



Skills for Business. Jobs for Youth.

Discussion paper

# Victorian Schools, TAFE and Apprenticeships via GTOs are key to improving our critical skill shortages by 2030

November 2024.





Skills for Business. Jobs for Youth.

This paper was prepared by the Apprenticeships Employment Network with input from member organisations during November 2024 for consideration by the Victorian government.

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The Apprenticeship Employment Network acknowledges Aboriginal Traditional Owners of Country throughout Victoria and pays respect to their cultures and Elders past and present

*Cover Image – Net Zero Futures – Scottish Government 2021 The climate group  
[Global project empowers 80 states and regions to plan for a net zero future | Climate Group](#)*

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# Introduction

Victoria, along with the rest of Australia, is facing a critical skills shortage with industries such as construction, healthcare and manufacturing all struggling to find suitable or qualified workers. These sectors are vital for economic growth, yet according to the latest *Occupation Priority List* they lack the workforce needed to meet current and future demand.

At the same time, youth not completing secondary school has risen, while youth unemployment is close to pre- COVID levels across Victoria. Despite this, the secondary school sector is not doing enough to prepare students for vocational career pathways, and there can be improvements within the TAFE and wider VET sector to facilitate this.

This paper has identified programs that are well funded but have underperformed for a number of years, and proposes a more collaborative approach, within budgetary constraints, to improve skills for business and jobs for youth.

Identified areas to improve the overall performance of the VET sector and establish a key pipeline of skilled workers include:

- *Skills priorities and maximising the existing GTO network to support SMEs.*
- *The role of secondary schools in solving skill shortages.*
- *TAFE and high performing RTO providers linking with schools & GTOs to provide stronger outcomes through apprenticeships and traineeships.*

With a significant focus on skills shortages and priority industries, governments need to consider the best ways to create a skilled workforce to deliver on a range of key economic priorities including:

- A net zero economy, renewable energy and the SEC.
- A future made in Australia.
- Increasing the care workforce.
- Increasing social housing.
- Delivering major infrastructure projects.

Governments have invested heavily into the VET sector; however, this has not been meeting the demands and outcomes required to meet these priorities. This paper outlines a number of recommendations that could be implemented to support skills for business and jobs for youth across Victoria.

# Skills priorities and maximising the existing GTO network to support SMEs.

The Victorian government established the not-for-profit group training model 40 years ago to assist small businesses and improve our skill shortages. The GTO sector today employs around 10% of all apprentices and trainees in Victoria.

The report *From Commencement to Completion: GTOs are leading the way in Australian Apprenticeships* highlights the role of Group Training Organisations across Victoria in improving apprenticeship outcomes. Key points include GTOs' ability to increase apprenticeship completion rates through personalised mentoring, ongoing support, and matching apprentices with suitable employers and rotating apprentices as required. The report underscores the importance of structured pathways that connect youth, schools, and industries, addressing skill shortages. GTOs also help local businesses by managing the administrative and regulatory aspects of hiring apprentices, making them more inclined to offer training opportunities.

Despite the strong outcomes for youth, including priority cohorts, and for employers, the GTO sector is poorly supported through government funding. 15 years ago Victorian government funding was \$6m, double what it is today at \$3m.

Better resourcing and utilising the GTO network can better support youth, schools, and local small businesses across regional and metropolitan areas. GTOs offer tailored apprenticeships and traineeships, enabling young people to enter industries facing critical skills shortages. For schools, GTOs provide an opportunity to align education with vocational outcomes, bridging the gap between academic learning and practical skills. Employers benefit from a reliable talent pipeline with apprentices who are more likely to complete their training, as GTOs offer ongoing support and guidance. This approach has proven to foster stronger community ties and addresses pressing labour market needs.

For more detailed insights, you can explore the full report [here](#).

## Benefit to the Victorian Community and Government.

Victoria's Largest Apprentice and Trainee Employer Network is made up of industry based and community focused group training organisations that were established as not-for-profits with support of governments, unions and community leaders in the early 1980s.

Today Victorian GTOs employ approx. 6000 apprentices each year and met nationally recognised standards. Recently the network reached the 250,000 apprenticeships milestone in 2023. Our members support over 50 different apprenticeship and traineeship qualification pathways.



Higher completion rates, with a more diverse cohort – including more women in trades, more indigenous and culturally diverse young people.

Over 55% of our youth are employed by small businesses in regional Victoria.

