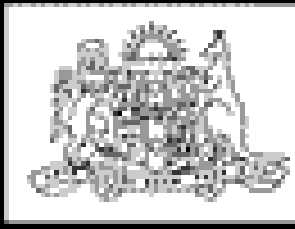


NEW SOUTH WALES
DEPARTMENT
OF EDUCATION
AND TRAINING



NSW APPRENTICESHIP FUTURE TASKFORCE

DISCUSSION PAPER

June 2009

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PURPOSE OF THE DISCUSSION PAPER

The paper has been prepared to support the deliberations of the NSW Apprenticeship Futures Taskforce within its Terms of Reference.

Objectives

The Taskforce will consider ways to:

- provide immediate support for apprentices and trainees at risk of losing their job to retain their employment and complete their qualification,
- assist apprentices and trainees who have lost their job to continue their training and complete their qualification,
- maintain or increase apprentice and trainee employment and training including possible reforms to improve apprentice and/or employer take up of training and improve completion of apprenticeship and traineeship qualifications.

In its deliberations, the Taskforce will take account of:

- NSW apprenticeship and traineeship system
- NSW initiatives to support apprentices and trainees
- NSW government's commitment to apprentices and trainees
- trends in apprenticeship and traineeship approvals, those in training and completions.

Timeline

The Taskforce will develop an action plan for reporting to the NSW government via the NSW Board of Vocational Education and Training. The NSW government will report to the Council of Australian Governments' Australian Apprentices Taskforce in July, 2009.

NSW APPRENTICESHIP AND TRAINEESHIP SYSTEM

The NSW Department of Education and Training administers the NSW apprenticeships and traineeships system under the *Apprenticeship and Traineeship Act 2001*.

Apprenticeship and Traineeship Act 2001

The Act supports growth in the number of apprentices and trainees in New South Wales, and expands the apprenticeship and traineeship system. The Act thereby provides a robust framework within which to meet the State's workforce development needs.

The Act encourages greater participation in training by employers and young people and assures the quality of the training outcomes by guiding and supporting employers and their apprentices and trainees through the course of an apprenticeship or traineeship.

The most recent review of the Act identified potential for reforms to enhance the flexibility and responsiveness of the NSW apprenticeship and traineeship system. Potential reforms identified were:

- reducing the nominal duration of apprenticeships,
- standardising credits for pre-vocational or pre-apprenticeship training in the same trade area
- standardising credits for completion of a relevant lower level qualification in the same trade or traineeship area.

As outlined below, these reforms are currently being implemented in NSW apprenticeship and traineeship arrangements.

Apprenticeship and traineeship pathways

The Act allows for the establishment of several apprenticeship and traineeship pathways:

- full time apprenticeships
- full and part-time traineeships
- existing worker traineeships
- school based apprenticeships and traineeships

Applications to establish an apprenticeship or traineeship are only approved when appropriate industrial arrangements are in place. This includes the establishment of part-time training arrangements and wage progression based on achievement of competency.

School based part-time apprentices complete the first year of an apprenticeship at school (normally during years 11 and 12) and then continue post-school for two or three years full-time. Whilst at school they are required to complete a minimum of 100 to 180 days of paid work. The full-time component is adjusted accordingly for apprenticeships with a three year nominal term.

School based part-time trainees complete the traineeship at school (normally years 11 and 12) completing a minimum of 100 days of paid work. Post-school, school based part-time trainees may pursue a higher level traineeship or an apprenticeship.

School based part-time apprentices and trainees enter the full-time workforce, work ready and with the benefit of industry competence to the relevant qualification level.

Could the school based model be applied to other apprenticeship and traineeship pathways?

Flexibility in apprenticeships and traineeships

The Commissioner for Vocational Training has endorsed and implemented operational policies that provide flexibility in apprenticeships and traineeships. Flexible training arrangements lead to a skilled workforce in a shorter time and they benefit both the employer and employee.

Shorter term apprenticeships

The nominal term of an apprenticeship is usually four years, as governed by industrial arrangements.

