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Department of Employment
and Workplace Relations

Job Ready Program (JRP)

Applicant Guidelines

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The Job Ready Program

Section 1 Program Information

1.1 Introduction to Trades Recognition Australia

Trades Recognition Australia (TRA) is a skills assessing authority within the Australian Government Department of Employment and Workplace Relations (the Department) for nominated occupations under *Migration Regulations 1994*.

A TRA skills assessment is defined in the [TRA Assessment Standards Policy](#). The assessment determines if an applicant can perform at the required skill level for their nominated occupation. The assessment outcome fulfils the skills assessment requirements for a relevant visa application. The assessment also assures government and the individual that their training and experience is relevant and appropriate for the relevant pathway into the Australian labour market.

TRA operates several different skills assessment services, based on an applicant's occupation, country of passport, where they studied and the type of visa they are seeking.

1.2 Program Objective

The Job Ready Program (JRP) is a skills assessment of an applicant's qualifications and employment experience. The assessment will compare your applied skills to determine you meet Australian standards for a skilled worker in your nominated occupations. It is a pathway for international graduates to pursue skills migration in Australia.

To achieve the objective of the JRP you must obtain a minimum of 12 months of full-time paid employment (or equivalent part-time employment) in an appropriate work environment. This will support you to develop and demonstrate your skills at the required level for your nominated occupation. The skills assessment will confirm you can:

- follow complex written and verbal directions
- complete trade or technical work unsupervised in accordance with relevant Australian industry standards
- work safely in accordance with workplace health and safety regulations
- identify, select and use appropriate tools and equipment to complete occupational tasks
- demonstrate employability skills consistent with relevant industry approved Training Packages.

1.3 Composition of the JRP

The JRP comprises three steps, each must be completed before you can move on to the next. The steps are:

- [Job Ready Employment \(JRE\)](#)
- [Job Ready Workplace Assessment \(JRWA\)](#)
- [Job Ready Assessment \(JRFA\)](#)

A pre-requisite for the JRP is a successful Provisional Skills Assessment (PSA) or Job Ready Program Registration and Eligibility (JRPRE) outcome. The PSA outcome must be issued in the three years before your JRE application submission date. (See [section 3.1.1](#) of the Guidelines).

You must actively participate in the JRP. You must complete the entire program within three (3) years from your JRE Start Date. Your completion date will be your JRFA application date. If you do not complete the program within 3 years, your application will be finalised with an unsuccessful outcome. If you are unsuccessful because the 3-year period has ended, you will need to reapply for the whole program if you wish to return.

After completion of the JRP, a skills assessment outcome letter will be issued to you that can be used when applying for a skilled migration visa.

1.4 JRP Applicant Guidelines

These Guidelines describe the JRP and the requirements for applicants wanting to participate in the program.

These Guidelines do not provide specific information on visa or points requirements for migration. Enquiries relating to migration requirements must be directed to [Home Affairs](#).

TRA reserves the right to amend these Guidelines as necessary. Information about changes will be documented in the Change History Table in [Section 6](#) and posted as a news item on the TRA website www.tradesrecognitionaustralia.gov.au/news.

1.5 Making an Application

1.5.1 Before applying for the JRP

You should:

- check with Home Affairs that your visa pathway requires a skills assessment,
- ensure TRA is the correct assessing authority for your nominated [occupation](#),
- use the [pathfinder tool](#) on the TRA website to check if the JRP program is the correct assessment program for you, and
- read the JRP guidelines fully and carefully, especially the eligibility and application requirements provided in [Section 3](#).

Note: the following licensed occupations are not eligible occupations for the JRP:

- [Electrician \(General and Special Class\)](#)
- [Plumber \(General\)](#)
- [Air-conditioning and Refrigeration Mechanic](#)

If you do not understand any part of these guidelines, please [contact TRA](#).

1.5.2 How to apply

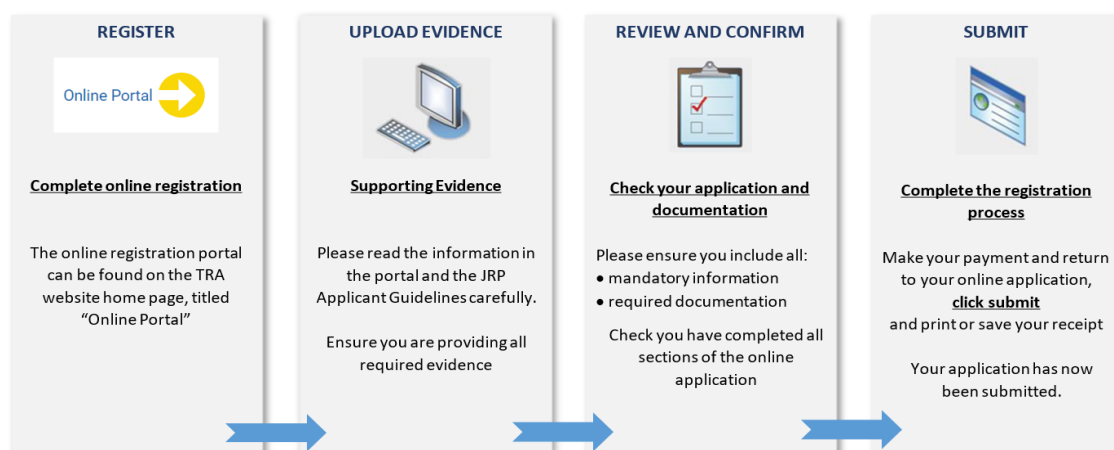
Your PSA or JRPRE application generated a username and password for you. You use these each time you access the [TRA Online Portal](#). Logins will require a multi-factor authentication One Time Passcode. This passcode will be sent to your registered email address.

To apply for each step of the JRP you must:

- sign in to the [TRA Online Portal](#) with the username and password created when you registered your PSA or JRPRE application.
- select the relevant *Job Ready Program* link and follow the instructions.
- complete the application and pay the application fee. You will need to return to the application portal and submit your application for it to be registered with TRA (**make sure you click the 'Submit & Print' button after your payment**).

The diagram below provides an overview of the online application process.

Diagram 1: JRP application process



Please follow the instructions in the TRA Online Portal carefully to make sure you have met all requirements to complete your application. Please make sure all details provided are current and correct.

If you have forgotten your username or password, you can reset them from the TRA Online Portal. If you need help, call the TRA Enquiry Line. We will ask you a range of questions to confirm your identity before we can reset your username or password. You can also get help online. Go to 'contact us' on the TRA website and submit the online form. If you do this, you will need to provide your TRA reference, registered phone number, passport number and date of birth.

