

NORTHERN TERRITORY SCHOOL-BASED APPRENTICESHIPS / TRAINEESHIPS



real skills for
real careers

A U S T R A L I A N
A P P R E N T I C E S H I P
S U P P O R T N E T W O R K
An Australian Government Initiative

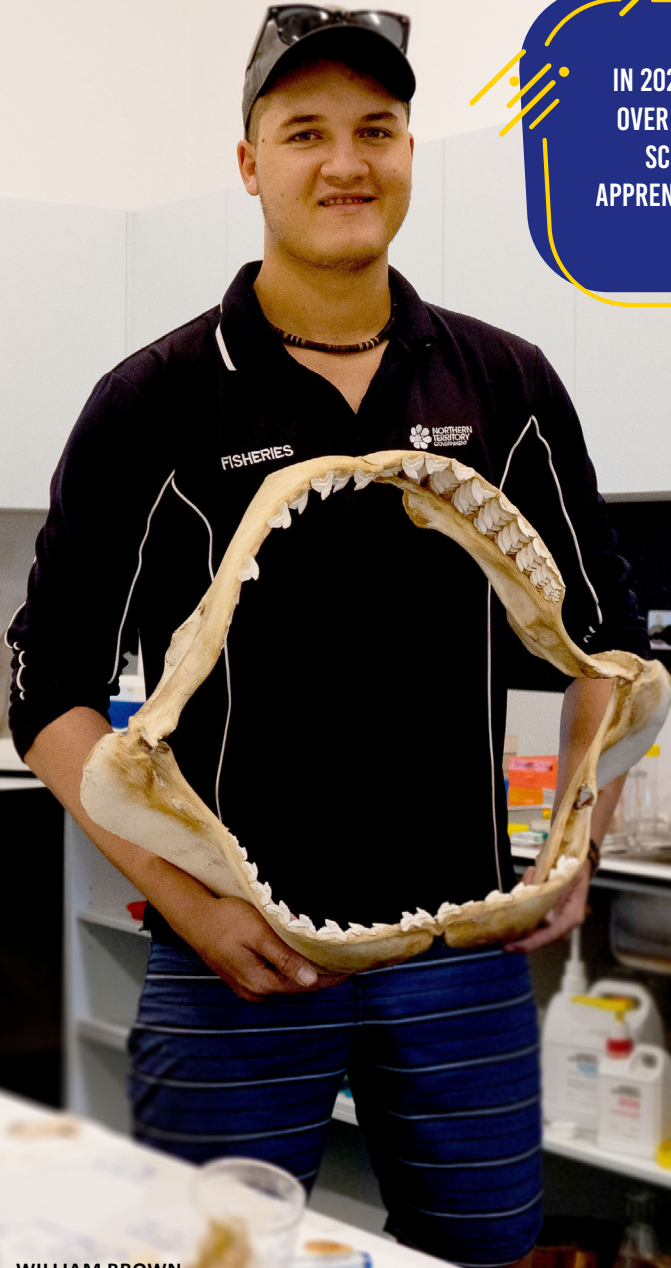
 N O R T H E R N
T E R R I T O R Y
G O V E R N M E N T

delivered by
 GTNT
G R O U P

Jointly funded by the Australian and Northern Territory Governments



IN 2021, THERE WERE
OVER 20,000 ACTIVE
SCHOOL-BASED
APPRENTICES/TRAINEES.



WILLIAM BROWN

St John's Catholic College

SBAT: Certificate III in Aquaculture

Now employed full-time with NT Fisheries

CONTENTS

1. INTRODUCTION	4
2. APPRENTICESHIPS VS. TRAINEESHIPS	5
3. BENEFITS	6
4. REQUIREMENTS	7
5. SIGN-UP PROCESS	8
6. SIGN-UP CHECK LIST	9
7. RESPONSIBILITIES	10
8. WHAT IS THE AUSTRALIAN APPRENTICESHIP SUPPORT NETWORK (AASN)?	12
9. AASN NT SERVICES	13
10. GROUP TRAINING ORGANISATIONS (GTO)	14
11. BENEFITS OF A GTO AS AN APPRENTICE/PARENTS	14
12. SCHOOL-BASED SUCCESS STORIES	15
13. FAQs	17
14. TOP QUALIFICATIONS IN THE NT	18

Front Cover Photo

STAVROS KAZOURIS
O'Loughlin Catholic College
SBAT: Certificate III in Carpentry



For the most up to date information
on school-based apprenticeships
and traineeships, scan the QR code.

