




  
Skilling  
Australia  
FOUNDATION


# Activities Report


2016-2017

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# Our Founders

Skilling Australia Foundation is governed by a Management Committee.



## **Nicholas Wyman, CEO**

A workforce development and apprenticeship expert, Nicholas Wyman is the CEO of Skilling Australia Foundation. He is an advocate of skilled careers for young people and has fostered a workforce development model that uses mentoring to shape the thinking, attitude, and behaviours, as well as abilities and skills of people as they make the transition from school to work. Nicholas started his own career by winning the Australian Apprentice Chef of the Year Award. Since then, he has spent eight years at BHP in Employment and Training, founded WPC Group, and completed in-depth research into school-to-work transitions and skilled careers during a Winston Churchill Memorial Fellowship.



## **Frederick J. Maddern OBE, Chairman**

Mr Maddern is the Chairman of Skilling Australia Foundation, and is a passionate advocate for training programs which help young Australians reach their potential and successfully transition from school into secure and rewarding careers. In a wide-ranging career, he has held foundational and significant roles with numerous government and community organisations, including as CEO of the Western Region Commission, as Councillor and Mayor of the City of Footscray, President of the Municipal Association of Victoria and President of the Australian Local Government Association. Mr Maddern was a founding member and Chair of Western Group Training, a progenitor of WPC Group.

Front Cover Image: Northern Adelaide P-TECH Partnership

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# Chairman's Report

We have enjoyed a year of solid growth.

In the 2016-17 financial year, Skilling Australia Foundation (SAF) has enjoyed a year of solid growth by continuing to expand and provide more opportunities to disadvantaged young Australians interested in skilled careers with a vital hand up.

A significant achievement for SAF will be its role in the expansion of the P-TECH Pathways model in Australia to 14 pilot sites. SAF was successful in winning the contract to implement the next 12 schools across the country on behalf of the Australian Government. The number of students and industry partners involved in P-TECH is growing exponentially. Students involved in P-TECH activities have increased by 426%, industry partners have increased by 300%, and these numbers will continue to grow as existing partnerships mature, and additional sites are announced. One of the first pilot schools, Newcomb Secondary College in Geelong has seen the 2017 general enrolments increase by 45%.

SAF has welcomed a number of new funders over the last financial year including: The William Buckland Foundation, Barr Family Foundation, Westpac and Vincent Fairfax Family Foundation. These programs have worked with specific communities focusing on disadvantaged youth to provide career training and/or fee assistance scholarships.

The success of the Citi New Recruits Program continues with over 285 young people going through the program in the last financial year and over 80% of participants moving into apprenticeships or traineeships, other employment or further training. We are grateful and pleased to continue working with Citi Foundation in Phase 5 of the program to once again deliver exceptional results.

Ellearn Savvidis was awarded an international scholarship for excellence in her trade as an apprentice automotive mechanic with Mercedes-Benz Airport to Fletcher Jones Motorcars in Newport California. Fletcher Jones is the largest Mercedes-Benz dealership in the US, where Ellearn will visit in early July, to learn new approaches and discover ideas that she can bring back and share with others in her workplace.

I want to thank all our funders, supporters and staff members and I congratulate them on their outstanding contributions. I look forward to the year ahead and I am confident that we are well placed to make the most of the opportunities that are before us.

Frederick J Maddern OBE  
Chairman

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# Why Skilling Australia Foundation

We believe that all young Australians have the right to have access to the skills training and support they need for the career of their choice.

We are passionate advocates for skills-based education such as those found through dynamic vocational training courses, technical schools, and apprenticeship programs as an initial educational pathway and career starter leading to fulfilling and well paid jobs.

We focus in particular on supporting young Australians facing disadvantage and since 2012 have assisted more than 1300 young people to successfully start or continue in their chosen career, often in an apprenticeship or traineeship.

To do this Skilling Australia Foundation works with a large network of educational institutions, employers and support groups.

In 2016 the Foundation was appointed by the Australian Federal Government to implement the P-TECH (Pathways In Technology) secondary school STEM learning programs in a further 12 locations building on from the success of the P-TECH Partnerships in Geelong and Ballarat.

We have assisted more than  
**1300** young people

The Foundation provides job readiness programs, and matches young people with real employment opportunities, providing ongoing dedicated mentors, and educating employers on the need to develop skills.

Tuition fee relief grants are available to assist with the up-front apprenticeship and traineeship training fee costs, and merit based scholarships are awarded to fund short study trips to students demonstrating a high level of academic achievement and/or other outstanding abilities, leadership or contributions to the community.



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# Year at a Glance

Our mission is to empower, skill-up and support young adults from disadvantaged communities to start a rewarding and productive career of their choice.

Last year we supported 300 young people between the ages of 17-24 to transition successfully into work or further employment through the Citi New Recruits Program.

