# Government Incentives for Employers to Hire Apprentices and Trainees



## WHAT'S IN IT FOR THE APPRENTICE/ TRAINEE

- Earn a wage while training
- Learn on-the-job skills combined with off-the-job training
- Access to mentors at the workplace
- Application of skills and knowledge in the workplace
- Current practices and skills used within industry
- Receive a nationally recognised qualification

## WHAT IS THE APPRENTICES/TRAINEES COMMITMENT?

- Attend a class on campus one day per month
- Participate in training and complete assessments
- Participate in eight hours per month online
- Participate in regular workplace visits
- Participate in Work-Based Training

Stanley College is proud to offer Apprenticeships and Traineeships in a wide range of courses including Commercial Cookery, Hospitality, Health, Business and Early Childhood Education. Stanley College is set apart from other education and training providers in Western Australia through its ability to adapt and offer courses to meet the needs of differing markets, its commitment to continuous improvement and the passion of its staff to help students learn new skills.

Apprenticeships and Traineeships combine on and off the job training, enabling Apprentices/Trainees to have employment while gaining a nationally recognised training qualification.

Priority Hiring Incentive available from 1 July 2024 to 31 December 2025.

**Visit our website or call us for more information on 08 6119 8400.**

## ADVANTAGES OF ENGAGING AN APPRENTICE/TRAINEE

- Develop qualified and loyal staff that know your company, work environment, standards and customers
- Increased efficiency and productivity of staff
- Training needs are specific to organisations' requirements
- Retention of staff
- Strengthens staff knowledge and skills
- Competitive edge
- Future-proofing your business by passing on company-specific knowledge to the next generation

### Incentives Available*

- Up to $8,500, WA State Government. On Commencement and Completion
- Priority Hiring Incentives up to $5000 are available until 31 December 2025:
  - When you employ a new or recommencing Australian Apprentice/Trainee, undertaking a Certificate III or higher qualification in a Priority Occupation on the Australian Apprenticeship Priority List (Chefs, Early Childhood and Aged Care), eligible employers may receive the Priority Hiring Incentives listed below:
    - The full-time rate is two instalments of $2,000 at 6 months and $3,000 at 12 months.
    - The part-time rate is $1,000 at 6 months and $1,500 at 12 months.

*Incentives subject to eligibility criteria, further information available at www.jobsandskills.wa.gov.au

## EARLY CHILDHOOD EDUCATION

Career Pathways

### CHC30121 Certificate III in Early Childhood Education and Care (Up to 24 Months)

New and Existing Worker Trainees learn the fundamentals of providing care and education for babies, infants and young children, and how to help plan and implement educational programs for supporting their wellbeing.

→ Early Childhood Educator (Traineeship)

### CHC50121 Diploma of Early Childhood Education and Care (Up to 36 Months)

New and Existing Worker Trainees learn to provide care and plan, implement and manage programs for children aged 0 to 5 years, in accordance with Australian licensing, accreditation and regulation, duty of care requirements and to manage staff and volunteers. This qualification is for people who have already achieved the CHC30121 Certificate III in Early Childhood Education and Care or CHC30113 Certificate III in Early Childhood Education and Care.

→ Early Childhood Educator (Traineeship)

## HEALTH

Career Pathways

### CHC33021 Certificate III in Individual Support (Up to 12 Months)

New and Existing Worker Trainees acquire the skills and knowledge to gain a career in community and/or residential aged care facilities. They Learn to provide personal care to people who may require support due to ageing or disability.

→ Disability Work (Traineeship)
→ Aged Care Work (Traineeship)

### CHC43015 Certificate IV in Ageing Support (Up to 24 Months)

New and Existing Worker Trainees enhance their knowledge and skills required to further a career in Aged Service, either in residential, home or community-based environments. They assist the elderly by facilitating individualised plans to support their needs and gain the experience to provide services to older people with complex needs.

→ Aged Care Work (Traineeship)

## HOSPITALITY AND COMMERCIAL COOKERY

Career Pathways

### SIT30622 Certificate III in Hospitality (Up to 24 Months)

New Worker Trainees will kick-start a career in the fast growing and diverse hospitality industry, equipping them with the skills and knowledge to be competent in a varied range of positions within food and beverage. They will acquire a range of well-developed hospitality service, sales or operational skills and sound knowledge of industry operations.

→ Food and Beverage (Traineeship)

### SIT30821 Certificate III in Commercial Cookery (Up to 36 Months)

This qualification is achieved through an apprenticeship pathway. Apprentices acquire valuable skills and knowledge to be competent as a qualified cook in a commercial kitchen. They learn about workplace hygiene, first aid and health, safety and security procedures and gain the knowledge to develop cost-effective menus and develop the skills to prepare foods according to dietary and cultural needs.

→ Chef (Apprenticeship)

### SIT40521 Certificate IV in Kitchen Management (Up to 12 Months)

New and Existing Worker Trainees develop competency in cookery and acquire the skills and knowledge to lead a team, they will also learn to implement operational plans and food safety programs. They will acquire skills in people management, inventory control and budgeting. This qualification is for people who have already achieved the SIT30821 Certificate III in Commercial Cookery (leading to the occupation outcome "Chef" through an apprenticeship pathway only) and who have a supervisory or team leading role in the kitchen.

→ Chef de Partie (Traineeship)

## BUSINESS

Career Pathways

### BSB30120 Certificate III in Business (Up to 12 Months)

New Worker Trainees carry out a range of routine procedural, clerical, administrative or operational tasks that require technology and business skills. They apply a broad range of competencies using some discretion, judgment and relevant theoretical knowledge. They may provide technical advice and support to a team.

→ Business Administration (Traineeship)
→ Customer Engagement (Traineeship)

## HOW TO SIGN UP AN EMPLOYEE FOR AN APPRENTICESHIP/TRAINEESHIP AND COMPLETE ENROLMENT

**Step 1** - Contact the School Liaison Officer/Traineeship Coordinator to arrange your initial meeting (details provided below).

**Step 2** - The School Liaison Officer/Traineeship Coordinator will arrange to visit the employer with the Apprentice Connect Australia (ACA) provider, to sign the training contract.

**Step 3** - Once the training contract is finalised by the Apprenticeship Office, training can commence.

**School Liaison Officer/Traineeship Coordinator** **Contact Email - traineeships@stanleycollege.edu.au** **Contact Telephone - 08 6119 8400**

**Note:** Students can apply for either credit or Recognition of Prior Learning (RPL) where possible. There is no fee for units that you are granted Credits. RPL units are charged on a unit-by-unit (per subject) basis (fee payable will vary depending on the type of evidence submitted).