

Apprenticeships and Traineeships Guide

For students & their families



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A guide to apprenticeships and traineeships in Australia for students and their families. Created by Study Work Grow Pty Ltd in 2026.

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From time to time policies and application procedures can change, so we recommend you double check all information directly with the employer, provider, or training organisation before you begin the application process.

SCHOOL LICENSED EDITION (APPROVED FOR SHARING WITHIN A SCHOOL)

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What are apprenticeships and traineeships?

Apprenticeships and traineeships are a type of vocational pathway. They involve a hands-on style of learning that blends study and work, where you'll learn the necessary skills for a particular job or industry.

If you'd like to learn, earn, and work all at the same time, then an apprenticeship or traineeship could be the best option for you.

A head start in your industry

An apprenticeship or traineeship could be your first step towards a rewarding career.

You'll be working for an employer and experiencing real day-to-day life in your chosen career. At the same time, you'll attend a government-approved Registered Training Organisation (RTO) to complete the study part of your program.

Upon successful completion, you'll receive a nationally recognised qualification. Plus you'll have on-the-job work experience, an income, and valuable references and industry contacts up your sleeve.



Definitions

VET **Vocational Education and Training**

Tertiary level study designed to teach knowledge and specific practical skills for the workplace.

RTO **Registered Training Organisation**

Tertiary education providers approved by ASQA (see below) to deliver nationally recognised VET courses. You will study with them during your apprenticeship or traineeship and they will issue your qualification on completion.

ACAP **Apprentice Connect Australia Provider**

Provide personalised advice and support to both job seekers and host employers, from pre-commencement to completion. You must be registered with an ACAP to start an apprenticeship or traineeship in Australia. [Find out more here.](#)

GTO **Group Training Organisation**

GTOs employ apprentices and trainees, then place them with one or more host employers for on-the-job training. The GTO remains your actual employer and handles any paperwork and legal requirements. Engaging a GTO isn't required, but can make finding opportunities easier.

ASQA **Australian Skills Quality Authority**

The national regulator for Australia's vocational sector. They register training providers and accredit courses that meet nationally approved standards.

AQF **Australian Qualifications Framework**

Defines the essential characteristics, including the required learning outcomes, of the different types of qualifications issued across education systems in Australia. VET qualifications fall anywhere between **Level 1** (Certificate I) to **Level 6** (Advanced Diploma) of the framework.

SBAT / SAT / ASbA (Australian) School-based Apprenticeship or Traineeship

A type of apprenticeship or traineeship that can be started in Year 10, 11, or 12, allowing you to combine vocational study and on-the-job training with your senior schooling.

VSL VET Student Loan

A loan program for students studying an approved Diploma-level or above VET course to cover course fees. You must start paying the loan back once you earn a certain amount of income. The loan does not accrue interest, but it is subject to indexation. [Find out more here.](#)

AASL Australian Apprenticeship Support Loan

A loan available to eligible apprentices to assist with everyday costs while completing their apprenticeship. You must start paying the loan back once you earn a certain amount of income. The loan does not accrue interest, but it is subject to indexation. [Find out more here.](#)

USI Unique Student Identifier

A personal number issued by the government required for any tertiary study, including VET. It's free to obtain one and the same number will stay with you for life. [Find out more here.](#)

GCIT General Construction Induction Training

Also known as a **White Card**. A license required to enter and work on construction sites. To obtain one, you must complete a general construction induction training course with an approved RTO.

WWCC Working With Children Check or Clearance

Also known as a **Blue Card** in Queensland, **Ochre Card** in the Northern Territory, and **Registration to Work with Vulnerable People** in Tasmania. A compulsory background check to determine the suitability of anyone working or volunteering with people under the age of 18.

Apprenticeships vs traineeships

From a technical standpoint, apprenticeships and traineeships are identical: they both combine learning at a training organisation and learning on-the-job, and lead to a nationally recognised vocational qualification.

Eligibility criteria, application processes, and other requirements are the same for both apprenticeships and traineeships. In many cases, when an organisation in Australia uses the term “apprenticeships”, it also includes traineeships (including in this guide).

However, there are still some differences between them that are important to know.