With the support of Industry, the nominal terms of apprenticeships in the beauty therapy, hairdressing, commercial cookery and civil construction trades have been reduced to three years. Apprentices become skilled tradespersons at a faster rate and employers benefit from a skilled workforce, particularly in skill shortage areas.

Reduced term apprenticeships and traineeships

New South Wales has worked with industry to establish reduced term apprenticeships and traineeships where the apprentice or trainee:

- holds a relevant lower level qualification and/or
- has completed a prevocational or pre apprenticeship course and/or
- has completed a lower level traineeship in a relevant vocational stream.

Vocational Training Guidelines have been established to support the establishment of shorter term apprenticeships in the automotive, hairdressing and beauty therapy trades for a person who has completed the relevant trade qualification outside a formal apprenticeship and may be lacking in practical experience.

Reduced term apprenticeships are available in trades including beauty therapy, construction, automotive and hospitality.

Reduced term traineeships are available in industry sectors including business, financial services, automotive and screen and media.

Under what circumstances could other formalised credit arrangements apply to apprenticeships and traineeships?

What are these circumstances and how can credit be applied?

Competency based progression and completion

Formalised training terms

Competency based progression and completion means that an apprentice can progress through the apprenticeship on the basis of competency, rather than time served. This can happen because the relevant awards have been varied to allow for competency based progression and completion.

Such arrangements will result in an increased number of people undertaking apprenticeships in the nominated trades, as well as improving completion rates.

There is provision for competency based progression and completion in the engineering and baking trades.

How can industry further engage with employers and employees and registered training organisations to implement competency based rather than time served apprenticeships on an industry by industry basis?

Competency based (early) completion

Apprentices and trainees, with employer consent, may apply to complete their apprenticeship or traineeship once they have achieved the relevant qualification and acquired the required on the job competencies.

Industry can encourage reduced apprenticeship and traineeship terms where the required competencies have been demonstrated.

With reduced term apprenticeships and traineeships, Industry can ensure quality training outcomes by linking processes to quality assurance arrangements.

Adult trade training

The Act supports accelerated adult apprenticeship models for workers with relevant skills, experience and qualifications. These apprenticeships have helped retrenched and/or unemployed and at-risk adult apprentices gain employment in other trade areas. They have increased the skills of the existing workforce in other trades.

Accelerated adult apprenticeships are available in the Engineering (Mechanical) and Engineering (Fabrication) trades.

Qualified avionics tradespersons are eligible for credit towards the nominal term of an electrical apprenticeship.

How can the Taskforce apply adult trade training models to help meet its objectives?

Variations to apprenticeships and traineeships

The Act allows for:

- suspension of an apprenticeship and traineeship by consent
- cancellation of an apprenticeship and traineeship by consent
- transfer of an apprenticeship and traineeship training contract
- early completion of an apprenticeship or traineeship
- extension of an apprenticeship or traineeship term
- change of apprenticeship or traineeship vocation and/or qualification
- change of registered training organisation
- change of apprenticeship or traineeship type
- change of mode of training delivery
- credit adjustment to recognise prior skills and learning.

How can the Act facilitate the Taskforce meet its objectives of helping at risk and unemployed apprentices and trainees?

NSW DEPARTMENT OF EDUCATION AND TRAINING INITIATIVES TO SUPPORT APPRENTICES AND TRAINEES

New South Wales has in place a number of initiatives to support apprentices and trainees, including at risk apprentices and trainees. The initiatives include targeted programs and services and financial assistance for apprentices, trainees and employers.

Targeted programs and services

State Training Services Regional Centres

State Training Services Regional Centres work with employers, apprentices and trainees across the state to ensure that all our young people have the best chance of completing their qualifications and enjoying a secure future.

State Training Services staff advise on programs and services and financial assistance available to out of work and at-risk apprentices and trainees and their employers. They engage with local industry representatives to identify areas of skill need and training requirements.

Continuing Apprentices Placement Service

The NSW Government has introduced the Continuing Apprenticeship Placement Service to make sure all out-of-trade apprentices and trainees working in skill shortage areas can find a new employer to complete their training.

