

Weekly Careers News for Victoria

December 8, 2025

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This Week's Events

Collarts Year 12 VTAC Hub Drop-In Session at George St Campus

Organisation: Australian College of the Arts

Location: Collarts, George Street Campus

Date: December 8, 2025

Finishing Year 12 and finalising your VTAC preferences? Drop in to the Collarts VTAC Hub for personalised support and guidance as you prepare for the next step in your creative journey. Our friendly Admissions team will be available to answer your questions, help you navigate your VTAC application, and chat about your study options in music, design, entertainment, and communication and more. Whether you're unsure about your course preferences or ready to apply, we're here to make it simple.

- Get one-on-one VTAC help
- Explore Collarts campuses
- See some demonstrations
- Learn more about intakes and key dates
- Find out what studying at Collarts is really like

[Find out more](#)

Social Media Age Restrictions Explained – A Webinar for Parents and Carers from the eSafety Commissioner

Organisation: eSafety Commissioner

Location: Online

Date: December 8, 2025

From 10 December 2025, certain social media platforms won't be allowed to let Australian children under 16 create or keep an account. Join our information session to understand the changes. This 30-minute webinar will help parents and carers understand the upcoming changes to social media access for children under 16.

Join our information session to:

- understand the purpose of the new age restrictions and how they aim to protect young Australians
- understand which platforms will require users to be 16+ and what platforms they can still access
- get tips and resources to support your child's online safety and wellbeing through the transition.

Parents and carers will gain:

- a clear understanding of the new rules and their implications
- confidence in guiding their child through these changes
- access to trusted resources to support safe and positive online engagement.

This webinar is offered more than once, so you can select the date and time that works best for you.

[Find out more](#)

Collarts Year 12 VTAC Hub Drop-In Session at Cromwell St Campus

Organisation: Australian College of the Arts

Location: Collarts, Cromwell Street Campus

Date: December 9, 2025

Finishing Year 12 and finalising your VTAC preferences? Drop in to the Collarts VTAC Hub for personalised support and guidance as you prepare for the next step in your creative journey. Our friendly Admissions team will be available to answer your questions, help you navigate your VTAC application, and chat about your study options in music, design, entertainment, and communication and more. Whether you're unsure about your course preferences or ready to apply, we're here to make it simple.

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- Find out what studying at Collarts is really like

[Find out more](#)

16 Days of Activism: Influencers, Ideology and Impact: How Algorithms Influence and Reinforce Harmful Beliefs

Organisation: eSafety Commissioner

Location: Online

Date: December 9, 2025

As part of the [16 Days of Activism against Gender-Based Violence](#), eSafety is hosting a series of webinars focused on empowering Australians to recognise and respond to technology-facilitated abuse.

These sessions will provide practical advice and tools to help people stay safe, supported and in control when navigating digital spaces. Exploring a series of de-identified case studies, you will learn about:

- The role of algorithms and recommender systems in shaping online experiences, influence emotions and reinforce gendered stereotypes
- How platforms keep young people engaged, and the risks of harmful content and prolonged exposure
- Strategies to help young people understand how content is chosen for them, and how to build more positive and safe online feeds

[Find out more](#)

VTAC Webinar on Getting Your Results and What Happens Next for Students Starting in 2026

Organisation: Victorian Tertiary Admissions Centre

Location: Online

Date: December 9, 2025

You're about to receive your secondary school results, but what do you need to do to prepare for the next stage of your education journey?

Join us to hear more about how the ATAR is calculated, advice on changing your preferences and how to order them, accepting an offer and other ways you can get support in this important time.

[Find out more](#)

Victoria University Remedial Massage Information Session

Organisation: Victoria University

Location: Victoria University Remedial Massage Clinic, Whitten Oval

Date: December 10, 2025

Join us for a Wednesday information session to learn about studying remedial massage at Victoria University (VU) and receive a complimentary massage.

The sessions will cover:

- the course structure and information
- industry connections
- placement opportunities
- pathways to further study.

You will also gain access to VU clinic services, current students and trainers.

[Find out more](#)

Collarts Year 12 VTAC Hub Drop-In Session at Wellington St Campus

Organisation: Australian College of the Arts

Location: Collarts, Wellington Street Campus

Date: December 10, 2025

Finishing Year 12 and finalising your VTAC preferences? Drop in to the Collarts VTAC Hub for personalised support and guidance as you prepare for the next step in your creative journey.

Our friendly Admissions team will be available to answer your questions, help you navigate your VTAC application, and chat about your study options in music, design, entertainment, and communication and more. Whether you're unsure about your course preferences or ready to apply, we're here to make it simple.

- Get one-on-one VTAC help
- Explore Collarts campuses
- See some demonstrations
- Learn more about intakes and key dates
- Find out what studying at Collarts is really like

[Find out more](#)

Checking the Wellbeing of Your School – Webinar for Educators

Organisation: Student Wellbeing Hub

Location: Online

Date: December 11, 2025

Are you an educator looking for ways to support wellbeing in your school? The [School Wellbeing Check](#) is a free, easy-to-use tool designed to help schools identify and analyse their current wellbeing practices.

Join the Student Wellbeing Hub for this 30-minute webinar where we'll explore how the School Wellbeing Check can be used to assess your school's wellbeing. You'll learn how to access the tool, interpret the results, and use them to determine your wellbeing priorities.

[Find out more](#)

VTAC Webinar on Preferences, Pathways and Offers for Students Starting in 2026

Organisation: Victorian Tertiary Admissions Centre

Location: Online

Date: December 11, 2025

You've just received your results, congratulations! This time can be exciting but also a bit stressful, so we are here to help guide you towards your dream course.

Join our webinar to hear more about how the preferencing system works and hear advice on ordering your preferences. We will also speak about pathways and how you can look at alternative courses to

help you get to your dream course. Finally, we will cover what to expect when receiving an offer and how to accept your offer.

[Find out more](#)

La Trobe University Change of Preference Fest for Future Students

Organisation: La Trobe University

Location: La Trobe University, Melbourne (Bundoora) Campus

Date: December 11, 2025

We know getting your ATAR results can be a big moment, so we're hosting the Change of Preference Fest to give you the support and advice you need, no matter what your results are. Chat with our course advisors about your options and explore alternative pathways if your results aren't what you expected.

We'll help you figure out what's best for you.

Here's what you can expect:

- Course advice and pathways
- Campus tours
- Free food
- Prizes and giveaways

Whether you're thrilled with your results or need a bit of guidance, we've got your back. This is your chance to get all the info you need to make the best decision for your future.

[Find out more](#)

ACAP Info Night, Melbourne

Organisation: ACAP University College

Location: ACAP University College, Melbourne Campus

Date: December 11, 2025

Join us on campus and discover how ACAP can help you make a real difference in the lives of others. Find out about our degrees in psychology, social work, counselling, criminology, coaching and law, as well as the career paths available to you.

ACAP's degrees of difference have been shaping futures for over four decades. As a global leader in the vast field of applied psychology, our professionally accredited qualifications contribute to societal well-being, embodying values of integrity, equity, and social justice.

Join our on-campus info night and discover our industry-driven programs, meet our industry experts and see how ACAP can help you achieve a career that'll make a real degree of difference.

[Find out more](#)

AIE VTAC Change of Preference Days in Melbourne

Organisation: Academy of Interactive Entertainment

Location: Academy of Interactive Entertainment, Melbourne Campus

Date: December 11 to December 12, 2025

Considering changing your preferences?

Connect with the team at AIE Melbourne on Thursday 11th and Friday 12th December, for help with Change of Preferences!

Meet our friendly staff to discuss fees, scholarships, and learn more about the Bachelor Degree and Advanced Diploma courses we offer.

[Find out more](#)

JMC Academy Change of Preference Night, Melbourne

Organisation: JMC Academy

Location: JMC Academy, Melbourne Campus

Date: December 11, 2025

Join us for an exclusive evening for Year 12 students to discover what makes JMC Academy one of Australia's leading creative institutions. Hear from current students and alumni about their study experiences, career journeys, and how they turned their passion into a creative career they love.

What's on:

- Enjoy performances from current JMC students while connecting with our community of emerging talent.
- Hear first-hand from graduates and current students about their study experiences, career journeys, and what makes JMC different.
- Find out everything you need to know about courses, campus life, and career outcomes.
- Chat with our Admissions Team about the application process and how to preference JMC through VTAC to secure your offer.

[Find out more](#)

endota Wellness College Open Evening for Future Students in Melbourne

Organisation: endota Wellness College

Location: endota Wellness College, Docklands Campus

Date: December 11, 2025

eWC invites you to come to Open Evening December 2025. Learn how we get our students job-ready within Australia's largest spa network. Discover where the beauty and wellness industry can take you, chat with the team, enjoy and interactive masterclass, have your questions answered and follow your calling in Beauty Therapy.

What's happening:

- Hear from our CEO, Helen Robb-Lacey & and student liaison team
- Learn about the booming beauty & wellness industry and job opportunities
- Take a tour around our spa-like campus
- Enjoy and interactive masterclass
- Enjoy nourishing nibbles and refreshments
- Complimentary gift for all attendees!

[Find out more](#)

Australian Catholic University – Change of Preference Guided Campus Tours, Melbourne

Organisation: Australian Catholic University

Location: Australian Catholic University, Melbourne Campus

Date: December 11 to December 12, 2025

Attend a guided campus tour to explore what ACU has to offer, discuss your study options and pathways into ACU, and get personalised change of preference advice.

