

Make a career change that can change lives

TAFE NSW Paid to Learn Program



Life-changing impact starts with incredible teachers who can inspire students and help communities and industries thrive. Now you, too, can share your industry skills and passion with the next generation of students, joining the great team at TAFE NSW as part of our Paid to Learn Program.

 tafensw.edu.au/jobs

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The Paid to Learn Program

Program overview

The innovative Paid to Learn Program (PTL) leverages the skills and experience of current industry professionals to help meet the increased demand for teachers across TAFE NSW.

To be a teacher in the Vocational and Educational Training (VET) Sector, you must hold the Certificate IV Training and Assessment (TAE40122) or an equivalent qualification. If you do not hold a TAE, the Paid to Learn program offers the opportunity to support you to become a Teacher via a 14-week full time Paid to Learn Program. Virtual learners complete the Certificate IV Training and Assessment (TAE40122) over 16 weeks.

Mentors and other wraparound support will make your transition into teaching a smooth one.

Upon successful completion of the program and becoming a qualified TAFE NSW VET Teacher, TAFE NSW will continue to support your professional development to set you up for a rewarding career.



The Paid to Learn Program was the best way to enter TAFE and teaching.

Wade McAndrew, Carpentry and Joinery, Hornsby



How does the program work?

Following an application process for an advertised teaching role, successful PTL participants are paid to undertake the intensive 14-week program, consisting of 35 hours per week over 5 days, typically 8am – 4pm.

The next cohort for PTL will commence the program and their employment on **Monday, 18 August 2025**.

If you already hold a Certificate IV Training and Assessment (TAE40122) or an equivalent qualification, we encourage you to apply for any suitable advertised teaching position, though you will not need to undertake the 14-week PTL program.

Those with an existing/current TAE, if successful in obtaining a teaching position, will commence employment at a date negotiated with your hiring/line manager. This is likely to be at the start of Semester 2 on **21 July 2025**.

What does the Paid to Learn program look like?

Week 1, Orientation Week:

- Your first week will include onboarding, induction, technology uplift and the opportunity to meet your colleagues and begin building your network. Orientation Week will be held at Kingswood/Nepean campus (in Western Sydney). If eligible, you will be supported with reasonable travel costs and accommodation.

Week 2, TAE Course:

- Your TAE course commences with a full 5-day week of study (Mon-Fri), from your allocated TAE Delivery Hub.

Weeks 3 – 14, PTL Program:

Depending on your location, you may be required to travel to your TAE Delivery Hub for week 2 and part of week's 3-14 of the program. Where reasonable, you will be supported with travel costs and/or accommodation.

As a guide, your weekly schedule will be:

- **Monday & Tuesday (2 days)** – undertaking practical activities in your home teaching section and learning the craft of teaching, supported by a mentor/buddy.
- **Wednesday (1 day)** – attending weekly Capability Uplift Sessions designed to further prepare you for your role as a Teacher. You will also have an opportunity to undertake your TAE course studies/assessments.
- **Thursday & Friday (2 days)** – attending your Certificate IV in Training and Assessment (TAE) course, facilitated by your TAE Teacher. This may be delivered face-to-face or virtually, depending on your location.

Paid to Learn Program benefits

- Enjoy the flexibility to combine teaching, work, and lifestyle with one of Australia's leading Vocational Education and Training providers.
- Enjoy support and mentoring from dedicated PTL Capability Team and Supervising Teachers.
- Join a team of passionate teachers inspiring the next generation of students, helping them get skilled and ready for their careers.
- Your course progress will be monitored closely, and we will provide you with additional tailored support if/when required.
- Receive extended professional development allowance of 72 hours per year.

Frequently Asked Questions

1. How can I apply for a position in the Paid to Learn Program?

To become a teacher with TAFE NSW via the Paid to Learn Program, you will need to apply for a role. All positions within the program will be identified as a Paid to Learn position and advertised through our [TAFE NSW Careers](#) website.

2. What does the recruitment process involve?

Upon applying for a position, your application will be reviewed by the Hiring Manager and their panel.

If your application is considered to meet the essential requirements, you will be invited to interview, which may also include an interview task or trade test, depending on your industry.

For those who are successful at the interview, professional references will be requested and used when considering the recommended candidate and subsequent eligibility list.

To help you prepare for your application, check out our [TAFE NSW Application Process](#) and [Become a Teacher](#) on our TAFE NSW Careers Page.

For internal candidates, a [Candidate toolkit](#) is also available.

3. What are the position requirements?

For your application to be considered for a Paid to Learn Program position, you must:

- Have appropriate subject knowledge, skills, and vocational qualifications (typically a Certificate III level qualification or higher) within your industry.
- Have at least three (3) years post-qualification experience in the industry relevant to your qualifications.
- For ongoing positions in the NSW Public Sector, you need to be an Australian Citizen or Permanent Resident.
- For Aboriginal Identified advertised roles, applicants must be of Aboriginal and/or Torres Strait Islander descent by parentage, identify as being Aboriginal and/or Torres Strait Islander and be accepted in the community as such. An applicant's race is a genuine occupational qualification and is authorised under Section 14(d) of the *NSW Anti-Discrimination Act 1977*. Candidates will be required to provide 'Confirmation of Aboriginality' documentation as a part of the application process.
- Aboriginal Targeted advertised roles are targeted for Aboriginal and Torres Strait Islander people under Government Sector Employment Rule 26. Non-Aboriginal people are also strongly encouraged to apply. Aboriginal candidates will be required to provide "Confirmation of Aboriginality" documentation as part of the application process.

You can find more information, including the position description, and application requirements in the job advertisements.

