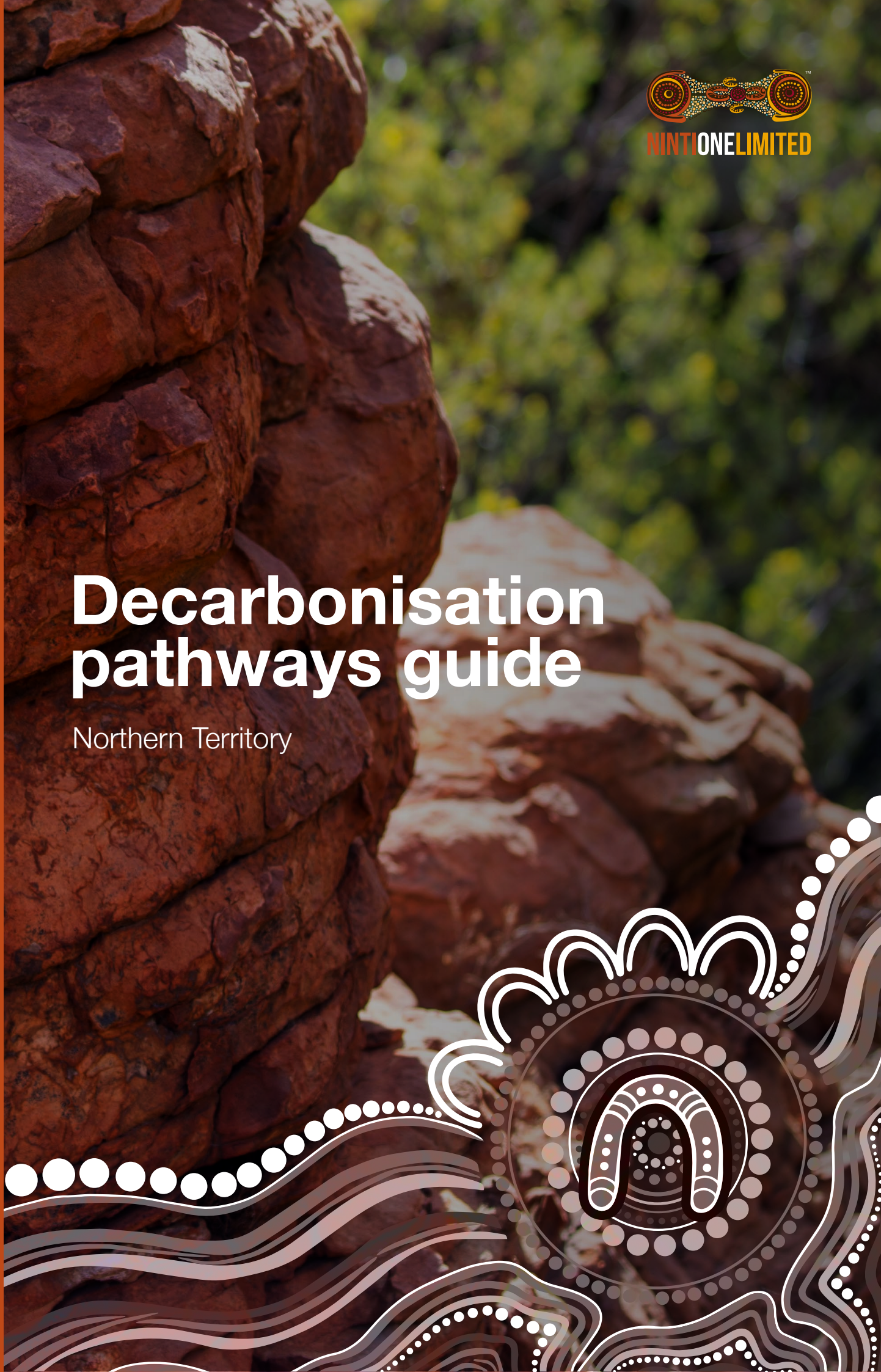


NINTIONELIMITED

Decarbonisation pathways guide

Northern Territory

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 the Northern Territory 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. From rooftop solar in remote communities to large-scale battery storage, transmission projects and solar farms, decarbonisation work is already happening in the places mob live, work and belong.

