



# Strengths, Weaknesses & Challenges

**Strength:** directly tied to the VET sector

**Challenge:** stigma associated with VET

**Weakness:** only relevant as long as VET is relevant, and in the occupations and industries the VET sector services

**Possible solution:** other types of apprenticeships, e.g. university level apprenticeships or skills set apprenticeships

# Strengths, Weaknesses & Challenges




**Strength:** classroom training as well as on-the-job training

**Weakness:** general lack of understanding about what is required in training

**Challenge:** many apprentices (and some employers) don't understand the importance of Language, Literacy & Numeracy Skills

# Strengths, Weaknesses & Challenges



**Strength:** pathways in and out of apprenticeships, and different level qualifications

**Weakness:** different employers/ industries/ states have different requirements for someone starting an apprenticeship

**Challenge:** understanding what the 'entry requirements' are

**Challenge:** apprentices and trainees only using them as a stepping-stone



# Strengths, Weaknesses & Challenges

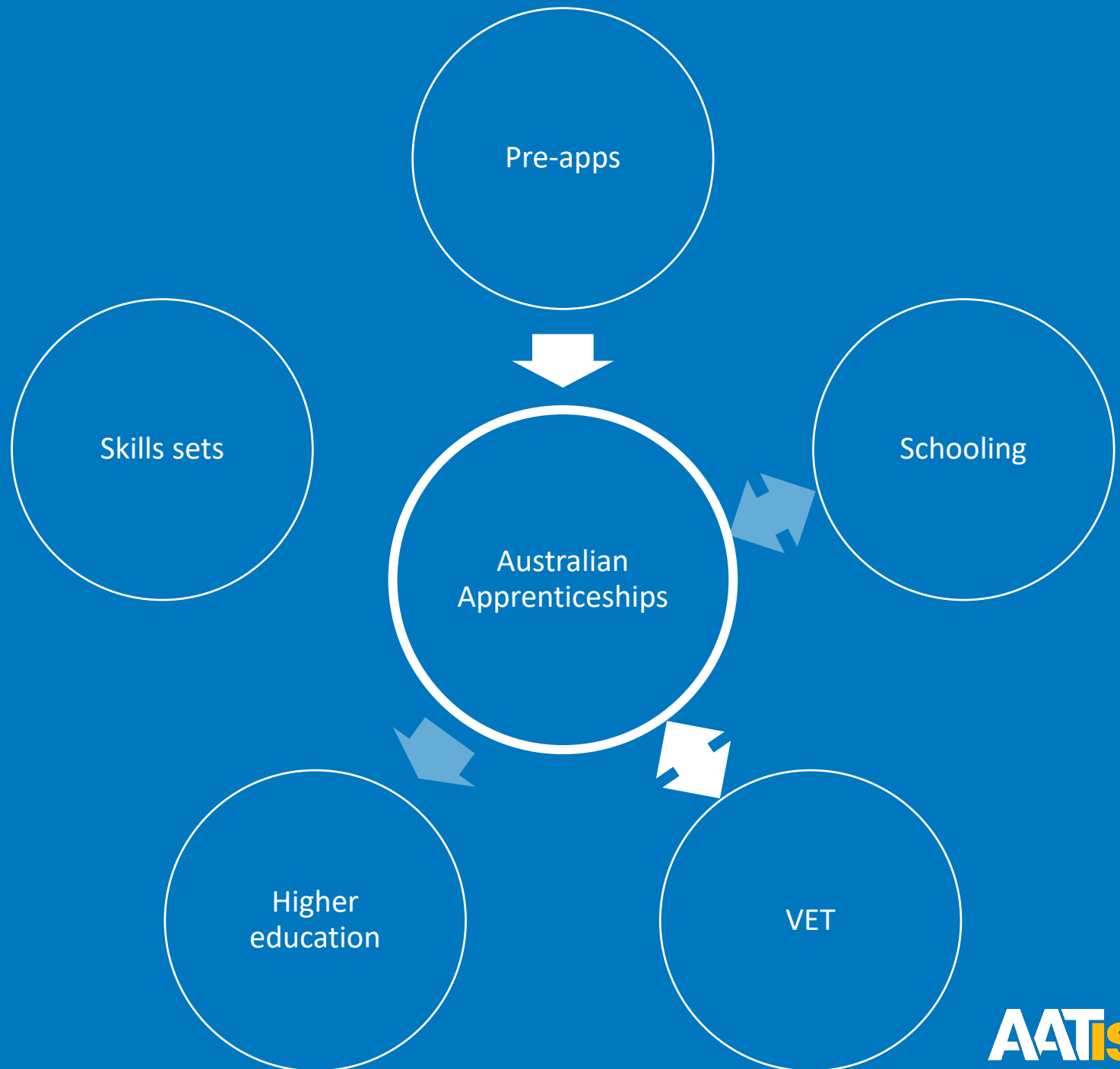
**Strength:** employers can hire who they like

