

A world of tertiary education information at your fingertips

VOCEDplus and Knowledge discovery

Presented by Kelly Frazer
Knowledge Management
Branch, NCVER

What the workshop will cover

- What is VOCEDplus?
- Tools to help understand and stay up to date with the VET sector
- Searching and using VOCEDplus for research
- Wrap-up



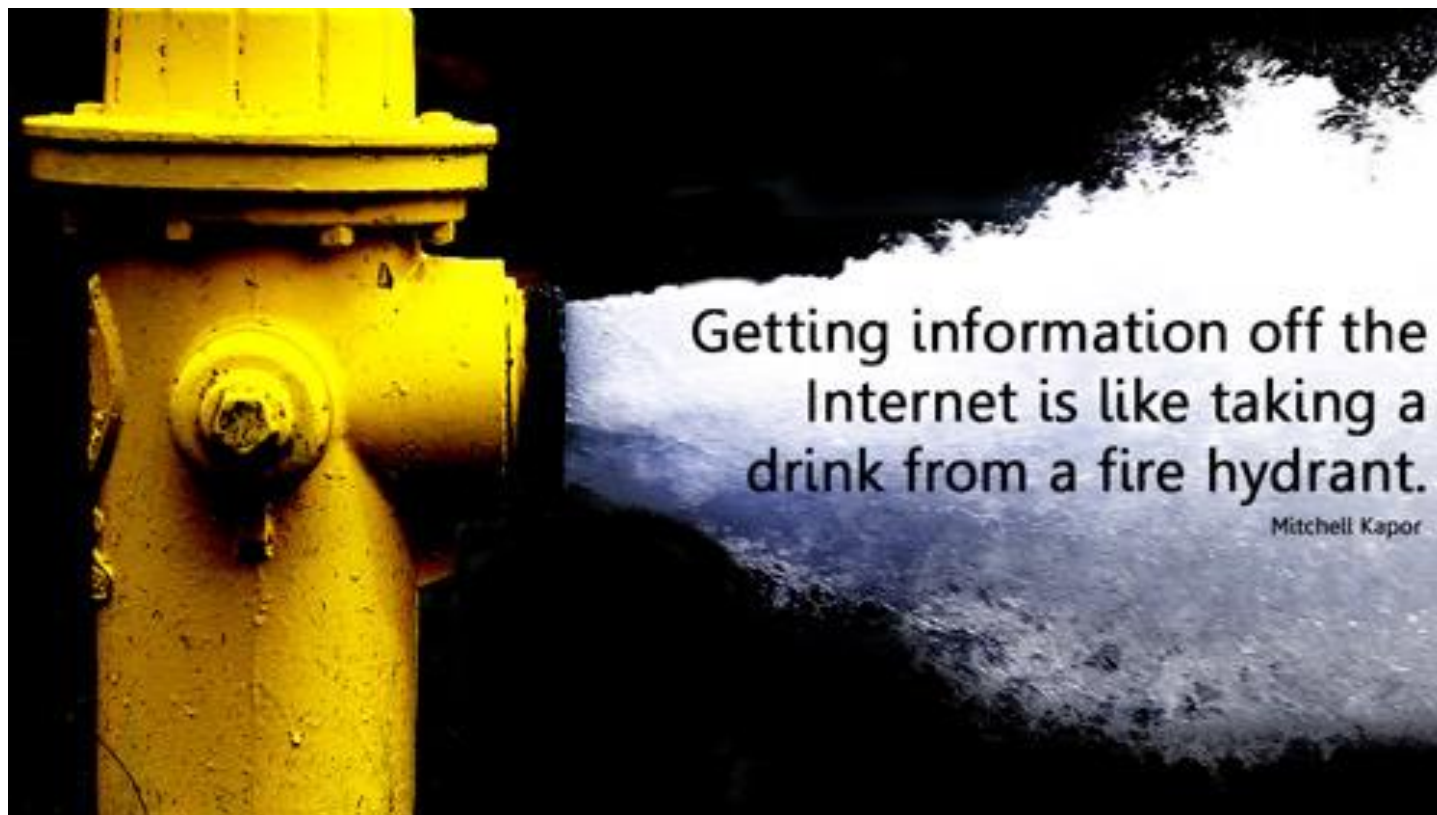
Knowledge Management Branch

Purpose

- To provide a solid knowledge foundation that enables NCVER to be Australia's authoritative source of high-quality, independent information on vocational education and training.
- Knowledge support addressing the research needs of the VET sector



Information 'avalanche'



The VET sector is no exception



Finding the best content



Facts and figures

- 75,000+ items
- 43,000+ full text items
- 14,900+ peer reviewed items
- 348,836 visits in 2016-17
- 900+ document delivery requests filled 2016-17
- Visitors from all over the world
- Most used collection – Australian landmark reports
- www.voced.edu.au



Benefits of our products and services

- Quick and easy accessibility
- Substantial time savings
- Information linkage
- Content curated into one place
- Content controlled for quality, relevance, reliability and currency
- Trend awareness and analysis
- Historical archive

Scenario - Apprenticeships

Current issues

- **Attrition and completion** – reasons for attrition; trends in commencement and completion rates
- **Adult apprenticeships** – benefits and disadvantages for adult apprentices and employers
- **Different models** – accelerated (competency vs time-served); off-the-job then on-the-job
- **International** – degree apprentices, apprenticeship reform



Scenario - Apprenticeships

You have been tasked with writing a research briefing looking at apprenticeships over the past 15 years with a particular focus on the return on investment for government/public spending.

- Where do you begin finding information?
- How do you find quality information with the least amount of effort?
- How do you know if the information is current, relevant and credible?



VOCEDplus

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Special Collections

Australian landmark reports

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Key research and policy by region

Key conferences

Pathways support for practitioners

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Quick Links

- VET Knowledge Bank
- Pod Network
- Focus on...
- Glossary of VET



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- The next scheduled maintenance of the VOCEDplus website is Thursday 26 April 2018 between 9:30-10:30AM

New Titles

The puzzles and contradictions of the Indian labour market:

The future of transportation work: technology, work

Concentration in US labor markets: evidence from online vacancy data



VET Knowledge Bank

The VET Knowledge Bank contains a suite of products capturing Australia's diverse, complex and ever-changing vocational education and training (VET) system.

It aims to provide a collected memory of VET reference information.

The VET Knowledge Bank is a living, growing resource. More content will be added in the coming months.



Getting to know VET

Get a broad overview of different aspects of the VET system in Australia.



Policy initiatives

View a timeline of VET policies, programs and initiatives covering the last 20 years.



Governance

Access information about who governs and regulates VET in Australian.



Glossary of VET

Understand the terms and acronyms used in Australian VET.



History of VET

Trace the story of VET in Australia through timelines and key publications.



Landmark documents

Explore the evolution of VET in Australia through this collection of landmark documents.



Organisations and resources

Discover key Australian research organisations and useful VET resources.

