

# Workshop- Session 2

1:25PM – Leigh Whicker Room



## Callan Markwick

### Skilling South Australia

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## 2019 South Australia Tourism Conference

**Callan Markwick**  
**A/Project Director**  
Trainees and Apprentices  
Department for Innovation and Skills



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# What are the jobs of the future?

- Over the next few years, 42 of the predicted top 50 careers with the highest growth will need technical skills, like those acquired through an apprenticeship or traineeship
- There will be a need for highly skilled workers requiring higher level qualification
- By 2025 over 60 percent of workers will be expected to hold a Certificate IV level qualification



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# What is VET?

- Vocational Education and Training is education that prepares people to work as a technician or in various jobs such as a trade or a craft. Vocational education is sometimes referred to as career education or technical education



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A person with long hair, wearing a blue tank top and shorts, is sitting cross-legged on a vast, flat, white landscape that stretches to the horizon. The sky is a deep blue with a few wispy white clouds. The overall scene is serene and minimalist.

What makes the Tourism sector  
unique?



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# \$203 million

## Investment in skills and training in South Australia



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# Industry Skills Councils



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# Industry Skills Councils

## Industry voice

A revitalised Training and Skills Commission will provide industry with a strengthened voice by establishing eight new Industry Skills Councils.



## THE INDUSTRY (AS PER INDUSTRY SKILLS COUNCIL)



### Food, Wine, Tourism & Hospitality

Bakery Product Manufacturing; Sugar and Confectionery Manufacturing; Beverage Manufacturing; Accommodation; Cafes, Restaurants and Takeaway Food Services; Pubs, Taverns and Bars; Clubs (Hospitality); Scenic and Sightseeing Transport; Travel Agency and Tour Arrangement Services; Fruit and Tree Nut Growing (viticulture)

#### THE STATE STATS

**20,816**

Additional Apprenticeships\*

**4 years**

Term of Target

**60,945**

Total Apprenticeships\*\*

**\$200m**

Total Budget

#### THE BREAKDOWN

#### THE INDUSTRY STATS

**899**

Additional Industry Target ^

**4%**

of Additional Target

**1,375**

Total Industry Target ^^

**1%**

of Total Target

**4,789**

Demand for Qualifications 2016-22 #

**19**

Trainee & Apprentice Pathways ##

#### THE KEY ACTIVITY



Extensive stakeholder engagement and collaboration with Industry

#### UPCOMING MILESTONES

##### Next Six months

- ❖ Industry consultation with Food, Wine, Tourism & Hospitality Skills Council
- ❖ Explore workforce GTO model
- ❖ Engage with industry on strategies to address skills needs in highly casualised sectors
- ❖ Develop and implement Skilling South Australia projects in the Education and Service sectors

Industry specific strategies and targets will be implemented over the next 4 years

Food, Wine, Tourism & Hospitality	Activity targets			
	2018-19	2019-20	2020-21	2021-22
Planning workforce needs across sectors				
Support for SMEs				
Higher apprenticeship opportunities for manager roles				
Promoting Apprenticeship model & benefits				
Explore part-time apprenticeship opportunities				
Replace workers retiring or leaving				
GTO approaches				
<b>Total</b>	<b>1,192</b>	<b>1,287</b>	<b>1,334</b>	<b>1,334</b>

\* Apprenticeships includes Traineeships

^ ISC's target based on TASC forecasted industry demand (number may have been rounded)

^^ sum of the TASC forecasted industry demand for VET level qualifications for occupations predominantly employed in ISC grouping

^^^ occupations for job openings that have Apprenticeship & Traineeship pathways



## Change perceptions

Apprenticeships and traineeships lead to rewarding, well-paid careers with great opportunities, and it is important this is understood.

A multifaceted marketing campaign will shift how people see apprenticeships and promote them as a first-choice career option.



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# What are Employer perceptions?



- Local employees
- Help the business grow
- New ideas and knowledge base from off-job training
- Training the next generation and contributing back to industry

- Time to train
- Investment & possible decline in work
- The need for good recruitment processes
- Fear of apprentice retention



# Why take on an apprentice or trainee?

- You're in control of what skills they learn, how they apply the new skills on the job and the relevance to your business
- You tailor the learning experience for the apprentice/trainee
- Apprentices/trainees are far more likely to stay on as employees in your business once they complete their qualification because you provided them with the opportunity to start their career



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# Modern, high quality training system

Major steps are being taken towards greater contestability.



**Skilling South Australia has almost doubled the number of qualifications available for subsidy.**

**This makes it easier for employers to access support for apprenticeships and traineeships than ever before.**





# Increased choice for students and employers



There are more than **700** subsidised apprenticeships and traineeships.

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**Ben Edwards**  
**Skilling South Australia Advisor**  
Trainees and Apprentices  
Department for Innovation and Skills



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# Equipped for Work

- Equipped for Work supports eligible employers and individuals by reimbursing them for the costs of goods and services that are required for the commencement of an apprenticeship or traineeship
- Funding is available through payments of up to \$1000 per commencement, made directly to an eligible apprentice/trainee and employer



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# Travel and Accommodation allowance

- Employers can apply for Travel and Accommodation allowance for apprentices and trainees that are required to travel long distances to their training provider.
- This allowance has nearly doubled with the introduction of Skilling South Australia



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# Learner Support Services

- Learner Support Services provide individualised support to students with barriers to training through a case management model. LSS aims to increase completions of vocational education and training (VET) courses, including apprenticeships and traineeships by assisting students with complex support needs.



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# Projects

- The State Government is providing funding through Skilling South Australia for innovative projects from business and industry that build apprenticeship and traineeship opportunities



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**Questions**



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# Contact an Advisor

Learn more about  
Skilling South Australia at  
[www.skills.sa.gov.au](http://www.skills.sa.gov.au)  
Infoline -1800 673 097



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