



## 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 that a casual employee may work.

There are a number of reasons why casual work is not compatible with undertaking an apprenticeships. 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.

It is recognised that certain industries may only be able to provide seasonal work or may only have provision for casual employment arrangement in their awards. Workers in these industries who wish to enter into an apprenticeship in Western Australia should contact the Apprenticeship Office for further advice, as some exceptions may apply.

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

Apprenticeship Office

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