4. I have been offered a position, what happens next?

Upon verbally accepting a position with TAFE NSW, you will move to the onboarding stage of the recruitment process. You will be contacted by the following teams:

- **Talent Management and Acquisition Team:** to arrange your Letter of Offer, request onboarding documentation and obtain consent to complete pre-employment checks, such as Working with Children, Criminal History, Qualifications and Australian Right Checks. Please note that your offer is pending pre-employment clearances before onboarding can be finalised.
- **Paid to Learn Capability Team:** to discuss the PTL program and arrangements regarding orientation week.
- **TAE Delivery Team:** to arrange your enrolment and introduction into the Certificate IV in Training and Assessment.

The Paid to Learn Program

5. Working at TAFE NSW will be a new experience for me as I have worked in my industry for a long time. How will I be supported throughout the program?

You will be strongly supported throughout the program, including having a dedicated supervising Teacher and mentor from within your delivery section. Furthermore, you will receive continuous tailored support from the Paid to Learn Capability Team as you progress through the program.

6. When will I start teaching?

You will begin team teaching (working alongside an experienced Teacher) in week 7 of the program, following a period of getting acquainted with your section, observing other Teachers, and gaining a better understanding of the course delivery.

7. I have not studied for a long time, how difficult is the TAE?

TAFE NSW recommends specific performance levels for completing the TAE, as outlined by the Australian Core Skills Framework. This includes attaining a level 4 in Learning and Oral Communication, and a level 2-3 in Reading, Writing, Numeracy, and Digital Literacy. We will assess your skills before commencing with TAFE NSW, and tailor an individualised program to meet your needs.

8. Will my course work be relevant to my role?

Yes, we have tailored the TAE course so that the practical work you complete, such as lesson plans and assessments, can be used directly in the classroom or support the teaching section within which you are working.



9. My computer skills are limited. How will the program support me?

You will participate in a Digital Skills Bootcamp in Week 1 of the program. We will evaluate your computer skills and provide ongoing customised support to help you become proficient with TAFE NSW systems and procedures.

10. Do I need any tools or technology to complete the TAE?

You will be issued with a TAFE NSW laptop during Orientation Week (Week 1 of the program). You will need a mobile phone (refer to FAQ 17), a mouse and a headset to assist you throughout the program. A second computer screen would be beneficial.

11. What work-life balance can I expect while participating in the program?

The Paid to Learn Program is considered an intensive, accelerated program for completing your TAE. To complete the qualification, you can expect to complete a varied amount of homework and assessments outside of your 35 hour per week program, typically of an evening or weekends.

12. Am I able to take leave during the Paid to Learn Program outside of the 2-week vacation period?

Given the intensive nature of the Paid to Learn Program, taking leave during this time is not recommended. If you have pre-scheduled leave, please discuss it with the Hiring Manager during your interview.

If you wish to take leave during the program, a formal request and approval are required. It's advisable to plan your leave during the two-week vacation period.

13. What duties can I expect to undertake as a TAFE NSW teacher?

Being a Vocational and Education teacher has a range of duties pending on your vocational area. The position description found in the job advertisement will cover these duties. Some duties worth highlighting are as follows:

- Teaching
- Classroom management
- Class resource preparation and marking
- Section administrative duties
- Use of a computer is essential in many duties as a TAFE NSW teacher.

Being an employee at TAFE NSW

14. How much do I get paid as a TAFE NSW Teacher?

A full time TAFE NSW Teacher salary currently comprises of four (4) salary steps:

- Step 10 \$95,630 (Hourly Rate \$52.36)
- Step 11 \$99,542 (Hourly Rate \$54.51)
- Step 12 \$103,469 (Hourly Rate \$56.66)
- Step 13 \$113,411 (Hourly Rate \$62.10)

Commencing salary is determined by assessing levels of vocational and/or industry experience prior to commencement. Your salary will then increment yearly in accordance with the above steps.

On top of this attractive salary, TAFE NSW offers superannuation, leave loading, an excellent work-life balance, and flexible working conditions.

15. Can I continue to work within my Trade/ Industry while employed with TAFE NSW?

Permanent and temporary TAFE NSW employees must seek written approval of secondary employment (including self-employment and other TAFE NSW work), to ensure consistency across the organisation and prevent risk or cost to TAFE NSW.

16. Do I need a smart phone as part of my employment with TAFE NSW?

To enhance security when accessing TAFE NSW systems, you will need a smart mobile phone to install a multi-factor authenticator (MFA) app.

How can I find out more?

Attend one of our drop-in sessions below, where you will be provided with practical information and answers to your questions. Dates and times are as follows:

- [Tuesday 29 April: 5pm – 6pm](#)
- [Thursday 1 May: 12pm – 1pm](#)
- [Tuesday 6 May: 5pm – 6pm](#)
- [Thursday 8 May: 12pm – 1pm](#)

Simply click the date/time you wish to join, and it will direct you into an MS Teams call. This can be done on any device, and should take less than 5 mins to set up.

Aboriginal Identified and Targeted drop-in sessions – please register [here](#) for the below dates:

- Tuesday 29 April: 12pm – 1pm
- Wednesday 30 April: 5pm – 6pm
- Thursday 1 May: 6pm – 7pm
- Tuesday 6 May: 12pm – 1pm
- Wednesday 7 May: 5pm – 6pm
- Thursday 8 May: 6pm – 7pm

If you cannot attend one of these sessions, please reach out to paidtolearncapabilityteam@tafensw.edu.au

Additional contact for Aboriginal candidates
AboriginalEmploymentAdvocate@tafensw.edu.au



The entire program from start to finish was an experience like no other. I highly recommend the program. A perfect way to kick start your career with TAFE NSW.

Mason Hunt, Teacher Electrotechnology, Broken Hill

