



Australian Government

AUSTRALIAN TRAINING AWARDS

REAL STORIES. REAL ACHIEVEMENTS.



CLINIPATH PATHOLOGY

2015 AUSTRALIAN APPRENTICESHIPS – EMPLOYER AWARD

The Australian Apprenticeships – Employer Award recognises those employers who have made innovative improvements in training which benefit the outcomes for their apprentices and/or trainees in Australia.

Clinipath Pathology has been a leading supplier of pathology services for Western Australia for more than 20 years. In 2012, the decision to adopt vocational education and training (VET) aligned to Clinipath Pathology’s core values of quality, service excellence and continuous improvement, led to significant benefits for the business and its employees.

Clinipath Pathology employs around 800 staff, with about 250 of those employees currently in traineeships. All employees are encouraged to embark on a training journey for life and over 500 have now achieved a VET qualification.

Training is broad so that employees learn the importance of their own role in the overall pathology processes, but it is also targeted to individuals, including through monthly meetings of managers with

the training providers. Complex rostering changes on sites away from the laboratory ensure that individuals receive face to face, as well as, online training.

Clinipath Pathology’s training program began with some female-dominated areas such as its Patient Services Department, where 98 per cent of over 350 staff are women. Traditionally across the industry, qualifications have often not been required in these areas.

Ann Poole, Patient Services Manager, says that there have been clear benefits to the business.

“The introduction of a training culture to Clinipath Pathology, along with clear career pathways, has greatly improved our employee retention rate in an industry that normally has high workforce mobility.”

Training has also achieved the desired alignment with Clinipath Pathology’s core values, says Ann. “For example, quality outcomes and continuous improvement are reflected in the dramatic decrease in the need to recollect specimens, with obvious benefits to patients, referrers and our bottom line.”

While Clinipath Pathology was already an industry leader, its Australian Training Awards success means that it now receives approaches from beyond its own industry, across the broader VET sector, to share its knowledge and experience.

“We are happy to do this,” says Ann. “Using training to full effect across businesses helps build the whole economy, which is good for everyone.”

ABOUT THE AUSTRALIAN TRAINING AWARDS

Each year, the Australian Training Awards recognise and celebrate the outstanding achievements of Australian Apprentices, vocational students, training practitioners, businesses, secondary schools, industry and registered training organisations for their contribution to skilling Australia.

The majority of the awards are the culmination of the state and territory awards programs with winners from each state and territory eligible to compete at the national level in aligned categories.

There are also seven award categories available by entering directly to the Australian Training Awards.

Individual

- Lifetime Achievement Award (**direct entry**)
- National Achievement Award (**direct entry**)
- Excellence in Language, Literacy and Numeracy Practice Award (**direct entry**)
- Australian School-based Apprentice of the Year Award
- Vocational Student of the Year Award
- Aboriginal and Torres Strait Islander Student of the Year Award
- Australian Apprentice (Trainee) of the Year Award
- Australian Apprentice of the Year Award
- VET Teacher/Trainer of the Year Award

Business

- Australian Apprenticeships – Employer Award (**direct entry**)
- Small Employer of the Year Award** (**direct entry**)
- Medium Employer of the Year Award
- Large Employer of the Year Award
- Industry Collaboration Award

Registered Training Organisation

- School Pathways to VET Award (**direct entry**)
- International Training Provider of the Year Award* (**direct entry**)
- Small Training Provider of the Year Award
- Large Training Provider of the Year Award

* Applications for this award are made directly to the Australian Training Awards in all states and territories except Western Australia where applications must be made direct to the WA Training Awards.

** Businesses registered in Queensland, Tasmania and the ACT must apply for the Small Employer of the Year Award through the relevant 2016 state or territory training awards. Businesses registered in New South Wales, South Australia, Victoria, Western Australia and the Northern Territory must apply directly to the Australian Training Awards.

DISCOVER MORE OF THE POTENTIAL BENEFITS OF APPLYING FOR AN AUSTRALIAN TRAINING AWARD BY DOWNLOADING THE WHY APPLY FACT SHEET OR VISIT THE WHY AND HOW TO ENTER PAGE OF THE AUSTRALIAN TRAINING AWARDS WEBSITE.

WHY APPLY?

The awards offer participants Australia-wide recognition for exceptional training outcomes and an opportunity to become known as the best-of-the-best, nationally.

For individuals, the awards can open up networks and career opportunities within the business sector and provide you with the opportunity to become a national ambassador for skills to promote the vocational education and training sector at a national level.

For businesses and registered training organisations, the awards can propel you into the national spotlight, positioning you as a front runner in skills and workforce development and leader in best practice. This will set you apart from the competition and make you an employer or registered training organisation of choice.

