

2018 Progress report

for the Jobs Queensland Positive Futures: Apprenticeships and Traineeships in Queensland



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There are a number of pathways that exist in vocational education and training to enable Queenslanders to obtain the skills to enter their desired occupation. These pathways support the development of skills with varying levels of workplace experience.

Apprenticeships and traineeships are one of the few structured employment based training options which develops skilled workers to support the continuation of a strong Queensland economy. In this sense apprenticeships and traineeships have stood the test of time in providing valuable workplace experience whilst studying a qualification.

It is important for the apprenticeship and traineeship to be continually reviewed as the vocational education and training system is constantly evolving. The Queensland Government is moving to further strengthen the state's vocational education and training system and boost the number and quality of apprenticeships and traineeships.

Jobs Queensland is an independent statutory authority established to provide strategic advice to the Government on future skills requirements, workforce planning and development issues, and the apprenticeship and traineeship system in Queensland.

Following a state wide engagement process and targeted research about how the apprenticeship and traineeship system is meeting the current and future needs of industry and how to improve its effectiveness, Jobs Queensland provided the *Positive Futures: Apprentices and Trainees in Queensland (Positive Futures)* report.

Jobs Queensland consulted with stakeholders on the issues impacting the apprenticeship and traineeship system to assist in producing the report, which is available from their website <https://jobsqueensland.qld.gov.au>

The report highlights that, in the main, the Queensland apprenticeship and traineeship system is working well and the majority of stakeholders support the system. However, the report also notes that the Queensland apprenticeship and traineeship system is impacted by external factors including economic trends, industry change and both Australian and State Governments' policy settings, initiatives and programs.

The Queensland Government has supported all recommendations and the below table provides an update on activity in support of each recommendation. The table outlines a range of actions and activities, not all of which are under direct influence of the Queensland Government. In those areas where other jurisdictions or industry have specific responsibility, this has been factored into the approach to manage the supported recommendations.

The actions and activities outlined in this report contribute to achieving the Government's objectives for the community outlined in the *Our Future State: Advancing Queensland's Priorities* plan, specifically to create jobs in a strong economy. The Department of Employment, Small Business and Training (DESBT) will continue to engage stakeholders to support the continuing appeal of the apprenticeship and traineeship system in skilling Queenslanders.

No.	Jobs Queensland (JQ) report recommendation	Government response	12-month progress report
1	<p>Work with key stakeholders in each industry to identify the qualifications and structured pathways needed for future jobs in Queensland.</p> <p>This may include funding new apprenticeships and traineeships, more dual and higher level apprenticeships, or introducing additional competencies to traditional apprenticeships and traineeships, in recognition of changing industry needs such as increased specialisation and demand for technical skills.</p>	<p>SUPPORT</p> <p>The Queensland Government acknowledges the importance for Queensland industry to have a clear voice as part of the national arrangements, but recognises that is best achieved by strengthening the industry advisory and advocacy network.</p> <p>JQ provides strategic advice to DESBT on future skills requirements, workforce planning and development issues and the apprenticeship and traineeship system in Queensland. JQ maintains strong engagement mechanisms with DESBT and industry.</p>	<p>The Department of Employment, Small Business and Training (DESBT) in consultation with JQ will work with industry to identify the new training package qualifications and or pathways needed for future workforce needs in Queensland.</p> <p>JQ will continue to engage with key industry leaders and experts on emerging industries, anticipated skills needs of specific cohorts, industries and/or locations and business practices to inform development of future strategies. This in addition to its ongoing stakeholder engagement activities.</p> <p>A series of roundtables are being held during July and August 2018 to gather information from key stakeholders, including employers, industry groups and peak bodies, and to allow employers and employee representatives to engage around the issues that they are faced with in engaging and retaining apprentices in Queensland.</p> <p>The Queensland Government will consider appropriate strategies to build on the work already undertaken through the <i>Advancing Skills for the Future</i> process to assist with the development of a VET Strategy to ensure Queensland has the skilled population needed to attract investment and encourage job creation.</p>
2	<p>Establish dedicated vocational education and training content design and assessment expertise that has the authority to influence the development of national training packages that have the agility to anticipate and incorporate the skills needed for future jobs in Queensland.</p>	<p>SUPPORT</p> <p>The Queensland Government supports that Queensland industry is best placed to participate more effectively in national training package review processes.</p> <p>JQ provides strategic advice to the Minister for Employment and Small Business and Minister for Training and Skills Development on future skills requirements, workforce planning and development issues and the apprenticeship and traineeship system in Queensland.</p>	<p>DESBT continues to support JQ in the provision of advice to Queensland industry during the national training package development process to maximise Queensland's input.</p> <p>JQ identifies the skills needed for future jobs in Queensland as part of their role and maintains strong engagement mechanisms with DESBT and industry to aid in the identification of the future skills needs of Queensland industries.</p> <p>A key role for JQ is to identify priority skill needs aligned to emerging job roles in industries that are not being addressed by national training products or the VET sector. DESBT will work with JQ to better identify emerging skills and future jobs needs.</p>