General guided tours typically last 30 to 60 minutes. Registrations are essential as places fill quickly.

[Find out more](#)

UniMelb Change of Preference Expo for School Leavers

Organisation: University of Melbourne

Location: University of Melbourne, Parkville Campus

Date: December 12, 2025

Locking in your university preferences? Chat in person with our staff and students about your ATAR results, course options and what it's like to study at Melbourne.

At the expo, you can:

- Attend information sessions and campus tours
- Chat to our Future Students team about the Melbourne curriculum, pathways to graduate study, course information and entry requirements
- Meet with faculty representatives to learn about course structures, majors and much more
- Learn about Access Melbourne benefits including ATAR entry requirements, Graduate Degree Packages and scholarships
- Meet with representatives from University Accommodation and residential college teams to discover student accommodation options
- Find out about the range of overseas study programs and partner institutions
- Discover sporting clubs, programs, and fitness services that cater to the first-timer through to the elite athletes.

[Find out more](#)

Swinburne Change of Preference Expo for School Leavers

Organisation: Swinburne University of Technology

Location: Swinburne University, Hawthorn Campus

Date: December 12, 2025

Change of Preference Expo is your chance to access personalised support from VTAC experts, learn how to maximise your chances of an offer, and get help adjusting your preferences on the spot.

Here's what else you can expect:

- one-on-one career planning tailored to your goals
- free food, coffee and live music
- guided campus tours for different study areas, including the Bloomberg Trading Lab, KordaMentha Financial Crime Lab, and new screen production facilities.

[Find out more](#)

William Angliss Institute Change of Preference Webinar for School Leavers

Organisation: William Angliss Institute

Location: Online

Date: December 12, 2025

Join our webinar and plan ahead with confidence! This is a great opportunity to hear from our course experts, learn about pathways, explore your 2026 study options, and ask any questions you may have.

Change of Preference is a time for those students that have applied to study through VTAC to review their options. This webinar is designed for those applying to degree-level courses, and may involve reordering preferences, exploring new courses, or discovering pathways to your dream degree.

Together we'll explore the perfect study option for you and how you can start pursuing your dream career at our Change of Preference webinar!

[Find out more](#)

Deakin Change of Preference Event for School Leavers, Melbourne

Organisation: Deakin University

Location: Deakin University, Melbourne Burwood Campus

Date: December 12, 2025

Feeling unsure about your preferences? You don't have to do it alone. Visit Deakin on campus Friday 12 December to get expert course advice and dedicated pathway support.

[Find out more](#)

RMIT Change of Preference Event for School Leavers

Organisation: RMIT University

Location: RMIT University, City Campus

Date: December 12, 2025

Support and advice await at the RMIT's Change of Preference Event, where you can sit down with a student advisor, and get in-person help with everything that comes after high school exams.

There's more than one way into university and this event is the best place to find the option that feels right for you. Whether you're a Year 12 or a parent of a Year 12, join us for 1-on-1 advice about preferences, pathway options and alternative courses. Discover all you need to know about RMIT and chat with staff who can help with your unique circumstances.

[Find out more](#)

Federation Study Expo for School Leavers, Berwick

Organisation: Federation University

Location: Federation University, Berwick Campus

Date: December 12, 2025

Looking into further study? Get the advice you need at our Berwick Study Expo.

Study Expo is a great opportunity to visit your future campus and discuss your study plans with an experienced advisor before making your final decision. This event takes place on our Berwick campus, giving you the chance to explore the location that suits you best.

You can also find out about our wide range of pathway options, scholarships and flexible online and part-time study options.

[Find out more](#)

Federation Study Expo for School Leavers, Gippsland

Organisation: Federation University

Location: Federation University, Gippsland Campus

Date: December 12, 2025

Looking into further study? Get the advice you need at our Gippsland Study Expo.

Study Expo is a great opportunity to visit your future campus and discuss your study plans with an experienced advisor before making your final decision. This event takes place on our Gippsland campus, giving you the chance to explore the location that suits you best.

You can also find out about our wide range of pathway options, scholarships and flexible online and part-time study options.

[Find out more](#)

Federation Study Expo for School Leavers, Ballarat

Organisation: Federation University

Location: Federation University, Mt Helen Campus

Date: December 12, 2025

Looking into further study? Get the advice you need at our Mt Helen Study Expo.

Study Expo is a great opportunity to visit your future campus and discuss your study plans with an experienced advisor before making your final decision. This event takes place on our Mt Helen campus, giving you the chance to explore the location that suits you best.

You can also find out about our wide range of pathway options, scholarships and flexible online and part-time study options.

[Find out more](#)

Monash Change Day for School Leavers

Organisation: Monash University

Location: Monash University, Clayton Campus

Date: December 12, 2025

Once you receive your results, you may have questions about what to do next. Monash Change Day is the place to get all the answers. From finding out how to change your VTAC course preferences to exploring study options based on your ATAR score, our course advisers will be on hand to guide you. You'll have the chance to explore our ten study areas, attend information sessions, take a facility tour, plus discover our range of pathway options and student support services, so you'll have all the answers you need to plan your future – all under one roof.

[Find out more](#)

Deakin Change of Preference Event for School Leavers, Warrnambool

Organisation: Deakin University

Location: Deakin University, Warrnambool Campus

Date: December 12, 2025

Feeling unsure about your preferences? You don't have to do it alone. Visit Deakin on campus Friday 12 December to get expert course advice and dedicated pathway support.

[Find out more](#)

Deakin Change of Preference Event for School Leavers, Geelong Waterfront

Organisation: Deakin University

Location: Deakin University, Geelong Waterfront Campus

Date: December 12, 2025

Feeling unsure about your preferences? You don't have to do it alone. Visit Deakin on campus Friday 12 December to get expert course advice and dedicated pathway support.

[Find out more](#)

Deakin Change of Preference Event for School Leavers, Geelong Wairn Ponds

Organisation: Deakin University

Location: Deakin University, Geelong Wairn Ponds Campus

Date: December 12, 2025

Feeling unsure about your preferences? You don't have to do it alone. Visit Deakin on campus Friday 12 December to get expert course advice and dedicated pathway support.

[Find out more](#)

Australian Catholic University – Change of Preference Guided Campus Tours, Ballarat

Organisation: Australian Catholic University

Location: Australian Catholic University, Ballarat Campus

Date: December 12, 2025

Attend a guided campus tour to explore what ACU has to offer, discuss your study options and pathways into ACU, and get personalised change of preference advice.

General guided tours typically last 30 to 60 minutes. Registrations are essential as places fill quickly.

[Find out more](#)

SAE University College Change of Preference Online Session

Organisation: SAE University College

Location: Online

Date: December 12, 2025

No matter where SAE University College lands on your higher education preference list, our Change of Preferences Online Session will help you figure out exactly where you want to be. Come vibe with us to uncover the real deal about who we are, what sets us apart, and where a degree from SAE could take you!

- Explore the hands-on work placement opportunities available throughout your studies.
- Discover the endless career paths available after graduation.
- Learn more about our scholarship opportunities, student services, upcoming Info Night and more.
- Ask all your questions about our application and enrolment process (no ATAR required!).

[Find out more](#)

Next Week's Events

Social Media Age Restrictions Explained – A Webinar for Parents and Carers from the eSafety Commissioner

Organisation: eSafety Commissioner

Location: Online

Date: December 15, 2025

From 10 December 2025, certain social media platforms won't be allowed to let Australian children under 16 create or keep an account. Join our information session to understand the changes.

This 30-minute webinar will help parents and carers understand the upcoming changes to social media access for children under 16.

Join our information session to:

- understand the purpose of the new age restrictions and how they aim to protect young Australians
- understand which platforms will require users to be 16+ and what platforms they can still access
- get tips and resources to support your child's online safety and wellbeing through the transition.

Parents and carers will gain:

- a clear understanding of the new rules and their implications
- confidence in guiding their child through these changes
- access to trusted resources to support safe and positive online engagement.

This webinar is offered more than once, so you can select the date and time that works best for you.

[Find out more](#)

Discover the Path to Becoming Cabin Crew: Free Online Info Session

Organisation: Aviation Australia

Location: Online

Date: December 17, 2025

Are you curious about what it takes to work as cabin crew or flight attendant? Our 45-minute online information session (plus 15 minutes Q&A) will give you insider insight into the world of cabin crew, the training process, and how our course at Aviation Australia can set you up for success.

By the end of this session, you will:

- Understand the full structure of the Aviation Australia Cabin Crew Essential Course, and how it differs from other training options
- Learn the skills and certifications you will gain (e.g. first aid, customer service, emergency procedures)
- See real classroom and simulation facilities, and hear from instructors with industry experience
- Explore potential career pathways with major airlines
- Get your questions answered live during our Q&A

Who should attend?

- Aspiring cabin crew candidates aged 18+
- Recent school leavers looking for a unique career path
- Individuals wanting to pivot into aviation or customer service roles
- Anyone who wants a realistic view of what it takes to become cabin crew
- Anyone who wants to learn about our graduate outcomes

Whether you're just exploring or ready to commit, this session is your opportunity to see if cabin crew training is for you.

[Find out more](#)

Future Events

Victoria University Tourism, Events, Hospitality & Culinary Information Session

Organisation: Victoria University

Location: Victoria University, Footscray Nicholson Campus

Date: January 12, 2026

Start your career in tourism, events, hospitality and culinary professions. Prepare to join one of the world's largest and most dynamic industries.

Our courses are delivered by expert teachers who will teach you to put specialised theory into practice.

