

Aboriginal Youth Transition Strategy (AYTS)
EMPLOYER INCENTIVES/ ASSISTANCE

1 Financial incentives

Name	Agency	Description	Eligibility	Amount	Duration	Information	Comments
Jurisdiction: COMMONWEALTH							
Commonwealth Government wage subsidies	Department of Employment	As of 1 July 2015, the Australian Government has introduced new streamlined employment services designed to reduce red tape, and be more flexible. This includes support for Indigenous jobseekers and their employers.	See table below			Call the Employer Hotline on 13 17 15 or use the provider search on the jobactive website employers page to find a local provider and ask them about the wage subsidy. Email: WageSubsidies@employment.gov.au	Employers can negotiate flexible payment options with their employment services providers from the day the employee starts in the job. This means that wage subsidies will be paid flexibly to employers, as frequently as necessary, to meet the business needs of employers.

jobactive wage subsidies summary as of 19 May 2017¹

Wage subsidy	Amount (GST inc)	A Fully Eligible Participant commenced with an employment services provider	Prior income support with mutual obligations	Age/Other requirements	Minimum number of working hours per week
Youth Bonus Wage Subsidy	Up to \$10,000	Yes Must have commenced with a jobactive or Transition to Work (TtW) provider for six months*	Yes	15 to 24 years of age	Minimum of 20 hours per week averaged over the six month wage subsidy agreement
Long Term Unemployed Wage Subsidy and Indigenous Wage Subsidy (until Jan 1 2018)	Up to \$6,500	Yes Must have commenced with a jobactive or TtW provider for 12 months, or for Indigenous Australians, six months*	Yes	12 months with a provider for long-term unemployed, or for Indigenous Australians, six months.	Minimum of 20 hours per week averaged over the six month wage subsidy agreement
From Jan 1, 2018: Indigenous wage subsidy	Up to \$10,000	Must be registered with a jobactive or TtW provider. Immediate access to wage subsidies ²	Not required	Participant does not need to be registered with Centrelink and receiving a Centrelink payment	Minimum of 20 hours per week averaged over the six month wage subsidy agreement
Parents Wage Subsidy	Up to \$6,500	Yes Must have commenced with a jobactive or TtW provider for six months*	Yes	Principal carer parent	Minimum of 20 hours per week averaged over the six month wage subsidy agreement
Restart programme (Not for AYTP age group)	Up to \$10,000	No Must be registered with jobactive, Disability Employment Services (DES) or Community Development Programme (CDP) provider when the Wage Subsidy Agreement is created	No	50 years of age and over	Minimum of 20 hours per week averaged over the six month wage subsidy agreement
Youth Wage Subsidy (Not for AYTP age group)	Up to \$6,500	Yes Must have commenced with a jobactive or TtW provider for six months*	Yes	25 to 29 years of age	Minimum of 20 hours per week averaged over the six month wage subsidy agreement

¹ Adapted from Australian Government, Department of Employment, Wage subsidies summary table <https://docs.employment.gov.au/node/37926>

² Immediate access to increased wage subsidies (from \$6500 to \$10 000) for Indigenous participants to better support their employment outcomes, with funding to be met from within the existing Wage Subsidies Funding Pool. (May 2017 Federal Budget)

Note: * The period of service with a provider must be continuous and can include participation in DES and CDP. A job seeker's eligibility will not be affected if they exit and return to the service within an allowable break period of 13 weeks.

