

GROUP TRAINING AUSTRALIA (SA)

# ANNUAL REPORT

2015-16



GROUP TRAINING AUSTRALIA  
(SA) INCORPORATED

The Largest Employer Network of Apprentices & Trainees



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## ACRONYMS

» <b>AGA</b> Apprenticeships Group Australia	» <b>HWA</b> Healthy Workers Adviser	» <b>SA</b> South Australia
» <b>AiGTS</b> Australian Industry Group Training Services	» <b>HWHF</b> Healthy Workers Healthy Futures	» <b>SMARTkit</b> Safety Management and Resource Tool Kit
» <b>ATEC</b> Adelaide Training and Employment Centre	» <b>MBA</b> Master Builders Association	» <b>SMGT</b> Sunraysia Murray Group Training
» <b>CEG</b> Career Employment Group	» <b>MEGT</b> Melbourne East Group Training trading as MEGT Australia	» <b>TABMA</b> Timber and Building Materials Association
» <b>GTA (SA)</b> Group Training Australia (South Australia)	» <b>MTA</b> Motor Trade Association	» <b>TSTL</b> Today's Skills: Tomorrow's Leaders (Programme)
» <b>GTE</b> Group Training Employment	» <b>MT&amp;E</b> Murraylands Training & Employment Association	» <b>WHS</b> Work Health and Safety
» <b>GTO</b> Group Training Organisation	» <b>PEER VEET</b> Plumbing, Electrical, Electronic and Refrigeration; Vocational Education, Employment and Training	

# OUR HIGHLIGHTS AND ACHIEVEMENTS 2015-16

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

## IN TRAINING

# 2693

TOTAL NUMBER OF SA APPRENTICES AND TRAINEES EMPLOYED BY OUR MEMBERS

## COMMENCEMENTS

# 1183

APPRENTICESHIPS AND TRAINEESHIPS STARTED IN 2015/2016

## HOST EMPLOYERS

# 1377

HOST EMPLOYERS ENGAGED WITH OUR MEMBERS

## SOCIAL MEDIA

# 1031

LIKES AND FOLLOWS ON FACEBOOK AND TWITTER

## MENTORSHIP VISITS

# 16158

MENTORSHIP VISITS UNDERTAKEN BY OUR MEMBERS, SUPPORTING EXCEPTIONAL QUALITY APPRENTICES AND TRAINEES ACROSS THE STATE

## AWARDS

# 5

AWARDS PRESENTED AT OUR GTA (SA) AWARDS AND ANNUAL CONFERENCE DINNER

## EXCEPTIONAL TALENT

# 4

SA APPRENTICES ATTENDED THE TODAYS SKILLS TOMORROW LEADERS PROGRAM IN CANBERRA, FROM 21 ACROSS THE COUNTRY

## SCHOOL EXPOS

# 21

ATTENDED BY THE GTA (SA) SCHOOL COLLABORATION

## MEMBER SERVICES

### MEMBERS

# 16

MEMBERS AND 1 ASSOCIATE MEMBER REPRESENTING NEARLY 90% OF SA GTO'S

### INTERACTIVE INDUCTIONS

# 1548

INDUCTION COURSES COMPLETED ONLINE, UP BY 45%

### SMARTKIT

# 157

SAFETY MANAGEMENT SYSTEMS CREATED TO SUPPORT WHS IN GTO HOST EMPLOYERS IN SA

### HEALTHY WORKERS INITIATIVE

# 70%

OF MEMBER GTO PARTICIPATING IN THE HEALTHY WORKERS PROGRAM

GTA (SA) MEMBERS LEAD THE NATION IN COMPLETION RATES



\*Data supplied by NCVER 'National Apprentice and Trainee Collection'

