.

GTO Projects funded until June 2024

Providers	Industry Area	Project Description
Apprenticeship Careers Australia	Crane operations	Apprenticeship Careers Australia, the Crane Industry Council of Australia and TAFE NSW are partnering to establish a new pathway to Certificate III Construction Crane Operations. New crane operators will have the opportunity to lift capabilities and make progress in their career.
Hospitality Training Network	Hospitality	The Hospitality Training Network and IntoWork Australia are creating a digital platform which offers pathways to Certificate III qualifications for migrants interested in the hospitality and tourism sectors. The platform offers users personalised support which can help them pursue further education or enter the workforce.

THE 1000 NSW PUBLIC SECTOR APPRENTICE AND TRAINEE PROGRAM

The NSW Government has committed to employing an additional 1000 apprentices and trainees across NSW Government agencies and State-Owned Corporations over three years, until 30 June 2026.

Round Two of the Program will support up to 440 additional apprenticeship and traineeship roles.

Group Training Organisations who support NSW Government agencies and State-Owned Corporations participate in this program.

NSW - GOVERNMENT IT TRAINEESHIPS

The NSW Government's IT Traineeship is perfect for Year 12 school leavers interested in developing professional skills in the Information Technology industry, as well as having the potential to make a difference to communities across NSW.

The NSW Government has designed a 2-year traineeship in the Information Technology sector to provide paid training opportunities for Year 12 school leavers in Australia.

This new traineeship is a collaboration between NSW Government organisations, Local Government and Training Services NSW. It includes accredited and non-accredited training delivered through TAFE NSW and the NSW Government's new Institute for Applied Technology (IAT).

Trainees work full-time at NSW Government organisations and Local Government. They undertake formal training for up to one day per week within work hours and complete a Cert III in Information Technology or Cert IV in Information Technology (Programming, Networking, General) or Cert IV in Cyber Security. They are employed by the GTO **Zeal Futures** that is responsible for recruiting and supporting the trainees to complete their qualification.

NSW - GET BACK IN THE GAME

The Get Back in the Game program supports disengaged young people, aged 15 to 19 years.

This program is available for two cohorts of young people under different titles. Back in the Game, supports young people at school in need of support to remain engaged at school or transition to employment or training. Get in the Game, supports young people disengaged from all employment, education and training.

The Get Back in the Game program funds local community organisations to case-manage transitions of disengaged young people into education, training and employment, and to broker support services such as housing and health which may be essential to successful transitions.

Participating Service Providers

Central West and Dubbo

Local provider: **Skillset**

Central Coast, Newcastle and the Hunter

Local provider: **Novaskill**

NSW EDUCATIONAL PATHWAYS PROGRAM - HEADSTART

The Apprenticeship and Traineeship Head Start initiative helps eligible public high school students in years 10-12 unlock their futures through fee-free accredited training by completing pre-apprenticeship or pre-traineeship courses. Students get to try out career pathways of interest, gain nationally recognised units of competency, and earn credit that can be put towards an School Based Apprenticeship or Traineeship (SBAT) or full apprenticeship or traineeship courses.

Initiative activities include:

- » Training delivered by NSW Smart and Skilled contracted training organisations leading to 3-4 nationally recognised units of competency.
- » Potential work experience with a local host employer.
- » Support and advice on pathways to a career including SBATs, apprenticeships or traineeships.

Initiative activities include:

- » Facilitated training with a Registered Training Organisation (RTO) leading to 3-4 nationally recognised units of competency.
- » Potential work experience with a host employer.

GTOs participating in this program include:

- » **Apprenticeship Careers Australia**
- » **Central Coast Group Training**
- » **Hospitality Training Network**
- » **HunterNet Career Connections**
- » **My Gateway**
- » **NECA Group Training**
- » **Novaskill**
- » **Zeal Futures**



NSW INFRASTRUCTURE TRAINEESHIP PROGRAM

The NSW Government Infrastructure Traineeship Program is a unique program funded by government departments with a role in developing NSW.

It is a dedicated program for young people completing Year 12 to step onto a pathway that offers a salary to complete a post-school qualification and gain workplace experience with government, commercial construction firms, and professional consultancies across a busy and rewarding two-year traineeship.

Trainees study one day a week with TAFE NSW towards a:

- » BSB40120 Certificate IV in Business
- » BSB40920 Certificate IV in Project Management Practice or
- » PSP40616 Certificate IV in Procurement and Contracting.

The other four days, trainees work with staff at their placement applying the skills they are studying at TAFE and developing new work-based skills and understanding to prepare for future employment.

The GTO, **Apprenticeship Careers Australia** was engaged to employee each trainee in this program. This program ends in 2024.