Find out about the course structure and information for:

- [Diploma of Travel and Tourism Management SIT50122](#)
- [Diploma of Hospitality Management SIT50422](#)
- [Certificate III in Commercial Cookery SIT30821](#)
- [Certificate IV in Kitchen Management SIT40521](#)
- [Diploma of Hospitality Management SIT50422](#)
- [Certificate III in Patisserie SIT31021](#)
- [Diploma of Event Management SIT50322](#)

The sessions will cover:

- industry connections
- placement opportunities
- pathways to further study
- facilities for your study, including a tour.

[Find out more](#)

SAE University College Info Night in Melbourne

Organisation: SAE University College

Location: SAE University College, Melbourne Campus

Date: January 15, 2026

Just make the first move in your dream career – join us at your local SAE campus this January for Info Night!

This is your chance to get a feel for the vibe at an SAE campus. Explore our creative and technology courses, meet industry experts and chat to the campus teams about student life. You can even take a tour of our facilities and check out some of the awesome student projects on display.

At Info Night, you'll have the opportunity to:

- **Get the Full Lowdown:** Dive into everything you need to know about SAE – from student support services and real-life experiences to industry placements and career pathways – all in a single, streamlined session.
- **Go Behind-the-Scenes:** Ever wondered what it's like to work with professional, industry-standard software and equipment? Tour SAE's state-of-the-art facilities and get a feel for the real-world tools and spaces you'll use as a student.
- **Meet Your Mentors:** Chat with our dedicated teachers, each a master in their craft. Gain valuable insights into our courses – not only from our expert staff, but also our alumni, who have been exactly where you are and now work in their dream creative and technology fields.
- **Chat 1:1 with SAE Experts:** Have questions about courses, financial assistance, early entry programs or scholarships? Chat with our SAE Course Advisors about the type of career you've had your sights set on – and how we can help you get there.
- **See What Can Create:** Get inspired by the incredible projects and creative work of current SAE students. This is where your own talent and vision can take you when you let curiosity lead!
- **Feel the SAE Vibes:** Enjoy an environment that's all about creativity and connection. This is your perfect chance to experience the SAE vibes up close and personal.

[Find out more](#)

Victoria University Tourism, Events, Hospitality & Culinary Information Session

Organisation: Victoria University

Location: Victoria University, Footscray Nicholson Campus

Date: January 19, 2026

Start your career in tourism, events, hospitality and culinary professions. Prepare to join one of the world's largest and most dynamic industries.

Our courses are delivered by expert teachers who will teach you to put specialised theory into practice.

Find out about the course structure and information for:

- [Diploma of Travel and Tourism Management SIT50122](#)
- [Diploma of Hospitality Management SIT50422](#)
- [Certificate III in Commercial Cookery SIT30821](#)
- [Certificate IV in Kitchen Management SIT40521](#)
- [Diploma of Hospitality Management SIT50422](#)
- [Certificate III in Patisserie SIT31021](#)
- [Diploma of Event Management SIT50322](#)

The sessions will cover:

- industry connections
- placement opportunities
- pathways to further study

- facilities for your study, including a tour.

[Find out more](#)

Collarts Online Information Session for Future Students

Organisation: Australian College of the Arts

Location: Online

Date: January 20, 2026

Curious about studying online at Collarts? Join our Online Info Session to discover how you can turn your creative passion into a career, from anywhere in Australia.

At this live session, you'll learn what makes Collarts' online experience different. Hear from our industry-connected teachers about how they bring real-world expertise into every class, explore flexible study options, and see how our creative community stays connected online through collaboration, mentorship, and hands-on projects.

Whether you're balancing work, family, or just prefer the freedom of remote learning, you'll find out how Collarts supports your goals through personalised learning, dedicated academic support, and industry-focused outcomes.

[Find out more](#)

AIE Information Evening for Future Students, Melbourne

Organisation: Academy of Interactive Entertainment

Location: Academy of Interactive Entertainment, Melbourne Campus

Date: January 21, 2026

Discover the courses designed to get you started in game development, film, 3D animation and visual effects at the AIE Information Evening.

The evening will include presentations on different areas of industry to get into as well as information about AIE full-time and part-time courses and entry requirements. We will be showing off AIE student work and our staff and teachers will be available to chat with you about our courses and how AIE can get you into a creative career.

[Find out more](#)

Australian Mathematical Sciences Institute Careers Day 2026 for Tertiary Students

Organisation: Australian Mathematical Sciences Institute

Location: Monash University, Clayton Campus

Date: January 22, 2026

AMSI Careers Day connects Australia's brightest mathematical sciences students with leading employers across a range of industry sectors including finance, technology, consulting, government, education, and beyond. Held in conjunction with AMSI Summer School, this annual event features employer presentations, industry stalls, and networking opportunities, giving students direct access to career pathways and future employers.

Students: talk to potential employers, hear how mathematical sciences skills are applied in industry, get your careers questions answered and be inspired by the endless opportunities awaiting mathematics, statistics and data science graduates!

For industry: Careers Day offers a unique chance to showcase opportunities, engage with top honours, masters and PhD students from across Australia, and strengthen your early talent pipeline.

Registration is required.

[Find out more](#)

Torrens University Open Day 2026, Melbourne

Organisation: Torrens University Australia

Location: Torrens University, Flinders Street Campus

Date: January 31, 2026

Come and meet our academics and Future Student Advisors who will be able to answer all your questions about early entry, scholarships, entry pathways and the campus. Come and explore our campuses and see firsthand why studying at Torrens University is exciting.

Everyone is welcome to drop in at our Flinders St campus anytime between 10.30am and 1pm to attend one of our information sessions or take a tour.

[Find out more](#)

Torrens University Virtual Open Day 2026

Organisation: Torrens University Australia

Location: Online

Date: February 3 to February 4, 2026

Ready for the next step on your career journey? Join us online as our academics talk you through the courses on offer and how you can get the most out of studying with us. Learn about scholarships, study pathways, our industry partnerships with global brands and what sets us apart from other universities.

[Find out more](#)

Humans and Wizards: Using AI to Good Effect – Webinar for Careers Practitioners

Organisation: Career Industry Council of Australia

Location: Online

Date: February 4, 2026

This session explores the intersection of artificial intelligence (AI) and human-centred careers practice, focusing on how AI can be harnessed responsibly to enhance careers, employability, and enterprise development. Participants will examine practical ways in which AI can enrich information, advice, and guidance (IAG) for young people and adults, while ensuring that ethical principles and human connection remain at the core of practice. The emphasis is on using AI as a complement to professional expertise, not a replacement, and on equipping practitioners with the confidence to integrate digital innovation into their work.

This webinar forms part of the [CICA International Webinar Series February Free Month](#), offering free access to contemporary global perspectives in career development throughout February.

[Find out more](#)

Social Media Age Restrictions Explained – A Webinar for Parents and Carers from the eSafety Commissioner

Organisation: eSafety Commissioner

Location: Online

Date: February 10, 2026

From 10 December 2025, certain social media platforms won't be allowed to let Australian children under 16 create or keep an account. Join our information session to understand the changes.

This 30-minute webinar will help parents and carers understand the upcoming changes to social media access for children under 16.

Join our information session to:

- understand the purpose of the new age restrictions and how they aim to protect young Australians
- understand which platforms will require users to be 16+ and what platforms they can still access
- get tips and resources to support your child's online safety and wellbeing through the transition.

Parents and carers will gain:

- a clear understanding of the new rules and their implications
- confidence in guiding their child through these changes
- access to trusted resources to support safe and positive online engagement.

This webinar is offered more than once, so you can select the date and time that works best for you.

[Find out more](#)

From Findings to Recommendations: A Snapshot of JSA's Gender Economic Equality Study – Webinar for Careers Practitioners

Organisation: Career Industry Council of Australia

Location: Online

Date: February 11, 2026

The JSA Gender Economic Equality Study examines how women and men experience work, education, and training differently and identifies the necessary changes to create more equitable career opportunities for everyone. It explores:

- Gendered pathways into jobs and industries
- How education and training choices influence future careers
- The impact of pay gaps and skills mismatch on women's economic security
- The additional barriers faced by First Nations women, migrant women and women with disability

In this webinar, we will present the key findings in a clear and practical manner. You will hear about:

- Fresh data on gendered jobs, work and pay, including new insights on First Nations gender pay gaps
- How study and training choices still steer women into lower paid career paths
- Why earlier career learning in schools can help shift these patterns
- Ten recommendations Australia can take now to accelerate gender economic equality

This webinar forms part of the [CICA International Webinar Series February Free Month](#), offering free access to contemporary global perspectives in career development throughout February.

[Find out more](#)

Supporting Healthy Tech Use as Your Child Transitions into Secondary School – Webinar for Parents and Carers

Organisation: eSafety Commissioner

Location: Online

Date: February 11, 2026

As your child moves into high school the influence of peers intensifies and online social connections become increasingly complex, but there is plenty you can do to support them.

This 45-minute webinar explores the social pressures, peer influences, and technological challenges young people face as they transition into secondary school. It also offers practical strategies for navigating online friendships and connections to help minimise negative experiences.

You'll learn:

- what social pressures they may be experiencing online
- how they can build digital resilience and critical reasoning
- how to talk to your young person about what they see and do online

- practical strategies for promoting positive peer interactions and help seeking behaviours.

This session is suitable for parents and carers of children in upper primary school (ages 11 to 12) and Year 7.

