



National Apprenticeship  
Employment Network

Apprentices | Trainees | Employers | Careers

# NEWSLETTER

Member updates from the National Apprenticeship Employment Network -  
representing group training organisations in Australia

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## Letter from the National Executive Officer

Lauren Tiltman

Welcome to our new look E-Bulletin. Through this bulletin we endeavour to keep the sector updated with both information from the national area in relation to all things VET, apprenticeships and employment, and to let you know what NAEN is doing to support the excellent work of group training organisations across Australia.

### Changes to the Board of Directors

At the AGM on 15 November, Stuart Diepeveen stepped down as Chair from the Board of NAEN. After 4 years of service as Deputy Chair and Chair, he remains on the Board as the WA representative and as a Director. John Liddicoat was elected to the role of Chair. John is the General Manager at Novaskill in Newcastle, and also Chair of the AEN NSW ACT Board. Stuart has done an exceptional job as Chair and I am confident John will continue to lead NAEN with vigour.

NAEN also welcomes Mr Tom Managan from Community Solutions in QLD as the AEN QNT representative to the Board, and Megan Lilly of AiGroup Apprentice and Trainee Centre who fills a casual vacancy.

### Senator the Hon. Michaelia Cash, Minister for Minister for Small and Family Business, Skills and Vocational Education

A delegation from the Board of NAEN will be meeting with Minister Cash in Sydney this week to engage with her about group training and the contribution it makes to Australia's VET, employment and economic prosperity. We have a number of pressing issues to discuss with her (many of which outlined in this newsletter) and look forward to the meeting. A number of NAEN

representatives were able to have a brief conversation with the Minister at the Australian Training Awards last night and she seems very positive about the upcoming meetings.



*The NAEN's newly appointed chair, Mr John Liddicoat (left), Senator the Hon. Michaelia Cash, Minister for Small and Family Business, Skills and Vocational Education (middle), and the NAEN National Executive Officer Lauren Tiltman (right), at the 2018 Australian Training Awards.*

### **National Labour Hire Licencing**

Last week I visited Parliament House Canberra, where I met with the Office of Hon. Kelly O'Dwyer MP, Minister for Jobs and Industrial Relations and Minister for Women. This meeting was scheduled to discuss the state-by-state trend for the introduction of labour hire licencing laws. Queensland, South Australia, Victoria and now the Australian Capital Territory have all either implemented or are seeking to implement labour hire licencing laws. GTOs operating in QLD were swept up in this registration process and need to register and be audited as labour hire organisations. SA exempted GTOs from their registration process, and it is likely that VIC and ACT will also. You may recall that the Federal Opposition announced a policy in relation to national labour hire licencing in the lead up to the next federal election. NAEN secured commentary from the Shadow Minister for Employment and Workplace relations, Hon Brendan O'Connor MP, to the following effect:

*"A Shorten Labor government will protect workers and ensure they get a fair deal by tackling unfair labour hire, cracking down on dodgy labour hire companies that rip off and exploit workers.*

*Labor will legislate to ensure that workers employed through a labour hire company will receive the same pay and conditions as people employed directly. Labor will also introduce a national labour hire licencing scheme to protect workers from exploitation, providing an important floor of standards.*

*We will consult with labour hire companies, host employers, unions and other stakeholders on the legislative schemes and transitional arrangements.*

*Labor understands that registered group training organisations provide a different service to labour hire companies. Labor's labour hire polices are not intended to adversely impact registered group training organisations. As has occurred with the design of labour hire licencing schemes in some state jurisdictions, federal Labor will work with the peak body to ensure that registered group training organisations are not adversely affected by our labour hire reforms."*

Concurrently, Minister Cash has previously convened a cross-agency migrant workers taskforce. This taskforce brought together the follow Commonwealth Government Agencies:

*The Taskforce is chaired by Professor Allan Fels AO with Dr David Cousins AM as Deputy Chair, and is supported by the Department of Jobs and Small Business.*

