

GROUP TRAINING AUSTRALIA (SA)

ANNUAL REPORT

2012-13

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Group Training Australia (SA) provides a unique service and support to apprentices, trainees and employers. As the largest network of employers of apprentices and trainees in South Australia, Group Training shows leadership in vocational education and training and dedication to achieving successful outcomes for apprentices and trainees.

2012-13 HIGHLIGHTS

50

PEOPLE ATTENDED THE 2013 GROUP TRAINING AUSTRALIA (SA) INAUGURAL FIELD OFFICERS CONFERENCE

03

APPRENTICES ATTENDED THE TODAY'S SKILLS: TOMORROW'S LEADERS PROGRAM IN CANBERRA

07

ARTICLES FEATURING GTA(SA) IN THE ADVERTISER

04

APPRENTICES AND TRAINEES WERE AWARDED FOR THEIR HIGH ACHIEVEMENTS AT THE 2013 GROUP TRAINING AUSTRALIA (SA) AWARDS

21

FIELD OFFICERS UNDERTOOK THE CERTIFICATE IV IN OCCUPATIONAL HEALTH AND SAFETY

72

FIELD OFFICERS IN SOUTH AUSTRALIA HAVE TRAINED IN THE CERTIFICATE IV IN BUSINESS

**GTA WELCOMED NEW PRESIDENT JOHN CHAPMAN
(MOTOR TRADE ASSOCIATION) AND DEPUTY PRESIDENT
SUE GILLESPIE (STATEWIDE GROUP TRAINING)**

ABOUT GTA(SA)

GROUP TRAINING AUSTRALIA (SA) is the peak body representing a network of independent, not-for-profit Group Training Organisations in South Australia. GTA(SA) is engaged in the following activities:

- » Building relationships with all State Government agencies
- » Raising the profile of Group Training in South Australia
- » Increasing the market share of Group Training apprentices and trainees
- » Training and professional development
- » Building relationships with all school sectors in South Australia
- » Providing legal information and advice
- » Facilitating the sharing of resources
- » Increasing awareness and promoting best practice in WHS legislation

Our Location

GTA (SA) is located in the west of Adelaide at 85 Grange Road, Welland.

Our History

GTA (SA) was established in 1991 and registered as an incorporated body in May 1992.

Our Values

Our strategic vision and day-to-day activities are guided by the organisational values of:

- » Quality
- » Integrity
- » Innovation
- » Accountability

Our Mission

As Group Training's peak industry body, we advocate quality, skills and employment for apprentices and trainees.

Our Stakeholders


- » 14 Group Training Organisations (GTOs) in SA
- » Two associate members
- » State and Federal Government
- » Group Training Australia
- » Host employers
- » Apprentices and trainees
- » Jobseekers

Our Clients

Our 14 member organisations and two associate members are located across metropolitan Adelaide and all major population centres throughout South Australia. All member organisations meet National Group Training Standards, ensuring the delivery of quality, accountable services to the industry.

Collectively, our members provide employment for over 3,300 apprentices and trainees in South Australia and account for 25% of all apprentices engaged in SA.

See page 22 for a full list of our members.



“Meeting new people,
gaining new skills
and seeing how
different places worked
was invaluable.”

Collette, Team Leader at Enfield Memorial
Park, started out with Maxima Group Training

WELCOME MESSAGES

MESSAGE FROM THE PRESIDENT



Welcome to the 2012-13 Annual Report for Group Training Australia (SA). It is with great pleasure that I present our first official Annual Report and this is also my first Annual Report as President of GTA(SA), after taking over from long-standing President Michael Boyce. I would like to take this opportunity to thank Michael for his dedication and also welcome new Deputy President Sue Gillespie.

The last financial year has seen some pleasing outcomes for the Association as well as progressing a number of plans to build the profile of Group Training in South Australia.

There have also been a number of events on the calendar this year, including the Today's Skills: Tomorrow's Leaders Program in Canberra, the 2013 Group Training Australia (SA) Inaugural Field Officer's Conference and the Group Training Australia (SA) Awards.

I would like to thank the Members of the Board and Association staff for their hard work throughout the year and look forward to more excitement and challenges in the year ahead.



JOHN CHAPMAN
GTA(SA) President

MESSAGE FROM THE GOVERNOR



I am proud to be Patron of Group Training Australia (SA) and to acknowledge the associations efforts in advocating quality training and employment outcomes for apprentices and trainees in South Australia.

At present, Group Training provides employment for more than a quarter of South Australia's new apprentices and trainees and is vital in addressing the State's skill shortages which will be with us in the near future.

I wish GTA(SA) and its 14 member organisations every success in the coming year.

