



Vocational Education & Training Courses

An Employer Guide to Workplace Learning

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Contents

Welcome.....	2
About Workplace Learning.....	3
How workplace learning works.....	5
Legal requirements.....	7
Providing a safe workplace for students	11
A checklist for employers.....	13
Prohibited Activities	15
Placements in the construction industry	17
Insurance Requirements.....	18
Important Contacts	19

Welcome

Vocational Education and Training (VET) courses provide students with skills, knowledge and experiences to improve their job prospects and prepare them for work and further study after school.

The Association of Independent Schools NSW is the Registered Training Organisation (RTO 90413) for independent schools. We are responsible for ensuring high quality VET course delivery and assessment. This handbook has been prepared to provide you with the information that you need prior to student’s commencing work placement in your organization.

Section 1 About Workplace Learning

This guide introduces you and your staff to the concepts of workplace learning. It explains the workplace learning programs available in Independent Schools in NSW, the support available to employers and your role and responsibility when hosting students in your workplace. It also includes a summary checklist for employers, both large and small, to help guide you through the workplace learning process.

What is workplace learning?

Workplace learning programs form part of the NSW secondary curriculum. They enable students to spend a planned period of time - usually a week - in the workplace, gaining practical experience, assisting their career choice and building their industry skills.

Workplace learning is available to students aged 14 years and older. Students are generally placed in an industry of their choice, reflecting the type of work they may pursue after completing their studies. For some students, workplace learning is their first experience of a workplace, while others may have done many hours of paid work in their part-time jobs.

What workplace learning programs are available?

There are two main types of program:

- Work Experience
- Work Placement

Work Experience

Work experience programs provide a general introduction to the world of work and assist students to develop a more informed opinion about their career aspirations. They are usually undertaken by students in Years 9 or 10 with some opportunities in Years 11 and 12.

Work experience allows students to:

- observe a variety of work being done
- undertake supervised work appropriate to the student's skill level
- ask questions about the workplace
- gain skills related to being at work
- learn how enterprises work and how to be enterprising
- find out about careers, training and employment opportunities

Work Placement

Work placement is different from work experience as it is an integral part of Vocational Education and Training (VET) courses that can be completed by students for their Higher School Certificate (HSC).

These courses lead to nationally-recognised VET qualifications and it is important for students to have opportunities to apply their classroom learning in real work contexts.

These VET Courses may be delivered by the school or by an external VET provider e.g., TAFENSW.

During work placement students act as voluntary workers and are supervised by

employers as they practice and extend the industry skills they have learned in their course. Students work towards gaining specific industry competencies and gather evidence that can contribute towards their course assessment.

Work Placement is a mandatory Higher School Certificate (HSC) requirement for students who elect to study an Industry Curriculum Framework Vocational Education and Training (VET) course at school.

Courses include:

- Automotive
- Business Services
- Construction
- Electrotechnology
- Entertainment
- Financial Services
- Hospitality
- Human Services
- Information & Digital Technology
- Metal and Engineering
- Primary Industries
- Retail Services
- Tourism, Travel and Events

What are the benefits of workplace learning

Employers hosting students have the opportunity to:

- be involved in the education, career development and vocational training of young people in your community
- talk to students about your industry, its career paths and future directions
- promote the attitudes and skills you want in your workforce and help raise the quality of those coming into your industry
- meet students from diverse

backgrounds who may have skills which can be useful to your organisation

- identify young people with potential for your industry
- increase the supervisory, training and mentoring skills of your staff
- strengthen your links with the community and raise your business profile.

Students have the opportunity to:

- experience real work situations
- access industry standard facilities, equipment and experienced staff
- develop self-confidence, skills and understandings that will assist them in their transition to meaningful work
- evaluate their abilities and interests in relation to career choices

Section 2

How workplace learning works

Who organizes the programs and placements?

Schools are generally responsible for arranging workplace learning programs. Where TAFENSW or a private Registered Training Organisation delivers the course, they arrange the related placements in consultation with the school.

In the case of work experience, students may make their own approach to an employer for a workplace position and then submit the position to their school for approval.

For VET work placements, the approach may come from a **Work Placement Service Provider**, which is funded to negotiate and coordinate these mandatory placements. These organisations have considerable expertise and resources to help you provide quality work placements. You can also contact them directly. Details are available at:

<https://www.education.nsw.gov.au/teaching-and-learning/curriculum/career-learning-and-vet/workplace-learning>

Each student's placement details are recorded on the AISNSW RTO Student Work Placement Record. This needs to be signed by the student, the employer and the parent or guardian before final approval by the Principal or their delegate.

