



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.

Benefits of using GTNT?

- Utilising GTNT increases retention and completion rates (GTNT has 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 you
- Provides full or tailored recruitment services e.g. online applications, screening, DCIS profiling, risk assessment, aptitude testing, medical assessments “fitness for work” and arrange uniforms including PPE.
- Provide full financial services e.g. payroll, invoicing
- Manages conflict and disputes
- Manages and coordinates all off the job training
- Provide Case Management and Performance Improvement Plans
- Provide flexible and tailored services to clients
- Manage all Industrial Relations and Human Resources matters

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

What GTNT does	What AASN does
GTNT are the legal employer and take on all legal responsibility	AASN is only a regulatory service on behalf of the Northern Territory Government and Australian Government
GTNT provides extensive and tailored recruitment and mentoring and monitoring services	AASN provides Gateway and In-Training Services which is not at the same level of services of a GTO
GTNT provide monthly visits and additional visits if required	AASN conducts visits every 12 months
GTNT manage the Training Contract and Employment Contract	AASN only provides information and guidance to clients
GTNT are legally responsible for and manages all IR and HR matters	AASN provides mediator or referral services for all IR and HR matters
GTNT are legally responsible for the employer obligation under the Training Contract	AASN only registers and monitors the Training Contract obligations
GTNT can provide rotational services for Apprentices to ensure the relevant experience is gained to meet the level of competency required	AASN does not offer rotational services
GTNT allow 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	AASN does not offer hand back services
GTNT claim any Northern Territory Government and Australian Government incentives and gives back incentive to Host Businesses	AASN only processes Northern Territory Government and Australian Government incentives

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