



Alliance
Group
Training
Organisation

IAAP Employer Partnership Guide

Industry Accelerated Apprenticeship Pilot
Commercial Cookery

GROUP TRAINING ORGANISATION · SOUTH AUSTRALIA

**Building Your Workforce,
Investing in the Future of Hospitality**

A Better Way to Develop Hospitality Talent

Alliance Group Training Organisation brings together recruitment, employment and training in one integrated workforce-development model, backed by 45 years of vocational education and industry partnerships. As part of the Alliance Education and Employment Group, AGTO works with hospitality businesses to identify suitable apprentices, match them with quality workplaces, and support both apprentice and employer throughout the apprenticeship.

Our focus is not simply completing qualifications or supplying labour. It's developing capable, confident hospitality professionals while helping employers build a skilled, sustainable workforce for the future.

Backed by Alliance College — training South Australia's workforce since 1981, RTO 0137 | CRICOS 01774A.

QUALITY

Workforce-focused development, not a labour shortcut.

MATCH

Better apprentice and host selection and matching.

SUPPORT

Ongoing support throughout the apprenticeship

PROGRESS

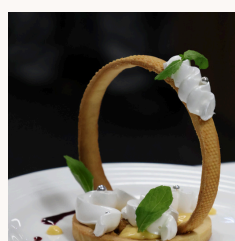
Visible, evidence-based apprentice development.

Integrated training & employment

With employment and training managed through one integrated model, classroom learning stays connected to workplace development, helping apprentices apply their learning in real industry environments.

An accelerated pathway to qualification

The Industry Accelerated Apprenticeship Pilot provides a structured 2.5-year pathway, compared with the traditional four-year apprenticeship, combining intensive training with planned workplace learning and ongoing support.



An Approved, Concentrated 30-Month Pathway

As part of the unified Alliance Education and Employment Group, alongside Alliance College and Concord Institute, Alliance Group Training Organisation (AGTO) delivers a streamlined, end-to-end solution for recruitment, employment and technical training, connecting education directly with industry demand. Alliance College has been selected by the Skills Commission and the industry peak body - Australian Hotels Association (AHA) as a training provider to deliver the IAAP program, supporting the development of skilled hospitality apprentices and strengthening industry workforce pathways.

Four Safeguards Keep Progress on Track

FIT IS CHECKED BEFORE PLACEMENT

Candidates are screened for motivation, resilience and kitchen fit. Venues are screened for suitability and compliance.

FOUNDATION SKILLS COME FIRST

A 10-day block covers safety, hygiene, equipment and basic cookery before workplace practice begins.

TRAINING AND WORKPLACE CONNECTED

Across 72 RTO days and four stages, hosts provide practice while Alliance assessors decide competency.

GAPS TRIGGER ACTION

Regular reviews identify gaps early. Alliance adjusts training, supports supervisors, or arranges rotation between hosts where needed.

One Apprentice, Three Partners

Shared accountability builds confidence. Alliance College trains and assesses, Alliance Group Training Organisation employs and supports, and host employers provide supervised, real-world practice.

01. Alliance College (RTO)

Front-loads core skills, delivers staged training, gathers workplace evidence and makes competency decisions.

02. Alliance Group Training Organisation (GTO)

Recruits, matches and employs apprentices, provides Field Officer support and coordinates action when gaps emerge.

03. Host employer

Provides a safe commercial kitchen, day-to-day supervision, stage-appropriate work, coaching and early communication.



How Apprentices Are Selected

Alliance uses a consistent, evidence-based process to identify candidates with the attitude and learning behaviours needed for the 30-month program, selecting for potential, not polish. You don't need an apprentice who already knows everything. You need someone who is willing to listen, learn and grow, someone who shows up, takes pride in their work, respects the people around them and is ready to be shaped by the experience of a great chef.

