

RECOGNISE – RECRUIT – RETAIN

# WEBINAR SERIES



We understand that a highly skilled and capable workforce is critical to business performance no matter how large or small you are.





# WEBINAR 2 - Recruit



## Getting the right fit

- Government incentives
- Recruitment tools
- Soft skill training
- Cognisess career assessment profiling
- Guest presenter – an employer's perspective

# Employer Incentives

## Employer Support

➤ Commencement (Cert II)	\$1,250
➤ Commencement (Cert III, IV & Diploma)	\$1,500
➤ Recommencement	\$750
➤ School-based Commencement	\$750
➤ School-based Retention	\$750
➤ Rural & Regional – Skill Shortage	\$1,000

# Employer Support

- Completion \$2,500
- Part-time Completion \$1,500
- MAW – Mature Age Worker \$ 750
- DAAWS – Disabled Australian Apprentice Wage Support \$104.30 per week Full-time

# Employer Incentives

## Payroll Tax Exemptions (Qld)

In Queensland, the wages an employer pays their Apprentices and new worker Trainees may be exempt from payroll tax.

If the apprentice and trainee wages are exempt from payroll tax, employers may also be able to claim a payroll tax rebate that reduces their payroll tax amount for the particular liability (periodic, annual or final return). A 50% rebate is available for eligible employers.

# Australian Government Stimulus Package's

We are committed to supporting employers, apprentices, GTOs and RTOs to ensure as many apprentices and trainees as possible keep their jobs during this unprecedented time.

## Boosting Apprenticeship Commencements (BAC)

### Wage Subsidy Incentive when employing New Apprentices or Trainees

The Boosting Apprenticeship Commencements (BAC) scheme is designed to support employers to engage more apprentices and trainees and is part of the COVID-19 economic recovery plan.

The new BAC subsidy (effective since 5th October 2020) is in addition to the Supporting Apprentices and Trainees (SAT) subsidy.

Under the BAC scheme, employers of any size, location or industry may be eligible for a Federal Government subsidy of 50% of the wages for a new apprentice or trainee employed from October 5th 2020.

The subsidy applies for the period up to March 31, 2022 and is up to a maximum of \$7,000 per quarter.

# Additional funding options potentially available

Back To Work (Part of Skilling Queenslanders for Work programs)

The Queensland Government will support your decision to employ an unemployed job seeker with a support payment of up to \$20,000?

Available payments include:


- Youth Boost payments of up to \$20,000 for employing a full-time\* young jobseeker aged between 15-24 years who has been unemployed for a minimum of four weeks.
- Employer Support Payments of up to \$10,000 for a full-time jobseeker\* who has been long-term unemployed (available in Back to Work Regional only). This increases to \$15,000 for full-time jobseekers\* who have been unemployed for 52 weeks or more available in Back to Work Regional and Back to Work SEQ and/or an Aboriginal and Torres Strait Islander person and/or person with a disability.



# 2. Government Incentives Employment Services – jobactive, TtW, PaTH Internship

## Wage Subsidies

A wage subsidy is a financial incentive of up to \$10,000 (GST inclusive) to help eligible businesses hire new staff. Employment Services providers will make flexible payments to eligible employers over six months.

Wage Subsidy <sup>1</sup>	What are the eligible age ranges?	How much can employers receive? (GST inc)	Indigenous Australian participants?
Restart <sup>2</sup>	50 years of age and over	Up to \$10,000	
Youth Bonus	15 to 24 years of age	Up to \$10,000 or \$6,500	
Youth	25 to 29 years of age	Up to \$6,500	Indigenous Australians have immediate access to wage subsidies of up to \$10,000 if all eligibility requirements are met.
Parents	Any age	Up to \$6,500	
Long Term Unemployed	Any age	Up to \$6,500	

1 Wage Subsidies are available to eligible Participants in jobactive, Transition to Work (TtW) and ParentsNext Intensive Stream.  
2 The Restart Wage Subsidy is also available to Participants in Disability Employment Services (DES) and the Community Development Programme (CDP).



