



Apprenticeship Employment Network Capability Statement 2020



Capability Statement

Group Training Association of Victoria

Trading as “Apprenticeship Employment Network”

The Apprenticeship Employment Network (AEN) is the peak industry body representing not for profit Group Training Organisations (GTOs) across Victoria. The AEN’s purpose is to support members and Government to achieve skilled and sustainable employment and training for the wider community.

The AEN is part of a national network of group training organisations located throughout the metropolitan and regional areas of Australia. This national network employs over 24,000 apprentices and trainees and is largest employer of apprentices and trainees.

Within Victoria our members, employ over 6000+ apprentices and trainees across all industry sectors, the network comprises 10,000+ host employers – in small to medium size businesses.

The AEN provides **support services** to build the quality, professionalism and capability of our network to enable them to deliver quality services and outcomes; and it offers leadership to its members through **advocacy, negotiation and plays a pivotal role in shaping policy** development. These functions are achieved by working with governments, industry and other stakeholders.

The core activity of our member organisations is the employment, placement, and vocational training of people in our community. GTOs work within the quality frameworks of the Australian Quality Training Framework (AQT) and the endorsed standards for GTOs. Alongside their core business many GTOs are also involved in targeted labour market programs, labour hire, the work of the Australian Apprenticeship Support Network (AASN), Employment Services, Disability Employment Services and various initiatives such as Indigenous Employment programs to improve access and equity within the Vocational Education Training (VET) and employment sectors.

The AEN is unique in that it represents a network which not only spans the state of Victoria, geographically and across a variety of industries (traditional trade apprenticeships / skills shortage industries and traineeships), but represents an *integrated* network that has developed in a planned and structured way.



safetyfirst.org.au



gttraining.com.au



gan-australia.org

AEN Vision - Statement of purpose

To support the vocational training and employment network to achieve skilled and sustainable employment for the community

AEN Values

- The people within our industry are passionate about providing meaningful training and employment outcomes for the community
- A trusted partner with members, government and the wider VET industry
- Teamwork and collaboration with our members, government and the community benefits us all
- Integrity, honesty and reliability ensure that we will deliver what we promise.

AEN Support

In addition to **supporting** the needs of its members, the AEN provides a variety of support to small business, particularly host employers, and to schools, parents and prospective apprentices and trainees. Over the past few years AEN has played a major role in the development of VET in Schools and is an active promoter of school-based apprenticeships.

AEN promotes

- Innovation
- Professional Development
- Critical Awareness
- Mechanisms to aid in coping with & utilising change

AEN Network Groups include

- Training Managers / RTO's & E-learning
- OH&S Officers / Managers
- Field Officers / Consultants
- Financial Officers / Payroll/IR
- CEO & GTO Managers
- GTO Quality Assurance / GTO Standards
- Workforce Planning & Development
- Women in Trades
- Cultural Diversity & Inclusion

The AEN understands and assists stakeholders to overcome a variety of barriers into meaningful employment including;

- Indigenous
- Women in non-traditional trades
- Culturally diverse
- Work place Language, literacy and numeracy
- Bullying
- Workplace Health and Safety
- Industrial relations / Human Resources / Workforce planning and development.
- Long term unemployed

The AEN has also developed a **research and policy capacity** specialising in issues to do with employment, apprenticeship, traineeship, school to work transition, and the broader vocational education agenda.

Trading Name

In March 2016 the GTAV launched a new “trading as” name. The key aspect of the name change is to develop stronger linkages with the community. Even though many government officials have a strong understanding of what our members do, unfortunately many people in the wider community do not understand the words “group training”.

We believe “Apprenticeship Employment Network” will provide a stronger brand that the wider community will be able to connect with.



