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WEL(OME TO APPRENTI(ESHIP SUPPORT AUSTRALIA

Congratulations on your decision to become an apprentice or trainee! By combining work and study you will quickly gain the skills and experience you need to build a successful career. An apprenticeship or traineeship opens the doors to some amazing opportunities.

How will you benefit?

- ✓ Achievement of nationally and internationally recognised qualifications
- ✓ You will gain industry specific skills and valuable work experience
- ✓ You will have improved job prospects
- ✓ You will have the opportunity to work and travel anywhere in Australia
- ✓ Allows you to earn while you learn

The team at Apprenticeship Support Australia (ASA) will provide you with ongoing support and advice throughout your apprenticeship or traineeship.

Welcome to the ASA Community. We are here to help you on your journey.

Stay in touch

Need support? Call us on **1300 363 831** or email us at apprenticeshipsupport@cciwa.com

Your dedicated ASA Industry Training Consultant is your go-to expert in relation to your apprenticeship program.

YOU'RE ON TRA(K TO A NATIONALLY RE(OGNISED QUALIFI(ATION!

WHO'S INVOLVED?

Who signs you up?



Apprenticeship Support Australia (ASA)

ASA is your Apprenticeship Network Provider contracted by the Australian Government. We conduct the training contract sign up, administer standard incentives program, offer support services, and have regular contact with the apprentice/trainee and employer as nominated.



Apprenticeship Data Management System (ADMS)

ADMS is a modern and secure platform supporting the delivery of Australian Apprenticeship programs. The ADMS system is used by the Australian Apprentice or Trainee to review and submit claim applications. If eligible to claim, the Australian Apprentice or Trainee will receive an email notification to advise their application is ready to progress from ADMS.



State Training Authority (STA)

The DTWD Apprenticeship Office is the regulator of apprenticeships and traineeships in Western Australia. They provide the final step and approve your training arrangement. They make things official!



Employer

The employer hires apprentices/ trainees and provides appropriate support, training and supervision on the job for you to gain the skills and knowledge to complete your apprenticeship or traineeship.

Who employs you?



Group Training Organisation (GTO)

In some instances the apprentice/trainee is not employed directly by an employer, but through a GTO. The GTO employs you and places you with a host employer.



Who trains you?



Your employer - on-the-job training

Gaining hands-on experience is important. Your employer provides appropriate support, training and supervision on the job so that you can gain the skills and knowledge to complete the requirements of your apprenticeship or traineeship.



Registered Training Organisation (RTO) – off-site training

The RTO works with you and your employer to deliver a training plan, deliver training, assess achievement of skills and issue the qualification on successful completion. TAFE is an example of an RTO. An Employer must release the Australian Apprentice for formal training and pay the appropriate wages to attend any training and assessment set out in the training plan. Release time to complete formal training is also stipulated in the full training plan.

Remember, you need to be signed up with ASA before enrolling with a RTO.

APPRENTI(ESHIP SUPPORT AUSTRALIA IS WITH YOU ALL THE WAY



Connecting you with your employer

Employers are the foundation of every registered apprenticeship program. Your employer will work with your dedicated ASA Industry Training Consultant and the Registered Training Organisation (RTO) to ensure you are on track to complete your national qualification.



Combine on-the-job learning with further education and study with an RTO, such as TAFE. Your employer and your ASA Industry Training Consultant will organise this for you.

The payment of your training fees depends on the Industrial Award under which you are paid.

How it all comes together



Together, your RTO and employer will organise:

- What you will be trained in
- Who you will be training with
- How the training will be done
- Where the training will take
- And arrange for you to attend any off-the-job training.



National qualifications

Once you've completed your apprenticeship or training, you will be the proud owner of a national qualification. This is your guarantee that you are fully qualified, and on track to excelling in your chosen career!



Your employer will pay your wages and superannuation. You will receive the same entitlements as all other employees (such as annual leave, sick leave and public holidays) according to the agreement/award under which you are employed. Check out a snapshot of industry pay scales here: skillsroad.com.au/career-advice/explore-careers

WHAT TO EXPECT AT SIGN-UP



Who is your Industry Training Consultant?

