**Trainee Technicians: a way to build the skilled workforce of the future.**

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This presentation will be about traineeships, and how they can help shape the future of technical staff within universities.

As the baby boomers within our technical workforce reach retirement and leave with their knowledge, skills and experience, the need for succession planning has become an issue.

During the past 3 years, University of South Australia has employed 6 technical trainees. These trainees have now become/are becoming an important part of the workforce. The trainees are employed as part of the Career University of South Australia program.

We will firstly outline how the university program works, what a traineeship involves and how to go about obtaining the trainee.

We will then move to discuss the types of traineeship courses that are available and what TAFE does to help and support them throughout their training.

Lastly we will talk about the experience of a trainee, covering the traineeship period and transition to permanent staff member.