Name	Agency	Description	Eligibility	Amount	Duration	Information	Comments
Jurisdiction: COMMONWEALTH							
Australian Apprenticeships Incentives Program (AAIP)	Department of Education and Training	A range of incentives paid to employers of apprentices at: <ul style="list-style-type: none"> • commencement; • recommencement; • completion of an apprenticeship or traineeship. 	Eligibility based on National Skills Needs list. NOTE: Eligibility also depends on employee's previous qualifications – for more detail see AAIP Guidelines including Appendix E	Payments range from \$750 to \$3000 depending on: <ul style="list-style-type: none"> • Stage • Level of qualification • National Skills Needs List or not 	Time taken to complete apprenticeship	AAIP Guidelines Enquiries: 13 38 73	See Attachment 1 for summary of AAIP incentives
Youth Jobs PATH – Prepare, Trial, Hire	Department of Employment	The Youth Jobs PaTH has three elements: <i>Prepare - Trial - Hire</i> . Supports employers to host internship placements and provides incentives when they take on a young person.	Young person aged 15-24 years (<i>Prepare</i> phase) or 17-24 (<i>Trial</i> phase) has received employment services for at least 6 months <i>and</i> has 'barriers to employment'	Employer receives: <ul style="list-style-type: none"> • \$1000 to cover costs of hosting an internship (<i>Trial</i>). • up to \$10,000 paid over six months to employers who hire an eligible young job seeker; can be packaged with AAIP (above) (<i>Hire</i>) 		Youth Employment Package 2016 (brochure) https://employment.gov.au/youth-jobs-path https://jobactive.gov.au/path	Available from 1 April 2017.
Community Development Program (CDP) - remote areas	Department of the Prime Minister and Cabinet	Incentives are payable to employers of remote job seekers.	Excludes major towns in remote areas. Paid once a remote job seeker has been employed full time for 26 weeks (does not need to be consecutive - a job seeker can have a break of up to four weeks in each 13 week period, eg. for job seeker to take cultural leave, to manage short seasonal gaps, or down time between work projects.	Up to \$7,500 (plus GST) for full time employees or up to \$3,750 (plus GST) for part time.		CDP – Opportunities for Employers fact sheet Contact the PM&C Regional Network for further information	There are also opportunities for 'host employer' arrangements under CDP, with assistance to cover costs of training and supervision (see page 2 of CDP – Opportunities for Employers fact sheet)

Jurisdiction: WESTERN AUSTRALIA							
Construction Training Fund	BCITF	Subsidies for employers to employ and train apprentices/ trainees in WA building and construction industry	Apprentices/trainees must be employed in building and construction industry as defined in guidelines	Base rate grants from \$3000 to \$10 000. Bonus payments and supplements may increase the grant up to \$19 000. e.g. may include: <ul style="list-style-type: none"> • 30% supplement for employing Aboriginal apprentices/trainees; • regional loading of 20% (north of 26th parallel) or 10% (south of 26th parallel but more than 80km from Perth CBD) • Up to \$2,000 bonus for indenturing a new female apprentice/ trainee. 	12-48 months, depending on qualification	CTF website Enquiries: 9244 0100	Levy and program guidelines Nov 2015
Payroll tax exemption	Office of State Revenue	Payroll tax exemption for employers who pay wages to apprentices/ trainees	Relevant training contract must be registered under <i>Vocational Education and Training Act 1996 Part 7 Division 2</i>	N/A	Ongoing	Payroll tax factsheet Office of State Revenue: 9262 1300	
Travel and accommodation allowances	Department of Training and Workforce Development	Allowances for both employers and apprentices/ trainees for purposes of training	Apprentice/trainee must have to travel a round trip of 71kms or more from residential address to attend closest training provider	17c per km, return bus or train fare, or return economy air fare for 1200kms or more Up to \$110 per night for accommodation more than 200km away	Ongoing	Travel and accommodation allowance policy DTWD: 6551 5000	Funding doubled in 2015

2 Other assistance and resources

Name	Agency	Description	Further Information	Comments
ABORIGINAL-SPECIFIC				
Aboriginal Workforce Development Centre (AWDC)	Department of Training and Workforce Development (DTWD) (WA Government)	Assistance in promoting vacancies to jobseekers. Resources and support regarding recruitment and retention strategies. Access to mentoring services and services and cultural awareness training.	AWDC website – Employer page awdc@dtwd.wa.gov.au Enquiries: 9224 6535 or Freecall: 1800 441 043	AWDC Jobs Board allows employers to post vacancies online free of charge. The AWDC will help match the vacancy to suitable Aboriginal job seekers.
Vocational Training and Employment Centres (VTEC)	Department of the Prime Minister and Cabinet (Commonwealth)	Connects Aboriginal jobseekers with willing employers and supports job-specific training for guaranteed jobs.	DPMC website - VTEC VTEC fact sheet Enquiries: vtec@pmc.gov.au	<ul style="list-style-type: none"> VTECs work with employers to identify jobs for Indigenous job seekers, establish the training requirements for these jobs and ensure Indigenous job seekers have the skills needed for the job. Once job seekers are employed, VTECs continue to support them and their employers to achieve long term employment outcomes.
Employment Parity Initiative	Department of the Prime Minister and Cabinet (Commonwealth)	Support for employers who increase Aboriginal employees to 3% of overall workforce.	DPMC website – Employment Parity Initiative	Focuses on larger employers, by invitation only with individually negotiated support arrangements.
GenerationOne	NGO	<i>'Everybody's business: A handbook for Indigenous employment'</i> provides resources to assist employers in employing Aboriginal people	Handbook Enquiries: (02) 8097 8902	
GENERIC (non-Aboriginal specific)				
Australian Apprenticeship Support Network (AASN)	Department of Education and Training (Commonwealth)	AASN providers are the first point of contact for enquiries or issues arising between employers and apprentices/ trainees throughout the course of the apprenticeship/ traineeship.	AASN website Enquiries: 13 38 73 Employer fact sheet	Apprenticeship Network providers will support employers to sign-up to training contracts, and assess eligibility for Commonwealth incentives.
Apprenticeship Office	DTWD	Administers training contracts and regulates the apprenticeship system in Western Australia	Apprenticeship Office website Enquires: 13 19 54	

