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Pathways Mapping

Pathways to support identified workforce needs on the Gove Peninsula

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Contents

Background 2

Situational statement 2

Acknowledgement 2

Training, Learning and Employment 3

Accredited learning 3

Non-accredited learning 3

Industry pre-employment requirements 3

Language, literacy, numeracy, and digital literacy (LLND) 4

Digital literacy 4

About The Pathways Maps 5

List of Tables

Strong Foundations Pathways Mapping 6

Construction Industries Pathways Mapping 8

Environment Industries Pathways Mapping 12

Health, Care and Education Industries Pathways Mapping 16

Background

The Pathways Mapping project was undertaken on the Gove Peninsula in East Arnhem Land, Northern Territory between November 2025 and June 2026. It aimed to support the evolving workforce needs of the Gove Peninsula by aligning with regional industry and business aspirations. It builds on existing community strengths and training initiatives, and expansive local knowledge and community engagement.

Situational statement

The information provided in this document identified workforce needs and is correct at the time of completion. Several local organisations and industries have shared what they agree are their current priority skill needs, but these may change, depending on local context and decision-making.

Qualifications, Skill Sets, Vocational Training Programs (VTPs) and Units of Competency do change, by code, content, and requirement over time. Current information can be found at https://training.gov.au/ or CDU https://stapps.cdu.edu.au/apex/f?p=100:30::::::

Acknowledgement

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Jean-Eddy Moutou for First Nations Training and Teacher Education Hub

Training, Learning and Employment

Accredited learning

Accredited learning is structured or organised learning leading to a qualification that is recognised under the Australian Qualifications Framework (AQF). Vocational Training Programs (VTPs) and recognised Industry Skill Sets and Vocational Training Programs (VTPs) are also considered accredited learning.

AQF level	Secondary schools	Vocational education and training	Higher education
10			Doctoral Degree
9			Masters Degree
8		Graduate Diploma	Graduate Diploma
		Graduate Certificate	Graduate Certificate
7			Bachelor Degree
6		Advanced Diploma	Associate Degree
5		Diploma	Diploma
4		Certificate IV	
3		Certificate III	
2	Senior Secondary Certificate of Education	Certificate II	
1		Certificate I	

Table 1: Accredited learning AQF levels

Non-accredited learning

Non-accredited learning is a structure or organised learning that does not lead to a recognised qualification, for example, a site induction or LinkedIn learning modules. Non-accredited learning can be undertaken within the workplace, at a recognised institution, or through a technical or education peak body. Non-accredited learning can be further classified into:

- Work related training, which is undertaken to obtain, maintain or improve employment skills or to improve employment opportunities.
- Personal interest training, which is undertaken because an individual wants to acquire certain knowledge or skills for reasons that are not related to work.

Industry pre-employment requirements

In some industry sectors in Australia there may be mandatory industry pre-employment requirements that must be completed. For example, the construction industry requires a White Card before you can work on a construction site, and, in the Northern Territory, if you are working or volunteering with children, you must have an Working with Children Clearance (Ochre Card). The Core Skills for Work Developmental framework identifies these requirements. Click here to see these requirements.

Language, literacy, numeracy, and digital literacy (LLND)

The Australian Core Skills Framework (ACSF) (Australian Government) provides a rich, detailed picture of real-life performance in the five core skills of:

- Learning
- Reading
- Writing
- Oral Communication
- Numeracy

These skills are essential for individuals to participate effectively in society and to secure and retain employment. They are inextricably interwoven into all parts of our lives, being directly or indirectly linked to the physical, social, and economic wellbeing of individuals, workplace productivity and safety, community interaction and capacity, and ultimately to Australia's economic and community wellbeing. The ACSF has been developed to facilitate a consistent national approach to the identification and development of the core skills in diverse personal, community, work, and education and training contexts.

There is no direct translation between the level of qualification within the Australian Qualification Framework (AQF) and the level of an ACSF-defined core skill. For example, two different qualifications at the same certificate level can have a different core skill level. However, as a very general guide the following can be considered:

AQF Level	ACSF Level
Certificate I	1-2
Certificate II	1-3
Certificate III	2-5
Certificate IV	4-7
Diploma	5
Advanced Diploma	5

Table 2: AQF level and associated ACSF level

Digital literacy

The Digital Literacy Skills Framework 2020 covers the physical operations of digital devices and the software operations in those devices. It incorporates the ability to search and navigate, create, communicate, and collaborate, think critically, analyse information, and address safety and wellbeing using a variety of digital technologies. These skills are essential for individuals to participate effectively in today's digital society. Digital literacy skills exist on a continuum with varying degrees of competency required depending on the context (personal and community; workplace and employment; education and training) within which the skills are applied.

