



FACT SHEET

Incentives and wage subsidies for employers of apprentices and trainees

The table below provides a summary of the financial support available for employers of apprentices and trainees as at 6 April 2022. For the most up to date information, please follow the website links provided.

State Government incentives and subsidies			
Incentive/Wage subsidy	Eligibility	Description	Claiming the incentive
<p>Jobs and Skills WA Employer Incentive</p> <p>Provides financial assistance to Western Australian businesses who employ an apprentice or new entrant trainee.</p> <p>jobsandskills.wa.gov.au/employeri ncentive</p>	<p>Employers who are eligible to access the Employer Incentive are:</p> <ul style="list-style-type: none"> employers of new entrant trainees; employers of apprentices below the current payroll tax threshold; group training organisations (GTOs); employers who are not currently receiving a CTF grant; Local Government and government trading enterprises (GTEs); and not for profit organisations. 	<p>Incentive payments may be made up of two parts:</p> <ul style="list-style-type: none"> a base payment that is calculated on the nominal term of the apprenticeship or traineeship; and additional loadings which provide higher payments for training that is identified as a State priority or training for priority groups, such as Aboriginal apprentices/trainees, apprentices/trainees with a disability, apprentices /trainees living in regional areas, or mature aged apprentices/trainees (aged 21—30). 	<p>Eligible employers can claim incentive payments at the:</p> <ul style="list-style-type: none"> commencement of an apprenticeship/traineeship mid-point of the nominal duration of an apprenticeship; and completion of the apprenticeship/traineeship <p>Claims for incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).</p>
<p>Apprenticeship and Traineeship Reengagement Incentive</p> <p>Provides financial assistance to Western Australian businesses who reengage an apprentice or trainee whose training contract was terminated or cancelled by a previous employer.</p> <p>jobsandskills.wa.gov.au/reengage mentincentive</p>	<p>For training contracts commenced on or after 1 July 2021 and on or before 30 June 2022</p> <p>Employers (including GTOs) are eligible to receive the Reengagement Incentive provided that they enter into a training contract:</p> <ul style="list-style-type: none"> with an apprentice or trainee whose training contract was terminated (including termination in probation) or cancelled, on or after 1 March 2020 and on or before 30 June 2022, and who is registered on the Department of Training and Workforce Development's (the Department) <i>Out Of Contract Register</i> (OOCR); the commencement date of employment of the apprentice or trainee is between 1 July 2021 and 30 June 2022; the business is not a State or Commonwealth Government agency; the business is a WA employer; the apprentice or trainee resides in Western Australia. The Indian Ocean Territories are included for the purpose of the Reengagement Incentive; and the apprentice or trainee has passed the relevant probation period or completed the training contract, with the new employer. 	<p>Eligible employers will receive a one-off payment of:</p> <ul style="list-style-type: none"> \$6,000 for apprentices; and \$3,000 for trainees. 	<p>Employers who have reengaged an apprentice or trainee who was terminated by a previous employer; will be eligible for the Reengagement Incentive payment when the apprentice or trainee has passed through the probation period.</p> <p>Claims for Incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).</p>

	<p>For training contracts commenced on or after 1 July 2020 and on or before 30 June 2021 Employers (including GTOs) are eligible to receive the Reengagement Incentive provided that:</p> <ul style="list-style-type: none"> the business is not a State or Commonwealth Government agency; and the business is a WA employer; the employer (including WA businesses operating in other jurisdictions) has an active training contract for the apprentice or trainee registered with the Department of Training and Workforce Development Apprenticeship Office; and the commencement date of employment of the apprentice or trainee is between 1 July 2020 and 30 June 2021; the apprentice or trainee resides in Western Australia. The Indian Ocean Territories are included for the purpose of the Reengagement Incentive; and the apprentice or trainee has passed the relevant probation period or completed the training contract, with the new employer. <p>Local Government, government trading enterprises and not for profit organisations are also eligible to access the Reengagement Incentive.</p>		
<p>Jobs and Skills WA Defence Industry Incentive</p> <p>Provides financial assistance to Western Australian businesses undertaking work in the defence industry in Western Australia who employ an apprentice on or after 1 October 2020 and on or before 30 September 2022.</p> <p>jobsandskills.wa.gov.au/defence</p>	<p>Employers who are eligible to access the Defence Industry Incentive are employers who:</p> <ul style="list-style-type: none"> have an active training contract registered with the Department of Training and Workforce Development Apprenticeship Office on or after 1 October 2020 and on or before 30 September 2022; and employ an apprentice who lives and works in Western Australia; and have been designated by Defence West as one of WA's approved defence employers; and employ apprentices enrolled into one of the following four approved qualifications: <ul style="list-style-type: none"> Certificate III in Engineering – Fabrication Trade (MEM30305); Certificate III in Engineering – Mechanical Trade (MEM30205); Certificate III in Electrotechnology Electrician (UEE30811); or Certificate III in Engineering – Industrial Electrician (MEM31219). 	<p>Eligible employers will receive the following payments at milestone payment points:</p> <ul style="list-style-type: none"> commencement milestone payment of \$10,000 – payable when the probation period has expired; second year milestone payment of \$6,000 — payable one year after the commencement of the training contract; and third year milestone payment of \$4,000 – payable two years after the commencement of the training contract. 	<p>Employers must demonstrate eligibility for an entitlement at each milestone payment point.</p> <p>Claims for Incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).</p>