HIS EXCELLENCY REAR ADMIRAL KEVIN SCARCE
AC CSC RANR
Governor of South Australia
Patron of Group Training Australia (SA)

OUR ACHIEVEMENTS

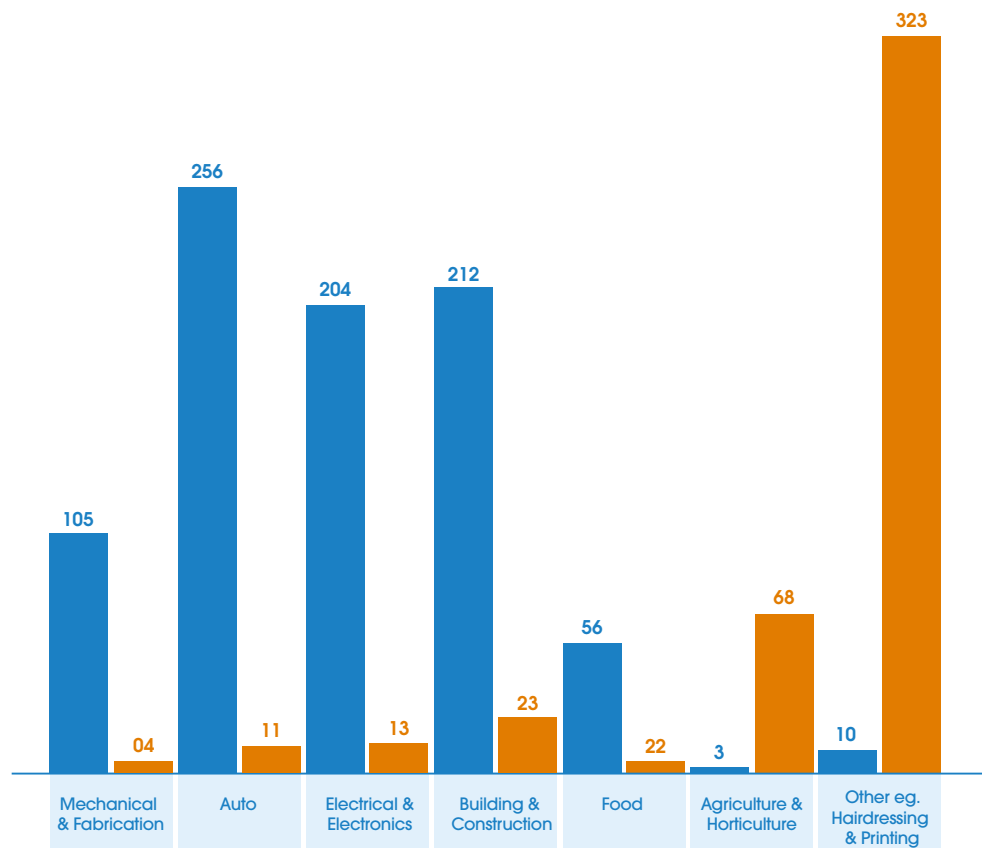
Facts & Figures Figures accurate at 30 June 2013

**2012-13 TOTAL
APPRENTICE
& TRAINEE
COMMENCEMENTS
AT 30 JUNE 2013**

Includes Australian School
Based Apprentices

846
APPRENTICESHIPS

464
TRAINEESHIPS



87 2012-13 OUT OF TRADE PLACEMENTS

COMPLETION STATISTICS BASED ON COMMENCEMENTS FROM 2002 TO 2005

Includes Australian School
Based Apprentices

Year of Commencement	SA GTOs	South Australia	Australia
2002	67.5%	57.8%	46.5%
2003	67.8%	55.4%	44.2%
2004	73.0%	57.7%	45.8%
2005	66.1%	55.9%	46.2%

Note: the data is based on the year of commencement. It is approximately six years before reliable completion statistics can be calculated. The percentages for South Australia include the superior completion rates for GTOs; hence the actual percentage for South Australia excluding GTOs would be significantly less.

