

# ***Apprenticeship and Traineeship Completion***

Tabled 12 March 2014

## Background

### Apprenticeships and traineeships:

- are an important training pathway
- combine on-the-job work experience with formal training that leads to a qualification
- are available in a range of industries, from plumbing to retail.



*Photo courtesy of VRQA.*



*Photo courtesy of VRQA.*

## Background – *continued*

# Completion of apprenticeships and traineeships is important:

- Skilled workforce for industry.
- Higher paid, more secure employment for individuals.



*Photo courtesy of VRQA.*



*Photo courtesy of VRQA.*

## Background – *continued*

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## Roles and responsibilities

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### State government

- The Department of Education and Early Childhood Development (the department) funds training, develops policy and provides information to participants.
- The Victorian Registration and Qualifications Authority (VRQA) regulates apprenticeships and traineeships.

### Commonwealth Government

- Provides information and support to participants.
- Provides financial incentives to apprentices, trainees and their employers.

## Audit objective and scope

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### Audit objective

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To assess whether the activities of the department and VRQA maximise apprenticeship and traineeship completions.

### Audit scope

- **The Department of Education and Early Childhood Development**—responsible for policy development and administration of the vocational education and training system.
- **VRQA**—responsible for regulating apprenticeships and traineeships.

## Conclusions

- There is no evidence that the department's actions have had any impact on completion rates.
- Despite the department prioritising apprenticeships, growth in qualifications has been in traineeships.
- The department has a partial and insufficient understanding of participation and completion data.

## Conclusions

- VRQA has acted to address risks to regulation of apprenticeships and traineeships, but further work is needed.
- VRQA has developed a plan to address these residual issues by mid-2015.



*Photo courtesy of VRQA.*

## Findings – Understanding of data

### DEECD's understanding of data is limited

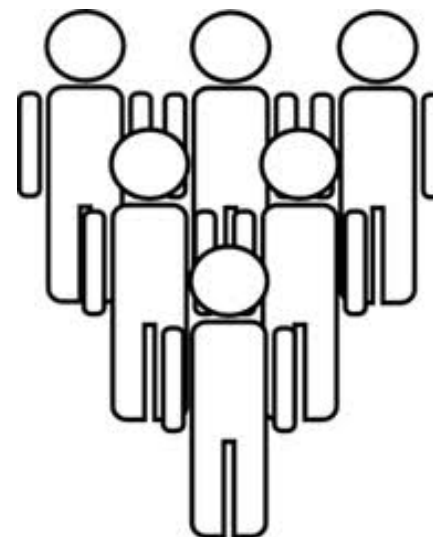
**Number of qualifications  
commenced and completed**

