



SATs (School Based Apprenticeships and Traineeships) on Queensland 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.

More information

Contact your Dairy Australia People Experience Lead

- NSW, Gippsland – Tania Ketteringham 0412 040 504
- Western Victoria, Tasmania, Western Australia – Ella Dixon 0417 167 244
- Murray, South Australia, Queensland – Melva Tyson 0439 667 425

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