

# Jurisdictional Traineeship Coordinators Fact Sheet

## Program Overview

Health Workers and Health Practitioners are the very heart of the ACCHO workforce. They are central to clinical practice, illness prevention and health promotion and provide critical continuity of care for clients.

The First Nations Health Worker Traineeship Program is helping 500 people to become an Aboriginal and/or Torres Strait Islander Health Worker or Health Practitioner to support their community to get well and stay well.

This program, led by NACCHO, recognises that everyone has different skills and experiences they may bring to the program. If trainees have studied before, or have relevant health work experience, they may be able to fast-track their training through 'Recognition of Prior Learning'.

Trainees will be supported by their ACCHO during their traineeship, as well as their Aboriginal Community Controlled Registered Training Organisation (ACCHRTO) and the Affiliate's Jurisdictional Traineeship Coordinator (JTC). They are funded to help trainees complete their training and work placement. This can include covering the costs of travel and accommodation for training, childcare, tutoring and mentoring, cultural and clinical support or other types of help to make your traineeship easier.

Trainees can choose to study one of the following three qualifications:

- ▶ Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care (12-month duration)
- ▶ Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (24-month duration)
- ▶ Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (Practice) (24-month duration)

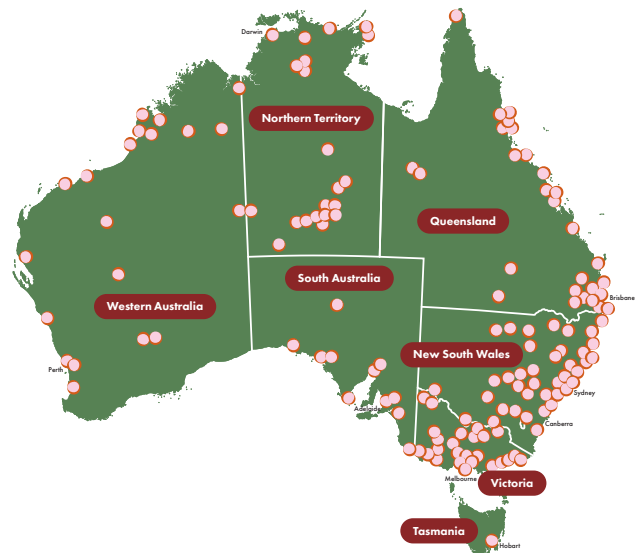
On completion of the traineeship, graduates will be a qualified Aboriginal and/or Torres Strait Islander Health Worker/ Practitioner.

## Role of the Jurisdictional Traineeship Coordinator

A new role, Jurisdictional Traineeship Coordinator, has been created to support effective implementation of the program. JTCs are employed by Affiliates and will support trainees, ACCHOs and ACCHRTOs across the jurisdiction. They will assist with promotion of the program across the sector and facilitating ACCHO and ACCHRTO access to additional jurisdictional funding and support services.

The JTC will build and maintain relationships with jurisdictional skills commissions, departments, funding bodies, ASQA and AHPRA as appropriate.

**Image 1** NACCHO Member Service Location Map



JTCs may check on the progress of trainees but are not employed to provide intensive wrap around support to each trainee. This is the role of the Trainee Support Officers employed by each ACCHRTO.

The activities of the JTC include, but are not limited to:

- ▶ Have a clear understanding of jurisdictional traineeship requirements and VET funding opportunities available or RTOs and ACCHOs (employers).
- ▶ Develop/expand relationships at a jurisdictional level with relevant sector stakeholders, departments and mainstream services
- ▶ Undertake activities to promote the First Nations Health Worker Traineeship Program.
- ▶ Provide advice to ACCHOs & RTOs on other funding opportunities available to them and trainees, including application requirements.
- ▶ Support employers to attract and select potential trainees.
- ▶ Identify and communicate additional resources and training at a jurisdictional level that would be beneficial to the program workforce.