Minister for Skills & Training, Hon, Steve Herbert & Victorian Skills Commissioner Neil Coulson

Location

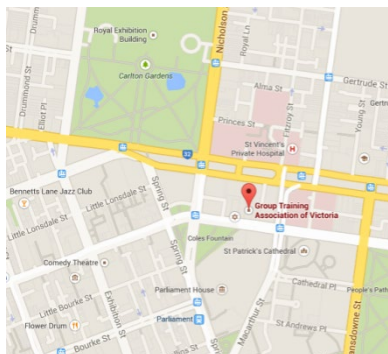
Apprenticeship Employment Network

Lvl 3, 478 Albert Street,
East Melbourne, VIC 3002

Phone: 03 9639 3955

Email: info@aen.org.au

Web: www.aen.org.au



The Group Training Environment

Group Training was established in the early 1980's by Government to support small businesses and to assist young people into apprenticeships (especially skill shortage trades and regional areas). Today Group Training Organisations employ over 6500+ apprentices and trainees across all sectors of industry and cover all regions of Victoria. GTO's are the legal employer of the apprentice or trainee during the period of the apprenticeship, and provide a range of support services for the host employer and apprentice/trainee. This three-way partnership of the GTO, Business (host employer) and Registered Training Organisation (RTO) is important to ensure an effective support structure is in place during all phases of the apprenticeship.

GTOs provide:

- stable employment opportunities for young people;
- a hassle free supply of apprentices for small businesses;
- rotation of apprentices to ensure continuing employment and a breadth of experience;
- a method of meeting skill needs in areas where employment cycles or the size of employers make long term employment difficult;
- a mechanism for placing out-of-trade apprentices; and
- a mechanism for ensuring future skill shortages can be addressed.



The Association also has a strong network of industry experts/consultants that it can draw upon for specific projects and research as required on a contract basis. This experience and expertise includes:

- Industrial Relations / HR
- Governance / Policy development
- English language, literacy and numeracy
- Insurance
- Workforce Planning & Development
- Statistical Analysis
- Environmental Sustainability
- OH&S (Workplace Health and Safety)

Our members have employed over 180,000 apprentices and trainees since 1985.

GAN Australia

The AEN joined as the Australian network partner of Global Apprenticeship Network in November 2018 with an official launch in March 2019. GAN Australia is one of 17 global network members. GAN Global is supported by the International Labour Organisation (ILO) and reports through to the OECD Employment and Vocational Training division.

GAN Global and GAN Australia principles:

- **Strengthen** the commitment and visibility of companies' and organizations' engagement in apprenticeships and internships as part of a sound human capital development strategy.
- **Share** the best practices in the areas of apprenticeships, internships, mentoring and on-the-job training.
- **Encourage** a network of committed companies and organizations, at the global and local levels, to support effective knowledge sharing action programs and partnerships and to scale up international cooperation to this effect.

The Parties shall jointly promote Apprenticeships and other Work Readiness Programs (WRPs), in their respective and combined capabilities in Australia.

All collaboration should relate to the four focus areas of GAN Global: commit to action, advocate for Apprenticeships, share best practices and facilitate multi-stakeholder dialogue and partnerships.

GAN Australia through AEN supports a national steering committee to undertake local research, promote best practices and share global apprenticeship trends, and latest information.



AEN Staff Capability and Experience

Name	Qualifications	Experience
Gary Workman Executive Director	<p>Post Graduate Diploma of Education & Management</p> <p>Member of Australian Institute of Company Directors (AICD)</p> <p>Member of The Executive Company (TEC)</p>	<p>Gary brings over 20 years' experience in the VET sector. Gary has worked on numerous training and employment projects.</p> <p>Gary currently holds the position of Executive Director of Group Training Association of Victoria, and has a "hands-on" role with projects, during development, implementation, evaluation and monitoring to ensure positive project outcomes for members, and other stakeholders.</p> <p>GAN Australia Executive Director and Bullyzero Australia ambassador</p>
Nik Mavrommatis Operations Manager	<p>Diploma of Information Technology, Diploma of Business</p> <p>Quality Management Systems Auditing</p> <p>Member of Australian Institute of Company Directors (AICD)</p>	<p>Nik has worked in the TAFE and VET sectors for over 10 years. During that time, he has worked on a number of training resource development projects and brings with him extensive experience in the design and implementation of web applications, e-learning platforms, and successful learning and assessment strategies.</p> <p>GAN Australia General Manager</p>
Abbey Exell Administration & Events Coordinator	<p>Cert IV Business Management</p>	<p>Abbey brings over 15 years of business administration, management and finance experience across a range of industries.</p> <p>Abbey manages the Association's member events, conferences and supports a number of government and industry projects.</p>
Brad Huffels Accountant	<p>Master of Commerce</p> <p>Bachelor of Business, Accountancy</p> <p>Registered BAS Agent</p> <p>Certified Xero Advisor</p>	<p>Brad is a qualified accountant, member of the Institute of Public Accountants, Institute of Financial Accountants and a Certified Xero Adviser. Prior to establishing The Finance Dept in 2008, he spent more than 15 years working in various financial roles in corporates of all sizes across the globe.</p> <p>Brad has helped many small and medium business owners to grow their businesses and implement systems that save them time, money and reduce stress. Brad lives and breathes business and practices what he preaches in his own business – efficient systems and the best technology.</p>
Matt Scane Administration Trainee	<p>Undertaking</p> <p>Certificate III Business Administration</p>	<p>AEN supports the career development of youth through apprenticeships and traineeships and regularly hosts a trainee through the member network to support member activities and events.</p>