Name	Agency	Description	Further Information	Comments
Western Australian Group Training Program	DTWD	DTWD provides funding to Group Training Organisations as an incentive to employ, place with a host employer and support through to completion, apprentices and trainees in State priority areas which currently include Aboriginal people, people with a disability, school based apprentices and trainees and those in remote and regional areas.	Enquiries: 6551 5850	Group Training Organisations will attract a payment on commencement, at the mid-point of an apprenticeship and either on completion of the apprenticeship/ traineeship training contract or if another suitable outcome is achieved.
Workplace Essentials	DTWD	Resources for small to medium businesses to better plan, attract, develop and retain a skilled workforce.	WE website	

Summary

of the Australian Government Australian Apprenticeships Incentives Programme *(from 1 July 2015)*³

Overview of the Australian Apprenticeships Incentives Programme

The objective of the Australian Apprenticeships Incentives Programme is to contribute to the development of a highly skilled and relevant Australian workforce that supports economic sustainability and competitiveness. This is achieved by encouraging:

- genuine opportunities for skills-based training and development of employees; and
- people to enter into skills-based training through an Australian Apprenticeship.

The Australian Apprenticeships Incentives Programme contains a range of payments which are detailed in the attached summary.

Eligibility criteria apply to all Australian Government Australian Apprenticeships Incentives payments. Further information regarding eligibility for payments can be obtained from your Australian Apprenticeship Support Network (Apprenticeship Network) provider.

The criteria and funding of Australian Government Australian Apprenticeships Incentives payments, including eligibility, availability and payment of Incentives may change during the term of the Australian Apprenticeship in line with Government priorities. This may result in changed eligibility at the time a payment is due. These changes will be notified by your Apprenticeship Network provider.

National Skills Needs List

The National Skills Needs List identifies occupations that are deemed to be in national skill shortage. The National Skills Needs List is used to determine eligibility for a number of payments available under the Australian Apprenticeships Incentives Programme. Further information about the National Skills Needs List is available at www.australianapprenticeships.gov.au.

Priority Occupations

The aim of the Programme is to increase the relevant national skills base in Australia by providing additional payments where Australian Apprentices are working towards a Priority Occupation. The eligible Priority Occupations are Aged Care, Child Care, Disability Care Workers and Enrolled Nurses. Further information about the Priority Occupations is available at www.australianapprenticeships.gov.au.

Australian Apprenticeship Support Network Providers

Apprenticeship Network providers are contracted by the Australian Government to deliver Australian Apprenticeships support services, which includes providing information and assistance to employers, Australian Apprentices and other interested people, marketing and promoting Australian Apprenticeships and administering the Australian Apprenticeships Incentives Programme. Apprenticeship Network providers provide a free service to employers and Australian Apprentices. More information and assistance regarding Australian Apprenticeships, including eligibility advice on payments available under the Australian Apprenticeships Incentives Programme, can be obtained by contacting an Apprenticeship Network provider - call 13 38 73 or visit www.australianapprenticeships.gov.au.

³ SOURCE: <http://www.australianapprenticeships.gov.au/publications/summary-australian-government-australian-apprenticeships-incentives-programme> - accessed 14 December 2015