## Where can I get more information?

Please contact the Workforce and Training team via [traineeship@naccho.org.au](mailto:traineeship@naccho.org.au).

## Useful Links

These useful links are for Jurisdictional Traineeship Coordinators

<b>General information on Traineeships</b>	Here you will find general information on Traineeships, including details of the incentives applicable and the details of your local AASNs. <a href="http://www.australianapprenticeships.gov.au">www.australianapprenticeships.gov.au</a>
<b>The Australian Apprenticeships and Traineeships Information Service</b>	The Australian Apprenticeships and Traineeships Information Service is a hub for trainees and employers, providing helpful information and resources on the traineeships. <a href="http://www.aapathways.com.au">www.aapathways.com.au</a>
<b>State Based Information</b> Including Specific Traineeship Requirements	<p><b>NSW</b> <a href="http://www.nsw.gov.au/education-and-training/apprentices-and-trainees">www.nsw.gov.au/education-and-training/apprentices-and-trainees</a></p> <p><b>QLD</b> <a href="http://desbt.qld.gov.au/training/apprentices">desbt.qld.gov.au/training/apprentices</a></p> <p><b>VIC</b> <a href="http://www.skills.vic.gov.au/s/apprenticeships-and-traineeships">www.skills.vic.gov.au/s/apprenticeships-and-traineeships</a></p> <p><b>WA</b> <a href="http://www.jobsandskills.wa.gov.au/training/apprenticeships-and-traineeships">www.jobsandskills.wa.gov.au/training/apprenticeships-and-traineeships</a></p> <p><b>NT</b> <a href="http://nt.gov.au/employ/apprenticeships-and-traineeships">nt.gov.au/employ/apprenticeships-and-traineeships</a></p> <p><b>ACT</b> <a href="http://www.act.gov.au/skills/employers/employing-an-apprentice-or-trainee">www.act.gov.au/skills/employers/employing-an-apprentice-or-trainee</a></p> <p><b>SA</b> <a href="http://skillscommission.sa.gov.au/apprenticeships-and-traineeships/apprentices-and-trainees">skillscommission.sa.gov.au/apprenticeships-and-traineeships/apprentices-and-trainees</a></p> <p><b>TAS</b> <a href="http://www.skills.tas.gov.au/apprenticeships_and_traineeships">www.skills.tas.gov.au/apprenticeships_and_traineeships</a></p>
<b>Wage/Award Information</b>	The Fair Work Ombudsman has developed a pay and conditions tool which helps employers determine the accurate rates of pay for workers, including trainees. <a href="http://www.calculate.fairwork.gov.au">www.calculate.fairwork.gov.au</a>
<b>Fair Work Ombudsman</b>	Further general information from the Fair Work Ombudsman on the recruitment and employment of trainees. <a href="http://www.fairwork.gov.au/find-help-for/apprentices-and-trainees">www.fairwork.gov.au/find-help-for/apprentices-and-trainees</a>
<b>Qualification Details</b>	<p>Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care (HLT30121/HLT30113) <a href="http://www.training.gov.au/Training/Details/HLT30121">www.training.gov.au/Training/Details/HLT30121</a> <a href="http://www.training.gov.au/Training/Details/HLT30113">www.training.gov.au/Training/Details/HLT30113</a></p> <p>Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care (HLT40121/HLT40113) <a href="http://www.training.gov.au/Training/Details/HLT40121">www.training.gov.au/Training/Details/HLT40121</a> <a href="http://www.training.gov.au/Training/Details/HLT40113">www.training.gov.au/Training/Details/HLT40113</a></p> <p>Certificate IV in Aboriginal and/or Torres Strait Islander Primary Health Care Practice (HTL40221/HLT40213) <a href="http://www.training.gov.au/Training/Details/HLT40221">www.training.gov.au/Training/Details/HLT40221</a> <a href="http://www.training.gov.au/Training/Details/HLT40213WIIIFM">www.training.gov.au/Training/Details/HLT40213WIIIFM</a></p>

