

NSW MODEL FOR SCHOOL BASED APPRENTICESHIPS AND TRAINEESHIPS

New South Wales is establishing school based apprenticeships initially in five trades:

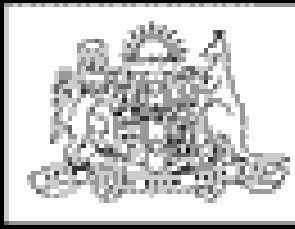
- metals and engineering
- automotive
- building and construction
- electrotechnology
- commercial cookery.

New South Wales is developing a model that will encompass both school based apprenticeships and traineeships. As the first stage in this process, a consultation paper has been drafted that outlines the model. A copy of the paper is attached.

Comment on the model itself and issues to be addressed in its implementation is invited from all interested stakeholders.

Comments should be emailed to Anne Ricketts, Apprenticeships and Traineeships Directorate, by close of business on Friday 4 August, 2006 – anne.ricketts@det.nsw.edu.au

NEW SOUTH WALES
DEPARTMENT
OF EDUCATION
AND TRAINING



CONSULTATION PAPER

***REGULATION OF SCHOOL BASED
APPRENTICESHIPS AND
TRAINEESHIPS***

NSW DEPARTMENT OF EDUCATION AND TRAINING

JULY 2006

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Aim

The aim of this paper is to outline a proposed new NSW model for school based apprenticeships and traineeships.

Background

Debates about skills shortages have placed greater emphasis on the role of schools in promoting the value of trades to young people

Encouraging young people to commence trade training, while still at school, is one way to build and maintain a skilled workforce, in trade related occupations.

Evans Review

In 2005 Bert Evans AO conducted a Strategic Evaluation of vocational education and training in schools on behalf of the Minister. The Evans Review strongly endorsed the NSW model of VET in Schools and the value it provides for students and employers. VET in Schools in NSW:

- means a broader subject choice
- leads to nationally recognised qualifications
- can count towards the Higher School Certificate (HSC) and Universities Admission Index (UAI) if appropriate
- provides credit to post school destinations.

To strengthen VET in Schools the Evans Review recommended that NSW improve credit transfer arrangements with TAFE NSW and apprenticeships and traineeships; improve the flexibility of school based traineeships; and introduce school based trade apprenticeships (at Certificate III level as specified in the relevant Vocational Training Order (VTO)).

COAG

In February 2006, the Council of Australian Governments (COAG) agreed on a range of measures to improve the efficiency of certain aspects of the national training system. Included in these was that by 31 December 2006, school-based apprenticeships would be available in five trades: metals and engineering; automotive; building and construction; electrotechnology; and commercial cookery.

Trade Schools

On Monday 22 May 2006 the NSW Premier announced the proposed establishment of 10 trade schools in NSW from 2007 offering part time school based apprenticeships in partnership with local industry. The trade school initiative will be the centre piece of a program to enhance the NSW model of VET in schools through the introduction of school based apprenticeships.

Industry support

VET in Schools in NSW has been implemented with a high level of employer and union support. This relationship must be built upon to implement school based apprenticeships successfully and to improve school based traineeships. The Minister for Education and Training wrote to industry partners in late 2005, seeking their support for school based apprenticeships in New South Wales. Discussions have been held with Unions NSW, employer associations and NSW Industry Training Advisory Bodies on the establishment of such arrangements.

School based traineeships

In 2005, there were 1,390 school based trainees. Of these:

- 56 percent were in retail and wholesale
- 12 percent were in automotive
- 10 percent were in tourism.

Under the existing model school based trainees generally undertake a Certificate II traineeship over a period of between 24 and 36 months during a two or three year HSC. Currently a part-time school based trainee must complete 1500-1600 hours of work and training.

School based traineeships can articulate to the second year of an apprenticeship. In New South Wales, traineeships available in automotive, hospitality and manufacturing engineering all provide credit towards associated apprenticeship qualifications.

The Evans Review found that the intensive on the job requirements were a barrier to increased participation in the program.

Proposed NSW Model for School Based Apprenticeships and Traineeships

NSW school based apprenticeships and traineeships must be attractive to students and must be able to meet industry skill needs. The model of implementation should be flexible and lead to competency-based outcomes, appropriate credit towards the HSC and should be supported by appropriate school timetabling arrangements.

The NSW Government proposes that school based apprenticeships and traineeships be:

- integrated within the HSC, rather than apply as a separate pathway
- established under a training contract
- governed by appropriate industrial arrangements
- regulated under the *Apprenticeship and Traineeship (A&T) Act 2001*
- inclusive of on and off the-job training
- undertaken, for school based trade apprenticeships, at a minimum Certificate III Australian Qualifications Framework (AQF) qualification level, as specified in the relevant Vocational Training Order (VTO).

Integration within the HSC

VET in Schools, including part time traineeships, is a central component of a broad HSC qualification, rather than as a separate stream. This allows students to select VET and non-VET courses in their HSC studies. It provides flexibility for students to make choices about their post school destinations, whether further education and training, university or work.

Though students participate in VET while at school, they may be uncertain about continuing VET beyond school, so a combined pathway puts them in the best position to make choices regarding their future destinations.

The Board of Studies is currently considering how part time apprenticeships and traineeships might be best integrated within the NSW HSC.

Currently, when school based trainees successfully complete their traineeship they receive the HSC, an AQF VET qualification and a Certificate of Proficiency.

It is anticipated that school based apprentices will receive the HSC and a Statement of Attainment for competencies achieved towards the trade qualification. These competencies would be the equivalent to the first year/stage one competencies of a full-time apprenticeship and would be mapped against the relevant trade qualification, to a minimum AQF Certificate level III...

