

# School-Based Traineeships & Apprenticeships





## What are they?

- School-based apprenticeships and traineeships (SBATs) allow students to commence an apprenticeship or traineeship whilst at school
- School-based apprentices undertake the first stage of their training before the end of the HSC year
- School-based trainees complete their training by the end of their HSC year
- SBATs work part-time. Both the on-the-job and off-the-job training undertaken by school-based apprentices/trainees contributes to their HSC

## How does this work in the real world?

- While at school, the student will undertake a combination of industry specialised training and one day per week paid employment whilst completing their HSC
- Majority of SBATs require the apprentice or trainee to complete a minimum of 100 days (700 hours) of paid employment over the two years. (some trades require more)
- These hours are typically completed by the student one day per week, but flexible training arrangements means you can negotiate the program with your RTO
- Your trainee/apprentice will receive a nationally recognised qualification on completion of their course and have the right basic industry skills to take on full-time employment or continue into a full-time apprenticeship

# Employer Responsibilities & Benefits

## Responsibilities

- Provide a safe working environment
- Provide induction & orientation
- Provide the opportunities for student to acquire the skills & knowledge in the vocation / trade
- Follow the agreed training planning plan and contract obligations

## Benefits

- Apprentice/trainee will contribute to your business growth & acquire the future skills you need
- Training costs are covered by the NSW Government
- Financial Incentives include commencement payments, wage subsidies & reduced workers comp insurance
- A tailored and trained worker to your business environment available for ongoing employment post HSC

Popular qualifications for school-based include:

- ✓ Cert III Retail
- ✓ Cert II Hospitality
- ✓ Cert II Kitchen Operations
- ✓ Cert III Commercial Cookery

# Financial Incentives (estimated, subject to change & eligibility)

Incentive	Payment Amount
○ Incentive for an employer who commences an apprentice or trainee in Certificate II training	○ \$1,250
○ Incentive for an employer who commences an Australian apprentice in Certificate III or IV	○ \$1,500
○ Completion payment for employers of apprentices and trainees who successfully complete Certificate III or IV	○ \$2,500
○ School Based - Additional Incentive	○ \$1,500 (\$750 commence / \$750 Completion)
○ Rural and Regional Incentive - undertaking a Certificate III or IV on the National Skills Needs List	○ \$1,000
○ Wage Subsidy to eligible employers taking on apprentices or trainees prior to 31 <sup>st</sup> March 2022	○ 50% of gross wages, up to \$7k per quarter

## Further Information

### Training Services NSW

 [www.training.nsw.gov.au](http://www.training.nsw.gov.au)

 13 28 11

### School Based Apprenticeships & Traineeships

 [sbat@det.nsw.edu.au](mailto:sbat@det.nsw.edu.au)

**Enquiries regarding current financial incentives contact:**

### Apprenticeship Support Australia

 [www.apprenticeshipsupport.com.au](http://www.apprenticeshipsupport.com.au)

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