How long will the student spend in your workplace?

This varies. Students usually spend a week with an employer, but shorter or longer placements are possible. Some students come to a workplace for a half or one day per week for an extended period of time.

For a range of HSC VET courses, work placement is mandatory, and students are required to complete two weeks over two years. Each placement is usually with a different employer.

When can workplace learning occur?

Placements are usually scheduled on weekdays during school terms. This can be varied for individual students with the approval of their school Principal. For example, placements in school holidays may be approved on the condition that the same level of duty of care supervision is provided.

Restrictions apply to younger students in work experience programs. Students under 15 years cannot work before 7am or after 6pm.

Who has duty of care?

The school maintains a duty of care to students undertaking workplace learning. Schools are responsible for deciding if placements are suitable, preparing students for workplace learning, monitoring the student's progress and welfare during the placement and following up with them immediately afterwards. It is the responsibility of the host employer to provide a safe workplace environment and appropriate supervision for the student. Parents and carers are required to be, or to nominate, an alternative emergency contact for any incidents or accidents that may occur outside normal business hours.

What is the general procedure for a placement?

Before the placement

- Host employers receive workplace learning guidelines
- Workplace positions are negotiated with employers and submitted to the school for approval

- Arrangements are confirmed to support student safety
- Students are matched to a position based on their course work and/or career planning. Their parents or carers sign off on the arrangements
- Teachers conduct work ready activities to prepare students for the experience.

During the placement

- Students attend the workplace every day of the program
- Host employers or nominated workplace supervisors supervise the students in the workplace, providing tasks that are agreed and appropriate and at times, challenging for the student
- The employer and workplace supervisor take action to provide a safe working environment, in accordance with the requirements of the Work Health and Safety Act 2011 (NSW), child protection and anti-discrimination legislation
- Teachers make a supervisory visit or phone call to the employer and the student to check on their progress, safety and welfare. Where relevant, students are assessed for industry-based competencies
- Host employers report any incidents involving the student to the school.

After the placement

- Students record their experiences and review their career preferences and training pathways
- Host employers report on the student's performance in the workplace
- Teachers immediately follow up with the students to ensure

maximum benefit and check on student safety.

How does an employer benefit from hosting students?

Being involved:

- enables you to participate in the education, career development and vocational training of young people in your community
- gives you the opportunity to talk to students about your industry and the career and job directions you anticipate
- gives you some input into developing an enthusiastic and skilled workforce with the attitudes you want, especially for your industry
- enables you to identify young people with potential that might be interested in joining your industry or your organisation
- raises the profile of your enterprise and develops more links for you with the local community
- provides your staff with good opportunities to increase their supervisory skills. For example, by developing and delivering the company's induction for students and acting as a coach or mentor for students while they are on placement.

Section 3 Legal requirements

Are students paid?

- No. Students on placement are classified as 'voluntary workers' and host employers are not required to make any payment to them under the Federal or State award covering their industry, the *NSW Annual Holidays Act* or the *Workers*.
- The one exception is where the student uses their part-time employment as part of their mandatory HSC VET work placement requirement. In this case, the student is not a voluntary worker and the insurance arrangements of the employer apply to the student. This arrangement must be negotiated with the employer and approved by the school.

What about insurance and indemnity?

- Schools can provide students with a copy of the current insurance cover to present to the employer on request.

Is there paperwork? Do I have to sign anything?

- Yes. Each student is issued with an AISNSW RTO Student Work Placement Record to document the placement arrangements. Along with the parent/guardian and the student, you will be asked to provide some information and sign the Record.
- The Principal or delegate must approve the placement described on the Student Work Placement Record before the student can start. The approval activates the School's insurance and indemnity arrangements for you and the student.

- A full copy of the Student Work Placement Record, with the approval signatures, will be provided to you before the program starts.
- For mandatory HSC VET Work Placements, if a Work Placement Service Provider is involved, they will help you coordinate your part of the Student Work Placement Record.

Are there any other conditions?

