



learning
Hospitality Apprenticeships & Traineeships

RTO# 40700



Hospitality Specialists

SIT30616

• **Certificate III in Hospitality**

SIT30816

• **Certificate III in Commercial Cookery**

What's in it for me?



UP TO \$10,500*
IN INCENTIVES PER TRAINEE
(NET-IN YOUR POCKET)

MORE HIGHLY SKILLED & ENGAGED
TEAM MEMBERS

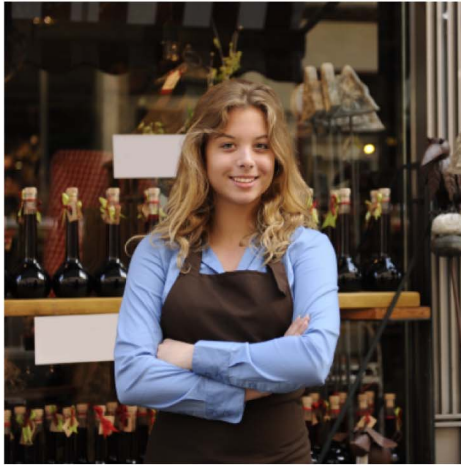
MORE COMMITTED TEAM MEMBERS
THEY ARE SIGNING A CONTRACT WITH
THE "GOVERNMENT"

FREE RECRUITMENT SERVICE
REDMAKO CAN HELP FIND
THE RIGHT CANDIDATES FOR YOU

MAXIMISE PROFIT
+
DECREASE LABOUR COST

*depending on course and eligibility

What's in it for my team members?



- 🔄 Gain more skills
- 🔄 Up to 8 Points towards their Queensland Certificate of Education (QCE)
- 🔄 Nationally recognised qualification
- 🔄 Fast-track their career
- 🔄 Begin their journey towards Store Manager/ownership
- 🔄 Earn while they learn!

SIT30616 Certificate III in Hospitality

SITXFSA002 Participate in safe food handling practices	SRXSLS201 Sell products and services
SITXFSA001 Use hygienic practices for food safety	SITHFAB004 Prepare and serve non-alcoholic beverages
SITHIND002 Source and use information on the hospitality industry	SITHCCC002 Prepare simple dishes
BSBWOR203 Work effectively with others	SITHFAB016 Provide advice on food
SITXFIN001 Process financial transactions	SITHFAB019 Plan and monitor espresso coffee service
SITXHRM001 Coach others in job skills	SITHCCC003 Prepare sandwiches
SITHFAB005 Prepare and serve espresso coffee	SITHCCC004 Package prepared foodstuffs
SITXINV001 Receive and store stock	SITXCOM002 Show social and cultural sensitivity
SITXWHS001 Participate in safe work practices	SITXCCS006 Provide service to customers
SITHACS001 Clean premises and equipment	SITHIND004 Work effectively in hospitality service

Government Incentives

SIT30616 Certificate III In Hospitality

Develop a high performing front of house team!!

Status	Eligibility Criteria	Hours Per Week	Commencement Government Incentive (6 Months)	Completion Government Incentive	Total Incentive
SCHOOL BASED	<ul style="list-style-type: none"> ▶ Yr 10, 11, 12 ▶ Any Length of Employment ▶ Part Time 	Minimum 8 hrs/week (Average) or 380 hrs	\$750 School Based Bonus + \$1,500 Gov't Payment (-\$1,000 fee)	\$2,500 Gov't Payment (-\$1,000 fee) + \$750 (Retention)	UP TO \$3,500
NON SCHOOL BASED	▶ Part Time (Less than 1 Year)	15 hrs/week (Minimum)	\$0	\$1,500 (-\$500 fee)	\$1,000*
	▶ Full Time (Less than 3 months)	38 hrs/week (Average)	\$1,500 (-\$1,000 fee)	\$2,500 (-\$1,000 fee)	\$2,000

* Subject to a minimum of 2 Trainees training together. Each Trainee will yield \$1,000 e.g. 2 x Trainees = \$2,000

SIT30816 Certificate III In Commercial Cookery

SCHOOL TO TRADE PATHWAY INCENTIVE

- 1 \$2,500@6 months after the apprentice converts to full-time
- 2 \$2,500@18 months after the apprentice converts to full-time

Solve the Current Cook and Chef Shortage Crisis with Us.