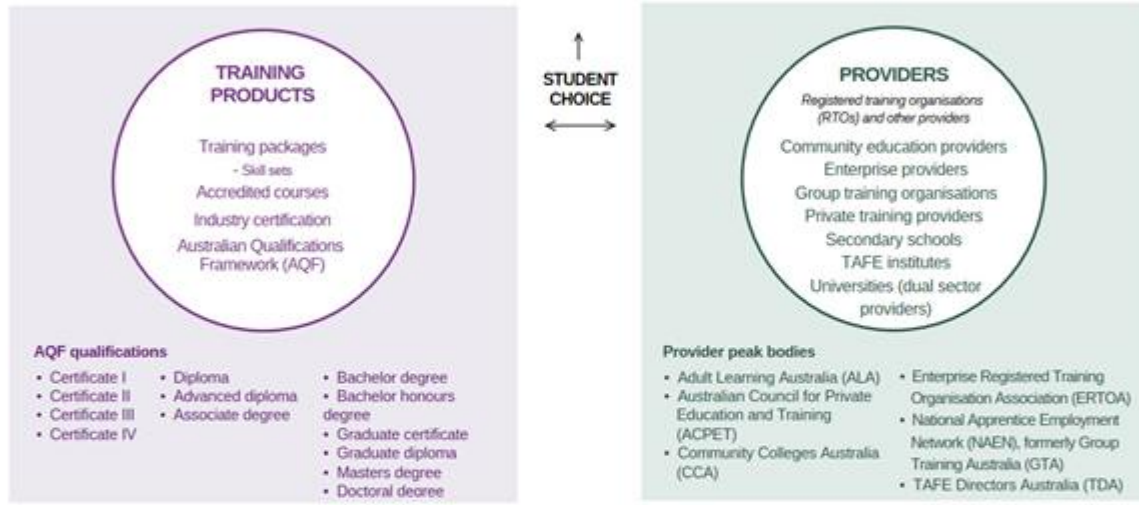


Further reading

Read the main information sources consulted in developing the VET Knowledge Bank.



PATHWAYS



VET SYSTEM DRIVERS AND ENABLERS





Getting to know VET > Overviews > Apprenticeships and traineeships

Apprenticeships and traineeships are formal training arrangements that combine training and employment and lead to nationally recognised qualifications. An apprentice enters into a contract of training or training agreement with an employer, which imposes mutual obligations on both parties.

Group training offers an alternative employment arrangement. The group training organisation (GTO) recruits the apprentice or trainee and takes on the role of employer. The apprentice or trainee is placed with a 'host' employer while they undertake training.

As at 31 December 2016, there were 265 000 apprentices and trainees in Australia (Source: [NCVER's Apprentices and trainees annual](#)).

What is the difference between apprenticeships and traineeships?

Apprenticeships usually take three to four years to complete and lead to a trade qualification. Traineeships provide vocational qualifications (minimum of a Certificate II) to work in a particular industry or occupation and generally take approximately one to two years to complete. Traineeships are now part of the Australian Apprenticeships system.

Australian Apprenticeships

Australian Apprenticeships is the new name (from 1 July 2006) for the scheme formerly known as New Apprenticeships. Often referred to as apprenticeships or traineeships, Australian Apprenticeships are available in a variety of certificate levels in more than 500 occupations across Australia in traditional trades, as well as in a diverse range of emerging careers in most sectors of business and industry.

Australian Apprenticeships can be undertaken by anyone of working age. No previous qualification is required and it is open to school-leavers, those re-entering the workforce or adult workers looking to change their careers. Students in Year 11 or 12 can begin their apprenticeship or traineeship while still at school. Apprentices and trainees can combine time at work with training, either full-time or part-time or school-based.

Australian School-based Apprenticeships

An Australian School-based Apprenticeship is an Australian Apprenticeship undertaken part-time while the apprentice is at school. It offers hands-on industry experience and the ability to work towards or complete a nationally recognised qualification while they complete their secondary school certificate.

Australian Apprenticeships Incentives Program (AAIP)

The Australian Apprenticeships Incentives Program (AAIP), formerly called the New Apprenticeships Incentives Programme (NAIP), offers financial incentives to eligible employers who take on an Australian Apprentice and personal benefits to individuals to encourage them to enter into skills-based training. Incentives and personal benefits include: Rural and Regional Skills Shortage incentive; Trade Support Loans and Living Away From Home Allowance.

Timeline of VET Policy Initiatives

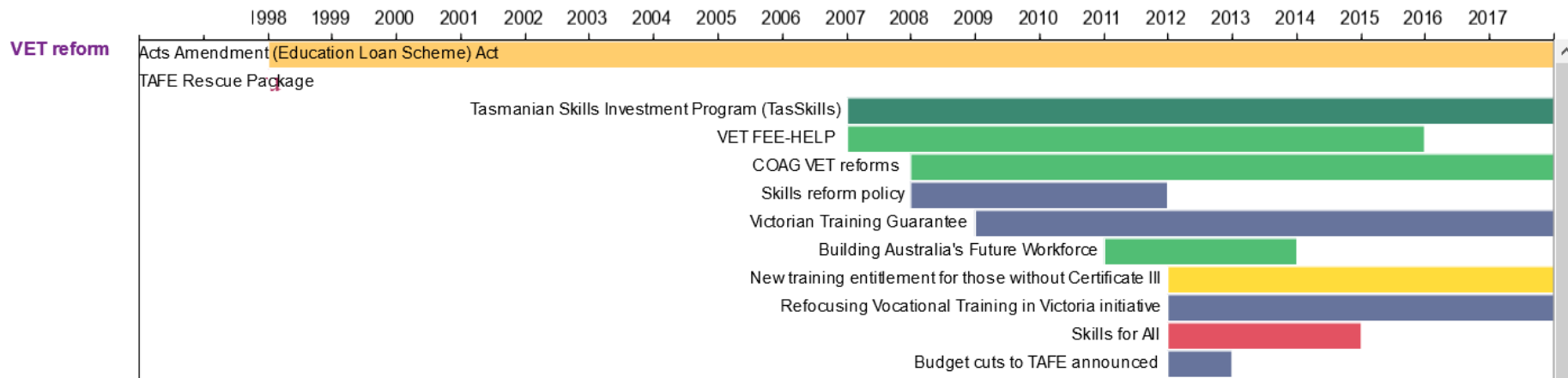
Select a region

Click on an individual State/Territory or hold 'Ctrl' while selecting multiple regions.



Select a category

Click on an individual category or hold 'Ctrl' while selecting multiple categories.





Governance

The aim of this product is to provide easy access to information about who governs and regulates vocational education and training (VET) in Australia. This page lists the current ministers responsible for skills and training, the VET regulators, and the state and territory training authorities. Also provided are links to timelines of **Australian prime ministers, the federal ministers and the Australian Government departments responsible for skills and training between 1992 to present** and **VET policy initiatives from 1998-2017** that have influenced participation in VET. Timelines of VET legislation and COAG Ministerial Councils and Committees, and links to federal, state and territory budgets are currently under development and will be available soon.


COAG Industry and Skills Council (CISC)

The Council of Australian Governments (COAG) is the peak intergovernmental forum in Australia. It is supported by inter-jurisdictional, ministerial-level councils that facilitate consultation and cooperation between the Commonwealth and the states and territories. The COAG Industry and Skills Council (CISC) was established in December 2013 and comprises state and territory ministers with responsibility for industry and/or skills portfolios. It replaced the former Standing Council for Tertiary Education Skills and Employment (SCOTese). CISC's role is to initiate, develop and monitor the implementation of policy reforms of national significance which require co-operative action by Australian governments.


