Kangan Institute has implemented a best practise model for pre-apprenticeship training based on insights from a trial program commissioned by the Department of Early Education and Childhood Development (DEECD) last year.

The new approach focusses on improving workplace literacy and numeracy, encouraging the participation of women, increasing industry based experience, and boosting training completion rates.

Phillip Murphy, Executive Director of Kangan Institute's Automotive Centre of Excellence, spoke about how the model incorporates career planning and improved support for transitioning from a pre-apprenticeship into an apprenticeship and employment.

“We help our pre-apprentices to improve their employability skills by assisting them to find industry-based work placements, prepare resumes, and hone their interview skills”, he said. “Students who are aged between 15-24 years can also access free advice on study pathways and career planning through our Next Step initiative.”

Prospective students attend information sessions to ensure that they understand what a pre-apprenticeship involves prior to commencing training. Once on board, dedicated transition facilitators support the students throughout the course and can refer them to counselling, financial welfare and accommodation services if appropriate. The pre-apprentices receive ongoing literacy and numeracy support which is contextualised to ensure that learning is relevant and meaningful.

Mr Murphy went onto explain that Kangan Institute’s key motivation for developing the innovative new program was to improve outcomes for students and employers.

“Students will gain a practical insight into the trade they’re seeking to enter and will be equipped with the skills and knowledge needed for a smooth transition into an apprenticeship in their chosen field”, he said.

“From an industry perspective, employers will have peace-of-mind that a pre-apprentice graduate will have practical hands-on experience and a realistic expectation of the work involved in a particular trade”.

Best practice pre-apprenticeship model will improve outcomes for students and employers >