

# FINANCIAL INCENTIVES AND BENEFITS FOR EMPLOYERS

This list indicates the value of the incentives and benefits you may be eligible for as an employer of an apprentice or trainee. It is a guide only. Payment of incentives and benefits will be subject to employers and their apprentices or trainees satisfying the **eligibility criteria**. Details of each incentive and benefit should be discussed with your Industry Training Consultant.


Employer Incentives (paid to the employer)	Certificate II	Certificate III/IV	Diploma/Advanced Diploma	✓
<b>National Skills Needs List occupations (NSNL)</b>				
<b>"New Worker" and "Existing Worker"</b>				
Full-time, part-time Australian Apprentices and Australian School-based Apprentices				
Commencement Incentive	n/a	\$1,500	n/a	
Recommencement Incentive	n/a	\$750	n/a	
Completion Incentive	n/a	\$2,500	n/a	
<b>Non-NSNL in priority occupations (Aged Care, Childcare, Disability Care Worker and Enrolled Nursing)</b>				
<b>"New Worker"</b>				
<b>Full-time Australian</b> Apprentices and Australian School-based Apprentices				
Commencement Incentive	n/a	\$1,500	\$1,500	
Recommencement Incentive	n/a	\$750	\$750	
Completion Incentive	n/a	\$2,500	\$2,500	
<b>Part-time Australian</b> Apprentices:				
Commencement Incentive	n/a	n/a	\$1,500	
Recommencement Incentive	n/a	n/a	\$750	
Completion Incentive	n/a	\$1,500	\$2,500	
<b>"Existing Worker"</b>				
Completion Incentive:				
Full-time Australian Apprentices	n/a	\$3,000	\$3,000	
Part-time Australian Apprentices	n/a	\$1,500	\$3,000	
<b>Non-NSNL and Non-priority occupations</b>				
<b>"New Worker"</b>				
<b>Full-time Australian</b> Apprentices and Australian School-based Apprentices:				
Commencement Incentive	n/a	\$1,500	n/a	
Recommencement Incentive	n/a	\$750	n/a	
Completion Incentive:	n/a	\$2,500	n/a	
<b>Part-time Australian</b> Apprentices:				
Completion Incentive	n/a	\$1,500	n/a	
<b>"Existing Worker"</b>				
Full-time, part-time Australian Apprentices	n/a	n/a	n/a	

State and Australian Government financial incentives and benefits as at July 2019. Industry Associations may have additional schemes and funding available. Check with your industry organisation directly. Waiting periods are in place before an employer can apply for an Australian Government Commencement Incentive for an Australian Apprentice. The National Training Contract must be formally approved and probationary period completed. The Australian Apprentice must still be employed by the same employer and commenced training in accordance with the approved Training Plan. Benefits and services are subject to change at any time without notice. Please check our website [apprenticeshipsupport.com.au](http://apprenticeshipsupport.com.au) for full and current details. Existing Worker: For Federal Government incentives purposes the definition of an Existing Worker is a person who has an employment relationship with the employer for more than 3 months full-time, or 12 months permanent part-time/casual, or a combination equivalent to more than 3 months full-time. For access to State Funding, e.g. User Choice, Smart & Skilled, the State Training Authority may calculate the Existing Worker status differently. Please contact Apprenticeship Support Australia for further advice.

Employer Incentives (paid to the employer)	Certificate II	Certificate III/IV	Diploma/Advanced Diploma	✓
<b>Nominated Equity Groups - "New Worker" full-time or part-time</b> Identified as being School Based, Indigenous, Matured Aged, Rural and Regional, Disability, or <i>jobactive</i> Stream 3 or 4 clients. Commencement Incentive	\$1,250	n/a	n/a	
<b>Group Training Organisation Completion incentive</b>	\$1,000	n/a	n/a	
<b>Australian School-based Apprenticeships</b> Commencement and Retention Incentive (each)	\$750 - all levels			
<b>Rural &amp; Regional Skills Shortage incentive</b>	n/a	\$1,000	n/a	
<b>Declared Drought Area Incentive</b> Commencement Incentive and Completion Incentive (each)	\$1,500	n/a	n/a	
<b>Mature Aged Workers (aged 45 and over)</b> Commencement Incentive and Completion Incentive (each)	\$750 - all levels			
<b>Assistance for Australian Apprentices with a Disability</b> Disabled Apprentice Wage Support (part-time paid at a proportion of the full-time rate)	\$104.30 per week - all levels			
<b>Off-the-job Tutorial, Mentor and Interpreter Assistance for Disabled Australian Apprentice Support</b>	Paid to Registered Training Organisation \$38.50 per hour (up to \$5,500 per year) (part-time paid at a proportion of full-time rate)			
<b>Additional Identified Skill Shortage Payment (from 1 July 2019)</b> Targeted at top 10 occupations at CIII/IV qualification level experiencing national skill shortage	<ul style="list-style-type: none"> <li>\$2,000 - at 12 months</li> <li>\$2,000 - at completion</li> </ul>			
<b>Support for Adult Australian Apprentices – NSNL</b> (aged 21 and over for commencements on or after 01/07/2019 and aged 25 years prior to 01/07/2019) Paid to the employer – must be paying the apprentice an actual wage equal to or over the National Minimum Wage. Penalty Rates, Overtime, Allowances, Superannuation, Leave Loading excluded. NMW at 01/07/2018 is \$719.20 per week or \$18.93 per hour for P/T apprentices NMW at 01/07/2019 is \$740.20 per week or \$19.49 per hour for P/T apprentices	CIII/IV \$4000			

NSW/ACT	
<b>NSW Payroll tax rebates</b>	<b>Revenue NSW</b> – Payroll Tax Rebates are available in some cases for Apprentice/New Entrant Trainee wages. Visit: <a href="http://revenue.nsw.gov.au">revenue.nsw.gov.au</a>
<b>ACT Payroll tax exemption</b>	<b>ACT Revenue Office</b> – Payroll tax exemptions may exist for some employers Visit <a href="http://revenue.act.gov.au/payroll-tax">revenue.act.gov.au/payroll-tax</a>
<b>Workers Compensation Premium Reduction</b> (NSW Employers of Apprentices only) Workers Insurance <a href="http://icare.nsw.gov.au">icare NSW</a> 13 44 22	For details on the apprentice incentive scheme and how the premium reduction is calculated visit <a href="http://icare.nsw.gov.au/employers/manage-your-policy/premiums/ways-to-lower-your-premiums">icare.nsw.gov.au/employers/manage-your-policy/premiums/ways-to-lower-your-premiums</a>

Exiting Workers in NSW: Employed more than 3 months full-time, or 12 months permanent part-time/casual, or a combination equivalent to more than 3 months full-time. Permanent part-time/casual workers employed at 30 hrs/week or more deemed existing workers after 3 months employment.

  <b>WORKPLACE ASSESSMENT</b>	
	<b>financial incentives:</b>