1. INTRODUCTION

A school-based apprenticeship or traineeship, also known as a “SBAT,” is a type of apprenticeship or traineeship that is completed while a student is still in secondary school.

An SBAT provides students with a head start on their chosen career path by providing them with real-world work experience and training while they are still in school.

One of the main benefits of a SBAT is that it allows students to begin earning money and building their skills and experience in their chosen field. This can help participants to be more competitive when they enter the workforce after graduation.

Additionally, students who participate in SBATs are more likely to complete their apprenticeship or traineeship, which can lead to better job prospects and higher earning potential.

ACRONYMS USED IN THIS DOCUMENT

AASN = Australian Apprenticeship Support Network

AQTF = Australian Quality Training Framework

FSO = Field Solutions Officer

GTO = Group Training Organisation

NT = Northern Territory

NTCET = Northern Territory Certificate of Education and Training

RTO = Registered Training Organisation

SBAT = School-Based Apprenticeship or Traineeship

VET = Vocational Education and Training

VETDSS = Vocational Education and Training Delivered to Secondary Students

WNTT = Women in Non-Traditional Trades

2. APPRENTICESHIPS VS. TRAINEESHIPS

Apprenticeships are generally at Certificate III level and above in the traditional trade occupations such as carpenters, plumbers, mechanics and electricians, as well as other occupations such as chefs, butchers and hairdressers.

Apprenticeships may take three to four years to complete (however, competency-based training principles must be applied).

Traineeships are more common in industries such as retail, hospitality, business services, information technology and community services and are usually one to two years in duration, or more for higher level and management qualifications. Competency based training principles must be applied.

The apprenticeship and traineeship qualifications that are approved under the Training and Skills Development Act 2016 are listed on the NT apprenticeships and traineeships database.



VICTORIA BRENTON
Darwin High School
SBAT: Certificate III in Business
Now studying a Bachelor of Law

2. BENEFITS

01

COMBINING WORK AND STUDY

School-based apprenticeships and traineeships allow students to combine their education with paid work. The qualification being undertaken as part of the apprenticeship or traineeship will count towards the student's Northern Territory Certificate of Education and Training (NTCET).

02

EARNING WHILE LEARNING

School-based apprentices and trainees receive a salary for their work, which can help them save for further education or training, or support themselves financially.

03

GAINING REAL-WORLD EXPERIENCE

School-based apprenticeships and traineeships provide students with the opportunity to gain hands-on, practical experience in a specific industry or occupation, which can be valuable when applying for jobs or further education.