A further 46 were supported on their career pathway through new programs funded by William Buckland Foundation, Westpac Foundation, and Vincent Fairfax Family Foundation.

These programs are targeted areas such as Broadmeadows region in Victoria, the Western Sydney region in New South Wales and the Redlands region in Queensland.

62 Apprentices and Trainees needing assistance with their upfront tuition fees have been supported in the Greater Melbourne region with appreciation to the Barr Family Foundation.

Ellearn Savvidis was awarded an international scholarship for excellence in her trade as an apprentice automotive mechanic with Mercedes-Benz Melbourne Airport. Ellearn

travelled to Fletcher Jones Mercedes-Benz in Newport, California in the United States of America in July 2017.

Skilling Australia Foundation was successful in winning the contract for the expanded P-TECH Pathways program and will implement the next 12 P-TECH partnerships across the country on behalf of the Australian Government.

Five of the 12 partnerships commenced in this financial year including the Central Coast, Northern Adelaide, Port Stephens, Southern Perth and Western Sydney P-TECH Partnerships.



**300**  
Supported by  
Citi New Recruits Program

**46**  
Supported by  
new Job Readiness Programs

**62**  
Supported with  
Tuition Fee Relief Grants

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# Perceptions Are Not Reality

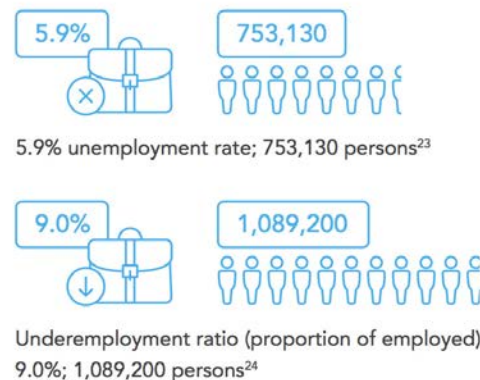
Myths, realities & the critical role of vocational education & training in Australia

In 2017, Skilling Australia Foundation released a report into Australia's perceptions of the Vocational Education and Training Sector.

Among the Australian public, perceptions surrounding vocational education continue to be widely out of step with the reality of the sector and its achievements.

## VET as a solution to unemployment.

Unemployment was estimated to cost the Australian Government nearly \$11 billion in benefit payments alone between 2015 and 2016.<sup>22</sup>



Sandwiched between debates about university deregulation and private vs public school funding, vocational education all too often is relegated to forgotten child status, struggling to gain the media attention required for the public to understand VET's unique abilities and ambitions. Further, the current overemphasis on academic and university pathways means VET pathways are often not given due consideration by high-school leavers.

As such, public awareness and recognition of the crucial role that VET can play and is playing—in training the Australian workforce with the skills required to grasp future industry opportunities—is poor. When compared with employment outcomes for university graduates, VET continues to produce superior results, and has proven itself to be a more flexible, accessible and adaptable platform for educating and skilling

Australians than university education.

Importantly, given the rising cost of formal education, VET is also a more cost effective training option for both businesses and individuals. If we are to ensure that young people, parents and educators are aware of the breadth and depth of opportunities available through VET programs and pathways, it is clear we need to raise the profile of VET and build community awareness of the employment and career opportunities vocational training can facilitate. Using a range of local and international data sources as well as real-life success stories, this report addresses some of these pervasive and inaccurate perceptions about vocational education and, also, highlights the importance of including VET pathways in the overall discussion about our nation's long-term educational strategies and employment solutions.

**Download Report** <http://saf.org.au/vet-sector-key-to-future-proofing-economy/>

## Perceptions Are Not Reality:

myths, realities & the critical role of vocational education & training in Australia

May 2017



# Perceptions Are Not Reality

Myths, realities & the critical role of vocational education & training in Australia



## ⊗ Myth

**VET graduates earn low wages.**

**One in five** Australians (21%) believe one of the main reasons Australians are increasingly choosing to undertake university courses over VET/TAFE courses is because of the perception that VET graduates earn lower wages than university graduates.

## ✓ Fact

**VET graduates earn wages comparable to, if not exceeding, that of university graduates.**

The median full-time income for a VET graduate is \$56,000.

The median graduate salary for students completing a Bachelor's degree is \$54,000.



<http://saf.org.au/perceptionsarenoreality/>

This report is an output of research funded and supported by Citi Australia. Citi Foundation, Skilling Australia Foundation and Citi Australia have been working in partnership since 2013 on the Citi New Recruits Program.

### About Citi Foundation

The Citi Foundation works to promote economic progress and improve the lives of people in low-income communities around the world. They invest in efforts that increase financial inclusion, catalyze job opportunities for youth, and reimagine approaches to building economically vibrant cities.