## 2015-16 TOTAL APPRENTICES & TRAINEES IN TRAINING AT 30<sup>TH</sup> JUNE 2016

Includes Australian School  
Based Apprentices\*

**2178**  
APPRENTICESHIPS  
**515**  
TRAINEESHIPS

## 2015-16 TOTAL APPRENTICE & TRAINEE COMMENCEMENTS FROM 1 JULY 2015 TO 30<sup>TH</sup> JUNE 2016

Includes Australian School  
Based Apprentices\*

**752**  
APPRENTICESHIPS  
**431**  
TRAINEESHIPS

## 2015-16 APPRENTICE AND TRAINEE QUARTERLY RE-ENGAGEMENTS

Includes Australian School  
Based Apprentices\*

**2015**

JUL-SEP

**24**

OCT-DEC

**12**

**2016**

JAN-MAR

**20**

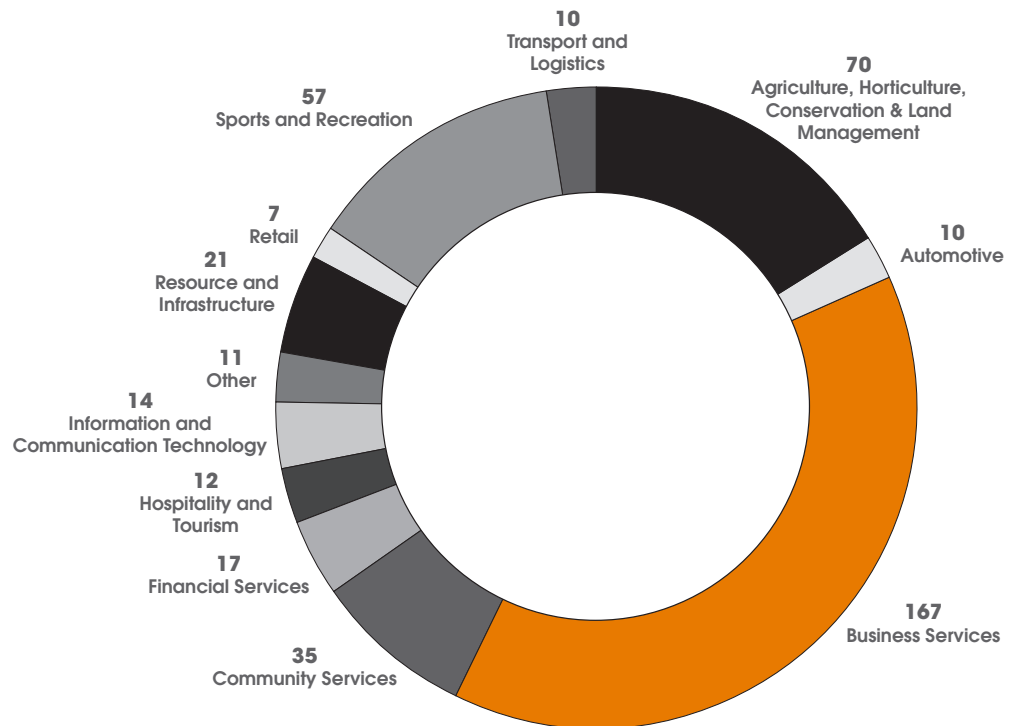
APR-JUN

**29**

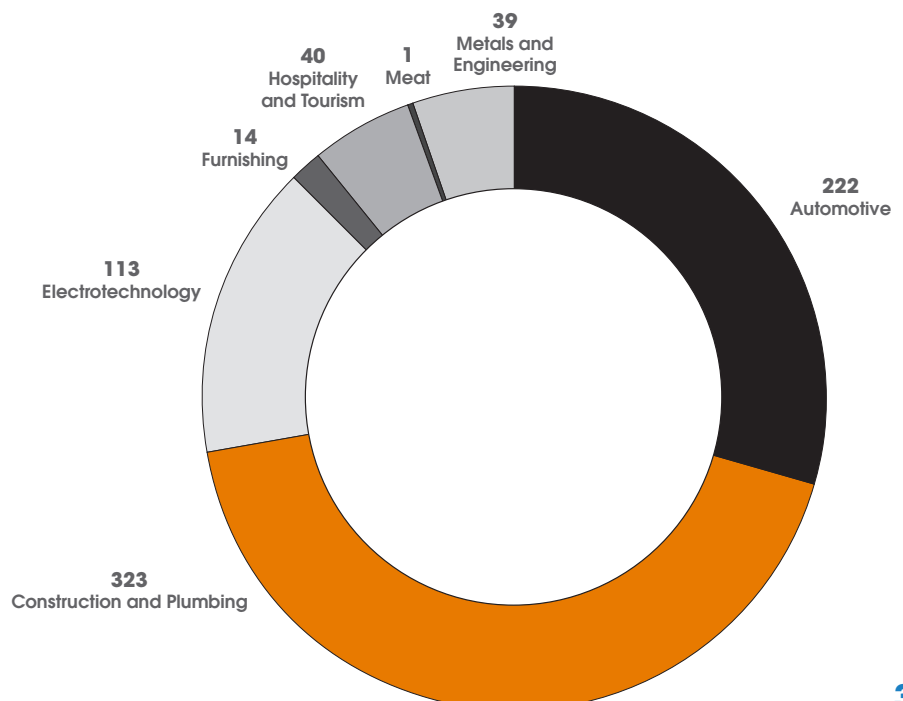
2015-2016  
OUT OF TRADE  
PLACEMENT  
**85**

\*Data supplied by Department  
of State Development SA  
Government 2015-16 and in  
training figures for 30 June 2016,  
by National Standards-registered  
GTOs and other employers

## TRAINEE COMMENCEMENTS BY NATIONAL STANDARDS- REGISTERED GTO'S AND OTHER EMPLOYERS, 2015-16 IN SA



## APPRENTICE COMMENCEMENTS BY NATIONAL STANDARDS- REGISTERED GTO'S AND OTHER EMPLOYERS, 2015-16 IN SA



# ABOUT GTA (SA)

**GROUP TRAINING AUSTRALIA (SA)** is the peak advocacy 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 Vision

South Australia's recognised leader in the growth and development of positive employment outcomes for apprentices and trainees.

## Our Mission

As Group Training's peak industry body in SA, we support and advocate for our members; enabling them to deliver quality skills and employment for Apprentices and Trainees.

## Our Values

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

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

## Our Members

GTA (SA) has 16 member organisations and one associate member, 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 more than two and half thousand apprentices and trainees in South Australia and account for 22.5% of all apprentices engaged in South Australia.

## Our Stakeholders

GTA (SA) has close working relationships with multiple State and Federal Government departments, Group Training Australia, Host Employers, Apprentices and Trainees and Jobseekers.

## Our Patron



We would like to acknowledge the ongoing support from our Patron, His Excellency the Honourable Hieu Van Le AO, Governor of South Australia.





# GTA (SA) MEMBERS

Collectively, our members provide employment for more than two and half thousand apprentices and trainees in South Australia and account for 22.5% of all apprentices engaged in South Australia.



**AFL Sports Ready**  
aflsportsready.com.au  
Tennis SA Complex  
War Memorial Drive  
NORTH ADELAIDE SA 5000  
T (08) 8210 1300



**MEGT Recruitment & Management Services**  
megt.com.au  
255 Port Road  
Hindmarsh SA 5007  
T (08) 8424 3200



**AGA Apprenticeships Plus**  
agaaustralia.com.au  
Unit 5, 69 Sir Donald Bradman  
Drive, Hilton SA 5033  
T 1300 242 000



**Motor Trade Association Group Training Scheme (MTAGTS)**  
mta-sa.asn.au  
3 Frederick Road  
Royal Park SA 5014  
T (08) 8241 0522



**ATEC Group Training**  
atec.asn.au  
275 Grand Junction Road  
Ottoway SA 5013  
T 1300 112 832



**Murraylands Training and Employment (MTE)**  
mteasa.com.au  
6 Seventh St  
Murray Bridge SA 5253  
T (08) 8531 1733



**Australian Industry Group Training Services (AIGTS)**  
aigroupapprentices.com.au  
45 Greenhill Rd,  
Wayville 5034  
T (08) 8394 0000



**PEER VEET**  
peer.com.au  
1042 Port Road  
Albert Park SA 5014  
T (08) 8348 1200



**Career Employment Group (CEG)**  
ceg.net.au  
80 Cartledge Avenue  
Whyalla Norrie SA 5608  
T (08) 8645 6800



**SMGT**  
smgt.com.au  
2A Wilson St  
Berri SA 5343  
T 1800 025 097



**Group Training Employment (GTE)**  
gte.org.au  
173 Commercial Street West  
Mount Gambier SA 5290  
T (08) 8721 2345



**Statewide Group Training - Torrensville**  
statewideapprenticeships.com.au  
144 South Road  
Torrensville SA 5031  
T 1800 808 004



**Master Builders Apprentices**  
mbasa.com.au  
Level 2, 47 South Terrace  
Adelaide SA 5000  
T (08) 8461 8242



**Timber & Building Materials Association (TABMA)**  
tabma.com.au  
93 Morphett Road  
Camden Park SA 5033  
T 1800 822 621



**Maxima Group Training**  
maxima.com.au  
180 Port Road  
Hindmarsh SA 5007  
T 1300 669 859



**Trainee & Apprentice Placement Service Inc (TAPS)**  
tapssa.com.au  
235 Glen Osmond Road  
Frewville SA 5063  
T (08) 8433 1200



**St Patrick's Technical College**  
stpatstech.sa.edu.au  
2-6 Hooke Road  
Edinburgh North SA 5113  
T 1300 765 384  
**ASSOCIATE MEMBER**

# WELCOME MESSAGES

## PRESIDENTS REPORT

DAVID NAGY



**W**elcome to the 2015-16 Annual Report for Group Training Australia (SA). It has been a tough year in the vocational education and training space, with the first year of the controversial WorkReady program rolled out, coupled with loss of the Federal contribution to the Joint Group Training Program. Looking at this in the wider context of the South Australian employment market, with significant unemployment, the downturn in the mining industry and the uncertainty as we farewell the vehicle manufacturing industry in South Australia, it is no easy task to run businesses that constantly seek to create employment and training opportunities for the State. We know that the Group Training industry has been around for over 35 years, and I am confident that we will continue to forge through this tough time to provide for the state for many years to come.

