



Australian Government

## A U S T R A L I A N A P P R E N T I C E S H I P S

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# Key Apprenticeship Program

Last Updated 22 December 2025

The Key Apprenticeship Program (KAP) has been implemented with the goal of encouraging the growth of the workforce and expanding the pipeline of workers training towards critical occupations supporting priority sectors.

The KAP contains two streams:

- New Energy Apprenticeship (NEA) stream; and
- Housing Construction Apprenticeship (HCA) stream.

### New Energy Apprenticeship stream

The NEA stream is designed to encourage apprentices to choose clean energy careers, improve retention rates and deliver more successful completions by providing direct financial support to Australian Apprentices commencing an Australia Apprenticeship Journey in an occupation in the clean energy sector.

The Clean Energy Sector includes activities involved in:

- designing, developing, constructing, and operating the infrastructure for generating, storing, transmitting, and distributing energy from renewable, zero or low emissions energy sources.
- reducing or managing energy use.
- installing and maintaining the technology that uses clean energy rather than fossil fuels.

### Housing Construction Apprenticeship stream

The HCA stream is designed to encourage the growth of this critical workforce and expand the pipeline of workers training towards occupations supporting the housing construction sector.

The Housing Construction sector involves building, repairing and remodelling structures that are intended to operate as a fixed dwelling. Fixed dwellings may include, but are not limited to:

- Houses
- Apartments; and
- Nursing homes.

## Key Apprenticeship Program Apprentice Incentive

### Payments

Eligible Australian Apprentice can claim up to \$10,000 for a full-time apprenticeship and up to \$5,000 for a part-time apprenticeship over the life of the Australian Apprenticeship Journey, according to the following schedule and rates:

- \$2,000 at 6, 12, 24 and 36 months and on completion (full-time)
- \$1,000 at 6, 12, 24 and 36 months and on completion (part-time)

### Eligibility

To be eligible for the Key Apprenticeship Program, you must:

- meet all primary eligibility requirements.
- commenced or recommenced on or after 1 July 2025.
- be undertaking a qualification at the Certificate III, Certificate IV, Diploma or Advanced Diploma level listed on the [Priority List](#) and identified as new energy or housing construction qualification.

- employed by an organisation who can provide **meaningful exposure, experience, and work** in the relevant KAP sector (clean energy or housing construction).

## Key Apprenticeship Program Employer Incentive

### Payments

Eligible employers can claim up to \$5,000 for a full-time apprenticeship and up to \$2,500 for a part-time apprenticeship in the first year of an apprenticeship, paid over two instalments of:

- \$2,000 at 6 months and \$3,000 at 12 months (full-time)
- \$1,000 at 6 months and \$1,500 at 12 months (part-time)

### Eligibility

To be eligible for the Key Apprenticeship Program Employer Incentive, you must:

- meet all primary eligibility requirements.
- commenced or recommenced on or after 1 January 2026.
- provide a signed declaration and be able to demonstrate that you can provide the Australian Apprentice with **meaningful exposure, experience, and work** in the relevant KAP sector (clean energy or housing construction), appropriate to their skill level and/or off-the-job training.
- the Australian Apprentice must be undertaking a qualification at the Certificate III, Certificate IV, Diploma or Advanced Diploma level listed on the [Priority List](#) and identified as new energy or housing construction qualification.

### How were the Housing Construction Occupations identified?

To be eligible for a KAP Incentive, an Australian Apprenticeship must be in an occupation on the Australian Apprenticeships Priority List and be identified as being a New Energy or Housing Construction occupation.

To be included on the Australian Apprenticeships Priority List, occupations need to be:

1. classified by the Australian Bureau of Statistics (ABS) on the Occupation Standard Classification for Australia (OSCA) as being in:
  - Major Group 3 - Trades and Technicians; or
  - Major Group 4 - Community and Personal Care Workers, **and**
2. assessed by Job Skills Australia (JSA) on the Occupational Shortage List (OSL) as being in national shortage.

Eligible occupations for the HCA Stream were identified in consultation with Jobs and Skills Australia and Jobs and Skills Councils and drew on the insights in the BuildSkills Australia Jobs and Skills Council's 2024 Workforce plan 'Shaping the Future of the Built Environment' which aims to support the achievement of the nation's built environment objectives by helping to deliver a workforce fit for the future.

### If I am currently receiving the New Energy Apprentice Support Payment (NEASP) will I move to KAP Apprentice Incentive from 1 July 2025?

The KAP Apprentice Incentive does not supersede the NEASP. From 1 July 2025 any Australian Apprentice receiving support through the NEASP will continue to have their remaining eligibility paid through NEASP unless a reassessment is required. Any new commencements or recommencement from 1 July 2025 will receive payment through KAP Apprentice Incentive: New Energy Apprenticeship stream rather than NEASP.

### What does meaningful exposure, experience and work in the relevant KAP sector, appropriate to skill level and/or off-the-job training mean?

- **Meaningful:** developing skills required to work in the clean energy sector or housing construction sector now and in the future.

- **Exposure:** access to a range of tools, technology and methods relevant to the clean energy sector or housing construction sector including demonstration by skilled tradespeople.
- **Experience:** access to education, instruction, training and industry knowledge of the clean energy sector or housing construction sector.
- **Work:** undertaking paid activities in the clean energy sector or housing construction sector.

The **off-the-job training** component encompasses the apprentice's commitment to enrol in clean energy or housing construction electives as part of their training where they can and if they are offered.

### What happens if an employer is no longer able to provide meaningful exposure, experience, and work within the relevant KAP sector?

In the situation where an apprentice is assessed as eligible for the KAP Apprentice Incentive and an employer is assessed as eligible for the Key Apprenticeship Program Employer Incentive on commencement or recommencement, however due to a change in circumstances the employer is no longer able to provide meaningful exposure, experience, and work within the clean energy sector or housing construction sector over the life of the apprenticeship:

The apprentice would:

- no longer be eligible for KAP Apprentice incentive; and
- become eligible for Australian Apprenticeship Training Support Payment (AATSP) from the next available payment.

The employer would:

- no longer be eligible for the Key Apprenticeship Program Employer Incentive; and
- become eligible for the Priority Hiring Incentive from the next available payment.

If the information provided by the Apprentice and Employer was true and correct at the time of application or contact point the Department will not seek to recover any KAP Apprentice incentive or Key Apprenticeship Program Employer Incentive already received. In the event of misleading or incorrect information being provided by the Apprentice and Employer an overpayment may be raised against the Australian Apprentice and/or Employer for that period by the Department.

### For more information

For more information contact [Apprentice Connect Australia Providers](#) who are the first point of contact to get started. They connect apprentices and trainees with employers and support you throughout your apprenticeship. If you're already an apprentice and don't know who your Apprentice Connect Australia Provider is, call the Skilling Australia hotline on 1800 020 108.