- Yes. Students must be aged 14 years or over.
- Students under 15 years of age must not undertake workplace learning before 7.00am or after 6.00pm.
- No student can be directed to carry out any task that is not safe
- Employers and employees must respect the rights of students to a safe and healthy host workplace, free from harassment, discrimination and any conduct unacceptable in terms of child protection
- Students must not work in unsafe environments
- Host employers are expected to consult and cooperate with the student's school under the Work Health and Safety Act 2011 (NSW)
- Host employers must notify the school immediately of any health and safety incidents involving a student while on placement, including near misses, to enable the school to fulfil its WHS obligations and support a safe placement
- Host employers must advise the school immediately if they need to change sites, redirect students to another location, or find asbestos on the site

How do I ensure my workplace is safe for students?

It is important that employers and their staff supervising students are aware of and are prepared to do the following while hosting students:

- provide a safe and positive environment compliant with the Work Health and Safety (WHS), Anti-Discrimination and Equal Employment Opportunity legislation and associated Regulations. More information is available from SafeWork NSW (<https://www.safework.nsw.gov.au>) and the NSW Office of Industrial Relations (<http://www.industrialrelations.nsw.gov.au>)
- provide activities and skill development tasks appropriate to the student's skill level, while under supervision of a capable and trustworthy employee briefed for the task.
- ensure that any special needs of students, particularly students with a disability, are appropriately supported in the workplace. Some adjustments may be needed to accommodate their special needs. This should be done in consultation with the school.
- identify areas of risk and implement strategies to eliminate or minimise risk associated with activities undertaken by the student. These are to be identified on the AISNSW RTO Student Work Placement Record.
- provide appropriate information, instruction, training and on-going supervision to ensure the student's safety during the placement.
- provide a workplace induction including relevant safety matters to orientate students at the beginning of the placement.

- provide personal protective equipment (PPE) where required and training in its correct use.

Likewise, students are expected to comply with the employer's workplace safety requirements and procedures and not to act in any way that could jeopardise the safety of themselves or others in the workplace.

Working with children and young people

- Providing opportunities for children and young people can be valuable and rewarding. To participate in this program, you must provide a safe and non-threatening work environment and comply with child protection laws.
- You need to ensure that all staff are aware that they must conduct themselves appropriately with children and young people at all times. For example, unacceptable conduct by employers or their employees would include any initiation activities or practical jokes directed at or involving the student; physical or verbal abuse of students; physical assault or exposure of students to violence; inappropriate conversations of a sexual nature; showing sexually suggestive publications, electronic media or illustrations; unwarranted and/or inappropriate touching; personal correspondence with students regarding sexual feelings for the student.
- You are asked to indicate on the AISNSW RTO Student Work Placement Record that as far as you are aware there is nothing in the background of any staff member or other person who will have close contact with the student that would make them unsuitable for work with children and young people. Your

judgement is made in good faith, based on your day to day knowledge of the conduct and services of the people with whom the student will be working. For this purpose, employers that are not engaged in child-related employment as defined in the legislation below are not required to undertake background checks.

- Employers with staff engaged in child-related employment in NSW as defined in the *Commission for Children and Young People Act 1998*, are required to observe mandatory obligations for background checks through the relevant approved screening agency.
- Child protection legislation requires that allegations about employee conduct must be reported to the NSW Ombudsman. Allegations that involve abuse, harm or risk of harm to the student must also be reported to the Department of Community Services and also in some cases to the NSW Police.
- Employers must report any allegations against an employee in the area of child protection to the Principal of the school.
- More information about working with children can be found on the NSW Office of the Children's Guardian website:
<https://www.ocg.nsw.gov.au/>

Section 4 Accidents and emergencies

If a student is sick or injured:

- seek medical help immediately, using the student's Medicare number as provided on the Student Workplace Learning Record.
- As students are not employees, do not treat this as a Workers Compensation claim
- contact emergency services for Ambulance or other emergency services immediately where required
- contact the student's parent/carer and their school contact person or Principal (depending on the seriousness of the injury)
- if the student doesn't have a Medicare number, ask if they wish to contact their general practitioner (GP). Contact details should be provided on your copy of the Student Workplace Learning Record
- medical invoices should be made out to the student
- ask the doctor attending for a medical certificate
- contact the school immediately to advise of the situation. As a follow up, complete a written report of the accident and forward it to the school. The report must include a full statement from the student, the supervisor and relevant witnesses.

