

## Background

Electrical Group Training (EGT) is a Group Training Organisation that employs and trains apprentices in the Electrical, Communications and related industry sectors.

EGT is an equal opportunity employer. EGT employs apprentices who attend off the job training and undertake work for host employers in our industry sectors. Apprentices are paid by EGT and host employers reimburse EGT while apprentices are working for them.

While working for EGT, apprentices are paid in accordance with the Electrical, Electronic and Communications Contracting Award 2020 and the Fair Work Act 2009. 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) when they commence their apprenticeship. Wage rates for adult apprentices are significantly higher than for junior apprentices.

Consistent with relevant exemptions under Equal Opportunity and Anti-Discrimination legislation, EGT will generally offer employment to suitable junior apprentices before considering 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 (WA)*.

Applicants over 21 years of age are welcome to apply for employment with EGT as adult apprentices, however preference at the offer stage will generally be given to junior apprentices due to limited vacancies as a result of the wage differential.

## Application Process

- Applicants are required to complete the Registration of Interest Form.
- Applicants may be shortlisted to complete an Online Application Form.
- Applicants may be shortlisted for an interview with EGT or may be invited to attend EGT's Pre-Employment Assessment.
- Applicants who successfully complete EGT's Pre-Employment Assessment are placed in a pool from which EGT offers employment based on industry demand.

**Note:** Preference for employment is given to applicants who have successfully completed a pre-apprenticeship.

## Adult Apprentices

EGT will offer employment to suitable adult apprentices if a host employer approaches EGT to employ an adult apprentice, or if there is particularly strong demand from industry, such that a host employer is willing to pay the higher wage rate.

Where specific funding is available to EGT to address the higher wages for adult apprentices, EGT will advertise positions for adult apprentices and offer employment to adult applicants that meet funding requirements.

EGT cannot apply junior apprentice wage rates to adult apprentices as this would be in breach of our obligations under the Electrical, Electronic and Communications Contracting Award 2020 and the *Fair Work Act 2009*.