The Citi Foundation's "More than Philanthropy" approach leverages the enormous expertise of Citi and its people to fulfil their mission and drive thought leadership and innovation.

## ⊗ Myth

**VET graduates struggle to find work.**

## ✓ Fact

**VET graduates have a higher employment rate than undergraduates. More than 78% of VET graduates are employed after training.**

## ⊗ Myth

**VET is a thing of the past.**

**Three in five** Australians (59%) agreed with the statement that in a globally competitive world we need university education more than VET. **Nearly half** suggested that VET is no longer as relevant as university (47%).

## ✓ Fact

**VET courses have adapted more readily to changing workforce needs.**

The VET sector currently provides training courses for 9 out of 10 occupations predicted to have the greatest growth of new jobs over the next five years.

<http://saf.org.au/perceptionsarenoreality/>

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# P-TECH Pathways in Technology

The Australian Government Department of Education and Training has engaged us to implement P-TECH learning programs at all 14 P-TECH pilot sites.

The Australian Government Department of Education and Training has engaged the Skilling Australia Foundation to assist local stakeholders to work together to implement the P-TECH learning programs at all 14 P-TECH pilot sites from November 2016, expanding on our existing oversight of the Geelong and Ballarat pilot sites.

P-TECH is a world leading educational model which originated in Brooklyn, New York in 2011 and has since expanded across the United States and internationally.

In January 2016, Australia's first P-TECH learning programs commenced at pilot sites in Geelong and Ballarat in Victoria.

The expansion to 12 sites saw five of the 12 partnerships commenced in this financial year including the Central Coast, Northern Adelaide, Port Stephens, Southern Perth and Western Sydney P-TECH Partnerships.

**800** Students   **7** Schools   **29** Employers   **7** Industries



**P-TECH**  
PATHWAYS IN TECHNOLOGY



SUPPORTED BY THE AUSTRALIAN GOVERNMENT

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# P-TECH Partnerships

In 2017, five new P-TECH schools commenced in New South Wales, South Australia and Western Australia, with more to be phased in over the coming months.



## Geelong P-TECH Partnership

**2016:** There are five industry partners who were involved in developing and implementing the P-TECH program at Newcomb Secondary College (Barwon Health, Tribal, Bendigo Bank, Opteon Property Group, GMHBA). There are two tertiary education partners involved in supporting pathways to post-school qualifications (Gordon TAFE and Deakin University). All 70 Year 9 students completed an introductory year on three P-TECH streams (Health, Information Technology and Business/Finance). This included industry site visits and industry research projects.

**2017:** 34 Year 10 students selected a P-TECH pathway and have commenced their Certificate III qualification. There are eight students enrolled in Laboratory Skills, 13 students enrolled in Information, Digital Media and Technology and 13 students enrolled in business, focusing on finance. 28 employees from the industry partners have completed their mentor training program and are actively involved in supporting the learning and development of students.



## Ballarat P-TECH Partnership

**2016:** IBM is the industry partner involved in developing and implementing the P-TECH learning program at Federation College. 60 Year 10 students completed an introductory year on Information Technology and Digital Media. This included industry site visits and a research project enabling students to build their understanding of IBM's operations and the range of STEM related career pathways.

**2017:** 36 students from Years 10 to 12 have selected a P-TECH stream for 2017 and are on an industry supported pathway to a STEM related diploma. 23 IBM employees have completed their mentoring training program and are actively supporting the learning and development of students.



"We wish P-TECH students the very best and look forward to celebrating your future successes."

Senator the Hon Simon Birmingham,  
Minister for Education and Training



## Western Sydney P-TECH Partnership

**2017:** There are two industry partners involved in developing and implementing the P-TECH program at McCarthy Catholic College (PwC, Telstra). There are two tertiary education partners involved in supporting pathways to post-school qualifications (Western Sydney University and NSW TAFE Western Sydney Institute). Year 9 students have been taking part in a variety of STEM related activities and the partnership is working toward finalising the streams that will be offered. Industry needs analysis is being undertaken with a likely focus on information technology areas such as data analytics, cyber security, software programming, and software engineering.

**P-TECH**  
PATHWAYS IN TECHNOLOGY



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# P-TECH Partnerships

Boosting STEM skills is crucial in preparing our children for the jobs of the future.



## Central Coast P-TECH Partnership

**2017:** There are two industry partners involved in developing and implementing the P-TECH program at Wyong High School (Mars Food Australia and Sanitarium Health & Wellbeing). The University of Newcastle is the tertiary education partner involved in supporting pathways to post-school qualifications and IBM is a key stakeholder. The P-TECH streams identified are a Food Science and Technology elective and Certificate III in Information, Digital Media and Technology. 146 Year 9 students are taking part in P-TECH immersion activities and 29 Year 9 students are enrolled in a STEM elective. In 2018, Year 10 students will have the opportunity to commence an industry supported pathway to a STEM related post-school qualification.