2012-13 TOTAL APPRENTICES & TRAINEES IN TRAINING AT 30 JUNE 2013

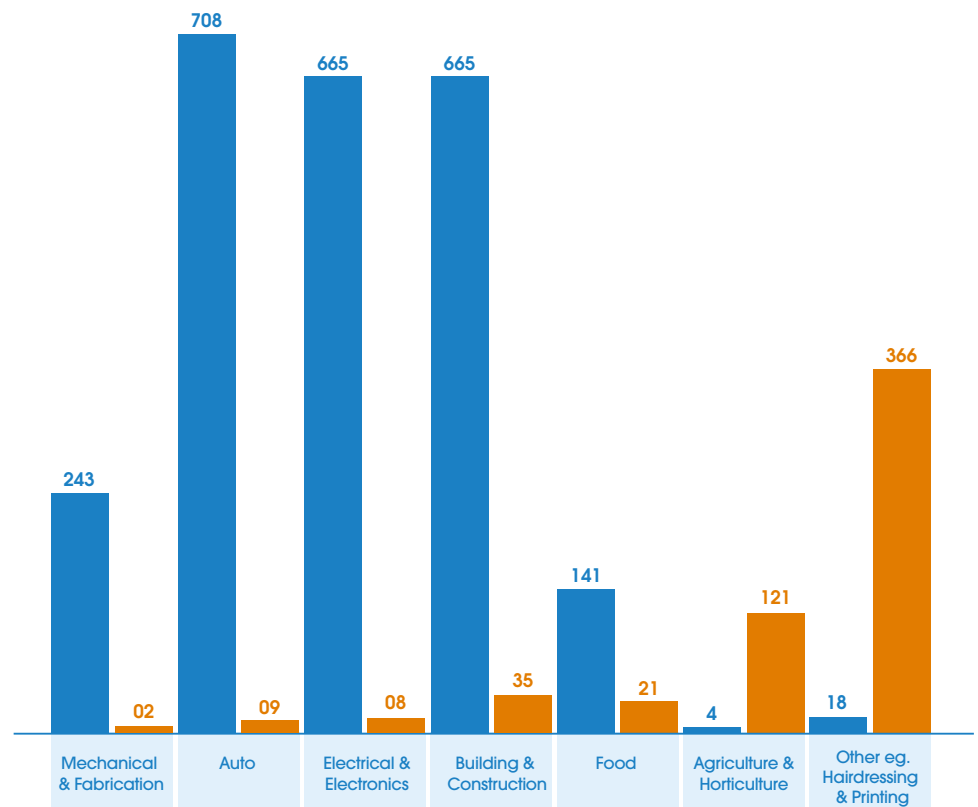
Includes Australian School
Based Apprentices

2444

APPRENTICESHIPS

562

TRAINEESHIPS



2012-13 APPRENTICE AND TRAINEE QUARTERLY RE-ENGAGEMENTS

Includes Australian School
Based Apprentices



Significant Events

Group Training Apprentices and Trainees from across Australia gather outside Parliament House, Canberra

It has been a productive year for GTA(SA) and it's members.
Thankyou to everyone involved and let's also take
a moment to recognise some of this year's
outstanding apprentices and trainees.

Field Officer Training

This year, 21 participants undertook the Certificate IV in Occupational Health and Safety. With the introduction of WHS as of January 1 this year, the knowledge these people now hold will prove invaluable to the organisations that invested in their training.

The specific skill set that is unique to Group Training Field Officers is what ensures that Group Training occupies a niche in the market, and through this niche is able to deliver outcomes for more than a quarter of the states new apprentices and trainees.

Group Training South Australia works with GTOs to provide training and professional development opportunities. Field Officers are given the skills and tools to be more effective in their role and to ensure their roles remain relevant, up to date and ahead of the crowded Vocational Education and Training Sector.

As we lead up to a Federal election later this year, and then a State Election early next year, the Group Training network is seeking tangible ways to demonstrate the impact that Group Training Organisations make in the entry level employment market. At the end of the day, we create jobs. But we do more than that. We provide training pathways and quality employment outcomes for today's youth. It is with skills and expertise that we are able to put up a strong case to Government at all levels.

2013 Group Training Australia (SA) Inaugural Field Officers Conference

The inaugural GTA(SA) Field Officers Conference was held at Balyana Conference Centre in March 2013. This provided an opportunity to keep up to date with the sector, learn from industry professionals and network with others.

Presentations included:

- » Future Technologies
(Christian Russell, Clemenger BBBDO)
- » Workplace Health And Safety
(Roger Palubinski, Sustainable Risk Solutions)
- » Working With Generations X and Y
(Mark Ireson, Adelaide Training and Employment Centre)
- » Working With Difficult Clients
(Peter Rodgers, Maxima)
- » Compliance
(Anna Montebello, Montebello Strategies)
- » Persuasive Communications
(Adam Basheer, Fit 4 Market)

“ It is with skills and expertise that we are able to put up a strong case to Government at all levels.



Today's Skills: Tomorrow's Leaders

A National Leadership Program for Group Training Apprentices and Trainees

The Today's Skills: Tomorrow's Leaders (TSTL) Program was held in August 2012 and opened by the Patron of Group Training Australia, Her Excellency Ms Quentin Bryce AC, Governor-General of the Commonwealth of Australia.

TSTL is a five day intensive professional development program for high achieving apprentices and trainees from across Australia. TSTL offers a unique opportunity for participants to develop their leadership and self management skills, clarify future goals and improve work/life satisfaction. Participants also have the opportunity to meet and learn from AIS athletes, visit Parliament House and meet with key ministers.

