

Industry Update

Gary Workman

Executive Director

AEN Members



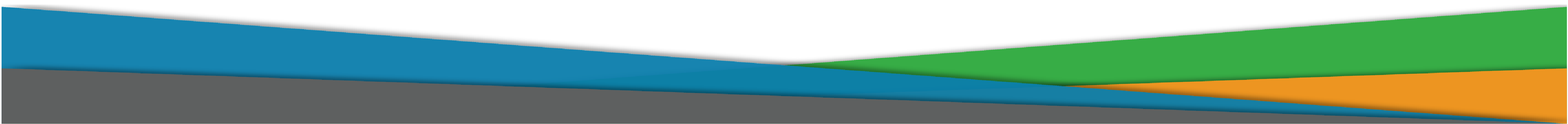
Skills for Business. Jobs for Youth.



AEN Affiliates

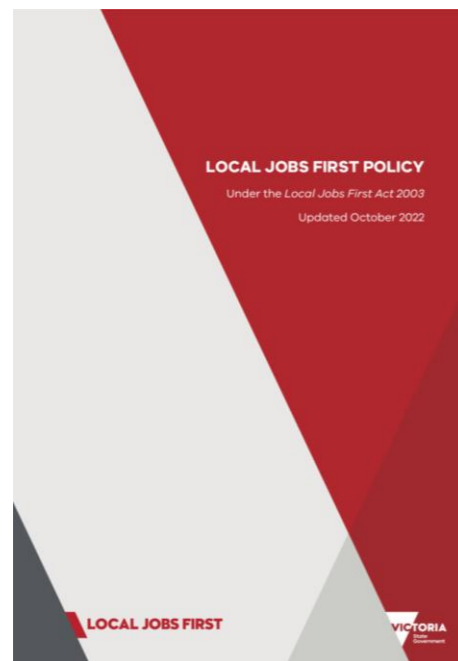


Skills for Business. Jobs for Youth.



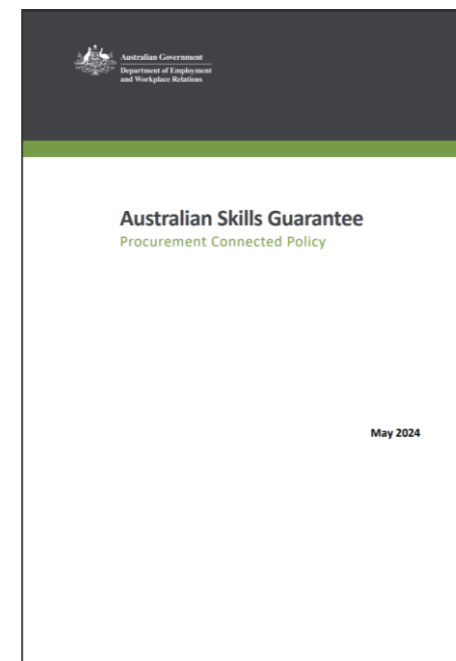
Current Environment

Government Policies for a more inclusive Apprenticeship System



Local Jobs First

Support local industry through giving small and medium sized enterprises a full and fair opportunity to compete for government contracts, helping to create job opportunities, including for apprentices, trainees and cadets.



Australian Skills Guarantee

To define social and sustainable outcomes as a key component of a federal tenders

- 10% apprentices -
- IT & Construction -
- Female apprentices -
- First Nations -
- CALD -



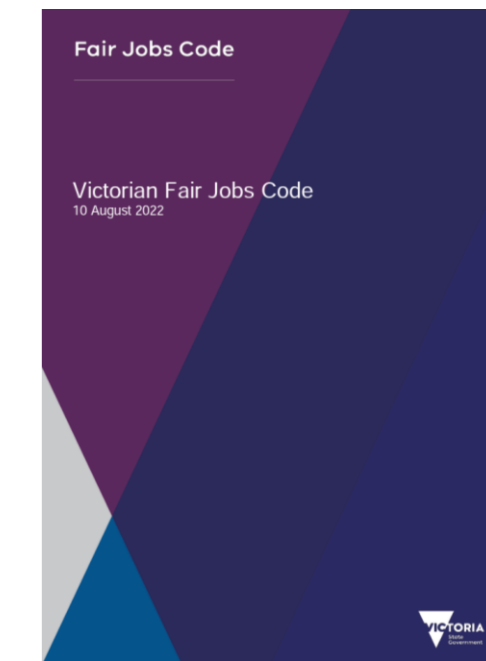
Social Procurement Framework

To define social and sustainable outcomes as a key component of a tender (value-for-money) assessment.



Building Equality Policy

To create training and employment opportunities for women through government procurements to create a more gender inclusive industry.



Fair Jobs Code

To ensure that suppliers are recognised for treating workers fairly, comply with industrial relations and workplace obligations.

Current Environment

Jobs and Skills Councils



Skills for Business. Jobs for Youth.



Resources

[Jobs & Skills Councils](#)

[Jobs & Skills Australia](#)



Australian Government



Jobs and Skills Australia

Current Environment



Skills for Business. Jobs for Youth.

New Australian Apprenticeship Support Service Providers

Apprenticeship Connect Australia Providers (ACA)

Apprenticeships Australia (VCCI, NSW & WA), MEGT, APM and Busy at Work
Specialist Services Clean Energy and Women in Trades

Victorian Government

Social Housing

Net Zero & Renewable Energy – new State Electrical Commission (SEC)

