


GAN AUSTRALIA QUALITY APPRENTICESHIPS

July 2024



GAN AUSTRALIA

Skills for Business
Jobs for Youth



GAN Australia pays respects to Aboriginal and Torres Strait Islander peoples, the traditional owners of the lands on which we live and work. We acknowledge Elders past and present, and recognise the long history of cultural and educational practices of Australia's First Nations people.

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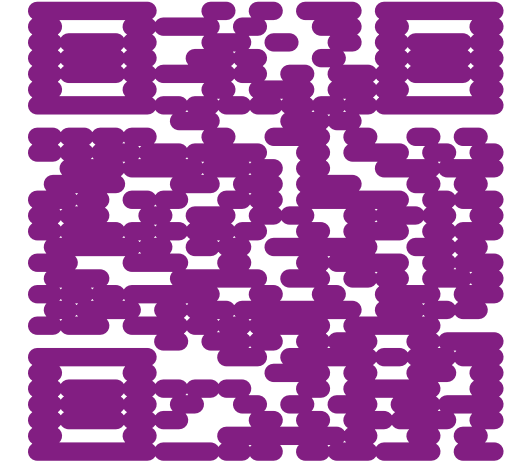
ABOUT GAN AUSTRALIA



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Skills for Business
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About GAN Australia



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WHAT IS THE GLOBAL APPRENTICESHIP NETWORK?

GAN Australia is part of the Global Apprenticeship Network (GAN).

GAN is a global network of private sector organisations and industry associations.

Each GAN National Network aims to raise awareness of apprenticeship programs and encourage companies to offer more opportunities to youth.



GAN AUSTRALIA

- 01** Our purpose is to embed GAN concepts within an Australian context, catering to the distinct economic, cultural, and institutional needs present at the national and local level.
- 02** We aim to create a better future for individuals and businesses through enhanced quality apprenticeships in Australia and learning from international best practice.

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WHAT WE DO



We support the skills sector with information and resources to improve the quality of apprenticeships in Australia and internationally.

