

Motor Trade Association Group Training Scheme Inc

Adult Apprentices Policy

Background

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

While working for MTA-GTS, apprentices are paid in accordance with the Vehicle Manufacturing, Repair, Services and Retail Award 2010. 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). Wage rates for adult apprentices are significantly higher than for junior apprentices.

Consistent with relevant exemptions under anti-discrimination legislation, MTA-GTS 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* (SA).

People over 21 years of age are welcome to apply for employment with MTA-GTS as adult apprentices, however preference at the offer stage will generally be given to junior apprentices due to the wage differential.

Application process

- Candidates undertake pre-selection testing.
- Candidates who successfully complete the pre-selection test are offered interviews.
- Candidates who successfully interview are required to undergo a medical examination.
- Successful candidates are offered employment as an apprentice, depending on the number of apprentice positions MTA-GTS is able to offer at that time.

Adult apprentices

MTA-GTS will offer employment to suitable adult apprentices if a host employer approaches MTA-GTS to employ an adult apprentice, or if there is particularly strong demand for a particular trade that the candidate is interested in, such that a host employer is willing to pay the higher wage rate.

MTA-GTS cannot apply junior apprentice wage rates to adult apprentices as this would be in breach of MTA-GTS obligations under the Vehicle Manufacturing, Repair, Services and Retail Award 2010 and the *Fair Work Act 2009*.