The objectives of the Service are to:

- provide an avenue for employers to register their willingness to take on a partially completed apprentice or trainee
- provide committed apprentices and trainees the opportunity to continue their apprenticeship or traineeship
- provide a one-off relocation allowance for apprentices and trainees needing to move to or from a regional area to continue their apprenticeship or traineeship
- have a positive impact on apprenticeship and traineeship completion rates
- increase the numbers of apprenticeships and traineeships and enhance the skills of industry and individuals to reduce skills shortages
- extend existing links with key client groups consistent with implementation of the NSW Skills Centres strategy.

The Service can place all categories of apprentices and trainees directly with a business or through a Group Training Organisation with a host employer

More than one apprentice a week has found a new job through this service since it commenced at the end of March this year. As part of the placement process, evidence is gathered on circumstances that led to the need for a placement.

Apprentices and trainees should continue their formal training with their registered training organisation, while they are temporarily unemployed.

External agencies

Unemployed and at risk apprentices and trainees can seek help from:

- Centrelink 13 28 50 for financial support while unemployed
- Job Network 13 62 68 for job seeking assistance
- [Group Training Organisations](#) for job seeking assistance
- [Australian Defence Force](#) 13 19 01 for Defence Force jobs.

NSW Public Sector Apprenticeship Strategy 2008-2010

The NSW Public Sector Apprenticeship Strategy aims to increase the number of apprenticeships in public sector employment. As well as improving the effectiveness of public sector agencies, the strategy aims to strengthen the NSW skills base and create the workforce needed for the future.

The objectives of the strategy are to:

- Increase the number of new apprentices directly employed by government agencies by ten per cent each year through to 2010 (an additional 60 people each year by 2010).
- Enhance the capacity of public sector agencies to increase commencements, improve retention and increase early completion of apprenticeships.
- Improve public sector awareness of best practice in apprentice employment and understanding of different models of apprenticeships such as school-based apprenticeships, work based apprenticeships and group training.
- Support the NSW Government's infrastructure growth plans through development of an adequately skilled future workforce, especially in the construction and civil engineering industries.

To deliver on these objectives, the NSW Government has committed itself to the following actions:

- The Department of Education and Training will work with agencies on agency-specific plans and targets to deliver on the strategy. This work can be done with State Training Services regional centres.
- Department of Education and Training, and the Public Sector Workforce Office will undertake sector-wide promotion of apprenticeship schemes to increase awareness about the value of apprenticeships, and the range of options and support available to prospective employers.
- Develop streamlined processes and models of good practice to support apprentices in areas where it is feasible for people to complete the apprenticeships before the nominal term.
- The Department of Premier and Cabinet's [Choose Your Own Adventure](#) website will target promotion of apprenticeships at young people.
- Review policies on training requirements for government construction and engineering contracts to ensure contractors contribute an appropriate investment in training schemes such as apprenticeships.

Financial assistance

A list of NSW financial Incentives to assist apprentices and trainees (Including those unemployed and at risk) and their employers is at **Tab A**.

NSW GOVERNMENT'S COMMITMENT TO APPRENTICES AND TRAINEES

NSW State Plan

The NSW State Plan includes the target to increase the proportion of the population aged 15-64 participating in vocational education and training from 11.7 per cent in 2005 to 16 per cent by 2016 (priority P4).

NSW Government Apprenticeship Program

In early 2009, the Premier announced the NSW Government's commitment to support young persons and real jobs growth in New South Wales through a commitment to employ 1,000 publicly funded apprentices per annum over the next four years.

NSW Jobs Summit

The February 2009 Jobs Summit focused on how the State can best support industry in the face of the global financial crisis. The Summit examined opportunities for eliminating red tape, using government purchasing to stimulate jobs, and attracting investment to New South Wales.

The Summit identified priority areas for training including areas of growth and job losses. This will help ensure that the 175,000 training places, under the Commonwealth's Productivity Places Program, are targeted to areas with the most potential for jobs growth or those most in need of support.

The Summit discussed how best to provide quick responses to business closures. A Green Skills Strategy was developed with leaders from industry, education and the environment. Initiatives under the Strategy are well under way. New South Wales is investing \$20 million over four years to fund energy efficiency training, for trades people and professionals, as part of the NSW Energy Efficiency Strategy.