Digital literacy skills sit alongside the ACSF (Learning, Reading, Writing, Oral Communication and Numeracy) 2012 and the ACSF Pre Level 1 2017. Digital literacy has been added as the sixth core skill to this Framework to reinforce the concept that digital literacy is part of an integral suite of core skills that are fundamental for individuals to be able to participate in society and work.

Pathways Maps

The following Pathways Maps have been compiled with significant industry engagement on the Gove Peninsula. They focus on regional workforce needs in the following areas:

- English Language, Literacy, Numeracy and Digital Literacy (LLND)
- Construction and Maintenance
- Environment
- Health, Care and Education.

The Pathways Maps evidence skill and training needs across four levels:

- Strong Foundations – workforce entry level (Remote Australia Employment Services (RAES))
- Level 1 – someone new to a role (Remote Jobs and Economic Development (RJED) employee, or someone new to work)
- Level 2 – someone who is still gaining skills in the industry and requires daily supervision in the work environment
- Level 3 – someone with existing workplace skills, for someone who can follow instructions and work independently

The Pathways Maps are only detailed up to Level 3, however job roles/titles are identified beyond Level 3. These include Senior Industry Job Roles and Alternative Senior Career Job Roles.

Although Charles Darwin University (CDU) has developed the Pathways Mapping, authors have not limited training to that delivered by CDU. They have ensured that the training suggested is available in the Northern Territory. The Vocational Training Programs (VTPs) suggested however, are those available at CDU.

The Pathways Maps present the following information:

- Job Roles and Titles
- Strong Foundations (non-accredited preparation and training from Foundation Skills)
- Orientation and Induction
- Units of Competency
- Skills Sets and Vocational Training Programs (VTPs)
- Accredited Qualifications

Strong Foundations Pathways Mapping

		Strong Foundations	
		RAES Participant	
Skills Pathways	**English LLND**	LLND exit Level 1-2	
	Accredited Qualifications	**FSK10119** Certificate I in Access to Vocational Pathways **FSK10219** Certificate I in Skills for Vocational Pathways An Introduction to Yolŋu Literacy (Djalkiri)	
	Non-Accredited Preparation and Training	<u>Employability (ready for work) Skilling:</u> Being Job ready Healthy Choices Why Work Health Care Western Culture meets Yolngu Culture Money Matters <u>Introduction to Safety:</u> Hazard identification Real Time Hazard Assessments JSEA/SWMS PPE Workplace safety communication Human performance Understanding fuel types Incident reporting Financial Literacy Program (GAC/Marngarr) Remote Trauma Course (RTC) (Careflight) (All industry pathways)	AHP Upskilling Program (Careflight) (Care industry pathways) <u>Formal IDs:</u> USI Bank Account Tax File Number Superannuation Account Personal Email Account Centrelink Number Medicare Card <u>Alternative IDs:</u> 18+ Card Larrakia Card Criminal History check Working with Children Clearance NDIS Clearance Working with Vulnerable People check Manual car driver licence Work experience - shadowing experienced people
	Skill Sets and Vocational Training Programs (VTPs)		

Level 1	Level 2	Level 3
New to role - RJED **New to work**	**Under supervision daily** **Limited work skills**	**Can follow instruction and work independently**
LLND - technical/job specific	LLND - technical/job specific	LLND - technical/job specific
BSB10120 Certificate I Workplace Skills **FSK20119** Certificate II in Skills for Work and Vocational Pathways **11385NAT** Certificate II in Learning an Australian First Nation's Language	**BSB20120** Certificate II in Workplace Skills **FSK20119** Certificate II in Skills for Work and Vocational Pathways **11386NAT** Certificate III in Learning an Australian First Nation's Language	
BSBSS00125 Workplace Foundations Skill Set **BSBSS00124** Workplace IT Foundations Skill Set Workplace Essentials: **FSKLRG004** Use short and simple strategies for work-related learning **FSKNUM003** Use whole numbers and halves for work **FSKWTG002** Write short and simple workplace formatted texts **FSKRDG004** Read and respond to short and simple workplace information Work-Ready Essentials: **FSKNUM009** Use familiar and simple metric measurements for work **FSKWTG002** Write short and simple workplace formatted texts **FSKRDG004** Read and respond to short and simple workplace information CPR: **HLTAID009** Provide Cardiopulmonary Resuscitation		First Aid: **HLTAID011** Provide First Aid

