

Apprentice Employment Network



Finance and Administration Committee
Parliament House
Brisbane Qld 4000

Submission Regarding the **Labour Hire Licensing Bill 2017**.

Background

Dear Committee Members

The Apprentice Employment Network represents Group Training Organisations throughout Queensland who employ 3591 apprentices and 1258 trainees. The Group Training Model is a uniquely Australian idea and since its inception in the 1970's has created over one million apprentices and trainees contributing to the success of Australian business and industry. It is committed to giving opportunities to young people to enter into an apprenticeship or traineeship that they may not be able to attain without the help of a GTO.

GTO's are community based organisations that exist to give opportunity to young people and to assist industry in training the future skilled workforce. Group Training has a unique ability to assist apprentices through their apprenticeships by offering ongoing pastoral care to apprentices and trainees during difficult as well as good times and also has the ability to rotate apprentices from one host employer to the next as workflows ebb and flow in an employer's work year. Group Training Organisations also employ out of work apprentices who have lost their apprenticeships after an employer is unable to continue to offer training to an apprentice.

Our members cover the entire state of Queensland and offer opportunities to young people throughout the state as well as opportunities to employers throughout the state to employ an apprentice through a Group Training Organisation. Our members work in communities to promote apprenticeships and traineeships through a range of stakeholders including schools and employer associations. We are at coal face in terms of trying to increase the number of apprenticeships and traineeships in Qld and by our continual promotion to industry of the apprenticeship system we are a real force in maintaining and increasing apprenticeship numbers.

Existing Regulation of Group Training Organisations

GTO's are already subject to significant regulation under the Further Education and Training Act 2014. To be registered a GTO must undergo an annual self-audit that is reported to the Department of Education and Training. It must also undergo an audit

Apprentice
Employment
Network

AC N -
167762745

Address
Unit 3A, 269 Abbotsford Rd
BOWEN HILLS QLD 4006

TEL 07 3257 7500

Fax 07 3257 7577

E-mail
admin@apprenticeemploymentnetwork.com.au

1800 819 747

www.apprenticeemploymentnetwork.com.au

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by a registered external auditor every three years that is also reported to the Department of Education and Training. To receive Performance funding through the Department of Education and Training other reporting on apprentice numbers , stages ,trades and so forth is also required.GTO's are required to operate under strict National Standards recognised by both the Federal and State Governments and our audits are based on those recognised Standards. Apprentices and Trainees also have recourse through the Office of the Queensland Training Ombudsman if they believe a problem has not been satisfactorily resolved.

Conclusion

The Apprentice Employment network seeks to have Group Training Organisations exempted from the **Labour Hire Licensing Bill 2017** or to have it specifically clarified in the Bill that GTO's are not covered by the Bill. GTO's sincerely agree with the spirit and intent of the law to provide protection to vulnerable workers but believe that apprentices and trainees employed by Group Training Organisations are already heavily protected by our coverage under **the Further Education and Training Act 2014** and by the National Standards that we are audited against.

GTO's are determined to and indeed exist to help young people into apprenticeships and Traineeships and then onto future satisfying careers as well as to assist industries find and train people to meet industry needs. We strongly believe that further legislation will not offer any more protection to our employees than they currently have, and will potentially be harmful to us by adding further cost and administrative burden which could make it more difficult for us to concentrate on why we exist which is to help young people into worthwhile careers whilst helping to solve industries skill needs. In the current environment of dropping apprenticeship and traineeship numbers it is important that nothing takes away from our core focus. Thank you for your consideration of this submission.

Sincerely

Ed Given
Executive Officer

Apprentice
Employment
Network

AC N -
167762745

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