Health / Care Sector

Major Infrastructure to continue

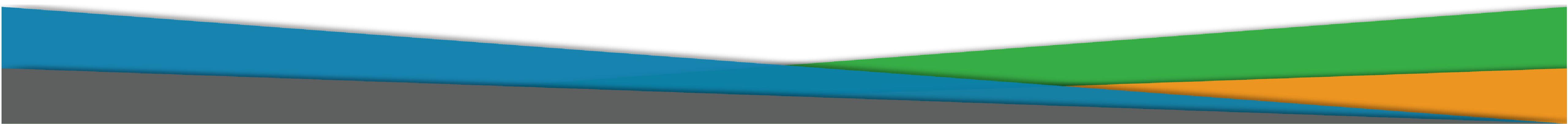
Federal Government

Social Housing

Net Zero & Renewable Energy

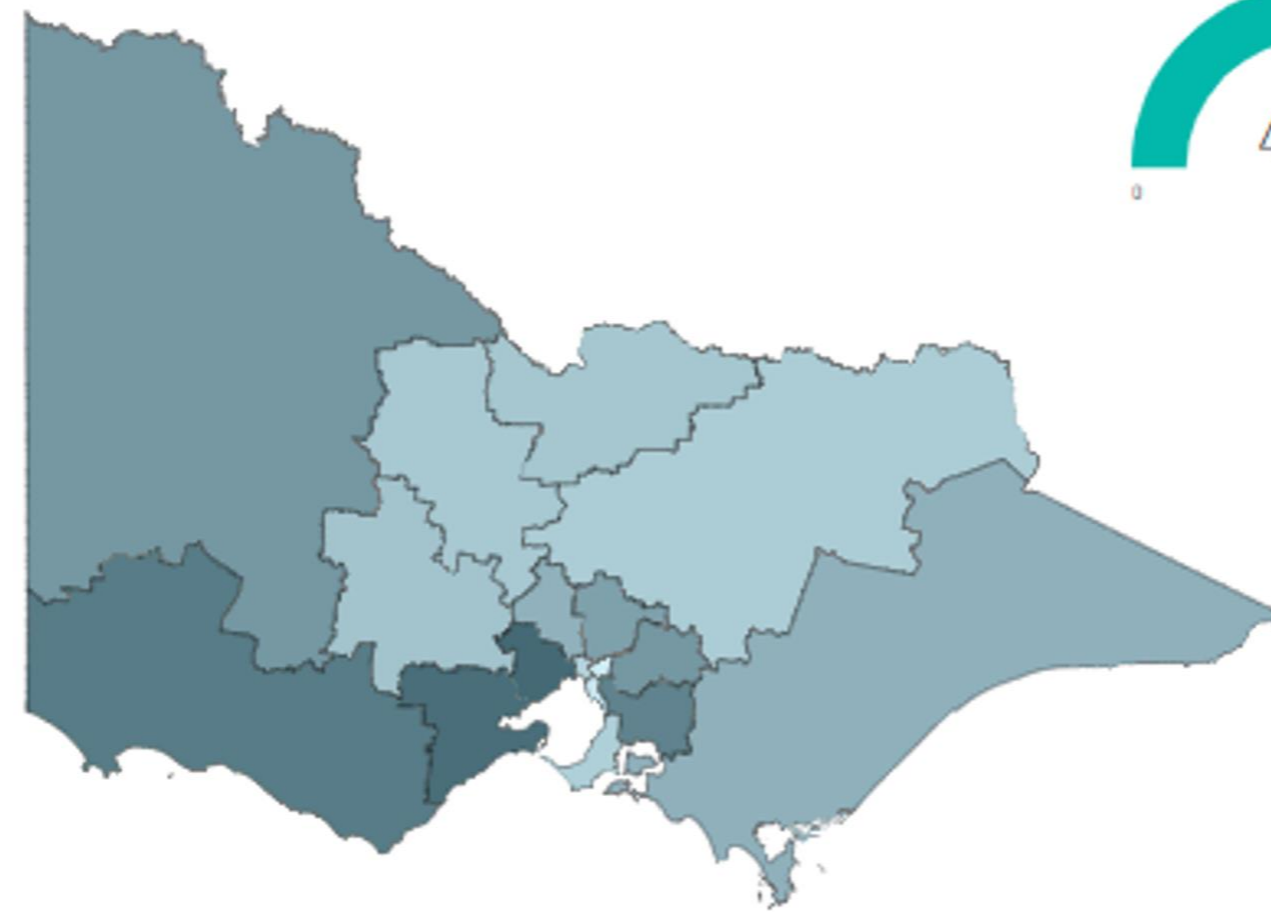
IT / Digital Skills

Health / Care Sector

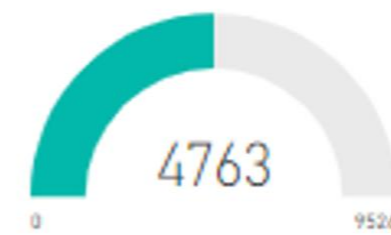


Apprenticeship Statistics 2000 - 2023

Total By Region

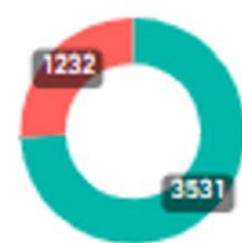


Total



Gender

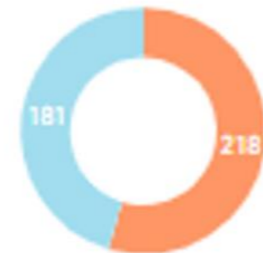
● Male ● Female



Trade Status

Equity Groups

● Indigenous ● With a disability



Age Distribution

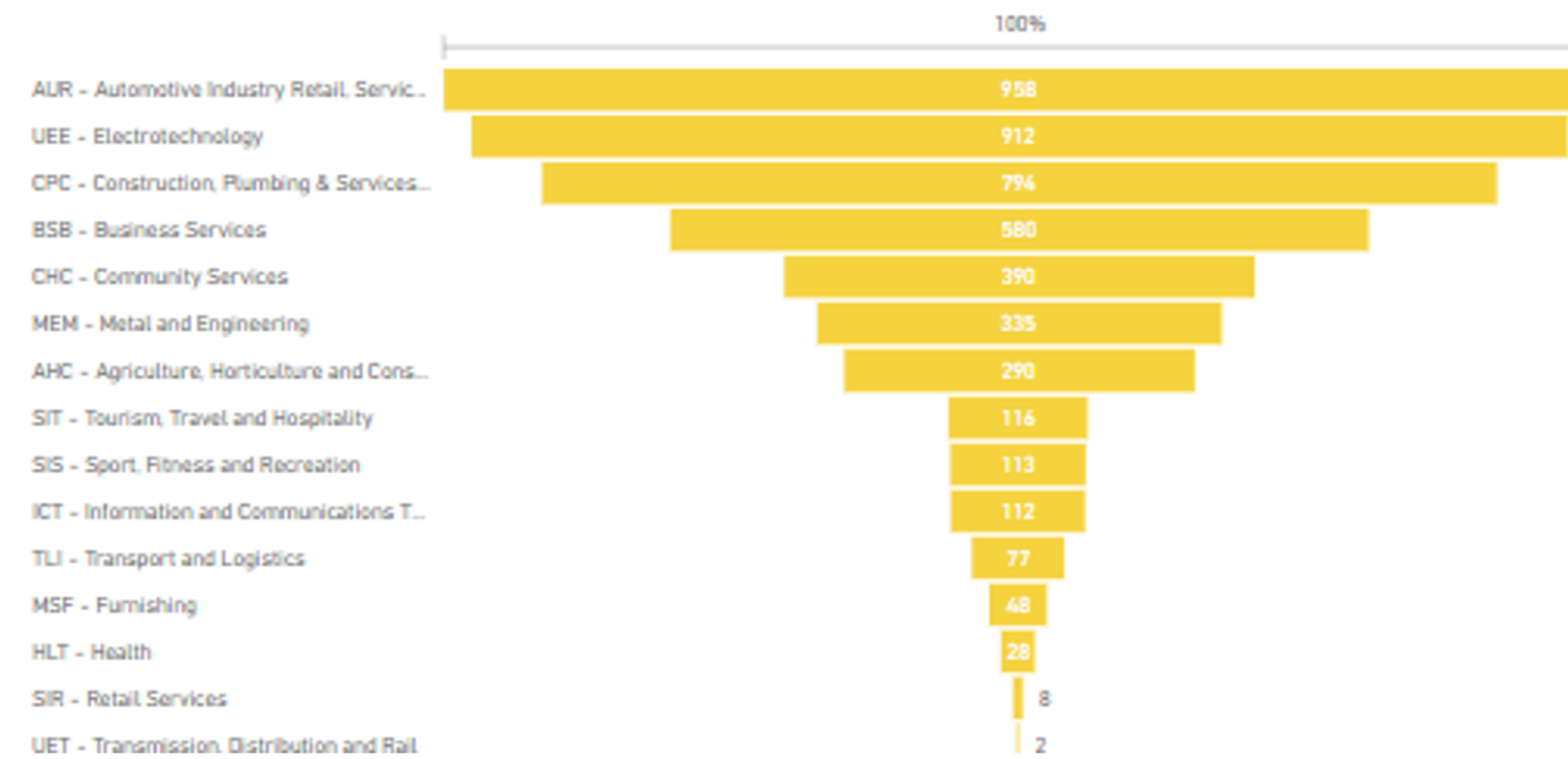
● 20 to 24 years



Victorian GTO Performance - Largest Industry Sectors



Total by Training Package



Apprenticeship Statistics 2000 - 2023

Demographic Performance

Employer Type filter affects only Total and Age Distribution

Note: 2023 data include only those up to 30 June 2023

Contract Status:

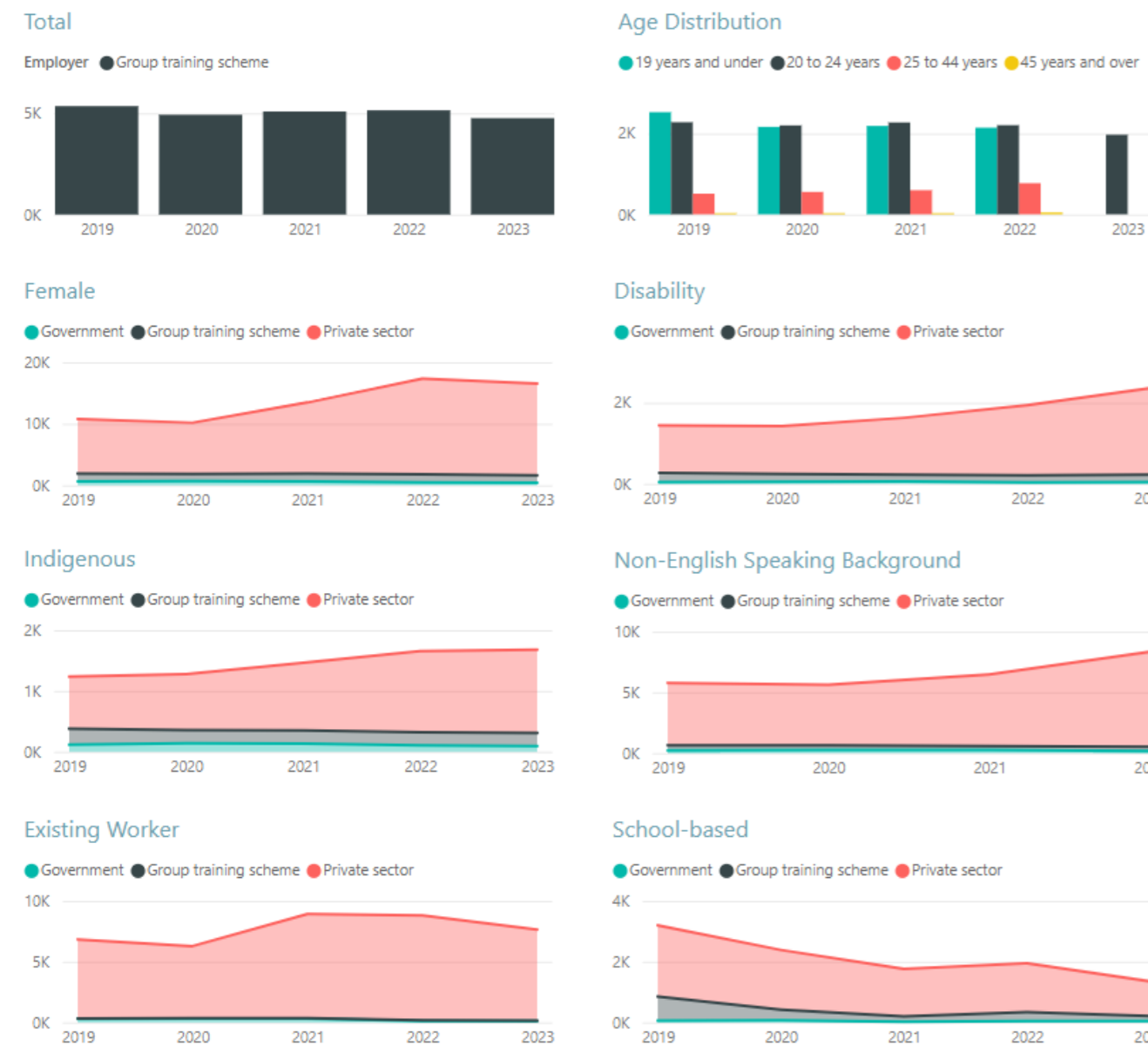
Year: 2019 2023

Region: All

Training Package: All

Employer Type: Group training scheme

Qualification Level: All



Source: NCVER VOCSTATS, extracted on 25/03/2024

Victorian GTO Performance – Strongest Performance

Women in Trades

Indigenous – First Nations People

AEN GTO Completions Report

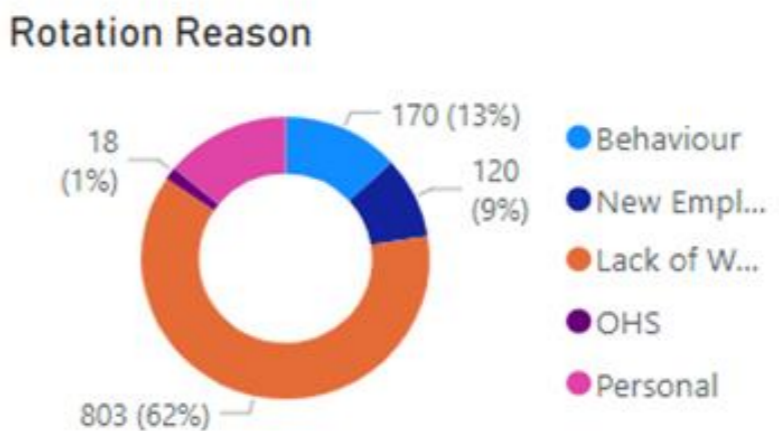
