

TERTIARY TRADE TRAINING

S 23. CLARKE CREEK BRANCH

“That ICPA Qld Lobby the Department of Employment, Small Business and Training (DESBT) to provide additional apprenticeship support and easier access to services currently provided.”

Explanation:

Many young people from rural areas undertake apprenticeships. Often these opportunities are offered a significant distance from the family home, whereby they have no option but to relocate and live independently. For most of these young people, it is their first time in the workforce and navigating independent living. Without a strong support network around them, offering additional financial and pastoral care, sadly many apprenticeships fail.

Employers are offered many incentives to take on apprentices. Once signed up, apprentices are largely left to their own devices to navigate through day to day, complex financial and pastoral care issues. The current support systems on offer are complex and too cumbersome for many apprentices to access or therefore benefit from. The low completion rate of apprenticeships (less than 50% across the board) commands immediate attention. Unless these issues are addressed immediately the current skill shortage across the state will remain and some of the best rural apprentices will be lost to the malfunctioning system.

CARRIED

S 24. MITCHELL-TOMOO/DUNKELD BRANCH

“That ICPA Qld continues to lobby the Department of Education and the Department of Employment, Small business and Training, the importance of support networks being provided to Apprentices.”

Explanation:

The career path for many rural students is often securing an apprenticeship. These apprenticeships are usually offered away from their home, which requires relocation and requiring the student/apprentice to live independently. For many this will be their first time in the workforce.

Employers are offered large incentives to take on apprentices, however there seems to be a lack of pastoral care. Networks such as Registered Training Organisations (RTO) are at the forefront and very important in helping these young apprentices navigate their apprenticeship, however support needs to be offered independent of their workplace.

We acknowledge the financial assistance of the Federal Living Away from Home Allowance for Apprentices, however there are many other areas that require genuine support in order to achieve best outcomes for our young apprentices.

CARRIED

S 25. QUEENSLAND STATE COUNCIL

“That ICPA Qld lobby DESBT to develop a user-friendly platform/app for apprentices and trainees to enable simplified access to all relevant information pertaining to them.”

Explanation:

The current system is complex and often too difficult to navigate. A One Stop Shop or Dashboard app would allow apprentices/trainees to easily access the required information. Currently, many apprentices are not receiving the support that they require because the information is too difficult to access and located across several locations. For Rural and Remote apprentices who have to move away from home and don't have a strong support network behind them (Family or similar) obstacles such as this are adding to the high apprenticeship incompleteness rates.

CARRIED

S 26. QUEENSLAND STATE COUNCIL

“That ICPA QLD lobby the Minister for Education to be the voice of change for rural and remote students wishing to further their early childhood studies in the form of Diploma of Childcare (or equivalents) to have the required hours of practical placement to be inclusive of In Home Care work/supervision of children to enable completion of the practical component of course requirements.”

Explanation:

With the desperate need for more qualified Early Childhood Qualified personnel there is a limiting factor for many potential graduates with beginning and then attaining their qualification. With the need to complete 240 hours of placement, the student is often already working in the childcare area in rural and remote areas through the In Home Care Program. Families rely and depend on their carers to be able to perform their core business. If their Early Childhood Cert 3 qualified carer has to then be away for 240 hours (1 month) the flow on effect is limiting for all involved.

Example:

A 21 year old with her Cert 3 qualification is working for a family caring for 2 children through In Home Care. Since graduating from year 12 and with her Cert 3 she has worked for 2 1/2 years caring for children but has applied and then declined studying online for her Diploma of Childcare as a requirement is 240 hours of placement hours to be worked in an approved workplace/centre. For this young lady that means 30 days of unpaid work, 30 days her employing family are without childcare for their children. The carers accommodation is provided by the family that employ her and is still 1 1/2 hours to a larger centre that has an early childhood/child care facility. The young girl has 4 weeks leave per year which would then need to be taken to work accumulating the required hours. She would need to find somewhere to live for this period too. If with negotiation the family allowed her to go and work to do the hours then two children 1 & 3 years of age would then need to be absorbed into their parents work environment and not be being cared for by a qualified carer in an approved safe working/caring environment.

CARRIED