Agents or representatives assisting an applicant with their application must ensure the applicant's personal contact details are provided. Failure to provide these details will delay assessment.

Applicants please note: It is your responsibility to ensure your personal contact details are provided to allow each JRP step to progress. The **JRE** and **JRWA** steps of the program need regular contact between TRA and yourself. All communications will be sent to your personal email address registered in your application and in some instances, we will call your registered phone number. If an agent or representative set up your account on the TRA Online Portal, you need to ensure you also have access to your online account. You are still responsible for providing accurate information in your application and actively participating in the program. Miscommunication with your agent is not an acceptable reason for providing misleading information or not responding.

1.5.3 Decision Ready Application

Your application must be 'decision ready' when you submit it online. If your application is not decision ready, your progress may be delayed.

‘Decision ready’ means that all **mandatory fields** in the TRA Online Portal are completed, all requested documentation is provided, and any application fees are paid. Documentation provided as part of your application or as requested by TRA must be uploaded through the [TRA Online Portal](#). Documents must:

- be full colour scans of the original documents (at least 150 Dots Per inch)
- be in Portable Document Format (PDF)
- not use file sharing platforms (e.g., Google Drive, Dropbox)
- not be locked or password protected
- not exceed 90 MB for the entire application.

All information and evidence provided to TRA must be true and accurate. See [section 4.4](#) of these Guidelines for information on the consequences of providing false, misleading, non-factual, or incorrect information in your application.

1.5.4 Change in Circumstances

You must notify TRA of a change in your circumstances within 14 calendar days. This includes:

- a change in your contact details such as registered phone number or email address
- a change in your name, address, or passport details
- a change in employer, role or nominated occupation
- a change in your average working hours, for example if you change from part time to full time
- a change in your registered migration agent or authorised representative
- a period of extended leave (see 3.1.7 for information on extended leave)
- any other change in circumstances that might impact your ability to successfully complete the JRP

If you do not notify a change in circumstances within 14 calendar days of the change, it may impact your progression in JRP. If you do not notify a change in employment circumstances within 14 days, we may disregard the employment period (see 3.1.10 for more information on verifying employment).

Section 2 Fees

2.1 Fee Schedule

Assessment Service	Fee
Job Ready Employment	\$490
Job Ready Workplace Assessment*	\$2,845
Subsequent Job Ready Workplace Assessment (if required)	\$2,845
Job Ready Final Assessment	\$75

The fees TRA charges are specified in a legislative instrument made under sub regulation 5.40(1) of the

Migration Regulations 1994 (See: [Migration \(Fees for assessment of qualifications and experience\) Instrument \(LIN 23/002\) 2023 \(legislation.gov.au\)](#)).

Fees are subject to change. TRA will give reasonable notice of any proposed fee increases. Notices regarding proposed fee changes will be published on the TRA website and in the relevant program guidelines.

Payments must be made when you complete the online application and can only be made with a Visa or MasterCard credit/debit card. All fees are payable in Australian dollars, and instructions on how to pay are provided when you apply for each step of the program.

After payment, an email containing the receipt will be sent automatically to the email address you (or your agent if applicable), provided in your application. It is important to keep the email receipt as evidence of payment.

2.2 Fee refunds

The circumstances in which TRA will refund a payment are detailed in the [TRA Fees Payment and Refund Policy](#) on the TRA website www.tradesrecognitionaustralia.gov.au.

Having considered this policy, if you wish to request a refund, you must complete and submit a [TRA Refund Request Form](#) available from the Forms & Policy section on the TRA website.

Section 3 JRP Requirements and Processes

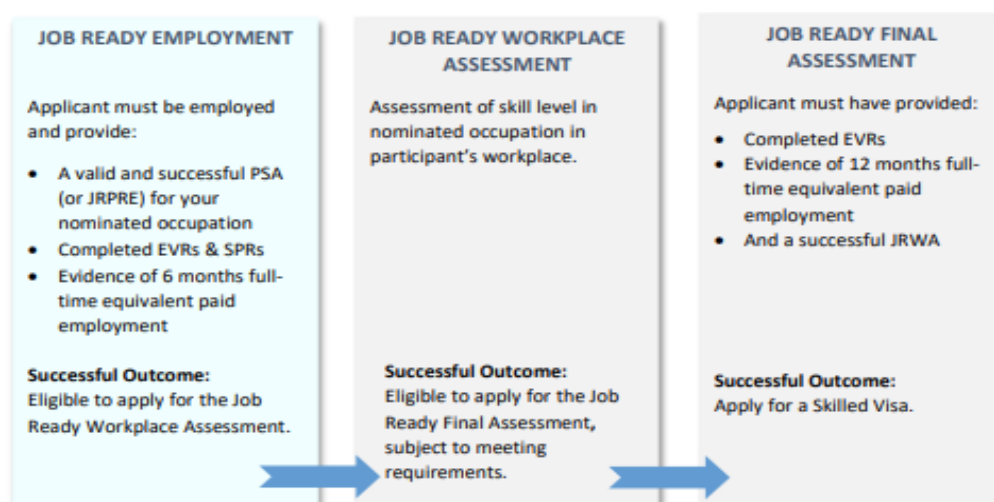
Each step of the JRP has specific eligibility requirements and processes. Please familiarise yourself with these before you start your application. This will help you to understand what happens in each step and make sure you are confident you can meet all the requirements before you apply.

The JRWA and the JRFA steps involve an invitation process for the application. Therefore, you will not be able to apply for JRWA and JRFA until you receive an invitation from TRA.

The following sections provide detailed information about the requirements of each step of the program.

3.1 Job Ready Employment (JRE)

Diagram 2 – JRE



The JRE is the first step of the JRP. During this step TRA will:

- Confirm your eligibility for the JRP,
- Confirm the suitability of your employment arrangements,
- Confirm any claim for Prior Employment (PE) that you have made in your application, and
- Support you until you are ready for the Job Ready Program Workplace Assessment step.

The JRE step takes at least 6 months (full-time equivalent employment) from your JRE Start Date. During this step you continue to develop your skills and ability to work in an Australian workplace.

3.1.1 JRE Application and Eligibility

To apply for the JRE, and to ensure you are well placed to successfully complete the program, you must:

- have a successful PSA (or JRPRE) for your nominated occupation
- have a current passport
- submit your JRE application within your PSA (or JRPRE) valid period*
- nominate an occupation on the [skilled occupation list](#) where TRA is the relevant skills assessing authority
- be employed and your employment arrangement must:
 - provide sufficient opportunities for you to develop the required skills
 - be verifiable by TRA

* Your PSA (or JRPRE) outcome is valid for **3 years** from date of issue. If your PSA has expired and you would like to apply for the JRP, you will need to submit a new PSA application. (The PSA Guidelines are available [here](#)).

