NINTIONELIMITED

Decarbonisation pathways guide

Western Australia

Acknowledgement

We acknowledge Aboriginal and/or Torres Strait Islander peoples as the Traditional Custodians of our land and its waters. Ninti One Limited and our project partners wish to pay respects to Elders, past and present, and to the youth, for the future. We extend this to all Aboriginal and/or Torres Strait Islander people reading this document.

Use of sensitive terms

The terms ‘Aboriginal and/or Torres Strait Islander’, Aboriginal’, ‘Indigenous’ and ‘First Nations’ may be used interchangeably throughout our resources. Using these terminologies, we seek to acknowledge and honour diversity, shared knowledge and experiences as well as the right of stakeholders to define their own identities.

Appreciation

Ninti One gratefully acknowledges the contribution of our project partners Alinga Energy Consulting, Community Works, Humanitarian and Development Consulting Pty Ltd, Building Indigenous Capability Pty Ltd and consultants Dr Dan Tyson and Alanna Reneman to the First Nations Engagement in the Transition to Net Zero project and the development of this resource.

We sincerely thank the Cultural Safety in the Decarbonisation Transition Reference Committee for their invaluable guidance and support throughout the project.

We also extend our heartfelt thanks to all the people who generously shared their time and perspectives during the consultation process – your voices are at the heart of this work.

This project was funded by the Australian Government Department of Employment and Workplace Relations.

Disclaimer

Artwork story

This artwork is a story that incorporates the project First Nations Engagement in the Transition to Net Zero. It represents the various pathways First Nations people might take to find their feet in a secure workforce.

Each step of the way – from starting out, to becoming successful and eventually guiding the younger generations – is a journey in itself.

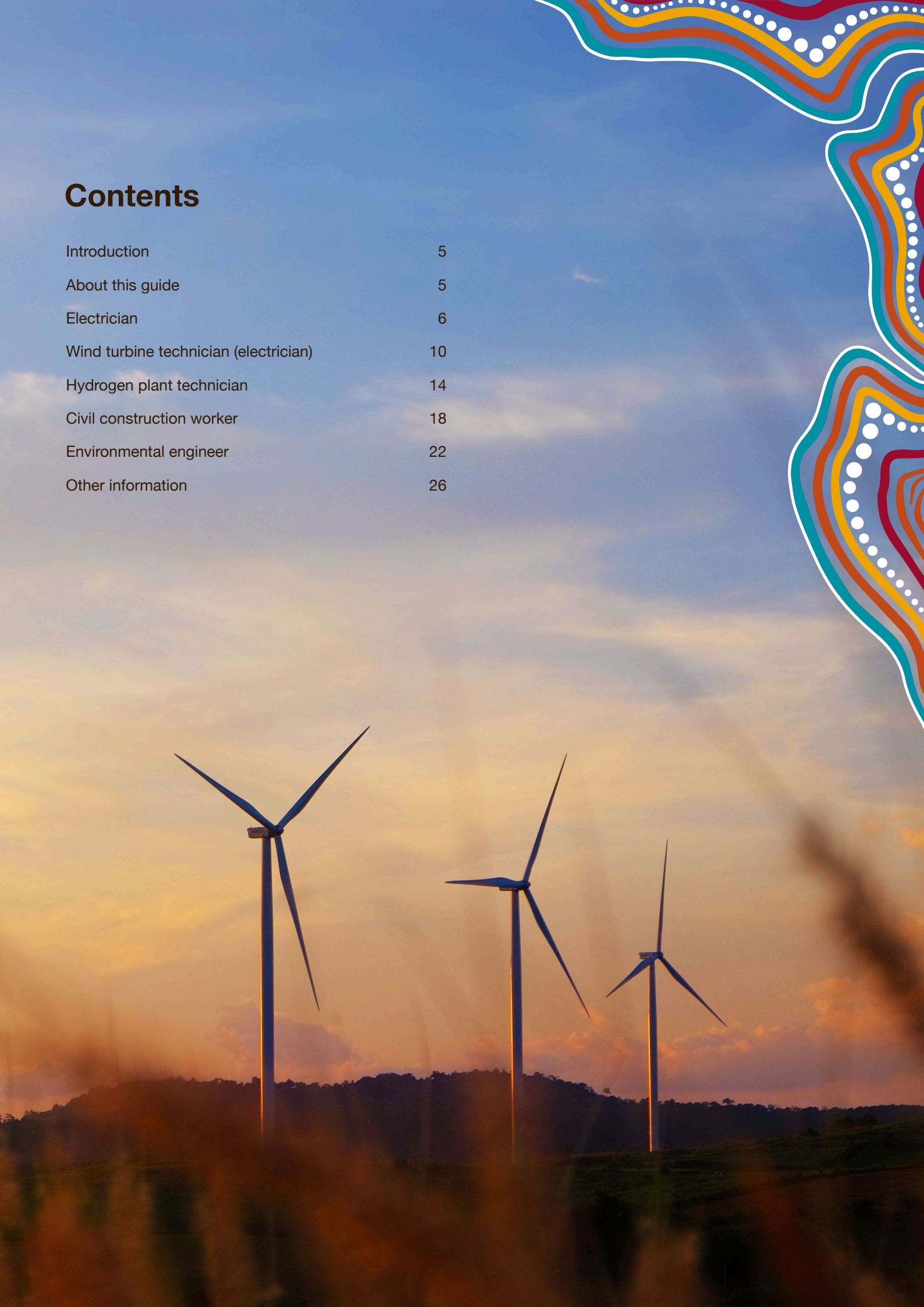
Firstly, people will hear about a job and decide if it is right for them. If this is the path they'd like to take, the next step of this journey is getting skilled up and landing the job. Once the job is secured, they will settle in and ultimately grow and thrive, in order to eventually teach new ones coming through.

Each pathway and section of the design has plenty of community symbols. This represents the support of those who are encouraging and helping to build confidence for these First Nations peoples.

