

EMPLOYMENT SERVICES

Australian Apprenticeships cover both apprenticeships and traineeships, which are a method of full-time or part-time employment combined with a vocational qualification. They are available in hundreds of occupations in over 50 industries.

Australian Apprenticeships are available to anyone of working age with eligibility to work in Australia. There aren't specific school levels, certificates or other qualifications needed to start one. An employer may have their own criteria when taking on an Australian Apprentice.

When an Australian Apprenticeship is completed, your client will have a nationally recognised qualification that they can take anywhere in Australia and is held in high regard in many overseas countries.

Australian Apprenticeships are sustainable employment combined with a formal qualification.

- Sustainable full-time or part-time employment
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- Support organisations assist during the Australian Apprenticeship
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- Employment outcome payments available

aapathways.com.au/industry-insiders



**Apprentice
Employment Network
WESTERN AUSTRALIA**

**WA's Largest
Apprentice & Trainee
Employer Network**

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Australian Apprenticeship Pathways

Apprenticeships and traineeships are established across 50 industries and hundreds of occupations, so there are a lot of options for someone considering this method of employment.

Positions are commonly filled by school leavers, people re-entering the workforce, or by those in the workforce wishing to change careers or gain new skills. Most Australian Apprenticeships are entry level roles, with the apprentice or trainee learning skills on the job and through the formal training component.

As an Australian Apprenticeship combines employment and training, the apprentice or trainee will need the skills to be able to complete both. Key skills that may need to be developed prior to commencing include employability ('soft') skills, and language, literacy and numeracy skills. Depending on the industry, some licenses or tickets may be required, such as a 'white' card for construction.

Difference between an apprenticeship and traineeship

The term Australian Apprenticeships is used to cover both apprenticeships and traineeships. An Australian Apprentice can refer to either an apprentice or trainee.

An apprenticeship typically takes between 36 to 48 months to complete, depending on the qualification or the award. They are generally offered in trade areas such as building and construction, commercial cookery, automotive, engineering, manufacturing and hairdressing.

A traineeship usually takes between 12 to 24 months, depending on the qualification. They are generally offered in industries such as business, retail, community health, childcare, financial services and IT.

There are some differences in the contractual requirements between apprenticeships and traineeships, which differ by State and Territory. In general, traineeships can be canceled by either the employer or trainee in line with typical employment regulations. Apprenticeship contract changes must go through the State or Territory Training Authority.

Benefits of an Australian Apprenticeship

There are many benefits to an Australian Apprenticeship for both the employer and the apprentice or trainee. The apprentice or trainee gets paid to learn, and the employer is able to train up staff in a way that suits their business.

Australian Apprenticeships are supported pathways. The Australian Apprenticeship Support Network (AASN) provider, Registered Training Organisation (RTO), and State or Territory Training Authority (STA) all playing a role in supporting the employer and apprentice or trainee. This assists in getting a good outcome from the Australian Apprenticeship for everyone involved.

There is the potential to access government financial support and other benefits for both the employer and the apprentice or trainee. This assists with the costs incurred whilst undertaking the apprenticeship or traineeship.

Assisting your clients into an Australian Apprenticeship

An Australian Apprenticeship may allow for employment outcome payments, due to an apprenticeship or traineeship consisting of formal employment for a duration of more than 12 months, combined with a formal qualification. In some cases, completion of a pre-apprenticeship may also meet criteria.

Providers should connect with their local support networks who are in place to support with Australian Apprenticeships. The main network types are:

- Australian Apprenticeship Support Network (AASN) providers: conduct the sign up and provide ongoing support to the employer and apprentice or trainee. They have recruitment services that may be able to assist your clients.
- Registered Training Organisation (RTO): deliver the training and provide support in relation to the qualification. They run pre-apprenticeship courses and have networks throughout industry.
- Group Training Organisation (GTO): employ apprentices and trainees and place them with host employers. GTOs are experts in Australian Apprenticeships in their local labour market.