AEN Online Communications and Services

AEN Website - www.aen.org.au

The AEN provides a range of services for members and the wider VET community, including a weekly eNewsletter.

Social Media



<https://www.facebook.com/appemployenet>



<https://twitter.com/appemployenet>



<https://www.youtube.com/user/grouptrainingvic>



<https://www.linkedin.com/company/apprenticeship-employment-network>

SafetyFirst - www.safetyfirst.org.au

The AEN and its members have a proud history of supporting employers and apprentices develop and maintain safe systems of work. In 2012 with the introduction of the national Workplace Health and Safety Act, (and existing Victorian OH&S regulations) a new website was launched providing a range of services including:

- Online training resources (OH&S / WHS induction – through to Certificate IV in OH&S)
- Member OH&S network meetings
- Over 350+ policies and procedures to assist the placement of an apprentice.
- OH&S Induction videos
- OH&S training / behavioural change videos
- Workplace posters / stickers promoting “safe work practices”.
- STAR awards (Stop Taking A Risk) for recognition of best practice for apprentices & host employers.
- GTO / OH&S auditing tools
- Industry Statistics and benchmarking



GT Training: Australia's Group Training e-Learning Portal - www.gttraining.com.au

Since 2011, the AEN has had an online training portal to support members enter into E-learning. This moodle platform allows members to develop and host their content on a reliable cost effective system. The AEN also utilises this platform to develop and deliver a range of professional development resources and nationally recognised qualifications with support from RTO's for the group training and wider VET sector.

Current resources available:

- 12 environmental sustainability projects linked/ mapped to over 270 "communication" units of competencies
- Certificate IV Business (Group Training Operations)
 - The Group training environment
 - Managing recruitment
 - Managing expectations
- OH&S and WHS induction training
- Certificate IV in Occupational Health and Safety
- Diploma of Business
 - Workforce planning
 - Workforce development
 - Managing people and resources
 - Governance and Risk Management



Recent Projects

Multi-industry School-based and Pre-Apprenticeship Support Project

*Department of Education & Training, Commonwealth of Australia
2016 – 2018*

This project aims to improve apprentice retention rates through a program which provides a "hands on" trial of a range of vocational occupations over 6-12 months. Each participant will engage with 3-4 different industries to research and experience first-hand what it really takes to be successful in that particular industry.

The program works with students from secondary school (from years 10 and/or 11) and school leavers (unemployed youth 15-24yo) who might be interested in pursuing a vocational pathway in the future, through two separate programs.



GTO's in Victoria, NSW and Tasmania deliver existing courses or develop new programs as part of the project and have supported over 2570 participants over 3 years.

South East Automotive Workers Transition Project

Department of Higher Education and Skills, Victorian State Government 2016 – 2018

The \$8.4 million SEAT package is part of an overall Automotive Industry Transition Plan worth \$46.5 million announced by the Victorian Government in late 2015. The plan will help automotive businesses transition into new markets and workers to retrain and find sustainable jobs.

The package will include \$4 million for a joint project between Chisholm and Holmesglen Institutes to up-skill and re-skill retrenched automotive supply chain workers, engage workers with industry, support businesses to restructure into new opportunities and to help retrenched workers find a job.

Workers will be able to access help to transition into new employment sooner, reducing the risk of long-term unemployment. It will also strengthen collaboration between TAFEs, industry and the community.

\$2 million will be used to establish two Skills and Jobs Centres which will allow Chisholm and Holmesglen to work directly with local employers and industry to help prospective students find a job or to move into further training.