Solid understanding



**Number of people  
commencing and completing**

Partial understanding

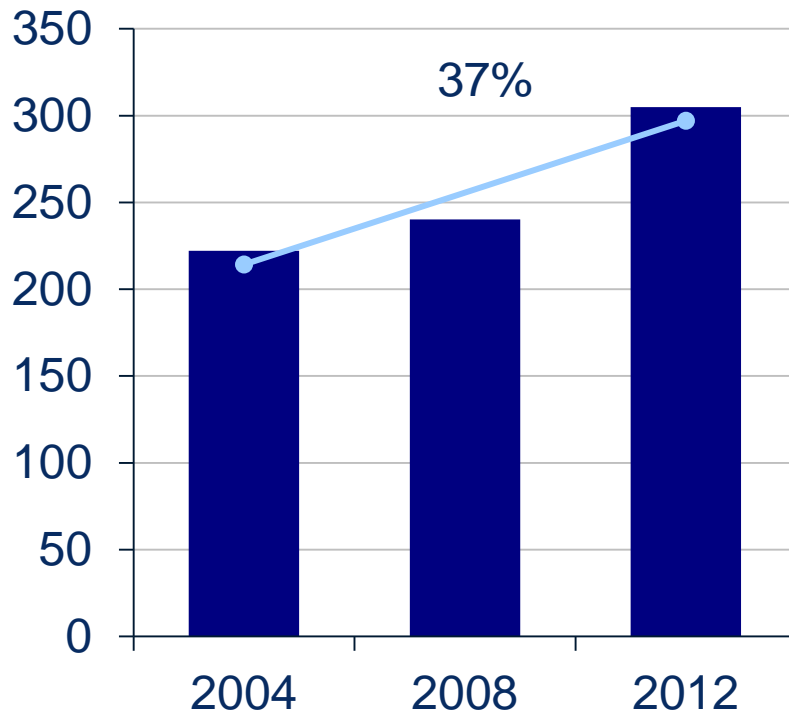




# Findings – Results of VAGO data analysis

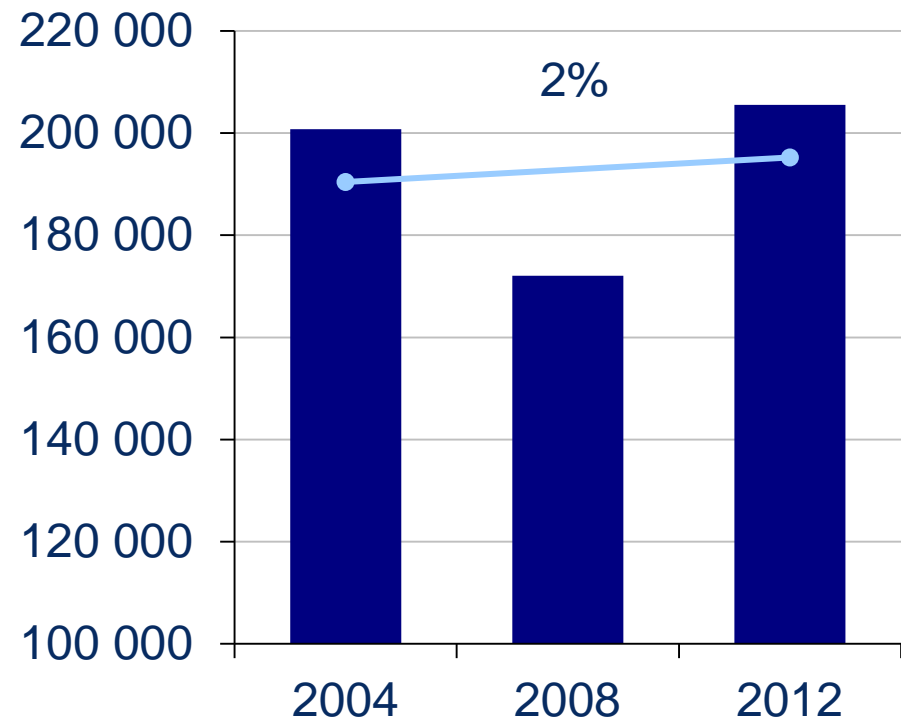
