



Victoria's Largest Apprentice, Trainee and Employer Network

AEN Member Update

August 2020



Series of Videoconference Workshops

Monday 24 August	10.00am- 11.30am	Carl Walsh Manager, Apprenticeships and Traineeships <i>Department of Education and Training Victoria</i> VRQA Simon Smith & Diana McGowan
	1.00pm - 2.00pm 2.00pm – 3.00pm	AEN Industry Update Gary Workman (including OH&S update) Australian Super Update – Peter Treseder
Tuesday 25 August	10.00am- 11.00am	Linda White Assistant Secretary <i>Apprenticeships & Workforce Skills Division</i> Australian Govt Department of Education, Skills and Employment
Wednesday 26 August	10.00am- 11am	Peta Skujins Director AATIS Australian Apprenticeship Information Services
	1.00pm - 2.00pm	Gina Chinnery Orygen Youth Mental Health in a COVID-19 environment
Thursday 27 August	10.00am- 11am	Grant Lovelock Assistant Secretary Tiffany Blight Executive Director National Careers Institute
	1.00pm - 2.00pm	IR / Awards Update Janet Nicholson Workisight
Friday 28 August	10.00am- 11am	Prof John Buchanan & Dr Lisa Fowlkes <i>The impacts of COVID-19 and a way forward</i>

www.aen.org.au/events

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AEN Member Update August 2020

Commonwealth Government
Victorian Government
Group Training Statistics
COVID-19 environment

GTO National Standards – self assessment results 2019
Victorian Manslaughter Legislation
OH&S Statistics
AEN events

Are we at a significant crossroad?
that may define our sector for the medium term

Under the COVID-19 crises - Build back better?

Secondary schools

VET / TAFE

University funding

Career advice

Unemployment (and the wide range of services)

Public service vs out sourcing

Short term Business preservation vs Job creation



Life before COVID-19 wasn't that great

Pockets of High youth unemployment

Unemployed/ social welfare / support

TAFE/ VET perceived poor outcomes – declining participation

Career advice

Uncapped university funding

Social housing

Health / aged care / child care

AEN – Job creation is critical

Commonwealth Update

New programs over the past 5 months include Jobseeker, Jobkeeper (extended to March 2021), Jobmaker, Jobtrainer (expansion of SAT wage support and VET training)

1 July.

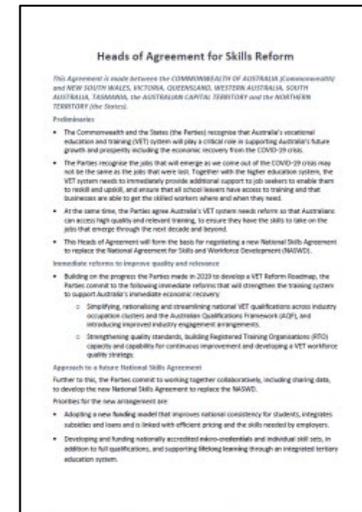
National Skills Commission
National Careers Institute



Heads of Agreement – August
Seeking State support

Heads of Agreement key objectives

- Adopting a **new funding model** that improves national consistency for students, integrates subsidies and loans and is linked with efficient pricing and the skills needed by employers.
- Developing and funding nationally accredited **micro-credentials** and individual skill sets, in addition to full qualifications, and supporting **lifelong learning** through an integrated tertiary education system.
- Providing stronger support for **foundation skills** and ensuring access for all Australians with low levels of language, literacy, numeracy and digital literacy.
- Promoting **apprenticeships** and other employment-based training, including pre-apprenticeships, and undertaking reforms to boost geographic mobility and labour supply.
- Strengthening VET pathways for **secondary school students** and improving the quality and vocational relevance of VET in schools.



Heads of Agreement key objectives

- Working with the **National Careers Institute (NCI)**, to reduce the proliferation of careers information available, and supporting the NCI to provide access to career information that best enables people to make decisions about their learning, training and employment pathways.
- Enhancing **transparency and accountability**, through clear roles and responsibilities for governments and industry, and increasing data collection and analysis that is shared publicly to support regular assessment of governments' policies and performance.
- Supporting a viable and robust system of public, private and not for profit providers, with **contestability** in VET markets, to ensure high quality training and student choice.
- **Increasing real investment** in VET, while undertaking agreed reforms needed to ensure this investment will improve outcomes for Australians and the economy



Victorian Government

Jenny Macklin VET Review (recommendations out Sept – Oct)

State Budget October

VET in schools Review

Apprentices / Major Projects Skills Guarantee

July 2021 – end of current Victorian GTO funding agreement



AEN response to the Victorian Government Macklin VET review as outlined in the Skills for Victoria's Growing Economy Issues Paper

AEN highlights the important role Group Training organisations (GTO's) play in the employment of apprentices and trainees. The GTO network offers existing state-wide, highly developed capabilities and capacity to deliver services and are quality endorsed and recognised by government. And yet they are often underutilised when considering VET reforms including improving.

- Commencement Rates
- Completion Rates
- Youth Engagement
- School to work transitions
- GTOs also understand complex individual, community and business needs



Other challenges the report covered

Victorian Labour Hire Authority and the requirement for GTOs to register

Major Project Skills Guarantee – Local Jobs First Act – and the benefits of better utilising the GTO network to meet targets

