

Benefits for Employers and Trainees

What are Traineeships?

Traineeships are structured training programmes that allow new entrants into the industry to gain the skills and knowledge required to do their job effectively. Real Estate traineeships are 12 months in duration and require the employer and trainee to sign a training contract through a New Apprenticeship Centre.

Which Traineeships are available through the REIQ?

The REIQ offers a choice of Certificate Level IV traineeships in 3 streams – Sales, Property Management and Agency Support. The mandatory competencies required for registration with the Office of Fair Trading are available as part of the Certificate IV traineeships provided by the REIQ. So in other words, new employees can gain the educational requirement for registration.

What are the Benefits?

Employers Benefit By:

- Reducing their fixed wage costs by paying the traineeship award rate for an employee for the 12 months of the traineeship (equivalent to 80% of the standard award rate). Please refer to the Wage Cost Analysis sheet for more detail
- Obtaining employer incentive funding ranging from \$4400 to \$6050 when employing a trainee. Contact the team in Professional Development at the REIQ to find out what the criteria are and how you can take advantage of these incentive payments
- Paying a once-off discounted rate for the training (\$1900 for REIQ members and \$2845 for non-members)
- Being able to offer new entrants into the industry a sound foundation of training delivered by industry experts to ensure they have the best possible chance of achieving success
- Only having your trainees out of the office to attend training from between 18.5 and 20.5 days throughout the whole traineeship period

Trainees Benefit By:

- Completing the competencies for registration as required by the Office of Fair Trading for sales or property management registration as part of their traineeship programme
- Securing employment for a 12 month period that includes a one month probation period
- Being trained by industry professionals with the most current and relevant material
- Receiving a structured programme of training that has been specifically designed for new entrants into the industry to provide the best opportunity of success
- Having the ability to earn far in excess of a normal traineeship wage while they undertake their traineeship by earning commissions
- Achieving a recognised and formal qualification in real estate that will enhance their current and future job prospects

How to get started

For Employers

- Employ someone who you would like as a trainee and discuss and gain their acceptance of this scheme
- Contact a New Apprenticeship Centre (you can find one close to you by calling the NAC Hotline on 1800 639 629 or by visiting the NAC website on www.newapprenticeships.gov.au) and sign a training contract with your new employee
- Contact the REIQ and enrol the trainee in the traineeship of your choice. The REIQ will conduct an induction with yourself and the trainee and then formulate a training plan to suit the needs of your business and the trainee.

For Trainees

- Find a prospective employer who would like to employ you as a trainee
- Follow the steps as above

Where can I get more information?

Information on traineeships and the roles and responsibilities of trainees and employers can be accessed from the government website on www.training.qld.gov.au.

The Traineeship team in Professional Development or your local REIQ training centre will be able to answer all your queries in relation to enrolling in a traineeship – please make contact with them if you have any questions.

Professional Development: 3249 7347