The sector employs over 450 full time staff that support and mentor apprentices and their host employers. Our members also provide other valuable services in their communities such as – disability support programs, apprenticeship support network, while many are training organisations and deliver a range of pre-employment and career information services.

The size and financial contribution of the apprenticeship employment network

- 6000+ apprenticeship jobs for youth each year
- It takes 10,000 host employers each year to support the 6000 apprentices
- 30 industry or community focused nationally registered group training organisations
- The industry contributes over \$100m in taxes each year
- Total financial economic contribution to Victoria is over \$420+ million each year

*“Based on trends in employer demand for apprentices since 2012, Karmel (2017) argues that the traditional apprenticeship model is not universally highly valued by employers, and that employer support seems to be on the decline in many occupations. If so, the role of GTOs is likely to become more important if Australia is to produce sufficient qualified workers in vocational fields”*

*O’Dwyer, L & Korbel, P, NCVET 2019*

## The role of secondary schools in solving skill shortages.

As Victoria grapples with skills shortages, the role of secondary schools in preparing students for careers has never been more critical. The *Occupation Priority List* highlights significant gaps in construction trades, manufacturing, and the health and care sectors, all areas that are vital to the country’s economic future. Yet, many schools are failing to offer robust vocational pathways that align with these urgent needs. Instead, many VET-in-schools programs are delivered with little regard to local employment opportunities or wider skills needs.

We need more schools to adopt the approach to integrate vocational training as a standard part of their curriculum. Too many students are pushed toward academic streams while technical and trade pathways are overlooked or under supported. This mindset over the past 10+ years has contributed to the existing skills shortage.

If secondary schools can rise to the challenge, we see a future where students complete year 12 with the skills to thrive in the trades and local industries that are the backbone of our economy.

One solution lies in strengthening partnerships between schools, TAFE providers, and Group Training Organisations (GTOs) as facilitators of local employment opportunities. Schools should offer a broader array of school-based apprenticeships and traineeships (SBATs) and work experience and pre-apprenticeship programs which directly align with local industry needs. By providing these opportunities in collaboration with local TAFE and high performing industry and community RTO providers with the local GTO, the student is able to gain real-world experience in a vocation that is aligned not only with their schooling but with the needs of local employers and industry.

International research has shown strong and practical (hands-on) career guidance and an understanding of career pathways whilst at school have been shown to improve school retention and Y12 completions which is also dropping to alarming levels in Victoria.

To underpin this, vocational pathways must be promoted as a valuable and prestigious option for students, not just a fallback for those not pursuing university. Promoting the positive outcomes of vocational training and links with employment opportunities in the local community can foster greater engagement within schools and with industry.

## Victorian secondary school HeadStart program.

AEN strongly support the concept of the Victorian secondary school HeadStart program as an important lever to impact on engagement with SBATs and vocational career options. However, with almost \$120 million in funding over the past 5 years this program has been a complete failure, with SBAT commencements dropping well below 2018 levels.

The design and implementation have an unrealistic expectation of school staff being able to have strong relationships with local employers and an understanding of the local employment environment. GTOs have existed for 40+ years and have an established network of 20,000+ local employers and the expertise to support employers and youth – this is the core value GTOs can provide.

Unfortunately, many schools also work with private training providers that offer VET training in programs that don't lead to job outcomes or career pathways.

The HeadStart program and VET in Schools in Victoria need to be reconsidered with a clear plan to increase participation, connect students with local job opportunities, and support employers and industry to alleviate skills shortages.

## Multi industry pre-apprenticeships

Programs like the **Multi-Industry School-Based Pre-Apprenticeship Support Project**, delivered between 2016-19 and funded by the Australian Government, showcased a positive step forward that could be integrated into the secondary school curriculum.

The project aimed to enhance pathways for secondary school students and unemployed youth into apprenticeships by providing comprehensive support and resources. This initiative was designed to address skills shortages in diverse industries and promote vocational education and career pathways to young people.