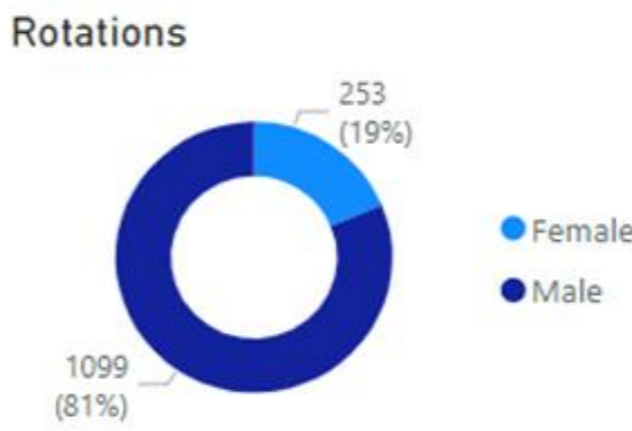
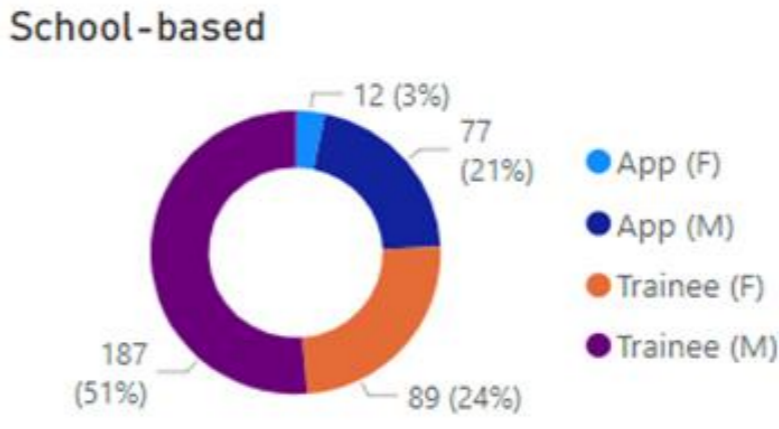
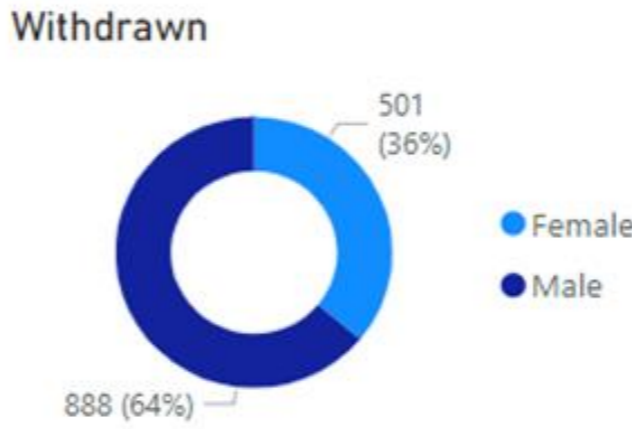
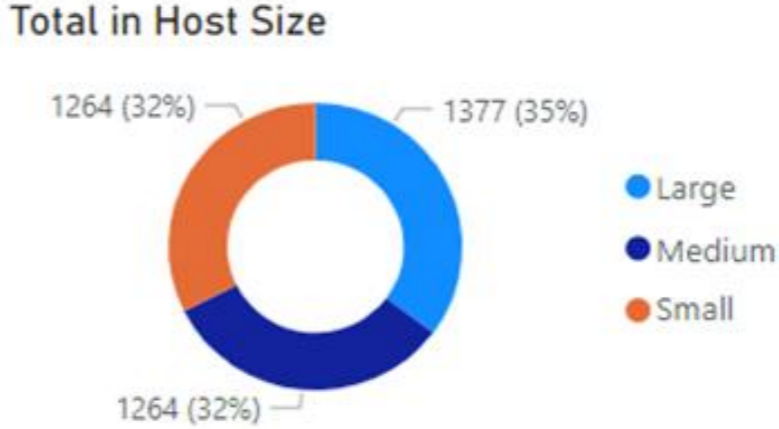
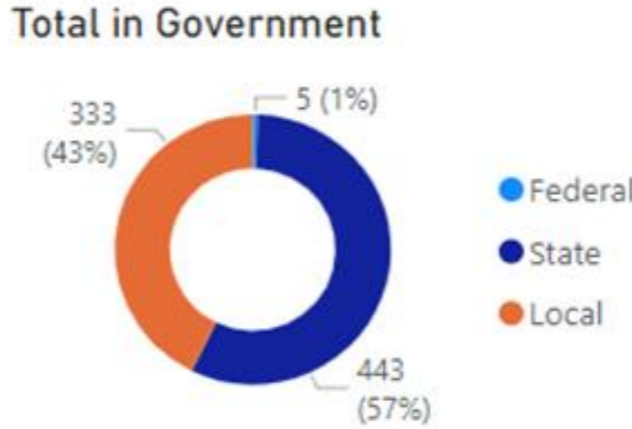
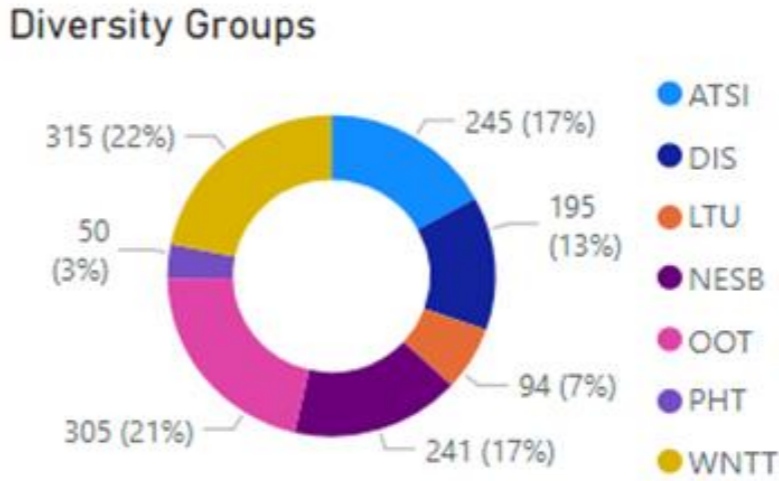
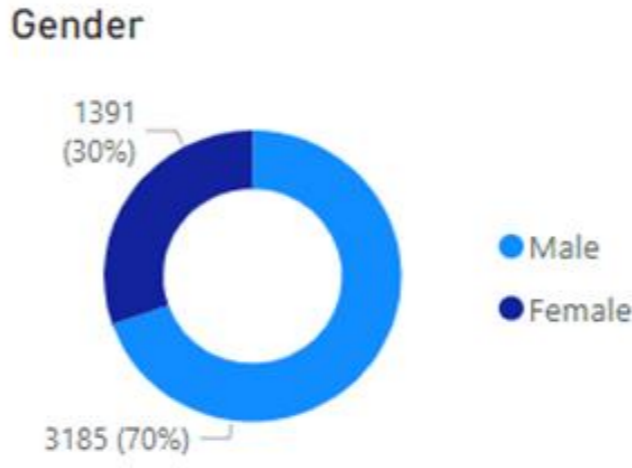
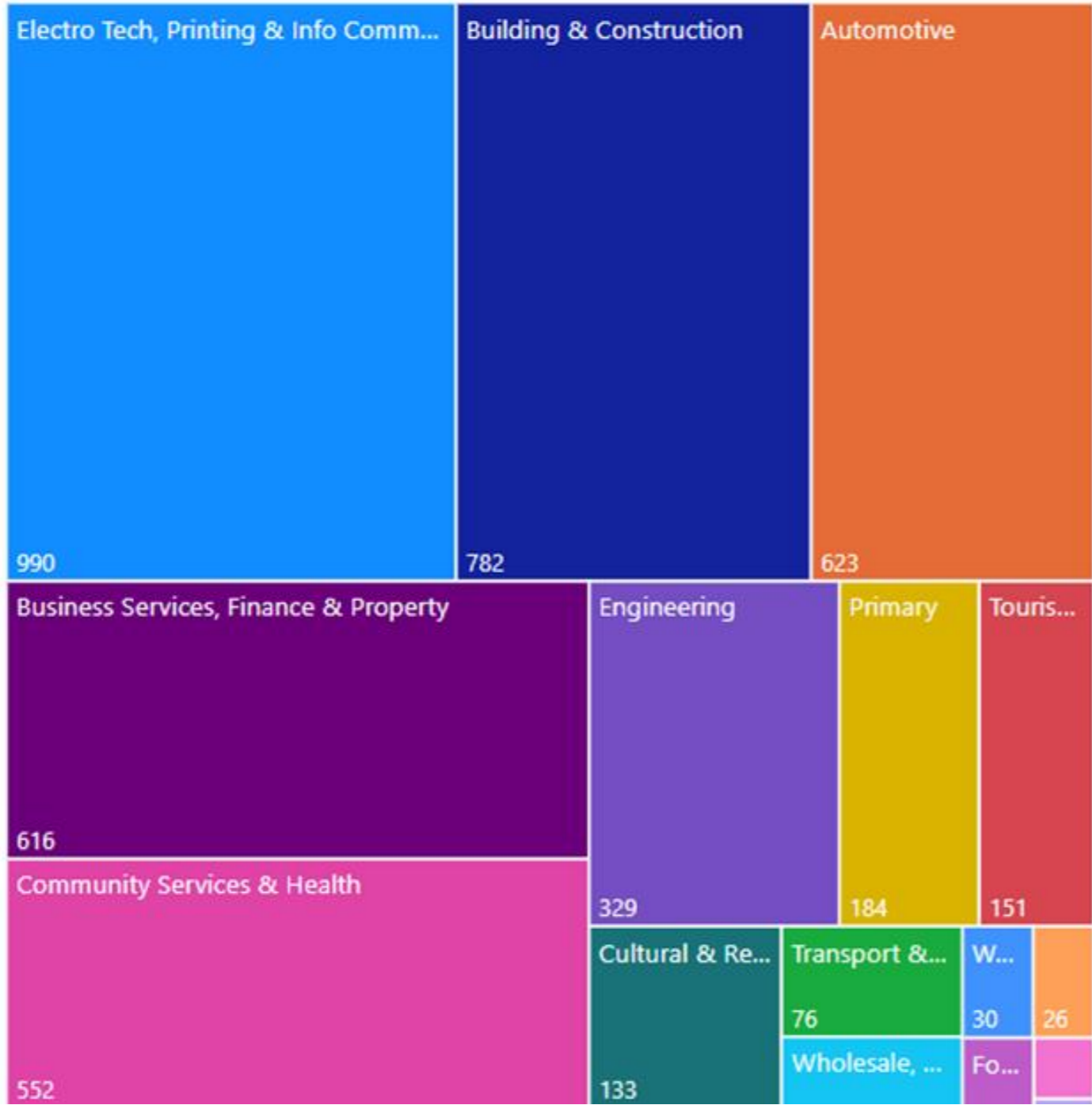
2023 GTO Self-Assessment Results



