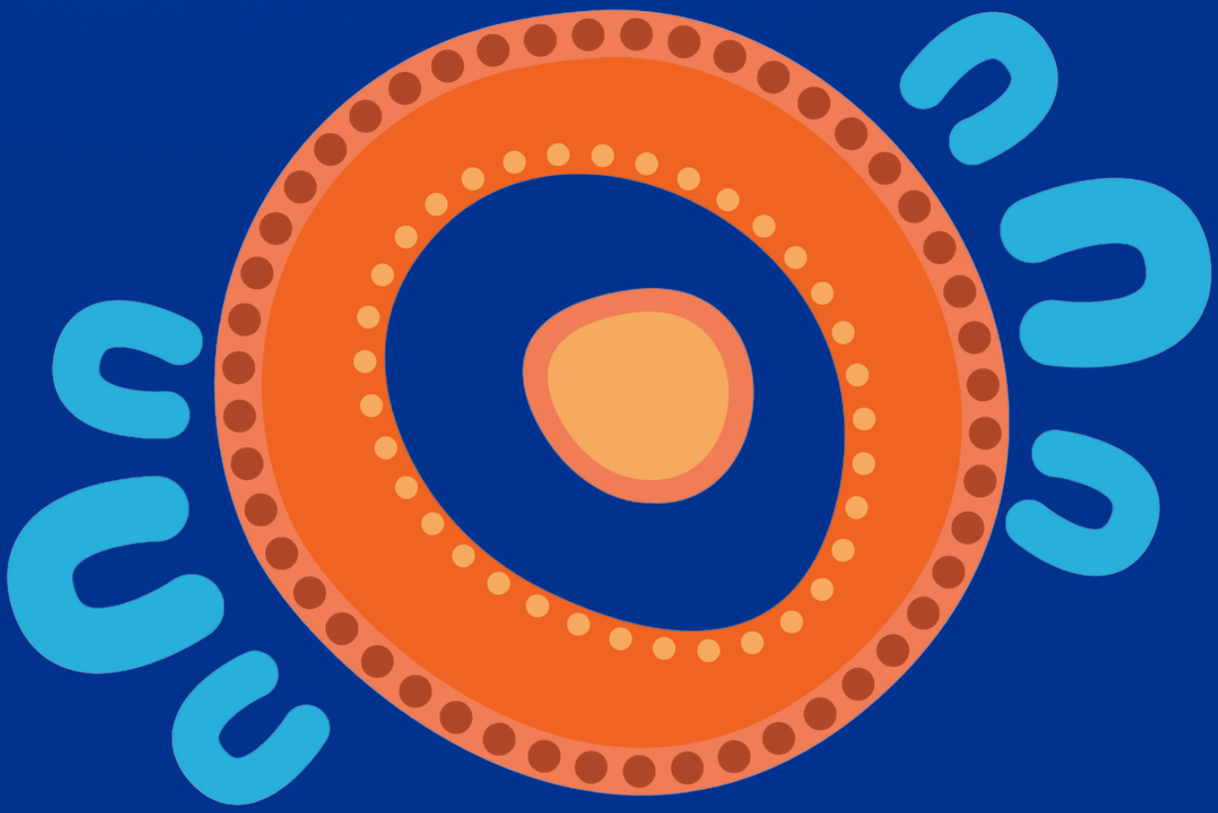
Career Tools

2026 Aboriginal and Torres Strait Islander Careers Directory

Employment Opportunities and Programs

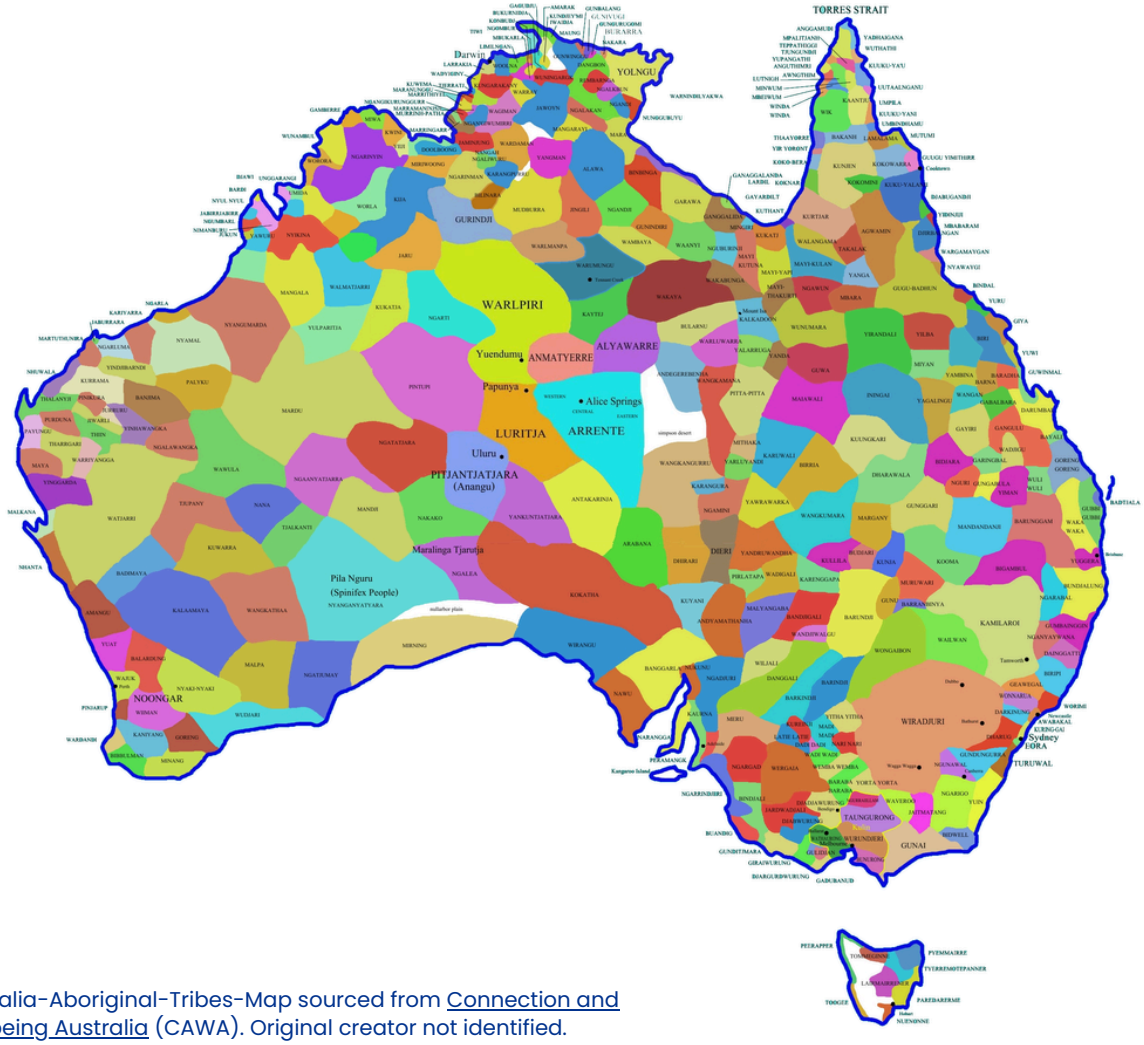


The cover artwork is by Brittany Cochrane, an Aboriginal artist from Biripi Country. It represents a meeting circle with people gathering knowledge to further their journey in life. The meeting circle is attached to lines that symbolise the connection between each meeting place and the journey of the peoples' careers and lives.

About This Guide

The First Nations Peoples of Australia hold the oldest continuous culture on our planet, with a strength and resilience that has endured despite the impacts of colonisation. Separation from country, culture, and kin has caused ongoing harm, including intergenerational trauma that continues to shape health, education, and employment outcomes. Governments, educators, and employers work together under the National Agreement on Closing the Gap to remove barriers and build pathways forward. Aboriginal and Torres Strait Islander school students are encouraged to take up these opportunities to continue shaping a future that benefits their own wellbeing and the country as a whole.

