

Topic 4: Group Training Organisations

Group Training Organisations (GTOs) are incorporated not-for profit organisations, approved under State Government legislation and charged with responsibility for managing the employment and training of apprentices and trainees.

The GTO is the legal employer of the apprentices or trainees and accepts all the responsibilities associated with being an employer under a training agreement. The GTO organises the off-the-job component of the apprenticeship/traineeship as well as the placing of the apprentices/trainees with host employers who provide employment and on-the-job training for the apprentices/trainees. This means that apprentices/trainees can be rotated through a number of host employers during the term of their apprenticeship/traineeship. This can provide a variety of industry experience and continuity of employment while achieving the relevant competencies.

Host employers are employers who may not wish to commit themselves for the term of an apprenticeship/traineeship or work in an industry that has fluctuating demand for staff. Hiring an apprentice/trainee from a GTO enables host employers to participate in the employment and training of apprentices/trainees when business conditions best allow that.

The financial arrangements between GTOs and host employers vary but are commonly based on an hourly rate calculated to cover the cost of apprentice/trainee wages, workcover, superannuation where applicable and, in some instances, an administrative charge. This hourly charge is only payable when the apprentice/trainee is actually working with the host employer. Financial incentives from State and Federal Government for employers are payable to the GTO as the legal employer and are taken into account in calculating the hourly charge out rate to host employers.

Most GTOs are also Registered Training Organisations (RTOs) and can be contracted under User Choice arrangements to deliver the off-the-job component of some apprenticeships/traineeships.

Most GTOs are members of Group Training Australia - Queensland and Northern Territory Inc., which is the association for approved group training organisations in Queensland. The Association has developed quality processes for its members relating to school-based apprenticeships and traineeships.

For further information on group training, visit these websites:

- State Association - <http://www.gtaqnt.net.au>
- National Association - <http://www.gtald.com.au>