

Benefits, Costs and incentives

Benefits

Apprenticeships and traineeships:

- Are an effective way to recruit staff
- Develop loyal and motivated staff
- Foster better customer service
- Can increase productivity
- Improve staff retention
- Develop a more educated workforce
- Offer flexible training to suit your work environment
- Create goodwill for your business

Costs and incentives

The costs involved in employing an apprentice or trainee include:

- Recruitment costs to find the right person for the apprenticeship or traineeship
- Training costs
- [Wages and entitlements](#)
 - Superannuation
 - Workers' compensation
 - Cost of supplying tools (if required)
- Cost of providing special equipment (if required)

Incentives and allowances are available to eligible employers from the Queensland Government and Australian Government to help meet the costs of employing an apprentice or trainee. See '*Funding and Incentives*' on this CD.

The Department of Education, Training and the Arts has contracted a number of training providers to deliver training for all apprenticeships and some traineeships at no cost to the apprentice, trainee or the employer.

You have the option of accessing details and selecting one of these [training providers](#) to deliver the training for the apprenticeship or traineeship.

Alternatively, you can choose to pay for training delivered by a provider that does not have a contract with the department.

Your apprentice or trainee may also have to pay student fees to the training provider. Your training provider must advise your apprentice or trainee of any fees to be paid. You can choose to pay these fees on behalf of your apprentice or trainee.

Cost of training for existing employees

Existing employees undertaking an apprenticeship may be eligible to receive funded training from those training providers that have a contract with the Department of Education, Training and the Arts.

The majority of existing employees undertaking a traineeship will not be eligible for funded training from these training providers except:

- If the person worked when attending school and subsequently entered a traineeship with the same employer;
- If the person is a trainee in a training contract which is a prerequisite to a higher level traineeship and wants to register into the higher level training contract;
- If a training contract is cancelled and the person wishes to complete the traineeship with another employer;
- If they have successfully completed a Certificate III traineeship and want to enter a Certificate III traineeship with the same employer and in the same training package or qualification stream.

Source: Department of Education, Training and the Arts www.trainandemploy.qld.gov.au and http://www.trainandemploy.qld.gov.au/client/for_business_and_employers/appship_tship_info/cost_benefits.html#1