The remaining \$2 million will be used to fund Group Training Organisations (GTOs) to employ 250 retrenched mature aged automotive supply chain workers as apprentices and trainees.



Minister Gayle Tierney with AGA Apprentices working on the level crossing removal project 2018.

Small Business SuccessMap

Department of State Development, Business and Innovation 2013-2016

The AEN SuccessMap program supported 115 businesses across Victoria with a nine-month business review, planning and mentoring service. The program helped stimulate growth and resilience in small businesses by supporting business owners and managers to build their business planning and management capability through specialist assistance, tools and templates.

The AEN worked closely with small businesses to develop a business plan, workforce development plan and ongoing support with implementation strategies.

Industry Skill Centre (Pre and Post Release Employment Program)

Corrections Victoria (Department of Justice). 2008 – 2015

In this project the AEN partnered with CVGT (Member and GTO) to provide practical work preparation and employment opportunities for ex-offenders. The AEN employed an Employment Liaison Officer (ELO) to work with five prisons across Victoria that work towards changing the nature and focus of prisoner training and skills development. The program assists both the prison staff to help prisoners to better prepare for the post release period; and the prisoners themselves, by working with them directly to secure employment post release and to connect them to the networks needed to support their successful transition from prison.

In 2010/11 this project was expanded to incorporate 5 part-time field officers to assist with the training/work plans and identifying employment opportunities. In 2013 this program was expanded again to incorporate 2 additional female prison locations.

Over the last 2 years the AEN has consistently achieved a 60%+ employment outcome with this cohort of participants post release.

National Workforce Development Fund

Australian Government – DIISRTE. 2011 – 2015

The AEN with supporting RTO partners are delivered professional development training to industry stakeholders across Victoria, NSW and South Australia.

The AEN assisted 140+ staff to successfully complete a customised training program (including face to face workshops and e-learning). This training was designed to support member organisations increase their capabilities and future staff/ workforce needs with nationally recognised qualifications including;

- Certificate IV Occupational Health and Safety & Certificate IV WHS.
- Certificate IV Business (Group Training Operations)
- Diploma of Business

Indigenous Employment Program Pre and Post Release Prison Employment Support

Department of Business and Innovation & Corrections Victoria (Department of Justice). 2012 - 2014

The AEN worked with 14 Victorian prison locations to support indigenous prisoners back into employment. This pre and post release support program worked with over 250 participants with the aim of securing meaningful and sustainable employment outcomes.

AEN action research: Evaluation of BGT smart support program 2013.

Ballarat Group Training 2013

The AEN supported a regional Group Training Organisation (Ballarat Group Training – BGT) to evaluate a new initiative that is aimed to provide improved support and completion rates for local apprentices and trainees. The smart support program provides a range of support programs including, difficult conversations, workplace performance, money minded, financial literacy skills, training progression management, pastoral care and performance management.

Gippsland Apprentice Program (Out-of-Trade)

Latrobe Valley Regional Fund & DEECD. 2012 – 2013

The AEN with support from the Latrobe Valley Regional Fund & Department of Education, Early Childhood Development provided an employment incentive program within the Gippsland region to assist local out of trade apprentices find new employment opportunities.

This program supported the placement of over 50 out-of-trade apprentices back into work with a new employer/GTO over the 12 months

E-VET Workforce Planning & Development

E-VET Australia. 2012 – 2013

The AEN through funding support from E-VET Australia developed resources to assist the GTO industry understand and develop strategies to support their future workplace needs. The program was aimed at CEO's / General managers and HR staff to develop their own specific workforce development plans for the next 5 years as government funding and priorities continue to change.

AEN – Australian Youth Forum Panel Member

AEN. 2009 – 2012

In 2011, the AEN delivered a number of youth workshops, on the effectiveness of Australian apprenticeships (and traineeships) system. The workshops were designed to receive feedback from existing apprentices on their views on how to improve the Australian apprenticeship system.

Out of Trade – Apprentice Completion Project

Skills Victoria & DEECD. July 2009 – June 2011

The purpose of this project was to assist out-of-trade apprentices find a new employer to complete their apprenticeship during the economic downturn (GFC). This project assisted over 500 apprentices to find new employment opportunities and successfully complete their apprenticeship qualification.