Across the Territory, new jobs are opening up in solar, batteries, transmission, engineering and environmental management. Some are part of major infrastructure projects like the Darwin-Katherine Electricity System Plan and Sun Cable's proposed Australia-Asia PowerLink. 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 4 different jobs that have important roles to play in decarbonising industries in the Northern Territory. The jobs are electrician, grid construction worker, electrical engineer 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 NT
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 the NT, electricians are in high demand as the Territory upgrades energy infrastructure in regional centres and remote communities, installs more solar systems, and expands battery storage. This is skilled, hands-on work with clear steps to get qualified, strong job security and good pay. For mob, it's a trade you can carry with you – on Country, in the city, or across regions – with real opportunities to grow over time.

Why it matters for mob

This is one of the most direct and accessible ways mob can step into the clean energy sector. It offers hands-on work, solid wages and a respected trade that's in high demand across NT, especially in renewable projects being built on Country. For many mob, it's a first step into long-term, skilled work that doesn't require moving away or starting with a degree. You're not just working on someone else's job; you're becoming qualified, employed and in control of your own path in an industry that's only getting bigger.

This job suits you if you …

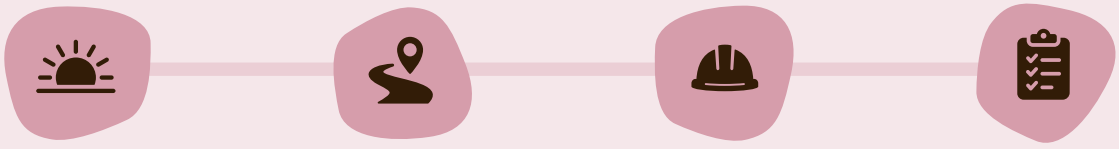
- like working with your hands and solving problems
- are focused and careful – safety matters
- enjoy being outdoors or working in different environments
- are up for a challenge and willing to learn new things
- have or can get a driver's licence (needed to travel between sites and onsite).

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.

Electrical Workers Licence

Once you finish your apprenticeship, you apply to NT WorkSafe 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 hand or supervisor
Run jobs and guide apprentices.

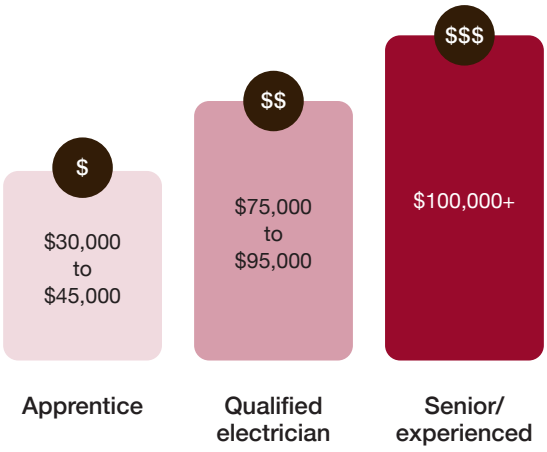
Solar or battery tech
Specialise in clean energy systems.

Inspector or compliance officer
Check safety and quality.

Start your own business
Become your own boss.

What you can earn

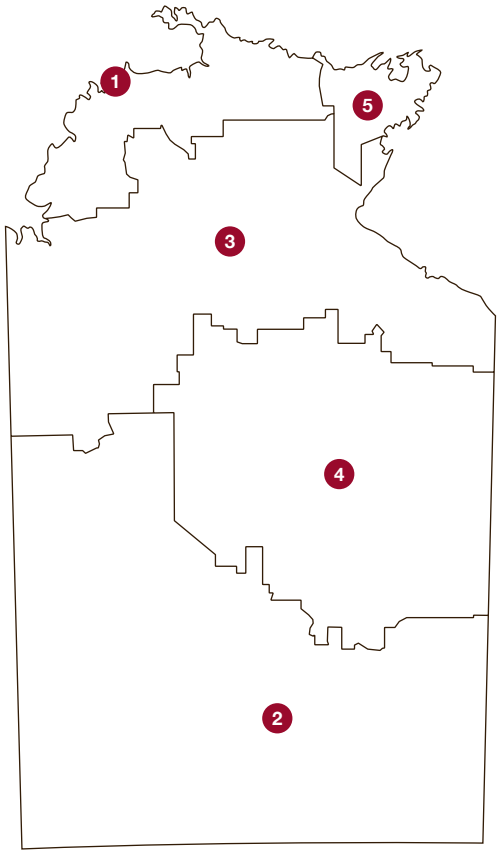
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (NT hotspots)

