

# Benefits of using a Group Training Organisation “GTNT”



## What is a Group Training Organisation?

A Group Training Organisation (GTO) is a corporation established predominately to provide training and employment opportunities. GTOs employ apprentices and trainees and are responsible for ensuring that those employees receive suitable training and experience. To achieve this aim, the GTO will find a suitable 'host' business for each apprentice or trainee to work with on a daily basis. Apprentices and trainees employed by GTOs may spend their entire apprenticeship or traineeship with one host business who can offer them a well-rounded training experience.

## What is a Australian Apprenticeship Support Network (AASN)?

Australian Apprenticeships NT has a joint contract which is funded by the Australian and Northern Territory Government to administer the Australian Apprenticeships program throughout the Northern Territory. Australian Apprenticeships NT services all remote communities, this includes the delivery of Gateway Services, In-Training Services, regular monitoring visits, sign ups, information sessions and mediation assistance. Australian Apprenticeships NT operates full time sites in Darwin, Katherine and Alice Springs and Tennant Creek.

## Who is GTNT?

GTNT is a local not-for-profit company operating since 1989. GTNT is the largest employer of apprentices and trainees in the Northern Territory. GTNT provides tailored Group Training services and employment and training solutions to address the needs and demands of industry, employers and jobseekers. GTNT aim is to increase apprentice and trainee in the Northern Territory. GTNT services range from employed and managed services for apprentices and trainees, recruitment only, labour hire services and qualification only services.

## What are the benefits of using GTNT?

- Utilising GTNT increases retention and completion rates (Group Training Organisations have a higher retention and completion rate than employers employing and managing direct).
- You can focus on managing your business and get more work life balance.
- GTNT takes away the legal responsibility from the employer.
- GTNT manages all parties to ensure obligations under the Training Contract are met.
- Provides full or tailored recruitment services e.g. online applications, screening, DiSC profiling, risk assessment, aptitude testing, medical assessments “fitness for work” and organising uniforms/PPE.
- Provides financial services e.g. payroll, invoicing, accounts.
- Provides corporate services e.g. governance, quality, industrial relations, legal compliance, workers compensation.
- Manages conflict and disputes.
- Manages and coordinates all off the job training.
- Provide Case Management and Performance Improvement Plans.
- Manages all Industrial Relations and Human Resources matters.
- Provides rotation for apprentices to achieve relevant experience and successful completions.
- Designs and deliveries tailored services and programs.
- Provides labour hire services.
- Provides recruitment and qualification only services.

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## Differences between what GTNT does compared to what the Australian Apprenticeship Support Network (AASN) does:

What GTNT does	What AASN does
<ul style="list-style-type: none"> <li>✓ GTNT are the legal employer and take on all legal responsibility.</li> <li>✓ GTNT designs and provides tailored programs/projects to address client or industry needs.</li> <li>✓ GTNT provides tailored recruitment services e.g. employed, managed, labour hire, recruitment only, qualification only.</li> <li>✓ Reverse marketing jobseekers and apprentices/trainees.</li> <li>✓ GTNT provides tailored mentoring and monitoring support services e.g. minimum monthly visits and additional visits.</li> <li>✓ GTNT are legally responsible for and manages all industrial relations and human resources matters.</li> <li>✓ GTNT are legally responsible for the employer obligation under the Training Contract (employed services).</li> <li>✓ GTNT provides rotational services for apprentices to ensure the relevant experience is gained to meet the level of competency required.</li> <li>✓ GTNT allows Host Businesses to hand back apprentices should they no longer require them e.g. business closure, business experiencing slow period, financially not viable or apprentice not meeting expectations.</li> <li>✓ GTNT claims Australian Government incentives and gives incentives back to the Host Businesses.</li> <li>✓ Management of travel and accommodation for trade school.</li> <li>✓ Provides financial services e.g. payroll, invoicing, accounts.</li> <li>✓ Provides corporate services e.g. governance, quality, legal compliance, industrial relations, workers compensation.</li> <li>✓ Provide solutions and tailored services and programs.</li> <li>✓ Project Management of contracts and programs.</li> </ul>	<ul style="list-style-type: none"> <li>✓ AANNT is a joint service provider on behalf of the Northern Territory Government and Australian Government.</li> <li>✓ AANNT provide information, advice and market apprenticeships and traineeships.</li> <li>✓ AANNT provides Gateway Services e.g. screening, streaming, testing and matching services.</li> <li>✓ AANNT provides In-Training Service for eligible clients only (not applicable for Group Training Organisations).</li> <li>✓ AANNT conducts visits at sign up, prior to 6 months and annually to completion.</li> <li>✓ AANNT provides mediator or referral services for all Industrial Relations and Human Resources matters.</li> <li>✓ AANNT registers and monitors the Training Contract obligations.</li> <li>✓ AANNT processes incentives for Northern Territory Government and Australian Government initiatives.</li> <li>✓ AANNT administers the travel and accommodation subsidy for Northern Territory Government.</li> </ul>

For further information, please contact GTNT on (08) 8980 0600 or email us on [recruitment@gtnt.com.au](mailto:recruitment@gtnt.com.au)  
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