



Australian Apprenticeships Incentives Program Summary

Last Updated 15th December 2022

The Australian Apprenticeships Incentives Program closed to new entrants on 30 June 2022. Employers and apprentices claiming incentives for an apprenticeship or traineeship that commenced before 1 July 2022 will continue to be eligible for assistance under the Australian Apprenticeships Incentives Program, providing they still meet eligibility requirements.

The Australian Apprenticeships Incentives Program contributed to a highly skilled and relevant Australian workforce that supported economic sustainability and competitiveness, by encouraging:

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

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 Program.

Priority Occupations

Support through the Australian Apprenticeships Incentives Program is also provided to employers of Australian Apprentices working towards a Priority Occupation. The eligible [Priority Occupations](#) are Aged Care, Child Care, Disability Care Workers and Enrolled Nurses.

Eligibility criteria apply to all Australian Apprenticeships Incentives Program payments. For more information and assistance, please contact an [Australian Apprenticeship Support Network](#) provider.

Employer Incentives

Payments available at commencement

Commencement Incentive	\$1,250	Available where an employer commenced a full-time or part-time new worker Australian Apprentice undertaking a Certificate II level qualification, where the Australian Apprentice was deemed to be part of a nominated equity group.
	\$1,500	Available where an employer commenced a full-time or part-time new worker or existing worker Australian Apprentice undertaking a Certificate III or IV level qualification that led to an occupation on the National Skills Needs List (including Australian School-based Apprenticeships).
	\$1,500	Available where an employer commenced: <ul style="list-style-type: none"> • A new worker full-time Australian Apprentice undertaking a Certificate III or IV level qualification that led to a Priority occupation (including Australian School-based Apprenticeships). • A new worker full-time Australian Apprentice undertaking a Certificate III or IV level qualification in a non-priority occupation (including Australian School-based Apprenticeships).
Rural and Regional Skills Shortage Incentive	\$1,000	Available where an employer commenced a new worker or existing worker Australian Apprentice undertaking a Certificate III or IV qualification that led to an occupation on the National Skills Needs List in a rural and regional workplace.
Declared Drought Area Commencement Incentive	\$1,500	Available where an employer who holds a current Exceptional Circumstances Drought Area certificate and commenced a new worker or existing worker Australian Apprentice deemed to be part of a nominated equity group, undertaking an eligible Certificate II level qualification.
Mature Aged Workers Commencement Incentive	\$750	Available where an employer commenced a new worker or existing worker, Australian Apprentice undertaking a Certificate II or higher level qualification who was a disadvantaged person aged 45 years or more.
Australian School-based Apprenticeship Commencement Incentive	\$750	Available where an employer commenced a new worker or existing worker, Australian Apprentice undertaking a Certificate II or higher level qualification in an endorsed Australian School-based Apprenticeship.

Payments available for retention		
Australian School-based Apprenticeship Retention Incentive	\$750	Available where an employer continues to employ a Certificate II or higher level Australian School-based Apprentice for at least 12 weeks after the student has completed secondary school.
Payments available at recommencement		
Recommencement Incentive	\$750	Available where an employer recommenced a full-time or part-time new worker or existing worker, Australian Apprentice undertaking a Certificate III or IV level qualification that led to an occupation on the National Skills Needs List (including Australian School-based Apprenticeships).
	\$750	Available where an employer recommenced: <ul style="list-style-type: none"> a new worker full-time Australian Apprentice undertaking a Certificate III or IV level qualification that led to a priority occupation (including Australian School-based Apprenticeships). a new worker full-time Australian Apprentice undertaking a Certificate III or IV level qualification in a non-priority occupation (including Australian School-based Apprenticeships).
Payments available at completion		
Completion Incentive	\$1,500	Available for employers of new worker or existing worker part-time Australian Apprentices who successfully complete a Certificate III or IV level qualification that lead to a Priority Occupation.
	\$1,500	Available for employers of new worker Australian Apprentices who successful complete a part-time Australian Apprenticeship.
	\$2,500	Available for employers of new worker or existing worker full-time or part-time Australian Apprentices who successfully complete a Certificate III or IV level qualification that led to an occupation on the National Skills Needs List (including Australian School-based Apprenticeships).
	\$2,500	Available for employers of new worker full-time Australian Apprentices who successfully complete a: <ul style="list-style-type: none"> Certificate III or IV level qualification that led to a Priority Occupation (including Australian School-based Apprenticeships). Certificate III or IV level qualification that led to an occupation in a non-priority occupation

		<p>(including Australian School-based Apprenticeships).</p> <p>Also available for employers of new worker full-time or part-time Australian Apprentices who successfully complete a Diploma or Advanced Diploma level qualification that led to a Priority Occupation (including Australian School-based Apprenticeships).</p>
	\$3,000	<p>Available for employers of existing worker full-time Australian Apprentices who successfully complete a:</p> <ul style="list-style-type: none"> • Certificate III or IV level qualification that led to a Priority Occupation (including Australian School-based Apprenticeships). <p>Also available for employers of existing worker full-time or part-time Australian Apprentices who successfully complete a Diploma or Advanced Diploma level qualification that leads to a Priority Occupation (including Australian School-based Apprenticeships).</p>
Group Training Organisations Certificate II Completion Incentive	\$1,000	Available for Group Training Organisations that support Australian Apprentices deemed to be part of a nominated equity group, to successfully complete a Certificate II level Australian Apprenticeship.
Declared Drought Area Completion Incentive	\$1,500	Available for employers of Australian Apprentices deemed to be part of a nominated equity group, who successfully complete an eligible Certificate II qualification and who attracted a Declared Drought Area Commencement Incentive.
Mature Aged Worker Completion Incentive	\$750	Available for employers of an Australian Apprentice who successfully completes a Certificate II or higher level qualification and who attracted a Mature Aged Worker Commencement Incentive.