Region	Opportunities
1. Darwin and Palmerston	Urban solar and battery projects, public housing upgrades, EV infrastructure
2. Alice Springs	Community-scale solar and off-grid power systems
3. Katherine and Big Rivers	Remote solar-battery systems and hybrid mini-grid upgrades
4. Barkly Region	Energy efficiency and decentralised solar in housing and government infrastructure
5. East Arnhem Land	Community energy programs, solar servicing and technician 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 CDU – 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 CDU, check job boards or yarn with GTNT or 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
- Apprenticeships NT – provides information on apprenticeship opportunities and support services in the NT
- CDU Indigenous Student Support – tutoring, wellbeing and mentoring support
- GTNT Group – local apprenticeship network provider with dedicated support for First Nations apprentices
- New Energy Apprenticeships Program – get up to $10,000 for gear, tools and travel

Grid construction workers (transmission lineworkers)

What's the job?

Grid construction workers build and maintain the high-voltage powerlines that move clean energy from where it's made – like solar and wind farms – to where it's used. In the NT, large distances, extreme weather and ageing infrastructure are driving demand for skilled workers to upgrade transmission lines and connect new renewables to the grid. You'll work in teams to install towers, string wires, and keep everything safe and working. It's outdoor, physical work that connects power to place and offers long-term jobs in regional areas where mob already live.

Why it matters for mob

These are not just infrastructure jobs – they're nation-building jobs. NT is overhauling its electricity grid to carry clean energy across vast distances, and that means thousands of new roles in regional and remote areas. For mob, this is a pathway into reliable, well-paid work that doesn't require a degree and puts you at the centre of the state's biggest energy projects. Whether you stay on the tools or move into leadership, it's a solid career built on teamwork, pride and contribution.

This job suits you if you …

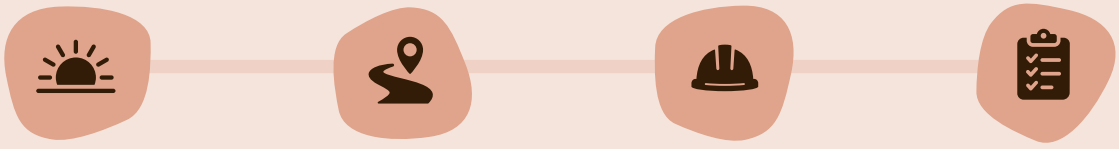
- enjoys hands-on, physical work
- are comfortable working at heights and outdoors
- can follow safety procedures and work in a team
- are willing to travel and work in different locations
- have or can get a driver's licence (often needed for access to site).

Add-ons to get site-ready

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

A day on the tools

Work is usually outdoors in all weather. It involves working at heights, using safety gear and being physically active. Crews rely on each other, so communication and teamwork are key.



Start early
Prepare gear, check safety systems and plan the day's tasks with your crew.

Head to site
Could be a remote tower install, a grid connection upgrade or ongoing maintenance.

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 heading out.

What you'll learn (training and qualifications)

Certificate II in Electrotechnology (Career Start)

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

Certificate III in ESI – Transmission Overhead

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.

Design and Install Grid Connected PV Systems with Battery Storage

Offered by training providers such as the Solar Training Centre in Darwin and Alice Springs, this course focuses on the integration of photovoltaic systems with battery storage solutions.

Unrestricted Electrical Mechanic Licence

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:

Transmission lineworker
Build and maintain high-voltage powerlines.

Live lineworker
Specialise in working on live (energised) lines.

