

# Research Directions

Office of Research Services

## ***Australian Apprenticeships***

**Dr Phil Toner from the Centre for Industry and Innovative Studies (CIIS) is conducting a review of incentive schemes and funding assistance in Australian Apprenticeships in collaborative research with the National Centre for Vocational Education Research (NCVER).**



'In Australia, apprenticeships are a popular and effective way of getting vocational training leading to high employment rates. For at least the last ten years, there has been continuous growth in numbers and diversity of apprentices' says Dr Toner. 'However, despite the large take-up rate and the various incentive schemes for employers and apprentices, there are still a significant number of people who do not complete their apprenticeships. Such non-completions represent a significant loss of investment for the government, employers, potential apprentices and the community as a whole.'

This research aims to review current incentives and apprenticeship or trainee activity in order to provide NCVER with a comprehensive analysis of the effect of incentives on employer hiring behaviour and individuals preferences to start an apprenticeship. It will also look at the reasons behind non-completion of apprenticeships and possible unintended consequences of incentives and subsidies on employer/employee behaviour. To do this, Dr Toner will undertake an extensive search of government and industry web resources, written material and data in order to understand the extent and nature of payments and incentives in relation to Australian apprenticeships, and will seek information from state training authorities about funding assistance and incentives outlaid by government. This data will then be analysed to inform an comprehensive report to NCVER.

The project is expected to provide alternative or additional strategies to improve the policies and structure of apprenticeships and associated incentive schemes, and assist in the development of more appropriate, effective and efficient apprenticeship and traineeship schemes. These outcomes will ensure robust apprentice training and development to supply quality tradespeople to Australian industry and the public for many years to come.

**Project Title:** Review of incentives and assistance in Australian Apprenticeships

**Funding has been set at:** \$30,000

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