South Australia was represented by three remarkable apprentices:

- » Matthew Bennett
- » Michael Patterson
- » Brett Duncan



MATTHEW BENNETT
GTO MTA

Heavy Road Transport Diesel Mechanic Apprentice
Host Employer Butlers Mechanical Services

"TSTL showed me different strategies and methods to become self motivated in my career and personal life. Meeting and hearing the stories of other individuals was a great eye opener and helped with some of the road blocks I was encountering with my career. TSTL changed my way of thinking, has given me a positive outlook on life and most importantly, given me more confidence and motivation to better my career."



MICHAEL PATTERSON
GTO PEER VEET

Plumbing Apprentice
Host Employer A&E Clifford Plumbing Services

"TSTL provided the opportunity to review my career and life goals and the strategies I was using to get there. It reminded me to think outside the box and that life's obstacles can be easily overcome with the right plan and attitude. I have returned from Canberra with more strategies and confidence to overcome challenges and a much clearer understanding of where I am headed."



BRETT DUNCAN
GTO TAPS

Plumbing Apprentice
Host Employer Jordan Plumbing

Brett has been an apprentice of outstanding quality, shown not only through his work quality but also his leadership. Brett has taken every challenge that has been thrown at him by management and thrived on it. He hopes to convey to others the advantages and success that he has achieved from being a part of a group training scheme" – Joe Scopacasa, TAPS Field Consultant.

Group Training Australia (SA) Awards

The 2013 Group Training Australia (SA) Awards were held at Government House in February 2013 and were proudly presented by His Excellency Rear Admiral Kevin Scarce AC CSC RANR, Governor of South Australia and Patron of Group Training Australia (SA).

The Awards recognised the achievements of apprentices and trainees across four categories with winning criteria based upon:

- » career and study achievements
- » communication, team and leadership skills
- » other pursuits
- » the ability to represent the national training system at a broader level

The winner of each category represented South Australia at the GTA Awards held during the April 2013 National Conference.

Event Sponsors

- » Business SA Australian Apprenticeship Centre
- » CVGT Australia
- » MEGT Australian Apprenticeship Centre
- » Employers Mutual Limited
- » DECD Trade Schools for the Future
- » Department of Further Education Employment, Science and Technology – Aboriginal Apprenticeship Program
- » St Patricks Technical College

Apprentice of The Year

DALE GOLDFINCH



“An apprenticeship is a valuable stepping stone to a much longer and exciting career opportunity.”

Trainee of The Year

BOZICA VRANIC



“Hands-on training has enabled me to acquire knowledge and experience that will benefit me for the rest of my working life.”

Indigenous Apprentice of The Year

CAMERON PROCTER



“To have an apprenticeship, is to have a sense of purpose and accomplishment.”

School-Based Apprentice of The Year

LIAM HOWDEN



“I value the ongoing learning experience, the direction, future outcome, interaction and encouragement of my peers.”

GTO			
Australian Industry Group Training Services (AiGTS)	Statewide Group Training (SA)	Traineeship & Apprenticeship Placement Services (TAPS)	Australian Industry Group Training Services (AiGTS)
TRAINING			
Completed a Certificate III in Engineering - Fabrication Trade (Light)	Completed a Certificate III in Business	Completed a Certificate III in Plumbing	St Patrick's Technical College, Australian School Based Apprenticeship Certificate III in Engineering/Mechanical Trade (CNC Machinist)
HOST EMPLOYER			
Scientific and Engineering Services within Defence Science and Technology Organisation, Edinburgh	Adelaide City Council	D & K Dalton	BAE Systems, Edinburgh Parks
AWARD JUDGES			
<ul style="list-style-type: none"> - Isabel Maurer DFEEST - Darryl Turner Employers Mutual Limited - Len Warren CITB 	<ul style="list-style-type: none"> - Patrick Kelly St Patricks Technical College - Elizabeth Lendrum Business Services ISB - Adrian Denzen CareerOne 	<ul style="list-style-type: none"> - Trevor Lovegrove DFEEST - Leonie Nielson Tauondi College 	<ul style="list-style-type: none"> - Tony Curtis DECD - Marilyn Wall Association of Independent Schools - Michael White Catholic Education in South Australia



FULL METAL

A Training Success Story

LIAM HOWDEN

**Australian School Based
Apprenticeship in a Certificate III
Engineering/Mechanical Trade
(CNC Machinist)**

GTO

AiGTS

Training

St Patrick's Technical College

Host Employer

BAE Systems at Edinburgh Parks

LIAM HAS ALWAYS ENJOYED working with his hands and is active in his community as an Irish dancer, musician, BMX racer and coach.