Industries

Apprenticeships lead to what are known as trade careers. These are jobs that usually require specific qualifications and practical experience to start, and are common in industries such as construction, engineering, automotive, beauty, and cookery.

Traineeships are available in non-trade areas, like IT, allied health, business, child care, retail, and tourism. These qualifications tend to be less specific and can lead to a wider variety of roles.

Financial assistance

Your eligibility for certain financial assistance schemes can also depend on your qualification.

For example, Australian Apprenticeship Support Loans are only available to students whose qualification is on the [Australian Apprenticeships Priority List](#).

Length

Apprenticeships typically take anywhere between 3 to 4 years full-time to complete. Traineeships are generally shorter, taking around 1 to 2 years full-time to finish.

For both, the exact length depends on your chosen qualification, study and work load, and other personal circumstances.



School-based apprenticeships and traineeships

Traditionally, vocational education was delivered outside of schools, meaning that students would have to leave school before starting an apprenticeship or traineeship.

These days, there are more options available and many schools offer school-based apprenticeships and traineeships. They're an excellent way to make a head start in your career while you're still at school.

How they work

Alongside your normal schooling, you'll also spend time during the week doing paid work with an employer, and completing both on-the-job and vocational training.

The amount of time you'll spend away from school and whether you need to drop any subjects will be worked out between you and your parent(s) or guardian(s), school, employer, and training organisation.

Eligibility criteria

You can usually start an SBAT in Year 10, 11, or 12, or once you're over the age of 15. Some courses may also have additional eligibility criteria.

You'll also need approval from a parent or guardian, your school, and an employer.

Pay and entitlements

Like any other employee, school-based apprentices and trainees are paid for their time at work. Your exact pay will vary depending on factors like your age, industry, and how much training you've already completed.

You are also entitled to things such as leave, superannuation, and breaks.

Completion timelines

A full-time apprenticeship or traineeship can take anywhere from 1 to 4 years to complete, so you may not finish your training while you're still at school. But once you graduate, you can continue with the same employer without interruption.

Either way, you'll still have a head start compared to students who wait until after school to start (and you'll have earned some money along the way too).

Eligibility requirements

Nearly anyone of working age can apply for an apprenticeship or traineeship in Australia. You don't necessarily need specific school levels, certificates, or other qualifications to start.

So whether you're still at school, a recent school leaver, re-entering the workforce after a gap year, or an adult worker simply wishing to change careers, this could be a pathway for you.

Basic requirements

To start an apprenticeship or traineeship, you must be:

- an Australian citizen or permanent resident, or
- a temporary resident or working visa holder who meets specific skills listed by the [Department of Home Affairs](#).

If you're under 18 (whether you're at school or not) you'll also need approval from a parent or guardian.



Some programs or employers can have higher requirements, such as being a certain age, having a driver license, or completing background checks. Always carefully check eligibility details before applying.



The application process

If you want to start an apprenticeship or traineeship, we have all the information on applying.

The process involves quite a few steps, so knowing how it all works can help you prepare. We'll cover each step in detail on the following pages.

If you're feeling overwhelmed or need extra guidance, contact an [Apprentice Connect Australia Provider](#) for free advice, check out the [Australian Apprenticeships website](#), or chat to a career counsellor or trusted adult.

Jump to...

Overview

Researching opportunities

Preparation and documents

Finding a job

Engaging an ACAP

Finding a training provider

The training contract and plan

Starting out



An overview of the application process

Here are the basic steps to take when applying for an apprenticeship or traineeship and who needs to be involved.

Step 1

The student finds an employer or Group Training Organisation (GTO) offering apprenticeships or traineeships, or contacts an Apprentice Connect Australia Provider (ACAP) to help them find one.

If the student is still at school and/or under 18, they also need approval from the school and/or a parent or guardian.

Step 2

If they haven't already, the student and employer or GTO must nominate an ACAP.