Current Ministers responsible for skills and training

Federal	Simon Birmingham, Minister for Education and Training Karen Andrews, Assistant Minister for Vocational Education and Skills
States and territories	
Australian Capital Territory	Meegan Fitzharris, Minister for Higher Education, Training and Research
New South Wales	John Barilaro, Deputy Premier and Minister for Regional NSW, Skills and Small Business Adam John Marshall, Assistant Minister for Skills
Northern Territory	Michael Gunner, Chief Minister and Minister for Trade, Business and Innovation Eva Lawler, Minister for Education

The Pod Network



NCVER's international tertiary education research database



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New Titles

The puzzles and contradictions of the Indian labour market:

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Apprenticeships and traineeships Pod



The VOCEDplus Pod Network allows instant access to research and a multitude of resources in a convenient and efficient platform. It saves you time and effort by presenting relevant, quality resources in one location within themed pages called Pods. Here you can realise the full potential of VOCEDplus and keep pace with the latest research developments within the sector.

This site is being expanded. Your opinion is a valuable part of site development, please use this form for feedback, comments and suggestions.



Apprenticeships and traineeships



Career development



Employment



Equity



Financial aspects



Foundation skills



Industry



Migration



Pathways



Policy and governance



Providers



Quality



Skills and knowledge



Standards



Students



Sustainability



Teaching and learning



Technology



Workforce development



Youth transitions



Archive

What's in a Pod

Related Podlets

This site is being expanded - inactive Podlets will be launched over the coming months.

- Apprenticeship models
- Best practice
- Competency based training
- Education and training pathways
- Employer role
- Funding models
- Government role
- Registered training organisations
- Return on investment
- Training packages
- VET in schools
- All Podlets**

All Pods



- Apprenticeships and traineeships
- Career development
- Employment
- Equity
- Financial aspects
- Foundation skills



Pod Network

Harvesting tertiary education research

Apprenticeships and traineeships



Apprenticeships and traineeships combine training and employment that lead to a nationally recognised qualification. They are available to re-entry workers, school leavers, or anyone of working age and do not require any entry qualifications. An apprentice enters into a contract of training or training agreement with an employer which imposes mutual obligations on both parties. Apprenticeships take between one to four years. Traineeships generally take one to two years and are now part of many apprenticeship systems. Historically, apprenticeships and traineeships have provided important pathways into the workforce, particularly for young people making the transition from school. The very nature of apprenticeships and traineeships makes them particularly susceptible to fluctuations in the labour market. Recently, through government initiatives aimed at boosting their numbers and broadening participation, apprenticeships and traineeships have undergone a renaissance.

Research

Access items in VOCEDplus

- Completion
- Participation
- Partnerships

Recent publications

- *A European quality framework for apprenticeships: a European Trade Union proposal* **NEW**

News

Flexibility and Innovation in Apprenticeship Technical Training (FIATT) [Canada]
(Source: Canadian Apprenticeship Forum, September 2016)

New intermediaries will help scale US apprenticeships [US]
(Source: US Department of Labor Blog, September 2016)

Attaining a skill, preparing a workforce [US]
(Source: Community College Daily, September 2016)

School launches pre-apprenticeship programme for 14-year-olds [UK]
(Source: TES, September 2016)

Young people let down by poor careers advice [UK]
(Source: TES, September 2016)

The new apprenticeship model: high-tech and high pay [Australia]
(Source: Australian Financial Review, September 2016)

Let's talk about apprenticeship reform [Australia]
(Source: Manufacturers' Monthly, September 2016)

Ai Group leads high-level Industry 4.0 apprenticeship initiative
(Source: Australian Industry Group, September 2016)

University-led apprenticeships: a new model for apprentice-education [UK]
(Source: University of Sheffield News, August 2016)

Research

- Topical searches
- Recent publications
- Suggested reading

Research

Access items in VOCEDplus

- Completion
- Participation
- Partnerships

Recent publications

- *A European quality framework for apprenticeships: a European Trade Union proposal* **NEW**
- *A review of apprenticeships and traineeships in New South Wales: consultation paper July 2016* [Australia] **NEW**
- *Apprenticeships and traineeships for 16 to 19 year-olds: sixth report of session 2014-15* [UK] **NEW**
- *Apprenticeships Reform Advisory Group: recommendation report* [Australia] **NEW**
- *Apprenticeships: the path to success?* [UK] **NEW**
- *England's apprenticeships: assessing the new system* **NEW**
- *Prior qualifications of adult apprentices 2013-2014* [UK] **NEW**
- *Quality apprenticeships: a comparative analysis* [international]
- *Recasting American apprenticeship: a summary of the barriers to apprenticeship expansion research project* **NEW**
- *The effect of choice options in training curricula on the supply and demand for apprenticeships* [Germany] **NEW**
- *The future growth of degree apprenticeships* [UK]
- *The more they spend, the more I earn?: firms' training investments and post-training wages of apprentices* [Germany] **NEW**
- *The value of apprenticeships: beyond wages* [UK] **NEW**
- *Traineeships: first year process evaluation* [UK] **NEW**
- *Where next for apprenticeships?* [UK] **NEW**

Resources

- Organisations
- Journals
- Statistics

Resources

General

- Apprenticeships [UK]
- Apprenticeship USA
- Apprenticeship USA (Department of Labor)
- Australian Apprenticeships
- Australian Apprenticeships and Traineeships Information Service
- Australian Apprenticeships Support Network
- Australian Apprenticeships Pathways
- Australian Government Department of Education and Training
 - access items in VOCEDplus
- Australian landmark reports:
 - apprenticeships
 - traineeships
- Canadian Apprenticeship Forum
 - access items in VOCEDplus
- Euro Apprenticeship
- European Alliance for Apprenticeships
- Group Training Australia
 - access items in VOCEDplus
- New Zealand Apprenticeships
- Provincial-territorial apprentice mobility guidelines [Canada]
- Skilled Trades Network [Canada]
- The small business guide to employing an apprentice [UK]
- VETnetworker (journal) [Australia]
 - access items in VOCEDplus

Statistical

- Apprentices and trainees collection (NCVER) [Australia]
- Apprentice and trainee destinations survey (NCVER) [Australia]
- Apprenticeships and traineeships topics (Australian Bureau of Statistics)
- Apprenticeship topics (Statistics Canada)
- Apprenticeship topics (National Center for Education Statistics) [US]

NCVER focus

NCVER links

- Relevant details from the NCVER Research program
- Resources
- Publications

Resources

- Apprentice and trainee collection
- Apprentice and trainee destination survey
- Apprenticeships and Traineeships publications
- History of VET in Australia timeline
- NCVER media releases
- NCVER webinar series
 - Apprentices and trainees: how do we estimate our data? **NEW**
 - What's the secret of organisations with apprentice completion rate around 90 per cent? **NEW**

national research opportunities 2018 onwards

Current work in progress:

- *Higher Apprenticeships opportunities and barriers*

Publications

- *A chance to be bold and ambitious: make apprenticeships the lynchpin to a better integrated tertiary education sector*
- *A guide to the Apprentices and trainees estimates review dashboard **NEW***
- *Apprentices and trainees 2016: infographic*
- *Apprentices and trainees 2017: September quarter: Australia **NEW***
- *Australian apprenticeships: trends, challenges and future opportunities for dealing with Industry 4.0*
- *Australian vocational education and training statistics: apprentices and trainees 2016: annual*
- *Australian vocational education and training statistics: completion and attrition rates for apprentices and trainees 2016*
- *Historical time series of apprenticeships and traineeships in Australia: infographic*
- *The changing nature of apprenticeships and traineeships*

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Media

Webinar: Apprenticeship Levy and Proposals for Register of Apprenticeship Training Providers **NEW**
(Source: YouTube, August 2016)



Are apprenticeships better value than university? [UK] **NEW**
(Source: BBC Politics Hub on YouTube, September 2016)



