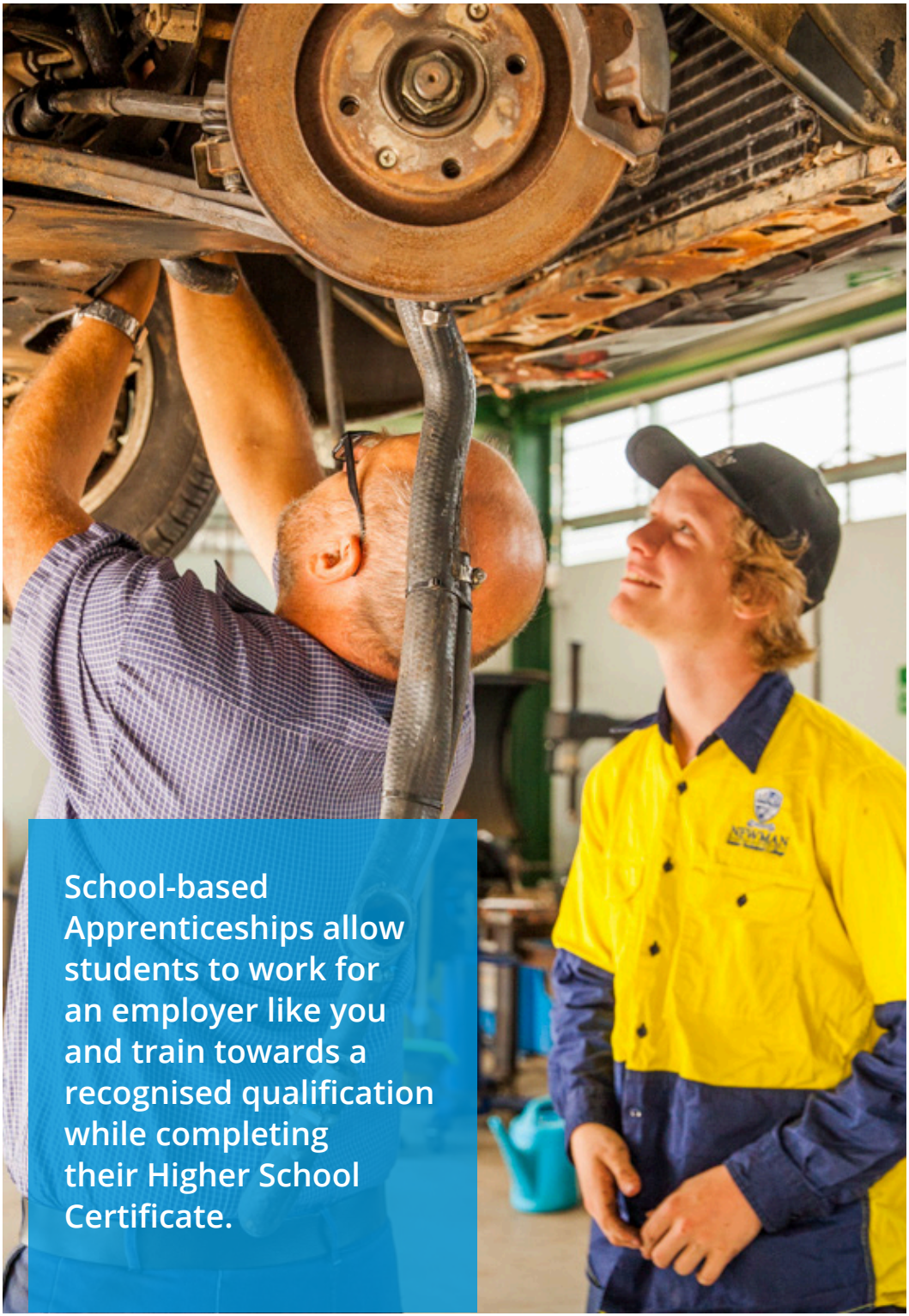
NEWMAN
Senior Technical College

An Employers Guide

TO SCHOOL-BASED APPRENTICESHIPS

newman.nsw.edu.au



School-based Apprenticeships allow students to work for an employer like you and train towards a recognised qualification while completing their Higher School Certificate.

What is a School-based Apprenticeship (SbA)?

A School-based Apprenticeship (SbA) allows Year 11 and 12 students to work for a business as paid employees and undertake training to gain a national qualification. Training and work are factored into the students timetable to assist the apprentice in completing their Higher School Certificate.

School-based Apprenticeships provide a crucial opportunity to up skill businesses and invest in young talent and provide an invaluable opportunity to strengthen your business.

WORK EXPERIENCE

You find your future apprentice through the Newman Workplace Learning Program to see if the student suits your business **(at no cost).**

DEVELOP LOYAL & MOTIVATED STAFF

By giving a young person a start on their career you will develop loyal & motivated staff.

CONTRIBUTING TO THE COMMUNITY

Employers can make a real difference by encouraging young people to work towards their future goals and giving them a realistic exposure to your industry or sector.

SAVE MONEY

You can save money in recruitment and training of future employees.

Benefits...

Businesses may receive up to

$10,500

to help the cost of employing a School-based Apprentice.

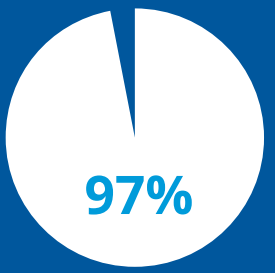
20+ jobs weekly are advertised to Newman students for employment within the local community

93 SbAT's

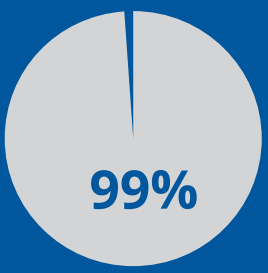
were employed in 2019 through Newman College

Thanks Hastings Industry!

