

It's all in the numbers



How are the ACFIPS industry sectors faring training-wise in a post-COVID pandemic world? After rummaging through the numbers on the internet and talking to a lot of people, our Senior Project Officer Greg Cheetham has wrestled it all into an easy to get a grip on format. Read on.

Business Services (BSB)

The Business Services Training Package has the greatest number of enrolments and commencements across our bailiwick of industries. It impacts nearly all businesses, whether retail manufacturing, transport and logistics, construction or other service sectors. Therefore, we like to think it provides a good bellwether on how overall skills development is tracking.

What we have found, according to the National Centre for Vocational Education Research Data Builder website (NCVER), is that enrolments across all BSB programs increased by 7.3% in 2021 compared to 2020 enrolments.

The biggest increases in total enrolments were at the Certificates I, II and III level, growing a modest 2.3% from 30,940 in 2020 to 31,655 in 2021. The Certificate III in Business grew from 8,255 in 2020 to 10,715 in 2021, (up 29.8%). The new Certificate II in Workplace Skills grew from 35 in 2020 to 350 in 2021.

At the Certificate IV (CIV) level, growth was from 23,965 in 2020 to 26780 in 2021 (up 11.7%). The courses with biggest increases in raw numbers were Certificate IV Leadership and Management and Certificate IV in Project Management, while Diploma of Leadership and Diploma of Management and Project Management were also popular.

See Table 1 — Top 7 BSB Certificate IV's — page 4

Diplomas continue to grow in popularity with Table 2 showing the most popular. There was a 9.2% increase in enrolments across the full range of BSB Diplomas.

See Table 2 — Most Popular Diplomas — page 4

The full range of Advance Diplomas were up 20.7% from 1985 in 2020 to 2395 in 2021. Table 3 shows the most popular.

See Table 3 — Top 5 BSB Advance Diplomas — page 4

However, as NCVER only produce data up until the end of 2021, we have relied on NSW Training Services (TS NSW) Business Reporting Tableau for what is happening month to month for subsidised training. The Tableau only provides data for those qualifications and part qualifications that receives NSW Government funding. The NCVER data includes data from all providers and includes those enrollments that are self-funded local and international students and others alternatively funded. Using this data, we can see in Table 4 that TS NSW only funds around 24% of all BSB Training. What is of concern is the low number of commencements in BSB programs up until September 2022. It shows a fall of 44.4%. We expect this is a result of reporting anomalies and look forward to a surge in commencements in the last few months of 2022. If there is no return closer to 2021 commencements, we may see a total dive in full year commencements in NCVER data to 45,702 (estimate only) for 2022 compared to 80,370 in 2021.

See Table 4 — TS NSW BSB data 2020 to August 2022 data & NCVER Comparisons — page 4

Business Services Traineeships are well above pre-pandemic levels. In 2020 there were 5693 traineeships commenced compared to



Welcome to the Spring/Summer edition of Training Matters. As we near the end of 2022 we are starting to see some positive trends emerging. Apprenticeship and traineeship numbers have increased for many sectors under the ACFIPS umbrella. Greg Cheetham's extensive report indicates how all our industries are transitioning from COVID-19 restrictions.

ACFIPS forums with all our industry sectors have highlighted the ongoing challenges that many are still facing and the ways they are adapting. In my own area of Creative Industries, we have had to attract more skilled workers, continue to innovate with hybrid events and manage fluctuating audience numbers.

It was refreshing to see the new Federal Government's National Policy Cultural Review being undertaken with submissions called for in August. Many of the Arts and Creative sectors we work with made submissions. ACFIPS made a submission that strongly advocated the role of VET, in particular traineeships. We look forward to the release of the review results. Government initiatives to support an increased number of trainees and apprentices have been most welcome, but I know that many VET professionals have been stretched to meet increased work demands.

The TAE Training Package, the final Case for Endorsement, was recently released for public comment. We have supported the development process and believe the latest iteration and changes support a better, more flexible vocational outcome for new VET trainers.

Tim Cramsie, Chair, ACFIPS

→ 8346 in 2021 (up 46.6 %). This was largely on the back of the 50% wage subsidy available for trainees. That rise continued into 2022 with 8594 trainees being taken on up to September 2022. That's a rise of 3 % on 2021 commencements, with 3805 (or 44%) commencing between July and September.

See Table 5 — Top 5 BSB Traineeships — page 4

Property Services (CPP) — Waste Management

ACFIPS recently held industry forums for the Waste Management sectors. These are the results.

