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.

Work trials were common for these occupations:
- Bar Attendants and Baristas
- Chefs and Cooks
- Child Carers
- Kitchenhands
- Receptionists
- Medical Technicians
- Metal Engineering Process Workers
- Hairdressers
- Forklift Drivers

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

Employers’ advice on passing a work trial:

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

- “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”
- “Be open to learning new things. “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”

Results based on the Department of Employment, Skills, Small and Family Business’ Survey of Employers’ Recruitment Experiences conducted with employers across Australia, 2019