## Government funding

\$ million



## Number of students in training

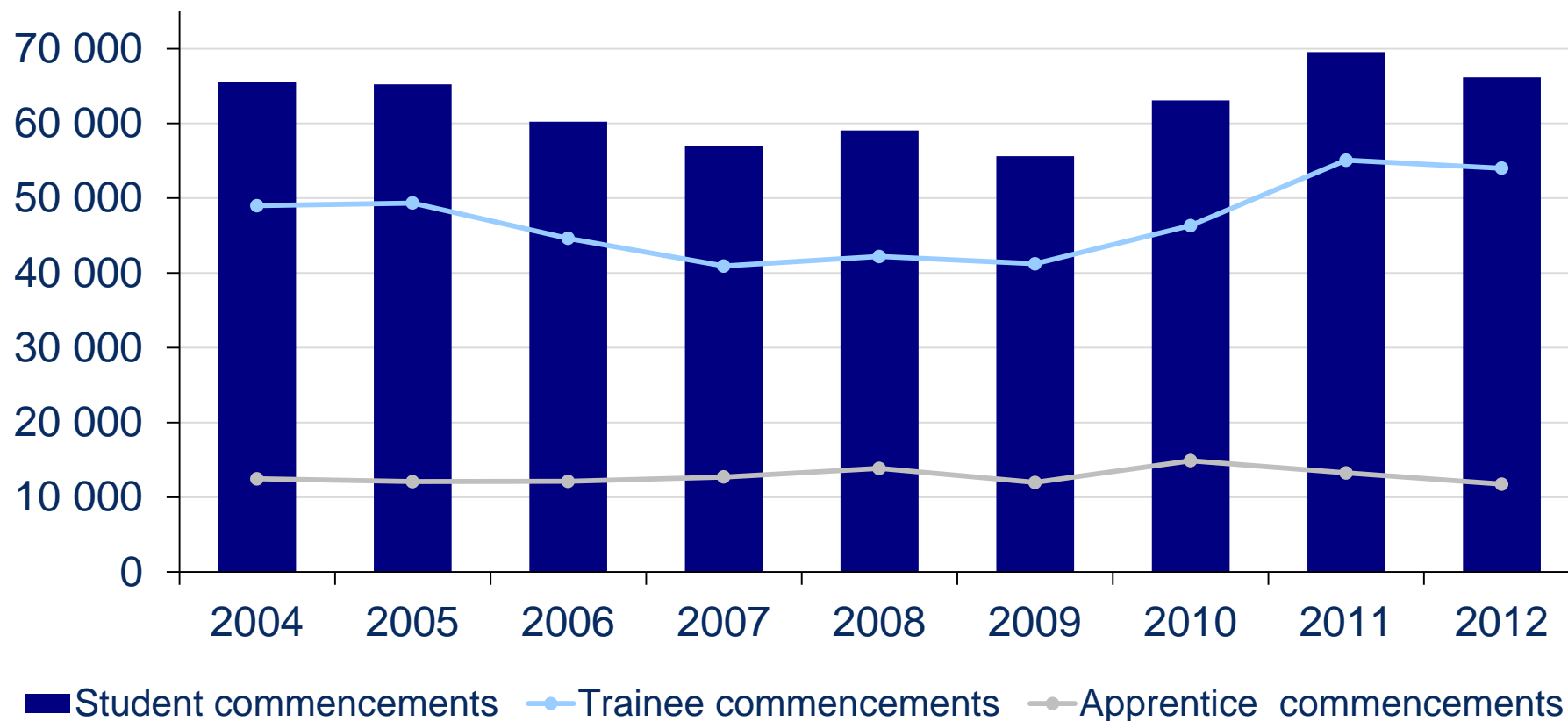
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# Findings – Results of VAGO data analysis – *continued*

