

Building Industry Consultative Council Industry Advisory Body (BICCIAB) - STAKEHOLDER INPUT

Please indicate below whether you agree with each Option and, if yes, give the Option a priority ranking from 1 to 3 (1 being the highest)

Options	Do you agree with the option?	Please rank the priority of this option		
		1 High	2 Medium	3 Low
<p>Option A - Develop and implement a nationally consistent communication strategy and campaign that includes a complementary package of key messages designed to increase commencements, re-engagement and completions of apprentices and trainees with a particular focus on at risk industry areas.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><i>Any further ideas/input/strategies/comments relating to Option A (Please expand this section if needed)</i></p> <p>This option must include the communication of established strategies to assist employers and apprentices if there is to be an impact on commencement/completion numbers ie the key messages. A common single information point for apprentices, with consistency in messages and incentives from state and national initiatives would be most welcome.</p>				
<p>Option B - Develop and implement a strategy to support local employers and apprentices who are at risk of cancelling apprenticeships in key industry areas, due to the current economic downturn. Another aspect of the package could provide assistance to “suspended” or out of trade apprentices.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>Any further ideas/input/strategies/comments relating to Option B (Please expand this section if needed)</i></p> <p>Supporting apprentices and employers ‘on the ground’ is vital.</p>				
<p>Option C - All States and Territories have adopted an out of trade register. For this initiative to be effective in increasing completion rates for apprentices it needs to be accompanied by mentoring and support and effective linkage of the work of various agencies and intermediaries around this. The Taskforce could in conjunction with the States and the Commonwealth identify some minimum consistent standards for this.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>Any further ideas/input/strategies/comments relating to Option C (Please expand this section if needed)</i></p> <p>This option could effectively be carried out by increasing the capabilities of the existing Apprenticeship Field Officers.</p>				

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<p>Option D - In the medium term completion and retention can be enhanced by the adoption of consistent standards for support and protection of apprentices in all States. This is important since the quality of training and work experience is a key factor in non-completion and stakeholder confidence in the system. Input from stakeholders on what services and standards they deem necessary would be beneficial. Standards could include:</p> <ul style="list-style-type: none"> <input type="checkbox"/> procedures to ensure that cancellation of contracts is a last resort and this is embedded in the administrative processes, <input type="checkbox"/> targeted audit/monitoring to determine the connection between on and off the job training and assessment as well as field officer/pastoral care support, <input type="checkbox"/> consistent standards for independent dispute resolution. 	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p><i>Any further ideas/input/strategies/comments relating to Option D (Please expand this section if needed)</i></p> <p>BICCIAB research indicates that apprentices do not complete their training because of a breakdown in workplace relationships and the ability to earn significantly higher wages in allied occupations. Completion rates would improve if the standards are about recognizing and valuing the trades (ie licensing) rather than providing support at the last minute when the damage has already been done to the workplace relationship and the apprentices opinion on the value of their trade is diminished.</p>				
<p>Option E - Review existing financial incentive programs provided by the Australian and State and Territory Governments to identify any scope to re-package and /or free up additional funding for a set period to support the recruitment and retention of apprentices in at risk industries during the financial downturn.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p><i>Any further ideas/input/strategies/comments relating to Option E (Please expand this section if needed)</i></p> <p>BICCIAB support financial incentives to employers of apprentices and particularly genuine employers at risk, however early completion bonuses encourage bad practice. There has been evidence of apprentices on workcover or apprentices who have been made redundant given early release and the employer receives a financial incentive? A review of the early completion bonus would be most welcome.</p>				