How can apprenticeships and traineeships be part of a highly skilled workforce to support a green economy?

Are there other such opportunities for apprentices and trainees?

APPRENTICESHIP AND TRAINEESHIP APPROVALS, IN TRAINING AND COMPLETIONS

The current global financial downturn impacts on apprenticeship and traineeship approvals, those in training and completions.

According to recent National Centre for Vocational Education Research data New South Wales is leading the nation in apprenticeship and traineeship commencements. The data showed that:

- 57 % of the total growth in commencements across Australia was in NSW – with 89,300 people commencing an apprenticeship or traineeship in NSW, compared with 82,000 the previous year
- there were 13,900 apprentices and trainees in New South Wales aged 45 or more, representing annual growth of 18.2% (compared to annual national growth of 12.4%)
- 70 % of all growth in apprenticeship and traineeship completions in the year to December 2008 were in New South Wales
- in December 2008, 137,100 apprentices and trainees were employed in the State.

Trends within the State, however, are raising some concerns.

Approvals

There is a continuing downward trend in apprenticeship approvals to the end of April 2009 compared with approvals for the same time in 2008. Some industries have been significantly affected such as building and construction, automotive and the printing industry. Most apprentices in these industries are employed by small business.

Traineeships continue to grow though there is evidence of the growth slowing. Large increases in some industry areas are as a result of revised training packages and new qualifications being attractive to employers.

Reports from the other states and territories indicate that apprenticeship approvals are down across the nation while traineeship approvals are holding steady or continue to rise.

In training

There were 155,735 apprentices, existing worker trainees, and new entrant trainees were in training in NSW at the end of April 2009:

- approximately 35% apprentices
- 37% new entrant trainees
- 28% were existing worker trainees.

There were 2,604 school based apprentices and trainees in training in New South Wales at the end of April 2009:

- 586 school-based apprentices
- 2,018 school-based trainees.

At **Tab B** is a comparison of trends in apprenticeships and traineeships approvals and in-training to the end of April 2009 calendar year with approvals to the end of April 2008 calendar year.

Competency based completions - apprenticeships

Competency based (early) completion of apprenticeships has grown substantially in recent years due to greater flexibility in apprenticeship arrangements. Competency based completion rates have risen from 12 per cent at the end of 2005 up to 29 per cent by the close of 2008.

In the period 1 May 2008 to 30 April 2009, 3,221 apprentices competently completed their apprenticeship ahead of the nominal term.

Apprenticeship completions 1 May 2008 to 30 April 2009

INDUSTRY	MORE THAN ONE YEAR EARLY	6 MONTHS TO ONE YEAR EARLY	LESS THAN 6 MONTHS EARLY	NORMAL COMPLETION	FINISHED AFTER EXPECTED	TOTAL COMPLETIONS
Automotive	63	194	262	1462	1	1982
Building and Construction	108	326	372	2078		2884
Communications		6	13	88		107
Food Industry	73	175	144	640		1032
Forest Industry		6	2	5		13
Furnishing, Light Manufacturing, Textile	4	20	14	174		212
Manufacturing Engineering	54	136	175	1091	1	1457
Primary Industry	13	29	38	218		298
Process Manufacturing		2	1	3		6
Retail and Wholesale	122	205	172	612		1111
Utilities and ElectroTechnology	25	120	347	1532	4	2028
TOTAL ALL APPRENTICESHIPS	462	1219	1540	7903	6	11130

Source: *NSW Department of Education and Training*

Apprentices and trainees and their employers have access to a public and transparent process to resolve disputes and hence maintain the training arrangement. Such processes also enhance apprenticeship and traineeship completion rates.