Australian Apprenticeships Incentives Programme Summary – Current at 1 July 2015

Payment	Certificate II	Certificate III/IV	Diploma / Advanced Diploma
Commencement Incentive – National Skills Needs List occupations (NSNL) <i>'New worker' and 'Existing worker'</i> <ul style="list-style-type: none"> Full-time, part-time Australian Apprentices and Australian School-based Apprentices ‘ 	n/a	\$1,500	n/a
Recommendation Incentive - NSNL <i>'New worker' and 'Existing worker'</i> <ul style="list-style-type: none"> Full-time, part-time Australian Apprentices and Australian School-based Apprentices ‘ 	n/a	\$750	n/a
Completion Incentive – NSNL <i>'New worker' and 'Existing worker'</i> <ul style="list-style-type: none"> Full-time, part-time Australian Apprentices and Australian School-based Apprentices 	n/a	\$2,500	n/a
Commencement Incentive – Non-NSNL in priority occupations (Aged Care, Childcare, Disability Care Worker and Enrolled Nursing) <i>'New worker'</i> <ul style="list-style-type: none"> Full-time Australian Apprentices and Australian School-based Apprentices Part-time Australian Apprentices <i>'Existing worker'</i> <ul style="list-style-type: none"> Full-time, part-time Australian Apprentices and Australian School-based Apprentices 	n/a n/a n/a	\$1,500 n/a n/a	\$1,500 \$1,500 n/a
Recommendation Incentive – Non-NSNL in priority occupations (Aged Care, Childcare, Disability Care Worker and Enrolled Nursing) <i>'New worker'</i> <ul style="list-style-type: none"> Full-time Australian Apprentices and Australian School-based Apprentices Part-time Australian Apprentices <i>'Existing worker'</i> <ul style="list-style-type: none"> Full-time, part-time Australian Apprentices and Australian School-based Apprentices 	n/a n/a n/a	\$750 n/a n/a	\$750 \$750 n/a
Completion Incentive – Non-NSNL in priority occupations (Aged Care, Childcare, Disability Care Worker and Enrolled Nursing) <i>'New worker'</i> <ul style="list-style-type: none"> Full-time Australian Apprentices and Australian School-based Apprentices Part-time Australian Apprentices <i>'Existing worker'</i> <ul style="list-style-type: none"> Full-time Australian Apprentices and Australian School-based Apprentices Part-time Australian Apprentices 	n/a n/a n/a n/a	\$2,500 \$1,500 \$3,000 \$1,500	\$2,500 \$2,500 \$3,000 \$3,000
Commencement Incentive – Non-NSNL non-priority occupations <i>'New worker'</i> <ul style="list-style-type: none"> Full-time Australian Apprentices and Australian School-based Apprentices Part-time Australian Apprentices 	n/a n/a	\$1,500 n/a	n/a n/a

Australian Apprenticeships Incentives Programme Summary – Current at 1 July 2015

Payment	Certificate II	Certificate III/IV	Diploma / Advanced Diploma
<i>'Existing worker'</i> <ul style="list-style-type: none"> Full-time, part-time Australian Apprentices and Australian School-based Apprentices 	n/a	n/a	n/a
Recommencement Incentive – Non-NSNL non- priority occupations			
<i>'New worker'</i> <ul style="list-style-type: none"> Full-time Australian Apprentices and Australian School-based Apprentices Part-time Australian Apprentices 	n/a n/a	\$750 n/a	n/a n/a
<i>'Existing worker'</i> <ul style="list-style-type: none"> Full-time, part-time Australian Apprentices and Australian School-based Apprentices 	n/a	n/a	n/a
Completion Incentive –Non-NSNL non priority occupations			
<i>'New worker'</i> <ul style="list-style-type: none"> Full-time Australian Apprentices and Australian School-based Apprentices Part-time Australian Apprentices 	n/a n/a	\$2,500 \$1,500	n/a n/a
<i>'Existing worker'</i> <ul style="list-style-type: none"> Full-time, part-time Australian Apprentices and Australian School-based Apprentices` 	n/a	n/a	n/a
Nominated Equity Groups			
<ul style="list-style-type: none"> Commencement Incentive - <i>'New worker'</i> full-time and part-time Commencement Incentive – <i>'Existing worker'</i> full-time and part-time 	\$1,250 n/a	n/a n/a	n/a n/a
Support for Adult Australian Apprentices	nil	\$4,000	nil
Rural and Regional Skills Shortage Incentive	n/a	\$1,000	n/a
Group Training Organisations Certificate II Completion Incentive	\$1,000	n/a	n/a
Declared Drought Area Incentives			
<ul style="list-style-type: none"> Commencement Incentive Completion Incentive 	\$1,500 \$1,500	n/a n/a	n/a n/a
Mature Aged Workers Incentives (45 and over)			
<ul style="list-style-type: none"> Commencement Incentive Completion Incentive 		All levels \$750 \$750	
Australian School-based Apprenticeship Incentives			
<ul style="list-style-type: none"> Commencement Incentive Retention Incentive 		All levels \$750 \$750	
Assistance for Australian Apprentices with Disability			
<ul style="list-style-type: none"> Disabled Australian Apprentice Wage Support (Part-time paid at a proportion of the full-time rate) 		All levels \$104.30 per week	