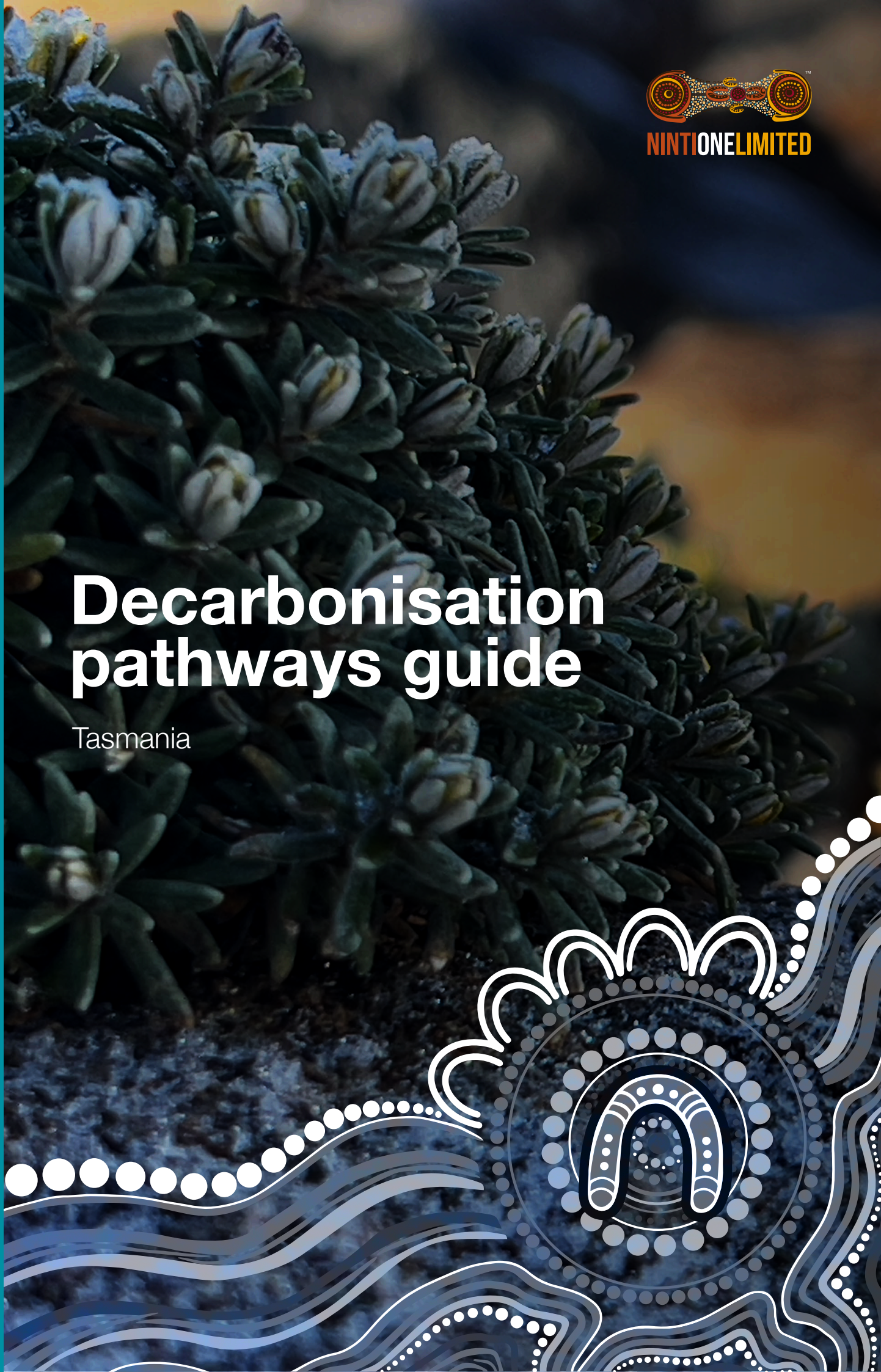


NINTIONELIMITED

Decarbonisation pathways guide

Tasmania

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 Tasmania 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 offshore wind in the Bass Strait to hydro expansion, battery storage and smart energy exports, decarbonisation work is already happening in the places mob live, work and belong.