Career Tools acknowledge the Traditional Owners and Custodians of the land on which we live, learn and work, and we pay our deepest respects to Elders past, present and emerging. We recognise the diverse skills and talents of First Nations peoples and aspire to create an inclusive career development platform that celebrates cultural wisdom, nurtures aspirations, and supports the journey towards fulfilling careers.



Australia-Aboriginal-Tribes-Map sourced from Connection and Wellbeing Australia (CAWA). Original creator not identified.

DISCLAIMER
This resource contains a selection of programs specific to Aboriginal and Torres Strait Islander Peoples. Providers may make changes, so check individual websites. Published September 2026 © Career Tools

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Terminology throughout the directory

Traineeship: paid part-time or full-time work combined with study towards a nationally recognised VET qualification (usually Certificate II or III).

Apprenticeship: paid, structured training leading to a trade or technical qualification (usually Certificate III, IV or a Diploma).

Cadetship: paid work experience while you study, sometimes continuing into a full-time role upon completion.

Pre-employment program: Courses combining theory and practical training that prepare you for entry into a specific career or recruitment process.

Note: This directory lists opportunities you can apply for while still at school, or after you finish Year 12. It is not an exhaustive list but gives an idea of the range of opportunities available. Different programs, such as internships and cadetships, are available to university students. Ask prospective universities what's available before you enrol.

Banking & Finance

ANZ First Nations Traineeships

- **National**

School-based (Year 11 & 12 students) and full-time traineeships, leading to a certificate-level qualification and on-the-job experience while earning a wage. Trainees are employed through a Group Training Organisation partner, who provides guidance throughout the traineeship and support applying for current opportunities.

CommBank Traineeships

- **National**

School-based Traineeships give Year 11 & 12 students a taster of a career in the financial services industry. Along with on-the-job experience, the program offers the opportunity to gain valuable skills and confidence. Full-time/Part-time Traineeships run for 12-18 months with ongoing training and support and the potential to be offered a permanent position at the program's conclusion.

NAB First Nations Traineeships

- **National**

School-based traineeships run part-time over two years for Year 11 and 12 students, combining a Certificate II or III in Business with branch experience and mentoring. Adult traineeships run full-time over 12 months towards a Certificate II, III or IV in Business, building the skills and confidence to pursue a career in financial services, with potential for a permanent role.

Westpac Indigenous Traineeships

- **National**

School-based and full-time traineeships in banking and finance, working towards a nationally accredited qualification. School-based roles run part-time during Years 11 and 12, with training contributing to the HSC or equivalent. Full-time roles suit those ready for the workforce. Graduates can apply for a permanent role.

Defence & Emergency Services

Ambulance

Queensland Ambulance Service Indigenous Paramedic Program

- **Queensland**

A paid cadetship combining full-time work as an ambulance officer with fully funded study through Central Queensland University. Cadets progress through a Certificate IV in Health Care, a tertiary enabling course, then a Bachelor of Paramedic Science. Requires a Year 12 Certificate or Certificate III and a manual driver's licence.

Defence

Australian Defence Force Indigenous Pre-Recruit Program

- **VIC, NSW**

A 6-week program building fitness, confidence and resilience ahead of Initial Military Training. Includes classroom learning, physical fitness and adventure training, delivered at HMAS Cerberus in Victoria, Kapooka or RAAF Wagga in New South Wales, with mentoring from serving ADF members. There is an Aboriginal and Torres Strait Islander Specialist Recruiting Team for guidance through the application process.

Fire

Indigenous Fire and Rescue Employment Strategy

- **New South Wales**

A recruitment readiness pathway preparing participants for careers as Permanent Firefighters with FRNSW. Includes simulated recruit training activities, a Nationally Recognised Certificate III delivered by TAFE NSW with flexible online and face-to-face learning, and targeted insight into the FRNSW recruitment process, building confidence and resilience along the way.