The key issues noted were:

- NSW is doing a deal better than other states with 230 commencements in 2020 and 175 in 2021 in Certificate III Waste Management.
- Positive comments were made on Training Services NSW willingness to support their business and employees affected by the pandemic.
- There is a greater demand for Units of Competency than full qualifications, but there is no skill set available.
- Full qualifications incentivise employees to achieve and because there is no skill set available.
- Traineeships are still valued and used in NSW, but industry can't give workers time to undertake formal institutional training.
- There's a move away from qualifications to accommodate quick upskilling of the workforce.
- Waste collection services require:
 - Training in driver operations, road rules and special vehicle operations, dangerous goods transportation and chain of custody requirements.
 - More training in safe work around power lines as the trucks often lift bins and skips close to power lines in metropolitan and regional industrial areas, building sites and commercial properties.
 - WHS training, environmental practice and regulatory requirements.
- The circular economy concept continues to grow.
- The industry is very broad based covering all industries and requires detailed understanding of each industry's needs.
- The NSW EPA and Safe Work NSW have a significant role to play in waste management
- The NSW EPA are contemplating bringing in a waste transport licensing scheme. This will likely involve driver training as part of the scheme.
- Finding qualified trainers is a significant concern for RTOs.
- Traditionally, waste industry managers came from the driver's side, though this is changing as the waste management and recycling industries become more sophisticated.

See Figure 1. — 3 Main Sectors in Waste Management — page 7

Financial Services (FNS)

During August and September ACFIPS participated in the Banking & Financial Services Industry Collaboration & Reference Group (ICRG) organised by TAFE NSW. Among those attending those meetings were Kylie Blundell, Head of Education, FINSIA; Vanessa Beggs, Chief Operating Officer, Australian Banking Association and Stella Thorndike, Illawarra Credit Union

The key messages that have come through from those conversations were:

- Banking industry prefers higher education (Bachelor Degrees) than VET qualifications.
- A reduction in front line roles and an increase in digital and technology roles.
- Shortages across the board in:
 - risk management and audit, the more technical finance aspects.
 - Finding talent with a STEM background, customer relationships skills, financial and business acumen and digital and technology skills
 - Popularity of micro skills, credentialling to meet industry needs and faster design and delivery.

Our own research of the commencement and enrolment data from TS NSW Business Reporting Tableau and NCVER reveals some other interesting details about the uptake of Financial Services VET qualification in recent years.

The total number of enrollments in Financial Services (FNS) qualification in NSW according to NCVER was 17,340 in 2020. That increased 12% to 19,425 in 2021. The Top 5 courses are shown in Table 6. Enrollments in the Certificate IV Banking Services declined by 19.6%, reflecting some of the key messages coming from the ICRG.

See Table 6 — Top 5 FNS courses by enrolment — page 5

We believe the significant growth in Mortgage Broking indicates how the financial markets have changed and opened up to competition. We also believe it demonstrates the capacity for regulatory change and economic conditions to influence training decisions. This growth may not continue in a rising interest rates environment. Conversely, Mortgage Broking activity may actually increase as those mortgage owners with expiring fixed interest loans look for better deals.

In the NSW subsidised training market known as Smart & Skilled (S&S) the total number of commencements in FNS courses grew from 1340 in 2020 to 2428 in 2021 or 82.2%.

The Top 5 NSW S&S courses are shown in Table 7 and indicates the majority of the growth came from the Certificate III in Accounts Administration and the Certificate IV in Finance and Mortgage Broking.

See Table 7 — Top 5 S&S subsidised FNS courses — page 5

NSW subsidised training as a percentage of all FNS VET qualifications delivered to NSW residents represents only 12.5% of all commencements in 2021. The age of the vast majority of all enrolments is between 30 and 49 years of age as indicated in Chart 1. This may indicate a significant number of students are career changers and are self-funded or ineligible for NSW Smart and Skilled funding.

See *Chart 1 — Age of all NSW FNS enrolments in 2021 — page 8*

Traineeships in Financial Services in 2021 (848) were up on 2020 commencements (421) or 101.4%. This year though the overall number of trainees in Financial Services traineeships haven't been able to maintain that momentum, declining -5% on the 2021 commencements down to, a still healthy, 808 as subsidies disappeared.

See *Table 8 — Top 5 FNS Traineeships — page 5*

Information Technology (ICT)

ACFIPS participates in the NSW Skills Boards ICT Industry Working Group to help understand the nature of the industry and determine ways the industry can be better supported with training and education. Through research conducted by Accenture Strategy on behalf of the Skills Board we now know:

- National demand for ICT workers is growing quickly and expected to surpass 1.2 million by 2030.
- Technicians and engineers are the most in-demand occupations.
- Employers are looking for experienced, university-qualified candidates with 87% reportedly seeking bachelors or higher.
- Knowing programming languages and being able to work in a team are two of the most demanded skills.

What we also know from the research that:

- 'Australia's ICT sector includes ICT workers in 29 core occupations in both direct ICT industries and other industries.'
- '30% of all ICT workers are in direct ICT industries', while 70% are in other industries, with the 'top three non-tech sectors being finance, professional services (business services) and government'.
- Demand in the overall ICT sector is expected to continue to grow at 3.8% pa, reaching over 1.2 million workers by 2030.
- ICT occupations in highest demand tend to be engineering, data and security-based roles but also includes business analysts and UX designers.

So what role is there for vocational education in the ICT sector? ACFIPS looked at the latest available data on Higher Education (all qualification levels) commencements in ICT programs for 2020.