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3	Work with industry to develop and deliver a campaign to promote the status of apprenticeships and traineeships and career opportunities in Queensland industries to attract a diverse range of employees and more employers.	<p>SUPPORT</p> <p>The Queensland Government supports and identifies Queensland industry as a key partner in the area of apprenticeship and traineeship employment.</p>	<p>The Advancing Apprentices Fund will provide up to \$1 million in 2018–19 to support industry led activities and campaigns to increase the number of businesses taking on apprentices in Queensland, encourage more people into apprenticeships and ultimately help grow our economy.</p> <p>Through this fund, DESBT will partner with industry groups and peak industry bodies to fund industry specific and/or local campaigns to allow individuals to gain the qualifications and skills they need through an apprenticeship and allowing businesses to build their workforce and productivity.</p> <p>DESBT collaboratively works with the Australian Apprenticeship Support Network (AASN) in Queensland to be the first point of contact for employers, apprentices and trainees during the term of the training contract. The AASNs, within its scope of authority, promote the employment and training of apprentices and trainees through their services they deliver.</p> <p>DESBT will continue to consider and develop opportunities to increase awareness of apprenticeships and traineeships as part of the development of the VET strategy.</p>
4	Promote system flexibilities and publish timely, consolidated information, which is user-friendly, and mobile-enabled, about apprenticeships and traineeships, as well as regional job trends and career opportunities.	<p>SUPPORT</p> <p>Support is provided noting significant flexibilities within the apprenticeship and traineeship administration currently exist.</p>	<p>DESBT provides public access to apprenticeship and traineeship data through the reports and statistics public webpage: https://training.qld.gov.au/docs-data/statistics</p> <p>A suite of new VET annual summary reports have been developed based on stakeholder consultation and will be released in 2018. DESBT will continue to identify opportunities to improve the information made publicly available.</p> <p>DESBT evaluates proposals from employers and industry on alternative ways of developing and delivering training and will identify further opportunities for emerging skills priorities.</p> <p>DESBT is continuing to connect local employers, students and providers through regional training and employment forums to assist with the achievement of quality training outcomes that meet local needs.</p> <p>DESBT is continuing to collaborate with JQ and investigate opportunities to improve availability and access to information for all relevant stakeholders.</p>

