

## Apprenticeship and Trainee workshop – June 3, 2021

Kangaroo Island

11 people representing 10 businesses across services, tourism, trades, retail, health, producer.

Further 4 businesses who could not attend provided feedback to KIBBA.

### Themes

(in order of mentions/priority)

Comment

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Education system	<ul style="list-style-type: none"> <li>• Lack of liaison with schools – resistance from schools to respond to business requests</li> <li>• No co-ordinator in schools to introduce potential apprentices to employers. Calls from employers not being returned.</li> <li>• Curriculum not exposing students to trades</li> <li>• Curriculum not reinforcing basic literacy and numeracy for VET students</li> <li>• Systemic issues – schools not focussing on VET</li> <li>• Work experience being made too hard by bureaucracy – insurance now has to be covered by employer; students requiring White Card to do work experience; school failing to get White Card organised; working with children checks required for businesses.</li> <li>• No opportunity for Careers Day or for business people to describe the pathways available through the trades i.e. travel opportunities, own business etc.</li> <li>• Education system failing, ticking off graduates on competencies when students don't have those skills</li> <li>• Govt handballing all the responsibility to us.</li> <li>• Not enough relevant certificates being done at school now.</li> <li>• "Would rather you keep your \$28k subsidy and pay for tradies to visit schools to talk to students"</li> <li>• Often relies on individual relationships with people at school. Mechanism for engagement with businesses needs to be entrenched rather than rest with individuals.</li> <li>• Business relying on approaching students they know directly.</li> </ul>
Young people don't want an apprenticeship or trade	<ul style="list-style-type: none"> <li>• Poor attitude in some young people – can't handle direction, no concept of working in the real world.</li> <li>• Students have no understanding of work, responsibilities or possibilities in the world of trades (see above)</li> <li>• One larger business has only 50/50 success rate with new trainees (i.e. to offer ongoing employment). School graduates ill-prepared for work world. "We expect to start from scratch with them".</li> <li>• Hospitality not considered a career path, limited understanding of opportunities</li> </ul>
Red tape and bureaucracy	<ul style="list-style-type: none"> <li>• Needs to be easier- need to employ someone to follow the paper trails</li> </ul>

	<ul style="list-style-type: none"> <li>• Set up process really challenging, even for larger businesses with dedicated resources in HR.</li> <li>•</li> </ul>
Training	<ul style="list-style-type: none"> <li>• More needs to be offered on-island.</li> <li>• Hard to send apprentices away to mainland for training – time and cost</li> <li>• Traineeships don't work cos lack of mutual obligation</li> </ul>
Other	<ul style="list-style-type: none"> <li>• Need training for staff to supervise apprentices and trainees</li> <li>• Housing a critical issue to attract mainland apprentices and trainees</li> <li>• Skilled migration still important for many businesses.</li> <li>• Some employers don't want to be seen as "using" young people for traineeships then not employing them.</li> </ul>