

Exploring career pathways in VET

Lateral and vertical opportunities across a Vocational Education and Training (VET) career in automotive and mining contexts

Part of the AUSMASA Trainer and Assessor VET Career Framework



About this guidance document

Careers in automotive and mining VET do not follow a single, linear path. Opportunities can evolve across teaching leadership, industry engagement, mentoring, workforce development and broader sector contribution, both within and beyond a single organisation.

This visual guide highlights the range of roles and opportunities that can emerge across different VET career plans. It is intended to make the sector's breadth more visible and to support conversations about career development and progression.

The guide is illustrative, not prescriptive. Not every role exists in every organisation, and career journeys will differ depending on individual interests, experiences and opportunities.

How to read this visual guide

Columns represent career stages. Rows represent areas of contribution. Moving across a row is lateral development. Moving across columns is vertical progression. Both are valid forms of career growth.

	New entrant - Getting started and finding your feet	Establishing- Building confidence and consistency	Advanced - Handling complexity and informal responsibility	Expert - Drawing on deep experience and perspective
Delivery and assessment	- Trainer and assessor - Vocational trainer - Workplace trainer - Sessional or casual trainer	- Trainer and assessor - Vocational trainer - Workplace trainer	- Senior trainer - Lead trainer - Advanced skills trainer - Lead assessor - Industry trainer specialist	- Master trainer - Principal trainer - Subject matter expert
Curriculum and learning design		- Curriculum support officer - Resource developer	- Curriculum developer - Learning designer - Training product developer - Educational developer	- Senior curriculum developer - Learning design manager - Training product manager

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Mentoring and coaching		Buddy or peer mentor	- Mentor - Lead mentor - Trainer development coordinator - Teacher educator	- Capability development coordinator - Mentoring program lead
Compliance and quality		- Validation participant - Compliance support	- Compliance coordinator - Quality coordinator - Validation coordinator - Compliance advisor	- RTO compliance manager - Quality assurance manager - Director of quality
Industry engagement and business development		Industry liaison officer	- Industry engagement coordinator - Employer engagement officer - Apprenticeship and traineeship field officer - Business development officer	- Business development manager - Client relationship manager - Partnerships manager - Industry engagement manager

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Leadership and management		- Acting team leader - Project lead	- Team leader - Coordinator - Program coordinator - Program leader - Head teacher - Training superintendent - Site training coordinator	- Head of department - Head of programs - Training manager - Workforce development manager - Portfolio manager - Department manager - Director of training - RTO manager - RTO director - General manager - CEO
Beyond a single RTO			- VET consultant - RTO auditor - Training advisor - Roles across multiple RTOs	- Training package development roles - Jobs and Skills Council roles - State training authority roles - Industry training advisor roles - VET consultant - RTO auditor

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Movement between RTO types

It is common for trainers and assessors to move between private RTOs, public TAFE providers, and enterprise RTOs throughout their careers. Movement from private to public providers is often driven by differences in leave entitlements, employment conditions and access to structured career pathways. Movement in the other direction is typically driven by salary, flexibility or the opportunity to work in a more specific industry context. These moves represent genuine career development and often bring a valuable cross-sector perspective.

Context matters. The roles available depend on the size, type and structure of your organisation. Larger public RTOs tend to have more defined role levels. Private RTOs often have flatter structures where progression often involves expanding responsibility

Learn more about the Trainer and Assessor VET Career Framework

Explore more practical tools, guides and resources supporting VET capability, wellbeing, industry engagement and career development