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health

Factsheet 7

Nursing Traineeships – another way to begin your career as an Enrolled nurse

Enrolled Nurses have completed a Certificate IV in Nursing from the Health Training Package (HLT07). A Certificate IV qualification requires at least 1,018 hours of training and is usually completed over one year full time. A Diploma of nursing usually takes 18 months. In Victoria, however, enrolled nurses can qualify through a traineeship.

What is a traineeship?

A traineeship (also known as an Australian apprenticeship) involves completing a recognised qualification through a combination of paid work and off-the-job (classroom) training.

A traineeship is underpinned by two things: a training contract between the employer and trainee; and a training plan devised by a registered training organisation (RTO) in the vocational education and training (VET) sector (such as a Technical and Further Education (TAFE) facility or approved private training provider).

A traineeship can be undertaken full time or part time. A full-time traineeship is generally completed in two years (including the work-based element), but timeframes are flexible.



Finding a traineeship

There are a number of ways to get a traineeship in nursing:

- Trainee positions may be advertised and filled like any other job (for example, advertised in print media, on the internet or through job networks). Most trainee positions are in aged care, although there are sometimes opportunities in acute care and rehabilitation hospitals.
- You can enquire through an Australian Apprenticeships Centre. These are networks of local centres set up by the Commonwealth Government to assist people interested in an apprenticeship or traineeship. They provide advice and can help you with your enquiries to training providers or employers. You can find links to these at: www.australianapprenticeships.gov.au
- You can also enquire with your local TAFE/training provider. Some providers access government funding and set up partnerships with employers to develop traineeship programs.

Earn while you study – trainee wages

Trainees must be paid by their employer at the rate set in their applicable industrial instrument. Information about enterprise agreements, modern awards and transitional arrangements under the Fair Work Act 2009 can be found on the Australian Government's Fair Work Online website (www.fairwork.gov.au)

In Victoria, the current Enrolled Nurse (AKA) training wage under the public sector nurses agreement is approximately \$650 per week (plus applicable industry allowances and entitlements). This rate may vary depending on the exact nature of a trainee's role in the workplace.

Trainees and their employers may also be eligible for Australian Government incentive payments. For further information, visit www.australianapprenticeships.gov.au/employer/incentives.asp

Finding a training provider that offers nursing traineeship programs

The Nursing and Midwifery Board of Australia approves all Victorian traineeship programs for nurses. These programs are delivered by TAFE institutes and private training providers.

Details of the approved providers can be found at the NMBA website: www.nursingmidwiferyboard.gov.au

Not all of these providers currently run programs for trainees. You should enquire with your local training provider to confirm they are offering traineeship programs.

After your traineeship in nursing

There are opportunities for Enrolled nurses to work in a variety of environments once they've successfully completed their training. These include: emergency departments, peri-operative areas, mental health, palliative care, rehabilitation, and mother and baby care areas.

To find out more about some of the roles Enrolled nurses are playing in Victoria, go to:
www.health.vic.gov.au/nursing/division_2_strategy/profiling

Want to know more?

To find out about more about nursing in Victoria, visit www.health.vic.gov.au/nursing

For approved Victorian traineeship programs for nurses and midwives, visit

www.nursingmidwiferyboard.gov.au

To locate your nearest Australian Apprenticeship Centre, visit

www.australianapprenticeships.gov.au

For information on modern pay rate awards and transition arrangements, visit

www.fwa.gov.au