<p>Jobs and Skills WA Adult Apprentice Employer Incentive</p> <p>Provides financial assistance to Western Australian businesses who enter into a training contract with an apprentice who is 21 years of age or older, and who commences this training contract on or after 1 July 2021.</p> <p>jobsandskills.wa.gov.au/aaei</p>	<p>Employers who are eligible to access the <i>Adult Apprentice Incentive</i> are:</p> <ul style="list-style-type: none"> • employers of apprentices who are 21 years of age or older; • employers within a large corporate entity who pay apprentice wages (paying entity) on behalf of employing entities within the same corporate structure; • group training organisations (GTOs); • Local Government and Government Trading Enterprises (GTEs); and • not for profit organisations. <p>The AAEl cap of 100 places for the 2021—22 financial year has now been allocated, and eligible employers have been contacted.</p> <p>In response to the successful take up of the AAEl, the 100 capped places allocated to the 2022—23 financial year have been brought forward, and that cap has also been fully subscribed. Eligible employers will receive an automated notification if they have been allocated one of the additional 100 places for the 2021—22 financial year.</p> <p>Please note that should eligible training contracts be terminated prior to their completion, the allocated place will be reassigned to the next eligible training contract as assigned in the Western Australian Apprenticeship Management System (WAAMS).</p>	<p>Eligible employers will receive incentive payments of \$6,700 per annum, paid at the following three milestone payment points:</p> <ul style="list-style-type: none"> • commencement milestone payment – payable six months after the commencement of the training contract; • mid-point milestone payment – payable at the mid-point of the nominal term of the training contract; and • completion milestone payment — paid at the successful completion of the training contract. 	<p>Employers must demonstrate eligibility for an entitlement at each milestone payment point.</p> <p>Claims for Incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).</p>
<p>Group Training Organisation Wage Subsidy (GWS)</p> <p>The GWS assists small to medium enterprises (SMEs) who are engaged in tendering for government projects across Western Australia, by providing access to 300 apprentices and trainees employed through Group Training Organisations (GTOs).</p> <p>jobsandskills.wa.gov.au/gws</p>	<p>Places in the GWS program are allocated according to an annual Expression of Interest (EOI) process.</p> <p>To be eligible for the GWS, a GTO must:</p> <ul style="list-style-type: none"> • have been allocated a place(s) in the program through the EOI process; • enter into a training contract for a nominated qualification that is in scope of the Priority Start program, that is registered by DTWD's Apprenticeship Office, and which commences: <ul style="list-style-type: none"> ○ on or after 1 January 2022 and on or before 31 December 2022 (2022 allocation); or ○ on or after 1 January 2023 and on or before 31 December 2023 (2023 allocation). <p>The GWS does not apply to:</p> <ul style="list-style-type: none"> • training contracts that are in receipt of subsidies under the Construction Training Fund (CTF) mature age wage gap pilot; and • school based apprenticeships or traineeships. 	<p>The GWS covers approximately 100% of the average estimated base wage paid to apprentices and trainees in the building and construction sector, for the period of time the apprentice or trainee remains actively employed in a training contract registered with DTWD.</p> <p>The GWS does not cover superannuation, leave and other allowances, overtime or over-award payments.</p>	<p>Eligible GTOs will receive automatic wage subsidy payments monthly in arrears, via WAAMS.</p> <p>Eligible GTOs will also receive a \$1,000 supervision and co-ordination payment per apprentice/trainee, paid at the registration of the training contract, and each year thereafter on the anniversary of the registration, for the duration of the training contract.</p>