The collegiality of the network that is GTA (SA) allows our membership base to work through the barriers before us, and band together to seek positive opportunities to expand employment. This wouldn't be possible without the strong guidance and support of the Board of GTA (SA), and I wanted to take this opportunity to highlight the changes that have occurred over the past 12 months. I extend my thanks to Michael Boyce, Sue Gillespie, David Thompspon and Shelley Jonker who all concluded their time on the Board during the past year. I would like to note the significant contribution in particular of Sue Gillespie and Michael Boyce, both of whom have now retired. Sue was recognised in 2015 as a Life Member of GTA (SA) for her extended and unwaivering support for both the association and the sector. With 15 years on the Board, her contribution cannot be understated. Michael Boyce spent 7 years as the Chair of GTA (SA), and put in countless hours of support to the Board, staff and National association during his time. The Board welcomed Monica Meulengraaf, Tim Buckley and Andrew Anninos to the Board in the past year, and we look forward to continuing to grow the success of GTA (SA).

GTA (SA) renewed our strategic plan this year, and have implemented strong reporting systems to ensure maximum opportunity for fulfilment. This plan is available on our website, and outlined on page 9 of the Annual Report.

The Group Training network in South Australia continues to be the highest performing apprentice employment sector in the country. South Australian GTOs achieve the highest completion rates for apprentices and trainees in the country and state, and continue to employ a quarter of the states apprentices. This is something that our state should be proud of, and continue to support. The sector enjoys great support from the Government and Patron, His Excellency the Honorable Hieu Van Le AO, Governor of South Australia. The engagement with Government over the past 12 months has been highly positive, and the continued support of funding under the SA Group Training Program in the absence of Federal Government contribution is a welcome investment by the South Australian Government.

I look forward to continuing in the role of President and joining with our Board, staff, members and state and National counterpart associations to build the capacity of our sector and drive results for the state.

**David Nagy**

PRESIDENT



## EXECUTIVE OFFICER'S REPORT

LAUREN TILTMAN



This year the Board of GTA focussed on implementing a strong strategic and governance framework to build the association going forward. The key elements of this included implementing a series of Board policies on a rotating approval schedule, and finalising a Strategic Plan through a member consultation process. The new strategic plan incorporates the familiar strategic pillars of the past, refreshing the goal posts and setting a series of smaller directions to achieve the defined outcomes.

The three key pillars of the strategic plan are SUSTAINABILITY, ADVOCACY and MEMBERSHIP SERVICES.

Achievements against each of these include:

### SUSTAINABILITY

GTA (SA) secured a 3 year contract with the Department of State Development to deliver services in supporting apprenticeship programs and policy development for South Australia.

GTA (SA) continues to deliver under a contract with SA Health in relation to the "Healthy Workers; Healthy Futures" program, addressing key risk factors for chronic disease in male dominated industries.

### ADVOCACY

The key points of advocacy for the association have centred around the 'South Australian Group Training Program', and WorkReady skills policy. GTA (SA) worked with the Department of State Development to achieve a 3 year funding program for SA GTOs in lieu of the former "Joint Group Training Program" that was discontinued following a federal withdrawal effective 30 June 2016. WorkReady was the topic front of mind for most industry organisations this past year, with the implications of policy swings reaching far and wide. GTA (SA) strongly supported the implementation of the "Jobs First Employment Projects" which saw funding flow through for pre-employment programs and linked to employment outcomes.

The Training and Skills Commission undertook a significant piece of work in the "Industry Priority Qualifications" survey, identifying the key qualifications that industry demanded for the future of work in SA. GTA (SA) was involved in both submissions and verification of the survey results prior to their release in early 2016.

GTA (SA) made representations to the Minister for Skills on a number of occasions in the past year, most recently to Hon. Susan Close MP, who was appointed to the role in late January 2016. GTA (SA) spoke with the Minister about the ReturnToWork premium exemptions that registered GTOs receive and its importance to the sector; the lack of funding for traineeships from a state and national perspective and the implications of this decision; school to work transition programs; GTOs access to the public sector for the placement of trainees; and harmonisation of the apprenticeship and traineeship qualifications across the country. The Minister has since gone on to have a strong presence in the group training industry throughout the year at both member and association events.

The National Standards for Group Training Organisations have been under review for over 8 years, and during 2015/16 GTA (SA) was involved in the consultation that led to the final report for the new National Standards, to commence in 2017.

GTA (SA) continued to lobby Ministers, Shadow Ministers and ReturnToWork SA to retain the important premium exemption for apprentices and GTO trainees. GTA (SA) and the network collaboratively worked with ReturnToWork SA to demonstrate the strong ethics that underpin the network around ensuring safe working environments for apprentices and trainees in SA. Audits by ReturnToWork SA demonstrated this commitment across the sector, and professional development consultations and proactive programs with ReturnToWork SA and their managing agent Employers Mutual SA continued throughout the year.

GTA (SA) strengthened its working relationship with SafeWork SA this year, developing a committee in conjunction with SafeWork SA, ReturnToWork SA and the Department of State Development to address workplace incidents for apprentices and trainees. SafeWork SA also formally took a seat on the GTA (SA) WHS Consultative Committee.

GTA (SA) was called as a witness before two Parliamentary inquiries this year - the 'Inquiry in to the Labour Hire Industry' and the 'Inquiry in to Skills for All'. GTA (SA) also put a written submission to the Skills for All inquiry, which can be found on the SA Parliamentary website.

## **MEMBERSHIP SERVICES**

In 2015 GTA (SA) partnered with the University of Adelaide to undertake a membership survey. This survey, combined with SA feedback provided to Group Training Australia Ltd, gave GTA (SA) an insight in to the membership. This information gave GTA (SA) a benchmark for the strategic planning that occurred in early 2016, allowing the streamlining of services and to work towards members communicated desires. GTA (SA) is set to improve on the outcomes of the survey in years ahead, through refining the service delivery and advocacy to align even closer with membership expectations.

In 2015, GTA (SA) launched the 'Healthy Workers - Healthy Futures' program, funded through SA Health. This program works with our membership base and their host employers and apprentices, to target critical risk factors in male dominated workforces. We welcomed Kylie Cocks as the Healthy Worker Advisor in 2015, and have seen significant support for the program and innovative initiatives across the network. This 3 year program concludes in 2018, however GTA (SA) is committed to implementing long lasting initiatives that will continue well past the completion of the program.

With the succession that has taken place on the Board of GTA (SA), the board welcomed Tim Buckley to the role of Chairperson of the Schools Forum. Tim has embraced the role, and worked collectively with the forum to design a structure that continues to add value to the partners within it, and align the work that GTOs do with the three schooling sectors. GTA (SA) continues to run a number of other committees - the WHS Consultative Committee and the Leadership Committee.

