



Am I eligible to apply?

To be eligible to apply for an apprenticeship with State Transit you must:

- Have completed Year 10 and be at least 16 years of age or turning 16 during the first 6 months of your apprenticeship
- Agree to do a Criminal History Check
- Be a citizen or permanent resident of Australia

How long is the apprenticeship for?

Apprenticeships are a contract of employment for four years.

What apprenticeships are available?

State Transit offers Heavy Vehicle Body Repairer Apprenticeships, Heavy Vehicle Mechanic Apprenticeships and Vehicle Painter Apprenticeships working on all aspects of bus fleet maintenance and repairs.

Who are we looking for?

We are looking for people who are passionate about mechanical, vehicle painting and body work and repairs and aren't afraid to get their hands dirty! As a Heavy Vehicle Motor Mechanic, Body Repairer or Vehicle Painter, you can expect to work to tight schedules to ensure our bus fleet is fully operational, well maintained and back out on the road moving the people of Sydney and Newcastle to where they need to be.

We are also looking for people who love learning new things, are keen to put their newly learnt knowledge and skills into practice and are willing to commit to the demands of work, attending TAFE and completing TAFE assessments.

State Transit is a truly diverse place to work! We encourage applications from women, people with disabilities, people of Aboriginal and Torres Strait Islander heritage and people of all cultural backgrounds to apply.

What is involved in the apprenticeship program?

Upon commencing an apprenticeship, you will enter into a training contract with State Transit and the NSW Department of Education and Communities (DEC) which outlines your learning commitments across the four year period.

Your apprenticeship begins with a 3 day induction at our Fleet Operations Division then you will transfer to your home depot to begin your on-the-job training. You will be introduced to your Service Manager or Leading Hand who will be one of your supervisors and mentors throughout your apprenticeship.

We will enrol you into TAFE when applications are open. During the first three years of your apprenticeship you will attend TAFE and participate in classroom based training. Every six months you will also rotate across our various depots within the Sydney Metropolitan area, giving you the opportunity for hands on experience with the buses in our diverse fleets.

Your final year is spent on-the-job full time, practising the skills and knowledge you have gained.

What sort of work will I carry out as a Heavy Vehicle Mechanic?

Our Heavy Vehicle Mechanic Apprentices service, maintain and repair automotive systems including:

- Engines
- Transmission
- Brakes
- Steering and suspension
- Cooling
- Electrical
- Fuel Air systems

This work is undertaken using electronic manuals and diagnostic aids to help identify faults.

What sort of work will I carry out as a Heavy Vehicle Body Repairer?

Our Heavy Vehicle Body Repairer Apprentices maintain and repair our bus fleet including:

- Determining vehicle damage and recommended repair procedures
- Repairing corroded panels and components including rust and fibreglass repairs
- Panel fabrication and welding
- Repairing accident damage
- Installing and fit out of floor coverings
- Paint rectification and touch up work
- Straightening frames
- Removing and replacing bonded panels and windows
- Seat repairs and replacements
- Repair and servicing destination mechanisms
- Change out programs

What sort of work will I carry out as a Heavy Vehicle Painter?

Our Heavy Vehicle Painter (Automotive Refinishing) Apprentices paint, refinish, repair and maintain painted surfaces on our bus fleet including:

- Repairing body panels
- Colour matching including solid colour, multi-layer & clear over-base colour
- Solid acrylic enamel refinishing and air dry & polyurethane enamel refinishing
- Paint rectification and touch up work for solids, clear over-base, multi-layer & pearl using two component system
- Preparing spray booths and equipment

Are there any physical requirements?

Being a Mechanic, Vehicle Painter or Body Repairer can be a physically demanding job. To ensure you are able to perform the duties you may perform during the apprenticeship, you will undertake a medical assessment as part of the selection process to ensure you can meet the physical demands of the job.

What sort of hours will I work?

Your ordinary hours are 38 per week which is made up of an eight hour day (plus half hour unpaid meal break), with an accrued day off once every 4 weeks. Generally hours of work are 7am – 3.30pm subject to business demands. Some afternoon shifts may be required at some locations commencing at 12 noon.

What will I get paid?