Construction Industries Pathways Mapping

		Level 1	Level 2
		New to role - RJED **New to work**	**Under supervision daily** **Limited work skills**
Job Roles		Labourer Carpenter Painter Fencer Concretor Window installer Wall and floor tiler	Labourer/Trades Assistant Handyperson Housing Maintenance Officer Carpenter Painter Fencer
Skills Pathways	**Strong Foundations**	*** Non-Accredited Preparation and Training from Foundation Skills** *** English Literacy and Numeracy** *** Digital Literacy**	
	Orientation and Induction	Business Ready: Policies and procedures | Workplace health and safety | Adminstration, training and employment | Site orientation and	
	Units of Competency		**RIISAM203E** Use hand and power tools **AHCMOM215** Operate commercial lawnmowers **RIIWHS204E** Work safely at heights
	Skill Sets and Vocational Training Programs (VTPs)	White Card: **CPCCWHS1001** Prepare to work safely in the construction industry CPR: **HLTAID009** Provide Cardiopulmonary Resuscitation	**RIISS00058** Traffic Controller Skill Set for Urban Streets and Low Volume Rural Roads Chemical Safety: **AHCMOM101** Follow basic chemical safety rules **AHCCHM201** Apply chemicals under supervision **AHCPMG201** Treat weeds **AHCWHS102** Work safely Small Motor Operation and Maintenance: **AHCMOM204** Undertake operational maintenance of machinery **AHCMOM203** Operate basic machinery and equipment Chainsaws: **AHCMOM213** Operate and maintain chainsaws **FWPCOT2273** Trim and cut felled trees **FWPCOT2275** Fell trees manually (basic)
	Accredited Qualifications	**CPC10111** Certificate I in Construction **AUR10120** Certificate I in Automotive Vocational Preparation	**CPC20220** Certificate II Construction Pathways **AHC21216** Certificate II in Rural Operations **AUR20720** Certificate II in Automotive Vocational Preparation

		Level 3	
		Can follow instruction and work independently	
	Concretor Window installer Wall and floor tiler Electrical or Telecommunications Trades Assistant Mechnical Service Person Mechanical Trades Assistant	Trades Qualified: Carpenter Plumber Electrician Builder Wall and floor tiler Demolition Plant Operator Airconditioning and Refrigeration Mechanic	Civil Construction - Roads/Bridges Civil Construction Plant Operator Light Vehicle Mechanic Diesel Mechanic Mobile Plant Mechanic

Construction Industry Job Roles Beyond Level 3

- Carpenter
- Plumber
- Electrician
- Builder
- Wall and floor tiler
- Demolition Leading Hand
- Airconditioning and Refrigeration Mechanic
- Leading Hand Civil
- Leading Hand Workshop

Senior Construction Industry Job Roles

- Site Supervisor
- Site Manager
- Project Manager
- Construction Manager
- Housing Maintenance Manager
- Tenancy Manager
- Municipal Services Supervisor
- Building Maintenance Supervisor
- Facilities Maintenance Manager
- Workshop Supervisor /Superintendent/ Manager
- Maintenance Planner & Scheduler

Alternative Senior Career Job Roles

- Trainer and Assessor
- Environmental Lead
- Health and Hygiene Lead
- Safety Lead
- Engineer
- Translator
- Interpreter


