



State Government incentives and wage subsidies for employers of apprentices and trainees

The following table provides a summary of the financial support available for employers of apprentices and trainees as at 1 July 2025. For the most up to date information, please follow the website links provided.

State Government incentives and subsidies			
Incentive/Wage subsidy	Eligibility	Description	Claiming the incentive
Jobs and Skills WA Employer Incentive Provides financial assistance to Western Australian businesses who employ an apprentice or new entrant trainee. www.jobsandskills.wa.gov.au/employerincentive	Employers who are eligible to access the Employer Incentive are: <ul style="list-style-type: none"> employers of new entrant trainees; employers of apprentices below the current payroll tax threshold; group training organisations (GTOs); employers who are not currently receiving a CTF grant; Local Government and government trading enterprises (GTEs); and not for profit organisations. 	Incentive payments may be made up of two parts: <ul style="list-style-type: none"> a base payment of up to \$8,500 that is calculated on the nominal term of the apprenticeship or traineeship; and additional loadings which provide higher payments for training that is identified as a State priority or training for priority groups, such as Aboriginal apprentices/trainees, apprentices/trainees with a disability, apprentices/trainees living in regional areas, or mature aged apprentices/trainees (aged 21—30). 	Eligible employers can claim incentive payments at the: <ul style="list-style-type: none"> commencement of an apprenticeship/traineeship mid-point of the nominal duration of an apprenticeship; and completion of the apprenticeship/traineeship Claims for incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).
Jobs and Skills WA Adult Apprentice Employer Incentive Provides financial assistance to Western Australian businesses to employ a mature aged apprentice (21 years or older) who is undertaking an apprenticeship in an approved building and construction occupation www.jobsandskills.wa.gov.au/aaei	Employers who are eligible to access the Adult Apprentice Employer Incentive must enter into a training contract on or after 1 July 2025 with an apprentice who: <ul style="list-style-type: none"> is 21 years of age or older at the commencement date stated on the training contract; and is undertaking an apprenticeship in a Priority Start occupation in the building and construction industry in WA; and lives and works in WA. Employers who are eligible to access the Adult Apprentice Incentive are: <ul style="list-style-type: none"> employers within a larger corporate entity who pay apprentice wages (paying entity) on behalf of employing entities within the same corporate structure; and Local Government and Government Trading Enterprises; and not for profit organisations. 	Incentive payments of up to \$26,800 (4 year apprenticeship) are made at the following milestone payment points: <ul style="list-style-type: none"> Milestone 1 - commencement milestone – 40% to be paid six months after commencement of the training contract; Milestone 2 - mid-point milestone – 30% to be paid at the mid-point of the nominal term of the training contract; and Milestone 3 - completion milestone – 30% to be paid at the successful completion of the training contract. Additional funding of up to \$5,000 per program place is available to eligible employers who sign into a training contract with an adult apprentice from one of the following priority cohorts: <ul style="list-style-type: none"> Aboriginal persons; and/or Women. Payments will be made to eligible employers when each milestone payment point is reached: <ul style="list-style-type: none"> Commencement - \$1,000. Midpoint - \$2,000. Completion - \$2,000 	Employers must demonstrate eligibility for an entitlement at each milestone payment point. Claims for incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).