The ASA Industry Training Consultant is your go-to expert in relation to your apprenticeship or traineeship program.

Documents that will be presented for discussion and signature:

- ✓ National Training Contract
- Additional forms that may be applicable to your apprenticeship or traineeship arrangement

Documentation to have ready

- Your Unique Student Identifier (USI).
 To create your USI go to: usi.gov.au
- ✓ Your ID (Driver's licence or photo ID)
- Copies of any previous qualifications completed
- ✓ Visa details and document (if applicable)
- ✓ If possible, your parent or guardian to attend the sign up if you are under 18
- Your myGov log in details in case you are eligible for any Financial Incentive to assist you to log into the ADMS System

Making the decision to become an apprentice or trainee involves careful planning, thorough analysis and weighing up the pros and cons. That is why we give you a minimum of **24 hours to think through your decision,** before signing.

Need help? Call 1300 363 831



Points for

- Financial incentives and benefits that may be available to you and your employer as well as the claiming procedure
- Support available from ASA throughout your apprenticeship or traineeship arrangement
- Future contact points we will have with you and your employer to ensure you are working towards a successful completion and that all details are correct

Your local Industry Training Consultant will arrange a convenient time for you and your employer to complete your Apprenticeship/Traineeship National Training Contract (NTC) and relevant paperwork to submit the training arrangement to the State Training Authority for approval.

YOU ARE ON YOUR WAY TO SU((ESS

The contract has been signed – now what?

Once the National Training Contract (NTC) is completed and signed, the training contract obligations become automatically binding.



Once your NTC is approved, the Registered Training Organisation chosen by your employer will be notified that you have commenced your apprenticeship or traineeship.



Your RTO will contact your employer and get your training started.



ASA will advise you in writing if you are eligible to attract any financial incentives.



With over 500 qualifications across all industries, you can continue your training and further your career options.

- 1. Upskill into a higher-level qualification
- Cross-skill into a related qualification or additional trade

HELP ALONG THE WAY

PLUS FREE access to our unique Resource Hub

Undertaking an apprenticeship or traineeship is a great career option. However, we understand at times it can be difficult. While none of us can fully prepare for everything that might happen when we start working full time, the team at Apprenticeship Support Australia have developed some resources to help you adapt. We are committed to providing ongoing tailored support and assistance.

Our apprentice and trainee services include:

Continuous support throughout your term of training

An essential guide to successfully commencing and completing your new apprenticeship or traineeship

Access to our innovative apprentice and trainee coaching and advisory programs



Advisory services

Regular contact and ongoing support from your dedicated Apprentice Advisor. Phone and face-to-face support from trained advisors for personal, training and work-related issues.

FREE Resource Hub

ASA's Resource Hub gives you 24/7 access to resources such as videos and worksheets that help you throughout your training.

Check out the page

apprenticeshipsupport.com.au/Apprentice-Trainee-Resource-Hub

REMINDER – You've made it this far and you're definitely going places. **And remember to respond to the communications we send you.** We need to know how you are tracking!

If in doubt, reach out to us via email on apprenticeshipsupport@cciwa.com

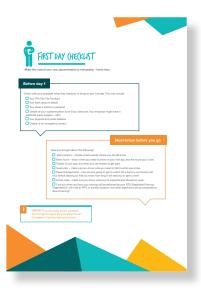


A SNAPSHOT OF OUR AVAILABLE RESOUR(ES

Just for you!

First day at work checklist

Everything you need to know to make Day 1 a success.



Dos and don'ts

What you need to know to make the best of your apprenticeship/traineeship.



Managing stress

There is a lot of support to help you manage your stress. Here are some practical tips and ideas when you are feeling overwhelmed.



Setting goals

Got goals? Make sure you reach them with these practical tips.



Finding your balance

It's possible to work, live and have fun. Here's how:



Spending your money right

How to set yourself up for future riches.



Banking basics

Is your bank account working for you? Find out!



Financial terms

All the terms you need to know.





