



Government of **Western Australia**
Department of **Transport**
and **Major Infrastructure**



DEADLY PATHWAYS

ABORIGINAL YOUTH EMPLOYMENT PROGRAM

INFORMATION BOOKLET 2026



Ready to start a career with a difference? This isn't just work experience, it's your pathway forward!

If you're 17-22 years old and ready to back yourself, **Deadly Pathways is your chance to get paid, build confidence, and step into a real career**, through an 18-month Aboriginal employment program with the Department of Transport and Major Infrastructure (DTMI).

Commencing in May 2026, you'll begin part-time in a Level 1 role, building core skills like communication, Microsoft Office, personal financial literacy and understanding DTMI's workplace systems. After six months, you'll step up into a Level 2 position for 12 months with the option to go full-time, taking on more responsibility and real on-the-job learning across key business areas.

Throughout the program you'll have monthly one-on-one support from our Youth Coordinator, focused on mind mapping, goal setting and career planning - helping you understand your strengths, back yourself, and plan your future with confidence.



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About the Deadly Pathways - Aboriginal Youth Employment Program

Deadly Pathways is a key initiative through which DTMI is delivering on our commitment to a workforce that represents the diverse communities we serve. The pilot program focuses on progressive capability development within a culturally safe and supportive environment.

Commencing in May 2026, the program provides structured development, mentoring and clearly defined pathways to pursue ongoing employment at DTMI.

The program will intake eleven trainees across three business areas: Regional Services, Maritime and Driver and Vehicle Services. Participants will progress through a phased capability model, including 6 months in a foundational Level 1 role followed by 12 months in a Level 2 role, with wrap-around support designed to prepare participants to competitively apply for ongoing level 2 or level 3 roles at the conclusion of the program.

During the foundational phase, participants will be supported to develop their skills in:

- Written and verbal communication
- Microsoft Office suite
- Understanding government workplaces and systems
- Financial literacy
- Keyboard and typing skills
- Goal setting and mind mapping

After 6 months, participants who successfully meet the requirements of the Level 1 role will transition into a Level 2 position, taking on increased responsibility through structured, on-the-job learning.

During the last 6 months of the program, participants will remain in their Level 2 position, gaining confidence through achieving goals, while also working with the Youth Coordinator to prepare to apply for an ongoing job at DTMI. This may include completing tailored training to fill any skills gaps required for the role the participant would like to apply for.

Support for participants

Youth Coordinator and Peer Support

Throughout the entire program participants and their managers will receive dedicated support from the DTMI **Youth Coordinator** including:

- Monthly 1:1's
- Goal setting and career planning
- Mind mapping
- Referral to other relevant internal and external supports as needed

The program is also designed to ensure that participants can build relationships with each other, participating in shared learning experiences and providing **peer support** throughout their journey.

Employee Networks

All DTMI employees are encouraged to participate in relevant employee networks.

The **Yarning Circle** offers a strong, culturally safe community where members learn from and support one another, while influencing positive change across the organisation. It brings people together to make a genuine difference, advocating for what matters to Aboriginal staff, strengthening employment pathways, supporting career growth, and helping the organisation embrace culturally informed, inclusive practices. Open to Aboriginal and/ or Torres Strait Islander employees and committed non-Aboriginal allies, it's a welcoming and impactful group to be part of when joining the workplace.

The **Young Professional Network (YPN)** is a vibrant, supportive community designed to help young people thrive and build meaningful connections at DTMI. The YPN brings members together to shape priorities, champion youth perspective, and create opportunities for learning, networking, and professional growth. Open to employees 30 and under, as well as those over 30 who want to mentor, support, or contribute to the development of the next generation, the YPN offers an engaging and impactful space to belong.

Professional development

Pivot Training

Pivot provide a range of foundation skills courses such as digital literacy skills, as well as contextualised training aimed at preparing participants for specific roles at DTMI.

