

## Strategies to grow apprenticeships and traineeships in Western Australia

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| <p><b>Issue 1: The apprenticeship system is complex and difficult to navigate.</b></p>  | <ul style="list-style-type: none"> <li>The business processes and regulatory arrangements of the apprenticeship system are not easily understood by stakeholders and can be difficult to navigate.</li> <li>The two tiers of government (Australian and State Governments) are heavily engaged and invested in supporting the apprenticeship system resulting in responsibilities for policy, funding and services being split between multiple players leading to processing delays and frustration.</li> </ul>        | <p><b>Strategy 1: Make it easier for participants to navigate the apprenticeship system.</b></p>  | <ul style="list-style-type: none"> <li>The establishment of a single portal website to provide up-to-date information that is relevant to employers, apprentices/trainees and other stakeholders on course availability, training locations, fees and government funding, subsidies and incentives.</li> <li>Make information publicly available that helps employers, apprentices/trainees, students and parents navigate the system more easily.</li> <li>Provide a 'map' of the training system that identifies the roles and responsibilities of each party/agency and include relevant contact information.</li> <li>Review the roles and responsibilities of the Australian Apprenticeship Support Network (AASN) and the Apprenticeship Office and develop a Memorandum of Understanding around coordination, communication and referral protocols to alleviate confusion and duplication.</li> </ul>  |
| <p><b>Issue 2: There are cost pressures associated with the employment of apprentices and trainees.</b></p>                           | <ul style="list-style-type: none"> <li>The Australian Government incentives do not adequately cover business expenses of employing apprentices/trainees, particularly for part-time trainees.</li> <li>The increase in training fees in Western Australia was unwelcome and has contributed to a decline in apprenticeships and traineeships in Western Australia.</li> </ul>   | <p><b>Strategy 2: Reduce costs for employers and apprentices/trainees to make training more affordable.</b></p>                               | <ul style="list-style-type: none"> <li>The State Government could consider and trial pilots aimed at reducing the costs for employers and apprentices/trainees, such as: <ul style="list-style-type: none"> <li>Providing employer subsidies or reducing TAFE course fees for non-trade priority occupations including social assistance and allied health industries (aged care, disability support, child care and allied health) and growth areas identified in Plan for Jobs such as hospitality and tourism.</li> <li>Introduce State Government employer grants or incentives to encourage the uptake of apprentices/trainees in new and emerging industries to help diversify the State's economy.</li> <li>Provide wage subsidies or allowances to increase the employment and training in priority occupations for people with disability, Aboriginal, long-term unemployed, mature-aged and people from culturally and linguistically diverse backgrounds.</li> </ul> </li> <li>The State Government to monitor and review the State's TAFE fees, funding and policy positions to ensure they are flexible enough to address emerging issues, such as workers displaced by technology and innovative advances.</li> <li>The State Government to campaign the Australian Government to review the Australian Apprenticeships Incentives Programme to ensure that payments are keeping in line with employer and apprentice/trainee costs.</li> </ul> |
| <p><b>Issue 3: Apprenticeships and traineeships are not widely promoted or understood by young people and the community.</b></p>      | <ul style="list-style-type: none"> <li>The vocational education and training (VET) sector is misunderstood and undervalued by the Western Australian community, schools and employers.</li> <li>There is an absence of promotion and marketing of apprenticeships and traineeships in the wider community.</li> <li>Young people need to receive quality career advice linked to labour market information.</li> </ul>  | <p><b>Strategy 3: Promote the VET sector and the opportunities available through apprenticeships and traineeships.</b></p>                    | <ul style="list-style-type: none"> <li>The State Government undertake an extensive promotion and marketing campaign to promote young professionals from the VET sector, with a focus to bust stereotypes and showcase excellence in VET careers using social media, technology applications, radio advertising, industry training advisory bodies and the Australian Apprenticeship Support Network.</li> <li>The TAFE Jobs and Skills Centres to be used as hubs of information, hosting open days through the calendar year for the community and the school sectors to promote training, provide up-to-date information about jobs and skills needed by the State's economy.</li> <li>Use the industry training advisory bodies to educate and promote industry and employers about apprenticeships and traineeships.</li> </ul>   |
| <p><b>Issue 4: Businesses want greater flexibility from the training sector.</b></p>  | <ul style="list-style-type: none"> <li>Many employers don't understand or are unaware of the training options available to them.</li> <li>Regional employers require greater flexibility, particularly around the scheduling of block release for apprentices.</li> </ul>   | <p><b>Strategy 4: Make training adaptive to industry needs and foster structured partnerships.</b></p>  | <ul style="list-style-type: none"> <li>The State Government to ensure apprentices and trainees can access the training they need locally in Western Australia.</li> <li>TAFE to introduce key metrics to assess that they are meeting the training needs of industry. For example, measures to gauge whether employers and apprentices/trainees are satisfied with course offerings, locations and block release arrangements.</li> <li>Training providers collaborate with industry and other stakeholders to establish and build structured and enduring partnerships with local industries, so they clearly understand industry needs and the emerging trends to deliver effective and meaningful training.</li> </ul>   |
| <p><b>Issue 5: Jobs and Skills Centres need to collaborate with industry and VET stakeholders to support users of the system.</b></p> | <ul style="list-style-type: none"> <li>There is opportunity to close the gap in the services currently provided by the Australian Apprenticeship Support Network (AASNs) and the services offered by the State Government, such as mentoring and support for both the employer and the apprentice or trainee.</li> <li>Industry needs TAFE Jobs and Skills Centres will need to provide training information from TAFE, private training providers and not for profit organisations in a competitive market.</li> </ul> | <p><b>Strategy 5: Be customer focussed and provide reliable information, advice and support through the TAFE Jobs and Skills Centres.</b></p> | <ul style="list-style-type: none"> <li>Take a holistic approach and provide a true one-stop-shop service to support students, employers, mature aged workers, parents and schools.</li> <li>Provide an information hub with trained and experienced frontline personnel, as well as having a website portal that contains all the information in one place.</li> <li>Provide positive messages and information on training available and the various agencies involved in the system. Information and support could include: <ul style="list-style-type: none"> <li>good career advice for both academic and vocational pathways (including VET in Schools, apprenticeships and traineeships, general VET courses and pre-apprenticeships);</li> <li>a joined-up integrated approach to service delivery by directing people to the right agencies involved in the system;</li> <li>reliable and up to date information on funding, incentives, wages, industry information and dispute resolution.</li> </ul> </li> <li>Provide impartial training information to clients including information on TAFE, private training organisations and not for profit organisations to ensure the best outcome for employers, apprentices and trainees.</li> <li>TAFE staff to upskill and increase their industry knowledge, to be more familiar with latest technology and equipment and industry trends.</li> </ul>  |