It is envisaged that post school, school based apprentices will progress to a full-time apprenticeship with their employer.

Training contract

School based apprentices and trainees and their employer will sign a training contract approved by the NSW Department of Education and Training, in accordance with the relevant VTO. The contract will include the term of training and be accompanied by a training plan that has been developed by a Registered Training Organisation and endorsed by the school.

The term of training for school based part-time apprenticeships and traineeships will need to be sufficiently flexible in work and training hours to accommodate other HSC study requirements.

The attainment of required competencies is expected to be achieved by a minimum level of participation within a paid work based apprenticeship or traineeship employment.

Industrial arrangements

At present, school based traineeships are offered in many industry areas and have significant award coverage. A wide range of federal and state traineeship awards in NSW cover part-time traineeships. For those employers who are classified as WorkChoices employers, WorkChoices specifically provides for any gaps in award coverage to be filled by the school based traineeship provisions of the WorkChoices legislation.

There are currently no NSW state awards that provide coverage for part-time school based apprenticeships. Award coverage for part-time school based apprenticeships is limited to two federal awards which cover the majority of employers in the automotive and engineering industries. For employers who are classified as WorkChoices employers, WorkChoices specifically provides for any gaps in award coverage to be filled by the school based apprenticeship provisions of the WorkChoices legislation. Sole traders and partnerships are not covered by WorkChoices.

A significant proportion of current apprenticeship employers are incorporated, therefore they are likely to be classified as WorkChoices employers and have relevant industrial coverage for school based apprenticeships. However this coverage will vary from industry to industry.

For school based apprenticeships, appropriate industrial arrangements are required in state awards for those employers who are not covered by federal awards, or WorkChoices.

Regulatory arrangements

Vocational Training Orders define employment and training arrangements for Apprenticeships and Traineeships established under the Apprenticeship and Traineeship Act 2001 (A&T Act 2001). Current VTOs for traineeships cover part-time, including school based, arrangements, where applicable. VTOs for apprenticeship vocations need amending to reflect proposed part-time school based arrangements.

It is proposed that the Director-General issue a Vocational Training Guideline, as an adjunct to apprenticeship VTOs, to enable the formal recognition of the competencies completed by school based apprentices and to establish the appropriate credit arrangements as the apprentice continues in a fulltime capacity.

New approach to on and off-the-job training for school based apprentices and trainees

NSW proposes the following model to support the introduction of school based apprenticeships and also to improve the flexibility of school based traineeships:

- shift from the current '**hours** based' model, to a '**minimum of 100 days across a two-year period** on-the-job training model
- allow students to start the training while in year 10¹ and to have until October of the year they will complete their HSC to complete the agreed off-the-job 'school based' training component
- introduce training contract options for school based apprentices. At successful completion of their HSC year and year one/stage one of the apprenticeship, school based apprentices would be able to convert their training contract to a full-time apprenticeship and progress to the second year of the nominal term of training.
- allow school based trade apprentices to commence training at a minimum AQF Certificate level III and have competencies achieved at school mapped against the full qualification
- have Industry Training Advisory Bodies work with RTOs as appropriate to identify competencies that would constitute stage one equivalency of a school to full-time apprenticeship.

At **Appendix 1** are outlines of HSC apprenticeship and traineeship pathways.

Implementation issues for school based apprenticeships

Implementing part-time school based trade apprenticeships will require:

- support from employer and unions to establish appropriate Industrial Relations arrangements
- employer commitment to provide part time employment opportunities
- flexibility in school organisations and timetabling to ensure students can undertake part time apprenticeships as part of their HSC program.

¹ Subject to Board of Studies approval of the student's program

**SCHOOL BASED APPRENTICESHIP and TRAINEESHIP
PATHWAYS**

Example: HSC apprenticeship pathway

AAC/school negotiates an apprenticeship arrangement with an employer.
The employer submits an *Application to establish an apprenticeship or traineeship in New South Wales* to the Department of Education and Training, through an AAC.



The application must include a full training plan that sets out the proposed mix of school, work and training the apprentice will undertake. Work will be a minimum of 100 days over a two-year period while in the school based arrangement.



NSW Department of Education and Training approves and registers the training contract



In accordance with the Training Plan, Apprentice undertakes and completes on and off-the-job training requirements, equivalent to year one/stage one competency (as prescribed by TAFE NSW/RTO) of the relevant AQF VET qualification

AND



Apprentice receives HSC with appropriate HSC credit for the training and Statement of Attainment



Apprentice converts to a full-time apprenticeship

and subsequently

Apprentice completes on and off-the-job training requirements, achieves competency and receives Certificate of Proficiency

Example: HSC traineeship pathway

AAC/school negotiates a traineeship arrangement with an employer. The employer submits an *Application to establish an apprenticeship or traineeship in New South Wales to the Department of Education and Training, through an AAC.*



The application must include a full training plan that sets out the proposed mix of school, work and training the trainee will undertake. Work will be a minimum of 100 days over a two-year period.



NSW Department of Education and Training approves and registers the training contract



Trainee completes on and off-the-job training requirements and receives an AQF VET qualification



Trainee completes traineeship and receives a Certificate of Proficiency

AND



Trainee receives HSC with appropriate HSC credit for the training



OPTION:

Trainee progresses to Stage two of a full-time apprenticeship, where the traineeship articulates into an apprenticeship

OR

Trainee (as apprentice) completes on and off-the-job requirements and receives Certificate of Proficiency

OR

Trainee progresses to a related higher Certificate level traineeship with relevant competencies recognition and advanced standing.