



Employer Engagement Series

Webinar 2 Expanding the aged care workforce through Australian Apprenticeships (Traineeships)

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Australian Government
Department of Employment
and Workplace Relations

Employer Engagement Webinar #2: Expanding the aged care workforce through Australian Apprenticeships (Traineeships)

Myth busting – Australian Apprenticeships are not just trades



Apprenticeships vs traineeships

Australian Apprenticeships are both traditional trade apprenticeships and traineeships in non-trade occupations.

People undertaking training in the aged care industry are often referred to as trainees.



Australian Apprenticeships

Australian Apprenticeships are a formal employment arrangement, to train, study and earn an income.

It combines on-the-job and off-the-job training resulting in a nationally recognised qualification.



Training contract

An Australian Apprenticeship is underpinned by a Training Contract between the employer and employee and approved by the relevant State Training Authority (STA).

The Training Contract sets out details of the qualification and the Registered Training Organisation (RTO) selected to deliver the formal training component.

Aged and Personal Carer Australian Apprentices as at 31 December 2021

In-Training



4,520 apprentices and trainees in-training (1,000 more than 31 December 2020)



Predominantly female, aged 25 to 44 and employed in large sized business

Commencements



In 2021, there were 4,310 commencements for apprentice and trainee personal carers and assistants

Completions



In 2021, there were 1,830 completions (583 more than the 2020 calendar year)



Completion rates are above the national average – 67.9%, versus the national completion rate of 55.7%

Labour force data



Level of employment has increased strongly over the year, up 56,200 (or 16.9%) to 388,300 in May 2022



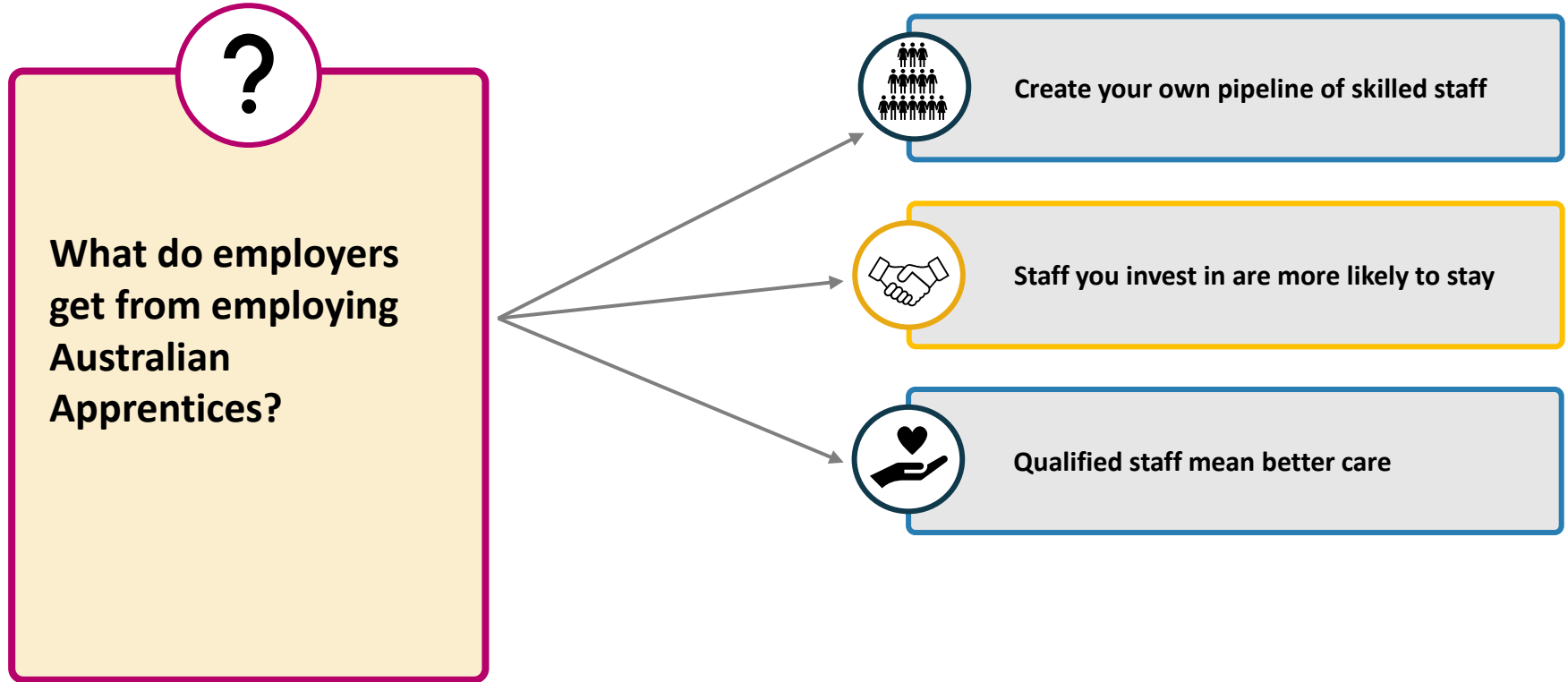
Demand for personal carers and assistants has increased significantly, job advertisements increasing by 22%, from July 2021 to July 2022