Status	Eligibility Criteria	Hours Per Week	Commencement Government Incentive (6 Months)	Completion Government Incentive	Total Incentive
SCHOOL BASED	<ul style="list-style-type: none"> ▶ Yr 10, 11, 12 ▶ Any Length of Employment ▶ Part Time 	Minimum 8 hrs/week (Average)	\$750 School Based Bonus + \$1,500 Government Payment	\$2,500 Government Payment + \$750 (Retention)	\$5,500 UP TO \$5,000
NON SCHOOL BASED	▶ Part Time	Minimum 15 hrs/week (Average)	\$1,500	\$2,500	\$4,000
	▶ Full Time	38 hrs/week (Average)	\$1,500	\$2,500	\$4,000

Trade Support Loans:

\$20,000 accessible by each of your apprentices to assist them whilst they complete their apprenticeship.
(This has replaced - Tools for Your Trade)

**Train in YOUR store
NOT block release**

Fees:

Employer & Apprentice can negotiate who will be responsible for paying these.

Government mandated student contribution	\$1.60 per nominal hour of study	Concessional * Approx \$555 ⁺	Non-Concessional Approx \$1,400 ⁺	50% @ invoiced @ 3 months 50% invoiced @ 12 months
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*Concessional discount of 60% is applicable for any Apprentice who is under 17 years old at the end of February in the year which they are training, hold a health care card, hold a pension card, or are Aboriginal or Torres Straits Islander.

+ Exact fee is subject to chosen subject electives.

SIT30816 Certificate III In Commercial Cookery

SITXFSA001	Use hygienic practices for food safety
SITXWHS001	Participate in safe work practices
SITXFSA002	Participate in safe food handling practices
BSBSUS201	Participate in environmentally sustainable work practices
BSBWOR203	Work effectively with others
SITXINV001	Receive and store stock
SITHCCC001	Use food preparation equipment
SITHKOP001	Clean kitchen premises and equipment
SITXINV002	Maintain the quality of perishable items
SITHCCC005	Prepare dishes using basic methods of cookery
SITHCCC007	Prepare stocks, sauces and soups
SITHCCC006	Prepare appetisers and salads
SITHCCC008	Prepare vegetable, fruit, egg and farinaceous dishes

SITHCCC012	Prepare poultry dishes
SITHCCC013	Prepare seafood dishes
SITHCCC014	Prepare meat dishes
SITHPAT006	Prepare desserts
SITHCCC019	Produce cakes, pastries and breads
SITHCCC018	Prepare food to meet special dietary requirements
SITHKOP002	Plan and cost basic menus
SITHCCC020	Work effectively as a cook
SITXHRM001	Coach others in job skills
SITHIND002	Source and use information on the hospitality industry
SITXCOM002	Show social and cultural sensitivity
SITXWHS002	Identify hazards, assess and control safety risks

Trade Support Loans

\$20k accessible by your Apprentices to assist them whilst they complete their apprenticeship.

Program	Trade Support Loans
Amount	Up to \$20,000
Payments	Monthly in arrears, adding to
Year 1	Up to \$8,000
Year 2	Up to \$6,000
Year 3	Up to \$4,000
Year 4	Up to \$2,000
Indexation of Lifetime Limits of available support	Indexed on 1 July 2017 and each later 1 July in line with increases in the consumer price index to maintain real value.
Eligibility	SIT30816 - Certificate III in Commercial Cookery is an eligible qualification
Application	Apprentices apply for a loan through their Australian Apprenticeships Centre in line with the year of their apprenticeship. They can then 'opt in' six monthly. Apprentices can opt out at any time.
Repayments	Loan amount repaid through the taxation system when the minimum income threshold is reached. In 2014-15 the minimum repayment occurs at income threshold of \$53,345. Once an apprentice successfully completes their apprenticeship, a 20% discount is applied to the loan amounts borrowed. Loan value is indexed in line with increases in the consumer price index to maintain real value.

*This has replaced the previous program - Tools For Your Trade payments which ceased on 30 June 2014.

Working with Redmako Learning

Financial Benefit Examples

Joe Bloggs Café

Revenue per Week		\$20,000
Labour Hours		300
Avg \$ per Labour Hour		\$20
Wages per week		\$6,000
Labour % of Revenue		30%
Weekly EBITDA	10%	\$2,000
Annual EBITDA	52	\$104,000

Enter Redmako Learning

Recruit School Based FOH Trainees		4
Recruit School Based Apprentice Chef		1
Avg Hours per week of New Trainees / Apprentices		10
Total Hours Replaced by SB Trainees / Apprentices		50
Avg \$ per Labour Hour of New Trainees /Apprentices		\$10
Labour Hours (just switching in the 50 for Trainees I Apprentices)		300
Avg \$ per Labour Hour		\$18.33
Wages per week		\$5,500
Labour % of Revenue		27.50%
Weekly EBITDA	12.50%	\$2,500
Annual EBITDA	52	\$130,000