[Find out more](#)

Deakin University 2026 Career Practitioners' Seminar

Organisation: Deakin University

Location: Deakin University, Geelong Waurin Ponds Campus

Date: February 17, 2026

Join us for the 2026 Careers Practitioners event at our Geelong Waurin Ponds Campus. Take this opportunity to get the latest updates, resources and insights to help your students explore industry-shaped courses at Deakin and take their next step with confidence.

On the day, you will:

- hear from our new Deputy Vice-Chancellor Academic, Jessica Vanderlelie, as she shares her vision for Deakin
- learn about new courses, facilities, programs and events
- take part in interactive workshops and activities that bring the Deakin experience to life
- connect with Deakin staff, academics and students to gain insights to support your work with future students
- network with colleagues from across the sector.

The Seminar will be held at Deakin's Geelong Waurin Ponds Campus, Building DD. The campus is easily accessible by train, car or bus. If you live more than 80km (one way) from Waurin Ponds, you may be eligible for a fuel voucher.

[Find out more](#)

Neurodiversity Employability and the Ubuntu Paradigm for Inclusive Employment – Webinar for Careers Practitioners

Organisation: Career Industry Council of Australia

Location: Online

Date: February 18, 2026

The Ubuntu philosophy offers a meaningful framework for inclusion. Rooted in the idea of shared humanity and collective wellbeing, the Ubuntu paradigm promotes inclusive environments that support neurodivergent employees, employers, and colleagues. By applying Ubuntu principles, organisations can move toward genuinely inclusive workplaces that ensure equal access to employment opportunities and recognise the contributions of neurodivergent individuals.

This webinar invites conversation on neurodivergent employment, workplace inclusion, and the practical application of the Ubuntu paradigm. It aims to deepen understanding, challenge assumptions, and encourage organisations to create workplaces where neurodivergent individuals can fully participate, contribute, and thrive.

This webinar forms part of the [CICA International Webinar Series February Free Month](#), offering free access to contemporary global perspectives in career development throughout February.

[Find out more](#)

Social Media Age Restrictions Explained – A Webinar for Parents and Carers from the eSafety Commissioner

Organisation: eSafety Commissioner

Location: Online

Date: February 24, 2026

From 10 December 2025, certain social media platforms won't be allowed to let Australian children under 16 create or keep an account. Join our information session to understand the changes.

This 30-minute webinar will help parents and carers understand the upcoming changes to social media access for children under 16.

Join our information session to:

- understand the purpose of the new age restrictions and how they aim to protect young Australians
- understand which platforms will require users to be 16+ and what platforms they can still access
- get tips and resources to support your child's online safety and wellbeing through the transition.

Parents and carers will gain:

- a clear understanding of the new rules and their implications
- confidence in guiding their child through these changes
- access to trusted resources to support safe and positive online engagement.

This webinar is offered more than once, so you can select the date and time that works best for you.

[Find out more](#)

Introducing and Exploring Green Career Guidance – Webinar for Careers Practitioners

Organisation: Career Industry Council of Australia

Location: Online

Date: February 25, 2026

Insights from the recent COP30 summit in Belém, Brazil indicate there is global commitment to align workforce development with climate goals, supporting just transition principles and green skills development. Career development professionals have shown an appetite to play their part in this but have faced challenges both in terms of the reality of green labour market transition (and access to relevant labour market information) and in models of green career guidance practice.

This session will aim to argue for the wider adoption of green career guidance and present models and resources for the consideration of career development professionals. For those new to the topic there will be an exploration of the background, key terms and policy drivers for green career guidance.

This webinar forms part of the [CICA International Webinar Series February Free Month](#), offering free access to contemporary global perspectives in career development throughout February.

[Find out more](#)

Year 12 & Beyond with ADHD – Webinar for Students & Parents

Organisation: Claire Pech Careers

Location: Online

Date: February 26, 2026

Targeted to parents of students with ADHD in Year 12, this webinar will share insights and practical solutions for managing this critical year and beyond and making meaningful career decisions.

Hosted by [Claire Pech](#), CICA-Accredited Careers Practitioner, and [Amanda Krulis](#), endorsed Organisational Psychologist.

View the [full series of webinars](#) for the ADHD community on all things careers, schooling and the workforce.

[Find out more](#)

AI for Careers Practitioners – 3 Part Interactive Workshop Series with CICA

Organisation: Career Industry Council of Australia

Location: Online

Date: March 3 to March 17, 2026

This three-part professional learning series builds knowledge, confidence, and practical skills to integrate Artificial Intelligence (AI) within career development practice. Each one-hour session explores real-world applications, focusing on accessibility, ethics, and inclusion.

- **Session 1** – AI Foundations for Careers Practice: Tuesday 3 March 2026, 6.00pm - 7.00pm AEDT
- **Session 2** – Practical AI: Tuesday 10 March 2026, 6.00pm - 7.00pm AEDT
- **Session 3** – AI in Action: Tuesday 17 March 2026, 6.00pm - 7.00pm AEDT

The series will be delivered live on Zoom as an interactive workshop, not a webinar.

Participants are required to have their cameras on during the sessions to enhance engagement and collaboration.

Please note that sessions will NOT BE recorded to protect participant privacy and ensure a safe learning environment.

Sessions cannot be purchased individually, and no refunds will be issued for missed sessions.

[Find out more](#)

Understanding and Using Parental Controls to Help Protect Your Child Online – Webinar for Parents and Carers

Organisation: eSafety Commissioner

Location: Online

Date: March 5, 2026

Learn how parental controls can be used to prevent children accessing harmful content, manage time spent online and who they communicate with.

In this 45-minute webinar, we'll explore how parental controls can be used alongside other online safety strategies to protect your child online.

You'll learn:

- the types of parental controls available – including on smart devices, in gaming platforms and on apps
- how they can help prevent children accessing harmful content
- how to use them to complement other online safety strategies.

This session is suitable for parents and carers of young people in primary and secondary school.

[Find out more](#)

Year 10 & Beyond with ADHD – Webinar for Students & Parents

Organisation: Claire Pech Careers

Location: Online

Date: March 5, 2026

For parents of students with ADHD in Year 10, this webinar explores how to navigate the key decision points of the senior school years, support effective planning for post-school options, and help your teen build confidence in their future direction.

We'll unpack the unique challenges ADHD can bring to this stage — from planning and procrastination to emotional regulation — and explore how to make study and career decisions that align with your child's strengths, values, and readiness.

Hosted by [Claire Pech](#), CICA-Accredited Careers Practitioner, and [Amanda Krulis](#), endorsed Organisational Psychologist.

View the [full series of webinars](#) for the ADHD community on all things careers, schooling and the workforce.

[Find out more](#)

ATAR, Uni & Bonus Points with ADHD – Webinar for Year 12 Students & Parents

Organisation: Claire Pech Careers

Location: Online

Date: March 19, 2026

Join our webinar designed for Yr 12 students and parents, navigating university admissions with ADHD, which can impact these processes.

We'll cover:

- The ATAR - explained
- What the Educational Access Scheme (EAS) is and who qualifies
- How to apply for EAS and what you will need
- Other bonus points (adjustment factors) on offer
- Important dates and deadlines
- University preference strategies that work
- Early entry options and their benefits
- Plus: A Q&A session to address specific questions and concerns.

Note: The examples in this presentation will be NSW-based examples.

Hosted by [Claire Pech](#), CICA-Accredited Careers Practitioner, and [Amanda Krulis](#), endorsed Organisational Psychologist.

View the [full series of webinars](#) for the ADHD community on all things careers, schooling and the workforce.

[Find out more](#)

Victorian Careers & Employment Expo 2026

Organisation: Kym Jones Exhibitions

Location: Melbourne Showgrounds

Date: March 19 to March 21, 2026

Victorian Careers & Employment Expo is open from March 19 to 21, 2026 at the Melbourne Showgrounds. The Expo will showcase over 130 organisations and employers with career opportunities for all ages. Entry is free.

The event is for school students, parents, teachers, graduates, job seekers, people looking for courses, and workers seeking new opportunities.

The Expo is packed with free advice, where you can:

- Talk with over 130 training organisations and employers
- Gain free career advice
- Discover jobs of the future
- Talk with leading organisations about training and apprenticeships
- Experience the free career seminars
- Enjoy the "Try a Skill" Zones

If you're looking for a job, career change, or course, or you're a school student looking for a career path, you can't afford to miss the Expo.

[Find out more](#)

Scholarships

University of Melbourne International House Scholarships

Organisation: University of Melbourne

Location: All

Value: Up to AU\$22,500

Open Date: October 8, 2025

Close Date: January 4, 2026

[Find out more](#)

Competitions

The Slingshot Challenge – Conservation Video Competition for Young People

Organisation: National Geographic

Location: All

Value: Up to US\$10,000

Close Date: February 6, 2026

[Find out more](#)

Anthology Flash Fiction Competition 2026

Organisation: Anthology

Location: All

Value: €300

Close Date: September 30, 2026

[Find out more](#)

Weekly Posts

Health & Wellbeing

3 ways to make the most of your holidays

The holidays are finally here! While it's tempting to spend every day binge-watching your favourite shows or sleeping in until noon, there are lots of ways you can use this time to both relax and set yourself up for success next term. Don't worry – we're not suggesting you study 24/7. Instead, we have some ideas that can help you make the most of your holidays, striking the perfect balance between having fun and staying productive.

Start a passion project

Ever wanted to learn how to code? Or maybe you've been thinking about starting a YouTube channel? The holidays are the perfect time to dive into something new that interests you. Not only is it fun, but these kinds of projects can also look great on your resume or university applications later on.