**NSW FINANCIAL INCENTIVES TO ASSIST APPRENTICES AND TRAINEES
(INCLUDING THOSE AT RISK) AND THEIR EMPLOYERS**

<i>Initiative</i>	<i>Objective</i>
Ben Chifley Scholarships	<p>To support apprentices in county NSW who are struggling to make ends meet. Ten scholarships are awarded each year for apprentices in first, second and third year (a total of 30 scholarships each year).</p> <p>The scholarships are awarded to people on the basis of hardship and aptitude.</p> <p>Each Scholarship is valued at \$5,000 for each year while the apprentice is completing their apprenticeship up to a maximum of \$15,000.</p> <p>At least two of the scholarships each year will be awarded to people of Aboriginal or Torres Strait Islander background.</p>
\$200 Gear Up Allowance	Apprentices are helped to purchase appropriate and safe clothing, including uniforms and protective equipment.
\$100 rebate on apprentices' car registration	<p>First and second year apprentices are assisted with costs of a vehicle, which is often needed to attend a worksite or off-the-job training.</p> <p>First and second year apprentices receive a \$100 rebate on their car registration. To be eligible for the rebate, the vehicle must be:</p> <ul style="list-style-type: none"> • Registered in NSW. • Registered in the name of an eligible apprentice, or jointly with an eligible apprentice. • Be registered for general private or general business use. • Have been registered in the name of an eligible apprentice, or jointly with an eligible apprentice, at the time the registration fee and motor vehicle tax were last paid.
Travel concessions	<p>First, second year and third year apprentices and new entrant trainees with train, rail and ferry travel costs to and from work and formal training.</p> <p>Some private operators also provide similar concessions.</p>
Vocational Travel and Accommodation Assistance	Apprentices and new entrant trainees may be eligible for travel and accommodation assistance if they need to travel more than 120kms round trip to attend day or block release with their registered training organisation. Assistance for accommodation is \$28 per day and the rate for travel expenses is 12 cents per kilometre. This applies to both public and private transport.
Relocation assistance	Apprentices and trainees who are completing a certificate in a skills shortage occupation may be entitled to State Government financial assistance up to a maximum of \$2500 to relocate to another town to continue their apprenticeship or traineeship. Copies of receipts for

***NSW FINANCIAL INCENTIVES TO ASSIST APPRENTICES AND TRAINEES
(INCLUDING THOSE AT RISK) AND THEIR EMPLOYERS***

<i>Initiative</i>	<i>Objective</i>
	removal expenses and a rental lease arrangement will be required to claim the actual expenses.
Workers compensation premiums exemption	Employers receive exemptions from workers compensation premiums for their apprentices. To be eligible for the apprentice premium exemption employers must have a valid workers compensation policy and have entered into a NSW Department of Education and Training approved 'Training Contract' with the apprentice in a designated trade vocation.
Payroll tax rebates	Wages paid to NSW apprentices and new entrant trainees are subject to a rebate scheme. Rebates are provided by the Office of State Revenue by allowing the amount of the rebate to be offset against monthly payroll tax payments. The Office of State Revenue provides this offset facility through their monthly calculator online service.

TRENDS IN APPRENTICESHIPS AND TRAINEESHIPS APPROVALS

Overall

- 155,735 apprentices, existing worker trainees, and new entrant trainees were in training in NSW at the end of April 2009. Of these approximately 35% were apprentices, 37% were new entrant trainees, and 28% were existing worker trainees.
- There were 2,604 school based apprentices and trainees in training in NSW at the end of April 2009. Of these, 586 were school-based apprentices and 2,018 school-based trainees.
- Major industries employing school based apprentices are:
 - Building and Construction 176 (30%)
 - Utilities and Electrotechnology 93 (16%)
 - Retail and Wholesale 84 (14%)
 - Automotive 83 (14%)
 - Manufacturing Engineering 75 (13%)
 - Tourism 23 (4%).
- Major industries employing school based trainees are:
 - Retail and Wholesale 652 (32%)
 - Finance, Insurance and Business Services 346 (17%)
 - Community Services and Health 227 (11%)
 - Tourism 176 (9%)
 - Automotive 169 (8%)
 - Primary 115 (6%).