About the artist – Kirralee Costelloe

My name is Kirralee Costelloe, and I am a proud Mandandanji / Noonuccal Woman who was born and raised in Rockhampton, Queensland. My art journey started about 7 years ago when I decided to carry on my Elder's legacy of painting and create my own, for my people, for my family and for myself. I thrive when I'm meeting new people in my community and having the opportunities to teach them about my story, while also creating art for them in many different ways.

Contents



Introduction

The Australian Government is working to accelerate the development of clean energy and the skills and capabilities needed to support Australia's transition to net zero. As part of this, increasing participation of First Nations peoples in the decarbonisation workforce has been identified as a priority.

To inform this work, the Department of Employment and Workplace Relations engaged Ninti One Limited to research the opportunities and barriers for First Nations people in accessing training and employment in the decarbonisation workforce. This research also assessed existing cultural safety measures and identified practical opportunities to create safer, more supportive environments for First Nations learners and workers.

Ninti's research involved extensive engagement with First Nations peoples, organisations, employers, training providers and government stakeholders, with more than 100 consultations conducted nationally.

The project findings are designed to inform the development of tools and resources that will help industry, training providers and government better support participation of First Nations people in Australia's future decarbonisation workforce. This guide also supports the objective identified in the Australian Government First Nations Clean Energy Strategy 2024-30 (the Strategy) to grow the clean energy workforce, including the priority actions to:

- Coordinate First Nations clean energy workforce development
- Improve First Nations workforce readiness
- Develop a First Nations clean energy job guide

The Strategy was developed through engagement with more than 1,200 people across Australia, including First Nations peoples, industry, government and non-government organisations.

About this guide

First Nations people have long cared for Country – managing resources, protecting ecosystems and passing down knowledge across generations. Now, as WA transitions to clean energy, there's an opportunity for mob to lead again – not just by joining the workforce, but by shaping how this sector grows.

Across the state, new jobs are opening up in solar, wind, batteries, grid construction, civil works, engineering and environmental management. Some are major infrastructure projects like Pilbara Hydrogen Hub, Hydrogen Hubs at Oakajee and Geraldton and BP's H2Kwinana Hydrogen Industrial Hub. Others are smaller, community-based and closer to home – offering practical, well-paid work that reflects the strengths, values and goals of mob.

This document gives details about 5 different jobs that have important roles to play in decarbonising industries. The jobs are electrician, wind turbine technician, hydrogen plant technician, civil construction worker and environmental engineer.

The guide will help you explore these roles and see where you fit. For each job, you'll find:

1. a clear explanation of what the role involves
2. a description of why it matters for mob – including how it supports community, protects Country and creates opportunities to walk between 2 worlds
3. out what skills and training are needed, and how to get them
4. the requirements for site readiness, licensing or registration
5. what support is available – including mob-led programs and services
6. where the jobs are across WA
7. step-by-step guidance to help you take the next step.

This isn't just about joining the clean energy transition – it's about making sure our mob are at the centre of it. Leading, not following. Building futures that are strong, grounded and ours.

Electrician

What's the job?

Electricians (or "sparkies") install, fix, and test wiring and electrical systems — from homes and commercial buildings to renewable energy projects like solar farms and battery storage. In Western Australia, electricians are in high demand, especially in clean energy zones where major infrastructure is being built. This job can take you across industries and open doors to specialisations over time — like solar, wind, batteries, or leading your own team.

Why it matters for mob

Electricians are at the heart of the energy transition. It's a hands-on job that lets you work anywhere — city, bush, or coast — while helping power up communities. For mob, becoming a sparkie is about more than income. It's about building independence, growing skills, and staying connected to Country through meaningful, practical work.

This job suits you if you …

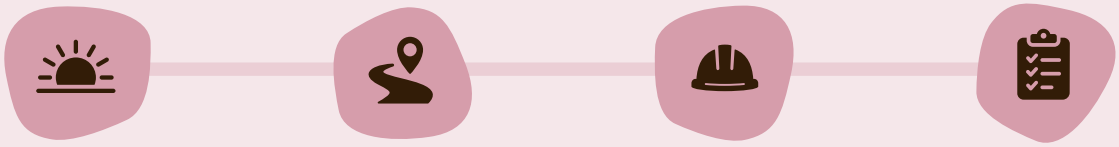
- like working with your hands and solving problems
- are focused and careful – safety matters
- enjoy being outdoors or working in different environments
- are up for a challenge and willing to learn new things
- have or can get a driver's licence (needed to travel between sites and onsite).

Add-ons to get site-ready

- White Card (construction safety training) – required before going onsite
- CPR and low voltage rescue training – updated yearly
- Working at heights / first aid training – often required by employers
- Solar Accreditation Australia (SAA) accreditation – required to install solar or battery systems.

A day on the tools

You'll be indoors and outdoors, sometimes up ladders, on rooftops or in tight spaces. Strong safety habits and team communication are key.



Start early
Safety briefing, gear check and plan for the day.

Head to site
Could be a housing upgrade, battery install or solar job.

Get to work
Run cables, install systems, check circuits or troubleshoot faults.

Wrap up
Test the system, make it safe, record the job and pack down.

What you'll learn (training and qualifications)

Certificate II in Electrotechnology (career start)

A 6-month pre-apprenticeship at TAFE – learn the basics and see if it's for you.

Certificate III in Electrotechnology Electrician

A 4-year paid apprenticeship mixing hands-on site work and TAFE study (usually delivered in person, often weekly or in blocks – some providers offer regional delivery or travel support if needed). You'll learn how to wire homes, fix faults and work on clean energy sites.

Electrician's License

Required to work independently as a qualified electrician.

Career pathways

There are many directions you can take once you're qualified. Here are some roles you might step into as you gain experience:

Lead hand or supervisor
Run jobs and guide apprentices.

