

# Apprenticeships Victoria

AEN Conference

17 July 2024

# Overview

- **Current issues and context**
- **Our role and what has changed:**
  - **Priority pathways**
  - **System reform**
  - **Project and policy implementation**
- **Our areas of focus**
- **Opportunities for GTO's**
- **How we would like to work together**

## Current Context

- Review of the Australian Apprentice Incentive scheme
- Implementation of Apprentice Connect Australia
- Victorian Apprenticeship Taskforce report
- Apprenticeships Victoria 2.0
- Skills Shortages
- Completion rates

# Victoria's Employment Needs: 2023 - 2026

Over the next three years, Victoria's employment needs will be diverse across industries, occupation and regions



**64%**  
of these new workers will need higher-order skills



**277,000**  
of these new workers expected in metropolitan Melbourne



**75,000**  
of these new workers expected in regional Victoria

## The top industries expecting new workers:



**83,300**  
Health care and social assistance



**46,400**  
Education and training



**35,000**  
Professional, scientific and technical services



**32,300**  
Accommodation and food services

## Occupations in demand:



**17,600**  
Ageing and disability carers



**10,200**  
Registered nurses



**6,400**  
Software and applications programmers



**5,700**  
University lecturers and tutors



**5,300**  
Primary school teachers



**4,900**  
Secondary school teachers



**4,600**  
Accountants

# Infrastructure Priorities

Government is advancing transformative infrastructure priorities in housing, transport, and clean energy to create meaningful impact on Victoria



## Housing Statement: Building 800,000 homes in the next decade

In response to the crisis of housing affordability across Victoria, in 2023 Government announced a bold target to build 800,000 homes in the next decade—including 425,600 homes in regional Victoria.



## Big Build: Delivering road and rail projects to keep Victorians moving

With Victoria's population projected to reach 10 million by 2051, the Big Build commits \$100 billion to more than 180 rail and road projects across the state, including:

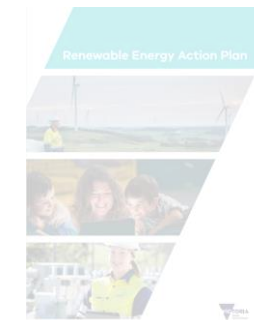
- ▶ Metro Tunnel,
- ▶ Removal of 110 level crossings
- ▶ West Gate Tunnel
- ▶ North East Link