If a student is at risk of anaphylaxis, they must carry an adrenaline auto-injector e.g. EpiPen and ASCIA action plan. Adrenaline auto injectors are easy to administer and are a life saving device for those suffering an anaphylactic reaction. Anaphylaxis is a life-threatening condition and always requires an emergency response. If the student shows any of the following signs, contact emergency

Signs of Anaphylaxis

Any one of the following is a sign of anaphylaxis:

- Difficult/noisy breathing
- Swelling of the tongue
- Swelling/tightness in throat
- Difficulty talking and/or hoarse voice
- Wheezing or persistent cough
- Persistent dizziness or collapse
- Pale and floppy (young children)

Anaphylaxis

Section 5 Providing a safe workplace for students

The safety and wellbeing of students during work placement is our number one priority. Before any placement can be approved, employers need to satisfy the school that they can provide a safe and healthy host workplace for students, compliant with the Work Health and Safety Act 2011 (NSW), child protection and anti-discrimination legislation.

You will be asked to provide the following information on the Student Workplace Learning Record:

- areas of possible risk in the student's workplace tasks and your strategies to eliminate or minimise the risk
- any pre-training or induction required by the student to undertake certain tasks
- your supervision arrangements for the student
- any special clothing required by the student e.g. enclosed footwear
- any steps you will take or adjustments you will make to support students with a disability or other additional needs as described on their Student Workplace Learning Record
- awareness of your child protection responsibilities when working with school students
- commitment to reporting any health and safety incidents or near misses involving students to the school.

During the placement you will need to provide:

- A site-specific workplace induction for students at the beginning of the placement, including relevant safety matters

- Activities and skill development tasks appropriate to the student's skill level
- Ongoing instruction and supervision by a capable and trustworthy employee briefed for the task
- A workplace induction for students at the beginning of the placement, including relevant safety matters
- Any personal protective equipment (PPE) required and training in its correct use.
- Likewise, the students are expected to comply with the employer's workplace safety requirements and procedures. They are not to act in any way that could jeopardise the safety of themselves or others.

Students must

Participate in orientation and any pre-training or induction identified

Use safety equipment and protective gear where relevant

Follow safety rules and procedures
Not do anything to jeopardise the safety of themselves or others

Report any risks or hazards immediately

Understand and follow emergency procedures

Cease work if they have a concern about their health and safety and contact their supervisor and school

Report any concerns about the placement or incidents to their school.

Are any activities prohibited for workplace learning students?

Yes. Some activities are completely prohibited

e.g. working on a roof or working where asbestos is present, while other activities have conditions attached. There are restrictions on the operation of

machinery and equipment, the service of alcohol, work on construction sites and adventure or sporting activities in industries like tourism.

Students are not allowed to undertake activities requiring a license (e.g. a driver's license), permit or certificate of competence unless they already hold the relevant license, certificate or permit. Even then, the activity must relate directly to the learning activities of the placement. **Employers must list these activities on the *Student Workplace Learning Record* prior to approval.**

Some higher risk industries will require the students to undertake training prior to their placement. For example, all students doing workplace learning in the **construction industry** must complete the WHS Construction Induction Training (White Card) as a prerequisite to the placement.

The school or Work Placement Service Provider can also advise you if you have any further queries.

Note also that the students are not expected to drive their own vehicles whilst undertaking activities on behalf of the host employer.

Child protection – Your responsibilities

Working with children and young people is very rewarding. However, to ensure the safety and welfare of young people in your workplace, you and your staff must comply with a few simple rules.

It is your responsibility, as the employer, to ensure that your staff know how to conduct themselves appropriately with children and young people. They must avoid any conduct that could make a young person feel threatened or coerced or belittled. This could include initiation activities or horseplay involving the student; physical or verbal abuse such as swearing at students, physical assault; inappropriate conversations, remarks or jokes of a sexual nature; the showing of sexually suggestive

publications, electronic media or illustrations and any unwarranted and/or inappropriate touching or personal communication with students regarding their sexual feelings. This includes texting or using social media.

As an employer, you will be asked to indicate on the Student Workplace Learning Record that, to your knowledge, there is nothing in the background of any staff member or person in close contact with the student that would make them unsuitable for working with children.

To assist in providing a safe work environment, employers should take all possible steps to ensure that students:

- do not undertake an unsupervised task that involves contact with children or students under the age of 18 years (applicable to child-related employers only)
- do not undertake a task that involves unsupervised contact with just one employee or client. Supervision can be provided by visual contact or the physical presence of another employee at all times.
- Host employers must report any allegations against an employee in the area of child protection to the Principal of the school. Child protection legislation requires that allegations about employee conduct be reported to the NSW Ombudsman. Allegations involving suspected abuse, harm or risk of significant harm to the student must also be reported to the Child Protection Helpline 13 2111 and, in some cases, to the NSW Police.