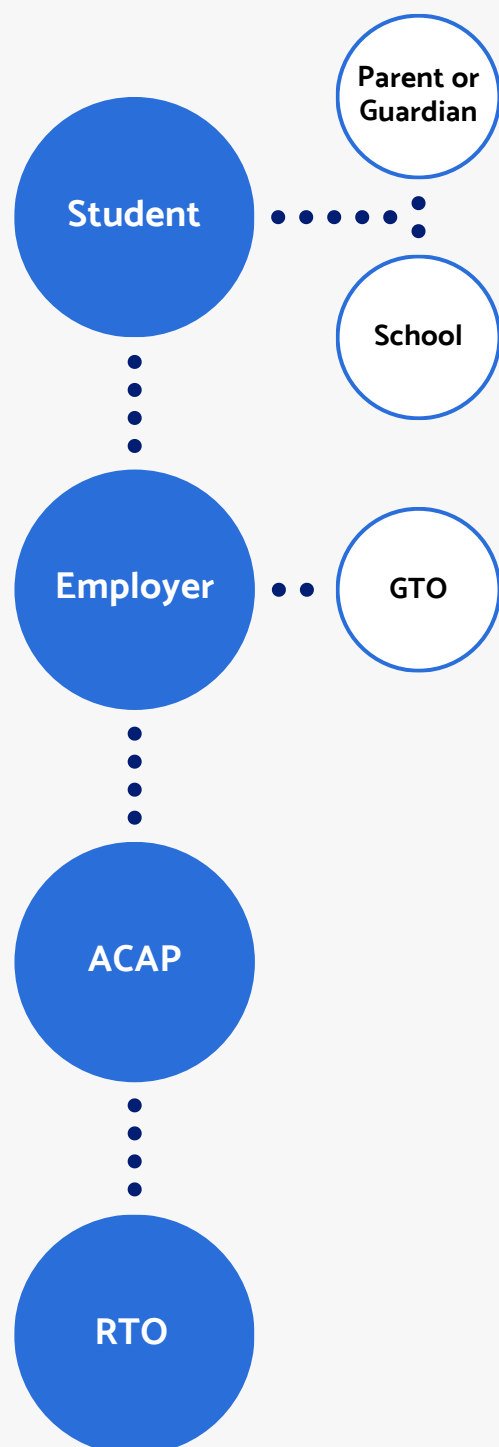
The student, employer or GTO, and ACAP work together to find a Registered Training Organisation (RTO) to deliver the qualification.

Step 3

The student, employer or GTO, ACAP, and RTO work together to finalise the details of the training contract and training plan.

Step 4

The student starts work with the employer and training with the RTO, while the ACAP provides ongoing support.



Researching opportunities

Before applying for anything, the very first step is to figure out what you actually want to do.

The main reason to do an apprenticeship or traineeship is because you have a future career in mind and need the training to work in that job. For example, the only way to work as a licensed plumber is to complete an apprenticeship.

If you're not quite sure what career you want, that's OK too - start by researching jobs in industries that interest you and see what kind of qualifications you need to get there.



Where to explore

- You can find information on thousands of jobs on [Your Career](#), including pathway and training details.
- Learn which [Career Cluster](#) you're in and the kind of jobs and tasks that might suit you.
- Read about other people who completed an apprenticeship or traineeship and where they are now - [myfuture](#) has some career stories you might like to check out.
- If you're still at school, speak to a careers counsellor, guidance officer, or VET/subject coordinator to find out what pathways are available.

Things to consider

Like any other job search, there are some important things to think about finding the right opportunities for you, such as:

- If you'd rather work and study full-time or part-time, and how this might affect your options.
- If you want to start training as soon as possible by doing a school-based apprenticeship or traineeship, or if you want (or need) to wait until you graduate.
- What the [Labour Market](#) in your local area is like, including major industries and job vacancies.
- Which occupations have [strong future demand](#) so you're more likely to secure employment.

Preparation and documents

Found an opportunity and want to apply? Here are some of the important documents and admin you'll need to organise beforehand.

Resume and cover letter

If you don't have one already, you'll need to create a resume. Highlight relevant school subjects, hobbies, or volunteer work that show your skills and reliability.

A short, clear cover letter that explains why you're interested in the job and the company could also help you make a strong first impression.

We have [plenty of blogs on resumes and cover letters](#) if you need help getting started.

Identification

Whether you're applying for a job, starting a course, or trying to open a bank account, you'll need some form of ID to prove who you are. There are several documents you can use:

- Birth certificate
- Driver license (including learner and provisional licenses)
- Passport
- Proof of Age/Identity or Photo card

Money matters

Once you start working, you'll need a bank account your wages can be paid into. Don't have one yet? [These tips from Moneysmart](#) might help.