Here are some ideas to get you started:

- Learn a new language using free apps like [Duolingo](#)
- Start a blog about something you love
- Create digital art or learn graphic design

- Make music or learn an instrument
- Cook your way through some new recipes
- Build your own website

Read what interests you

Reading doesn't have to mean boring textbooks – try finding books, magazines, or even online articles about topics that genuinely interest you. If you're into gaming, why not read about game design? Love sports? Pick up a biography of your favourite athlete.

Reading regularly can help you:

- Improve your vocabulary and writing skills (which helps in every subject)
- Learn new things about topics you enjoy
- Reduce stress and anxiety
- Get better at understanding complex information

Pro tip: Your local library probably has an app where you can borrow ebooks and audiobooks for free – perfect for reading on your phone or tablet!

Get a head start (but don't overdo it)

While you definitely shouldn't spend your entire break studying, taking just a little time to prepare for next term can make a huge difference. Here's how to do it without stressing yourself out:

- Look over your previous term's work and note down anything you found confusing
- Check what topics you'll be covering next term (most teachers are happy to share this)
- Watch some YouTube videos about upcoming topics to get familiar with them
- Organise your study materials and clean out your school bag
- Set some academic goals for next term

Find the right balance

Remember, holidays are primarily for recharging your batteries. Try to:

- Spend time with friends and family
- Get outside and stay active
- Catch up on sleep (but try to maintain a somewhat regular schedule)
- Do things that make you happy
- Take breaks from your screens

The key is finding a balance between relaxation and productivity that works for you. Even spending just 30 minutes a day on something productive can help you feel accomplished while still having plenty of time for fun.

Want more ideas?

Looking for more ways to make the most of your holidays? [Check out our other blogs here](#) – we have tons of advice to help you succeed both in and out of school.

Human Skills

The benefits of taking some time to reflect on your year

Looking back and reflecting on our experiences, achievements, and challenges from the past year helps us feel fulfilled. We can see what we found meaningful throughout the year, and start looking ahead at ways we can improve ourselves in the future. You've probably overcome obstacles, kicked goals, and gained new skills; even if it doesn't feel like it.

Reflection isn't always easy, but it can be really powerful - so let's look at how you can take some time to reflect purposefully on your year.

Every goal counts

You might be thinking, "What if I didn't achieve much this year?" Well, you probably did more than you realise. Remember, every little thing counts, not just the really big stuff.

Maybe you finally joined a sport team. Perhaps you finished reading a novel you've been putting off for ages. Have you improved on your school grades from last year? Or are you just happy you made it through the year? Even though these things might seem small, they're definitely worth celebrating.

"The journey of a thousand miles begins with a single step."

Lao Tzu

Tips to get started on purposeful reflection

Need a bit of help looking back on your year? We've written some steps to help you reflect.

Set the scene

Find a space that's nice and quiet, or somewhere you can focus without distractions. Bring something you can use to write down your thoughts, whether it's a notebook or computer.

Review your calendar

Go through each month one at a time - it's easier to break the year into small chunks. Use your calendar, journal, social media posts, or any notes to recall significant events, accomplishments, challenges, and emotions you experienced.

Make a note of every achievement

Writing helps solidify your thoughts and serves as a reference for the future. Remember to include all the "little" things, and try and look at achievements from lots of different aspects of your life. These could be things like:

- Academic
- Sporting
- Hobbies
- Family
- Community
- Feedback
- Overcoming loss or disappointment

Ask yourself questions

If you're struggling to think of anything, you might find using questions as prompts useful. Here are a few examples:

- What were my biggest accomplishments this year?
- What were the most memorable things from this year?
- What challenges did I face, and how did I overcome them?
- What did I learn about myself this year?

Find the achievements you're most proud of

Now that you have a comprehensive list, look back and think about which achievements you're most proud of. Which ones do you think you might still be proud of in the future...maybe even when you're 50?

Looking forward

As you wrap up this year and prepare to step into the next, now could be the perfect time for introspection. Reflecting on your accomplishments and lessons learned can be a powerful tool in shaping your future.

When you look at your achievements from the year, ask yourself how you got there. Did you find a new study technique that helped improve your grades? Did you learn a new skill that made a tricky situation easier to handle? If you can pinpoint the things you did well, you can take those strengths into future challenges.

On the other hand, it's also helpful to think about the things you didn't handle so well. It can be tricky, but it can also help you find ways to respond better to similar problems going forward.

Don't forget to celebrate

Then it's time to celebrate! You should feel good about what you've achieved – you deserve it. Embrace the opportunity to learn from the past and set the stage for a successful year ahead.

Find out more

We have heaps of other blogs on our website where you can learn more about skill building, setting goals, and much more - [take a look here](#).

Future of Work

Generative AI: Understanding the technology reshaping how we work

If you've heard people talking about ChatGPT, wondered what "Gen AI" actually means, or seen headlines about artificial intelligence changing everything, you're not alone. Generative AI is probably the most discussed technology of the past few years, and unlike some tech buzzwords, this one is actually reshaping how people work right now - not in some distant future.

This article is part of our series on The Work Ahead, exploring emerging industries that are creating new career opportunities and changing existing ones. While "the future of work" might sound like something far off, these changes are already happening, and understanding them now gives you a significant advantage in planning your education and career path.

What actually is generative AI?

Generative AI (often shortened to Gen AI) refers to artificial intelligence systems that can create new content. Unlike traditional software that follows exact instructions, these systems can generate text, images, code, music, video, and more based on patterns they've learned from massive amounts of existing content.

Think of it this way: if you ask a traditional search engine about climate change, it shows you existing websites about the topic. If you ask a generative AI system, it writes you a new explanation using what it's learned from thousands of sources. It's creating something new rather than just finding something that already exists.

The tools you might have heard about include [ChatGPT](#) and [Claude](#) for text generation, [DALL-E](#) and [Midjourney](#) for images, and [GitHub Copilot](#) for writing code. Australian company [Canva](#) has integrated AI image generation directly into their design platform, making it accessible to millions of users.

Here's the critical thing to understand: generative AI is brilliant at producing plausible-sounding content quickly, but it still needs human oversight, creativity, and critical thinking. It can make things up, miss important context, and produce biased or inappropriate content if not supervised. It's a powerful tool

that augments human work, but it can't replace the judgement, ethics, and contextual understanding that humans bring to complex tasks.

Where you'll see it in action

Generative AI isn't confined to tech companies - it's already being integrated into work across nearly every industry. The applications are practical and immediate, not hypothetical.

Marketing and content creation

Marketing teams are using Gen AI to draft social media posts, generate multiple versions of ad copy for testing, create initial designs for campaigns, and even personalise content for different audiences. But they're not just hitting "generate" and walking away. A content manager might use AI to create ten different headline options, then apply their understanding of brand voice, audience psychology, and current cultural context to refine and select the best one.

Australian marketing agencies are increasingly hiring people who combine creative skills with the ability to effectively prompt and refine AI outputs. This isn't about replacing copywriters - it's about copywriters who can produce more work, test more variations, and focus their human creativity on strategy and refinement rather than starting from a blank page every time.

Software development and technology

Programmers use AI tools to write boilerplate code, debug errors, suggest improvements, and even translate code between different programming languages. GitHub Copilot, developed by GitHub and OpenAI, can suggest entire functions based on a comment describing what you need.

This doesn't mean you don't need to understand coding anymore. In fact, you need to understand it better - because you need to review the AI's suggestions, spot errors, and ensure the code actually does what you need it to do securely and efficiently. Junior developers are finding that AI helps them learn faster by suggesting solutions they can study and understand, while experienced developers use it to handle routine tasks so they can focus on complex architectural decisions.

Healthcare and medical research

In healthcare, generative AI is being used to draft clinical notes, summarise patient histories, generate initial treatment plans for review, and even help radiologists by highlighting areas in scans that might need closer examination. The Australian Government [is actively exploring how AI can support healthcare delivery](#) while maintaining safety and privacy standards.

Medical professionals aren't being replaced - they're being supported. A doctor might use AI to quickly draft a referral letter or patient summary, then review and personalise it based on their relationship with the patient and their clinical judgement. The AI handles the time-consuming administrative work, freeing up the doctor to focus on the actual medicine and patient care.

Legal services and compliance

Law firms and legal departments use Gen AI to review contracts, research case law, draft initial versions of standard documents, and identify relevant precedents. This is particularly useful for routine legal work - reviewing a standard employment contract or finding cases related to a specific legal question. However, AI can hallucinate legal precedents or misunderstand nuanced legal arguments, which is why human lawyers are absolutely essential. The technology is creating demand for legal professionals who can effectively use AI tools while applying their legal expertise and ethical judgement to ensure accuracy and appropriateness.

Education and training

Teachers are using AI to generate lesson plans, create practice questions, provide initial feedback on student writing, and even generate differentiated materials for students with different learning needs. Some are using it to create scenario-based learning activities or case studies tailored to their specific curriculum.

The [education sector is grappling with both the opportunities and challenges](#) this presents. Teachers who understand both pedagogy and AI tools can create much more personalised and engaging learning experiences, but they also need to teach students how to use these tools responsibly and critically evaluate AI-generated content.

Customer service and support

Companies are deploying AI chatbots that can handle a much wider range of customer queries than previous generations of automated systems. These can understand context, maintain conversations across multiple messages, and even detect customer frustration and escalate to human agents appropriately.

This is changing customer service roles. Instead of spending all day answering the same basic questions, customer service professionals are handling the complex, sensitive, or unusual cases that require human judgement, empathy, and creative problem-solving. The role is becoming more specialised and skilled, not less.

