

# 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 March 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 B or C 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>Support for Adult Australian Apprentices – NSNL (aged 25 and over)</b> Paid to the employer – must be paying the apprentice equal to or over the National Minimum Wage NMW at 01/07/2017 is \$694.90 per week or \$18.29 per hour for P/T apprentices NMW at 01/07/2018 is \$719.20 per week or \$18.93 per hour for P/T apprentices Penalty Rates and Overtime are excluded	CIII/IV \$4000			

Queensland	
<b>State funding and incentives</b>	<p>The Queensland Government has available a range of funding and incentives that may assist with the employment of apprentices and trainees, including:</p> <ul style="list-style-type: none"> <li>• Skilling Queenslanders for Work initiative where incentives that may be paid to an employer for their involvement in the program is between \$10,000 and \$20,000.</li> <li>• Back to Work – Youth Boost (employer support payment of up to \$20,000 per worker when hiring an eligible unemployed jobseeker aged 15-24)</li> <li>• Work Start (private sector employers including GTOs, not eligible for Back to Work payment - \$10,000)</li> <li>• First Start (local councils – wage subsidies for employing additional trainees)</li> </ul> <p>Additional funding opportunities include Year 12 Fee Free Training and Certificate III Guarantee Visit <a href="http://desbt.qld.gov.au/training/employers/funding">desbt.qld.gov.au/training/employers/funding</a></p>
<b>Payroll tax exemptions and rebates</b>	Payroll Tax exemptions may apply to wages paid to apprentices and new entrant trainees. Employers of exempt apprentices and trainees may also claim a payroll tax rebate to reduce periodic liability. Visit Queensland Treasury, Office of State Revenue at <a href="http://business.qld.gov.au/running-business/employing/payroll-tax/exemptions">business.qld.gov.au/running-business/employing/payroll-tax/exemptions</a> or call 1300 300 734.
<b>WorkCover premium savings</b>	WorkCover premium savings for employers hiring apprentices available through an "apprentice discount" applied at renewal of accident insurance policies from 1 July 2017. Call 1300 362 128 or visit <a href="http://Worksafe.qld.gov.au/premium/declaring-wages/who-do-i-cover/apprentices">Worksafe.qld.gov.au/premium/declaring-wages/who-do-i-cover/apprentices</a>

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