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GAN AUSTRALIA

GAN AUSTRALIA ACTIVITIES

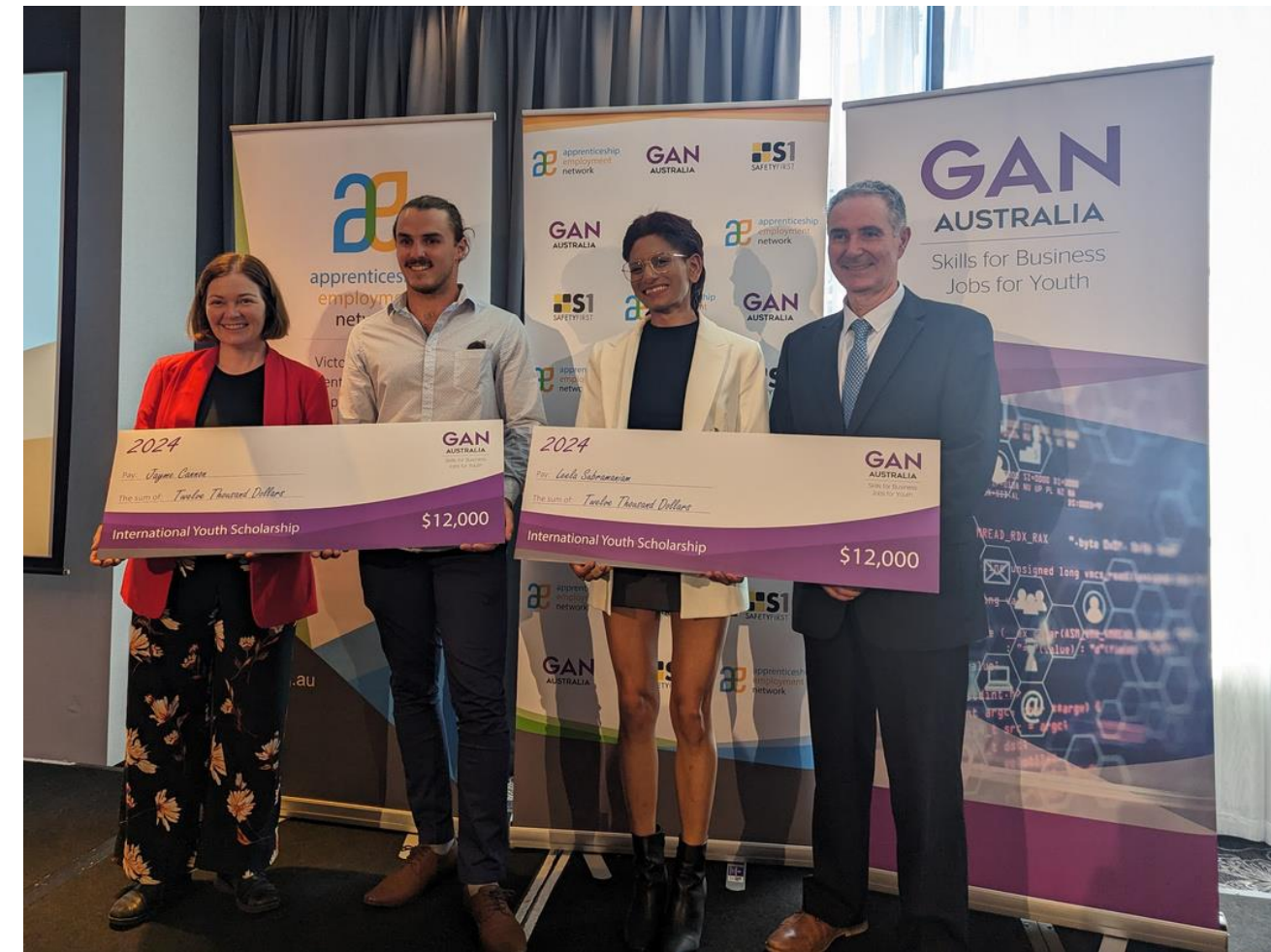


Apprentice exchange & scholarships

Luke Green: Sports Turf Management apprentice travelling to Europe and the UK in September to experience sports turf in a European summer.

Jayme Cannon: Carpenter (recently completed apprentice) and WorldSkills Australia gold medal winner, travelling to Europe to represent GAN Australia at the WorldSkills International Conference.

Leela Subramaniam: Chef (recently completed apprentice) and Victorian Apprentice of the Year and Runner Up Australian Apprentice of the Year travelling to NZ to compete in the Australasian Finals of the International Tapas Competition then to Jamaica as a finalist in the WCFP Student of the Year Awards.



Thought leadership

Newsletter: GAN Australia quarterly newsletter provides updates on our work and resources, insights and news posts, and updates from the Australian and international apprenticeship sectors.

4th July 2024

GAN AUSTRALIA Quarterly newsletter

Dear Peta,

In the ever-evolving landscape of the Australian economy, apprenticeships stand as drivers of opportunity and growth. Disappointingly, newly released data from the NCVER shows that both commencement and completion numbers for apprentices and trainees declined in 2023.

While the Australian Government has implemented a new apprenticeship support systems from 1 July, the reduction and removal of many incentives may create an environment where employers take on fewer apprentices and trainees. With the [Strategic Review of the Australian Apprenticeship Incentives System](#) continuing, we urge government to support employers who provide a quality apprenticeships experience for all employers and all industries.

The *Industry news* section of this newsletter provides an overview of the changes to the Australian Apprenticeships system that were introduced earlier this week. In our *Latest insights* we reflect on the Federal, state and territory budgets. The *International apprenticeship updates* include the GAN Global annual report and social media campaign, and information on upcoming ITCILO training courses.