Talk to us today

Call 1300 363 831

Speak to our team of experts and advisors

Go to apprenticeshipsupport.com.au

Sign into your dedicated apprentice and trainee section to access up-to-date advice

Email us

Get in touch via apprenticeshipsupport@cciwa.com

Join Skillsroad.com.au

Skillsroad is a unique career advice and job search platform that connects young job seekers with employers. They provide support to over 300,000 entry-level job seekers across the country, and have some great tips on succeeding in the workplace







National

01. The Australian Apprenticeship Support Loans

This site is comprehensive when it comes to your apprenticeship. Visit australianapprenticeships.gov.au

02. Tips on job and career opportunities

Visit skillsroad.com.au

03. If you need to talk to a recruiter

The Australian Government's national network of recruitment service providers. They can even help you find a job. Visit jobsearch.gov.au

04. Your Unique Student Identifier (USI)

Remember all apprentices and trainees require a USI number to enrol or re-enrol with their training provider. Visit usi.gov.au

05. If you're not sure about your pay rate and conditions

The fairwork.gov.au website is the best place to start.

06. Need help or advice?

Your dedicated mentor is here to help you complete your training. If you're having problems with training, issues at work or matters outside of work call **1300 363 831** for an initial consultation.

07. Lodging a training complaint

Visit dewr.gov.au/national-training-complaints-hotline or call 133 873

WA

01. 24/7 online access to your contract

The Western Australian Apprenticeship Management System (WAAMS) is an online client portal that allows you to manage your training contract details online. Visit waamsportal.dtwd.wa.gov.au/

02. Looking for advice on a State Award?

Wageline can give you information including rates of pay and conditions of employment. Call **1300** 655 266

03. Licensing, health and safety support

Access information on how to obtain licences and WorkSafe practices.

Visit commerce.wa.gov.au/worksafe

FREQUENTLY ASKED QUESTIONS

There are many unanswered questions surrounding working and studying as an apprentice or trainee. Here's what you need to know.

01. What is the difference between an apprenticeship and a traineeship?

- A traineeship is generally in a non-trade area and the training term is typically 1 to 2 years full time and an apprenticeship is for trade areas with a term of up to 3 or 4 years full time.
- Part-time training arrangements for traineeships and apprenticeships may be approved where a part-time employee is supported by an appropriate industrial award or agreement and the minimum part-time hours of work are met. The training term for a part-time training arrangement is longer.

02. What are my study commitments?

Your Registered Training Organisation (RTO) develops a training plan with you and your employer. TAFE is also an RTO. The training plan outlines the number of units of competency required to complete your apprenticeship or traineeship; how, when and where the training will be done; and how assessment of competencies is to occur.

03. How long will it take me to complete an apprenticeship or traineeship?

Apprenticeships and traineeships are approved for a nominal term based on advice by industry about how long it may take the apprentice or trainee to gain the required level of skills through work-based training and formal RTO training.

Early completion may occur if the apprentice or trainee has been assessed as competent and issued with a qualification by their RTO. The application for early completion must be supported by both the employer and apprentice/trainee.

04. How much will I earn as an apprentice?

The Australian Fairwork Ombudsman has created a pay calculator. Visit: calculate.fairwork.gov.au/FindYourAward or if you're employed under a state award visit commerce.wa.gov.au/labour-relations/wa-pay-rates au/FindYourAward

05. How much are my apprenticeship or traineeship fees?

Your RTO will advise if there are additional costs associated with your nominated course. Payment is dependent on the current relevant State Government policy, and the industrial award or agreement you are employed under.

06. What should I do if I experience a workplace issue?

Your employer has the legal responsibility and obligation to ensure your health and safety is a priority whilst working and training during your confirmed hours of work. They are also responsible for ensuring that the principles of equal opportunity and workplace harassment are communicated and practiced.

Just a reminder

You have a responsibility for your own behaviour and to obey your employer's instructions, ensuring your own safety and that of your colleagues. Being self-aware is incredibly valuable in the workplace.

To have a clear understanding of each other's obligations and expectations throughout your apprenticeship or traineeship you and your employer should read the "National Code of Good Practice for Australian Apprenticeships," provided separately.