* At the time of your application for JRE it is your responsibility to ensure you hold a valid visa which allows you to work and has sufficient time to allow completion of the JRP. The JRP requires a minimum of 12 months full time equivalent employment in an approved workplace.

At the time you apply you must meet all JRE eligibility requirements and make sure you do not submit false or misleading information.

TRA will not refund fees where an applicant does not meet program eligibility requirements (see Section 3.3 of the [TRA Fees Payment and Refund Policy](#)).

3.1.2 JRE application documents

Your JRE application documents must include:

- a [Employment Verification Report \(EVR\)](#) and three weeks of acceptable pay evidence, for each employer registered in your application. The EVR must be the current version available on the TRA website. The EVR must be completed, signed, and dated by your employer and/or nominated supervisor.
- three weeks of acceptable [pay evidence](#). At minimum, this must include evidence that covers the start date of your prior employment claim period and your most recent payslip or other acceptable pay evidence. (See [section 3.1.12](#) for acceptable pay evidence).
- a copy of your current passport if it is different from the one submitted with your PSA application
- evidence of name changes to address any naming inconsistencies in any documents submitted.

3.1.3 Employment Verification Report (EVR)

For each employer you register in the JRP, you must provide an [Employment Verification Report \(EVR\)](#) and three weeks of pay evidence.

An EVR is used by TRA to clarify and confirm your employment arrangements. The EVR outlines the range of tasks and duties you need to be doing to prove your skills. This includes using industry-accepted practices and tools/equipment. Based on the information you provide us, TRA will check that your arrangements provide sufficient opportunity for you to meet the requirements of the program.

Your employer and nominated supervisor as listed in your online application must complete and sign the EVR. The signed EVR must be uploaded in the [TRA Online Portal](#) with your JRE application documents.

An EVR plus 3 weeks of acceptable pay evidence must also be completed and uploaded in the TRA Online Portal for any [additional or new employer](#) submitted (see 3.1.4 Additional employer or change of employer).

Please make sure you are using the most recent version of the [Employment Verification Report \(EVR\)](#) for your nominated occupation. Click on the link to download the form.

3.1.4 Additional employer or change of employer

You cannot exceed 5 employers whilst in the program, and you must complete at least 6 months full-time equivalent paid work with one of your registered employers. This allows you time to develop and prove your skills before your workplace assessment.

If you work with more than one employer/business at the same time, you must register each employer through the [TRA Online Portal](#). If you change employers during the program, you must register the new details through the [TRA Online Portal](#). You do this by selecting 'Add New Employer' under the Job Ready Employment link and completing the online form. You must do this within 14 days of commencing your new employment.

There is no JRE application fee payable to register any additional employers for JRE.

You must also upload a completed [EVR](#) for any additional or new employer with three weeks of acceptable pay evidence. (See [section 3.1.12](#) for acceptable pay evidence).

Your new employment period will commence the date you registered your new employer through the TRA Online Portal.

3.1.5 JRE Start Date

Your 'JRE Start Date' is the date you submitted your JRE application through the [TRA Online Portal](#) unless it is varied by TRA. Your JRE Start Date may change due to the following:

- approval of a claim for Prior Employment
- the date your decision ready documents were received.

Your JRE Start Date is available from the TRA Online Portal.

3.1.6 Claiming prior employment

You can claim up to three months of unbroken paid employment where the employment was undertaken immediately before applying for the JRE. **This can only be claimed at the time of**

submitting your JRE application online. Eligible prior employment will commence from the date your application is determined by TRA to be 'decision ready'.

To claim prior employment, you must complete the section of your JRE online application. You must also provide TRA with three weeks of [acceptable pay evidence](#) for the period being claimed.

Your pay evidence must include:

- Your most recent payslip or other acceptable pay evidence
- A payslip or other acceptable pay evidence that covers the prior employment claim start date

TRA will review your claim based on the evidence submitted as part of your JRE application.

Prior employment will only be considered where it was:

- undertaken with the first eligible employer you registered for JRE,
- in your nominated occupation,
- undertaken in the three months immediately before your online JRE application,
- current and ongoing on the date you submitted your online JRE application,
- not already used to meet requirements for a PSA skills assessment outcome, and
- for employment arrangements approved by TRA.

A revised JRE Start Date will be added to the Total Approved Hours table in the TRA Online Portal if your employment is approved by TRA. TRA will email you once your claim has been processed.

3.1.7 Employment requirements

To successfully finish the JRP, you must complete a minimum of 12 months of full-time (or equivalent part-time) paid employment with TRA approved employer/s. The 12-month period commences from your JRE Start Date.

The JRP cannot be completed in less than 12 calendar months. Your participation in the JRP is complete once you receive the official JRFA outcome letter confirming your successful outcome. It is important to maintain your employment arrangements until you have received the official JRFA outcome letter.

Full-time means you are working an average of 38 hours per week. Part-time employment, periods of unemployment and/or extended leave will mean it takes you longer to complete the program. Extended Leave means a period of paid or unpaid leave in excess of 4 weeks i.e. long service leave, leave without pay, parental leave, extended sick leave, or workers compensation.

When you submit your JRE application online you must be employed in the occupation nominated in your application and you must be working with the employer you are registering.

3.1.8 Eligible employment

For your employment to be eligible for JRP, it must:

- be with your current employer when you register the employer online
- involve work at an appropriate skill level and include a range of tasks and duties closely relevant to your nominated occupation
- accord with applicable industrial awards or agreements and Australian workplace relations laws
- be in an employer-employee arrangement where:
 - work is assigned to you by your employer/supervisor, and you complete the work under their direction
 - you work the number of hours per day/shift as agreed by your employer
 - the employer provides you with pay slips

- the employer makes superannuation contributions on your behalf
- you accrue annual leave and/or other leave entitlements
- be registered, verified, and approved by TRA.

3.1.9 Subcontractor work

TRA may consider subcontractor work where your contracting arrangements meet the following requirements:

- your contracting arrangements meet the employment eligibility requirements in [section 3.1.8](#)
- you are able to complete at least 6 months full-time equivalent work with a single contractor
- the contractor you work for is willing to sign your EVR and Skills Progress Report.

3.1.10 Verifying employment

TRA will use a range of verification checks to satisfy itself that your employment arrangements are suitable at the time of your application and throughout your participation in the program.

TRA will confirm the workplace you registered in your TRA Online Portal account and named in your EVR is satisfactory. This may include contacting your employer or supervisor to confirm your work arrangements, and if necessary, conducting a site visit.

