

Pathway 1 Employment Experience Guidelines

From **1st March 2019**, Pathway 1 skill assessment applicants must meet the following minimum Employment Experience criteria set by Trades Recognition Australia:

- Licensed trade with no formal training – six years work experience
- Licensed trade with formal training* – four years work experience
- Non-licensed trade with no formal training – five years work experience
- Non-licensed trade with formal training* – three years work experience.

All applicants must have completed at least 12 months of employment in their nominated occupation in the three years prior to lodging their application.

** 'Formal training' is training that aligns with the national training standards in the applicant's country of training. The training must be in the applicant's Nominated Occupation, or an occupation that is directly related to their Nominated Occupation.*

To provide guidance to individuals evaluating whether they meet the above employment experience requirements, a number of scenarios are provided below.

PLEASE NOTE: The following scenarios are intended to provide *general advice only* to individuals considering applying for a Pathway 1 assessment.

Licensed Trade – Employment Experience scenarios

Licensed Trade Scenario 1

- Training completed: No formal training
- Relevant employment experience: 6 years (12 months of which was completed within the past 3 years)
- **Recommendation:** Meets employment experience requirement (contingent on provision of sufficient, verifiable evidence)

Licensed Trade Scenario 2

- Training completed: 1 year relevant, formal training done in a college
- Relevant employment experience: 5 years (12 months of which was completed within the past 3 years)
- **Recommendation:** Meets employment experience requirement (contingent on provision of sufficient, verifiable evidence)

Licensed Trade Scenario 3

- Training completed: 1 year relevant, formal training done in a college
- Relevant employment experience: 4 years (including 12 months in past 3 years)
- **Recommendation:** Meets employment experience requirement (contingent on provision of sufficient, verifiable evidence)

Licensed Trade Scenario 4

- Training completed: An apprenticeship** in nominated occupation (12 months of which was completed within the past 3 years)
- Relevant employment experience: No additional employment
- **Recommendation:** Meets employment experience requirement (contingent on provision of sufficient, verifiable evidence)

*** Must be comparable to an Australian Apprenticeship*

Licensed Trade Scenario 5

- Training completed: 2 years relevant training, **not** recognised as formal
- Relevant employment experience: 5 years (12 months of which was completed within the past 3 years)
- **Recommendation:** Does not meet employment experience requirement

Licensed Trade Scenario 6

- Training completed: 3 years relevant, formal training done in a college
- Relevant employment experience: 3 years and 11 months (12 months of which was completed within the past 3 years)
- **Recommendation:** Does not meet minimum employment experience requirement

Non-licensed Trade - Employment Experience scenarios

Non-licensed Trade Scenario 1

- Training completed: No formal training completed
- Relevant employment experience: 5 years (12 months of which was completed within the past 3 years)
- **Recommendation:** Meets employment experience requirement (contingent on provision of sufficient, verifiable evidence)

Non-licensed Trade Scenario 2

- Training completed: 1 year relevant, formal training done in a college
- Relevant employment experience: 4 years (12 months of which was completed within the past 3 years)
- **Recommendation:** Meets employment experience requirement (contingent on provision of sufficient, verifiable evidence)

Non-licensed Trade Scenario 3

- Training completed: 1 year relevant, formal training done in a college
- Relevant employment experience: 3 years (including 12 months in past 3 years)
- **Recommendation:** Meets employment experience requirement (contingent on provision of sufficient, verifiable evidence)

Non-licensed Trade Scenario 4

- Training completed: An apprenticeship** in occupational area (12 months of which was completed within the past 3 years)
- Relevant employment experience: No additional employment
- **Recommendation:** Meets employment experience requirement (contingent on provision of sufficient, verifiable evidence)

** *Must be comparable to an Australian Apprenticeship*

Non-licensed Trade Scenario 5

- Training completed: 1 year relevant training, **not** recognised as formal
- Relevant employment experience: 4 years (12 months of which was completed within the past 3 years)
- **Recommendation:** Does not meet employment experience requirement

Licensed Trade Scenario 6

- Training completed: 3 years relevant, formal training done in a college
- Relevant employment experience: 2 years and 11 months (12 months of which was completed within the past 3 years)
- **Recommendation:** Does not meet minimum employment experience requirement