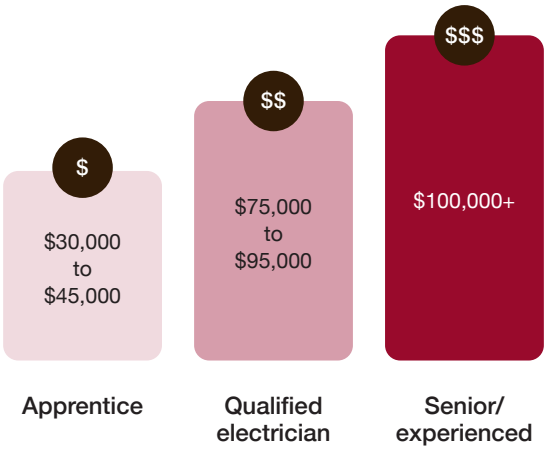
Solar or battery tech
Specialise in clean energy systems.

Inspector or compliance officer
Check safety and quality.

Start your own business
Become your own boss.

What you can earn

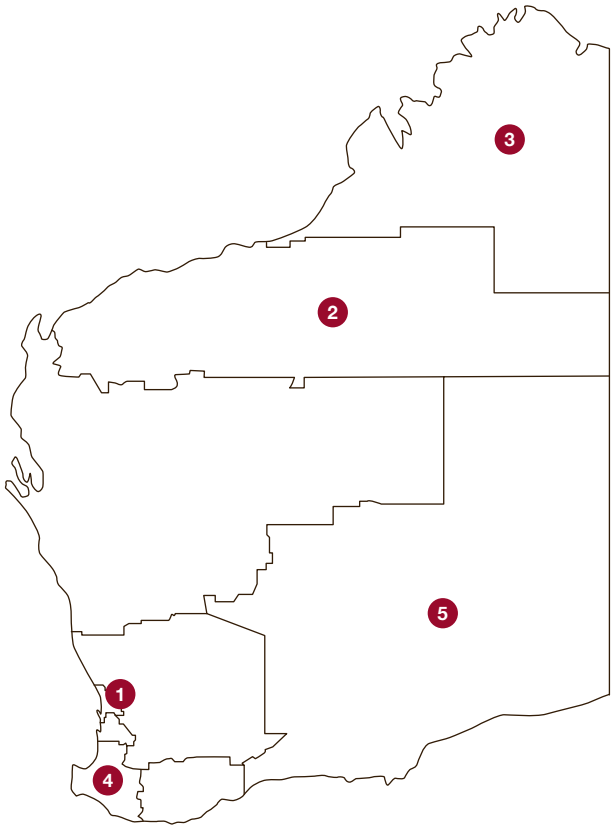
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (WA hotspots)

Region	Opportunities
1. Perth Metro	Building retrofits, solar and battery upgrades, EV chargers
2. Pilbara	Large-scale solar and wind projects, mining electrification
3. Kimberley	Remote community electrification and off-grid renewable systems
4. South West	Renewable energy zones and infrastructure upgrades
5. Goldfields-Esperance	Remote solar builds and FIFO/DIDO roles

Jobs in the decarbonisation workforce are also located outside of these hotspots, visit the First Nations Clean Energy Network to explore local projects involving mob.



How to get started (step-by-step)

1. Get your driver's licence – most jobs require it
2. Get your White Card – basic safety training before you go onsite
3. Do a Cert II at TAFE – gives you the basic knowledge
4. Apply for a paid apprenticeship – 4 years on the job + study
5. Finish your Cert III and apply for your electrician's licence
6. Do extra training (solar, batteries, first aid, etc.) to open more doors
7. Look for jobs – ask TAFE, check job boards or yarn with AES
8. Gain experience – work with a good crew and learn the ropes
9. Grow your career – lead teams, specialise or start your own business

Need help getting there?

- Aboriginal Employment Strategy (AES) – helps mob get apprenticeships and support through the trade
- WA Apprenticeship Office – helps mob secure apprenticeships across Western Australia
- Jobs and Skills WA – offers resources and guidance for those entering the energy sector
- TAFE WA Indigenous Centres – tutoring, wellbeing and cultural support
- New Energy Apprenticeships Program – get up to $10,000 for gear, tools and travel

Wind turbine technician (electrician)

What's the job?

Wind turbine technicians install and maintain the electrical systems inside wind turbines – including the wiring, switchboards and controls that help generate and move power. In Western Australia, the expansion of renewable energy projects, particularly in designated Renewable Energy Zones (REZs), has led to increased demand for skilled technicians in this field. You'll work outdoors, often at heights, in crews that travel together across Country. This job suits people who want to specialise in renewables, stay active and work on the projects powering the clean energy future.

Why it matters for mob

Wind turbine technicians play a crucial role in Australia's transition to clean energy. This hands-on job offers opportunities to work in various environments, from coastal areas to inland regions, contributing to sustainable energy solutions. For mob, this career path not only provides a stable income but also allows for skill development and the chance to work on projects that benefit communities and the environment.

This job suits you if you …

- are comfortable working at heights and in confined spaces
- have strong problem-solving skills and attention to detail
- are willing to travel and work in remote locations
- are physically fit and have good stamina
- have a commitment to safety and continuous learning.

Add-ons to get site-ready

- Global Wind Organisation (GWO) certification – essential for wind turbine technicians. Find a GWO provider near you.
- High-risk work licence – may be required for certain tasks
- White Card (construction safety training) – required before going onsite
- CPR and low voltage rescue training – updated yearly
- Working at heights / first aid training – often required by employers
- Solar Accreditation Australia (SAA) accreditation – required to install solar or battery systems.

A day on the tools

Work often involves climbing turbines, working at heights and being exposed to various weather conditions. Strong safety habits and team communication are essential.

Start early
Safety briefing, gear check and plan for the day.

Head to site
Could be building a wind farm or maintenance on existing turbines, often in a regional area.

Get to work
Inspect electrical systems, perform maintenance, troubleshoot faults or assist in turbine installations.