04

BUILDING NETWORKS

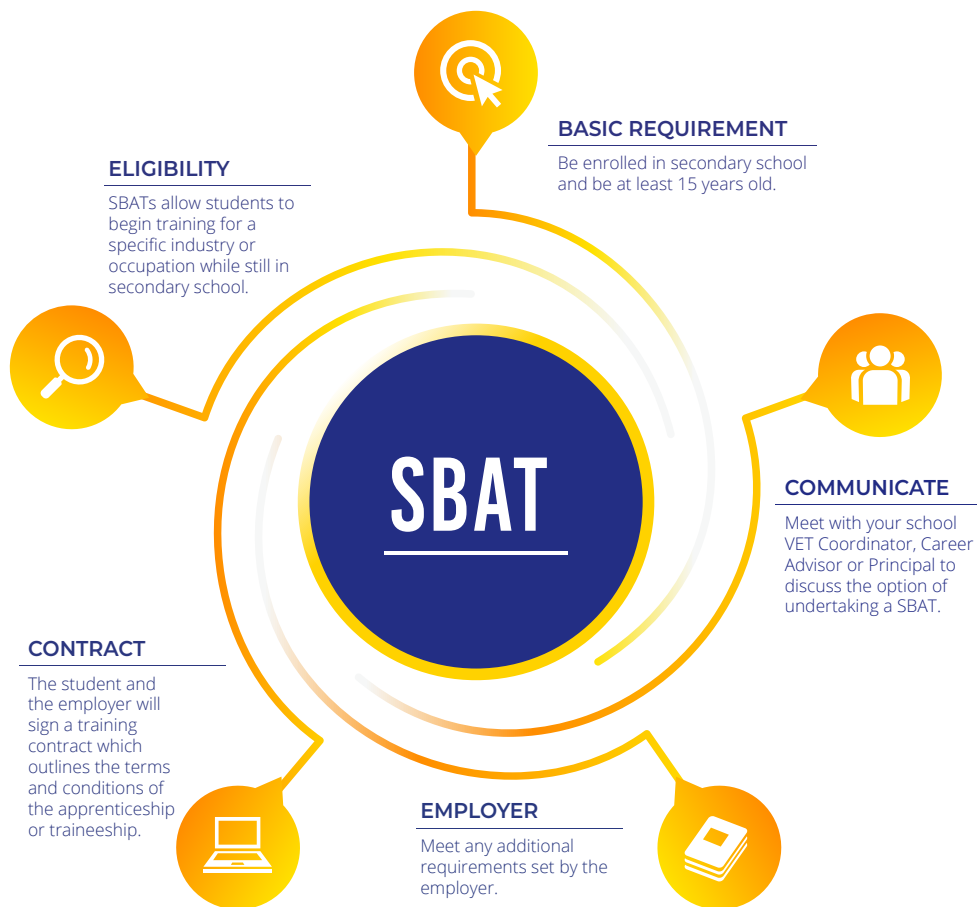
School-based apprenticeships and traineeships can provide students with the opportunity to build networks and connections within their chosen industry or occupation, which can be valuable for career development.

05

IMPROVING EMPLOYABILITY

School-based apprenticeships and traineeships can improve students' employability by giving them the skills, knowledge, and experience they need to be successful in the workforce.