Apply for a [tax file number](#) (TFN) if you haven't already and [learn about how to lodge a tax return](#).

This is also the time to find out if there are any [financial supports or incentives](#) you might be eligible for.

Unique Student Identifier

Anyone wanting to study at a tertiary level in Australia, including vocational courses through an apprenticeship or traineeship, needs a [Unique Student Identifier](#) (USI).

It's free to apply and you have the same number for life, allowing you to keep an authenticated record of all your study, even between different providers.

Without one, you also won't be able to apply for a [VET Student Loan](#).

Finding a job

There are two ways you can be employed as an apprentice or trainee in Australia:

Through an employer

Apprenticeships and traineeships are often available directly through employers, who will advertise the position and manage the hiring process themselves.

Like any other job, you'll submit an application and attend an interview before (hopefully) receiving an offer of employment.

Through a GTO

You can also apply to a [Group Training Organisation \(GTO\)](#), who will place you with one or more host employers for on-the-job training.

The GTO remains your actual employer and handles your wages, any paperwork, and other legal requirements.

Tips when searching for jobs

Browse dedicated apprenticeship and traineeship job boards, such as [Apprenticeship Central](#) or [MEGT](#).

Search for opportunities on general job sites like [Seek](#) and [Indeed](#).

Find GTOs in your location on the [Australian Apprenticeships website](#).

If you're over 16, create a professional [LinkedIn](#) profile to discover vacancies or make industry connections.

Explore the [Workforce Australia](#) jobs database, state government job portals (e.g. [Smartjobs](#) in Queensland), or local council career pages.

Contact an [Apprentice Connect Australia Provider](#) (ACAP) for help.

Go directly to major industry employers' websites, like [BHP](#), [Rio Tinto](#), [Glencore](#), [Aurizon](#), [Ergon Energy](#), [CitiPower](#) and [Powercore](#), or the [Australian Defence Force](#).

Attend [careers expos and other events](#) (either in-person or online) to network with potential employers, learn about different industries, and ask about opportunities.

Engaging an ACAP

Apprentice Connect Australia Providers (ACAPs) are an essential part of the process. You and your employer **must** engage one before you can officially start your apprenticeship or traineeship. Their services are free and available across Australia.

What do they do?

ACAPs are there to support you and your employer throughout your entire apprenticeship or traineeship, providing:

- Advice and connections to people seeking an apprenticeship or traineeship
- Help with claiming financial incentives
- Mentoring and support to both you and your employer
- Guidance on you and your employer's rights and responsibilities
- Help finding an RTO for the formal training part of your apprenticeship or traineeship

They also have important duties around legal and administrative requirements, such as:

- Finalising and registering your training contract and plan with your [state or territory's training authority](#)
- Helping to solve any issues that arise or make changes to your training contract or plan
- Arranging the completion of your apprenticeship or traineeship

Generalist vs specialist

Most ACAPs are known as “generalist” providers, meaning they provide support for anyone looking to become an apprentice or trainee.

But there are also some specialist ACAPs that can provide tailored advice for:

- Women in male-dominated trades
- First Nations people
- Apprentices working towards [Clean Energy](#) occupations

Choosing the right ACAP

You may have already contacted an ACAP before applying for a job. Once you have an employer, discuss whether they also have a preferred ACAP and which one you will use going forward.

If you or your employer hasn't chosen an ACAP yet, you might like to discuss your options together.

You can search for ACAPs by location on the [Australian Apprenticeships website](#).

Finding a training provider

Now that you've sorted the work side, it's time to focus on the study. You, your employer, and your ACAP should work together to find a Registered Training Organisation (RTO) to deliver your qualification.



Make sure the training provider you choose is accredited as an RTO, or the qualification you receive might not be valid. You can search for approved providers and check their status on **Your Career**.

Types of RTOs

There are over 4,000 RTOs across Australia, including institutions such as:

- TAFEs
- Universities and colleges
- Private and independent providers
- Industry associations
- If you're doing an SBAT, your school may even be registered as an RTO

Each has their own delivery methods, fees, and support options, so it's worth doing some research to find the one that suits you best.

