

Infrastructure Traineeship

Information for Industry

Each year approximately 87,000 students leave high school taking the next step into a variety of pathways including university, TAFE, employment and looking for work, and over one third of these students choose not to pursue further education. In 2020, these school leavers are starting this career journey at a time of uncertainty. Research shows that young people aged 18- 20 are the most represented age group in the unemployment statistics caused by the COVID-19 pandemic.

To assist some of these school leavers, we have designed a two year traineeship within the infrastructure sector. The traineeship is office based, and it is intended that they spend 8 months in government, 8 months with a contractor, and 8 months with a consultant organisation. This will provide them with valuable exposure to the whole ecosystem, understanding the important role of each party in the successful delivery of our public infrastructure. Trainees will study 1-2 days per week to complete a Cert III or Cert IV in courses such as project management and procurement, and the program will be managed by Group Training Organisations who will recruit, manage and support trainees to complete their qualification.

Trainees will come from a variety of diverse backgrounds including Aboriginal and Torres Strait Islander, those from diverse cultural backgrounds, and from both metro and regional areas. The program's goal is to place 300 school leavers in traineeships over 2021 and 2022.

Our priority is placing young people into work that develops their skills and qualifications and makes them more employable for the future. Collaboration with industry is integral to success for participating students, and we seek your support to be a part of this program as an industry partner. This is a great opportunity to further your commitment to supporting our youth and provide pathways into infrastructure.

Timeline:

- **Mid November 2020** Secure industry partners
- **November 2020** Recruitment commence
- **December 2020** Interviews commence
- **January 2021** Successful applicants notified
- **February 2021** Traineeship commences

Your Commitment:

1. Host trainees for an eight month rotation in roles aligned with their area of study
2. Provide a quality experience for trainees
3. Provide hardware/equipment (computer, mobile phone etc) as required for the role
4. Ensure trainees have support and mentorship
5. Ensure staff are accountable for their roles and responsibilities
6. Consult with the recommended Group Training Organisation
7. Provide information on future job opportunities within your organisation.

FAQs

1. Who pays the trainee's salary?

Each government agency will pay the trainee's salary and the Group Training Organisation (GTO) service fee.

2. Who pays for the training?

The courses are funded from the Job Trainer package under Training Services NSW Smart and Skilled funding.

3. What are the benefits of participating in the program?

- Providing an opportunity for young people to build their skills and qualifications
- An opportunity to develop your own staff's supervising skills
- Participating in an equitable program that is creating employment for young people disproportionately impacted by COVID-19
- Opportunity to shine a light on the role of office based infrastructure roles in areas such as planning and procurement
- Opportunity to showcase the role of contractors and consultants in the infrastructure ecosystem.

4. What is the role of the GTO?

GTO's employ trainees under a Training Contract and place them with host employers. They undertake the employer responsibilities for the quality and continuity of the trainees' employment and training. They also manage the additional care and support necessary to facilitate the successful completion of the Training Contract. The key outcome for a GTO is to develop a trainee to become a skilled worker who has completed a recognised qualification.

5. What are the benefits of using a Group Training Organisation?

- They will arrange for all formal training for trainees.
- They monitor both the on-the-job and formal training to ensure that high quality and relevant training is provided in a safe environment.
- They take care of all wages, on costs and employment records
- Ensures ongoing support is offered to trainees and host employers as the trainees rotate through the ecosystem, and make sure the training runs smoothly.
- Having a higher completion rate for trainees compared to one that is directly employed by a business
- Will ensure a consistent service is offered to all trainees.

6. What contractual agreements will be in place with the GTO?

The GTO will put in place a host employer agreement with each host employer to ensure consistency and safety of the trainee.

7. Who do I escalate concerns to?

As the GTO is the legal employer they will work with you to resolve problems and the Working Group can be a place to discuss concerns.

8. I already use a Group Training Organisation to employ trainees/apprentices. Can I use that company?

No, SINSW is undertaking an open market tender to determine the most suitable GTO to deliver the scope of services. This ensures a consistent level of service is provided to all trainees and host employers.

9. How will the trainee rotate across each sector?

Over the two years, trainees will transition through government, contractors, and consultant organisations to get a rounded view of the industry as a whole. The Group Training Organisation will assist place the trainee with a suitable host employer.

10. What is the role of the host employer supervisor?

The trainee will be placed in a role that supports them to complete units of competency that contribute to their qualification. The supervisor or manager is responsible for assigning the trainee practical work so they can complete these tasks and sign off their log book.

11. What if any are the expectations at the end of the program?

The traineeship aims to create lifelong learners and to support increasing the pipeline of employment into infrastructure.

The trainee will have networked through the public and private sector and completed a qualification towards a career in infrastructure.

There is no obligation to employ the trainee at the end of the traineeship however if an opportunity arises for a permanent position, they can be considered for it at the end of their program.

12. Can the trainee count towards the contractors ISLP targets?

The contractor should seek advice from the ISLP team within TSNSW. ISLP@det.nsw.edu.au