Defence & Emergency Services

Police

Australian Federal Police First Nations Pathway

- **ACT**

A 12-month program placing participants in non-policing support and specialist roles at the AFP, no formal qualifications required. Includes three rotations across business areas, professional development and dedicated support. Based in Canberra, starting in February, with financial help to relocate. A permanent job is guaranteed on completion.

Indigenous Police Recruitment Our Way Delivery (IPROWD)

- **New South Wales**

A fully funded course preparing participants for careers with the NSW Police Force or Australian Federal Police. Delivered over 18 weeks face-to-face or 24 weeks flexible, it covers core skills, fitness preparation, recruitment support and mentoring, plus an excursion to NSW Police Academy. Applicants must be 18 at course start.

Queensland Police Service First Nations Recruit Preparation Pathway

- **Queensland**

A 6-week, full-time course at the Queensland Police Academy preparing participants for entry into Recruit Training. Covers policing fundamentals, law and procedure, fitness, interviewing skills and ACER test preparation, with mentoring through the First Nations network. Participants receive a police recruit's salary, plus free accommodation and meals.

WA Police Aboriginal Cadet Program

- **Western Australia**

A 12-month program combining two weeks of training at the WA Police Academy with paid work assisting Police Officers at stations across metropolitan WA. Cadets receive mentoring and guidance throughout, with no specific school subjects or grades required to apply. For applicants aged 17 to 25.

Government & Public Sector

Aspiring Koorie Teachers Program (AFL SportsReady)

- **Victoria**

Combines paid work, study and mentoring towards a career in education. Participants work as an Education Support Officer in a Victorian government school two days a week, study online three days a week towards a funded Certificate IV, then move to full-time work. For applicants 18+.

Australian Government Indigenous Apprenticeships Program

- **National**

A 12-month, paid apprenticeship into a permanent, ongoing role in the Australian Public Service. APS2 apprentices complete a Certificate IV in Government and APS3 apprentices a complete a Diploma in Government, with study time built into paid work hours. On graduating, apprentices move up to the next APS level within their agency.

Roles span administration, policy and program development, service delivery, finance, human resources and IT, across all 30 participating agencies. Applicants nominate preferred agencies and locations, with placements available in most major cities and some regional and remote areas.

No qualifications are required, although Year 12 (or equivalent), or Year 10 plus two years' work or further study, is ideal, though relevant work experience can substitute. Each apprentice is supported by a workplace buddy and a dedicated mentor, alongside a local program coordinator and central support team.

Applications run in three stages: an online application (resume, two referees, a 300-word response), a Virtual Assessment Centre (panel interview plus assessment, preceded by an optional informal yarning session), then an employment offer subject to pre-employment checks.

Department of Infrastructure and Transport Aboriginal Traineeship Program

- **South Australia**

A full-time, 18-month traineeship in administration or project support roles, with one day a week completing a Certificate III. Paid, with on and off the job training and the chance of an ongoing position afterwards. Open to applicants aged 17 and over who haven't previously worked in the public sector.

Government & Public Sector

digIT Aboriginal IT Employment Program

- **New South Wales**

A 24-month paid traineeship in digital health with eHealth NSW and SDPRIA, working across NSW Health agencies in metropolitan Sydney. Covers areas such as architecture and delivery, customer services, finance and service delivery, leading to a nationally accredited IT qualification. No prior experience required, with cultural mentoring throughout.

Solid Futures Aboriginal Traineeship Program

- **Western Australia**

Solid Futures provides formal training, paid full-time employment and support from First Nations mentors to complete a Certificate III in Government. The traineeship runs each year in metropolitan and regional areas across Western Australia, matching trainees with public sector agencies and providing ongoing support throughout the placement.

Yuranha Department of Communities and Justice Pre-Employment Program

- **New South Wales**

Prepares you for roles across DCJ, including child protection caseworker, community corrections officer, correctional officer, services and programs officer and youth officer. Delivered with registered training organisations over 8 to 12 months at Ultimo TAFE, leading to a Certificate IV in Community Services.