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5	<p>Put Queensland’s case to the Australian Government for better support from the AASN by advocating for a review to:</p> <ul style="list-style-type: none"> • identify gaps in servicing our distinct needs; • better define the roles and accountabilities of the AASN providers, the Department, training providers, Group Training Organisations (GTOs) and employers, and streamline processes accordingly; and • improve the level and effectiveness of support services including mentoring through the apprenticeship or traineeship. 	<p>SUPPORT</p> <p>The Queensland Government continues to advocate to the Australian Government to enhance the assistance available for industry, apprentices and trainees.</p> <p>The Queensland Government recognises that the Australian Government has commenced a roll out of industry led mentoring programs that support the mentoring component in this recommendation.</p>	<p>DESBT has an agreement with the Queensland AASNs that includes regular training for AASN staff on the Queensland apprenticeship and traineeship system to ensure roles and accountabilities are understood and adhered to.</p> <p>DESBT reviews the agreement with Queensland AASNs annually and is scheduled for mid-2019, and will take into consideration the recommendations of the JQ Report and the outcomes of the Commonwealth review.</p> <p>As part of the Australian Government’s review of the AASN model, DESBT will continue to provide feedback to the Australian Government to identify continuous improvement opportunities and to strengthen the operations of ASSNs in Queensland.</p>
6	<p>Build flexibility into the system to enable User Choice funding to be prioritised to include specialised, supplementary skill sets needed to help employers accommodate the impact of new and emerging technologies such as automation, robotics, mechatronics or new industries such as renewable energy.</p>	<p>SUPPORT</p> <p>The Queensland Government continues to support access to subsidised skills sets under the Higher Level Skills (HLS) program. Skills sets can also be subsidised for specific student cohorts under initiatives such as Skilling Queenslanders for Work and Indigenous VET Partnerships.</p> <p>It is noted that JQ is overseeing the \$4 million Emerging and Innovative Industries Fund from 2016–2018, which supports training in emerging and innovative industries to address future skills needs and to foster innovation in the economy.</p>	<p>DESBT encourages more apprentices and trainees to improve their language, literacy and numeracy skills through foundation skills training. The tailoring of foundations skills to the individual learners needs provides the opportunity for the VET learner to build their foundation skills, the core capabilities and employability skills required for effective workplace and community participation.</p> <p>Additionally, DESBT publishes:</p> <ul style="list-style-type: none"> • regular ‘JQ market innovation scans’ that identify future skills needs and emerging industries on its website • a list of qualifications from the priority list, that are focused on in-demand STEM skills, on the Queensland Skills Gateway website. <p>The Queensland Government will consider appropriate strategies to build on the work already undertaken through the <i>Advancing Skills for the Future</i> process to assist with the development of a VET Strategy to ensure Queensland has the skilled population needed to attract investment and encourage job creation.</p>

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7	Require User Choice training providers to publish specific information about their delivery methods and locations, demonstrating how they incorporate a balance of online, classroom and on-the-job training and assessment.	<p>SUPPORT</p> <p>The Queensland Government supports the intent that employers, apprentices and trainees have access to information about training modes.</p> <p>In many instances, this information is already available on DESBT website and individual RTO websites.</p>	<p>DESBT is continuing to connect local employers, students and providers through regional training and employment forums to assist with the achievement of quality training outcomes that meet local needs.</p> <p>DESBT will continue to collaborate with JQ and investigate opportunities to improve availability and access to information for all relevant stakeholders.</p>
8	Continue to improve the use of technology in the administration of the apprenticeship and traineeship system.	<p>SUPPORT</p> <p>The Queensland Government supports the intent of improving access to information for all stakeholders engaged in the apprenticeship and traineeship system.</p>	<p>DESBT continues to identify opportunities to implement system improvements by:</p> <ul style="list-style-type: none"> • gathering evidence on how consumers prefer to access information about VET, increase the availability of different types of information, and expand different methods of access • providing regular, clear, concise and relevant data and information on the Queensland Skills Gateway about the performance of Queensland’s VET system so that consumers can make informed choices and providers can respond to market trends. <p>The performance and funding agreement between DESBT and the AASN outlines the requirement for the AASN provider to promote DESBT’s online My Apprenticeship tool to apprentices and trainees to encourage self-management and accuracy of their registered information.</p>
9	Maximise the benefits of common core and elective competencies across groups of industries.	<p>SUPPORT</p> <p>The Queensland Government supports an industry led approach to improving national training packages as part of the Australian Government national training package development process.</p>	<p>DESBT is continuing to provide advice and support to industry during the national training package development process and will work with JQ in their role to identify those industries and competencies that could benefit most from this recommendation.</p> <p>DESBT is also continuing to collaborate with JQ and consider whether these requirements could be incorporated within the scope of its industry advisory and advocacy arrangements.</p>
10	Work with industries and unions in areas that are most impacted by increased specialisation to develop options to ensure apprentices and trainees experience the full scope of practical training.	<p>SUPPORT</p> <p>The Queensland Government supports that apprentices and trainees gain access to the full scope of practical training as a key underpinning principle of apprenticeship training.</p>	<p>DESBT will consult with JQ to consider incorporating any requirements within the scope of its industry advisory and advocacy arrangements, and identify industry sectors most impacted by increased specialisation.</p> <p>DESBT is continuing to review relevant aspects of the apprenticeship and traineeship process to ensure strategies are in place to assist with the achievement of the full scope of on-the-job training.</p> <p>DESBT is continuing to support GTOs to provide an alternative apprenticeship pathway, creating additional employment opportunities for apprentices that otherwise might not have existed.</p>

