

National Training Wage Summary

Effective from 1 July 2025

The National Training Wage applies to employees undertaking an approved traineeship under a registered training contract. Wages are based on the trainee's highest year of schooling completed and the number of years out of school. Traineeships are categorised into Wage Levels A, B or C, depending on the industry and qualification.

Full-Time Trainee Weekly Rates

Wage level A

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the weekly rate specified in Column 2 of Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 1—Wage level A minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Experience Level	Year 10	Year 11	Year 12
School leaver	\$412.70	\$454.40	\$540.50
Plus 1 year out of school	\$454.40	\$540.50	\$629.00
Plus 2 years out of school	\$540.50	\$629.00	\$732.00
Plus 3 years out of school	\$629.00	\$732.00	\$838.00
Plus 4 years out of school		\$732.00	\$838.00
Plus 5+ years out of school			\$838.00

Wage level B

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the weekly rate specified in Column 2 of Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 2—Wage level B minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Experience Level	Year 10	Year 11	Year 12
School leaver	\$412.70	\$454.40	\$526.70
Plus 1 year out of school	\$454.40	\$526.70	\$605.90
Plus 2 years out of school	\$526.70	\$605.90	\$710.60
Plus 3 years out of school	\$605.90	\$710.60	\$810.40
Plus 4 years out of school		\$710.60	\$810.40
Plus 5+ years out of school			\$810.40

Wage level C

The minimum rate for a full-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the weekly rate specified in Column 2 of Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 3—Wage level C minimum weekly rate for full-time trainees (AQF Certificate Level I–III traineeship)

Experience Level	Year 10	Year 11	Year 12
School leaver	\$412.70	\$454.40	\$526.70
Plus 1 year out of school	\$454.40	\$526.70	\$595.60
Plus 2 years out of school	\$526.70	\$595.60	\$665.40
Plus 3 years out of school	\$595.60	\$665.40	\$741.20
Plus 4 years out of school		\$665.40	\$741.20
Plus 5+ years out of school			\$741.20

AQF Certificate Level IV traineeships

(i) The minimum rate for a full-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum rate for the relevant full-time AQF Certificate Level III traineeship increased by 3.8%.

- (ii) The minimum rate for a full-time adult trainee undertaking an AQF Certificate Level IV traineeship is the weekly rate specified in Column 2 or 3 of Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship) according to

the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

- **Table 4—Minimum weekly rate for full-time adult trainees (AQF Certificate Level IV traineeship)**

Wage Level	First Year	Second+ Year
Level A	\$869.80	\$902.80
Level B	\$841.20	\$873.20
Level C	\$769.40	\$798.50

Minimum hourly rates for part-time traineeships

Wage level A

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level A by clause E.6.1 is the hourly rate specified in Column 2 of Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 5—Wage level A minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Experience Level	Year 10	Year 11	Year 12
School leaver	\$13.57	\$14.95	\$17.77
Plus 1 year out of school	\$14.95	\$17.77	\$20.69
Plus 2 years out of school	\$17.77	\$20.69	\$24.07
Plus 3 years out of school	\$20.69	\$24.07	\$27.57
Plus 4 years out of school		\$24.07	\$27.57
Plus 5+ years out of school			\$27.57

Wage level B

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level B by clause E.6.2 or by clause E.4.4 is the hourly rate specified in Column 2 of Table 6—Wage level B

minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 6—Wage level B minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Experience Level	Year 10	Year 11	Year 12
School leaver	\$13.57	\$14.95	\$17.34
Plus 1 year out of school	\$14.95	\$17.34	\$19.93
Plus 2 years out of school	\$17.34	\$19.93	\$23.38
Plus 3 years out of school	\$19.93	\$23.38	\$26.66
Plus 4 years out of school		\$23.38	\$26.66
Plus 5+ years out of school			\$26.66

Wage level C

The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage level C by clause E.6.3 is the hourly rate specified in Column 2 of Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship) according to the highest year of schooling completed by the trainee specified in that column and the experience level of the trainee specified in Column 1.

Table 7—Wage level C minimum hourly rate for part-time trainees (AQF Certificate Level I–III traineeship)

Experience Level	Year 10	Year 11	Year 12
School leaver	\$13.57	\$14.95	\$17.34
Plus 1 year out of school	\$14.95	\$17.34	\$19.58
Plus 2 years out of school	\$17.34	\$19.58	\$21.89
Plus 3 years out of school	\$19.58	\$21.89	\$24.37
Plus 4 years out of school		\$21.89	\$24.37
Plus 5+ years out of school			\$24.37

School-based traineeships

The minimum hourly rate for a part-time trainee who works ordinary hours and is undertaking a school-based AQF Certificate Level I–III traineeship whose training package and AQF certificate levels are allocated to wage levels A, B or C by clause E.6 or by clause E.4.4 is the hourly rate in Column 1 or 2 of Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship) according to the year of schooling of the trainee.