Real jobs in generative AI

So what actual jobs exist in this space? These aren't hypothetical future roles - these positions are being advertised and filled right now.

Prompt engineers specialise in learning how to get the best results from AI systems. They understand how different AI models work, what kinds of instructions produce the most useful outputs, and how to refine prompts to get exactly what's needed. While "prompt engineering" is a skill many people will develop as part of their existing jobs, some organisations are hiring specialists who can train others and develop systematic approaches to using AI effectively.

AI ethics specialists help organisations use AI responsibly. They review AI implementations for bias, ensure compliance with regulations, develop guidelines for appropriate use, and help teams think through the ethical implications of their AI deployments. This role combines understanding of technology with philosophical and ethical reasoning - and given Australia's development of [AI ethics frameworks](#), there's growing demand for people who can implement these principles practically.

Machine learning operations (MLOps) engineers focus on deploying, monitoring, and maintaining AI systems in production environments. They ensure AI models continue to work correctly over time, monitor for performance degradation or bias, and handle the technical infrastructure that keeps these systems running reliably.

AI training specialists create and manage the training programs that help employees learn to use AI tools effectively in their specific contexts. This isn't just tech training - it's understanding how AI can augment work in particular industries and helping people integrate these tools into their existing workflows.

The hybridisation of work

Here's where things get really interesting for your career planning. As generative AI tools become more accessible and easier to use, we're seeing something important happen: the specialisations that used to require separate people are increasingly being combined into single roles.

In the past, you might have needed a team where one person developed the AI, another person understood the compliance and ethics requirements, a third person knew the specific industry context,

and a fourth person managed them all. As the technology becomes less complex to use - though not less powerful - individuals can combine technical skills with domain expertise in genuinely meaningful ways. This means you could be a healthcare professional who also understands how to implement and oversee AI tools in clinical settings. Or a lawyer who can build custom AI workflows for legal research. Or a teacher who can create sophisticated AI-assisted learning experiences. The technical barrier is lowering, which means the valuable combination becomes "domain expertise plus technical capability" rather than pure technical specialisation.

Think about it this way: ten years ago, you needed a web developer to build a website. Now, platforms like Canva and Wix mean someone with good design sense and content knowledge can create a professional site without coding. But the people who combine design skills with some technical understanding create better results than either pure designers or pure developers working separately. The same pattern is emerging with AI. You don't need to become a machine learning researcher (though that's certainly a valid path). You need to deeply understand your chosen field - whether that's environmental science, social work, architecture, or journalism - and develop enough technical literacy to use AI tools effectively within that context. The hybrid roles - environmental scientist who uses AI for climate modelling, social worker who implements AI-assisted case management, architect who creates AI-enhanced design workflows - these are where the opportunities are growing.

This hybridisation also means you can pursue the work you find genuinely interesting while developing technical skills that make you more effective at it. You don't have to choose between "creative work" and "technical work" anymore - you can be a creative professional with technical capabilities, or a technical professional with domain expertise in the area you care about.

Getting started

You don't need to make any dramatic decisions right now. Start by actually using these tools - ChatGPT and Claude both offer free tiers, and experimenting with them helps you understand both their capabilities and limitations. Try using them for tasks you're already doing: summarising articles, drafting emails, brainstorming ideas, explaining complex topics.

Pay attention to where they're helpful and where they fall short. Notice what kinds of prompts get better results. Think about how these tools might augment work in the fields you're interested in, rather than replace it entirely.

Most importantly, keep developing your critical thinking, creativity, ethical reasoning, and communication skills. These are the capabilities that AI can't replicate, and they're what make the combination of human expertise and AI tools so powerful. The technology is a tool that amplifies human capability - which means the quality of your human capabilities matters more than ever, not less.

Generative AI is one of several emerging technologies reshaping the world of work. You can explore more emerging industries and The Work Ahead at [our Future of Work hub](#).

Pay & Conditions

What is unpaid overtime?

Unpaid overtime is when you work extra hours beyond your normal schedule without receiving additional pay. Whether this is legal, expected, or acceptable depends entirely on your type of employment, your salary level, and what's considered reasonable in your industry. Understanding when you should be paid for extra hours – and when you might not be – helps you make informed decisions about job offers and workplace expectations.

When overtime must be paid

If you're a casual, part-time, or full-time employee covered by an award or enterprise agreement, you're generally entitled to be paid for any hours you work beyond your regular schedule. These extra hours are often paid at a higher rate – typically time-and-a-half (150% of your normal rate) or double time, depending on when you work the extra hours and what your award says.

For example, if you're rostered to work 9am to 5pm but your manager asks you to stay until 6pm to finish a project, that extra hour should appear on your payslip, usually at a penalty rate. If you're working in retail or hospitality and pick up an extra shift beyond your usual hours, those hours are paid work, not a favour to your employer.

The rules are clear for award-covered employees: if you work the hours, you get paid for them. If your employer is regularly asking you to work extra hours without pay, this is wage theft, and you should keep records of these hours and seek advice from the Fair Work Ombudsman.

Salaried positions and reasonable overtime

Things become murkier for salaried employees, particularly those earning above certain thresholds or in professional roles. Many salaried positions come with an expectation of "reasonable additional hours" built into the employment contract. This means your salary is meant to cover not just your standard 38-hour week, but also a reasonable amount of extra work when needed.

What counts as "reasonable" depends on several factors: your level of responsibility, your salary (higher-paid employees are generally expected to work more additional hours), the nature of your role, and whether the extra hours are occasional or constant. A lawyer staying late occasionally to meet a court deadline is probably working reasonable additional hours. A junior administrator being expected to regularly work 50-hour weeks is probably not.

Some employment contracts explicitly state expectations around additional hours, saying something like "this role requires flexibility to work additional hours as needed to meet business requirements." This doesn't give your employer unlimited rights to your time, but it does mean occasional extra hours are part of the deal when you accepted the job.

How this plays out in practice

In many professional workplaces, there's an unspoken culture around working extra hours. Some industries are notorious for expecting significant unpaid overtime – law, accounting, architecture, and advertising often involve long hours, particularly for junior employees. Tech startups might have a culture of working late, framed as passion and commitment rather than unpaid labour.

When you're starting out in your career, you might feel pressure to work these extra hours to prove yourself, gain experience, or keep up with colleagues who are also staying late. Sometimes this is worthwhile – you're genuinely learning and developing your skills. Other times, it's simply poor workplace planning or unrealistic deadlines being passed down to junior staff.

The question to ask yourself is whether the trade-off makes sense for you. Are you gaining valuable experience and building your career, or are you being exploited? Is this a temporary busy period, or a permanent expectation? Are the extra hours somewhat balanced by quieter periods or other perks, or are you constantly working overtime with nothing in return?

What you can do about it

If you're award-covered and being asked to work unpaid overtime, the answer is straightforward: keep records of your hours, raise the issue with your employer, and if it's not resolved, contact the [Fair Work Ombudsman](#). This is illegal, and you're entitled to be paid for all hours worked.

For salaried positions, the options are more limited. You can try to establish boundaries by leaving at your normal finishing time and pushing back on unrealistic deadlines. You can have conversations with

your manager about workload and whether the expectations are sustainable. You can look for employers with better work-life balance cultures.

Sometimes, particularly early in your career or in certain industries, accepting some level of unpaid overtime is a pragmatic choice. But this should be an informed decision you make consciously, not something you drift into because everyone else seems to be doing it.

Red flags to watch for

Be wary of employers who regularly expect significant unpaid overtime from junior or entry-level staff. Staying back occasionally to finish an urgent task is one thing. Being expected to routinely work 50-60 hour weeks while being paid for 38 is quite another, regardless of what the workplace culture might suggest is normal.

Pay attention during job interviews to how employers talk about hours and work-life balance. If they're evasive about typical hours, mention that the team is "passionate" and works late regularly, or say things like "we work hard and play hard," these can be warning signs that unpaid overtime is baked into the role.

Also watch for normalisation of unpaid overtime in your industry. Just because "everyone" in your field works 60-hour weeks for 38 hours of pay doesn't make it reasonable or sustainable. Industries with cultures of extreme overwork often have corresponding problems with burnout, mental health issues, and high staff turnover.

Know your worth

Your time has value, and while sometimes working extra hours makes sense for your career development or to meet genuinely important deadlines, this shouldn't be a permanent state. If you find yourself consistently working significant unpaid overtime, it's worth questioning whether this job is actually as well-paid as it first appeared, and whether there might be better options available.

Pathways, Study Tips

Online learning for elite athletes: Your guide to Years 11 and 12

If you're an elite athlete struggling to balance your sporting commitments with your Year 11 and 12 studies, you're not alone.

Many talented young athletes face the challenge of managing training schedules, competitions, and travel all while trying to stay on track and complete their senior secondary education. The good news is that there are flexible learning options available that could help you pursue both your academic and athletic goals.

Online learning might be the solution you're looking for, but it's important to understand your options, responsibilities, and what's involved before making the switch.

The benefits of online learning for elite athletes

Let's look at some of the advantages that online learning might afford you:

Flexibility around your sporting commitments

The biggest advantage is the ability to study around your training, competition, and travel schedule. You won't need to choose between attending an important competition and going to class.

Customised learning pace

Online learning allows you to work at your own pace. If you need to slow down during a busy competition period or accelerate through material when you have more time, you could have that flexibility.

Building independence

Managing your own learning schedule builds valuable skills in self-management, digital technology, and communication among others, they will serve you well in your future studies and career, whether in sport or other fields.