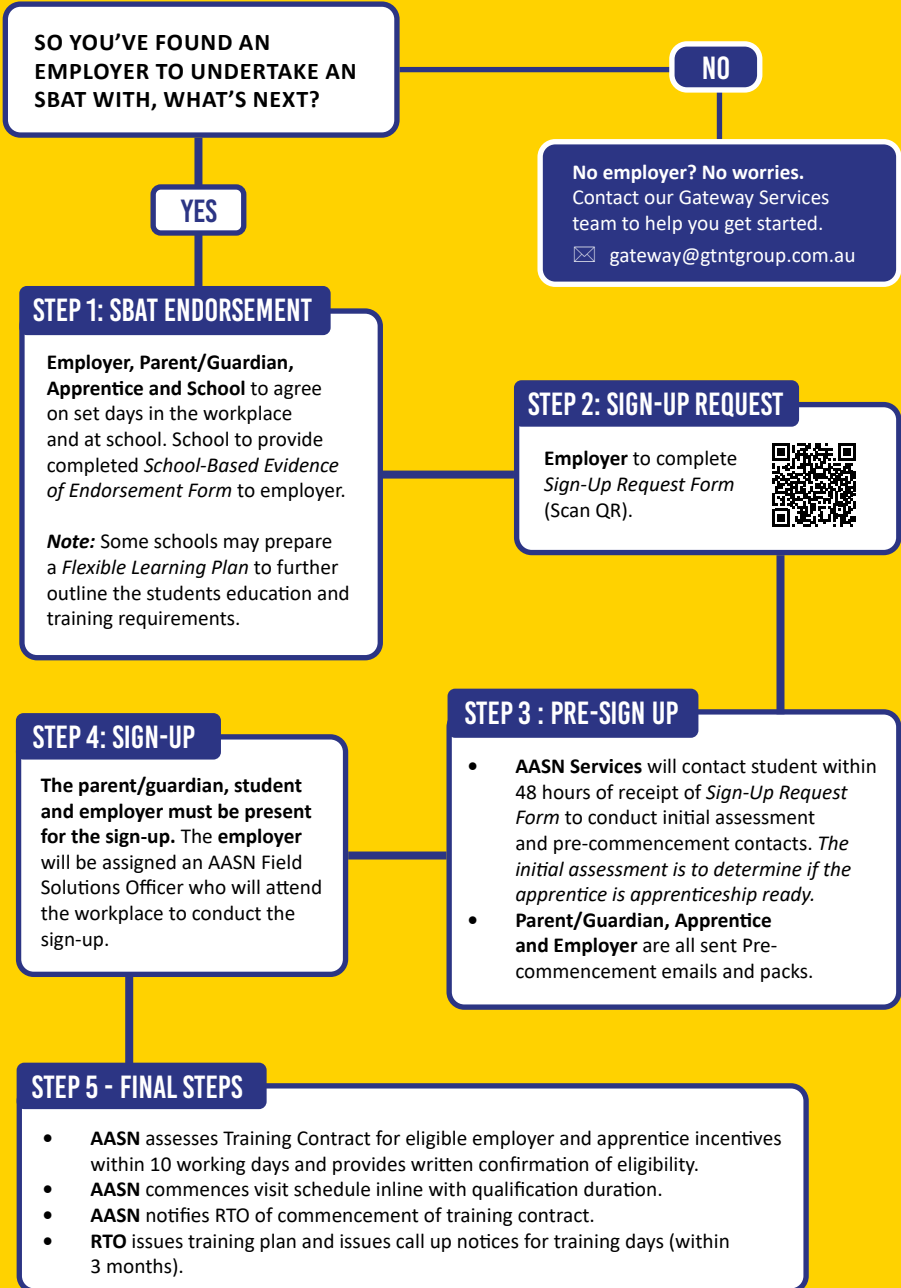
3. REQUIREMENTS



To be eligible for a SBAT, students typically must:

- Be enrolled in secondary school and be at least 15 years old
- Meet with their school VET Coordinator, Career Advisor or Principal to discuss the option of undertaking a SBAT
- Meet any additional requirements set by the employer

4. SIGN-UP PROCESS



4. SIGN-UP CHECKLIST



STUDENT: ONCE YOU'VE DECIDED YOU WANT TO UNDERTAKE AN SBAT

1. Inform your VET Coordinator, Career Advisor or Principal.
2. Find an employer or register with Australian Apprenticeship Support Network NT - Gateway Services Team.



EMPLOYER: BEFORE YOU SUBMIT THE SIGN-UP REQUEST FORM

1. Obtain signed School-Based Evidence of Endorsement Form from school.
(Signed by Employer, Parent/Guardian, Apprentice and School)
2. Decide on which RTO you want your SBAT to undertake the qualification with. Refer to the NT Apprenticeship & Traineeship Database.
3. Obtain primary ID or two forms of secondary ID from the SBAT.
Primary ID examples: Drivers Licence, Age of Evidence Card, Passport and NT issued School ID for SBAT.
Secondary ID examples: Bank Card, Medicare Card and Birth Certificate.
4. Submit the Sign-up Request Form.



ALL PARTIES: BEFORE THE SIGN-UP

1. AASN will contact the SBAT to confirm contact details and conduct an Initial Assessment.
2. The Field Solutions Officer will then contact SBAT, Employer and Parent/Guardian to arrange a date and time to complete the sign-up.