Annual Difference of decreased wages **\$26,000**

BUT these trainees & apprentices will also be eligible for incentives*:

Per SB FOH Trainee	\$5,500 x4	\$22,000
Per SB Apprentice Chef	\$5,500 x1	\$5,500
TOTAL Incentives		\$27,500

Total impact of implementing Redmako Traineeship / Apprenticeship Solution:

Wage Savings per Year	\$26,000
Incentives	\$27,500

TOTAL Redmako Benefit in Savings & Income **\$53,500**

At a 10% EBITDA the only other way you could achieve this profit increase would be to raise your Sales / Revenue by **\$535,000** per year!!!!

If raising your Sales by \$535,000 appears out of your reach or VERY hard work - phone Redmako TODAY & start enjoying this additional profit in your pocket!!!!

Joanne Bloggs Café

Revenue per Week		\$10,000
Labour Hours		200
Avg \$ per Labour Hour		\$20
Wages per week		\$4,000
Labour % of Revenue		40%
Weekly EBITDA	10%	\$1,000
Annual EBITDA	52	\$52,000

Enter Redmako Learning

Recruit School Based FOH Trainees		4
Recruit School Based Apprentice Chef		1
Avg Hours per week of New Trainees / Apprentices		10
Total Hours Replaced by SB Trainees / Apprentices		50
Avg \$ per Labour Hour of New Trainees /Apprentices		\$10
Labour Hours (just switching in the 50 for Trainees I Apprentices)		200
Avg \$ per Labour Hour		\$17.50
Wages per week		\$3,500
Labour % of Revenue		35.50%
Weekly EBITDA	15.00%	\$1,500
Annual EBITDA	52	\$78,000

Annual Difference of decreased wages **\$26,000**

BUT these trainees & apprentices will also be eligible for incentives*:

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Additional Benefits

- All wages paid to Trainees / Apprentices are exempt from Payroll Tax hence if you're a multi-store owner, this could help keep you under the threshold (this threshold is \$1.1M in QLD. We work with a Domino's Owner who last year through supporting Traineeships was able to have over \$264,000 accrue in Payroll Tax Exempt Wages! Payroll Tax is 4.75% hence this could represent a BIG benefit to you)
- **Incentives are NOT sales** – therefore Franchise Fees are not paid on such
- **Incentives are NOT sales** – therefore percentage rent or landlord sales declarations don't need to feature such



Why Redmako Learning?

Unique and unparalleled support



Employers

- Up to \$10,500* of incentives per Trainee / Apprentice
- More highly skilled & engaged team members
- More committed team members - they are signing a contract with the "Government"

* depending on course

Team members

- Gain more skills
- Up to 8 points towards their Queensland Certificate of Education (QCE)
- Nationally recognised qualification
- Fast-track their career
- Begin their journey towards Store Manager / Ownership
- Earn while they learn!

Your Next Steps...

- Encourage all your staff to participate
- Complete an Expression of Interest Form (EOI) for all of your existing staff who are interested
- If you require new staff, complete a Vacancy form
- Redmako will submit the EOI form to an Australian Apprenticeship Centre (AAC)
- AAC will liaise with you to conduct the sign-up
- Redmako will start training your staff and you will receive your 1st payment directly credited into your bank account by the Department of Education Training and Employment (DETE) when the commencement milestone is reached.



Contact us

☎ 1300 857 806

🌐 www.redmako.com.au



457 VISA TRAINING BENCHMARK

The Australian Government is encouraging all employers to invest in training for Australian workers. Whilst immigration plays a role in addressing short term skill and labour shortages, the Government is committed to training Australians to address longer term skill and labour shortages. The current interim training benchmark requirements require employers to demonstrate they are investing in training for Australian employees before they are permitted to sponsor overseas workers.



HOW CAN MY ORGANISATION MEET THE REQUIREMENTS?

- (i) Pay 2% of your payroll to the Training Benchmark B Fund or
- (ii) Spend half of this, only 1% of your payroll, with Redmako Learning in training & developing your staff in order to meet the interim training benchmark requirements via Training Benchmark B. You also need to make a commitment to maintain this same level of staff training (i.e. 1% of your payroll) over the life of the sponsorship.



HOW IS PAYROLL DEFINED?