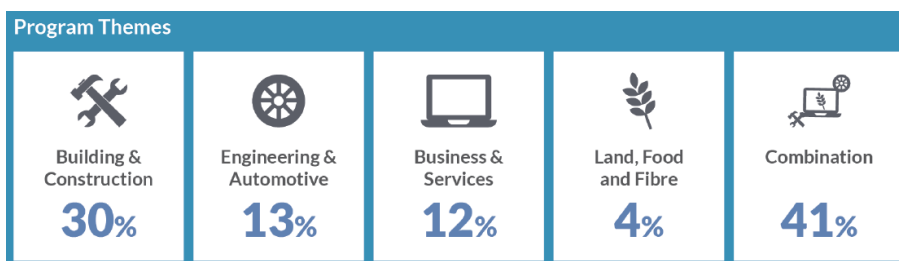
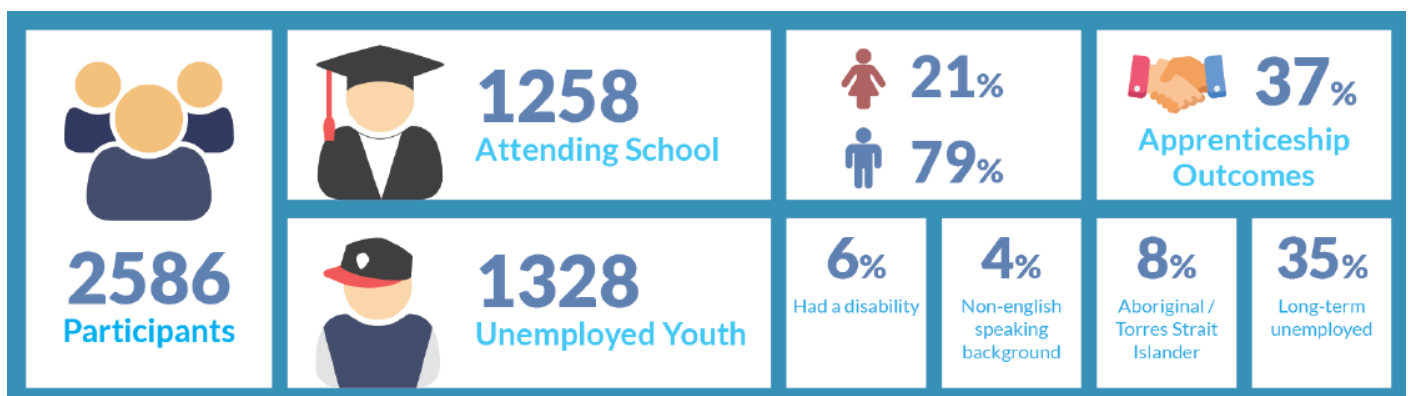
More than 2580 youth were supported through this program, in industries including construction, healthcare, and engineering. It helped unemployed youth and secondary school students gain hands-on education and work experience with local employers supported by GTOs.



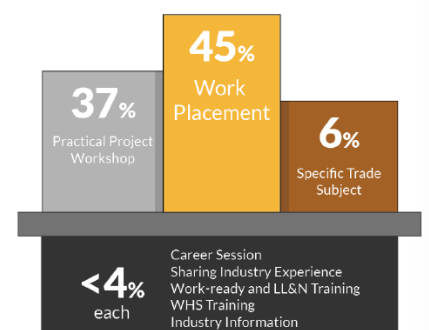
By bridging the gap between education and industry, such initiatives provide an early pathway into apprenticeships and traineeships, assisting individuals make more informed career choices which are critical to improving Australian Apprenticeship completion rates, lowering the youth unemployment rate, and addressing workforce demands.

The key features of this program included:

- **Collaboration Across Sectors:** Collaboration between schools, Group Training Organisations (GTOs), TAFE and industry stakeholders, creating a cohesive support network for students.
- **Pre-Apprenticeship Programs:** Focus on developing pre-apprenticeship programs that allowed students to gain hands-on skills and real workplace experiences relevant to various trades and industries looking for workers, thereby increasing their employability.
- **Tailored Support:** Tailored resources and training to meet the diverse needs of students, ensuring they had access to quality vocational education that aligned with local industry demands.
- **Increased Participation:** By promoting pre-apprenticeship opportunities and career pathways to students and unemployed youth in vocational education, the program ultimately impacted on an increase of skilled workers that met regional economic needs.
- **Long-Term Impact:** The program aimed not just for immediate employment outcomes but also for long-term career development, providing a pathway from school to successful careers in skilled trades.



What participants enjoyed most...