BR CONSTRUCTION
Commercial | Residential | Maintenance


DELTAREEF

Environment Industries Pathways Mapping

		Level 1	Level 2
		New to role - RJED **New to work**	**Under supervision daily** **Limited work skills**
Job Roles		Labourer Garden Labourer Nursery Technician Farm worker	Yolŋu Ranger (Junior) Deck Hand Coxswain Grade 2 Gardner Nursery Technician
Skills Pathways	**Strong Foundations**	**Non-Accredited Preparation and Training from Foundation Skills** *** English Literacy and Numeracy** *** Digital Literacy**	
	Orientation and Induction	Business Ready: Policies and procedures | Workplace health and safety | Adminstration, training and employment | Site orientation ar	
	Units of Competency		Introduction to Tools: **RIISAM203E** Use hand and power tools Fencing: **AHCINF206** Install, maintain and repair farm fencing Mobile Plant Operations: **AHCMOM215** Operate commercial lawnmowers
	Skill Sets and Vocational Training Programs (VTPs)	CPR: **HLTAID009** Provide Cardiopulmonary Resuscitation	**AHCSS00161** Recognise Fauna for Aboriginal and/or Torres Strait Islander On Country Management Skill Set **AHCSS00188** Mined Land Rehabilitation Machine Operator Skill Set **AHCSS00187** Mined Land Rehabilitation Field Worker Skill Set **AHCSS00117** Introduction to Conservation and Ecosystem Management Skill Set **AHCSS00158** Recognise Flora for Aboriginal and/or Torres Strait Islander On Country Management Skill Set **MARSS00008** Shipboard Safety Skill Set **MARSS00048** Coxswains Grade 3 Skill Set Chemical Safety: **AHCMOM101** Follow basic chemical safety rules **AHCCHM201** Apply chemicals under supervision **AHCPMG201** Treat weeds **AHCWHS102** Work safely Small Motor Operation and Maintenance: **AHCMOM204** Undertake operational maintenance of machinery **AHCMOM203** Operate basic machinery and equipment ATVs and Quads: **AHCMOM217** Operate quad bikes **AHCMOM206** Operate side-by-side utility vehicles **AHCMOM201** Operate two wheel motorbikes
	Accredited Qualifications	**AHC10124** Certificate I in Conservation & Ecosystem Management	**AHC21024** Certificate II Conservation and Ecosystem Management **AHC21216** Certificate II in Rural Operations

	Level 3	
	Can follow instruction and work independently	
Machinery Operator Farm Worker Grounds Maintenance Mechnical Service Worker Mechanical Trades Assistant	Yolŋu Ranger (Intermediate) Yolŋu Sea Ranger (Intermediate) Yolŋu Ranger (With Class 2 Powers) Learning on Country Worker Coxswain Grade 1 Fisheries Compliance Support Officer Mined Land Rehabilitator	Nursery Technician Machinery Operator Farm Worker Irrigation Technician Grounds Maintenance Worker Light Vehicle Mechanic Diesel Mechanic Mobile Plant Mechanic

nd facilities | Role-specific information | Workplace culture

<u>High Risk Plant Operations:</u> **RIIWHS204E** Work safely at heights <u>Basic First Aid:</u> **HLTAID010** Provide basic emergency life support Various mobile plant and equipment competencies related to job role		
<u>Welding:</u> **TLID0020** Shift materials safely using manual handling methods **RIISAM203E** Use hand and power tools **AHCINF208** Fabricate and repair metal or plastic structures <u>Bushfire</u>: **PUAFIR210** Prevent injury **PUAFIR204** Respond to wildfire <u>Chainsaws:</u> **AHCMOM213** Operate and maintain chainsaws **FWPCOT2273** Trim and cut felled trees **FWPCOT2275** Fell trees manually (basic) <u>4WD:</u> **FWPCOT3329** Perform complex four wheel drive operations **FWPCOT3325** Operate four wheel drive vehicle on unsealed roads **FWPCOT3326** Recover four wheel drive vehicle <u>Mobile Plant Operations:</u> **RIIMPO315E** Conduct tractor operations **RIIMP0318F** Conduct civil construction skid steer operations **AHCBIO203** Inspect and clean machinery, tools and equipment to preserve biosecurity	**AHCSS00074** Agriculture Chemical Skill Set **MARSS00017** Coxswains Grade 1 Skill Set **MARSS00011** Marine Radio Operator's VHF Skill Set **AVISS00057** Remotely Piloted Aircraft Systems Observer Skill Set **AVISS00080** Remotely Piloted Aircraft Operations in Excluded Category Sub-2 kg Skill Set <u>EWP:</u> **TLILIC0005** Licence to operate a boom-type elevating work platform (boom length 11 metres or more)	<u>Forklift:</u> **TLILIC0003** Licence to operate a forklift truck <u>Baiting:</u> **AHCPMG312** Apply poison baits for vertebrate pest control in rural and environmental landscapes Skill Set <u>Driver Licencing:</u> **TLILIC2014** Licence to drive a light rigid vehicle **TLILIC2015** Licence to drive a medium rigid vehicle **TLILIC2016** Licence to drive a heavy rigid vehicle <u>First Aid:</u> **HLTAID011** Provide First Aid
MAR10424 Certificate I in Maritime Operations (Coxswain Grade 2 Near Coastal) **PSP20122** Certificate II in Government (Ranger Compliance)	**AHC31424** Certificate III Conservation and Ecosystem Management **AHC32822** Certificate III in Rural Operations **AHC30722** Certificate III in Horticulture	**MAR20324** Certificate II in Maritime Operations (Coxswain Grade 1 Near Coastal) **SFI20419** Certificate II in Fisheries Compliance Support **AVI30419** Certificate III in Aviation (Remote Pilot)