School-Based Evidence of Endorsement Form



NT Apprenticeship & Traineeship Database

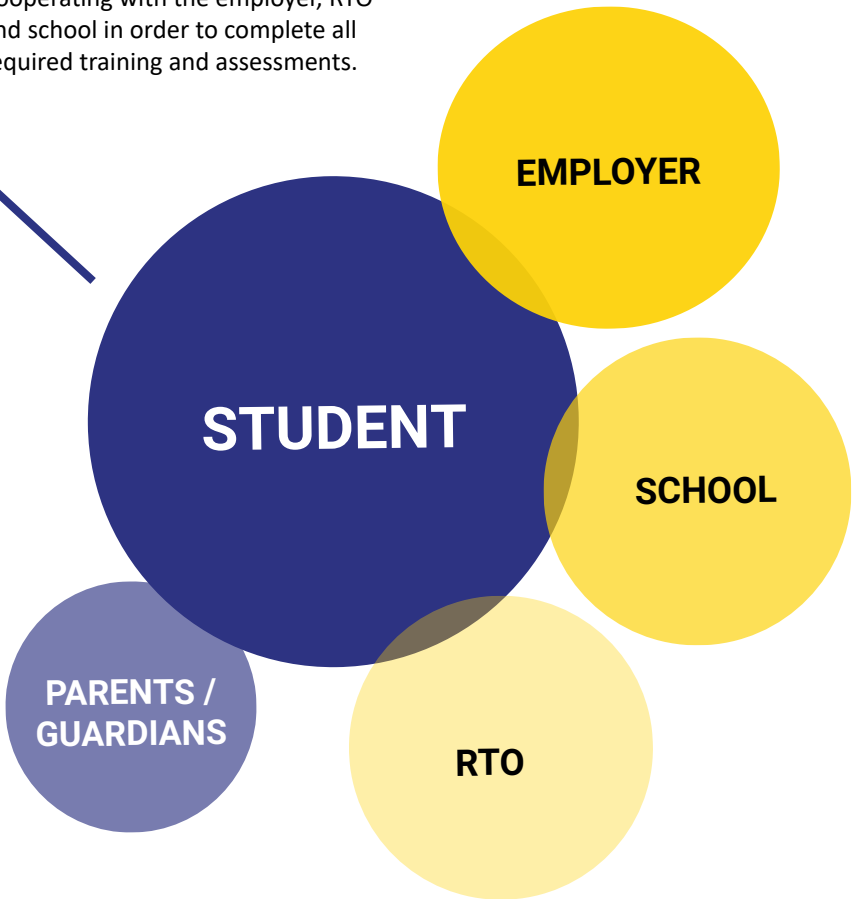


Sign-Up Request Form

5. RESPONSIBILITIES

STUDENT

- Attend school and complete all required coursework, while also fulfilling the requirements of the apprenticeship or traineeship.
- Attend all scheduled on-the-job training and meet any other training requirements as specified in the training contract.
- Communicate regularly with the school and the employer to discuss progress and any issues that may arise.
- Cooperating with the employer, RTO and school in order to complete all required training and assessments.



PARENTS/GUARDIANS

- Endorse training contract and be present for sign-up.
- Access to act on behalf of child will cease once child turns 18 unless the *Release of Personal Information Form* is completed and provided to the AASN NT Team.



IN 2022, 94.8% OF
PEOPLE WHO COMPLETED
AN APPRENTICESHIP OR
TRAINEESHIP GAINED
PERMANENT EMPLOYMENT
AFTER COMPLETION.

EMPLOYER

- Provide structured on-the-job training that aligns with the relevant industry standard.
- Provide a safe working environment that meets all relevant health and safety regulations.
- Allow the apprentice or trainee to attend any required off-the-job training.
- Provide the apprentice or trainee with any necessary tools, equipment and clothing for the job.
- Register the apprenticeship or traineeship contract with the Australian Apprenticeship Support Network NT.
- Following the rules set out in the Fair Work Act 2009 and any state/territory legislations.

SCHOOL

- Endorse the SBAT by completing the SBAT Endorsement.
- Prepare a 'Flexible Learning Plan' where necessary.
- Monitor the student's attendance.
- Release student on agreed work days and scheduled trade school/VET training days for their apprenticeship.
- Each school may require additional information from the student, e.g. copies of training plans, training contracts, call up notices, progression reports etc.

RTO

- Deliver off-the-job training that aligns with the Australian Quality Training Framework (AQTF) standards and the relevant industry standards.
- Ensure that the training provided is relevant to the apprenticeship or traineeship being undertaken.
- Provide the apprentice or trainee with a training plan outlining the required competencies, training and assessment schedule.
- Provide the apprentice or trainee with a nationally recognised qualification on completion of the qualification.
- Provide student progress reports to the employer.
- Comply with the Australian Quality Training Framework (AQTF) standards.

