

School-based Apprenticeships and Traineeships (SBATs)

Highlight between square brackets – please insert your school logo here

Fact sheet for Employers

What is an SBAT?

- Year 10, 11, or 12 students can commence a traineeship or apprenticeship while at school. The SBAT is required to be an integral part of the students SACE (or equivalent Senior School Certificate)
- SBATs are employed and undertake training while continuing to meet their SACE and other school commitments
- An SBAT includes eight hours minimum employment and/or training per week
- An SBAT is intended to be converted to full-time and completed once the student leaves school at the end of Year 12
- Prior to any formal progression of the Training Contract it is best practice that the school be included in SBAT negotiations to ensure that the intended training and employment can be accommodated within the student's school learning program
- An SBAT Training Plan must be endorsed by the School Principal, certifying that it is an integral part of the student's school program, and that the student is in Year 10, 11 or 12 and is undertaking the SACE (or its equivalent)

Employer SBAT Responsibilities

Employers:

- discuss plans with student, families and school staff
- assist in developing a Training Contract and Training Plan, and sign a legally binding Training Contract with their SBAT (and, if under 18, their parent/ carer)
- liaise with the RTO and school about training and assessment of the student
- provide relevant employment and training, as described in the Training Contract and Training Plan negotiated with the student
- ensure the SBAT has appropriate supervision and is working in a healthy and safe environment
- release the SBAT for any off-job training required
- convert the school-based apprenticeship or traineeship to full-time (or part-time if agreed) when the student finishes school (intended to be at the end of Year 12)

Contacts and Resources

For further information about school-based apprenticeships and traineeships

- Skills for All (SFA), www.skills.sa.gov.au
- Australian Apprenticeships Centres (AAC) assist with information, paperwork and signing up apprentice or trainees. Find an AAC, www.australianapprenticeships.gov.au
- Traineeships and Apprenticeship Services (TAS), www.tasc.sa.gov.au/guidelines/apprenticeships-traineeships
- School Career Advisors or VET coordinators [school to insert names](#)