**Weakness:** many employers make bad hiring decisions, or can't find anyone to fill their positions

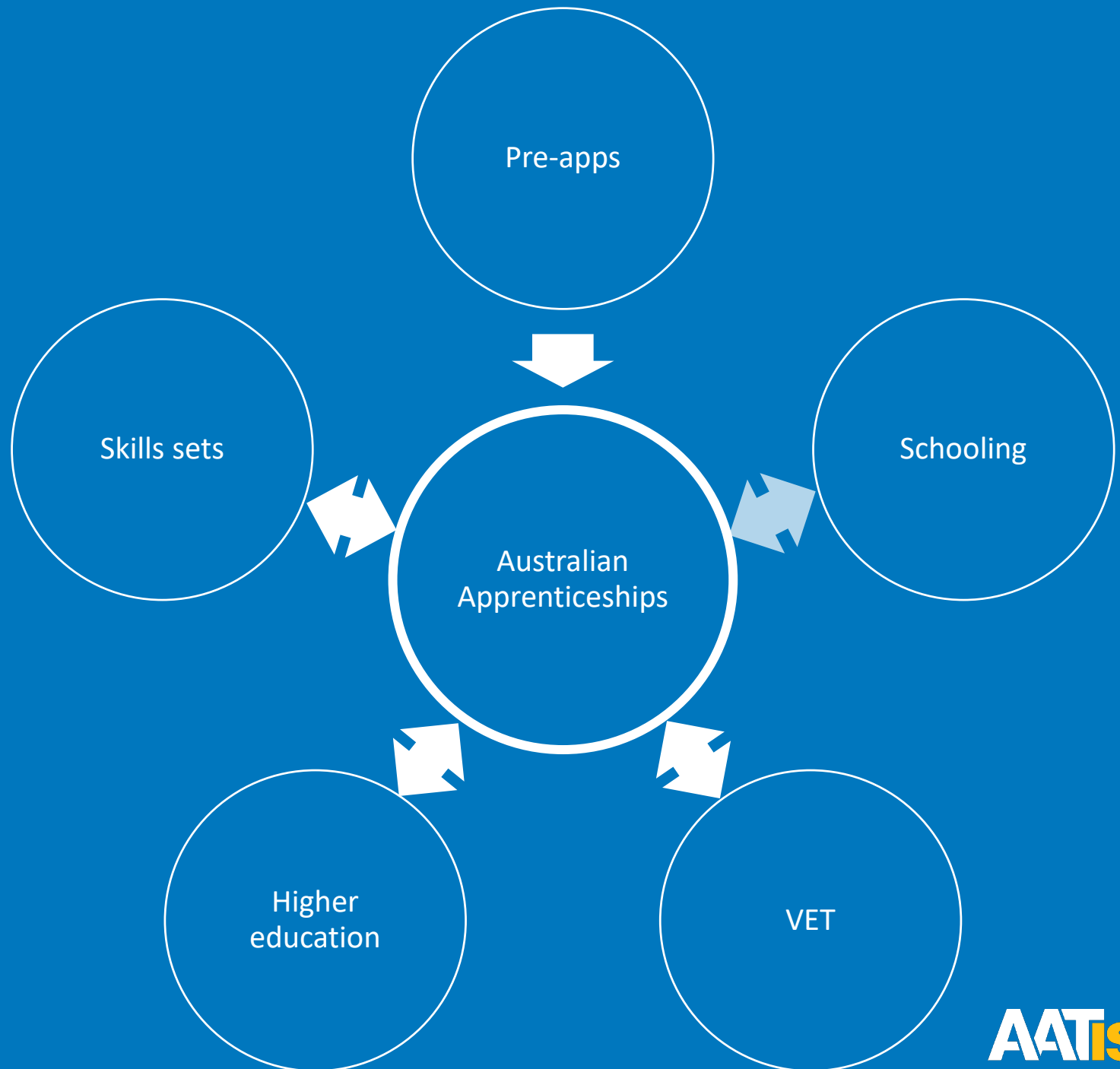
**Challenge:** incentive and wage differences strongly influence many employers

**Challenge:** we can manipulate the system through approvals of qualifications, and through incentives, but this needs to be accurate and responsive

# Current state



# Future state?







# Conclusion

Apprenticeships, as a model for employment and education, work well

Apprentices and employers need support to get the initial match right

Apprenticeships don't need to be tied to the VET sector

The Australian VET sector needs to become more responsive to industry

Pathways in and out of Apprenticeships need to be considered as part of the model