



# TRAINEESHIPS - EMPLOYER

## Early Childhood Education & Care, Aged Care, Disability and Individual Support

### ABOUT TRAINEESHIPS

A traineeship is a training agreement between an employer and an employee during which the trainee learns the skills needed for a particular occupation or trade. At the end of the traineeship the trainee has achieved a nationally recognised qualification and the employer has gained a highly skilled and valuable employee.

### GOVERNMENT INCENTIVES

The Government provides incentive payments of up to \$4000 to eligible employers. See back page for more details.

### WHAT IS INVOLVED?

Your newly employed staff can enter into a traineeship agreement with you for the period determined by the qualification level being studied.

- As the RTO, we will provide the necessary training using one of the Training Delivery Options set out on this page.
- The Traineeship Agreement is organised through an Apprenticeship Centre who will also facilitate your government incentive payment claims and advise you on any other rebates that are applicable.

### WHAT TRAINING IS PROVIDED?

The content of the training is determined by the requirements of the qualification studied. Elective subjects can be chosen based on the needs of your business.

### BENEFITS FOR THE EMPLOYER

- Increase workplace productivity
- Upskill employees to meet business needs
- Receive government incentives
- Promote employee loyalty.

### BENEFITS FOR THE TRAINEE

- Achieve a nationally accredited qualification
- Learn valuable workplace skills
- Receive comprehensive training
- Increased career opportunities.

### WHY USE NBCC FOR TRAINING?

- An RTO since 1995
- A 90% successful completion rate for traineeships during the past six years
- Flexible and supportive
- Industry qualified and experienced trainers
- Approved provider under the NSW Government's Smart & Skilled Training Program.

### TRAINING DELIVERY OPTIONS

#### IN YOUR WORK PLACE

If you have a minimum of three trainees commencing at the same time, our trainer can come to your work place and deliver small group training and assessment. The training can be specific to your systems, policies and procedures.

#### AT THE COLLEGE

Structured face to face courses are delivered regularly at the College. Your employee can be signed up as a trainee and then join the next College course that commences.

#### ONE ON ONE

For new entrant trainees, regular visits to your workplace will be made by our trainer to support the trainee in his or her learning and to monitor their progress. Email and phone support will also be available.

#### QUALIFICATIONS AVAILABLE UNDER A TRAINEESHIP WITH NBMC IN 2020

- CHC33015 Certificate III in Individual Support (Ageing & Home & Community or Disability)
- CHC43015 Certificate IV in Ageing Support
- CHC30113 Certificate III in Early Childhood Education & Care
- CHC50113 Diploma of Early Childhood Education & Care
- CHC43415 Certificate IV in Leisure & Health

**Course fee = \$0!**

*The course fee of \$1000 for new entrant trainees has been removed by the NSW Government with effect from 1 Jan 2020!*



**NORTHERN BEACHES & MOSMAN COLLEGE**

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RTO Code 90113 | Campus locations: Brookvale, Narrabeen & Mosman

## TRAINEESHIP INCENTIVES AND COST

### Government Incentives payable to employer

#### NEW ENTRANT TRAINEE\*

##### Full time employee<sup>^</sup>

Commencement Incentive	\$1500
Completion Incentive	\$2500

##### Part time employee<sup>^</sup>

Commencement Incentive	\$0
Completion Incentive	\$1500

#### EXISTING WORKER TRAINEE\*\*

Full time employee completion incentive	\$3000
Part time employee completion incentive	\$1500

*Note: Payroll Tax rebates may also apply for New Entrant trainee wages and a Workers Compensation Premium Reduction*

*(Extracted from Australian Business Apprenticeships Centre Employer Reference Guide)*

#### \*Definition of “New Entrant” Trainee

Staff member who has been employed by the company for less than 12 months (<sup>^</sup>part time) or less than 3 months (<sup>^</sup>full time).

#### \*\*Definition of “Existing Worker” Trainee

Staff member who has been employed by the company for longer than 12 months (part time) or 3 months (full time).

<sup>^</sup>(Full-time = 30 hrs per week or more, part-time = average 20 hrs per week) - this may vary slightly between pay awards.

Note: A course fee is still payable for Existing Worker trainees.

### Course Costs

With effect from 1 January 2020 the NSW Government has removed the course fee of \$1000 payable for new entrant traineeships. **There has never been a better time to upskill your staff, fee free, and still receive government incentive payments.** It's a “win win” situation for everyone!!

NEW ENTRANT TRAINEE	Payable on enrolment	Payable on completion of training
CHC33015 Certificate III in Individual Support (Ageing & Home & Community or Disability)	\$0	\$0
CHC43015 Certificate IV in Ageing Support	\$0	\$0
CHC43415 Certificate IV in Leisure & Health <i>(Note: no incentives for existing worker traineeship available for this qualification)</i>	\$0	\$0
CHC30113 Certificate III in Early Childhood Education & Care	\$0	\$0
CHC50113 Diploma of Early Childhood Education & Care	\$0	\$0

*NOTE: Eligibility conditions do apply to traineeships and all prospective trainees must have this checked by an Apprenticeship Centre.*

*This training is subsidised by the NSW Government*



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