As of 1 January 2017, our apprenticeship gross weekly wages are:

Juniors (under 21 years of age)		Adults (21 years of age and over)	
1st Year	\$580.30	1st Year	\$981.90
2nd Year	\$694.00	2nd Year	\$981.90
3rd Year	\$864.70	3rd Year	\$981.90
4th Year	\$1011.20	4th Year	\$1011.20

Adult apprentices in State Transit will be paid the equivalent of an Engineering Repair Assistant Level 2 or as an Apprentice (whichever is the higher rate).

What other benefits do I receive?

State Transit offers Apprentices a wide range of other benefits including generous leave options and an Employee Pass for free travel on Government Bus, Rail and Ferry services in Sydney and Newcastle.

Uniforms, personal protective equipment and tools are provided as well as reimbursements for TAFE materials and textbooks. We also help to get you started by paying your TAFE fees up front. Ongoing training and development assistance is provided throughout the apprenticeship and you receive priority access to apply for vacancies once the apprenticeship is complete.

For more information about the fantastic benefits available to apprentices and to all staff, check out the [Benefits](#) page on our website.

Will I be required to travel during the apprenticeship?

Yes. To gain the appropriate knowledge and skills and a holistic view of the bus fleet Sydney based apprentices rotate every six months through our depots within the Sydney Metropolitan area. This may involve travel of up to 60km from your home address. There will also be regular necessary training (including TAFE and other external providers) that will be held off site.

What does the training contract involve?

Upon commencing an apprenticeship, you will enter into a training contract with State Transit and the NSW Department of Education and Communities (DEC). This training contract runs concurrently with your temporary employment contract with State Transit.

The training contract requires us to provide you with the necessary on the job training required to develop the skills and knowledge of the trade and release you to attend all other relevant off-site training (such as TAFE) as required.

The training contract requires you to attend and satisfactorily complete all the training requirements of your program. You are required to maintain an individual Apprentice Work Evidence Portfolio to record the technical tasks you have undertaken at our various work and other sites.

All apprentices must pass a probation period of three months.

What other conditions are applicable to me?

Apprentices are also required to comply with:

- State Transit's policies, procedures and code of conduct.
- The National Code of Good Practice for Australian Apprenticeships
- The workplace and conduct standards set by TAFE and other non-STA work sites involved in the provision of training.
- The New South Wales Public Sector core values of cultural diversity, equitable and ethical practices and a safe and fair workplace.

What is the policy on drugs and alcohol?

Apprentices are classified as Transport Safety Employees under the Passenger Transport (Drug and Alcohol Testing) Regulation 2010 in NSW. Under the Regulation, it is an offence for a Transport Safety Employee to carry out work, or attend for work with the prescribed concentration of blood alcohol (presently 0.02 grams or more of alcohol in 210 litres of breath or 100 millilitres of blood).

It is also an offence under the Regulation for a Transport Safety Employee to carry out work, or report for work, while impaired by any drug.

State Transit conducts random drug and alcohol testing of Transport Safety Employees including apprentices. Alcohol and drug testing of Transport Safety Employees may also be carried out following a safety related incident or where there are reasonable grounds to believe a Transport Safety Employee may be affected by drugs or have alcohol in their blood.

Will my trade be recognised elsewhere?

Yes, your trade is a nationally-recognised industry qualification.

Upon successful completion of a Heavy Vehicle Body Repairer apprenticeship with State Transit you will receive Certificate III in Automotive Body Repair Technology.

Upon successful completion of a Heavy Vehicle Mechanic apprenticeship with State Transit you will receive Certificate III in Heavy Commercial Vehicle Mechanical Technology.

Upon successful completion of a Heavy Vehicle Mechanic apprenticeship with State Transit you will receive Certificate III in Automotive Refinishing Technology.

What type of vehicles would I work with?

State Transit's fleet of over 2100 buses is made up of Volvo, Mercedes, Scania, Iveco and MAN buses. Over the last several years, State Transit has replaced a significant proportion of its fleet. The bus replacement program is the biggest ever investment in new buses in NSW history and also the largest single capital investment by any one bus company in Australian history. For more information on the State Transit bus fleet, visit our [Fleet pages](#).

What happens once the apprenticeship is over?

Apprenticeships are a contract of employment for four years only. At the successful completion of an apprenticeship, we provide opportunity for you to apply for tradesperson vacancies as they become available and obtain a permanent position through a merit selection process. From there, a rewarding and successful career begins!