My Money Dream

This program is delivered by the First Nation Foundation, for Aboriginal and/or Torres Strait Islander people, to increase good money habits and build financial literacy skills. Participants will be empowered with practical skills and knowledge-building through the following modules:

- Money basics: Budgeting, setting goals, banking
- Wisdom for past, skills for the Future - Connecting culture and economy
- Your Path, Your Power, Your Future - Career choices, money skills, superannuation, scams future education and money management
- Strong Minds, Strong Communities - Money, mental health and relationships

Tailored Development

As participants develop a clearer understanding of their professional goals at DTMI, specific training may be offered to fill skills gaps. For example a Coxswain ticket may be required to apply for certain Maritime roles.

Employee Assistance Program

Converge - First Nation Support

Converge will provide support from experienced and formally qualified Aboriginal consultants, who will provide not only 1:1 wellbeing support for participants but will be hosting bi-monthly group wellbeing sessions with all the participants.



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KNOW YOURSELF

Level 1: May-Oct 26

Trainees build awareness and understand their role within DTMI and the public sector. They focus on holistic wellbeing, financial literacy, teamwork, motivation, and strengthening their interpersonal skills.

Business Administration Support Trainee

Service Delivery Trainee

Business Administration Support Trainee

GROW YOUR SKILLS

Level 2: Oct 26 - Apr 27

Trainees take on more responsibility and build on the foundations from stage one. They strengthen their self-awareness while developing communication, teamwork and problem-solving skills through hands-on, real-world experience.

Navigational Safety Support Officer

Client Support Officer

Regional Support Officer

DEFINE YOUR DIRECTION

Level 2: Apr-Oct 27

Trainees continue grow in their role and clarify their career direction. They identify the skills and experience they need to build in their final six months to prepare them for success in applying for ongoing employment.

Maritime Safety Education Support Officer

Additional Training

- Training Session with Pivot Training on Workplace Foundation Skills
- Keyboard Typing Course
- Culturally Tailored Financial Literacy
- Delivered by First Nation Foundation

Embedded Support by Youth Coordinator

- Goal Setting
- Career Planning
- Mind Mapping
- On Country Days
- Monthly 1:1's

Support System

- Youth Coordinator
- First Nation Foundation
- Pivot Training
- Status Employment
- Yarning Circle
- Employee Assistance Program

Program Elements

About the Department of Transport and Major Infrastructure

The Department of Transport and Major Infrastructure (DTMI) puts the community we serve at the centre of everything we do. We coordinate the State's transport operations, lead strategic planning and policy development, deliver safe and sustainable transport services and projects and a building Western Australia's future by leading major infrastructure projects.

DTMI isn't just about roads, boats, planes, train, or major building projects. It's about people, people who need to get to work, home and everywhere in between and businesses that rely on road, rail, air and sea to deliver billions of dollars in goods and services each year.

Our Values

Our values shape how we work, collaborate and serve the community. They guide our decisions and reflect our commitment to delivering safe, effective and inclusive transport outcomes across Western Australia.

Collaboration

- Working together we get things done

Wellbeing

- We create an inclusive, support and positive workplace for ourselves, each other and for the community

Adaptability

- Taking ownership we deliver. We all have a part to play in making things happen.

Accountability

- Taking ownership we deliver. We all have a part to play in making things happen.



Work locations and business areas

During the application process, candidates can indicate what business area they are interested in working in. Successful applicants will then be matched to a location and a supervisor who will provide business-area specific supervision and support.

For regional participants, some travel to Perth will be required for key milestones of the program, including induction. The costs for this are covered by DTMI.

Business Area	Potential location
Driver & Vehicle Services	Mirrabooka Midland City West Joondalup Butler
Regional Services	Geraldton Broome Albany Busselton Bunbury
Maritime	Fremantle

Salary

Salary is paid fortnightly.

Program participants will commence part-time on 3 days per week at Level 1. As they meet the agreed performance expectations, they will progress to the next phase of the program. This may mean progressing to Level 2, or moving into full-time hours.

Indicative July 2026 salaries are detailed below. These are before tax, plus 11% super annuation and leave loading.