Increasing existing GTO funding and improving data collection

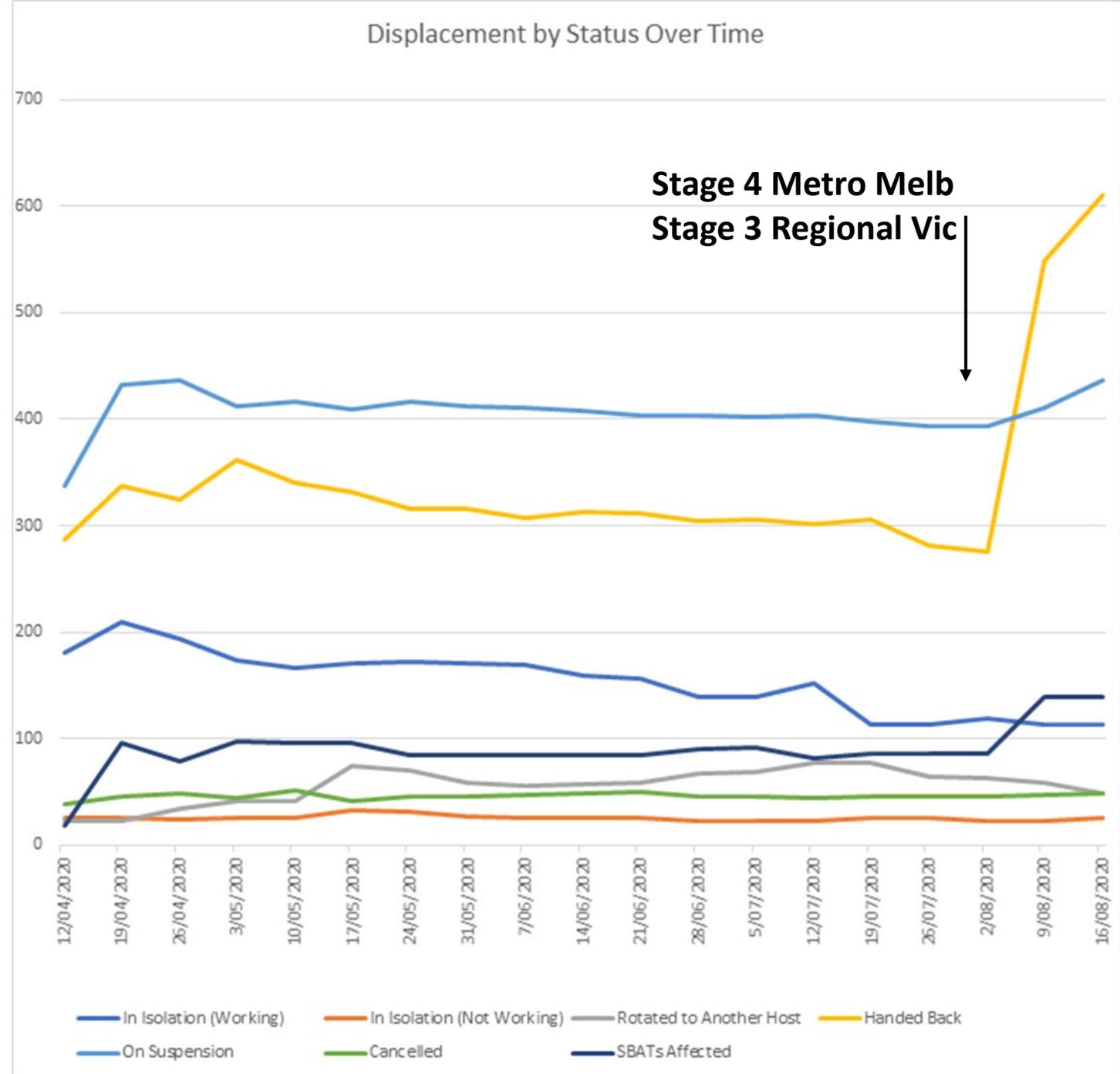
The way forward from COVID-19

- State and Local Government procurement policies to establish a concerted youth employment program
- Support for Local, regional and industry specific workforce development plans for employers
- Real partnerships led by industry and employers into skilled job opportunities
- Supporting 2020 school leavers and achieving stronger VET completion rates through Multi industry pre apprenticeship programs



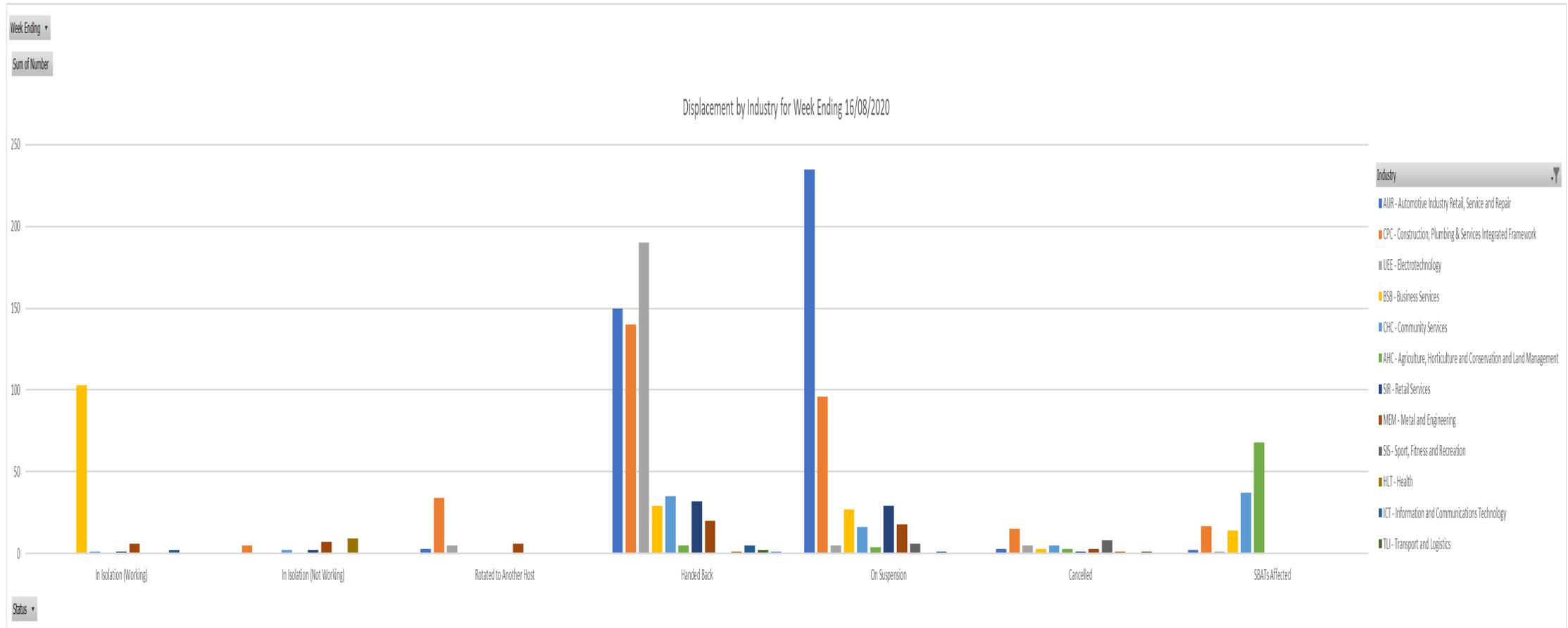
COVID-19

The effects on our sector



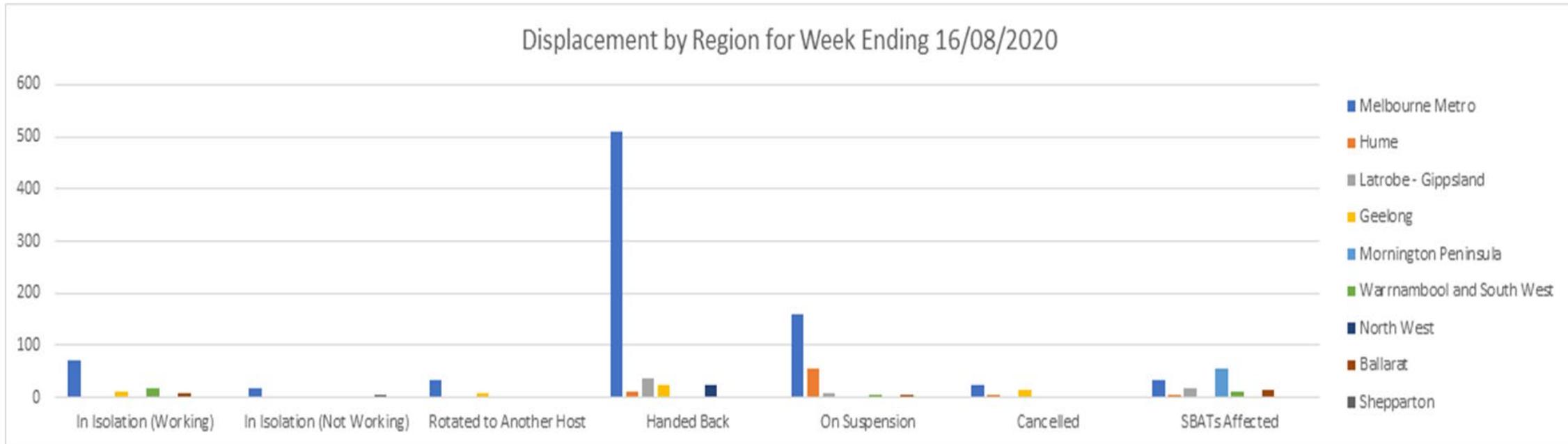
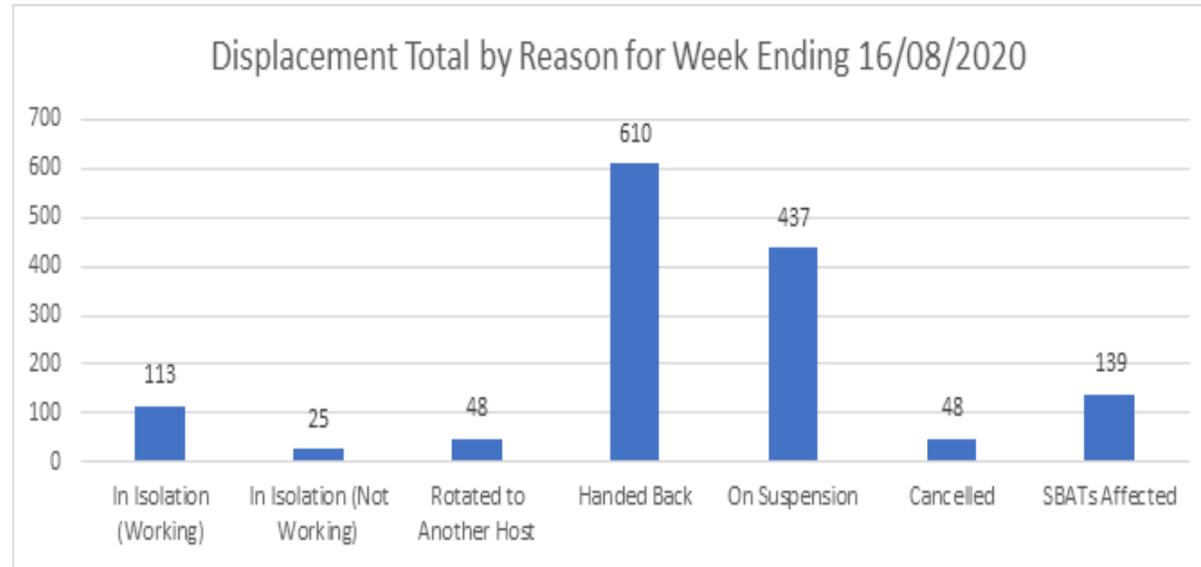
COVID-19