During a 2011 work experience placement at BAE Systems, Liam decided to follow a similar trade to his father (a Fitter and Turner). While on placement, he was fortunate to obtain an apprenticeship with AiGTS. Liam soon learned that

his grandfather John Howden was instrumental in establishing the predecessor of this scheme (formerly the Metal Industries Association of South Australia which later became the Engineering Employers Association South Australia Group Training Scheme).

Highly motivated and with a strong desire to achieve, Liam says of his apprenticeship, "I value the ongoing learning experience, the direction, the perceived future outcomes of the trade, the interaction and the encouragement of my peers." Liam also attributes the working culture at BAE to his study success and has enjoyed the opportunity to share his skills with work experience students.

Tony Curtis, State Manager of Trade Schools For the Future (an initiative of the Department of Education and Child Development), and

participant on the judging panel of this category described Liam as "An outstanding example of a young person undertaking training, employment and schooling while maintaining work-life balance through other pursuits. Liam is articulate and will make a fine ambassador for all school based apprentices and trainees."

“I value the ongoing learning experience, the direction, the perceived future outcomes of the trade...”

Liam hopes that the depth of knowledge he has gained through his apprenticeship will enable him to design, develop and manufacture components for engineering projects in future.

Lobbying

Real skills, real
support and real
jobs with an ATEC
Apprenticeship

GTA(SA) continues to raise the profile of Group Training in South Australia. In September 2012, the Board met with The Honorable Tom Kenyon, then Minister for Employment, Higher Education and Skills, followed by a meeting in February 2013 with new Minister for Employment, Higher Education and Skills, The Honorable Grace Portolesi. Minister Portolesi was keen to hear about Group Training arrangements in South Australia and the discussion helped promote the benefits of Group Training to the State. The issues discussed included The Critical Skills Investment Program (CSIP), access to public sector traineeship vacancies, the Joint Group Training Program (JGTP), Institutional Based Trade Training, the Workers Rehabilitation and Compensation Act (Section 54) and unsecured creditors status.

Critical Skills Investment Program (CSIP)

GTA(SA) and its members would like to see the \$4,000 CSIP incentive extended to GTOs, particularly when servicing small host employers that would otherwise be eligible for the grant should they directly indenture their Apprentices. GTA(SA) would also like to see the eligibility criteria for the incentive amended so that only employers engaging an apprentice from commencement to completion are eligible.

Institutional Based Trade Training

Institutional based trade training has for a long time been a key issue for GTOs and industry. With the introduction of *Skills for All*, it is now possible for all trades (with the exception of licensed trades) to be completed in an institutional environment in the absence of any on-the-job practical training and a National Training Contract. This model is often not supported by industry, and is creating a false sense of direction for the participants, resulting in foreseen limited outcomes at the completion of the institutionalised training. Western Australia is currently the only state to legislate against institutional based trade training.

South Australia's Graduated Licensing Scheme

In an effort to reduce the number of young South Australians killed or seriously injured in road crashes, the South Australian Government released *The South Australia's Graduated Licensing Scheme - Initiatives to Protect Young Drivers Discussion Paper* for public consultation on 14 October 2011. GTA(SA) and its members worked with the Youth Affairs Council of South Australia to respond to government in relation to proposed changes to licenses for young people – in particular, the raising of the minimum age to 18 and it's impact on apprentices, trainees and employers. While some changes are still under review including an early hours curfew for young drivers, the plan to increase the P-plate age from 17 to 18 has been dropped.

Group Training Organisation Support Program (Payroll Tax)

On 31 May 2012 the State Government announced that from 1 July 2012, the payroll tax exemption for wages of eligible apprentices and trainees would be abolished. This had the potential to be highly detrimental to GTOs and their ability to carry out core functions.

GTA(SA) worked with the State Government to negotiate special consideration for GTOs following the changes. The Association has assisted with the implementation and ongoing management of the Group Training Support Program and worked closely with DFEEST to ensure the smooth transition to the program from the previous payroll tax exemption model. This program recognises the contribution that GTOs make to the community by training large numbers of apprentices and trainees who have good completion rates. Under the Support for Group Training Organisations initiative, grants will be provided to GTOs that are registered under the National Standards for Group Training in SA to assist them to employ and mentor more apprentices and trainees. This was negotiated under the premise that GTOs would be 'no worse off' under the changes to Payroll Tax on apprentices and trainees.



Access to Public Sector Vacancies – Traineeships

Minister for Employment, Higher Education and Skills, The Honorable Tom Kenyon, was instrumental in allowing GTO's to access Apprenticeship vacancies in State Government Departments. We value this opportunity and are continuing to push for the same opportunities for Trainees.

GTA(SA) can report that two member GTOs are taking part in a pilot program to place 20 Indigenous trainees in State Government agencies under a Group Training arrangement. If successful this may pave the way for full GTO access to State Government traineeships.