*Members include:*

- *Department of Jobs and Small Business*
- *Fair Work Ombudsman*
- *Department of Home Affairs*
- *Australian Border Force*
- *Attorney-General's Department*
- *Department of Education and Training*
- *Australian Taxation Office*
- *Australian Competition and Consumer Commission*
- *Australian Securities and Investment Commission*
- *Department of Agriculture and Water Resources*
- *Other relevant agencies with responsibilities that impact on exploitation of migrant workers, as required.*

As part of the terms of reference of this taskforce, it was tasked with *Assessing labour hire practices for companies that employ migrant workers*. The report from the 18-month taskforce is due to Minister O'Dwyer at any time now. Given the potential for recommendations in relation to labour hire licensing, I took the initiative to seek a meeting with Minister O'Dwyer's office to discuss the need to exempt GTOs from any potential national labour hire licensing laws. The Minister's office were very receptive to why GTOs should be excluded, and noted that our messaging was 'timely and clear' with the anticipated reception of the taskforce report impending. The Advisors were also keen to continue to engage with NAEN in relation to current and future employment program delivery.

### **Bush Wage – Regional Wage Subsidy**

We are working to ensure the roll out of the bush wage subsidy program has minimal impact on the GTO sector in the regions. A member specific update has been sent out in the last few days. In particular, we encourage members to call and write to their local Federal MPs and Senators and ask them to contact the Minister's office to express the need for GTO inclusion in this policy.

Please contact me if you would like another copy of a letter template for this purpose.

### **Preferred Creditor Status**

NAEN has researched and collated information in relation to the implications of bankruptcy laws negatively impact GTOs when host employers collapse. We have put together a case study of a significant events and gathered data from the membership base that shows over \$1.2mil lost by 16 members in the last few years alone.

This evidence has been paired with a letter and meeting request for the Treasurer and Attorney General to discuss the matter further. NAEN also intends to contact the shadow portfolios to discuss this matter further.

### Advocacy Project

NAEN has commenced an embedded advocacy project in conjunction with Spark Strategy. We have employed a project officer, Grace Templeton, who will assist the roll out of the project within NAEN. NAEN has pitched to the state associations for a collaborative approach to the strategy to ensure consistency in our advocacy approach. A steering committee is putting together the framework for the project, and members will be kept up to date with the progress and invited to engage and participate on a regular basis. A strategy document will be released in the near future to give a succinct view of the project and expected timelines and outcomes. If you have any questions about this program please speak with your state rep on the national board, or give Grace or myself a call and we'd be happy to explain it further.

### National Conference

Plans are still coming together for the national conference, to be held in the Gold Coast in late July/early August 2019. As soon as we have a location and date locked in, the membership will be advised to save the date.



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## NAEN News

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## Iain McDougall appointed to AISC

Iain McDougall is the Nominated Member for Western Australia to the Australian Industry and Skills Committee (AISC).

Iain is a long standing Board member and former chair of NAEN. He currently chairs the Audit Committee for the Board.

The Australian Industry and Skills Committee (AISC) was established by the COAG Industry and Skills Council in May 2015 to give industry a formal role in approving vocational education and training (VET) training packages for implementation.

Professor John Pollaers chairs the AISC. Members include industry leaders nominated by Commonwealth and state and territory ministers responsible for skills and training, a peak body representative (rotating between the Australian Chamber of Commerce and Industry, the Business Council of Australia and the Australian Industry Group), and two ex-officio members (senior government officials).

Iain is the General Manager of Hospitality Group Training (HGT). Prior to joining HGT in 1995, Iain gained twenty years of senior management experience with the Federal Government mainly in training policy. Iain is a FutureNow Board member and the Board and staff congratulate Iain on this appointment.



[Visit Website](#)

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## New research into apprenticeships

By Bob Bowden, *Chief Executive Foresight Communications*

One of Australia's leading apprenticeship researchers, Professor Erica Smith of Federation University has outlined her most recent study into apprenticeships across the G20 countries, undertaken for International Labour Organization (ILO).

The study examined responses in late 2017-early 2018 to a survey sent by the ILO to three respondent groups in each country, representing government, labour unions and employer bodies.