Wrap up
Test systems, ensure safety protocols are met, document work and pack down.

What you'll learn (training and qualifications)

Certificate II in Electrotechnology (career start)

A 6-month pre-apprenticeship at TAFE – learn the basics and see if it's for you.

Certificate III in Electrotechnology Electrician

A 4-year paid apprenticeship mixing hands-on site work and TAFE study (usually delivered in person, often weekly or in blocks – some providers offer regional delivery or travel support if needed). You'll learn how to wire homes, fix faults and work on clean energy sites.

Electrician's License

Once you finish your apprenticeship, you apply to the Electrical Licensing Board in WA to get licensed. This lets you work on your own and take on bigger jobs.

Career pathways

There are many directions you can take once you're qualified. Here are some roles you might step into as you gain experience:

Lead technician or supervisor
Oversee turbine maintenance teams.

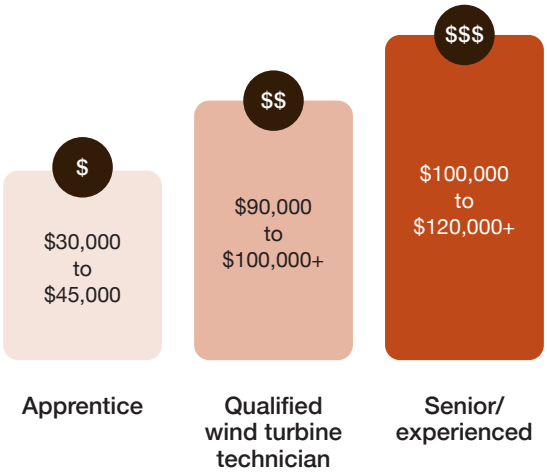
Blade repair specialist
Focus on turbine blade maintenance and repair.

Commissioning technician
Specialise in bringing new turbines online.

Start your own business
Become your own boss in the renewable sector.

What you can earn

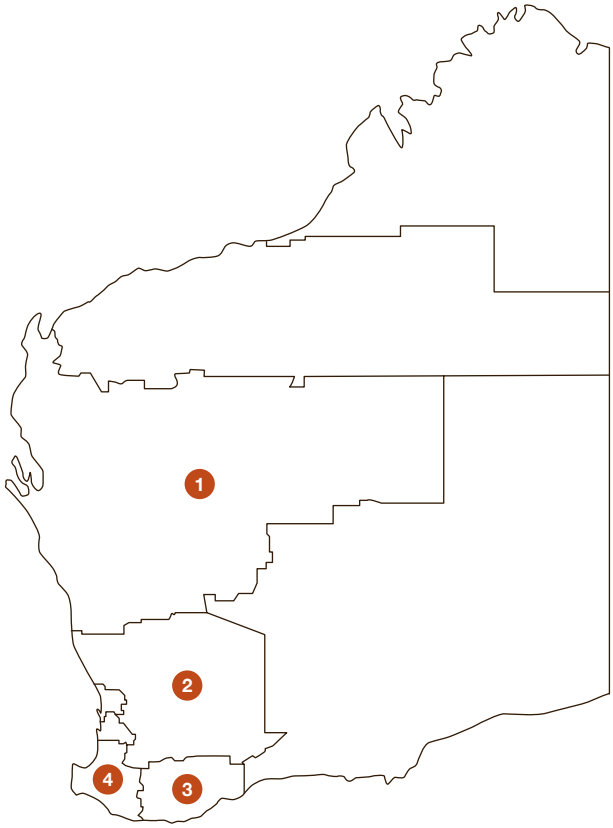
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (WA hotspots)

Region	Opportunities
1. Mid West	Major wind farm projects and maintenance roles
2. Wheatbelt	Expansion of wind energy projects and new installations
3. Great Southern	Ongoing maintenance and development of wind farms
4. South West	Transitioning energy sector with emerging wind projects

Jobs in the decarbonisation workforce are also located outside of these hotspots, visit the First Nations Clean Energy Network to explore local projects involving mob.



How to get started (step-by-step)

1. Get your driver's licence – most jobs require it
2. Get your White Card – basic safety training before you go onsite
3. Do a Cert II at TAFE – gives you the basic knowledge
4. Apply for a paid apprenticeship – 4 years on the job + study
5. Finish your Cert III and apply for your electrician's licence
6. Obtain GWO certification and other relevant training
7. Look for jobs – ask TAFE, check job boards, or yarn with AES
8. Gain experience – work with a good crew and learn the ropes
9. Grow your career – lead teams, specialise or start your own business

Need help getting there?

- Aboriginal Employment Strategy (AES) – helps mob get apprenticeships and support through the trade
- WA Apprenticeship Office – helps mob secure apprenticeships across Western Australia
- Jobs and Skills WA – offers resources and guidance for those entering the energy sector
- New Energy Apprenticeships Program – get up to $10,000 for gear, tools and travel

Hydrogen plant technician

What's the job?

Hydrogen plant technicians help run the systems that turn water into clean hydrogen fuel — using machines, valves, and control rooms to manage the process safely. In Western Australia, hydrogen energy is growing fast, especially in places like the Pilbara and Mid West, where major projects are underway. These jobs can be hands-on or in a control room and are all about safety, teamwork, and looking after the systems that power trucks, trains and industries without pollution.

Why it matters for mob

Hydrogen is part of the clean energy future, and WA is leading the way. Working in hydrogen gives mob the chance to learn new skills, earn good pay, and be part of something big — helping move away from fossil fuels while opening up jobs close to home and across the state. It's a way to build pride and leadership, and help make sure future energy projects work for our people.