For more information on working with children, contact the NSW Office of the Children's Guardian on (02) 8219 3600 or email

kidsemployment@ocg.nsw.gov.au

Section 6 A checklist for employers

BEFORE - PLANNING AND PREPARING FOR WORKPLACE LEARNING

Decide when it is convenient for you to host students for work experience or HSC work placement

Decide the duration of the placement and how/when students should apply

Appoint an experienced staff member to coordinate your workplace learning programs for students

Consult with staff to draw up a list of activities that can be achieved and safely managed by students.

These activities should:

- offer insight into the industry and workplace
- be varied, safe, interesting and appropriately challenging
- not contravene the prohibited activities indicated in this guide or in the insurance documents
- include tasks and skills appropriate to the student's coursework requirements (e.g. VET course competencies)
- provide time for some career conversations.

Appoint supervisory staff for each student.

Supervisory staff should be capable and trustworthy with good communication and delegation skills. They should be briefed for the task and given sufficient time to instruct and monitor the student and provide feedback. We also advise you appoint a separate workplace adviser or mentor to provide the student with general support and advice.

Prepare your staff by ensuring they:

- understand the purpose of the workplace learning activity
- are aware of the responsibilities of working with young people, including child protection guidelines
- do not use the students in place of regular paid employees
- receive a timetable of proposed student activities and arrangements for their supervision and induction
- understand special needs including how to respond to medical conditions e.g. anaphylaxis
- comply with agreed arrangements.

DURING - PROVIDING A QUALITY WORKPLACE LEARNING EXPERIENCE

Ensure that the student completes a first day induction and orientation tour.

The student's induction should include:

- a welcome and introduction to supervisors and coworkers
- a brief overview of your business, products, mission and values
- an outline of the student's planned activities and supervision arrangements
- clear expectations of behaviour, attitude and dress
- clarification of working hours, breaks and other workplace routines
- a tour of facilities including the student's work area/ desk, toilets, change rooms, exits, food outlets etc
- consideration of any student health matters
- an explanation of safety, its importance, reasons and procedures
- how to report work health and safety issues and to whom

- an explanation that the student has the right to cease work if they believe it is unsafe
- first aid and evacuation plan and other emergency drills
- a brief outline of policies on bullying, harassment and discrimination
- procedures for lateness or absence
- codes and passwords (doors, photocopier, computer access etc.)
- rules regarding security, privacy, confidentiality and the use of computers, the internet, mobile phones, cameras, etc.
- take time to provide the student with helpful and encouraging feedback
- Students should be given the opportunity to ask questions about the workplace and told who they can go to for advice or help.
- Ensure that the student is sufficiently challenged and supervised in the workplace.
- Your supervisors will need to ensure that the student:
 - undertakes varied activities appropriate to their skill level and workplace learning requirements
 - does not undertake any prohibited activities as indicated in this guide or in the insurance documents
 - does not undertake any activity requiring a license, permit or certificate of competence unless they already have the relevant qualification and the activity has been approved by all parties before the placement
 - is provided with all necessary safety equipment required to complete a task
 - receives full instruction on how to complete activities including the risks, the purpose of safety equipment such as PPE, and how to use it appropriately
- is given appropriate feedback and encouragement
- has sufficient time to complete diaries, work placement journals or research projects assigned by their school.

AFTER - PROVIDING FEEDBACK

Before the placement ends, please:

- complete the student report or evaluation form supplied by the school
- ensure that any property or identification cards on loan have been returned
- take time to provide the student with helpful feedback and encouragement.

Section 7 Prohibited Activities

An appropriate risk assessment should be completed for all activities.

