

Programmed Apprenticeships and Traineeships

Available Services

Ready to Grow Your Workforce Capability?

Programmed partners with businesses to deliver flexible, scalable apprenticeship and traineeship solutions. Whether you need full workforce management or targeted recruitment support, we help you attract, develop and retain skilled talent.

Our Solutions

Group Training (Fully Managed Solution)

Programmed employs apprentices and trainees on your behalf, managing the entire employment and training lifecycle.

Includes:

- End-to-end recruitment and candidate screening
- Shortlisted, job-ready candidates
- Employment, payroll and compliance management
- Training contract administration and government liaison
- RTO/TAFE coordination
- Ongoing mentoring and performance support
- Supervisor guidance and training

Managed Services - Recruit & Support

You employ the apprentice or trainee while Programmed manages recruitment and provides ongoing support.

Includes:

- Targeted sourcing and candidate screening
- Pre-employment checks and interviews
- Candidate shortlisting
- Ongoing mentoring and coaching
- Supervisor support and training
- RTO/TAFE coordination

Recruitment Only

Access quality candidates, fast.

Includes:

- Sourcing and attraction strategies
- Screening and assessment
- Pre-employment checks
- Shortlisted candidates ready for interview

Managed Support

Reduce administration while retaining direct employment.

Includes:

- RTO/TAFE liaison
- Ongoing mentoring and support
- Supervisor capability development

How Apprenticeships Work

- Structured training under a Training Contract
- Combination of on-the-job experience and formal study
- Delivered in partnership with RTOs/TAFE providers

Key Benefits

- Access to pre-qualified candidates
- Reduced administrative burden
- Flexible workforce solutions
- Improved completion and retention outcomes
- Dedicated support from industry specialists

Your Responsibilities

- Provide a safe and compliant workplace
- Support on-the-job learning and development
- Supervise and guide apprentices/trainees

Our Ongoing Support

Programmed partners with you throughout the journey:

- ✓ Regular progress check-ins
- ✓ Performance and training monitoring
- ✓ Issue resolution and guidance
- ✓ Continuous support for supervisors and participants

Partner With Programmed

Build capability, reduce risk and create a sustainable workforce pipeline with a trusted partner in apprenticeships and traineeships.

>90%

Completion Rate

vs national average of ~55%

School-Based Apprenticeships & Traineeships (SBAT)

Develop future talent while students complete their education.

How it works:

- Students are employed under a Training Contract
- Work is completed 1+ days per week with your business
- Students attend school and RTO/TAFE training for the remainder
- Typically delivered over 2 years (Years 11–12)
- Build an early talent pipeline
- Assess future apprentices in real work environments
- Gain flexible, part-time workforce support

Pricing

Flexible pricing aligned to your chosen service model:

- ✓ Group Training (all-inclusive)
- ✓ Recruit & Support (setup + monthly)
- ✓ Managed Service (monthly)
- ✓ Recruitment (project-based)

