



## FACT SHEET

# Casual workers and apprenticeships

Apprenticeships\* are employment-based training and can only be undertaken on a full time or part time basis (including school-based, if applicable). Casual workers are not able to enter into a training contract, regardless of the number of hours the casual employee may work.

There are a number of reasons why casual work is not compatible with undertaking an apprenticeship. For example, under a casual employment relationship an employer has no obligation to provide regular or ongoing work to a casual worker. This arrangement is contrary to the terms of the training contract where the parties agree that the apprentice will undertake a certain number of hours of employment and training each week for the duration of the training contract.

In addition, certain training contract obligations are not supported under a casual employment relationship, for example:

- serving the probation period;
- giving notice or obtaining apprentice consent to terminations; and
- paying for delivery of training.

Employers may consider altering a casual worker's employment arrangements to full time or part time for the duration of a training contract.

*\* The terms apprenticeship and apprentice include apprentices, trainees, cadets and interns.*

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