The effects on our sector



COVID-19

The effects on our sector



Retrenched Apprentices and Trainee Program

Program started in May

Initial program is to support 500 out of trade apprentices / trainees

14 GTOs participating

32 outcomes to date

www.aen.org.au/outoftrade

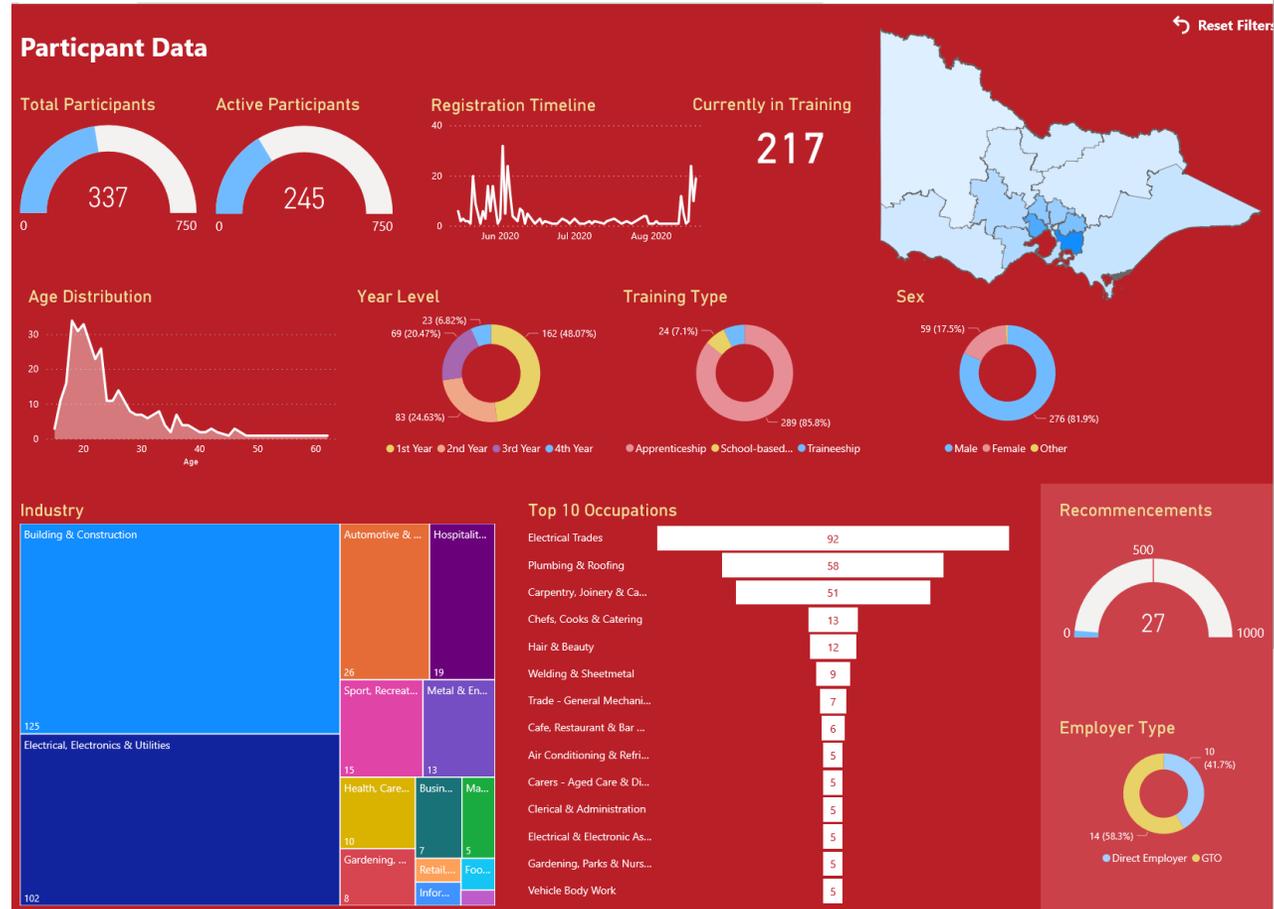
Program Progress Dashboard

Last updated: 8/20/2020 1:11:29 AM

