

# Research Directions

Office of Research Services

## ***Is Pre-vocational Training Effective?***

**Dr Phil Toner and Dr Richard Woolley from the Centre for Industry and Innovation Studies (CIIS) are exploring the success of pre-vocational training in improving uptake and completion rates for apprenticeships through a collaboration with the NSW Department of Education and Training (DET) Board of Vocational Education and Training.**



'Pre-vocational training is a recognised pathway to prepare trainees to be eligible and job-ready for apprenticeships and traineeships in trades such as plumbing, hairdressing, electrical and building trades, and engineering' says Dr Toner. 'Exposing prospective apprentices to a life in their chosen trade through structured pre-vocational training has been shown to benefit both employers and trainees. In response to skill shortages, the NSW Government has significantly increased expenditure on pre-apprenticeship programs over the last 4-5 years. This project is aimed at assessing the impact and effectiveness of this investment.'

The research team will perform a comprehensive analysis of the available data on pre-vocational training, traineeships and apprenticeships, and compare this with previous Australian pre-vocational training evaluations. Roundtable discussions and interviews will also be held with program participants, DET officers, TAFE staff, government and private training providers and employers. The results will give an understanding of participation trends, the take-up rate to apprenticeships after pre-vocational training, how helpful pre-training is in fast-tracking apprenticeships, and the level of satisfaction of students, employers and the industry in training programs. Different approaches to pre-vocational training and how effective these are in addressing skills shortages and creating employment opportunities will also be studied.

This research is expected to provide valuable information about pre-vocational training in Australia and have a positive impact on current skill shortages in trades and apprenticeships. This will ensure improved access to vital tradespeople for the Australian community, and access to skilled employment for young people and mature-age workers who wish to work in traditional and new trades.

**Project Title:** Evaluating the effectiveness of NSW pre-vocational training programmes

**Funding has been set at:** \$55,000

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