



GAN AUSTRALIA

Skills for Business. Jobs for Youth.

**Be part of the solution:
Working together to
build skills for business
and jobs for youth**



**HELP US SUPPORT
OUR YOUTH TODAY
TO ENSURE A
STRONGER FUTURE
FOR EVERYONE**





Your participation in our programs and research can make a real difference to skills for business and jobs for youth

Linking youth with apprenticeship opportunities supports businesses and the wider community

The VET sector currently provides training for 9 out of 10 occupations predicted to grow over the next 5 years. The Australian Government predicts that the largest will be:

- Health, aged care, child care and community services
- Construction trades and project management
- Business and professional services
- Electricians

Apprenticeships have a broad impact. They improve the economy, society and businesses today and into the future.



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Graduate apprentices earn wages comparable to that of university graduates.

Australia's youth unemployment sits at 11.6% nationally and can be as high as 28% in some areas.

Unemployment was estimated to cost the Australian Government \$11billion in 2015-2016.

Currently only around 50% of apprentices in Australia successfully complete their apprenticeship.

At the same time, Australia is facing a skills shortage which apprenticeships will be key to solving

Growth industries expected to need additional skilled workers:

- Health and Care Services
- Construction
- Business Services
- Hospitality & Retail Services

Many industries struggle to fill their job vacancies and skills needs:

- Automotive Servicing
- Construction Trades
- Food / Hospitality
- Health and Care Services

92% of trade apprenticeship graduates continue employment after training in the same industry

Australia has over **200** different apprenticeship and traineeship occupational pathways and qualifications.

Measured ROI on VET & Apprenticeship systems show that for every **\$1 spent, \$24 returns** to the wider economy and community.

1 Introduction

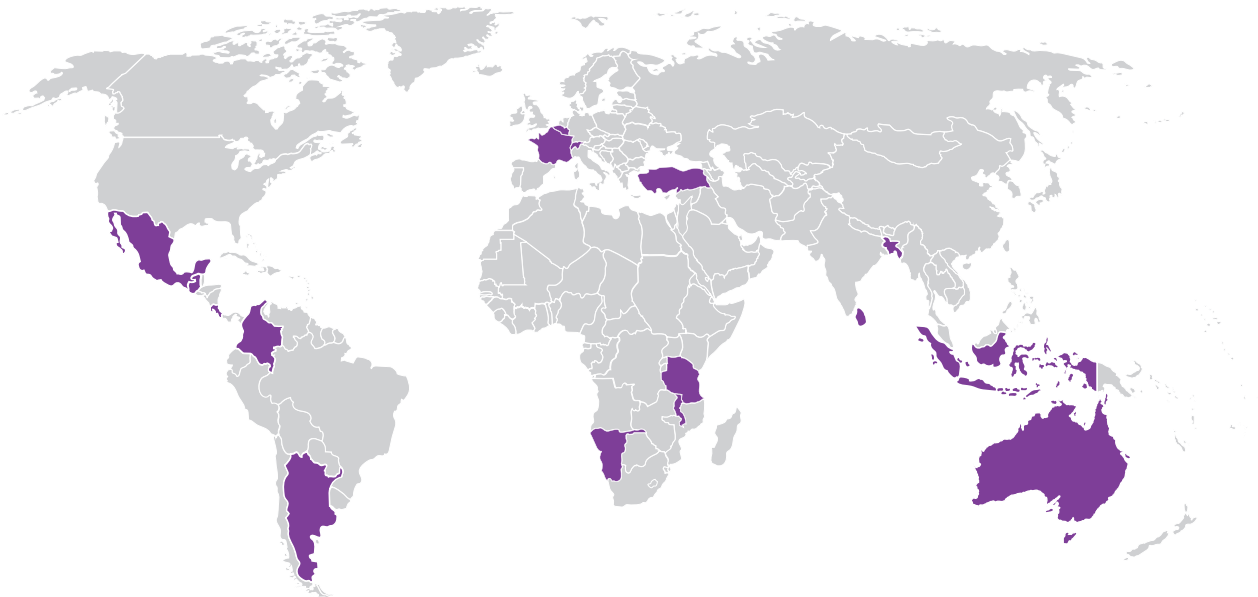
About GAN

Established in 2013 in Switzerland, the Global Apprenticeship Network (GAN) strategically and globally coordinates new ways to fundraise, develop leading companies and partners, create toolkits, compare policy and legislation, and provide international forums.



The GAN National Networks (GNNs) make it possible for GAN to achieve concrete results. By raising apprenticeship program awareness, the networks encourage companies to offer more opportunities to youth as well promote the GAN concepts nationally - taking into account the distinct economic, cultural and institutional needs at national and local levels.

