



National Apprenticeship  
Employment Network

**2019/2020**

**MEMBERSHIP**

**PROSPECTUS**

**FOR NEW AND  
RENEWING MEMBERS**

SEPTEMBER 2019





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Employment Network





## NATIONAL APPRENTICE EMPLOYMENT NETWORK

# MEMBERSHIP PROSPECTUS

Welcome to the National Apprentice Employment Network (NAEN). I am very pleased to introduce your Group Training Organisation (GTO) to the benefits that national membership will bring to your operation. All aspects of your business will greatly benefit from being involved in a connected national network with common endeavours and goals.

Each of our GTO members across Australia share the same objectives with commitment and focus – to employ apprentices and trainees in a supported employment model. All NAEN members are committed to providing pastoral care that affords each starter the best opportunity to complete their training, and to become highly skilled and work-ready for jobs in their local community or anywhere in Australia with national qualifications.

The NAEN network comprises GTOs across all states and territories, collectively employing over 20,000 apprentices and trainees.

When your GTO joins NAEN, your whole operation benefits from the national network.

NAEN's mission is to contribute to a world class VET system in Australia. As an NAEN member you also contribute to that, and become part of a vibrant network of apprentice employment providers that are trusted and supported by industry, the community and government.

Our national association operates according to a shared set of values to ensure members' interests are prioritised and protected through our work. We aspire to being:

- Efficient and effective
- Honest and ethical
- Driven by our principles
- Demonstrating leadership
- Progressive and adaptive
- Trusted and respected
- Promoting teamwork and unity

Please contact NAEN if you have any questions. We look forward to welcoming your GTO as a new or returning NAEN member.

## BACKGROUND TO NAEN OPERATING REVENUE

NAEN currently derives its income from two sources:

1. Membership subscriptions.
2. Income generated from NAEN brokerage of government programs, such as contracts with the Department of Prime Minister and Cabinet (DPMC) for NAEN's Indigenous Programs.

Membership subscriptions are paid by member GTOs. They currently make up less than 5% of total operating income.

NAEN brokerage revenue is based on standard contractual arrangements and is subject to ongoing performance targets and relies on winning tenders. This along with other project revenue makes up 85% of operating income.

NAEN is reliant on continuing to win and successfully deliver brokered programs to benefit its members.

Since its inception almost 27 years ago as Group Training Australia Ltd, the national association has achieved a great deal for GTOs across Australia.



## **ADVOCACY AND REPRESENTATION AT THE NATIONAL LEVEL**

Since its inception and beginnings as Group Training Australia Ltd, the NAEN Executive and its Board have a long history of regular engagement with the most senior levels of the Australian Government with responsibility for skills and employment through apprenticeships and traineeships.

With our national office located in Canberra, NAEN meets regularly with senior government officials who manage policy and programs for employers of apprentices and trainees, and for apprentices themselves, for broader job market programs, and for the Indigenous Advancement Strategy. These departments primarily include:

- The Department of Employment, Skills, Small and Family Business
- The Department of Prime Minister and Cabinet

NAEN also attends regular meetings to advocate for our members at Parliament House Canberra, Commonwealth Parliamentary offices, and local electorate offices with:

- Federal Ministers and Assistant Ministers
- Shadow Ministers
- Ministerial Advisors and Chiefs of Staff
- Federal Members of Parliament (MPs)

With direct links to Australian government policy and decision makers, we ensure that timely and relevant information received through the national office is promptly relayed to your GTO. These government links bring benefits to your GTO staff, your apprentices and trainees, and to your host businesses.

NAEN pursues close and productive working relations with both the Government and Opposition to ensure a bipartisan relationship.



## **ACCESS TO CURRENT UPDATES ON COMMONWEALTH APPRENTICESHIP INCENTIVES**

NAEN advocates on behalf of members to ensure that group training interests are recognised in critical apprenticeship incentive payment guidelines.

The Australian Apprenticeships Incentives Program sets out the various areas where employers of apprentices and trainees are able to access Commonwealth financial assistance.

This program is being overhauled, with some 30 separate incentive payments being streamlined to just 11, to take effect mid-2020.

There are also a number of additional programs that were recently introduced that provide financial assistance to employers of apprentices and trainees, as well as to apprentices and trainees themselves.

## **HIGH-LEVEL VET, APPRENTICESHIPS, CAREERS AND EMPLOYMENT COMMITTEES**

NAEN sits on high-level VET, apprenticeships, careers and employment committees established by government and peak bodies. These committees provide critical feedback on the implementation of programs, and help develop policies that reform and expand the GTO sector. NAEN is often on a list of selected representatives that may include other large employers, business councils, consumer advocates, peak body representatives, and registered training organisations, in addition to public, private, community and not-for-profit providers.

NAEN has ongoing engagement with high level stakeholders in order to maintain links with national projects in the fields of disability, employment services, mature age workers, women in trades, Industry 4.0 and higher apprenticeships, VET in Schools, and Indigenous employment and training. Such engagement is well showcased at our national conference, where we gather influential stakeholders to better understand and collaborate with the national GTO network.

## **PROMOTING GROUP TRAINING AT THE NATIONAL LEVEL**

NAEN has regular engagement with media, with access to a dedicated publicist and communications advisor, ensuring timely media releases and strategically placed articles and interviews across all media platforms. NAEN places a priority on engaging in public policy discussion in the VET sector and is active in both mainstream and social media.

NAEN submissions and reports are posted on our website, and regular submissions are made that call for input on policies and budgets that impact GTOs. NAEN is focused on being the first port of call by the media for commentary on apprenticeships and traineeships and other skilling issues.

