



LEVY & DISBURSEMENTS
JULY 2021

INTRODUCTION

The Construction Training Fund (CTF) is a Western Australian Statutory Authority managed by the Building and Construction Industry Training Fund Board (the Board) and administers the *Building and Construction Industry Training Fund and Levy Collection Act, 1990* (the Act).

Under the Act, the CTF supports training and development of the building and construction workforce in WA via the Building and Construction Industry Training Fund Levy (the levy), which is applied to all relevant building and construction work undertaken in Western Australia.

Construction industry and the levy

The meaning of construction industry and construction work for the Act is drawn from the *Construction Industry Portable Paid Long Service Leave Act 1985* (CIPPLSL Act). The levy is 0.2% of the estimated value of construction work and is applied to construction works that fall under the definition, including; construction, erection, installation, reconstruction, re-erection, renovation, alteration, demolition or maintenance activities undertaken on-site.

The levy applies to:

- buildings (residential, commercial, industrial)
- non-buildings (civil, engineering, ground works, fences)

CTF support programs - disbursement

The Board consults with industry to:

- assess and review training requirements of the industry's workforce
- assess and review skills shortage areas
- identify innovations in the industry
- identify trends

This process helps inform the Board in its development of an annual Operational Plan.

S8 (1) of the Act notes that the aim of the Operational Plan is to improve the quality of training and to increase the number of skilled persons in the building and construction industry by the allocation of resources from CTF to programs that support:

- Apprenticeships and other forms of entry level training for employment in the industry.
- Supplementary training for those already qualified to work in the industry.
- Training in technology used in the industry and in the occupational health and safety requirements of the industry.
- The recognition, for the purposes of employment in the industry, of persons with existing skills, knowledge and aptitude appropriate to the industry.
- The accreditation of training courses for employment in the industry or that are otherwise appropriate to the industry.
- Innovations in training in the industry and research relating to the levels of competency in, and the training needs of, the industry.

The Act requires the Board's annual Operational Plan to be endorsed by the Minister.

Apprenticeship support – grants for employers

A range of Certificate II and III qualifications from the following training packages are included in the CTF employer grants program, when a contract of training is lodged with the Department of Training and Workforce Development (DTWD) and has an active status.

Directly related to on-site construction	Requires demonstration of on-site activity
CPC	UEE/UET
RII*	MEM
	MSF/LMF
	UEG

**Does not include resources operational qualifications.*

Supplementary skills – short course training (when delivered by RTPs)

- Construction skills (training required for construction work performed on-site).
- Industry skills (training required for skills that relate to a business that is directly involved in the construction industry and its on-site construction work; e.g. building codes).
- Software skills (training required for skills that relate to a business that is directly involved in the construction industry and its on-site construction work; e.g. MYOB, BIMS).
- Occupational licensing (limited number of courses leading to occupational licensing for individuals involved in on-site construction).
- Higher qualifications (limited number of qualifications up to diploma level for individuals involved in on-site construction).

Occupational health & safety – short courses

CTF supports OH&S training for workers and companies required to perform roles on-site that specifically relate to construction work. This includes engineers, architects and project managers who are required to enter live construction sites to inspect construction work and/or supervise work that is being done.

Other programs

- RPL – for qualifications recognised in the apprenticeship support program.
- Pre-app completion – for Certificate II qualifications leading into CPC apprenticeships.
- Accommodation support for apprentices required to travel to attend block training.
- Career promotion:
 - > Construction Futures Centre
 - > VET Scholarship program – for four key Cert II qualifications
 - > Try-a-Trade

Eligibility for CTF programs

CTF policy reflects the purpose of the Act; is informed by the Board's annual Operational Plan and consultation with industry.

CTF programs support workers, individuals and companies that can demonstrate primary and substantial involvement in on-site activities (as determined by the CIPPLSL Act).

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SECTION 1 – THE LEVY

The levy is calculated at 0.2% of the value of construction work (inclusive of GST) where the total estimated value of the work is more than \$20,000.

The levy must be paid prior to the commencement of construction of any work to which the levy applies, regardless of the requirement for a building permit. In the absence of a fixed price contract, the amount of levy due prior to the commencement of a construction project is calculated based on the estimated value of the construction works.

As per Schedule 2 of *the Act*, the value of construction for the purposes of the levy is required to include:

- The sum of the value of all goods (including manufactured goods) forming part of the construction work.
- Fees payable.
- Overheads to be met, profit margin and GST.
- Labour.
- Services necessary.

The meaning of construction work

The Act refers to the *Construction Industry Portable Paid Long Service Leave Act 1985* in outlining the meaning of 'construction work' (s 3 (1)) to which the levy applies.

'Construction work' means the following processes:

- (a) Carrying out on a site; the construction, erection, installation, reconstruction, re-erection, renovation, alteration, demolition or maintenance of or repairs to any of the following:
1. buildings
 2. swimming pools and spa pools
 3. roads, railways, airfields or other works for the passage of persons, animals or vehicles
 4. breakwaters, docks, jetties, piers, wharves or works for the improvement or alteration of any harbour, river or watercourse for the purposes of navigation
 5. works for the storage, or supply of water or for the irrigation of land
 6. works for the conveyance, treatment or disposal of sewage or the effluent from any premises
 7. works for the extraction, refining, processing or treatment of materials or for the production of extraction of products and by-products from materials
 8. bridges, viaducts, aqueducts or tunnels
 9. chimney stacks, cooling towers, drilling rigs, gas holders or silos
 10. pipelines
 11. navigational lights, beacons or markers
 12. works for the drainage of land
 13. works for the storage of liquids (other than water) or gases
 14. works for the generation, supply or transmission of electric power
 15. works for the transmission of wireless or telegraphic communications; pile driving works

- 16. structures, fixtures or works for the use on or for the use of any buildings or works of a kind referred to in subparagraphs 1 to 15
 - 17. works for the preparation of sites for any building or works of a kind referred to in subparagraphs 1 to 16
 - 18. fences, other than fences on farms.
- (b) Carrying out of works on a site of the construction, erection, installation, reconstruction, re-erection, renovation, alteration or demolition of any buildings or work of a kind referred to in paragraph (a) for the fabrication, erection or installation of plant, plant facilities or equipment for those buildings or works.
 - (c) Carrying out of work performed by employees engaged in the work referred to in paragraph (a) or (b) and that is normally carried out on-site but which is not necessarily carried out on-site.