Today there are 17 GAN Networks



1.1 GAN Global and GAN Australia

GAN Australia is working to establish a VET industry action group that will connect industry leaders with local and international best practices in apprenticeship and workforce development needs.

The Apprenticeship Employment Network (AEN) will facilitate and host GAN Australia events and meetings to meet the principles of GAN.

GAN Principles

Strengthen the commitment and visibility of companies' and organisations' engagement in apprenticeships as part of a sound human capital development strategy.

Share the best practices in the areas of apprenticeships, mentoring and on-the-job training.

Encourage effective knowledge sharing action programs and partnerships from GAN's network of committed companies and organisations, at global and local levels.



Our partners join us in promoting apprenticeships and other Work Readiness Programs (WRPs), through individual and combined activities in Australia.

Collaboration will relate to the 4 focus areas of GAN Global:

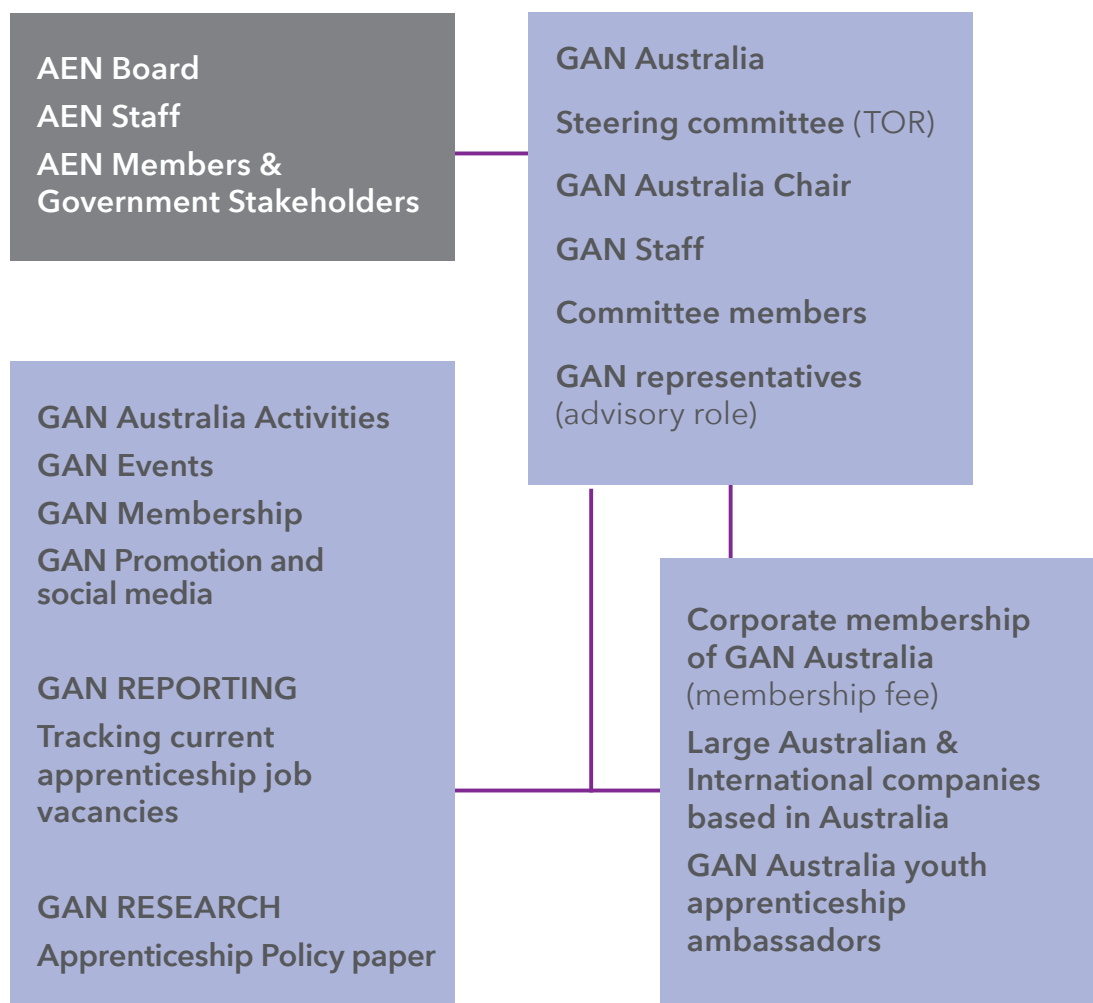
- **Commit** to action,
- **Advocate** for apprenticeships,
- **Share** and promote best practices,
- **Facilitate** multi-stakeholder dialogue and partnerships.



