

## SBAT's and Industry Areas:

Australian School Based Apprenticeships can be undertaken in most employment areas. Some of the more common examples include:

- Automotive
- Business
- Engineering
- Community Services
- Horticulture
- Hospitality
- Retail
- Sport and Recreation
- Information Technology
- Plumbing

### EMPLOYER COMMENT

*Student's benefit from the quality training and the industry reaps the results."*

**Gael Kennedy, ASBA Project  
Community Services and  
Health Industry Skills Council**

## For Further Information....

For further information on **School Based Apprenticeships & Traineeships** please contact :

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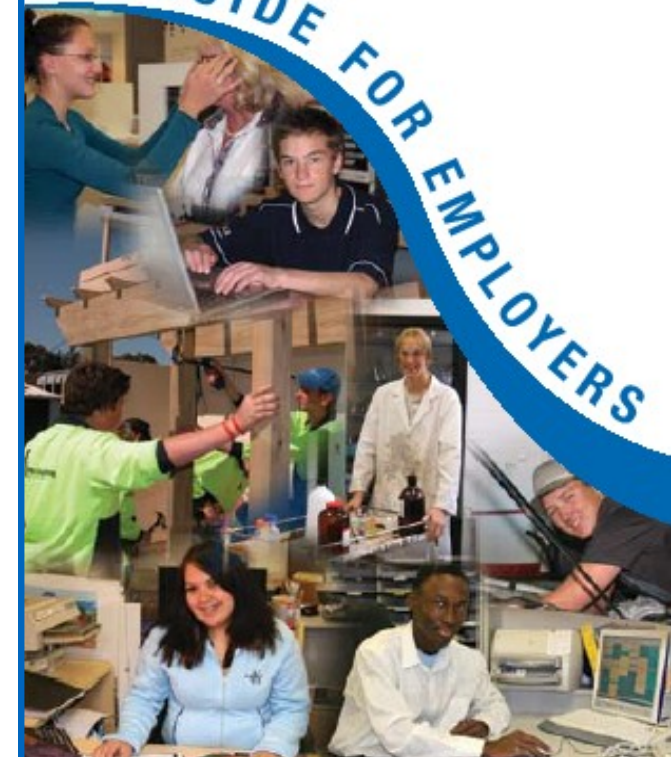


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# SBAT

SCHOOL BASED APPRENTISHIPS & TRANEESHIPS

A GUIDE FOR EMPLOYERS



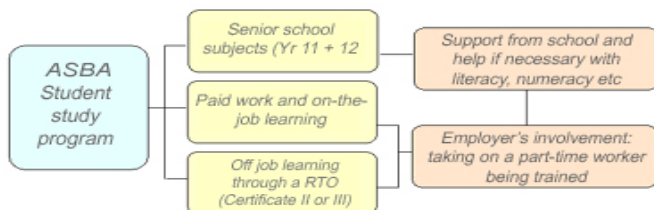
## What is a School Based Apprenticeship/Traineeship?

With workforce shortages predicted to get worse, and the current cohort of workers reaching retirement age, smart employers from all industry areas are investing in strategies to attract more young people into their industry.

School Based Apprenticeships/Traineeships (SBAT's) allow students over 15 years of age to work as paid part-time trainees or apprentices whilst completing their secondary education in VCE or VCAL.

A school based trainee or apprentice will:

- ⇒ Work for a minimum of 10 to 15 hours per week, including work after business hours and during school holidays
- ⇒ Undertake nationally recognised training at Certificate II or III level through a TAFE or Registered Training Organisation
- ⇒ Spend the rest of the week completing their secondary studies at school
- ⇒ Sign a training contract and be covered by the terms and conditions of the appropriate industrial arrangement.



## What are the benefits for employers?

- Eligibility for Government financial incentives when employing a school based Apprentice/ Trainee
- The satisfaction of giving a young person a 'head start' in their chosen profession and making a valuable contribution to the community
- The opportunity to gain a potential long term employee whom you have trained
- Building the skills of existing employees as they train and mentor a young apprentice
- Promoting your industry as a career for young people
- Employing young, enthusiastic and motivated part time staff

## What are the employer obligations?

- Provide a safe on-the job training environment
- Provide supervision and support
- Support structured training through a Registered Training Provider
- Meet the normal legislative requirements of an employer, i.e. OH&S, workers compensation
- Ensure that the Apprentice/Trainee is treated like any other employee with regard to conditions and entitlements
- Pay the Apprentice/Trainee at current industry rates and provide accurate pay slips