Yuranha Department of Communities and Justice Traineeships

- **New South Wales**

School-based and full-time traineeships combine paid work with a nationally recognised qualification. School-based trainees can start in Year 10, completing a minimum 100 days' paid work by Year 12 towards a Certificate II or III. Full-time trainees complete two years towards a Certificate III or IV, with no HSC required.

Health & Community Services

ATSICHS Brisbane Traineeships

- **Queensland**

Full-time, paid traineeships across five streams: medical reception, business administration, information technology, primary health care and dental assisting. Combines on-the-job training with a nationally recognised qualification through a registered training organisation. Open to Queensland residents aged 15 and over, no longer at school, without a Certificate III or higher.

Bupa Carer Traineeship

- **National**

A 12-month traineeship in aged care combining paid, on-the-job experience with a Certificate III in Individual Support (Ageing). Support is provided by a dedicated Indigenous Careers team through a culturally safe recruitment process. Roles are available across Bupa's aged care homes nationally.

NACCHO First Nations Health Worker Traineeship Program

- **National**

Complete a Certificate III or IV in Primary Health Care, delivered through Aboriginal Community Controlled Health Organisations across Australia. Trainees receive wrap-around support, including supervision and workplace guidance, to help them finish their course and move into health worker or health practitioner roles. Run across urban, regional and remote Australia.

Queensland Health Deadly Start School-Based Traineeships

- **Queensland**

For students starting Year 11, delivered across Queensland Health hospitals and health services. Over 12 months, trainees work one day a week towards a Certificate II and III plus First Aid and CPR certification, gaining hands-on experience in areas such as administration and allied health assistance.

Health & Community Services

The Ramaciotti Regional and Remote Health Sciences Training Centre

- **Northern Territory**

The Menzies-Ramaciotti Centre offers traineeships, work experience and cadetships in health sciences for regional and remote NT youth. Traineeships suit school leavers seeking a pathway into the health workforce before or instead of tertiary study, with training in laboratory skills, health promotion and allied health, supported by mentors and dedicated trainers.

UnitingCare Aboriginal and Torres Strait Islander Traineeship program

- **Queensland**

Trainees gain on-the-job training in Human, Health or Community Services, working toward a qualification in Business Administration, Community Services, Customer Service, Health Services, Food Services or Individual Support, supported by mentors in a culturally safe environment. Two options: school-based traineeships for Year 11/12 students, and full-time/part-time traineeships for Certificate III entrants.

Mining & Resources

NRW Civil & Mining Powerup Pre-Employment Program

- **WA, QLD**

Building entry-level skills for those entering the civil and mining industries. Tailored to meet specific project requirements, it delivers competency-based training through hands-on activities such as driving haul trucks and rollers, along with occupational health and safety practices and procedures. New opportunities are advertised as projects arise.

Rio Tinto Traineeships

- **Western Australia**

Provides specialised training that focuses on the development of First Nations People and Women. Work towards a Certificate II or III in roles including automotive electrician, laboratory technician, mechanical fitter, plant operator and track machine operator. Participants receive ongoing support from supervisors, tradespeople, and Indigenous support advisors.

Tourism & Hospitality

NITA Hospitality Traineeships

- **NT, QLD**

Combines paid work, training and residential living for a hospitality or tourism career. At Ayers Rock Resort, trainees can work across Food & Beverage, Housekeeping, Porter, Front Office and Retail. At Mossman Gorge Cultural Centre, options include Food & Beverage, Housekeeping and Tour Guiding.

QANTAS Aboriginal and Torres Strait Islander School-Based Traineeship

- **National**

A paid two-year program for Years 11 & 12 students. Trainees work one day a week (more during school holidays) in areas, such as administration, customer service, engineering, ground operations, freight, and regional airlines. They earn a Certificate II/III qualification, and receive support from their supervisor, colleagues, and Aboriginal and Torres Strait Islander programs team. Register with Maxima.

