AUSTRALIAN SCHOOL-BASED APPRENTICESHIPS
Smart Workforce Development
Tasmania, like other Australian states, is experiencing a major demographic shift towards an ageing population. Given the skill shortages experienced across a broad range of industry sectors, the economic implications of such a shift must not be underestimated.

The ageing population brings with it an ageing workforce, changing labour market demands and an increased need for Tasmanian businesses to recruit and retain young people. The skill level of our young people will be critical to Tasmania’s long term business and economic growth.

Don’t get caught out. It is important to ensure an ageing workforce and skill shortages don’t affect business growth, and that your business develops and implements competitive strategies to attract young people.

The implementation of innovative strategies that support the engagement, retention, transition and skills development of young people is essential, if we are to grow our skills base and increase the capacity of Tasmanian businesses to access skilled and qualified staff.

Australian School-based Apprenticeships (ASbA) support Tasmanian enterprises to develop and implement a best practice approach towards youth engagement, retention, attainment, workforce development and employment to meet the skill needs of the future.

ASbAs are a Workforce Development Strategy - planning today for Tasmania’s future workforce.

What is an Australian School-based Apprenticeship?

An Australian School-based Apprenticeship (ASbA) or Traineeship, is an employment-based training arrangement where a Year 10, 11 or 12 student, as an apprentice or trainee, has the opportunity to combine employment with training and school. This provides students with an “Earn and Learn” pathway that offers them a head start in a chosen career. ASbA students enter into a contract of training and undertake a VET qualification as an apprentice or trainee, while completing their secondary and senior secondary education.

An ASbA pathway allows students to continue to attend school and study the Australian Curriculum and/or Tasmanian Certificate of Education (TCE), at the same time undertaking a nationally recognised qualification whilst in paid employment.

ASbA students participate in a minimum of 7.5 hours to a maximum of 15 hours paid employment per week during school term time, and are able to work additional hours during the school holiday periods. At work, they will develop their work skills under the guidance of an employer, while a Registered Training Organisation (RTO) provides the formal training required for the student to complete the ASbA VET qualification. ASbA students are paid for the
time spent at work with their wage calculated as a percentage of the full-time apprentice/trainee wage, as outlined in the relevant employment agreement or award.

In addition, ASbA students are required to undertake a minimum of 600 hours and a maximum of 800 hours annually of combined on-the-job/off-the-job education and training. This includes both Australian Curriculum/TCE study at school, and the ASbA VET qualification delivered by the RTO under the contract of training.

Financial Incentives For Business

Speak with an Apprenticeship Network Provider (ANP) to find out which Australian Government Apprenticeship financial incentives apply.

Employer Responsibilities

Employer responsibilities include:

• Complying with policy that mandates the school-based apprentice/trainee undertake a minimum of 7.5 hours and a maximum of 15 hours paid employment per week during school term time (additional hours can be worked during school holidays);

• Ensuring that the school based apprentice/trainee undertakes total paid employment per year of:
  » Minimum 390 hours to maximum 900 hours for training contracts with a nominal term up to and including 24 months; and
  » Minimum 600 hours to maximum 900 hours for training contracts with a nominal term longer than 24 months.

• Ensuring that the student is registered as a school-based apprentice/trainee through an Apprenticeship Network Provider (ANP);

• Establishing a Training Plan and negotiating with the Registered Training Organisation (RTO) to ensure the ASbA receives the requisite training and support towards the qualification.

School-based Apprentice/Trainee Responsibilities

School-based apprentice/trainee responsibilities include:

• Compliance with the training contract terms, conditions and obligations, including committing to the full term of the training contract;

• Be an Australian resident, or hold an appropriate visa;

• Be enrolled with the selected Registered Training Organisation (RTO);

• Complete the annual nominal hours of paid employment while at school on a regular basis, integrated with training;

• Fulfilment of all school, work and training responsibilities as agreed upon with the school, as in the training contract and in the training plan.

First Step in Recruitment

ASbAs are a valuable first step in recruitment and workforce development. They enable employers to attract, retain and develop their workforce and increase the capacity of young people to participate and become a productive member of the Tasmanian workforce.

Nationally Recognised Vocational Qualifications

All Australian school-based apprentices and trainees participate in nationally recognised vocational education and training that contributes to a VET Certificate I, II, III or higher-level vocational qualification. These qualifications are nationally recognised by industry and employers.

I am your future!
For more information

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