1.2 GAN Australia

GAN Australia will share our collective apprenticeship best practices with other countries which are establishing apprenticeship models, and support local and international companies set up in Australia or overseas with youth training, employment and workforce development programs

2 GAN Australia: Governance Structure





GAN AUSTRALIA

Skills for Business. Jobs for Youth.

GAN Australia provides a central resource for AEN to promote and better understand global youth employment issues, best practices and government policies and ensures GAN Australia stakeholders are up to date with global trends.



GAN Australia showcases its corporate partners' commitment to employing youth through apprenticeship employment pathways, supporting local communities whilst meeting future workforce skill needs.



3 Initial Research Activities

- Review apprenticeship policies against local, state and national systems with current and emerging issues.
- Develop a national apprenticeship policy paper.
- Quarterly, monitor and report apprenticeship job vacancies / skill shortages by region and industry sector. (Research projects are reviewed and approved by GAN Australia steering committee and working groups.)

3.1 Raising awareness through the media

Showcase best practice examples of GAN members youth employment / apprenticeship programs

Opinion pieces

GAN will develop a range of opinion pieces aimed at the wider business community outlining the importance of the apprenticeship system.

- Life long learning
- Skills shortages
- Workforce development needs
- Changes in technology
- Attracting youth into apprenticeships
- Women in trades
- Supporting disadvantaged job seekers
- Supporting people from culturally diverse backgrounds

The skills to pay the bills

The Swiss have long had a world-leading approach to apprenticeships and youth employment. Australia should follow their lead



GARY WORKMAN

For too long, Australia has had an obsession with university. More than 95 per cent of our youth go straight into university from secondary school without understanding the employment and career pathway options that are available.

This isn't the best outcome for many kids. It's also a disaster for many businesses, which are crying out for apprentices to fill skills shortages.

In Tuesday night's Budget, the government promised half a billion dollars to fix this state of affairs. Encouragingly, the package has been informed by a review conducted by Jim Joyce, a former head of the Australian Skills and Future Foundation, who has been instrumental in strengthening skills in the Swiss system.



Secure job instead of uni seems to be a good trade

THE dilemma of whether a child should go to university is occupying many parents with year 12 mock exams looming and career anxiety turning up a notch.

But I'm convinced that uni education should come with a warning: don't expect it to prepare you for life. Or a job.

Some of our universities have suffered reputational damage. Last week, some Sydney University students campaigned to tear down a statue of William Wentworth — a pioneer who came from convict stock — because he was a "known racist". Then on Sky News, Sydney University student Will Jeffries explained how "equity officers" were crucifying debate in



LOUISE ROBERTS

the classroom to the point where students had to state their pronouns (I'm she or her for the record) before stating their arguments.

Perhaps that's why many parents are having conversations about the future with our teenagers, particularly our sons. They are raising with us —

rather than us with them — the issue of employability and relevance with a BA or something similar after their name. As my son asks: how do you know that the debt acquired and time spent at university will get you a job?

The federal government surveyed more than 120,000 university graduates last year. Pharmacy (97.2 per cent) and medicine (94.9 per cent) degrees had the best job prospects. But they are the exception.

Creative arts graduates were at the bottom with only 52.2 per cent in full-time employment in the short term. Sobering, isn't it? Yet Gary Workman, executive director of Apprentice Employment Network which

employs more than 30,000 apprentices and trainees, says there is still a stigma attached to trade. He says students in years 9 and 10 who are "pushed" towards plumbing, carpentry and the like are made to feel they are not smart enough, despite 95 per cent of trade graduates being hired full time. In Europe, and especially Switzerland, from year 9, many students do a school-based apprenticeship as well as traditional subjects so they leave with practical and academic skills.

Going to uni does not future-proof your children, and part of the problem is career advisers who have been to uni themselves and for whom higher education is the path they are comfortable talking

about. Workman says: "The automotive industry is overlooked by career advisers because we don't manufacture cars here anymore, even though there are plenty of future-proofed jobs like autonomous cars, 3D printing and so on."

Parents need to be realistic — focus on what practical skills your kids can learn rather than prestige degrees.

I have a colleague whose son is planning a uni course in materials science and engineering but at 17, is savvy enough to recognise the value of getting a trade qualification — in this case, welding. His father says that coming from a family of middle-class

professional degree holders, the idea was initially shocking, until his son explained his logic. "He said he would have money to go to university, and a skill, and understand what he was doing when he went to uni."

The question for parents is this: would you rather your child got a degree that you can brag about but potentially be unemployed, or be out learning and using a skill that will be in demand throughout their working lives?

Our children deserve that answer — and in their interest, not ours.

