



TRAINEESHIPS - EMPLOYER

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 NBMC 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 2019

- HLT33015 Certificate III in Allied Health Assistance
- HLT33115 Certificate III in Health Services Assistance
- CHC42015 Certificate IV in Community Services
- CHC43415 Certificate IV in Leisure & Health
- BSB30115 Certificate III in Business
- FNS40217 Certificate IV in Accounting & Bookkeeping
- BSB42015 Certificate IV in Leadership & Management
- BSB41015 Certificate IV in Human Resources
- BSB51918 Diploma of Leadership & Management
(No Government Incentives payable for Diploma)
- *(Note: Traineeships are also available in qualifications in Early Childhood Education & Care, Individual Support, Home & Community Care, Disability and Aged Care - different government incentives apply).*



**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

Commencement Incentive	\$1500
Completion Incentive	\$2500

Part time employee

Commencement Incentive	\$0
Completion Incentive	\$1500

EXISTING WORKER TRAINEE

Full time/part time employee	\$0 - not available
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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 (*part time) or less than 3 months (*full time). (Full-time = 30 hrs per week or more, part-time = average 20 hrs per week) - this may vary slightly between pay awards.

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 training completion
For all qualifications	\$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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