An appreciation for apprentices [Australia] **NEW**

Events

Skilled Trades Opportunities for Women - webinar series **NEW**
4, 12, 18 and 25 October 2016
Online

Apprenticeships and Traineeships Conference
17 October 2016
London, England

2nd Are You Prepared for the Apprenticeship Levy Conference
27 October 2016
Coventry, England

Hiring and Retaining Aboriginal Apprentices: Challenges and Opportunities **NEW**
10 November 2016
Halifax, Nova Scotia, Canada

Post 16 Learning and Apprenticeships Briefing
24 November 2016
Liverpool, England

Association for Career and Technical Education (ACTE) CareerTech VISION 2016
30 November-3 December 2016
Las Vegas, Nevada

FE Week Annual Apprenticeship Conference and Exhibition **NEW**
22-24 March 2017

Featured author profile

- Biography
- Recent publications
- Link to all works in VOCEDplus
- Link to Institutional profile

Featured author



Erica Smith

Erica Smith holds a Personal Chair in Vocational Education and Training (VET) at Federation University. Prior to joining Federation University (then University of Ballarat) in 2008, Erica worked at Charles Sturt University where she managed a suite of VET teacher-training programs. Erica has also worked as a personnel manager in industry and has held various positions in the VET sector. She is an experienced researcher and has managed many national and international research projects. She is convener of the Australian Council of Deans of Education Vocational Education Group (ACDEVEG). Over more than 15

years, Erica has provided advice to the Australian government on a range of VET issues via invited input to parliamentary inquiries and expert round-tables, background papers, and committee participation.

Erica has been researching apprenticeship for 20 years and is co-chair of the International Network on Innovative Apprenticeship (INAP), which was founded in Germany. She hosted the 2015 INAP conference in Ballarat in 2015. She was invited to write the [chapter on apprenticeships](#) for the International Encyclopedia of Education (2010) and has edited three special journal editions of *Education + Training* on the topic.

In 2012 Erica led an international project on apprenticeship funded by the ILO and the World Bank. This project covered a team of researchers in 11 countries and developed options for India's apprenticeship systems that were presented to 80 senior stakeholders in India's apprenticeship system in Delhi. The work was taken up by the ILO Geneva office for its submission to the G20 Youth Unemployment Forum. Erica has been invited to present on her work on apprenticeship in the UK, Germany, Italy, Indonesia, Korea and India, throughout Australia, and to CEDEFOP in Greece.

Erica's research group Researching Adult and Vocational Education (RAVE) has recently been designated one of five Research Priority Areas by Federation University under the title 'Improving Policy and Practice in VET'. Erica has recently completed major research projects funded by the Australian Research Council (ARC) about skill in jobs traditionally considered unskilled, and on enterprise Registered Training Organisations; and for the NCVER on employer training. Her current ARC project is on VET teachers and the contribution that their qualifications make to VET quality.

Recent publications on apprenticeships

- *Apprenticeship management at national and company levels: good practice principles derived from recent research* [international]
- *High quality traineeships: identifying what works* [Australia]
- *How can the expansion of the apprenticeship system in India create conditions for greater equity and social justice?*
- *Pre-apprenticeships in Australia: differing orientations and their policy implications*
- *Rediscovering apprenticeship* [international]

Navigating the Podlet structure

- Related Podlets**
- Apprenticeship models
 - Best practice
 - Competency based training
 - Education and training pathways
 - Employer role
 - Funding models
 - Government role
 - Registered training organisations
 - Return on investment
 - Training packages
 - VET in schools
 - All Podlets**



Appre

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Help

Where to get help

- [FAQs on the VOCEDplus Help page](#)

Where to find Podlets

- [All Podlets](#)

Need more information

- [Ask a librarian](#)

Have you found this resource useful?

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Podlets

The VOCEDplus Pod Network contains both Pods and Podlets, all Podlets within the network are listed below.

A Pod covers broad topic areas of VET research containing relevant resources, publications, media, news and events in

A Podlet covers more specific and at times more transient sub-topic areas of VET research containing relevant resources

This site is being expanded - inactive Podlet links will be launched over the coming months. Your opinion is development, please use [this form for feedback, comments and suggestions](#).

- | | | |
|---|---|---|
| Adult and community education | Globalisation | Return on investment |
| Adult learning | Government role | Second chance education |
| Adult literacy | Green industry | Self-employment and ent |
| Apprenticeship models | Indigenous | Skill demand |
| Assessment | Industrial relations | Skill sets |
| Best practice | Industry restructuring | Skilled migration |
| Capacity building | Industry skills | Social inclusion |
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| Classification systems | International education | Socioeconomic status |



Related podlets

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Podlet: Return on investment

Return on investment (ROI) in training is generally viewed as the gains derived by individuals, enterprises, governments or society from investing in training in terms of value adding, productivity and profitability.

Research

Access items in VOCEDplus

- Individual returns on education
- Productivity
- Return on investment in education and training
- Returns to apprenticeships and traineeships
- Value of qualifications

Recent publications

- *Does it pay to complete community college: and how much?* [US]
- *Does learning trigger learning throughout adulthood?: evidence from training participation of the employed population* [Germany] **NEW**
- *Dynamic skill accumulation, education policies and the return to schooling* [US]
- *Further analysis of the earnings differentials associated with BTECs* [UK] **NEW**
- *Global economic benefits of investment in vocational education and training: summary report* [international]
- *Investing in tertiary education assets* [New Zealand]
- *Knowledge of earnings risk and major choice: evidence from an information experiment* [US]
- *Mapping investment in adult skills: which individuals, in what learning and with what returns?* [UK]
- *Measuring the return on investment in TVET: report of the UNESCO-UNEVOC virtual conference, 9 to 16 May 2016*
- *Productivity and lifetime earnings of apprentices and graduates* [UK]
- *Putting your major to work: career paths after college* [US]
- *Return on investment: what is the value of the associate degree?* [US]
- *Striking the right balance: costs and benefits of apprenticeship* [OECD countries]
- *The evolution of returns to education in the Middle East and North Africa: evidence from comparable education policy changes in Tunisia* **NEW**
- *The labor market returns to sub-baccalaureate college: a review* [US]

Related Pods

- Apprenticeships and traineeships
- Financial aspects
- Skills and knowledge
- Workforce development

All Pods



- Apprenticeships and traineeships
- Career development
- Employment
- Equity
- Financial aspects
- Foundation skills
- Industry
- Migration
- Pathways
- Policy and governance
- Providers
- Quality
- Skills and knowledge
- Standards
- Students

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- o Outcomes (79)
- o Employment (50)
- o Income (47)
- o Finance (37)
- Show more

Filter by keywords:

- o Return on education and training (71)
- o Apprentice (36)
- o Wage (29)
- o Outcomes of education and training (22)
- o Employers (15)

Current search

Search found 102 items

- o tm_metadata.subject:(apprenticeship OR traineeship) AND tm_metadata.keyterm: ("return on education and training" OR wage) AND sm_metadata.yearpublished:[2012 2018]

Sort by

- o Relevancy
- o Title
- o ▼ Publication Date
- o Author

Productivity and lifetime earnings of apprentices and graduates

This study, by the Centre for Economics and Business Research (CEBR) on behalf of Barclays, considers the value of... [+] Show more

Corporate author: Barclays Bank

Centre for Economics and Business Research (Cebr)

Date: 2017

Geographic subjects: Great Britain; Europe

Resource type: Report

Subjects: Apprenticeship; Higher education; Students [+] Show more

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Apprenticeships for Northern growth: challenges, trends and current reforms

This report gives an overview of some of the key trends in outcomes in economic activity, education and skills ... [+] Show more

Authors: Dominguez-Reig, Gerard; Sellen, Peter

Date: 2017

Geographic subjects: England; Great Britain; Europe

Resource type: Report

Subjects: Apprenticeship; Governance; Employment [+] Show more

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- Landmark reports
- Research and policy by region
- Key conferences

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Australian landmark reports

National VET reports
State/Territory VET reports
National HE reports



NCVER Communities of Practice

This collection brings together the published papers from NCVER's Community of Practice program, Academic Scholarship program, and the Building Researcher Capacity initiative.