The development of the www.needanapprentice.com.au website (free jobs board) is a result of this initial work. The AEN continued to provide this free job vacancy / matching service to apprentices and employers across Victoria and NSW until the end of 2019 where a new vacancy list was included on the AEN website.

“You’re not on your own: Strengthening Apprentices’ Core Skills” Workplace English Language and Literacy (WELL) Project

DEEWR. 2008 –2010

This was a two-year project focused on building the skills of Field Officers to recognise and address language, literacy and numeracy issues when recruiting and monitoring apprentices. The aim was not to make Field Officers experts in this area but to give them the capacity to identify potential areas of concern and the professional resources/tools/contacts to assist the apprentice and if appropriate, the host employer. In the first phase of the project, the AEN in collaboration with Workplace Learning Initiatives (WLI) developed and trailed a professional development strategy for GTO Field Officers based on a two day highly interactive workshop. The workshop was supported by e-learning resources and workbooks.

The second phase of the project rolled out the PD strategy to GTO’s nationally, with Workshops in Adelaide, Brisbane, regional Queensland, NSW and Victoria. The resources are available through the WELL flexible learning website. Beyond the life of the project, workshops can still be organised for individual or groups of GTO’s on a fee for service basis; and the resources can be purchased from the AEN.

“What Would It Take? Employer perspectives on employing people with a disability”

NCVER. 2009

This research project undertaken by the AEN and two partner organizations examined employer views on employing people with a disability. The researchers utilised the GTO employer network for a series of focus groups with employers from small to medium sized enterprises. The report describes the attitudes of employers towards hiring a person with a disability. It also sets out some strategies that would assist businesses to take on employees with a disability. The research is valuable for those GTO’s and others who are working with equity groups in employment related programs.

My Business: My People

DIIRD. 2007 – 2009

This program involved receiving applications from more than 250 SMEs, assessing their business growth needs, crafting advice and training solutions in response, allocating training funding to SME’s and monitoring their outcomes.

The AEN took a ‘business centred’ approach to working with all of the enterprises. Understanding their business needs; gaining their trust that the advice provided and the learning solutions suggested were the ‘best fit’ for their needs; and would result in the outcomes and benefits predicted. In this way the AEN consultants naturally provided independent, objective and impartial advice.

“The Positive Recruitment Cycle”

A Targeted Initiatives Project (TIP), DEST & DEEWR. 2008

This project focused on addressing some of the issues related to recruitment and retention of apprentices. The research sought to address an issue being raised by GTO's; namely that they were reporting a lack of applicants for apprenticeships and at the same time a rise in unsuitable candidates for apprenticeship. Of the candidates interviewed, only a relative few appeared suitable for immediate referral to employers. We asked the questions 'What happens to those who have demonstrated an interest in apprenticeship but are deemed not suitable?' And 'Is there a way to hold them in the recruitment loop with training and a guaranteed employment outcome?' This project aimed to improve the employability of these apprenticeship candidates through a managed recruitment cycle that takes them through extra preparation activities and then returns them to the GTO and a guaranteed employment opportunity.

The research and the report resulted in a constructive contribution to the continuing debate around skill shortages and attracting suitable candidates into the traditional trades. The project presented an opportunity for group training to gain a greater understanding of some of the issues related to the recruitment and retention of new apprentices and how GTO's might do better in transforming the initial interest of an applicant into a new apprenticeship outcome. The research and recommendations demonstrated a number of points of intervention and potential strategies that could improve apprenticeship take up.

Good Start, Great Finish”

AEN & OTTE / Skills Victoria. 2008

The aim of this project was to utilise the existing data held by GTO's as a research base to understand:

- why apprentices and trainees cancel and withdraw from training contracts;
- the methods/measures that have been successfully implemented by GTO's to reverse this trend and to increase the numbers of apprentices and trainees commencing and completing their contract of training;
- how these methods/measures can be distilled into broader advice to employers to improve their apprentice and trainee retention and completion rates.

The outcome of this project was to facilitate a discernible improvement in the retention of apprentices and trainees by employers, resulting in better training and better completion rates. The project concentrated on working closely with GTO's to interrogate existing information for the reasons why apprentices and trainees cancel and withdraw from training contracts; working closely with a selection of employers to document any existing practices designed to enhance apprenticeship and traineeship completion; documenting best practice in retention strategies; developing online and print materials, such as a 'ten point guide' for employers in supporting apprentices and trainees to complete their qualification. Apart from the Report itself the AEN developed a one-page guide for employers that continues to be distributed to employers by field officers nationally.

