

# What are Australian Apprenticeships?

Australian Apprenticeships, also known as Traineeships and Apprenticeships, are a combination of employment and training that provides employees with the latest skills tailored to the unique needs of your organisation.

Australian Apprenticeships are a cost-effective and flexible employment option, available to suit more than 500 occupations. In most cases you can employ an Australian Apprentice full-time or part-time and each Australian Apprentice receives nationally accredited training with great flexibility in how, when and where that training is delivered.

Apart from developing a productive new worker, employers of Australian Apprentices may be eligible for incentive payments from the Australian Government. Many Australian Apprentices will also receive State Government funding to cover the cost of their training.

The training component of Australian Apprenticeships is carried out by TAFE colleges or private training providers. The training may be conducted 'off-the-job' where the employee spends time in a classroom setting to learn industry skills or 'on-the-job' where key skills are learnt in the workplace.



Your job is our job

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Australian Apprenticeships: information for employers



# Maxima makes hiring an Australian Apprentice **easy**.

Using an arrangement called '**Group Training**', Maxima acts as the legal employer of Trainees and Apprentices and 'hires' them to other organisations. Group Training companies such as Maxima are the largest employer of Trainees and Apprentices in Australia.

If you choose to employ an Australian Apprentice through Maxima, we take care of all the hassles of direct employment such as:

- > Recruiting the right people (although you'll get the final choice)
- > Paperwork relating to wages, allowances, workers compensation, superannuation etc. - all you get is a single invoice
- > Administration of the training and documents required by the Australian Apprenticeship system

Importantly, since Maxima is the legal employer it's our responsibility to find your Australian Apprentice an alternative placement if needed - for example if a downturn in business means you are unable to keep them on.

Maxima is a not-for-profit organisation that exists to make it as easy as possible for employers and job seekers to get maximum benefits from Australian Apprenticeships. We've been operating since 1985 and can provide expert advice on all aspects of recruitment, employment and training - including the Australian Apprenticeship solution that is just right for your organisation.

Our experienced staff provide ongoing support to you and your Australian Apprentice to help sort out any problems that might arise during the course of the Australian Apprenticeship. If you decide to employ the qualified Trainee or Apprentice at the end of their contract term we don't charge any transfer fees.

Maxima can assist with an Australian Apprenticeship in virtually any field. We have extensive experience in popular vocations such as administration and retail in addition to specialised fields such as horticulture, engineering, automotive and construction.

Like to find out more about how Australian Apprenticeships could work for your organisation? Call your nearest Maxima office or visit [www.maxima.com.au](http://www.maxima.com.au).