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11	In partnership with the Australian Government, strengthen the approach taken by AASN providers in Queensland to assess the suitability of employers to take on an apprentice or trainee before the training contract sign-up.	<p>SUPPORT</p> <p>The Queensland Government supports strategies that improve the suitability of quality employers actively participating within the apprenticeship and traineeship market.</p>	<p>As part of the Commonwealth's current review of AASNs, DESBT will continue to provide feedback regarding the ASSNs capability to assess the suitability of employers in line with the findings of JQ. DESBT will monitor the outcomes of the Commonwealth's review to determine the need for further intervention and to identify improvement opportunities.</p> <p>DESBT will consider the recommendations of the report and the outcomes of the Commonwealth review in the annual review of its agreement with Queensland AASNs, to occur mid-2019.</p> <p>DESBT will explore further enhancements to the current ASSN arrangements in Queensland in support of the AASN providing a one-stop-shop for employers and apprentices.</p> <p>DESBT conducts regular training for AASN staff on the Queensland Apprenticeship and Traineeship System, and will incorporate training as it is reflected in this recommendation within the AASN role.</p> <p>Subject to resourcing implications DESBT will explore opportunities to expand the role of regions in supporting employers, apprentices and trainees to work better together through proactive workplace visits.</p>
12	Develop up-to-date industry-endorsed resources to support employers and supervisors of apprentices and trainees, including a Queensland supervision guide that uses workplace friendly technology, and provides information about upskilling opportunities for supervisors.	<p>SUPPORT</p> <p>The Queensland Government supports the intent of developing best practice information to support apprentice and trainee retention.</p>	<p>DESBT is reviewing the current suite of tools available for stakeholders and scope potential enhancements where possible.</p> <p>Provider and practitioner quality have been considered as part of the recently released Australian Government commissioned review of the <i>National VET Regulator Act 2011</i> (Cth).</p> <p>As part of national arrangements and in response to the review, Queensland and other states and territories will contribute to discussions and negotiations on improving provider regulation to ensure quality training outcomes.</p>
13	Explore the feasibility of introducing a capstone test of competency, as determined by each industry, to ensure apprentices are equipped and ready to enter a trade prior to the completion certificate being issued by the Department, and how it would impact reporting and timing of payments to training providers.	<p>SUPPORT</p> <p>The Queensland Government supports an industry led process and consideration to embed further competency assessments as part of the Australian Government national training package development process.</p>	<p>DESBT is continuing to provide advice and support industry during the national training package development process.</p>

