

Apprenticeships Incentives for Existing Workers as Australian Apprentices

Australian Apprenticeships Centres – Your First Point of Contact

Australian Apprenticeship Centres are contracted by the Australian Government to:

- provide assistance to employers, Australian Apprentices and training providers throughout the duration of Australian Apprenticeships (training options and arrangements, Australian Apprenticeships pathways, sign ups, incentives available);
- collaborate with the state/territory training authorities, Australian Government Job Network members, training providers and other organisations to provide a quality service;
- market and promote Australian Apprenticeships in the local area.

When employing Australian Apprentices or engaging existing workers in Australian Apprenticeships, contact an Australian Apprenticeships Centre for assistance.

Who are the existing employees who may attract Australian Apprenticeships Incentives?

An existing worker is an employee who has a 3 month or more full time equivalent employment relationship with their employer. The working relationship can be built up through full time, part time, casual employment, or engagement as a seasonal or contract worker. Four months non full time employment is equal to one month full time employment and includes periods of approved leave.

There are some previous employment relationships which are not included in the existing worker definition. These include new employees undertaking Australian Apprenticeships, Australian School-based Apprenticeships; employee relationships whilst at school such as casual and part time jobs and Community Development Employment Programme participation.

An employer of an existing worker may attract incentives for Certificate level III, IV or selected higher qualifications, if

- the employee is articulating from a Certificate level II Australian Apprenticeship (within 12 months) to a Certificate level III or Certificate level IV Australian Apprenticeship; or
- the qualification and the postcode of the employers workplace attract the special Rural and Regional Skills Shortage Commencement Incentive; or
- the Training Contract, as declared by the relevant State/Territory Training Authority specifies that the expected duration is 2 years or more. Part time employment is pro-rated.

The eligibility of the existing workers to attract incentives also depends on whether they meet the eligibility requirements of the programme and prior qualifications they hold.

For detailed explanations on existing worker eligibility to attract incentives, and personal assistance and advice on recognition of prior learning, contact an Australian Apprenticeships Centre.

Incentives for employing existing workers as Australian Apprentices

Employers may attract the standard commencement incentive of \$1500 (gst exclusive) for existing workers undertaking Certificate level III or higher qualifications. In addition, employers maybe eligible to receive either 100%, 75%, 50% or 25% of the \$2500 (gst exclusive) standard completion incentive for Australian Apprentices who successfully complete Certificate level III, IV or selected higher qualifications.

To be eligible to attract the standard commencement and completion incentives the expected training period in the Training Contract must be two years or more, or the qualification must be listed as a rural and regional skills incentive qualification and be undertaken in an identified regional workplace.

Employers of existing workers undertaking an Australian Apprenticeship may also attract further assistance including those for innovation and additional assistance for Australian Apprentices with a disability.

Detailed information about incentives for existing workers as Australian Apprentices can be obtained by contacting your Australian Apprenticeships Centre.