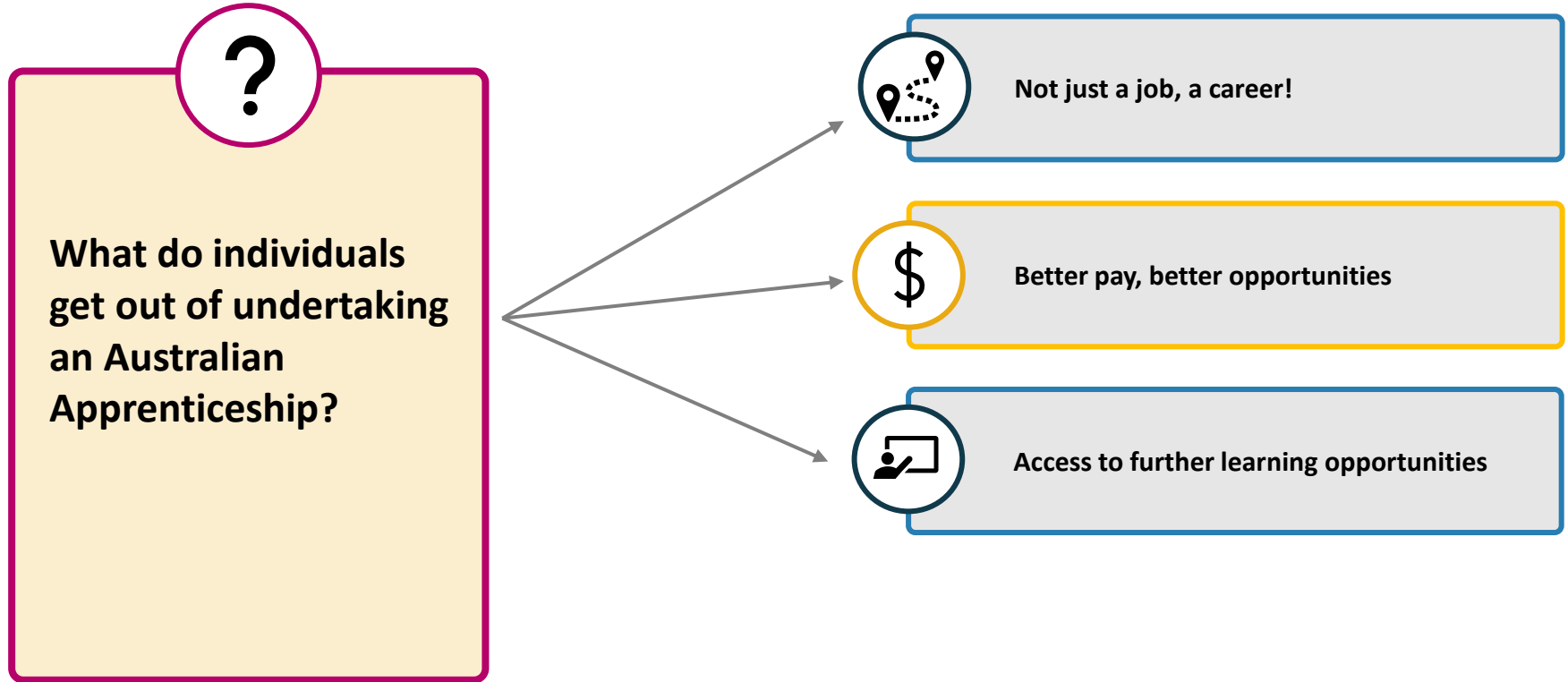
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Why offer the Certificate III in Individual Support as an Australian Apprenticeship pathway?