NSW - CONNECTING WOMEN TO TRADES GRANT

There are 25 funded projects identified in the Connecting Women to Trades grant program conducted by Training Services NSW.

Connecting Women to Trades grant program aims to address the underrepresentation of women in non-traditional trades and trades experiencing skills shortages.

Funded projects will deliver a wide range of activities to encourage and support more women to access trade qualifications and employment pathways.

The projects' objective is to boost the number of women in trades through increasing the appeal of trades, removing cultural and societal barriers, and supporting learning to maximise vocational outcomes.

Central Coast Group Training	Building Lady Tradies 2.0 - Building Lady Tradies 2.0 is specifically designed to deliver on the interventions detailed in the Women in Trades Promising Practice Review to increase women's participation in male-dominated industries.
HGT Australia Ltd	Novaskill's Tradie Ladies - The Novaskill Tradie Ladies project aims to advance the careers of local women seeking employment in construction in the Newcastle and Northern Rivers regions of NSW.
Mas National Limited	Empowering Women into Trades - The Empowering Women into Trades project aims to improve career outcomes for CALD women by providing them with vocational training and education pathways. Mas National Limited is partnering with group training organisations (GTOs) and employers to increase awareness of gender discrimination across trade sectors.
Master Builders Association	FLORENCE - Constructing A New Perspective for Women in Construction - The project will develop a dedicated web information portal called FLORENCE. It will provide career information for women looking for careers in construction.
MEGT (Australia) Ltd	Girl Power - The Girl Power project provides targeted support to break down barriers for Aboriginal and Torres Strait Islander women entering trades by providing work experience, placements, and education sessions. Participants will be informed about trade career pathways and associated remuneration for trade job roles.
MIGAS Apprentices & Trainees	WITS About Us! - The WITS About Us! project is a series of 6 podcasts aimed to provide women with trade career pathway information to motivate them to consider a trade career and assist them in starting an apprenticeship or traineeship.
Skillset Ltd	Connecting Women to Trades - The project is an innovative, regionally based trade careers program that will highlight the benefits of trade vocations for women across five Central Western local government areas (LGAs).
Squad Employment Training and HR	Breaking Barriers, Creating Connections with Squad - The Breaking Barriers, Creating Connections with Squad project aims to partner individuals and businesses to build the confidence and opportunities for regional women to enter non-traditional career pathways.
Apprenticeship Careers Australia	Women in Auto - The Women in Auto project aims to address skills shortages within the heavy and light automotive industries. The program will help women to access training and employment opportunities in the automotive trade.



ACT PROGRAMS

ACT - ACT GOVERNMENT AUSTRALIAN SCHOOL BASED APPRENTICESHIPS (ASBAs)

Australian Training Company and **1300apprentice** to provide students with the opportunity to gain hands-on experience within the public sector whilst completing a formal qualification. Each GTO supported the ACT Education Directorate funded program by recruiting, mentoring, and assisting with rotations as required. This program resulted in the successful completion of many students progressing onto full time traineeships within the ACT Education Directorate and other departments.

During the program, some of the students were placed and rotated throughout ACT Public Schools and the ACT Education Directorate to complete their work-based requirements and attended their RTO training for one day each month. Qualifications undertaken by the trainees included Certificate II in Skills for Work and Vocational Pathways and Certificate III in Business, both delivered by CIT.

ACT – VOCATIONAL LEARNING PROGRAMS

Vocational Learning Programs (VLP) provide short career education and vocational learning programs for students in Years 9 to 12, helping students to develop basic industry knowledge and skills to increase their career readiness.

Previously known as Vocational Learning Options, the new programs will increase access to vocational and workplace learning, opportunities for students across all stages of career readiness.

VLPs are tailored to student and industry needs including:

- » universal programs comprising mostly accredited training delivered in partnership with industry and registered training organisations (RTOs)
- » targeted programs comprising mostly non-accredited training that focus on providing students with a pathway to employment and/or accredited vocational learning options.

Australian Training Company has been providing VLP for the ACT Education Directorate.

Understanding Building and Construction Program – Work Experience

Australian Training Company is delivering the Understanding Building and Construction Pilot Program funded by the ACT Community Services Directorate which aims to increase the participation of young women in vocational education and training in the building and construction industry through learning opportunities in schools.

The program provides a tailored learning experience that integrates industry perspectives for high school students to improve their understanding of the building and construction industry. The program aims to break down the barriers hindering young women and gender diverse students from pursuing a career pathway in this field.

The Understanding Building and Construction Pilot Program is an ACT Government initiative delivered with funding support from the National Careers Institute Partnership Grant.

2023-24 AEN NSW ACT MEMBER DIRECTORY

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