

# Adult Apprenticeships and Traineeships

## What are they and what are the benefits?

**Most of us question whether we've made the right career choice at some point in our lives. Given all the opportunities out there, it's entirely normal to consider alternative options and whether another career path could be a better fit for you.**

If you're looking to re-enter the workforce or make a change from your current career, an Australian apprenticeship could be a great pathway to follow. And no, apprenticeships and traineeships aren't just completed by young people looking to enter the workforce. An adult apprentice (also known as a mature-aged apprentice) is a person that starts an apprenticeship or traineeship at a later stage in life. There are several benefits to completing an apprenticeship later in life, whether you're re-skilling or upskilling in the workforce. These are our top reasons for considering an apprenticeship as your next career move.



### 1. You benefit from more work and life experience

Adult apprentices often have more work and life experience compared to their younger counterparts, which is seen as a positive from an employer's perspective. Employers find that most adult apprentices are good to work with, easier to train and more open to taking on constructive criticism, which makes it easier for them to learn on the job. Adult apprentices also tend to have transferable skills from previous jobs, which can make it easier to re-skill or up-skill through an apprenticeship.

### 2. Passion and a great attitude work in your favour

We're not saying younger apprentices are lacking in passion, but adult apprentices are generally seen to be more reliable and have great attitudes – both sought-after qualities. Most adult apprentices have taken the time to think deeply about their next career move, making them passionate, interested and focused on the apprenticeship they have chosen to undertake.

### 3. You earn while you learn

A great benefit of doing an apprenticeship or traineeship is the ability to earn money while studying and learning in the workplace. As an adult apprentice this may be particularly important to you, especially if you have financial, family or other responsibilities that need attention outside of your apprenticeship. Earning money while doing an apprenticeship may save you the time of looking for another job outside of your study/training hours, or you may be able to work reduced

hours outside of your apprenticeship. Even better: once you've completed your apprenticeship, you won't walk away with any study debt.

### 4. Apprenticeships and traineeships valuing soft skills

Traditionally, workers were hired primarily for their technical or functional skills for most jobs, however, as the nature of work continues to change, many companies are now placing greater emphasis on soft skills – the personal attributes that enable people to interact effectively with others. This is great for those looking to re-skill or up-skill through an apprenticeship because most work-related skills can be taught through on-the-job training. Some soft skills that will help you thrive in any apprenticeship includes being cooperative, having a positive attitude and good work ethic, being a team player and being able to adapt/ be flexible.

### 5. The potential to lead

While many apprentices and trainees, regardless of age, may exhibit leadership potential, adult apprentices may have an advantage in this area. Not only have most adults developed more sophisticated interpersonal relationships throughout their career, but they may also have existing management experience. Many adult apprentices set a good example for other apprentices and trainees and often become role models or informal mentors to other people in the workplace.

**Want to find out more about undertaking an adult apprenticeship, traineeship or other career options?**

Email us at [MCC@apprenticeshipsupport.com.au](mailto:MCC@apprenticeshipsupport.com.au) or call **1300 069 156** to find out about how our Mid-Career Checkpoint program can support you.

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