Environment Industry Job Roles Beyond Level 3

- Senior Yolŋu Ranger
- Senior Yolŋu Sea Ranger
- Yolŋu Ranger (With Class 1 Investigator Powers)
- Learning on Country Coordinator
- Fisheries Compliance Officer
- Nursery Leading Hand
- Farm Leading Hand
- Grounds Maintenance Leading Hand
- Leading Hand Civil
- Leading Hand Workshop

Senior Construction Industry Job Roles

- Yolŋu Ranger Coordinator
- Fisheries Compliance Inspector
- Fisheries Manager
- Nursery Manager
- Site Supervisor
- Site Manager
- Project Manager
- Farm Manager
- Council Operations Manager
- Rehabilitation Specialist
- Parks & Wildlife Officer
- Workshop Supervisor/Superintendent/ Manager
- Maintenance Planner & Scheduler

Alternative Senior Career Job Roles

- Trainer and Assessor
- Environmental Lead
- Health and Hygiene Lead
- Safety Lead
- Scientist
- (Agriculture/Horticulture/Environment/ Geneticist)
- Engineer
- Chief Financial Officer
- Translator
- Interpreter





Health, Care and Education Industries Pathways Mapping

		Level 1	Level 2
		New to role - RJED **New to work**	**Under supervision daily** **Limited work skills**
Job Roles		Personal Care Assistant Nursing Support Worker Recreation Assistant Families as First Teachers Liaison Worker Classroom Support Worker	Personal Care Assistant Nursing Support Worker Yolŋu Health Worker Aged or Disabled Carer Recreation Assistant Families as First Teachers Liaison Worker Classroom Support Worker Teacher Aide
Skills Pathways	**Strong Foundations**	**Non-Accredited Preparation and Training from Foundation Skills** *** English Literacy and Numeracy** *** Digital Literacy**	
	Orientation and Induction	Business Ready: Policies and procedures | Workplace health and safety | Adminstration, training and employment | Site orientation ar	
	Units of Competency		
	Skill Sets and Vocational Training Programs (VTPs)	**HLTSS00066** Infection Control Skill Set (Food Handling) OR **SITSS00068** Food Handling Skill Set CPR: **HLTAID009** Provide Cardiopulmonary Resuscitation	**CHCSS00088** Induction Skill Set **CHCSS00133** Induction to Disability Support Skill Set **CHCSS00135** Mealtime Support Skill Set **CHCSS00117** Aboriginal and/or Torres Strait Islander Education Support Skill Set **CHCSS00118** School Based Education Support Work Skill Set **BSBSS00120** Administrative Assistant Skill Set **BSBSS00121** Medical Administration Skill Set **HLTSS00069** Indigenous Environmental Health Support Work **CHCSS00080** Induction to Leisure and Health **CHCSS00113** Crisis Support Skill Set **CHCSS00115** Social Housing Skill Set **CHCSS00141** Child Protection Skill Set **CHCSS00143** Provide Family Support Services Skill Set **CHCSS00146** Working in a Child Safe Environment Skill Set
	Accredited Qualifications	**SIS10122** Certificate I in Sport and Recreation	**CHC22015** Certificate II in Community Services **SIS20122** Certificate II in Sport and Recreation **HLT20121** Certificate II in Aboriginal and/or Torres Strait Islander Primary Health Care **HLT23221** Certificate II in Health Support Services

