



NEWMAN
Senior Technical College

An Employers Guide

TO SCHOOL-BASED APPRENTICESHIPS

newman.nsw.edu.au



School-based
Apprenticeships allow
students to work for
an employer like you
and train towards a
recognised qualification
while completing
their Higher School
Certificate.

What is a School-based Apprenticeship (SbA)?

A School-based Apprenticeship (SbA) allows Year 11 and 12 students to work for a business as paid employees and undertake training to gain a national qualification. Training and work are factored into the students timetable to assist the apprentice in completing their Higher School Certificate.

School-based Apprenticeships provide a crucial opportunity to up skill businesses and invest in young talent and provide an invaluable opportunity to strengthen your business.

WORK EXPERIENCE

You find your future apprentice through the Newman Workplace Learning Program to see if the student suits your business **(at no cost)**.



DEVELOP LOYAL & MOTIVATED STAFF

By giving a young person a start on their career you will develop loyal & motivated staff.



CONTRIBUTING TO THE COMMUNITY

Employers can make a real difference by encouraging young people to work towards their future goals and giving them a realistic exposure to your industry or sector.



SAVE MONEY

You can save money in recruitment and training of future employees.



Benefits...



Businesses may receive up to
\$10,500
to help the cost of employing
a School-based Apprentice.

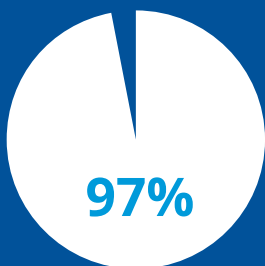


20+ jobs weekly are advertised
to Newman students for
employment within the local
community

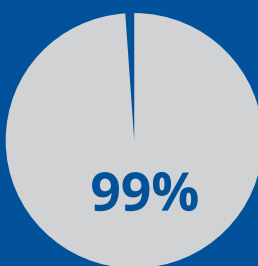
93 SbAT's
were employed in 2019
through Newman College
Thanks Hastings Industry!



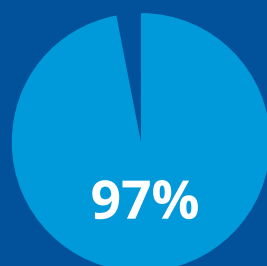
98% of local businesses who
employ a Newman
School-based Apprentice or Trainee
find it **beneficial** to the **employer**
and the **student**



97% of employers
found the process of
employing a School-
based Apprentice
straight forward