GTA (SA) continues to provide support to the membership in their WHS obligations by supporting host employers to provide safe work environments and continuing to fund, maintain and develop the very popular SMARTKIT. This online program for WHS Safety Management Systems is free to GTOs and current host employers of member organisations, and provides a tool to assist in both compliance and opening conversations about continuous improvement in safety.

In 2015, GTA (SA) commenced a round of Field Officer Training. The network continues to engage in training of Field Officers through the Cert IV Business program. Nearly 100 Field Officers have been trained through this program in SA since its inception, and it continues to add value to the memberships' staff.

Social media has been a topic of interest for the membership for some time now, and GTA (SA) took a leadership role in 2016 to assist the network to address the complexity that is online communication. GTA (SA) partnered with firm Glashaus, along with News Ltd, to deliver social media training to the network. GTA (SA) will continue their partnership with Glashaus to support the strategic goals around promotion and communication, and to support the membership to navigate their platforms in to the social media space.

GTA (SA) held a number of conferences in 2015/16 to bring the membership together. The annual half-day conference at Mt Loffy House in November 2015 was a great opportunity for members to engage with key stakeholders in the sector and remain up to date on what is happening. Presenters included Group Training Australia Ltd, Department of State Development and TAFE SA. The conference dinner was attended by the Patron of GTA (SA) - His Excellency the Honourable Hieu Van Le AO, Governor of South Australia. GTA (SA) also partnered with the Apprentice Employment Network (Victoria) to work on a collaborative Field Officer Conference for late 2016.

GTA (SA) held the welcome reception for the National Group Training Conference at the Art Gallery of South Australia in April 2016. This event was well received by the membership, and was a fantastic networking opportunity for the all concerned.

GTA (SA) now moves in to a new phase of management, and I welcome Troy Aitken to the role of Executive Officer. It has been an honour to represent the Group Training sector in South Australia, and I look forward to continuing to support the network in a different role with Group Training Australia Ltd. I would like to recognise a vote of thanks to Rosemary and Kylie (the staff), David Nagy and the Board, and the wider membership, who have supported me to embrace this role over the past four years.

**Lauren Tiltman**

EXECUTIVE OFFICER

# STRATEGIC PLAN

## OUR VISION

South Australia's recognised leader in the growth and development of positive employment outcomes for apprentices and trainees.

## OUR PURPOSE (MISSION)

As Group Training's peak industry body in SA we support and advocate for our members; enabling them to deliver quality, skills and employment for Apprentices and Trainees.

## OUR VALUES

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

**We have three strategic platforms that provide the framework for GTA (SA) to achieve its objectives over the next three years:**



## SUSTAINABILITY

Ensure good governance and financial performance of GTA (SA), and support our members to be successful viable enterprises

- ▶ Financial performance
- ▶ Maintaining revenue to fund associations operations
- ▶ Strong governance
- ▶ Viable membership



## ADVOCACY

Further strengthen our peak body role in representing and advocating for our members in promoting apprenticeships and traineeships

- ▶ Increased number of proactive submissions to government
- ▶ Measure and increase the number of unsolicited approaches from government influencers
- ▶ Measure and increase the number of media mentions
- ▶ Social media growth



## MEMBERSHIP SERVICES

Retain and support our members, through superior member services, engagement and delivery

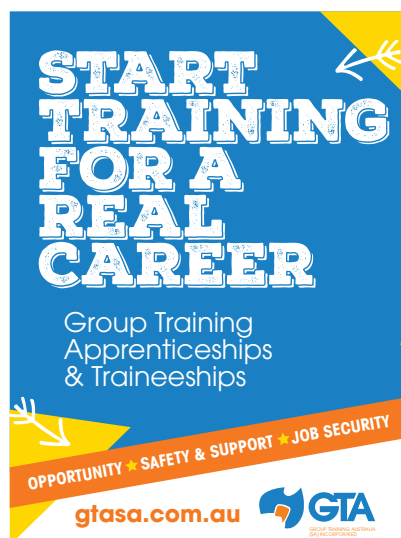
- ▶ Maintain membership numbers
- ▶ Increase membership satisfaction score
- ▶ Clearly articulate and communicate the member value proposition
- ▶ Grow membership

# OUR PROJECTS AND MEMBER SERVICES ACHIEVEMENTS

## SMARTKIT

**SMARTKIT** The Safety Management and Resource Tool Kit (SMARTKIT) has continued as an ongoing project of the Association. There were 157 newly created safety management systems created in 2015/2016. GTA (SA) continuously improves the functions and usability of the SMARTKIT website with our business consultants Sustainable Risk Solutions who continue the management of content, and software developer CodeHouse to support and maintain the SMARTKIT website.

## Schools Careers Expo Collective



A group of GTA(SA) members, through the Schools Forum, worked as a collective to represent Group Training Organisations at twenty-one career events at various schools across South Australia between May

2015 and August 2016. A range of marketing material was designed for use at the events to market Group Training members to school leavers.

## SACE Project

GTA (SA) in collaboration with their schools forum have continued to progress the GTA (SA) SACE Project to formulate a process to assist Group Training Organisations in facilitating the recognition of SACE credits from the training undertaken by apprentices and trainees throughout their training contract.

## Certificate IV in Business for GTO Field Officers

GTA (SA) worked closely with Maxima Training Services to design and offer a Certificate IV in Business for GTO Field Officers. The course commenced in late 2015 with seven GTO Field Offer staff enrolling in the program. GTA (SA) coordinated two units including integrating the pilot WHS Benchmarking audit tool in to the 'Participate in a Quality Audit', and delivery of the marketing unit 'Promote, products and services'.

## Social Media and Marketing

GTA (SA) has progressed the social media presence on Twitter with 269 followers, 762 likes on Facebook. The GTA (SA) website continues to undergo quality improvements each year to improve functionality. In May 2016, GTA (SA) in conjunction with News Ltd and business consultants Gläshaus hosted an information session for members on social media, and how GTOs can not only take the steps to set up social media but how they can maximize the features in this space. This short video can be viewed on our website.

## Healthy Workers Healthy Futures Initiative

In 2015 GTA (SA) was successful in applying to SA Health for the Healthy Workers Healthy Futures Initiative. Kylie Cocks was employed as our industry Healthy Workers Adviser. During the first year, the project has engaged with GTA (SA) members to plan the levels of consultancy to be offered across the sector and began to implement a range of health and wellbeing programs aimed at GTO staff, apprentices and trainees. The infographic highlights our achievements this year.



## Apprentice Online Induction Program

Since 2013 GTA (SA) has offered access to the apprentice online induction program. It is aimed at new apprentices and trainees to enhance their knowledge and understanding of relevant WHS issues within their trade or vocation. Over the 2015/2016 financial there has been an increase of 300 users and nearly 500 courses completed.

## Members Forums

There were 4 members forums held this year being chaired by the President GTA (SA) David Nagy. The forums offer the opportunity for members to collectively collaborate on key issues and to be provided with presentations from key stakeholders.