But does NOT include:

- (d) The carrying out of any work on ships.
- (e) The maintenance of or repairs or minor alterations to lifts or escalators.
- (f) The carrying out of maintenance or repairs of a routine or minor nature by employees for an employer, or another person under an arrangement with a labour hire agency who is not substantially engaged in the industry described in this interpretation.

Exclusions

There are some exclusions for the purposes of collecting the levy from the definition of construction work in Regulation 3 of the *Building and Construction Industry Training Fund and Levy Collection Regulations 1991*.

The main exclusions from application of the levy are:

- Work below \$20,000 in value.
- Agricultural work (does not include work for which a building permit is required).
- Government work undertaken by government employees.
- Foreign missions and consulates.
- Resources operational work (see below).

Building and construction work in Western Australia's resources sector

Changes to Regulations effective from 1 October 2018 removed an exclusion from the levy on engineering construction works undertaken in the resources industry. Engineering construction works, together with **residential** and **commercial** construction works in the resources sector are subject to the levy. Penalties may apply if construction work commences prior to payment of the levy.

The regulations refer to resources as:

- Minerals as defined in the *Mining Act 1978 (WA)* section 8(1).
- Petroleum as defined in the *Petroleum and Geothermal Energy Resources Act 1967* section 5(1).
- Geothermal energy as defined in the *Petroleum and Geothermal Energy Resources Act 1967* section 5(1)

Exclusions

The following operational works in the resources industry are excluded from the levy, unless the work; is on, results in, or otherwise relates to, a residential or commercial facility:

- Work associated with exploration or drilling for resources.
- Work associated with exploration or drilling for the purposes of a geosequestration process.
- Work on or resulting in an unsealed haul road or track that is associated with a resources operation.
- Work on or resulting in a structure that is:
 - > for the storage, treatment, supply or disposal of non-potable water; and
 - > is associated with a resources operation
- Work on or resulting in a structure that is:
 - > for the storage of tailings, overburden or waste; and
 - > is associated with a resources operation
- Work for the excavation or back-filling of soil or overburden that is associated with a resources operation.
- Work for the environmental remediation, restoration or rehabilitation of ground disturbed by a resources operation.
- Work for the closure or decommissioning of one or more resources facilities (including work associated with environmental remediation, restoration or rehabilitation).
- Work for the repair or maintenance of one or more resources facilities.
- Work for any of the following if the value in aggregate of the work, estimated in accordance with subregulation (3), is \$10 million or less:
 - > the alteration or renovation of one or more resources facilities;
 - > the replacement of one or more resources facilities that have been or are to be closed or decommissioned and;
 - > the relocation of one or more resources facilities.

Payment of levy

The levy must be paid by the project owner.

The project owner is the person or entity that holds a building permit in respect of the construction work; or the person/entity issued a contract for the works and/or the person/entity receiving direct benefit of the construction work.

All project owners are required to provide a minimum standard of information in relation to all works which are subject to the levy. This information is collected when payment is made online via the ctf.wa.gov.au website or by completion of a standard **levy form** if the payment is made via a Local Government Authority (LGA) as part of an application for a building or demolition permit.

Adjustment payments, where the final value of the project has varied by \$25,000 or more, are reconciled upon completion of the project.

Methods of levy payment

Many LGAs will accept payment of the levy when an application for a building permit is made. Alternately, the levy can be paid directly to CTF via our online payment system (ctf.wa.gov.au). The CTF will provide a receipt for project owners to submit to an LGA as part of the permit application process. Where a building permit is not required for works to which the levy is applied (e.g. maintenance work, engineering construction work such as bridges or roads), or where the *Building Act 2011* enables certain types of construction work to commence without the requirement for a building permit, the person or organisation responsible for executing the project is required to notify CTF of the project and its estimated value and at that time, pay the levy to CTF prior to the commencement of construction work.

Penalties

Failure to pay the levy for construction works to which the levy applies or providing false or misleading information to the Board in respect of the training levy is an offence.

Penalties are as follows:

- a) \$20,000 for an individual person.
- b) \$50,000 for a body corporate.

Where construction work is commenced before the project owner has paid the levy due in respect of that work, the project owner may be liable to pay 100% of the unpaid levy, in addition to the original levy amount and any other penalties which may apply.

Final construction value – adjustment of levy paid

If upon completion, the final construction value of a project has varied by \$25,000 or more (including GST) from the original estimated value, the project owner is required to advise the CTF.

The final construction value of a project must be calculated based on all elements included in the original estimated value of the project, as per Schedule 2 of the Act.

For projects constructed under the terms of a building permit, the final value of construction must include all non-building works performed as part of the contract not covered as part of the building permit (e.g. ground works, carparks, hardstands, hard landscaping).

The project owner is also required to account for inflation in the normal manner in calculating the final construction value based on the following rates, as nominated by the Board in accordance with the Act.

Year	Percent	Year	Percent	Year	Percent
2013-14	1.3%	2016-17	1.8%	2019-20	1.1%
2014-15	2.5%	2017-18	0.9%	2020-21	2.1%
2015-16	1.9%	2018-19	1.9%	2021-22	0.0%

Where the final construction value has **increased by \$25,000 or more** from the original estimated value, the project owner is required to pay an additional sum of levy to CTF. Where the final construction value is **\$25,000 or more under** the original estimated value, the project owner is entitled to a partial refund of the original levy paid to CTF.

Refund of levy payment

If a project is cancelled or did not commence, the project owner (the person nominated

as such on the levy form and to whom a receipt for payment is issued) can apply for a full refund of the levy paid.

The refund application form can be obtained via the ctf.wa.gov.au website.

To receive a refund of the levy paid, proof of building permit cancellation/notice of cessation in the form of a letter from the LGA /permit issuing authority must be lodged with CTF as part of the refund application.

If a permit for the project was not required as per the *Building Act 2011* (WA), a statutory declaration (obtained by contacting CTF) should be lodged by the project owner with CTF to obtain a refund for works that did not commence and/or that were partially completed.

Transfer of building permit

If construction works are transferred to a new builder under an existing building permit, a refund of the levy may be issued to the original builder depending on the value of construction works completed at the time the transfer is finalised.