The data presented below in Table 8 indicates that Non-University HE providers, such as TAFE NSW Higher Education, had 20% of all ICT commencements, (mostly at Diploma to graduate programs). On a national scale NSW Higher Education providers had 32.7% of all HE ICT commencements across Australia.

See *Table 9 — 2020 NSW ICT Higher Education Commencements. Source <https://www.education.gov.au/resources/higher-education-statistics>, accessed 10/10/2022 — page 5*

Looking more closely at how the VET sector supports the ICT sector with training, we have done a little research on enrolments and commencements in ICT Training Package qualifications in NSW.

See *Table 9 — ICT VET course enrolments — page 5*

Overall NCVER data indicates ICT enrolments increased by 7.5% in NSW between 2020 and 2021. The strongest growth was at the Certificate IV in Information Technology programs. The

Telecommunications Technology and Engineering qualifications at all levels showed declines in commencements.

See *Table 10 — ICT Vet Course enrolments. NCVER Data accessed September 2022 — page 6*

Add the VET course enrolments to the higher education commencements for 2020 you find NSW commenced training 29,558 students in closely related ICT courses.

The NSW Training Services Business Reporting Tableau provides up-to-date on NSW subsidised training (including Smart & Skilled) for ICT programs. Table 10 below shows there was a 2.9% decline in commencements in ICT courses from 5898 in 2020 to 5726 in 2021. This year though it's not yet over, shows a further 11.2% decline compared to 5082 (to September 2022).

Table 10 also shows there was decrease in the percentage of students accessing TS NSW subsidised courses from 42.2% in 2020 to 38.1% on 2021.

This may indicate a shift in demographic participation with more people self-funding their training or not being eligible for subsidised training.

It is good to see there has been an increase in commencements at the Certificate III and IV levels in S&S subsidised training in 2022, especially given the data is current up to August/September. There will likely be a few more commencements in the next term.

Table 11 consolidates the data from many courses as the training package was updated in 2020. The ICT Training Package has aggregated many courses under one banner with many specialisations contained therein. For example, the current Certificate IV in Information Technology has superseded eight other qualifications and replaced them with seven specialisations. Current data bases cannot report on commencements or completions based on specialisations

Unless there is some work done on data capture and reporting, it will be difficult to report accurately on the subsectors of industry/job roles these specialisations serve, for example, cyber security, web design and data analytics.

See *Table 11 — ICT Commencements 2020 to September 2022. TS NSW Business Reporting Tableau Data, accessed 5/10/2022 — page 6*

Apprenticeships and traineeships in Information Technology and Telecommunications have increased markedly in 2022 being up a 33.5% from 648 in 2021 to 865 to the end of September 2022.

In Information Technology traineeships growth has been strong at the Certificate III and IV levels going up 44.9% from 185 in 2021 to 268 in 2022.

In the Telecommunications Apprenticeship programs, the Certificate III has gone up 39% from 327 in 2021 to 456 in 2022. See *Table 12 — ICT Trainee and Apprenticeships 2020 to 2022 — page 7*

What is pleasing to see is that despite the loss of the 50% wage subsidy which ended on 30 June, the number of trainees and apprentices did not collapse completely, and has maintained a steady increase from in April/May until August. ACFIPS looks forward to the trend line continuing higher into the new year.

See *Chart 2 — Main ICT Apprenticeship & Traineeship approvals x Month for 2022 — page 8*

In the next *NSW Training Matters* we will take a deeper dive into completions and consider the impact of COVID 19 on our industries in the VET sector.

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TABLE 1

NCVER BSB Certificate IV Qualifications - enrollments	Year		% + or -
	2020	2021	2020 to 2021
BSB40120 + BSB40215 + BSB40515 - Certificate IV in Business (& Business Administration)	5,930	6,710	13.2%
BSB40420 + BSB41015 - Certificate IV in Human Resource Management	1,825	2,125	16.4%
BSB40520 + BSB42015 - Certificate IV in Leadership and Management	5,300	7,000	32.1%
BSB40820 + BSB42415 - Certificate IV in Marketing and Communication	1,410	1,815	28.7%
BSB40920 + BSB41515 - Certificate IV in Project Management Practice	1,470	2,000	36.1%
BSB41419 + BSB41415 - Certificate IV in Work Health and Safety	3,655	3,785	3.6%
BSB42315 - Certificate IV in Environmental Management and Sustainability	70	110	57.1%

TABLE 2

NCVER BSB Diploma Qualifications - enrollments	Year		% + or -
	2020	2021	2020 to 2021
BSB50120 + BSB50215 - Diploma of Business	2,530	2,950	16.6%
BSB50420 + BSB51918 + BSB51915 - Diploma of Leadership and Management	5,960	6,320	6.00%
BSB50320 + BSB50618 + BSB50615 - Diploma of Human Resources Management	1,120	1,315	17.4%
BSB50620 + BSB52415 - Diploma of Marketing and Communication	240	470	95.8%
BSB50820 + BSB51415 - Diploma of Project Management	4,225	5,130	21.4%

