



# Skilling South Australia Projects Guidelines 2018–19

7 September 2018



Government of  
South Australia

# About Skilling South Australia

The South Australian Government is committed to growing jobs and building a competitive, dynamic economy. Ensuring our state has the skills needed by industry now and into the future is critical to South Australia's future growth and prosperity.

Apprenticeships have been a cornerstone of the skills development landscape for decades, providing skilled workers where they are most needed by industry and providing quality employment opportunities. The South Australian Government is committed to ensuring that apprenticeships are attractive to job seekers, businesses and industry, and continue to have a fundamental role in meeting the state's skills development needs into the future.

To achieve this goal, the Government is investing \$100 million, with a further \$103 million provided by the Australian Government through the **Skilling Australians Fund National Partnership Agreement**, to create an additional 20,800 apprenticeships in South Australia over the next four years. This is additional to the Government's existing investment of more than \$1bn in training and skills over the same period.

**Skilling South Australia** is the range of activities that will implement the National Partnership in South Australia. Skilling South Australia begins with two significant implementation activities:

1. Funding for Skilling South Australia Projects
2. More vocational courses released to the training market through:
  - a. Subsidised Training List 4.1 and
  - b. Quota Allocations of training places directly to training providers.

These Guidelines are targeted to business, industry, group training organisations and training providers, and provide information on how to submit an Expression of Interest for a Skilling South Australia Project.

Registered training organisations interested in making an application for a quota of training places should refer to the Skilling South Australia Quota Guidelines 2018-19.

The Department for Industry and Skills (the Department) is seeking expressions of interest for Skilling South Australia Projects, which will be accepted on a rolling basis throughout the financial year, subject to demand and budget availability.

*1. Apprenticeships is used throughout this document to refer to both apprenticeships and traineeships*

# Skilling South Australia Projects

The primary objective of Skilling South Australia Projects is to drive growth in apprenticeship opportunities over the next four years and help the state reach agreed targets under the National Partnership. The program offers a flexible approach to what can be funded, if there is a demonstrable connection to apprenticeship commencements.

## Priorities

In keeping with the focus of the National Partnership Agreement, Skilling South Australia Projects should focus on one or more of the following priorities:

- occupations in demand
- occupations with a reliance on skilled migration pathways
- trade apprenticeships
- rural, regional and remote areas
- targeted cohorts
- industries and communities experiencing structural adjustment
- industries and sectors of future growth that include, but are not limited to:
  - construction, mining and energy
  - defence, aerospace, information technology, and cybersecurity
  - agribusiness
  - health and community services and disability
  - manufacturing and transport
  - food, wine, tourism and hospitality
  - service sector and creative industries
  - business, digital communications and education.

*While Skilling South Australia Projects will be sought on a submission basis, the Department will work with some industry sectors to identify projects, particularly where they test innovation and demonstrate the value of apprenticeships in different settings.*



## What can be funded?

The Department invites creative project ideas that can be collaboratively developed, resulting in apprenticeships or higher apprenticeships at the Diploma and Advanced Diploma levels. Some examples include:

- pre-apprenticeship projects that prepare a participant to transition to a Training Contract arrangement, and where there is a partnership with group training or other employer, to ensure a strong connection to Training Contract outcomes
- supporting business with sourcing apprentices or trainees
- strategies to support specific cohorts, such as 21-24 year olds, Aboriginal apprentices, people with no post-school qualifications, young people in casualised employment and women in non-traditional trades
- increasing apprenticeship uptake in industries with historically low use of Training Contracts

- supporting training delivery in niche trades areas or emerging sectors where there are currently limited or no training providers in South Australia
- large scale or complex projects targeting industry, major projects or businesses
- trialing new models of apprenticeship delivery
- qualifications with a structured workplace component where there are factors that limit the use of Training Contracts
- addressing delivery or systems issues that are currently impeding take-up or growth in specific occupations, industries, or regions.

Skilling South Australia Projects will subsidise the training of apprentices for any qualifications listed on the Traineeship and Apprenticeship Pathway Schedule where the commencement is an outcome of the project.

