



Central Victoria Group Apprenticeship Scheme Limited

INFORMATION SHEET

No date.

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There are numerous Group Apprenticeship Schemes throughout Australia, of which three operate in metropolitan and, eight in country Victoria.

In order to halt the declining number of apprentices being indentured each year, the Federal and State Governments combined jointly to fund these Schemes by payment of the salaries of staff, postage, printing, telephone etc..No funds are available for the payment of apprentices wages, purchase of capital equipment, etc..

The Central Victoria Group Apprenticeship Scheme covers a large area of Central Victoria. It is an incorporated, NON PROFIT company with a Board of Directors and Committee of Management comprising of council representatives from the City of Bendigo, surrounding Shires and Borough, plus business persons from the private Sector.

The Scheme is not designed to cut across the traditional role of apprenticeship, but to secure continuous trade training for selected young men and women who have not otherwise been indentured within the traditional apprenticeship system and/or employ suitable "out of the trade" apprentices.

The operation of the Scheme is simple and flexible in that it can meet the needs of an employer, who may not normally employ an apprentice and it is a means by which a number of employers share an apprentice and the costs.

HOW DOES THE GROUP APPRENTICESHIP WORK

Rotation of apprentices is not such a new concept, having been practiced by some very large firms for years in moving apprentices around their workshops according to workload and training needs. However, the establishments of Group Apprenticeship Schemes that employ apprentices in a variety of trades within local industry, is new - and achieving plenty of success.

Rather than an individual firm or tradesman indenturing an apprentice, or being prevented from doing so because their workload is too specialised or unpredictable, each apprentice is indentured to a company, in our case, the Central Victoria Group Apprenticeship Scheme.

The apprentice is then placed with a variety of firms or individual employers for a period of one to twelve months, (longer with approval of the Board of Directors) who collectively teach the apprentice a far wider range of trade skills, ideas and methods than otherwise available to an apprentice of an individual employer.

In the event of any "down time" in the placement of an apprentice, the Scheme is backed by the ACTU Lend-Lease Foundation.

SOME OF THE BENEFITS TO THE "HOST EMPLOYER" OR SPONSOR ARE;

1. Can match the apprentice to their work-load
2. Can hire an apprentice to cover normal staff holidays, sick leave, long service leave etc..
3. Can choose the stage of training they require.
4. Have all the administration details handled for them.
5. Only pay the apprentice's PRODUCTIVE TIME.
6. Pay a weekly nett wage. Their share of group tax, annual leave 17½% loading, sick leave, workers compensation being invoiced to them on a monthly basis. Alternatively the Scheme can pay all wages, then invoice the Sponsor monthly.
7. Can pass the apprentice back if changing circumstances prevent them from retaining him/her for the agreed period.
8. Can claim the related expenses as a tax deduction as they are leasing or contracting an apprentice from the employer which is the Central Victoria Group Apprenticeship Scheme.

WHICH APPRENTICESHIPS DO WE INCLUDE

Basically all trades are included. At present we have sixty plus, apprentices indentured to the Scheme, covering the following trades; Carpentry - Plastering - Plumbing - Bricklaying - Electronics - Fitting & Turning - Boilermaking - Gardening - Butchering - Painting & Decorating - Motor Mechanics - Textile Mechanics - Structural Steel Fabricating - Fitting & Machining and Panel Beating.

HOW ARE THE GROUP APPRENTICES APPOINTED

After several employers have indicated that they are willing to sponsor an apprentice, the position is advertised in the paper and media to ensure that as many young people as possible are aware of the position. Initial selection usually follows aptitude testing with a limited number of candidates then offered a personal interview by a panel comprising of a trade employer (possibly the potential sponsor) Manager of the Scheme and a member of the Board of Directors.

Job competition is tough everywhere and in this area the selection process used by us is no exception. In view of the important qualities we seek, there can be no apology for ensuring a high standard of entry and aptitude amongst our appointed apprentices.

The selected apprentice is then indentured to the Scheme and placed with a sponsor. The normal three months probation is applicable. During this period it is important to monitor his/her progress to ensure the person is suitable for the position.

WHICH EMPLOYER CAN PARTICIPATE

Any firm or individual tradesman throughout the area who is either too small or too specialized to properly train, or whose workload is unpredictable or overly affected by seasonal or other factors; and for the larger firms, the ability to top up their manpower during periods of annual leave, long service leave or heavy short term increase in workload.

All these employers have been particularly attracted to the faster and broader development of skills of our apprentices in this form of training, flexibility and minimum of red tape, or paperwork.

WHO BENEFITS

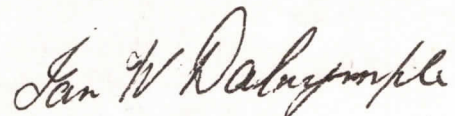
The benefits to the employers have already been outlined, but also include greater efficiency, greater economy. Employers can select apprentices according to their needs, thus ensuring that their management of wages are more effectively matched to actual workload.

THE ON-COSTS normally associated with employment are spread evenly throughout the year in direct proportion to the period of time spent with a sponsor.

There is no doubt that the end product of a Group Apprentice will be a more widely experienced and therefore a better trained tradesperson. They must benefit from the variety, both in the type of work and the different methods and procedures undertaken. Their value within local industry is therefore highly recognised.

FOR MORE INFORMATION

Whether potential employer - sponsor or interested person we invite you to contact our office (preferably afternoons, Monday - Thursday) as above/overleaf.



Ian W. Dalrymple
MANAGER