Joint Group Training Program

In December 2012, Senator Chris Evans announced the Australian Government's investment of \$14million to continue the Joint Group Training Program (JGTP). The program provides GTOs "with the ability to create employment opportunities for Australian Apprentices that otherwise may not have existed," Senator Evans said.

Funds were rolled out from January 2013 for the 2012-13 financial year. Leading up to this period however, GTOs carried the financial gap created, meaning increased financial stress on members as well as harbouring the risk that the flow-through may be less than previous years. GTA(SA) has urged DFEEST to put develop a structure that at minimum, provides time-frames for the delivery of the State Government portion of the Joint Group Training funds each financial year.

Workers Rehabilitation and Compensation Act (Section 54)

For over 9 years, GTA(SA) and its members have been lobbying various members of parliament for changes to the Workers Rehabilitation and Compensation Act – particularly Section 54 – Limitation of Employer's liability (\$54). Section 54 of the Act has a significant impact upon the ability of GTOs to secure the services of host employers to employ and train apprentices across all trades within South Australia. Under the Act, host employers can be held liable for a recovery action by WorkCover, up to the full cost of the claim, as well as liable for a civil suit from the injured party. As a result, the public liability insurance premiums have increased dramatically or been refused outright. Unable to afford these costs, some smaller host employers have been sending their apprentices back to the GTO while larger businesses are reducing their apprentice numbers.

A net result of the current statutory requirements is the reduction in apprenticeships that can be offered, especially in those trades most in need e.g. electrical, plumbing, metal and building trades. In 2006, a draft Bill was released for the reform of Section 54 and GTA(SA) and its members continue to lobby for the draft Bill to be reinstated and enacted. The proposed changes would mean reducing the unfunded liability of the scheme, reducing the premiums of the scheme and improving the experience of injured workers – ultimately increasing the uptake of apprentices and trainees through a Group Training arrangement and addressing the skills shortage within the State.

“ **GTA(SA) has created the Skill Connect Register to reconnect out of trade apprentices with employers. Go to skillconnect.com.au or speak with GTA(SA).** ”

Grants

Apprentice Induction Program (Updated to web hosted quiz version)

GTA(SA) received funding from Employers Mutual Limited's Members Benefits Program to develop an interactive version of the previously funded OH&S DVD (OH&S is now referred to as WHS).

The resource was developed by members of GTA(SA) and the Program Management Group (PMG) and produced by Jon Burke Creative Digital Video.

Through a series of interactive questions and answers, the DVD is aimed at new apprentices and trainees, to enhance their knowledge and understanding of relevant WHS issues within their trade or vocation. The product can also be used in refresher training.

The DVD covers basic WHS responsibilities, policy and procedures followed by industry specific WHS issues.

All aspects of the product have now been trialled and a comprehensive training session and ongoing support has been provided to all Group Training Organisations.

Update to SMART Pack Project

Funded by Employers Mutual Limited's Members Benefits Program, the project aims to update a proven product – the Safety Management And Resource Tools (or SMART Pack as it is commonly known).

The SMART Pack is a framework designed to help host employers/small business identify their risk activities and make improvements to their WHS procedures.

The project involves a comprehensive review of the existing material to determine what works and what could be improved – ensuring an effective tool that small and medium sized employers can easily use in their day to day operations.

The SMART Pack has been widely acclaimed by GTOs and host employers. SafeWork SA's field staff have also used and distributed the product to employers outside of the Group Training arena, where it has been extremely well received.

Current Projects

Proposed New National Standards for GTOs

In March 2013, GTA(SA) on behalf of its members responded to the *Revised Draft National Standards for Group Training Organisations*. In a letter to Jim Barron, CEO of Group Training Australia Ltd, GTA(SA) highlighted a number of issues with the proposed standards, including the discriminative language used against GTOs vs direct employers of apprentices and trainees, the confusing and cumbersome presentation and formulation of the draft standards and the apparent misunderstanding of the operations of a GTO.

At time of writing, GTA(SA) is continuing to work with Jim Barron to address these issues.

Skill Connect Register

The Skill Connect Register is an online tool to connect employers with out of trade apprentices and trainees who are wanting to continue their apprenticeship or traineeship.

There are currently 92 job seekers and 51 employers registered. The Skill Connect Register is located at www.skillconnect.com.au.