For your employment to be considered suitable throughout the program, you must ensure:

- it includes tasks and duties at the skill level appropriate for your nominated occupation and qualification
- it provides you with access to an appropriate range of tasks and duties for your nominated occupation
- it provides you with access to industry-accepted tools and equipment, and an environment in which you can apply and demonstrate your skills
- you are being paid and are provided with acceptable pay evidence.

You are responsible for ensuring your employment allows and continues to allow you to do the tasks and duties for your nominated occupation.

TRA may request additional employment evidence to monitor your participation or if your claims cannot be verified. Additional evidence may include:

- a contract of employment
- an employment letter
- superannuation records
- Australian Taxation Office Income Statement
- bank statements only showing salary deposits

Important –

You should make sure that any sensitive information, such as your Tax File Number or bank account details, is **deleted or not visible** (covered) on documentation **before** you provide it to TRA. You should also remove any personal information that is not related to your Trades Recognition Australia skills assessment, including for example, any bank account transactions that are not salary deposits.

TRA may seek to independently verify your employment through third parties such as the Australian Tax Office.

Any request for additional evidence will be sent to your registered email with a due date. You must upload all documents required through the [TRA Online Portal](#) within the requested timeframe, or your application may be unsuccessful. Please make sure you and your agent closely monitor for emails from TRA.

You must advise TRA of any changes in your employment circumstances within 14 days.

If TRA becomes aware during your time in the program, that your employment circumstances have changed and you have not told us within 14 days, or your employment is not suitable, that period of employment will not be counted.

All employment information provided to TRA must be true and accurate. See [section 4.4](#) of the Guidelines for the consequences of providing false, misleading, non-factual, or incorrect information to support your employment.

3.1.11 Skills Progress Report (SPR)

A Skills Progress Report (SPR) is a self-assessment record of the skills and activities you have undertaken in your workplace.

The purpose of the SPR is to confirm you are developing your skills and experience, using the appropriate tools and equipment, and doing the duties expected for your occupation in an Australian workplace. The SPR must be confirmed and signed by your supervisor or employer nominated for the workplace.

TRA require a SPR when:

- you have worked with the same employer for more than six months since your JRE Start Date
- you are ending your employment with an employer you had previously registered
- we request a SPR.

Completed SPRs must be uploaded through the TRA Online Portal document uploads link in PDF format.

Please ensure you are using the most recent version of the SPR from the TRA website www.tradesrecognitionaustralia.gov.au/skills-progress-report. Please select the form relevant to your occupation.

Completed EVRs and SPRs will be provided to the TRA-appointed workplace assessor to support the planning of your JRWA. Therefore, it is important that your EVRs and SPRs are an accurate record of the work you undertake in your workplace.

3.1.12 Acceptable Pay evidence

When requested, you must provide acceptable pay evidence for any employment approved by TRA throughout your participation in the JRP. Your employment evidence helps to monitor your progress and to identify when you may be eligible for the next program step. TRA will email you if we identify

any issues with your pay evidence or ongoing employment arrangements.

Important –

You should make sure that any sensitive information, such as your Tax File Number or bank account details, is **deleted or not visible** (covered) on documentation before you provide it to TRA. You should also remove any personal information that is not related to your Trades Recognition Australia skills assessment, including for example, any bank account transactions that are not salary deposits.

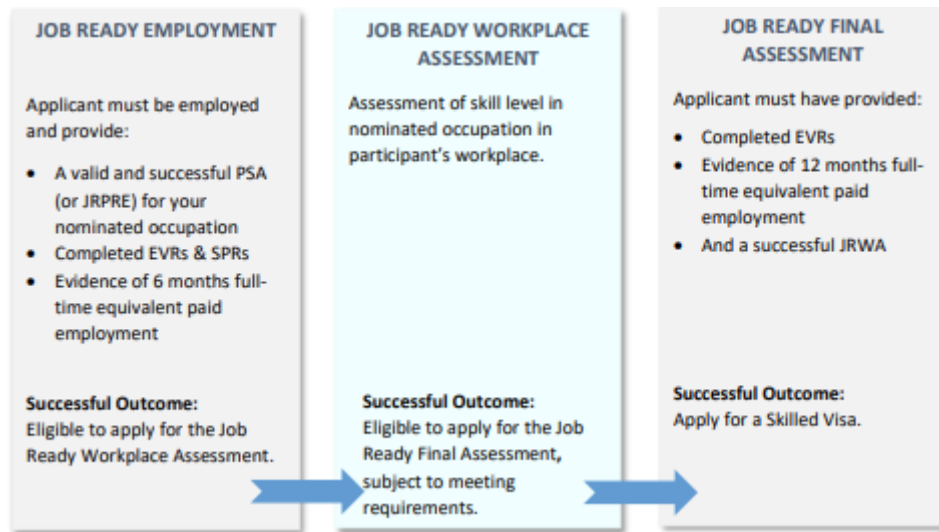
The table below provides information on the pay evidence accepted by TRA.

Acceptable pay evidence for the Job Ready Program

Employees	Sub-contractors
<p>Copies of pay slips showing a minimum of:</p> <ul style="list-style-type: none"> • Name of employee • Name of employer • Employer ABN, if they have one • Hours worked and/or hourly rate • Gross pay • Dates worked <p><u>OR</u></p> <p>Copy of payroll printout from the employer showing a minimum of:</p> <ul style="list-style-type: none"> • Name of employee • Name of employer • Employer ABN, if they have one • Dates worked • Hours worked • Gross payments <p><u>PLUS</u></p> <p>If requested, copies of bank statements showing the deposits for the above pay slips or payroll print out.</p>	<p>Copies of invoices showing a minimum of:</p> <ul style="list-style-type: none"> • Your ABN as a subcontractor • Dates worked • Hours billed for each job • Total amount of hours billed • Business name and ABN of the other party to the subcontracting arrangements <p><u>PLUS</u></p> <p>Copies of bank statements, which show only the deposits for the above invoices. The statements must clearly identify that the deposits are from the other party to the subcontracting arrangements.</p>

3.2 Job Ready Workplace Assessment (JRWA)

Diagram 3 – JRWA



The JRWA will determine whether you are operating at the required skill level for your occupation in your workplace.

An assessor from a TRA-approved RTO will conduct your JRWA. They will focus on the activities you have performed in your employment as recorded in your SPR.

You will be invited for your JRWA after you have undertaken a minimum of 6 months full-time employment from your JRE Start Date.

3.2.1 JRWA Eligibility

To be eligible for a JRWA, you must meet the following criteria:

- your employment arrangements have been verified by TRA
- an Employment Confirmation Form has been provided on or after six months full-time equivalent employment from your JRE Start Date
- acceptable SPRs, EVRs and any other relevant information has been provided.

