

# Children's Services



An Australian School-based Apprenticeship Case Study **Industry Skills Council**

## Innovative Approach Yields Big Results

In Heidelberg, Victoria KAL Multimedia (KAL), an innovative RTO, is running a highly regarded program for Australian School-based Apprentices (ASBAs) in Children's Services. Three groups of Year 11 and 12 students from a range of local schools are gaining valuable experience working in local Children's Services areas and completing the Certificate III at the same time. Unlike most ASBA programs KAL is also the legal employer of the students. This gives them the opportunity to provide a well-coordinated program, which produces excellent results for all involved. Students do a mix of weekly face-to-face clustered training and work placement at a 'training childcare centre' where they are carefully supervised and mentored by staff before they begin paid work at a work placement with a 'host employer' (child care centre, kindergarten etc). Over the program students do additional learning tasks at their own pace, through their flexible learning online 'real life' Virtual 'childcare centre'. Students also do extra block sessions during the school holidays, at their host workplaces, or within training.

## At a glance

- KAL Multimedia is a RTO and also the employer of 30+ ASBA students working in Children's Services areas.
- Students spend paid time each week in face-to-face group training sessions of three hours and approx 7-10 hours a week at childcare services area, who are 'host' employers.
- There are no costs to the host employers but they must provide close supervision for the students.
- The program takes around 18 – 24 months, depending on time release.
- There is an emphasis on supervised learning at a 'training childcare centre' upfront in the program, with block training before students begin time with their host employers. This means they are more competent and skilled when they reach the workplace.

## Key outcomes

This program demonstrates the benefits of an innovative model. Students begin at their 'host' employers' work-sites with a relatively high degree of competence and 'real life' skills.

The childcare services are happy with the program and quality of the students who work with them. They have all the benefits without the extra work involved in 'employing' the students.

The ASBA students are able to gain valuable skills and experience that equips them for work in an industry that is experiencing severe skill shortages. All students who have completed the ASBA program have gone on to either work directly in the industry, or further study at Diploma level or undergraduate Early Childhood teaching courses at University.

In 2006 KAL expanded the program and is pleased with its success.



## CAREER FACTS

- *ASBA Qualification: Certificate III in Children's Services*
- *Jobs: Work as Childcare Assistant, Nanny, Family Day Carer*
- *Career Pathway: Further study Diploma, Advanced Diploma and Early Childhood Education University Courses*

***"Students benefit from the quality training and the industry reaps the results. All students are heading into employment or further studies."***

Gael Kennedy, ASBA Project  
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## Further information

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