ANTA collection

ANTA was an Australian government statutory authority from 1992-2005 to provide a national focus for vocational education and training. ANTA resources can be accessed through VOCEDplus.



Pathways for practitioners

This collection is part of practical action to improve transition pathways between VET and higher education. It includes pathways-related resources and an online user community.



Key conferences

This page lists key conferences in the tertiary education sector with links to conference proceedings and selected papers in VOCEDplus.



Reframing the Future collection

All Reframing the Future publications
Core idea publications



Key research and policy by region

Tertiary education policy and research from various regions of the world.



Thesis collection

This collection aims to bring together theses on various topics in tertiary education.



Literacy and numeracy resources

ALNP collection
WELL collection



UNESCO/UNEVOC collection

Here users can find resources published by or on behalf of UNEVOC, UNESCO's International Centre for Technical and Vocational Education and Training.



Australian vocational education and training data (NCVER)



Apprentice and trainee destinations

Current release



Student intentions

Current releases



Apprentices and trainees

Current release
Archived releases



Student outcomes

Current release
Archived releases



Australian VET statistics: snapshots

Current releases - Infographics
Archived pocket guides



Tertiary education and training in Australia

Current release



Employers' use and views of the VET system

Current release
Archived releases



Total VET students and courses

Current release



Equity groups

Archived releases
(Indigenous students and Students with a disability)



VET finance

Current releases
Archived releases

Key international statistical data and publications

- Eurostat statistics [selected databases]
- Education at a glance: OECD indicators
- Education for all: global monitoring report [UNESCO]
- Global education digest: comparing statistics across the world [UNESCO]
- Key data on education in Europe [Eurostat]
- Key data on higher education in Europe [Eurostat]
- Key indicators of the labour market [ILO]
- Labour force statistics [OECD]
- OECD employment outlook
- OECD Programme for International Student Assessment (PISA)

See more statistical resources in [VOCEDplus](#).

Key statistical organisations and resources

- Australian Bureau of Statistics
- [data.gov.au](#)
- [data.gov.uk](#)
- Eurostat
- International Labour Organization (ILO) statistics and databases
- OECD statistics

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Glossary of VET



Pod Network



Subjects and
keywords



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VET Knowledge
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Industry 4.0

Building on the third industrial revolution, which used electronics and information technology to automate production, the fourth industrial revolution (Industry 4.0) is the next phase in the **digitisation of the manufacturing sector**. It is driven by several factors: the rise in data volumes, computational power, and connectivity; the emergence of analytics and business-intelligence capabilities; new forms of human-machine interaction such as touch interfaces and augmented reality systems; and improvements in transferring digital instructions to the physical world, such as advanced robotics and 3D printing (Source: *Manufacturing's next act*, McKinsey, 2015)

The emergence of Industry 4.0 is transforming the labour market. For example, 'with the digitisation of the product development process, we are seeing design, production planning, engineering, manufacturing and services merging into one unit, instead of being sequential ... advanced manufacturing **requires new and advanced skill sets**' (Source: *Advanced manufacturing: beyond the production line*, CEDA, 2014, p. 5).

Apprenticeships offer a critical supply of skilled labour to industry and their enduring contribution is based on the commitment of employers and apprentices and their adaptability (Source: *Laying the foundations for apprenticeship reform*, NSW Business Chamber, 2016). It's the latter factor in particular, which make **apprenticeships ideal** for the diffusion of higher skills for emerging high tech jobs.

More on this...

- *Amplifying human potential: education and skills for the fourth industrial revolution* [international, 2016]
- *How to create skills for an emerging industry: the case of technician skills and training in cell therapy* [UK, 2017]
- *Man and machine in Industry 4.0: how will technology transform the industrial workforce through 2025?* [Germany, 2015]
- *Realizing human potential in the fourth industrial revolution: an agenda for leaders to shape the future of education, gender and work* [2017]
- *The digital revolution: the impact of the fourth industrial revolution on employment and education* [UK, 2016]
- *The future of Australian apprenticeships: report of the stakeholder forum* [2017]
- *The future of jobs: employment, skills and workforce strategy for the fourth industrial revolution* [international, 2016]

Higher level apprenticeships

The higher-level apprenticeship is **not a new concept**. Indeed, in 1995, North Carolina in the US implemented Apprenticeships 2000, a four-year technical training partnership that offered selected high school students a guaranteed job with a partnering company in the advanced manufacturing industry. In the United Kingdom (UK), the potential benefits of opening up progression routes from work-based education to higher education were identified by the late 1990s. It was reinforced in the 2001 report of the Modern Apprenticeship Advisory Committee, *Modern Apprenticeships: the way to work*, which proposed that 'the national framework should refer to the opportunities for apprentices to progress into higher education, whether immediately after or even during an advanced modern apprenticeship'.

More on this...

- *Higher apprenticeships and the shaping of vocational knowledge* [international, 2015]
- *Higher apprenticeships: completing the map* [UK, 2016]
- *Higher apprenticeships in England: professional and vocational formation* [2015]
- *The potential for Higher Apprenticeships: research report* [UK, 2013]

Defining higher level apprenticeships

In the UK, degree apprenticeships are a **new apprenticeship model** that combines university study with on-the-job training typical of apprenticeships leading to a full Bachelors' or Masters' degree.

In Australia, the first pilots of higher-level apprenticeships suggest this model combines higher-level vocational qualifications (Diploma and Associate Degree level) and on-the-job training.

In Europe, countries like Germany, Austria, Switzerland, Denmark, France and the Netherlands that have strong vocational education and training systems, apprenticeships have largely been separate from higher education. However, as elsewhere in the world, **work-based academic education** is on the rise, fuelled by an increasing demand for higher level skills. *The rise of work-based academic education in Austria, Germany and Switzerland* provides a comparative analysis of how the institutional divide between vocational and higher education is being addressed through the development of hybrid models of advanced work-based academic education that combine vocational training with higher education.

More on this...

- *Advanced and higher vocational education in Scotland: recontextualising the provision of HE in FE* [2016]
- *Degree apprenticeships: realising opportunities* [UK, 2017]
- *Degree apprenticeships: higher technical or technical higher (education)?* [UK, 2016]
- *Engineering facilities in further education colleges in England* [2016]
- *The future of higher vocational education: advanced apprenticeships: uniting universities and industry in manufacturing the UK's economic future* [2015]

Recent initiatives

In 2013, the UK Government began significant reforms of its apprenticeship system based on recommendations from *The Richard review of apprenticeships*. With the release of the UK Government's response paper *The future of apprenticeships in England: implementation plan*, eight new 'trailblazer apprenticeships' were also released. Trailblazers are groups of employers taking greater ownership of apprenticeship training by designing new apprenticeship standards for occupations within their sectors. These new standards include new higher and degree apprenticeships ranging from Level 4 Foundation Degree or Higher National Diploma to Level 7 Masters' degree and postgraduate certificate and diploma, creating **new vocational pathways to higher level occupations** (Source: *Process evaluation of the Apprenticeship Trailblazers: final report*, UK Department for Business, Innovation and Skills, 2015). Degree level apprenticeships are available in a range of sectors, including Business and IT, Construction, Manufacturing, processing and logistics, Energy, and Engineering and electrical systems.