Skills for Business. Jobs for Youth.

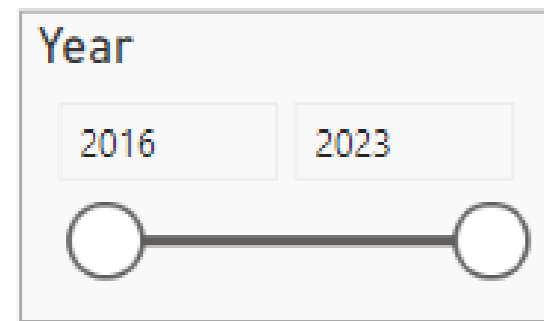


4576
In training



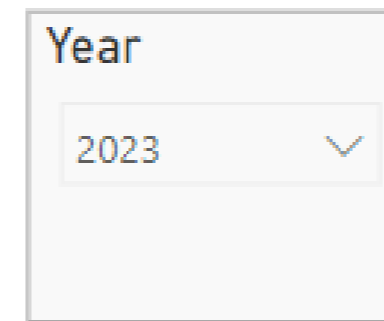
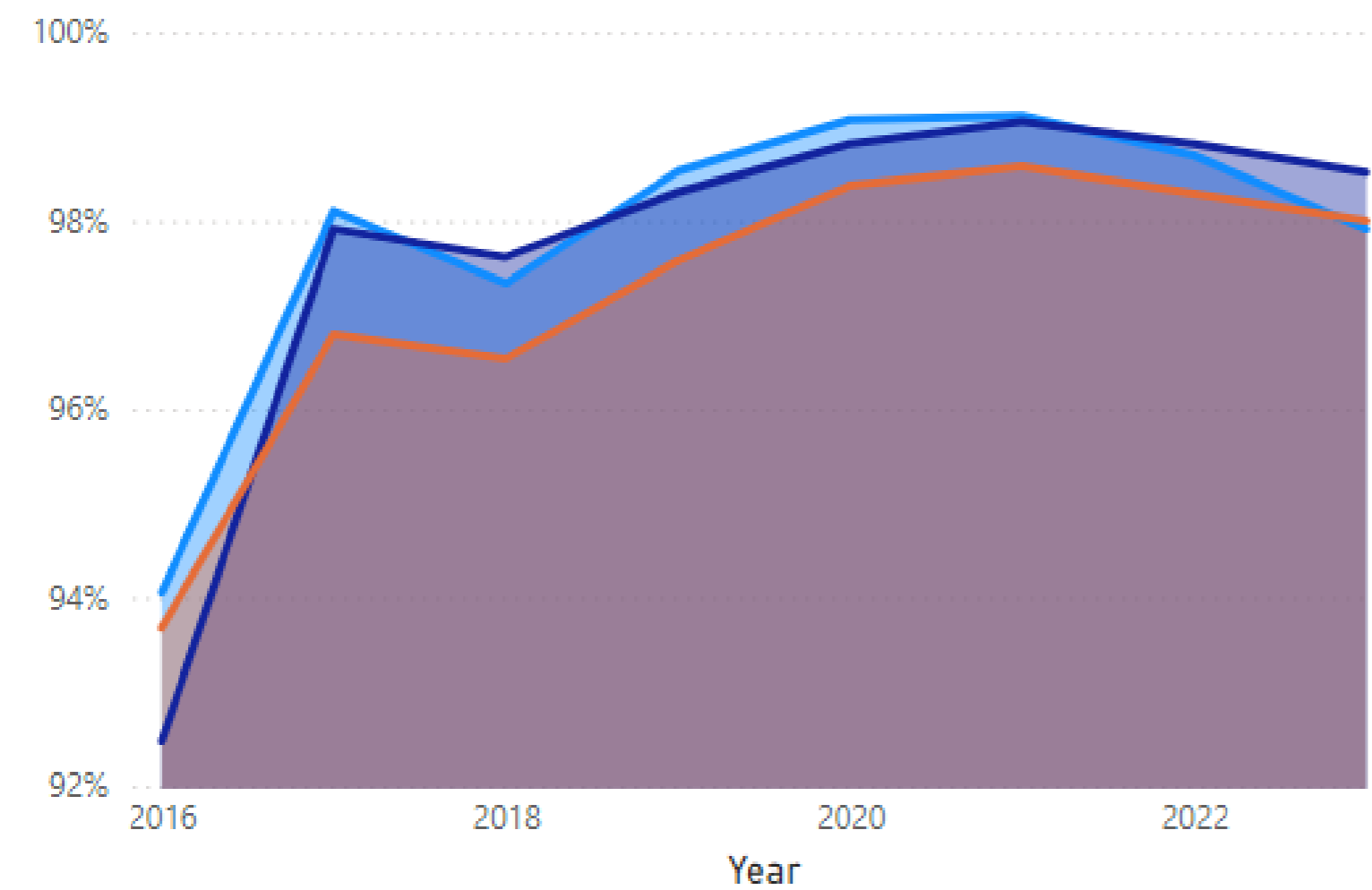
2023 GTO Self-Assessment Results

National GTO Standards

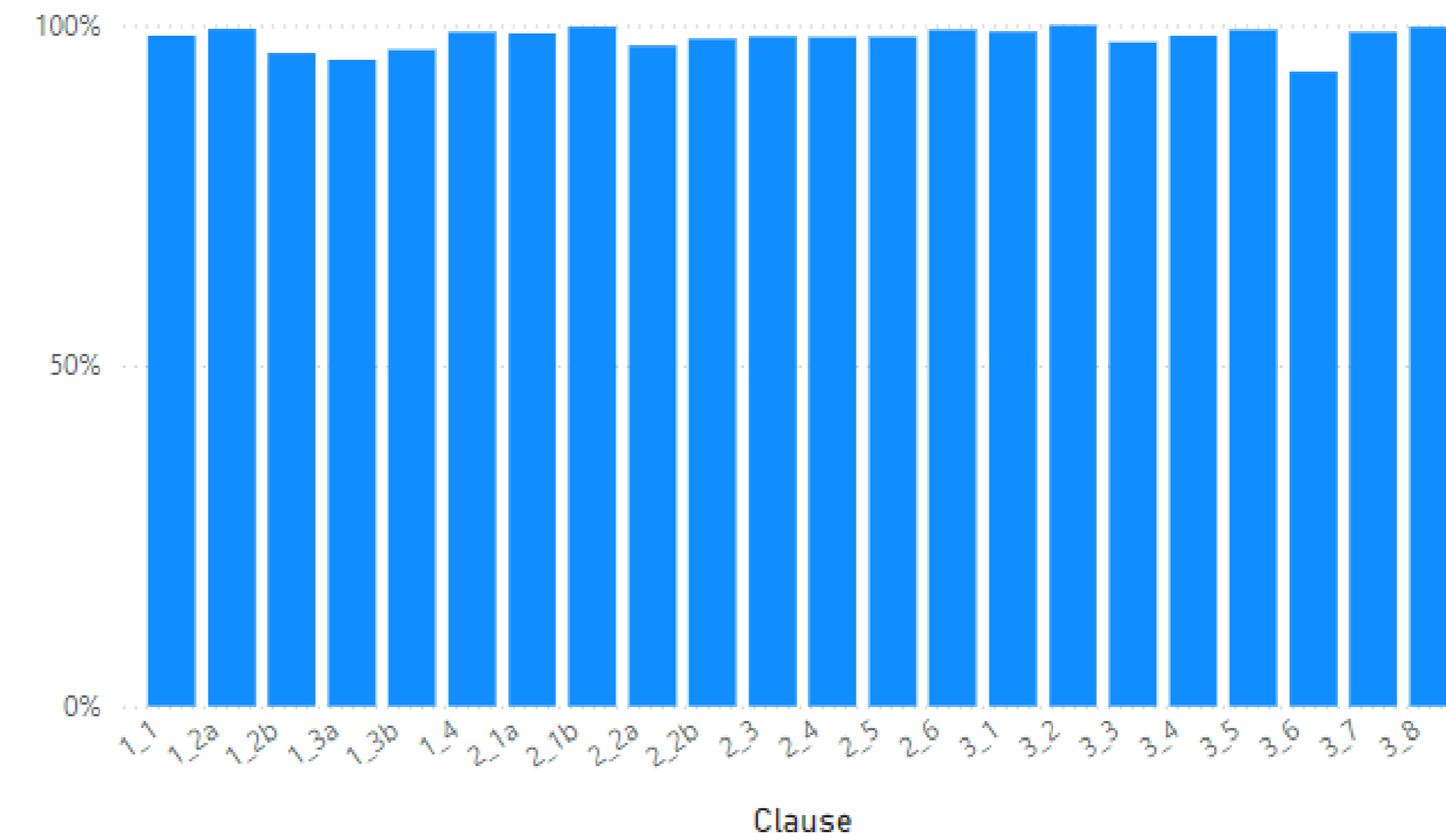


Self-Assessment Against Standards

● Std 1 ● Std 2 ● Std 3



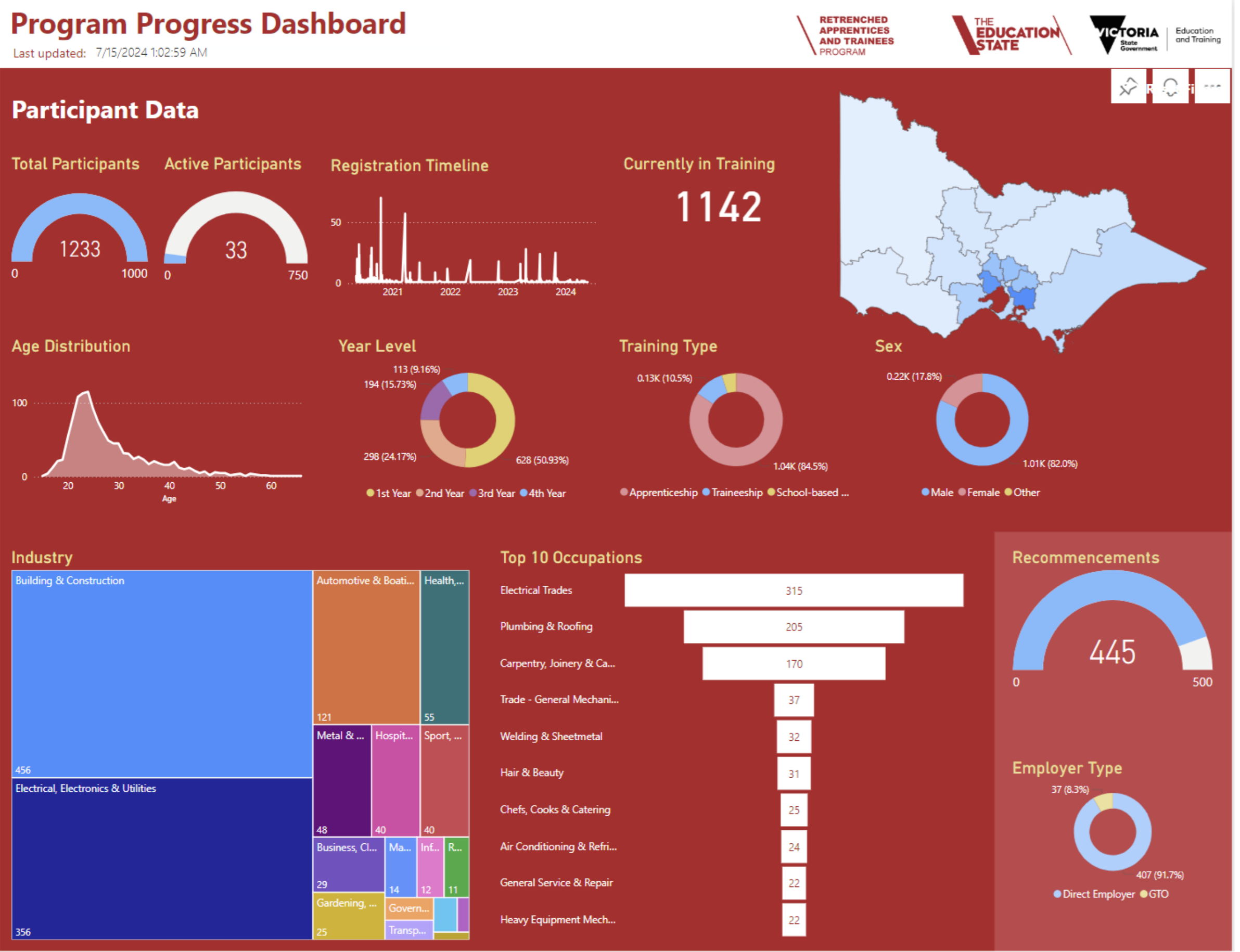
Self-Assessment Against Individual Clauses



