



Career phase summary table

A quick reference table that summarises the typical focus, well-being pressure points and support signals associated with each trainer and assessor career phase.

Part of the AUSMASA VET Workforce Blueprint Guidance Suite

In consultation, trainers and assessors described that support often drops away because career phases are assumed rather than discussed. This tool responds to the career-phase patterns and pressure points described by providing a shared, practical way to recognise how focus and support needs typically change over time.

Who the tool is for

Trainers, assessors, mentors, leaders and support staff.

When to use the tool

Use this tool when a shared understanding of career-phase needs would help, including during induction, mentoring conversations, coaching, or workforce and capability planning.

How to use the tool

Use the table as a conversation prompt. It is designed to help teams notice how focus, pressure points and support needs often shift across a career, rather than to label individuals or predict experience.

Resource	Primary focus	Common wellbeing pressure points	Support signals to be mindful of
New entrant	Capability, confidence, belonging	Cognitive overload, isolation, unclear expectations, and fear of making mistakes	Withdrawal, over-preparation, and reluctance to ask questions
Establishing	Consistency, workload management, and professional identity	Competing demands, "doing it all", early burnout risk	Extended hours, frustration, loss of confidence
Advanced	Sustainability, growth, influence	Stagnation, role creep, invisible labour	Cynicism, disengagement, boundary erosion
Expert	Legacy, transition, knowledge sharing	Change fatigue, feeling undervalued	Reduced engagement, withdrawal from development

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