



A work trial is a short stint in the workplace that gives job seekers a chance to demonstrate their skills and suitability for the position.

Work trials may include one or more shifts undertaking job related tasks such as making a coffee, preparing food or serving customers.

For information on unpaid trials visit: <https://www.fairwork.gov.au/pay/unpaid-work/unpaid-trials>

14%

of recruiting employers across Australia said they had conducted a **work trial** in their most recent recruitment round

28% Accommodation and Food Services



12% Manufacturing



12% Health Care and Social Assistance



12% Retail Trade



Work trials were common for these occupations

Bar Attendants and Baristas



Waiters



Child Carers



Chefs and Cooks



Kitchenhands



Receptionists



Medical Technicians



Forklift Drivers



Metal Engineering Process Workers



Hairdressers

What employers are looking for

The main reasons employers conduct a work trial are to evaluate the job seekers':

- Skill level and;
- Fit in with the team



During the work trial employers are looking for an array of skills and traits including:

- Ability to communicate with customers and team members
- Personal presentation
- Capacity to work under pressure
- Ability to follow instructions
- Punctuality
- Friendly personality
- Positive attitude
- Willingness to learn

"Ask plenty of questions and be familiar with the role and what's required"

"Be prepared. Know the business you are going into."

"Be on time. Use common sense, look around, smile"

Employers' advice on passing a work trial

61% of responding employers said they had job seekers fail a work trial in the past!

"Be open to learning new things. Take on feedback"

"Listen to instructions. If you are not sure then ask"

"Be honest about your experience and capabilities, don't upsell yourself and then fall short."

"Make sure your grooming and presentation matches that business."

"Be enthusiastic, be punctual, be polite and show a willingness to work"