Retrenched Apprentice Statistics



Skills for Business. Jobs for Youth.



Retrenched Apprentice & Trainee Program
Current Caseload: 33 Apprentices

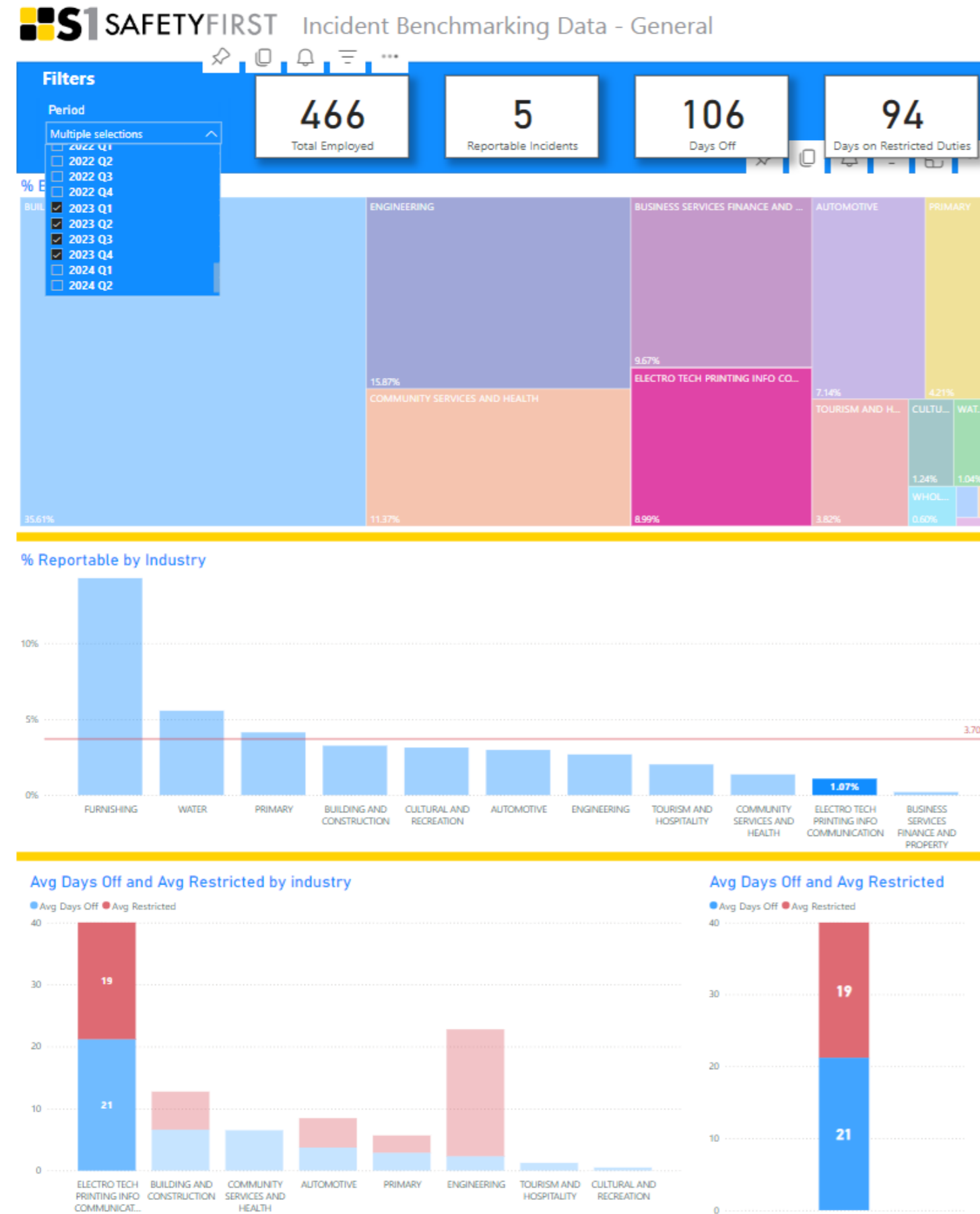
- Key Sectors**
- Electrical
 - Building & Construction
 - Plumbing
 - Automotive

GTO OH&S Apprenticeship Statistics



Skills for Business. Jobs for Youth.

Victorian GTO Performance



Quarter & Annual Results
NOW AVAILABLE



GTO OH&S Apprenticeship Statistics



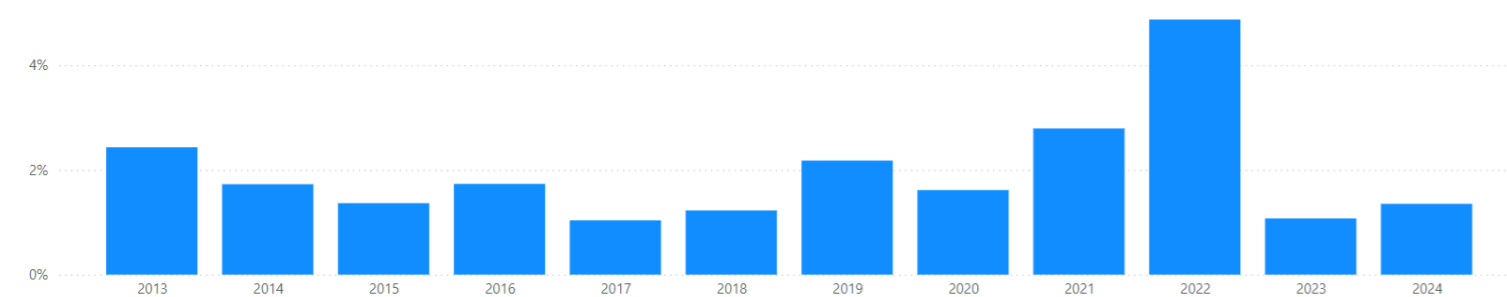
Skills for Business. Jobs for Youth.

Victorian GTO Performance

S1 SAFETYFIRST Incident Benchmarking Data - Annual Trends

Filters					
AUTOMOTIVE	BUILDING AND...	BUSINESS SERVICES...	COMMUNITY SERVICES...	CULTURAL AND...	ELECTRO TECH...
ENGINEERING	FOOD	FOREST	FURNISHING	PRIMARY	PROCESS...
RACING	TEXTILES, CLOTHING...	TOURISM AND...	TRANSPORT AND...	WATER	WHOLESALE, RETAIL...