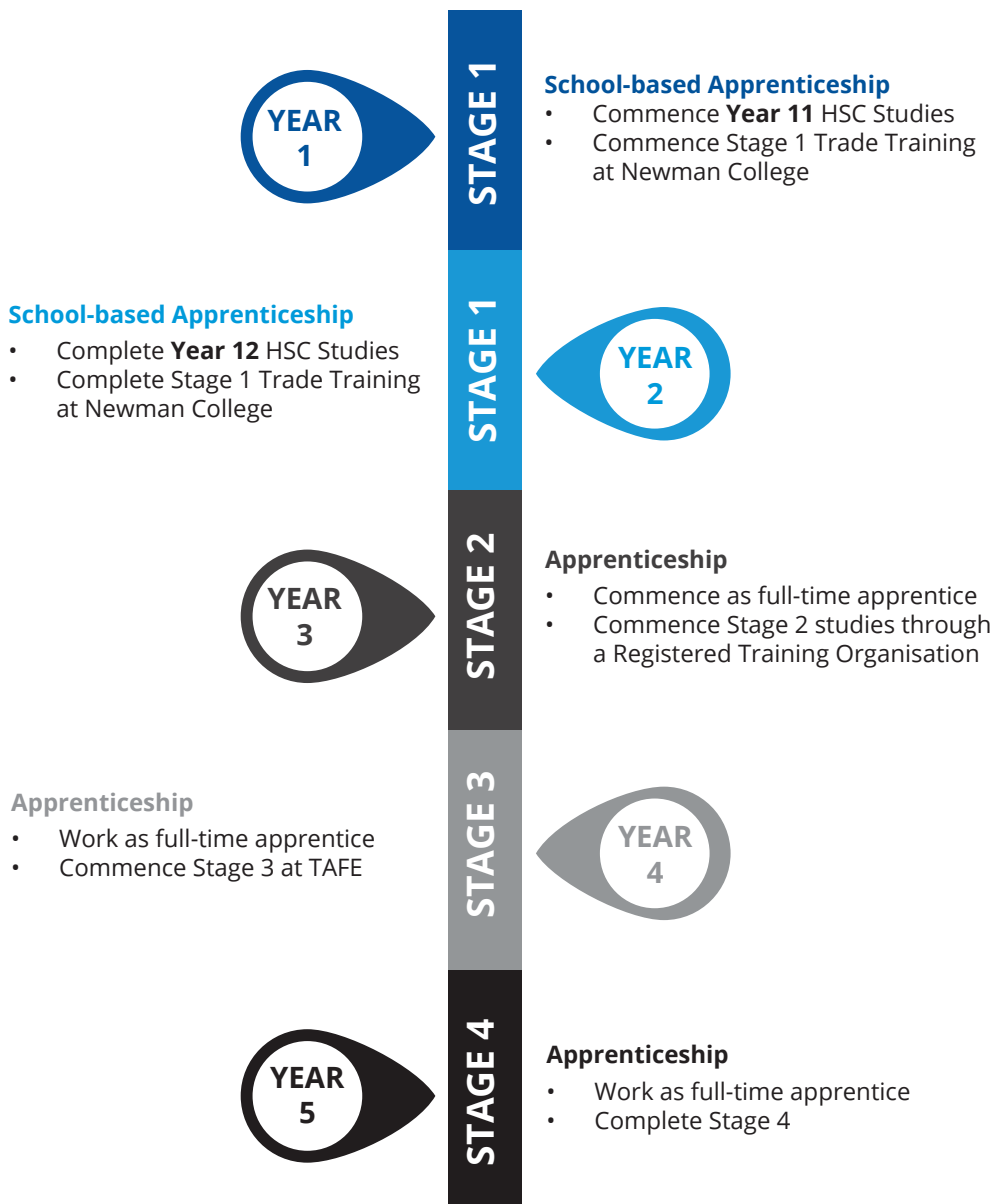
99% of employers
agree that the
Newman School-
based Apprentice
or Trainee is **well**
supported




97% of School-
based Apprentices
or Trainees are
discovered through
the College
Workplacement
Program



How do SBAT'S work?





What does the Employer have to do?

If you decide to employ a School-based Apprentice your business will be required to give the apprentice every opportunity to learn the skills and acquire the knowledge of the trade, provide a fair and safe working environment, pay wages for the time that is worked and give feedback on the students progress to the student and school.

An employer should also;

- Assist with delivering of training as outlined in the training plan
- Provide a work environment free from any form of harassment
- Observe the apprentice's progress and confirm that they are developing the required skills and knowledge
- Liaise when necessary with Newman Senior Technical College with regard to assessment of the apprentice on-the-job

You are not obliged to offer ongoing employment after the completion of the apprenticeship. However, as you have spent time training a person to become a productive employee, you may find it worth your while keeping them on.

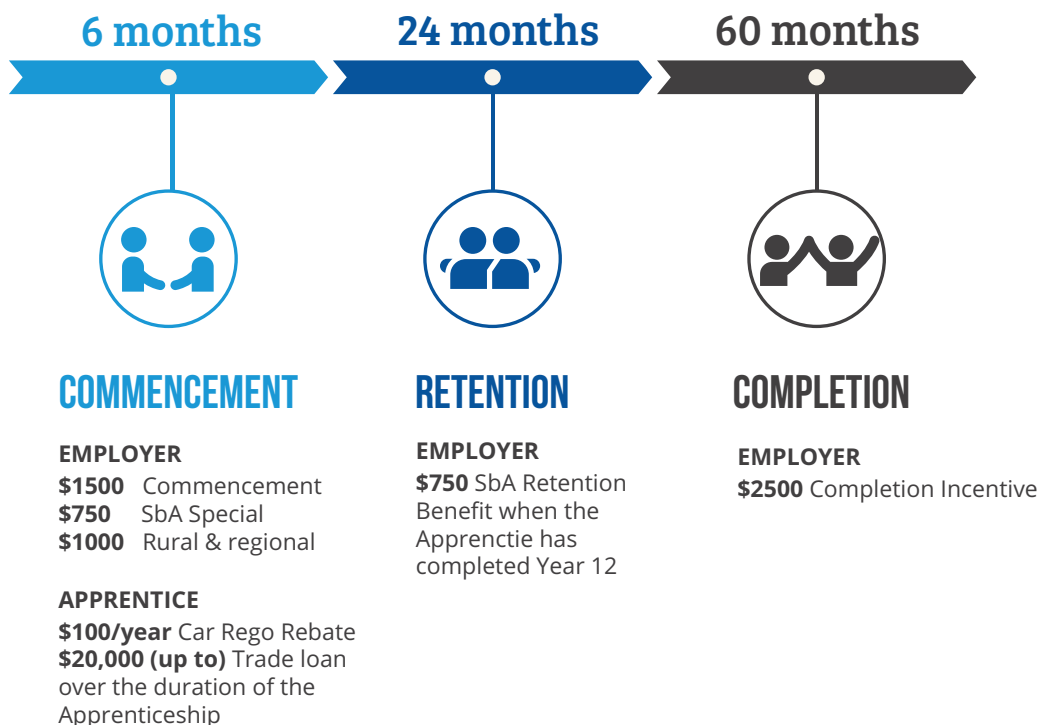
There are Government Incentives!