The right apprentice may not have years of kitchen experience or perfect confidence on day one. What matters is their attitude, commitment and willingness to learn. With the right mentor, those qualities can become the foundation of a skilled, capable and passionate hospitality professional.

1

Application and expectations

Candidates learn about early starts, weekends, basic duties, training and workplace commitment. Existing kitchen experience is not required.

2

Potential assessment

Sixteen realistic scenarios explore motivation, coachability, integrity, resilience, reliability, teamwork, initiative and work ethic.

3

Structured interview

Every candidate is asked the same eight core questions to assess their work ethic, reliability and commitment. Candidates can draw on examples from school, sport, home, volunteering, hobbies or previous work experience.

4

Evidence review and decision

Reviewers compare all evidence, explore concerns, identify support needs and record a clear recommendation before an offer or workplace match.

Fairness Is Built Into Selection

Consistent evidence

The same assessment method and eight core questions are applied consistently, with two interviewers used where practical to assess each candidate's skills, potential and genuine motivation to build a career in the industry.

No polish bias

Confidence, eye contact, prior work experience and existing cooking skills are not treated as proof of attitude. We look for an authentic hospitality attitude: respect, reliability, willingness to learn and a genuine commitment to the industry.

Support + essential checks

Manageable support needs can be considered as part of an individualised support plan. However, all apprentices must demonstrate the safety, reliability, integrity and respect required to carry out normal workplace responsibilities.

A Partnership Built Around Quality

Successful apprenticeships rely on selecting the right apprentice, supporting the right workplace, and maintaining strong communication throughout the apprenticeship. Alliance Group Training Organisation manages employment administration while working closely with host employers to ensure apprentices continue developing both technical skills and workplace confidence.

Employment Management

Alliance is the legal employer and manages employment administration throughout the apprenticeship.

Host Partnership

Host employers provide day-to-day supervision, workplace learning and practical industry experience.

Ongoing Support

Regular workplace visits and communication help identify concerns early and support apprentice development.

Flexible Workforce Development

Where appropriate, apprentices may gain additional workplace exposure across different environments to support competency development.



Building **Hospitality Careers** That Last

South Australia's hospitality industry depends on skilled people, strong workplaces and quality training. Through Alliance College's commercial kitchens, we prepare apprentices with essential skills, confidence and industry expectations before matching them with host employers — supporting the world-class restaurants of Adelaide's CBD and wine regions.

Who we **work with**

HOSPITALITY BUSINESSES

Small to medium venues and leading culinary businesses

Hiring an apprentice doesn't need to be complicated. We manage employment, payroll and support requirements, reducing risk and making the process simple for employers.

SCHOOL LEAVERS

A practical, no-debt alternative to university

For early career starters looking for mentorship and a clear pathway to a skilled trade, supported by a dedicated Field Officer and Key Apprenticeship Program payments.

CAREER CHANGERS

Moving from a declining industry into a trade

Financial security is the priority, the Adult Apprentice Incentive helps make career changers a high-value, affordable hire for host employers.



Areas of Responsibility

Hosting an apprentice under the Alliance model removes the employment administration burden, but it still needs your active participation to work. Here's where the line sits.

Your responsibilities (host employer)

- ✓ **Maintain a safe, compliant kitchen environment.**
- ✓ **Provide a workplace supervisor to guide and sign off competencies.**
- ✓ **Support skill development aligned with the training plan.**
- ✓ **Communicate early about performance or cultural fit concerns.**
- ✓ **Provide consistent weekly hours.**
- ✓ **Participate in Field Officer check-ins.**

AGTO responsibilities

- ✓ **Payroll, superannuation and workers compensation.**
- ✓ **Leave management and performance or termination processes.**
- ✓ **Training delivery and assessment.**
- ✓ **Coordinating rotation or re-hosting where a placement isn't working.**
- ✓ **Ensuring compliance with the SA Skills Act 2008, SA Skills Regulations 2021 and SA Skills Standards.**

THE BOTTOM LINE

Clear roles. Shared commitment. One supported apprenticeship.