RETRENCHED APPRENTICES AND TRAINEES PROGRAM

THE EDUCATION STATE

VICTORIA State Government Education and Training

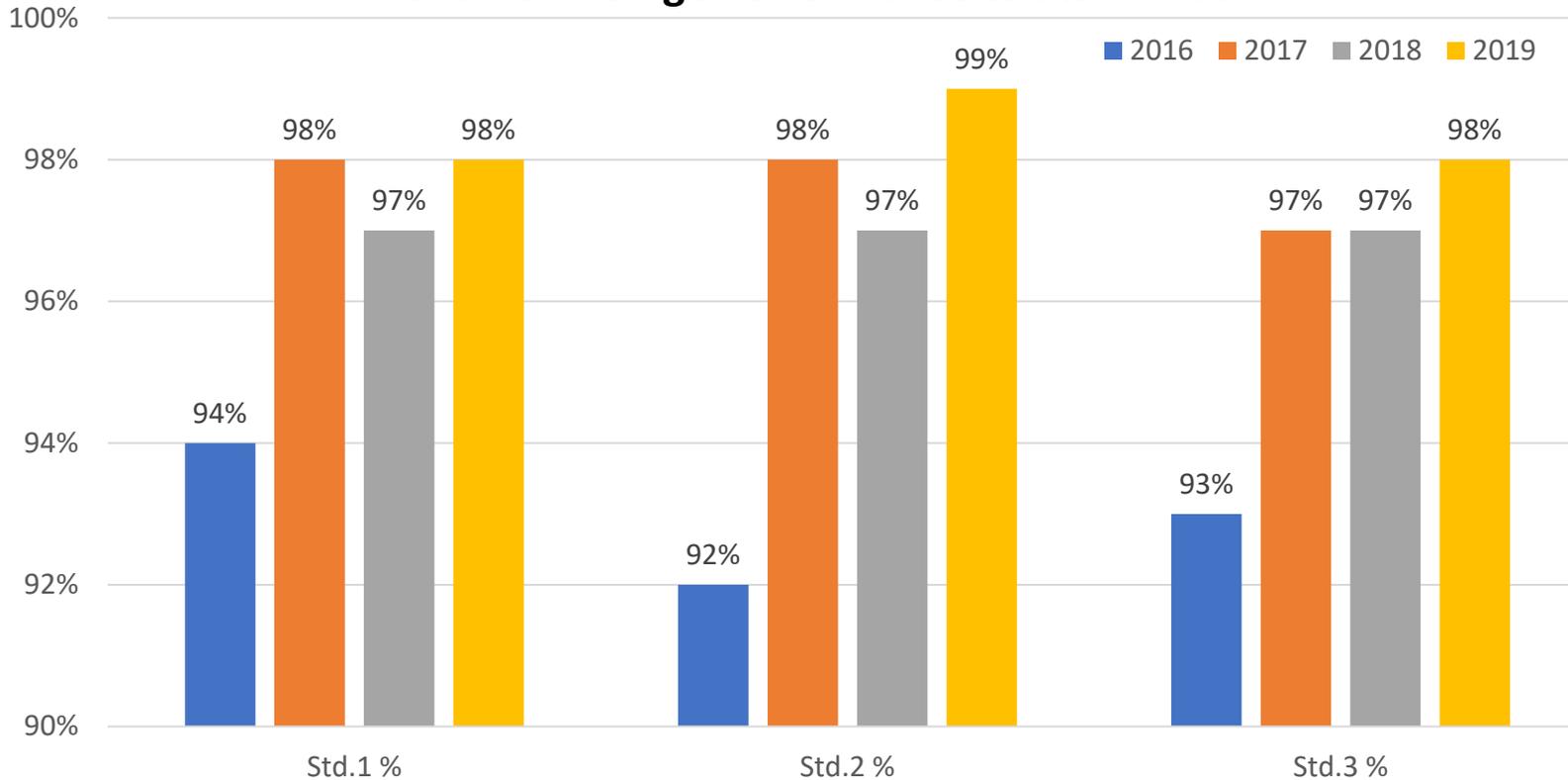


National GTO Standards

Victorian GTO 2019 Self Assessment results



2016-19 Average Performance to Standards

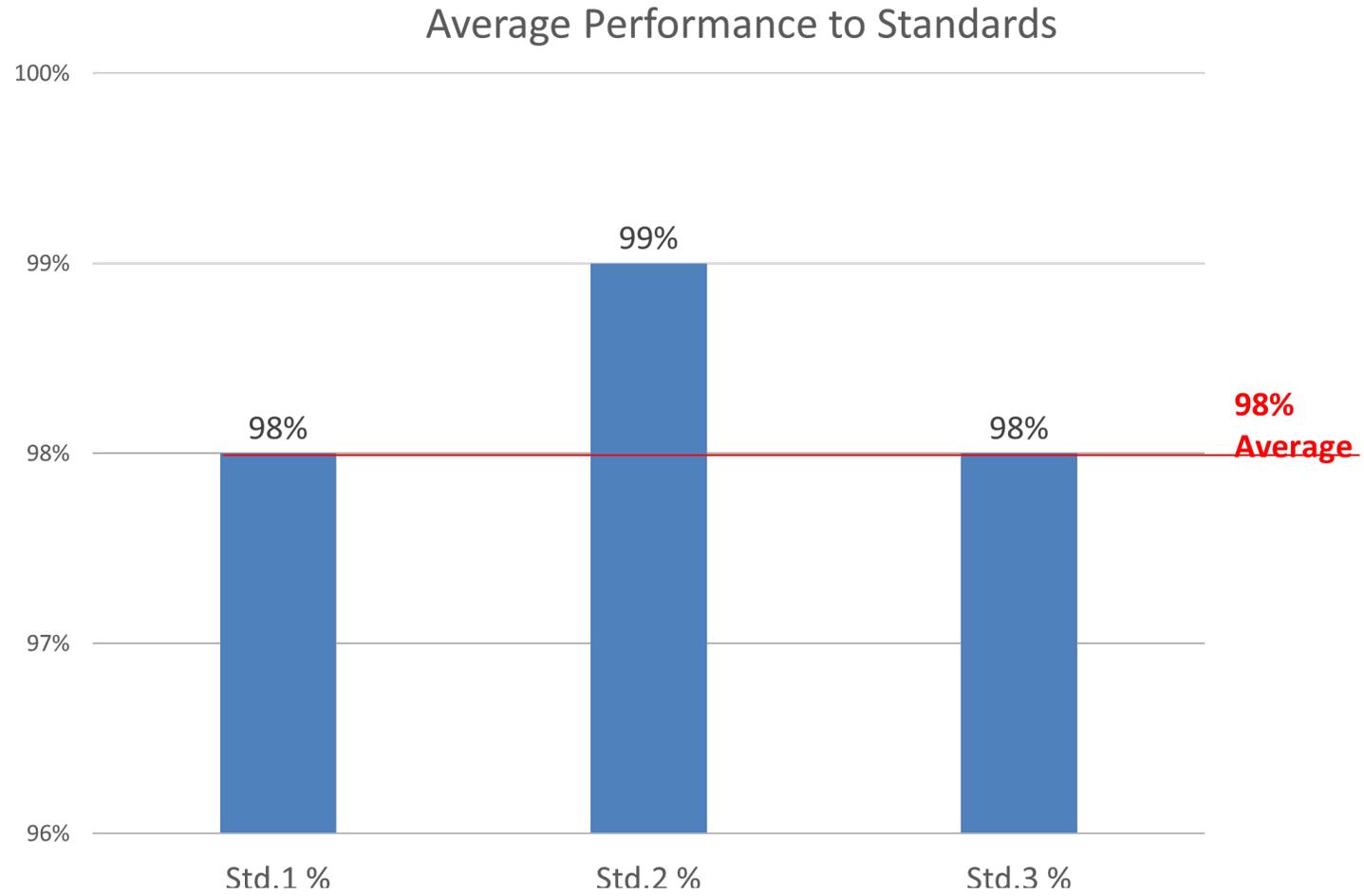


Self assessments are completed each year between February – April for the year just completed