TABLE 3

NCVER BSB Advanced Diploma & above Qualifications - enrollments	Year		% + or -
	2020	2021	2020 to 2021
BSB60420 + BSB61015 - Advanced Diploma of Leadership and Management	1,400	1,450	3.6%
BSB60520 + BSB60315 - Advanced Diploma of Marketing and Communication	10	315	3050.0%
BSB60120 + BSB60215 - Advanced Diploma of Business	290	310	6.9%
BSB60720 + BSB61218 - Advanced Diploma of Program Management	130	170	30.8%
BSB61115 - Advanced Diploma of Conveyancing	45	60	33.3%

TABLE 4

TS NSW BSB data 2020 to August 2022 data & NCVER Comparisons	Year			% + or -
	2020	2021	Jan to Sep 2022	2021 to Aug 2022
TS NSW Commencement data	17,331	19,539	10,854	-44.4%
NCVER Totals for NSW 2020 & 2021	74,895	80,370		
TS NSW Tableau data as % of NCVER	23.1%	24.3%		

TABLE 5

Top 5 Business Services Traineeships	2020	2021	Jan to Sept 2022	% + or - 2020 to 2021	% + or - 2021 to Sept 2022
Business Services - Business Certificate III	893	1673	1800	87.3%	8%
Business Services - Business Certificate IV	349	907	1601	159.9%	77%
Business Services - Business Diploma	53	141	295	188.0%	109%
Business Services - Leadership and Management Certificate IV	1501	1846	1823	23.0%	-1%
Business Services - Project Management Practice Certificate IV	71	343	347	383.1%	1%

TABLE 6

NSW Residents - FNS NCVER data 2020 to 2021- Accessed 29/09/2022	2020	2021	% + or - 2020 to 2021
FNS30317 - Certificate III in Accounts Administration	1,215	1,960	61.3%
FNS40217 - Certificate IV in Accounting and Bookkeeping	7,400	8,030	8.5%
FNS40820 + FNS40815 - Certificate IV in Finance and Mortgage Broking	2,820	3,645	29.3%
FNS42020 + FNS40215 - Certificate IV in Banking Services	255	205	-19.6%
FNS50320 + FNS50315 - Diploma of Finance and Mortgage Broking Management	1,230	1,810	47.2%

TABLE 7

NSW Training Services Business Reporting Tableau data		Start Date			
Qual/Course Nat Code	Qual/Course Name	2020	2021	Aug-22	% + or - 2020 to 2021
FNS30120 + FNS30115	Certificate III in Financial Services	237	293	219	23.6%
FNS30317	Certificate III in Accounts Administration	721	1,469	734	103.7%
FNS40217	Certificate IV in Accounting and Bookkeeping	257	370	187	44.0%
FNS40821 + FNS40820 + FNS40815	Certificate IV in Finance and Mortgage Broking	45	163	124	262.2%
FNS41820 + FNS41815	Certificate IV in Financial Services	46	73	28	58.7%

TABLE 8

Top 5 Financial Services Traineeships	2020	2021	Jan to Sept 2022	% + or - 2020 to 2021	% + or - 2021 to Sept 2022
Financial Services - Accounting and Bookkeeping Certificate IV	132	229	206	73.5%	-10%
Financial Services - Accounts Administration Certificate III	30	57	78	90.0%	37%
Financial Services - Finance and Mortgage Broking Certificate IV	32	173	170	440.6%	3%
Financial Services - General Insurance Certificate IV	8	12	34	100.0%	183%
Financial Services Certificate III	197	296	268	50.3%	-9%

TABLE 9

State	Institution	Natural and Physical Sciences	Information Technology	Engineering and Related Technologies	Architecture and Building	Agriculture, Environmental and Related Studies	Health	Education	Management and Commerce	TOTAL**
New South Wales	All NSW Universities	13,622	12,465	11,247	4,944	2,245	23,061	15,857	35,063	166,881
	Non-University Higher Education Institutions***	231	3,118	268	162	29	896	885	12,676	36,068
2020 commencements for NSW Only Total		13,853	15,583	11,535	5,106	2,274	23,957	16,742	47,739	202,949
Non-University HE Provider % of commencements			20.0%							
2020 commencemnts for Australia Total		46,735	47,623	34,742	15,418	9,924	105,773	54,340	146,146	641,235
Total 2019		48,020	51,229	39,031	15,746	7,305	99,093	47,695	162,196	645,328
% change on 2019		-2.7%	-7.0%	-11.0%	-2.1%	35.9%	6.7%	13.9%	-9.9%	-0.6%

*** Non-University Higher Education Institutions Includes TAFE Higher Education

NOTE: Society & Culture, Visual Arts, Food, Hospitality and Personal Services and other mixed filed and non-award courses sectors have been removed from the table