Students cannot undertake any of the following activities during workplace learning:

1. use of machinery or equipment which *may* be dangerous for new or young workers to operate is prohibited **unless** each of the following occurs:
 - the activity is first risk-assessed as suitable and safe for student operation by the host employer.
 - the student is given appropriate information, instruction and training and a checklist for the safe operation and handling of the equipment.
 - the equipment is in safe working order, complete with required safety devices or guards.
 - a suitably qualified or experienced person in the workplace who has good communication skills and the ability to give clear instructions, provides on-going close supervision.
2. the service of alcohol where the student is under 18 is prohibited. If the student is over 18 years, the activity must be essential to the placement and have been agreed to by the school or EVET provider and the student must have completed the Responsible Service of Alcohol (RSA) training course.
3. any work of a sexual or explicit nature is prohibited
4. travel by helicopter is prohibited
5. air travel on charter flights and aircraft other than those providing a regular public transport service (i.e., on a regular route with paying passengers) is prohibited
6. travel outside the 12 nautical mile limit at sea is prohibited
7. scuba and deep-sea diving are prohibited
8. the following 'high risk construction work' as defined in the *NSW WHS Regulation 2017* Chapter 6 is prohibited:
 - construction work in tunnels or confined spaces
 - construction work at a height greater than 2 metres
 - work involving the use of explosives
 - work in and around pressurised gas distribution mains
 - piping and energised electrical installations or services
 - work near traffic or mobile plant
 - demolition work other than simple stripping of walls etc.
 - any excavation work at a depth greater than one metre or near utilities is prohibited
 - any excavation work at a depth under one metre without direct supervision by a competent person, is prohibited
 - work on permanent or temporary structures used to enable excavation and construction work in marine environments is prohibited
 - working on a roof or in a cavity is prohibited

- working where asbestos is present is prohibited
 - any activities involving or adjacent to the repair, removal or demolition of any construction work containing asbestos or in the clean-up process following the activity are prohibited
 - attendance at a site while chimney stacks or buildings are being demolished is prohibited
9. scheduled work as set out in Chapter 4 of the *NSW WHS Regulation (2017)*, is prohibited, unless there are exceptional circumstances and the student, aged 18 or over, already has achieved the necessary certification
10. scheduled work as set out in the *NSW WHS Regulation (2017)* regarding the operation and use of load-shifting machines; the application of pesticides, except when used in horticulture, husbandry or the growing of fruit and vegetables; the use of fumigant is prohibited unless there are exceptional circumstances, the students are aged 18 or over and the students have already achieved the necessary certification.
11. any activity requiring a licence (e.g., a driver's licence), permit or certificate of competence is prohibited unless:
- the student already has the relevant current licence, permit or certificate, and
 - the activity is directly related to the learning outcomes of the placement, and
 - the activity is included in the AISNSW Student Placement Record prior to approval.

12. driving any old or unregistered vehicles commonly known as 'bush bashers' is prohibited.

Note: students are not expected to drive their own vehicle while undertaking activities on behalf of the employer.

Special consideration is needed with the following activities that have conditions.

Golf Carts, Quad Bikes, Tractors or other Farm Vehicles

Placements involving the student's operation of golf carts, quad bikes, tractors or other farm vehicles must be carefully considered, even where these activities are considered to be essential to achieving the outcomes of the placement.

For these placements to be approved, the vehicle and the activity must be adequately risk assessed as being safe for the student. Students must have successfully completed an accredited formal training course or related course competencies or have demonstrated substantial experience in the safe operation of these vehicles. Students riding quad bikes must be at least 16 years of age and wear an approved helmet with the strap in place. Required Personal Protective Equipment (PPE) other than helmets include:

- eye protection for example goggles
- hand protection for example gloves
- long sleeve shirt and full-length pants
- sturdy footwear for example boots.

Note: Helmets must comply with Australian Standard AS/NZS 1698.

The student still needs to be closely supervised. They must not be reckless or careless.

Students with **little or no experience** must not operate these vehicles unless:

- Prior to the placement, the principal or delegate gives approval to the placement activity and is satisfied that the employer can satisfactorily manage the activity for the student and can provide appropriate quality training and on-going supervision.
- The student has successfully completed a relevant formal training course, or the related course competencies, or have demonstrated substantial experience in the safe operation of such vehicles. The student must be closely supervised.

To ensure the school or EVET provider is satisfied that the activity is safe, a risk assessment must be documented and sighted by the school principal or nominee/EVET provider or nominee, prior to approval.

Placements in meat processing plants

Placements in meat processing plants are subject to mandatory requirements. The Australian Meat Industry Council can be contacted on telephone (02) 9086 2200 for the information package to support student workplace learning in meat processing plants.

Placements involving horses

A risk assessment must be undertaken, in consultation with the school, to ensure the activity is appropriate and safe and that the horse is fit for purpose and the age and experience of the rider.

Use the [Guide to managing risks when new and inexperienced persons interact with horses](#) including Appendices B and C. See also SafeWork NSW information about [horse-related injuries](#).