These useful links are for Jurisdictional Traineeship Coordinators

Reports and Strategies

<b>Queensland Health</b>	<a href="#"><u>About the ATSI Health Practitioner</u></a>
<b>NSW Health</b>	<a href="#"><u>Definition of an AHW</u></a>
<b>NT Health</b>	<a href="#"><u>Defining the roles of AHW &amp; AHPs</u></a>
<b>NAATSIWHP</b>	<a href="#"><u>What do AHW &amp; AHPs Do?</u></a>
<b>Aged Care Royal Commission</b>	<a href="#"><u>Defining the roles of AHW &amp; AHPs</u></a>
<b>AHPRA</b>	<a href="#"><u>Approved Programs of Study</u></a>
<b>AIHW</b>	<a href="#"><u>Health Performance Framework</u></a>
<b>Services Australia</b>	<a href="#"><u>AHP MBS Items</u></a>
<b>NCBI</b>	<a href="#"><u>Exploring the role of Aboriginal Health Workers in primary health care</u></a>
<b>WA Health</b>	<a href="#"><u>Aboriginal Workforce Strategy</u></a>
<b>Department of Health (Fed)</b>	<a href="#"><u>National Aboriginal and Torres Strait Islander Health Workforce Strategic Framework and Implementation Plan</u></a>
<b>VIC Health</b>	<a href="#"><u>Aboriginal Workforce Strategy</u></a>
<b>NAATSIHWP</b>	<a href="#"><u>Framework for the scope of practice</u></a>



# Financial Support – Government Funding and Subsidies

**State and Territory governments and the Australian Government all offer differing types of financial support for training and workforce development.**

Financial support is provided through different channels and eligibility depends on where you are, the type of training undertaken and who's undertaking it. Some funding is only offered for a limited period (such as during the COVID pandemic).

The following are some of the common types of financial support.

## Subsidised training

Government subsidies are available for training for high priority jobs or skills. Human services jobs fall increasingly into this category.

Subsidised training is also made available for groups of people, such as job seekers and those who don't have a qualification at Certificate III level or above. Some people may be exempt from student services fees as well as eligible for subsidised training.

Subsidies are mostly provided for accredited training (see section 7 for more information), but some non-accredited training (such as training for literacy, numeracy and digital literacy skills) may also be subsidised.

## Traineeship Subsidies 4F\*

### Employers

#### Priority Wage Subsidy

The Priority Wage Subsidy is a wage subsidy for employers of Australian Apprentices training towards an occupation listed on the Australian Apprenticeships Priority List. Employers can claim 10% of wages paid to the Australian Apprentice for the first and second 12-month period (up to \$1,500 per quarter) and 5% of the wages paid to the Australian Apprentice for the third 12-month period (up to \$750 per quarter).

#### Qualifications on the priority list:

**HLT40121/** Certificate IV in Aboriginal and/or Torres Strait  
**HLT40113** Islander Primary Health Care

**HLT44007** Certificate IV in Aboriginal and/or Torres Strait  
Islander Primary Health (Community Care)

**Note:** employers are not eligible to receive the Priority Wage Subsidy if they are in receipt of any other form of Australian Government equivalent assistance for the same Australian Apprenticeship simultaneously.

#### Hiring Incentive

The Hiring Incentive supports Australian Apprentices undertaking a Certificate II or above qualification that is not listed on the Australian Apprenticeships Priority List. A payment of \$1,750, for a full-time Australian Apprentice and \$875 for part-time Australian Apprentice is made at 6 and 12 months.

Eligibility requirements include:

- ▶ all primary eligibility requirements
- ▶ the Australian Apprentice must be in-training with their employer at the Effect date
- ▶ The Australian Apprentice must be undertaking Certificate II or above qualification with an occupational outcome that is not listed on Australian Apprenticeships Priority List

**Note:** employers are not eligible to receive both the Priority Wage Subsidy and the Hiring Incentive for the same Australian Apprenticeship.