Across the state, new jobs are opening up in wind, solar, batteries, transmission, construction, engineering and environmental management. Some are major infrastructure projects like the North West Transmission Developments, Marinus Link and Cattle Hill Wind Farm. 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 Tasmania. The jobs are wind turbine technician, battery storage technician, 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 Tasmania
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.

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 Tasmania, 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

This job puts mob in a specialised trade at the heart of the clean energy boom. You'll be working on turbines in areas where many communities already live and will be part of teams building something that lasts. Unlike many short-term jobs, this role leads to long-term work with strong pay, respect and a chance to keep learning. It's a real opportunity for mob to be seen, valued and employed in high-demand, future-focused work that's shaping how energy is made across Country.

This job suits you if you …

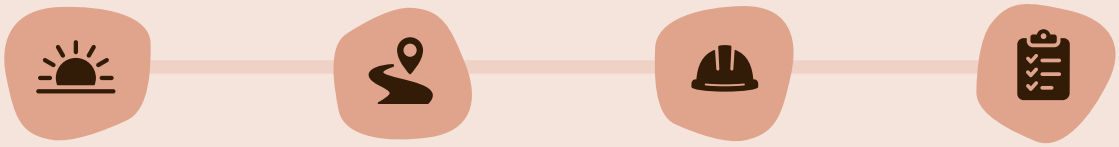
- are comfortable working at heights and in confined spaces
- have strong problem-solving skills and attention to detail
- are willing to travel and work in remote locations
- are physically fit and have good stamina
- have a commitment to safety and continuous learning.

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

Upon completing the apprenticeship and passing the required examinations, apply through the Tasmanian Government's Department of Justice 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 technician or supervisor
Oversee turbine maintenance teams.

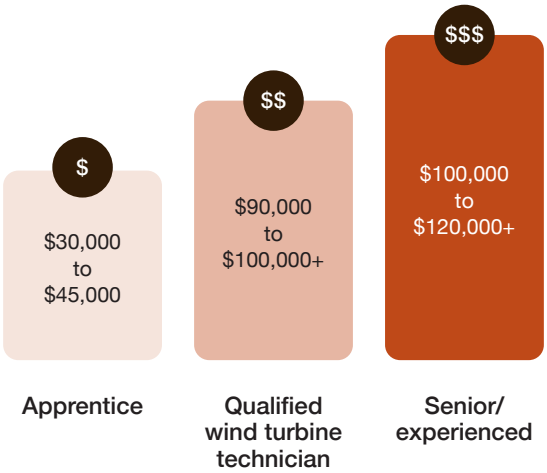
Blade repair specialist
Focus on turbine blade maintenance and repair.

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 (Tas hotspots)

Region	Opportunities
1. North East	Major wind farm projects and maintenance roles
2. Central Highlands	Expansion of wind energy projects and new installations
3. North West	Ongoing maintenance and development of wind farms
4. King Island	Transitioning energy sector with emerging wind projects

For an interactive map of decarbonisation projects, including those led by First Nations communities, visit the First Nations Clean Energy Network's projects page.

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
- Clean Energy Council – offers resources and guidance for those entering the renewable energy sector
- TasTAFE Aboriginal support – provides information and resources while you study including access to wellbeing, financial assistance and other support services
- New Energy Apprenticeships Program – get up to $10,000 for gear, tools and travel

Battery storage technician (electrician)

What's the job?

Battery technicians install and maintain systems that store power like household batteries, community-scale storage or big batteries connected to the grid. These systems help communities manage energy use, store excess solar and keep power going during outages. In Tasmania, the push towards renewable energy has led to a significant increase in battery storage projects. This includes residential installations, commercial systems, and large-scale battery energy storage systems (BESS) that support the electricity grid. This is a specialised area for electricians who want to be part of the clean energy transition building smarter, more reliable systems that work for mob and Country.

Why it matters for mob

Battery storage is about more than technology; it's about control. This role helps communities manage their own energy, reduce reliance on the grid and keep power flowing in remote areas. For mob, it's a skilled, respected job that plays a key part in energy independence. It's steady, future-proof work that builds both technical knowledge and community impact.