This job suits you if you …

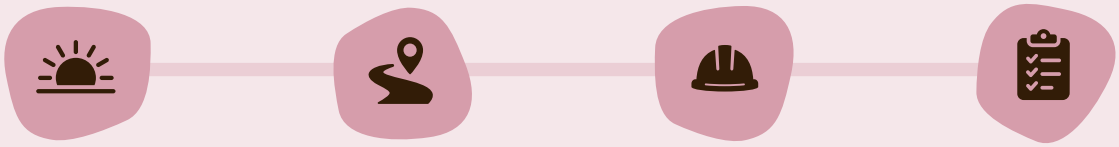
- are safety-conscious – due to the hazardous nature of hydrogen
- are technically minded – comfortable with high-tech equipment and systems
- are a problem solver – able to troubleshoot and resolve technical issues
- are a team player – can work collaboratively with engineers and other technicians
- are physically fit – able to navigate industrial environments and handle equipment.

Add-ons to get site-ready

- White Card (construction safety training) – required before going onsite
- First aid training – often required before starting
- Working at heights / elevated work platform – depends on the site.

A day on the tools

You'll work indoors and outdoors, often in shifts — sometimes day or night. Sites can be big and busy, with strong safety rules in place.



Start early
Prepare gear, check safety systems and plan the day ahead.

Head to site
Monitor electrolysers, compressors, and storage systems; inspect and repair pipes, valves, and control units.

Get to work
Climb and build, install poles and wires, lift and bolt components and follow safety procedures.

Wrap up
Log progress, debrief with the crew and check site safety before finishing up.

What you'll learn (training and qualifications)

Certificate II in Process Plant Operations

A 6-month course introducing you to the basics of transmission line work, including safety and equipment use.

Certificate III in Process Plant Operations

A 4-year paid apprenticeship combining on-the-job training with TAFE study (usually delivered in person, often weekly or in blocks – some providers offer regional delivery or travel support if needed). You'll learn how to construct and maintain high-voltage transmission lines.

Basic Hydrogen Safety Skill Set

Specialised training covering safety regulations and procedures when working with hydrogen.

Professional Certificate of Competency in Hydrogen Energy

This course covers hydrogen production, storage, and utilisation.

Career pathways

There are many directions you can take once you're qualified. Here are some roles you might step into as you gain experience:

Senior Technician
Lead plant operations and mentor junior staff.

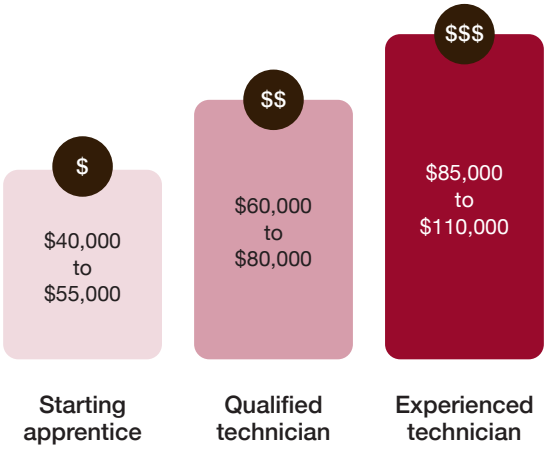
Plant Supervisor
Oversee entire plant functions and teams.

Process Engineer
Advance into engineering roles focusing on process optimisation.

Safety Officer
Specialise in safety protocols and compliance.

What you can earn

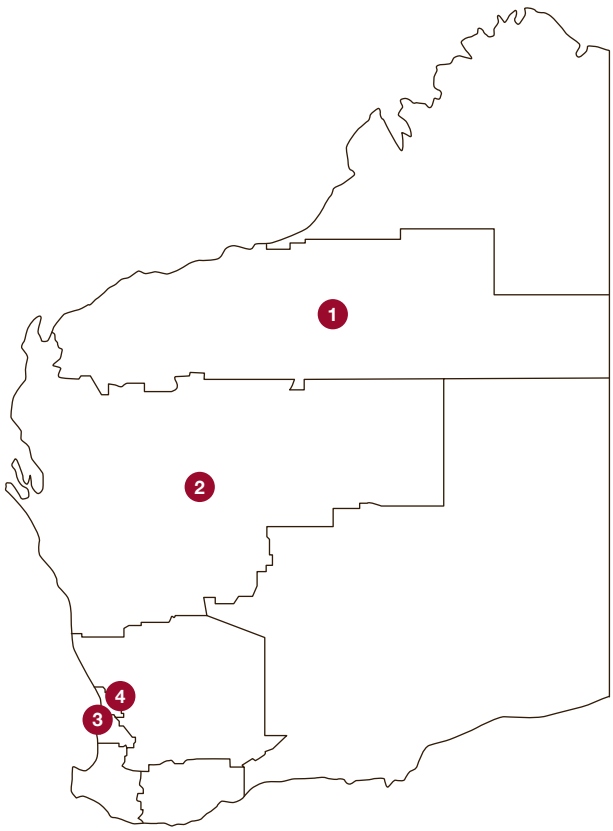
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (WA hotspots)

Region	Opportunities
1. Pilbara	Home to the Pilbara Hydrogen Hub and major export projects
2. Mid West	Hydrogen hubs under development at Oakajee and Geraldton
3. Kwinana	BP's H2Kwinana Clean Hydrogen Industrial Hub and associated projects
4. Perth Metro	Research, pilot projects, and training institutions supporting hydrogen tech

Visit the WA Hydrogen Industry Strategy page to explore local projects involving mob.



How to get started (step-by-step)

1. Get your driver's licence – many sites are regional
2. Get your White Card – basic safety training
3. Try a Cert II in Engineering or Process Operations – a good way to test the waters
4. Apply for a paid apprenticeship – through local TAFE, jobs boards or mob-led programs
5. Complete your Cert III and build on-the-job experience
6. Add safety tickets (like first aid, confined space, gas handling) to expand options
7. Apply for plant or technician roles – and ask if support is available for mob
8. Grow your skills – move into specialist or leadership roles over time
9. Grow your career – lead teams, specialise or start your own business

Need help getting there?