<p>Construction Training Fund (CTF)</p> <p>The CTF supports employers to reduce the cost of employing an apprentice or trainee in a range of building and construction occupations in Western Australia, through the provision of grant payments.</p> <p>ctf.wa.gov.au</p>	<p>Employers are eligible to receive a CTF grant provided that they employ apprentices:</p> <ul style="list-style-type: none"> in a Certificate II or III qualification from one of the following training packages: <ul style="list-style-type: none"> CPC Construction, Plumbing and Services RII Resources and Infrastructure Industry UEE Electrotechnology MEM Manufacturing and Engineering MSM/LMF Manufacturing UEG Gas Industry; who have an active training contract registered with the Department's Apprenticeship Office; who reside in WA; and who work primarily on-site in the construction industry. <p>A complete listing of apprenticeship and traineeship qualifications that are eligible for a CTF grant can be viewed on the CTF website.</p>	<p>CTF grants may be made up of two parts:</p> <ul style="list-style-type: none"> a base grant that is dependent on the apprenticeship/traineeship qualification; and bonus payments for regional apprentices/trainees, pre-apprenticeships, female apprentices/trainees, Indigenous people, and apprentices over the age of 21. 	<p>CTF grants are paid in instalments.</p> <ul style="list-style-type: none"> first instalment – successful completion of probation and six months of continuous, full-time employment with a single employer OR nine months after commencement for part time apprentices/trainees; second instalment – half way point of the apprenticeship/traineeship; and final instalment – successful completion of the apprenticeship/traineeship. <p>All claims for grants by employers must be made directly to CTF via the ctf.wa.gov.au website.</p>
<p>Western Australian Group Training Program (WAGTP)</p> <p>Incentives for group training organisations (GTOs) to employ and support apprentices and trainees in various priority areas.</p>	<p>Available to organisations registered as a GTO in WA who employ apprentices or trainees from one or more of the following categories:</p> <ul style="list-style-type: none"> Aboriginal persons; persons with a disability; women in non-traditional trades; school-based apprentices and trainees; or apprentices and trainees residing in regional and /or remote parts of the State. 	<p>Incentive payments are paid quarterly for commencement, midpoint (apprentices only) and completion milestones.</p> <p>Payment information is extracted from the Western Australian Apprentice Management System (WAAMS).</p>	<p>GTOs must enter into a WAGTP contract with the Department who will calculate, report and arrange payment of the incentive.</p>
<p>Travel and Accommodation Allowance (TAA)</p> <p>Financial assistance to apprentices who are required to travel long-distance to attend off the job training.</p> <p>The TAA is a financial contribution to assist with apprentices travel and accommodation expenses.</p>	<p>An apprentice is eligible for either:</p> <ul style="list-style-type: none"> the travel allowance — if the round trip is between 71 and 1099 kilometres; or the travel and accommodation allowance — if the travel is 150 kilometres or more. <p>The apprentice must:</p> <ul style="list-style-type: none"> be a resident in WA; have an active training contract; be attending the nearest registered training provider; and be engaged in off the job training which is funded by the Department. 	<p>Travel subsidies are paid as follows.</p> <ul style="list-style-type: none"> 20 cents per kilometre for travel in a private vehicle; or the full cost of return fare on public transport in a bus or train if the travel is between 71 and 1099 kilometres; or a return economy airfare if the travel is 1100 or more kilometres round trip. <p>Accommodation assistance is provided at \$70 per night below the 26th parallel and \$110 per night above the 26th parallel.</p>	<p>An apprentice or employer must make a claim within 60 days of the last day of training using the prescribed form which can be located at dtwd.wa.gov.au/about-us/#legislative-framework-policies-and-guidelines.</p>