## Port Stephens P-TECH Partnership

**2017:** There are five industry partners involved in developing and implementing the P-TECH program at Hunter River High School (Ampcontrol Group, BAE Systems, Jetstar Airways, Varley Group and RDA Hunter). The University of Newcastle is the tertiary education partner involved in supporting pathways to post-school qualifications. The P-TECH streams identified are Aero Skills/Aviation, Engineering and Advanced Manufacturing. Year 9 and 10 students have access to iSTEM classes which are aligned to the P-TECH program. All 135 Year 10 students are taking part in activities to raise awareness and interest in the P-TECH streams. In 2018, Year 11 students will have the opportunity to enrol in a P-TECH stream and commence an industry supported pathway to a post-school



## Northern Adelaide P-TECH Partnership

**2017:** There are four industry partners involved in developing and implementing the P-TECH program at StPatsTech (Defence Teaming Centre, Century Engineering, SAAB Australia, and PMB Defence). TAFE SA is the tertiary education partner involved in supporting pathways to post-school qualifications. The P-TECH streams identified are Engineering, Electrotechnology and Information Technology. The college has made structural changes to its timetable to create space for project-based learning involving industry partners. All P-TECH students will undertake a Certificate II (or higher) qualification at StPatsTech before transitioning to TAFE SA to complete a post-school qualification.



## Southern Perth P-TECH Partnership

**2017:** There are four industry partners involved in developing and implementing the P-TECH program at Cecil Andrews College (Austal, Thales, Civmec and Datacom).

South Metropolitan TAFE is the tertiary education partner involved in supporting pathways to post-school qualifications. The program also has support from Deloitte (Workforce Development Partner) and HP (Emerging Technologies Partner).

The P-TECH streams identified are Engineering, Information Technology and Business.

Year 9 and 10 students are involved in a range of introductory P-TECH activities. The recent P-TECH Career Expo enabled students to connect and build relationships with industry partners.



# Citi New Recruits Program

Our mission is to empower, skill-up and support young adults from disadvantaged communities to start a rewarding and productive career of their choice.

## Outcomes this year

- Our target this year was to support 285 disadvantaged young Australians aged 17-24 to transition from school to work successfully
- Work in disadvantaged communities across Melbourne and Sydney
- Continue our secondary school boot camp to start a school based apprenticeship or structured



The Citi New Recruits Program has just completed its fourth year and has achieved significant results. Phase IV of the program saw the continuation and expansion of the program. We supported 198 post school young Australians with our job ready intensive program that prepares them for work in either hospitality, traditional trades or business industries as well as gaining work ready skills including mock interviews and work experience placements.

We also engaged 102 secondary school students across four schools in Victoria and NSW who were at risk of dropping out and becoming disengaged with a specific school based job ready boot camp leading to School Based Apprenticeships & Traineeships and Structured Workplace Learning placements.

From these programs, over 220 young people went into apprenticeships, traineeships, full-time work or further study.

Launched in October 2013, The Citi New Recruits Program (CNRP) specifically targets youth who are unemployed or at risk of becoming unemployed following school from lower socio-economic status communities. To date Skilling Australia Foundation has run 43 CNRP workshops and eight boot camps with over 800 youth in attendance. We have an 83% completion rate with 81% continuing into employment or study. The program is supported by Citi Australia and The Citi Foundation.

At the core of CNRP is the three-week job-ready intensive training program which contributes to successful job placement outcomes. CNRP encompasses a number of key pre and post program activities, including candidate screening, mentorship and leveraging of partner services such as WPC Group's employer network and job placement services.



**Intensive**  
employability training

**Work**  
placements

**Mentoring**  
highly supportive

**Scholarships**  
ready to assist

**CITI  
THE NEW  
RECRUITS  
PROGRAM**  
Real Skills Real Jobs

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Citi Foundation in conjunction with Skilling Australia Foundation launched The Citi New Recruits

**CITI  
THE NEW  
RECRUITS  
PROGRAM**  
Real Skills. Real Jobs.

**43**  
workshops

# Evidence based research

The Citi New Recruits Program was created by the Skilling Australia Foundation on the back of extensive evidence based research into why so many young people drop out of apprenticeships.

**8**  
Bootcamps

**83%**  
Completion Rate

**800**

The Citi New Recruits Program has developed the skills of over 800 disadvantaged young people and linked them to **real jobs** in a variety of industries.

The program targets youth experiencing financial hardship, those with disabilities, people from non-English speaking backgrounds and Indigenous Australians.

