

AUSTRALIAN SCHOOL BASED APPRENTICESHIP (ASBA)

Developing young talent for the Sport and Recreation Industry.

If your organisation is looking for low cost, fully trained members of staff but are unsure of the benefits of taking on a 'trainee', take a look at Smart Connection Company's approach to school based apprenticeships.

IT'S YOUR JOURNEY

With training, it's not only the qualification but the journey that counts. Over the past 5 years, Smart Connection Company has facilitated Australian School Based Apprenticeships (ASBA's) in the sport and recreation industry for more than 30 employers.

The federally funded ASBA scheme is an excellent way to harness the power of an enthusiastic, passionate workforce and is an increasingly popular career option for secondary school students, ASBA's are undertaken while the student is still at school (Year 11 or 12)). Consisting of on the job working experience and

classroom style teaching, students receive vocationally orientated training and employers gain great employees. It's as simple as that!

A FOCUS ON VALUE: FINANCIAL REWARDS FOR EMPLOYERS

The Federal Government provide funding for ASBA's direct to business of \$4,750. This is paid in two instalments, \$2,250 at the 3 month mark and \$2,500 at the end of the course. The training cost (payable to Smart Connection Company at the course commencement) is just \$1000. Yes, businesses are financially rewarded for participating in this scheme.

A SMOOTH JOURNEY FOR EMPLOYER AND PARTICIPANT

In our experience, what concerns employers about apprenticeships is the perception that it will be a 'hassle', that there will be lots of paperwork and that they may have to 'hand hold' an inexperienced employee.

With over 10 years experience as a Registered Training Organisation you can be assured that Smart Connection Company offers the best in client management, compliance and service. Our industry experienced trainers ensure that classroom training is relevant and practical, bringing your students up to speed as quickly as possible. Many course options even allow students to gain essential qualifications prior to their start with the employer (e.g. Life Guard, Swim Teacher or First Aid).

"We had three fantastic girls as ASBA trainees who continue to work for us today. Smart Connection Company took care of everything, including the funding process.

They made it easy for us and we are hoping to secure more trainees for our fitness and aquatic centre."

Gareth Cope - Director, Star Fitness & Aqua Star Swim Schools.



EMPLOYERS COMMITMENT

The employer commits to employ a student for one day per week for a year as a permanent part time employee.

The student must devote 13 hours per week to completing the course. A minimum of 7 hours must be spent in the workplace, (averaged over 4 quarterly

periods) and the remaining 6 hours are spent in training with Smart Connection Company.

The employer pays for the number of hours the student actually spends in the workplace.

After consultation, the learning environment is selected. Ideally

the student undertakes tasks that are relevant to the course they will be studying with Smart Connection Company.

Students are paid under the National Training Wage (see table below. Adding a 20% loading ensures the employer will not be required to pay the student holiday pay or sick pay.

	National Training Wage hourly rate	Hourly rate + 20% loading	Weekly rate @ 13 hpw	Weekly rate @ 7 hpw	Total wage for duration of course (40 wks) @ 13 hpw	Total wage for duration of course (40 wks) @ 7 hpw
Year 11	\$7.64	\$9.17	\$119.21	\$64.19	\$4,768	\$2,567
Year 12	\$8.39	\$10.07	\$130.91	\$70.49	\$5,236	\$2,819

hpw = hours per week. For further details concerning the National Training Wage and for advice on payments to trainees Smart Connection Company recommend you contact Wage Line on 1300 363 264. This information is correct at the time of printing.

SMART CONNECTION COMPANY COMMITMENT

Smart Connection Company provides training to the ASBA student either at our training room in South Melbourne every Wednesday during school term or at the workplace at convenient times.

WHAT ARE THE BENEFITS FOR EMPLOYERS?

Cost neutral or low cost, fully trained members of staff.

Development of a pool of trained personnel from which to choose future permanent staff.

'On the job' training, delivered in the workplace during work hours and specific to the business.

Government funding available. (Additional funding also available for each participant.)

Establishment or strengthening of links at school, community and wider level.

Enhanced reputation as a good corporate citizen that invests in people and is helping to build a local skills base.

WHAT ARE THE BENEFITS FOR STUDENTS?

A vocational education qualification whilst completing VCE or VCAL.

Potential credit towards VCE or VCAL.

Hands on industry experience and a nationally recognized qualification.

Paid work - Students are paid for the hours worked and undertake a combination of 13hrs of employment and training during the normal school week.

Valuable employment skills and experience.

We all know that our people are our best asset. Getting involved in school based apprenticeships gives you trained staff for a low cost investment.

"Smart Connection Company do over and above what is required. Their contacts and expertise make training simple and enjoyable. I highly recommend them".

Kris Miller - Centre Manager, Monash Aquatic and Recreation Centre.

WHERE TO NEXT

Call Smart Connection Company on (03) 8696 7500 and discuss your journey with our training experts. We can also guide you through funding options and eligibility criteria. Don't miss out on an apprenticeship scheme specifically developed for the leisure, recreation and sport industry, which offers employers financial rewards just for getting involved.

It's Your Journey.