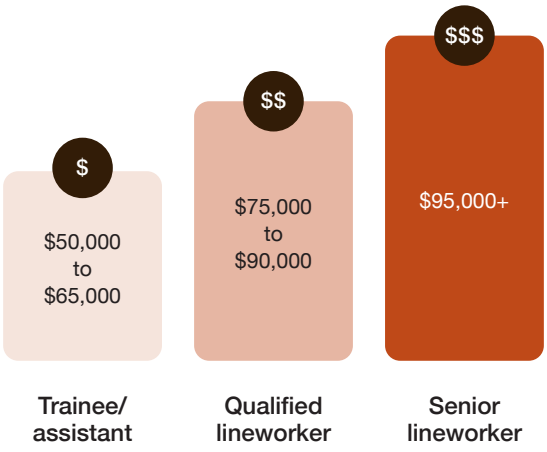
Team leader or supervisor
Manage crews and oversee projects.

Trainer or assessor
Teach and assess new apprentices.

Project manager
Plan and coordinate large-scale transmission projects.

What you can earn

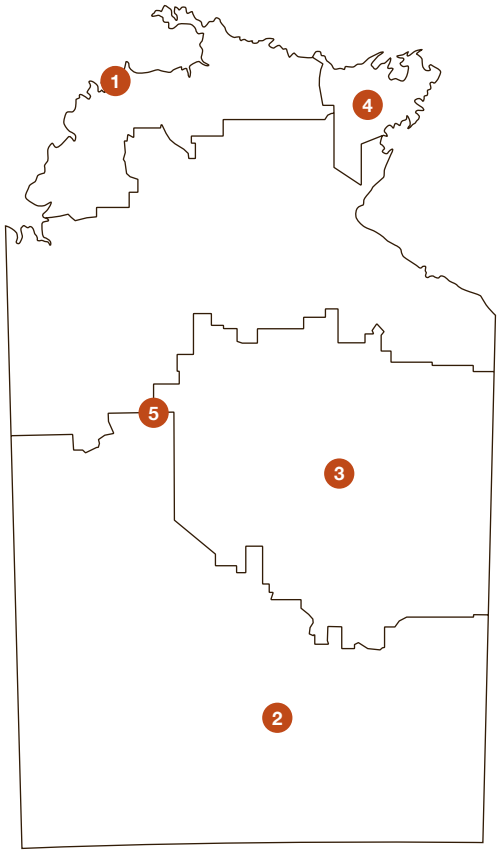
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (NT hotspots)

Region	Opportunities
1. Darwin to Katherine Corridor	Transmission upgrades, substation works and grid extensions (part of Darwin-Katherine Electricity System Plan)
2. Alice Springs and Central Australia	Maintenance of long-distance powerlines and regional grid stability
3. Tennant Creek and Barkly Region	High-voltage infrastructure upgrades to connect solar farms and regional energy hubs
4. East Arnhem Land	Extension of power networks and community-scale upgrades
5. Remote communities	Small-scale lineworker roles tied to community grid maintenance and renewable integration

For more information on current projects and employment opportunities, visit the Power and Water Corporation Careers page.