LOUISE ROBERTS IS A HERALD SUN COLUMNIST @whatthothinks

4 Partnership Proposal

4.1 GAN Global Current Corporate Partners



4.2 We need you

Help us build awareness and capacity with Australian businesses and Government to create more apprenticeship and traineeship opportunities.

We want to promote the commitment good corporate organisations like yours have to employing youth through apprenticeships / traineeships.

Be part of our global network that showcases Australia's VET system and supports international and national companies establish a youth workforce development plan. This will ensure we have skilled workers supporting the Australian economy into the future.

5 Events 2019 - 2020

GAN Australia Launch - Early 2019

(with other launches in 2019 interstate / regionally)

Guest speakers

- Government Officials
- Corporations / Employers
- Apprenticeship Ambassadors

GAN Australia

Apprenticeship Annual Luncheon - March each year

GAN global jobs campaign

Commenced internationally in December 2018,
concluding in Australia week of 5 December 2019

SKILLINGNOW

GAN Australia Conference 2020



5.1 Terms of Reference

GAN Australia Steering Committee

CONTEXT

The Apprenticeship Employment Network is established as the Global Apprenticeship Network (GAN) Australian National Network provider.

The GAN Australia steering committee aims to meet to discuss and implement a range of ways to improve participation in apprenticeships within Australia at a local, state and national level, including:

- Transforming career education in government schools, ensure students are empowered to make better career and pathway decisions and to meet the needs of business and industry.
- Improving access and quality of school vocational pathways to further training and work
- Increasing the number of students completing high quality school-based apprenticeships and traineeships
- Ensuring that apprenticeships and traineeships produce workers with industry-standard skills who are ready for the workforce of the future.
- Investing in training to meet industry demand for trained graduates that are critical to Australia's economic prosperity

PURPOSE

The GAN Australia Steering Committee (the steering committee) will provide a forum to engage primary stakeholders on apprenticeship issues and identify opportunities for collective effort to support their successful implementation.

It will:

- provide advice, strategic direction and support for greater apprenticeship participation
- facilitate collaborative partnerships when debating and resolving issues in a confidential and respectful manner.

The GAN Australia steering committee will be advisory in nature and not act as a decision making body.

The GAN Australia steering committee may at times discuss material that could be considered to be of a sensitive nature. Members and attendees acknowledge their responsibility to maintain confidentiality of all information disseminated to members that is not in the public domain (where advised). Where the topic discussed may present a conflict of interest for a participating member, they must declare this prior to the meeting or item to be discussed.

PRINCIPLES

- Strengthen the commitment and visibility of companies' and organisations' engagement in apprenticeships as part of a sound human capital development strategy
- Share the best practices in the areas of apprenticeships / traineeships, group training, work readiness programs, mentoring and on-the-job training.
- Encourage a network of committed companies and organisations, at the global and local levels, to support effective knowledge sharing action programs and partnerships and to scale up international cooperation to this effect.

The Steering committee members shall jointly promote Apprenticeships (and other work readiness programs – WRPs), in their respective and combined capabilities in Australia.

All collaboration should relate to the 4 focus areas of GAN Global: **commit** to action, **advocate** for Apprenticeships, share best practices and **facilitate** multi-stakeholder dialogue and partnerships

MEMBERSHIP

The GAN Australia steering committee will comprise representatives, including:

- AEN
- GAN member representative
- GAN Australia members

A quorum is not required as the steering committee's primary role is of an advisory nature only.



MEETINGS AND ADMINISTRATION

Meetings will be held every 3-6 months. The Chair will determine the format and location of the meetings as they occur. The Chair may call additional meetings as required.

The AEN will provide secretariat assistance to the steering committee.

GAN Australia - Steering committee roles

Chair	Dean Luciani
Secretary	Gary Workman
General Manager	Nik Mavrommatis
GAN Advisory role	GAN members to nominate person(s)

Each State / Territory will be represented by Corporate members and / or Government representatives

Marketing / Promotion

Promotion of industry best practice through various channels including social media

Writing and publishing thought pieces

Attendance at career expos

GAN Australia - Research & Policy activities

Quarterly monitoring and reporting on Australian apprenticeship vacancies

Report on by trade, by region, longer term trends

Development of an apprenticeship policy paper



GAN Australia

Connecting Australians with apprenticeship pathways to skilled jobs and stronger communities.

Improving Australia's youth employment opportunities through apprenticeships and traineeships.

Improving the competitiveness, productivity and sustainability of Australian and global economies.

Encouraging and facilitating small-medium and large enterprises participation in the apprenticeship training and employment of youth from all backgrounds.

Learning from other global governments and economies.

Fostering high quality solutions to identified challenges through international collaborative research partnerships between industry, and global partners.



For further information, please contact:

GAN Australia

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