21st Aug 2015	27th Nov 2015
<b>Key discussion points</b> <ul style="list-style-type: none"> <li>» GTA National Board Report</li> <li>» New Healthy Workers Adviser Appointment</li> <li>» Presentation on WorkReady 'Subsidised Qualification List'.</li> </ul>	<b>Key discussion points</b> <ul style="list-style-type: none"> <li>» SACE project</li> <li>» Field Officer Conference planning</li> <li>» National Conference planning</li> <li>» Community of practice for GTO compliance specialists</li> </ul>

25th Feb 2016	26th May 2016
<b>Key discussion points</b> <ul style="list-style-type: none"> <li>» Changes to the GTA (SA) Board</li> <li>» Work Health and Safety statistics</li> <li>» Traineeship and apprenticeship service update by DSD</li> <li>» High Performing Workplace Index presentation by DSD</li> </ul>	<b>Key discussion points</b> <ul style="list-style-type: none"> <li>» National Board Report</li> <li>» EO meeting updates</li> <li>» Electronic aptitude testing project</li> <li>» Traineeship and Apprenticeship Services Update</li> <li>» ReturnToWork Audits</li> </ul>



# OUR ADVOCACY ACHIEVEMENTS

## Statistical Reporting on the SA Group Training Industry

GTA (SA) produce a Statistics Collection portal that allows members to electronically input their quarterly statistics and produce reports about their progress in comparison to other time periods and in comparison to the overall sector. GTA (SA) continues to work on the output of this portal.

## Select Committee on Skills for All

On 12 September 2016 David Nagy, President of GTA (SA) presented to a Select Committee of the South Australian Parliament regarding the Skills for All program. Participation allowed David to voice the perspective of GTA (SA) members as employers of apprentices and trainees regarding the success of Skills for All and the significant change to the funding of training created as a result of the more recent WorkReady initiative.

## National Standards for GTOs

GTA (SA) continues to liaise with GTA Ltd on the progress of the new 'National Standards for GTOs' that are set to replace the current standards. A GTA (SA) consultation process was facilitated in June and there is ongoing discussion with Department State Development. It is anticipated these standards, which are now approved, will commence in 2017.

## Inquiry in to the Labour Hire Industry

GTA (SA) sat as a witness in the 'Inquiry in to the Labour Hire Industry' which was held the Parliamentary Economic and Finance Committee. GTA (SA) was keen to delineate the Group Training industry from the Labour Hire industry, and to highlight the role of the Group Training National Standards in supporting quality in the industry. GTA (SA)s Executive Officer, Lauren Tiltman, was published in the final report, which you can find on p58 of the report located at [www.parliament.sa.gov.au/Committees/Pages/Committees.aspx?CTId=5&CId=292](http://www.parliament.sa.gov.au/Committees/Pages/Committees.aspx?CTId=5&CId=292)

## Strengthen our peak body role

GTA (SA) worked with the Torrens to Torrens (T2T) alliance over a number of occasions, giving a briefings to approximately 80 subcontractors on how the group training sector can assist employers meet their 28% workforce participation requirements under the contract. GTA (SA) has also presented for the Small Business Commissioner and his networks at two 'How to employ an apprentice or trainee' session. Feedback from attendees at both sessions, showed the group training presentation was the top rated presentation by far.

GTA (SA) will be represented SA GTOs at the Joint Australian Government and OECD Workshop: Engaging Employers in Skills Development for the 21st Century. This is a national workshop that was held in Adelaide that combines a large number of stakeholders to address employer engagement in skill development. GTA (SA) was pleased to see the OECD continually hold Group Training up as the pinnacle program for apprentice employment across all OECD countries.



Department of State Development continue to consult with GTO's around shared goals of increased apprentice and trainee numbers

Right: David Meziniec (GTE Chairman), Brenton Lewis (CEO CEG), Tony Pasin MP (Federal Member for Barker), Senator the Honourable Scott Ryan, Lauren Tiltman (EO GTA (SA)), David Nagy (President GTA (SA)), Monica Meulengraaf (CEO MT&E), Michael Boyce (CEO PEER VEET)



## Competency Based Wage Progression

GTA (SA) worked with members, the CITB and the Department of State Development to consider the implications of Competency Based Wage Progression on apprentices, particularly those graduating from VET in Schools programs.

## Election Advocacy

Board of GTA (SA) headed to Mt Gambier on the 22nd of June to meet with the local member of the Government Tony Pasin MP, and with Senator Scott Ryan, '(then)Minister for Vocational Education and Skills. The meeting addressed the commitment of the Turnbull Government to group training and the wider vocational education and training sector, in the lead up to the July 2 election. Special thank you to Mr Pasin for assisting GTA (SA) with arranging the meeting. Mr Pasin is a passionate local member for the Federal seat of Barker, and has strong support for his local, regional group training organisations.

## Strong support for Group Training in SA

Our advocacy efforts achieved;

- » Secured State Government funding for the Association and for our Members, on the basis of a three year arrangement. The South Australian Group Training Program will contribute \$1.3 million dollars per year from 2015–2018.
- » Retained the offset payments for payroll tax for apprentices and trainees via the 'Group Training Support Program
- » Continued funding by SA Health for the delivery of the Healthy Workers Healthy Futures Program which is contracted until 2018.

## Dual Trades/Progressive Trades

GTA (SA) continued to liaise with industry bodies and the Department of State Development around the progression of a Dual Trades model in South Australia. Meetings occurred with DSD and NECA SA regarding the progress of the Dual Trades project. GTA (SA) have now delegated this task to NECA SA to drive.



# OUR EVENTS

## SA GROUP TRAINING AWARDS

The 2015 Group Training Australia (SA) Awards were held at the Adelaide Pavilion in April 2016 and were proudly presented by the Governor, His Excellency, the Honourable Hieu Van Le, Governor of South Australia. The Honourable Susan Close, Minister for Higher Education and Skills was the guest speaker and highlighted the benefit that apprentices and trainees bring to the state of South Australia and the importance of recognising the achievements of those high performers.

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

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

### AWARD JUDGES

GTA (SA) is very grateful for the expert advice and generous time given by our judging panels:

- » Apprentice of the Year: Bill Davis, Jodie Bischoff & Len Warren
- » Trainee of the Year: Patrick Kelly, Adrian Denzen & Jen Rodger
- » School-based: Helen Edwards, Marilyn Wall & Jacqui Asser



Hon. Susan Close, MP.



Jimi George, Damien Browne, Mikaela Storti, The Governor, Bruno Cavallaro, Kelly Calicchio, Sarah Collier, Jaco Spangenberg



## APPRENTICE OF THE YEAR

### JIMI GEORGE

#### GTO

Peer Veet

#### Training

Cert III in Data & Voice Communications

#### Host Employer

Expert Data Cabling

#### Award Judges

- » Bill Davis
- » Jodie Bischoff
- » Len Warren

“My apprenticeship has been rewarding and has provided me with the training and direction I needed to carry out my job in the industry. It has been a great foundation for my future. I look forward to furthering my qualifications and creating new friends and relationships with the people I work with.”