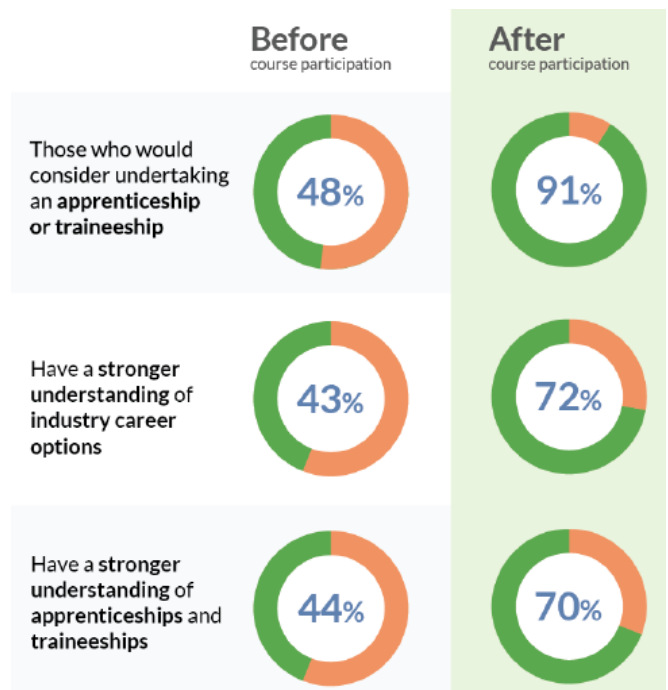




This program surveyed the 2586 participants at commencement and completion of the program with a number of strong results including:

- 56% of participants changed their career preferences one they gained experience in their choice of occupation along with other potential options. Given the high withdrawal rates of Australian Apprentices in the formative months due to misalignment between the work and their perceptions, the greater understanding of program participants directly impact on completion rates.
- Students most enjoyed the hands-on training and work experience, reporting that it contributed to their better understanding of career options and vocational pathways.
- While the program was linked to local employment and skills opportunities, many participants also benefited from the connection with vocational training opportunities, deciding to reengage with education either through schooling or VET options. Other participants moved into direct employment outside of an Australian Apprenticeship, based on the skills and experience they had acquired.

For more details, you can read the full report on the AEN website: [Multi-Industry School-Based Pre-Apprenticeship Support Project](#)



## TAFEs and high performing RTOs need to link with schools & GTOs to provide stronger outcomes through apprenticeships.

The 2023 audit of Victorian Technical and Further Education (TAFE) institutes revealed challenges in maintaining enrolments and improving student outcomes, particularly for young people.

While the Victorian government and TAFEs are currently investigating ways to become more financially sustainable, there are two specific areas that need to be improved.

- TAFE, secondary schools and GTOs to support youth.
- Fee-Free TAFE linked directly to apprenticeship and traineeship outcomes to address skill shortages.

### TAFE and high performing RTOs with secondary schools and GTOs to support youth.

The government could remove poor performing private training providers and allow TAFEs to work closely with Group Training Organisations (GTOs) directly with secondary schools to create a more cohesive pathway for students from education to employment and focus on local skills needs.

GTOs offer a crucial link between students, schools, and industry, providing apprenticeships and traineeships that directly align with local workforce needs. By partnering with TAFEs and schools, they can better promote vocational pathways and support students who may not see university as their ideal path. This collaboration would provide students with a clearer understanding of career opportunities available through vocational training, helping to fill skills gaps in critical industries like construction, health, and trades, as identified in the Victorian skills priority list.

TAFEs and high performing industry or community RTOs should work alongside GTOs to offer more school-based pre-apprenticeship and apprenticeship programs that introduce students to hands-on training while they complete their secondary education. These programs allow students to explore career options early on and provide them with skills that make them job-ready upon graduation. GTOs, in turn, offer mentorship, practical placements, and ongoing support to ensure that students remain engaged and complete their training, which improves outcomes for both students and employers.

For TAFEs to succeed in boosting participation and improving outcomes, they also need to strengthen their relationship with secondary schools. Many students are unaware of vocational pathways or see them as less prestigious than university degrees. TAFEs and high performing industry or community RTOs, in collaboration with GTOs, can help change this perception by engaging with schools more effectively and promoting vocational education as a valuable, rewarding option. This could include career expos, information sessions, and practical demonstrations of trades and skills. Schools should be encouraged to view VET as an equally valid pathway for their students, particularly for those interested in hands-on, technical careers.

The 2023 audit also emphasized the importance of providing more tailored support for students facing barriers to participation, including those from disadvantaged backgrounds. By partnering with GTOs and secondary schools, TAFEs and high performing industry or community RTOs can help these students navigate the vocational education system more effectively, providing the individualized support they need to succeed. This could involve offering additional mentorship, financial assistance, and flexible learning options, ensuring that all students have equal access to vocational training opportunities.