▲ Charmaine, an Administration Apprentice with GTE, Mt Gambier

LOOKING FORWARD

The GTA(SA) Strategic Plan 2013-2016 lists the following priorities:

SUSTAINABILITY

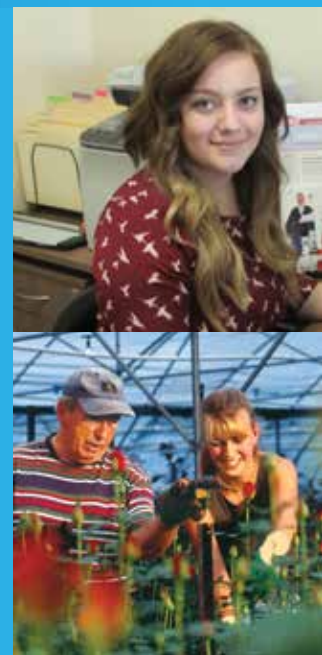
- ▶ Securing and developing government funding and support
- ▶ Investigating alternative revenue streams
- ▶ Achieving sound governance practices
- ▶ Developing and recruiting staff
- ▶ Retaining and building our membership base

ADVOCACY

- ▶ Improving stakeholder engagement
- ▶ Improving marketing, communications and media presence
- ▶ Advocating skills and employment for apprentices and trainees
- ▶ Developing the Group Training Industry
- ▶ Adhering to equity

MEMBERSHIP SERVICES

- ▶ Developing and reviewing training models
- ▶ Adding value to members through professional development, promotion, WHS projects, funding and member discounts
- ▶ Sharing current information and reporting with members



(Top) Lauren, an Administration Trainee with TABMA

South Australia is experiencing a growth in the number of Horticulture Trainees



**“ As Group Training’s
peak industry body, we
advocate quality,
skills and employment
for apprentices
and trainees.**

OUR ORGANISATION

The Board

Elections were held on 10 December 2012. Thankyou to long-standing President Michael Boyce who stepped down as President, effective 30 November 2012.

YEAR

Year of Induction

8

Number of Board meetings attended this year (8 total)

2007**6**

JOHN CHAPMAN
MTA
PRESIDENT GTA NATIONAL
BOARD REP

2000**8**

SUE GILLESPIE
STATEWIDE
DEPUTY PRESIDENT

2010**8**

DAVID COCKRAM
MAXIMA
TREASURER

1999**7**

MICHAEL WAKEFIELD
TAPS
DIRECTOR

2004**8**

MICHAEL BOYCE
PEER VEET
DIRECTOR

2008**8**

WENDY ETTRIDGE
HGT
DIRECTOR

Committees

Re-engagement Strategy Working Group

Composition

- » Angela Easterbrook, PEER VEET
- » Chan Chau, HGT
- » Courtney Wynbergen, MTA
- » David Nagy, Maxima
- » Jess Morley, HGT
- » John Stedman, Maxima
- » Lauren Kimm, GTA(SA)
- » Liam Hunt, MTA

Responsibility

- » Increase awareness of GTA(SA)'s brand
- » Review and develop GTA(SA)'s marketing and communication strategies
- » Develop a comprehensive Marketing Plan (Re-engagement Strategy)
- » Support GTA(SA) members to increase their market penetration

Key Achievements

- » The 2012-13 Inaugural Annual Report
- » Production of the GTA(SA) Marketing research document to inform the progression of the Re-engagement strategy
- » Great progress with developing a series of marketing documents for field staff that promote many aspects of Group Training
- » Scoping of an upgrade to the GTA(SA) website

GTA Schools Forum

Chair

Wendy Ettridge, HGT

Composition

Group Training Representatives and Industry Partners:

- » Catholic Education in South Australia
- » DECD
- » DFEEST - Traineeships and Apprenticeship Services
- » DIICCSRTE (SkillsConnect)
- » Association of Independent Schools of South Australia
- » Marcellin Technical College
- » St Patricks Technical College
- » Western Futures

Responsibility

To foster collaboration between GTOs, schools and relevant stakeholders to support students in transitioning from school to work through quality vocational education and training opportunities.

Key Achievements

- » Key discussions with DECD and DFEEST regarding the introduction of the Training Guarantee for SACE Students under *Skills for All*
- » Consultations with Escalier regarding the drafting of the 'National Trade Cadetship' in conjunction with GTA National
- » Calendar of school career events loaded on to the GTA(SA) website, all secondary schools in SA contacted in the process
- » Initial investigations in to a process for recognising SACE competencies gained whilst completing an apprenticeship or traineeship
- » Connecting with the 'Speakers in Schools' program to achieve more exposure for GTOs in SA schools
- » Review of GTA(SA) website and online resources for schools
- » Changed from 4-6 meetings per year to increase forum's capability to achieve outcomes



▲ MT&E Apprenticeships combine on-the-job work with off-the-job training



WHS Consultative Committee

Chair

Malcolm Baxter, PEER VEET

Composition

Group Training Representatives and Industry Partners

Responsibility

- » Monitor and analyse industry WHS performance and trends
- » Identify, develop, implement or recommend targeted interventions or programs
- » Develop procedure, guidelines, and standards for GTA(SA) members
- » Assist with WHS issue resolution