<p>AUKUS Defence Industry Incentive</p> <p>Provides financial assistance to Western Australian businesses operating in the defence sector, who employ an apprentice in one of four approved trades.</p> <p>https://theotherforce.wa.gov.au</p>	<p>Employers (including Group Training Organisations) who are eligible to access the Defence Industry Incentive are employers who:</p> <ul style="list-style-type: none"> • have an active training contract registered with DTWD's Apprenticeship Office which commenced on or after 1 July 2025; and • employ an apprentice who lives and works in Western Australia (including the Indian Ocean Territories); and • have been designated by Defence West as one of WA's approved defence employers and/or supply chain employers; and • employ apprentices enrolled into one of the following four approved qualifications: <ul style="list-style-type: none"> ○ MEM31922 Certificate III in Engineering – Fabrication Trade; ○ MEM30219 Certificate III in Engineering – Mechanical Trade; ○ UEE30820 Certificate III in Electrotechnology Electrician; and ○ MEM31219 Certificate III in Engineering – Industrial Electrician. <p>Local Governments and Government Trading Enterprises (GTEs) are eligible to receive the Defence Industry Incentive.</p>	<p>Eligible employers will receive up to \$20,000 in incentive payments at the following milestone payment points:</p> <ul style="list-style-type: none"> • Commencement milestone - \$10,000 – available six months after the apprentice's probation period has expired. • Year 2 - \$6,000 – available one year after the commencement of the training contract (beginning of Year 2). • Year 3 - \$4,000 – available two years after the commencement of the training contract (beginning of Year 3). 	<p>Employers must demonstrate eligibility for an entitlement at each milestone payment point.</p> <p>Claims for Incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).</p>
<p>Defence Industry Existing Worker Incentive (DIEWI)</p> <p>Provides financial assistance to Western Australian businesses undertaking work in the defence industry in Western Australia, who employ an existing worker trainee on or after 1 July 2022 and on or before 30 June 2026.</p> <p>The DIEWI program is capped at 120 places; that is, 40 places for each approved qualification.</p> <p>www.jobsandskills.wa.gov.au/defence</p>	<p>Employers who are eligible to access the DIEWI program are employers who:</p> <ul style="list-style-type: none"> • have an active training contract registered with the Department of Training and Workforce Development Apprenticeship Office on or after 1 July 2022 and on or before 30 June 2026; and • employ an existing worker trainee who lives and works in Western Australia; and • have been designated by Defence West as one of WA's approved defence employers; and • employ existing worker trainees enrolled into one of the following approved qualifications: <ul style="list-style-type: none"> ○ Certificate IV in Cyber Security (Cyber Security Traineeship) (22334VIC) ○ Diploma of Advanced Technologies (Applied Technologies Technician Traineeship) (22460VIC); or ○ Diploma of Engineering – Technical (Engineering Draftsperson Traineeship only) (MEM50212). 	<p>Eligible employers will receive up to \$6,375 in incentive payments at the following milestone payment points:</p> <ul style="list-style-type: none"> • commencement milestone – payable six months after the commencement of the training contract; and • completion milestone – payable at the successful completion of the training contract. 	<p>Employers must demonstrate eligibility for an entitlement at each milestone payment point.</p> <p>Claims for Incentive payments are made through the Western Australian Apprenticeship Management System (WAAMS).</p>