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14	Explore the range of data that could be provided to industries to enable them to set targets for healthy completion rates and levels of satisfaction for apprenticeships and traineeships in Queensland.	<p>SUPPORT</p> <p>The Queensland Government supports the intent of strategies that aim to improve the completion rate of apprentices and trainees.</p>	<p>DESBT is supporting JQ to undertake research into meaningful completions rates having regard to the nature of the industry and more general employment characteristics.</p> <p>DESBT will explore what data is available or suitable to support industry to identify opportunities that may contribute to completion rates.</p>
15	Encourage young people (aged 15 to 19 years) to participate in a form of work experience before they start an apprenticeship in Queensland. This may include short-term work experience, structured workplace learning or work placements as agreed with industry.	<p>SUPPORT</p> <p>The Queensland Government supports the intent, noting there already exists a high level of pre-apprenticeship activity in Queensland, including through VET in Schools programs. The current activities contribute to achieving <i>Our Future State: Advancing Queensland's Priorities</i>, specifically to engage more young Queenslanders in education, training and work.</p>	<p>DESBT is working with JQ to investigate options for incorporating any requirements within the scope of its industry advisory and advocacy arrangements. This will include considering whether there is potential to encourage greater industry involvement to improve access to work experience and improve transition rates for graduates into apprenticeships.</p> <p>Given the shared policy responsibility in this area, DESBT will work closely with the Department of Education (DoE) on the detail of this recommendation during the implementation phase to consider opportunities to encourage young people to participate in a form of work experience.</p> <p>This includes working with schools to map pathways and help students make good decisions about school subjects, identifying VET in Schools options, and access to higher education.</p> <p>DESBT is also working with the Department of Child Safety, Youth and Women (DCSYW), and the Department of State Development, Manufacturing, Infrastructure and Planning (DSDMIP) to consider options available under the Queensland Youth Strategy and the department's Gateway to Industry Schools program, during the implementation phase.</p>
16	Encourage schools to formalise the role of industry liaison/vocational education and training coordination as best suits their local arrangements.	<p>SUPPORT</p> <p>The Queensland Government supports a collaborative approach in identifying opportunities to consider this recommendation.</p>	<p>Given the shared policy responsibility in this area DESBT will consult closely with DoE on the detail of this recommendation during the implementation phase.</p> <p>DESBT will review the current suite of tools available for stakeholders and scope potential enhancements where possible.</p> <p>In addition, the DESBT regional offices will work with school staff to enhance understanding and access to relevant information relating to VET.</p> <p>DESBT will also work with DCSYW and DSDMIP to consider options available under the Queensland Youth Strategy and the department's Gateway to Industry Schools program during the implementation phase.</p>

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17	<p>Support schools to provide quality career development services through:</p> <ul style="list-style-type: none"> engaging with local employers about apprenticeship and traineeship opportunities for students and industry job trends; engaging students and parents in career development planning well before they develop their Senior Education and Training Plans for Years 10 to 12; and promoting apprenticeships and traineeships as interesting and rewarding career paths full of opportunity and providing timely and targeted information about industry and job trends and local opportunities relevant to apprenticeships and traineeships that schools can share with students and parents. 	<p>SUPPORT</p> <p>The Queensland Government supports the intent of providing meaningful VET opportunities to Queensland school students.</p>	<p>DESBT is reviewing the current suite of tools available for stakeholders and scope potential enhancements where possible.</p> <p>In addition, DESBT regional offices are working with school staff and local employers to enhance understanding and access to relevant information relating to VET.</p> <p>The Queensland Government will promote its Free Training for Year 12 Graduates initiative.</p> <p>The <i>VET pathways – A professional Development program for Queensland Secondary Schools</i> was implemented for school staff involved with providing career advice to students in Queensland. This program is continuing to be managed by DESBT and supports a key platform to strengthen transitions from school to post-school training and employment.</p> <p>DESBT will work with DCSYW and DSDMIP to consider the Queensland Youth Strategy and the department’s Gateway to Industry Schools program during the implementation phase.</p> <p>Given the shared policy responsibility in this area DESBT will consult closely with the DoE on the detail of this recommendation during the implementation phase.</p>
18	<p>Identify the structured pathways accepted by industry that best facilitate students’ entry into apprenticeships and traineeships, and provide this advice to schools, students and parents.</p>	<p>SUPPORT</p> <p>The Queensland Government supports the intent of providing meaningful VET opportunities to Queensland school students.</p>	<p>DESBT will review the current suite of tools available for stakeholders and scope potential enhancements where possible.</p> <p>DESBT is working with JQ to investigate the establishment of partnerships with industry to identify the new pathways into apprenticeships and traineeships across Queensland.</p> <p>The <i>VET pathways – A professional Development program for Queensland Secondary Schools</i> was implemented for school staff involved with providing career advice to students in Queensland. This program supports a key platform to strengthen transitions from school to post-school training and employment.</p> <p>Work has already commenced in this area through the Youth Engagement Plan as well as a partnering arrangement with TAFE Queensland to provide up to 10,000 students with personalised information about career and training pathways.</p> <p>Given the shared policy responsibility in this area DESBT will consult closely with DoE on the detail of this recommendation during the implementation phase.</p> <p>DESBT will also be working with DCSYW and DSDMIP to consider options available under the Queensland Youth Strategy and the department’s Gateway to Industry Schools program during the implementation phase.</p>

