

AUSTRALIAN APPRENTICESHIPS

Australian Apprenticeships (often referred to as apprenticeships or traineeships) provide opportunities to train, study and earn an income in a wide range of occupations and trades.

QUICK FACTS

As at 31 December 2017:

- 256,000 apprentices and trainees were in training
- 2.1% of Australian workers were employed as an apprentice or trainee
- 9.1% of workers in trade occupations were employed as an apprentice or trainee
- 11.8% of teenage workers (aged 15-19 years) were employed as an apprentice or trainee.

CAREER OPPORTUNITIES

Australian Apprenticeships offer opportunities for anyone of working age to train, study and earn an income in more than 500 occupations and trades. They are available at all qualification levels up to Advanced Diploma, and they provide nationally recognised training that has been developed by industry for industry.

Australian Apprenticeships combine time at work with training, and they can be undertaken full-time, part-time or school-based. Those who complete their training receive a nationally recognised qualification that can take them anywhere in Australia, and one that is held in high regard in many overseas countries.

An Australian Apprentice can be:

- a secondary school student
- a school-leaver
- a person re-entering the workforce
- an adult, including those wishing to start or change careers.

POPULAR AUSTRALIAN APPRENTICESHIPS

As at December 2017, the five most popular apprenticeship and traineeship programs were as follows:

- Certificate III in Electrotechnology Electrician
- Certificate III in Carpentry
- Certificate III in Plumbing
- Certificate III in Light Vehicle Mechanical Technology
- Certificate III in Hospitality.

EARNING AND LEARNING PATHWAY

Australian Apprenticeships are an ideal way to get high-level skills for a successful career while getting paid at the same time. Apprentices and trainees are usually employed under a federal or state award or agreement. Their wage depends on a number of factors, including the year of training they are in (e.g. first year, second year etc.), the type of apprenticeship or traineeship they are undertaking and the industry they are working in. Apprenticeship pathways and qualifications by state and territory and level can be found at aapathways.com.au.

TIMEFRAMES

Australian Apprenticeships can take between one and four years to complete, depending on the type of program and the qualification involved. Training pathways and durations for apprenticeships and traineeships are set by state and territory governments in consultation with industry. Durations of apprenticeships can be found at <https://www.aapathways.com.au/complex-search>.

FINANCIAL ASSISTANCE

The first few years of an Australian Apprenticeship can often be financially difficult for those entering the workforce for the first time. With this in mind, financial assistance may be available to apprentices and trainees, including:

- Trade support loans
- Living away from home allowance
- Centrelink administered allowances (including Youth Allowance, Austudy and ABSTUDY).

SUBSIDISED TRAINING

State and territory governments provide subsidies to registered training organisations (RTOs) to help cover the cost of training Australian Apprentices. The amount of funding available to RTOs differs in each state and territory, as governments prioritise and align funding to localised skill needs.

In some states and territories, subsidised training for apprentices and trainees is packaged as a User Choice program. However, the level of choice that users (i.e. apprentices and their employers) have in the selection of training providers differs between states and territories.

AUSTRALIAN APPRENTICESHIP SUPPORT NETWORK (APPRENTICESHIP NETWORK)

The Australian Government invests up to \$190 million each year in the Apprenticeship Network to provide personalised support to apprentices and their employers. This support includes:

- Pre-commencement services (screening, testing and job-matching to get the right apprentice in the right apprenticeship with the right employer)
- Universal services (administrative support, payment processing and regular contact)
- Targeted services (specialist mentoring to ensure apprentices complete their training and go on to rewarding careers).

EMPLOYER INCENTIVES

The Australian Apprenticeships Incentives Program provides a number of incentives to help eligible employers who take on an Australian Apprentice, especially if the apprenticeship is in a trade area experiencing a skills shortage. These incentives include:

- Commencements
- Recommencements
- Completions
- Adult Australian Apprentices
- Australian Apprentices with Disability
- Australian School-based Apprentices
- Mature Aged Workers
- Rural and Regional Skills Shortages.

GROUP TRAINING ORGANISATIONS

If an employer does not have enough work for an ongoing or full-time apprentice or trainee, or their work does not cover the full range of skills that an apprentice or trainee requires to complete their training, a Group Training Organisation (GTO) can organise for the employer to 'host' an apprentice or trainee for a specific period of time, or to share an apprentice or trainee with another business.

AUSTRALIAN TRAINING AWARDS

The Australian Training Awards are the peak national awards for the VET sector, recognising individuals, businesses and RTOs for their contribution to skilling Australia. The awards are held annually, and the following categories are available to Australian Apprentices and their employers:

- Australian Apprenticeships - Employer Award
- Apprentice of the Year
- Trainee of the Year
- Australian School-based Apprentice of the Year.

More information about the Australian Training Awards can be found on pages 38-39.

KEY WEBSITES

- Australian Apprenticeships
<https://www.australianapprenticeships.gov.au/>
- Australian Training Awards
<https://www.australiantrainingawards.gov.au/>
- GTO National Register
<https://www.australianapprenticeships.gov.au/gto-listing>
- Australian Apprenticeships and Traineeships Information Service.
<https://www.aapathways.com.au/>
- My Skills
<https://www.myskills.gov.au/>

RELATED TOPICS

- Awards and Competitions
- Preparing Secondary Students for Work
- Registered Training Organisations