Placements in the construction industry

All workplace learning in the construction industry requires a pre-requisite that the student completes Work Health and Safety induction training for construction work and holds the General Construction Induction Card (White Card).

The Construction, Plumbing and Services Training Package and SafeWork NSW mandate delivery and assessment via face-to-face or via real time audio and visual media. The department and AISNSW recognise the validity of both forms of delivery and assessment. Schools are in the best position to understand the learning style of their students when determining the mode of delivery of the White Card, ensuring the safety of the student is paramount.

While some tools and equipment common in industry are not permitted for use by students in a school setting, the construction teacher will indicate the appropriate tools and equipment that the individual student could use on work placement. Further advice is available from the student's school or EVET provider and in some cases from the Work Placement Service Provider.

There should always be close supervision of a young worker when there is a risk of a fall, for example, where a student is on an elevated level, near an opening or in the vicinity of an edge. Elevated levels must be no higher than 2 metres, see the [Working Safely at](#)

[Heights](#) document for further information.

Minimising the risk of a fall may include physical restraints or barriers. Construction work of a minor nature must be carried out in full compliance with all applicable provisions of work health and safety legislation.

Section 8 Insurance Requirements

Independent schools arrange their own insurance cover as part of their Registration and Accreditation process. This insurance extends to cover the school, the teacher and the student's liability arising out of workplace learning and work experience programs.

The insurance also applies to:

- vocational education teacher training programs for example, teachers undertaking an industry placement as part of their VET teacher training program
- teachers supervising students participating in workplace learning or work experience programs.

The insurance is not available where workplace experiences are arranged independently of the school between students, parents or others and the workplace learning and work experience provider.

Host Employer indemnity and General Liability Insurance

Each school can have different insurance arrangements, so it is important that the host employer clarifies the level of cover with the school.

As a general rule, the school's insurance will indemnify the host employer for injury to or damage to property owned by students or teachers participating in approved workplace learning or work experience programs subject to the provisions listed below.

As a general rule, the school's insurance will normally indemnify the host employer for injury to or damage to property owned by third parties caused by students or teachers participating in approved workplace learning or work experience programs subject to the provisions listed below.

- any claim made or threatened against the host employer is notified immediately to the school.
- the school and the school's insurer have full conduct and control of the claim against the host employer
- the host employer cooperates fully with the school and the school's insurer or their legal representatives in the management of the claim
- the host employer has complied with relevant work health and safety legislation
- the injury or damage was not as a result of a lack of proper instruction or supervision by the host employer.

As a general rule, the school's insurance will provide indemnity to the school, students and teachers for legal liability arising out of damage to property owned by the host employer subject to the provisions listed below.

- any claims made for compensation are made immediately to the school
- the host employer cooperates fully with the school, the school's insurer or legal representatives in the investigation of the claim
- the damage was not as a result of a lack of proper instruction or supervision by the host employer

Student Injuries

In the case of a student suffering injury, please:

- seek expert medical assistance immediately.
- Inform the school, or if after school hours, the student's parents or guardians, or the person nominated

by the school to be informed in such circumstances.

- ask an attending doctor for a medical certificate.
- use the student's Medicare number - do not treat as a Workers Compensation matter.
- for students not entitled to Medicare, ask if their usual doctor should be contacted. These details should be on the host employer's copy of the Student Work Placement Record.
- complete a written accident report and send it to the school. The report should include a full statement from the student, the host employer's supervisor and witnesses.

All claims or incidents that have caused an injury or damage to property should be reported to the school.

Section 9

Important Contacts

Thank you for considering the opportunity to provide a student with a workplace learning opportunity. We hope you find this a rewarding experience, not just for the student but for you and your staff. You are well-supported throughout the entire process. If you have any queries, please get in touch with one of the contacts below:

- The school contact shown on the Student Work Placement Record
- AISNSW Vocational Education Manager csip@aisnsw.edu.au
AISNSW RTO Manager camorim@aisnsw.edu.au
telephone: 02 9299 2845
- SafeWork NSW Assistance Service, telephone: 13 10 50
- NSW Commission for Children and Young People, telephone: 02 9286 7276
- NSW Industrial Relations, telephone: 131 628
- For HSC VET Work Placements, contact your Work Placement Service Provider (WPSP) <https://www.education.nsw.gov.au/teaching-and-learning/curriculum/career-learning-and-vet/workplace-learning>