TABLE 10

NCVER Enrolment ICT Courses 2020 & 2021 accessed 5/10/2022		2020	2021	% + or - 2020 to 2021
ICT10115 - Certificate I in Information, Digital Media and Technology - Deleted 2022		2,560	1,860	-27.3%
ICT20120 + ICT20115 - Certificate II in Applied Digital Technologies		790	765	-3.2%
ICT20219 - Certificate II in Telecommunications Network Build and Operation		10	20	100.0%
Certificate I, II Totals		3,360	2,645	-21.3%
ICT30120 + ICT30118 + ICT30115 - Certificate III in Information Technology		3,955	5,065	28.1%
ICT30419 + ICT30419 - Certificate III in Telecommunications Network Build and Operation		25	15	-40.0%
ICT30519 + ICT30515 - Certificate III in Telecommunications Technology		865	850	-1.7%
Certificate III Totals		4,845	5,930	22.4%
ICT40120 + ICT40115 + ICT40118 + ICT40215 + ICT40315 + ICT40415 + ICT40418 + ICT40515 + ICT40518 + ICT40815 + ICT40915 + ICT41015 - Certificate IV in Information Technology		3,900	4,845	24.2%
ICT41219 + ICT41215 - Certificate IV in Telecommunications Engineering Technology		85	70	-17.6%
Certificate IV Totals		3,985	4,915	23.3%
ICT50220 + ICT50120 + ICT50115 + ICT50518 + ICT50318 + ICT50415 + ICT50415 + ICT50418 + ICT50515 + ICT50615 + ICT50715 + ICT50718 + ICT50915 - Diploma of Information Technology		1360	1135	-16.5%
ICT51015 - Diploma of Telecommunications Engineering		25	10	-60.0%
ICT60220 + ICT60120 + ICT60115 + ICT60215 + ICT60415 - Advanced Diploma of Information Technology		400	390	-2.5%
Diploma and above (not including TAFE Higher Education data)		1,785	1,535	-14.0%
Total		13,975	15,025	7.5%

TABLE 11

TS NSW Business Reporting Tableau data - Accessed 5/10/2022

ICT Courses	Start Date			
	2020	2021	30 Sept 2022	% + or - Aug 22 to FY 21
Certificate I in Information, Digital Media and Technology <u>(deleted)</u>	1,856	1,161		
Certificate II in Applied Digital Technologies	621	486	540	11.1%
Total CI & CII	2,477	1,647	540	-67.2%
Certificate III in Information Technology	2,101	2,997	3,335	11.3%
Certificate III in Telecommunications Network Build and Operation		3	2	-33.3%
Certificate III in Telecommunications Technology	454	354	394	11.3%
Total CIII	2,555	3,354	3,731	11.2%
Certificate IV in Information Technology	787	659	728	10.5%
Certificate IV in Telecommunications Engineering Technology		7	24	242.9%
Total CIV	787	666	752	12.9%
Diploma of Information Technology	60	57	59	3.5%
Total Diploma	60	57	59	
Advanced Diploma of Information Technology	5			
Advanced Diploma of Network Security	11	2		-100.0%
Advanced Diploma of Information Technology Business Analysis	3			
Totals Advance Diploma	19	2	0	-100.0%
Grand Total - All Qualifications	5,898	5,726	5,082	-11.2%
% + or - 2020 to 2021		-2.9%	-11.2%	
Subsidised Training as a % of over all markets	42.2%	38.1%		

TABLE 12

ICT Industry Apprenticeship or Taineeship Name	Approval Date			% + or - 2021 to 30/09/2022
	2020	2021	2022	
Information Technology - (General) Diploma		1	7	600.0%
Information Technology - (Networking) Certificate IV		1	31	3000.0%
Information Technology - Cyber Security	3	9	10	11.1%
Information Technology Certificate III	17	74	137	85.1%
Information Technology Certificate IV	41	111	131	18.0%
Information Technology Total	196	255	329	29.0%
Telecommunications - Engineering Technology Certificate IV	27	50	74	48.0%
Telecommunications Technology Certificate III	405	327	456	39.4%
Telecommunications Total	432	393	536	36.4%
Information Technology and Telecommunications Total	628	648	865	33.5%

FIGURE 1



The Skills Compare Tool is now available

The Skills Compare Tool is designed to help users choose a training provider or course that will help them achieve their goals.

It's suitable for a wide range of VET consumers including school leavers and those looking to re-skill or up-skill.

It includes a comparison feature for Smart & Skilled providers that covers student satisfaction, employment outcomes and whether a student finishes their course. It also contains personality and subject quizzes designed to match the user's interests and strengths with course and career options.

Access the Skills Compare Tool [here](#).

