



FACT SHEET

Incentives and wage subsidies for employers of apprentices and trainees

The following table provides a summary of the financial support available for employers of apprentices and trainees as at 18 September 2023. 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>www.jobsandskills.wa.gov.au/employer_incentive</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 of up to \$8,500 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>Defence Industry Existing Worker Incentive (DIEWI)</p> <p>Provides financial assistance to Western Australian businesses undertaking work in the defence industry in Western Australia, who employ an existing worker trainee on or after 1 July 2022 and on or before 30 June 2026.</p> <p>The DIEWI program is capped at 120 places; that is, 40 places for each approved qualification.</p> <p>www.jobsandskills.wa.gov.au/diewi</p>	<p>Employers who are eligible to access the DIEWI program 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 July 2022 and on or before 30 June 2026; and • employ an existing worker trainee who lives and works in Western Australia; and • have been designated by Defence West as one of WA's approved defence employers; and • employ existing worker trainees enrolled into one of the following approved qualifications: <ul style="list-style-type: none"> ○ Certificate IV in Cyber Security (Cyber Security Traineeship) (22334VIC) ○ Diploma of Advanced Technologies (Applied Technologies Technician Traineeship) (22460VIC); or ○ Diploma of Engineering – Technical (Engineering Draftsperson Traineeship only) (MEM50212). 	<p>Eligible employers will receive up to \$6,375 in incentive payments at the following milestone payment points:</p> <ul style="list-style-type: none"> • commencement milestone – payable six months after the commencement of the training contract; and • completion milestone – payable 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>

State Government incentives and subsidies

Incentive/Wage subsidy	Eligibility	Description	Claiming the incentive
<p>Group Training Organisation (GTO) Wage Subsidy</p> <p>The GTO Wage Subsidy assists small to medium enterprises (SMEs) working in the building and construction sector in Western Australia, by providing access to 300 apprentices and trainees employed through group training organisations (GTOs).</p> <p>www.jobsandskills.wa.gov.au/gws</p> <p>Places in the program are allocated on a demand driven basis.</p>	<p>To be eligible for the GTO Wage Subsidy program, GTOs must be:</p> <ul style="list-style-type: none"> registered with DTWD to operate as a GTO in Western Australia; compliant with the <i>National Standards for Group Training Organisations</i>, or managing minor non-compliances with DTWD through an approved action plan; offering apprenticeships and traineeships in Priority Start trade qualifications; working with a Registered Training Organisation (RTO) that is funded by DTWD; engaging apprentices and trainees to work on government projects in the building and construction sector, and non-government residential construction projects; and hosting apprentices and trainees to small and medium enterprises working in the construction industry in WA. <p>The GTO Wage Subsidy 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 program; and school-based apprenticeships or traineeships. 	<p>The GTO Wage Subsidy covers approximately 100% of the average estimated 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.</p> <p>The GTO Wage Subsidy 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 the Western Australian Apprenticeship Management System (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>Western Australian Group Training Program (WAGTP)</p> <p>Incentives for group training organisations (GTOs) to employ and support apprentices and trainees in priority target groups and support them through to completion.</p> <p>www.jobsandskills.wa.gov.au/employer-incentives</p>	<p>Available to group training organisations (GTOs) who are:</p> <ul style="list-style-type: none"> registered in WA; compliant with the <i>National Standards for Group Training Organisations</i>; place their apprentices/trainees with host employers through a formal agreement; and who employ apprentices or trainees in one or more of the following groups: <ul style="list-style-type: none"> Aboriginal Australians; people with a disability; women in non-traditional trades; school-based apprentices and trainees; and people in remote and regional areas. 	<p>Eligible GTOs may receive payments of up to \$13,400.</p>	<p>Registered GTOs are invited to participate in the WAGTP in May/June each year through a call for applications.</p>

