

Recruitment Guide

FREQUENTLY ASKED QUESTIONS

Got questions? We've got you covered. We've pulled together answers to some of the most common questions people ask about the Woodside Energy Apprenticeship & Traineeship Program. Whether you're curious about how to apply or what to expect, this guide is here to help you feel more confident and prepared as you take the next step.

What kind of roles are available?

Each year, we offer a variety of apprenticeships and traineeships based in Karratha, WA.

The roles available can change from year to year depending on Woodside's operational needs, but may include:

- Mechanical Fitting Apprenticeships
- Electrical Instrumentation Apprenticeships
- Communications Apprenticeships
- Laboratory Traineeships
- Indigenous Business Traineeships
- Indigenous Warehousing and Logistics Traineeships
- Indigenous Wharf Traineeships
- Indigenous Pre-Pathways Traineeships
- Indigenous School Based Traineeship

You'll earn while you learn, gain valuable qualifications, and be part of a supportive team that wants to see you succeed.

How do I apply?

All applications need to be submitted online through the Programmed website.

Here's how to apply:

1. Visit programmed.com.au/woodside
2. Read through the information about the program and the roles available
3. Click 'Apply Now' and follow the steps to complete your application

What is the aptitude test, and how do I prepare for it?

The aptitude test is a short, computer-based assessment that helps us understand your current skills. You're not expected to study beforehand — just give it your best shot.

It looks at:

- Word knowledge and reading
- Basic maths and number patterns
- Mechanical and spatial reasoning
- Logical and abstract thinking

You'll complete this test in person under supervision.

To get a feel for it, try a free demo test here: <https://campaign.testgrid.com/demotesting>

How do I prepare for the interview?

The interview is your opportunity to show us who you are and why you're interested in joining the team. We're not expecting perfect answers, but we do expect you to come prepared and willing to talk about your experience, interests, and goals.

We'll chat about:

- Who you are — your background, interests, hobbies, school or work experience
- Why you're interested in the apprenticeship or traineeship program
- What you know about Woodside and the role you're applying for
- How you've worked with others, faced challenges, and stayed motivated

Tip: Think of real examples — maybe from part-time work, sport, school, or volunteering — where you've worked in a team, solved a problem, or shown initiative.

What happens at the Assessment Centre?

The Assessment Centre is a group session where you'll meet others applying and participate in activities and discussions.

We want to see how you work in a team, how you solve problem, and how you listen, communicate, and support others.

It's not about being the loudest or taking over — it's about showing respect, teamwork, and a willingness to learn.

You'll also get the chance to meet the Programmed and Woodside teams and ask any questions you may have.

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I don't live in Karratha - can I still apply?

Yes, you can. While preference is given to local applicants, we also consider people who:

- Have a connection to the Pilbara (through family, community or previous time living here)
- Are willing to relocate to Karratha at their own expense

If this applies to you, make sure you mention it in your application.

Is housing provided?

Housing isn't provided directly, but every successful applicant will receive a housing allowance.

This allowance helps cover the cost of living locally and is paid on top of your wages.

Whether you already live in Karratha or plan to move here, the housing allowance is there to support you. Full details will be explained during the interview process.

How much will I be paid?

You'll be paid a competitive wage that is above the relevant Award rates, so you'll earn more than the base rates set by the government for apprenticeships and traineeships.

On top of your base pay, you'll also receive location allowances (to help with the cost of living in Karratha), superannuation and Leave entitlements (just like other employees)

Exact pay rates vary depending on the role and your age, but we'll go through all the details during the interview.

What's involved in the due diligence checks?

Before offering you a position, we need to complete a few important checks:

- Pre-employment medical, including drug and alcohol testing
- Reference checks with past teachers, employers, or other referees
- National police clearance

These checks are part of making sure the workplace is safe and supportive for everyone. If you're shortlisted, we'll guide you through each step.

When do the jobs start?

Most apprenticeships and traineeships kick off in the early part of the year — around January or February. However, this will be confirmed with you at the interview.

Are these FIFO positions?

No — these are residential positions.

That means you'll be living in Karratha and going home every day, rather than working a Fly-In Fly-Out (FIFO) roster.

Will I be guaranteed a job once I finish the apprenticeship/traineeship?

There's no automatic job guarantee after you complete your program.

However, many past apprentices and trainees have gone on to full-time roles with Woodside or other leading companies in the industry.

Success comes down to: your performance; your attitude and commitment; and what opportunities are available at the time

We'll support you to build strong foundations for a great career - wherever it takes you!

Got a question or waiting for an update?

Due to the high number of applications we receive, we're unable to provide individual updates throughout the process. But don't worry - you'll be contacted by email at each key stage, whether you're progressing or not. So be sure to keep an eye on your inbox!

If you have a question about the program or application process, the best way to get in touch is by emailing: **woodside@programmed.com.au**.

We'll do our best to respond within two business days.

Please note - the same team managing recruitment are also the ones supporting our current apprentices on site. They're often out and about, so may not be able to reply immediately. Your patience and understanding is genuinely appreciated.

Our Karratha office isn't able to assist with application queries in person or over the phone.