

## Are you eligible for trainee employment incentives?

### Just recruited a new shearer?

Then strengthen your team and the industry by making them a Trainee Shearer and you may receive employer incentives.

There are Federal and State Government incentives for you to take on a new full-time or part-time worker who is an Australian resident, who undertakes a Shearing Certification.

Traineeships are done in the workplace so the trainee does not need to be released from their normal job-role. Learning is through a combination of off and on the job training. As well as working with and receiving on the job training from an employer, trainees participate in training and assessment through South Regional TAFE at Narrogin. Traineeships are formalised, employment based, training arrangements that combine real work with study for a qualification.

### Incentives

For an employee who satisfies Australian residency requirements and lives and works outside the Perth Metropolitan Area the Australian and WA Governments may provide Employer Incentives of:

Incentive	Shearing Level 2	Shearing Level 3
Australian Government <input type="checkbox"/> After 6 months employment <input type="checkbox"/> Upon completion of the traineeship	\$1250 <sup>1</sup>	\$2500 \$2500
- And - WA Government - upon completion of the traineeship	\$1168 <sup>1</sup>	\$1753 <sup>1</sup>

### Student Fees

The WA Government subsidises all Traineeships, however student fees are payable and these are usually met by the employer. For an employee who has been with the business for less than 3 months full time (12 months part time), the costs are around:

- \$910 for the Shearing Level 2 Traineeship
- \$1235 for the Shearing Level 3 Traineeship<sup>2</sup>

<sup>1</sup> For new employees only

<sup>2</sup> To start the Shearing Level 3 Traineeship, the learner must have completed the Certificate II in Shearing or complete Recognition of Prior Learning at a cost of \$585.

## Which Shearing Level Traineeship?

Shearing Level 2	Shearing Level 3
A six month program that takes a novice shearer to a minimum level, able to shear 40 adult merino sheep or 50 adult crossbred sheep per day at an acceptable industry standard.	A nine month program that takes a shearer with some experience to a professional level, able to shear at least 120 adult merino sheep or 140 adult crossbred sheep per day at a high standard of workmanship.  Pre-requisite: completed the Certificate II in Shearing or complete Recognition of Prior Learning.

For State Government funding and Incentives, new entrant trainees completing the Shearing Level 2 Traineeship are eligible to progress to the Shearing Level 3 Traineeship with the same employer, provided the new training contract is commenced within three months of the completion date of the first.

## What are the benefits?

Apart from the significant financial incentives outlined above, along with the fact that traineeships are done in the workplace - a Traineeship gives you confidence that your employees will develop the understanding and skills required to undertake their work competently, efficiently and safely. Importantly for the employee, they obtain a nationally recognised qualification.

## Employment Requirements

- Can be done by anyone who is old enough to work. They can be undertaken full-time or part-time (at least 15 hours per week) and can be undertaken by school students;
- Cannot be done on a casual employment basis. Traineeships require ongoing employment for the duration of the training contract. But they can be completed earlier if all parties agree; and
- Require a skilled workplace supervisor and on the job trainer. The on the job trainer doesn't have to be qualified but they do need to be reasonably experienced.
- Trainees need to be employed under the Award for pay and conditions.

## ★ Additional Opportunity - Australian Apprentice Wage Subsidy

'Sign up' an apprentice/trainee on or after 1 July 2019 and you could be eligible for an Australian Apprentice Wage Subsidy based on the award wage rate. Provides support in the first three years of an Australian Apprenticeship as follows:

- 75% of the first year award wage;
- 50% of the second year award wage;
- 25% of the third year award wage.

To be eligible you must:

- Employ less than 20 (full-time equivalent) people;
- Have not previously employed an Australian Apprentice; or

# TRAINEESHIP INCENTIVES

- Have not employed an Australian Apprentice in the three year period prior to 1 July 2019.

The Australian Apprentice must:

- sign-up and commence on or after 1 July 2019; and
- be undertaking a full-time Certificate III or IV qualification; and
- be undertaking the Australian Apprenticeship at a rural and regional workplace

The Australian Apprentice Wage Subsidy is in *addition* to other payments available to employers under the Australian Apprenticeships Incentives Program. An employer will be eligible for the Australian Apprentice Wage Subsidy for **one** eligible Australian Apprentice. Each State and the Northern Territory have been allocated a share of the total number of apprentices, so WA will be about 160 across all trades – it will go quickly, so act quickly if you want the wage subsidy.

## Take the first step now - contact a Support Service to help you through the process

Traineeships have to be registered with the Apprenticeship Office of WA Department of Training and Workforce Development. Australian Apprenticeships Support Network providers (AASNs) are contracted by the Australian Government to help you with the Training Contract signup and registration and administer any Australian Government Employer Incentive payments.

In WA, contact any one of the following - they will assist you with all paperwork, eligibility and more details on the total incentives you can receive:

- Apprenticeship Support Australia on 1300 363 831 or <http://www.apprenticeshipsupport.com.au>
  - ◆ Call Peter Lowen 0418 910 113 [peter.lowen@cciwa.com](mailto:peter.lowen@cciwa.com) - based in Northam
- Busy at Work on 13 BUSY (13 28 79) or <https://busyatwork.com.au/apprenticeships-traineeships>
- MEGT Perth on 13 MEGT (13 63 48) or <http://www.megt.com.au>
- AMA Apprenticeship & Traineeship Services on 1800 808 568 or [www.amaats.com.au](http://www.amaats.com.au)

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