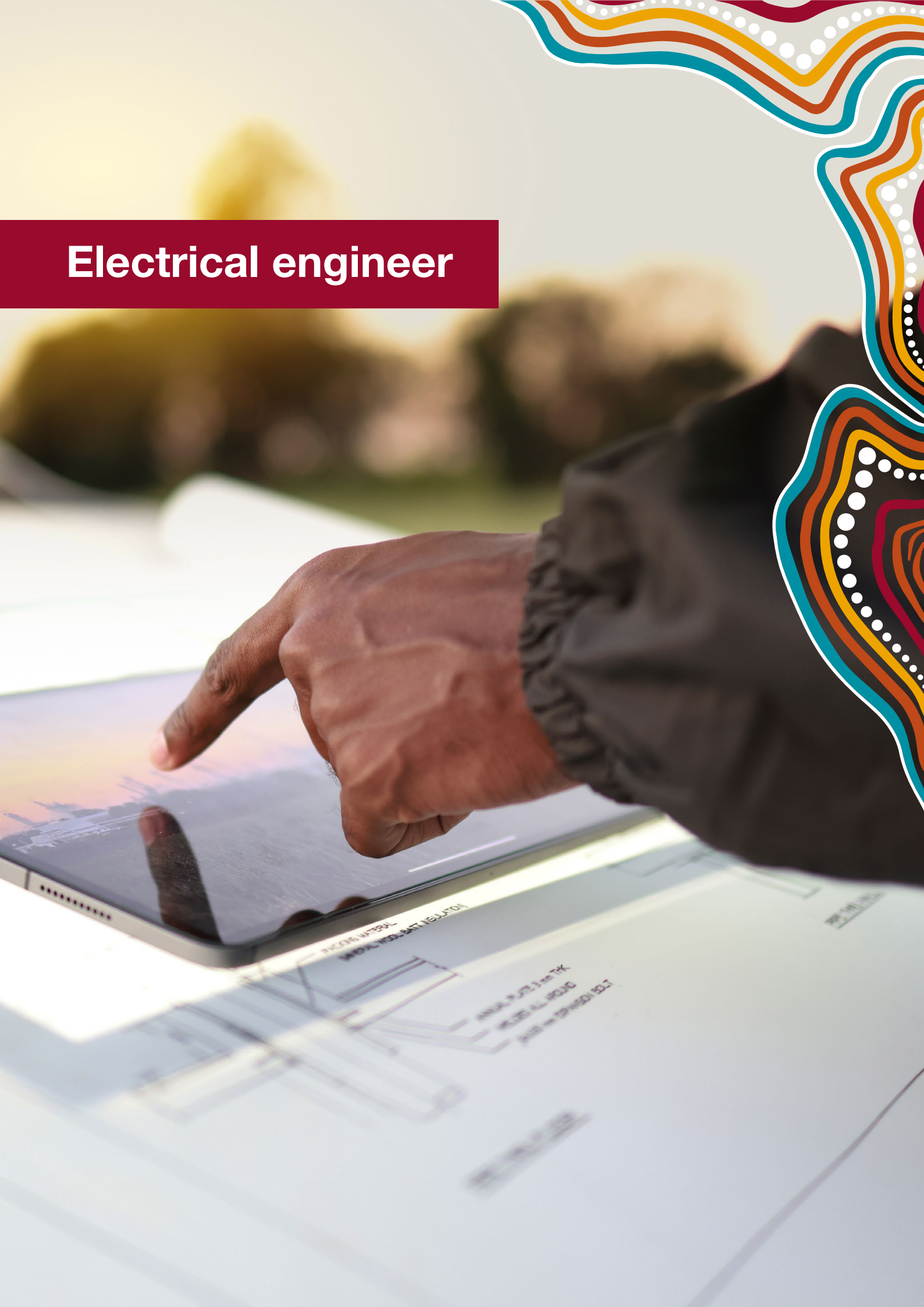
How to get started (step-by-step)

1. Get your driver's licence – many sites are regional
2. Get your White Card – basic safety training
3. Try a Cert II in Transmission Line Construction – a good way to test the waters
4. Apply for a paid apprenticeship – through local RTOs, jobs boards or mob-led programs
5. Complete your Cert III and build on-the-job experience
6. Add safety tickets (like first aid, working at heights) to expand options
7. Apply for lineworker 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
- Apprenticeships NT – provides information on apprenticeship opportunities and support services in the NT
- CDU Indigenous Student Support – tutoring, wellbeing and mentoring support
- GTNT Group – local apprenticeship network provider with dedicated support for First Nations apprentices
- New Energy Apprenticeships Program – get up to $10,000 for gear, tools and travel

Electrical engineer



What's the job?

Electrical engineers design and manage the systems that generate, store and move electricity, including grid infrastructure as well as wind, solar and battery storage. In the NT, engineers play a critical role in strengthening power reliability, supporting off-grid systems in remote communities, and integrating renewables into a decentralised energy network. Some roles are hands-on and based onsite, while others focus on design, modelling and planning. For mob who enjoy systems thinking, problem solving and leadership, this is a strong pathway with growing opportunities.

Why it matters for mob

The clean energy transition needs systems designed to work for Country, not just for industry – and mob are best placed to help lead that change. As an electrical engineer, you will shape how energy is shared and how it fits with the land it crosses. This role gives mob the technical standing to embed First Nations thinking into every wire and flow of energy. It's a chance to build systems that reflect your values, support your community and show the next generation what leadership looks like in the energy space.

This job suits you if you …

- are good at maths and science – good with systems, numbers or logic
- enjoy solving problems and thinking through how things work
- are comfortable using computers and digital tools
- want to work indoors and outdoors, in teams or solo
- can stay organised and manage competing deadlines.

