

Pet Grooming Traineeship

Why Traineeships?

Traditionally pet groomers have either been trained overseas, learned on the job and/or via short informal courses. The Dog Groomers Association of Western Australia, Inc has been working for several years to improve the quality and professionalism of the WA pet grooming industry. There have also been reports of shortages of experienced pet groomers and an increase in larger pet care businesses that require trained staff. This led to the introduction of the nationally recognised Certificate III in Pet Grooming in 2015. While this course has proved quite popular as a course of study, it is recognised that there is no substitute for practical experience. Accordingly the Pet Grooming Traineeship has recently been established.

What are Traineeships?

Traineeships are much the same as Apprenticeships; although they tend to cover newer jobs. Traineeships are formalised, employment based, training arrangements that combine real work with study for a qualification. Learning is through a combination of off and on the job training. As well as working with and receiving on the job training from an employer, trainees participate in training and assessment with a Registered Training Organisation (RTO). A Traineeship gives a business confidence that their employees will develop the understanding and skills required to undertake their work competently, efficiently and safely. The employee obtains a nationally recognised qualification.

What are the requirements?

The Pet Grooming Traineeship can be done by anyone who is old enough to work. It can be undertaken full-time or part-time (at least 15 hours per week) but not school-based. Traineeships cannot be done on a casual employment basis. Traineeships require ongoing employment for the duration of the training contract, which for Pet Grooming is 24 months if full time or 36 months if part time. But they can be completed earlier if all parties agree. They also require a skilled workplace supervisor and on the job trainer. The on the job trainer doesn't have to be qualified but they do need to be reasonably experienced. Traineeships have to be registered with the Apprenticeship Office of WA Department of Training and Workforce Development.

What does the Traineeship cover?

The Traineeship involves the nationally recognised Certificate III in Pet Grooming. This qualification provides the skills and knowledge required for a person to provide professional pet grooming services. A pet grooming attendant undertakes salon reception and housekeeping duties as well as bathing, brushing, trimming and other basic grooming services for domestic pets, usually dogs and in some cases cats. The duties require patience and a genuine empathy for animals, excellent customer service skills as well as high standards of

cleanliness and professionalism. Competencies covered include: Provide grooming services for companion animal comfort; Provide hydro-bathing services; Complete animal care hygiene routines; Provide basic first aid for animals; Perform dog grooms on different coat types; Perform a cross breed clip; Comply with infection control policies; and much more. There is only one WA based RTO delivering the Certificate III in Pet Grooming: South Metropolitan TAFE. Their delivery model is one day per week at TAFE (Murdoch Campus).

What does it cost?

The WA Govt subsidises the Pet Grooming Traineeship, however student fees are payable and these are usually paid by the employer. The Pet Grooming Traineeship will cost around \$2,300 for *new employees* (that is someone who has been with the business for less than 3 months full time or 12 months part time) and around \$4,100 for an *existing employee*. The cost of the course, not as a Traineeship, is around \$3500.

For a *new employee* who does not have prior qualifications and satisfies Australian residency requirements the Australian Government provides an employer incentive of up to \$4,000 (other conditions apply). For businesses that are liable for Payroll Tax, *new employee* Trainees with a commencing salary of less than \$100,000 are exempt for the duration of the Traineeship.

Wage subsidies are available to you if you hire eligible job seekers including young people, mature age, long-term unemployed, Indigenous, or parents. Find out more at: <https://www.jobs.gov.au/employers-0#wage-subsidies-and-incentives>.

Wages and Conditions

You will need also to work out minimum pay rates and employment conditions for any Trainees, and nominate an Industrial Award. For trading or financial corporations the Award may be the Animal Care and Veterinary Services Award 2010 [MA000118] – contact <https://www.fairwork.gov.au/>. For other employers the Award may be the WA Animal Welfare Industry Award – contact <https://www.commerce.wa.gov.au/labour-relations>.

Support Services

Australian Apprenticeships Support Network providers (AASNs) are contracted by the Australian Government to undertake the Training Contract signup and registration of Trainees and administer any Employer Incentive payments. AASNs can also assist with recruitment and provide general support. In WA, contact any one of the following for help and advice:

- Apprenticeship Support Australia on 1300 363 831 or <http://www.apprenticeshipsupport.com.au>
- Busy at Work on 13 BUSY (13 28 79) or <https://busyatwork.com.au/apprenticeships-traineeships>
- MEGT Perth on 13 MEGT (13 63 48) or <http://www.megt.com.au>
- AMA Apprenticeship & Traineeship Services on 1800 808 568 or www.amaats.com.au

For more information on apprenticeships and traineeships visit: <https://www.australianapprenticeships.gov.au> or *Australian Apprenticeships & Traineeships Information Service* at <https://www.aapathways.com.au>.