## SCHOOL-BASED APPRENTICE OF THE YEAR

### SARAH COLLIER

#### GTO

MBA Apprentices

#### Training

Cert III Carpentry

#### Host Employer

Happy Valley Homes

#### School

Christies Beach High

#### Award Judges

- » Helen Edwards
- » Marilyn Wall
- » Jacqui Asser

“I didn’t want an office job and to become inactive, I always wanted to keep fit and be busy, be outside and do things with my hands which was always most interesting to me than sitting in an office. I’d rather build it myself than be sitting in an office using something that someone else built for me.”



## TRAINEE OF THE YEAR

### BRUNO CAVALLARO

#### GTO

Maxima

#### Training

Cert III in Civil Construction Plant Operations

#### Host Employer

City of Norwood

#### Award Judges

- » Patrick Kelly
- » Adrian Denzen
- » Jen Rodger

“My traineeship experience was the perfect opportunity to establish a career as I was committed to learning, succeeding and achieving. Having the desire to excel, I set goals for myself whilst maintaining a positive mindset and attitude. On-the-job training and trade school became my primary focus.”



# ANNUAL CONFERENCE EVENT

On the 26th November 2015, our members and key stakeholder converged at Mt Lofty House for the Annual GTA (SA) Conference. The Conference event included updates from multiple state government departments and presentations from NCVER, TAFE SA and Group Training Australia.

The conference was followed for the Conference dinner, attended by many of our key stakeholders and government representatives to celebrate another tough, yet successful year.

GTA (SA) acknowledged the following staff from member organisations for their ongoing commitment to the Group Training industry with the GTA (SA) Life Member award proudly presented by the Governor, His Excellency, the Honourable Hieu Van Le, Governor of South Australia for and the Industry Award proudly presented by Tom Kenyon, MP Member for Newland.

## GTA (SA) 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 recipient:



**Sue Gillespie,**  
Operations Manager  
Statewide Group Training SA Inc.

Sue has served 15 years as a board member for GTA (SA) including serving for many years as the Executive Deputy Chair. In addition Sue has been chair of the Schools committee, directly involved in lobbying and advocacy. Sue works tirelessly and with a fighting passion to raise the profile of Group Training and to ensure apprentices and trainees get through their apprenticeship.

Congratulations Sue!

## Industry Award

The Industry Award recognises a person or organisation for their commitment to Group Training in South Australia. The nominee has made a substantial contribution to the development and performance of Group Training in South Australia through their high quality of service and diligence to the industry.



**Malcolm Baxter**  
Work Health and Safety Manager  
PEER VEET

Malcolm has over 40 years' experience in work safety, with the last 11 years as WHS Manager at PEER VEET. He has been instrumental in the operations of GTA (SA) WHS Consultative Committee and his commitment and passion has driven multiple WHS projects to improve the safety of both apprentices and host employers.

Congratulations Mal!







# WELCOME RECEPTION NATIONAL GTA CONFERENCE


On 6th April 2016 GTA (SA) invited delegates of the Group Training National Conference to a welcome reception at the Art Gallery of South Australia. The Honourable Susan Close, Minister for Higher Education and Skills, addressed the audience on the successful elements of South Australia's VET, Apprenticeship and Group Training sectors. The evening showcased Marcus Harders a former Group Training Apprentice who spoke about his journey and the contribution of his Group Training Organisation in bringing him success.



Marcus Harders (former group training apprentice), David Nagy (President GTA (SA)) and Hon. Susan Close, MP.







To support my career transition I applied for a traineeship in Civil Construction as I believed a traineeship would be a great way to gain hands on experience and on-the-job training. - **Bruno**

# OUR ORGANISATION

## THE BOARD (AS AT 30TH JUNE 2016)

**YEAR** Year of Induction

Elections were held on the 27th November 2015. Thank you to retiring board members Michael Boyce and Sue Gillespie, both who served long terms and contributed significant time and commitment serving the board. We would like to acknowledge the efforts of Shelly Jonker stepping down in December 2015 and the time served by David Thompson.



**DAVID NAGY**  
GTA (SA) PRESIDENT AND  
TREASURER  
MAXIMA



**BRENTON LEWIS**  
GTA (SA) DEPUTY PRESIDENT  
GTE



**LYNNE AUSTIN**  
GTA (SA) DIRECTORS  
(REP NATIONAL GTA BOARD)  
ATEC



**TIM BUCKELY**  
GTA (SA) DIRECTORS  
(CHAIR SCHOOLS FORUM)  
MTA



**MONICA MEULENGRAFF**  
GTA (SA) DIRECTORS  
MT&E



**ANDREW ANNINOS**  
GTA (SA) DIRECTORS  
CEG

## CORPORATE GOVERNANCE

### Annual General Meeting

#### Chair

David Nagy

The Annual General Meeting was held on 27 November 2015.

### Board Meetings

During the 2015/2016 period the GTA (SA) board met on 7 occasions.