## Job Readiness Program

The Citi New Recruits Program begins with a free 'Job-Readiness Program' developing essential 'soft skills' of participants, after which work placement is undertaken. Participants are then placed into traineeships or apprenticeships, having access to a dedicated 'one on one' mentor to assist with overcoming any barriers that may arise throughout their employment.

**PHASE 5**

**81%**  
Entering Employment or Study

**12**  
Workshops Planned

**4**  
Bootcamps to Take Place

**320**  
Enrolled Young Australians

## Completions...

Of the students that completed the program:

**38%** are in **Apprenticeships**

**17%** are in **Traineeships**

**19%** went to **other employment**

**27%** went on to **further study**

## Training & Access

The Citi New Recruits Program is not just education but also on-the-job training and access to hiring employers. An essential ingredient of the program is the involvement of corporate Australia in taking on the New Recruits.

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# Partnership Programs

Our mission is to empower, skill-up and support young adults from disadvantaged communities to start a rewarding and productive career of their choice.



## Redlands Ready2Work – Westpac

Redlands Ready2Work Project is designed to provide disadvantaged youth in the Redlands Shire in Queensland with the resources, opportunities, and support necessary to gain a rewarding career. Made possible by Westpac Foundation, this two-week program had an end goal of youth aged between 17 and 24 achieving employment, an apprenticeship or a traineeship.

Youth unemployment in Queensland and Australia is high. In 2015, the unemployment rate was 10.4% east of Brisbane and this has risen to 13.1% in January of 2016.

Completed in March 2017, the program incorporated guest speakers, excursions and incursions, presentations, and course material, as well as self-reflection, assessment, and feedback. 100% of participants completed the program with 62% achieving an employment outcome

"The Ready2Work program helped me a lot! I didn't know anyone and was brand new to this city. The program prepared me with the skills I needed to get a job interview, and ultimately a job!"



## Youth Jobs Initiative – Vincent Fairfax Family Foundation

For young people from a disadvantaged background entering training that leads to employment, at a time of high youth unemployment, can be daunting. This project will take 30 unemployed disadvantaged young people from Western Sydney and the Blue Mountains areas to break the cycle of disadvantage by supporting them to make a successful transition to a meaningful career.

### *The program provides*

- Motivation to seek employment and positive attitude toward
- Understanding of potential career pathways
- Demonstrated positive relationship between job ready mentors and participant

At the end of the program participants will have developed sufficient employability skills to be attractive to potential employers.



## International Scholarship for Excellence

In addition to helping overcome financial hardship and improve equity, the Skiing Australia Foundation also awards excellence and leadership scholarships.

The Skiing Australia Foundation offers a range of different excellence and leadership scholarships so that apprentices and trainees can undertake further study and work experience, either in Australia or abroad. In order to be successful program participants must demonstrate a high level of academic achievement, outstanding abilities, leadership or contributions to the community.

The 2017 International Scholarship was presented by the Honorable Gayle Tierney, Minister for Training and Skills at a stand-up announcement ceremony held in the showroom of the Mercedes-Benz Melbourne Airport dealership in June.

The event was formally opened by Frederick Maddern OBE, Chairman Skiing Australia Foundation.



## Accessible Pathways to Training and Education – William Buckland Foundation

APpeTite's goal is to recruit 240 young people over four years from targeted areas and support their transition into a meaningful career. Participants are recruited from Corio, Doveton, Dandenong and Hume regions in Victoria.

Participants will develop aspiration for employment through exposure to positive role models. At the end of the program participants will have developed sufficient employability skills to be attractive to potential employers and possess a basic understanding of Career Management Skills.



# Barr Family Foundation Outcomes

With appreciation to the Barr Family Foundation, we have distributed 62 tuition fee relief grants to support young trainees and apprentices.



**Elisha Watson**

**Age:** 18

**Living:** Devon Meadows, with family

**Studying:** Certificate IV in Business Administration

**Working for:** Department of Justice & Regulation

Elisha was told her grades were too low to complete year 12 VCE, and when she left school she felt lost and alone. After school she found it difficult to find work, "I had applied for numerous traineeships and had only about 10 interviews compared to what felt like a million rejection emails" she said about her experience. She always thought she would finish school and complete her year 12 VCE's, but she instead ended up living at home with her family with no money to support herself.

After participating in the Citi New Recruits program, her whole life changed when she received the call from WPC saying that she had gotten a traineeship, "I always thought that I would be doing my year 12 VCE in 2017, however, now that I am actually doing a traineeship, I wouldn't go back." She said.

Suddenly, she was working in a completely new environment "My entire schedule had changed and my ambitions and life goals had grown along with my confidence in myself" she spoke about the effects of her traineeship.

The Barr grant helped provide the financial assistance Elisha needed to start her life away from home, "It's helped me gain my own independence! I'm now able to pay for my travel and living expenses."

