

# Making Apprenticeships Work



Australian Apprenticeships are a major training pathway but participation has fallen significantly. Measures must be implemented for Australia to utilise this pathway as the Australian economy continues to grow.

## The Importance of Apprenticeships



**Apprenticeships** are the backbone in the formation of highly valued and adaptable skilled tradespeople



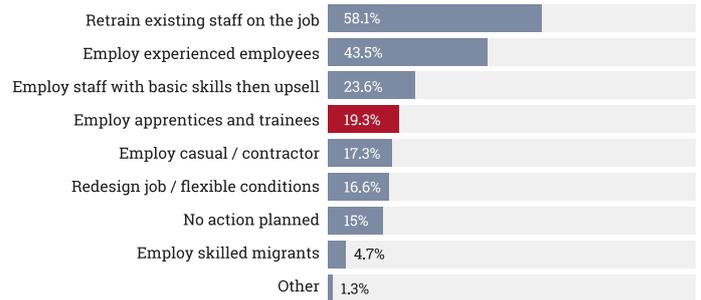
**84% of apprentices and trainees** were employed after training



**89% of graduates** were satisfied with the overall quality of training

## What the employers are saying

### How business intends to meet skills needs



## The current situation

Apprentice and trainee commencements **decreased by 19.3%** –the lowest level for a decade. A decrease of 13.7% from the previous year. From September 2014 – September 2015 there has been a **22% decrease in completions.**



**19.3%**

of surveyed employers use Australian Apprenticeships to meet skill needs, only the fourth most popular skilling strategy

Only **2.7%** of workers are employed as Australian apprentices. This is lowest for a decade

There are only **21,000 school based apprentices.** This has decreased by 5.3% on the previous year



## The changing labour market

There has been a shift in the major categories of employment. The largest industries for projected growth include industries that do not have apprenticeship pathways

**21%**  
Health care and social assistance

**11%**  
Construction

**12%**  
Education and training

**11%**  
Professional, scientific and technical services

## WHAT NEEDS TO BE DONE

### Employer Incentives

Implement employer incentives for first-time users of Australian Apprenticeships

### Higher level qualifications

Investigate and trial measures that link apprenticeships to higher level qualifications in the VET and Higher Education sectors

### Extend the range of occupations

Investigate the introduction of "higher apprenticeships" models to a wider range of industries

### Competency based progression and completion

A national communication strategy to facilitate Registered Training Organisations to implement this

### Pathways to Apprenticeships

Support pre-apprenticeship programs to engage young people and strengthen the pathway to Apprenticeships