



UPSKILLING FOR A SECURE FUTURE

The future of work is ever-evolving, which makes upskilling or even retraining crucial for continued career success at any age. If you're a mature worker who's decided to add an extra edge to your professional life, or someone looking to forge a new career path, an apprenticeship or traineeship could be the perfect place to start to make sure you stay relevant in a changing workplace. Here's what you need to know.

Is it too late for me to enter an apprenticeship or traineeship?

No. Apprenticeships and traineeships are not just the domain of young people who are still at school or have recently left school. There are many practical ways in which mature workers can develop their skills to transition to different career pathways, or gain a qualification for the skills they have gained in their current employment, no matter their age.

What are my options?

There are apprenticeships and traineeships available in more than 500 occupations, containing infinite opportunities for developing your existing hard-earned skills further in a practical and positive way.

Consider investigating apprenticeship and traineeship possibilities in:

- Electrical Engineering
- Plumbing
- Carpentry
- Civil Construction
- Community Services
- Disability Services
- Leisure Services
- Counselling
- Early Childhood Services
- Manufacturing
- Automotive
- IT and Network Professionals
- Graphic Design
- Cyber Security
- Health Services

Will my current skills be recognised?

Yes. Recognition of Prior Learning (RPL) is a process that assesses whether your existing skills and knowledge can count towards your apprenticeship or traineeship qualification. RPL can be given for a whole or part of a qualification. A registered training organisation (RTO) can help you apply for skills recognition for a traineeship by giving advice and helping you gather evidence, such as qualification documents, references from employers and samples of things you have done.

You may also be able to get “credit” for training, skills and knowledge to reduce the term of your training contract.

Find more information on getting recognition for existing skills here:

https://www.training.nsw.gov.au/apprenticeships_traineeships/students/self_help/formal_recognition.html

How long does it take to complete an apprenticeship or traineeship?

Australian apprenticeships and traineeships can take between 1 to 4 years to complete depending on the qualification you are pursuing. This consists of a combination of on-the-job experience and training/studying. While this might seem like a lengthy training process, the reward is a nationally recognised qualification that has the potential to turn into a rewarding and lucrative career. Australian Apprentices can negotiate with employers on individual training programs that could cut the length of time it takes to be qualified. Discuss this with your registered training organisation and employer.

What about competency-based (early) completion?

CBC allows the apprentice or trainee, with agreement and support of the employer, to complete earlier, based on an assessment of your skills at a point in time before the official end date of your qualification.

Are there any incentives geared to an older apprentice or trainee?

Two employer incentives specifically geared to support an “older” cohort of apprenticeships and trainees are:

- Support for Adult Australian Apprentices (Apprentices older than 21, and undertaking a National Skills Needs List occupation)
- Support for Mature Aged Workers (45+) commencement and completion incentives. Employers must meet a range of criteria to attract the incentive.

What are possible challenges to consider?

Money matters

Pay rates are based on a number of factors, such as your chosen industry and the related award. It can also be impacted by the difficulty of finding an employee in a particular industry. Refer to the Australian Government’s Fair Work website and P.A.C.T. Pay Calculator for more information: <https://calculate.fairwork.gov.au/FindYourAward>

It’s worth considering the possible financial challenges of undertaking an apprenticeship or traineeship, and decide if it is sustainable. Consider choosing to upskill or reskill in an industry or field where future skill shortages is a real concern. Also investigate the incentives and support the Government offers to mature apprentices or trainees.

Put your pride in your pocket

There is a good chance that older apprentices may have to take instructions from someone younger than themselves. For some this may be hard to take. Also, depending on the trade, as an apprentice or trainee you may be required to complete tasks that you may not have considered or feel is beneath you. Menial tasks are part and parcel of an apprenticeship or traineeship, so it’s a good idea to put your pride away and focus on the benefits this new qualification will bring you.

Why would employers want older apprentices or trainees?

Besides the fact that older apprentices or trainees may already have considerable skills under their belt, they also bring the following to the workplace:

- More life experience: which likely means the ability to take on constructive criticism, taking instructions well and being easier to train.
- A strong work ethic and a sense of responsibility and duty, because they have experience of functioning in the workplace.
- A great attitude. Employers emphasise the importance of a reliable, positive attitude in their apprentices, and older-age apprentices typically possess these kinds of qualities.
- More passion, because mature age apprentices or trainees are usually more certain of the path they've chosen, have given it a lot of thought, and really want to upskill or retrain.

Where can I find support?

Taking on an apprenticeship or traineeship can be challenging, regardless of your age. That's why Apprenticeship Support Australia provides "In-Training Support" to all apprentices and trainees as well as their employers, helping them through tricky times and providing them with the information and resources needed to make a success of their chosen career pathway. You are not alone on your journey!



Get in touch

Please call **1300 363 831** and ask to speak to one of our Apprentice Advisors or email us at **intrainingsupport@businessaustralia.com**