Salary Level	Part-time (3 x 7.5hr days per week)	Full-time (5 x 7.5hr days per week)
Level 1	\$40,816	\$68,028
Level 2	\$47,762	\$79,604



Recruitment Process

1. Shortlisting

A panel (usually 3–4 people) reviews all applications to see how well each person meets the job requirements. They consider participant values and character, skills and experience and then decide who moves to the next stage.

2. Assessment Centre

This is a more interactive stage, usually done in a group. You might complete team activities, short tasks, and a brief interview. It helps the panel see how you communicate, solve problems, and work with others.

3. Referees

Referees are people who can confirm your skills, character and previous experience at school, sport, work or in the community.

- Usually, two referees are needed for external applicants
- Referee feedback can be given by phone or in writing
- This person can be a community or family member we could approach that could vouch for your character and commitment

Referee feedback is considered along with your application and interview.

4. Outcome

Once a final decision is made, it is reviewed and approved. All applicants are then notified of the outcome by email.

5. Breach Period

If you're unsuccessful, you have four (4) working days to lodge a Breach of Standard claim if you believe the process was not fair.

A claim must relate to one or more of the following:

- Merit (the best person for the job)
- Equity (fairness)
- Interest
- Transparency (clear and open process)

You must also show how the issue affected you.

Information for applicants

Thank you for taking the time to read this booklet and learn more about the Deadly Pathways Program with DTMI. We are excited to receive your application.

If you decide to apply, please be sure to provide a valid email address and check it regularly. **All communication about your application including invitations to interviews or assessment activities will be sent to the email address you nominate.**

You'll need to attend and participate in all stages of the recruitment process to be considered for a position. If you are unable to attend any part of the process, it is recommended that you formally withdraw your application.

Applicants who are successful in the recruitment process will be offered a position within the Deadly Pathways Program. Formal offers of employment will only be made once all required approvals have been completed and you have received written confirmation from DTMI. We recommend that you do not make any changes to your current employment, study, or personal arrangements until you have received your official written offer.

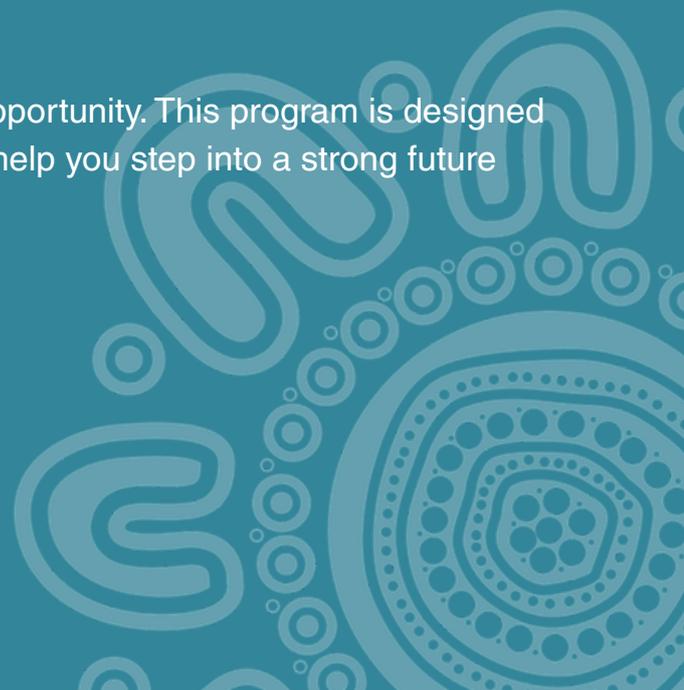
If you have questions about the role after reading this booklet and the Job Description Form (JDF), **please reach out to our Youth Coordinator on Deadly.Pathways@transport.wa.gov.au**

For assistance with the application process, technical difficulties, or to request reasonable adjustments, please contact the Recruitment Team using the details provided in the advertisement.

We encourage you to back yourself and take this opportunity. This program is designed to support your growth, build your confidence, and help you step into a strong future career pathway.

Your journey starts here.

Good luck with your application!





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