

APPRENTICESHIPS

Apprenticeships and traineeships are a smart way to recruit and train employees to meet the current and future needs of your business.

What are apprenticeships and traineeships?

Apprenticeships and traineeships combine both structured and workplace training with paid employment. Apprentices and trainees complete a qualification, learning skills at work and under the guidance of a training organization. Apprenticeships and traineeships can be full-time, part-time, or school-based. School-based apprenticeships and traineeships allow students to work for a business as paid employees and undertake training to gain a qualification while studying toward their Journey person licensure or certificate.

What can apprenticeships and traineeships do for your business?

A growing number of businesses are using apprenticeships and traineeships to:

- ✚ Train future workers and supervisors
- ✚ Develop productive workers in a short space of time
- ✚ Recognize and build on the skills of existing workers
- ✚ Train new staff to do things the way the business does
- ✚ Develop loyal and motivated workers
- ✚ Improve their training culture
- ✚ Create employment opportunities for young people in the local community



What is the difference between an apprenticeship and traineeship?

Apprenticeships are offered in those jobs that require a high level of skill, generally trades. Upon completion of an apprenticeship, a person receives a certificate qualification and is considered to be qualified in their trade. This usually means they can work on their own and supervise staff. Traineeships can be undertaken as a way to acquire skills and gain entry into a job. Upon completion, a person receives a qualification.





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What will you need to do if you employ an apprentice or trainee?

If you decide to employ an apprentice or trainee, your business will be required to assist in training, pay wages and benefits, provide a safe working environment and release the apprentice or trainee from work duties to participate in training. You will be responsible for supervising the work-based training of the apprentice or trainee.

Who does what in apprenticeships and traineeships?

Employer or Host Employer

Employers of apprentices and trainees are required to assist and supervise work-based training, pay wages and provide entitlements, provide a safe working environment and release their apprentice or trainee from work to participate in training with the SRTO.

Apprentice or Trainee

The employer hires an apprentice or trainee. If the apprentice or trainee is under 18, they may require a parent or guardian to provide signed consent on the training contract.

Supervising Registered Training Organization

Want to know more?

Please visit us at www.mywccc.org/apprenticeship or call us at (513) 932-8145



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Success

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