



An Employer's Guide to Mature Aged Australian Apprenticeships

Employing Mature Aged Australian Apprentices and trainees makes good business sense. Mature aged workers have the **experience, skills** and **knowledge** to contribute significantly to the Australian economy and workforce.

With the rapid ageing of the Australian workforce, it is now more critical than ever that employers develop employment opportunities which target the increasing number of mature aged workers, if they wish to continue growing their businesses.

Employers who take the initiative and employ mature aged workers, will gain a significant competitive advantage and reap the long-term productivity and financial rewards that come with employing this highly experienced group.

Benefits for your Business

- Mature aged workers tend to remain in their jobs longer than their younger counterparts
- Mature aged workers bring accumulated knowledge, skills, wisdom and experience to the workplace
- People over 45 take fewer sick days than their younger colleagues
- It makes good business sense to employ mature aged workers, as they can better relate to Australia's growing mature age consumer base



“ We've found that mature aged workers bring with them a stronger work ethic and maturity that our clients really appreciate ”

Government Incentives

In addition to being eligible to attract standard employer incentives, you may also be eligible for additional Australian Government incentives for employing Mature Aged workers.

Mature Aged Worker [45+] Commencement Incentive

Employers may be eligible to receive **\$750**, payable as an initial incentive for employing a disadvantaged Mature Aged Australian Apprentice or trainee for more than 3 months.

Mature Aged Worker [45+] Completion Incentive

Employers may be eligible to receive **\$750**, payable when a disadvantaged Mature Aged Australian Apprentice or trainee successfully completes their training.

Support for Mid-Career Apprentices [SMCA]

Provides financial support for workers [aged 30 years +] to upgrade their skills through an apprenticeship in a trade occupation in high demand. The payment is made to either the employer or the apprentice, depending on award arrangements. Eligible SMCA recipients receive **\$150** per week in the first year and **\$100** per week in the second year.

Please Note:

1. Eligibility criteria and conditions apply to all incentives
2. Australian Apprenticeships are also known as apprenticeships and traineeships in Queensland

“ My traineeship gave me the skills and confidence to make a valued contribution to the company I work for! ”



Can your business provide valuable employment for a mature age worker?

**Call 1300 360 955
or visit www.qas.org.au**

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