6. AUSTRALIAN APPRENTICESHIP SUPPORT NETWORK (AASN)

The **Australian Apprenticeship Support Network (AASN)** is a national network of service providers that delivers support and assistance to employers and apprentices who are participating in an Australian Apprenticeship.

The purpose of the Australian Apprenticeship Support Network is to support the successful promotion and delivery of Australian Apprenticeships to current and prospective Australian Apprentices and employers, and to assist other people who may be interested in pursuing Vocational, Education and Training (VET) pathways.

The Australian Apprenticeship Support Network operates with the goal of improving apprenticeship completion and satisfaction rates through the provision of integrated, targeted support to apprentices and employers prior to commencement and while they are undertaking their Australian Apprenticeship.

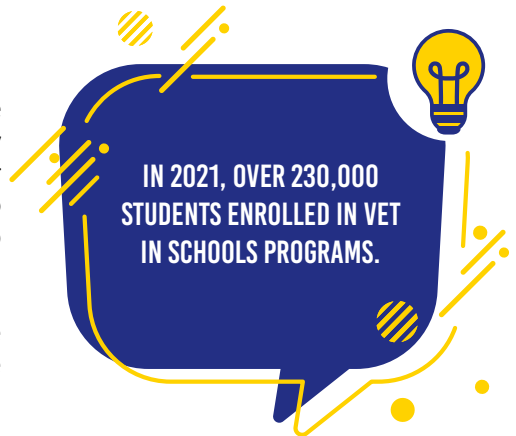
The **Australian Apprenticeship Support Network NT (AASN NT)** is the Northern Territory's AASN service provider. This is a joint contract with the Northern Territory and Federal Government to provide a range of regulatory services to employers and apprentices, including the registration and management of all apprenticeships/traineeships in the NT. Other services we provide are information, advice and guidance on all aspects of Australian Apprenticeships.

A Field Solutions Officer (FSO) will be assigned to each SBAT and will be your main point of contact for any apprenticeship related enquires. Your FSO will also conduct scheduled visits to ensure the apprenticeship or traineeship is on track.

We also have specialist mentors available for all apprentices/trainees available for specialised support, assistance and guidance.

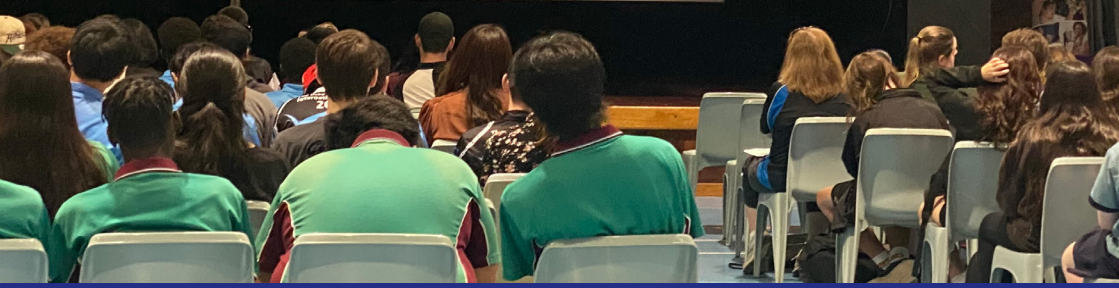
AASN NT work with a wide range of industries to understand what opportunities are available across the Northern Territory. We can help you work out what will suit you best and advise you on how to achieve the career and lifestyle you want.

Our offices are based in Darwin, Alice Springs, Katherine, Tennant Creek and Outreach Centres in Ramingining, Milingimbi, Galiwinku, Gapuwiyak, Nhulunbuy and Gunbalanya, sub-contracting arrangements with Arnhem Land Progress Aboriginal Corporation (ALPA).





Our team regularly attend school expos and VET pathway presentations.



7. AASN NT SERVICES

+ UNIVERSAL SERVICES

The marketing, administrative, incentive processing and stakeholder engagement required to underpin apprenticeships and traineeships in the Northern Territory.