One expectation of Trailblazers, reported in *Evaluation of the Apprenticeship Trailblazers: interim report*, is that they will create entry and progression routes for young people, **providing alternative pathways** to higher level qualifications. Information about the regulation and approval of apprenticeship standards for higher-level and degree apprenticeships is set out in the *Post-16 Skills Plan*.

In Australia, the Victorian State Government commissioned a report to test demand for higher apprenticeship options with local industries in 2012. It found that while the current system did not necessarily preclude high achievers and motivated individuals from obtaining rewarding and fulfilling trade careers, more could be done to broaden the scope, awareness and take up of these opportunities.

Current 'Focus on...' page

Industrial revolutions

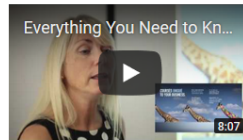
The first industrial revolution was the mechanisation of production using water and steam power. The second used electric power to create mass production. The third used electronics and information technology to automate production. Now a fourth industrial revolution is building on the third, the digital revolution that has been occurring since the middle of the last century (Source: World Economic Forum, 2016).

Media

Why everyone's talking about degree apprenticeships (Source: The Tech Partnership, YouTube, February 2017)



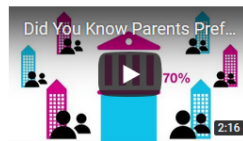
Everything you need to know about higher and degree apprenticeships (Source: Staffordshire University, YouTube, December 2016)



The changing landscape of apprenticeships (Source: ILM, YouTube, July 2016)



Did you know parents prefer degree apprenticeships to an Oxbridge education? (Source: Chartered Management Institute, YouTube, March 2016)



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- Resources
- Research
- VOCEDplus links
- Multimedia

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- *Parity of esteem*

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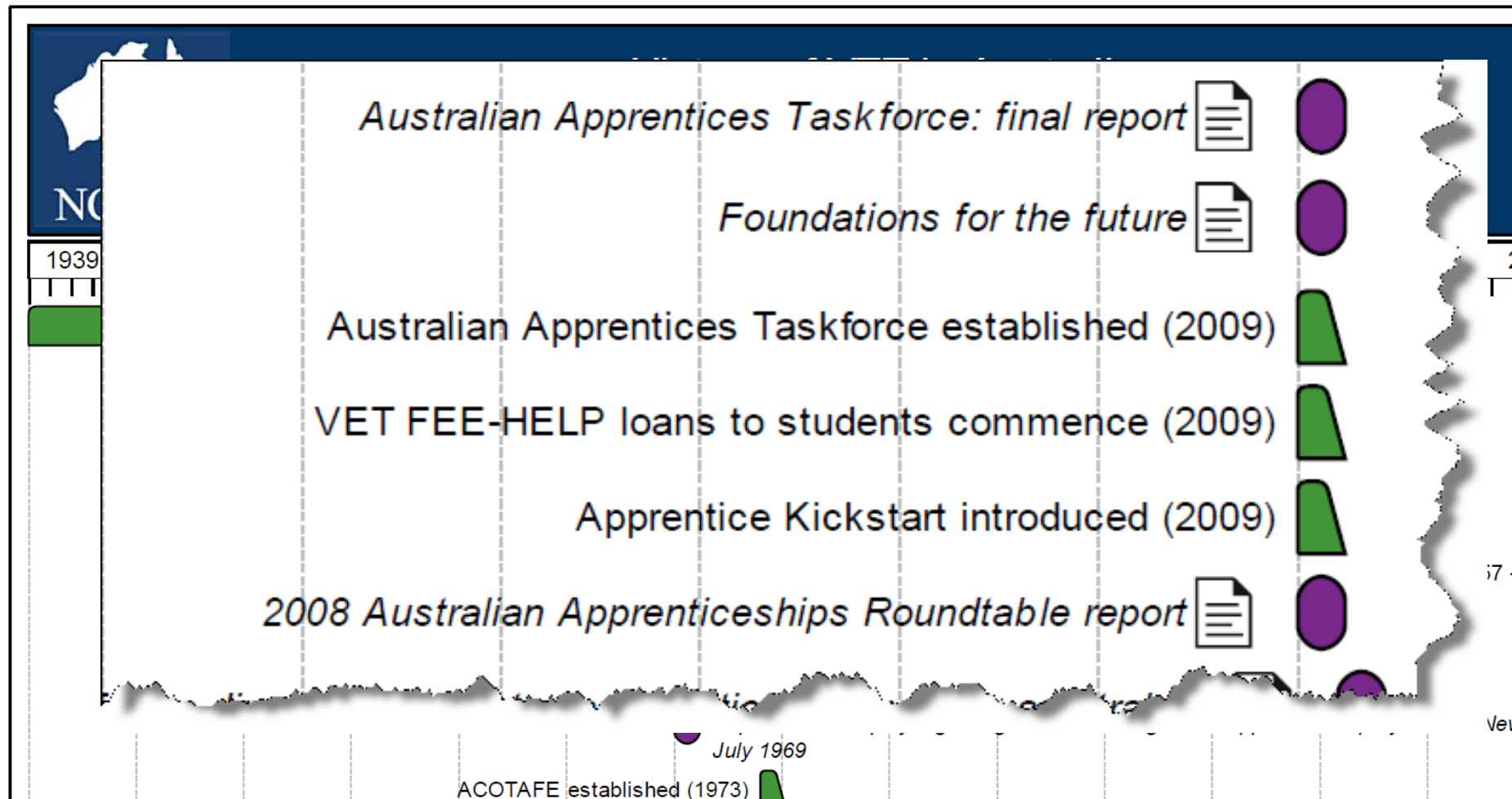
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Historical timeline



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The language of vocational education and training (VET) is complex and particularly prone to jargon and acronyms. This glossary aims to provide a single reference source for definitions of terms, acronyms and organisations in Australian vocational education and training literature.


The glossary contains:

- VET terms and concepts, including adult and continuing education and lifelong learning
- Australian VET organisations and some key international VET organisations
- key Australian historical documents
- VET-related acronyms.

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ABCDEFGHIJKLMNOPQRSTUVWXYZ

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All of these 

Enter Glossary Search Term

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This version last updated: May 2017

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 Word (1,727 KB)

About the glossary

Updates to the glossary are made on an ongoing basis. To suggest a new term or to provide feedback, please email NCVER's Glossary Editorial Committee:
glossary@ncver.edu.au.