% Reportable by Industry

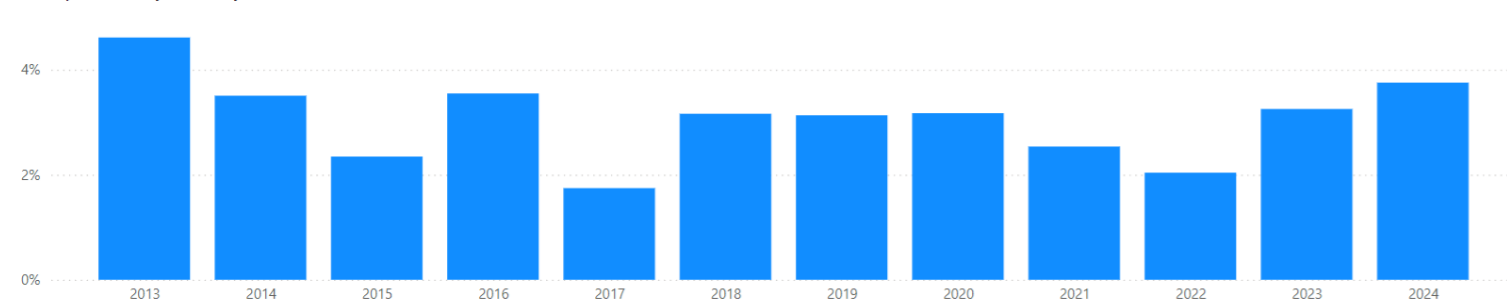


Annual Trends by Industry
% of Apprentices Reporting an Incident

S1 SAFETYFIRST Incident Benchmarking Data - Annual Trends

Filters					
AUTOMOTIVE	BUILDING AND...	BUSINESS SERVICES...	COMMUNITY SERVICES...	CULTURAL AND...	ELECTRO TECH...
ENGINEERING	FOOD	FOREST	FURNISHING	PRIMARY	PROCESS...
RACING	TEXTILES, CLOTHING...	TOURISM AND...	TRANSPORT AND...	WATER	WHOLESALE, RETAIL...

% Reportable by Industry

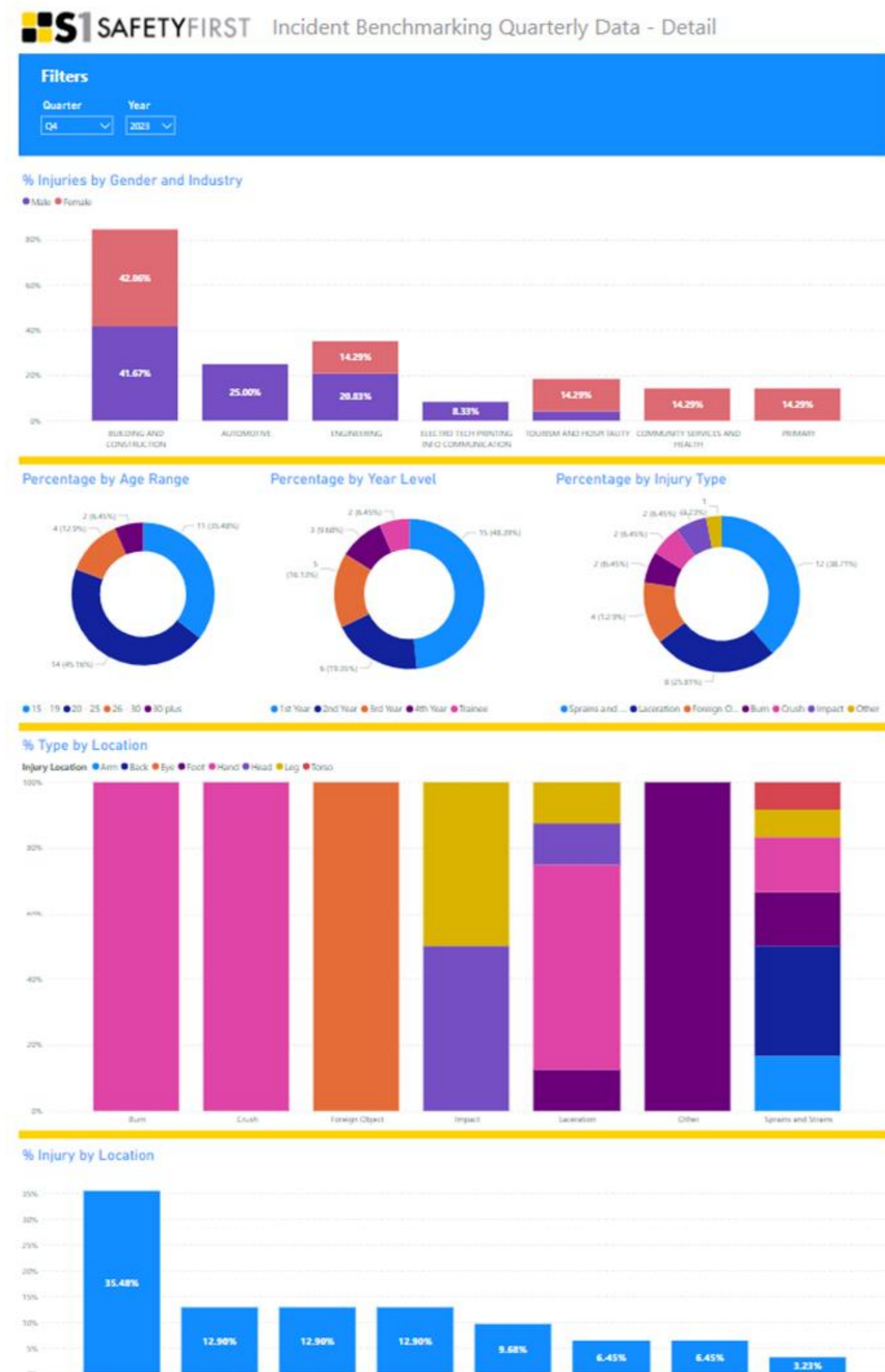


GTO OH&S Apprenticeship Statistics



Skills for Business. Jobs for Youth.

Victorian GTO Performance



The younger and less experienced the apprentice is, the more likely they are to have a workplace incident.

Most Popular Workplace Injury
Lacerations to the hand
Sprains and Strains



SafetyFirst

SafetyFirst.org.au

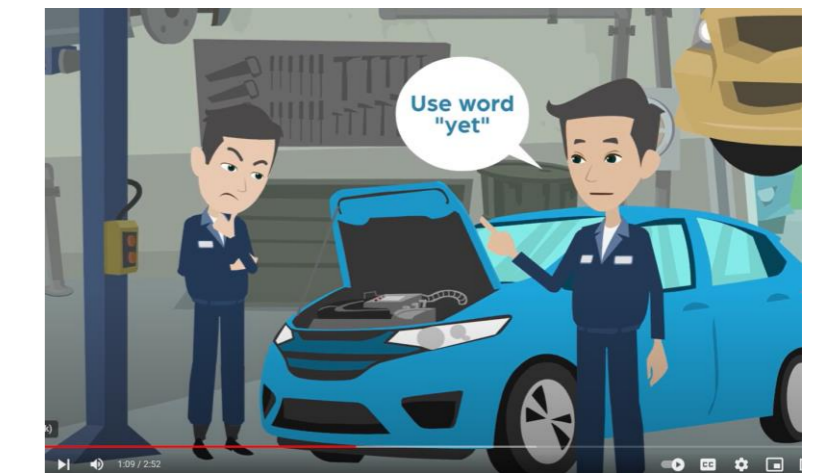


Skills for Business. Jobs for Youth.

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)
- Member OH&S network meetings
- Over 150+ policies and procedures to assist the placement of an apprentice
- 30+ OH&S induction videos and short information animations (3-5mins)
- OH&S training/behavioural change videos
- Workplace posters/stickers promoting “safe work practices”
- STAR (Stop Taking a Risk) Award in recognition of best practice for apprentices and employers



2024-25 State & Federal Budgets



Skills for Business. Jobs for Youth.

Victorian Budget

Priority Projects – Big Build, SEC, Social Housing

Apprenticeships Victoria

GTO Funding to continue

Federal Budget

Small and medium sized businesses that use Group Training Organisation services (GTOs) for clean energy, construction and manufacturing apprentices will benefit from a reimbursement of up to **\$1,500 annually** over the life of the apprenticeship.

The GTO measure was part of a \$91 million package to lift the number of trainees and apprentices in critical occupations, contained in the federal Budget.

- New Female Trade Apprenticeship Program (Details TBC)
- Changes to Apprentice / Employer incentives
- Introduction of the Australian Skills Guarantee

DEWR Budget Announcement



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Potential GTO Services

GTOs to develop a range of services to support SMEs.

