



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 3 November 2020. 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/employerncentive</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 on or after 1 March 2020 and on or before 30 June 2021.</p> <p>jobsandskills.wa.gov.au/reengagementmentincentive</p>	<p>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>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>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 2021.</p>	<p>Employers who are eligible to access the employer 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 2021; 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>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 DTWD'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>

State Government incentives and subsidies

Incentive/Wage subsidy	Eligibility	Description	Claiming the incentive
<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 199 kilometres; or the travel and accommodation allowance — if the travel is 200 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 public transport in a bus or train if the travel is between 70 and 1200 kilometres round trip; or A return economy airfare if the travel is 1200 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>australianapprenticeships.gov.au/au-employer-incentives</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 September 2021; 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 Apprenticeship Office. <p>The subsidy is available to employers of any size, industry or geographic location.</p> <p>The subsidy is capped at 100,000 places. Employers can receive the BAC for any number of eligible apprentices or trainees, provided that they meet the eligibility criteria and have been allocated a place under the 100,000 cap.</p> <p>In addition, employers and GTOs will be eligible for the BAC for up to 30 existing workers where an existing worker:</p> <ul style="list-style-type: none"> transfers from a casual employment arrangement to part-time or full-time apprenticeship or traineeship; or transfers from a part time employment arrangement to a full-time apprenticeship or traineeship. <p>No limit will apply where the existing worker is undertaking a trades-based apprenticeship.</p> <p>The subsidy is not available for:</p> <ul style="list-style-type: none"> any employer receiving any other form of Australian Government wage subsidy equivalent assistance for the apprentice or trainee; or the apprentice or trainee is undertaking a qualification that supersedes a qualification previously undertaken by the same apprentice or trainee. 	<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.</p> <p>The subsidy is available for wages paid from 5 October 2020 to 30 September 2021.</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 31 December 2021.</p> <p>Existing worker limits apply for apprenticeships or traineeships with a commencement date on or after 28 October 2020.</p>	<p>For further information on how to apply for the subsidy, including information on eligibility, 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>Supporting Apprentices and Trainees Wage Subsidy</p> <p>Provides a wage subsidy to small and medium sized businesses (including those using a GTO) to support the retention of their existing apprentices and trainees; and to employers of any size (including a GTO) if they reengage an apprentice or trainee that has been displaced by an eligible small or medium sized business.</p> <p>australianapprenticeships.gov.au/aus-employer-incentives</p>	<p>Small businesses may be eligible if:</p> <ul style="list-style-type: none"> • they employ fewer than 20 employees; or • they employ fewer than 20 employees, and are using a group training organisation; and • the apprentice or trainee was undertaking an apprenticeship or traineeship with the business on or after 1 July 2020 (Claims prior to 1 July 2020, will continue to be based on the original 1 March 2020 eligibility date for this subsidy). <p>Medium sized businesses may be eligible if:</p> <ul style="list-style-type: none"> • they employ fewer than 200 people; or • they employ fewer than 200 people and are using a group training organisation; and • the apprentice or trainee was undertaking an apprenticeship or traineeship with the business on or after 1 July 2020. <p>Any employer (including all small, medium or large businesses and group training organisations) who reengages an apprentice or trainee who has been displaced from an eligible small or medium business may also be eligible for the subsidy.</p>	<p>Eligible employers will receive a wage subsidy of up to 50 per cent of the apprentice/trainee's wage, up to a maximum of \$7,000 per quarter, reimbursed in arrears.</p> <p>The wage subsidy will be available from 1 July 2020 to 31 March 2021.</p>	<p>Employers will be able to access the subsidy after an eligibility assessment is undertaken by an Australian Apprenticeships Support Network (AASN) provider and following submission of a claim form and other supporting documentation by the employer.</p> <p>Final claims for payment must be lodged by 30 June 2021.</p>
<p>Additional Identified Skills Shortage (AISS) Payment</p> <p>Payment available to eligible apprentices and their employers, in 10 occupations experiencing 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 leading to one of the following 10 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. 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.</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 Australian Apprenticeships Incentives Program, 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 Australian Apprenticeships Incentives Program. 	<p>Australian Apprenticeship Support Network (AASN) providers are contracted by the Australian Government to administer the AISS payments as part of the Australian Apprenticeships Incentives Program.</p> <p>Your AASN provider will be able to determine eligibility for the AISS initiative and assist with making a claim.</p>

<p>Support for Adult Australian Apprentices (SAAA) Incentive</p> <p>Payment 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 Australian Apprenticeships Incentives Programme.</p> <p>Your AASN provider will be able to determine eligibility for the SAAA initiative and assist with making a claim.</p>
<p>Disabled Australian Apprentice Wage Support (DAAWS)</p> <p>Payment for employers, and assistance for tutorial, interpreter and mentor services for apprentices.</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 Australian Apprenticeships Incentives Programme.</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.](#)