In addition, these stakeholders can collaborate to create programs that specifically address regional skills shortages. In rural areas, where youth often leave for bigger cities in search of employment, local apprenticeships and vocational training programs are crucial for retaining talent and fostering economic growth. By aligning their programs with the needs of local businesses and industries will help fill the skills gaps that are stifling growth in regional communities. GTOs can further support this by placing students in apprenticeships that meet local demand, ensuring that both students and employers benefit from the arrangement.

By working more closely with GTOs and secondary schools, Victorian TAFEs and high performing industry or community RTOs can offer more integrated and supportive pathways for young people. This collaboration will not only increase participation in vocational education but also improve student outcomes by providing clear career pathways, hands-on training, and the support necessary for students to succeed in the workplace. The challenges highlighted in the 2023 audit make it clear that such partnerships are essential for the future of vocational education and the economic prosperity of Victoria.

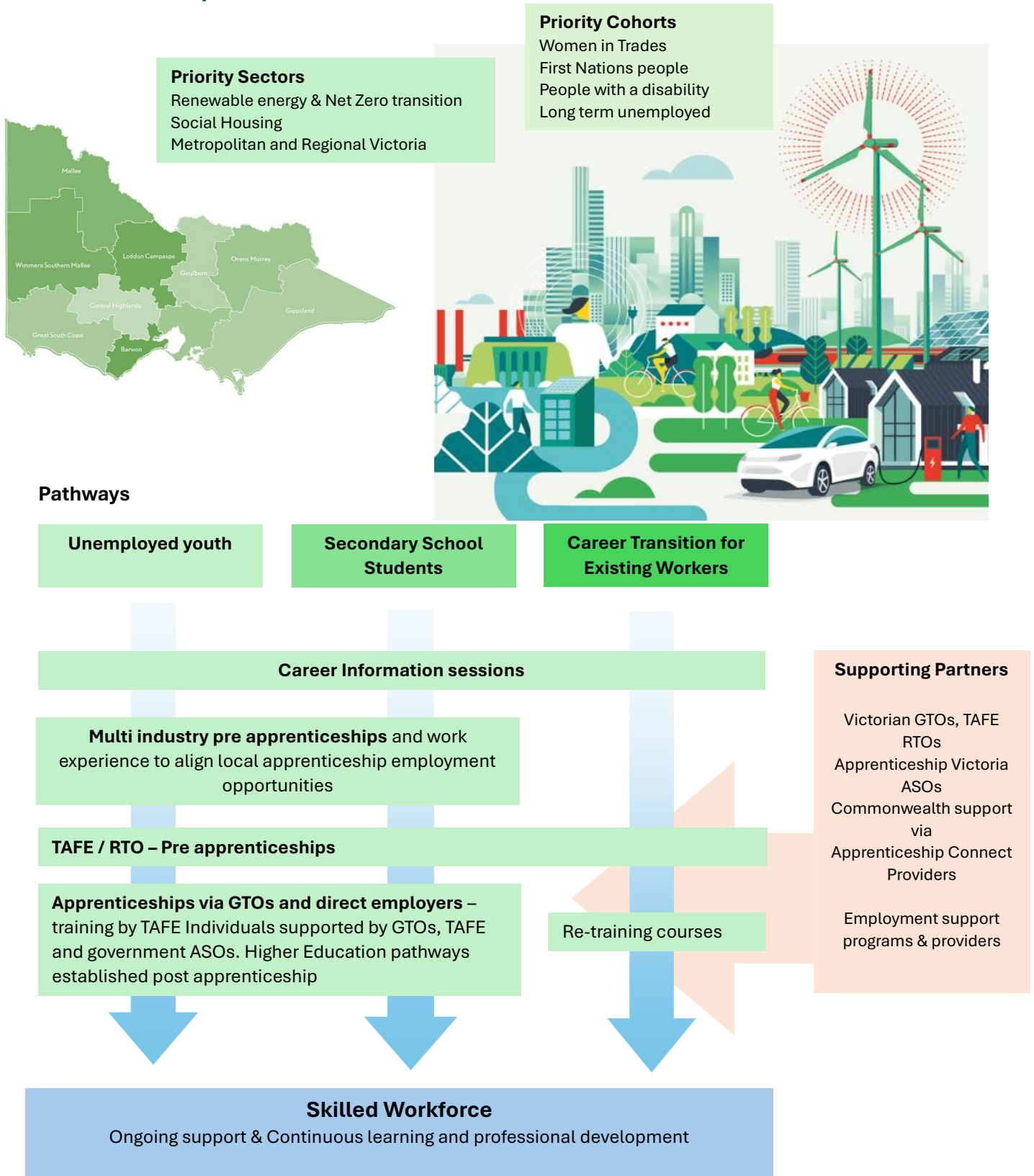
## Fee-Free TAFE linked directly to apprenticeship and traineeship outcomes to address skill shortages.

