

YOUR FINANCIAL INCENTIVES AND BENEFITS

For NSW 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	✓
National Skills Needs List occupations (NSNL)				
“New Worker” and “Existing Worker”				
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	
Rural & Regional Skills Shortage Incentive				
	n/a	\$1,000	n/a	
Support for Adult Australian Apprentices – NSNL (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 (NMW). Penalty Rates, Overtime, Allowances, Superannuation, Leave Loading excluded. NMW at 01/07/2020 is \$753.80 per week or 19.84 per hour for P/T apprentices. NMW at 01/07/2021 for most awards is \$772.60 per week or \$20.33 per hour for P/T apprentices, with other increases to apply 1 September and 1 November respectively. The NMW 2020 is applicable until the 2021 rate commences. Refer to your Industry Association or Fairwork.gov.au for award advice.				
		CIII/IV \$4,000		
Additional Identified Skill Shortage Payment (from 1 July 2019) Targeted at top 10 occupations at CIII/IV qualification level experiencing national skill shortage				
			<ul style="list-style-type: none"> • \$2,000 - at 12 months • \$2,000 - at completion 	
Non-NSNL in priority occupations (Aged Care, Childcare, Disability Care Worker and Enrolled Nursing)				
“New Worker”				
Full-time Australian 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	
Part-time Australian Apprentices:				
Commencement Incentive	n/a	n/a	\$1,500	
Recommencement Incentive	n/a	n/a	\$750	
Completion Incentive	n/a	\$1,500	\$2,500	
“Existing Worker”				
Completion Incentive:				
Full-time Australian Apprentices	n/a	\$3,000	\$3,000	
Part-time Australian Apprentices	n/a	\$1,500	\$3,000	

State and Australian Government financial incentives and benefits as at October 2021. 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 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 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	✓
Nominated Equity Groups - "New Worker" full-time or part-time Identified as being School-based, Indigenous, Mature Aged, Rural and Regional, Disability, or Jobactive Stream 3 or 4 clients. Commencement Incentive	\$1,250	n/a	n/a	
Group Training Organisation Completion incentive	\$1,000	n/a	n/a	
Boosting Apprenticeship Commencements (BAC) Supporting employers and GTOs to take on new apprentices and trainees to build a pipeline of skilled workers to support sustained economic recovery	Reimbursement of 50% of the apprentice or trainee's gross wage (maximum \$7,000 per quarter for a maximum of 12 months) for wages paid to eligible apprentices/trainees commencing or recommencing a training arrangement from 5 October 2020 to 30 June 2022. Not applicable to employers in receipt of any other form of Australian Government Wage Subsidy for the apprentice/trainee (e.g. Supporting Apprentices and Trainees; JobKeeper; JobMaker).			
Completing Apprenticeship Commencements (CAC) A stepdown measure to support employers of apprentices and trainees who continue toward completion of their qualification, after reaching 12-months of support through the Boosting Apprenticeship Commencements wage subsidy.	CAC (Period 1) Immediately following BAC Support. Reimbursement of 10% of gross wages paid (maximum \$1,500 per quarter for a maximum of 12 months).			
	CAC (Period 2) Immediately following CAC Period 1 Support. Reimbursement of 5% of gross wages paid (maximum \$750 per quarter for a maximum of 12 months).			
Non-NSNL and Non-priority occupations "New Worker"				
Full-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	
Part-time Australian Apprentices:				
Completion Incentive	n/a	\$1,500	n/a	
"Existing Worker"				
Full-time, part-time Australian Apprentices	n/a	n/a	n/a	
Australian School-based Apprenticeships Commencement and Retention Incentive (each)	\$750 - all levels			
Declared Drought Area Incentive Commencement Incentive and Completion Incentive (each)	\$1,500	n/a	n/a	
Mature Aged Workers (aged 45 and over) Commencement Incentive and Completion Incentive (each)	\$750 - all levels			
Assistance for Australian Apprentices with a Disability Disabled Apprentice Wage Support	\$104.30 per week - all levels (part-time paid at a proportion of the full-time rate)			
Off-the-job Tutorial, Mentor and Interpreter Assistance for Disabled Australian Apprentice Support	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)			
NSW Payroll tax rebates	Revenue NSW – Payroll Tax Rebates are available in some cases for Apprentice/New Entrant Trainee wages. Visit: revenue.nsw.gov.au			
Workers Compensation Premium Reduction (Employers of Apprentices only) Workers Insurance icare NSW 13 44 22	For details on the apprentice incentive scheme and how the premium reduction is calculated visit icare.nsw.gov.au/employers/premiums/ways-to-lower-your-premiums			
Fee-free Apprenticeship and Traineeship Training	Apprentice and trainee (including School-based arrangements) student fees funded under the NSW Government's Smart and Skilled Program. Conditions apply. For more information visit: education.nsw.gov.au/skills-nsw/students-and-job-seekers/fee-free-training/fee-free-traineeships education.nsw.gov.au/skills-nsw/students-and-job-seekers/fee-free-training/fee-free-apprenticeships			

Existing 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.

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