Support services could include:

- Recruitment
- Onboarding – OH&S audits/ induction
- Mentoring
- Payroll
- RTO /training plan, review
- Business workforce planning



Australian Government
**Department of Employment
and Workplace Relations**

ILO Quality Apprenticeships

Geneva – June 2023



Skills for Business. Jobs for Youth.



Resource: [ILO Quality Apprenticeships Recommendation, 2023 \(No. 208\)](#)

GAN AUSTRALIA

Quality Apprenticeships

Employer Accreditation



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Benefits of becoming accredited



Enhanced reputation

Enhances an employer's reputation and credibility in the industry. It serves as a signal to potential apprentices, customers and partners that the employer is committed to quality apprenticeships. This can lead to increased trust, business opportunities and a competitive advantage in the market.



Attracting talent

Demonstrates an employer's commitment to investing in apprentice and staff development and providing a supportive work environment. This can help attract top talent who seek opportunities for growth and advancement. Accreditation also promotes employee satisfaction and loyalty, leading to improved retention rates.



Access to resources & feedback

Access resources that explain how to meet each requirement and receive direct feedback on your apprenticeship programs. This helps continual improvement in the quality of your apprenticeships.



Supporting employment

Utilises apprenticeships as a means of creating entry level pathways, and supports apprentices from the start of their employment.



Equality & diversity

Apprenticeships are non-discriminatory and used to increase workforce diversity, and apprenticeship vacancies are promoted to a broad audience.



Wages & conditions

Processes support apprentices to understand their workplace rights and ensure that all apprenticeship conditions are met.



Health & safety

Safety and health are prioritised for a workplace that supports employee physical and psychosocial wellbeing.



Staff development

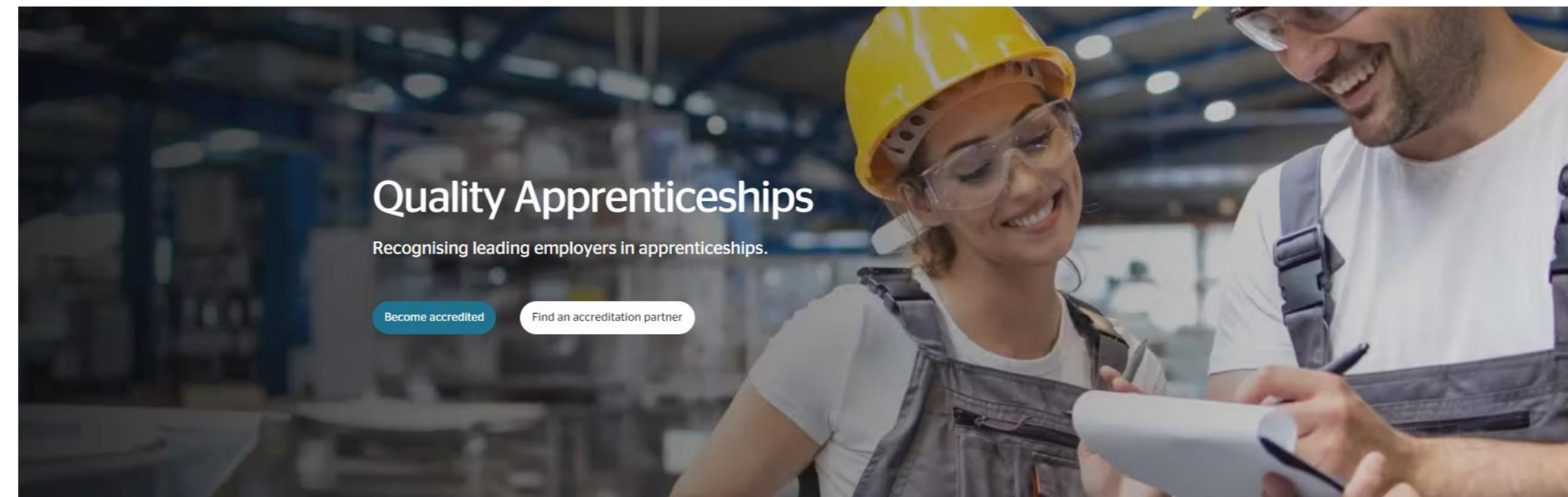
Learning and development of apprentices is ensured through supervision and mentoring by appropriate and trained staff.



Become accredited

Become a partner

Find your country accreditation



Developed by the Global Apprenticeship Network (GAN) Australia in collaboration with international partners, the Quality Apprenticeships accreditation system has been designed by experts in apprenticeships using the International Labour Organization (ILO) Recommendation for quality apprenticeships.

Employers can be confident that the requirements of accreditation are based on international quality frameworks while being customised to the context of their country.

Find out more about GAN Australia and our international partners.

QualityApprenticeships.org



NEW! IR Service Member Offer

Commencing 1 July 2024

The Victorian Chamber of Commerce and Industry (VCCI) in partnership with AEN are offering members a range of services to support your GTO. AEN members will have the ability to “opt in” to access the full VCCI membership service for a 30% discount on the usual fees.

With the AEN Worksight IR service ending on the 1 August 2024, AEN has established a new service through the support of VCCI, where members can receive support with:

- Workplace Relations and HR Support
- Mental Health and Occupational Health and Safety

AEN members will have direct telephone access to VCCI IR staff to support any inquiries regarding apprentice/trainee entitlements and industry Award & payroll interpretations.



**Victorian
Chamber of Commerce
and Industry**

GAN
AUSTRALIA

ae apprenticeship
employment
network

Skills for Business. Jobs for Youth.



AEN Upcoming Events & Reminders



Skills for Business. Jobs for Youth.

aen.org.au/event-calendar

15+ PD Sessions

Field Officers Conference

Thursday 29 & Friday 30 August

RACV Goldfields, Creswick

Membership Fees

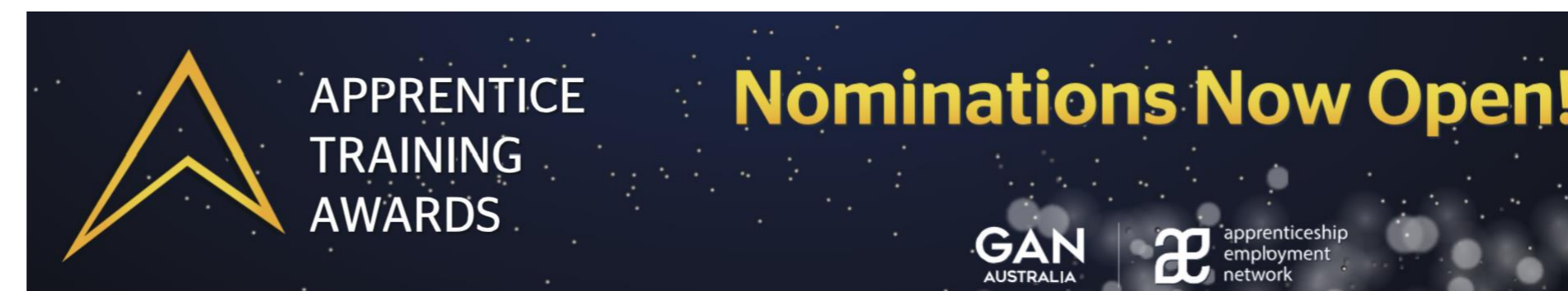
Due 30 September 2024

Annual General Meeting

Wednesday 20 November 12pm – 2pm

AEN Offices, Kensington

Director Nominations open 20 August



15 Award Categories, including 2 NEW! Categories

GTO Service Excellence Award – Individual

GTO Industry Collaboration Award

Victorian Government Priorities 2024-26



Skills for Business. Jobs for Youth.

Apprenticeship Completion Rates

Apprenticeship Regulation & Safety

Mental Health

Diversity, Youth Unemployment, Women in Trades

Apprenticeship Taskforce Report

Renewable Energy

Social Housing

Major Projects (MPSG & ASG10% Apprentice & Diversity Targets)

Annual Victorian Skills Plan

Tougher Economic Outlook



Federal Government Priorities 2024-26



Skills for Business. Jobs for Youth.

Apprenticeship Completion Rates

Diversity, Youth Unemployment, Women in Trades

Australian Apprenticeships Review

Renewable Energy / Net Zero

Social Housing

Major Projects (ASG10% Apprentice & Diversity Targets)

Annual Jobs & Skills Australia Report

Potential Funding

- Women in Trades
- GTO Support Services
- First Nations, Women in Trades, People with a Disability
- Paid Work Experience and Work Foundations
- Skills for Education and Employment (SEE)

Questions?

Gary Workman

Executive Director