

YOUR FINANCIAL INCENTIVES AND BENEFITS

For VIC 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 01/07/2019 is \$740.80 per week or \$19.49 per hour for P/T apprentices. NMW for Group 1 awards at 01/07/2020 is \$753.80 per week or \$19.84 per hour for P/T apprentices. NMW increase 2020 commences on different dates for three different award groups. Group 1: 1 July 2020; Group 2: 1 November 2020; Group 3: 1 February 2021. The NMW 2019 applicable until the 2020 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 2020. 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	
Supporting Apprentices and Trainees Wage Subsidy Retention: Supporting small businesses (less than 20 employees) and medium-sized businesses (less than 200 employees), and Group Training Organisations (Hosts), to retain apprentices and trainees. Re-engagement: Supporting employers of any size and GTOs or Hosts to re-engage apprentices and trainees where a small business is unable to retain them.	Eligible employers can apply for a wage subsidy of 50% of the apprentice's or trainee's gross wage for the 15-month period 1 January 2020 to 31 March 2021. The apprentice or trainee must be in a training arrangement (not suspended) with a small business as at 1 March 2020 or a small or medium business as at 1 July 2020. Exclusions: An employer or GTO in receipt of an equivalent wage subsidy for the same apprentice or trainee.			
Supporting Apprentice and Trainees through GTOs Further supporting Group Training Organisations (Host employers) to retain apprentices and trainees	\$1,500 per fortnight, over the 6-month period 1 April to 30 September 2020 when and from the Host employer is in receipt of the ATO JobKeeper Payment for their direct hire employees and the Australian Apprentice has been paid a gross wage of at least \$1,500 per fortnight			
Boosting Apprenticeship Commencements 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 wages paid from 5 October 2020 to 30 September 2021. Capped at 100,000 apprentices/trainees commencing or recommencing a training arrangement on or after 5 October 2020.			
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)			
Payroll Tax rebates	Payroll Tax Rebates are available in some cases for Apprentice/New Entrant Trainee wages. Visit: sro.vic.gov.au or call 13 21 61			
Workers Compensation Premium Reduction	For details on the apprentice incentive scheme and how the premium reduction is calculated visit worksafe.vic.gov.au			
State Funded Training	For more information visit: education.vic.gov.au			

Existing Workers in VIC: 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.

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