- Aboriginal Employment Strategy (AES) – helps mob get apprenticeships and support through the trade
- WA Apprenticeship Office – helps mob secure apprenticeships across Western Australia
- Jobs and Skills WA – offers resources and guidance for those entering the energy sector
- New Energy Apprenticeships Program – get up to $10,000 for gear, tools and travel

Civil construction worker

What's the job?

Civil construction workers help build the physical foundations of clean energy projects — from roads and drainage to foundations and earthworks. In Western Australia, this work is vital as the state rolls out Renewable Energy Zones, transmission lines, and large-scale solar, wind, and battery projects. Major builds like the Australian Renewable Energy Hub in the Pilbara, the Yuri Renewable Hydrogen to Ammonia Project near Karratha, and the Clean Energy Link transmission upgrades are creating thousands of jobs across regional Western Australia.

Why it matters for mob

This work connects mob to Country and to the future. Civil construction offers real, paid work on projects that will power communities for generations. It's a chance to gain skills, earn strong wages, and be part of building something lasting. These jobs are often based in regional areas, making them more accessible for mob living on Country. With the right support, they can lead to long-term careers in construction, energy, or even running your own business.

This job suits you if you …

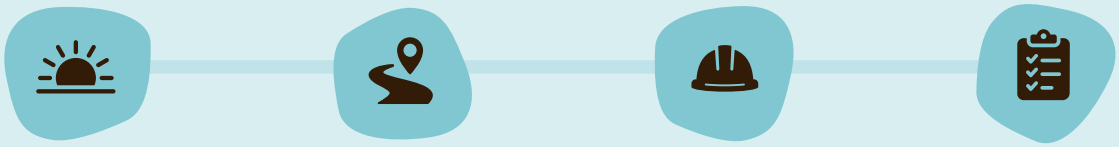
- enjoy hands-on, physical work
- are comfortable working at heights and outdoors
- can follow safety procedures and work in a team
- are willing to travel and work in different locations
- have or can get a driver's licence (often needed for access to site).

Add-ons to get site-ready

- White Card (construction safety training) – required before going onsite
- First aid – often required before starting
- Working at heights / elevated work platform – depends on the site
- Machinery tickets – Certification for operating specific equipment.

A day on the tools

Work is outdoors and physical. You might be using excavators, rollers or hand tools. Some jobs are short-term, others run for months or years.



Start early
Check tools, safety gear and site plans with your crew.

Head to site
Could be at a plant, pipe-laying or constructing roads on site.

Get to work
Operate machinery, dig trenches, pour concrete or build access roads; follow procedures, work as a team, and keep the site clean and secure.

Wrap up
Log progress, pack down equipment and prep for the next day.

What you'll learn (training and qualifications)

Certificate II in Civil Construction

A 3–6-month course covering basic skills like using tools, reading plans, and site safety. Good for testing the waters or starting in labouring or support roles.

Certificate III in Civil Construction

A 3 year apprenticeship covering various aspects of civil construction.

Career pathways

There are many directions you can take once you're qualified. Here are some roles you might step into as you gain experience:

Civil construction worker
Build the foundations of infrastructure projects.

Plant operator
Specialise in operating heavy machinery.

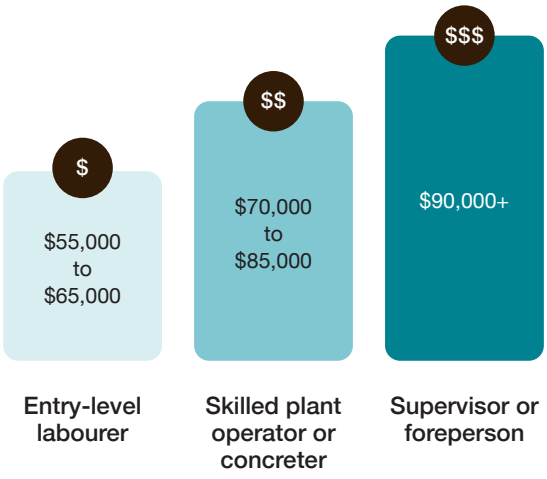
Site supervisor
Lead teams and manage construction sites.

Project manager
Oversee large-scale construction projects.

Business owner
Start your own construction or contracting business.

What you can earn

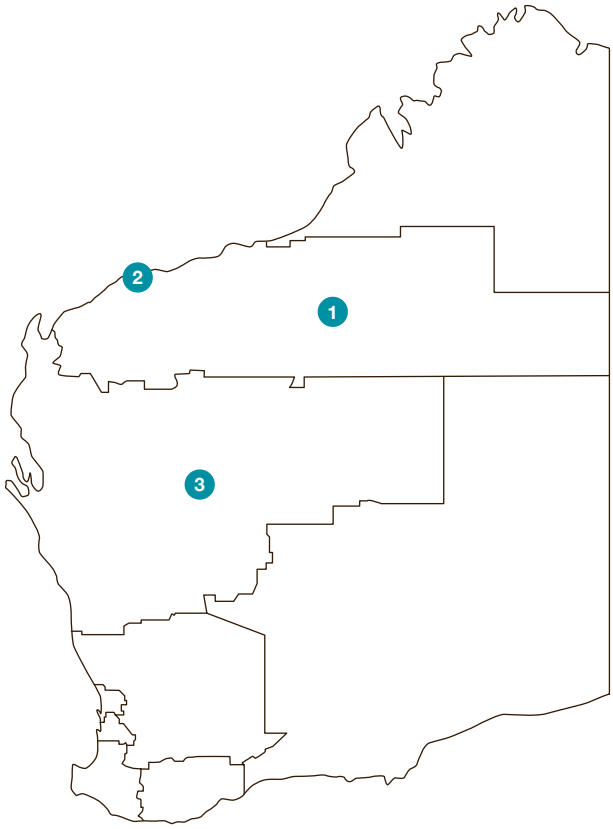
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (WA hotspots)

Region	Opportunities
1. Pilbara	Australian Renewable Energy Hub – a 26 GW wind and solar project supporting green hydrogen production
2. Karratha	Yuri Renewable Hydrogen to Ammonia Project – a $87 million project creating significant construction jobs
3. Mid West	Clean Energy Link transmission upgrades – strengthening the grid to support renewable energy projects

Jobs in the decarbonisation workforce are also located outside of these hotspots, visit the First Nations Clean Energy Network to explore local projects involving mob.