#### Disability Australian Apprentice Wage Support

The Disability Australian Apprentice Wage Support aims to encourage employers to provide Australian Apprenticeships to people with disability who are undertaking a Certificate II or a higher-level qualification.

Employers of Australian Apprentices who have been diagnosed with Attention Deficit Disorder (ADD) or Attention Deficit Hyperactive Disorder (ADHD) are eligible to attract the Disability Australian Apprentice Wage Support.

Additional support for off-the-job training (mentoring, translation and tutorial services) is available to Australian Apprentices, further information can be found in the Incentives System Guidelines.

The Disability Australian Apprentice Wage Support is a wage subsidy of \$104.30 per week for a full-time Australian

\* Many subsidies have formal traineeship registration as an entry requirement. Other criteria may also determine eligibility.

Apprentice, or on a pro-rata basis according to the hours worked for a part time Australian Apprentice. Payments are made to employers for 12 months in the case of a long-term or permanent disability or a specific period in the case of a temporary disability.

### Eligibility

#### Requirements include:

- ▶ all primary eligibility requirements
- ▶ the employer must be paying a suitable wage of at least \$104.30 per week, or its part-time equivalent for the duration they are receiving the wage support
- ▶ the Australian Apprentice must meet the disability eligibility criteria (details can be found in Part E Assistance for Australian Apprentices with Disability of the Incentives System Guidelines)

The Disability Australian Apprentice Wage Support is also available to employers whose apprentice may experience unforeseen circumstances that lead to a disability during their Australian Apprenticeship.

Help may also be available through the Employment Assistance Fund (EAF) which can provide financial aid to assist obtain workplace assistance and support services, such as modified equipment or training.

## Trainees

### Australian Apprentice Training Support Payment

The Australian Apprentice Training Support Payment provides up to two years of direct financial assistance for Australian Apprentices undertaking a Certificate III level or above qualification in an occupation listed on the Australian Apprenticeships Priority List. A full-time Australian Apprentice can receive \$1,250 every six months for the first two years of their apprenticeship (\$5,000 in total), a part-time Australian Apprentice can receive \$625 (\$2,500 in total). This payment is to help offset the costs of everyday living, supporting Australian Apprentices to continue in their Australian Apprenticeship.

### Eligibility

#### Requirements include:

- ▶ all primary eligibility requirements
- ▶ be undertaking a Certificate III or above qualification with an occupational outcome as listed on the Australian Apprenticeships Priority List

## Living Away From Home Allowance

The Living Away From Home Allowance provides assistance to Australian Apprentices, who are required to move away from their parents or legal guardians home for the first time to:

- ▶ start an Australian Apprenticeship
- ▶ remain in an Australian Apprenticeship
- ▶ receive essential supplementary on-the-job training with another employer

You may also be eligible to receive the Living Away From Home Allowance if you are undertaking an Australian Apprenticeship and you are, or become, homeless.

The Living Away From Home Allowance is paid in arrears, at the following rates:

- ▶ First 12-month period from the date of commencement – \$77.17 per week
- ▶ Second 12-month period – \$38.59 per week
- ▶ Third 12-month period – \$25.00 per week

### Eligibility

#### Requirements include:

- ▶ all primary requirements
- ▶ be undertaking a qualification at the Certificate II level or above
- ▶ be within 36 months of the commencement date of the apprenticeship
- ▶ meet the residential criteria (details can be found in Part F Payments to Australian Apprentices in the Incentives System Guidelines)
- ▶ provide evidence to support the claim application

## Abstudy

Abstudy is also available for Aboriginal and Torres Strait Islander apprentices and trainees and is a group of payments and support. The main payment is ABSTUDY Living Allowance. The allowance is paid each fortnight to help with living costs while they're training. If entitled, recipients may also get ABSTUDY Incidentals Allowance.