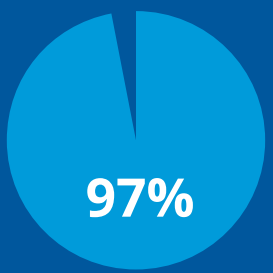
98% of local businesses who employ a Newman School-based Apprentice or Trainee find it **beneficial** to the **employer** and the **student**



97% of employers found the process of employing a School-based Apprentice **straight forward**



99% of employers agree that the Newman School-based Apprentice or Trainee is **well supported**



97% of School-based Apprentices or Trainees are discovered through the College **Workplacement Program**

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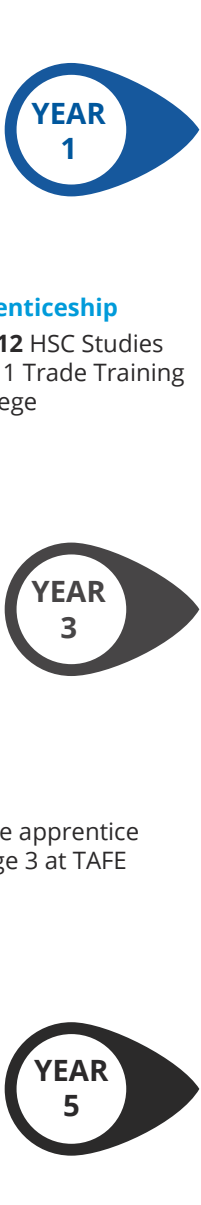
How do SBAT'S work?



What does the Employer have to do?

If you decide to employ a School-based Apprentice your business will be required to give the apprentice every opportunity to learn the skills and acquire the knowledge of the trade, provide a fair and safe working environment, pay wages for the time that is worked and give feedback on the students progress to the student and school.

An employer should also;

- Assist with delivering of training as outlined in the training plan
- Provide a work environment free from any form of harassment
- Observe the apprentice's progress and confirm that they are developing the required skills and knowledge
- Liaise when necessary with Newman Senior Technical College with regard to assessment of the apprentice on-the-job

You are not obliged to offer ongoing employment after the completion of the apprenticeship. However, as you have spent time training a person to become a productive employee, you may find it worth your while keeping them on.

There are Government Incentives!

The government encourages employers to open up genuine apprenticeship opportunities through the provision of financial incentives and other benefits including;

Exemption from worker compensation prem

Employers receive exemptions from workers compensation premiums for their apprentices. Visit http://www.workcover.nsw.gov.au/FAQs/default.htm for more information.

A list of other benefits and incentives is listed below.

COMMENCEMENT

EMPLOYER

$1500 Commencement
$750 SbA Special
$1000 Rural & regional

APPRENTICE

$100/year Car Rego Rebate
$20,000 (up to) Trade loan over the duration of the Apprenticeship

RETENTION

EMPLOYER

$750 SbA Retention Benefit when the Apprenctie has completed Year 12

COMPLETION

EMPLOYER

$2500 Completion Incentive

See **www.australianapprenticeships.gov.au/news** for more information about additional incentives for industries with skills shortages.

How much will it cost me?

You will pay your School-based Apprentice (SbA) only for the time they spend working. SbA's do not get paid for undertaking off-the-job training, but are paid an extra amount per hour in lieu of this. Most Awards now include an hourly pay rate for SbA's.

Fair Work Ombudsman (phone: 131394 or visit www.fairwork.gov.au) will help you determine the correct hourly pay rate for a SbA in your industry.

Approximately $11.00/hour

This is an indication only of the hourly rate and needs to be confirmed.

WAITING PERIODS

There is a three month waiting period before an employer or apprentice can apply for an Australian Government Commencement Incentive for an Apprentice.

How to employ a School-based Apprentice...

1. **Identify a suitable part-time position**
2. **Make contact with the Career Development Team**. Our team will help find a suitable apprentice for your business.
3. **Select the young person** Don't forget you can trial the student first to ensure they are the right fit for your business.
4. **Choose an Australian Apprenticeship Support Network**The Apprenticeship Support Network indentures your School-based Apprentice.
5. **Start School-based Apprenticeship**

Australian Apprenticeship Support Network

The Australian Apprenticeship Support Network (AASN) will provide information on Apprenticeships. They will provide you and your apprentice with support in relation to Commonwealth Employer Incentives and Living Away From Home Allowances and ensure lodgement of the "Training Contract" with the Department of Industry -State Training Services.

Below is a list of AASN's in the Port Macquarie region.

PROVIDER	CONTACT	ADDRESS	TELEPHONE
MEGT 13 63 48	Frances Jaeger	Shop 7, 14 Clarence St, Port Macquarie 2444	0400 607 873
Apprenticeship Support Australia 1300 363 831	Annelies Voorthuis	222/39 Grafton Street Coffs Harbour 2450	0400 109 711
Sarina Russo 1300 178 776	Jenny McKenzie	77 Hastings River Dr Port Macquarie 2444	0475 988 564
Verto 1300 302 977	Toni Wailes	Colonial Arcade Port Macquarie 2444	0429 363 019

Go to www.australianapprenticeships.gov.au for more information

"It all started with taking a chance"

Mitchell Joyce, Joyce Constructions

What's required...

The School-based Apprentice is required to complete the following days over Year 11 & 12:

180 days - Electrotechnology
144 days - Carpentry
144 days - Wall and Floor Tiling
144 days - Bricklaying
100 days - Fitting and Machining/ Boilermaking
130 days - Automotive

Any Questions? Call Us

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