Apprentices - Training Profile

The main **industries** employing apprentices are:

- Building and construction (26%)
- Utilities and Electrotechnology (19%)
- Automotive (17%)
- Manufacturing Engineering (12%)
- Food Industry (10%)
- Retail and Wholesale (9%)
- Primary Industry (3%)
- Furnishing, Light Manufacturing, Textile, Clothing and Footwear (2%)
- Tourism (1%)
- Communications (1%)

New Entrant Trainees - Training Profile

The main **industries** employing new entrant trainees are:

- Retail and Wholesale (20%)
- Finance, Insurance and Business Services (17%)
- Tourism (12%)
- Community Services and Health (12%)
- Transport and Distribution (10%)
- Communications (6%)
- Property Services (6%)
- Primary Industry (3%)
- Food Industry (3%)

Existing Worker Trainees - Training Profile

The main **industries** employing existing worker trainees are:

- Finance, Insurance and Business Services (24%)
- Transport and Distribution (13%)
- Retail and Wholesale (12%)
- Manufacturing Engineering (12%)
- Community Services and Health (11%)
- Tourism (7%)
- Communications (4%)
- Public Sector Industry (4%)
- Process Manufacturing (4%)
- Property Services (3%)
- Food Industry (3%)

TRENDS IN APPRENTICESHIPS AND TRAINEESHIPS APPROVALS FOR THE PERIOD ENDING 30 APRIL 2009 COMPARED TO THE SAME PERIOD IN 2008

Overall

- 74,431 applications were approved for all training contract types for the 12 month period ending 30 April 2009, an increase of 9% on the figures for the 12 month period ending 30 April 2008.
- Apprenticeship application approvals for the 2009 calendar year decreased by 16% compared to figures for the same period last year and traineeship application approvals increased by 14%. New entrant traineeship approvals increased by 6% while existing worker traineeships increased by 31% compared to the figures for the same period last year.

Apprenticeships

Apprenticeship approvals for the 2009 calendar year to date have decreased by 16% as compared to the same period in 2008. Decreases in apprenticeship approvals can be seen in the following major industry areas employing apprentices.

- Tourism – 610 approvals in the calendar year to date. This industry had no learners for the same period in 2008. Approvals were in the trades of Hospitality (Commercial Cookery) Certificate III and Hospitality (Asian Cookery) Certificate III which have been reclassified from the food industry.

Industries where the number of apprenticeship applications approved has decreased for this calendar year to date compared to the same period in 2008.

- Building and Construction – 2,214 approvals in the calendar year which is a decrease of 26.5% over the corresponding period last year. Falls were primarily in the trades of Carpentry & Joinery – Carpentry Certificate III and Plumbing, Gasfitting & Draining – Plumbing Certificate III.
- Utilities and Electro Technology – 1,880 approvals in the calendar year which is a decrease of 12.6% over the corresponding period last year. Falls were primarily in the trades of Electrical (Electrician) – Electrotechnology Electrician Certificate III and Refrigeration/Air Conditioning (Mechanic) – Refrigeration & Air Conditioning Certificate III.
- Automotive – 1,731 approvals in the calendar year which is a decrease of 12.2% over the corresponding period last year. Falls were primarily in the trade of Automotive (Light Vehicle – Mechanical) Certificate III.
- Manufacturing Engineering – 1,274 approvals in the calendar year which is a decrease of 15.6% over the corresponding period last year. Falls were primarily in the trades of Engineering – Fabrication Trade Certificate III and Engineering – Mechanical Trade Certificate III.

There have also been decreases in approvals for the 2009 calendar year to date compared to the same period in 2008 in:

- Food (67.1%)
- Primary (11.7%)
- Furnishing, Light Manufacturing, Textile Clothing and Footwear (19.7%)
- Communications (45.5%)
- Process Manufacturing (50%).

Note: The total number of apprenticeship approvals in these industry areas is small.

Traineeships

Traineeship approvals for the 2009 calendar year to date have increased by 14.4% as compared to the figures for the same period in 2008. The percentage of traineeships for new entrants has increased by 6.4% and for the existing workers it has increased by 31.5%.