The State and Commonwealth “Fee Free TAFE” initiative has increased VET participation in many qualifications; however, this has not translated into improving our skill shortages or youth unemployment over the past 5 years.

Recent national completion rates have shown a very poor return of only 13% of students enrolled in Fee-Free TAFE have actually completed their qualification. At the same time, many Australian Apprentices do not have their training fees covered, despite the direct link with an employment outcome through this model of learning.

Fee-Free TAFE needs to be aligned to apprenticeships and traineeships to ensure employers and youth fully benefit from this policy.

# Building a strong pipeline of skilled workers for Victoria's economic priorities



# Victorian Government Budget considerations

## The existing Victorian Government HeadStart program

The Victorian Government initially launched the HeadStart program in 2019 with **\$49.8 million** in funding. This investment was aimed at integrating apprenticeships and traineeships with secondary education to support students in achieving their Victorian Certificate of Education (VCE) or Victorian Certificate of Applied Learning (VCAL) while also gaining workplace skills and training.

The funding supported the rollout of the program across a limited number of government schools, with a focus on enabling students to spend more time in paid, on-the-job training while completing their senior secondary studies.

As of the 2022-23 financial year, the government allocated an additional **\$69.4 million** to expand HeadStart apprenticeships and traineeships statewide. This funding ensures that more government school students can access quality vocational training while completing their senior secondary education. The initiative supports the development of skills in key industries facing shortages, enabling students to combine school with work-based learning experiences.

Head Start's expansion highlights the state's commitment to making vocational education more accessible and practical, aligning school curriculums with workforce needs and addressing Victoria's skills gaps. The program is a critical component of the broader effort to reform the senior secondary system, providing pathways for students who are more inclined toward hands-on learning

AEN strongly support the concept of the Head Start program however feel that with almost \$120 million in funding over the past 5 years this program has been a complete failure. Secondary schools clearly need the support of local GTOs and TAFEs that have the connection with local employment opportunities and can provide the safety net and support to both young people and host employers.

## Victorian Fee-Free TAFE

Free TAFE has been in Victoria since 2019, with more than 152,000 students saving more than \$384 million in tuition fees since the program began.

Announced in November 2023 funding for Fee-Free TAFE is in addition to federal funding through the National Skills Agreement (NSA) of up to **\$3.1 billion** for Victoria.

However recent data shows only 13% of students successfully completed this training – well below the VET average of 50-55% - and further below GTO apprenticeship completions.

*A reallocation of funding from the above programs into our 4 recommendations will improve apprenticeship pathways, participation and completions to ensure Victoria has a strong skilled workforce to meet our economic priorities and local community needs.*

# Recommendations

Enable GTOs to more effectively support apprenticeship and traineeship opportunities.

## 1. Reduce administrative burden on Victorian GTOs.

As the Victorian apprenticeship taskforce acknowledges Victorian GTOs are regulated by up to 7 different regulators. With the release and government support of the Victorian Apprenticeship Taskforce report recommendations, AEN would like to continue to work with the government on the implementation of **establishing a new apprentice regulatory framework** including:

- Removing registered GTOs from the Victorian labour hire authority which will reduce red-tape, community confusion and save the not-for-profit sector over \$3 million dollars by 2030.
- Set a limit like most of State authorities have in Australia to the number of apprentices an employer can employ by having to demonstrate they meet the same level of quality standards as GTOs.
- Recognise and support the Quality Apprenticeships employer accreditation program delivered by AEN as a step forward in promoting apprenticeships and quality employers to the wider community.

## 2. Increase funding to GTOs to \$12m/year.

Current GTO funding within Victoria is \$3.2 million per annum which hasn't changed for over 20 years. Since 2014 when federal GTO funding was removed, we have seen a reduction in the number of apprentices supported in Victoria. As recent COVID stimulus and employer incentives have shown employers and opportunistic labour hire organisations come and go from the apprenticeship system when profits can be made. It's time to invest in the not-for-profit GTO sector to assist local employers build a sustainable pipeline of skilled workers with trusted partners like secondary schools and TAFE.