Results for 28 organisations including VRQA recognised GTOs

National GTO Standards

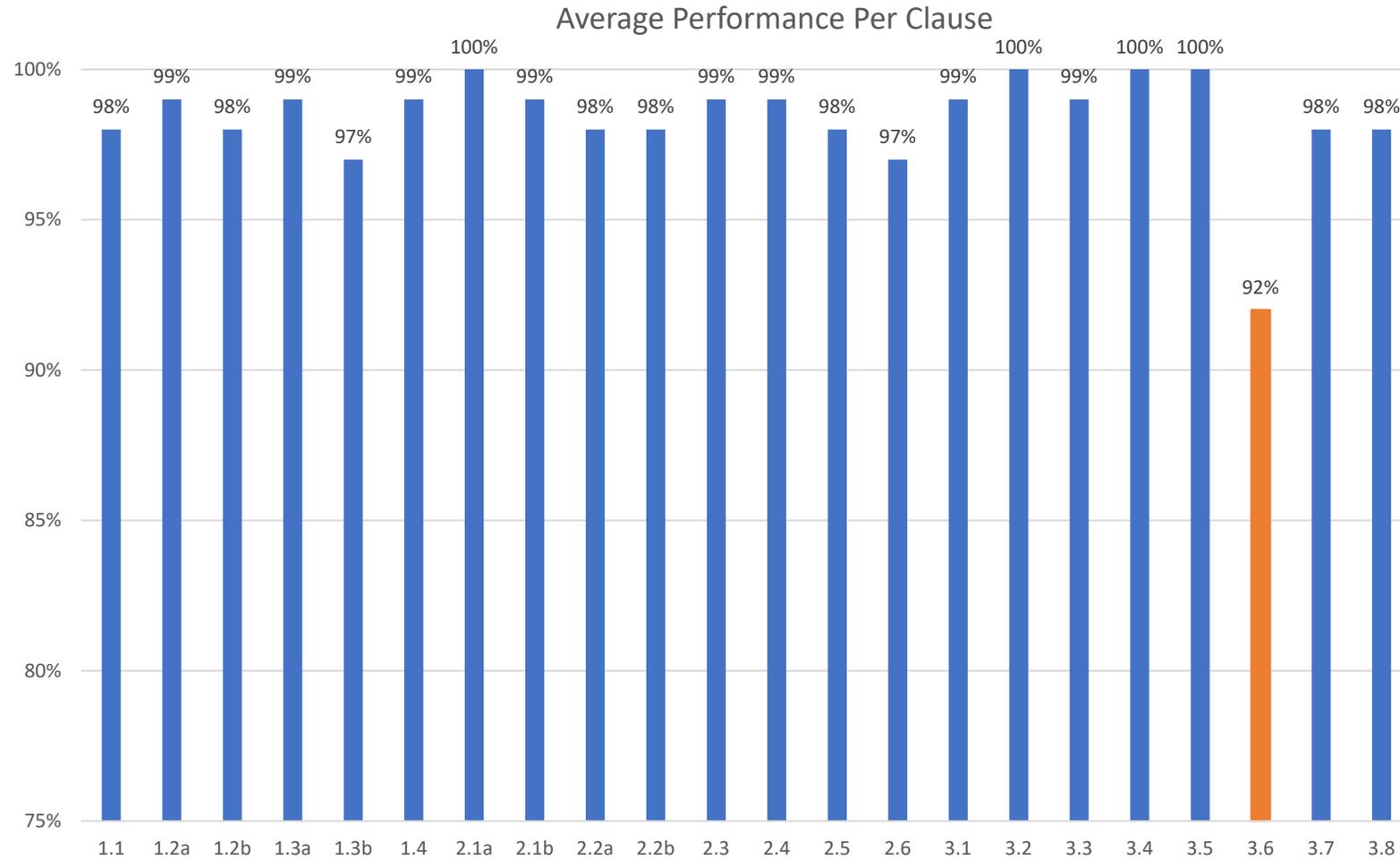
2019 Self Assessment results



GTO National Standards – Self Assessment 2019

28 GTOs completed the 2019 self assessment

3.6. The GTO adheres to the principles of access and equity in all operations including marketing, recruitment, monitoring, support, governance and administration



Victorian Manslaughter Legislation – 1 July 2020



Victoria's Largest Apprentice, Trainee and Employer Network

The Workplace Safety Legislation Amendment (Workplace Manslaughter and Other Matters) Act 2019 is now in effect, commencing 1 July 2020.

The new law is designed to strengthen workplace safety in Victoria. It aims to prevent workplace death and provide a strong deterrent for officers, organisations and employers to comply with their OHS obligations. It will see tougher penalties where a workplace death is caused by criminal negligence.

The following presentation is a summary from



Source <https://www.worksafe.vic.gov.au/tougher-laws-safer-workplaces>



Victorian Manslaughter Legislation – 1 July 2020

Worksafe Victoria 2019 Statistics



27,000 claims

WorkSafe accepted over 27,000 claims from injured workers.

24 workplace fatalities

Tragically 24 Victorians died as a result of workplace incidents.

Countless affected

Countless the number of people affected by every workplace death.

GTO Workplace accidents (notifiable incidents) 200+ each year in Victoria (391 in 2019)

Death in 2018 – confined space (Victoria)

Serious disability/injury in 2016 – fall from heights (Victoria)

Death 2015 – electrocution (Queensland)

Death 2012 – electrocution (SA)

The offence applies to negligent conduct by an employer or other duty holders as outlined below, or an officer of an organisation, which breaches certain duties under the Occupational Health and Safety Act 2004 (OHS Act) and causes the death of another person who was owed the duty.

The workplace manslaughter provisions will not operate retrospectively. This means that only a death that occurs after 1 July 2020 will be considered.

The new law aims to prevent workplace death, provide a stronger deterrent for duty holders to comply with their occupational health and safety obligations, and to send a strong message that putting people's lives at risk in the workplace will not be tolerated.

The changes do not create additional duties; they introduce tougher penalties on already existing duties under the OHS Act. Just as the law currently provides, employers and duty-holders should stop to think about the risks involved in the conduct of their business, and what steps can be taken to mitigate those risks.

If you are already complying with your OHS duties, you are doing the right thing and you will not need to do anything different from 1 July. If you are not complying, the consequences for not thinking about workplace risk can be much more severe.

Relevant OHS Act duties and duty holders

The workplace manslaughter offence applies where there is a breach of specified *existing* duties under the OHS Act. The laws do not create any new duties under the OHS Act.

Employers, officers and others who are already complying, and who continue to comply, with their existing OHS obligations cannot be charged with workplace manslaughter. What the new laws do is make the consequences for a serious breach of those duties much more severe.

The relevant existing duties include:

- the duty of employers to provide and maintain a working environment for employees that is safe and without risks to health
- the duty of employers to monitor the health of employees and working conditions
- the duty of employers to ensure persons other than employees are not endangered by the conduct of the business (including visitors, the public and other workers)
- the duty of self-employed persons to ensure persons are not exposed to OHS risks from their undertaking
- the duty of persons with the management or control of a workplace to ensure that the workplace and the means of entering and leaving it are safe
- the duty of designers to ensure plant, and buildings and structures that are used as workplaces, are safely designed
- the duty of manufacturers and suppliers to ensure plant or substances are safely manufactured and safe to use
- the duty of a person not to recklessly engage in conduct that may place another person at a workplace in danger of serious injury.

Each of these duties requires the relevant duty-holder to meet the duty 'so far as reasonably practicable'.

Negligent conduct

For the purposes of workplace manslaughter, conduct will be considered 'negligent' if it involves:

- a great falling short of the standard of care that a reasonable person would have taken in the circumstances, and
- a high risk of death, serious injury or serious illness.

a failure to act (an 'omission'), for example it may include when a person:

- does not adequately manage, control or supervise its employees, or
- does not take reasonable action to fix a dangerous situation, where failing to do so causes a high risk of death, serious injury or serious illness.

Penalties

If convicted of workplace manslaughter, the following penalties apply (as at 1 July 2020):

- a maximum of 25 years imprisonment for individuals; and a maximum fine of \$16.5 million for body corporates.

Investigation and legal process

As with other alleged breaches of the OHS Act, WorkSafe will lead investigations into potential workplace manslaughter offences.

Following a workplace fatality, and consistent with existing arrangements, WorkSafe and Victoria Police will work together to ensure all evidence is preserved and the worksite is safe and without risks to the health of persons present or likely to attend the site.

In line with current arrangements, WorkSafe will have carriage of a workplace manslaughter matter until the accused has been committed to stand trial. The Office of Public Prosecutions will then take the matter to trial.

What is reasonably practicable

<https://content.api.worksafe.vic.gov.au/sites/default/files/2018-06/ISBN-Reasonably-practicable-how-WorkSafe-applies-the-law-2007-11.pdf>

The test for what is reasonably practicable is an objective test; that is, a person is to be judged by the standard of behavior expected of a reasonable person in the duty-holder's position who is required to comply with the same duty and is:

- Committed to providing the highest level of protection for people against risks to their health and safety.
- Proactive in taking measures to protect the health and safety of people.

Weighing up each of the matters in section 20(2) should be done in light of the following:

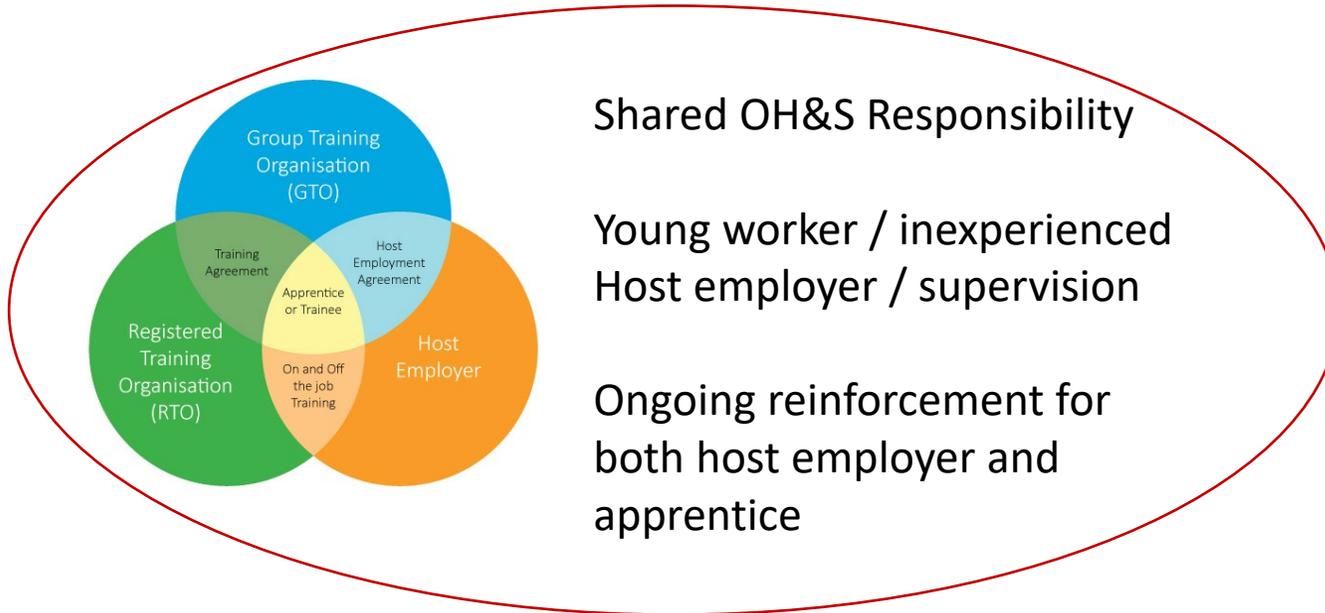
(a) The likelihood of the hazard or risk concerned The greater the likelihood of a hazard or risk eventuating, the greater the significance this factor will play when weighing up all matters to be taken into account in determining what is reasonably practicable.