Your kitchen supplies the workplace, supervision, and day-to-day training environment. Everything to do with employing the apprentice — pay, entitlements, compliance, and what happens if it doesn't work out — sits with Alliance.



From First Call to Kitchen-Ready, in Four Steps

Here's what to expect once you decide to host an Alliance apprentice, using the Commercial Cookery accelerated pathway as the example.

1

Host WHS assessment & service agreement

We complete a WHS suitability check on your kitchen and confirm supervisor capability. Once approved, we sign a host service agreement covering charge-out rates, minimum hours and cancellation terms, so there are no surprises later.

2

Apprentice matched & contract signed

We screen candidates for attitude, resilience and kitchen-culture fit, then match one to your venue in collaboration with you. The apprentice signs their formal employment contract with Alliance, not with your business, we're the legal employer from day one.

3

Front-loaded foundation training

The apprenticeship begins with structured foundation training, giving apprentices the essential knowledge, practical skills and workplace expectations needed to transition confidently into a commercial kitchen.

4

Ongoing support

Field Officers stay involved through regular visits and wellbeing check-ins. If a placement isn't the right fit, Alliance manages the employment relationship and works with you to arrange rotation or a suitable replacement from our pipeline.

Your Future Workforce Starts Here

The right apprentice can become your next great chef. Alliance Group Training Organisation connects you with motivated apprentices and supports their development through structured training, workplace experience and ongoing support.

Start building your future workforce today.



Frequently Asked Questions

Q. What's included in the hourly rate?

A. The hourly rate is designed to cover wages, superannuation, relevant insurance, leave loading and administration costs associated with employing an apprentice, plus front-loaded training and regular support under the accelerated model. One regular invoice, no separate payroll processing.

Q. How are apprentices selected?

A. Alliance Group Training Organisation uses a structured selection process to identify apprentices with the motivation, work ethic, coachability, and potential to succeed in the hospitality industry. We assess each candidate's commitment, reliability, teamwork, communication skills, and career goals before matching them with a suitable host employer. Our focus is on creating successful, long-term partnerships rather than simply filling vacancies.

Q. How are host businesses assessed?

A. Every host business is assessed to ensure it can provide a safe, supportive, and high-quality learning environment. We consider supervision capability, workplace culture, service volume, rostered hours, opportunities for practical skill development, and the employer's commitment to supporting an apprentice throughout their training.

Q. How is apprentice progress monitored?

A. Progress is monitored through regular workplace visits, ongoing communication with both the apprentice and host employer, and coordinated training reviews. Our team works closely with supervisors to review workplace evidence, monitor competency development, identify any support needs early, and ensure apprentices continue progressing toward successful completion.

Q. What support is available during the apprenticeship?

A. Alliance Group Training Organisation provides ongoing support throughout the apprenticeship, including employment administration, training coordination, workplace visits, mentoring, progress reviews, and early intervention when challenges arise. We work alongside both apprentices and host employers to ensure a positive and successful apprenticeship experience.

Q. How does Alliance work with host employers?

A. Alliance Group Training Organisation manages the employment relationship and apprenticeship administration, while host employers provide day-to-day supervision, meaningful workplace experience, and a safe learning environment. Through regular communication and coordinated support, we work in partnership with employers to develop skilled hospitality professionals and build a stronger future workforce.



SECURE YOUR FUTURE WORKFORCE TODAY

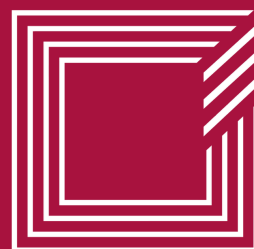
The Adelaide economy is moving fast. Don't let a skills shortage hold your business back.

Partner with an integrated GTO and RTO, providing a seamless, one-stop solution for apprenticeships, from recruitment and employment to training and qualification.

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