

SCHOOL-BASED APPRENTICESHIPS AND TRAINEESHIPS (SBAT)

INVEST IN THE FUTURE OF INDUSTRY.

The NSW School Based Apprenticeship and Traineeship (SBAT) program offers employers support to take on and train a senior high school student.

The program is designed to help students who are keen to join the workforce, but who still want to complete their senior schooling. These apprenticeships and traineeships mean that students gain an industry recognised national qualification, credit towards their HSC and one day per week paid employment that allows them to learn a trade or vocation.



THE PROCESS

A School-Based Apprentice will:	A School-Based Trainee will:
Complete Stage 1 of a Certificate III trade qualification by the end of the HSC year.	Complete a Certificate II or Certificate III qualification by the end of the HSC year.
Complete a minimum of 100 days* and as much as 180 days of paid work over two years (depending on the trade). Additional days are also required during school holiday periods.	Complete a minimum of 100 days* of paid work over two years.
Generally work one day per week during term time. This will be negotiated between the school, employer and TAFE NSW.	Generally will work one day per week during term time. This will be negotiated between the school, employer and TAFE NSW.
Attend training each week with TAFE NSW.	Attend training each week with TAFE NSW.

*180 days for plumbing and electrotechnology, 130 days for automotive and 144 days for construction

3 BENEFITS TO YOUR BUSINESS

- A part-time apprentice or trainee will contribute to both your business growth and bottom line
- Training costs are minimised, with financial incentives easing take-up, and you get a worker tailored to your business and ready to go full-time immediately after their HSC year
- Flexible training arrangements mean you customise the registered training organisation and training delivery

THE INCENTIVES

On commencement	\$1,250 for Certificate II qualification \$1,500 for Certificate III qualification
Additional commencement incentive	\$750 for Certificate II to IV qualification
For continued employment after student has completed Year 12	\$750 for Certificate II to IV qualification
Completion payment	\$2,500 for Certificate II to IV qualification

Assistance is available to support apprentices and trainees with a disability.

This includes the Disabled Australian Apprentice Wage Support, as well as assistance for tutorial, interpreter and mentor services for apprentices.

YOUR RESPONSIBILITIES

- Provide a safe working environment
- Provide an induction and orientation program
- Provide the opportunity for the student to acquire the skills and knowledge in their vocation or trade

Where can I find a list of all the School Based Apprenticeships and Traineeships?

Guide to NSW School Based Apprenticeships available for study - [click here](#)

Guide to NSW School Based Traineeships available for study - [click here](#)

Please note not all of these Apprenticeships/Traineeships are available at all locations.

FREQUENTLY ASKED QUESTIONS

Can a school based apprenticeship or traineeship be cancelled?

Yes, it can be cancelled at any time by the mutual consent of all involved parties.

School based apprentices or trainees whose training contracts are cancelled before they complete their HSC, may be able to continue their study in the HSC VET course. However, the cancellation (before completing the HSC) may impact on the HSC unit credit available from the Industry Based Learning Board Endorsed Course.

What if a school based apprentice wants to take a break in their apprenticeship after the HSC?

School based apprenticeships may be cancelled or suspended at any time by the mutual consent of the involved parties.

School based apprentices who don't want to commence full-time work as an apprentice from 1 January (after completing their HSC) must get the consent of their employer to suspend or cancel their apprenticeship.

If an apprenticeship has been cancelled, the apprentice will be entitled to receive credit for time spent working as an apprentice. This credit will be recognised if they resume their apprenticeship at a later date.

Can a school based apprentice or trainee change employer?

Yes. If the existing employer, proposed employer and the apprentice/trainee consent to the change, the contract can be transferred.

What happens if I don't have enough work for the school based apprentice or trainee?

Taking on an apprentice or trainee is a commitment. Employers have an obligation to have work for their apprentice/trainee for the length of the training contract. If an employer becomes unable to meet this obligation because of changes in circumstance, they can apply for cancellation or suspension of the training contract.

Applications for cancellation or suspension supported by both employer and the apprentice/trainee will be approved. Applications for cancellation or suspension supported by only one party may be referred to the Vocational Training Tribunal for determination.



TAFE NSW CONTACT DETAILS

 131 601

 [tafensw.edu.au/apprenticeships](https://www.tafensw.edu.au/apprenticeships)