	Level 3	
	Can follow instruction and work independently	
	Yolŋu Health Worker NDIS Community Connector Personal Care Worker Community Care Worker Residential Care Worker Family Support Worker Allied Health Assistant Yolŋu Liason Officer Administrative Support Officer Administration Officer Community Housing Officer Environmental Health Officer*	Population Health Officer* Aged Care and Disability Services Officer Recreation Officer Car/Bus Driver - Patient Transport Early Childhood Education and Care Worker (Childcare Worker) Assistant Teacher *Denotes limited providers at Level 3 registered for delivery in the NT
nd facilities | Role-specific information | Workplace culture		
	CHCMHS001 Work with people with mental health issues **HLTAHW049** Work effectively in social and emotional wellbeing **HLTASEW001** Work according to the principles of social and emotional wellbeing care **HLTASEW004** Contribute to the care of clients living with mental illness	
CPPSS00080 Introduction to Cleaning Operations **HLTSS00061** Food Safety Supervision Skill Set - for community services and health industries OR **SITSS00069** Food Safety Supervision Skill Set **HLTSS00083** Infection Prevention and Control Skill Set **CHCSOO114** Entry into Care Roles Skill Set **BSBSS00112** Workplace Technology Skill Set Essential Digital Skills for a Work Environment: **BSBTEC202** Use digital technologies to communicate in a work environment **BSBTEC201** Use business software applications **BSBTEC101** Operate digital devices First Aid: **HLTAID011** Provide First Aid	General Pest Management Course (MPL Training): **CPPUPM3005** Manage pests without applying pesticides **CPPUPM3006** Manage pests by applying pesticides **CPPUPM3018** Maintain equipment and pesticide storage area in pest management vehicles Personal Finance: **FNSFLT311** Develop and apply knowledge of personal finances Workplace Skills for the Health Sector: **CHCCOM005** Communicate and work in health and community services **CHCDIV001** Work with diverse people **HLTINF006** Apply basic principles and practices of infection prevention and control **HLTWHS001** Participate in workplace health and safety	Essential Skills for Community Aged Care Workers: **CHCAGE013** Work effectively in aged care **HLTINF006** Apply basic principles and practices of infection prevention and control Microsoft Office 365 Proficiency: **BSBTEC301** Design and produce business documents **BSBTEC302** Design and produce spreadsheets **BSBTEC303** Create electronic presentations Driver Licencing: **TLILIC2014** Licence to drive a light rigid vehicle
	CHC32015 Certificate III in Community Services **SIS30122** Certificate III in Sport, Aquatics and Recreation **CHC33021** Certificate III in Individiual Support (Elective choices lead to Certificate III in Individual Support (Ageing, Disability or Ageing and Disability) **HLT33021** Certificate III in Allied Health Assistance **HLT30121** Certificate III in Aboriginal and/or Torres Strait Islander Primary Health Care **HLT33115** Certificate III in Health Services Assistance	**CHC30125** Certificate III in Early Childhood Education and Care **CHC30221** Certificate III in School Based Education Support **BSB30120** Certificate III in Business **HLT37315** Certificate III in Health Administration **HLT36115** Certificate III in Indigenous Environmental Health **HLT36015** Certificate III in Population Health **CPP30321** Certificate III in Cleaning Operations

Health, Care and Education Industry Job Roles Beyond Level 3

- Yolŋu Health Practitioner
- Aboriginal Health Practitioner
- Case Worker
- Youth Worker
- Youth Support Worker
- Lifestyle Coordinator
- Enrolled Nurse
- Welfare Worker
- Disability Support Worker
- Community Engagement Officer
- Residential Care Officer
- Home Care Support Coordinator
- Raypirri Rom Team Leader
- Environmental Health Coordinator *
- Population Health Coordinator*
- Child Care Team Leader

*Denotes no providers registered for delivery at this level in the NT

Senior Health, Care and Education Industry Job Roles

- Health Practice Manager
- Clinic Manager
- Primary and Population Health Clinic Manager
- Registered Nurse
- General Practitioner / Doctor
- Allied Health Specialist/Professional
- Case Manager
- Youth Services Manager
- Child and Family Counsellor
- Financial Inclusion Officer
- Mental Health Clinician
- Community Engagement Manager
- NDIS Support Coordinator
- Residential Care Manager
- Environmental Health Manager
- Population Health Manager
- Families as First Teachers Educator
- Childcare Centre Manager
- Teacher
- Yolŋu Language Education Teacher

Alternative Senior Career Job Roles

- Trainer and Assessor
- Environmental Lead
- Health and Hygiene Lead
- Safety Lead
- Translator
- Interpreter



Jean-Eddy Moutou for First Nations Training and Teacher Education Hub







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