The new builder to whom the permit is transferred is responsible for paying the levy based on the estimated value of construction works required to complete the project, prior to commencing the construction works. The new builder will assume responsibility for any adjustments to the levy based on final construction value.

Application to pay the levy by instalment

Under S 21A of the *Building and Construction Industry Training Fund and Levy Collection Act 1990* (the Act) a project owner may pay the levy by instalments if the value of construction work (as estimated in accordance with Schedule 2 of the Act) is \$500 million or greater.

The instalment amounts are to be paid to CTF annually, on or before the anniversary of the due date of the first instalment payment.

A project owner is required to notify the Board of the intention to pay the levy by instalments in an appropriate timeframe prior to commencement of the construction works. Information relating to the construction works must be provided for the Board's consideration for the payment period to be determined (please refer '**Instalment amounts**' below).

If a project owner fails to notify the Board of its intention to pay the levy by instalments prior to commencement of the construction work, the full amount of the levy payable for the construction work must be paid prior to the commencement of the construction work.

Application process

Project owners are encouraged to create a user account with CTF (ctf.wa.gov.au) or log into an existing account to notify the Board of such projects. Alternately, project owners should contact CTF on 9244 0100.

CTF will endeavor to engage with potential project owners when and if information about construction works of \$500 million or more in value is available publicly.

Project owners will be contacted by the CTF following the Board's receipt and review of an application to pay the levy by instalments to confirm the payment period, instalment amounts and the schedule of payments.

Instalment amounts

The instalment amounts are calculated as per the following method:

$$IA = LP/PP$$

IA = instalment amounts

LP = levy payable (in respect of the estimated value of construction work)

PP = payment period (in years, rounded down to the nearest whole number)

The **payment period** for the construction work means:

- (a) The estimated period during which the construction work is to be carried out as agreed to by the Board and the project owner.
- (b) The period during which the construction work is to be carried out as estimated by the Board, if the Board and the project owner are unable to agree to an estimate.
- (c) The period determined by the Minister over which the levy is payable for the construction work, following the Minister's consultation with the Board.

NOTES:

- Under S21A (4) of the Act, the Minister can determine a payment period after consultation with the Board. In all instances where a project owner is seeking to pay the levy by instalment, the application must be submitted to the Board and not to the Minister. The Board will advise the Minister of all applications received and liaise with the Minister on payment periods.
- If the payment period as agreed is the estimated period of construction work, the final instalment must be paid in accordance with the agreed schedule, even when – due to unforeseen delays – the actual period of construction work exceeds the estimated period. In this instance, adjustments to the amount of levy to be paid (S22 of the Act) will be determined and settled with CTF upon completion of the actual construction work.
- If the payment period as agreed exceeds the estimated period of construction work, adjustments to the amount of levy to be paid will be determined and settled with CTF together with the final payment of the scheduled instalments.
- If the construction work is cancelled after an instalment has been paid and before any subsequent and/or final instalments are due, CTF will settle a final amount of levy to be paid based upon the project owner's provision, to the Board's satisfaction, evidence of the value of construction work completed.
- Should there be a transfer of project ownership during the agreed payment period, the new project owner will assume responsibility for the schedule of payments as agreed. CTF will settle any outstanding amounts with the original project owner based on the provision of evidence, to the Board's satisfaction, of the value of construction work completed as of the date ownership of the project was transferred.
- S30 (1)(c) of the Act prescribes that it is an offence to commence construction work prior to payment of the levy in respect of that construction work. The penalty for such an offence is \$20,000 for a natural person or \$50,000 for a body corporate.
- Under S24 of the Act, penalties apply when the levy has not been paid prior to commencement of the construction work and also for late payment of instalments:
 - > The penalty to be paid to the Board under Regulation 8 of the *Building and Construction Industry Training Fund and Levy Collection Regulations 1991* is 100% of the unpaid levy, per annum.
 - > Where the levy is paid by instalment, the penalty to be applied for late payment is calculated on the value of the instalment.

SECTION 2 - GENERAL CONDITIONS OF ELIGIBILITY FOR CTF GRANTS AND SUBSIDIES

Eligibility for CTF **grants, subsidies** and **additional benefits** is dependent on an individual's or company's ability to demonstrate primary and substantial, direct involvement on relevant projects in Western Australia's construction industry, specifically in on-site construction, installation and/or fabrication activities.

Eligible individuals may be self-employed or employees of a construction company and must be deployed as part of the building and construction process.

The following are not eligible to receive CTF grants, subsidies or additional benefits:

- Local, State and Commonwealth Government departments, agencies, corporations and their employees.
- Companies and individuals engaged in exploration for resources (minerals, oil and gas) or construction work associated with resources exploration.
- Companies and individuals that perform resources operational works.
- Companies and individuals engaged in decommissioning resources facilities.
- Companies and individuals engaged in rehabilitation of resources operations.
- Companies and individuals that manufacture, supply, transport or deliver building products.
- Companies and individuals that manufacture, supply, deliver or install non-building products.
- Companies and individuals that provide maintenance or repairs of a minor or routine nature after the construction phase, including companies that perform minor maintenance, repairs and/or inspection of elevators and escalators.
- Carpet laying or floor covering companies and contractors.

CTF may seek evidence of eligibility via review of a detailed, recent work history and/or evidence of employment to assist in determination of eligibility.

Unemployed participants

If an individual is unemployed at the time of undertaking a short course recognised by CTF, they must be able to:

- demonstrate that they were directly employed in the construction industry in Western Australia **for a reasonable period**, within twelve months prior to the date of course commencement; or.
- if no recent work experience is involved, have written evidence of a relevant offer of employment (inclusive of commencement date) from an eligible company or contractor in the construction industry for direct employment in the construction industry.

Unemployed participants may be required to provide additional documentation to assist CTF to process a claim.

State Government Employer Incentive Scheme (EIS)

Companies that employ apprentices in qualifications listed on p29 of the [Table of Employer Grants](#) may be eligible to receive funding support through the State Government's Employer Incentive Scheme (EIS). Full details on eligibility for the EIS are available from [Department of Training and Workforce Development](#) (DTWD) website.

Employers in receipt of the EIS are not eligible for CTF support. If an employer is not initially eligible for CTF grants, CTF will refer the employer to DTWD for assessment against the EIS. Eligibility for CTF support will be reviewed when an employer reaches defined milestones set by DTWD for the EIS.