07. What are my responsibilities?

As an apprentice or trainee you can expect a high level of service with the availability of two key documents: the National Code of Good Practice for Australian Apprenticeships and the Australian Apprenticeship Support Network Code of Conduct. Both of these documents are available at australianapprenticeships. gov.au/about-aasn

TOP TIP – Your Industry Training Consultant and the ASA Contact Hub are your main points of contact to guide you and support you on the journey.

Visit apprenticeshipsupport.com.au/contact-us or call us on 1300 363 831.

YOUR FINAN(IAL ENTITLEMENTS

For WA apprentices and trainees

This list indicates the value of the incentives and benefits you may be eligible for as an apprentice or trainee. It is a guide only. Payment of incentives and benefits will be subject to employers and their apprentices or trainees satisfying the **eligibility criteria**. Details of each incentive and benefit should be discussed with your Industry Training Consultant.

Incentive and Benefits from 1/07/2022 for new and recommencing Australian Apprentices

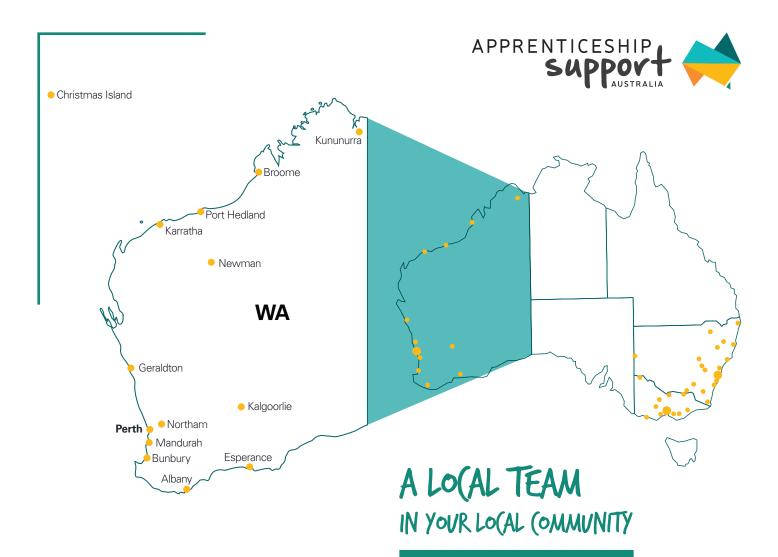
Australian Apprentice Training Support Payment	Full-time	\$1,250 every six months over the first two years of the Australian Apprenticeship (up to \$5,000 in total). Direct financial assistance for Australian Apprentices undertaking a Certificate III or higher qualification in a Priority Occupation on the Australian Apprenticeships Priority List to support them to complete their training. Note: A period of suspension or cancellation may affect the claim period.
	Part-time	\$625 every six months over the first two years of the Australian Apprenticeship (up to \$2500 in total). Direct financial assistance for Australian Apprentices undertaking a Certificate III or higher qualification in a Priority Occupation on the Australian Apprenticeships Priority List to support them to complete their training. Note: A period of suspension or cancellation may affect the claim period.
	Priority list	 Priority List for commencements from 1/1/2024 can be found at: dewr.gov.au/skills-support-individuals/resources/appendix-australian-apprenticeship-priority-list-1-january-2024 Priority List for commencements from 1/01/2023-31/12/2023 can be found at: dewr.gov.au/skills-support-individuals/resources/appendix-australian-apprenticeship-priority-list Priority List 1/07/2022-31/12/2022 can be found at: dewr.gov.au/skills-support-individuals/ resources/appendix-australian-apprenticeship-priority-list-1-july-31- december-2022
New Energy Apprentice Support Payment *For commencements from 1/01/2023	Full-time	\$2,000 paid at 6 Months, 12 Months, 24 Months, 36 Months and Completion, up to a maximum of \$10,000. Direct financial assistance to Australian Apprentices commencing an Australian Apprenticeship in a clean energy occupation and qualification, as identified on the Priority List.
	Part-time	\$1,000 paid at 6 Months, 12 Months, 24 Months, 36 Months and Completion, up to a maximum of \$5,000. Direct financial assistance to Australian Apprentices commencing an Australian Apprenticeship in a clean energy occupation and qualification, as identified on the Priority List.
	Priority list	 Priority List for commencements from 1/1/2024 can be found at: dewr.gov.au/skills-support-individuals/resources/appendix-australian-apprenticeship-priority-list-1-january-2024 Priority List for commencements from 1/01/2023-31/12/2023 can be found at: dewr.gov.au/skills-support-individuals/resources/appendix-australian-apprenticeship-priority-list Clean energy occupations are identified by the symbol ❖ and green highlighting at Australian Apprenticeships Priority List.

