Minister for Skills
Question Time Briefs
September 2021

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QUESTION TIME BRIEF

CM2021/2989

Portfolio: Skills

ISSUE: ASSISTANCE FOR APPRENTICES AND TRAINEES

Talking points:

The ACT Government is committed to **supporting apprentices and trainees** through the COVID-19 pandemic.

Supports tailored to support apprentices through the pandemic include:

- **JobTrainer program**, supporting job seekers and young people (aged 17 to 24, who have left school) by providing fully funded (fee-free) training places. It is expected that around 3,000 training places will be funded through the program.
- **amended requirements for minimum hours** of employment and **flexible supervision arrangements** for trainees who may be required to work from home in line with WorkSafe ACT requirements;
- **out-of-trade ACT apprentices and trainees** (who have had their training contract cancelled) **can continue off-the-job training** with a RTO for up to six months. Skills Canberra will continue to pay the RTO training subsidies for this period;
- **referrals of displaced apprentices and trainees to Sarina Russo**; Apprenticeship Network Provider (ANP) who matches out of trade apprentices, trainees and Jobseekers with employers who have vacancies.
- Apprentices and trainees are only permitted to **undertake essential work** in line with lockdown restrictions. Employers of apprentices and trainees must maintain adequate training and supervision arrangements in the workplace. Formal training should be delivered online or deferred.
- Apprentices and trainees who are at least 17 years of age can access the Australian Government COVID-19 Disaster Payment (if they meet other eligibility criteria).

In addition, supports to apprentices and trainees include

- **training subsidies** available through the Australian Apprenticeships (User Choice) program. The program covers a range of industries with nationally recognised qualifications from Certificate II through to Advanced Diploma.
- **Additional Support Funding**, which allows training organisations to assist apprentices and trainees to complete their qualification
- **training subsidy loadings** for Aboriginal and Torres Strait Islander learners and learners with a disability

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- **completion payments** - $300 payments made to eligible students, on completion. To attract the payment the student must complete a survey which collects data on training and employment outcomes.
- **travel allowances** to assist ACT apprentices who need to travel interstate for structured (off-the-job) training. All travel has been suspended due to the public health orders in ACT and NSW
- **Payroll Tax Exemption for Australian Apprentices** - Payroll Tax exemption is available to employers with new starters, where the employee is employed in the industry or occupation for the first time and is receiving eligible training for work.
- the **field officer program**, which facilitates engagement between apprentices and trainees, training organisations, industry and other stakeholders
- the **ACT Wage and Entitlements Information Service**, delivered under contract by the Canberra Business Chamber, to provide employers and apprentices and trainees with access to expert advice and information on workers' entitlements and industrial agreements
- ACT **Building and Construction Industry Training Fund Authority** (TFA) funding for training existing workers and to incentivise employers to take on an apprentice or trainee.

Key Information

- **The ACT Building and Construction Industry Training Fund Authority** (TFA) -
  - Up to $6,000 in employer incentives for employers of a first-year apprentice in designated qualifications.
  - Financial support for group training organisations (GTOs) and funding for employers (including GTOs) that employ Aboriginal and Torres Strait Islander learners; women in non-traditional vocations; people with a disability; people from a non-English speaking background, and for language, literacy and numeracy training.
  - Grants available to individuals and/or organisations where the worker: works for a company that is substantially engaged in carrying out work in the ACT; undertakes training that meets the requirements in an approved RTO/course; or does not meet standard eligibility requirements but may have special circumstances.
- Frequently asked questions (FAQs) and answers to assist apprentices and trainees have been published on the Skills Canberra website.
- Skills Canberra has also emailed 7,319 ACT apprentices and trainees to outline the range of supports available.

Background

- From September 2020 to August 2021, when compared with the same period in 2019 to 2020, there was a 27.21 per cent increase in the number of commencements (2020-21 = 5,147; 2019-20 = 4,046).

- In August 2021, 'active' in-training numbers are higher than the same period in any of the previous four years (August 2021 = 7,195; August 2020 = 6,326; August 2019 = 6,464; August 2018 = 5,886).
- The Australian Government's Boosting Apprenticeship Commencements wage subsidy supports businesses to take on new apprentices and trainees (between 5 October 2020 and 31 March 2022). A 50 per cent wage subsidy is paid to eligible employers of a new or recommencing apprentice or trainee, up to $7,000 per quarter for 12 months.
- The Australian Government's Supporting Apprentices and Trainees wage subsidy ran from 1 January 2020 through to 31 March 2021. Eligible employers were able to claim 50 per cent of an Australian Apprentice's gross wage, up to $7,000 per quarter.