TRA will advise you by email when you are considered eligible to apply for a JRWA.

3.2.2 Assessment arrangements

The workplace assessment must take place in the workplace of your current registered employer, approved by TRA otherwise it may not be accepted. However, if needed, TRA reserves the right to arrange an alternative location or format for the JRWA assessment.

Before your JRWA can proceed, you must have completed at least one (1) month employment with your current employer after the date you registered your employer online. This ensures you are familiar with your new workplace and fully prepared for your JRWA. Please refer to [section 3.1.4](#) for information about an additional or new employer.

3.2.3 Assignment of TRA-approved assessor

When your JRWA application has been received and TRA has confirmed you meet the JRWA criteria, we will send the following to a TRA-approved RTOs:

- contact details for you and your employer/supervisor
- a copy of your SPRs, EVRs and any other relevant information
- a copy of your Australian qualification (from your PSA application)
- a copy of your passport identification page.

To save time in the assessment process, please ensure that all contact details for your employer/supervisor and yourself are current and accurate.

The RTO will allocate an assessor to conduct your workplace assessment. The assessor will:

- contact you and your employer/supervisor to organise a time and date that is suitable to conduct the assessment. They will also confirm the location for the assessment
- discuss with you the work you have done and the tools and equipment that would be available for the assessment
- review the documentation provided by TRA
- prepare an assessment plan detailing what you will be required to do during the assessment.

3.2.4 JRWA process

During a JRWA the assessor will:

- show photographic identification to you and your employer/supervisor to verify their identity
- verify your identity and your employer/supervisor's identity
- in accordance with the assessment plan, require you to prove that you:
 - work safely, perform tasks, follow directions, and plan work at the required skill level relevant for your nominated occupation
 - understand the workplace including:
 - your role in the workplace
 - the language/terminology used in the workplace/industry sector
 - relevant Australian Standards, legislation and/or regulations
 - solving problems
 - asking directions
 - working well with others
 - using resources safely and effectively.

The assessment is conducted using a range of methods. These may include a technical interview and observation of your practical skills.

3.2.5 Inability to attend a scheduled JRWA

If you are unable to take part in the assessment at the time you agreed with the assessor, you must notify the assessor immediately. You must also provide TRA with a medical certificate or other evidence explaining why you were unable to attend. If you are unable to contact the assessor, you must notify TRA immediately by calling the [TRA enquiry line](#).

If you do not attend the assessment, without providing appropriate notice and cannot provide an explanation with acceptable evidence, your JRWA application will be assessed as unsuccessful.

It is your responsibility to arrange a new assessment date and time with the assessor. The assessor will notify TRA of the new arrangements.

3.2.6 JRWA Outcome

TRA will advise you of the outcome of your JRWA via email. The JRWA outcome will advise if you have been assessed as Job Ready or Not Yet Job Ready for your nominated occupation. If the assessment outcome is *Not Yet Job Ready*, TRA will provide you feedback prepared by the assessor. This feedback is to help you identify the areas you need to further develop.

If your JRWA outcome is found to have been influenced by false or misleading information, TRA may undertake further investigation and/or immediately revoke the outcome. The result of our investigation may result in a mandatory JRWA reassessment.

See [section 4.4](#) of the Guidelines for information on the consequences of providing false, misleading, non-factual, or incorrect information to support your application.

A successful JRWA assessment will confirm you are Job Ready, which means during the assessment you demonstrated:

- well-developed job knowledge
- ability to suggest and initiate improvements while being able to deal with routine and complex matters relating to the occupation
- that you were reliable and responsible
- you had a well-developed ability to work to industry standard, safely, productively and with effective communication.

An unsuccessful JRWA assessment means you are *Not Yet Job Ready*. This means you were unable to perform the duties required of the nominated occupation for one or more of the following reasons:

- had limited job knowledge
- made frequent errors
- work output was not at industry standards
- had difficulty working safely, dealing with routine matters or communicating appropriately in the occupation
- required close instructions to perform to industry standards.

If the outcome was Not Yet Job Ready, you may request a review of the decision or apply for a subsequent JRWA.

3.2.7 Reviewing a JRWA Not Yet Job Ready outcome

If you disagree with your Not Yet Job Ready outcome, you can request a review by completing a [TRA Review Request Form](#). You are only entitled to one review per assessment.

The review of the JRWA outcome will be completed by a different assessor. They will only consider the evidence gathered during the first assessment. A review does not involve another workplace assessment.

To request a review, email a PDF copy of your completed [TRA Review Request Form](#) to jrapenquiries@dewr.gov.au. You have 20 **days** from the date of the original assessment outcome email to request a review. You are not required to pay a fee for this action.

Once the review is complete, TRA will write to you with the outcome.

3.2.8 Subsequent JRWA

Before applying for your subsequent JRWA, you should address all the feedback provided on the previous assessment. You will need to submit a new SPR and JRWA confirmation form when applying for a subsequent JRWA.

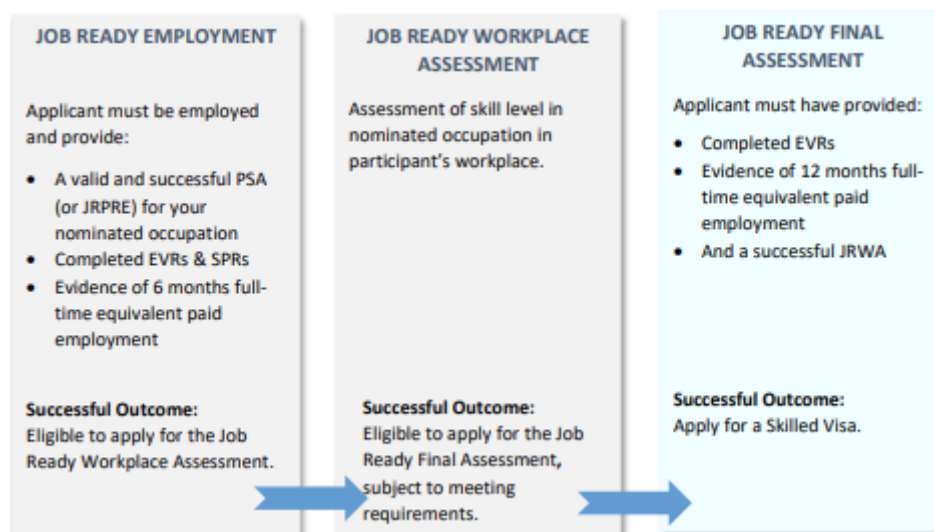
To reapply you will need to log in to the [TRA Online Portal](#) with your username and password. Select the *JRWA Reapplication link* and pay the application fee.