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.

A day on the tools

Start early
Check-in, review design plans, safety briefings or team updates.

Head to work
You'll split time between the office and onsite; some jobs are hands-on, others are more about planning and design.

Get to work
Design or problem-solve; work on a solar grid layout, battery connection or fixing a system fault; visit site or test systems and use tools or software to test equipment or supervise installations; collaborate with electricians, technicians, managers or Traditional Owners to find the best solutions.

Wrap up
Finalise documents, write reports or prepare for the next stage of the project.

What you'll learn (training and qualifications)

Main pathway – university degree

Finish Year 12 (not essential, but it helps): take general maths, English and preferably physics or engineering studies.

Bachelor of Engineering (Electrical or Electrical & Electronic)

A 4-year university degree. In the NT, this is offered by Charles Darwin University. Some registered training organisations also offer enabling programs or diplomas if you don't meet standard entry requirements.

Graduate program or entry-level job

Most mob start out in graduate engineering programs – working while learning on the job. You'll keep building experience under supervision before taking on bigger projects.

Chartered/registered engineer (CPEng, NER or RPEQ)

Apply to Engineers Australia if you want to become chartered (CPEng) or register on the NER – this is not required to start but can support leadership or regulatory roles.

Alternate pathway – TAFE to university or technician training

Start with a Diploma of Engineering or Associate Degree of Engineering. These can lead to university later or to 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:

Design engineer
Plan new energy systems, tools or equipment.

Project engineer
Run onsite builds and manage contractors.

Electrical safety officer
Make sure worksites follow safety rules.

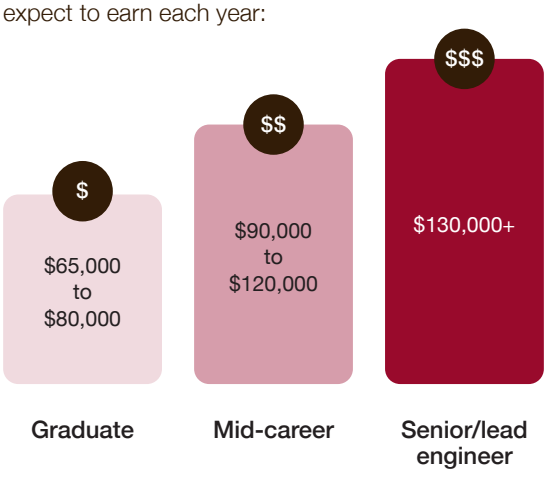
Control systems engineer
Work on smart grids, automationor robotics.

Energy systems engineer
Plan how renewables connect to the grid.

Manager or director
Lead teams, mentor others, shape strategy.

What you can earn

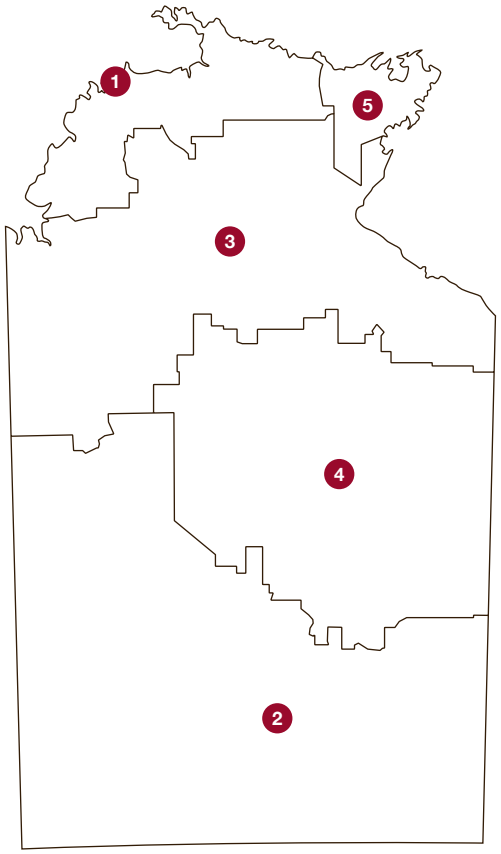
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (NT hotspots)