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Our purpose is to embed GAN concepts within an Australian context, catering to the distinct economic, cultural, and professional needs present at the national and local levels.

We aim to create a better future for individuals and businesses through enhanced quality apprenticeships in Australia and learning from international best practice.

WHAT WE DO

We support the skills sector with information and resources to improve the quality of apprenticeships in Australia and learning from international best practice.

What is GAN? Social media series

The Global Apprenticeship Network (GAN) plays a vital role on the global stage by promoting apprenticeships as a key driver of economic and social development. GAN fosters collaboration between businesses, governments, and educational institutions to create effective apprenticeship

Insights posts: Informative articles and analyses of current topics in apprenticeships.

Coming soon: Interactive data dashboards diving into priority topics such as DEI and youth engagement.

Australian VET Outcomes: Part 2 – Apprentices

Australian Apprenticeships combine employment with training, in an earn and learn model. Apprenticeships and traineeships support workers to develop their skills in an industry-relevant manner, preparing them for a career in their chosen occupation.

Employers use apprenticeships and traineeships as a way to bring skilled staff into their workforce. You can read more about the reasons why employers use apprenticeships and VET in part 1 of this series: [Employer Outcomes](#).

See in this insight post are sourced from the NCVER [Apprentice and Trainee Outcomes report](#).

Reasons for doing an apprenticeship or traineeship

The majority of apprentices and trainees across both trade and non-trade occupations report that they started an Australian Apprenticeship for employment related reasons. The top reason for completers and non-completers was because they wanted to work in this type of job.

Training related reasons are also highly reported, but more so by non-trade than trade apprentices. The top prioritized reason was to gain a recognized qualification or certificate.

Non-completers were more likely to report employment related reasons and less likely to report training related reasons for doing an apprenticeship or traineeship compared with completers.

Employment and training related reasons for doing an apprenticeship or traineeship, by trade and completion status

Completion Status	Trade	Non-trade
Completers	High Employment, Low Training	High Employment, Low Training
Non-completers	High Training, Low Employment	High Training, Low Employment

Apprentice and trainee outcomes

Most apprentices and trainees undertaking their Australian Apprenticeship for employment related reasons, it is important to understand what outcomes they gain at the end of their apprenticeship or traineeship.

Completion rates for apprentices and trainees sit at around 50%. Looking at outcomes for both completers and non-completers gives us a picture of how well the apprenticeship system is supporting people, regardless of whether they are able to complete their Australian Apprenticeship.

Employment outcomes

The majority of both completers and non-completers are employed post-apprenticeship, however employment outcomes are better for completers than non-completers. Across both trade and non-trade apprentices and trainees, completers are approximately 10 percentage points more likely to be employed after training.

80% of trade and 80% of non-trade completers are employed after training, compared to 60% of trade and 61% of non-trade non-completers.

Social media: GAN Australia quarterly newsletter provides updates on our work and resources, insights and news posts, and updates from the Australian and international apprenticeship sectors.

GAN Australia 488 followers

Apprentice and trainee commencements declined between 2022 and 2023, new data from the [National Centre for Vocational Education Research \(NCVER\)](#) shows.

Across Australia, 5 states have maintained commencement numbers above pre-Covid levels, with the three smallest regions (ACT, NT, TAS) recording lower commencements in 2023 than 2019.

Concerningly, completion numbers also declined between 2022 and 2023. There has been only a modest peak of completions after the expansion of apprenticeships under significant wage subsidies. Financial incentives need to be targeted to support quality employers take on apprentices and trainees and support them through to completion.

Given the changes to the Australian Apprenticeship Incentives System that came into effect on 1 July, we would expect 2024 commencements to continue this decline. It is hoped that the increased support to apprentices and their employers will strengthen completions and increase these numbers in the future.