ABSTUDY Incidentals Allowance is paid at the start of each year of the apprenticeship or traineeship.

If recipients get Living Allowance and need extra help, they can apply for Additional Assistance. This is a one off payment to help you stay in the apprenticeship, if they're in severe financial stress.

## Language, Literacy, Numeracy (LLN) Funded Programs

### Skills for Education and Employment (SEE) program (DEWR)

The Skills for Education and Employment (SEE) Program provides training to help participants build their reading, writing, maths and basic computer skills. The training is delivered across Australia, from metropolitan and regional areas, right through to remote communities.

The Australian Government has committed \$436.4 million over four years to a new SEE program, which is in the process of being redesigned. From July 2024, this will mean changes to current providers and to the eligibility requirements for participation in the program, which will be simpler.

[www.dewr.gov.au/foundation-skills/announcements/introducing-redesigned-skills-education-and-employment-program](http://www.dewr.gov.au/foundation-skills/announcements/introducing-redesigned-skills-education-and-employment-program)

### Foundation Skills for Your Future Program (FSYF)(DEWR)

The FYSF program supports employed and recently unemployed Australians who need flexible training in:

- ▶ Reading
- ▶ Writing
- ▶ Maths
- ▶ English language
- ▶ Digital skills

#### Eligibility

To take part in the Program, participants need to be:

- ▶ An Australian citizen or permanent resident
- ▶ Aged 15 and over
- ▶ Finished with secondary school education
- ▶ Currently employed or recently unemployed (within the past 9 months)
- ▶ Not currently registered with an Australian Government employment service provider or enrolled in a similar program

#### Providers

There are currently 29 approved RTOs across Australia.

[www.dewr.gov.au/foundation-skills-your-future-program/service-providers](http://www.dewr.gov.au/foundation-skills-your-future-program/service-providers)

## Foundation Skills for Remote Communities (FSRC) Pilots (DEWR)

The FSRC Pilots are designed to deliver tailor and flexible foundation LLND skills, assessment and training that meet community needs. The pilots are in operation until 30 June 2024.

The Pilots aim to:

- ▶ Improve the LLND skills of community members in these remote communities
- ▶ Identify and develop systemic approaches to LLND skills training delivery in remote communities

[www.dewr.gov.au/foundation-skills-your-future-remote-community-pilots](http://www.dewr.gov.au/foundation-skills-your-future-remote-community-pilots)

### Pilot Providers

#### Literacy for Life Foundation – Northern Territory

Literacy for Life is delivering the Northern Territory Pilot in Tennant Creek.

Literacy for Life is working with the Julalikari Council Aboriginal Corporation to deliver the Northern Territory Pilot. [www.lflf.org.au](http://www.lflf.org.au)

#### Corporate Culcha Pty Ltd – Northern Queensland

Corporate Culcha is delivering the Pilot in partnership with the Doomadgee community in northern Queensland. Corporate Culcha is working with the Australian Literacy and Numeracy Foundation (ALNF), My Pathway and the Indigenous Consulting Group to deliver the northern Queensland Pilot.

[www.corporateculcha.com.au](http://www.corporateculcha.com.au)  
<https://alnf.org>

#### Djarindjin Aboriginal Corporation – Western Australia

Djarindjin Aboriginal Corporation (DAC) is delivering the Western Australia Pilot from the Bardi Jawi and Nyul Nyul country on the Dampier Peninsula in Western Australia in partnership with the:

#### Djarindjin/Lombadina/Ardyaloon Communities and Beagle Bay community.

DAC is working with Perth-based organisation Business Foundations Ltd to deliver the Western Australia Pilot.

[djarindjin.org.au](http://djarindjin.org.au)

#### EyrePlus Pty Limited – South Australia

EyrePlus is delivering the South Australia Pilot in partnership with the Ceduna, Yalata, Koonibba, Oak Valley (Maralinga Tjarutja) and Scotdesco communities in the Far West region of South Australia.