Commonwealth Government incentives and subsidies

Incentive/Wage subsidy	Eligibility	Description	Claiming the incentive
<p>Boosting Apprenticeship Commencements (BAC)</p> <p>Provides support to businesses and group training organisations to take on new apprentices and trainees, to build a pipeline of skilled workers to support sustained economic recovery.</p> <p>dese.gov.au/boosting-apprenticeship-commencements</p>	<p>Employers including group training organisations, may be eligible if:</p> <ul style="list-style-type: none"> they commence or recommence an apprentice or trainee on or after 5 October 2020 and 30 June 2022; and the apprentice or trainee is undertaking a Certificate II or higher qualification; and the apprentice or trainee has an active training contract registered with the Department of Training and Workforce Development's Apprenticeship Office. <p>The subsidy is available to employers of any size, industry or geographic location.</p> <p>An employer will be eligible for the BAC for up to 30 existing worker commencements when:</p> <ul style="list-style-type: none"> an existing worker transfers from a casual employment arrangement to either a part time or full time apprenticeship or traineeship; or an existing worker transfers from a part-time employment arrangement to a full time apprenticeship or traineeship. <p>There will be no changes for commencements of existing workers in trade-based apprenticeships.</p> <p>The Australian Apprenticeship Support Network will deliver additional Gateway Service places and enhanced in-training support for women interested in, or starting, an apprenticeship in a non-traditional trade occupation:</p> <ul style="list-style-type: none"> an additional 5,000 Gateway Services places have been made available to women interested in undertaking an apprenticeship in a non-traditional trade occupation; and in-training support services are guaranteed for women starting in non-traditional trade occupations. <p>The subsidy is not available for any employer receiving any other form of Australian Government wage subsidy for the apprentice or trainee.</p>	<p>Eligible employers and group training organisations will receive a wage subsidy of up to 50 per cent of the apprentice or trainee's gross wage paid.</p> <p>The wage subsidy is available for a maximum of \$7,000 per quarter, per eligible apprentice or trainee, for wages paid in the 12-month period from the date of commencement or recommencement.</p> <p>Payments will be made quarterly in arrears, with first claims for the subsidy available from 1 January 2021.</p> <p>Final claims for payment must be lodged by 30 June 2023.</p>	<p>An employer must lodge all claims for the BAC with their Australian Apprenticeship Support Network (AASN) provider by 1 July 2023.</p> <p>For further information on how to apply for the subsidy, including information on eligibility and claiming the BAC, contact an Australian Apprenticeship Support Network (AASN) provider:</p> <p>Perth metropolitan area The Apprenticeship Community P: 13 28 79</p> <p>MEGT (Australia) P: 136 348</p> <p>Apprenticeship Support Australia P: 1300 363 831</p> <p>Regional Western Australia Apprenticeship Support Australia P: 1300 363 831</p> <p>The Apprenticeship Community P: 13 28 79</p>
<p>Completing Apprenticeship Commencements (CAC)</p> <p>Provides support to businesses and group training organisations for the second and third years of an apprenticeship.</p> <p>dese.gov.au/boosting-apprenticeship-commencements</p>	<p>To be eligible for the CAC wage subsidy, the employer must have been eligible for and received the BAC for the same apprentice or trainee.</p> <p>Employers including Group Training Organisations, may be eligible if:</p> <ul style="list-style-type: none"> they engaged an apprentice or trainee between 5 October 2020 and 30 June 2022; the apprentice or trainee is undertaking their second or third year of a Certificate II or higher qualification; and the apprentice or trainee has an active training contract registered with the Department of Training and Workforce Development's Apprenticeship Office. <p>The CAC is available to employers of any size, industry or geographic location.</p>	<p>Eligible employers will receive a:</p> <ul style="list-style-type: none"> 10% wage subsidy in the second year of an eligible apprenticeship, up to a maximum of \$1,500 per quarter per apprentice; and 5 % wage subsidy in the third year of their apprenticeship, to a maximum of \$750 per quarter per apprentice. <p>Payments will be made quarterly in arrears to the employer's nominated bank account.</p> <p>Final claims for payment must be lodged by 30 June 2025.</p>	<p>An employer must lodge all claims for the CAC with their Australian Apprenticeship Support Network (AASN) provider by 1 July 2025.</p> <p>For further information on how to apply for the subsidy, including information on eligibility and claiming the CAC, contact an Australian Apprenticeship Support Network (AASN) provider:</p> <p>Perth metropolitan area The Apprenticeship Community P: 13 28 79</p>