Increases in the number of traineeship applications approved can be seen in the following industry areas:

- Finance, Insurance and Business Services – 6,038 approvals in the 2009 calendar year to date which is an increase of 41% over the corresponding period last year. Increases were primarily in the callings of Business Services – Customer Contact Certificate III, Business Services – Business Administration IV and Business Services – Business Sales Certificate IV.
- Community Services and Health – 2,857 approvals for the 2009 calendar year to date which is an increase of 60.8% over the corresponding period last year. Increases were primarily in the callings of Community Services – Children’s Services Certificate III, Community Pharmacy Operations – Certificate III and Community Services – Disability Work Certificate IV.
- Tourism – 2,359 approvals for the 2009 calendar year to date which is a increase of 19.8% over the corresponding period last year. Increases were primarily in the callings of Hospitality Certificate III and Tourism (Retail Travel Sales) Certificate III.
- Transport and Distribution – 1,935 approvals for the 2009 calendar year to date which is an increase of 8.2% over the corresponding period last year. Increases were primarily in the callings of Transport & Logistics (Warehousing & Storage) Certificate III and Transport & Logistics (Logistics Operations) Certificate III.
- Manufacturing Engineering – 1,481 approvals in the 2009 calendar year to date which is an increase of 71.2% over the corresponding period last year. Increases were primarily in the callings of Competitive Manufacturing Certificate III and Competitive Manufacturing Certificate IV.
- Property Services – 1,149 approvals in the 2009 calendar year to date which is an increase of 34.5% over the corresponding period last year. Increases were primarily in the callings of Security Operations Certificate III and Security Operations Certificate II.

There has also been an increase in approvals in these industries for this calendar year to date compared to the corresponding period in 2008:

- Food (32.6%)
- Primary (24.2%)
- Automotive (17.2%)
- Building and Construction (3%)
- Sport and Recreation (11.7%)
- Utilities and ElectroTechnology (166%)
- Furnishing, Light Manufacturing, Textile Clothing and Footwear (62.7%)

Note: The total number of traineeship approvals in these industry areas is small.

Industry areas where the numbers of traineeship applications approved have decreased in the 2009 calendar year to date compared to the same period in 2008.

- Retail and Wholesale – 3,118 approvals in the 2009 calendar year to date which is a decrease of 10.2% over the corresponding period last year. Falls were primarily in the calling of Retail Operations Certificate III and Retail Supervision Certificate III.
- Communications – 607 approvals in the 2009 calendar year to date which is a decrease of 66.3% over the corresponding period last year. Falls were primarily in the calling of Telecommunications – Customer Contact Certificate III and Telecommunications – Customer Contact Certificate IV.

There have also been decreases in approvals for the 2009 calendar year to date compared to the same period in 2008 in Process Manufacturing (31.3%), Mining (25.5%), Public Sector Industry (45.3%), Arts and Entertainment (55.6%), and Forest Industry (58.8%).

Note: The total number of traineeship approvals in these industry areas is small.

TRENDS IN SCHOOL BASED PART-TIME APPRENTICESHIPS AND PART-TIME TRAINEESHIPS

The major industries employing school based apprentices are:

- Building and Construction - 176 (30%)
- Utilities and Electrotechnology - 93 (16%)
- Retail and Wholesale - 84 (14%)
- Automotive - 83 (14%)
- Manufacturing Engineering - 75 (13%)
- Food - 45 (8%)
- Tourism - 23 (4%).

The major industries employing the school based trainees are:

- Retail and Wholesale - 652 (32%)
- Finance, Insurance and Business Services - 346 (17%)
- Community Services and Health - 227 (11%)
- Tourism - 176 (9%)
- Automotive - 169 (8%)
- Primary - 115 (6%)
- Sport and Recreation - 76 (4%)
- Transport and Distribution - 68 (3%)
- Manufacturing Engineering - 57 (3%).

Regional New South Wales has higher number of school based trainees and apprentices in training (70%) as compared to the Metropolitan area (30%).

The Hunter region has the highest number 591 school based apprentices and trainees (97 apprentices and 494 trainees) followed by North Coast Region with a total of 440 (97 apprentices and 343 trainees), New England region 294 (64 apprentices and 230 trainees), Illawarra region 239 (83 apprentices and 156 trainees), Western region 137 (29 apprentices and 108 trainees) and Riverina region 141 (28 apprentices and 113 trainees).

Of the Metropolitan regions, Western Sydney had 360 school based apprentices and trainees (93 apprentices and 267 trainees) followed by Southern Sydney with 258 (64 apprentices and 194 trainees) and Northern Sydney with 143 (31 apprentices and 112 trainees).