



# Skills Checkpoint for Older Workers Program and Skills and Training Incentive

## Information for Participants

The Skills Checkpoint for Older Workers Program (Skills Checkpoint) and Skills and Training Incentive (the Incentive) are initiatives to help older Australians through career advice and guidance and investment in training to adopt a life-long approach to skills development to stay employed longer.

### Who is eligible?

To participate in the Skills Checkpoint, you must be:

- an Australian citizen or permanent resident
- aged 40 or over, and:
  - currently employed and at risk of entering the income support system, or
  - unemployed within the last twelve months and not referred to or registered with a Commonwealth funded employment services provider like Workforce Australia or Disability Employment Services.

To access the Incentive, you must first complete a Skills Checkpoint assessment that identifies training linked to an occupation in national shortage or an occupation with strong or moderate future demand on the National Skills Commission's Skills Priority List.

### What does the Skills Checkpoint offer?

The Skills Checkpoint offers tailored skills assessment, advice on transitioning into new roles, upskilling in your current role or industry,

pathways to a new career, and referral to relevant education or training.

### What can I expect?

You will meet with your Skills Checkpoint provider so they can get to know you and understand your needs. You will then undertake an individually tailored skills assessment.

Your Skills Checkpoint provider will use this information to develop a Career Plan to identify:

- your current skills
- gaps in your skills to move to a new career or undertake a new role in your current occupation
- skills you could develop or improve to increase your capacity to perform your current role.

Your Skills Checkpoint provider will talk with you about your Career Plan and, where relevant, will suggest potential new industries or roles where there may be job opportunities and make recommendations and referrals to relevant training.

## What assistance is available to help with the cost of training?

If your Career Plan identifies that you would benefit from further training, you will be eligible to access the Incentive. The Incentive provides up to \$2,200 (GST inclusive) towards the cost of either accredited or non-accredited training.

From 1 October 2022, the Government Contribution for a training course related to an occupation in national shortage or an occupation with strong or moderate future demand on the National Skills Commission's Skills Priority List will be up to 75% of the course cost, up to a total of \$2,200 (GST inclusive). Either the Participant or their current employer must fund the balance of the training course costs.

For Participants who have an active training record and are registered for the Skills and Training Incentive before 30 September 2022, the Government Contribution for a training course not related to an occupation in national shortage or an occupation with strong or moderate future demand on the National Skills Commission's Skills Priority List is up to 50% of the course cost, up to a total of \$2,200 (GST Inclusive) until 30 September 2023.

In this instance, either the Participant or their current employer must match the Government Contribution and pay any remaining balance of the training course cost.

### Read examples of how the incentive works at

<https://www.dewr.gov.au/skills-and-training-incentive/skills-and-training-incentive-scenarios>

## Why do I need to contribute to funding?

The Incentive is a joint investment with the government to encourage individuals to undertake life-long development and stay competitive in the jobs market.

## Do I need to involve my employer?

No. You do not need to ask your employer to undertake either the Skills Checkpoint or access

the Incentive. You may want to discuss your Career Plan with your employer to identify future opportunities and see if they will match the co-contribution for the Incentive to help with the cost of training.

Your Skills Checkpoint provider may be able to help with these conversations.

## Why would my employer be willing to pay the co-contribution?

Many employers are already investing in the ongoing development of their workforce. They understand that over time skill requirements change and to retain and develop their staff, they may need to invest in training and reskilling.

The Incentive provides an opportunity for employers to reduce the costs of updating the skills of their older workers and ensure their business is better able to adapt to change.

## Who to contact?

Talk to the Skills Checkpoint provider if you would like to access these initiatives.

The Busy Group Ltd delivers the Skills Checkpoint nationally. Call 13 BUSY (13 28 79).