<p>Apprenticeship and Traineeship Grant for Employers</p> <p>The Construction Training Fund (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>www.ctf.wa.gov.au/funding/employer-grant</p>	<p>Employers are eligible to receive a CTF grant provided that they employ apprentices/trainees:</p> <ul style="list-style-type: none"> • in specific building and construction qualifications*; and • who have an active training contract registered with the Department's Apprenticeship Office; and • can demonstrate primary and substantial direct involvement in WA's construction industry, specifically in on-site construction, installation and/or fabrication activities. <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>Eligible employers may receive up to \$24, 800 over the full term of the apprenticeship/traineeship to reduce the cost of training.</p> <p>CTF employer grants may be made up of two parts:</p> <ul style="list-style-type: none"> • a base grant that is dependent on the nominal duration of the apprenticeship/traineeship; and • additional supplements for employing someone who has completed a pre-apprenticeship, lives regionally, or is female, indigenous or mature-aged. 	<p>CTF employer grants are paid in instalments based on the following milestones:</p> <ul style="list-style-type: none"> • first instalment – successful completion of six months of continuous, full time employment (including probation) with a single employer; and • second instalment – half way through the training contract; and • final instalment – when the training contract has been successfully completed. <p>All claims for grants by employers must be made directly to CTF via the ctf.wa.gov.au website.</p>
<p>Disaster Recovery Construction Grant</p> <p>The Construction Training Fund (CTF) supports communities affected by natural disasters, through the Disaster Recovery Construction Grant.</p> <p>www.ctf.wa.gov.au/funding/disaster-recovery-grant</p>	<p>CTF will provide grant funding to both the employer and the apprentice who are involved in the rebuild process after a natural disaster.</p> <p>All construction trades and workers that contribute to the rebuilding or partial rebuilding of designated areas will be covered.</p>	<p>Employers of apprentices and trainees working in the affected regions can claim an additional grant of up to \$3,000 annually until June 2025, on top of the CTF grants they are currently entitled to.</p> <p>Apprentices or trainees can claim up to \$1,000 annually over the same period to cover costs such as travel and accommodation.</p>	<p>Employers and apprentices can apply for the DRCTG by submitting an online form that is available on the CTF website.</p> <p>Each employer is eligible for one grant application per year, regardless of the number of projects undertaken, or apprentices engaged within the declared disaster area.</p> <p>Each apprentice is eligible for one grant application per year, regardless of the number of projects or employers worked for. The apprentice may be commencing or completing an apprenticeship within the period.</p>

Commonwealth Government incentives and subsidies

Incentive/Wage subsidy	Eligibility	Description	Claiming the incentive
<p>Priority Wage Subsidy</p> <p>Wage subsidy for employers of apprentices/trainees in occupations on the Commonwealth's Australian Apprenticeships Priority List.</p> <p>www.apprenticeships.gov.au/support-and-resources/financial-support-employers</p>	<p>For employers of new or recommencing apprentices/trainees undertaking a Certificate III or higher qualification in an priority occupation on the Australian Apprenticeship Priority List.</p> <p>The Australian Apprenticeship Priority List can be found at www.dewr.gov.au/skills-support-individuals/resources/appendix-australian-apprenticeship-priority-list</p>	<p>This subsidy covers:</p> <ul style="list-style-type: none"> • 10% of apprentice/trainee's wages for the first 24 months (up to \$1,500 per quarter); and • 5% of apprentice/trainee's wages for the third 12 month period (up to \$750 per quarter). 	<p>For further information on how to apply for Commonwealth government incentives and subsidies, including eligibility, contact an Australian Apprenticeship Support Network (AASN) provider.</p> <p>Perth metropolitan area The Apprenticeship Community P: 13 28 79</p>
<p>Hiring Incentive</p> <p>Financial assistance for employers of apprentices/trainees who are not eligible for the Priority Wage Subsidy.</p> <p>www.apprenticeships.gov.au/support-and-resources/financial-support-employers</p>	<p>For employers of new or recommencing apprentices/trainees in Certificate II through to Advanced Diploma level qualifications and in occupations not on the Australian Apprenticeships Priority List.</p> <p>The Australian Apprenticeship Priority List can be found at www.dewr.gov.au/skills-support-individuals/resources/appendix-australian-apprenticeship-priority-list</p>	<p>This subsidy provides employers with a one off payment made after 6 and 12 months of employing an apprentice/trainee:</p> <ul style="list-style-type: none"> • \$1,750 for full time apprentices; and • \$875 for part time apprentices. 	<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>Disability Australian Apprentice Wage Support (DAAWS)</p> <p>Financial assistance for employers who employ an apprentice/trainee with disability</p> <p>www.apprenticeships.gov.au/support-and-resources/financial-support-employers</p>	<p>The DAAWS incentive aims to encourage employers to provide apprenticeships/traineeships to people with disability who are able to participate in open employment with suitable support and training.</p>	<p>Eligible employers can receive \$104.30 each week (or its part time equivalent) for:</p> <ul style="list-style-type: none"> • 12 months if the individual has a long term or permanent disability; or • the length of the temporary disability. 	<p>The Apprenticeship Community P: 13 28 79</p>

The Commonwealth incentives included here are part of the Australian Apprenticeships Incentives System (AAIS).

Detailed information about the AAIS can be found at www.dewr.gov.au/skills-support-individuals/resources/australian-apprenticeships-incentive-system-guidelines