CHART 1

Age of all Enrolments 2021 -

from NCVET 8/10/2022

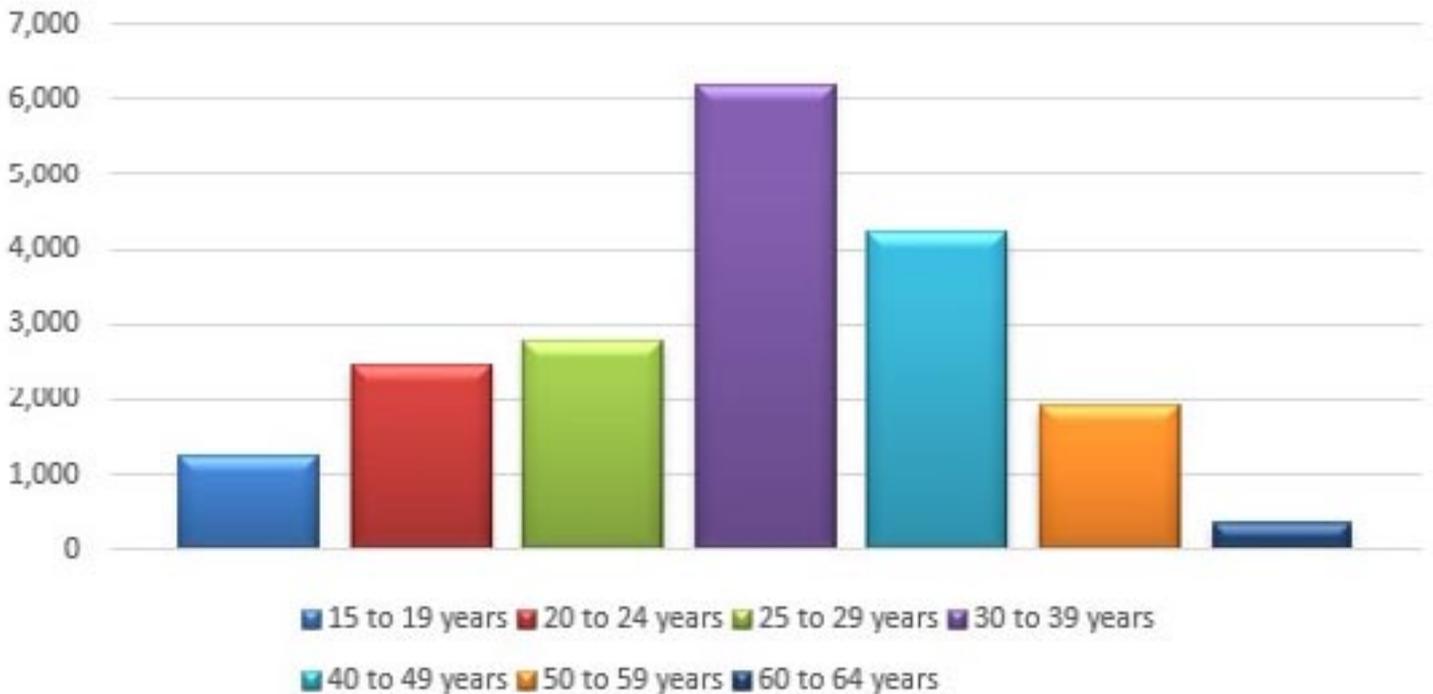
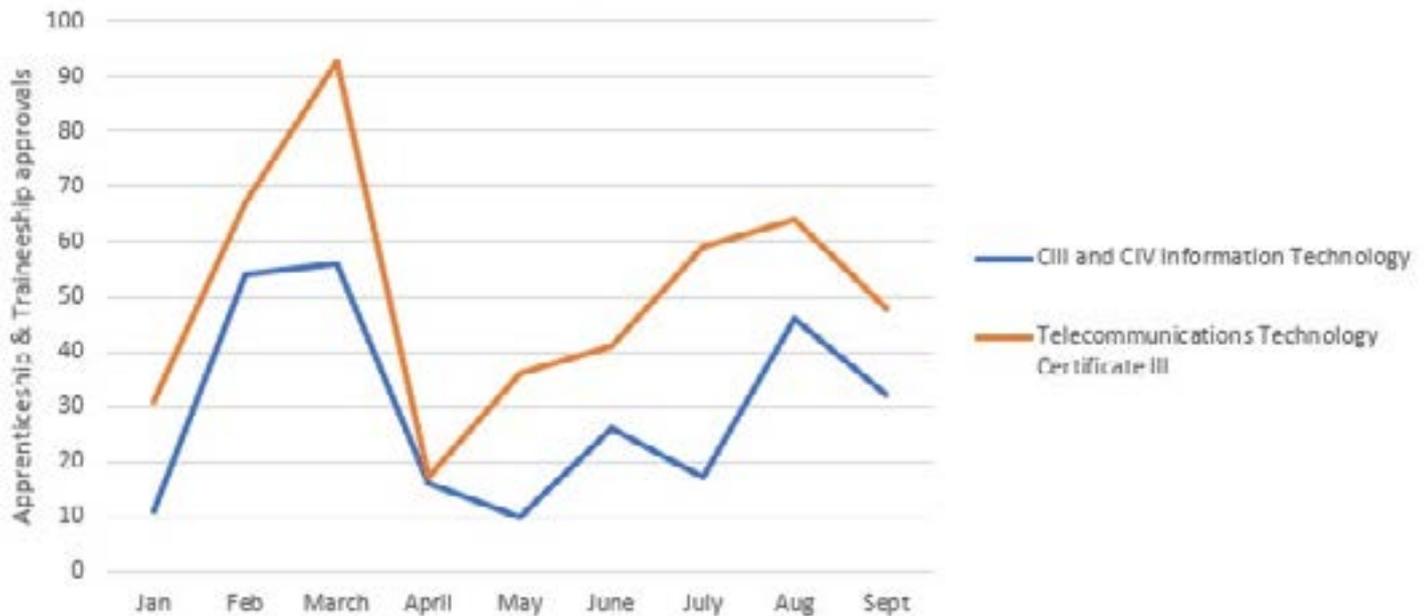