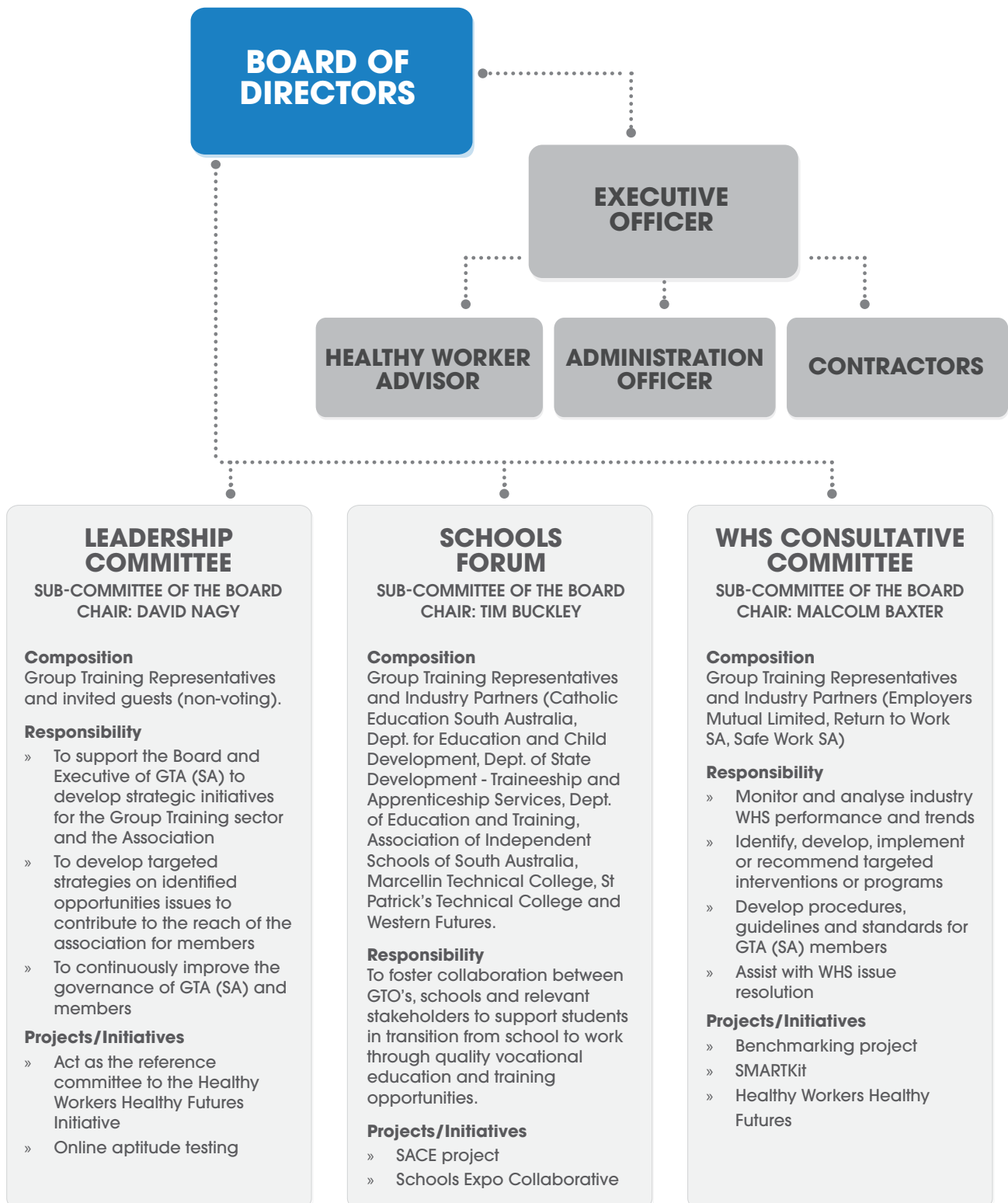
### Members Forums

During the 2015/2016 period there were 4 GTA (SA) members forums.

### Subcommittees

During the 2015/2016 period the subcommittees met quarterly.

# ORGANISATIONAL STRUCTURE AND COMMITTEES





# A MESSAGE FROM GROUP TRAINING AUSTRALIA

## CHAIRPERSON

STUART DIEPEVEEN



Group Training Australia Ltd (GTA National) continue to work closely with GTA (SA) to represent the South Australian membership. In 2016, GTA National held the Group Training National Conference in the heart of Adelaide. This conference was kicked off with a generous welcome reception hosted by GTA (SA) at the Art Gallery of South Australia. The conference brought together over 130 delegates from across Australia and New Zealand to discuss the opportunities and challenges that face Group Training, the apprentice employment market, and the wider Vocational Education and Training sector.

During this conference, GTA National recognised Mr Michael Boyce, former President of GTA (SA) and long serving Board Member of GTA Ltd., as a life member. Michael's contribution to both the state and national associations was significant and meaningful, and this award was well deserved. Well done Michael.

Also at the conference, GTA (SA) Healthy Worker Adviser Kylie Cocks presented on the benefits of healthy workplaces.

At the 2015 Annual General Meeting for GTA National, we welcomed two representatives from South Australia on to the National Board for the first time. GTA (SA) has always had their state representative on the Board, however this is now expanded to include a member nominated representative also. I welcome David Cockram of Maxima, and Lynne Austin of ATEC to the Board.

I would like to thank the SA Association and membership for their support during the grassroots National Campaign for group training in 2016. In the lead up to the 2016 federal election, the membership was supported to produce a grassroots campaign 'Back what works: Group Training'. During this campaign we saw announcements such as the commitment by the Labor Party to re-instate federal funding for Group Training. I also thank the Board of GTA (SA) for arranging the regional visit for the (then) Minister for Skills, Senator Scott Ryan.

In August 2015 GTA National ran our flagship program for the top apprentices and trainees in Australia – 'Today's Skills; Tomorrow's Leaders' at the Australian Institute of Sport in the nation's capital, Canberra. South Australia was represented by four apprentices, a notable contribution to the program. This program is a personal development and leadership program, launched by the Patron of GTA National, His Excellency General the Honourable Sir Peter Cosgrove AK MC (Retd). The participants also had the opportunity to attend Parliament House and meet with members of Parliament to advocate for Group Training and learn about how policy decisions are formed.

GTA National is committed to continuing to work closely with GTA (SA) and the SA membership base, along with all other state based group training associations around Australia. GTA National has recently appointed Ms Lauren Tiltman, outgoing Executive Officer of GTA (SA), as the incoming National Executive Officer of GTA National. We maintain a significant amount of respect for all that the South Australian GTA has achieved, and look forward to the role Lauren will play in the National space, with her experience from South Australia.

**Stuart Diepeveen**

*Chairperson, Group Training Australia (Ltd)*

# GROUP TRAINING AUSTRALIA ANNUAL CONFERENCE EVENT

## GTA National Conference held in Adelaide

The Group Training National Conference was held in Adelaide on April 7 & 8, 2016 with the conference theme, Skilling for Growth, which focused on ensuring that Australia's workforce is sufficiently skilled and agile to meet the economic challenges of constant technological change.

GTA (SA) Healthy Worker Adviser Kylie Cocks, was a speaker at the event providing insight into the Healthy Workers Project and how GTO's can look to improve health and wellbeing outcomes for apprentices, trainees and staff.



Kylie Cocks, GTA (SA) Healthy Worker Adviser

A major highlight of the conference was Michael Boyce, winning Life Member for Group Training Australia. Michael has held several leadership roles within group training, including more than 10 years as CEO of PEER VEET, 7 years as President of Group Training Australia SA (GTA (SA)) and 8 years as Board Member of Group Training Australia Ltd (GTA Ltd). Through these and other roles Michael has made a significant contribution to improving the profile and performance of group training in Australia.



Stuart Diepeveen, Chairperson GTA Ltd and Michael Boyce, Chief Executive Officer PEER VEET

Michael helped in the formation of The Australia and New Zealand Electrotechnology Training Alliance (ANZETA), sits on the National Electrical Communications Association (SA Chapter), the National Electrotechnology Training Advisory Group (NETAG) and the Commercial Sector Committee of the Construction Industry Training Board, demonstrating his strong connection to industry and outstanding policy development credentials.

Congratulations Michael.

**Michael Boyce**  
Chief Executive Officer, PEER VEET



# TODAY'S SKILLS: TOMORROW'S LEADERS

## A National Leadership Program for Group Training Apprentices and Trainees

The 2015 Today's Skills:Tomorrow's Leaders (TSTL) Program was held from the 16th of August to the 21st of August at the Australian Institute of Sport, Canberra, and brought together 21 outstanding apprentices and trainees, selected from some 2700 group training apprentices and trainees around Australia.