While working in the Department of Justice & Regulation she's built a lot of self-confidence, new skills, broadening her knowledge, and gained independence.



**Ngoc Tuan (David) Ung**

**Age:** 22

**Living:** Albion

**Studying:** Certificate III Automotive Body Repair Technology

**Working for:** Mercedes-Benz Autobody

"I grew up in a mechanical background from my 2 brothers at a very young age, which lead me into liking tradie/hands-on work." Says David, who successfully acquired an automotive apprenticeship at Mercedes-Benz through WPC Group, "I never got a high academic ATAR, due to struggling in school. Anything that was practical/mechanical I understood very well!"

David's family has had their financial struggles over the years. He has been able to move out and start his life independently but now faces his own financial obstacles. The Barr grant was a welcome help, "It's actually relieved stress from me paying for my school fees! I'm still trying to pay back my brother and my mum, so I'm glad I won't have to stress out about my study fees on top of that. I can just focus on work, learning, and my other responsibilities."

For his future, he says "I dream of owning my own house – a place I can call home! It'll come with a backyard big enough so the neighbours won't call to complain about the noise while I build stuff for fun/work projects!"



**John Taulii**

**Age:** 17

**Living in:** Blackburn South

**Studying:** Certificate III Automotive – Light Vehicle

**Working for:** Eastside Skoda

John has always been interested in the automotive industry, so for him it seemed a natural career choice. Through WPC Group, he was able to kick-start his dream by commencing a Certificate III in Automotive – Light Vehicle.

Due to financial difficulties at home, John would have to cover all his TAFE fees out of his own pocket, which unfortunately is not feasible on his apprentice wage. Being successful in obtaining a Barr Grant has meant all the difference to John. He now knows he can put 100% into his chosen field without the added stress of having to worry about his TAFE fees.

One day, John would love to own his own automotive workplace, and to continue on to complete a higher certificate.

# Barr Family Foundation Outcomes

"It has helped me more than anyone would ever know" – Brooke Hopkins



**Renee Parker**

**Age:** 21

**Living:** Melton South

**Studying:** Cert IV Business

**Working for:** Department of Health and Human Services

Renee is an expecting young mother who has dreams of a stable career in business. She has to tightly manage her budget and work to provide a stable future for her family, and was happy that there was an opportunity available for her to study as well as work, "I struggle to afford things on my low wage and I will be providing for two at the end of the year. The grant has helped with my apprenticeship because it has taken the financial pressure of affording it away, and I feel great relief."

She was able to successfully acquire a business traineeship through WPC Group, and is looking forward to being able to advance her business career path. About her goals she says "In the future, after completing my traineeship, I see myself securing a stable and well-paying job that will help me to support myself and my family." Financial assistance Elisha needed to start her life away from home, "It's helped me gain my own independence! I'm now able to pay for my travel and living expenses."

While working in the Department of Justice & Regulation she's built a lot of self-confidence, as well as having made new friends, learning new skills, broadening her knowledge, and gaining and feeling independent "I feel financially secure in my position as a trainee at the Department of Justice. I feel so lucky and privileged to be where I am today." She said.



**Brooke Hopkins**

**Age:** 18

**Living:** Coldstream

**Studying:** Cert III – Light Automotive

**Working for:** Lilydale Auto Group

Brooke was inspired by her uncle, who used to be a mechanic but has since retired, to take on an automotive apprenticeship, "I loved that he could fix anything that was broken and make them work again. I want to fix my own car one day."

Brooke wants to stand on her own two feet without relying on her mum and dad who struggle financially, and she feels that her apprenticeship has made her more independent "Mum and dad don't make that much money and I don't want to ask them for any help with money. I want to try and stand on my own two feet!" she says.

The Barr grant she received has helped her achieve her independence and she's grateful she doesn't have to burden her parents, "It has helped me more than anyone would ever know! I don't have to worry about money or having to ask my parents for financial help!"

About her future in her apprenticeship she says "I want to be Apprentice of the Year, three years running. I want my own business and to have at least 10 workers working under me. I want to be known in the industry."



**Louay Maihoub**

**Age:** 20

**Living:** Deer Park

**Studying:** Cert III - Automotive Light Vehicle

**Working for:** Mercedes-Benz

Louay is facing many trials as he pursues his dream career in the automotive industry. He is from a non-English speaking background, and faces many financial hardships, but he isn't discouraged. The Barr grant has given him the confidence to pursue his dream career where without the grant, he would have faced heavy financial hardships.

He grew up helping his dad work on cars and tinkering became a hobby for him, "I fell in love and knew what I wanted to do" he said. Louay contacted WPC Group and through them he was able to take a step further in pursuing his dreams.

As well as giving back to his family, he always wants to improve his skills and time in his life, working and learning surrounded by his joys and interests.