CHART 2

Main ICT Apprenticeship / Traineeship Approvals x Month 2022



NEW Arts & Creative Industries School Subject Selection flyers available

Download for **FREE** from the ACFIPS website (see the ad on the last page)

The flyers cover:

Design Fundamentals, Live Production, the Music Industry, Screen & Media and Visual Arts

Traineeship Update



Slatevfx continues to support the future of the visual effects industry by providing opportunities for students and graduates to gain experience working on actual features and series. We currently have two regular interns, have recently hired two graduates from Enmore TAFE and just converted a regular intern to graduate employment. We first started working with ACFIPS three years ago and introduced a high school graduate to our team who has completed his Certificate IV Screen and Media and is currently enrolled in the Diploma program. We encourage any support for Australian-owned small local businesses to allow us to continue to provide this vital introduction to industry.

Pictured above: Sophia, Anna and Jim who work in our 2D and 3D teams.



CMTO (Community Media Training Organisation) trainees from Fresh 92.7 are progressing well in their Certificate III in Screen and Media Traineeship. They've been working full-time at Fresh while also having weekly training sessions with a CMTO trainer. Alex, one of the trainees, says he enjoys the training as it provides 'the feeling of being heavily involved in the class ... that the teacher knows you and wants to encourage your growth in the course'. Jake, his fellow trainee, has even progressed from his role at Fresh 92.7 and will now be the morning announcer at The Riverina's Hit 93.1. CMTO is glad to see that the traineeship have such positive employment outcomes.

Alex (left) and Jake are pictured above.

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The career value of a traineeship

Olivia Duffey tells us why she believes in it

My name is Olivia, I am a 21-year-old who recently made the move from the small NSW country town Deniliquin to Melbourne seeking big dreams, and an opportunity to pursue a career that combined everything I love. Now I am working in Emergency Services, using my training, education, and experience in ways I could never have imagined.

From a young age I was always interested in learning and being a high achiever. This took me down the path of trying new things all the time and taking on every training opportunity I could. My goal was to get as many qualifications, training, and experience behind me that I could at a young age.

I had the opportunity to do a traineeship with South West Arts, running the youth community radio station they had started just a few months prior — THE END FM. I was able to complete a Cert IV in Screen and Media through the Community Media Training Organisation as part of this — learning on the job and growing my passion for media, creative arts, youth, and my community. I loved it so much that I completed my traineeship early and took over as interim Station Manager — which led to being nominated and becoming a finalist for both 'Outstanding Young Business Leader' in the 2022 Deniliquin Business Awards and 'Outstanding Youth Contribution' in the 2022 CBAA Community Radio Awards.

But in August of 2022, I made the tough decision to move to Melbourne and away from this amazing career in media. However it allowed me to take on the incredible opportunity to do something new, starting my career with the Country Fire Authority. I am a Regional BASO in the South East Region Volunteer Sustainability Team, and surprisingly my background, education and experience assists me in my role every day. The creative industry truly is something that applies to every industry and workforce.

The VST is all about supporting our amazing volunteers in the emergency services, something I have been involved in as a volunteer myself for many years. We undertake a range of activities to support volunteer sustainability, including Direct Brigade Support and Project Work on multiple levels of the CFA. My favourite project to date is the SER Women's Network, which supports our female CFA members to thrive, but recruitment, social media



initiatives, brigade and IMT support are also favourites. I get to use my passion and knowledge for graphic design, social and digital media, journalism, videography and photography, and community engagement and management in my job every single day.