Things to consider

When choosing a training provider, here are some things you and your employer should consider:

- Does the course allow you to work in your chosen job or industry?
- How and where is the training delivered?
- What are the course costs?
- How many hours a week are you expected to study, including both classroom and self-directed learning?
- What support services does the provider offer to students and employers?



The training contract and plan

The final step towards starting your apprenticeship or traineeship is bringing everything together in a formal agreement made up of a training contract and a training plan. Once the contract and plan are registered, your apprenticeship or traineeship officially begins.

What's in the training contract?

Your training contract is a legal agreement between you and your employer on the details of your apprenticeship or traineeship, such as:

- The qualification you'll study
- How long your training is expected to take (sometimes called a "nominal term")
- How many hours a week you'll spend at work and training
- The length of your probationary period
- Each party's obligations and responsibilities

Note that this is separate from your [employment contract](#), which specifies things like your job title, pay, leave, conditions, and other work entitlements and responsibilities.

What's in the training plan?

Your training plan is essentially a roadmap for completing your qualification. It should include:

- Which individual units you'll study as part of your qualification
- Proposed start and end dates
- How each unit will be delivered and assessed
- What support services and/or training materials are provided (if necessary)

As you complete units throughout your apprenticeship or traineeship, your plan will be updated to show you have met specific competencies required for completion. It's also used to monitor your progress and ensure you're on track to finish your training within the agreed timeframe.

The training contract and plan must be agreed to and signed by all responsible parties: you (or a parent or guardian if you're under 18), your employer, the RTO, and the ACAP. If you're undertaking an SBAT, you also need approval from your school.

Once they've been signed, your ACAP is responsible for registering the contract and plan for approval with your state or territory's training authority. The ACAP will also keep in touch regularly throughout your apprenticeship or traineeship to provide support for you and your employer.

Making changes to the contract or plan

Sometimes life doesn't always go as planned, and there might be times when the details of your training contract or plan need to be changed. This might be because:

- Your personal details have changed (e.g. you move to a new address or change your name)
- You want to study a different qualification
- You want or need to switch from full-time to part-time work and/or study (or vice versa)
- You want or need to change your employer or RTO for any reason
- You need to extend the end date of your contract or plan

In any case, you (or a parent or guardian if you're under 18), your employer, and/or the RTO need to agree to any changes before submitting them to your ACAP. You might also need to provide supporting forms or documentation depending on the significance of the changes.

If your employer or RTO try to make major changes without your agreement, **do not** sign anything and contact your ACAP or state or territory's training authority as soon as possible for advice.

Suspensions

There are some circumstances in which you can suspend or pause your training contract if you need extended time off, including for illness or injury, a gap year, or parental leave.

Your employer may also want to suspend your contract if they're struggling to fulfil their commitments due to a decrease in business or lack of work.

Suspensions typically range from 6 weeks to 12 months in length and must be agreed to by all parties. The benefit of suspending your contract rather than cancelling it is knowing you can pick up exactly where you left off once the suspension is over.

You must also organise [leave](#) from your job separately if required.

Cancellations

In rare circumstances, if you, your employer, or your RTO can't agree on changes or a suspension, you might want to cancel your contract.

It may also be cancelled if your employer or RTO close down and you can't or don't find a replacement within a certain timeframe.

Cancellation should always be a last resort, and it's recommended you discuss your options with your ACAP or the relevant training authority first.

Note that terminating your employment contract is a separate process. If you lose your job, there is support available to help you continue your training with a different employer.

Starting out

You're finally ready for your first day on the job - here's what you might be able to expect and ways you can prepare.

Probation

When you first start with your employer, you'll be put on what's known as probation. This is a trial period of 3 to 9 months in length that allows you and your employer to see how you work together and decide if it's the right fit going forward for the rest of your training. The probation period counts towards the total length of your training contract.

Probation for your training contract is different to [general employment probation](#), which is usually 3 to 6 months. You need to fulfil both probation periods, but they usually overlap.

If you transfer to a new employer during your training, you usually don't need to go on probation for your training contract again, but you will need to start a new general probation period.

