



## What Can be Done to Create a Resurgence of Apprenticeships?

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# Overview


- Apprenticeship reform
    - Policy consistency
    - Incentives
    - Alternative models
  - Employer investment
  - Future challenges
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# Reform

- ❑ Policy - consistency and uniformity across State and Federal governments
    - Enhance research relating to social outcomes
    - Establish national goals
    - Ensure apprenticeship programs offer good working & training conditions
  
  - ❑ Companies & Employers' have ownership on the different levels of policy in the vocational education system
    - Carry out work based training
    - Participate in assessment
    - Participate in local / regional VET administration
    - Training regulations at federal level
  
  - ❑ Skilled workforce / matching (qualifications and jobs)
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# Reform


## □ Incentives

- SME support
  - Funding vehicles - *the right fit for skill development*
  - Subsidise training costs (*to reduce business costs*)
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# Reform

- Alternate models:
  - Flexibility
  - Incentive programs (to minimise transfer or dropout)
  
- Increase the knowledge base for Career counsellors /personnel within schools, etc

# Employer Investment

- ❑ Marketing from a Federal level
  - ❑ Industrial Awards need to keep pace with change ie competency based, etc.
  - ❑ The system needs to keep abreast of changing employment arrangements
  - ❑ Formal training needs to keep pace with industry requirements / progress
    - Flexibility of program development standards will enable companies to reflect on features of each industry
    - Company specific skill training
  - ❑ Financial incentives
  - ❑ Enhancing administration support
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# Future challenges

- ❑ Australian system exacerbated by frequency of policy and funding changes
- ❑ Lack of dedicated funding source (e.g. employer levies)
- ❑ Governments change – need consistent, ongoing input from industry, employers and stakeholders
- ❑ Empower industry/employers to find and use political voice
- ❑ Moving from pilot programs to systemic changes to the system
  - PwC <https://www.skillsforaustralia.com/2016>
  - Youth Apprenticeship in Mines  
[http://www.acareerinminingbc.ca/sites/default/files/documents/youth\\_apprenticeship\\_pilot-final](http://www.acareerinminingbc.ca/sites/default/files/documents/youth_apprenticeship_pilot-final)
  - Federal Gvt / Siemens <http://www.primemovermag.com.au/news>