Known as the Initiative to promote Quality Apprenticeships, it was designed to highlight and promote good practice in apprenticeships across the G20 countries. The full report can be seen [here](#).

Professor Smith told the recent AVETRA research forum in Canberra that while there were many solid examples of apprenticeship development highlighted by the study, in many G20 countries, the thrust was largely around apprenticeships as an instrument of employment policy, rather than training policy.

There was often little attention to monitoring the quality of apprenticeships, scant linkages to formal education systems, and an uneven spread across industry areas.

The main recommendations were for stronger coordination between layers of government, more consistent involvement of social partners, more attention to operational matters, and a systematic approach to adding occupations to the apprenticeship 'list'.

Professor Smith said her next major apprenticeship project, also for the ILO, would examine the role of intermediary organisations in the apprenticeship system across the world. More information can be found [here](#).

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## Apprentice subsidy a lure to create regional jobs

[The Australian](#), 31st October 2018, by Rosie Lewis

Regional small businesses will be heavily subsidised to take on apprentices as the Morrison government announces a \$60 million trial of a “bush wage” to encourage more Australians into trades such as hairdressing, plumbing and painting.

From January 1, employers in regional centres will be able to access government subsidies covering 75 per cent of an apprentice’s award wage in the first year, 50 per cent in the second year, and 25 per cent in the third year to “turbocharge” careers.

Those undertaking full-time apprenticeships at certificate III and IV levels in occupations on the National Skills Needs List — including bakers, bricklayers, carpenters, electricians, mechanics and roof tilers — will be eligible under the scheme.

Small and Family Business Minister Michaelia Cash, who will announce the trial with Deputy Prime Minister Michael McCormack in the NSW Riverina city of Wagga Wagga today, said it would create up to 1630 apprentices.

“Through this incentive, we are securing the skills our regional and rural businesses need to remain competitive and give local students new opportunities at home,” Senator Cash said.

Mr McCormack said the apprenticeships trial was “just another practical step to help create jobs and opportunities for small businesses and young people in the regions”.

“A VET qualification is every bit as important to the economy as a university degree,” he said.

### ***Senator Pauline Hanson, One Nation Senator for Queensland, announces victory***

#### [Media Release](#)

The pilot program will focus on the National Skills Needs List (NSNL) and will be centred on regional apprenticeship opportunities, to ensure small towns retain their youth and decrease youth unemployment.

“Regional Australia have some of the highest youth unemployment numbers, this is why the decision was made to have my apprenticeship pilot program target these areas and I’m hopeful this initiative will start to turn things around,” Senator Hanson said.

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# Apprenticeships Post 2020 National Apprenticeship Forums 2017-18



From August 2017 to June 2018 the Department of Education and Training commissioned PhillipsKPA to deliver a series of five National Apprenticeships Forums titled "Apprenticeships Post 2020".

The aim of the Forums was to provide stakeholders of the Australian Apprenticeships system to meet and engage on key issues and explore innovative approaches to training and work-based learning.

The final report is a summary of the forums and can be viewed [here](#).

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## State Apprentice Employment Network News

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### AENWA Awards of Excellence

The Apprentice Employment Network Western Australia (AENWA) recently hosted their annual Awards of Excellence recognising the achievements of apprentices and trainees that are employed by a Group Training Organisation in WA and the Host Employers who support them. Winners were announced on the night with The Minister for Education and Training Hon. Sue Ellery MLC, presenting them with their certificates and trophies at the event.

As a long-time supporter of the Awards, Australian Super was once again the event sponsor, demonstrating their commitment to the Apprentice Employment Network and the future of young Australians. Australian Super sponsored two award categories; Apprentice of the Year, won by Michael Holmes and Trainee of the Year, won by Courtney Minto.