### **Victorian GTO activities that should be funded in an expanded support model;**

- Apprentice rotations to a different host employer to ensure the apprenticeship continues.
- School- based apprenticeship commencements and transitions into full-time apprenticeships post-secondary school.
- Funding to re-commence out-of-trade apprentices
- A pool of funding made available on an application/tender basis for GTO to establish new and innovative programs to expand the model.

### **GTO funding should be increased for the following activities to achieve stronger results**

- Increased funding to support CALD, ATIS, women in trades and other jobseekers experiencing disadvantage.
- Establish a Regional and SME loading.

### 3. Reduce Victorian Skills first funding for private training providers delivering VET in schools.

**Improve the existing secondary school HeadStart program** by utilising Victorian GTOs, TAFEs and high performing industry and community RTOs to provide vocational education and training programs to students that meet local skills needs.

1. Provide 10,000 GTO-facilitated multi-industry pre-apprenticeship places to Victorian secondary school's students delivered by TAFE and high performing industry and community RTOs, so youth can make an informed choice on their next career path. Over the next 4 years this would cost of \$34 million, enabled by removing poor training outcomes from the VET in schools space which will free up funding and provide stronger outcomes that are linked to our skill shortages and future economic priorities.
2. Support GTOs to create 10,000 new school-based apprenticeships across Victoria over the next 4 years at a cost of \$28 million, apprentices will be placed with local TAFE or high performing industry and community RTOs for the off the job training. This will ensure school-based apprentices and host employers will have the support and continuity required over the 4 years of the apprenticeship for successful completions and transitioning into the workforce.

### 4. Link Fee-Free TAFE to apprenticeships and traineeships

Significant improvements to completions rates can be achieved if Fee-Free TAFE was linked to Australian Apprenticeships through a GTO. This would reduce the cost on employers, encouraging them to take on additional youth to meet our skills needs. By utilising GTOs will also provide the support employers need when considering on employing an individual that might have additional needs such as women in non-traditional trades, First Nations and culturally diverse people and people with a disability. All cohorts that the GTO network has proven to excel in supporting through to completion.

This would also align Fee-Free TAFE places with areas of genuine employment demand and skills shortage as it is supporting employer participation in the system.



# References

## GTO completion rates

[FROM COMMENCEMENT TO COMPLETION GTOs are leading the way in Australian Apprenticeships](#) June 2024

Recent Victorian and Federal governments reviews of the Australian Apprenticeship system have identified completions rates and greater opportunities for people from diverse backgrounds as key to establishing this skilled workforce. Since their inception, Victorian GTOs have supported more than a quarter million apprentices and trainees into employment, along with providing access to Australian Apprenticeships for tens of thousands of host employers. There have been many reviews of the GTO model over the years that have highlighted the benefits of this method of employment, including end-to-end support for the host employer and apprentice or trainee along with the capacity to rotate the candidate to establish well rounded skilled workers.

This report was commissioned by the Apprenticeship Employment Network (AEN) in 2024 to gain a greater understanding of Victorian GTO commencements and completions rates. It examines the role of Australian Apprenticeships in the skills ecosystem, the motivations of employers and jobseekers in using the Australian Apprenticeship system, and deep dives into completion rates for GTO and non-GTO employers. The report draws on National Centre for Vocational Education Research (NCVER) Apprentice and Trainee statistical data, along with data from the Victorian Skills Authority (VSA) and Jobs and Skills Australia (JSA). This report clearly demonstrates that Victorian GTOs are supporting a more diverse cohort of Australian Apprentices, with strong commencements in industries that have skills shortage and priority industry roles. Australian Apprentices who commence with a GTO are 18% more likely to complete than if they are employed directly by a private or government employer. Across priority industries, completion rates can be more than 40% higher for Australian Apprentices who commenced with a GTO.

Greater investment in GTOs will create the best results for employers, apprentices, and the economy.

## Past AEN Research papers

[What Will it Take? Creating better, more sustainable jobs for young people](#) October 2021

[Improving Apprenticeship and Youth Employment Through the Victorian GTO Network](#) June 2020

[Completion rates for group training organisations and direct employers: how do they compare?](#) NCVER 2019

[GAN-Time-to-get-on-with-the-Job.pdf \(aen.org.au\)](#) November 2019

[AEN Hire Education Apprenticeship Policy](#) September 2017

*Victorian GTO Economic Assumptions – average apprentice wage over the 4 years (\$42,000 ave app wage /y– with a tax rate of 24%) \$252m /y (tax \$73m/y) 450 network employees (ave \$85,000/y) \$39m/y (tax \$13m/y), Apprentice costs - Training, PPE, tools and travel each year est \$6500/app/y - \$39m Total \$320+ million per year.*

## Victorian government references

The Education State – Excellence in every classroom (Victorian Department of Education – Vision statement) 2024.