Induction

Employers understand that when you're just starting out, you won't know much about your role or the workplace. Along with a representative from your ACAP, your employer should provide you with an induction to take you through the basics. It usually includes things like:

- Introducing you to your new colleagues, including a supervisor who will train and mentor you throughout your apprenticeship or traineeship
- Showing you around the workplace or site
- Explaining your role, tasks, and responsibilities
- Covering expectations around start and finish times, dress code, and other workplace policies and procedures
- Discussing workplace health and safety procedures

This is also the perfect time for you to:

- Ask any questions you have
- Clarify when you'll be away from work for study
- Provide your employer with your tax, super, and banking details (if you haven't already)

The day before

Make sure you know where to go, what to wear, and what you need to bring for your first day. Have your commute details all worked out in advance too - if you're not rushing, you'll be less likely to forget something and start the day feeling more relaxed.

A good night's sleep can help you manage your emotions more easily, focus better, and generally feel more in control. Don't forget to set your alarm and wake up with plenty of time to prepare.

Showing enthusiasm

Pay attention to everything you're told or shown. You won't be expected to remember it all, but your colleagues will appreciate that you're trying. You can always ask for a pen and paper and make some notes to refer back to later.

Make sure you arrive on time, if not a little bit early. Not only does it show commitment, it also indicates that you're reliable.

Do your best to understand what's expected of you and don't be afraid to ask questions.

Asking for help

Starting a new job can be overwhelming, but remember that there are plenty of people around who can help.

Let your supervisor or employer know if you need support - in most cases they should be willing and able to provide any reasonable adjustments.

ACAPs offer a variety of free services to apprentices and trainees, including pastoral care, mentoring, counselling, and advice tailored to your needs.

If you're doing an SBAT, you can always chat to your school if you have any concerns or are struggling to keep up.

And don't forget the support of your family and friends.



Wages, fees, and funding



If you have concerns about unfair treatment or an unsafe work environment, tell a trusted adult and search for advice from the **Fair Work Ombudsman** or your state or territory's **workplace health and safety regulator**.

Pay and entitlements

As an apprentice or trainee, the total amount of hours you work each week includes both time spent in employment and attending training at your RTO (excluding school-based apprentices and trainees). A full-time apprentice or trainee typically works 38 hours a week and anything less than this is considered part-time.

Your hourly rate of pay will vary depending on the type of apprenticeship or traineeship, how much training you've completed, your age, and if your industry is covered by an [award](#). You can use the Fair Work Ombudsman's [Pay and Conditions Tool](#) to estimate your pay.

Apprentices and trainees are covered by the same [National Employment Standards](#) as any other employee when it comes to things like leave, public holidays, and working conditions.

Fees and costs

Before enrolling, discuss course fees with the RTO and find out what you need to pay. They can also provide information on when fees must be paid by or help set up a payment plan. If your qualification is Diploma-level or above, you may be able to defer your course fees through a [VET Student Loan](#).

State and territory governments provide funding for certain qualifications that reduce or eliminate course fees for students (often known as 'fee-free' training). Check if subsidies are available for a course in your location on [Your Career](#).

In some cases, you can be reimbursed by your employer for course costs and fees, including things like textbooks. You might also be eligible for allowances from either your employer or the government for things like travel, tools and equipment, and other costs related to your training.

The [Fair Work Ombudsman](#) has more information on reimbursements and allowances for apprentices and trainees. You can also find financial incentives and support you might be eligible for using the [Australian Apprenticeships Incentives Explorer](#).

Opportunities by Career Cluster

Looking for inspiration for your future career? We've found a variety of apprenticeship and traineeship options for people in each Career Cluster to explore.

The first year wage for each occupation was calculated using the Fair Work Ombudsman's **Pay and Conditions Tool**, assuming the apprentice or trainee is a recent school leaver who has completed Year 12 and is working full-time. Keep in mind it might be different based on your personal circumstances.

Coordinators

Guardians

Informers

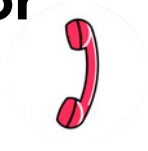
Innovators

Linkers

Makers



Opportunities for Coordinators



Coordinators organise, manage, and administer our events, systems, and economy. They play a vital role in making sure everything runs smoothly and goes to plan.