Key Achievements

- » Input in to the WorkCover Employer ratings scheme
- » A formal 'Terms of Reference' for the Committee
- » Management of the roll out of WHS Legislation as of 1 January 2013
- » Consultations regarding the move from a sole managing agent for WorkCover claims to two providers
- » Continued production of the revised SMART Kit
- » Finalised the Apprentice and Trainee induction video quiz program
- » Training on the new WHS Legislative requirements delivered to Field Officers, WHS managers and CEO's across the network
- » Participation on the GTA National WHS Steering Committee
- » Introduction of a 'Best Practice' session at meetings
- » Consultation with SafeWork SA and Central Queensland University on the 'Youth Workplace Health and Safety Research Project'
- » Participation on the WorkCover and Associations working group, consulting with WorkCover on policies and procedures that affect industry

A Message from Group Training Australia CEO, James Barron



Throughout 2012-13, GTA continued its national advocacy, research, communication and program brokerage activities on behalf of network members. Importantly, GTA continued to build productive and constructive working relations with GTA SA on behalf of members on a number of critical policy, program and member outreach issues.

GTA remained one of the largest brokers of the Australian Apprenticeships Access Program (ACCESS) which continued to provide funding for disadvantaged people who need pre-vocational training in order to access an apprenticeship or traineeship. Moreover, GTA continued to broker numerous Indigenous employment and training program contracts on behalf of the national network including an Indigenous employment and training strategy funded by DEEWR to assist GTOs in building capacity within their organisations for working more effectively with Indigenous communities.

GTA distributed its inaugural GTO Industry Research Tool which was designed to assist all GTOs with future business planning and local labour market research. GTA continued to build up its research and policy capability, producing a number of publications and policy documents including a comprehensive report into the value of pre-apprenticeships as well as two national surveys and reports into group training and mentoring and group training and competency-based training.

Further, GTA successfully managed the 2012 national leadership program *Today's Skills: Tomorrow's Leaders* and the April 2013 national conference in Brisbane.

President of GTA(SA), John Chapman, is the State Representative on the National Board while GTA(SA) Operations Manager, Lauren Kimm, participates in quarterly meetings with GTA State Executive Officers and the GTA National CEO, James Barron.

Meetings

Annual General Meeting

30 Nov
2012

Chair

Michael Boyce

Composition

14 Members and 6 Observers

Key Outcomes

- » President's Report 2011-12
- » Auditor's Report 2011-12
- » Election of Board Members conducted by Returning Officer Lauren Kimm

Strategic Planning Day

16 Jan
2013

Chair

John Chapman

Composition

GTA(SA) Board

Key Outcomes

The session focused mainly on marketing issues including:

- » Redefining GTA(SA) and GTOs services and role
- » Addressing market share decline/expanding the market
- » Becoming a key influence in government decision making
- » Communicating GTA(SA)'s value to members

Member's Forum

16 Aug
2012

Chair

Michael Boyce

Key Outcomes

- » DFEEST Report
- » Regional Member Subsidy
- » Section 54
- » Re-engagement Strategy
- » Field Officers Conference

21 Feb
2013

Chair

John Chapman

Key Outcomes

- » DFEEST Report
- » Strategic and Operational Plan
- » Women in Construction
- » WELL
- » Training and Skills Commission Challenge
- » ACNC

30 Nov
2012

Acting Chair

Michael Boyce

Key Outcomes

- » GTA National Report
- » Re-engagement Strategy Presentation
- » Critical Skills Investment Program
- » State Election Policy Position

16 May
2013

Chair

John Chapman

Key Outcomes

- » DFEEST Report
- » Women in Trades
- » Federal Budget Update
- » Section 54

Life Members

Life Membership is the highest honour that GTA (SA) can bestow on an individual. In recognition of their contribution to the advancement of Group Training in South Australia, the Board is pleased to acknowledge the following recipients:

KELVIN HUMPHRIES 2012

Chief Executive Officer
Statewide Group Training (SA)

JANICE PAGET 2011

Ex Chief Executive Officer
Maxima Group Training

KEVIN PETHERICK 2011

Regional Operations Manager
Statewide Group Training (SA)

MONICA MEULENGRAFF 2011

Chief Executive Officer
Murraylands Training and
Employment Association (SA)



▲ Michael Boyce with Kelvin Humphries

Acknowledgements

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Isabel Maurer, Director
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Department of Education and Child Development

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Employers Mutual Limited

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“Collectively, our members provide employment for over 3,300 apprentices and trainees in South Australia and account for 25% of all apprentices engaged in SĀ.

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