# Wage Subsidies

<b>Placement details</b>	<p>All Wage Subsidy placements must average at least 20 hours per week over the 26 week wage subsidy period.</p> <p>Employment must also comply with National Employment Standards.</p> <div><div>Jobs can be full time, part time or casual.</div><div>Apprenticeships and traineeships are also eligible to attract a Wage Subsidy.</div></div>
<b>Contact information</b>	<p>Each wage subsidy is targeted to assist those who need it most. Please talk to your employment services provider to check eligibility.</p>



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# PaTH Internships

## Youth Jobs PaTH

### Overview

Youth Jobs PaTH prepares young people for work and includes three elements: Prepare—Trial—Hire.

**Prepare:** Employability Skills Training provides young job seekers between the ages of 17 and 24 with an understanding of the expectations of employers throughout the recruitment process and in the workplace.

**Trial:** PaTH Internships allows young job seekers the chance to demonstrate their skills in the workplace to a potential employer through an internship placement of between 4 to 12 weeks.

**Hire:** Suitable job seekers offered employment, either casual, part-time or full-time. Employers may be eligible for the Youth Bonus wage subsidy of up to \$10,000.



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# PaTH Internships

## What are PaTH Internships (Trial stage)?

A PaTH Internship is a voluntary work trial, for young job seekers aged 17 to 24, with a host business which has a reasonable prospect of employment following the trial.

Internships provide young people with the opportunity to demonstrate their skills and gain work experience while employers can trial a young person to see if they are the right fit for their business.

Thousands of businesses have successfully used PaTH Internships to find great employees. The program has delivered real results for young Australians with around 65 per cent of completed internships resulting in employment with a further eight per cent obtaining employment within the next three months.



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# PaTH Internships

## What are the benefits for employers?

PaTH Internships enable a business to trial a potential employee for 30 to 50 hours per fortnight over four to twelve weeks. This provides a great opportunity to see if they are the right fit for the business.

During the trial, host businesses do not pay the young person a wage. Instead, the Australian Government gives them \$200 a fortnight on top of their income support. Employers receive a payment of \$1,000 (GST inclusive) to help cover the costs of hosting an intern.

## What are the benefits for job seekers?

A PaTH Internship provides a young job seeker with the opportunity to gain valuable experience in a workplace and demonstrate their skills and abilities to a potential employer.

An internship is also an opportunity for a job seeker to test their own suitability for working in a particular role or industry. All internships are voluntary. If it doesn't work out they have gained some valuable work experience and are one step closer to getting a job more suited to their preferences.