QUESTION TIME BRIEF

CM2021/2989

Portfolio: Skills

ISSUE: Assistance for Registered Training Organisations

Talking points:

- In **response to the COVID-19 pandemic**, the ACT Government has implemented the following measures to support registered training organisations (RTOs):
    - provided eligible RTOs with access to a **50 per cent unit payment**, where a student could not complete their assessment due to workplace access and social distancing policies—a total $644,476 has been provided to 13 RTOs (to August 2021)
    - **reduced compliance burden** for RTOs, where possible
    - **extended completion times** for Skilled Capital students
    - released an **additional 1,965 Skilled Capital places** in May 2020 to address emerging workforce needs and provide learning options for out-of-trade Australian Apprentices
    - released an **additional 3,800 fully funded (fee-free) Skilled Capital places** in accredited infection control and food handling training
    - TIFA and Fee For Service contractual arrangement for RTOs were extended for 12 months

launched the JobTrainer program, which is supporting job seekers and young people (aged 17 to 24, who have left school) by providing fully funded (fee-free) training places. It is expected that around 3,000 training places will be funded through the program. Key Information

- As at 21 September 2021, there are **95 RTOs** with a Training Initiative Funding Agreement. Of these RTOs, about one-third have a head office based in the ACT.
- The ACT Government provides subsidies to RTOs as a contribution towards the cost of delivering training.
    - The subsidy is normally paid when a student completes a unit of training.
    - Some units may require employer endorsement or mandatory workplace assessment to complete a unit.
    - At the onset of COVID-19, payment arrangements were amended to provide RTOs with a 50 per cent unit payment where workplace access and social distancing prevented a student from being assessed as competent.

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With restrictions in the ACT easing before 12 August, RTOs were able to finalise most students' assessments. In response to the current lockdown, these payment arrangements remain available.

- 1,965 additional Skilled Capital training places were released on 27 May 2020. Over 1,000 people enrolled during the first three days.
- 27 RTOs with an ACT Training Initiative Funding Agreement have nominated to deliver fee-free training under the Infection Control Training Fund. As at 1 September 2021, 1,622 learners had enrolled, with 867 completions reported. There are six different infection control courses available.
- The ACT and Australian Governments have agreed to extend the deadline for enrolment in infection control training from 30 June to 15 December 2021.
- The JobTrainer program has seen high demand for full qualifications. The funding made available through the Skilled Capital stream has been fully committed, with more than 500 enrolments.
- In May 2021, the Australian Government announced an extension to the JobTrainer Fund, however, states and territories have not yet received the revised JobTrainer agreement from the Commonwealth.

Background Information

- RTOs accessing a government subsidy for delivering training in the ACT (for the Australian Apprenticeships program and Skilled Capital) must have a Training Initiative Funding Agreement (TIFA).
    - The TIFA is the contractual arrangement between the ACT Government and RTOs for the delivery of government subsidised training in the ACT.
    - The TIFA sets out the terms and conditions under which the ACT Government may make funds available to RTOs for the delivery of training and assessment for a range of training initiatives including the Infection Control Skill Set training and JobTrainer.
- Qualification subsidy amounts (QSAs) were updated on 1 July 2021 and new pricing will come into effect 1 September 2021. QSAs are typically updated on an annual basis to account for CPI and updates to training packages.

QUESTION TIME BRIEF

CM2021/2989

Portfolio: Skills

ISSUE: Infection Control Training

Talking points:

- The ACT Government has **extended** the Project Agreement for the National Infection Control Training Fund (the Fund).
- This will enable Canberrans to continue to access **free infection control training** for **customer facing workers** in the ACT **until 15 December 2021**.
- Places are prioritised for those working in the **retail, tourism, transport and logistics, hospitality, cleaning, security service, aged and disability care** sectors.
- As at 1 September 2021, **1,622** learners had **enrolled**, with 867 completions reported. There are around **2,000** places still **available**.
- In addition, **funding has been allocated to CIT** for delivery of non-accredited practical infection control workshops to **complement the accredited training options** available through the Fund.
    - As at 1 September 2021, **33 workshops** have been held.
    - The workshops were attended by **219 participants** from priority industries including: supported independent living, share accommodation providers, alcohol and other drug residential services, mental health residential services, disability providers and airport workers involved with repatriation flights.