## Renewable Energy Action Plan: Driving toward a net-zero future

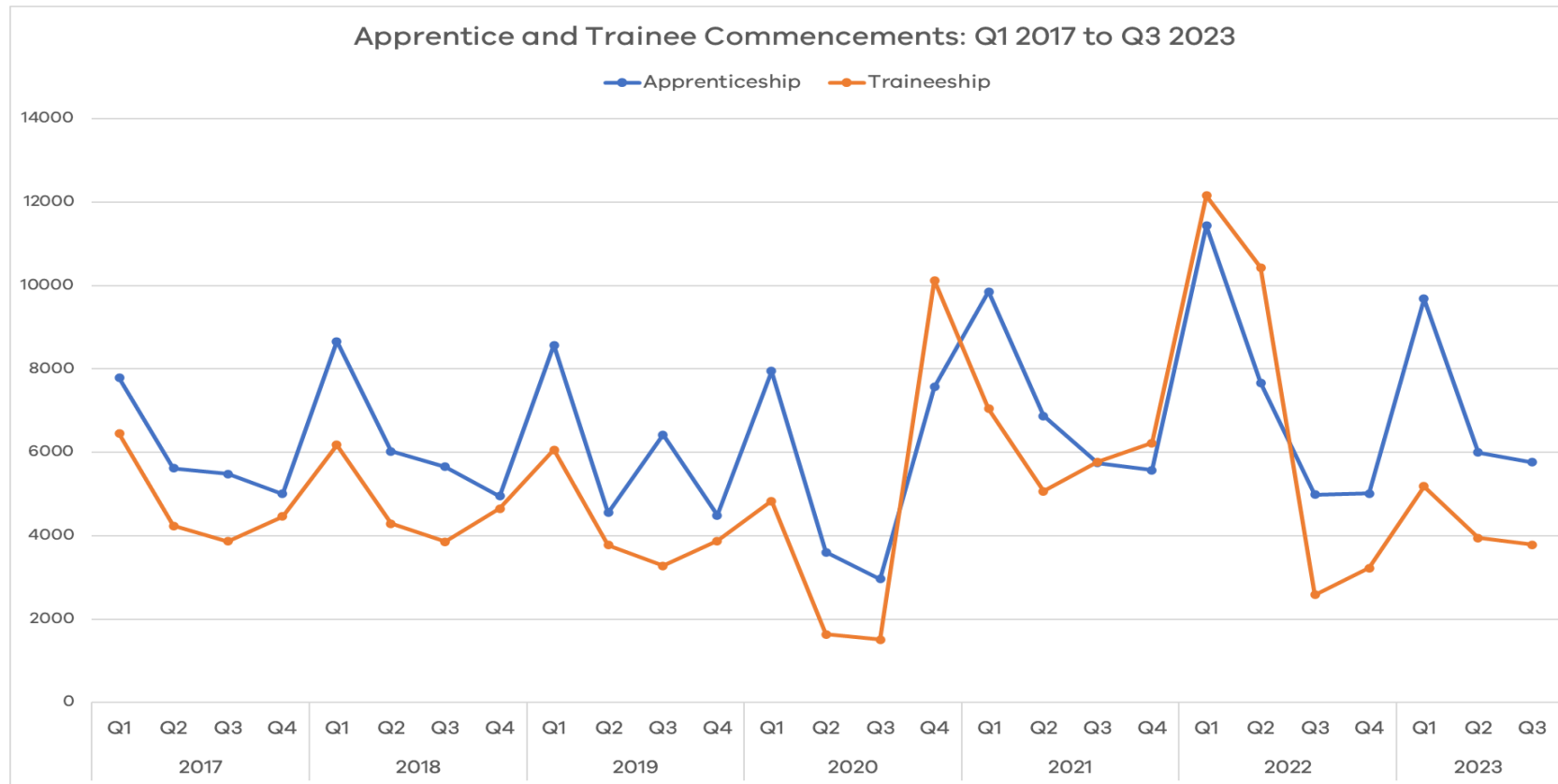
The transition to a net zero economy to mitigate the impacts of climate change

The state has already surpassed the goal of 25% renewable energy by 2020 and introduced updated, more ambitious targets to achieve 65% renewable energy by 2030 and 95% by 2035.



# Apprentice & Trainee Commencements

The federal governments Boosting Apprenticeship Commencement (BAC) funding scheme dramatically increased commencements Q3 2020 to Q3 2022



# Apprenticeships Victoria

- Coordination of apprenticeship and traineeship policies and programs, including advocating Victoria's positions through intergovernmental forums
- Implementation of the Apprenticeships Taskforce and advice to government on its recommendations
- Delivery of the Apprenticeship Support Officer program and associated contract management
- Implementation of the Apprentice Mental Health Training Program
- Supporting and advice on apprenticeship regulation, including the Victorian Registration and Qualifications Authority Statement of Expectations
- Respond to skills needs by expanding apprentice and trainee opportunities in emerging/growing industries and government priority areas including: housing construction, clean economy, Big Build and Care economy.
- Support increased participation of women, First Nations CALD and other non-traditional cohorts in all A&Ts