Other

Although the definition of construction refers to 'on-site' activities, under certain conditions CTF subsidies may also be provided to workers whose normal duties may not always require them to regularly attend site. Service providers to the building and construction industry may be eligible for subsidised training in occupational health and safety.

The final determination regarding eligibility rests with the CTF.

SECTION 3 - APPRENTICESHIP SUPPORT – Grants for employers of apprentices and trainees

CTF grants are available to eligible employers that employ apprentices/trainees in specific qualifications for the building and construction industry. Apprentices/trainees must be employed under training contract arrangements that are registered with the Department of Training and Workforce Development (DTWD) and have an “active” status.

The grant for employers is intended to defray the costs incurred by the employment and training of an apprentice during the term of the training contract. A reduction in term from that specified on the training contract may result in a reduction of the grant made available to an employer.

A list of the qualifications recognised and the grant amounts available to employers is listed in Appendix A at the end of this document and is also available on the CTF website at ctf.wa.gov.au

Grant amounts

The following information is current for all eligible employers with apprentices and trainees that commence on or after 1 July 2021.

The grant from CTF has a base rate, dependent on the apprenticeship/traineeship qualification. **Base grants** range from \$3,000 to \$10,000 depending on the occupation and term of indenture.

The base rate of the grant attached to each qualification is determined by the Board. The base rate is available to employers of apprentices or trainees resident in the metropolitan area, which covers the region within an 80 km radius of the Perth GPO.

Supplements

CTF offers several supplements which may be available to eligible employers of apprentices and/or trainees.

- **Regional apprentices/trainees** – an employer may be eligible to claim an additional supplement of:
 - › 10% of the base grant for the qualification if the indentured apprentice/trainee has a residential address in a region outside the metropolitan area and south of the 26th parallel.
 - › 20% of the base grant if the apprentice/trainee has a residential address in a region north of the 26th parallel.
- **Pre-apprenticeship/Certificate II Building and Construction (Trades Pathway) WACE supplement** – An additional incentive of \$2,000 is available to eligible employers of new apprentices who have successfully completed a recognised pre-apprenticeship or the Certificate II Building and Construction (Trades Pathway) qualification as part of a Western Australian Certificate of Education (WACE) program during full time enrolment in a Western Australian secondary school. Pre-apprenticeship/Certificate II graduates must be employed in a recognised trade within twelve months of completing the qualification for payment of the bonus to an employer.
- **Employment of women** - If the new apprentice/trainee is female, the employer may be eligible to claim an additional supplement of up to \$2,000, depending on the nominal term of the indenture.
- **Employment of Indigenous people** - If the apprentice/trainee is indigenous, the employer may be eligible to claim an additional supplement of 30% of the base rate of the grant.
- **Employment of mature-age people** – if a new apprentice is 21 years of age or over at commencement, the employer may be able to claim an additional \$2,000, depending on the nominal term of indenture.

Samples

An employer has taken on a new female apprentice with a residential address in Albany in a Certificate III Carpentry & Joinery (48 month) qualification. The new apprentice completed a Certificate II Building and Construction (Trades Pathway) qualification as a VET course. The employer may be eligible for a grant based on the following:

Cert III Carpentry & Joinery (base grant)	\$10,000.00
Regional supplement (10%, south)	\$1,000.00
Pre-app/VET supplement	\$2,000.00
Employment of female supplement	\$2,000.00
Total potential grant available	\$15,000.00

An employer has taken on a new 25-year-old male, indigenous apprentice with a residential address in Broome in a Certificate III Plastering (48 month) qualification. The new apprentice completed a pre-apprenticeship course. The employer may be eligible for a grant based on the following:

Cert III Plastering (base grant)	\$10,000.00
Regional supplement (20% north)	\$2,000.00
Indigenous supplement (30% of base rate)	\$3,000.00
Pre-App/VET supplement	\$2,000.00
Mature-age supplement	\$2,000.00
Total potential grant available	\$19,000.00

Direct employment – payment structures and claims

All claims for grants by employers directly employing apprentices/trainees must be made directly to CTF.

Typically, the sum of the total grant available is made to an eligible employer in three instalments of equal value.

The first instalment is paid to an employer when the apprentice/trainee has successfully completed six months of continuous, full-time employment with a single employer; the second instalment is paid at the half-way point of the indicated nominal term and the final payment is made upon successful completion. The final payment may be adjusted if the apprentice completes the qualification ahead of the agreed nominal term in the training contract.

When making an application for payment of each instalment via the ctf.wa.gov.au website, an employer may be required to provide supporting information relating to the employment and training status of the apprentice/trainee, such as a work history or current pay slip.

Applications for employer grants should be made to CTF during the time the apprentice is employed; however, CTF may provide the grant to an eligible employer up to 12 months after the apprentice has successfully completed the qualification or from cancellation of the training contract.

Group Training Organisations

Group training organisations (GTOs) employing relevant construction apprentices/trainees are also eligible to receive the CTF employer grants. GTOs use this funding to reduce costs incurred from employing and training apprentices and trainees, effectively reducing hire-out costs to an eligible host employer.

To be eligible for grants under the CTF GTO program, the GTO must meet the criteria contained in the Group Training Organisations Funds Management Agreement document, available from CTF on request.

Grants are provided for each apprentice/trainee employed by the GTO, according to CTF's

determination of the grant amount and based on the apprentice/trainee's qualification. These grants are paid in arrears on a monthly basis whilst the apprentice or trainee remains employed by the GTO according to CTF eligibility criteria.

Grants are only available for apprentices and trainees whose host employers actively and directly involve the apprentice/trainee in on-site construction, installation or fabrication activities in Western Australia's construction industry. Final interpretation of this requirement, and therefore eligibility determination, rests with CTF.

CTF reserves the right to determine eligibility and the value of the grant to be paid to a GTO for individual apprentices/trainees, particularly in situations involving a reduction in term and/or if the GTO is not the original employer of the indentured apprentice/trainee.

Eligibility and adjustments to the value of grants

The final determination of eligibility and the value of the grant to be paid to an employer rests with the CTF. The potential total of the grant that may be made available to an employer is determined by a range of factors (please see **Grant amounts**, p13) and calculated at the commencement of an apprenticeship. CTF may be required to adjust the value of the grant, which may affect the amount, if any, paid to an eligible employer during the term of indenture.