TRA will assign a different TRA-approved assessor to conduct the assessment.

When the assessment is finalised, TRA will provide the outcome of your JRWA via email. If your subsequent JRWA is unsuccessful, you may need to meet additional eligibility criteria. This may include a further period of three months' employment before being eligible to apply for another assessment.

3.3 Job Ready Final Assessment (JRFA)

Diagram 4 - JRFA



This is the final step of the JRP. A successful JRFA outcome can be used to apply Home Affairs for a skilled visa.

3.3.1 JRFA Eligibility

To be eligible to apply for a JRFA you must have:

- achieved a successful (Job Ready) JRWA outcome and
- completed an Employment Confirmation Form (ECF) that shows a minimum of 12 months of full-time paid employment (or equivalent part-time employment) with a TRA approved employer/s within three years from your JRE Start Date
- submit and upload one payslip or other acceptable pay evidence that covers your 12 month JRFA eligibility date

After these documents are reviewed and accepted by TRA, we will email to confirm you are eligible to apply for your JRFA. Please be aware that you should only consider the Job Ready Program complete

once you receive the official outcome letter confirming your successful outcome. It is important to maintain your employment arrangements until you have received the official JRFA outcome letter.

3.3.2 JRFA Outcome

Within 45 days of receipt of your eligible JRFA application, you will receive a letter by email confirming you have completed all steps of the Job Ready Program and have attained a successful skills assessment in your nominated occupation.

This letter is not a qualification, nor does it represent formal accreditation of your skills and experience. It can only be used to apply to Home Affairs for a skilled visa.

You will receive an unsuccessful skills assessment outcome if it is found that documents or information you have provided during the JRP is:

- false,
- misleading,
- non-factual or incorrect, or
- that you did not properly satisfy the JRP employment requirements.

If, in relying on that information, TRA has incorrectly assessed your application as successful, the assessment decision may be overturned and TRA will write to you to advise of the decision. (See [section 4.4](#) of the Guidelines).

3.4 Review of JRP outcome

If you disagree with the outcome of your JRE application or the outcome of your JRFA assessment, you have 20 days from the date of your application or assessment outcome letter to apply for a review of our decision.

A review will consider information and evidence submitted throughout your participation in the JRP and any additional evidence provided in the review application to support your claims. Evidence to support your review application will only be considered when it establishes or supports your eligibility for the skills assessment.

Note, invalid applications are not eligible for a review.

Your outcome letter will contain information about how to apply for a review; note, no fee is charged for a JRFA review.

Please read the [TRA Assessment Review Policy](#) on the TRA website www.tradesrecognitionaustralia.gov.au before applying for a review.

Section 4 Program administration

4.1 Roles and responsibilities

4.1.1 Participants

As an applicant to the JRP program, you must:

- accurately and honestly complete the required skills assessment application and declaration requirements
- provide authentic and current evidence to TRA to enable the skills assessment to be conducted.
- ensure the application submitted to TRA is complete and decision ready.
- agree to receive direct contact with TRA.
- update information in a timely manner.
- actively participate in the program and ensure you complete the whole program within 3 years.

4.1.2 Employers and supervisors

The employer/supervisor must:

- understand that TRA may contact an employer to confirm information provided in an online application, an Employment Verification Report (EVR) and/or Skills Progress Report (SPR) and will require a contact telephone number for every person listed in application documents. Before contacting the employer, TRA will independently verify that the number is linked to the organisation where the applicant is employed. See [section 3.1.10](#) for further information on the verification process.
- complete and sign an EVR.
- understand that TRA or a TRA appointed RTO may contact them to arrange a visit to the workplace by either a JRP officer or a TRA nominated representative, and that a workplace assessment may be conducted at the business premises.
- have sufficient industry knowledge and experience to supervise a JRP participant and confirm their skills in the nominated occupation.
- provide a JRP participant with an appropriate work environment and the tools and equipment to complete appropriate tasks and duties to enable the participant to demonstrate a broad range of skills in their nominated occupation.
- confirm and sign SPRs.
- understand that any personal information provided may be used only as allowed by the [Privacy Act 1988](#) (See Clause 3.3)
- allow staff authorised by the Department and TRA-approved workplace assessors to access the workplace.

4.1.3 Job Ready Program staff

JRP staff are responsible for:

- reviewing JRP employment arrangements, which may include a phone call or site visit to the workplace
- advising participants, employers and supervisors about their responsibilities with the JRP

- reviewing participant work hours and progression of skill development
- coordinating assessment arrangements with TRA-approved workplace assessors
- responding to enquiries from prospective applicants, participants, employer/s and other people
- issuing skills assessment outcomes as determined by TRA
- adhering to the [Australian Public Service Code of Conduct](#).

4.1.4 TRA-approved Registered Training Organisation (RTO)

TRA-approved RTOs are responsible for:

- meeting all the requirements identified in their service deeds with TRA
- meeting obligations for registration as an RTO
- ensuring the work site is safe to conduct a workplace assessment
- conducting a workplace assessment
- reporting workplace assessment outcomes to TRA
- liaising with TRA, participants and employers as required.

4.1.5 Trades Recognition Australia

TRA is responsible for:

- managing the objectives of the program
- providing up-to-date information about program processes and procedures
- contract management and monitoring of TRA-approved RTOs
- responding to enquiries about the program
- budget and policy management
- developing and maintaining an appropriate IT system to support the program
- liaising with Home Affairs and other key stakeholders as necessary
- managing complaints and reviews as required
- managing evaluations of the program
- undertaking compliance and investigative measures as required.

4.2 Use of agents or authorised representatives

If a migration agent or authorised representative is engaged to assist the applicant, the agent or representative details must be provided when the JRE application is submitted online. TRA will not correspond with, or speak with, another person about an assessment without the applicant's written approval.

An [Agent Nomination Form](#) must be completed and uploaded in the [TRA Online Portal](#) each time a new migration agent or representative is appointed. Information provided on the form will replace any previous migration agent or representative details held on an applicant's TRA file. The [Agent Nomination Form](#) is available on the TRA website www.tradesrecognitionaustralia.gov.au/policy-and-forms. The [Department of Home Affairs](#) provides advice about the use of migration agents in Australia.

Applicants please note: It is your responsibility to ensure your personal contact details are provided to TRA. The **JRE** and **JRWA** steps of the program need regular contact between TRA and yourself. All communications will be sent to your personal email address registered in your application. If an agent or representative set up your account on the TRA Online Portal, you need to make sure you also have access to your online account. You are still responsible for providing accurate information in your application and actively participating in the program. Miscommunication with your agent is not an acceptable reason for providing misleading information or not responding. If your personal contact details are not provided your progress through JRP may be delayed.