(b) The degree of harm that would result from the hazard The greater the degree of harm that would be likely to result if the hazard or risk eventuated, the greater the significance this factor will play when weighing up all matters to be taken into account in determining what is reasonably practicable.

GTO Shared Responsibility

Group Training WHS Guidelines: What Compliance may look like?

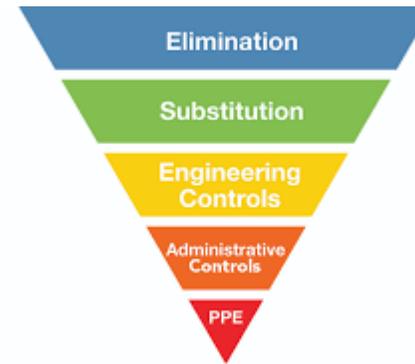
- Provide and Maintain Safe Systems of Work
- Induction for Apprentices/ trainees prior to Placement
- Negotiate shared WHS Duty
- Consult on WHS
- Provide Suitable PPE and Amenities



Group Training Organisation		Host Employer
Applicant fit and well Suitable for role Understands role	Recruit	Clear about role Honest about workplace Understands obligations
Formal induction WHS training / information PPE training and issue	Induction	Host employers have process for site/workplace specific induction. Clarify who to supervise.
WHS checklist WHS processes in place? If not assist/refer or reject.	Placement	Host employer agreement signed WHS inspection prior Appropriate systems in place
Regular visits Review activities undertaken WHS checklist / review safety systems	Monitoring	Training continues in safe environment Cooperate with monitoring visits Included in WHS work groups on site.
Appropriate and effective follow up. Build culture of reporting and action. Involve host in continuous improvement.	Reporting & continuous improvement.	Report ALL accidents and incidents Ensure GTO process is followed Understand return to work obligations
WHS personnel to undertake review/investigate all accidents & incidents. Follow through and action outcomes.	Accident / incident investigations	Accurate and timely information. Preserve accident scene. Make changes to ensure safety. Action outcomes or placement removed.

Example of Risk Assessment

Likelihood	Consequence				
	1. Insignificant	2. Minor First Aid Required	3. Moderate Medical Attention and Time Off Work	4. Major Long Term Illness or Serious Injury	5. Catastrophic Death or Permanent Disability or Illness
1. Rare	Low	Low	Moderate	Moderate	Moderate
2. Unlikely	Low	Low	Moderate	Moderate	High
3. Possible	Low	Moderate	High	High	Extreme
4. Likely	Moderate	Moderate	High	High	Extreme
5. Almost Certain	Moderate	High	High	Extreme	Extreme



1. Risk Assessment at the job activity level – Each host employer / apprentice / reviewed actively / Hierarchy of control
2. Risk Assessment and Review at the Management level
3. Benchmarking and Review of incidents – ongoing refinement/ improvements

AEN OH&S Benchmarking 2017-19 results

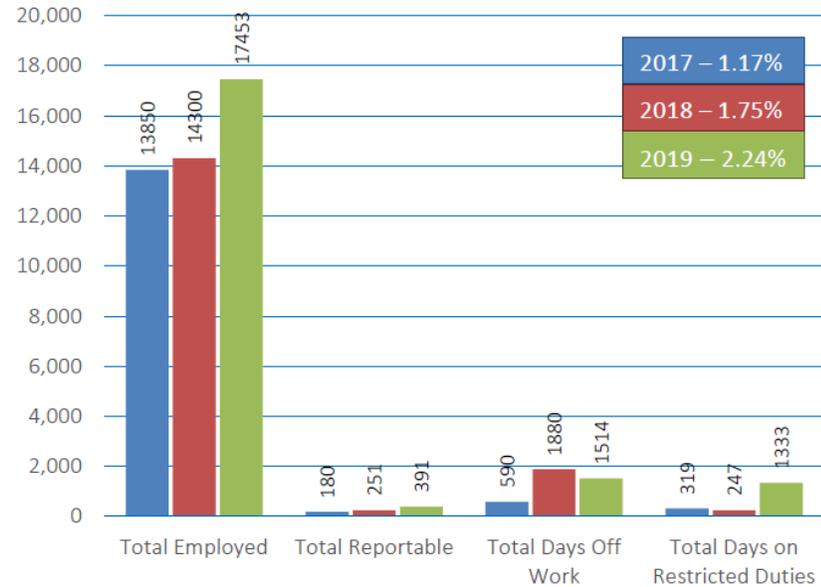
Data Collection for 2017 – 19

The Group Training Organisations (GTOs) that participated in the quarterly surveys were asked for data on the following criteria:

Total data collected in 2017-19 (3-year period)

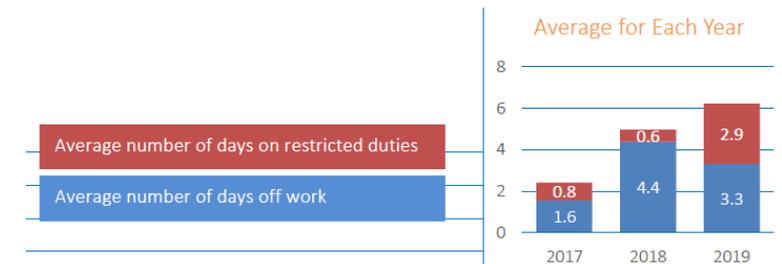
- Total apprentice/trainees, reportable injuries, days off work and days on restricted duties
- Apprentice numbers per industry
- Accidents per apprenticeship level
- Accidents per apprenticeship level
- Reportable injuries against total workers in each group
- Reportable injuries against each industry
- Average days off, average days on restricted duties (per injury)
- Days off and days on restricted duties per injury per industry average (highest injuries to lowest)
- Injury body locations
- Injuries per age level
- Accidents per apprenticeship year
- Frequencies of type of injury
- Injury locations
- Injury types against injury
- Specific accidents per apprenticeship year
- Accidents per apprenticeship level per quarter
- Accidents per apprenticeship level in each age group
- Frequencies of type of injury

Total apprentice/trainees, reportable injuries, days off work and days on restricted duties