Geographic freedom

You can complete your studies from anywhere in Australia (or even overseas for competitions), you'll just have to make sure you have a reliable internet connection. Investing in a great data package that works anywhere or having a back-up plan could be a worthwhile consideration.

Potential challenges to consider

Before you leap in and commit to anything, it's worth taking some time to reflect on any potential downsides that online learning might have for you.

Reduced social interaction

One of the biggest trade-offs is missing out on the daily social interaction with classmates that comes with traditional schooling. This can be particularly challenging if sport already takes up a lot of your social time.

Less immediate support

When you have a question or need help, you might not get an immediate response from teachers like you would in a traditional classroom setting. So you'll need to be proactive about seeking help and planning ahead, or once again - have a back up plan.

Self-motivation requirements

Online learning isn't suitable for everyone. If you struggle with self-motivation or need external structure to stay on track, then you might find it challenging

Technology requirements

You'll need reliable internet access and a suitable device for your studies. Technical issues could become a significant barrier if you don't have the right equipment.

Have a chat with your allies

Getting started with online learning involves reaching out to several key people and organisations:

Your parents or carers - Besides being a courtesy, it's important that your allies are on board with your decision to transition to online education for your senior high school years as it may have some impact on them, or they may have some important points to consider that you maybe haven't yet.

Your current school – Start by speaking with your career advisor or year coordinator. They can provide guidance on the process, help you understand your options, and may even support your application with documentation. If there's nothing suitable for you right now, they'll also be able to work with you to help you achieve your goals in both sports and your education.

State distance education providers – Contact the distance education and online schools in your state or territory directly to discuss enrolment requirements, subject offerings, support provisions, and to find out how their programs work for elite athletes.

Your state education department – They can provide information about policies around enrolment, any available funding, and access to additional support services to help you make the change.

Your sporting organisation or coach – They may be able to provide supporting documentation for your application, help you plan a schedule that works for both your sport and studies, and even put you in touch with other athletes who are in the same position or have been through senior high school online.

What you'll need to do next

Once you've taken on board all the information and advice, if you've made the decision to move to online education and you've chosen where you're going to apply, it's time to get organised.

Gather your documentation

Before you can enrol, you'll need to collect several important documents:

- Evidence of your elite athlete status (such as membership in a state or national team, or enrolment with a sports institute)
- Your current school reports and subject selections
- An official recommendation letter from your coach or sporting organisation (if required)

Complete your application and enrol

Each distance education provider will have their own application process, so make sure you understand the eligibility criteria and deadlines. You'll also need to choose subjects that align with your post-school goals, whether that's pursuing an ATAR for university entry or following a different pathway.

See what other support is available

From scholarships and grants offering financial assistance, helping to cover travel or accommodation costs, paying for tuition fees or technology requirements, to mentor support, peer networks and study groups, there's lots of help and support available. It's worth spending some time looking into what's out there and applying (if you're eligible) - you could ease more of your stresses and worries, and might avoid having to try and squeeze in a part time job in these all important years.

Plan your schedule

One of the biggest advantages of online learning is flexibility, but this also means you'll need to be proactive about creating a balanced weekly schedule. Factor in everything from training sessions, competitions, travel, study time, assessment dates, exam periods, and just as importantly, rest and recovery.

Stay on top of things

Online learning is going to require strong organisational skills and planning. Consider using digital tools like Google Calendar, Trello, [MyStudyLife](#), or Notion to manage your assignments, deadlines, and commitments. Not into tech, no problem - wall planners, [bullet journals](#), subject folders, checklists, and day-to-day or weekly study planners could help.

You could also get a support system going - buddy up with another student, coach, or parent to do regular check-ins, schedule short online chats with your mentor or teacher to help you stay on track, or find a learning coach to help you manage deadlines and progress (some distance schools may provide this service).

Or, try routine-based organisation techniques such as themed days (e.g. Mondays = English + Recovery), strict daily structure (e.g. wake up at 5.30am, have breakfast, do 30–60 minutes of timed study before training etc.), or choose one day each week to review the week just gone, check what's coming up, update planners, prep for assessments, and generally plan out what you need to do.

The better organised you are from the start, the more successful you'll be.

Your responsibilities as an online learner

Moving to online learning as an elite athlete means taking on more responsibility for your education. You'll need to demonstrate:

Self-discipline and motivation – Without the structure of a traditional classroom, you'll need to be self-motivated to keep up with lessons and complete assessments.

Strong time management – Balancing elite sport with academic work requires excellent time management skills.

Regular communication – You'll need to stay in regular contact with your teachers and support staff, asking questions when you need help.

Meeting deadlines – Online learning often means more flexibility in when you study, but assignment deadlines are still firm. You'll need to plan ahead to ensure you can meet these requirements.

Maintaining program eligibility – If you're part of a government-funded athlete support program, you may need to meet certain academic standards to maintain your eligibility.

Understand your online learning options

If you're in Australia, there are lots of options for elite athletes (and other students) to transition to online learning, but you'll need to research your options, make sure you're eligible, and ensure this route is really going to work for you and your lifestyle.

Distance education schools

Here in Australia each state and territory run government-funded distance education schools specifically designed for students who can't attend regular face-to-face classes. These schools are experienced in supporting elite athletes among others and understand the unique challenges you might be facing. Here are some examples across the country (you'll need to check if they provide senior school programs):

- **NSW:** [Finigan School of Distance Education](#) (also covers ACT), [Sydney Distance Education High School](#), [NSW School of Languages](#), [Southern Cross School of Distance Education](#), [Dubbo School of Distance Education](#), [Aurora College](#), [Camden Haven High School](#)
- **Queensland:** [Brisbane School of Distance Education](#), [Cairns School of Distance Education](#), [Capricornia School of Distance Education](#), [Charleville School of Distance Education](#), [Charters Towers School of Distance Education](#), [Longreach School of Distance Education](#), [Mount Isa School of the Air](#).
- **Victoria:** [Virtual School Victoria](#)
- **Northern Territory:** [NT School of Distance Education](#)
- **South Australia:** [Open Access College](#)
- **Tasmania:** [Tasmanian eSchool](#)
- **Western Australia:** [School of Isolated and Distance Education \(SIDE\)](#), [Kimberley School of the Air \(KSOTA\)](#), [Port Hedland School of the Air](#), [Kalgoorlie School Of The Air](#), [Carnarvon School of the Air](#), [Meekatharra School of The Air](#)

These schools typically offer the full range of HSC, VCE, QCE, NTCE, SACE, TCE, or WACE subjects, allowing you to pursue both ATAR and non-ATAR pathways.

Private and independent online schools

Some private and independent schools offer fully online senior secondary programs that may provide additional flexibility in scheduling and support. Examples include:

- **New South Wales:** [Pacific Online Christian School](#), [Australian Christian College Marsden Park](#)

- **Australian Capital Territory:** [Canberra Institute of Technology](#), [Canberra College's CCCares](#), [Hawker College](#)
- **Victoria:** [Haileybury Pangea](#), [Australian Christian College Online Victoria](#)
- **Queensland:** [Faith Christian School](#), [Arcadia College](#), [ACC Moreton](#)
- **Tasmania:** [Australian Christian College Launceston](#), [Newstead College](#)
- **Western Australia:** [Scotch Global Connect](#), [ACC Southlands](#), [Swan Christian College](#)
- **Northern Territory:** [Haileybury Rendall](#) (Haileybury Pangea)

Keep in mind that these options usually come with tuition fees, so you'll need to factor that into your decision.

Specialist sport academy programs

Get in touch with the [Australian Institute of Sport](#) and other specialist sports organisations in your state, they may be able to offer tailored support for you or recommend where you can find online education programs that will offer what you want.

- [South Australian Sports Institute \(SASI\)](#)
- [NSW Institute of Sport](#)
- [Victorian Institute of Sport](#)
- [Queensland Academy of Sport Education Support Program](#)
- [Western Australian Institute of Sport](#)
- [Northern Territory Sports Academy](#)
- [ACT Academy of Sport \(ACTAS\)](#)
- [Tasmanian Institute of Sport \(TIS\)](#)

Planning for your future

Remember that your choice of learning method in Years 11 and 12 is just one part of your overall journey. Whether you're planning for university, vocational training, or a professional sporting career, online learning can provide the flexibility you need while still achieving strong academic outcomes that will help you reach your goals.

The key is to be honest about your learning style, your support networks, and be clear on what you want to achieve. Online learning offers incredible opportunities for elite athletes, but it requires commitment, organisation, and self-motivation to be successful.

Find out more

If you're considering making the transition to online learning, start by having conversations with your current school and researching the distance education options in your state. The earlier you start planning, the smoother your transition will be.

You can find more information about study pathways and career planning on our website [here](#).

Collaboration

Seven reasons why employers care so much about teamwork skills

If you've ever looked at job advertisements, you've probably noticed that "ability to work in a team" appears in nearly every single one. It's mentioned so often that it can start to feel like a meaningless buzzword – something employers say because they're supposed to, rather than because they genuinely care about it.

But here's the reality: employers aren't just ticking boxes when they ask about teamwork. They're trying to predict whether you'll succeed in their workplace, and your ability to collaborate with others is one of

the strongest indicators they have. Understanding why teamwork matters so much to employers can help you recognise the value of the collaborative skills you're developing now, and explain them more effectively when you're applying for jobs or courses.

