



## **19. ADULT APPRENTICE POLICY**

The Motor Trade Association Group Training Scheme Inc (**MTA-GTS**) is an equal opportunity employer. Through its Group Training Organisation (GTO), it employs apprentices who attend off the job training at its Royal Park training centre and undertake on the job training with host employers in the industry. Apprentices are paid by the GTO and host-employers reimburse the GTO while apprentices are working for them.

While working for GTO, apprentices are paid in accordance with the Vehicle Manufacturing, Repair, Services and Retail Award 2010 (**Award**). Wage rates vary considerably between apprentices younger than 21 years of age when commencing their apprenticeship (junior apprentices) and apprentices who are 21 years of age and older when commencing their apprenticeship (adult apprentices). Under the Award, wage rates for adult apprentices are significantly higher than for junior apprentices.

Consistent with relevant exemptions under anti-discrimination legislation, the MTA GTO will generally only accept apprenticeship applications from junior apprentices. Recruitment by reference to youth wage rates is exempt from the usual age discrimination obligations under the *Age Discrimination Act 2004* (Cth) and the *Equal Opportunity Act 1984* (SA).

The MTA GTO cannot apply junior apprentice wage rates to adult apprentices as this would be in breach of MTA-GTS obligations under the Award and the *Fair Work Act 2009*.

Applicants classed as adult apprentices under the Award are encouraged to submit their details to the MTA-GTS GTO. Please mail your resume, contact details and any special vocational interest (e.g. Diesel Mechanic, Automotive Electrician) and email to [careers@mtasant.com.au](mailto:careers@mtasant.com.au).

Should a host-employer express interest in an adult apprentice, a representative of the MTA GTO will get in touch with you and consider your application for an apprenticeship at that stage. The MTA-GTS GTO is unable to guarantee that you will be contacted.

**The MTA Group Training Scheme Inc is a subsidiary of the Motor Trade Association of South Australia Inc.**

<b>Policy Issued:</b>	<b>28/11/11</b>
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