How to get started (step-by-step)

1. Get your driver's licence – needed to travel to and from sites (especially in regional NT)
2. Get your White Card – complete construction safety training before stepping onsite
3. Do a Certificate II in Civil Construction – get hands-on with tools, safety and basic site work
4. Apply for a paid traineeship or apprenticeship – this could be in civil construction, carpentry or concreting, depending on what you want to do
5. Finish your Certificate III – complete your trade or traineeship (2–4 years) while working onsite and studying at TAFE
6. Check if you need a licence – carpenters and concreters need a licence to work independently; civil plant operators don't, but may need extra tickets
7. Get job-ready – stack safety tickets like traffic control, working at heights or first aid, depending on the site
8. Look for work – check job boards, talk to TAFE, connect with AES or apply to contractors on clean energy builds
9. Build your experience – learn from your crew, try different tasks and find your strengths
10. Grow your career – do extra training, lead teams or even start your own business

Need help getting there?

- Aboriginal Employment Strategy (AES) – helps mob get apprenticeships and support through the trade
- Djaringo Training – offers training programs in five remote locations, tailored for Aboriginal and non-Aboriginal people in WA
- WA Apprenticeship Office – helps mob secure apprenticeships across Western Australia
- Jobs and Skills WA – offers resources and guidance for those entering the energy sector
- New Energy Apprenticeships Program – get up to $10,000 for gear, tools and travel

Environmental engineer

What's the job?

Environmental engineers protect Country during energy development. You might assess the impact of a solar or wind farm, plan erosion controls, help with mine site rehabilitation or work on water management. In WA, clean energy projects must meet environmental standards, and skilled workers are needed to ensure projects reduce harm and respect Country. This is a role that combines science, systems thinking and 2-way knowledge working alongside communities, Traditional Owners and government to ensure energy projects are done right.

Why it matters for mob

Environmental engineers sit in a powerful position: between science and Country, between government and community, between what is and what could be. For mob, this is more than a job. It's a way to walk in 2 worlds with strength. You'll have the tools to assess impacts, shape decisions and guide how development happens not just after the fact, but right from the start. In the decarbonisation space, where new projects are being rolled out on Country at speed, your voice is needed to slow things down, ask the right questions and make sure care comes before construction. This is how mob protect what matters: not just by resisting change, but by redesigning it.

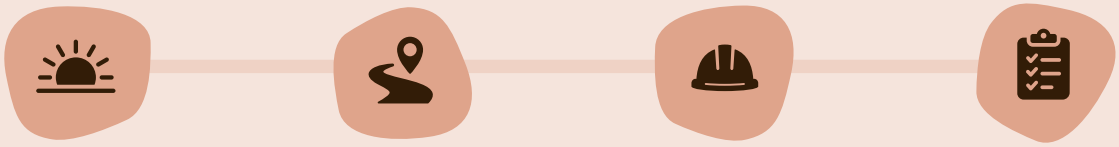
This job suits you if you …

- are interested in science, nature and systems thinking
- are committed to protecting land, water and community
- communicate well and can work with mob, scientists and industry
- have strong values and a problem-solving mindset
- are keen to work outdoors and in team environments.

Add-ons to get site-ready

- White Card – required for construction sites
- First aid – often needed for field work
- Driver's licence – important for travel to regional or remote sites.

A day on the tools



Start early
Plan and review project goals, maps and environmental reports.

Head to work
You might be assessing soil, monitoring water or meeting with Traditional Owners.

Get to work
Model solutions, design systems or review risks.

Wrap up
Write up findings, prepare reports and designs, brief other project teams, provide advice.

What you'll learn (training and qualifications)

Main pathway – university degree for long-term growth

Finish high school: Aim for subjects like general maths, English and (if you can) physics, chemistry or environmental science.

Bachelor of Engineering (Environmental)

A 4–5-year university degree, sometimes combined with Civil or Chemical Engineering. You'll learn hydrology, pollution control, impact assessment, design, environmental law, and more.

Chartered/registered engineer (CPEng, NER or RPEQ)

You don't need to register in WA, but professional registration may be required in senior roles or work in other states.

Engineers Australia Membership

After obtaining your degree, seek membership with Engineers Australia to gain recognition as a professional engineer.

Alternate way – TAFE to university or technician training

Start with a Diploma of Environmental Management or Engineering Drafting. These can lead to university later or to environmental technician roles working alongside engineers.

Career pathways

There are many directions you can take once you're qualified. Here are some roles you might step into as you gain experience:

Site environmental adviser
Monitor projects on the ground.

Senior engineer
Lead assessments or impact studies.

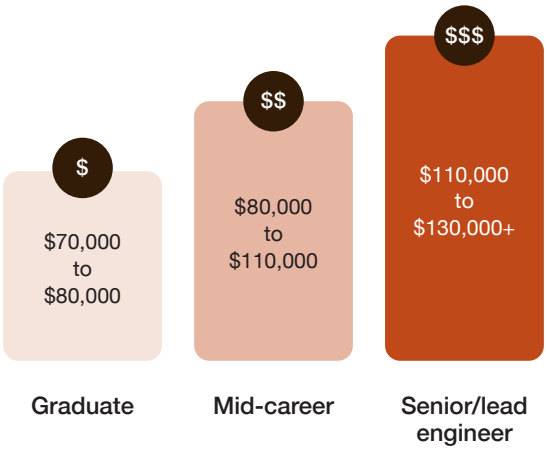
Project lead
Manage environmental inputs for infrastructure builds.

Policy or planning adviser
Help shape environmental decisions at government level.

