

NT Occupational Shortage Employer Incentive Scheme Information for Employers

How can the NT Occupational Shortage Employer Incentive Scheme help me?

The NT Occupational Shortage Employer Incentive Scheme is part of the Northern Territory Government's *Jobs Plan 3* and provides a financial incentive for businesses in the private sector to employ additional apprentices and trainees in areas with identified occupational shortages.

Each eligible employer who employs a new apprentice or trainee and maintains that apprentice or trainee in employment for at least two years of his or her apprenticeship or traineeship, will receive two incentive payments totalling \$4000 (inc GST).

Employer incentives:

- are released in rounds throughout the year;
- may vary in number from one round to the next round; and,
- will be advertised through public notices which will be placed in Territory newspapers to provide details of when a round of incentives has been released and how many incentives are available in that round.

What are the eligibility criteria for the incentive?

Eligibility for this incentive applies to employers of apprentices or trainees if their apprentice or trainee:

- is an Australian citizen, permanent Australian resident or a New Zealand citizen who has resided in Australia for a minimum of six months;
- is employed in an occupation identified in the [NT Occupation Shortage List](#)
- is undertaking a Vocational Education and Training (VET) qualification listed in the [NT Occupation Shortage - Eligible Qualification List](#)
- is employed in an occupation requiring a Certificate level III, IV or Diploma VET qualification;
- has a registered training contract that is commenced on or after the day the round of incentives was released;
- is a full-time employee (not school-based or part-time);
- is a new employee (no more than 3 months prior employment with the employer) not an existing worker of the business;
- has not completed a Certificate level III, IV or VET Diploma qualification in the last 7 years; and,
- is still employed as an apprentice or trainee after the six-month qualifying period to claim the first incentive payment and has successfully completed either all or 24 months of the apprenticeship or traineeship to claim the final payment.

An employer's eligibility against the above criteria will be assessed from information provided in the apprenticeship or traineeship training contract lodged with Australian Apprenticeships NT. Australian Apprenticeships NT will inform employers in writing if they are eligible to receive the incentive and provide claim forms.

After the six-month qualifying period, the eligible employer may lodge a claim for the first incentive payment with Australian Apprenticeships NT. After the apprentice or trainee has successfully

completed the apprenticeship or traineeship, or has completed 24 months of the apprenticeship or traineeship, the eligible employer can lodge a claim for the final incentive payment. All eligibility criteria must be met prior to the employer receiving the incentive entitlement.

If an employer is unsure if they qualify for an incentive payment under any of these criteria, they should contact Australian Apprenticeships NT on 1300 137 130, facsimile 8935 8231 or email enquiry@aacnt.com.au for further information on this scheme.

How many times can I access the Incentive?

To ensure a fair and equitable distribution of incentives under the scheme, eligible employers will be able to claim a maximum of three NT Occupational Shortage Employer Incentives for new apprentices or trainees in each round of incentive funding.

How much will I get paid and when?

Employers who have received written confirmation of eligibility from Australian Apprenticeships NT can receive two payments during the course of the apprenticeship or traineeship. After the six-month qualifying period and on lodgement of a claim form to Australian Apprenticeships NT, employers are eligible for the first payment, which is \$3000 (inc GST).

After the apprentice or trainee has successfully completed all of the apprenticeship or traineeship, or has completed 24 months of the apprenticeship or traineeship, and on lodgement of a claim form to Australian Apprenticeships NT, employers are eligible for the second payment, which is \$1000 (inc GST). Incentive payments are dependent on all relevant qualifying criteria having been met.

First payment claims must be made within 12 months of commencement and second payment claims must be made within 12 months of due date.

Why do I have to wait six months for the first payment?

Employers will have to wait until the end of the six-month qualifying period for the first payment, as the aim of this scheme is to create secure employment, ensure workforce continuity and to alleviate skill shortages.

What apprenticeships and traineeships are eligible for the occupational shortage employer incentive?

Eligible occupational shortage apprenticeships and traineeships were identified with input from industry, unions, Northern Territory Training Advisory Councils, and Northern Territory and Australian Government departments. The occupations that have been identified as being in shortage for this scheme are at:

http://www.nt.gov.au/dbe/employment/workforce_nt/occupation_shortage_list.shtml. The occupation shortage list is reviewed annually, to take into account emerging shortages and changes. Apprentices or trainees must be undertaking a Vocational Education and Training (VET) qualification listed in the [NT Occupation Shortage - Eligible Qualification List](#).

Can I access any other incentives?

Employers may also be eligible for the Northern Territory Employment Disadvantaged Groups Employer Incentive, Australian Government apprenticeship or traineeship incentives in addition to the NT Occupational Shortage Employer Incentive Scheme – check with your Australian Apprenticeships NT representative.

Are there any exceptional circumstances?

If an employer thinks that there are exceptional circumstances surrounding eligibility for an incentive that requires further consideration, employers should complete and submit an Exceptional Circumstances Claim Form which can be supplied by Australian Apprenticeships NT.