Adjustments to grant amounts are likely to result if:

- there is a reduction in term from that specified in the training contract;
- the employer is not the original employer of the indentured apprentice/trainee; or
- the apprentice/trainee did not reach the scheduled payment instalment point.

CTF may request to meet an employer and apprentice on a current work site or to seek confirmation that an apprentice has remained in continuous employment at any point during the term of the training contract.

Please refer to **Appendix A** for a full list of qualifications and funding structures included in the employer grants program. Please also refer to information on **general conditions for eligibility** for further details.

SECTION 4 - SUPPLEMENTARY SKILLS AND OCCUPATIONAL HEALTH AND SAFETY PROGRAMS

The CTF Supplementary Skills and Occupational Health and Safety Programs provide subsidies to eligible construction industry workers (including apprentices and trainees) who successfully complete short training courses to obtain or upgrade the skills essential for their work role.

Subsidy claims cannot be paid for trainees who fail to complete the course in full. The main areas covered in the Supplementary Skills program are:

- Construction Skills
- Industry Skills
- Software Skills
- Occupational Licensing
- Higher Qualifications
- Occupational Health and Safety

Courses recognised in the CTF Supplementary Skills program must have direct benefits for the skills and/or knowledge base of workers in the construction industry. Training in these courses is delivered under the authority of a RTP recognised by the WA Training Accreditation Council (TAC) or similar authority. CTF requires the training to be undertaken by a person with a Certificate IV qualification in workplace training and assessment or a relevant qualification in the case of non-accredited courses.

Only training conducted in Western Australia is recognised in the Supplementary Skills and OH&S Program.

The Construction Skills, OH&S, Industry Skills and Software Skills areas within the Supplementary Skills program offer a subsidy to eligible trainees of \$31 per hour (to a maximum of \$248 per eight-hour training day, or 70% of the course cost as noted on the invoice issued to the trainee, whichever is lower) for a wide range of courses delivered in the metropolitan area. The maximum amount that can be claimed per employee, per course, is \$1,300.

Metropolitan Rebates

Course Type	Description	Hourly rate \$	% of course cost	Maximum day rate \$	Maximum per course \$
Short Courses	Courses to upgrade the skills essential for employee work roles e.g., rigging, first aid, scaffolding, plant operations, excel	31	70	248	\$1,300

For training undertaken regionally, CTF can provide a subsidy of \$34 per hour (to a maximum of \$272 per eight-hour training day, or 80% of the actual course cost, whichever is lower) towards an eligible course. The maximum amount that can be claimed per employee, per course, is \$1,700.

Regional Rebates

Course Type	Description	Hourly rate \$	% of course cost	Maximum day rate	Maximum per course \$
Short Courses	Courses to upgrade the skills essential for employee work roles e.g., rigging, first aid, scaffolding, plant operations, excel	34	80	272	1,700

Sample calculation

	Metropolitan Delivery	Regional Delivery
Course cost	\$850	\$900
Hours of training	16	16
Subsidy @ hourly rate	\$31 x 16 = \$496	\$34 x 16 = \$544
Subsidy @ % rate	70% x \$850 = \$595	80% x \$900 = \$720
Subsidy to be paid	\$496	\$544

Claimants successfully completing training courses via on-line delivery and assessment may be eligible to claim up to 70% of the course cost, to a maximum of \$1,100.

Higher Qualifications and Occupational Licensing – metropolitan rebates

CTF can provide a subsidy of up to \$15 per hour (to a maximum of \$120 per eight hour day, or 70% of the actual course cost, whichever is lower) for recognised training courses delivered in the metropolitan areas.

The maximum amount that can be claimed per eligible trainee per Occupational Licensing course is \$500.

The maximum amount that can be claimed per trainee for a completed Higher Qualification is \$1,300.

Course type	Description	Hourly rate \$	Maximum day rate \$	Maximum per course \$
Occupational Licensing	Courses undertaken that result in or lead to a recognised trade or occupational license	15	120	500
Higher Qualifications	Courses undertaken that result in or lead to a recognised Certificate IV/Diploma qualification	15	120	1,300 1,100*online

Higher Qualifications and Occupational Licensing – regional rebates

For training undertaken regionally, the CTF can provide a subsidy of \$16 per hour (to a maximum of \$132 per eight hour day, or 80% of the actual course cost, whichever is lower) towards an eligible course.

The maximum amount that can be claimed per eligible trainee per Occupational Licensing course is \$550.

The maximum amount that can be claimed per trainee for a completed higher qualification is \$1,700.

Course Type	Description	Hourly rate \$	Maximum day rate \$	Maximum per course \$
Occupational Licensing	Courses undertaken that result in or lead to a recognised trade or occupational license	16	132	550
Higher Qualifications	Courses undertaken that result in or lead to a recognised Certificate IV/Diploma qualification	16	132	1,700 1,100*online

Note

Subsidies for completion of a higher qualification are capped at \$1,300 (metro), \$1,700 (regional) and \$1,100 (on-line). Eligible trainees can claim subsidies for completed modules in their study towards a recognised higher qualification to a maximum of the stated cap.

Sample calculation – occupational licensing

Details	Metropolitan Delivery	Regional Delivery
Advertised course cost	\$850	\$900
Hours of training	40	40
Subsidy @ hourly rate	$15 \times 40 = \$600$	$16 \times 40 = \$640$
Subsidy @ % rate	$70\% \times \$850 = \595	$80\% \times \$900 = \720
Maximum claim	\$500	\$550
Subsidy to be paid	\$500	\$550

Sample calculation – higher qualifications

Details	Metropolitan Delivery	Regional Delivery
Advertised course cost	\$4,000	\$4,000
Hours of training	200	200
Subsidy @ hourly rate	$15 \times 200 = \$3,000$	$16 \times 200 = \$3,040$
Subsidy @ % rate	$70\% \times \$4,000 = \$2,800$	$80\% \times \$4,000 = \$3,200$
Maximum claim	\$1,300	\$1,700
Subsidy to be paid	\$1,300 (\$1,100 on-line)	\$1,700 (\$1,100 on-line)

Claiming a Supplementary Skills and OH&S rebate

An eligible trainee can claim a Supplementary Skills and OH&S rebate directly from CTF via ctf.wa.gov.au. The following documentation is required to support claims:

Individuals

- Proof of payment (receipt from RTO)
- Proof of successful course completion (statement of attainment and/or certificate)

Employers

- Copy of the training provider's paid invoice/receipt for payment of training course
- Proof of successful course completion (statement of attainment and/or certificate)
- Invoice from employer to CTF for subsidy (plus GST)
- Completed survey forms

Claims must be received by CTF within twelve months of successful completion of the course.