## **RAISING THE STATUS OF VET**

NAEN actively promotes the Real Skills for Real Careers campaign and the newly established National Careers Institute to ensure the GTO network is a strong choice for school leavers. NAEN also continues positive engagement with the VET Alumni and Apprentice Ambassador programs which now sit with the National Careers Institute.

Promotion of the achievements of our GTO members' apprentices and trainees is a prime focus for NAEN, and sharing news and images of what members achieve for their communities is widely encouraged.

## **TODAY'S SKILLS TOMORROW'S LEADERS (TSTL)**

NAEN is examining the possibility of reviving its highly successful annual leadership program for apprentices and trainees 'Today's Skills Tomorrow's Leaders' (TSTL). This successful professional development program for apprentices and trainees ran for 12 years and established itself as one of the country's preeminent professional development and leadership programs for young Australians. Importantly, it had the backing of both sides of politics who were strong supporters and enthusiasts.

## **KEEPING MEMBERS UP TO DATE**

NAEN provides information to members through its website [www.naen.com.au](http://www.naen.com.au), a regular newsletter and targeted member alerts, and through hosted networking events such as the national conference. NAEN also attends State and Territory AEN meetings and conferences regularly.

NAEN hosts private functions for member GTOs to engage with senior political and business figures, where they can discuss relevant policies, and have an influence on the policy development process.

NAEN emails Member Alerts regularly, providing prompt updates on changes to apprentice and trainee employment, programs, or policy.

## **NAEN WEBSITE MEMBERS PAGE**

Communications that are sent to the NAEN network are kept on file on the NAEN Members web page <http://naen.com.au/member-login/>, while key policy documents that assist your strategic planning and professional expertise are in our online members library.

## **UPHOLDING THE GTO NATIONAL STANDARDS**

NAEN encourages member GTOs to meet the GTO National Standards set by Vocational Education and Training Ministers, so that they are included in the Group Training National Register. All GTOs listed on this National Register have been recognised as compliant against the National Standards for GTOs, by State/Territory Training Authorities. NAEN is committed to providing members with professional advice and support to ensure the standards are met.

## **ENSURING A COHESIVE NATIONAL/STATE APPROACH TO ISSUES**

NAEN works closely with AEN State and Territory Associations on behalf of the network. NAEN membership is only available to AEN State or Territory members, and this is an effective tool in building links through the national group training network. NAEN is in regular contact with State and Territory AEN offices to remain abreast of developments in all jurisdictions. The Beyond 2020 National Apprenticeship Employment Network Conference 2019 held on the Gold Coast received the full and pro-active support of the Queensland/Northern Territory AEN office for our mutual benefit.

A State and Territory Training Authority Roundtable was hosted by NAEN at the 2019 National Conference, gathering all State and Territory government officials together with AEN Executive Officers to review the status of GTO funding across jurisdictions, and to share updates on the GTO National Standards.

## **NATIONAL CONFERENCE**

NAEN has traditionally scheduled its national conference each 18 months. The Board is considering a new schedule for our next conference, considering possible future NAEN events in each State and Territory in collaboration with State or Territory AEN offices.

## **ON THE HORIZON**

NAEN has plans to add further benefits to membership, including promoting member development opportunities, offering tools to support GTO sustainability, offering more member networking events, organising ministerial addresses for members, coordinating webinars from external stakeholders and professionals, and offering industry expert seminars and workshops. Revenue generated by NAEN will be used to invest in continued member benefits.





## **NAEN MEMBERSHIP**

### **Discounts and Rebates**

NAEN members are offered discounted rates for the National Conference, future planned member events and development programs, and receive prioritised funding for brokered programs - the difference often quickly returning the annual investment in membership.

### **Applying for NAEN Membership**

Members of the National Apprenticeship Employment Network are also required to be members of their State or Territory Apprenticeship Employment Network, and applications require full approval by the NAEN Board.

Applicants and renewing members need to complete a new interactive Member Contact Details Form. Please take the time to fill in this form and email it to [info@naen.com.au](mailto:info@naen.com.au) as soon as possible.

### **2019/2020 Membership Contribution**

NAEN members contribution for the 2019/2020 financial year is \$4,328.97 (GST inclusive).

### **NAEN Membership Certificate**

Members receive an electronic Certificate of Membership of the National Apprenticeship Employment Network for the financial year. Printed versions can be ordered through NAEN for delivery to your GTO.

### **NAEN Membership Branding**

NAEN offers your GTO the opportunity to affiliate your operation with the NAEN logo, displaying to your customers and stakeholders that your operation belongs to the national network of quality GTOs, pursuing professional engagement and high standards of operation under a values-based charter.



## NAEN BOARD OF DIRECTORS

As at September 2019

NAME	BOARD POSITION	ORGANISATION REPRESENTATIVE
<b>David Nagy</b>	Chair Appointed Director for SA	Maxima Group
<b>Sharon Smith</b>	Deputy Chair Appointed Director for NSW/ACT	HVTC
<b>Rod Cryer</b>	Member Elected Director	GTNT
<b>Stuart Diepeveen</b>	Appointed Director for WA	Electrical Group Training WA
<b>Tom Emeleus</b>	Member Elected Director	NECA Training and Apprenticeships
<b>Geoff Fader</b>	Appointed Director for TAS	Tasmanian Building Group Apprentice Scheme
<b>Megan Lilly</b>	Member Elected Director	Australian Industry Group
<b>Tom Mangan</b>	Appointed Director for QLD & NT	Community Solutions Group
<b>Iain McDougall</b>	Member Elected Director	Hospitality Group Training





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## National Apprenticeship Employment Network

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**For any further information, please contact:**

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