

# Pathway 1

## Employment Experience Guidelines



**Pathway 1 skill assessment applicants must meet the following minimum Employment Experience criteria set by Trades Recognition Australia:**

### Licensed Trades

| Employment experience          | 1 year | 2 years | 3 years | 4 years | 5 years | 6 years |
|--------------------------------|--------|---------|---------|---------|---------|---------|
| With no formal training        |        |         |         |         |         |         |
| With relevant formal training* |        |         |         |         |         |         |

### Non-Licensed Trades

| Employment experience          | 1 year | 2 years | 3 years | 4 years | 5 years | 6 years |
|--------------------------------|--------|---------|---------|---------|---------|---------|
| With no formal training        |        |         |         |         |         |         |
| With relevant formal training* |        |         |         |         |         |         |

\* Formal training is training that is accredited by the authorised governing body in the country where the qualification was undertaken. It must be in the nominated occupation, or an occupation directly related to the nominated occupation.

The employment must be in the nominated occupation, or in an occupation that is directly related to the nominated occupation, and must include at least 12 months' employment in the nominated occupation within the past 3 years.

## Licensed Trades

The following scenarios are intended to assist you in determining whether you are likely to meet the minimum employment experience requirements for your nominated occupation when applying for a Pathway 1 skills assessment.

It is important to note that these scenarios are intended to provide general advice only. For a successful outcome, you will need to provide sufficient and verifiable evidence. Detailed information about the types of evidence required for the skills assessment is available in the Evidence Guide on our [website](#).

### Meets employment experience requirement

#### Scenario 1

- › **Training completed:** no formal training
- › **Paid employment experience:** 6 years full-time (or equivalent part-time), 12 months of which were completed within the past 3 years
- › **Recommendation:** meets employment experience requirement.

#### Scenario 2

- › **Training completed:** formal training in the nominated occupation
- › **Paid employment experience:** 4 years full-time (or equivalent part-time), 12 months of which were completed within the past 3 years
- › **Recommendation:** meets employment experience requirement.

#### Scenario 3

- › **Training completed:** 4-year apprenticeship\*\* in the nominated occupation, 12 months of which were completed within the past 3 years
- › **Paid employment experience:** no additional employment required
- › **Recommendation:** meets employment experience requirement.

#### Scenario 4

- › **Training completed:** 3-year apprenticeship\*\* in the nominated occupation, completed outside the past 3 years
- › **Paid employment experience:** 1 year full-time (or equivalent part-time) employment completed within the past 3 years
- › **Recommendation:** meets employment experience requirement.

### Does not meet employment experience requirement

#### Scenario 5

- › **Training completed:** 3-year apprenticeship\*\* in the nominated occupation, completed outside the past 3 years
- › **Paid employment experience:** no additional employment experience
- › **Recommendation:** does not meet employment experience requirement.

#### Scenario 6

- › **Training completed:** relevant training **not** recognised as formal
- › **Paid employment experience:** 5 years full-time (or equivalent part-time), 12 months of which were completed within the past 3 years
- › **Recommendation:** does not meet employment experience requirement.

**\*\* An apprenticeship can be considered as employment experience only if:**

- › it has been completed and meets the definition of formal training
- › the employer details are recorded in the employment section of the application form and supported by sufficient official employment evidence.

## Non-Licensed Trades

### Meets employment experience requirement

#### Scenario 1

- › **Training completed:** no formal training
- › **Paid employment experience:** 5 years full-time (or equivalent part-time), 12 months of which were completed within the past 3 years
- › **Recommendation:** meets employment experience requirement.

#### Scenario 2

- › **Training completed:** formal training in the nominated occupation
- › **Paid employment experience:** 3 years full-time (or equivalent part-time), 12 months of which were completed within the past 3 years
- › **Recommendation:** meets employment experience requirement.

#### Scenario 3

- › **Training completed:** 3-year apprenticeship\*\* in the nominated occupation, 12 months of which were completed within the past 3 years
- › **Paid employment experience:** no additional employment required
- › **Recommendation:** meets employment experience requirement.

#### Scenario 4

- › **Training completed:** 4-year apprenticeship\*\* in the nominated occupation, completed outside the past 3 years
- › **Paid employment experience:** 1 year full-time (or equivalent part-time) employment completed within the past 3 years
- › **Recommendation:** meets employment experience requirement.

### Does not meet employment experience requirement

#### Scenario 5

- › **Training completed:** 3-year apprenticeship\*\* in the nominated occupation, completed outside the past 3 years
- › **Paid employment experience:** no additional employment experience
- › **Recommendation:** does not meet employment experience requirement

#### Scenario 6

- › **Training completed:** relevant training **not** recognised as formal
- › **Paid employment experience:** 4 years full-time (or equivalent part-time), 12 months of which were completed within the past 3 years
- › **Recommendation:** does not meet employment experience requirement.

**\*\* An apprenticeship can be considered as employment experience only if:**

- › it has been completed and meets the definition of formal training
- › the employer details are recorded in the employment section of the application form and supported by sufficient official employment evidence.