This job suits you if you …

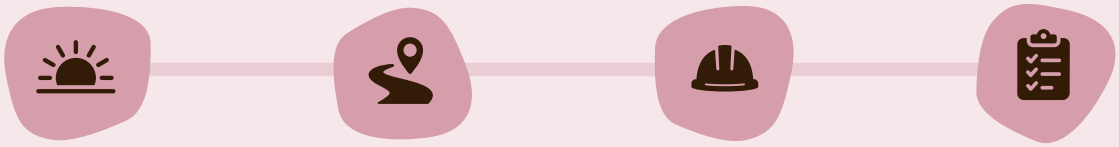
- are a qualified electrician looking to specialise in renewable energy
- enjoy technical, hands-on work
- are interested in sustainable practices and community development
- want a career with strong job prospects in a growing industry.

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
- Grid-Connected Battery Storage Systems Course – offered by various RTOs; covers design and installation of battery systems
- Solar Accreditation Australia (SAA) accreditation – required to install solar systems.

A day on the tools

Work environments vary and safety is paramount, especially when dealing with electrical systems and heavy equipment.



Start early
Check tools, safety gear and job plans.

Head to site
Which could be a home, business or large-scale facility.

Get to work
Install battery units, connect them to existing systems and ensure safety standards are met.

Wrap up
Make sure the system works correctly and efficiently, explain how to use and maintain the system to the customer.

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

Upon completing the apprenticeship and passing the required examinations, apply through the Tasmanian Government's Department of Justice 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 technician
Supervise jobs and junior techs onsite.

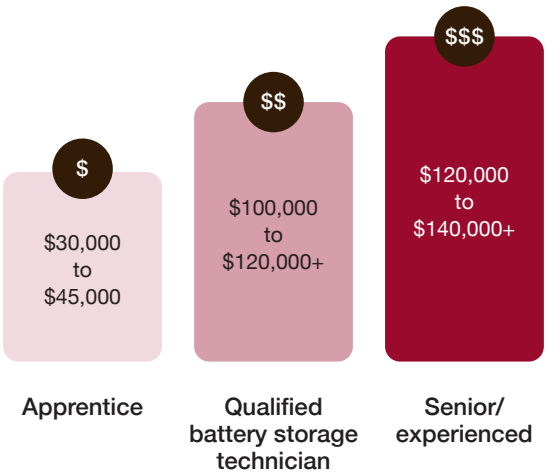
System designer
Plan and design battery setups for homes or businesses.

Energy consultant
Give advice on energy use, storage and savings.

Business owner
Run your own battery installation or service 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 (Tas hotspots)

Region	Opportunities
1. Hobart Metro	High demand for residential and commercial installations
2. Launceston	Growing market with new housing developments
3. Devonport	Expansion in both residential and industrial battery projects
4. Burnie	Establishment of the $27.2 million Clean Energy Centre of Excellence underscores the area's focus on training the workforce needed for renewable energy projects, including battery storage systems
5. East Coast	Agricultural sector adopting battery storage for energy needs

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.