The government encourages employers to open up genuine apprenticeship opportunities through the provision of financial incentives and other benefits including;

Exemption from worker compensation prem

Employers receive exemptions from workers compensation premiums for their apprentices. Visit <http://www.workcover.nsw.gov.au/FAQs/default.htm> for more information.

A list of other benefits and incentives is listed below.



See www.australianapprenticeships.gov.au/news for more information about additional incentives for industries with skills shortages.



How much will it cost me?

You will pay your School-based Apprentice (SbA) only for the time they spend working. SbA's do not get paid for undertaking off-the-job training, but are paid an extra amount per hour in lieu of this. Most Awards now include an hourly pay rate for SbA's.

Fair Work Ombudsman (phone: 131394 or visit www.fairwork.gov.au) will help you determine the correct hourly pay rate for a SbA in your industry.



Approximately \$11.00/hour

This is an indication only of the hourly rate and needs to be confirmed.

WAITING PERIODS

There is a three month waiting period before an employer or apprentice can apply for an Australian Government Commencement Incentive for a Apprentice.

A young man with light brown hair tied in a ponytail, wearing a yellow high-visibility shirt with a 'NEWMAN' logo, is focused on working on a white electrical plug. He is using a yellow-handled screwdriver. The background is a workshop or classroom setting with various tools and equipment.

How to employ a School-based Apprentice...

1. **Identify a suitable part-time position**
2. **Make contact with the Career Development Team.** Our team will help find a suitable apprentice for your business.
3. **Select the young person** Don't forget you can trial the student first to ensure they are the right fit for your business.
4. **Choose an Australian Apprenticeship Support Network** The Apprenticeship Support Network indentures your School-based Apprentice.
5. **Start School-based Apprenticeship**

Australian Apprenticeship Support Network

The Australian Apprenticeship Support Network (AASN) will provide information on Apprenticeships. They will provide you and your apprentice with support in relation to Commonwealth Employer Incentives and Living Away From Home Allowances and ensure lodgement of the "Training Contract" with the Department of Industry -State Training Services.

Below is a list of AASN's in the Port Macquarie region.

PROVIDER	CONTACT	ADDRESS	TELEPHONE
MEGT 13 63 48	Steve Ryke	Shop 7, 14 Clarence St Port Macquarie 2444	0400 607 873
Apprenticeship Support Australia 1300 363 831	Linda Taylor	222/39 Grafton St Coffs Harbour 2450	0400 109 711
Verto 1300 302 977	Toni Wailles	Colonial Arcade Port Macquarie 2444	0429 363 019

Go to www.australianapprenticeships.gov.au for more information

"It all started
with taking
a chance"

Mitchell Joyce, Joyce Constructions

What's required...

The School-based Apprentice is required to complete the following days over Year 11 & 12:

180 days - Electrotechnology

144 days - Carpentry

144 days - Wall and Floor Tiling

144 days - Bricklaying

100 days - Fitting and Machining/ Boilermaking

130 days - Automotive



Any Questions? Call Us

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