

# NSW Apprentices and Trainees

This document answers frequently asked questions about the Government's *A fresh start for local government apprentices, trainees and cadets* program

## For Local Government Organisations

Why is the NSW Government providing funding for councils to hire apprentices, trainees and cadets?

The NSW Government is investing \$252.2 million over six years to employ an additional 1,300 apprentices, trainees and cadets in the local government sector across the state.

This investment will train up the next generation of skilled labour while keeping jobs within local councils, reversing the trend of councils outsourcing jobs to contractors.

This funding through the *A fresh start for local government apprentices, trainees and cadets* program will provide a boost for councils, which are responsible for providing the services and facilities communities use every day.

Where can I find the guidelines?

The program guidelines are available at: <https://olg.nsw.gov.au/apprentice-trainee>

How do I apply?

Applications should be made through SmartyGrants at:

<https://olg.smartygrants.com.au/NSWOLG-Apprentice-Trainee-Cadets-Round1>

How can I register to use Smarty Grants?

You can get more information and support for Smarty Grants here:

<https://applicanthehelp.smartygrants.com.au/help-guide-for-applicants>

### Who is eligible to apply for the grant funding?

All NSW local councils, county councils and joint organisations are eligible to apply for the funding.

### When will the grant applications open and what is the timeline?

Applications for the first round of grants are now open and will close on 8 November. Applicants will be notified of the outcome of their application before the end of November and the first apprentices, trainees and cadets will start work in early 2025.

### How many roles will be funded in the first round?

The program's round 1 funding will support up to 650 positions.

### Can councils share an apprentice?

Apprentices, trainees and cadets funded by the program can only be employed by one organisation.

Eligible organisations can choose to transfer a candidate to another eligible organisation where there is mutual agreement to do so. More information on transfers can be found in the program Guidelines online: <https://olg.nsw.gov.au/apprentice-trainee>

### How do I calculate the cost of the trainee/apprentice/cadet wage?

Appropriate wages can be calculated using the Australian Government's online tool: <https://www.fairwork.gov.au/pay-and-wages/minimum-wages/apprentice-and-trainee-pay-rates>

### Will the program funding cover the costs for the training course?

No, program funding is solely to pay the trainee, apprentice or cadet's wage and 15 per cent of the on-costs associated with hiring them.

### Can the new apprentices, trainees and cadets be employed through a group training organisation?

The apprentices, trainees and cadets funded by the program should be directly employed by the organisation receiving the grant funding.

Organisations may use Group Training Organisations (GTO) to assist in their recruitment of new staff, but cannot use funding from the *A fresh start for local government apprentices, trainees and cadets* program to meet the costs of the GTO.

### How many positions can each council, county council and joint organisation apply for in round 1?

There is no restriction on the number of positions an applicant can apply for. Applicant organisations must provide information, including a workforce and recruitment plan, for each individual position requiring funding.

### Are school-based trainees considered as part of this program?

Yes, roles for school-based trainees can be funded by the program.

### When will successful applicants receive the funding for the roles?

The first payment will be made when the recruit's training agreement is approved. Payments will then be made in arrears quarterly, on confirmation that training has continued.

### Will the funding cover the entire duration of the apprenticeship / traineeship?

The duration of funding will vary depending on the type of role, apprenticeship or traineeship.

Funding is provided for the nominal term of the apprenticeship, traineeship or cadetship as prescribed in individual funding Agreements between the Office of Local Government and the successful applicant organisation.

### Will there be further rounds of grants available?

The program will run over six years and further rounds of grant funding are planned.

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## FAQs for jobseekers

### I'm interested in a council apprenticeship/traineeship/cadetship. Where can I get more information and how can I apply?

Information about the program is available on the Office of Local Government website at <https://olg.nsw.gov.au/apprentice-trainee>

Anyone interested in applying for a local government apprenticeship, traineeship or cadetship should contact their local council. Council contact details can be found online here: <https://www.olg.nsw.gov.au/public/local-government-directory>

### What type of apprenticeship, traineeship and cadetship roles will be offered through the program?

The exact roles will vary from council to council and will depend on workforce needs. We recommend contacting your local council to find out about roles they may have available.

### When will the first apprentices, trainees and cadets hired as a result of the funding start work?

The first apprentices, trainees and cadets will start work in early 2025.