He's moved out of home and became independent in order to get to work every day, which shows that he is a driven person who will go out of his way to reach his goals, Louay will surely go far in reaching success in his chosen career path.



# SAF Graduates Recognised

Our job readiness program graduates have seen many great outcomes since launching in 2013, including state and national recognition for excellence.

## Nathan

To help promote vocational education and training and recognise the excellence displayed throughout the NSW training system Regional Training Awards presentation dinners are hosted annually in June. With a combined attendance of over 4,000 guests, the NSW Training Awards are the biggest celebration of VET in Australia.

The Western Sydney Vocational Training Committee (WSVTC) is an association consisting of employers, government, education and Registered Training Organisations with a common aim to promote apprenticeships and traineeships – enhancing the standard of vocational skills in the Western Sydney region. On Friday 16th June, Nathan Taverner was awarded the Phil Derby Encouragement Award at the Western Sydney Training Awards.

Nathan participated in the Citi New Recruits job-ready program for aspiring apprentices and trainees in 2013. He describes how at the start he was shy, unsure and lacking in confidence.

After the three week hands-on program, followed by one week of work experience in a commercial kitchen, Nathan landed his apprenticeship at the Sebel Resort and Spa in Hawkesbury, New South Wales.



Nathan's mentor, Lisa Lee says, "Nathan has persevered and pushed his way through his apprenticeship. The chef at the Sebel really helped bring out his confidence."

With the guidance and support of executive chef Pavan Kapoor, Nathan has spent 3 years building his culinary skills as well as his confidence. During his apprenticeship, Nathan has won 2 TAFE culinary cook-offs and was hosted in first-class kitchens. Last year, he received a Citi Markets Scholarship to Melbourne, Victoria, where he was placed at Hellenic Republic and had the opportunity to meet the restaurant's owner, top chef George Calombaris.

Skilling Australia Foundation congratulates Nathan on his tremendous achievement.

## Carina

18 year old Carina Ardizzone is no stranger to hard work and determination. Before undertaking a traineeship with the Department of Industry Training Services in New South Wales, she spent ten years training and competing in women's gymnastics and acrobatics. During high school, Carina developed an interest in Business studies but did not have the opportunity to gain work experience. After completing her HSC in 2015, she was uncertain about the future. "I was unsure what career path I wanted to undertake and to study at university. I was unsure about my options," she recalled. After completing the Citi New Recruits program in March 2016, Carina decided to pursue her interest in business. "The program gave me the reassurance I needed, as a guide to workplace culture such as dress code and behaviour. The week's work experience allowed me to put what I learned into practice," she said, adding, "I became more motivated when I realised I had an

entry opportunity into the business world." Today, the eighteen-year-old is wellationally recognised qualification, while developing valuable skills that employers look for," she said. Carina is optimistic about the future. "I feel like anything is possible and I can achieve anything I set my mind to. Commencing the traineeship has opened up many doors and opportunities," she said. For others considering a traineeship or apprenticeship, Carina is encouraging. "A traineeship enables you to get your foot in the door, in your chosen pathway, while gaining industry experience and becoming qualified," she said. "It is also a great option to explore new pathways if you are unsure about what to do. Carina's hard work and determination was recognised at the Central and Northern Sydney Training Awards Program. Carina will now progress to the State Training Awards within this category.

"A traineeship enables you to get your foot in the door, in your chosen pathway, while gaining industry experience and becoming qualified"

Carina



For more information please contact:

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NISSMAP, an innovative automotive skills partnership program was announced as the winner of the 2016 Australian Training Awards – “Australian Apprenticeships Employer Award”

The Nissan Mentored Mentorship Program (NISSMAP) is a partnership between WPC Group and Nissan Australia that has employed 150 Automotive Technician Apprenticeships throughout Australia.

Other key partners in the program include TAFE and the Skilling Australia Foundation. The foundation runs a job readiness program called Citi New Recruits that served as a solid pathway for many young people into NISSMAP – and on to successful and rewarding careers.

Skilling Australia Chairman Fred Maddern OBE said “It’s wonderful when partners come together with a common cause, to get young people job ready – and then into their dream careers.” “We want young Australians to have the opportunity to be the best they can be.”

One such recruit is Robbie Vidotto from Mantello Nissan in Roxburgh Park, Victoria. Robbie enjoyed working on cars at home on the weekends and often helped friends with car repairs, so mechanics was the perfect fit. He completed the Citi New Recruits program where he learned career skills that gave him the confidence to pursue a full-time apprenticeship with Nissan and NISSMAP.

Robbie liked the job placement aspect of the Citi New Recruits program because it gave him the chance to show his prospective employer who he really was. “I wanted to try my hardest to get that job,” Robbie said.

Now in his second year at the dealership, Robbie is well on the way to earning his Certificate III in light vehicle mechanics.