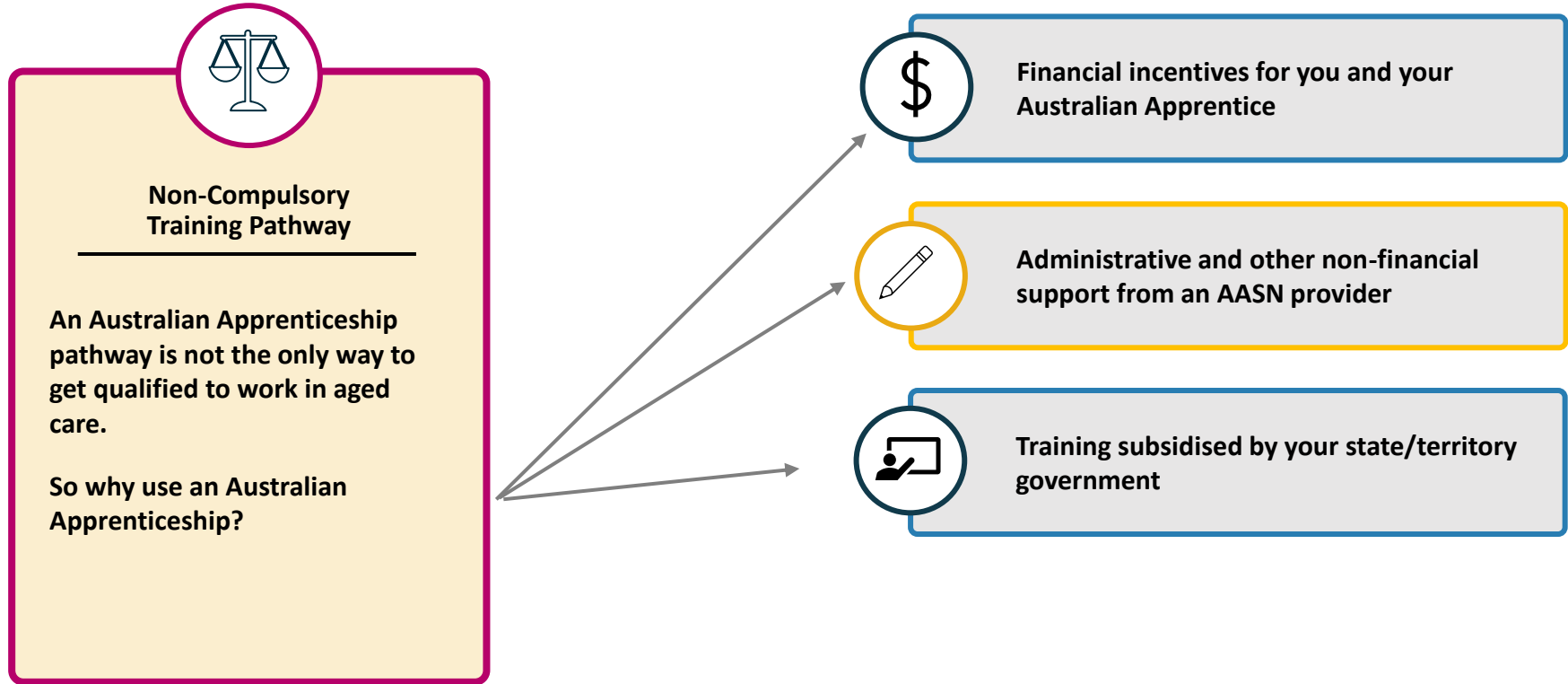
Australian Apprenticeships benefit employers



Australian Apprenticeships benefit individuals



Why else is it worth offering an aged care Australian Apprenticeship?