State Government incentives and subsidies

Incentive/Wage subsidy	Eligibility	Description	Claiming the incentive
<p>Group Training Organisation (GTO) Wage Subsidy</p> <p>The GTO Wage Subsidy assists small to medium enterprises (SMEs) working in the building and construction sector in Western Australia, by providing access to apprentices and trainees employed through Group Training Organisations (GTOs).</p> <p>Places in the program are allocated on a demand driven basis.</p> <p>www.jobsandskills.wa.gov.au/gws</p>	<p>To be eligible for the GTO Wage Subsidy program, GTOs must enter into a training contract with a new entrant apprentice or trainee who is in one of the following groups:</p> <p>Group 1</p> <ul style="list-style-type: none"> • undertaking a qualification on the Priority Start list of approved qualifications; and • hosted to a small to medium business that is working on government projects in the building and construction sector or a non-government residential construction project <p>Eligible GTOs are encouraged to enter into training contracts with:</p> <ul style="list-style-type: none"> • apprentices and trainees from regional WA; • female apprentices; • Aboriginal people; and • people with disability. <p>If there is strong demand for places, these groups will be prioritised.</p> <p>OR</p> <p>Group 2</p> <ul style="list-style-type: none"> • hosted to a small to medium business that is working on a non-government residential construction project; and • undertaking a qualification/trade from the approved priority trades list for residential construction (Appendix 3); and • from one of the designated program level target groups – women or mature aged apprentices/trainees (21 years and over). 	<p>The GTO Wage Subsidy covers approximately 100% of the average estimated award wage paid to apprentices and trainees in the building and construction sector, for the period of time the apprentice or trainee remains actively employed in a training contract registered with the Department.</p> <p>The GTO Wage Subsidy does not cover superannuation, leave and other allowances, overtime or over-award payments.</p> <p>GTOs who have been assessed as eligible for:</p> <ul style="list-style-type: none"> • Group 1 - receive up to \$100,966 for a four year apprenticeship; and • Group 2 – receive up to \$134,625 for a four year apprenticeship. <p>Participating GTOs also receive a \$1,000 supervision and coordination payment per apprentice or trainee, paid at the registration of the training contract and each year thereafter on the anniversary of the registration, for the duration of the training contract.</p>	<p>Eligible GTOs will receive automatic wage subsidy payments monthly in arrears, via the Western Australian Apprenticeship Management System (WAAMS).</p>
<p>Western Australian Group Training Program (WAGTP)</p> <p>Incentives for Group Training Organisations (GTOs) to employ and support apprentices and trainees in priority target groups and support them through to completion.</p> <p>www.jobsandskills.wa.gov.au/employer-incentives</p>	<p>Available to Group Training Organisations (GTOs) who are:</p> <ul style="list-style-type: none"> • registered in WA; • compliant with the <i>National Standards for Group Training Organisations</i>; • place their apprentices/trainees with host employers through a formal agreement; and • who employ apprentices or trainees in one or more of the following groups: <ul style="list-style-type: none"> ○ Aboriginal Australians; ○ people with disability; ○ women in non-traditional trades; ○ school-based apprentices and trainees; and ○ people in remote and regional areas. 	<p>Eligible GTOs may receive payments of up to \$13,900.</p>	<p>Contracted GTOs are paid quarterly in arrears based on eligible apprentice/trainee commencements, mid-term (apprentice only) and completions in each priority group.</p>

<p>Apprenticeship and Traineeship Grant for Employers</p> <p>The Construction Training Fund (CTF) supports employers to reduce the cost of employing an apprentice or trainee in a range of building and construction occupations in Western Australia, through the provision of grant payments.</p> <p>www.ctf.wa.gov.au/funding/employer-grant</p>	<p>Employers are eligible to receive a CTF grant provided that they employ apprentices/trainees:</p> <ul style="list-style-type: none"> • in specific building and construction qualifications*; and • who have an active training contract registered with the Department of Training and Workforce Development's Apprenticeship Office; and • can demonstrate primary and substantial direct involvement in WA's construction industry, specifically in on-site construction, installation and/or fabrication activities. <p>*A complete listing of apprenticeship and traineeship qualifications that are eligible for a CTF grant can be viewed on the CTF website – www.ctf.wa.gov.au/levy-disbursements-guide</p>	<p>Eligible employers may receive up to \$36,500 over the full term of the apprenticeship/traineeship to reduce the cost of training.</p> <p>CTF employer grants may be made up of two parts:</p> <ul style="list-style-type: none"> • a base grant that is dependent on the nominal duration of the apprenticeship/traineeship; and • additional supplements (bonuses) for employing someone who has completed a pre-apprenticeship, lives regionally, or is female, indigenous or mature-aged. 	<p>CTF employer grants are paid in three instalments of equal value:</p> <ul style="list-style-type: none"> • first instalment – successful completion of six months of continuous, full time employment with a single employer; and • second instalment – half way point of the indicated nominal term of the training contract; and • final instalment – when the training contract has been successfully completed. <p>Employers do not need to claim instalment payments, CTF will conduct an assessment at the relevant payment milestone due date, and an email requesting supporting documentation will be sent to the employer on these dates in order to progress payment.</p>
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