

NSW PUBLIC SECTOR APPRENTICESHIP STRATEGY 2008-2010

Purpose

The public sector apprenticeship strategy aims to expand the role of NSW government agencies in apprenticeship training. The strategy will focus on public sector employment as well as growth in apprenticeships through infrastructure work purchased by the NSW Government. Specific strategy objectives are as follows:

1. A 10 per cent annual growth target for the employment of apprentices. This means increasing apprenticeship commencements in public sector agencies by 60 people on average per year from the 2007 benchmark of 600, as follows:

2008	660
2009	720
2010	780

Each agency remains responsible for setting its own sub-targets, taking into account its capacity and organisational goals. The priority areas of school based and Indigenous apprenticeships will be a particular focus.

2. Measures to strengthen the capacity of public sector agencies to increase commencements, improve retention, and increase early completion of apprenticeships.
3. Improve public sector employers' awareness and understanding of different types of, and opportunities for, apprenticeships.
4. Ensure an adequate future workforce – particularly in construction and civil engineering – to support the NSW Government's infrastructure growth plans over the next decade.

Initiatives

1. *Individual agency plans*

Apprenticeship targets and plans will be negotiated in public sector agencies where there is scope and justification in terms of capacity, future work programs and expansion plans.

2. *Capacity-building for public sector agencies*

To support agencies in implementing the strategy, the Department of Education and Training and the Public Sector Workforce Office will consult with agencies about their issues and seek to increase the take-up of options such as school based apprenticeships, competency-based completion, and group training. The promotion strategy includes a series of forums for public sector human resources managers and apprenticeship coordinators, and guidance material, on how to recruit and employ apprentices, including case studies and success stories across the sector.

3. *Promotional strategy for potential apprentices*

The Jobs NSW and the Choose Your Own Adventure websites, will be used to promote public sector apprenticeships to young people. The capacity for people to register their interest on-line will be created.

5. *Action to secure the workforce for New South Wales's future infrastructure plans*

Government will look at ways of strengthening the current training management guidelines to ensure contractors on NSW Government infrastructure projects make an appropriate investment in training for the future.