Financial supports for aged care employers and apprentices

New Incentives System commenced 1 July 22

It targets support to priority occupations such as aged care and increases support for apprentices, helping with the cost of living

Priority Wage Subsidy

Wage subsidy for employers of Australian Apprentices in occupations on the Australian Apprenticeships Priority List

The wage subsidy is paid at the following rate:

- 1st year – 10% of wages paid (max \$6,000)
- 2nd year – 10% of wages paid (max \$6,000)
- 3rd year – 5% of wages paid (max \$3,000)

Priority Occupation – Aged Care

Albert is employed as a trainee in personal care in Queensland (\$34,851 per annum). He is studying a Cert III in Individual Support (Duration: 1 year)

From 1 July 2022

Employer incentive - \$3,485 (10 per cent wage subsidy for 1 year)
Apprentice support - \$2,500

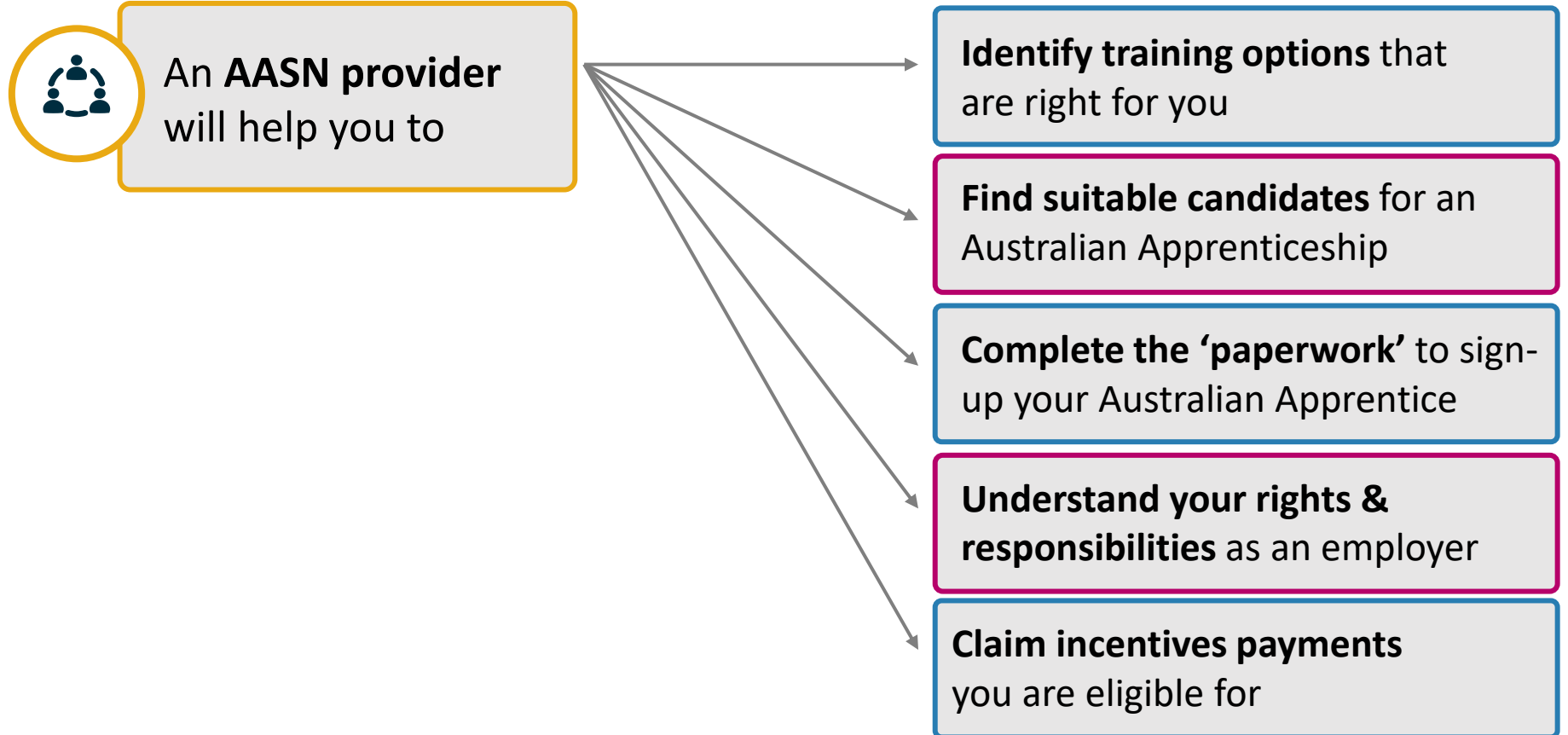


Additional support if needed

Trade Support Loan
Living Away From Home Allowance

Total
\$5,985

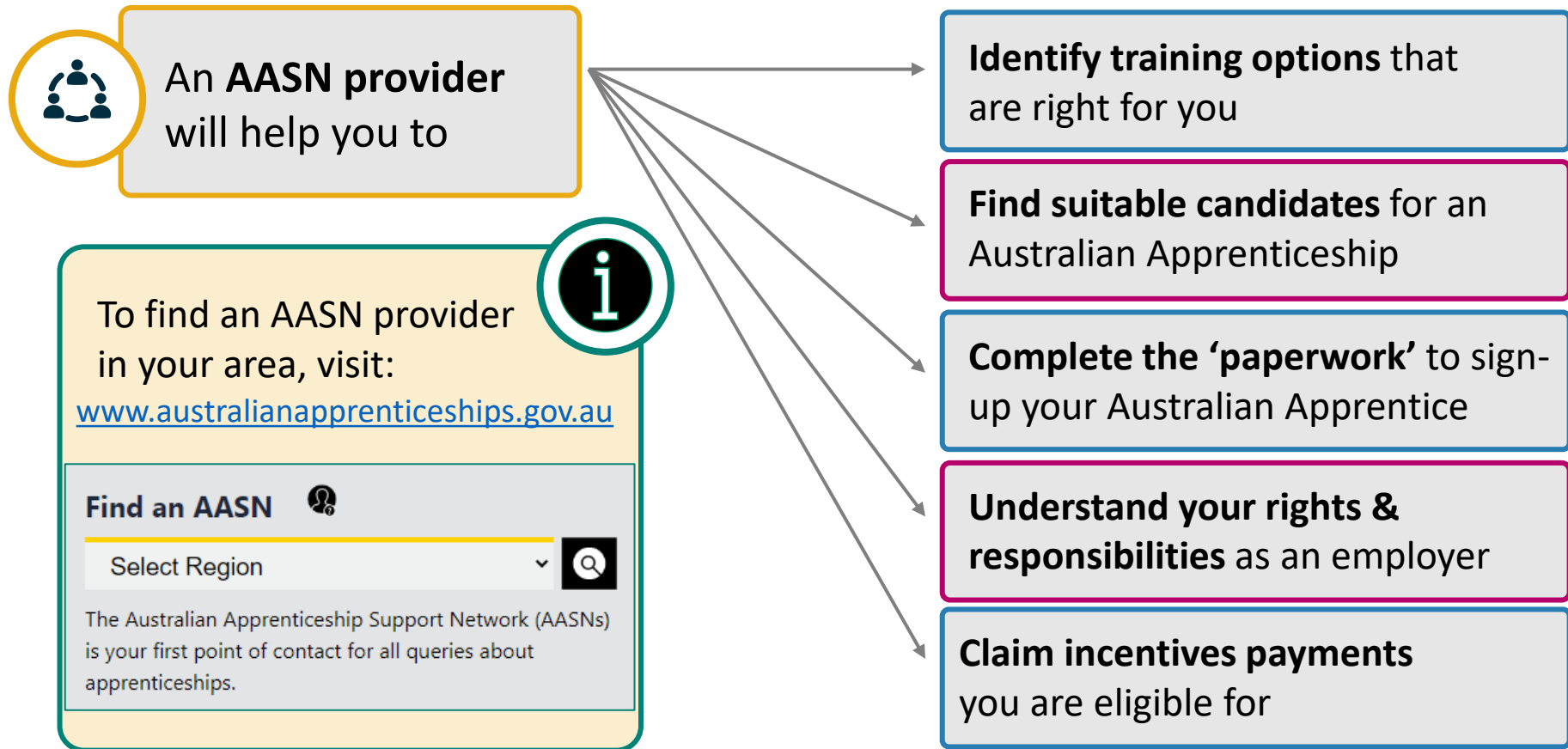
How an Australian Apprenticeship Support Network (ASSN) provider will help you