1. Most work genuinely requires collaboration

The stereotype of working alone at your desk, completing tasks entirely by yourself, applies to very few modern jobs. Even roles that seem solitary usually involve significant collaboration. A graphic designer might work independently on creative tasks, but they'll need to coordinate with clients, take direction from creative directors, incorporate feedback from marketing teams, and work alongside developers to implement their designs.

In most workplaces, projects move through multiple hands before completion. A retail product might involve designers, manufacturers, warehouse staff, logistics coordinators, retail staff, and customer service teams. A single error or miscommunication at any stage can create problems for everyone else down the line. Employers need people who understand how their work affects others and can coordinate effectively to keep things moving smoothly.

This interconnectedness means that even highly skilled individuals can struggle in roles if they can't work well with others. Someone might be technically brilliant but if they can't communicate their ideas, accept feedback, or coordinate with colleagues, their skills become much less valuable to the organisation.

2. Team dynamics directly impact workplace culture

One difficult team member can significantly affect overall workplace morale and productivity. Someone who refuses to share information, consistently misses deadlines that affect others, or creates conflict within teams doesn't just harm their own performance – they make everyone else's job harder too. Employers have usually experienced the cost of poor team players. They've seen projects delayed because someone wouldn't communicate properly, watched talented staff leave because of toxic team members, or dealt with the stress of managing conflict between employees who can't work together. When they ask about teamwork skills, they're trying to avoid repeating these painful experiences. Conversely, employees who actively contribute to positive team dynamics make everyone's work life better. They help create environments where people actually want to come to work, where problems get solved efficiently, and where the team can achieve more together than individuals could alone. This kind of positive workplace culture reduces staff turnover, increases productivity, and makes the employer's job considerably easier.

3. Problems get solved faster with effective teams

When issues arise – and they always do – teams that work well together can respond quickly and effectively. They can pool different perspectives, share the workload of finding solutions, and implement fixes across multiple areas simultaneously.

Think about a restaurant during a busy dinner service when the kitchen falls behind on orders. If the front-of-house staff, kitchen team, and management can communicate effectively and work together, they can manage the situation – perhaps by offering complimentary drinks, being honest with customers about wait times, prioritising certain orders, and redistributing tasks. If they can't work as a team, the situation deteriorates quickly, with staff blaming each other, customers getting angry, and the problem compounding.

Employers value people who can step up during these pressure situations, communicate clearly about problems, and work collaboratively towards solutions rather than pointing fingers or withdrawing from the challenge.

4. Innovation happens through collaboration

The best ideas rarely emerge from a single person working in isolation. Innovation typically results from people with different knowledge, experiences, and perspectives coming together and building on each other's contributions. Someone might suggest an idea that seems unworkable until a colleague points out how it could be adapted, and another team member identifies the resources needed to make it happen.

Employers seeking to stay competitive need teams that can innovate and adapt. This requires people who can listen to others' ideas without dismissing them immediately, contribute constructively to discussions, challenge assumptions respectfully, and collaborate on refining concepts into practical solutions. Someone who insists their way is always best, or who can't engage productively in creative discussions, limits the team's ability to innovate.

This collaborative innovation isn't limited to traditionally 'creative' industries either. Whether you're working in healthcare, hospitality, trades, or technology, finding better ways to do things requires teams that can work together effectively to develop, test, and implement new approaches.

5. Customers and clients expect seamless service

From a customer's perspective, they're dealing with one organisation, not a collection of individuals. When they contact a company, they expect everyone to be on the same page. Nothing frustrates customers more than being passed between team members who don't communicate with each other, receiving contradictory information, or discovering that their issue wasn't properly handed over between staff members.

Employers need teams who can provide consistent, coordinated service. This means sharing information effectively, following through on commitments made by colleagues, and supporting each other to ensure customers receive good experiences regardless of which team member they interact with. A breakdown in teamwork becomes immediately visible to customers and can damage the organisation's reputation quickly.

In professional services, this coordination becomes even more critical. A patient moving through a hospital system, a client working with a law firm, or a student at a university will interact with multiple staff members, and their experience depends entirely on how well these team members communicate and collaborate behind the scenes.

6. Training and knowledge-sharing keeps organisations functioning

Every workplace needs to onboard new staff, cross-train team members, and share knowledge across the organisation. This only works when people are willing to teach others, share what they know, and support colleagues in developing their skills.

Employees who hoard knowledge or refuse to help train others create significant problems for their employers. When these individuals leave, they take crucial information with them. When they're absent, nobody else can cover their responsibilities. When the organisation needs to adapt or grow, these bottlenecks slow everything down.

Employers value team players who contribute to a learning culture. This might mean mentoring new staff members, documenting processes so others can understand them, sharing tips and shortcuts with colleagues, or patiently answering questions from team members who are still learning. These collaborative behaviours strengthen the entire organisation and make it more resilient and adaptable.

7. Strong teams reduce management burden

When teams work well together, they can often solve problems, make decisions, and coordinate work amongst themselves without constant management oversight. This allows managers and supervisors to

focus on strategic issues rather than spending all their time mediating conflicts, clarifying miscommunications, or chasing people up on missed deadlines.

Self-managing teams are particularly valuable in busy workplaces where managers oversee multiple people or projects. If team members can communicate effectively, hold each other accountable, support colleagues who are struggling, and resolve minor conflicts amongst themselves, the entire organisation runs more smoothly. Employees who contribute to this kind of functional team environment make everyone's job easier, including their manager's.

This doesn't mean employers want people who never raise concerns or always defer to the group. Good team players can disagree constructively, flag problems that need management attention, and advocate for themselves and others when necessary. But they do so in ways that strengthen rather than undermine team functioning.

Building your teamwork skills matters

Understanding why employers value teamwork so highly helps explain why it appears in virtually every job description and interview question. It's not about finding people who are naturally easy-going or who never disagree with anyone. Employers are looking for people who understand that work is inherently collaborative, who can navigate the challenges that arise when people work together, and who actively contribute to teams rather than just participating passively.

The teamwork skills you're developing now – through school, sports, community activities, family life, or work experience – aren't just nice additions to your CV. They're fundamental capabilities that will influence your success throughout your education and career. Every experience you have working with others, especially challenging ones, is preparing you for the collaborative reality of most workplaces.

Want to develop more of the skills that employers value? Explore our other blogs on [personal and human skills](#) to keep building your capabilities.

Job Spotlights

How to become a Speech Pathologist

Speech pathologists assess, diagnose, and treat people with communication and swallowing disorders, such as problems with speech, language, fluency, or eating. They work with people of all ages, from young children with developmental delays to adults recovering from strokes or managing neurological conditions, helping to improve their quality of life.

If you have a passion for helping people and are seeking a rewarding and challenging career, speech pathology could be ideal for you.

What skills do I need as a speech pathologist?

- Caring and empathetic
- Excellent communicator
- Adaptable and creative thinker
- Emotionally resilient
- Great problem-solver
- Committed to lifelong learning
- Works well in a team and independently
- Strong attention to detail

What does the job involve?

- Identifying the cause and extent of communication and swallowing issues

- Developing individualised treatment plans based on patient needs
- Providing therapy sessions to improve speech or swallowing function
- Helping patients overcome stutters and other fluency issues
- Teaching strategies and exercises to patients
- Giving advice and support to family, friends, and carers of patients
- Relaying relevant information to other medical and health professionals
- Keeping detailed clinical records and monitoring patient progress

What industries do speech pathologists typically work in?

- Health Care and Social Assistance
- Education and Training

What Career Cluster do speech pathologists belong to?

Most speech pathologists are [Guardians](#), using their expertise to support and care for people. The role also involves some skills from the [Informer Cluster](#), such as educating patients and family members.

What kind of lifestyle can I expect?

Speech pathologists typically work full-time, though part-time positions are common and the field offers good flexibility for work-life balance. A majority of the work is done indoors, but often requires you to be face-to-face with patients, so there is little opportunity to work remotely or from home.

Speech pathologists tend to earn above average salaries throughout their career, particularly experienced practitioners.

You can expect to find work in hospitals, rehabilitation centres, schools, private practices, aged care facilities, or community health centres. Some speech pathologists even run their own private practices or work as independent contractors. Regional areas often have strong demand for speech pathologists and may offer additional benefits or incentives.

How to become a speech pathologist

To become a speech pathologist, you must complete an accredited university degree in speech pathology, where you'll combine theoretical study with practical clinical placements. Your studies typically take anywhere between 4-6 years to complete.

After completing your studies, you'll need to register with your state or country's relevant association or board (such as [Speech Pathology Australia](#)) to practise professionally. Some positions, particularly ones involving work with children, may also require additional clearances or certifications.

You'll also need to commit to keeping your skills and knowledge up to date by engaging in continuous learning and training throughout your career.

What can I do right now to work towards this career?

If you're in high school and you'd like to find out if a career as a speech pathologist is right for you, here are a few things you could do:

- Seek work experience or volunteer opportunities with health practitioners in hospitals, schools, or private practices
- Research university courses in speech pathology to understand entry requirements and pathways
- Talk to a local speech pathologist about their work, or watch online interviews and videos about the profession

Where can I find out more?

- [Your Career](#) (Australia)
- [Tahatū Career Navigator](#) (NZ)
- [National Careers Service](#) (UK)
- [Career Outlook](#) (US)
- [Job Bank](#) (Canada)

Similar careers to speech pathologist

- Occupational Therapist
- Sonographer
- Audiologist
- Registered Nurse
- Aged Care Worker
- Music Therapist
- General Practitioner
- Social Worker

Find out more about alternative careers on [our Job Spotlights page](#).

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