A number of RTOs have bulk billing arrangements with CTF. A bulk biller will determine the eligibility of a trainee and once established, will invoice the trainee the cost of the course, less the subsidy approved by CTF. The bulk biller will claim the difference from CTF when the trainee has successfully completed and paid for the training course.

A bulk biller will include reference to CTF subsidy on the trainee's invoice as per the following example:

Course cost	\$300.00
Less Construction Training Fund Subsidy	\$180.00
Total fee payable	\$120.00

On-line training

Industry stakeholders have expressed concern about the validity of on-line training and assessment methodologies in some circumstances. As a result, CTF conducts a review of the relevance of new courses not previously subsidised prior to acceptance and allocation of subsidies.

On-line courses may be subsidised for eligible trainees if:

- The qualification or training outcome is recognised and/or accredited by an appropriate accrediting authority
- The RTO can demonstrate robust assessment procedures for on-line training.

Guide to skill areas

The main areas covered in the Supplementary Skills and OH&S program are:

Construction Skills	Occupational Health & Safety
Industry Skills	Software Skills
Occupational Licensing	Higher Qualifications

The objectives of courses in the Supplementary Skills and OH&S program must be to develop, maintain or improve skills relevant to employment in the building and construction industry.

Courses must:

- Be directly related to the building and construction industry.
- Be structured in terms of training and assessment methods.
- Have no other significant objective, such as recreation.

Courses with content relating to the following are not recognised for funding:

- Generic skills, such as general computer skills.
- Motivational, or other personal development skills.
- Seminars and conferences.
- Courses resulting in a qualification higher than Diploma level

CTF subsidies are limited to training courses accredited by the Training Accreditation Council (TAC) or similar authority (where required) and delivered by an RTP; or be delivered under the auspices of a RTP by appropriately qualified training personnel.

Construction Skills

Courses in this category are designed for the acquisition of practical skills and may result in a certificate of competency or a 'ticket' to operate machinery or plant. An eligible trainee must be able to demonstrate successful completion of qualification prior to claiming a subsidy.

Courses may cover, but are not restricted to:

- Trade skills.
- Technical skills.
- Post-trade skills.

Industry Skills

The objective of the industry skills category is to promote operational and business effectiveness within the construction industry. Courses within this category support training relating to the management, business, technology, communication and semi-professional skills used in the industry.

Courses may cover, but are not restricted to:

Communication skills management relevant to the industry	Specification writing Business Project management
Costing/estimating/ordering	Relevant frontline management
Contract formation & administration Supervision	Negotiation & conflict resolution Tender & contract management
Relevant computer skills	Sales in the construction industry

Software skills

Courses within the software skills area provide eligible individuals, builders and small contractors who manage building and construction businesses with the skills required to meet onsite commitments and compliance requirements under the Australian Building Codes.

The objective of the program is to contribute to the overall operational and business effectiveness of the industry by supporting training relating to technology, communication and semi-professional skills used in the industry.

Courses may cover, but are not restricted to:

Microsoft Excel	Microsoft Access
Microsoft Project	Microsoft Outlook
MYOB and other accounting software packages	

Higher qualifications

CTF recognises the following Certificate IV/Diploma courses within the Supplementary Skills and OH&S program:

- Certificate IV Work Health & Safety (formerly Occupational Health & Safety).
- Certificate IV Project Management Practice.
- Certificate IV in Leadership & Management (previously Frontline Management).
- Diploma in Work Health & Safety (formerly Occupational Health & Safety).
- Diploma in Builder's Registration.

Trainees completing individual or component units of these higher qualifications can only apply directly to CTF for training subsidies upon successful completion of each unit or component. The maximum subsidy available for successful completion of these Certificate IV qualifications (or part thereof) is \$1,300 (metropolitan delivery) or \$1,700 (regional delivery).

The maximum subsidy available to eligible trainees successfully completing a Higher Qualification via on-line training and assessment is \$1,100.

Trade and occupational licensing

Eligible trainees that successfully complete all components of training for a range of occupational licenses may claim a maximum subsidy from CTF of \$550. (Please refer to the rates quoted elsewhere in this document). Occupational licenses recognised in the program include but may not be limited to

Electrical contractor's license [^]	Restricted electrical license [*]
Painter's registration	Plumbing contractor's license [^]
ACMA open cabling registration [*]	Fibre optics [*]
Coaxial cabling [*]	Gas servicing

[^]Maximum available funding inclusive of any components completed that contribute to other/full licenses

^{*}Qualified, eligible electricians and apprentice electricians only

Course approval

In order to ascertain the suitability of a course for Supplementary Skills and OH&S funding, CTF requires the following information for each course for which the RTP is seeking recognition:

- A detailed course outline for training and assessment components, including:
 - › course content and how the content has been tailored to meet the needs of the building and construction industry
 - › learning outcomes and their relevance to the industry
- Training and assessment methods
- Duration of the course
- Accreditation details, if the course is more than 24 hours in duration.
- Target or recommended client group
- Maximum retail cost of the course as advertised and promoted by the RTP.

Exclusions

The Supplementary Skills and OH&S program does not extend to funding of any program or course that is subject to the Higher Education Contribution Scheme (HECS) or any courses that do not attract HECS but are substantially supported by public funds.

Verification of competency

CTF does not subsidise the cost of verification of competency assessments (VoC). The only support provided for assessment is a subsidy for the cost of recognition of prior learning (RPL) assessments relating to trade apprenticeship and traineeship qualifications.

Bulk billing

RTOs delivering courses recognised by CTF in the Supplementary Skills and OH&S program can apply to the CTF for bulk billing status.

Bulk billing enables an RTO to offer CTF subsidised rate to eligible clients, upfront. The RTO

then claims back the appropriate subsidy from CTF after the client has successfully completed and paid for the training course.