Glossary last updated: February 2018

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Interactions among students' prior learning, aspiration, confidence

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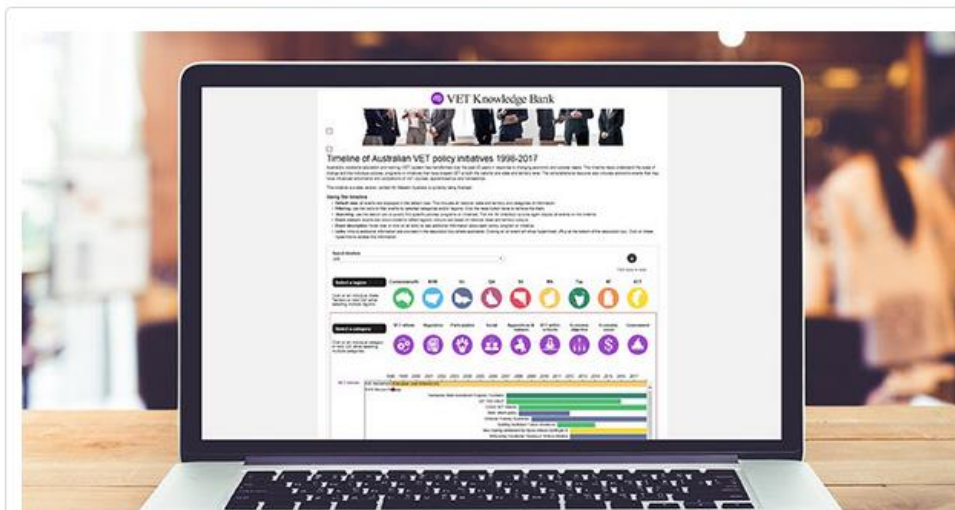
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Combine Search terms using the following operators: AND OR NOT "" () [] TO

To search in specific fields, Select the field you want to search and click add.

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Search Tips

Guided search

Use guided search to search in a specific field or combination of fields. To search in a specific field, select the required field from the drop down list of fields on the left.

- **All of these** will look for items that have all the words in the selected field
- **Any of these** will look for items that have at least one of the words entered
- **As a phrase** will look for items where the words appear as a phrase


To search in multiple in fields, use multiple rows and combine the rows using AND, OR, NOT from the drop down list.


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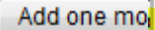
Use the expert search to build complex queries. The following operators can be used:

- Use **AND** to find items that contain all search terms
- Use **OR** to find items that contains at least one of the search terms
- Use **NOT** to exclude terms
- Use double quotation marks " " to search for words as a phrase
- Use round brackets () to search for multiple terms within the same field

Searchable fields

Guided Search 


AND 

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- All Fields
- Authors
- Corporate Author
- Title
- Abstract
- Subject/Keyword
- Geographic subject
- Date
- ISBN
- ISSN



- All of these
- Any of these
- As a phrase



Combining search rows

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Add more rows

Guided Search 

All Fields All of these

AND All Fields All of these

AND All Fields All of these

AND All Fields All of these

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Guided Search 

All Fields



apprentices apprenticeships apprenticeship

Any of these



AND



Geographic subject



australia

All of these



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Filter by authors:

- National Centre for Vocational Education Research (NCVER) (720)
 - Australian National Training Authority (ANTA) (286)
 - Australia. Department of Education, Science and Training (DEST) (85)
 - Smith, Erica (57)
 - Karmel, Tom (56)
- Show more

Filter by subjects:

- Vocational education and training (4176)
 - Teaching and learning (2669)
 - Employment (2551)
 - Providers of education and training (2537)
 - Research (2391)
- Show more

Filter by keywords:

- TAFE (1427)
 - Skill development (995)
 - Education and training system (676)
 - Apprentice (603)
 - Survey (563)
- Show more

Filter by geographic

Search Results

Enter search terms

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1 2 3 4 5 6 7 8 9 ... next > last »

New apprenticeships: a guide for employers, apprentices and trainees

This handbook explains the new apprenticeship system in Western Australia, and answers the questions most... [+] Show more

Corporate author: Western Australia. Department of Training. New Apprenticeship Branch
Date: 1998

Geographic subjects: Oceania; Australia; Western Australia

Resource type: Book

Subjects: Apprenticeship; Traineeship; Employment

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Pre-apprentice programs and their impact on apprenticeship completion

Pre-apprenticeship programs have generated interest recently from government, employers and other stakeholders in... [+] Show more

Authors: Karmel, Tom; Oliver, Damian


Conference name: International Network on Innovative Apprenticeship International Conference

Date: 2011

Geographic subjects: Australia; Oceania

Resource type: Conference

Subjects: Apprenticeship; Participation; Vocational education and training [+] Show more

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Get ahead: your guide to apprenticeships and traineeships [2009]

Apprenticeships and traineeships are a great way to start a career. They combine practical experience at work with... [+] Show more

Corporate author: Western Australia. Department of Education and Training (DET)

Date: 2009

Geographic subjects: Oceania; Australia; Western Australia

Resource type: Guide

Current search

Search found 7631 items

- All Fields:(apprentices OR apprenticeships OR apprenticeship) AND Geographic subject:(australia)

Sort by

- Relevancy
- Title
- Publication Date
- Author

Search Results

Enter search terms

"return on investment" Search

Retain current filters

Retain search terms

Select the operator

AND ▼

Advanced Search

1 2 3 4 5 6 7 8 9 ... next » last »

Australian apprenticeships: facts, fiction and future

Apprenticeships are the oldest and most resilient form of post-school education and training, accounting for... [\[+\] Show more](#)

Corporate author: National Centre for Vocational Education Research (NCVER)

Date: 2001

Geographic subjects: Oceania; Australia

Resource type: Book

Subjects: Youth; Evaluation; Labour market [\[+\] Show more](#)

[Add to My Selection](#)

Apprenticeship and Traineeship Taskforce report: meeting the employment based training needs of Western Australia

This report was established to provide advice to increase the takeup of apprenticeships and traineeships. The [\[+\] Show more](#)

Filter by authors:

- National Centre for Vocational Education Research (NCVER) (239)
- Australian National Training Authority (ANTA) (61)
- Australia. Department of Education, Science and Training (DEST) (29)
- Polesel, John (22)
- Karmel, Tom (21)
- Show more

Filter by subjects:

- (-) Outcomes
- Vocational education and training (909)
- Employment (735)
- Research (645)
- Teaching and learning (592)
- Show more

Filter by keywords:

- Outcomes of education and training (524)
- Future (293)
- ...

Current search

Search found 1696 items

- All Fields:(apprentices OR apprenticeships OR apprenticeship) AND Geographic subject:(australia)
- (-) Outcomes

Sort by

- Relevancy
- Title
- Publication Date
- Author

Subscribe

Filter by authors:

- National Centre for Vocational Education Research (NCVER) (5)
 - Australian National Training Authority (ANTA) (3)
 - Australian Industry Group (2)
 - Group Training Australia (GTA) (2)
 - Hargreaves, Jo (2)
- Show more

Filter by subjects:

- (-) Outcomes
 - Skills and knowledge (37)
 - Employment (31)
 - Vocational education and training (31)
 - Research (26)
- Show more

Filter by keywords:

- Skill development (22)
- Recommendations (17)
- Future (9)
- Outcomes of education and training (9)

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[1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [next >](#) [last »](#)

Subscribe 

Current search

Search found 59 items

- All Fields:(apprentices OR apprenticeships OR apprenticeship AND "return on investment") AND Geographic subject:(australia)
- (-) Outcomes

Sort by

- Relevancy
- Title
- Publication Date
- Author

The changing nature of apprenticeships: 1996-2016

This research summary provides evidence of the changing nature of apprenticeships over a 20 year period (1996-2016... [\[+\] Show more](#)

Authors: Hargreaves, Jo; Stanwick, John; Skujins, Peta

Date: 2017

Geographic subjects: Oceania; Australia

Resource type: Report

Subjects: Apprenticeship; Traineeship; Vocational education and training [\[+\] Show more](#)

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Engineering apprentices: review of qualification completions in engineering trades apprenticeships

ACIL Allen Consulting in partnership with the National Centre for Vocational Education Research (NCVER) was... [\[+\] Show more](#)

Corporate author: National Centre for Vocational Education Research (NCVER)


ACIL Allen Consulting

Date: 2014

Geographic subjects: Australia; Oceania



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All Fields  All of these 

AND  All Fields  All of these 

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Guided Search

	Subject/Keyword	wage completion	All of these
AND	All Fields	apprenticeship traineeship	Any of these
AND	Geographic subject	australia	All of these
OR	Geographic subject	new zealand	As a phrase
OR	Geographic subject	great britain	As a phrase

Add one more

Remove

From Year:

2005

To Year:

2018

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- You can require or exclude terms using + and -: *big +blue drop* will require a match on *blue* while *big blue -drop* will exclude results that contain *drop*.