Non-financial supports for aged care employers and apprentices



Getting started with aged care Australian Apprenticeships



Your responsibilities as an employer of Australian Apprentices



PAY & CONDITIONS

Ensure the Australian Apprentice's employment conditions, including rate of pay, are consistent with the relevant award/agreement provisions.



ON-THE-JOB TRAINING & SUPERVISION

Ensure appropriate supervision of the Australian Apprentice by an experienced supervisor who can help apply the learning from off-the-job training to a practical, workplace context.



RELEASE TO ATTEND OFF-THE-JOB TRAINING

As part of the training contract the employer agrees to release Australian Apprentices to attend formal training.

This training can occur off site in blocks of time, in the workplace or online depending on the competency being delivered and assessed.

Australian Apprenticeship Support Network



What is an Australian Apprenticeship Network (AASN) Provider

- We are your first point of contact for all queries about traineeships.
- We are contracted to the Australian Government to provide a streamlined service for employers, Australian Apprentices & Trainees and job seekers to access quality Australian Apprenticeships.

What we do and how do we support you

- We work with you individually, whether you're a small or large Aged and Health Care Provider and support you in building a sustainable workforce by providing personalised advice and support services from pre-commencement to completion.
- We assist you with eligibility advice, training contract sign-up and administrative support, processing Government incentives.
- We maintain regular contact and support to you and your trainees through to completion of their traineeship.

Benefits of the traineeship pathway for employers

- You gain an employee who will learn your business your way
- Increase productivity and skills in the workplace (for new and existing employees)
- Improve staff satisfaction, engagement and retention – significant cost saving
- Access potential Government financial incentives

For a tailored advice and support contact:
Liliana Musolino – 0448 731 722

Let's hear from Employers

Benetas

Andrew Jamieson

Head of Talent & Capability, People,
Culture and Diversity - Learning
and Development

Australian Unity

Cassandra Hurst

VET Coordinator, People & Culture



SPARK Benetas Aged Care Traineeships

2022



Key components of approach

Spark employees

- On the job focussed learning
- Undertaking Cert III in Individual Support (Ageing) formal RTO training
- Also undertaking range of Benetas organisational training
- paid to work and paid to undertake formal RTO training