[#apprenticeshipcommencements](#) [#qualityapprenticeships](#) [#apprenticeshipsupport](#)

Apprentice & trainee commencements decline

Line graph showing commencements from 2018 to 2023. Trade commencements (purple line) show a significant decline from 2022 to 2023. Non-trade commencements (green line) also show a decline but remain higher than trade commencements in 2023.

Map of Australia showing regional commencement data for 2023:

Region	2023 Commencements
ACT	2293
NT	1510
TAS	425
QLD	23115
NSW	7228
VIC	2362
WA	47426
SA	2246
Other	1114

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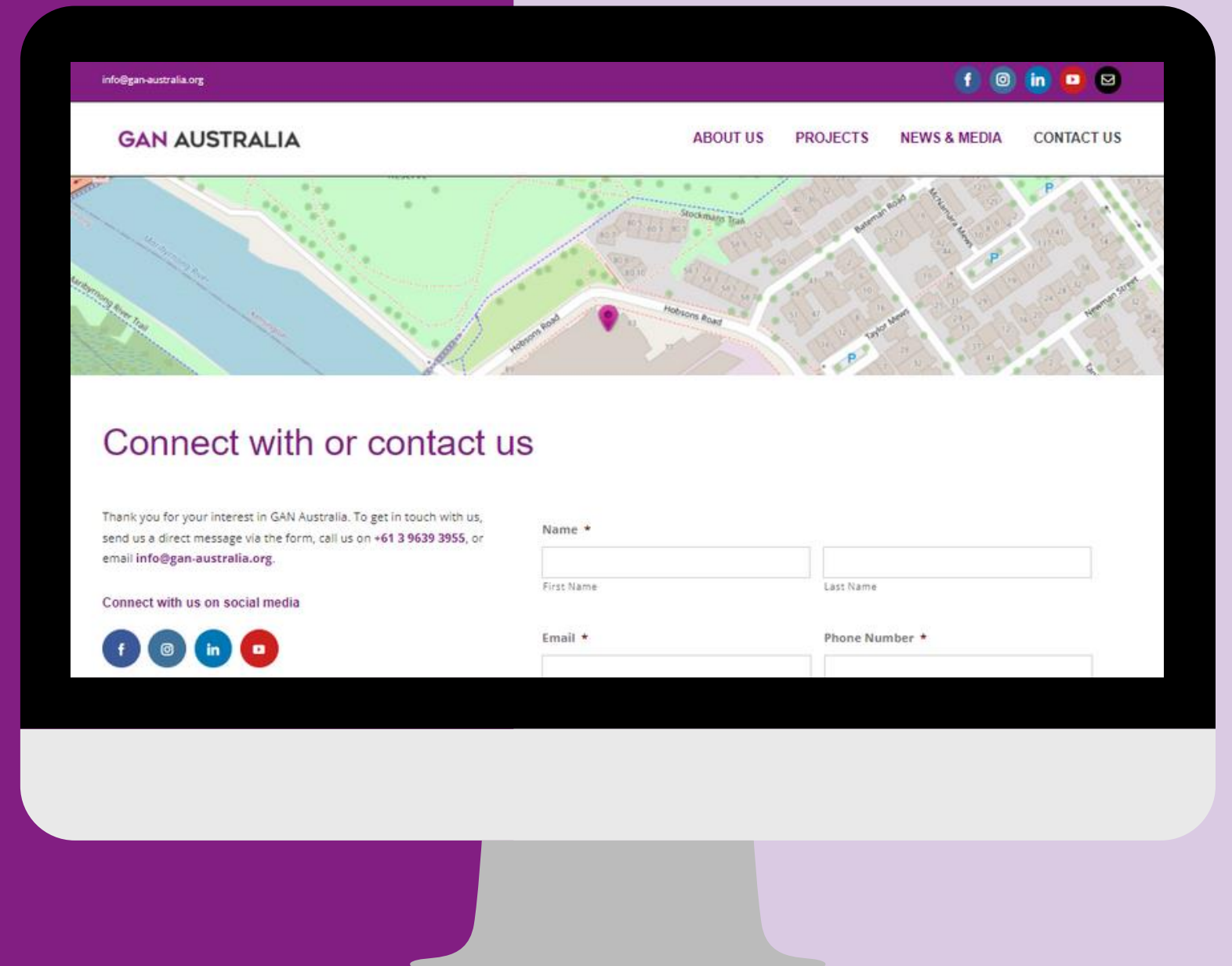
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instagram.com/ganaustralia