Region	Opportunities
1. Darwin and Palmerston	Grid integration, EV charging infrastructure, battery system design and network upgrades
2. Alice Springs	Engineering roles in hybrid solar systems and microgrid development
3. Katherine and Big Rivers	Community-scale energy project design, storage integration and remote electrification
4. Tennant Creek	Off-grid solar systems, energy storage and load management design
5. East Arnhem Land	Technical leadership in community energy programs and power system upgrades

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 – ideally with maths, English and science subjects
2. Apply for a Bachelor of Electrical Engineering – e.g. through direct entry to CDU
3. Apply for scholarships or university access programs if needed – see Aurora Foundation or CDU Indigenous Support
4. Start university – join mob support programs and stay connected
5. Apply for internships through CareerTrackers or university partners
6. Finish your degree and apply for a graduate job
7. Keep learning on the job – get mentoring and grow your skills
8. Work towards becoming a senior engineer or project leader
9. Give back – mentor others, share your story, lead change

Need help getting there?

- Aurora Foundation – mentoring and academic support for mob at university
- CareerTrackers – paid internships and wraparound support for First Nations students
- Aboriginal Employment Strategy (AES) – helps mob get apprenticeships and support through the trade
- CDU Indigenous Student Support – tutoring, wellbeing and mentoring support
- National Indigenous STEM Professional Network – mentoring, professional networking and connection to career pathway opportunities
- Aboriginal and Torres Strait Islander Engineers Group – networking and support from mob in the field

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 the NT, clean energy and infrastructure 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 two-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 two 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.

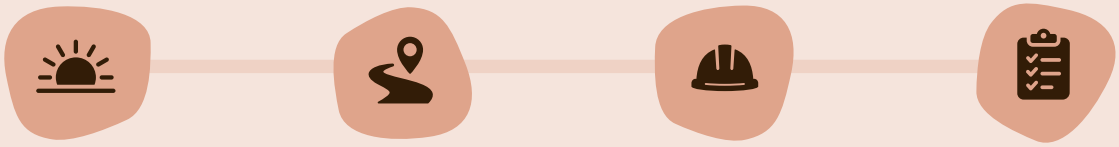
This job suits you if you …

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

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

Finish Year 12 (not essential, but it helps): take general maths, English and preferably physics or engineering studies.

Bachelor of Environmental Science or Bachelor of Engineering (Environmental)

A 4–5-year university degree. In the NT, this is offered by Charles Darwin University (CDU) (combined with civil engineering). You'll learn hydrology, pollution control, impact assessment, design, environmental law, and more.

Graduate program or entry-level job

Most mob start out in graduate engineering programs – working while learning on the job. You'll keep building experience under supervision before taking on bigger projects.

Chartered/registered engineer (CPEng, NER or RPEQ)

Apply to Engineers Australia if you want to become chartered (CPEng) or register on the NER – this is not required to start but can support leadership or regulatory roles.

Alternate pathway – TAFE to university or technician training

Start with a Certificate II, Cert III or Diploma of Conservation and Ecosystem Management, Diploma of Engineering or Associate Degree of Engineering. These can lead to university later or to 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.

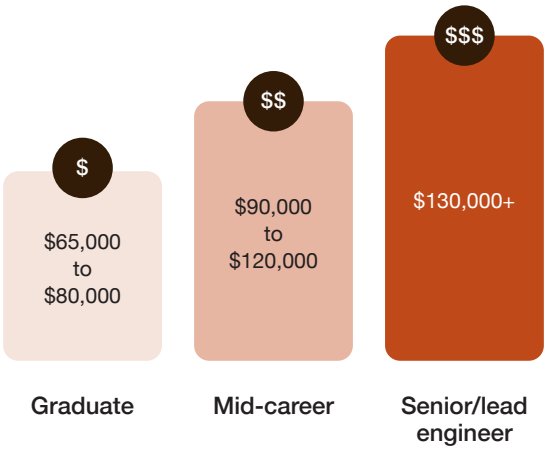
Project lead
Manage environmental inputs for infrastructure builds.

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

Specialist consultant
Focus on water, biodiversity or cultural heritage.