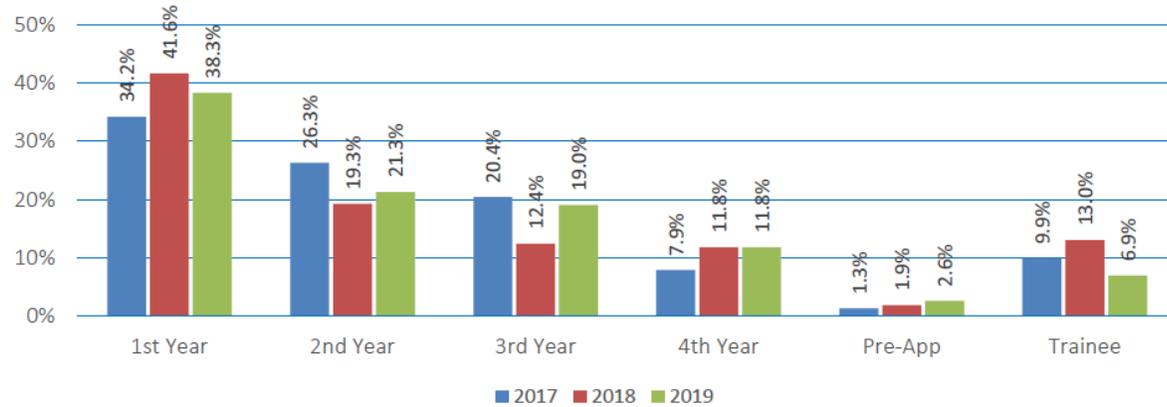
Apprentice and Trainee Workplace Health and Safety LTIFR results

	2017	2018	2019
Number of lost time injuries	180	251	391
Total employed	13,850	14,300	17,453
Total hours worked	23,157,200	23,909,600	29,181,416
LTIFR			
Hours / injury	128,651	95,257	74,633
injuries per 1 million hours	7.77	10.50	13.40

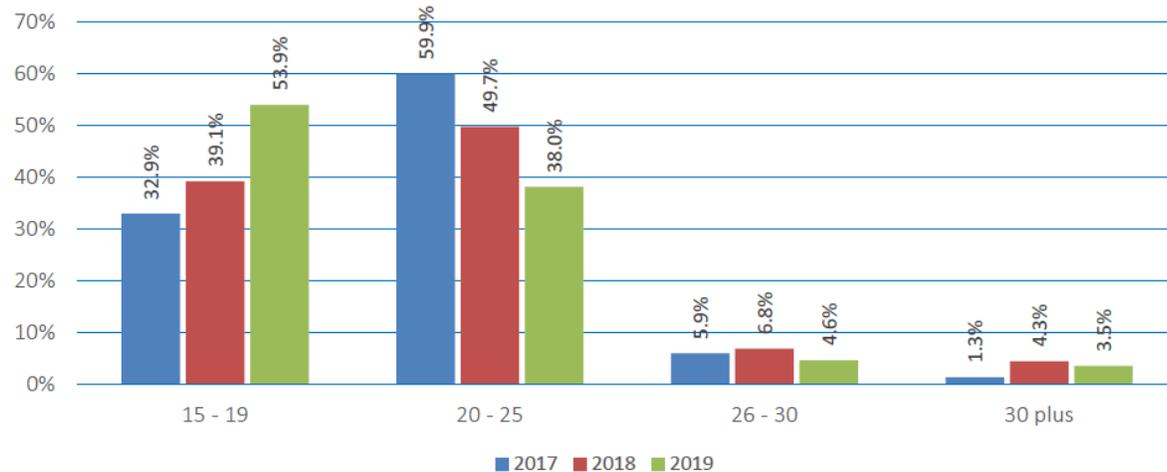


AEN OH&S Benchmarking 2017-19 results

Reportable Accidents by Year Level



Reportable Accidents by Age

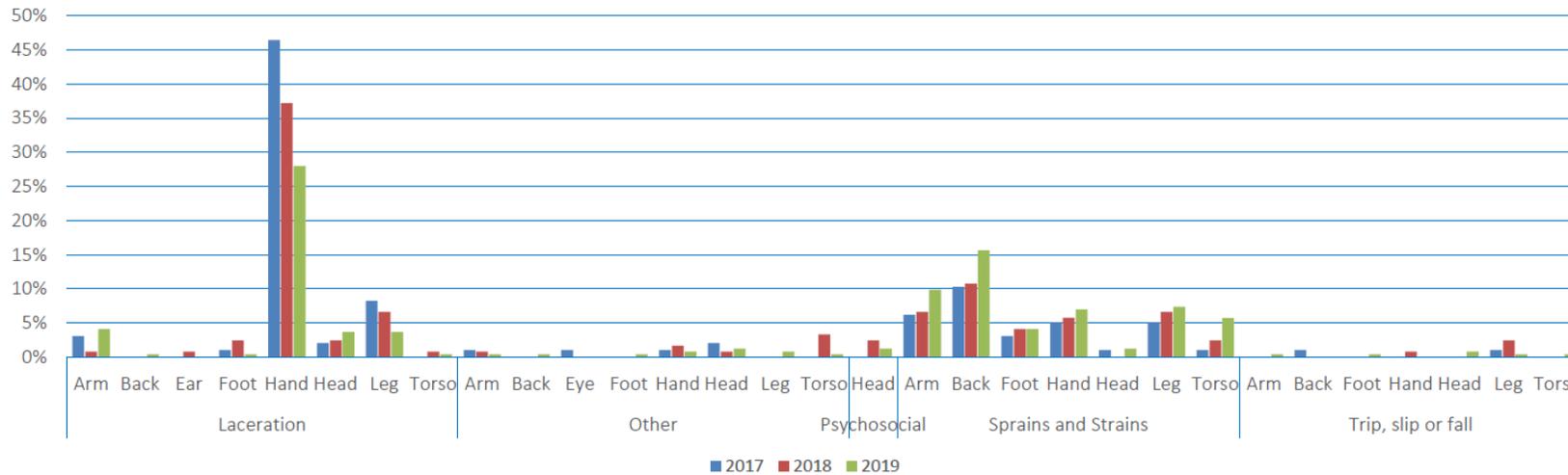
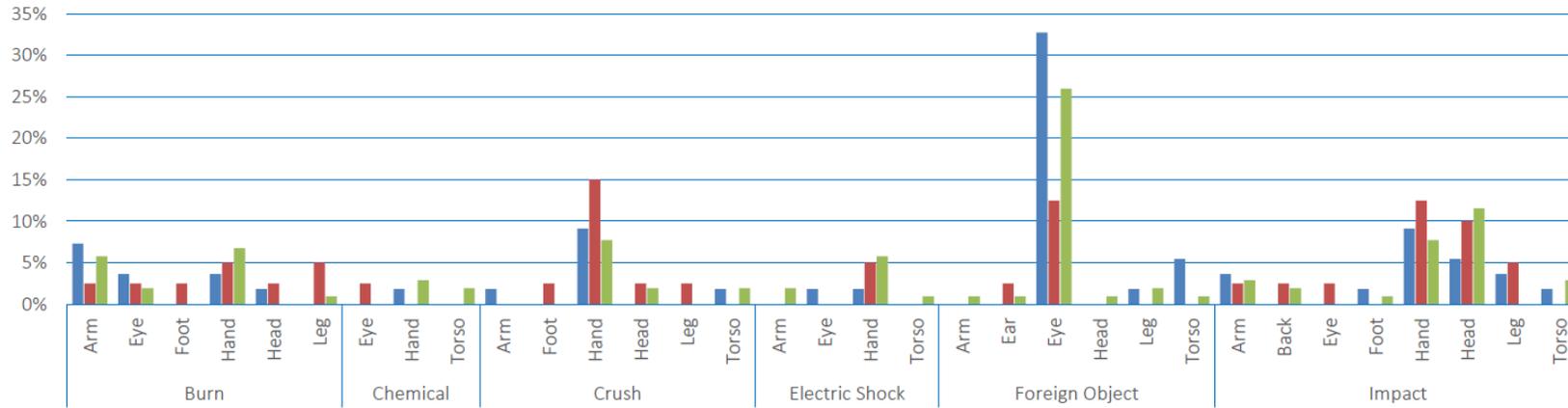


Greatest “at risk” in the survey results are 1st year apprentices aged between 15-25.

As expected, 1st year apprentices accounted for the largest number of accidents in each of the 3 years surveyed. The number of accidents declines for apprentices in the 2nd, 3rd and 4th year. These trends change slightly when we take into consideration the age bracket of the apprentices and trainees.

