

Refrigeration & Air Conditioning Apprentice Cost Comparison

(1st Year U/21 years at commencement- Electrical Award 2020*)

	Do-It-Yourself Employer	PAQ (Pay-on-time Discount)
40-Hour Week on Job	\$24,768.00	\$46,792.80
Fares and Travel	\$7,077.40	\$6,347.08
Annual Leave (taken in the same year, higher if taken in later years)	\$3,233.60	\$0
Sick Leave / Personal Leave	\$1,376.00	\$0
Public Holidays	\$1,376.00	\$0
Time at College (Formal Training)	\$5,504.00	\$0
Superannuation (12%)	\$4,293.12	\$0
Recruitment & Onboarding Expenses: (Advertising, Interview, Induction, Medical, WWC/Police Check, Face Fit Test)	\$2,000.00	\$0
Safety Tickets/Training	\$1,000.00	\$0
Personal Protective Equipment	\$1,000.00	\$0
Other Costs: Admin Time – Payroll, Training Contract, Training Plans Risks – Workplace Injury, Medical Expenses & W/Cover Premium. Employment Law	\$\$\$\$\$?	\$0
Total Annual Cost	\$51,628.12	\$53,139.88

COST VARIANCE

\$1,511.76

VALUE PROPOSITION:

Hourly Rate¹	\$24.82	\$25.55
Cost of Using PAQ per Hour		\$ 0.73
Cost of Using PAQ per Week		\$29.07

¹ Hourly Rates are based on 40 hours per week charged at 52 weeks of the year.

*Award Rates as of 01/07/2025

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