Key Information

- In May 2020, the Australian Government established a joint Commonwealth-State fund to deliver infection control training, prioritising customer-facing workers.
- The objective of the fund is to encourage the accelerated uptake of new nationally accredited infection prevention and control training skill sets, or equivalent nationally accredited training, to support businesses to re-open safely as COVID-19 restrictions allow.
- The ACT signed the Project Agreement for the National Infection Control Training Fund (the Fund) in May 2020.
- The Australian Government has committed $40 million, which states and territories are required to match, providing a national pool of $80 million to deliver at least 80,000 training places. Australian Government funding has been distributed to states and territories on an equal per-capita basis.
- The ACT's share of the Fund is $1.34 million, based on a 50:50 co-contribution by the Australian and ACT governments.

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- The ACT is required to match funding up to $670,000, once the Australian Government contribution is exhausted, by making an equivalent number of training places available to meet demand until the agreement expires.
- There is no penalty to the ACT if demand does not see the ACT contribute an equal share of funding.
- Twenty-seven (27) registered training organisations with an ACT Training Initiative Funding Agreement, including CIT, have nominated to deliver this accredited infection control training in the ACT.

QUESTION TIME BRIEF

CM2021/2989

Portfolio: Skills

ISSUE: JOBTRAINER FUND

Talking points:

- The JobTrainer program represents a **significant additional investment** by the ACT government in subsidised training, in addition to ongoing delivery of **Canberra Institute of Technology** (CIT) courses and subsidies provided through the **User Choice** and **Skilled Capital** programs.
- Under the **current agreement**, JobTrainer represents a **$16.75 million joint investment** with the Australian Government to deliver approximately 3,000 free training places to job seekers and young people (aged 17 to 24, who have left school) in the ACT.This is a significant initiative to **deliver skills development** and achieve our ambitious target of **growing Canberra's employment base to more than 250,000 local jobs** by 2025.
- The ACT Government is **considering the Australian Government's offer**, announced in the Federal Budget, to **extend and expand the JobTrainer Fund** with a further $1 billion nationally over the next two financial years.
- To 31 July 2021, 25 registered training organisations have enrolled students in **95 different courses** in areas such as information technology, hospitality, security, environmental management and sustainability, community services and construction.
- As at 31 July, there have been **approximately 1,956 enrolments** in JobTrainer training places, with **1103** of these students identifying as **job seekers**.
- **CIT** will deliver **up to 2,500 of the training places**, including full qualifications across a range of industry sectors, pre-apprenticeship programs and online short courses.
- The **Ginninderry SPARK program is being expanded** to provide accredited training options and wraparound support for young people and cohorts who experience barriers to education, training and employment.
- More than **500 JobTrainer training places** are being delivered by **private training organisations** under the existing Skilled Capital program.

Key Information

- The ACT's share of JobTrainer Fund is $16.75 million (including an $8.375 million ACT Government contribution).
- The ACT's JobTrainer program includes three streams to allow for speed to market and training options that meet target cohort needs. The first ACT JobTrainer training places were released on 5 November 2020 and the ACT had met all performance targets associated with the Australian Government's funding contribution.

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QUESTION TIME BRIEF

- The program has seen high demand for full qualifications and the funding made available through Skilled Capital has been fully committed, with more than 500 enrolments.

Background Information

- JobTrainer targets young people, aged 17 to 24, and job seekers.
- The intent is to provide these learners access to a range of quality learning opportunities in current and emerging skills needs areas; and employers with access to a skilled and adaptive workforce with a broad range of capabilities.
- JobTrainer courses include full qualifications, pre-apprenticeships and online short courses in key industries and occupations, including community services, healthcare, renewable energy and sustainability, digital and cyber security, construction and hospitality.

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QUESTION TIME BRIEF

CM2021/2989

Portfolio: Skills

ISSUE: Skilled Migration

Talking points:

- The Australian Migration Program enables the ACT Government to **address skill shortages and labour market needs** in the Territory which contributes to Canberra's economy and society, and supports growth in the region.
- The Australian Government allocates the ACT a fixed number of nomination places each financial year. The **2021-22 allocation is 2,030 nomination places**.
- ACT nomination does not guarantee a migration outcome. Rather, it triggers a formal visa invitation by the Department of Home Affairs.
- The 2021-22 Migration Program will continue to provide flexibility to ensure Australia can respond effectively to uncertain public health and economic challenges arising from COVID-19. A continued focus on onshore visa applicants in 2021-22 will help stabilise Australia's population while travel restrictions remain in place to manage the spread of COVID-19.