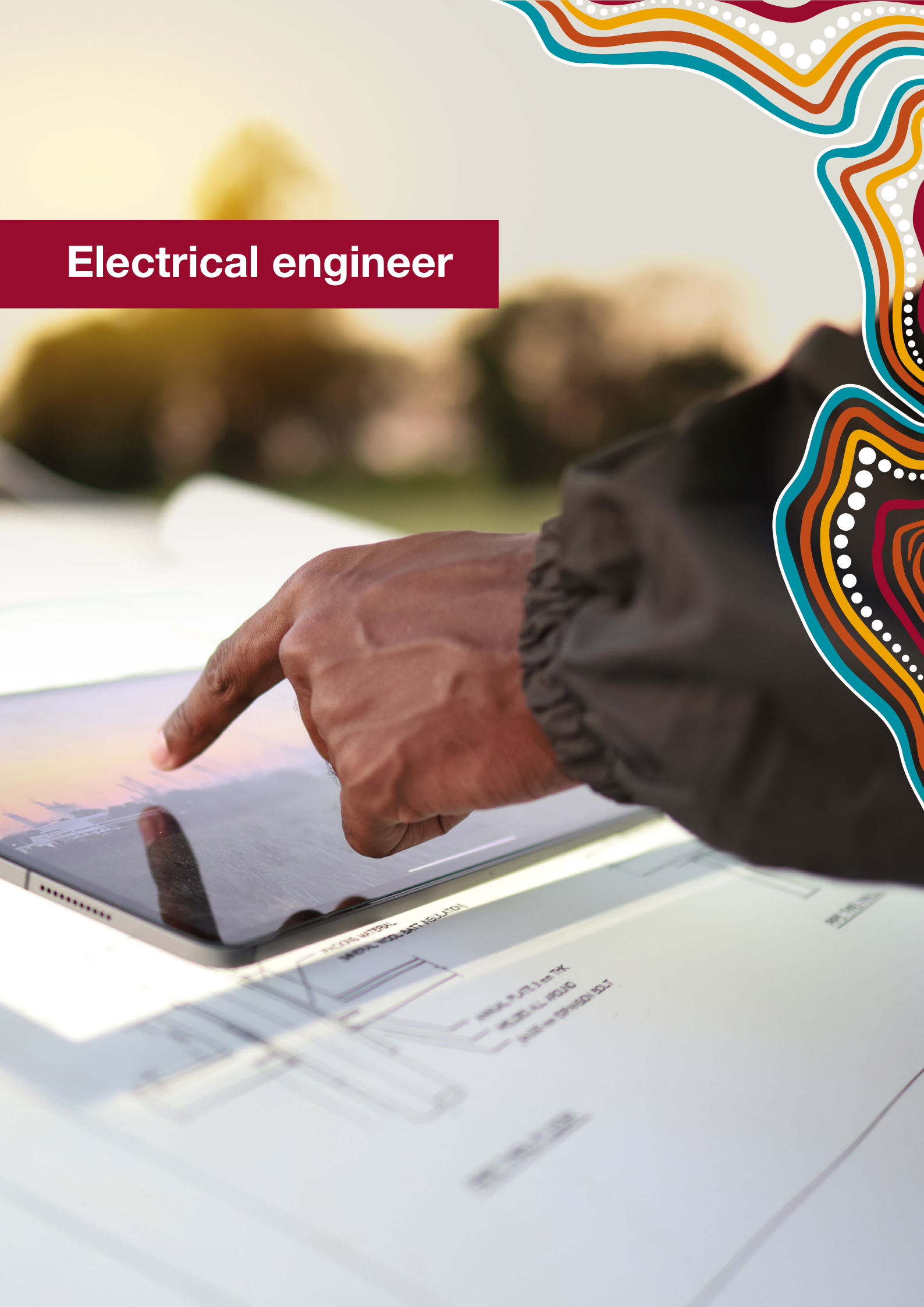
How to get started (step-by-step)

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 basics
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. Complete the Grid-Connected Battery Storage Systems Designer Installer Skill Set
7. Obtain SAA accreditation – necessary for battery installation work
8. Look for jobs – ask TAFE, check job boards or yarn with AES
9. Gain experience – work with a good crew and learn the ropes
10. 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
- Clean Energy Council – offers resources and guidance for those entering the renewable energy sector
- TasTAFE Aboriginal support – provides information and resources while you study including access to wellbeing, financial assistance and other support services
- 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 Tasmania, engineers are playing a key role in grid reliability, large-scale transmission upgrades and renewable energy exports. They're helping design projects like the North West Transmission Developments and the Marinus Link. 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 Electrical Engineering

A 4-year university degree. In Tasmania, this is offered by the University of Tasmania. 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 Certificate II in Electrotechnology (Career Start). 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.

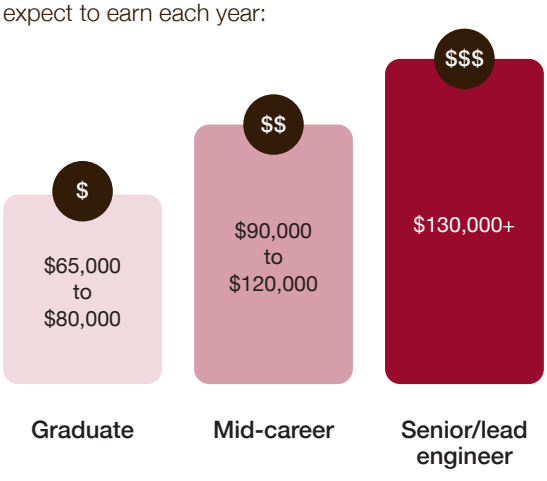
Control systems engineer
Work on smart grids, automationor robotics.