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<p>Option F - Develop and implement a package of incentives (financial and other) that includes recognition of high-quality employers of apprentices, and professional development opportunities to assist employers to recruit and retain suitable apprentices. Industry Skills Councils and Employer peak bodies could be engaged to implement these arrangements.</p> <p><i>Any further ideas/input/strategies/comments relating to Option F (Please expand this section if needed)</i></p> <p>This option is more suitable to the larger employers. This option would be worthwhile if it targeted micro and small business. PD is a historically not high on the list of priorities for small business owners. Innovative methods must firstly be identified.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Option G - Ensure that procurement, tender and contract processes at the State and Federal Government level are urgently changed to reflect the 10% labour hours on apprentices objective and implement effective monitoring of the success in implementing this objective.</p> <p><i>Any further ideas/input/strategies/comments relating to Option G (Please expand this section if needed)</i></p> <p>This option, if monitored effectively, is the only tangible option suggested that will result in an actual increase in apprenticeship numbers.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Option H - Promote best practice industry focussed pre-apprenticeship programs as a genuine pathway to employment as an apprentice.</p> <p><i>Any further ideas/input/strategies/comments relating to Option H (Please expand this section if needed)</i></p> <p>The development of preapprenticeship programs will take time and energy. Industry Skills Councils should not be ‘fast tracking’ this development as providing clearer pathways will not result in an increase in apprenticeship employment. Proper research and consideration must be given to the content and timeframe of preapprenticeship qualifications. However the development of national preapprenticeship qualifications that provide ‘training’ credits should be implemented.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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<p>Option I - Guidelines could be developed in conjunction with the relevant Industry Skills Councils and industrial parties to enable some completion of off the job training during down times without undermining the integrity of the apprenticeship. Where feasible this could include training to gain additional skills in business, sustainability and other advanced trade competencies. Student cohorts could include both continuing and retrenched apprentices. Provide financial assistance to cover cost of living expenses to retrenched apprentices while training, through existing Australian Government and State and Territory funding programs.</p> <p><i>Any further ideas/input/strategies/comments relating to Option I (Please expand this section if needed)</i></p> <p>The integrity of the apprenticeship is at risk, therefore guidelines developed with industry support would be ideal if they are implemented as part of the AQTF and monitored by the State Training Authorities. In Victoria, Certificate III qualifications (apprenticeship qualifications) are being offered as full time training programs, delivered completely off the job. An employer would find it difficult to differentiate between a Certificate that has exactly the same units of competency listed with one student achieving the qualification as a full time student in one year versus a traditional apprentice who spent four years training on and off the job. The latter having high levels of support from the industry. This does not mean that we do not support flexible training options; however this training methodology is exposing the apprenticeship model to risk. Financial assistance to retrenched apprentices to continue training is fully supported.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<p>Option J - Create a clear and common point for entry and job matching into apprenticeships for employers, teachers, parents, out of trade apprentices and potential apprentices which involves better integration of state and federal government and industry processes. Develop principles and definitions to inform nationally consistent processes for enabling apprentices to defer or suspend their training contract if required, and re-enter the system with full credit.</p> <p><i>Any further ideas/input/strategies/comments relating to Option J (Please expand this section if needed)</i></p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

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<p>Option K - Examine the implementation of competency based completion and progression, in the identified target industries to ensure processes and systems are in place to maximise benefits to apprentices and employers. This will include processes to ensure that both employers and RTOs are involved in the sign off of competencies and that appropriate dispute resolution processes are in place.</p> <p><i>Any further ideas/input/strategies/comments relating to Option K (Please expand this section if needed)</i></p> <p>BICCIAB must reiterate that competency based completions must not adversely affect the quality of the training outcome.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<p>Option L - Identify national champions from industry and identify a national body to oversee implementation of Taskforce recommendations, and advocate for the future development of Australian Apprenticeships and to develop a stronger culture which values and promotes quality apprenticeship and consistent and long term investment in it by industry, the community and Governments. This will include measures to lift the quality of the on the job aspects of apprenticeship training.</p> <p><i>Any further ideas/input/strategies/comments relating to Option L (Please expand this section if needed)</i></p> <p>We have Industry Skills Councils, Skills Australia, National Industry Skills Committee, Skills One (Institute for Trade Skills Excellence), State Training Authorities, DEEWR along with websites that offer career advice for the industry. Please identify an existing body to achieve these very worthwhile tasks.</p>	Y <input checked="" type="checkbox"/> N <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Responses should be sent to:

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Or by facsimile: 07 3237 9775
Or by post to:
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By COB **FRIDAY 11th SEPTEMBER 2009**