## Apprentice and trainee commencements, 2004–12

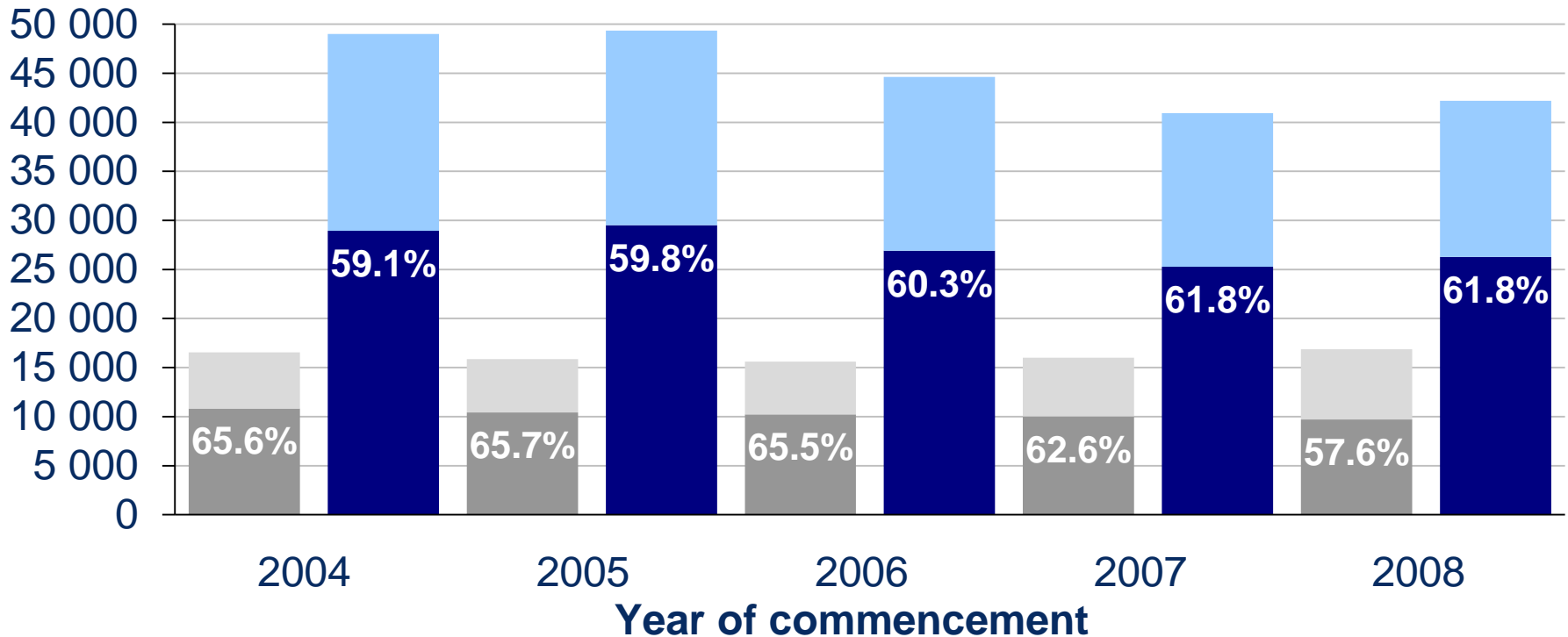
Number



# Findings – Differences between apprentices and trainees

## Completion rate for apprentices and for trainees who started training between 2004 and 2008

### Number of students



■ Apprentice completions  
■ Apprentice non-completions

■ Trainee completions  
■ Trainee non-completions

## Findings – the department's activity to influence completion

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- The department has worked to understand the factors that influence completion—it has commissioned eight reviews since 2009.
- Some positive outcomes of this work.
- However, some recommended actions have not been acted on.

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## Findings – VRQA

- VRQA acted promptly to identify and respond to risks in existing regulatory practices.
- It took significant action:
  - Outsourced field services to remove the conflicts in the previous model.
  - Too early to assess impact, but a positive first step.
- Residual issues remain.
- VRQA has committed to addressing them.

## Recommendations

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		Accept
That Department of Education and Early Childhood Development :		
1.	collaborate with the VRQA to develop a functional database to replace DELTA	✓
2.	develop and implement a structured process to collect, analyse and report on data	✓
3.	identify strategies to improve the completion rate	✓
4.	develop or engender mechanisms to provide support for all apprentices and trainees.	Partially

## Recommendations – *continued*

		Accept
That VRQA:		
5.	document and make publicly available comprehensive information about regulation of apprenticeships and traineeships	✓
6.	prioritise development of a secure register of apprentices and trainees, in collaboration with DEECD	✓
7.	develop MoUs with organisations involved with apprenticeship and traineeship administration	✓
8.	develop a more robust employer approval process that gives due consideration to whether employers are fit and proper	✓
9.	develop arrangements to regularly analyse information collected through regulatory field services to identify improvement opportunities and inform policy and program development	✓
10.	review the risks identified in the due diligence and develop a schedule of work to address the new and residual identified risks.	✓

## Related audits

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## Future audits

- 12 month and 24 month follow-up of this audit.
- Future examination of the broader vocational education and training sector.

## Previous audits

- *Victorian Registration and Qualifications Authority (2010)*
- *TAFE Governance (2011)*
- *Performance Reporting Systems in Education (2013)*



## Contact details

For further information on this presentation please contact:

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