

# SATs – School Based Apprenticeships and Traineeships on Queensland and New South Wales Dairy Farms



A School-Based Apprenticeship or Traineeship (SBAT) allows a local secondary student to work part-time on your dairy farm while completing a Certificate II in Agriculture, Certificate III in Agriculture or Certificate III Dairy Production.

## How it works

- Student attends school and works on-farm each week.
- Student works at least 7.5 paid hours per week over each 3-month period, (traineeship duration varies from 12-24 months depending on qualification).
- Training is delivered by TAFE or another Registered Training Organisation. In most cases these certificates are fee-free, with only a small materials fee.
- The traineeship counts towards the student's QCE.
- Students usually start the traineeship in Year 10 and must be at least 15 years of age.

## Wages

Paid under the National Training Wage (Miscellaneous Award 2020). Rates vary, so employers must check the current Fair Work pay guide at commencement, this is a guide only.

## Current SBAT Pay Rates (Certificate I–III)

From 1 July 2025

Student level	Hourly rate (from 1 July 2025)
Year 11 or below	\$13.57
Year 12	\$14.95

## WHY IT BENEFITS YOUR FARM

The student undertakes work experience on your farm to assess their suitability for the role.

Reliable part-time labour during school terms (students can also work in school holidays by agreement).

Build future workforce capability in your region.

Try a worker first through work experience before signing a contract.

Ongoing support from Traineeship support organisations.

Priority hiring incentives from the government (for Certificate III in Agriculture and where eligible) \$1,000 at 6 months, \$1,500 at 12 months.



Listen to Jade's interview on DairyPod: Dairy pathways: Transition from school to workforce.



## More information

Contact your Dairy Australia People Experience Lead

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