

# Australian Apprenticeships Incentive System

## Frequently Asked Questions (FAQs)

Last updated 1 January 2025

This document has been created to support the implementation of the Australian Apprenticeships Incentive System. These FAQs should be read in conjunction with the Australian Apprenticeships Incentive System Guidelines.

### What is the Incentive System?

The Australian Apprenticeships Incentive System (Incentive System) plays a key role in building a more inclusive and sustainable economy, ensuring Australians receive quality training while in employment. It builds skills and talent in the Australian workforce, helping businesses to meet their current and future skills gaps and realise the opportunities of a recovering economy.

Phase 2 of the Incentive System commenced on 1 July 2024 and has a stronger focus on providing financial supports towards Australian Apprenticeships in priority occupations as listed on the [Australian Apprenticeships Priority List \(Priority List\)](#).

The Priority Wage Subsidy and Hiring Incentive is not available to apprenticeships that commence or recommence from 1 July 2024.

### What supports are available for employers?

#### Priority Hiring Incentive

From 1 July 2024, eligible employers and Group Training Organisations that hire a new or recommencing Australian Apprentice undertaking training in a qualification and occupation on the [Priority List](#) can apply for a Priority Hiring Incentive which is a payment for eligible employers of Australian Apprentices in priority occupations to receive up to \$5000 in the first year of an apprenticeship.

Priority Hiring Incentive is paid over two instalments of:

- \$2,000 at 6 months and \$3,000 at 12 months (full-time)
- \$1,000 at 6 months and \$1,500 at 12 months (part-time)

#### Am I eligible to claim Priority Hiring Incentive?

You may be eligible if:

- the Australian Apprentice meets the primary eligibility requirements, including a citizenship or residency status, has employment and training arrangements and has previously completed a qualification.
- the Australian Apprentice must at the date of commencement or recommencement be undertaking a qualification at the Certificate III, Certificate IV, Diploma or Advanced Diploma level and with an occupational outcome listed on the [Priority List](#), including those identified as leading to a clean energy apprenticeship pathway.

- the Australian Apprentice must be in-training with their employer on the claim period end date.

In addition to the above requirements, employers must not be in receipt of the Disability Australian Apprentice Wage Support any other form of Australian Government assistance for the same Australian Apprenticeship.

### Are Group Training Organisations eligible for the Priority Hiring Incentive?

Yes, Group Training Organisations are eligible for the Priority Hiring Incentive.

## GTO Reimbursement Program

As part of the 2024-25 Budget, the Australian Government announced a Group Training Organisation (GTO) Reimbursement Program payment, intended to reimburse some or all of the cost of GTO services for Small and Medium Enterprises (SMEs) that host an Australian Apprentice training towards a qualification and occupation listed on the [Priority List](#), where the SME has not directly engaged an Australian Apprentice or hosted an Australian Apprentice through a GTO arrangement within the last two years.

### How long will the GTO Reimbursement Program run for?

The GTO Reimbursement Program commences on 1 January 2025 and will operate on a demand-driven basis, capped at 400 reimbursement places nationally. The Program will close to new entrants once all 400 reimbursement places have been allocated or on 1 January 2026, whichever occurs first.

### What is a Group Training Organisation?

A GTO is an organisation that employs Australian Apprentices under a Training Contract and places them with host employers. The GTO undertakes the employer responsibilities relating to the quality and continuation of Australian Apprentices' employment and training and charges a service fee to the host employer. The service fee is in addition to the Australian Apprentices' wages paid by the GTO and invoiced to the host employer.

A Group Training Organisation is not the same as a labour hire company.

### How much is available to GTOs?

The GTO Reimbursement Program offers a reimbursement payment valued at \$100 per week, up to \$5,200 over 52 weeks.

### What is the reimbursement payment to be used for?

The reimbursement payment must be passed on as a direct reduction in the usual GTO service fee or charge-out rate that the GTO charges to the eligible SME. This encompasses fees associated with recruitment, placement, training, mentoring, and quality assurance activities directly related to the eligible Australian Apprenticeship placement.

### How is the reimbursement payment calculated?

Payments will be calculated 13 weeks from when the hosting arrangement commenced, with subsequent payments on the 26, 39 and 52 weeks from that date.

Payment period/effect date:

- \$1,300 at 13 weeks, 26 weeks, 39 weeks and 52 weeks – from the date of the first reimbursement placement, as recorded in the registration form

## Australian Apprentice Wage Support (DAAWS)

From 1 January 2025, there are changes to the requirements for DAAWS, this includes:

- The DAAWS assessment must be undertaken by a registered medical practitioner or registered psychologist who is qualified to make a diagnosis of disability. This cannot be a school counsellor.
- The assessment of the apprentice's needs must be genuine and not based on third party advice, or as part of a bulk assessment. Where the apprentice is under 18, they must be accompanied by their parent or guardian.