## Priority Skills Pathways

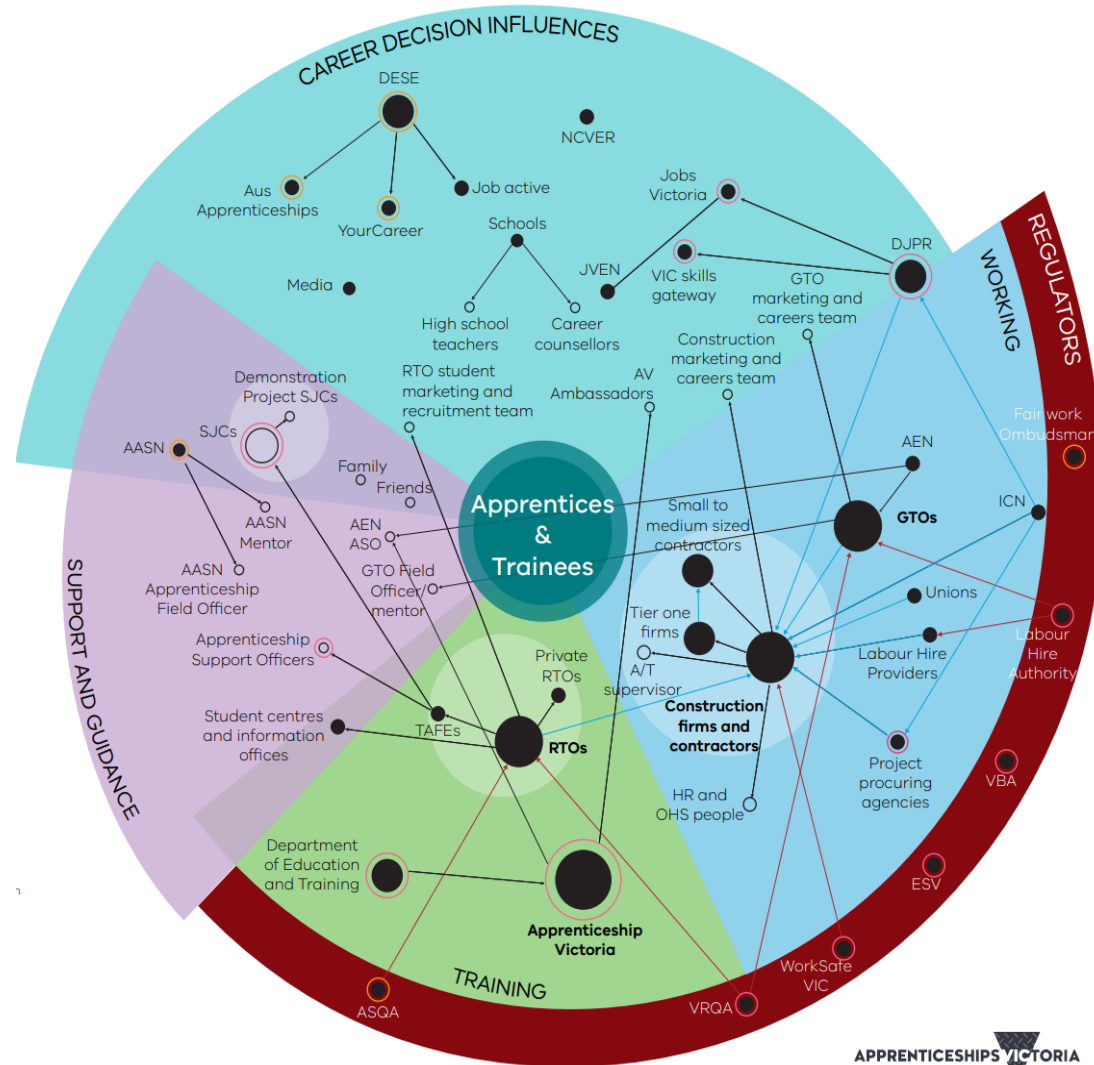
- Redesign and boost the Big Build Apprenticeships Model as a 'Priority Skills Pathways' model, incorporating the TAFE Demonstration Projects and refocusing to support not only Big Build but also other priorities including:
  - Housing construction, Clean economy and Social services
- Move from project-based to place and sector based
- Establishing a Regional presence
- Working earlier in the project pathway – tendering / contracting phase – bringing in GTO's, TAFE, contractors together earlier in project cycle for workforce planning
- Working with lead agencies across the state to support and help workforce delivery issues



