Question: ***I want to take on an apprentice or trainee, but the apprenticeship model doesn’t suit my business. Can you help?***

In some industries and in some occupations, employing a staff member as an apprentice or trainee is not always a viable option. In new and emerging sectors, there may be no current apprenticeship pathways available. Other sectors can be exposed to seasonal employment fluctuations that make it very difficult to commit to the term of an apprenticeship. These factors can limit the opportunities for both employers and individuals to benefit from undertaking a qualification while on-the-job.

In these circumstances, there is limited scope for Skilling South Australia Projects to support project proposals involving training with similar characteristics to an apprenticeship or traineeship. Training with similar characteristics involves:

* training in a nationally recognised qualification at AQF Level 3-6 (generally equivalent to an apprenticeship or higher apprenticeship)
* the inclusion of a work placement or experience component as part of the training delivery.

The Department for Industry and Skills (DIS) will consider project proposals for training with similar characteristics in circumstances including 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 limiting the use of Training Contracts, such as development of new approaches to delivering training within industries, seasonal employment fluctuations, or high casualisation rates of the workforce.

Preference will be given to projects that demonstrate sustainable employment opportunities, and that do not contribute to employee turnover. Project proponents will also need to demonstrate that their proposal will not result in the substitution of training contract activity with training with similar characteristics.

A structured work placement may be either a temporary unpaid placement for students, or paid employment as a new or existing worker. Where there is an existing mandatory training package requirement, the placement does not need to exceed that requirement.

Each project will be co-designed with a Skilling South Australia Advisor to ensure that:

* a clear link between the qualification and the work placement is demonstrated, including an appropriate duration,
* it identifies how the work placement will be sequenced, and
* relevant insurance arrangements and appropriate supervision of students during placement are in place.

Project funds cannot be used to:

* pay participant wages during placements, or
* pay an employer to host a placement.

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

For further information about Skilling South Australia Projects call 1800 673 097, email DIS.skillingsaprojects@sa.gov.au or submit an [Expression of Interest](http://www.skills.sa.gov.au/for-training-providers/other-sources-of-funding/skilling-south-australia-funding/submit-an-expression-of-interest-for-a-skilling-south-australia-project).