On a given day, he is busy working on repairs, learning and maintaining tools, cleaning the workshop, or breaking down turbo engines with a colleague and testing his knowledge of the parts.

Robbie appreciates the employer support and guidance at the dealership. They were important factors in his decision to pursue the apprenticeship with Nissan.

Robbie’s advice for a young person considering an apprenticeship is: “Don’t wait around. Give it a shot.”

The Australian Training Awards judging panel based their decision on factors such as leadership in vocational education and collaboration with stakeholders.

Skilling Australia congratulates all the young people who were finalists and recipients of awards in Darwin, and Nissan and WPC on this wonderful result.



“It’s wonderful when partners come together with a common cause, to get young people job ready – and then into their dream careers.”

**Fred Maddern OBE**

Chairman, Skilling Australia Foundation



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**Novaskill - RTO 6996** celebrating success.  
August 9 at 5:49pm · @

Australia's VET sector continues to deliver excellent results and outcomes for its students, industry and the economy, still many perceptions surrounding vocational education continue to be widely out of step with the reality of the sector and its achievements. We're loving this infographic from Skilling Australia Foundation

**Myth**  
VET graduates earn low wages. One in five Australians (21%) believe one of the main reasons Australians are increasingly choosing to undertake university courses over VET/TAFE courses is because of the perception that VET graduates earn lower wages than university graduates.

**Fact**  
VET graduates earn wages comparable to, if not exceeding, that of university graduates. The median full-time income for a VET graduate is \$54,000. The median graduate salary for students completing a Bachelor's degree is \$54,000.

<http://saf.org.au/perceptionsarenotreality/>

**Sanitarium**  
health & wellbeing



Article prepared by Heidi Bennett (Sanitarium Health & Wellbeing)

### Sanitarium helps inspire careers in technology

Published on July 12, 2017

**Skilling Australia** @SkillingAus · Jul 16  
We'll be at @MelbCareersExpo this weekend at stand 113. Visit us and enrol in our job ready program: [ow.ly/P7UL30dFQqR](https://ow.ly/P7UL30dFQqR)



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**Skilling Australia** @SkillingAus · Aug 5  
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YOUTH JOBS INITIATIVE

**Skilling Australia** @SkillingAus · Aug 15  
Welcome to the first edition of #WednesdayWisdom 📖🧠 Education is our passport to the future, for tomorrow belongs to... [ift.tt/2uHAViH](https://ift.tt/2uHAViH)



EDUCATION IS OUR PASSPORT TO THE FUTURE, FOR TOMORROW BELONGS TO THE PEOPLE WHO PREPARED FOR IT TODAY.

Malcolm X

**Skilling Australia** @SkillingAus · Jul 1  
VET MYTHS #BUSTED 🙌🏻 #PerceptionsAreNotReality  
Download the full FREE report: [ow.ly/gPv130cpzQm](https://ow.ly/gPv130cpzQm)



FALSE: VET is a thing of the past.

FALSE: VET graduates earn lower wages than university graduates. The median full-time income for a VET graduate is \$54,000. The median graduate salary for students completing a Bachelor's degree is \$54,000.

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**Skilling Australia** @SkillingAus · Jul 20  
Come and see us at @MelbCareersExpo We are with @WPCgroup at stall 113, right near the FREE resume writing! #jobsforyouth #apprenticeships



**Skilling Australia** @SkillingAus · Jul 27  
Evan Henry of @WPCgroup with 2017 SSRMA recipient Mark. @SkillingAus Director Sophie Ramsey, GM Joanne Gedge & Programs Advisor Amy-Lou



**Skilling Australia** @SkillingAus · Jul 3  
BUST THE VET MYTHS 🙌🏻 #PerceptionsAreNotReality @[ow.ly/TrvK30da7Ak](https://ow.ly/TrvK30da7Ak)



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**Andrew Mashman** @amashman · Aug 16  
Clever minds sorting out cool pathways for @westernsydney students @McCarthyCollege @PwC\_AU @telstracareers @SkillingAus

**Skilling Australia** @SkillingAus · 34m  
What a great bunch of youth we have enrolled in the youthjobsinitiative funded by @VincentFairfaxFamilyFoundation 🙌🏻 #jobready #TeamSAF



**Skilling Australia** @SkillingAus · Aug 20  
If you're looking to start an #apprenticeship or #traineeship, then this FREE program is 100% for you! #EnrolNow 🙌🏻👏🏻 [ow.ly/2BDX30exYSz](https://ow.ly/2BDX30exYSz)



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Western Business School  
Yeti

The Foundation works with its sister organisations WPC Group, Western Business School, YETI and Shake a Leg in order to develop and deliver our programs with the best possible outcomes.

Become an advocate of our work and engage with us.

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