+ GATEWAY SERVICES

Pre-commencement advice to potential apprentices and employers, in order to find the “right fit” using testing, streaming and matching. This may include resume writing and career advice to potential apprentices/trainees.

+ IN-TRAINING SUPPORT SERVICES

Tailored support services to individuals and employers throughout the duration of an apprenticeship/traineeship to assist in the successful completion of the training.

+ WOMEN IN NON-TRADITIONAL TRADES (WNTT)

Providing mentoring and referral services for women in non-traditional trades, defined as trades where women make up less than 25%.

+ DISABILITY

Providing mentoring and support services for any apprentices/trainees with disabilities.

8. GROUP TRAINING ORGANISATIONS (GTO)

What is a Group Training Organisation?

Group Training Organisations (GTOs) are a popular way for businesses and employers to recruit and manage apprentices and trainees. Some of the benefits of using a GTO for an apprenticeship or traineeship include:



9. BENEFITS OF A GTO AS AN APPRENTICE/FOR PARENTS



For a list of GTO providers in the Northern Territory visit australianapprenticeships.gov.au/search-gto



10. SCHOOL-BASED SUCCESS STORIES

WILLIAM BROWN

Certificate III in Aquaculture

William excelled in his studies, completing a Certificate III in Maritime during Year 11 and showing a strong interest in the field. This motivated him to apply for and successfully secure a traineeship with Fisheries NT at the Aquaculture Centre while completing Year 12. Through this opportunity, he acquired valuable skills in maintaining water quality, environmental monitoring, and fish feeding activities. William's dedication and hard work were recognised in 2022 when he was awarded the GTNT Group School-Based Apprentice of the Year Award. Since completing his traineeship, William has secured a permanent role at Fisheries NT and is eager to continue his professional development in this field, seeing it as a valuable opportunity for growth and advancement.



BELLA FAULL

Certificate III in Hairdressing

As a Year 11 student at Good Shepherd Lutheran College, Bella was enrolled in a School-based Apprenticeship with Carlee Hair Design. She joined the team at the salon after completing her Certificate II Salon Assistant Course at Charles Darwin University (CDU) in 2021. Since starting her school-based apprenticeship, Bella has gained the confidence to overcome any challenges. She has dyslexia but has persevered to achieve her goals, in her personal and professional life. Bella is passionate about learning, leadership and helping people to feel their best, and it is her goal to one day run her own salon. Bella won the prestigious awards for School-Based Apprentice of the Year at the 2022 NT Training Awards and represented the NT at the Australian Training Awards as a finalist.



Photo credit: Department of Industry, Tourism and Trade.

10. SCHOOL-BASED SUCCESS STORIES

LILLY BRIGHT

Certificate III in Allied Health Assistance

Lilly Bright had always been interested in the healthcare field. Lilly has plans to pursue a degree in medicine once she completes Year 12. Undertaking a school-based traineeship was a fundamental first step for Lilly, as it gave her valuable insight and practical experience within the healthcare industry. Working at Katherine Hospital, Lilly gained first hand experience about the hospital's day-to-day operations and seen how clinicians work together to provide quality care. Lilly is able to use her perspective as a hearing aid user to support empathetic and people focused care. Lilly has successfully completed her training and has been able to apply the acquired skills in her workplace. Lilly was awarded the 2023 Group School-Based Apprentice of the Year Award.



Photo credit: NT Health

KYLE BAMBRA

Certificate III in Hairdressing

Kyle Bambra completed Year 12 while undertaking a Certificate II in Salon Assistant. Despite facing many challenges, he was able to persevere and achieve his goal of completing Year 12, while working towards a nationally recognised qualification. Kyle has been celebrated for his achievements and was awarded the One Rail Indigenous Achievement Award in 2021 at the Northern Territory Young Achiever Awards. Kyle now mentors Indigenous youth and encourages them to give back to their communities. Kyle does not let his learning disability stop him from completing his dream to be a qualified hairdresser, owning his own salon and giving back to his community. He is already using his new skills to achieve his goal; travelling to remote communities and volunteering with not-for-profit organisations and charities to cut and colour hair for free.



