



FACT SHEET

Eligibility for the Group Training Organisation Wage Subsidy

The *Group Training Organisation Wage Subsidy* (GWS) has been introduced in response to a WA State Government election commitment, to assist small to medium enterprises (SMEs) who are engaged in tendering for government projects across Western Australia.

SMEs will be able to engage with a GTO to become a host employer for apprentices and trainees, and build the workforce they need to work on government projects in the building and construction industry, giving them all the benefits of having an apprentice or trainee without being the actual employer.

The GWS commences on 1 January 2022, and will assist SMEs by providing access to 300 apprentices and trainees employed through group training organisations (GTOs), with an allocation of 150 places in the 2022 calendar year and a further 150 places in 2023.

The GWS will cover approximately the average award 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 the Department of Training and Workforce Development (the Department).

The GWS does not cover superannuation, leave and other allowances, overtime or over-award payments.

Eligibility

GTO selection criteria

To be eligible for the GWS program, a GTO must have been allocated a place(s) in the program through an expression of interest (EOI) process.

GTOs who apply for a place(s) in the GWS program must be:

- 1 registered as a GTO with the ;
- 2 compliant with the *National Standards for Group Training Organisations*, and in good standing with the Department; that is, not on a management plan and have no ongoing procurement or performance issues;
- 3 offering apprenticeships and traineeships in Priority Start trade qualifications;
- 4 achieving a training contract completion rate consistent with the industry average for *Priority Start* qualifications; and
- 5 working with a registered training organisation (RTO) funded by the Department.

Expression of interest process

Eligible GTOs will be invited to apply for places under the GWS program via an expression of interest (EOI) process that is guided by the following principles.

- 1 GWS places will be allocated to GTOs who engage apprentices or trainees working on government projects in both metropolitan and regional locations across the State.
- 2 GTOs must nominate the metropolitan and/or regional location(s) where they are proposing to employ the apprentice or trainee.
- 3 Reasonable geographic spread of apprentices and trainees guided by the Government's Pipeline of Work.
- 4 Equitable access will be provided to GTOs who are employing local apprentices and trainees to work on regional projects, in order to support local regional employment outcomes.
- 5 A broad mix of occupations will be supported, and informed by the previous two years of commencements in *Priority Start* trade areas. This will provide a benchmark for the overall proportion of places allocated (noting 2.2 [iii] in the GWS terms and conditions).

General eligibility criteria

Once a GTO has been allocated a place in the GWS program, training contracts must meet general eligibility criteria. Specifically, GTOs must:

- employ new entrant apprentices and/or new entrant trainees;
- employ apprentices and trainees who live and work in Western Australia (including the Indian Ocean Territories); and
- have an active training contract(s) registered with the Department of Training and Workforce Development Apprenticeship Office, which commences:
 - 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).

Program exclusions

The GWS does not apply to:

- 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.

Further information

T: 13 19 54

E: employerincentive@dtwd.wa.gov.au