Pictured Apprentice of the Year

Minister Sue Ellery

Michael Holmes (Winner – MTAWA Automotive Institute of Technology)

Michael Kallis (Australian Super Education Manager)

Pictured Trainee of the Year

Minister Sue Ellery

Courtney Minto (Winner – The Apprentice and Traineeship Company)

Michael Kallis (Australian Super Education Manager)

## Stakeholder News

An advertisement featuring a smiling woman in a black top sitting at a desk. To her right is a large graphic with the text "LEADERSHIP DEVELOPMENT SCHOLARSHIPS AVAILABLE FOR WOMEN WORKING IN EDUCATION". At the bottom left is the logo for "WOMEN & LEADERSHIP AUSTRALIA" and at the bottom right is the URL "wla.edu.au/funding1". A red vertical bar is on the far right.

**LEADERSHIP  
DEVELOPMENT  
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WOMEN & LEADERSHIP  
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wla.edu.au/funding1

## Women and Leadership Australia Scholarships

The Women & Leadership Australia (WLA) end of year funding grants are currently available to women who work in the education sector to support their participation in a professional development program.

**Up to \$7,000 scholarships available.**

The fee support opportunity provides a scholarship of up to \$7,000 for women to take part in one of three leadership courses. The grants have been provisioned for use by women right across the country, with a specific focus on the education industry.

### How to register:

At this stage, Expressions of Interest are being sourced until 7th December via this link: [www.wla.edu.au/funding1](http://www.wla.edu.au/funding1) The programs are suitable for junior managers right through to executive level women.

### The initiative:

This initiative follows on from the success of WLA's #100daysforchange campaign, in which more than 200 organisations and individuals pledged a change to increase gender equity in their workplace.

As a result, many women are being provided with opportunities for progression and empowerment.

[Read More](#)



## Government-funded students and courses - January to June 2018

In the first six months to 30 June 2018, there was an estimated 771 400 students enrolled in the government-funded vocational education and training (VET) system. This is defined as Commonwealth and state/territory government-funded training delivered by technical and further education (TAFE) institutes and other government, community education and other registered providers.

Western Australian figures for both the January to March 2018 and January to June 2018 periods, South Australian figures for the January to March 2018 period and Tasmanian figures for the January to June 2018 period have been affected by reporting issues. Therefore, comparisons of any reported activity between previous quarters or years should be made with caution.

In the six months to 30 June 2018, estimated students in the government-funded VET system comprised:

- 56.4% attending TAFE institutes and other government providers

- 23.6% aged 15 to 19 years
- 21.4% aged 20 to 24 years.

In the six months to 30 June 2018, program enrolments in the government-funded VET system comprised:

- 89.5% in an Australian Qualifications Framework (AQF) level program
- 43.6% in certificate III programs
- 17.3% in engineering and related technologies.

A total of 1630 training providers delivered government-funded VET in the first six months of 2018, a decrease from 1760 reported in the first six months of 2017.

[Read More](#)

