



Group Training Australia

The Largest Employer Network of Apprentices and Trainees

What is Group Training?

Group training is an easy and cost effective way to take on an apprentice or trainee. Group Training Organisations (GTOs) employ apprentices and trainees and place them with a host business for varying periods of time until the apprenticeship or traineeship has been completed. The national network of GTOs employs around 40,000 apprentices and trainees, making it Australia's largest employer of apprentices and trainees. Over 100,000 businesses have used a group training organisation for their apprentices and trainees.

What are the advantages of using a Group Training Organisation compared to employing an apprentice or trainee yourself?

Group training is the total apprentice / trainee solution matched to the needs of your business. The GTO manages all aspects including recruitment, training contracts, wages and entitlements, administration, training delivery and monitoring skill development. They save you time and money and let you focus on running your business. Their highly experienced field officers provide ongoing mentoring and support to mediate and solve any workplace issues that arise. Importantly you are not locked into a long term training contract. Apprentices and trainees can be changed and moved to suit your business needs.

Does that mean I can choose to have an apprentice or trainee for only as long as I need them?

Yes. Group training offers the flexibility that direct employment can't. If your business requirements change and you find the apprentice or trainee is no longer needed then with group training you can make changes.

If I use a Group Training Organisation do I still receive the government incentive payments for taking on an apprentice or trainee?

Yes. You still receive the benefit of Australian Government incentive payments. GTOs will either pass these incentive payments directly on to host employers or they will use these payments to lower their charge out rate (the cost of using their services).

Is Group Training an affordable option?

Yes. If you calculate all the hidden costs of employing an apprentice or trainee (including your time and effort) and the experience and expertise that group training staff bring to the recruitment and ongoing management process then you'll find group training delivers value for money.

Can I choose the apprentice or trainee? Will they be a good fit for my business?

Yes. GTOs understand how important it is to get the right fit between the apprentice or trainee and the host business. They will consult with you extensively and their proven recruitment experience can lead to increased job stability and higher levels of performance.

Who monitors the apprentice or trainee's training progress?

Group Training staff work with apprentices and trainees to monitor their learning progress. They ensure the apprentice or trainee is on track to complete their qualification and is developing the skills needed to be successful in the workplace.

How can I find the right Group Training Organisation to help my business?

Group Training Organisations are active in just about every industry from the traditional trades through to community, personal and business services and more. A directory of GTOs is available at www.grouptraining.com.au or Freecall 1800 819 747. Most GTOs operate over a large geographical area so even if their head office is not located near you they may still be able to assist. As with any business relationship it is important to find an organisation that you can trust to understand and meet your business needs. Take the time to consult with a number of GTOs to determine which organisations will best meet your expectations.