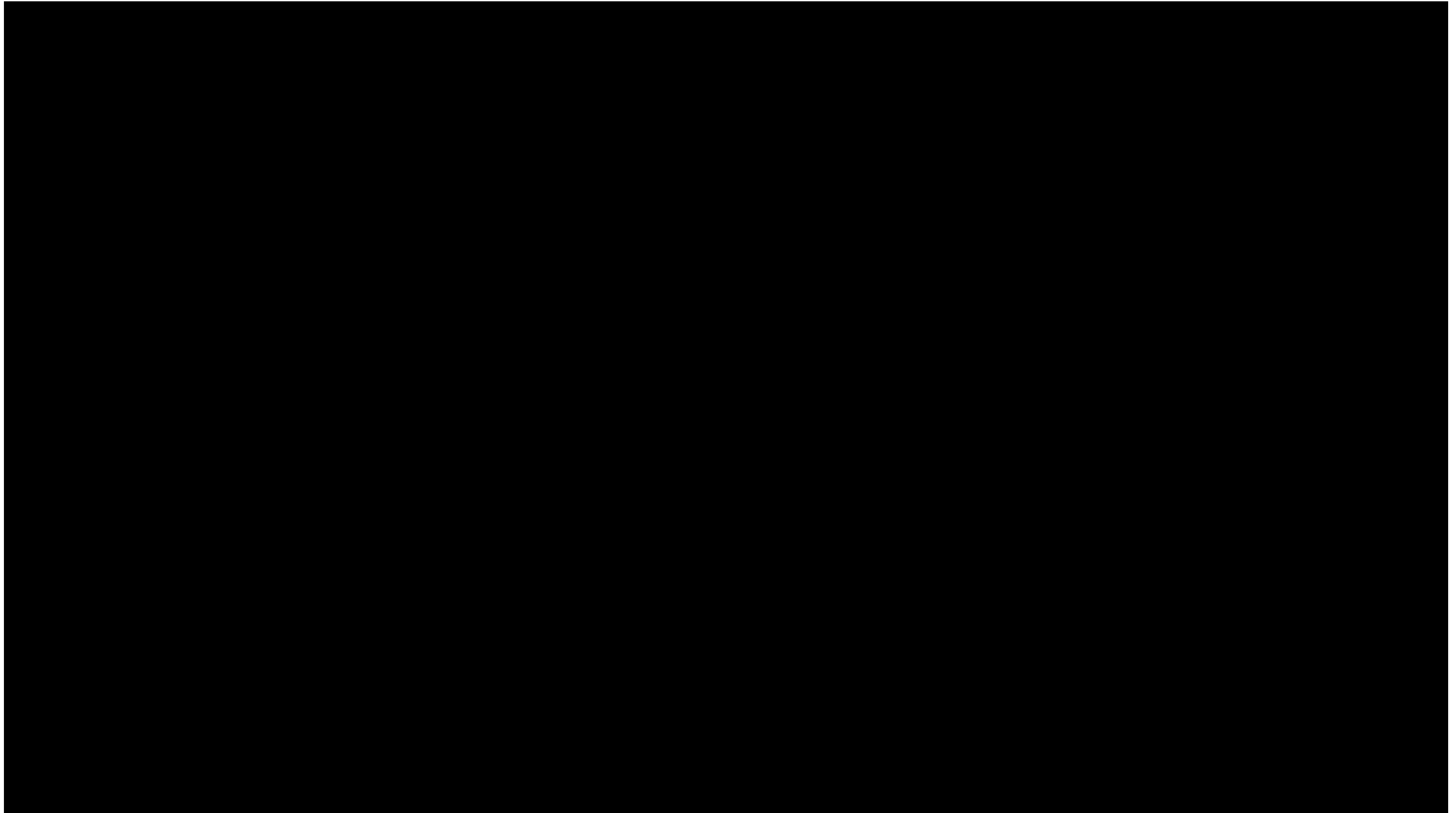
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# Horses and Human's



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# Soft Skills Training

Hard and soft skills - what's the difference?  
What are the benefits to you when recruiting?





# Hard and Soft Skills



# Soft Skills

**Communication:** active listening, speaking tone and clarity, non-verbal (93%) body language

**Teamwork:** working with colleagues, support, understand shared goals

**Interpersonal skills:** positive attitude, awareness of self and others, Professionalism and strong work ethic.

**Time Management:** self manage time, prioritizing, scheduling







**What soft skills are you looking for  
when recruiting new staff?**

**What are the benefits to your  
business?**



# Questions ??





Assessment



Benchmarking



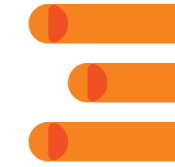
Recruitment



Team Fit



Performance



Engagement



Insights



# COGNISESS AND THE BUSY GROUP

## INTRODUCING PREDICTIVE ANALYTICS TO AUSTRALIA



**Presenter:** **Libby Harrington**  
**Account Manager Cognisess**

# Questions ??





# Guest Presenter

David Smith

Learning & Development Lead



## Attracting People to Transport



# Questions ??



# Next Steps – Retain

## Webinar 3 - Retain | Tuesday 17 August, 2021

Upskilling existing employees, mentoring, succession planning and retention tips