Payroll is the amount of money you as an employer have paid in wages to your staff in the 12 months prior to application lodgement. Payroll expenditure includes any wages, remuneration, salary, commission, bonuses, allowances, superannuation contributions (mandatory or otherwise) or eligible termination payments that are defined as wages in the Act relating to payroll tax in the relevant State or Territory.

WHY USE REDMAKO LEARNING?

- Redmako Learning can provide you with a training plan and invoice showing your commitment of 1% to the Training Benchmark B program within (3) business days of receiving your Training Plan Request Form, thus allowing you to submit your 457 Visa application immediately.
- Redmako Learning is a Registered Training Organisation, approved to deliver Nationally Recognised Training
- Redmako Learning are specialists in identifying Government Funding and Incentive opportunities to subsidise course payments. Redmako Learning can potentially assist you to receive some, or all, of your investment back in the form of Government Funding and incentives.

HOW IT WORKS:

Choose from one or both options once you submit payment to satisfy your requirements:

1. Use your credit for 6 months for RPLs, Traineeships and Apprenticeships.
2. Use your credit for 12 months for Redmako's flexible 24/7 on-line learning courses.

NEXT STEPS

Simply complete your 457 Visa Training Benchmark Training Plan Request Form and our 457 VTB Coordinator will be in touch ASAP. Alternatively you can call us on 1300 857 806 or email 457visa@redmako.com.au



DEVELOP YOUR TEAM BY PROVIDING WORLD CLASS LEARNING OPPORTUNITIES!

Shape your training plan to enrich and stimulate your staff
across some of these areas:

ONLINE:



BUSINESS

Leadership and management, personal and professional development, communication and customer service, online marketing, sales, Microsoft Office, other productivity software, project management and more.



TECHNOLOGY

Data science, information management, IT infrastructure, software development, web design and development and more.



CREATIVE

3D and animation, CAD, Design, Photography, Video, Creative software and more.

FACE 2 FACE:

(QLD)

- Hospitality Traineeships and Apprenticeship
- Hospitality Recognition of Prior Learning for certificate and diploma courses

When completing your 457 Visa Training Benchmark Training Plan request form, simply detail the topics you'd like to feature and we'll do the rest.

Great learning, made simple!





SAVE MONEY

RPL is a cost-effective way of achieving your qualification, allowing you to save a substantial amount off course fees.



SAVE TIME

Forget years of study! RPL can be completed within weeks, exempting you from studying one or all the units of your qualification.



SAVE EFFORT

Avoid repeat learning and classroom study by recognising what you already know!



learning
Hospitality Apprenticeships & Traineeships

RTO# 40700

DID YOU KNOW:

You don't need to be trained in what you already know to get a qualification... You just have to be assessed by Redmako Learning!

Get a nationally-recognised qualification based on your years of experience, knowledge and skills via RPL. RPL stands for 'Recognition of Prior Learning' and is an assessment-only process conducted by Redmako Learning that lets people with existing skills and knowledge demonstrate their competence without first having to be trained.

Best of all, Redmako Learning's RPL eligibility process will let you know whether you're a good RPL candidate ASAP and we'll let you know this BEFORE you have to make any financial commitment. Start by completing a Redmako Learning Expression of Interest (EOI) form today!

Course	Total Cost ¹	Breakdown of Fees			Units	Approx Time to Complete if NO Gap Training Required
		Enrolment Fee ³	Assessment Fee ⁴	Completion Fee ⁵		
SIT30616 Certificate III in Hospitality	\$2,000	\$1,500	\$500	N/A	15	8 hours
SIT30816 Certificate III in Commercial Cookery ²	\$2,500	\$1,500	\$1,000	N/A	25	14 hours
SIT40416 Certificate IV in Hospitality	\$2,500	\$1,500	\$1,000	N/A	21	14 hours
SIT40516 Certificate IV in Commercial Cookery ²	\$3,500	\$1,500	\$1,500	\$500	33	17 hours
SIT50416 Diploma of Hospitality	\$4,000	\$1,500	\$1,500	\$1,000	29	20 hours

¹Additional training fee of \$100 per unit will be charged for each unit that gap training is required because evidence of prior learning is insufficient to satisfy the RPL requirements. Such will be advised by our RPL Coordinator upon receipt & review of your EOI Form.

²'Cook' is rated by the Australian Government as a Priority 1 on the National Skills Needs List

³Payable on confirmation of eligibility - RPL kit will be immediately sent to you.

⁴Payable when you're ready for your assessor to visit you to commence your assessment.

⁵Payable upon completion of your RPL before certificate is issued.