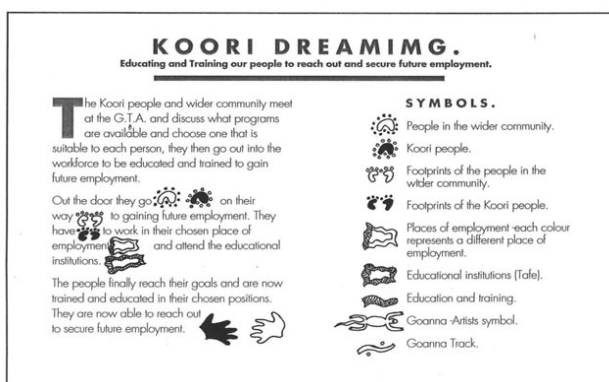
Supporting the indigenous community

The AEN through its members are collectively one of the state's largest employers of indigenous apprentices and trainees.

The painting on the right was commissioned by Wimmera and Grampians Group Training (Skillinvest and the AEN in 1995).

Artist: Nola Illin Horsham - 1995.

Koori Dreaming – Educating and training our people to reach out and secure future employment.



Victorian Premier Jeff Kennett 1995 with Artist and Workco (Skillinvest CEO John Ackland).

Understanding the issues

The AEN has a strong understanding of the issues that need to be managed to support various communities when transitioning into employment.

The AEN has worked with various individual and stakeholder groups including:

- Workplace language, literacy and numeracy
- Long Term unemployed
- Drug and Alcohol abuse
- Family / Personal / Mental Health issues
- Transport and Housing and Financial issues
- Indigenous
- Disability
- Culturally and Linguistically Diverse (CALD)
- Pre and post release prisoners (and reducing recidivism)
- Women in non-traditional trades

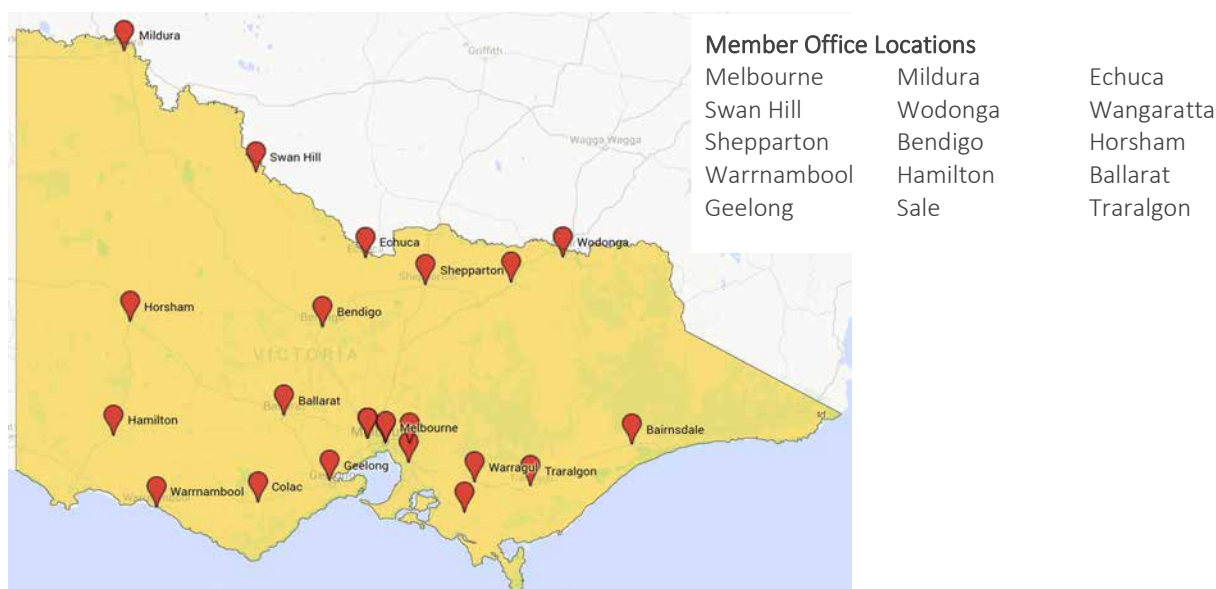
The AEN was established in 1985 to assist group training organisations with business/member development within the Vocational Education Training (VET) system/Group Training industry. The AEN has worked with various government and community agencies to provide advice and industry intelligence on the most effective methodologies to increase participation and retention rates within the apprenticeship / employment and VET sector.

