



Adult Apprentice Policy

OVERVIEW

East Coast Apprenticeships is an equal opportunity employer. We employ apprentices and trainees who are placed with Host Employers in the industry and arrange college training at selected SRTOs (Supervised Registered Training Organisations). Apprentices are paid by East Coast Apprenticeships and host employers reimburse East Coast Apprenticeships while apprentices are working for them. While working for East Coast Apprenticeships, apprentices are paid in accordance with the relevant industry award according to their workplace. Wage rates vary considerably between apprentices younger than 21 years of age (junior apprentices) and apprentices who are 21 years of age and older (adult apprentices). Wage rates for adult apprentices are significantly higher than for junior apprentices.

It is common for host employers to prefer junior apprentices over adult apprentices given this wage differential. As a result, East Coast Apprenticeships usually has higher demand to place junior apprentices and is therefore more often able to offer employment to suitable junior apprentice applicants than to adult apprentice applicants. Decisions to offer employment by reference to youth wage rates are exempt from the usual age discrimination obligations under the Age Discrimination Act 2004 (Cth) and the Equal Opportunity Act 1984 (SA).

Applicants over 21 years of age are welcome to apply for employment with East Coast Apprenticeships as adult apprentices. However, because of the higher demand for junior apprentices, junior apprentices are often more likely to receive an offer of an apprenticeship and a placement with a host employer.

Successful candidates are offered employment as an apprentice, depending on the number of apprentice positions East Coast Apprenticeships is able to offer at that time. East Coast Apprenticeships will offer employment to suitable adult apprentices when requested by host employers who are willing to pay the higher wage rate, which is more common when there is strong demand for a particular trade.

East Coast Apprenticeships cannot apply junior apprentice wage rates to adult apprentices as this would be in breach of our obligations under the relevant industry awards.