Skilling South Australia Projects is focused on creating apprenticeship opportunities for new workers, as well as existing workers in strategic sectors (such as defence, information technology, cyber security and disability services), or where projects support pathways to higher skilled jobs or more hours of employment.

Projects will need to have clearly understood scope, expectations and value for money and not create dependency on ongoing government funding beyond the life of the project (other than the training subsidy relating to an apprenticeship). Proposals will also need to demonstrate flexibility or innovation, and not business-as-usual activities that are already delivered or funded.

## Who can apply?

Expressions of interest for Skilling South Australia Projects are invited from individual businesses or organisations, including:

- businesses in need of apprentices or trainees
- industry associations
- group training organisations
- non-government training providers, and current Employment Projects Service Agreement (EPSA) holders
- regional bodies and local government

Expressions of interest will need to demonstrate:

- evidence of demand for apprenticeships by employers or industry
- that the outcomes of the proposal are apprenticeships
- how the proposed activities will increase the take-up of apprenticeships
- business (employers) will be involved in project development and implementation
- value for money.

Past performance of training providers/EPSA holders will also be considered where the applicant has received skills or employment funding from the Department in the past three years. For applicants with no performance history, the Department may take a risk management approach, which may involve supporting a smaller scale project in the first instance.

# The co-design approach

The Department is committed to a co-design approach to Skilling South Australia Projects.

Co-design is about project proponents, the Department and other key partners working collaboratively to develop project ideas and build projects that will deliver apprenticeship opportunities. A co-design approach can facilitate collaboration, offer new insights to program development and implementation and ensure that projects meet the needs of industry and requirements of government policy settings. The Department wants projects to clearly show the returned benefit for all partners.

Once an expression of interest has been submitted, a Skilling South Australia advisor will be allocated and work directly with you to progress the proposal. Specifically, an advisor's role will be to:

- provide information and advice to support the development of the proposal
- facilitate connections with relevant organisations, such as industry-level partners, training providers and Australian Apprenticeship Support Network providers

- provide feedback throughout the design phase to ensure the approval stage is streamlined
- endorse the project for rapid approval from the Department.

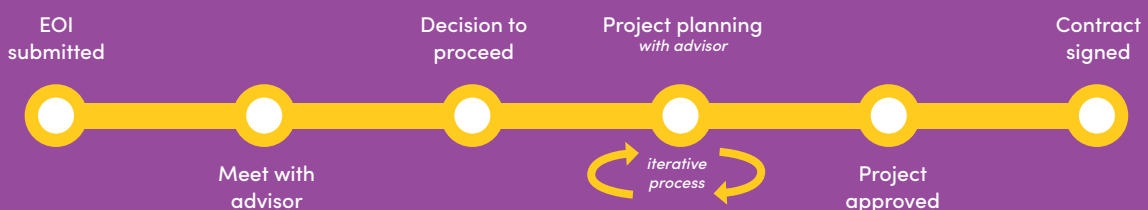
This collaborative approach to building a project will integrate development and assessment stages, with the aim of fast tracking the final approval process.

## How to apply

Interested parties are invited to lodge an expression of interest using the 2018-19 Skilling South Australia Projects Expression of Interest Form [www.skills.sa.gov.au/SSAProjects](http://www.skills.sa.gov.au/SSAProjects), available from **7 September 2018**. Priority will be given to projects that can be completed by 31 May 2019 (excluding the accredited training subsidy relating to an apprenticeship).

A Skilling South Australia advisor will contact you within three working days to arrange a time to discuss your proposal.

The following diagram summarises the key steps in the process from application to approval and contracting:





# Need help?

- Call 1800 673 097
- Email the Skilling South Australia Projects mailbox: [skillingsa@sa.gov.au](mailto:skillingsa@sa.gov.au) or
- If in a regional location, contact a DIS Regional Manager.

Further information about the range of Australian Government and South Australian Government services and support available for employers and apprentices is available at: [vet.skills.sa.gov.au](http://vet.skills.sa.gov.au)

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