The information contained in this PDF is current as at January 2024. Benefits and services are subject to change at any time without notice. Australian Apprentices commencing or recommencing prior to 01/07/2022 will be eligible for payments under the Australian Apprenticeships Incentive Program (AAIP). Please check with Apprenticeship Support Australia, 1300 363 831 or apprenticeshipsupport.com. au for the latest information.

Incentive and Benefits from 1/07/2022 for new and recommencing Australian Apprentices

The Australian Apprenticeship Support Loans 1300 363 831 Apprenticeship Support Australia Not applicable for NZ Citizens and Non-permanent Visa Holders	From 1 July 2023 eligible apprentices and trainees have access to loans of up to \$24,492 lifetime limit, over four years to assist with the costs of completing an apprenticeship or traineeship. Paid in monthly instalments in arrears with annual limits of \$9,797 in year one; \$7,348 in year two; \$4,898 in year three; and \$2,449 in year four. On loan approval, 6 months of monthly instalments become payable. You must opt in for another 6 months of payments to continue the loan. You can opt out at any time and to avoid any overpayment you must advise Apprenticeship Support Australia within 14 days if you leave or are suspended from your apprenticeship/traineeship. Repayments of the loan are made through the tax system and start when you are earning a sustainable income. A list of compulsory repayment thresholds and rates is available at: studyassist.gov.au/paying-back-your-loan/loan-repayment The compulsory repayment threshold for the 2023-24 income year is \$51,550. A 20% discount applies to the loan on successful completion of your apprenticeship or traineeship.	
Living Away From Home Allowance (LAFHA) 1300 363 831 Apprenticeship Support Australia	You may be eligible for LAFHA if you have to move away from your parental/guardian home for the first time to commence or remain in an apprenticeship or traineeship.	
Centrelink - Income Support (in lieu of LAFHA) 13 36 33 servicesaustralia.gov.au	ABSTUDY – help with costs if you are an Aboriginal Australian or Torres Strait Islander undertaking an apprenticeship or traineeship or studying and not getting another payment to study or train. Austudy – provides financial support if you are aged 25 years of age or older and a full-time student, apprentice or trainee; and under the income and assets test limits. Youth Allowance – financial help if you are 16 to 24 years of age and undertaking a full-time apprenticeship or traineeship.	
Low Income Health Care Card	Contact Services Australia to check if you are eligible to apply for a Low Income Health Care Card. The card may provide other benefits such as consessions and discounts for training courses (contact your RTO to ask about this).	
Travel and Accommodation Allowance (TAA)	Through TAA, the Department of Training and Workforce Development assists apprentices and trainees with travel and accommodation related to the completion of their off-the-job training component. For more information visit: dtwd.wa.gov.au	

The information contained in this PDF is current as at January 2024. Benefits and services are subject to change at any time without notice. Australian Apprentices commencing prior to 01/07/2022 will be eligible for payments under the Australian Apprenticeships Incentive Program (AAIP). Please check with Apprenticeship Support Australia, 1300 363 831 or apprenticeshipsupport.com. au for the latest information.



Apprenticeship Support Australia, powered by the Chamber of Commerce and Industry WA, is contracted by the Australian Government to provide skills development advice and solutions to businesses across Australia.

We are committed to building a better Australia by promoting the participation in, and increasing the completion of, Vocational Education and Training programs, including apprenticeships and traineeships under the Australian Apprenticeship Support Network.

Apprenticeship Support Australia

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