Table 8—Minimum hourly rate for part-time trainees (school-based AQF Certificate Level I–III traineeship)

Column 1	Column 2
Year 11 or lower	Year 12
per hour	per hour
\$13.57	\$14.95

AQF Certificate Level IV traineeships

- (i) The minimum hourly rate for a part-time trainee undertaking an AQF Certificate Level IV traineeship is the minimum hourly rate for the relevant part-time AQF Certificate Level III traineeship increased by 3.8%.
- (ii) The minimum hourly rate for a part-time adult trainee undertaking an AQF Certificate Level IV traineeship is the hourly rate in Column 2 or 3 of Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship), according to the year of the traineeship specified in those columns and the relevant wage level for the relevant AQF Certificate Level III traineeship specified in Column 1.

Table 9—Minimum hourly rate for part-time adult trainees (AQF Certificate Level IV traineeship)

Column 1	Column 2	Column 3
Wage level	First year of traineeship	Second and subsequent years of traineeship
	per hour	per hour
A	\$28.62	\$29.69
B	\$27.68	\$28.72
C	\$25.31	\$26.27

Allocation of traineeships to wage levels

The wage levels applying to training packages and their AQF certificate levels are:

Wage level A

Training package	AQF certificate level
Aeroskills	II
Aviation	I, II, III
Beauty	III
Business Services	I, II, III
Chemical, Hydrocarbons and Refining	I, II, III
Civil Construction	III
Coal Training Package	II, III
Community Services	II, III
Construction, Plumbing and Services Integrated Framework	I, II, III
Correctional Services	II, III
Drilling	II, III
Electricity Supply Industry—Generation Sector	II, III (III in Western Australia only)
Electricity Supply Industry—Transmission, Distribution and Rail Sector	II
Electrotechnology	I, II, III (III in Western Australia only)
Financial Services	I, II, III
Floristry	III
Food Processing Industry	III
Gas Industry	III
Information and Communications Technology	I, II, III
Laboratory Operations	II, III
Local Government (other than Operational Works Cert I and II)	I, II, III

Training package	AQF certificate level
Manufactured Mineral Products	III
Manufacturing	I, II, III
Maritime	I, II, III
Metal and Engineering (Technical)	II, III
Metalliferous Mining	II, III
Museum, Library and Library/Information Services	II, III
Plastics, Rubber and Cablemaking	III
Public Safety	III
Public Sector	II, III
Pulp and Paper Manufacturing Industries	III
Retail Services (including wholesale and Community pharmacy)	III
Telecommunications	II, III
Textiles, Clothing and Footwear	III
Tourism, Hospitality and Events	I, II, III
Training and Assessment	III
Transport and Logistics	III
Water Industry (Utilities)	III

E.6.2 Wage level B

Training package	AQF certificate level
Animal Care and Management	I, II, III
Asset Maintenance	I, II, III
Australian Meat Industry	I, II, III
Automotive Industry Manufacturing	II, III
Automotive Industry Retail, Service and Repair	I, II, III
Beauty	II
Caravan Industry	II, III

Training package	AQF certificate level
Civil Construction	I
Community Recreation Industry	III
Entertainment	I, II, III
Extractive Industries	II, III
Fitness Industry	III
Floristry	II
Food Processing Industry	I, II
Forest and Forest Products Industry	I, II, III
Furnishing	I, II, III
Gas Industry	I, II
Golf Clubs and Facilities	II, III
Health	II, III
Local Government (Operational Works)	I, II
Manufactured Mineral Products	I, II
Metal and Engineering (Production)	II, III
Outdoor Recreation Industry	I, II, III
Plastics, Rubber and Cablemaking	II
Printing and Graphic Arts	II, III
Property Services	I, II, III
Public Safety	I, II
Pulp and Paper Manufacturing Industries	I, II
Retail Services	I, II
Screen and Media	I, II, III
Sport Industry	II, III
Sugar Milling	I, II, III
Textiles, Clothing and Footwear	I, II
Transport and Logistics	I, II
Visual Arts, Craft and Design	I, II, III

Training package	AQF certificate level
Water Industry	I, II

E.6.3 Wage level C

Training package	AQF certificate level
Agriculture, Horticulture and Conservation and Land Management	I, II, III
Funeral Services	I, II, III
Music	I, II, III
Racing Industry	I, II, III
Rural Production	I, II, III
Seafood Industry	I, II, III

Other Key Points

- Trainees must not receive less than their previous rate of pay if already employed before starting the traineeship.
- Part-time trainee rates may be reduced by 20% if the training is conducted wholly or partly on-the-job.
- Standard award entitlements apply, including weekend penalties if outlined in the relevant modern award.

For help determining the correct wage level for your traineeship, please contact our **Business Hotline on 1300 559 112** or email hr@tcci.com.au