Coordinators are:

- organised
- time management experts
- planners
- strong communicators
- collaborators
- multi-taskers
- decisive

You're likely to find more traineeships than apprenticeships as a Coordinator, as jobs often involve written or desk-based work.

You can find Coordinators in every single industry, organisation, and business taking care of important administration and management.



Payroll Officer

Type	Traineeship
Qualification	Cert III in Accounts Administration
1st Year Wage	\$566.20 per week

Events Assistant

Type	Traineeship
Qualification	Cert III in Events
1st Year Wage	\$566.20 per week

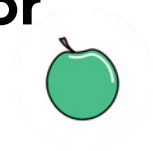
Emergency Response Officer

Type	Traineeship
Qualification	Certificate III in Emergency Response and Rescue
1st Year Wage	\$551.70 per week

Purchasing Officer

Type	Traineeship
Qualification	Certificate IV in Procurement and Contracting
1st Year Wage	\$587.72 per week

Opportunities for Guardians



Guardians are people who are focused on our health and wellbeing. They want to support others to be the best versions of themselves, which means they work in healthcare settings, wellness industries, and protect our safety.

Guardians are:

- empathetic and caring
- resilient
- organised
- excellent with interpersonal skills, such as listening and communication
- good at thinking outside the box to form diagnoses and find solutions

You can expect find both apprenticeships and traineeships in this field.

Skills and positions in Guardian roles are always in-demand, so there are plenty of options to consider if you'd like to upskill down the track.



Hairdresser

Type	Apprenticeship
Qualification	Cert III in Hairdressing
1st Year Wage	\$615.51 per week

Aged Care Worker

Type	Traineeship
Qualification	Cert III in Individual Support
1st Year Wage	\$551.70 per week

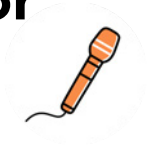
Fitness Trainer

Type	Traineeship
Qualification	Cert III in Fitness
1st Year Wage	\$551.70 per week

Medical Laboratory Technician

Type	Traineeship
Qualification	Cert III in Laboratory Skills
1st Year Wage	\$566.20 per week

Opportunities for Informers



Informers are people who know a lot about something, and they use their expertise to help others. With their help, we can manage our educational, legal, social, and financial responsibilities, and participate in society.

Informers are:

- knowledgeable in their subject area
- great communicators
- analytical
- collaborators
- problem solvers
- detail-oriented

You're likely to find more traineeships than apprenticeships as an Informer, as jobs are often more academic than hands-on.

You could be working in schools, businesses, training organisations, universities, government, the intelligence industry, and the arts as an educator or consultant, or you might focus on research and analysis.



Outdoor Instructor

Type	Traineeship
Qualification	Cert III in Outdoor Leadership
1st Year Wage	\$566.20 per week

Teacher Aide

Type	Traineeship
Qualification	Cert III in School Based Education Support
1st Year Wage	\$566.20 per week

Cyber Security Officer

Type	Traineeship
Qualification	Cert IV in Information Technology
1st Year Wage	\$587.72 per week

Legal Assistant

Type	Traineeship
Qualification	Cert IV in Legal Services
1st Year Wage	\$587.72 per week

Opportunities for Innovators



Innovators come up with new ideas and ways of doing things. They design, engineer, and develop everything from the clothes we wear, to the food we eat, the homes we live in and the roads we drive on.

Innovators are:

- creative
- curious
- great problem-solvers
- continually seeking out new ideas, processes, and technologies
- driven to see what's possible and turn "what ifs" into reality.

You might find that there are more traineeships on offer for Innovators, as many of the careers are non-trade based.

Many Innovators work with technology in their jobs (even when the final output is analogue) and they may need specialist training to be able to use it.