### What are the changes to tutorial, mentoring and interpreter assistance?

From 1 January 2025, there are changes to the requirements for tutorial, mentoring and interpreter assistance. This includes:

- Tutorial assistance must be delivered in small groups of no more than 5 participants to ensure the apprentice's learning needs are met.
- Mentor and interpreter assistance must be delivered on a one-on-one basis to ensure the apprentice's needs are met.

### Where can employers find further information?

For further information employers can visit [www.australianapprenticeships.gov.au](http://www.australianapprenticeships.gov.au) or contact their local [Apprentice Connect Australia Provider](#).

## What supports are available for Australian Apprentices?

### Australian Apprentice Training Support Payment (AATSP)

From 1 July 2024 eligible Australian Apprentices commencing or recommencing a qualification at either Certificate III, IV, Diploma or Advanced Diploma level qualification and an occupation listed on the Priority List can apply for an **Australian Apprentice Training Support Payment** of:

- \$1,750 at 6 and 12 months and \$750 at 18 and 24 months (full-time)
- \$875 at 6 and 12 months and \$375 at 18 and 24 months (part time)

### Am I eligible for the Australian Apprentice Training Support Payment?

You may be eligible if you:

- meet the primary eligibility requirements, including a citizenship or residency status, have employment and training arrangements and have previously completed a qualification.
- at the date of commencement or recommencement, be undertaking a qualification at the Certificate III, Certificate IV, Diploma or Advanced Diploma level and an occupation outcome listed on the [Priority List](#); and
- are in-training with your employer on the claim period end date.

In addition to the above requirements, you must **not** be in receipt of the New Energy Apprentice Support Payment.

## New Energy Apprentice Support Payment (NEASP)

The New Energy Apprentice Support Payment is available to eligible Australian Apprentices commencing or recommencing a Certificate III or higher qualification that is aligned to an Occupational Outcome identified as Clean Energy on the Priority List.

Australian Apprentices can claim up to \$10,000 for a full-time apprenticeship and up to \$5,000 for a part time apprenticeship according to the following schedule and rate:

- \$2,000 at 6, 12, 24, 36 month and on completion (full time)
- \$1,000 at 6, 12, 24, 36 month and on completion (part time).

### Am I eligible for the New Energy Apprentice Support Payment?

You may be eligible if you:

- meet the primary eligibility requirements, including a citizenship or residency status, have employment and training arrangements and have previously completed a qualification.
- are undertaking a Certificate III or higher qualification that is aligned to an Occupational Outcome identified as Clean Energy on the [Priority List](#).
- your employer signs a declaration confirming that you will undertake work and build skills in the Clean Energy sector.
- are provided by your employer with **meaningful exposure, experience, and work** in the clean energy sector, appropriate to your skill level and/or off-the-job training.
- are in-training with your employer on the claim period end date and are not in receipt of the Australian Apprenticeship Support Payment for the same Australian Apprenticeship.

## Additional information

### Does the size of your business matter?

No, employers of any size, or industry, Australia-wide who commence an Australian Apprentice from 1 July 2024 may be eligible for financial support under the Incentive System.

### What about apprenticeships that commenced before 1 July 2024?

Employer and Australian Apprentices who commenced or recommenced prior to 1 July 2024 will continue to have payments grandfathered under the Australian Apprenticeships Incentive System Program Guidelines 1 July 2022 to 30 June 2024.

More information about incentives is available at: [www.australianapprenticeships.gov.au](http://www.australianapprenticeships.gov.au).

### Is there a limit on how many Incentive System places an employer can have?

Employers can receive the Priority Hiring Incentive for any number of Australian Apprentices, provided they meet the eligibility criteria. Each Australian Apprentices must commence or recommence between 1 July 2024 and 30 June 2026, with an approved Training Contract.

### How do I register and apply for Incentive payments?

Your Apprentice Connect Australia Provider will assess and advise of your potential eligibility for an Incentive System payment. You will be prompted to claim through the Apprenticeships Data Management System (ADMS) once you reach the claim date for any payments for which you are eligible.

### What is the Priority List?

The Priority List identifies occupations classified by the Australian Bureau of Statistics (ABS) as either Major Group 3 Technicians and Trades Workers or Major Group 4 Community and Personal Service Workers and are included on the [Occupation Shortage List](#) published by the Jobs and Skills Australia annually.

### How have the occupations on the Priority List been selected?

The Priority List is updated on 1 January each year and underpins financial supports through the Australian Apprenticeships Incentive System (Incentive System). The Priority List is compiled based on demand ratings for occupations that have been:

1. classified by the Australian Bureau of Statistics (ABS) as being in:
  - Major Group 3 - Trades and Technicians; or
  - Major Group 4 - Community and Personal Care Workers, **and**
2. assessed by Job Skills Australia (JSA) on the Occupational Shortage List (OSL) as being in national shortage.

These criteria identify occupations with a labour market need and those most likely to involve an Australian Apprenticeship pathway.