What is a Traineeship?

A Traineeship is an opportunity for employees to undertake training as part of their work activities.

The training can be done either on the job (in the workplace) or off-site at a training provider and doesn’t impact the employee’s current employment status, salary or contractual arrangements.

What qualifications can be undertaken as a Traineeship?

At present there are over 500 qualifications that can be undertaken as a traineeship in Western Australia. ETAS Group currently delivers the following qualifications as traineeships:

- Diploma of Management
- Certificate IV in Work Health & Safety
- Certificate IV in Business Administration
- Certificate IV in Frontline Management
- Certificate III in Customer Contact
- Certificate III in Surface Extraction
- Certificate III in Resource Production

Perth Based Training: Where the program is not delivered on-the-job, ETAS Group delivers the ‘face-to-face’ component at our training rooms in Osborne Park. After each session there is some assessment work/ evidence to collect from the workplace.

Onsite at your workplace: We are able to work with your team to develop a schedule that works for you and your rosters/workplace requirements (minimum numbers apply).

Why should I do a Traineeship with ETAS Group?

ETAS Group uses its 20 years’ experience working with mining and construction organisations to contextualise qualifications to meet your business requirements. Our courses maximise class time – meaning minimal or only essential criteria need to be completed outside of class.

This leads to instant return on investment as outcomes are immediately achieved while providing minimal disruption to production related activities.
Traineeships with ETAS Group

What are the financial benefits?

Firstly the training costs are less as they are subsidised by the WA state government.

If the trainee is eligible, employers may also be entitled to additional financial support from the Federal Government (eligibility is determined by an Australian Apprenticeship Centre).

In addition to reduced training costs, employers are entitled to claim a payroll tax exemption (currently 5.5%) for the employee for duration of the qualification.

A simple cost-benefit analysis example for a trainee who meets the full eligible criteria is below:

<table>
<thead>
<tr>
<th>Employee Salary</th>
<th>Payroll Tax Exemption per Year</th>
<th>Additional Incentives</th>
<th>Financial Benefit to Employer per person</th>
<th>Less Enrolment/Resource Fees</th>
<th>Financial Benefit to Employer per person</th>
<th>Financial Benefit to Employer for 10 people</th>
</tr>
</thead>
<tbody>
<tr>
<td>$75,000</td>
<td>$4,125</td>
<td>$4,000</td>
<td>$8,625</td>
<td>$1,500</td>
<td>$6,625</td>
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<td>$4,000</td>
<td>$12,750</td>
<td>$1,500</td>
<td>$10,750</td>
<td>$107,500</td>
</tr>
</tbody>
</table>

Can employees apply for Recognition of Prior Learning or Credit Transfers?

Yes! If you feel you may be eligible for recognition from the formal or information learning you have undertaken – please contact our team prior to enrolling.

How do I find out more information?

For more information please contact us on 9230 7000 or email courses@etasgroup.edu.au