A bulk billing RTO must determine the client's and/or their employer's eligibility to receive funding prior to the commencement of the course. Final determination of individual/employer eligibility however, rests with CTF.

Reference to CTF subsidy showing the value of the subsidy as a reduction against the course cost should be included in a prominent way on the invoice issued to the trainee for the training delivered, as per the example below

Course fee	\$300.00
Less Construction Training Fund Subsidy	\$180.00
Total fee payable	\$120.00

RTOs interested in becoming bulk-billers with CTF should contact CTF via inquiries@ctf.wa.gov.au for further information.

Non-bulk billing RTOs

Non-bulk billing RTOs offering courses which are recognised for subsidies under the Supplementary Skills and OH&S program are welcome to inform clients of a possible subsidy and provide them with claim forms by directing them to the CTF website.

Final determination of course approval for training subsidies rests with CTF.

Accountability requirements

The Board reserves the right to use the powers granted under Section 28(7) of the *Building and Construction Industry Training Fund and Levy Collection Act 1990*, to conduct an examination or inquiry considered necessary to validate claims made for financial support by training providers and persons undertaking subsidised training.

ADDITIONAL BENEFITS

CTF can provide a range of additional benefits according to eligibility.

Recognition of prior learning (RPL)

An individual that has successfully completed a RPL or Skills Assessment process towards a recognised qualification normally completed through an apprenticeship pathway may be eligible to claim up to \$400 towards the cost of assessment.

Individuals should apply via the ctf.wa.gov.au website.

General assessments and/or verifications of competency (VoC) are not recognised for subsidy by CTF.

Please refer to **General Conditions of Eligibility** for more information.

Schools Support program

The CTF Schools Support program supports career education for construction with access to quality information materials, guest speakers and a range of other services.

Try-A-Trade

The Try-A-Trade program is wholly funded by CTF and is available to year 9 and 10 students throughout Western Australia. The program is designed as a first step into a career in building and construction by giving students a taste of different trade areas in a trade training environment, helping them to make better informed choices about entry level training in the building and construction industry.

Registered Training Organisations (RTOs) that deliver construction trade training to current apprentices are contracted by CTF to coordinate and deliver Try-a-Trade programs using qualified lecturers - where possible, each course is attended by a CTF Industry Training Advisor who delivers a careers presentation to the group with relevant information about the next steps in their career and education.

Each Try-A-Trade course focuses on two or three specialist trade areas, depending on the RTO. They include but are not limited to:

- Bricklaying, plastering & tiling
- Carpentry, wall & ceiling lining and painting & decorating
- Electrical and air conditioning mechanics

RTOs interested in delivering the Try-a-Trade program should contact the Industry Training Advisor team by emailing ita@ctf.wa.gov.au

Career information presentations

Schools can arrange to have a guest speaker address groups of students about the variety of career opportunities in the construction industry. The speaker can provide expert knowledge of the industry, the apprenticeship and traineeship system, the span of careers available in the industry and can have some great stories to tell about career development.

Pre-apprenticeship payments

An individual that has successfully completed one of the recognised Pre-Apprenticeship qualifications (below) via a full-time enrolment with an RTP may be eligible to receive a payment of \$250 from CTF.

Certificate II Building and Construction (52824WA) streams:

- Bricklaying & Blocklaying
- Carpentry
- Painting & Decorating
- Plastering
- Roof Plumbing
- Roof Tiling
- Wall & Ceiling Fixing
- Wall & Floor Tiling

Certificate II Electrical Mechanic Career Start (UEE code) Certificate II Plumbing

Certificate II Refrigeration & Air Conditioning (MEM code)

Individuals who successfully complete the Certificate II in Building and Construction (Trade or Business Pathways), Certificate II in Civil Construction (RII20713) or the Certificate II in Plumbing (52700WA) whilst enrolled in a Western Australian secondary school, as part of a recognised WACE program, may be eligible to receive a payment of \$250 from CTF.

Application forms for both payment schemes can be lodged via the ctf.wa.gov.au website.

Claims for RPL subsidies, pre-apprenticeship and schools support payments must be lodged the CTF within twelve months of the date of completion of the qualification.

Accommodation Allowance

The CTF **Accommodation Allowance** program can help eligible regional apprentices and trainees to reduce costs they incur as part of their training.

To be eligible, regional apprentices/trainees must be registered with the DTWD full-time in one of the apprenticeships/traineeships recognised in the CTF employer grants program, with an active training status.

The accommodation allowance provides regional apprentices/trainees with up to \$1,400 to assist with commercial accommodation costs incurred if they are required to travel more than 100 km (200 km round trip) from their residential address to complete their off- the-job training with an RTO. This is based on the shortest possible road distance from the apprentice/trainee's usual place of residence in Western Australia to the closest approved training venue.

The accommodation allowance applies to weekday stays only and does not apply to extra costs incurred during the accommodation period (i.e. internet, linen, meals, etc.).

Eligible apprentices/trainees can claim up to \$70 per day, to a maximum of \$1,400 per financial year.

To make a claim, eligible apprentices/trainees are required to submit the following documents to the CTF, within sixty days of the date of the last day in the training period:

- Completed claim form (can be downloaded from the CTF website).
- Tax invoice from the accommodation provider and proof of payment.
- Verification from RTO of complete attendance during training
- Statement of contribution made by DTWD.

NOTE

The CTF Accommodation Allowance is supplementary to that provided to eligible apprentices/trainees by the DTWD. The final amount of assistance made available from CTF to an eligible apprentice will be based on the amount paid for accommodation as noted on the invoice, less the amount of the allowance provided by DTWD and will not exceed \$70 per night's accommodation.

Samples

Accommodation invoice	\$130 per night
DTWD allowance	\$70 per night
Difference	\$60 per night

CTF allowance \$60 per night

Accommodation invoice	\$150 per night
DTWD allowance	\$70 per night
Difference	\$80 per night

CTF allowance \$70 per night

Please refer to **general conditions of eligibility** and **Supplementary Skills Program** for further information.