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QUALITY APPRENTICESHIPS ACCREDITATION



Rationale for accreditation

Learn more about GAN Australia's research behind the system



Countries including Australia are considering how they can meet the minimum requirements of the Recommendation.

Developing implementation elements for the Recommendation promotes the industry leadership of GAN Australia, AEN and member GTOs.

Accredited employers will be recognised as leaders in quality apprenticeships employment.

Next steps:

- Promote the accreditation system for Australia-wide use.
- Promote accredited employers and the benefits of engaging with these employers.

Accreditation principles

Employers must show commitment to the principles through their application to be eligible for accreditation.



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

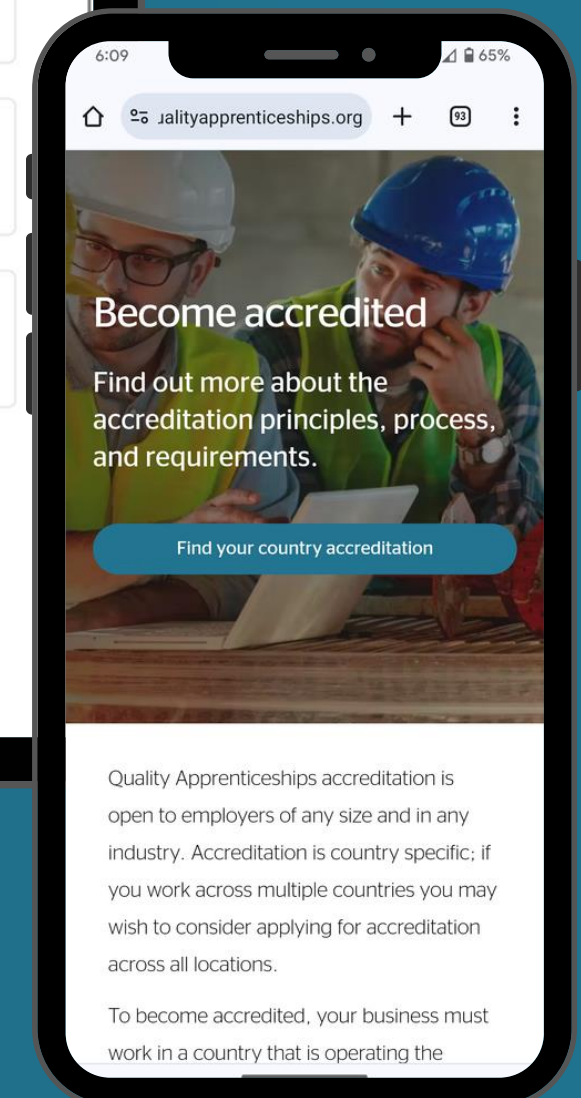
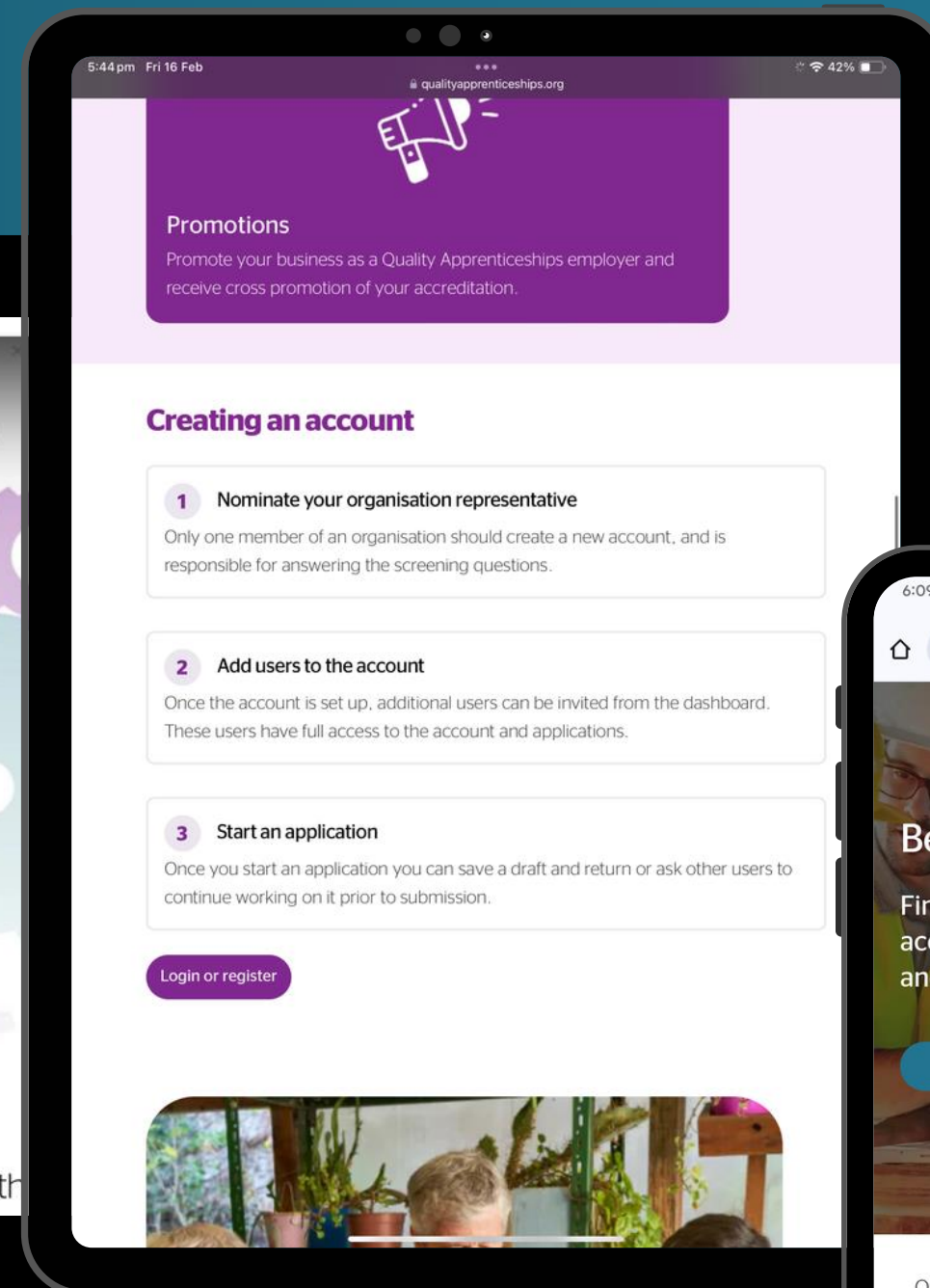
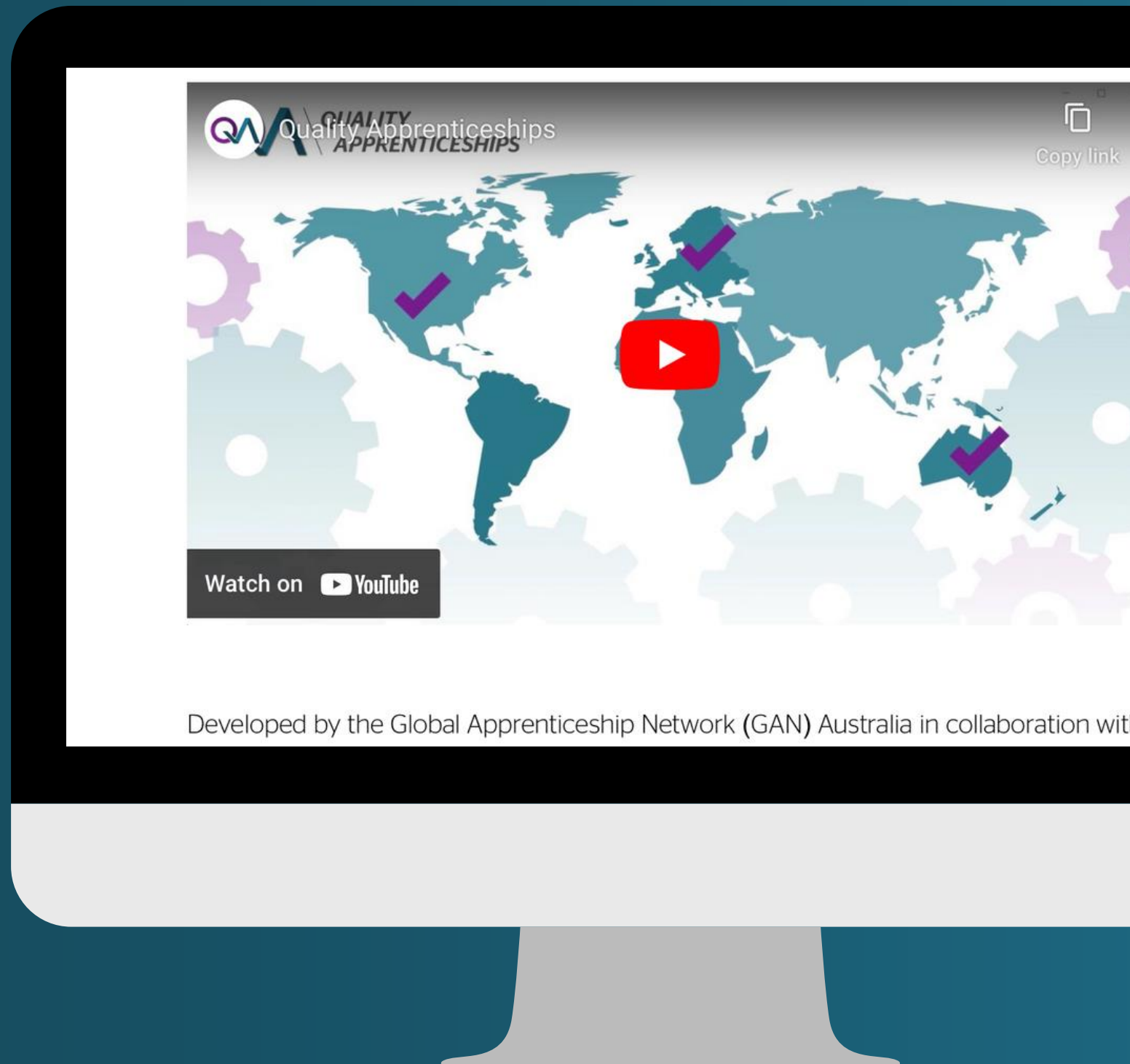
Safety and health are prioritised for a workplace that supports employee physical and psychosocial wellbeing.