Service Strategies and Management

The AEN head office is located at Level 3, 478 Albert Street, East Melbourne

Through the member organisations, the AEN is also able to host meetings (if required) across all regional towns of Victoria. The AEN member network can also provide local resources to handle any personal enquires that might be needed as part of a project.

AEN member offices are located in the following areas:



Governance

The AEN has a strong commitment to ensuring appropriate corporate governance processes are followed for all internal activities and external projects undertaken by the association.

AEN Governance Structure

- AEN Board of Management – min. 8 meetings per year
- AEN Audit committee – Monthly meetings
- AEN Nominations committee (as required)

The AEN has a number of Board Policies and risk management reviews that are applied to all projects and the internal management of the association which are reviewed at least annually.

AEN member activities are also governed by a number of State and National guidelines including;

- National Group Training Standards (Government GTO standards co regulatory model with VRQA.)
- National Registered Training Standards (Government National RTO standards)
- AEN Member code of Conduct
- WHS & OH&S standards and codes of practice.



Quality Assurance and Project Management Strategies

The AEN believe passionately in the rigor of a simple quality system that is used because it works.

The AEN's quality principles and procedures revolve around these elements:

- Proper planning, resourcing and documenting when we start up a project.
- Clear accountability, with a project director for every project.
- Periodic project progress reviews.
- Standards and templates for deliverables.
- Peer review of deliverables.
- Documentation and activity management procedures.

Our approach to project delivery is based on 4 key features

- Specific Project skills and resources identified and maintained
- Detailed Project Plan and ongoing review
- Regular Risk and Financial Management
- Quality Assurance and project reporting

These features are adapted to suit the size, duration and complexity of each project.

The AEN considers all projects as a partnership with the client. This means that on-going communication is critical to understanding and meeting the needs of the client/team for development, implementation and success of the project.

In the planning stage, we will – in consultation with the designated client – clarify our understanding of the project deliverables and will confirm that our proposed project plan will ensure the milestones are met and deliverables are achieved on time with risk minimised. This is underpinned by a proven approach to risk management and quality assurance.

A dedicated project manager will ensure that the project contract runs smoothly and efficiently. The project manager will:

- be responsible for and ensure all project deadlines and delivery milestones are met
- be responsible for the overall quality of the project development / outcomes
- maintain project evaluation and review
- ensure progress updates are regularly provided to client/ government (and other stakeholders as required)
- keep appropriate records of program/project
- establish and maintain a consistent and high calibre project team
- ensure that our project team responds immediately to any issues.

*Geelong November 2013 –
Group of Female trade
apprentices receiving their
“industry excellence awards
from Hon. Peter Hall.
(Victorian Minister for
Training and Skills 2010-
2014)*



Media and PR

The AEN work with the government and local community stakeholders to promote various programs to assist with increasing the awareness of apprenticeships, traineeships and specific programs which also acknowledge the governments support.

The AEN actively seeks out “good news” stories throughout the network which may provide opportunities to re-engage with the media and wider community to highlight the benefits and successes of providing meaningful employment.

The AEN produces a monthly media releases, weekly e-newsletters and social media announcements.



Hon. Steve Herbert – Labor Minister for Skills and Training, Gary Workman – Executive Director AEN, Premier Daniel Andrews, Robert Birch – CEO Gforce and AEN Director, Dean Luciani – CEO WestVic Staffing Solutions and AEN Chair, Christine Couzens – Labor MP for District of Geelong

Further information

Apprenticeship Employment Network is the trading name of the Group Training Association of Victoria Incorporated - established 1985.

(Victorian Incorporated Associations Reform Act 2012) ABN 79 996 874 017

To find out further information about AEN, please visit www.aen.org.au or contact the AEN office.

AEN Members





Apprenticeship Employment Network

Level 3, 478 Albert Street
East Melbourne VIC 3002

03 9639 3955 | info@aen.org.au | aen.org.au



@appemploynet



@appemploynet