Specialist consultant
Focus on water, biodiversity or cultural heritage.

What you can earn

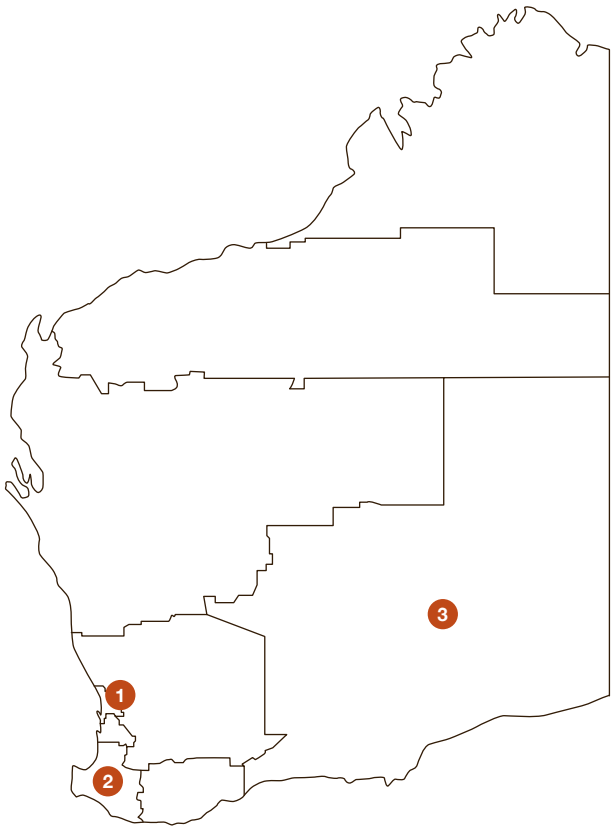
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (WA hotspots)

Region	Opportunities
1. Perth Metro	A hub for engineering firms, infrastructure projects, and environmental consultancies
2. Bunbury and South West	Opportunities in industrial projects, water resource management, and environmental rehabilitation
3. Kalgoorlie and Goldfields-Esperance	Roles focusing on mining operations, environmental compliance, and land rehabilitation

Jobs in the decarbonisation workforce are also located outside of these hotspots, visit the First Nations Clean Energy Network to explore local projects involving mob.



How to get started (step-by-step)

1. Finish Year 12 – aim to complete high school with strong results in maths, physics and English. These subjects are important for getting into an engineering degree
2. Apply for a Bachelor of Engineering (Environmental)
3. Get support while you study – find paid internships and mentoring while you're at uni
4. Graduate and apply to Engineers Australia for professional registration. This helps you get recognised and find jobs easier
5. Add first aid, White Card or site tickets if needed
6. Work across different teams to build your skills
7. Pursue long-term pathways – leadership, policy or consultancy
8. Stay grounded – bring cultural knowledge and care into your work
9. Help guide the next mob coming through

Need help getting there?

- CareerTrackers – paid internships and wraparound support for First Nations students
- WA Apprenticeship Office – helps mob secure apprenticeships across Western Australia
- Aurora Foundation – university access programs and mentoring
- Jobs and Skills WA – offers resources and guidance for those entering the energy sector

Other information

Getting job-ready

Need a birth certificate?
Local legal aid services or your land council can help so you can apply for ID and Working With Children Checks.

Worried about a police check or Working With Children Check?
Some jobs still accept you – check first before ruling yourself out.

No car or licence?
Some training programs offer lessons or help you get your licence – ask your job provider or TAFE.

Need gear or tools?
Programs like the New Energy Apprenticeships can help with uniforms, boots, and other job cost.

No internet or computer?
Try your local land council, library or job hub for help getting online, writing and printing or applying for jobs.

Need help with people skills or confidence?
Programs can help with communication, teamwork or speaking up onsite. These are called job-ready skills and they matter too – ask your job provider or TAFE for support.

Unsure what's right for you?
Pre-employment programs, short courses or workshops can help you test it out before committing.

Living away from home

DIDO/FIFO
Some roles involve flying or driving to site for 1–3 weeks, then coming home for breaks.

Relocation help
Some employers may offer support or grants to help you move closer to work or training.

Accommodation support
You might stay in camp-style housing, share housing or access subsidies.

Cultural safety at work
Some employers offer yarning circles, support staff or Elders – look for places that value mob.

Homesickness and wellbeing
It's normal to miss home. Many programs now offer mental health and cultural support, especially for young workers.

Programs just for mob

Entry pathways and outreach

- Powering Up Workshops – learn about jobs, projects and opportunities near you
- Aurora Indigenous Pathways Portal – a comprehensive database of scholarships and resources for First Nations students, including access to support programs and mentoring
- PowerMakers Program – helps grow mob into leaders in clean energy

Apprenticeships and vocational support

- Aboriginal Employment Strategy (AES) – helps mob get apprenticeships and stay supported while on the job
- Busy at Work First Nation's Apprenticeships – culturally sensitive support for First Nations apprentices, partnering with local organisations to empower apprentices and employers
- TAFE Indigenous Centres – tutoring, wellbeing and cultural support

Higher education and university support

- CareerTrackers – paid internships and wraparound support for First Nations students
- University Indigenous Centres – providing tutoring, cultural safety and wellbeing support

Mentoring and professional networks

- National Indigenous STEM Professional Network – mentoring, professional networking and connection to career pathway opportunities
- National Indigenous Australians Agency – Indigenous Skills and Employment Program (ISEP) – a place-based program connecting First Nations people to jobs, training, and career advancement opportunities

Other support

- New Energy Apprenticeships Program – up to $10,000 support for apprentices in clean energy
- TAFE WA – enabling programs, short courses, tutoring and wrap around support pathways into training
- WA Apprenticeship Office – help secure apprenticeships across Western Australia
- Jobs and Skills WA – offers resources and guidance for those entering the energy sector


NINTIONELIMITED