

## What are Australian Apprenticeships?

Australian Apprenticeships include both apprenticeships and traineeships. They combine training towards a vocational education and training (VET) qualification with employment.

Apprenticeships and traineeships can be done full-time, part-time, or school-based. There are hundreds of occupations in trade and non-trade roles. Some common apprenticeships include: electrical, plumbing, carpentry, hairdressing, and commercial cookery. Some common traineeships include: retail, business, child care, agriculture, and information technology.

## What is Group Training?

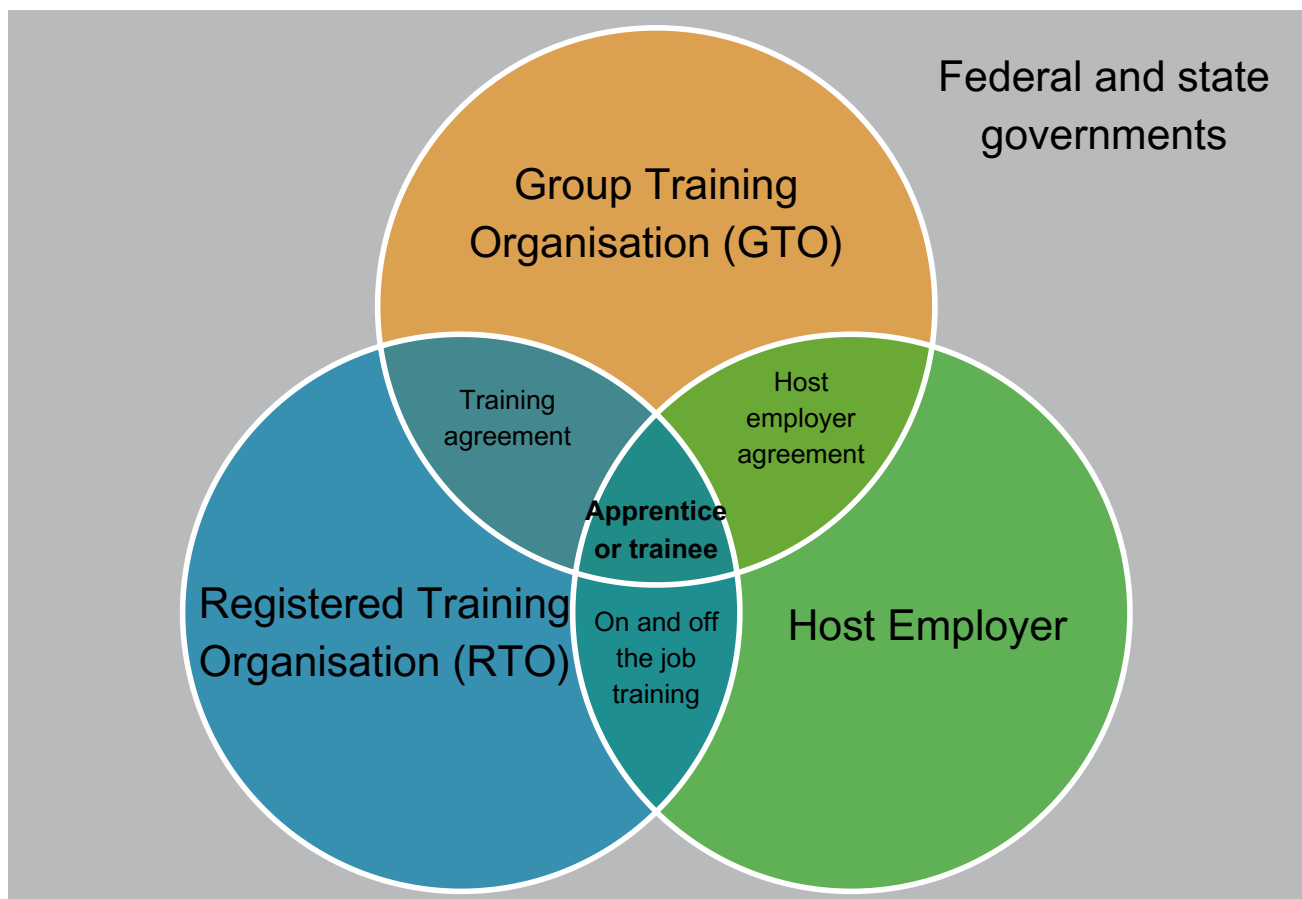
Group Training has been running in Australia for more than 40 years. It was established in the 1980s to support small and medium enterprises to take on more apprentices, and to provide trade industries with more skilled workers.

Since then, Group Training has expanded to cover every apprenticeship and traineeship industry, with organisations across metropolitan and regional Australia. Approximately 15% of apprentices and trainees are employed using this model.

Group Training Organisations (GTOs) must meet National Standards for their work.

## Relationship with stakeholders

GTOs work with all stakeholders involved in the Australian Apprenticeship. The diagram below shows the relationship between GTOs and other key stakeholders.



## How does Group Training work?

- The GTO is the legal employer of the apprentice or trainee. They place the apprentice or trainee with a 'host employer' for their on-the-job training.
- The GTO supports all stakeholders through every step of the apprenticeship or traineeship:
  - Recruitment
  - Inductions
  - Payroll and industrial relations
  - Mentoring of the apprentice or trainee and employer
  - Workplace or occupational health and safety (WHS/OHS), including personal protective equipment (PPE).
- The GTO will provide rotations for the apprentice or trainee as needed. Reasons for rotation include:
  - Apprentice or trainee needs greater variety in their work to achieve their skills and qualification
  - The host employer runs out of work
  - It is in the best interests of the apprentice or trainee and employer, such as for personal reasons.

## What are the benefits of Group Training?

GTOs have stronger completion rates compared with direct employers. They support a more diverse workforce, including disadvantaged job seekers and priority cohorts.

GTOs provide flexibility for employers, and a safety net for apprentices and trainees.

GTOs have strong connections in the local communities and are placed to identify and support skills shortages across Australia.

## Where can I find more information?

The Apprenticeship Employment Network has information about group training for potential apprentice and trainees, and employers: [www.aen.org.au](http://www.aen.org.au)

The National Centre for Vocational Education Research (NCVER) in 2019 published a report about GTO vs direct employer completion rates: <http://hdl.voced.edu.au/10707/522019>

The Australian Government lists national GTOs: [www.apprenticeships.gov.au](http://www.apprenticeships.gov.au)