What you can earn

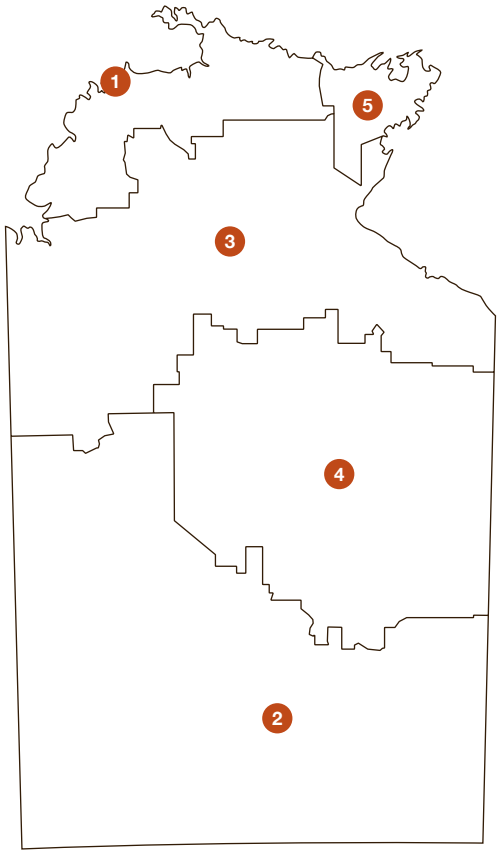
Pay will depend on your level of experience and nature of the role, but here's a general guide for what you can expect to earn each year:



Where the jobs are (NT hotspots)

Region	Opportunities
1. Darwin and Palmerston	Environmental assessment of renewables, water infrastructure, and public projects
2. Alice Springs	Impact studies for solar farms, biodiversity offsets and conservation works
3. Katherine and Big Rivers	Land use planning, floodplain modelling and catchment management
4. Barkly Region	Environmental approvals and monitoring for hybrid energy projects and infrastructure
5. East Arnhem Land	Cultural heritage integration and environmental design for community energy programs

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 – ideally with maths, English and science subjects
2. Apply for a Bachelor of Environmental Engineering – e.g. through direct entry to CDU
3. Join support programs – like CDU Indigenous Support, Aurora or CareerTrackers
4. Do placements or internships – build experience in field work or planning
5. Graduate and apply for junior or graduate roles
6. Add first aid, White Card or site tickets if needed
7. Work across different teams to build your skills
8. Pursue long-term pathways – leadership, policy or consultancy
9. Support others – share your knowledge and bring mob along with you

Need help getting there?

- Aurora Foundation – mentoring and academic support for mob at university
- CareerTrackers – paid internships and wraparound support for First Nations students
- Aboriginal Employment Strategy (AES) – helps mob get apprenticeships and support through the trade
- CDU Indigenous Student Support – tutoring, wellbeing and mentoring support
- National Indigenous STEM Professional Network – mentoring, professional networking and connection to career pathway opportunities
- Aboriginal and Torres Strait Islander Engineers Group – networking and support from mob in the field

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 a 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 – scholarships, mentoring and support programs for First Nations students
- PowerMakers Program – helps grow mob into leaders in clean energy

Apprenticeships and vocational support

- Aboriginal Employment Strategy (AES) – support to get and stay in apprenticeships
- Busy at Work First Nation's Apprenticeships – culturally sensitive support for First Nations apprentices, partnering with local organisations to empower apprentices and employers
- GTNT Group – local apprenticeship network provider with dedicated support for First Nations apprentices

Higher education and university support

- Charles Darwin University Indigenous Student Support – tutoring, mentoring, and wellbeing support
- CareerTrackers – paid internships and wraparound support for First Nations students
- Aurora Foundation – university access and mentoring programs

Mentoring and professional networks

- National Indigenous STEM Professional Network – mentoring and networking in STEM fields
- Aboriginal and Torres Strait Islander Engineers Group – networking and support from mob in the field
- Indigenous Skills and Employment Program (ISEP) – local programs connecting mob to jobs, training and support

Other support

- New Energy Apprenticeships Program – up to $10,000 support for apprentices in clean energy
- NECA SA/NT Branch – provides information and resources for electrical apprenticeships, including training and support services
- Apprenticeships NT – find apprenticeship opportunities and services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