Victorian Auditor General’s Office - 2023 results of Victorian TAFEs. July 2024.

<https://www.audit.vic.gov.au/report/results-2023-audits-technical-and-further-education-institutes>

[Free TAFE for more Victorians | vic.gov.au](#)

[Free Training For Victorians Continues In 2024 Under New Deal | Premier](#)

## The Group Training Model

Group Training is a training and employment arrangement where an organisation, known as a Group Training Organisation or GTO, employs apprentices and trainees under an Apprenticeship Training Contract and places them with host employer(s) over the duration of the qualification.

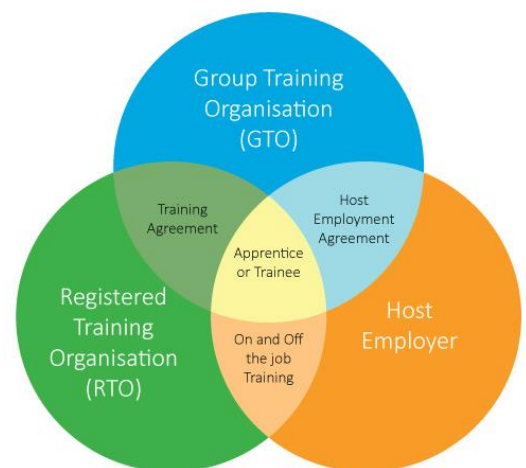
The GTO as the legal employer takes responsibilities for the quality and continuity of the apprentices' employment and training. The GTO also manages the additional care and support to both the apprentice and host employer necessary to achieve a successful completion.

Some of the benefits of undertaking an apprenticeship / traineeship through Group Training are:

- You get paid while you learn;
- You have the flexibility to rotate host employers;

You will not be unemployed if work with a particular host employer runs out, or cannot provide the full range of on-the-job training or its not a great match, the GTO is responsible to find another placement to continue the apprenticeship / traineeship;

- Wage and allowances are paid by the GTO in accordance to Awards and other agreements;
- All of the administration and government paperwork is handled by the GTO;
- The training (on and off the job) is arranged by the GTO;
- Induction training, safety equipment will be provided to you by the GTO before you start work;
- A Field Officer will be able to help you if you have any issues or need any further information, and works closely with your workplace supervisor.



*GTOs work with a greater diverse range of youth, including women in non-traditional trades, indigenous Australians, and people with a disability and understand the challenges youth may face. At the same time GTOs have a 20+% better completion rate than direct employment.*

*Reference – From commencement to completion report June 2024.*

## About the Apprenticeship Employment Network

The Group Training Association of Victoria trading as Apprenticeship Employment Network (AEN) is the peak industry body representing not for profit group training companies across Victoria and is part of a national network of group training associations.

This national network of group training organisation's employs over 24,000 apprentices and trainees, Australia's largest employer of apprentices and trainees.

Within Victoria AEN through our members, employ over 6,000 apprentices and trainees across all industry sectors, which is supported by a network of 10,000+ host employers – small to medium size businesses.

AEN provides support and leadership to our members in the areas of advocacy, negotiation and policy setting at both the State and National level. These functions are achieved by working with governments, industry, as well as individual enterprises.

AEN is a registered charity via ACNC.



### Other AEN initiatives

AEN has extensive experience in supporting the apprenticeship sector. Other current AEN initiatives include:

**Safetyfirst** – [www.safetyfirst.org.au](http://www.safetyfirst.org.au) a suite of resources specifically designed to assist apprentices and host employers understand the ongoing hazards and challenges of workplace health and safety.



### Global Apprenticeship Network – Australia.

[www.gan-australia.org](http://www.gan-australia.org) GAN Australia work with the global apprenticeship network to support the work of the OECD, ILO and IOE with the implementation of R208 – Quality Apprenticeships. GAN Australia share best practices and leading government policies for the improvement of apprenticeships.



**Quality Apprenticeships – Employer Accreditation** – in 2024 following the global endorsement by 187 countries of the R208 Quality Apprenticeships framework, GAN Australia developed and implemented an employer accreditation system that recognises employers that provide quality apprenticeships.



## Our members



## Affiliate members





Skills for Business. Jobs for Youth.

Group Training Association of Victoria inc. trading as

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