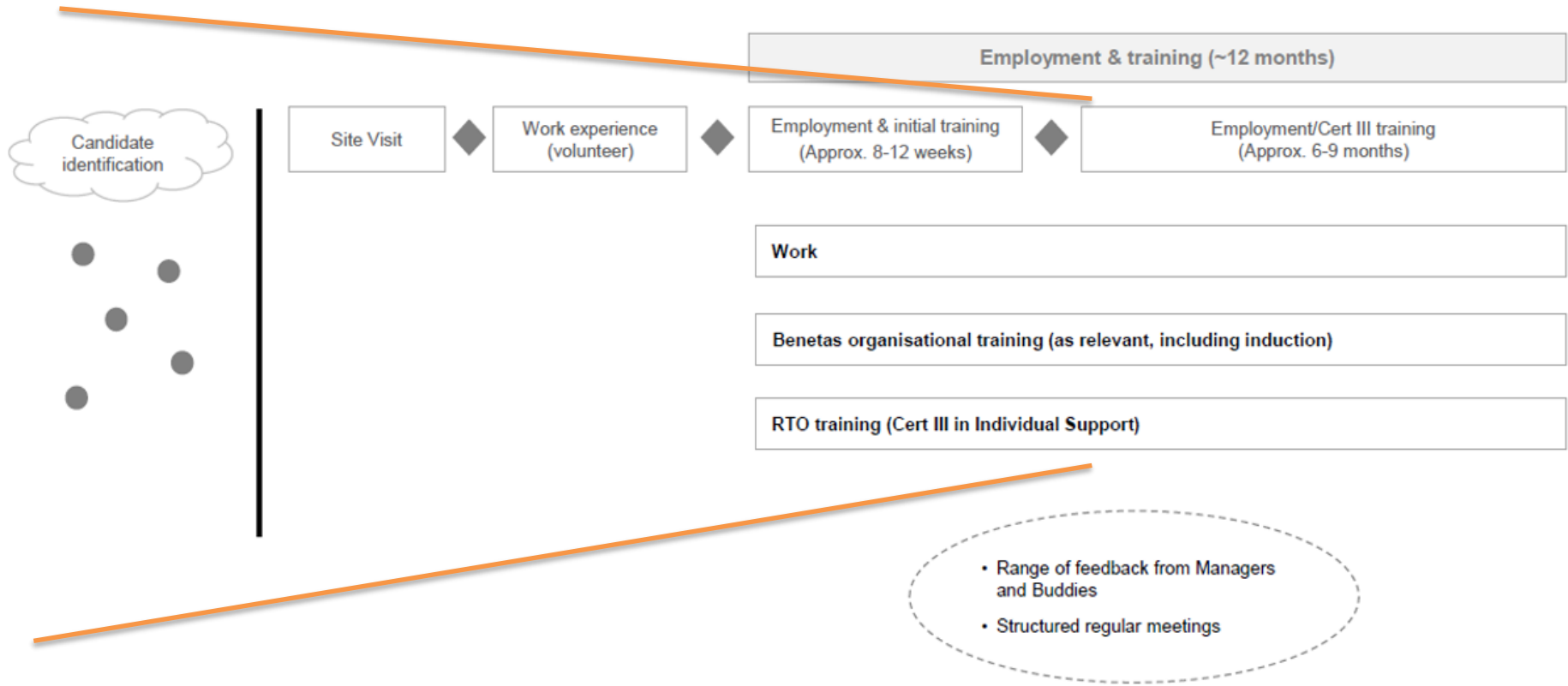
External consultant partner

- Talent sourcing and screening via community partnerships
- Support for wage subsidy funding
- Coordinate RTO and other external support

Culture change

- Regular structured meetings with managers
- Culture of regular feedback
- Shifting mindsets around the 'usual' approach (they are employees not students!)

Benetas SPARK aged care traineeships- overview



Key success factors

- Manager engagement and leadership is key
- Support from key members of the team:
 - People, Culture & Diversity - oversight, coordination, framework, guidance
 - Buddies, clinical leaders
- Regular (weekly) feedback and coaching, visibility of progress
- Manage performance and development for Spark employees
 - Consistent rostering
 - Regular manager catch ups and logging of feedback/progress
 - Use probation - fail fast with appropriate opportunity to improve



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Traineeships

180
YEARS

Australian
Unity 
Real Wellbeing



Overview



Current Program and Delivery Model



Supervision Passport



In-House Mentoring



Challenges and Barriers



Plans for the Future

Let's hear from workers in the care sector

Alex Jones

VET Alumni - Australian Training Awards
School-based Apprentices

Victoria Bugg

NSW Training Awards 2022 Illawarra &
South East NSW Region

Dot Hennessy Commitment to Vocational
Education & Training Award







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A U S T R A L I A N
A P P R E N T I C E S H I P S

Your Life. Your Career. Your Future.

Thank you

Aged Care Registered Nurses' Payment:

ACRNpayment@health.gov.au or search on health.gov.au

Aged Care Engagement Hub:

agedcareengagement.health.gov.au



health.gov.au/working-in-aged-care