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19	Identify industries in which two days a week in the workplace or block release is considered necessary for students to successfully transition to careers. Demonstrate to schools how best to incorporate this into their timetabling and showcase examples of good practice.	<p>SUPPORT</p> <p>The Queensland Government supports the intent of industries strong involvement in the areas relative to this recommendation.</p>	<p>DESBT is supporting JQ to identify which industries require two days a week or block release to ensure successful transition to careers subject to consideration being given to individual employer needs and capacity.</p> <p>This may include but is not limited to part-time apprenticeship and traineeship arrangements and institutional training models.</p> <p>DESBT is also working with DCSYW and DSDMIP to consider options available under the Queensland Youth Strategy and the department's Gateway to Industry Schools program during the implementation phase.</p> <p>Given the shared policy responsibility in this area DESBT will consult closely with the DoE, during the implementation phase, to identify opportunities which could support the intent of this recommendation.</p>
20	Advocate to the Australian Government for employer incentives to be adjusted in accordance with Consumer Price Index.	<p>SUPPORT</p> <p>The Queensland Government supports improving existing Commonwealth incentives.</p>	<p>The Honourable Shannon Fentiman MP, Minister for Employment and Small Business and Minister for Training and Skills Development, has written to the responsible federal minister requesting that consideration be given to apply CPI as a minimum to the Australian Apprenticeships Incentives program.</p>
21	Improve promotion of the range of incentives and financial support that is available to Queensland employers and apprentices and trainees by industry, region and special circumstances.	<p>SUPPORT</p> <p>The Queensland Government supports identifying opportunities to improve the promotion of incentives, noting the incentives identified are Commonwealth incentives.</p>	<p>DESBT will support JQ to consider the role of its industry advisory and advocacy arrangements to support industry recommendations to the Commonwealth.</p> <p>DESBT is reviewing current arrangements to improve the capacity of DESBT regions and AASN Providers to offer advice to employers and apprentices regarding financial advice and support.</p> <p>DESBT conducts regular training for AASN staff on the Queensland Apprenticeship and Traineeship System, and will incorporate training as it is reflected in this recommendation within the AASN role to the extent possible.</p> <p>The Queensland Government will promote its Free Training for Year 12 Graduates initiative.</p> <p>DESBT is exploring opportunities to expand the role of regions in supporting employers, apprentices and trainees to work better together through proactive workplace visits.</p>
22	Request the Australian Government improve the support available to help apprentices and trainees to complete their training, including through evaluation of the Trade Support Loan program.	<p>SUPPORT</p> <p>The Queensland Government supports exploring the opportunities in more detail, noting the Trade Loan Support is a Commonwealth Government incentive.</p>	<p>DESBT is supporting JQ to consider the role of its industry advisory and advocacy arrangements to support industry recommendations to the Commonwealth.</p>