4.3 Privacy

The collection, use and disclosure of personal information by TRA is subject to the [Privacy Act 1988](#) (Privacy Act). Schedule 1 of the Privacy Act contains the Australian Privacy Principles (APPs), which prescribe the rules for handling personal information.

The Privacy Act defines ‘personal information’ as:

‘information or an opinion about an identified individual, or an individual who is reasonably identifiable:

- (a) whether the information or opinion is true or not; and*
- (b) whether the information or opinion is recorded in a material form or not’.*

4.3.1 Privacy information

Under the Australian Privacy Principles (APPs), the Department is required to have a clearly expressed and up to date policy about the way the Department manages personal information. This policy contains information about how you may access the personal information the Department holds about you, and how you may correct any inaccuracies in that information. We will correct your personal information if it is inaccurate (subject to restrictions on such access/alteration of records under the applicable provisions of any law of the Commonwealth).

It also includes information as to how you may make a complaint about a breach of the Australian Privacy Principles, and how the Department will respond to such a complaint.

A copy of the Department’s privacy policy is available on the Department’s website at www.dewr.gov.au/privacy.

More information about the Privacy Act, including a copy of the full text of the APPs, can be obtained from the Office of the Australian Information Commissioner’s website www.oaic.gov.au.

4.3.2 Collection

TRA collects personal information from you for the purposes of:

- processing and assessing your applications for a skills assessment or review, under any of the TRA programs, as the relevant assessing authority for skilled occupations as specified in the Instruments made under the Migration Regulations 1994.
- confirming authorisation by an applicant of his or her representative or migration agent, and to provide contact details for that representative or migration agent.
- allowing you to make a payment of fees to TRA so you can lodge an application.

- Allowing TRA to confirm payment and process refunds as applicable.
- conducting investigations and ensuring compliance with relevant laws, awards or standards.
- ensuring compliance with the [Commonwealth Fraud and Corruption Control Framework \(2024\)](#) through the investigation of fraud and corruption, including the implementation of fraud and corruption prevention strategies.

Personal information collected by TRA will only be used for the purposes outlined above. If TRA is not able to collect your personal information, your application will not be able to proceed.

While assessing your application, TRA may receive unsolicited personal information about you from a third party. If TRA would normally have been able to collect that information or it forms a part of a Commonwealth record, it will be treated in accordance with the Australian Privacy Principles (APPs). If not, TRA will destroy or de-identify that information.

4.3.3 Disclosure

TRA may give some or all of the information it collects from you or third parties to Home Affairs, the Administrative Review Tribunal, the Australian Federal Police, your employer/s, your supervisor/s, your nominated agent or representative, the organisations that issued your qualifications, TRA-approved registered training organisations, agencies providing advice to TRA on qualifications, the Australian Skills Quality Authority, the Reserve Bank of Australia, contractors, the Fair Work Ombudsman and other Australian and state/territory government agencies.

TRA may disclose your personal information to these entities for the reasons that are listed above in the collection section.

Personal information collected by TRA will not be disclosed to any other third party without your consent, except where authorised or required by law.

4.3.4 Complaints

Complaints about breaches of privacy should be referred to:

Privacy Officer
 Legal Services
 Department of Employment and Workplace Relations
 GPO Box 9880
 CANBERRA ACT 2601
 Email: privacy@dewr.gov.au

4.4 False and misleading information

You are responsible for ensuring the accuracy and validity of all information provided to Trade Recognition Australia (TRA).

TRA will take all reasonable steps to prevent, detect and respond to fraud and corruption and will investigate all allegations of fraud and corruption. Penalties apply under the *Crimes Act 1914* and the *Criminal Code Act 1995* for making false or misleading statements and providing false or misleading information or documents. Further, through the [Public Interest Criterion 4020](#), Home Affairs has established strict rules impacting on visa applications for applicants who are found to have provided

bogus documents or false and misleading information.

TRA will take reasonable steps to verify the validity of all information supplied throughout the Job Ready Program skills assessment.

TRA may overturn a decision if it determines that you have supplied information to TRA that is false, misleading, non-factual, or incorrect. This means if you have completed our skills assessment, it will no longer be considered successful. TRA will advise you of the decision, and Home Affairs if relevant.

TRA may also refuse subsequent applications for a period of up to three years if you have provided bogus documents or information that is false and misleading. TRA may also refer such matters to other appropriate authorities for investigation where information provided to support an application is known or believed to be false.

TRA may also refer such matters to other appropriate authorities for investigation where information or documentation provided to support an application is known or believed to be false or misleading. No fees will be charged for a mandatory reassessment of this type.

Note: Penalties may apply under the *Crimes Act 1914* and the *Criminal Code Act 1995* for making false or misleading statements and providing false or misleading information or documents.

4.5 Legislation

TRA is the designated relevant assessing authority for a range of trade and associate professional occupations under the [Migration Regulations 1994](#).

Under Sub regulation 2.26B (2) of the *Migration Regulations 1994*, TRA sets the standards against which a person's skills are assessed.

Section 5 Contact details

Enquiries	irpenquiries@dewr.gov.au
Website	www.tradesrecognitionaustralia.gov.au
TRA Enquiry Line	1300 360 992

Please provide your full name and contact details, as well as your TRA Reference Number (if you have created an account in the TRA Online Portal).

Section 6 Document change history

Version	Date published	Summary of change	Authorised by
1.0	28/04/2011	Publication	Jan Febey Branch Manager, TRA
2.0	28/06/2011	Policy update: additional evidence requirements for PSA from 1 July 2011	Jan Febey Branch Manager, TRA
3.0	04/10/2011	Incorporating online application for Steps 2-4 Job Ready Employment requirements clarified	Jan Febey Branch Manager, TRA
4.0	June 2012	Update to payment details and Contact information	Dr Melissa McEwen General Manager, TRA
5.0	March 2013	Update fees and payment options	Tracy Feeney A/g General Manager, TRA
6.0	July 2013	Remove review fee for JRFA. Clarify verification arrangements for PSA. Reflect Visa changes and Department name	Dr Melissa McEwen General Manager, TRA
7.0	November 2013	Updates to reflect recent Government and Departmental name and brand changes. Clarification of requirements around the use of the PSA and access into the JRE	Dr Melissa McEwen General Manager TRA, Skills Mobility and Asian Connections Branch
8.0	December 2013	Remove need to do Professional Development Training	Dr Melissa McEwen General Manager TRA, Skills Mobility and Asian Connections
9.0	September 2014	Update JRE eligibility criteria to include prior employment. Update requirements for online Journal entries. Re-word text for greater language clarity and cohesion	Dr Melissa McEwen General Manager Skills Engagement Branch
10.0	January 2015	Update PSA eligibility requirement to remove IELTS test result	Dr Melissa McEwen Branch Manager Skills Engagement

