



# The Farmer's Guide to Building Skilled Workers

## How apprenticeships can help strengthen your farm business

Across regional Australia, many farming businesses are facing the same challenge: finding skilled, reliable workers.

One practical way to address this is by bringing an apprentice or trainee into your business.



Apprenticeships allow farms to develop their own skilled workers, pass on valuable knowledge, and ensure the next generation has the skills needed to support regional industries.

With the right support, the process can be straightforward and highly beneficial for both the business and the apprentice.

# Why Farms Are Turning to Apprentices

Many farming businesses are choosing apprenticeships because they help to:

## Develop Tailored Skills

Develop workers with skills tailored to your operation

## Pass On Knowledge

Pass on practical knowledge and experience

## Build a Reliable Workforce

Build a reliable long-term workforce

## Bring New Energy

Bring new energy and ideas into the business

## Support Young People

Support young people entering regional industries

📌 For many employers, apprenticeships are not just about filling a role — they are about **investing in the future of the business.**

# How Apprenticeships Work

An apprenticeship combines on-the-job experience with formal training. The apprentice works in your business while completing nationally recognised training that builds practical skills relevant to the role. Over time, they develop the capability to become a qualified and experienced member of your team.



Apprenticeships are commonly used in roles that support farming businesses, including:

Engineering & Fabrication

Mechanical Trades

Welding & Metalwork

Business Administration

Logistics & Operations

These skills are critical to the day-to-day running of many agricultural businesses.

# How the BGT Group Training Model Works

BGT Jobs & Training supports employers through a Group Training model, which makes employing an apprentice much easier.

01

## You tell BGT what skills your business needs

We discuss your business and what type of apprentice could support your operation.

02

## BGT recruits suitable candidates

We identify potential apprentices who are motivated and ready to work.

03

## BGT employs the apprentice

The apprentice is employed by BGT, not directly by your business.

04

## The apprentice works with your business

They gain hands-on experience as part of your team.

05

## BGT manages the administration and support

We handle payroll, compliance and mentoring.

 This approach allows you to benefit from an apprentice **without taking on the full administrative burden of employment.**

# Why Many Employers Use Group Training

The Group Training model can provide employers with:



## Simpler Administration

Reduced paperwork and compliance burden for your business.



## Mentoring Support

Mentoring support for apprentices throughout their journey.



## Recruitment Assistance

We find the right candidates so you don't have to.



## Guidance Throughout

Guidance and support throughout the entire apprenticeship.

For busy farming businesses, this structure can make the process far easier to manage.



# Thinking About Hiring an Apprentice?

If you're curious about whether an apprentice could work in your business, the best place to start is simply a conversation.

BGT can help you understand:

## What BGT Can Help With

- Whether an apprenticeship suits your operation
- What types of roles could work on your farm
- What training options are available
- What support is available for employers

## No Obligation

There is no obligation — just practical advice to help you explore the options.

A simple conversation is all it takes to find out whether an apprenticeship could be the right fit for your farming business.

## Talk to BGT

If you'd like to learn more about apprenticeships or traineeships for your business, BGT Jobs & Training can help.

 **Call Us**

03 5333 8600

 **Visit Our Website**

[www.bgt.org.au](http://www.bgt.org.au)

**Meet Us in Person**

Or speak with the BGT team at Farmer's Day Out.



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