Key Information

- In 2020-21, the ACT was allocated 1,400 skilled visa (permanent 190/provisional 491) nomination places, with a 60/40 percent split in favour of permanent 190 nomination. There were 30 Business Innovation and Investment Program (BIIP) places allocated.
- In 2021-22, the allocation was increased to 2030 nomination places, with a 70 percent split in favour of provisional 491 nomination:
    - Skilled Nominated visa (subclass 190): 600 places
    - Skilled Work Regional (Provisional) visa (subclass 491): 1,400 places
    - Business Innovation and Investment Program (BIIP): 30 places
- The increased allocation will provide the ACT with much-needed skilled labour for the local market and support the ACT economy's post-pandemic recovery. With the Australian border closed, the ACT Migration Program is an effective tool in attracting skilled labour to the Territory. In 2020-21, 52 per cent of ACT nominees had moved from interstate and were working in Canberra in areas of critical need.
- The ACT's higher proportional split in favour of subclass 491 (provisional) nomination places is seen as the most effective way to retain international talent in the Territory. 491 visa holders must live and work in Regional Australia for at least three years before they can transition to permanent residence. The ACT is seen as an attractive

destination for regional visa holders due to our lifestyle and employment opportunities.

ACT Critical Skills List

- The ACT Critical Skills List identifies current and future critical skills essential to support the ACT's post pandemic recovery. Intending migrants with an occupation on the ACT Critical Skills List are eligible to express an interest in ACT nomination by completing the Canberra Matrix. The Matrix score is then ranked and, if selected, an invitation to apply for ACT nomination is issued.
- The *ACT Critical Skills List* was updated in September 2021 and will be reviewd again in January 2022.

Background Information

- The *Territory Migration Agreement* between the ACT and Department of Home Affairs has been in place since 2014 and requires updating. Home Affairs is proposing the new agreement, to be signed this year, will be a Memorandum of Understanding (MOU), tailored for each jurisdiction.

Canberra Matrix

- The demand for state / territory nomination far exceeds the allocation of nomination places. Skills Canberra developed the Canberra Matrix that enables us to rank, select and invite potential migrants to apply for ACT nomination. The Canberra Matrix allocates points against demonstrated economic contribution or benefit, English proficiency, formal qualifications, length of ACT residence/study, investment activity and close family ties.
- Intending migrants with an occupation on the ACT Critical Skills List (for Migration Purposes) are eligible to express an interest in ACT nomination by completing the Canberra Matrix. The Matrix score is then ranked and, if selected, an invitation to apply for ACT nomination is issued.
- Over 3000 Matrix (nominating an occupation on the ACT Critical skill List) have been submitted in 2021. These Matrix will be ranked, pro rata against the annual allocation of nomination places and in accordance with the occupation caps. The highest-ranked candidates will be invited to apply for ACT nomination.

QUESTION TIME BRIEF

CM2021/2989

Portfolio: Skills

ISSUE: SKILLS NEEDS LIST (SNL)

Talking points:

- Each year, Skills Canberra develops the ***Skills Needs List*** (SNL) to **identify occupations in demand**, and the ACT and vocational education and training (VET) **qualifications that best fit** those occupations.
- The SNL **informs ACT Government training subsidies** for the Australian Apprenticeships (User Choice) and Skilled Capital programs.
- Skills Canberra releases a draft SNL for **consultation with employers, registered training organisations (RTOs) and key stakeholders** to identify priority areas, and target subsidies accordingly.
- Employer participation in the recent consultation **increased from 11 to 65 per cent** of total respondents.
- The final 2021-22 SNL, incorporating stakeholder feedback, was published in June 2021. It contains **90 qualifications across 106 occupations**.

Key Information

- A **draft SNL survey** was sent to all registered training organisations (RTOs) operating in the ACT, and to employers, peak bodies, industry associations, unions, community organisations, regional development agencies and other stakeholders to validate the draft list and to identify additional skills needs.
- A link to the survey was also provided on the Skills Canberra website.
- Consultation on the 2021-22 draft SNL ran from 12 April to 7 May 2021.
- Skills Canberra received 361 useable responses to the survey. The main respondents were employers (229), RTOs (51), ACT Government Directorates (21), community organisations (17), peak bodies (7), and industry associations (6).

