**Frequently asked questions**

**Training with characteristics that are like an apprenticeship[[1]](#footnote-1)**

*Question: The apprenticeship model does not suit my business. Is support available through Skilling South Australia?*

The apprenticeship model is not always a practical option for some industries, occupations, or businesses. In emerging sectors, a suitable apprenticeship may still be under development, while certain businesses or workplace settings are not always able to provide the right supervision requirements for apprentices or trainees.

These factors can limit opportunities for both employers and individuals to benefit from the combination of a formal qualification with practical, on-the-job experience. In these circumstances, the Department for Innovation and Skills (the Department) may support training that has similar characteristics to, or is ‘like’ an apprenticeship through Skilling South Australia Projects.

**Before lodging an application, contact an advisor to identify whether a project** **approach should be pursued**.

*Question: What is training with similar characteristics to an apprenticeship or traineeship?*

Training with similar characteristics:

* involves training in a nationally recognised qualification at the Certificate III to Advanced Diploma levels (generally equivalent to an apprenticeship or traineeship, or higher apprenticeship)
* includes a structured work placement or experience component that is tailored to complement the qualification (may be paid or unpaid[[2]](#footnote-2)).

*Question: When could a Skilling South Australia Project involve training with similar characteristics?*

Training with similar characteristics could apply where:

* the qualification is not listed on the [Traineeship and Apprenticeship Pathways Schedule](http://www.skills.sa.gov.au/forms-and-publications/apprenticeships-traineeships#taps), or
* there are genuine factors in the context of the industry, occupation, or employer that prevent the use of training contract arrangements at the time of the application.

Projects involving training with similar characteristics should aim to complement or progress the apprenticeship model, for example by:

* contributing to sustainable employment for participants
* avoiding substitution with apprenticeship or traineeship activity
* promoting a transition to the apprenticeship or traineeship model over time
* considering the appeal of the project, particularly in relation to the benefits, to prospective participants as well as to industry.

Project applications for training with similar characteristics will need to identify:

* how the work placement or experience will be sequenced with the training delivery
* that the proposed number of hours and activities undertaken during the work placement are commensurate with the qualification
* that sufficient employers are willing to host work placements for all participants, and
* relevant insurance and appropriate supervision arrangements are in place for the work placement or experience component of the project.

There will be a requirement to report to the Department on the contracted work placement. Payments will be linked to reporting requirements associated with individual project outcomes. This will generally include a payment milestone on completion of the work placement.

1. Apprenticeships is used throughout this document to refer to both apprenticeships and traineeships. [↑](#footnote-ref-1)
2. Paid or unpaid placements must comply with the *Fair Work Act 2009 (Cth)* [↑](#footnote-ref-2)