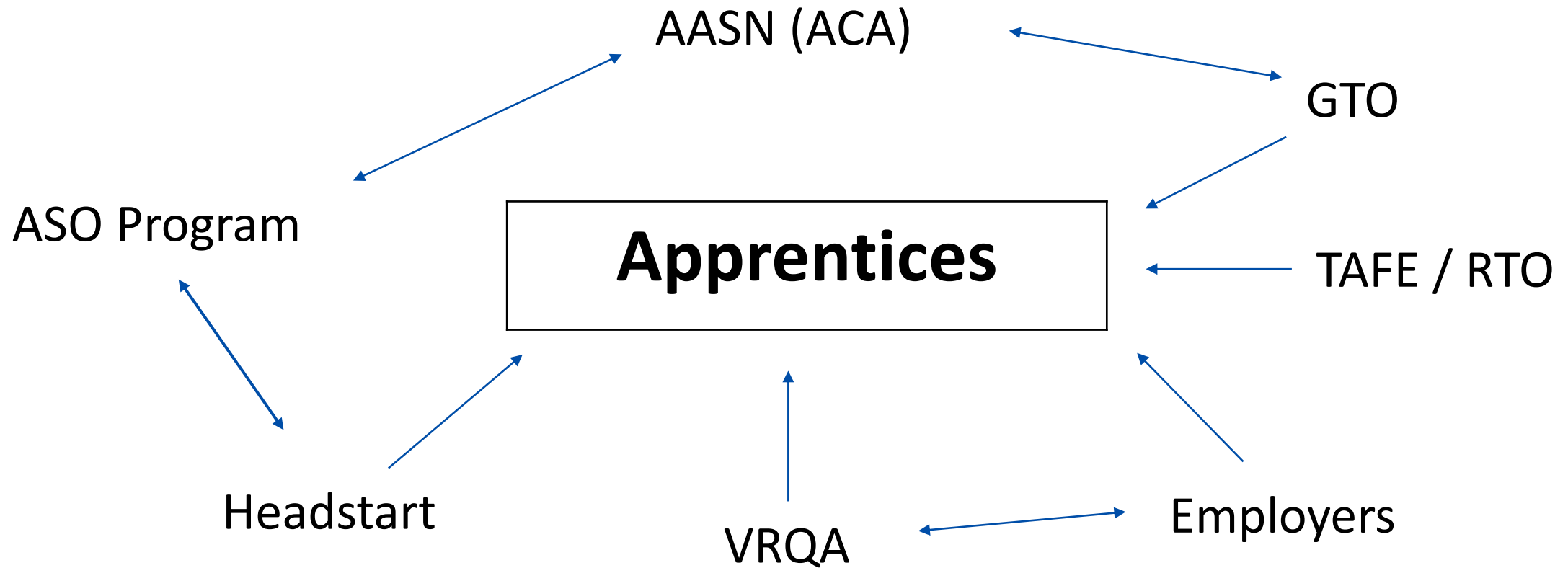
## Apprenticeships & Traineeships by Employer Size

	Non-trade	Trade
Small employers (< 20)	25%	62%
Medium employers (20 – 100)	34%	25%
Large employers (200+)	41%	14%

# Apprenticeships & Traineeships Eco-System



## System Reform



- Parents / family

# System Reform: Retention & Completion

## Duplication of service

- Data sharing (knowing who is doing what)
- Gaps and overlaps
- Quality of service delivery

## System navigation – if you don't know... who do you ask?

- If part of the system of support isn't working and you are part of the system – where do you go?
- Collaboration and partnership within the system

# Strategic Review of the Australian Apprenticeships Incentive System: Background Paper (2024)

- Drop-out rates tend to be higher at the beginning – overall, around 10% of apprentices and trainees withdraw within the first 3 months and around 20% withdraw within the first 6 months (NCVER 2009:13).
- Workplace issues, such as poor working conditions, harassment and lack of support, have an immediate impact and are likely drivers of the high proportion of non-completions in the first 6 to 9 months (Karmel and Mlotkowski 2010).
- The fact that most terminations take place during an early stage of the apprenticeship also suggests matching problems (Stalder and Schmid 2006; Bessey and Backes-Gellner 2007).

## AV & GTO's: Next Steps

- Partnership
- AV team leads for GTO's
- Priority projects
  
- Questions