Appendix A: Table of employer grants

Apprenticeship qualifications and payment structures 2021-22

Qualification	Code	Term months, up to	Base grant \$	Pre-app \$	Regional (south) \$	Regional (north) \$	Indigenous \$	Female \$	Mature age \$	Potential grant \$
Cert III in Bricklaying/Blocklaying	CPC30111 CPC33020	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Carpentry	CPC30211 CPC30220	48	10,000	2,000	1,000	2,000	3,000	1,000	1,000	19,000
Cert III in Carpentry and Joinery	CPC32011	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Concreting	CPC30313 CPC30320	24	8,000	2,000	800	1,600	2,400	1,000	1,000	16,000
Cert III in Fire Protection	CPC32813 CPC32820	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Painting & Decorating	CPC30611 CPC30620	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Plumbing	CPC32413 CPC32420	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Roof Plumbing	CPC32612 CPC32620	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Roof Tiling	CPC30812 CPC30820	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Solid Plastering	CPC31011 CPC31020	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Stonemasonry	CPC32313 CPC32310	42	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Wall & Ceiling Lining	CPC31211 CPC31220	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000
Cert III in Wall & Floor Tiling	CPC31311 CPC31320	48	10,000	2,000	1,000	2,000	3,000	2,000	2,000	21,000

Qualification	Code	Term months, up to	Base grant \$	Pre-app \$	Regional (south) \$	Regional (north) \$	Indigenous \$	Female \$	Mature age \$	Potential grant \$
Cert III in Engineering Mechanical Trade	MEM30205	48	8,000	2,000	800	1,600	2,400	2,000	2,000	18,000
Cert III in Engineering Fabrication Trade	MEM30305	48	8,000	2,000	800	1,600	2,400	2,000	2,000	18,000
Cert III in Engineering – Industrial Electrician	MEM31215	48	8,000		800	1,600	2,400	2,000	2,000	16,000
Cert III in Cabinet Making	MSF31113	42	8,000	2,000	800	1,600	2,400	2,000	2,000	18,000
Cert III in Glass & Glazing	MSF30418	36	8,000	2,000	800	1,600	2,400	2,000	2,000	18,000
Cert III in Electrotechnology (Electrician)	UEE30811 UEE30820	48	8,000	2,000	800	1,600	2,400	2,000	2,000	18,000
Cert III in Electronics and Communications	UEE30911 UEE30920	48	8,000		800	1,600	2,400	2,000	2,000	16,000
Cert III in ESI Power Systems Transmission overhead	UET30519	48	8,000		800	1,600	2,400	2,000	2,000	16,000
Cert III in ESI Power Systems – Distribution overhead	UET30619	48	8,000		800	1,600	2,400	2,000	2,000	16,000
Cert III in ESI Power Systems – Distribution cable jointing	UET30819	48	8,000		800	1,600	2,400	2,000	2,000	16,000
Cert III in Security Equipment	UEE31411	48	8,000	2,000	800	1,600	2,400	2,000	2,000	18,000
Cert III in Air conditioning and refrigeration	UEE32211	48	8,000		800	1,600	2,400	2,000	2,000	16,000
Cert III in Gas Supply Industry Operations	UEG30118 UEG30120	36	8,000	2,000	800	1,600	2,400	2,000	2,000	18,000

Traineeship qualifications and payment structures 2021-22

Qualification	Code	Term months	Base grant \$	Pre-app bonus \$	Regional (south) \$	Regional (north) \$	Indigenous \$	Female \$	Mature age \$	Potential grant \$
Cert II in Construction Pathways	CPC20211 CPC20120	12	4,000		400	800	1,200	500	500	7,000
Cert II in Building & Construction Pathway - Business	52825WA	12	4,000		400	800	1,200	500	500	7,000
Cert II in Building & Construction Pathway - Trades	52824WA	12	4,000		400	800	1,200	500	500	7,000
Cert II in Construction	CPC20112 CPC20120	12	4,000		400	800	1,200	500	500	7,000
Cert II in Civil Construction	RII20715 RII20720	12	4,000		400	800	1,200	500	500	7,000
Cert II in Drainage	CPC20712 CPC20720	18	8,000		800	1,600	2,400	1,000	1,000	14,000
Cert III in Civil Construction Specialisations - Bridge Construction & Maintenance - Pipelaying - Road Construction & Maintenance - Tunnel Construction - Civil Construction General - Road Marking	RII30915 RII30919 RII30920	24	8,000		800	1,600	2,400	1,000	1,000	14,000
Cert III in Civil - Foundations	RII31215 RII31520	24	8,000		800	1,600	2,400	1,000	1,000	14,000
Cert III in Civil - Plant Operations	RII30815 RII30820	24	8,000		800	1,600	2,400	1,000	1,000	14,000
Cert III in Civil - Trenchless Technology	RII31615 RII31620	24	8,000		800	1,600	2,400	1,000	1,000	14,000
Cert III in Demolition	CPC30413 CPC30420	24	8,000		800	1,600	2,400	1,000	1,000	14,000

Qualification	Code	Term months	Base grant \$	Pre-app bonus \$	Regional (south) \$	Regional (north) \$	Indigenous \$	Female \$	Mature age \$	Potential grant \$
Cert III in Rigging	CPC30711 CPC30720	24	8,000		800	1,600	2,400	1,000	1,000	14,000
Cert III in Scaffolding	CPC30911 CPC30920	12	4,000		400	800	1,200	500	500	7,000
Cert III in Steelfixing	CPC31111 CPC31120	18	8,000		800	1,600	2,400	1,000	1,000	14,000
Cert IV in Building & Construction – Estimating	CPC40308 CPC40320	24	8,000	2,000	800	1,600	2,400	1,000	1,000	14,000
Cert IV in Building & Construction - Site Management	CPC40508 CPC40120	24	8,000	2,000	800	1,600	2,400	1,000	1,000	14,000
Cert IV in Civil Construction - Supervision - Operations	RII40715 RII40720	18	8,000		800	1,600	2,400	1,000	1,000	14,000
Cert II – Rail Infrastructure	TLI21315 TLI127120	12	4,000		400	800	1,200	500	500	7,000
Cert II in Glass & Glazing	MSF20413	12	3,000		300	600	900	500	500	5,500

Please note

The potential value of the grant available to eligible employers may be affected if the apprentice/trainee:

- completes the apprenticeship ahead of the term of indenture nominated in the training contract
- transfers between employers
- does not meet required CTF milestones

The potential value of the grant may also be affected if an employer is eligible for milestone payments under the State Government's Employer Incentive Scheme.