

Skills Tasmania Policy Statement

Qualifications for Delivery under a Training Contract (Apprenticeship and Traineeship)

Policy Objective

To outline the Tasmanian Government's considerations when determining qualifications suitable for delivery under a training contract (an apprenticeship or traineeship pathway) in Tasmania.

Background

Apprenticeships and traineeships provide an important pathway to a range of vocational occupations and trades. They link on-the-job training, through an employment relationship, with attainment of a nationally recognised qualification. Apprenticeships and traineeships are a regulated arrangement, requiring both the employer and learner to adhere to the obligations of a training contract.

Under the *Training and Workforce Development Act 2013*, Building Tasmania has authority to determine qualifications suitable for delivery under a training contract. Suitable qualifications are those where learner and employer outcomes are best achieved through the training contract arrangement (an apprenticeship or traineeship).

Scope

This Policy Statement applies to the entering of all training contracts in Tasmania.

A determination that a qualification is suitable for delivery under a training contract does not guarantee access to Tasmanian Government training subsidies. Funding decisions are managed through Building Tasmania (through Skills Tasmania) funding programs, including its purchasing arrangement with TasTAFE.

Policy Statement

Skills Tasmania will take in to account a range of considerations when determining if a qualification is suitable for delivery under a training contract (an apprenticeship or traineeship pathway). These considerations include, but are not limited to:

- Whether the qualification is for:
 - a licenced occupational outcome, or
 - an occupational outcome requiring registration, or
 - an occupational outcome recognised by industry as a trade, or
 - an entry-level occupational outcome.
- there is demonstrated demand and support from industry, training providers and employer groups that an apprenticeship or traineeship is the most suitable pathway for a person to gain the skills needed to work in the relevant occupation.

- there is a Registered Training Organisation scoped to deliver the qualification as an apprenticeship or traineeship to Tasmanian learners.
- the training package determines that the qualification should only be delivered under a training contract.
- the training package states the qualification is suitable for an apprenticeship or traineeship.
- the ability of the RTO, learner and employer to meet the requirements of the Tasmanian Traineeships and Apprenticeships Committee (TTAC) Policies for the duration of the training.
- an assessment of whether there are more effective pathways to attaining the qualification than an apprenticeship or traineeship.

Additional matters will be considered by Skills Tasmania when determining if a qualification is suitable for delivery under a school-based training contract. These include, but are not limited to:

- required experience
- age restrictions or limits on entry
- safety of the school-based learner
- location of the RTO that will deliver the training and anticipated travel requirements
- extent that training for the qualification requires the school-based learner to work with vulnerable client cohorts, and
- whether completion of the qualification can be achieved while the learner is in a school-based arrangement.

These matters will be considered in view of the qualification description on the National Training Register and information maintained by the Australian Government Department of Employment and Workplace Relations.

Skills Tasmania will maintain and publish a list of all qualifications approved for delivery as an apprenticeship or traineeship (the “approved qualification list”).

Determination Process

Skills Tasmania will consider changes to the approved qualification list based on:

- written stakeholder request, and only where the qualification has not been assessed within the previous 12-months for suitability as an apprenticeship or traineeship pathway.
- an update to the training package, where qualifications may have been added, superseded or removed.

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- changes to the Tasmanian Traineeships and Apprenticeships Committee or Skills Tasmania policies.

All stakeholder requests for changes to the approved qualification list must be made on the relevant form available from the Skills Tasmania website. Requests for additions to the list must demonstrate the need and suitability of the qualification for an apprenticeship or traineeship and include stakeholder consultation and demonstrated industry and/or employer support for the pathway.

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