11. FAQ

1. HOW DO I GET AN SBAT?

Just like any job, there are many ways to find a SBAT. A good starting point is talking to your school VET Coordinator or Career Advisor about doing work experience or a VETDSS program, these are both great ways to increase your chances of securing a SBAT.

2. CAN I STILL GET MY NTCET?

Yes! Even if you transition into a full-time apprenticeship your studies from your apprenticeship can count towards your NTCET credits. It is important to speak to your school VET Coordinator or Career Advisor about working towards your NTCET while undertaking a SBAT.

3. CAN I STILL GET AN ATAR?

It can be possible but there are several important factors to consider. If you are wanting to undertake an SBAT and continue to work towards an ATAR, you must speak to your VET Coordinator or Career Advisor about your options.

4. HOW DOES IT FIT IN WITH SCHOOL?

Some days you will attend work and the remaining days you will attend school.

5. HOW MANY DAYS WILL I ATTEND WORK VS. SCHOOL?

This is a conversation you will have with your school VET Coordinator or Career Advisor and employer. The days you are approved to attend work may depend on your education goals and school timetable. Noting, SBAT's must undertake a minimum of 48 days per year of paid work from the date of commencement of the school-based apprenticeship or traineeship.

6. WILL I GO TO TRADE SCHOOL OR TAFE?

Trade school or TAFE are commonly used terms for the RTO you will attend for training. The qualification you are undertaking and the RTO you are enrolled with will determine if you attend trade school/TAFE. Traditional trades such as carpentry, electrical, engineering, automotive, etc will generally require you to attend trade school/TAFE. You can find out about the training delivering for your qualification by talking to your RTO, which is chosen by your employer.

7. HOW MUCH WILL I BE PAID?

Just like any other employment, your employer is responsible for determining what rate you will be paid. This is determined by the national training wage awarded to the employer.

8. HOW DO I TRANSITION FROM AN SBAT TO A FULL-TIME APPRENTICESHIP/TRINEESHIP?

Before transitioning from an SBAT to a full-time apprenticeship/traineeship you must speak to your school and a *Notification of Arrangements Form* needs to be submitted to the Department of Education. You can contact the Eligible Options Coordinator at eligibleoptions.doe@education.nt.gov.au for more information. The employer must also arrange a variation to your training contract with the AASN.

9. WHAT IF I'M AN INTERNATIONAL STUDENT?

If you are an international student on a visa you need to contact the AASN NT Gateway Services team to determine your eligibility.

✉ gateway@gtntgroup.com.au

☎ (08) 8935 8200

12. TOP 10 QUALIFICATIONS IN THE NT

#1 CERTIFICATE III IN ELECTROTECHNOLOGY ELECTRICIAN	#2 CERTIFICATE III IN CARPENTRY
#3 CERTIFICATE III IN EARLY CHILDHOOD EDUCATION AND CARE	#4 CERTIFICATE III IN PLUMBING
#5 CERTIFICATE III IN ENGINEERING - FABRICATION TRADE	#6 CERTIFICATE III IN LIGHT VEHICLE MECHANICAL TECHNOLOGY
#7 CERTIFICATE III IN AIR-CONDITIONING AND REFRIGERATION	#8 CERTIFICATE III IN BUSINESS
#9 CERTIFICATE III IN HEAVY COMMERCIAL VEHICLE MECHANICAL TECHNOLOGY	#10 CERTIFICATE III IN MOBILE PLANT TECHNOLOGY



For the most up to date information on school-based apprenticeships and traineeships, scan the QR code.



IN 2022, 89.3%
OF QUALIFICATION
COMPLETERS WERE
SATISFIED WITH THE SKILLS
LEARNT ON THE JOB.



CARLA DENT
Taminmin College
SBAT: Certificate III in Carpentry

 (08) 8935 8200

 AASNSERVICES@GTNTGROUP.COM.AU

 WWW.GTNTGROUP.COM.AU



A U S T R A L I A N
A P P R E N T I C E S H I P
S U P P O R T N E T W O R K
An Australian Government Initiative



Jointly funded by the Australian and
Northern Territory Governments

delivered by

