

Subsidised Training for Certificate III in Arboriculture

There are now substantial incentives for employers to put their employees under a contract of training for AHC30816 Certificate III in Arboriculture. "Arborist" is an occupation on the national skills shortage list, so it qualifies for extra Commonwealth Government incentives.

Incentives and Reduced Fees

From the **1st of July** the Support for Adult Apprenticeship payment **has been extended to anyone over the age of 21 at the time of signup**. For an employer to be eligible for this incentive they need to be paying their employee more than the National Minimum Wage (\$19.49 an hour).

The combination of employer incentives and Subsidised course fees makes a very significant reduction in the costs of training, recommencements or upskilling your employees in the Certificate III in Arboriculture.

treesystems is authorised to provide training, Subsidised by the State Government, in AHC30816 Certificate III in Arboriculture.

The Subsidised fees treesystems charges for each specialisation are:

- Climbing specialisation: \$2,700
- Climbing & EWP specialisation: \$2,460
- Groundworker specialisation: \$2,340

Incentive payments available to the employer, based on eligibility could be:

- \$4,000 if the employer puts a new or existing employee under the age of 21 under a contract of training for AHC30816 Certificate III in Arboriculture.
- \$8,000 if the employer puts a new or existing employee over the age of 21 under a contract of training for AHC30816 Certificate III in Arboriculture.
- \$3,250 recommencement of a new or existing employee under a contract of training for AHC30816 Certificate III in Arboriculture.

The incentives are made up from:

- Commencement payment: \$1500
- Completion payment: \$2500
- Employee over the age of 21: \$4000
- Recommencement payment: \$750

Additional incentives:

- Rural/Regional skills shortage (if the business is outside the Gawler - Adelaide - Noarlunga metropolitan area): \$1000
- Employers may be exempted from their Workcover premiums for employees under a training contract: \$1000 - \$2000 per year
- Additional incentive for mature worker over 45 years of age: \$750

Equipped for Work

The Skilling South Australia Equipped for Work initiative supports individuals and employers by reimbursing them for the costs of goods and services essential to starting an apprenticeship or traineeship. Funding is available through reimbursements of up to **\$1,000** made directly to an eligible apprentice and/or their employer, and pre-approval may be granted prior to the purchase of goods or services.

"Incentives change from time to time. These are current at **January 2020**. You must contact an Apprenticeships Support Network to check ... " In South Australia, there are organisations who are part of this network, **treesystems** recommends:

- MAS National Tony Gavros 0488 307 200
- MEGT Nick Morris 0447 100 727

These organisations assist employers in setting up contracts of training and advise and approve employers for Commonwealth Government incentives.

treesystems recommends the above Apprenticeship Network Providers as they have helped to collate this information.

Training and Contracts of Training

The Certificate III in Arboriculture training is delivered through a series of week-long training blocks at Woodhouse Activity Centre, and through a combination of on-the-job training, workplace assessment and RPL.

Training blocks might be;

- 8 x 1-week blocks for experienced employees.
- 12 x 1-week blocks for new employees.
- other attendance blocks can be negotiated.

A contract of training;

- can be part time (min 15 hours per week which can be averaged over 4-week periods) or full time.
- Are underpinned by the relevant modern award.
- Employers must pay wages for the days when their employees are attending training.
- Part time contracts may have reduced employer incentive payments but still qualify for the state government training subsidy.

The nominal duration of a contract of training is 3 years, but it can be completed earlier by experienced employees.

treesystems has a new course starting May 2020 and is now taking enrolments. It is an entry requirement for the courses that students have current white-card and first aid certificates.

Below are two examples of the incentives an employer might receive:

Upskilling an over 21-year-old **experienced** worker:

- you would receive at least \$8000 in government incentives
- potentially the Workcover premium waived for the employee
- a rural or regional allowance, and there may be other incentives.
- If the climbing stream was selected the course fee with **treesystems** would be \$2700.

- The participant would attend between 8 to 12, 1-week blocks.

Under a contract of training a **new or inexperienced** employee under the age of 21:

- you will likely receive at least \$4,000 employer incentives
- the employee's Workcover premium waived (approximately \$1000 to \$2000 per year)
- a rural or regional allowance, and there may be other incentives.
- If the climbing stream was selected the course fee with treesystems would be \$2700.
 - The participant would attend 12 to 14 x 1-week blocks.

Summary

The occupation of Arborist is on the national skills shortage list, so it attracts increased employer incentives. The costs to the employer of training their employees are now very much reduced, due to the combination of employer incentives, training subsidy and treesystems' ability to deliver the training with reduced downtime.

If you would like further information, or if you would like to start an employee in the course, please contact Mike Ramsden at treesystems.

We would like to thank to Nicole Turvey from the State Government and Tony Gavros from MAS National, Nick Morris from MEGT for helping us understand the incentives available to employers in the arboriculture industry.

Yours sincerely,



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RTO Code: 45451

treesystems is delivering training in AHC30816 Certificate III in Arboriculture

The skills and training of your workforce are critical in driving success in a highly competitive market, in providing safety at work, job satisfaction for your work teams and excellent service to your customers.

The owner of **treesystems**, Mike Ramsden, was Operations Manager with City Suburban Tree Surgeons, a vibrant arboriculture company in London, and helped it grow from 30 employees to over 130, and from £1.5 million to £7 million annually. Mike had overall responsibility for up to 53 arboricultural crews, utilizing a range of specialist vehicles, plant, machinery and equipment. City Suburban Tree Surgeons is Arboricultural Association approved and UKAS accredited as compliant to ISO9001, ISO14001 and OHSAS18001 Quality, Environmental and Health and Safety Assurance.

Mike has extensive knowledge in all aspects of arboricultural practices, management and maintenance techniques, including current legislation and the ability to put these into practice whilst understanding the requirements for employment of the work ready arborist. Mike has qualifications from the United Kingdom for City and Guilds as an NPTC Assessor to the arboriculture industry, and for Training and Assessment under the Australian Qualifications Framework. Mike has over 29 years industry experience, working up from ground worker to contract climber, supervisory and managerial roles.

treesystems is a young and dynamic industry specialist organisation in Adelaide founded by Mike Ramsden to deliver and assess nationally recognised training.

treesystems is delivering training in AHC30816 Certificate III in Arboriculture. All training is conducted using high quality industry equipment with the opportunity for selection and use of advanced specialist climbing and rigging equipment.

This qualification provides occupation outcomes with a range of specialised knowledge and skills to undertake skilled work and as a pathway for further learning for arborists in the arboriculture industry.

COURSE DURATION

This program is delivered over 15 months part-time for more experienced employees, or 18 months part-time for less experienced employees.

- Option 1 – Experienced (minimum 3 years industry experience)
- Option 2 – Learner (6 months to 3 years industry experience)

TRAINING DELIVERY and VENUE

The course is delivered through a series of week-long training blocks at Woodhouse Activity Centre, and through a combination of on-the-job training, workplace assessment and RPL.

treesystems uses excellent trainer to student ratios to provide safer training and superior learning experiences:

- High Risk Activities 4:1
- Low Risk Activities 6:1

treesystems training will provide improved productivity & safety awareness and employees will gain improved job satisfaction.

Kind Regards



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