

# New Energy Apprenticeships Program Factsheet

## Apprentices and Employers

### What does meaningful exposure, experience and work in the clean energy sector, appropriate to skill level and/or off-the-job training mean?

- **Meaningful:** developing skills required to work in the clean energy sector now and in the future.
- **Exposure:** access to a range of tools, technology and methods relevant to the clean energy sector including demonstration by skilled tradespeople.
- **Experience:** access to education, instruction, training and industry knowledge of the clean energy sector.
- **Work:** undertaking paid activities in the clean energy sector.

The **off-the-job training** component encompasses the apprentice's commitment to enrol in clean energy electives as part of their training where they can and if they are offered. It may also include participating in the New Energy Mentoring Program through learning about the industry, peer support and networking.

The Department understands that apprentices will not be working in the clean energy sector every day of their apprenticeship. The program is about building the skills across the life of an apprenticeship that will contribute to the clean energy sector now and in the future.

### For example:

- Seth is a 1<sup>st</sup> year apprentice working towards an Automotive Electrician occupation studying a Certificate III in Automotive Electric Vehicle Technology.
- The Department recognises that in Seth's first year of his apprenticeship he will need to learn the basics such as WH&S which aren't specifically clean energy activities.
  - It may be that in his 1<sup>st</sup> year, Seth is watching someone else work on an electric vehicle (**exposure**) but in his 2<sup>nd</sup> year, Seth is working on aspects of the vehicle himself (**work**).
- Throughout the life of his apprenticeship, these skills will continue build and develop so that Seth can contribute to the clean energy sector.

**On the day of the spot check, if it is apparent the Australian Apprentice is not currently doing clean energy work, should they be considered non-compliant?**

No. It is not expected that the apprentice is doing clean energy work the very day of a spot check. However, Providers need to make a holistic assessment of what the apprentice has been doing and will be doing, on and off worksites on an on-going basis.

**It is not clear how many days or what percentage of clean energy activity or work needs to be undertaken by the Australian Apprentice?**

There is no set number of days or percentage required though the expectation is that it would be on-going throughout the apprenticeship journey.

**What happens if an employer is no longer able to provide meaningful exposure, experience, and work within the clean energy sector?**

In the situation where an apprentice is assessed as eligible for the New Energy Apprentice Support Payment (NEASP) on commencement or recommencement, however due to a change in circumstances their employer is no longer able to provide meaningful exposure, experience, and work within the clean energy sector over the life of the apprenticeship the apprentice would:

- no longer be eligible for NEASP; and
- become eligible for Australian Apprenticeship Training Support Payment (AATSP) from the next available payment.

If the information provided by the Apprentice and Employer was true and correct at the time of application or spot check the Department will not seek to recover any NEASP already received. In the event of misleading or incorrect information being provided by the Apprentice and Employer an overpayment may be raised against the Australian Apprentice for that period by the Department.

**How does the New Energy Mentoring Program differ from the work of the Clean Energy Specialist Provider?**

The Mentoring Program is an industry-specific support service for New Energy Apprentices. It provides individualised mentoring, careers-based guidance and peer support and networking opportunities within the sector. The aim is to maximise retention and completion outcomes by helping New Energy Apprentices to build connections within their industry.

The intent of the New Energy Mentoring program is for Apprentices to have career-based guidance and to build a network within the Clean Energy sector. This program is about bringing people together to share learnings and new technologies early to cement themselves and help Australian Apprentices build a career within the sector. Whereas the support and mentoring provided by Clean Energy Specialist providers is about assisting the apprentice through the apprenticeship journey.

The work of the New Energy Mentoring Program and the Clean Energy Specialist Provider is designed to complement each other to assist the apprentice throughout their journey and after completion.