	<p>The subsidy is not available for any employer receiving any other form of Australian Government wage subsidy for the apprentice or trainee.</p>		<p>MEGT (Australia) P: 136 348</p> <p>Apprenticeship Support Australia P: 1300 363 831</p> <p>Regional Western Australia Apprenticeship Support Australia P: 1300 363 831</p> <p>The Apprenticeship Community P: 13 28 79</p>
<p>Additional Identified Skills Shortage (AISS) Payment</p> <p>This payment is available to eligible apprentices commencing 1 July 2019 and their employers, in ten occupations experiencing national skills shortages.</p> <p>australianapprenticeships.gov.au/aus-employer-incentives</p>	<p>For an apprentice and their employer to be eligible for the AISS payment the apprentice must be new to the employer, commencing a Certificate III or IV level qualification on or after 1 July 2019 leading to one of the following ten targeted occupations:</p> <ul style="list-style-type: none"> • carpenters and joiners; • plumbers; • hairdressers; • air conditioning and refrigeration mechanics; • bricklayers and stonemasons; • plasterers; • bakers and pastry cooks; • vehicle painters; • wall and floor tiles; and • arborists. <p>Existing workers and their employers are not eligible for the AISS payment.</p> <p>Employers will only be eligible to claim the AISS payment for apprentices that qualify as being additional – that is, over and above the employer's usual apprentice intake. However, this does not apply to an apprentice who is new to their employer and undertaking a Certificate III or IV qualification leading to one of the listed occupations.</p>	<p>Eligible apprentices will receive \$1,000 at the 12-month point from commencement of their apprenticeship, and an additional \$1,000 at completion of the apprenticeship.</p> <p>Eligible employers of apprentices will receive \$2,000 at the 12-month point from the commencement of the apprenticeship and an additional \$2,000 at completion of the apprenticeship.</p> <p>These payments will be administered under the <i>Australian Apprenticeships Incentives Program</i>, and are additional to any payments the apprentice or employer may be eligible for under existing Australian Government programs including:</p> <ul style="list-style-type: none"> • trade support loans; and • the <i>Australian Apprenticeships Incentives Program</i>. 	<p>Australian Apprenticeship Support Network (AASN) providers are contracted by the Australian Government to administer the AISS payments as part of the <i>Australian Apprenticeships Incentives Program</i>.</p> <p>Your AASN provider will be able to determine eligibility for the AISS initiative and assist with making a claim.</p> <p>Perth metropolitan area The Apprenticeship Community P: 13 28 79</p> <p>MEGT (Australia) P: 136 348</p> <p>Apprenticeship Support Australia P: 1300 363 831</p> <p>Regional Western Australia Apprenticeship Support Australia P: 1300 363 831</p> <p>The Apprenticeship Community P: 13 28 79</p>

<p>Support for Adult Australian Apprentices (SAAA) Incentive</p> <p>This incentive aims to encourage upskilling of adult workers through Australian apprenticeships.</p> <p>australianapprenticeships.gov.au/aus-employer-incentives</p>	<p>An employer may be eligible to attract the SAAA payment where the apprentice is:</p> <ul style="list-style-type: none"> undertaking a full time or part time Certificate III or IV qualification that leads to an occupation listed on the National Skills Needs List at the date of commencement or recommencement; and in receipt of an 'actual wage' paid by the employer at the date of commencement or recommencement which is equal to or greater than the national minimum wage (as defined and set by the Fair Work Commissioner). <p>To qualify as an 'adult', the Australian apprentice must be:</p> <ul style="list-style-type: none"> aged 21 years or older, if the apprentice commenced on or after 1 July 2019; or aged 25 years or older, if the apprentice commenced prior to 1 July 2019. 	<p>Eligible employers will receive an incentive payment of \$4,000 once their apprentice has successfully completed 12 months of training.</p>	<p>Australian Apprenticeship Support Network (AASN) providers are contracted by the Australian Government to administer the SAAA initiative payments as part of the <i>Australian Apprenticeships Incentives Program</i>.</p> <p>Your AASN provider will be able to determine eligibility for the SAAA initiative and assist with making a claim.</p> <p>Perth metropolitan area The Apprenticeship Community P: 13 28 79</p> <p>MEGT (Australia) P: 136 348</p> <p>Apprenticeship Support Australia P: 1300 363 831</p> <p>Regional Western Australia Apprenticeship Support Australia P: 1300 363 831</p> <p>The Apprenticeship Community P: 13 28 79</p>
<p>Disabled Australian Apprentice Wage Support (DAAWS)</p> <p>An incentive payable to an employer who employs an Australian apprentice who satisfies the disability eligibility criteria.</p> <p>australianapprenticeships.gov.au/aus-employer-incentives</p>	<p>DAAWS is an incentive payable to an employer who employs an Australian apprentice who satisfies the disability eligibility criteria.</p> <p>DAAWS is also available to employers who employ Australian apprentices who become disabled during their apprenticeship.</p>	<p>Contact your AASN for payment details.</p> <p>Perth Metropolitan Area The Apprenticeship Community P: 13 28 79</p> <p>MEGT (Australia) Ph: 136 348</p> <p>Apprenticeship Support Australia Ph: 1300 363 831</p> <p>Regional Western Australia Apprenticeship Support Australia Ph: 1300 363 831</p> <p>The Apprenticeship Community Ph: 13 28 79</p>	<p>Australian Apprenticeship Support Network (AASN) providers are contracted by the Australian Government to administer the DAAWS initiative payments as part of the <i>Australian Apprenticeships Incentives Program</i>.</p> <p>Your AASN provider will be able to determine eligibility for the DAAWS initiative and assist with making a claim.</p>

The Commonwealth incentives included here are part of the *Australian Apprenticeships Incentives Program* available to eligible employers and/or apprentices/trainees. [A summary of the Australian Apprenticeships Incentives Program can be found here.](#)