Background

- The draft 2021-22 SNL contained 59 qualifications and 86 occupations. Post consultation, the 2021-22 SNL included 90 qualifications across 106 occupations.
- The List is informed by the Forecasting of Industry Needs and Entitlement (FINE) model, ACT Government economic and social priorities derived from the budget papers, regular consultation across ACT Government and, this year, by feedback received during the JobTrainer consultation.

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QUESTION TIME BRIEF

CM2021/2989

Portfolio: Skills

ISSUE: Master Builders ACT (MBA)

Talking points:

- Building and construction work in the ACT had **increased by 3.6 per cent** (seasonally adjusted) in the March quarter 2021.
- Access to **skilled workers** in the building and construction sector is a problem faced around Australia, particularly at this time of record infrastructure investment by all governments.
- The ACT Government is working to address this:
    - The number of annual Australian Apprenticeship commencements in the ACT building and construction industry has increased by 41 per cent since 2015 (from 906 in 2,015, to 1,276 in 2020).
    - The number of building and construction apprentices in-training in the ACT has increased by 37 per cent since 2017 (1,839 in March 2017 to 2,525 in March 2021).
    - The number of female apprentices in-training increased by 426 percent from March 2018 to March 2021 (34 to 145), while the ratio of female apprentices compared to total apprentices increased by 310 percent in the same period (1.85 to 5.74 percent from March 2018 to March 2021).
    - More young women are starting apprenticeships through our Australian school-based Apprenticeship (ASBA) program. So far this year, there have been 20 female and 57 male ASBA commencements in building and construction.
- On 1 July 2021, the ACT Government published **updated qualification subsidy amounts for apprenticeships and traineeships**. The subsidy amounts for many qualifications in the building and construction sector (including the Certificate IIIs in carpentry, plumbing, concreting, and bricklaying and blocklaying) have seen increases of between 8 and 68 per cent.
- The **ACT Building and Construction Industry Training Fund Authority** (TFA) also provides employer incentives, and funding, to support training for new and existing workers in the ACT building and construction sector.
- The **Future Skills for Future Jobs Grants Program** provides funding for innovative projects which aim to increase the number of commencements across pre-apprenticeship, pre-traineeships, Australian Apprenticeships and higher apprenticeships.

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- In 2019-20, the Women in Construction Pathways Program received $163,000 to create Australian School-based Apprenticeship opportunities for young women wanting to commence a career in the building and construction industry.
- In 2020-21, $100,000 was allocated to the Mentorships to Power Apprenticeships Project to provide a digital mentoring and learning platform to support the retention of apprentices building and construction industry.

- The federal **Boosting Apprenticeship Commencements** wage subsidy works alongside ACT Government measures to support businesses and Group Training Organisations (GTOs) take on new apprentices and trainees.

Key Information

- The ACT Government provides funding to support the training of new and existing workers in the ACT building and construction industry through:
  - Australian Apprenticeships (User Choice) program.
  - Skilled Capital Program.
  - Canberra Institute of Technology 'profile' funding.
  - the Training Fund Authority.
- Skills Canberra conducts annual consultation to determine skills needs areas, the VET qualifications that respond to these and the appropriate training subsidies. The way subsidies are funded is reviewed annually and adjusted to reflect emerging demand and priorities.
- In the ACT, the MBA is primarily funded to deliver only the Certificate III in Carpentry. The subsidy for this qualification increased from $11,670 to $12,837.

<u>Women in Trades Grants Program</u>

- The Women in Trades Grants Program launched on 29 March 2018. Funding of $770,400 was allocated to eight projects, comprising $500,000 of ACT Government funding over two years from 2017-18 to 2018-19, and additional funding of $270,400 from the National Partnership on the Skilling Australians Fund.

<u>Training Fund Authority (TFA</u>)

- TFA is responsible for providing funding for the training of eligible workers in the ACT building and construction industry. TFA collects a training levy of 0.2 per cent of the cost of applicable building and construction work in the ACT.
- Funding for training is targeted at developing new skills for entry level (Australian Apprentices) and existing workers in the industry, and provided to employers, including GTOs.
- Peak Bodies, including MBA, are invited to consult on the draft TFA Training Plan. The 2020 The TFA's 2020 Training Plan priority areas included:

- work health and safety – mandated compliance and health and mental wellness training.
- apprenticeships – support for apprentices and their employers.
- general construction – short-gauge steel usage, carpentry.
- finance, business and management – digital literacy, human resource management.
- electrotechnology and energy - renewable energy, data and technical communications, electrical standards and safety.

