



SBATs (School-based Apprenticeships or Traineeships) on Victorian 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.
- A minimum of 13 hours per week (7 hours paid work and 6 hours structured training). Hours are averaged over each 4 month period (the trainee can work more hours by agreement).
- 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 VCE/ Vocational Major/VPC.
- Students must be 15 years or older to undertake a SBAT.

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.