



Group Training Australia

The Largest Employer Network of Apprentices and Trainees

What is an apprenticeship or traineeship?

Apprenticeships and traineeships offer the ability to 'learn and earn' from day one. They combine training and paid employment, leading to skills and qualifications that are recognised across Australia and by other employers in the industry. Apprenticeships and traineeships can be full-time, part-time or school-based and are available to anyone of working age. You can be a school student, a school-leaver, re-entering the workforce or simply wishing to change careers. Apprenticeships and traineeships are available in a variety of certificate levels in more than 500 occupations across Australia, in traditional trades, as well as a diverse range of emerging careers in most sectors of business and industry.

What is the difference between an apprenticeship and a traineeship?

Apprenticeships generally last four years and cover traditional trade areas such as: building and construction; hairdressing; cooking; electrical; automotive; engineering and manufacturing etc. Traineeships generally cover a much wider range of occupations than apprenticeships, however the training is usually shorter, lasting between one and two years. A number of higher level qualification traineeships have now been introduced which take longer to complete. Both apprenticeships and traineeships are easily linked to further vocational education and university studies.

What are the wages and conditions for apprentices and trainees?

Apprentices and trainees are generally covered by the same employment conditions as other employees. However, they are also subject to the conditions of their training contract. The training contract is an agreement that the apprentice or trainee and their employer sign detailing the workplace based training that will be provided. It also confirms any off-the-job training which is delivered by a Registered Training Organisation. Group Training Organisations can provide details of the pay rates and conditions by industry.

How can a Group Training Organisation help me find an apprenticeship or traineeship?

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 to find their apprentices and trainees. So GTOs are always looking for potential apprentices and trainees to fill the vacancies they have.

What is the difference between an apprenticeship or traineeship with a Group Training Organisation compared to other employers?

A Group Training Organisation is a one stop shop for unbiased information, advice and assistance in finding the right apprenticeship or traineeship for you. It is their job to understand what type of apprenticeship or traineeship you are looking for and to match you with a host business that can offer what you want. With a GTO you have access to a wide variety of host businesses instead of applying for a single position. You also have the opportunity to gain extra skills and experience by changing your host business during your apprenticeship or traineeship.

Group Training Organisations organise your off-the-job training with TAFE or a Registered Training Organisation. They look after your wages, worker's compensation and other employee benefits and most importantly they monitor your progress and offer mentoring and support throughout your apprenticeship or traineeship. High achieving apprentices and trainees are recognised through GTO state and national awards and can participate in a national career development program. There is no cost to you for all these services.

I'm not sure what I want to do. Where are the best career opportunities?

Group Training Organisations know what opportunities are available across a wide range of industries and have branches in many locations, both metropolitan and regional areas. They can help you work out what will suit you best and advise you on how to achieve the career and lifestyle you want.

What if I don't like working with my host employer?

For an apprenticeship or traineeship to be successful it is crucial to get the right fit between the apprentice or trainee and the host business. Group Training Field Officers play a vital role in monitoring the quality of the learning experience both in the workplace and off the job. They can act as a mediator to resolve any workplace issues that may arise along the way and can provide an alternative placement if this becomes necessary.

What happens if I change my mind and I don't want to complete the apprenticeship or traineeship?

With a Group Training Organisation you have someone to talk through issues with. They are independent from your host business so you can discuss what is influencing your thinking. They can provide an objective perspective and explain the options you have and likely outcomes of particular actions. If you do decide to complete the apprenticeship or traineeship down the track then they can assist with a new placement at a later date.

What happens once I've completed an apprenticeship or traineeship?

Your host business may offer you ongoing employment and you can choose whether to continue working with them or seek other employment. A Group Training Organisation can provide practical advice on career opportunities and the next steps in progressing your career.

Where can I find out more about apprenticeships and traineeships?

Select Find a local Group Training Organisation. This will take you to a listing of GTOs in your state and locality and their contact details. There will be a number of GTOs that can potentially assist you so if some GTOs are unable to help then keep contacting others.