EyrePlus is working with Australian Employment and Training Solutions Pty Ltd (AETS) to deliver the South Australia Pilot.

[www.eyreplus.com.au/foundation-skills-for-your-future-remote-community-pilot](http://www.eyreplus.com.au/foundation-skills-for-your-future-remote-community-pilot)

## Community Foundation Skills (DESBT – Queensland)

Community Foundation Skills offers assistance to disadvantaged Queenslanders with low level language, literacy, numeracy and digital (LLND) skills to equip them with the knowledge and confidence to participate successfully in a modern knowledge economy.

Community Foundation Skills funds organisations to deliver customised foundation skills training to people with low level LLND skills.

Participants under Community Foundation Skills can be enrolled in nationally recognised foundation skills qualifications, or appropriate non-accredited foundation skills preparatory courses that provide an essential pathway to further education and work.

The delivery of training and assessment services for community-based training projects are funded under the Certificate 3 Guarantee program. The delivery of projects should be tailored to participants' circumstances.

Community Foundation Skills funds cover the tailored support that must accompany the delivery of nationally recognised foundation skills training within a community-based setting and the student co-contribution fees or stand-alone non-accredited foundation skills training or preparatory courses funded under a fee-for-service basis.

[desbt.qld.gov.au/training/community-orgs/funded/sqw/community-foundation-skills](https://desbt.qld.gov.au/training/community-orgs/funded/sqw/community-foundation-skills)

## Foundation Skills & Equity Courses – WA

The Department of Training and Workforce Development funds a range of services for students, to assist and support people to be able to access and attend training and improve their employment prospects. Registered training providers who are approved to deliver courses in the Participation – Equity program may offer support and services such as mentoring and counselling, assistance with things like meals, transport and childcare, and also language and literacy support. The program also assists with support for job seeking, resumé writing and work experience for eligible students.

There are two fee-free priority foundation skills courses – the Course in Applied Vocational Study Skills (CAVSS) and the Course in Underpinning Skills for Industry Qualifications.

These courses do not result in a separate qualification, rather they provide support to students who need additional assistance to successfully complete their vocational qualification and develop the skills needed for the workplace.

CAVSS provides additional support to build literacy and numeracy skills as part of a vocational training program. Through CAVSS support, students revise and develop their mathematics, reading, writing and communication skills. Students learn to make the connection between these skills, and where and how to apply them to vocational training and workplace situations.

CAVSS is funded by DTWD for 100 hours for Aboriginal and Torres Strait Islander people.

The Underpinning Skills for Industry Qualifications (USIQ) course provides additional time and specialised teaching to groups of students who do not yet have the knowledge and skills needed to successfully complete their vocational qualification and participate effectively in the workplace. The course helps students to develop, consolidate and apply a range of social, communication, mathematical, technological, cultural and problem-solving skills.

USIQ is funded by DTWD for 250 for Aboriginal and Torres Strait Islander people.

### Eligibility

If the trainee is an Aboriginal or Torres Strait Island person, they may be eligible for support to help access training. This may include:

- ▶ mentoring and counselling;
- ▶ assistance with language and literacy;
- ▶ provision of meals; and
- ▶ assistance with transport and child care.

To be eligible they must be an Aboriginal or Torres Strait Island person, as recognised by:

- ▶ descent, that is, the person can prove that a parent is of Aboriginal or Torres Strait Islander descent;
- ▶ self-identification, that is, the person identifies as an Aboriginal or Torres Strait Islander; or
- ▶ community recognition, that is, the person is accepted as such by the Aboriginal or Torres Strait Islander community in which he/she lives.

They may also be eligible if you have referral from an Aboriginal or Torres Strait Islander service provider recognised by the Department.

[www.jobsandskills.wa.gov.au/training/learning-support-and-assistance](https://www.jobsandskills.wa.gov.au/training/learning-support-and-assistance)