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 (Tas hotspots)

Region	Opportunities
1. North West	Transmission upgrades (e.g. North West Transmission Developments), system design and project support
2. Burnie	Engineering roles supporting Marinus Link interconnector and infrastructure upgrades
3. Hobart Metro	Government, utility and consulting firms working on grid decarbonisation, smart systems and energy audits
4. Central Highlands	Support roles for wind and hydro integration projects
5. Launceston and surrounds	Network planning and grid upgrades, especially with commercial energy users

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. UTas
3. Apply for scholarships or university access programs if needed – e.g. Riawunna or Aurora
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
- Utas Riawunna Centre for Education – tutoring, wellbeing and mentoring support
- TasTAFE Aboriginal support – provides information and resources while you study including access to wellbeing, financial assistance and other support services
- 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 Tasmania, environmental engineers play a central role in planning renewable energy projects, protecting sensitive ecosystems and ensuring infrastructure projects like Marinus Link meet approval standards. 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.

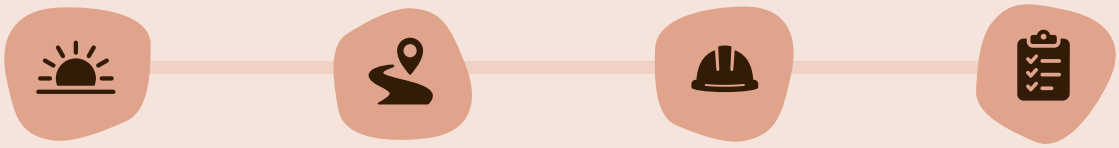
This job suits you if you …

- 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 – required before going onsite
- First aid – often needed for field work
- 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 Science and Bachelor of Engineering

A 5-year double university degree. In Tasmania, this is offered by the University of Tasmania. 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 the Certificate II in Electrotechnology (Career Start) or Certificate III in Conservation and Ecosystem Management. This 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.

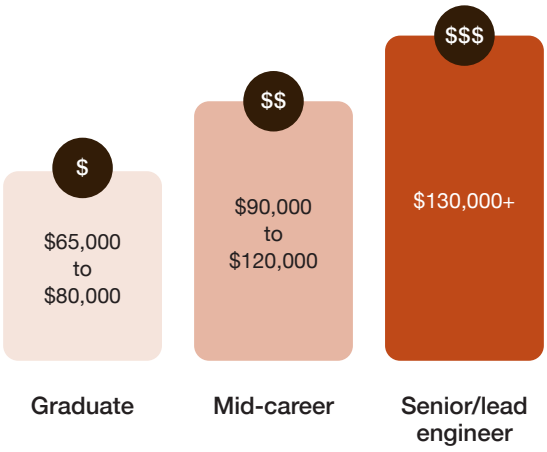
Project lead
Manage environmental inputs for infrastructure builds.

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 (Tas hotspots)

Region	Opportunities
1. North West	Environmental approvals and planning for transmission upgrades and renewable zones
2. Burnie	Compliance and advisory roles linked to Marinus Link and port upgrades
3. Central Highlands	Assessment of wind and hydro projects and biodiversity offset planning
4. Hobart Metro	Environmental design and regulation roles in local government and consultancies
5. East Coast and Launceston	Catchment management, bushfire planning, environmental resilience and land-use consulting

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 Science and Bachelor of Engineering – e.g. UTas
3. Apply for scholarships or university access programs if needed – e.g. Riawunna or Aurora
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
- Utas Riawunna Centre for Education – tutoring, wellbeing and mentoring support
- TasTAFE Aboriginal support – provides information and resources while you study including access to wellbeing, financial assistance and other support services
- 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) – 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

Higher education and university support

- Utas Riawunna Centre for Education – tutoring, wellbeing and mentoring support
- TasTAFE Aboriginal support – provides information and resources while you study including access to wellbeing, financial assistance and other support services
- 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
- Engineers Australia Indigenous Chapter – 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
- Apprenticeship Network Providers Tasmania – help connecting mob with employers and training options