Staff development

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

Quality Apprenticeships website





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ACCREDITED EMPLOYERS:

Ai Group Apprentice and Trainee Centre
BGT Jobs & Training Ballarat
CVGT Employment
MEGT
NextGen Jobs

The Apprenticeship Factory
Victorian Group Training
Westvic Staffing Solutions
WPC Group



CERTIFICATE OF ACCREDITATION

Ai Group Apprentice and Trainee Centre

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

The employer has provided evidence of their commitment to the five quality apprenticeships principles:

- Supporting employment.
- Equality and diversity.
- Wages and conditions.
- Health and safety.
- Staff development.

Issuing officer
GAN Australia



CERTIFICATION DATE:

12 July 2024

EXIPRY DATE:

12 July 2025

CERTIFICATE NUMBER:

100-000-010



GAN Australia is the approved provider to
accredit employers under Quality
Apprenticeships accreditation.

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AI GROUP APPRENTICE AND TRAINEE CENTRE



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CERTIFICATE OF ACCREDITATION

BGT Jobs & Training Ballarat

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

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- Supporting employment.
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- Wages and conditions.
- Health and safety.
- Staff development.

Issuing officer
GAN Australia



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BGT JOBS & TRAINING BALLARAT



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CERTIFICATE OF ACCREDITATION

CVGT Employment

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

The employer has provided evidence of their commitment to the five quality apprenticeships principles:

- Supporting employment.
- Equality and diversity.
- Wages and conditions.
- Health and safety.
- Staff development.

Issuing officer
GAN Australia



CERTIFICATION DATE:

21 June 2024

EXIPRY DATE:

21 June 2025

CERTIFICATE NUMBER:

100-000-003



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CVGT EMPLOYMENT



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CERTIFICATE OF ACCREDITATION

MEGT

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

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- Supporting employment.
- Equality and diversity.
- Wages and conditions.
- Health and safety.
- Staff development.

Issuing officer
GAN Australia



CERTIFICATION DATE:

10 July 2024

EXIPRY DATE:

10 July 2025

CERTIFICATE NUMBER:

100-000-007



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MEGT



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CERTIFICATE OF ACCREDITATION

NextGen Jobs

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

The employer has provided evidence of their commitment to the five quality apprenticeships principles:

- Supporting employment.
- Equality and diversity.
- Wages and conditions.
- Health and safety.
- Staff development.

Issuing officer
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CERTIFICATION DATE:

15 July 2024

EXIPRY DATE:

15 July 2025

CERTIFICATE NUMBER:

100-000-011



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NEXTGEN JOBS



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CERTIFICATE OF ACCREDITATION

The Apprenticeship Factory

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

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- Wages and conditions.
- Health and safety.
- Staff development.

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CERTIFICATION DATE:

11 July 2024

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11 July 2025

CERTIFICATE NUMBER:

100-000-008



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THE APPRENTICESHIP FACTORY



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CERTIFICATE OF ACCREDITATION

Victorian Group Training

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

The employer has provided evidence of their commitment to the five quality apprenticeships principles:

- Supporting employment.
- Equality and diversity.
- Wages and conditions.
- Health and safety.
- Staff development.

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CERTIFICATION DATE:

05 July 2024

EXIPRY DATE:

05 July 2025

CERTIFICATE NUMBER:

100-000-006



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VICTORIAN GROUP TRAINING

TRAINING



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CERTIFICATE OF ACCREDITATION

Westvic Staffing Solutions

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

The employer has provided evidence of their commitment to the five quality apprenticeships principles:

- Supporting employment.
- Equality and diversity.
- Wages and conditions.
- Health and safety.
- Staff development.

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CERTIFICATION DATE:

03 July 2024

EXIPRY DATE:

03 July 2025

CERTIFICATE NUMBER:

100-000-005



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WESTVIC STAFFING SOLUTIONS



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CERTIFICATE OF ACCREDITATION

WPC Group

Has been assessed and accredited by GAN Australia as a:

Quality Apprenticeships Accredited Employer

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- Wages and conditions.
- Health and safety.
- Staff development.

Issuing officer
GAN Australia



CERTIFICATION DATE:

15 July 2024

EXIPRY DATE:

15 July 2025

CERTIFICATE NUMBER:

100-000-012

WPC GROUP



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[linkedin.com/showcase/qualityapprenticeships](https://www.linkedin.com/showcase/qualityapprenticeships)



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