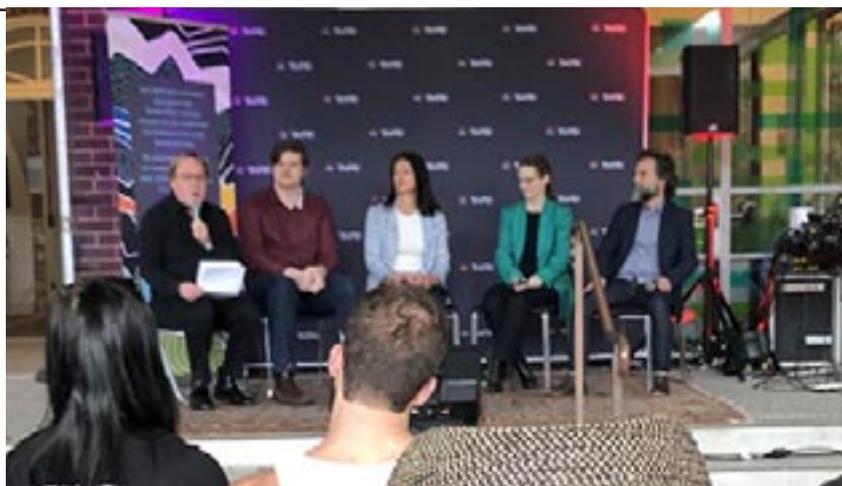
I never thought I would be where I am today, working in Emergency Services full-time, all with the backing of media training, volunteer experience and a traineeship in a different industry, but I am grateful to have this opportunity. My advice to others is to pursue the things you are passionate about, and always take on an opportunity to learn, even if it doesn't directly relate to your work now, because they are usually the skills that later surprise you and serve you well as you explore new and exciting career opportunities. Learn while you are young, always seek opportunities, but most importantly, do things that matter to you, that make a difference, that challenge you, and makes you happy — you never work a day when you enjoy what you do, it is a fulfilling way to live life and the key to success.

ACFIPS convened a panel of industry professionals at the recent inaugural Creative Industries Day.

Facilitated by Senior Project Officer Helen O'Moore, ACFIPS brought together a panel of professionals to explore the key ways people can elevate themselves in the industry and build rewarding careers.

The audience was made up of a wide range of community members and arts and education professionals. Current and past students who were also in attendance at the event commented that they shared the sentiment with regards to the benefit of undertaking traineeships and a wide range of hands-on proactive engagement with the industry to make a mark and get a start in the industry.

Creative Industries Day 2022 was a full day event brought together by TAFE NSW, 107 Projects and East Village and the City of Sydney, aimed at connecting creative individuals and businesses in the Inner and West and City of Sydney. The day was aimed toward providing professional advice on employability and career pathways in the industry. It was a day for creatives to participate in workshops, presentations and network with other creatives while enjoying a colourful and diverse range of exhibitor displays



and information stalls. Participants walked away with a greater understanding of their unique contribution and how they can focus and develop their skills and adapt to the changing industry.

Pictured above (l-r): the panel included Tim Cramsie, ACFIPS Chair; Julian Dunne, City Recital Hall Cert III Technical Trainee; Elizabeth Henry, Slat-efx; Yvonne Frindle, Student, Advanced Diploma Graphic Design, TAFE NSW; Tone Bullen, SmorgasBord Creative.



Where have they all gone? Desperately seeking trained staff

ACFIPS recently provided a submission to the National Cultural Policy Review. The feedback from the review panels and advisory group will ensure a comprehensive roadmap to guide the skills and resources required to safeguard a sustainable creative sector in the decade ahead. National and state-based not-for-profit organisations and small to medium community-based entities play a critical role in the arts and creative Industries.

One area our submission focused on was staffing. We asked our Creative Industries Sector Advisory Committee Members about staffing demand now that venues are operating once again.

Margie Breen, Director of Theatre Network NSW, commented that ‘in the performance sector in NSW we are struggling with a lack of “ready for purpose” (ie, ready to work on shows and events) stage managers, production managers, tech crews, and producers at all levels’.

Tim Cramsie, Technical Services Co-ordinator at City Recital Hall, agrees with Margie.

‘I would specifically reference Margie’s comment regarding: “lack of ready for purpose” staff. We are seeing technical staff (lighting, vision, audio), who have qualifications, but are without the hours under the belt to satisfy an employer that they have the breadth of experience to deal with the working environment specific to the creative industries.

‘In a recent job advertisement for a role involving touring operations and concerts, a nationally recognised organisation not only lists as Essential — “Understanding of the pressures artists face in

live and recorded performances” — but lists the term “pressure” twice under the “Essential Qualities” required for the role. The ability to perform all required skills and tasks under such pressures is a key area of shortage,’ he added.

Brad Taylor, Manager at the Screen Producers Association (SPA), remarked that: ‘It’s exactly the same for film, TV, immersive and animation production as Margie noted. It is also highlighted in the National Skills Commission’.

‘The same for music!’, agreed Emily Collins, Managing Director at Music NSW.

Kate Lidbetter, Symphony International, added that the orchestras are struggling to find many admin staff, but particularly tech crews and operations/production staff. ‘High quality music librarians are always difficult to find and keep. It’s also hard work getting musicians of high quality, but that’s always been a problem, made more difficult during COVID when we couldn’t bring international musicians into the country, only easing a bit now.’

And finally, Brett Adlington, the CEO at Museums and Galleries, is hearing across the sector that there is also difficulty in recruiting First Nations staff for important curatorial roles in medium-sized institutions.

These are some of the challenges raised. ACFIPS looks forward to the implementation of the National Cultural Policy and increase funding from State and Federal levels to boost training to meet the skills shortages that are evident within all areas of the Arts and Creative Industries.



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