Adult Australian Apprentices

<p>Support for Adult Australian Apprentices</p>	<p>\$4,000</p>	<p>Available to employers of adult workers to upgrade their skills through an Australian Apprenticeship at the Certificate III or IV level in an occupation on the National Skills Needs List.</p> <p>An Adult Australian Apprentice is defined as being aged 21 years or over if they commenced their apprenticeship on or after 1 July 2019, or 25 years or over if they commenced prior to 1 July 2019.</p> <p>Employers may be eligible for Support for Adult Australian Apprentices where the actual wage paid to the Australian Apprentice is equal to or greater than the National Minimum Wage.</p> <p>Employers may be eligible once the Australian Apprentice has successfully completed 12 months of their Australian Apprenticeship.</p>
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Australian Apprentice Wage Subsidy trial

<p>Australian Apprentice Wage Subsidy</p>	<p>Available to employers who employed a new worker Australian Apprentice undertaking a full-time Certificate III or IV qualification that leads to an occupation listed on the National Skills Needs List in a rural or regional workplace.</p> <p>Based on the award wage rate (modern award) under which an Australian Apprentice is employed and provides support in the first three years of an Australian Apprenticeship as follows: 75 per cent of the first year award wage; 50 per cent of the second year award wage; and 25 per cent of the third year award wage.</p> <p>There were two phases of the Australian Apprentice Wage Subsidy Trial:</p> <ul style="list-style-type: none"> Phase 1 was available to employers who signed-up and commenced an Australian Apprentice from 1 January 2019 and until 1,630 sign-ups had occurred. <p>Phase 2 was available to employers who signed-up and commenced an Australian Apprentice from 1 July 2019 and until 1,630 sign-ups had occurred.</p>
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Additional Identified Skills Shortage (AISS) Payment

<p>Employer payment</p>	<ul style="list-style-type: none"> Available to employers of Australian Apprentices new to the employer, commencing a Certificate III or IV level qualification that led to an occupation on the AISS List.
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	<ul style="list-style-type: none"> Employers were only eligible to claim the AISS payment for apprentices that qualified as being <i>additional</i> – that is, over and above the employer’s usual apprentice intake. Eligible employers will receive \$2,000 at the 12 month point from commencement of the apprenticeship and an additional \$2,000 at completion of the apprenticeship.
Australian Apprentice payment	<ul style="list-style-type: none"> Available to apprentices new to the employer commencing a Certificate III or IV level qualification that led to an occupation on the AISS List. Eligible apprentices will receive \$1,000 at the 12 month point from commencement of their apprenticeship and an additional \$1,000 at completion of the apprenticeship.

Boosting Apprenticeship Commencements

Boosting Apprenticeship Commencements wage subsidy (BAC)	<ul style="list-style-type: none"> Boosting Apprenticeship Commencements was available for employers of Australian Apprentices who commenced or recommenced with an employer of any size, including Group Training Organisations, between 5 October 2020 and 30 June 2022 inclusive. Eligible employers and Group Training Organisations will receive a wage subsidy of up to 50 per cent of the Australian Apprentice’s gross wage paid. The wage subsidy is available for a maximum of \$7,000 per quarter, per eligible Australian Apprentice, for wages paid in the 12-month period from the date of commencement or recommencement. The subsidy was available to employers of any size, industry or geographic location. Payments are made quarterly in arrears, with first claims for the subsidy available from 1 January 2021. Final claims for wages paid between 5 October 2020 and 31 December 2021 must be lodged by 30 June 2022. Final claims for wages paid between 1 January 2022 and 30 June 2023 must be lodged by 31 December 2023.
Completing Apprenticeship Commencements wage subsidy (CAC)	<ul style="list-style-type: none"> The Completing Apprenticeship Commencements wage subsidy complements the Boosting Apprenticeship Commencements measure, providing additional tapered financial support for Boosting Apprenticeship Commencements eligible apprentices that progress to a second and third year of training. Eligible employers will receive a 10 per cent wage subsidy in the second year of an eligible apprenticeship, up to a maximum of \$1,500 per quarter per apprentice, and a 5 per cent wage subsidy in the third year of their apprenticeship, to a maximum of \$750 per quarter per apprentice. The subsidy was available to employers of any size, industry or geographic location.

	<ul style="list-style-type: none">• The subsidy was not available for any apprentice receiving any other form of Australian Government wage subsidy.• Payments will be made quarterly in arrears, with first claims for the subsidy available from 1 January 2022.• Final claims for wages paid between 5 October 2021 and 31 December 2021 must be lodged by 30 June 2022.• Final claims for wages paid between 1 January 2022 and 30 June 2025 must be lodged by 31 December 2025.
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