Trades & Engineering

Department of Transport and Main Roads Aboriginal and Torres Strait Islander School-Based Traineeships

- **Queensland**

A 2-year school-based traineeship for students in Years 10, 11 and 12, combining paid work with vocational training. Trainees work one day a week, completing a minimum 375 hours of paid employment each year, towards a Certificate III in Engineering (Technical) or another relevant qualification, counting towards the QCE.

Essential Energy Field Operations Traineeships for First Nations People

- **New South Wales**

A 12-month training program introducing participants to the electricity industry, building and maintaining the poles and wires that deliver power. It combines formal and on-the-job training towards a Certificate II in Electrotechnology (Career Start), subsidised by the NSW Government. Graduates can apply for an Apprentice Powerline Worker position.

NSW Transport Aboriginal VET Cadet Program

- **New South Wales**

A full-time role combining work and study towards a Certificate IV, with no previous experience required. Cadets work 35 hours a week at Transport Grade 1a salary, with time built in for coursework. Roles are based around metropolitan Sydney, with pathways to apply for internal roles or other entry-level talent programs.

QANTAS Aboriginal and Torres Strait Islander Engineering Apprenticeship

- **QLD, VIC, WA, NSW, ACT**

QANTAS engineering apprenticeships offer an exciting opportunity to become a qualified and highly trained tradesperson, specialising in aircraft maintenance or other trades. Based at Brisbane, Melbourne, Perth, Sydney and Canberra airport maintenance facilities, apprentices train and gain experience in a world-class organisation with first-class facilities.

Group Training & Employment Agencies

Aboriginal Employment Strategy (AES)

- **New South Wales**

A Group Training Organisation employing trainees and apprentices and placing them with host employers across industry sectors. Offers school-based traineeships for Years 10 to 12 and full-time traineeships and apprenticeships, from Certificate II to Advanced Diploma.

AFL SportsReady

- **National**

First Nations initiatives including School-Based Traineeships for students aged 16+; Traineeships for those who are about to complete/who have completed school; the Aspiring Koorie Teachers Now Program; Indigenous Cadetships for university students; and First Nations identified employment opportunities. They also partner with NAB and Commbank to facilitate Indigenous School-Based-Traineeships.

Australian Training Works Group

- **Queensland**

A 100% Indigenous-owned Group Training Organisation and labour hire provider. Services include managing apprentices and trainees, recruitment, workforce development planning, Indigenous cultural consultancy, and a School-to-Work Transition model supporting students from early high school into employment or further education.

Indigenous Employment Australia

- **National**

A national job board connecting jobseekers with employers committed to reconciliation, diversity and inclusion. Jobseekers create a free profile to search and apply for listed roles across a range of industries, including specific community services positions, with employers able to view applicant details when hiring.

Group Training & Employment Agencies

Maxima Indigenous Employment Programs
- **National**

A First Nations-led team connecting jobseekers with cadetships across banking, HR, marketing and IT, school-based traineeships for Year 11 and 12 students, full and part-time traineeships towards a Certificate III or IV, and temporary or permanent roles with employers including Westpac, Qantas, BUPA and Serco.

MEGT
- **National**

A national Apprentice Connect Provider and Group Training Organisation offering one-on-one mentoring for First Nations apprentices and trainees, delivered by First Nations coaches. Runs First Nations banking traineeships and has a job board listing vacancies across other industries.

Mob Jobs
- **Victoria**

A 100% Aboriginal-owned employment agency connecting jobseekers with employers across Australia. Services include culturally safe recruitment, job matching into apprenticeships and traineeships, pre-employment support to build job readiness, and ongoing mentoring before and after placement, across industries.

MobReady
- **NSW, ACT, QLD**

A Group Training Organisation connecting apprentices and trainees with host employers, with a strong focus on rail infrastructure and civil construction across regional and metropolitan areas. Screens and recruits candidates to match host employers, and provides post-placement mentoring delivered by Aboriginal staff, supported by two Aboriginal elders.