

EMPLOYER GUIDE - TRAINEESHIPS OVERVIEW



PREPARE THE WORKFORCE OF TOMORROW EMPLOY A TRAINEE

WE MAKE IT EASY TO HIRE AND
MANAGE ENTRY-LEVEL EMPLOYEES
IN A COST EFFECTIVE WAY



SPORTSREADY
EDUCATION & EMPLOYMENT



ABOUT AFL SPORTSREADY

AFL SportsReady is a national, not-for-profit company dedicated to helping young Australians develop careers through education and employment opportunities.

We work in partnership across a number of industry sectors including sport and recreation, business and administration, education, finance, horticulture, information technology, retail and arts, cultural and the creative industries.

TRAINEESHIP PROGRAM

Our traineeship model is a three-way partnership between:

- AFL SportsReady
- Young jobseekers/entry-level employees
- Employers

We support both the entry-level employee and employer every step of the way, which means everyone gets the best out of the experience.

TRAINEESHIP MODEL

Traineeships are structured training programs that enable young people to gain a qualification through employment. They provide individuals with an opportunity to gain practical experience at work whilst receiving on and off-the-job training.

AFL SportsReady recruits people who are generally aged between 16-24 including school students, recent school leavers, adults returning to work and matches them with our host employers.

Serving as the legal employer, AFL SportsReady provides management, education and personal support to trainees whilst they gain valuable experience with our host employers.

The duration of a traineeship will depend on the qualification, but can include the following:

- Full-Time up to 1 year (38 hours per week) - Certificate III or Certificate IV level
- Part-Time up to 2 years (minimum 15 hours per week*) Certificate III or Certificate IV
- School-Based 2 years (completed over years 11 and 12) - Certificate II or III

**Minimum hours vary from state to state*

HOW TRAINEESHIPS WORK - A STEP BY STEP GUIDE

We deliver a suite of professional support and training services to simplify the process of hiring and managing your new employees.



1. YOU NEED HELP AT YOUR ORGANISATION



2. WE RECRUIT BASED ON YOUR NEEDS



3. YOU SELECT FROM OUR CANDIDATE POOL



4. WE PREPARE THE TRAINEE FOR YOU



5. TRAINEE ARRIVES AT YOUR WORKPLACE



6. TRAINEE WORKS FOR YOUR BUSINESS



7. WE EDUCATE THE TRAINEE



8. WE SUPPORT YOU AND THE TRAINEE



9. WE TAKE CARE OF TRAINEE ADMIN

HOW HOST EMPLOYERS FIND WORKING WITH OUR TRAINEES

"It's been my absolute pleasure to have Nelson Aldridge as part of my team. His growth has been extraordinary. His capacity to engage and inspire has been amazing. When he first came to us, he was a little bit uncertain about his Indigenous identity, now he wears his aboriginality as a badge of honour. He's managed to redefine the role of the indigenous traineeship here at council and is now a critical member of our Indigenous Development team."

- Gary Detez – Indigenous Development Coordinator at Yarra Ranges Council



WHAT IS THE COST OF TAKING ON A TRAINEE?

Costs vary on when the trainee completed high school and their qualification.

For a recent school leaver, you can expect to pay from \$21 per hour* + GST for the trainee. This cost includes salary, superannuation, education fees, WorkCover and our support staff.

Host employers may be eligible to receive incentive payments at 6 months (\$1,750) and at the 12 month milestone for a total of \$3,500 in rebates, subject to eligibility.

**Subject to a minimum wage increase as per the Fair Work Commission*

AFL SPORTSREADY BY THE NUMBERS



Kick-started the careers
of over 17,500 Australians
since 1994



Delivered credentialed
education to over 7,000
students



Supported over 3,000
Aboriginal and Torres
Strait Islander trainees

ADDITIONAL PROGRAMS



WARUMILANG - FIRST NATIONS TRAINEESHIPS

Every Aboriginal and Torres Strait Islander trainee is linked with a one-to-one mentor, who provides personal and professional support throughout their traineeship.



ARTSREADY TRAINEESHIPS

A program specifically designed to assist employers in the arts, cultural and creative industries to engage young Australians in traineeships.

CONTACT US

Scan the QR code to learn more about employing
a trainee, or email enquiries@aflsportsready.com.au



SPORTSREADY
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WARUMILANG
Aboriginal and Torres Strait Islander Programs



ARTSREADY
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SPORTSREADY
EDUCATION

AFL SportsReady is a not-for-profit company dedicated to helping young Australians develop careers through traineeships, cadetships, direct employment and educational opportunities.