Graphic Designer

Type	Traineeship
Qualification	Cert III in Design Fundamentals
1st Year Wage	\$551.70 per week

Florist

Type	Traineeship
Qualification	Cert III in Floristry
1st Year Wage	\$566.20 per week

Artisan Baker

Type	Apprenticeship
Qualification	Cert III in Baking
1st Year Wage	\$615.51 per week

Content Creator

Type	Traineeship
Qualification	Cert IV in Screen and Media
1st Year Wage	\$615.51 per week

Opportunities for Linkers



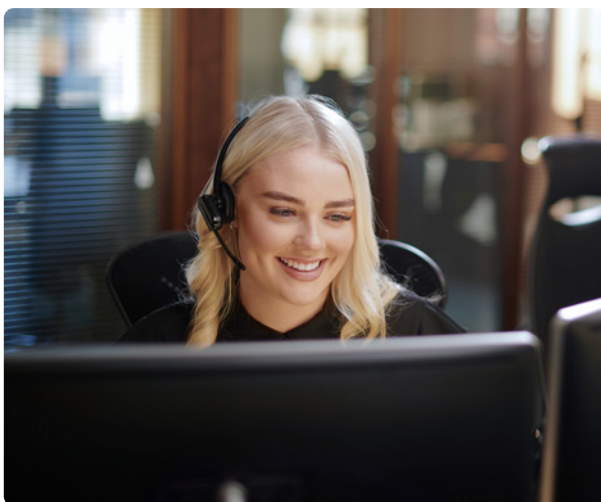
Linkers are people who help us find, choose, and use the services, support, and products we need. This includes people who help us plan our travel, find our relatives in the hospital, and connect us with support services.

Linkers are:

- relationship builders
- customer service stars
- active listeners
- lifelong learners
- problem solvers
- critical thinkers

You might find more traineeships in this area as many roles are non-trade based.

While technology might replace some aspects of a Linker's job, they still need specialised skills to handle the more complex problems that can't be dealt with by automated systems.



Retail Assistant

Type	Traineeship
Qualification	Cert III in Retail
1st Year Wage	\$566.20 per week

Advertising Assistant

Type	Traineeship
Qualification	Cert IV in Marketing and Communication
1st Year Wage	\$587.72 per week

Library Officer

Type	Traineeship
Qualification	Cert IV in Library and Information Services
1st Year Wage	\$587.72 per week

Community Liaison Officer

Type	Traineeship
Qualification	Cert III in Community Services
1st Year Wage	\$566.20 per week

Opportunities for Makers



The Makers keep everything working as it should. They operate machinery and vehicles, fix equipment and technology, construct software and buildings, and prepare our food.

Makers are:

- technically skilled
- practical
- hands-on
- attentive to details
- excellent at following procedures
- critical thinkers
- analytical problem solvers

You might find more apprenticeships than traineeships in this field due to the hands-on or technical nature of some jobs.

As the world of work evolves, it's likely that some Makers may do less manual labour and instead focus more on monitoring, maintaining, and operating the machinery that replaces them.



Electrician

Type	Apprenticeship
Qualification	Cert III in Electrotechnology Electrician
1st Year Wage	\$682.76 per week

Horticulturist

Type	Apprenticeship
Qualification	Cert III in Horticulture
1st Year Wage	\$615.60 per week

Chef

Type	Apprenticeship
Qualification	Cert III in Commercial Cookery
1st Year Wage	\$615.50 per week

Joiner

Type	Apprenticeship
Qualification	Cert III in Joinery
1st Year Wage	\$657.44 per week

Further reading

Before you sign a contract and start working, you should read up about your rights and responsibilities, as well as those of your employer. You should also find out what your entitlements are, so you know what to expect and you can ensure that you're getting a fair deal.

Useful sites and resources

Australian Apprenticeships	apprenticeships.gov.au
Your Career	yourcareer.gov.au
Jobs and Skills Australia	jobsandskills.gov.au
Fair Work Ombudsman	fairwork.gov.au
Pay and Conditions Tool	calculate.fairwork.gov.au
Skills NSW	skills.education.nsw.gov.au
Apprenticeships Victoria	apprenticeships.vic.gov.au
QLD Department of Trade, Employment and Training •	dtet.qld.gov.au/training/apprentices
Skills Canberra	act.gov.au/skills
SA Skills Commission	skillscommission.sa.gov.au
WA Apprenticeship Office	wa.gov.au/organisation/apprenticeship-office
NT Government	nt.gov.au/employ/apprenticeships-and-traineeships
Skills Tasmania	skills.tas.gov.au/learners
Study Work Grow	studyworkgrow.com

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