TSTL offers a unique opportunity for participants to develop their leadership and self-management skills, clarify future goals and improve work/life satisfaction. The program equips them as ambassadors for group training and inspiring them to make a positive difference in their workplaces and industries, now and in the future. Participants also have the opportunity to interact with elite athletes from the AIS – learning how passion, commitment and goal achievement is applied in a variety of contexts, and visit Parliament House and meet with key ministers.

South Australia was represented by four high achieving participants:

- » Ben Carter
- » Oscar Kromer
- » Jarrad Hamood
- » Dylan Whyte



**BEN CARTER****Certificate III in  
Electrotechnology****GTO** PEER VEET**Host Employer** Nilsen SA  
Pty Ltd

Ben Carter has completed  
a Certificate III in

Electrotechnology through  
PEER VEET, hosted by Nilsen SA Pty Ltd and is currently  
undertaking a Diploma in Electrical Engineering.

Ben began his electrotechnology apprenticeship with  
PJ Corporate electrical. From early in his career Ben was  
working with high value electrical assets in prominent  
locations. These included many prominent CBD  
locations and the Calvary Hospital.

Because of his knowledge and skills, Ben was selected  
to complete training on uninterruptable power  
supply systems far earlier in his apprenticeship than  
normal. Ben's GTO, PEER, was approached by one of  
Ben's managers at PJ Corporate who requested Ben  
specifically for a new business he was starting. Ben  
worked in this role upskilling and mentoring younger  
PEER apprentices until the closure of the business.

Ben was quickly hired by Nilsen and has been working  
on the construction of the new Royal Adelaide Hospital  
site. On this project he is not only able to continue to  
develop his skills but he is also able to assist and mentor  
younger apprentices.

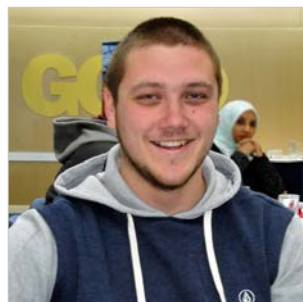
**OSCAR  
KROMER****Certificate III in  
Plumbing****GTO** TAPS**Host Employer** Jordan  
Plumbing

Throughout his  
apprenticeship, Oscar has demonstrated outstanding  
attitude and ability. He works well with his colleagues  
and other members of his team.

Oscar is a dedicated and experienced plumber looking  
to improve himself and the industry. He has already  
completed his Certificate III and looking to further  
himself with a Certificate IV. Oscar is currently at the top  
of his TAFE class and has proven himself a keen learner.

Oscar has shown a clear interest in the safety of others  
and the sites he works on. Oscar assists with WH&S and  
mentors other apprentices where appropriate.

Oscar's field officer at TAPS commented on Oscar's  
diligent application of himself in classes and his desire  
to get things done. "Oscar has faced many challenges  
over his Apprenticeship and has excelled in every way  
and it is a real pleasure to see".

**DYLAN WHYTE****Certificate III in  
Carpentry****GTO** Master Builders  
Association**Host Employer** Harrold &  
Kite

Dylan Whyte is a modest,  
driven and skilled carpenter. He has benefitted from  
a long and diverse apprenticeship with Harrold and  
Kite where he has developed himself and worked on  
exciting projects.

Dylan's dedicated approach to his apprenticeship has  
led to a number of awards including winner of the 2014  
MBASA Apprentice of the Year and a nomination for  
the 2015 award. His eagerness to learn has led him to  
continue his development, he has recently completed  
a Certificate IV in Building and construction as well as  
many other courses. Dylan aims to secure his builder's  
license.

Dylan is a natural leader and aspires to assist in the  
growth and development of the carpentry industry. He  
works closely with his workmates and other apprentices  
and assists in all tasks required of him.

**JARRAD  
HAMOOD****Certificate III in  
Automotive Mechanical  
Technology****GTO** Motor Trades  
Association**Host Employer** Roly's  
Automotive Services

Jarrad's keen interest in cars and automotive services  
began during his year 10 work experience where he  
conducted a course specialising in light vehicles.

After this course, Jarrad pursued this interest through  
his schooling and by the time he had completed year  
12 he had already completed a certificate II in Metal  
Fabrication and Automotive Services.

Through his apprenticeship Jarrad's work has been  
celebrated. He was nominated for and won the 2015  
MTA Apprentice of the year award and then was  
selected to work in the Clipsal 500 race repair team two  
years in a row. The first year he worked on repairs and  
wheel alignments and the second year was accepted  
onto the pit crew of the Red Bull Racing team.

Jarrad has developed himself outside of his  
apprenticeship. He has undertaken additional courses  
to further his professional development and widen his  
skill base.

Jarrad's employer are thrilled with his work and very  
proud of his achievements.

I believe my school based apprenticeship is helping me to set up a career for myself and my ultimate goal is to become a Site Supervisor. It gave me the opportunity to finish year 12 and focus on a trade I'm passionate about and enjoy and now I'm getting paid to do something I love.

- Sarah



# ACKNOWLEDGEMENTS

## Association Sponsors

- » Code House is celebrating 21 years of Australian software development in 2016, and specialises in the specific needs of Group Training Organisations. Code House has been a strong supporter of GTA (SA) and we thank you for your sponsorship this year.



- » MARSH Insurance Brokers are a major provider of workplace and public liability insurance across Australia and provide discounted rates for GTA (SA) members.



## Association Grant Providers

- » South Australian Department of State Development
- » South Australian Department of Health

## Life Membership

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:

### **SUE GILLESPIE** 2015

Operations Manager  
Statewide Group Training

### **MICHAEL WAKEFIELD** 2014

Chief Executive Officer  
Trainee & Apprentice Placement Service Inc.

### **KELVIN HUMPHRIES** 2012

Chief Executive Officer  
Statewide Group Training (SA)

### **JANICE PAGET** 2011

Ex Chief Executive Officer  
Maxima Group Training (SA)

### **KEVIN PETHERICK** 2011

Ex Regional Operations Manager  
Statewide Group Training (SA)

### **MONICA MEULENGRAAF** 2011

Chief Executive Officer  
Murraylands Training and Employment Association (SA)

## Industry Partners

GTA (SA) would like to acknowledge the continual support of the following organisations and their staff:

### Association and Independent Schools of South Australia

- » Marilyn Wall

### Catholic Education in South Australia

- » Jacqui Asser

### Department of State Development

- » John King
- » Isabel Maurer
- » Kuang Tan
- » Marilyn Rowe
- » Sara Longbottom
- » Joshua Kayner
- » Chris Zeilinski
- » Angela Niendorter

### Department for Education and Child Development

- » Helen Edwards
- » Gaye Becis

### Department of Health

- » Nadia Masterton
- » Dannielle Proud
- » Isla Woidt

### Department of Education and Training

- » Megan Rawley
- » Diani Clelland

### Employers Mutual Limited

- » Jared Simes
- » Jodie Bischoff
- » Anna Amarosa

### Marcellini Technical College

- » Glenn Miller

### SafeWork SA

- » Glenn Farrell
- » Diana Babich

### ReturnToWork SA

- » Greg McCarthy
- » Gillian Moody
- » Glenn Fox



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