Current search

Search found 0 items

- Subject/Keyword:(wage AND completion) AND All Fields:(apprenticeship OR traineeship) AND Geographic subject:(australia) OR Geographic subject:("new zealand") OR Geographic subject:("great britain") AND Date:[2005 TO 2018]

Expert Search

```
tm_metadata.keyterm:(wage AND completion) AND  
tm_metadata.subject:(apprenticeship OR  
traineeship) AND tm_metadata.geographicsubjects:  
(australia OR "new zealand" OR "great britain") AND  
sm_metadata.yearpublished:[2005 TO 2015]
```

Search

Combine Search terms using the following operators: AND OR NOT "" [] TO

To search in specific fields, Select the field you want to search and click add.

Year published



Add



Filter by authors:

- Bittman, Michael (1)
- Blomberg, Davinia (1)
- Buchanan, John (1)
- Chan, Sharni (1)
- Hargreaves, Jo (1)
- Show more

Filter by subjects:

- Apprenticeship (7)
- Participation (7)
- Income (6)
- Employment (5)
- Outcomes (4)
- Show more

Filter by keywords:

- Completion (7)
- Wage (6)
- Apprentice (4)
- Outcomes of education and training (2)
- Wage rate (2)

Search Results

Enter search terms

Search

Advanced Search



The impact of wages and the likelihood of employment on the probability of completing an apprenticeship or traineeship

This occasional paper looks at how the probability of getting a job, in addition to wages, impacts on completion... [+] Show more

Authors: Karmel, Tom; Mlotkowski, Peter

Corporate author: National Centre for Vocational Education Research (NCVER)

Date: 2011

Geographic subjects: Australia; Oceania

Resource type: Occasional paper

Series name: NCVER occasional paper

Subjects: Employment; Economics; Apprenticeship [+] Show more

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Reasons for non-completion and dissatisfaction among apprentices and trainees: a regional case study

Skills shortages have reinvigorated ongoing debate and concern about high attrition rates among Australian... [+] Show more

Authors: Snell, Darryn; Hart, Alison

Date: 2008

Geographic subjects: Oceania; Australia; Victoria

Resource type: Article

Subjects: Apprenticeship; Traineeship; Participation [+] Show more

Current search

Search found 7 items

- tm_metadata.keyterm:(wage AND completion) AND tm_metadata.subject:(apprenticeship OR traineeship) AND tm_metadata.geographicsubjects:(australia OR "new zealand" OR "great britain") AND sm_metadata.yearpublished:[2005 TO 2018]

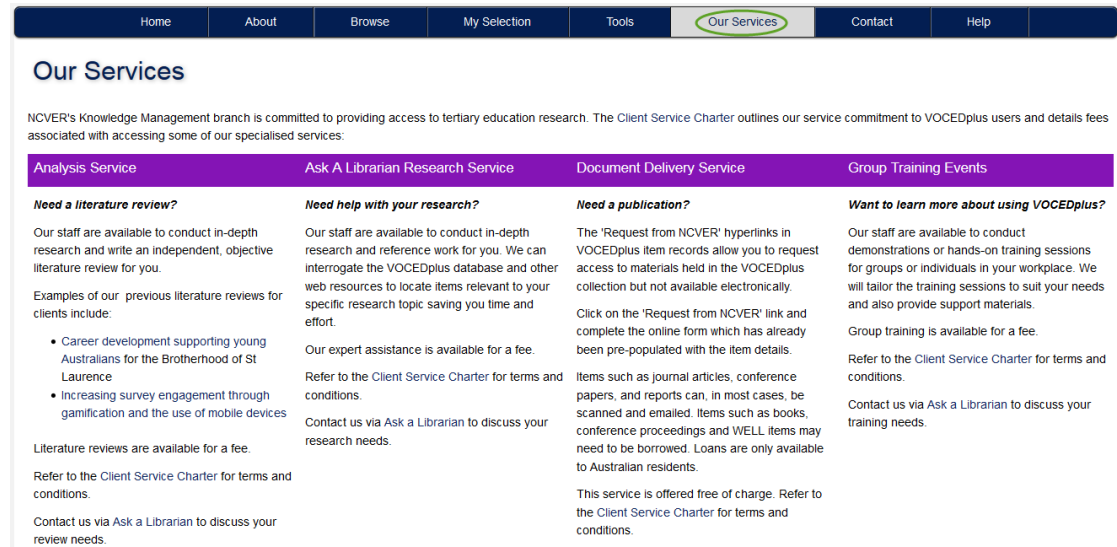
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<p>Need a literature review?</p> <p>Our staff are available to conduct in-depth research and write an independent, objective literature review for you.</p> <p>Examples of our previous literature reviews for clients include:</p> <ul style="list-style-type: none"> • Career development supporting young Australians for the Brotherhood of St Laurence • Increasing survey engagement through gamification and the use of mobile devices <p>Literature reviews are available for a fee.</p> <p>Refer to the Client Service Charter for terms and conditions.</p> <p>Contact us via Ask a Librarian to discuss your review needs.</p>	<p>Need help with your research?</p> <p>Our staff are available to conduct in-depth research and reference work for you. We can interrogate the VOCEDplus database and other web resources to locate items relevant to your specific research topic saving you time and effort.</p> <p>Our expert assistance is available for a fee.</p> <p>Refer to the Client Service Charter for terms and conditions.</p> <p>Contact us via Ask a Librarian to discuss your research needs.</p>	<p>Need a publication?</p> <p>The 'Request from NCVER' hyperlinks in VOCEDplus item records allow you to request access to materials held in the VOCEDplus collection but not available electronically.</p> <p>Click on the 'Request from NCVER' link and complete the online form which has already been pre-populated with the item details.</p> <p>Items such as journal articles, conference papers, and reports can, in most cases, be scanned and emailed. Items such as books, conference proceedings and WELL items may need to be borrowed. Loans are only available to Australian residents.</p> <p>This service is offered free of charge. Refer to the Client Service Charter for terms and conditions.</p>	<p>Want to learn more about using VOCEDplus?</p> <p>Our staff are available to conduct demonstrations or hands-on training sessions for groups or individuals in your workplace. We will tailor the training sessions to suit your needs and also provide support materials.</p> <p>Group training is available for a fee.</p> <p>Refer to the Client Service Charter for terms and conditions.</p> <p>Contact us via Ask a Librarian to discuss your training needs.</p>

Recap of key VOCEDplus tools

- VET Knowledge Bank
- Pod Network
- Special collections
- Statistical resources
- Timeline of Policy Initiatives
- History of VET in Australia timeline
- Focus on ... pages
- Glossary of VET



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