Version	Date published	Summary of change	Authorised by
			Branch
11.0	March 2015	Updates to reflect recent Government and Departmental name and brand changes	Dr Melissa McEwen Branch Manager Skills Engagement Branch
12.0	May 2016	Update PSA to <ul style="list-style-type: none"> remove 'work experience' include 'employment and/or vocational placement must be completed within 3 years of online application' Update JRE to <ul style="list-style-type: none"> include 'employment must be current at receipt of JRE registration documents' include 'prior employment must be consecutive months' in the three months prior to applying online 	Ms. Anne Flynn Director TRA
13.0	November 2016	Revised to provide concise and plain English text and remove repetition of information. Update to include CRICOS requirements Update to review process	Mr. Kevin Brahim Branch Manager State Network and Trades Recognition Australia
14.0	August 2017	Update PSA to clarify when TRA will contact a work statement signatory. Include receipt of documents by email. Minor updates for readability / accessibility.	Mr. Kevin Brahim Branch Manager State Network and Trades Recognition Australia
15.0	December 2017	Update JRP to remove postal option for all steps. Minor updates for clarification.	Mr. Kevin Brahim Branch Manager State Network and Trades Recognition Australia
16.0	January 2018	Update to the recent Government change and department name change. Update JRP process timeframes. Minor edits and updates for clarification of information.	Ms. Anne Flynn A/g Branch Manager State Network and Trades Recognition Australia
17.0	June 2018	Update to reflect changes to the monthly	Mr. Kevin Brahim

Version	Date published	Summary of change	Authorised by
		journal format. Minor edits and updates for clarification of information.	Branch Manager State Network and Trades Recognition Australia
18.0	March 2019	Update to reflect amended due date for submission of application documentation (reduction from 45 to 14 days). Minor edits for clarification of information.	Dr. Richard Chadwick Branch Manager Tuition Assurance Taskforce and TRA
19.0	July 2019	Updates to reflect recent Government and Departmental name and brand changes; the Quarterly Progress Report process, which replaces the Job Ready Journal process; the revised process for claiming prior employment the revised workplace verification process and minor edits for clarification of information.	Anne Flynn A/g Assistant Secretary Tuition Assurance Taskforce and TRA
20.0	May 2020	Updates to reflect the recent Government change and department name changes, the new TRA Online Portal upload facility for submitting applications and documentation to TRA, the Skills Progress Report replacing the Quarterly Progress Report process. Minor edits for clarification of information.	Jane Hayden Assistant Secretary Trades Recognition Australia
21.0	November 2020	Updated statement added to the Fee Schedule	Joanna Wood A/g Assistant Secretary Trades Recognition Australia
22.0	May 2021	Updates to reflect changes in TRA Review Policy and minor edits for clarification of information.	Jane Hayden Assistant Secretary Trades Recognition Australia
22.0	July 2021	Updates to the TRA Online Portal hyperlink.	Jane Hayden Assistant Secretary Trades Recognition Australia
23.0	August 2021	Updates to reflect changes to fees from 1 September 2021 and other minor edits for clarification of information.	Jane Hayden Assistant Secretary Trades Recognition Australia
24.0	June 2022	Updates to reflect changes to the JRP from	Martin Hamilton

Version	Date published	Summary of change	Authorised by
		a 4-step program to 3 steps. <ul style="list-style-type: none"> Remove Step 1: Provisional Skills Assessment Include Job Ready Program Registration and Eligibility Updates to detail consequences of providing false or misleading information Minor updates for clarification of information and readability.	A/g Assistant Secretary Trades Recognition Australia
25.0	July 2022	Updates to reflect the recent Government changes including department name and brand changes as TRA transitions to the new Department of Employment and Workplace Relations.	Jane Hayden Assistant Secretary Trades Recognition Australia
26.0	September 2022	Minor updates for clarification of information	Jane Hayden Assistant Secretary Trades Recognition Australia
27.0	November 2022	Updates to email addresses to reflect current name of the department.	Jennifer Roberts A/g Assistant Secretary Trades Recognition Australia
28.0	March 2023	Updates to reflect changes to fees from 24 March 2023.	Jane Hayden Assistant Secretary Trades Recognition Australia
29.0	1 July 2023	Updates to reflect changes to the JRP including: <ul style="list-style-type: none"> Separation of the former Step 1 PSA Amendments to eligibility criteria 3-year maximum period to complete JRP Agent allowed to assist in all JRP steps Administrative changes to simplify and clarify processes 	Jennifer Roberts A/g Assistant Secretary Migrant Skills Assessment Branch
30.0	January 2024	<ul style="list-style-type: none"> Air-conditioning and Refrigeration Mechanic has been listed as ineligible for the JRP due to the complexities of assessing the licensed trade 	Rosie Hunt-Walshe A/g Assistant Secretary Migrant Skills Assessment Branch

Version	Date published	Summary of change	Authorised by
31.0	May 2024	Updates to reflect changes to the JRP including: <ul style="list-style-type: none"> • Changes made to pay evidence requirements • JRWA outcome processes • reiteration of the 14-day change in circumstances rule. 	Kerry Baker A/g Assistant Secretary Migrant Skills Assessment Branch
32.0	June 2024	Updates to reflect changes to the TRA Fees, Payment and Refund Policy	Jennifer Roberts A/g Assistant Secretary Migrant Skills Assessment Branch
33.0	September 2024	Update to reflect Commonwealth Fraud and Corruption Control Framework (2024). Update to reflect three year ban for providing false information/documentation.	Jane Hayden Assistant Secretary Trades Recognition Australia Branch
34.0	January 2025	Update to reflect name change to Administrative Review Tribunal	Martin Hamilton Director Trades Recognition Australia Branch
35.0	April 2025	Updates to reflect clarification to the JRP including: <ul style="list-style-type: none"> • onus on the applicant to maintain a valid visa providing coverage for the duration of their JRP participation • reiteration of the start date for new registered employers • pay evidence requirements updated to more accurately reflect the correct provision of personal or sensitive information • review timeframes updated from 45 to 20 days, and • reiteration of need for JRWAs to be undertaken at current, approved workplace. 	Kerry Baker A/g Assistant Secretary Trades Recognition Australia Branch
36.0	June 2025	Minor update to clarify participants' requirements related to provision of documentation that may include tax file numbers or bank account details	Bronwyn Meyrick Assistant Secretary Trades Recognition Australia Branch