



Adult Apprentice Policy

East Coast Apprenticeships (ECA) is an equal opportunity employer that directly employs apprentices and trainees. Our apprentices and trainees are then placed with a Host Employer (within the relevant trade/industry) and their college training is organised by ECA at a selected training organisation (eg TAFE Qld).

Apprentices are paid directly by ECA and host employers reimburse us for any hours the apprentice works for them. Whilst working for ECA, apprentices are paid in accordance with the relevant industry award according to their trade/workplace and respective year level.

Wage rates will vary considerably for apprentices under 21 years of age (junior apprentices) and apprentices 21 years and older (adult apprentices). Wage rates for adult apprentices are significantly higher than junior apprentices, and some host employers therefore prefer to have junior apprentices given the wage differential.

As a result, ECA usually experiences higher demand to place junior apprentices and is more often able to offer employment to junior apprentices over adult apprentices. [NB: Any decision to offer employment by referencing youth wage rates is exempt from the usual age discrimination obligations under the *Age Discrimination Act 2004 (Cth)*].

Applicants over 21 years of age are welcome to apply for employment with ECA as adult apprentices. However, because of the higher demand for junior apprentices, ECA will advise applicants that junior apprentices are often more likely to receive placement with a host employer.

ECA will offer employment to suitable adult apprentices when requested by host employers willing to pay the higher wage rate (this is more common when there is strong demand within a particular trade). ECA cannot apply junior apprentice wage rates to adult apprentices as this would be a breach of our obligations under the *Fairwork Act 2009*.