- TFA provides funding for employers who employ a first year Australian Apprentice (AA) in specific qualifications: $3,000 each at the three- and twelve-month milestones.
- TFA also provides financial support to GTOs for each AA.

Background

- In May 2021, MBA provided a submission on the 2021-22 ACT Budget. The submission urged the ACT Government to consider proposals on commercial and building activity; civil construction works; residential building activity; infrastructure investment; skills and training; and mental health.

QUESTION TIME BRIEF

CM2021/2989

Portfolio: Skills

ISSUE: COVID-19 RESPONSE

Talking points:

- The ACT Government is committed to **supporting apprentices and trainees** and other VET learners during COVID-19, including through:
    - **training subsidy loadings** to support learners with a disability, and Aboriginal and Torres Strait Islander learners
    - **additional funding** for individual learning assistance to support completion
    - **completion payments** for eligible learners
    - amended requirements for minimum hours of employment, allowing **flexible supervision arrangements** for trainees working from home during the lockdown
    - supporting continuation of **off-the-job training** for suspended apprentices and trainees
    - referring **displaced apprentices and trainees** to the Apprenticeship Network Provider (Sarina Russo) jobs board.
- Apprentices and trainees aged 17 years and older can also access the **Australian Government COVID-19 Disaster Payment**.
- Skills Canberra **contacted all 7,319 ACT apprentices and trainees**, and their **employers**, during the recent lockdown to outline the range of supports. **Frequently asked questions and answers** were also published on the Skills Canberra website.
- Eligible businesses who employ **apprentices and trainees** have access to:
    - ACT COVID-19 **Business Support Grants**
    - Payroll Tax **exemptions**
    - the Australian Government *Boosting Apprenticeship Commencement* (BAC) 50 per cent **wage subsidy.**
- Since the onset of COVID-19, the ACT Government has delivered **additional training programs**, including:
    - approximately 3,000 places under the **JobTrainer** program, which provides job seekers and young people (aged 17 to 24, who have left school) access to free training places
    - approximately 3,800 fully funded (fee-free) places in accredited **infection control training**.

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- The ACT Government has implemented a series of initiatives to **support registered training organisations' (RTOs)** financial viability and capacity to continue to train students, including:
    - providing **a 50 per cent payment** where a student has commenced a unit of competency but is unbale to complete their assessment due to COVID-19 restrictions
    - **reducing administrative and compliance burden** where possible
    - extending the **training plan completion timeframe** for new training contracts (from eight weeks to three months)
    - an automatic six-month **extension to any Skilled Capital enrolment**.
    - Releasing an **additional 1,965 Skilled Capital places** in May 2020 to address emerging workforce needs and provide learning options for out-of-trade Australian Apprentices.
    - releasing an additional 3,800 fully funded (fee-free) Skilled Capital places in **accredited infection control and food handling training** in June 2020.
- RTOs can apply for an **ACT Government COVID-19 Business Support Grant** if they meet the eligibility criteria. Up to $20,000 is available for employing businesses, and $7,500 for non-employing businesses.

Key Information

- Apprentices and trainees are only permitted to undertake essential work in line with lockdown restrictions.
- Off-the-job training is by remote learning only, except where instruction or learning activities cannot be adequately conducted remotely.

Background

- The Australian Government's COVID-19 Disaster payment supports workers, including apprentices and trainees, who are unable to earn an income due to a COVID-19 state or territory public health order, including lockdown, hotspot declaration or movement restrictions.
- The Sarina Russo Jobs Board matches out of trade apprentices, trainees and Jobseekers with employers who have vacancies. Sarina Russo is funded by the Australian Government to provide Australian Apprenticeship Support Network services.
- Payroll Tax Exemption for Australian Apprentices - Payroll Tax exemption is available to employers with new starters receiving eligible training.
- The Australian Government's Boosting Apprenticeship Commencements wage subsidy supports businesses to take on new apprentices and trainees (between 5 October 2020 and 31 March 2022). A 50 per cent wage subsidy is paid to eligible employers of a new or recommencing apprentice or trainee, up to $7,000 per quarter for 12 months.

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