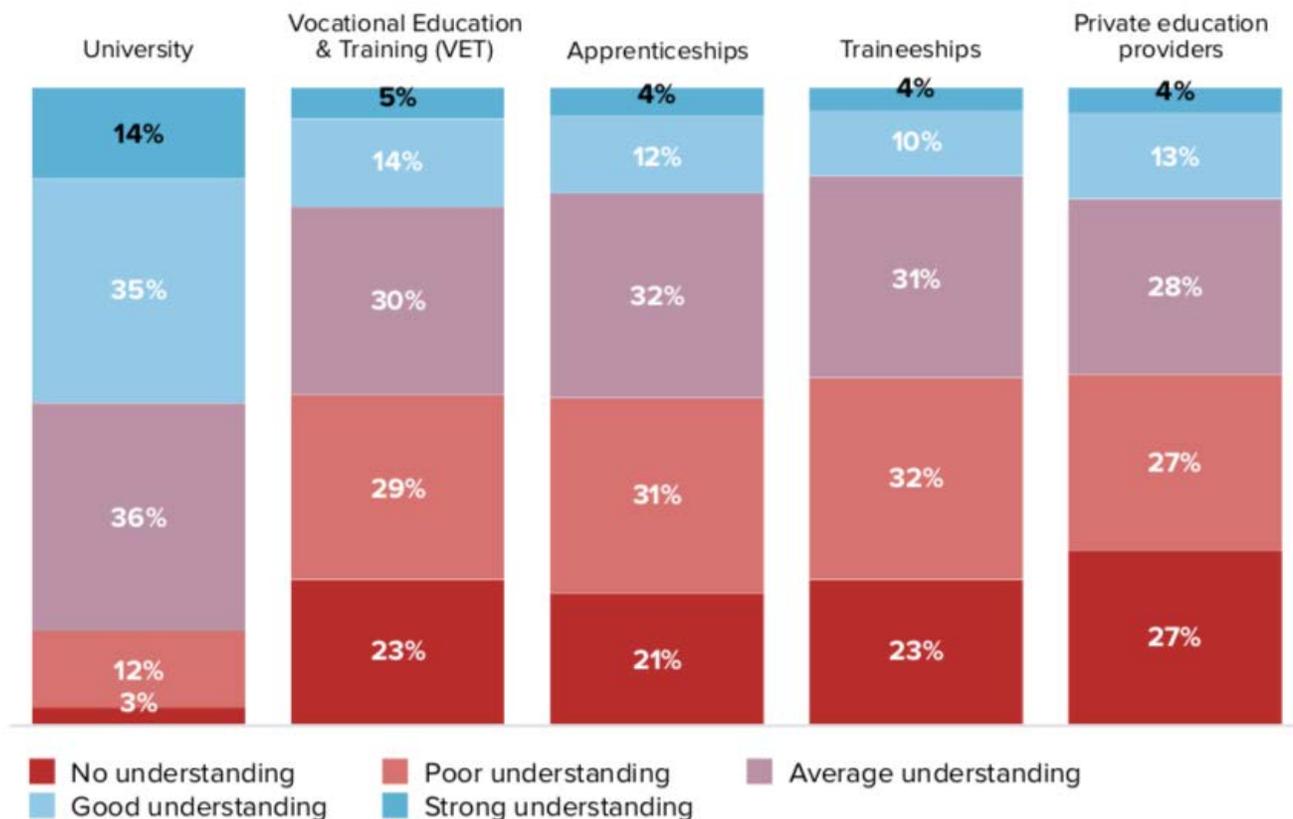
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## Year13: Improving the health and happiness of all young Australians

Earlier this year we released our second research paper [After The ATAR II: Understanding How Gen Z Make Decisions About Their Future](#). The report was built around 4,000 responses from youth all over Australia regarding how they navigate through their final years of high school and their transition into the post-school world. Much of our findings show a level of disillusionment with the conventional pathway for education; 82% of youth say they agree with the statement, “I love learning”, yet only 13% agree with the ATAR system. Furthermore, more than half of those surveyed believe schools care more about their ATAR than them as students.

This emphasis on ATAR seems to be pushing students towards a certain bias when it comes to their understanding of post-school options. 52% of youth believe they have a poor or no understanding of apprenticeships, and 55% believe the same for traineeships. Conversely, only 15% of youth say they have a bad or no understanding of university. This lack of knowledge leads to less consideration of different pathways; Mission Australia’s [Youth Survey 2017](#) reveals that 70% of youth plan to go to university, while only 8% plan to take on an apprenticeship. However, when presented with new information regarding the financial benefits of undertaking an apprenticeship over completing a degree, 64% said it would make them consider an apprenticeship more seriously.

**How well do you feel you understand these pathways?**



There is an opportunity here for educators and industry leaders to empower students to make positive decisions about their future. Young people are becoming increasingly active in their search for useful information; our previous research paper [After The ATAR I](#) revealed that 43% of youth get their most trustworthy career advice from web searches. Furthermore, we found that 61% of youth believe social media helps expand their career and life aspirations, yet 74% believe older generations do not communicate with them effectively. To engage young people, organisations should be active in spaces that are populated by a younger demographic (online and on social media), utilise youth voices or partner with organisations that specialise in youth engagement.

For more information on how to best engage with youth, visit [YouthSense](#), a marketing insights community powered by the team at [Year13](#).



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