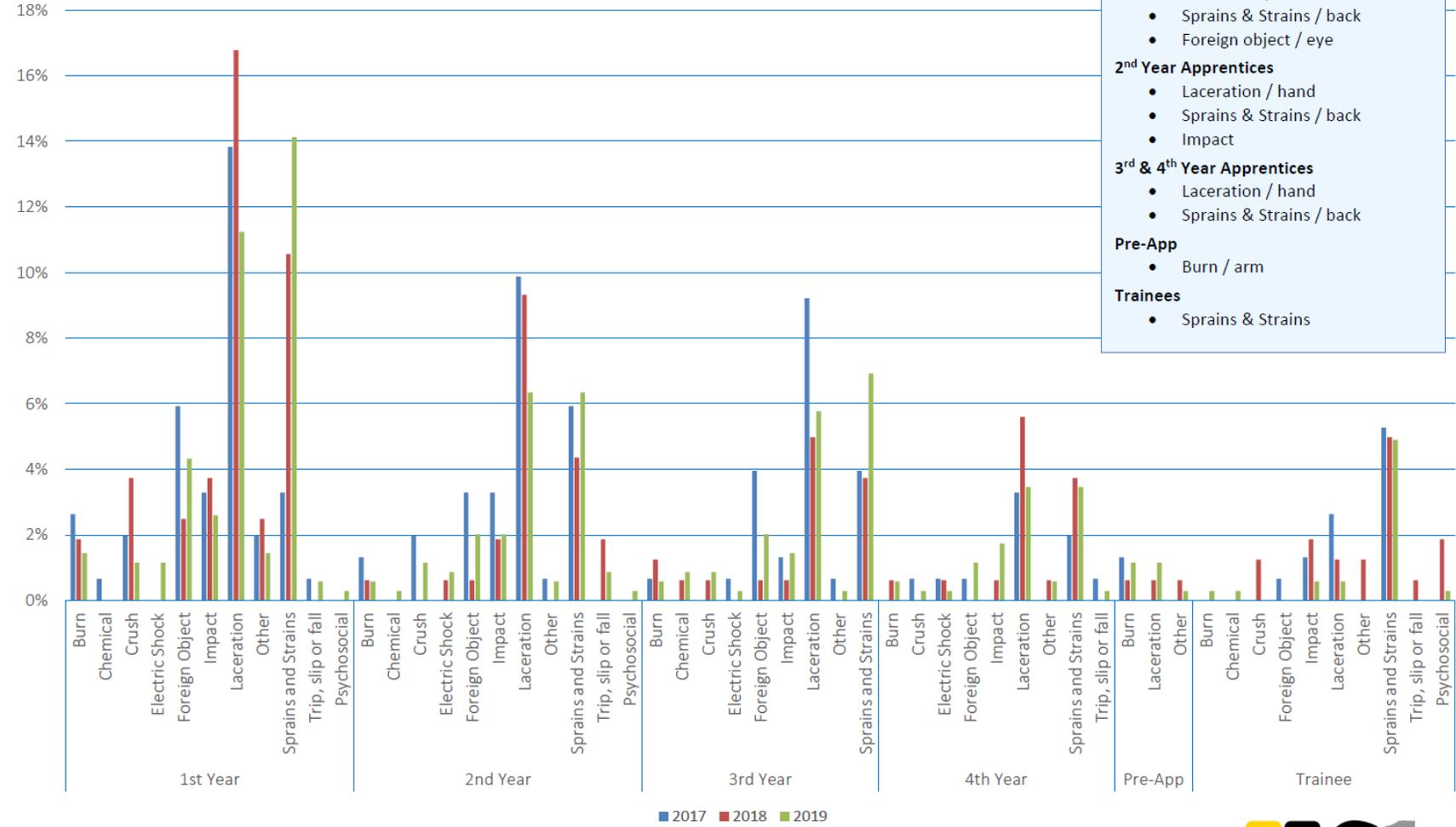
AEN OH&S Benchmarking 2017-19 results

Comparison of Type of Injury Sustained With Bodily Location



AEN OH&S Benchmarking 2017-19 results

Summary of Injury Type by Apprenticeship Level





AEN Supporting Young Workers <https://www.youtube.com/watch?v=yxUHwvEKY94>



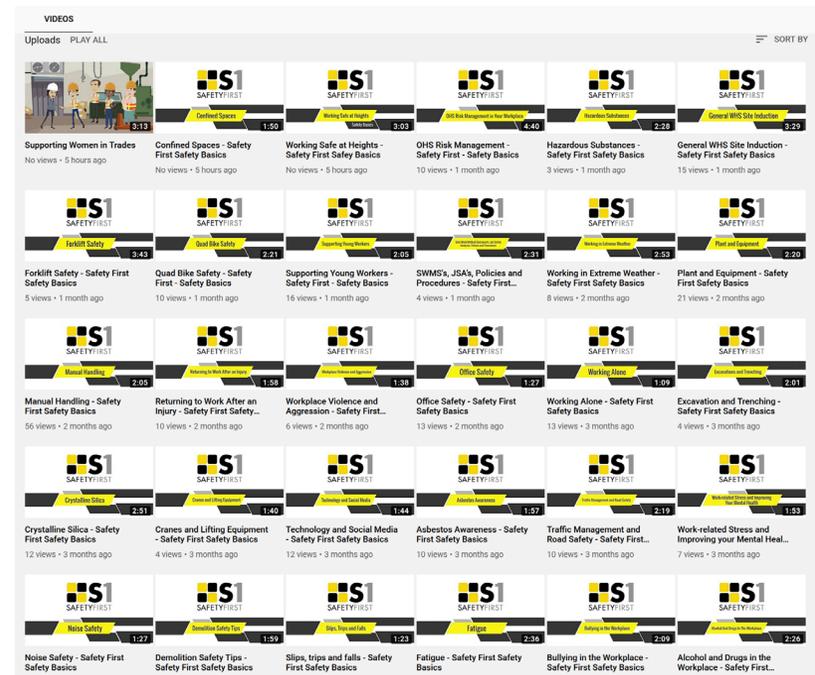
AEN OH&S Statistics Summary https://www.youtube.com/watch?v=_Hy-_lEdEYE

Further information

An overview of employer and employee responsibilities under the Occupational Health and Safety Act 2004

<https://www.worksafe.vic.gov.au/occupational-health-and-safety-your-legal-duties>

<https://www.worksafe.vic.gov.au/resources/how-worksafe-applies-law-reasonably-practicable>



www.safetyfirst.org.au

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

30+ safety animations

200+ policies

Quarterly OH&S Benchmarking

Quarterly OH&S Network meetings



GTO Salary / Remuneration Survey



This report is the result of the participation of GTO's across all states excluding the Northern Territory.

Use the slicers to the right and map below to filter the data.

To select multiple options *Ctrl-Click* the checkbox.



Base Salary Range

\$141,000 - \$300,000

Benefits



Value of Benefits

\$21,000 - \$40,000

reset filters

Role

- Board Directors
- Chair of the Board
- Chief Executive Officer / Executive Director
- Chief Financial Officer
- Compliance / Administration Staff
- Field Officer
- General Manager
- Marketing / Communications Manager
- Payroll Administration
- Regional or Program Manager
- Senior Compliance Officer
- Senior IT Manager
- Senior Payroll Officer
- Senior Safety Manager

Service Area

- Metropolitan
- Regional

Turnover

- \$11 - \$20mil
- \$21mil +
- \$5 - \$10mil

Staff

- < 20
- > 100
- 21 - 50

Apprentice Numbers

- > 750
- 251 - 500
- 501 - 750

AEN Upcoming events

AEN Board director elections (2021-23 term)

(2 member elected positions)

Open 24 August – Close 14 September

AEN Awards- Open 24 August – Close 30 September (online application process)

AEN AGM – 13 November

AEN awards – 13 November

Membership fees due 30 September

Thanks to our Sponsors



MARSH ADVANTAGE INSURANCE





Victoria's Largest Apprentice, Trainee and Employer Network

Thank you for your time Questions?

Gary Workman

Executive Director

Apprenticeship Employment Network

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