

CAREER EXPLORER & COURSE CATALOGUE

Every Pathway. Every **Credential**. One Guide.

A complete reference to CertSmart Pathways' 40 career categories and 120 Pre-Employment Credentials™ — built for students, parents, schools and employers exploring what's available across the platform.

40

CAREER
CATEGORIES

120

MICROCREDENTIALS

40

FREE INTRO
COURSES

~3h

PER
COURSE

How CertSmart Pathways Works

CertSmart Pathways is an Australian pre-employment microcredential platform built for a high school student building their first CV, a recent school leaver exploring their options, or a young adult still figuring out their next step. Every course is structured, assessed, and designed in accordance with Australia's National Microcredentials Framework. Every credential is issued as a verified digital badge through Sertifier — checkable by any employer in seconds.

STEP 01

Enrol

Choose a free introductory course or a full \$89 paid course from any of our 40 career categories. No prior experience required.

STEP 02

Learn

Work through your student workbook at your own pace — approximately 3 hours per course across 3 modules and 9 lessons.

STEP 03

Assess

Complete module quizzes (70% pass mark) and a written assessment that demonstrates real understanding.

STEP 04

Earn

Receive your verified digital badge from Sertifier — instantly shareable to LinkedIn, your CV, or directly to employers.

120

COURSES

40

CATEGORIES

FREEINTRO /
CATEGORY**\$89**

PAID COURSES

\$129CAREER
PATHWAYS PACK**NMF**FRAMEWORK
ALIGNED

NEW — BUNDLE & SAVE

The Career Pathways Pack

Get all 3 courses in any category — the free introduction plus both \$89 courses — for one bundled price. Look for the pack price on every category card in this guide.

~~3 courses individually: \$178~~**\$129** per category**Save \$49**

How to Read the Catalogue



Highlighted = free introductory course



Orange price = FREE



Navy price = \$89 paid course

Each category contains a trilogy of three courses — a free introductory course that opens the pathway with a wide-angle view of the industry, followed by two deeper \$89 courses covering technical and professional/strategic knowledge. Trilogies can be completed individually, or bundled as a **Career Pathways Pack** for \$129 — saving \$49 against the individual price. Every course includes a structured student workbook, module quizzes, an end-of-course assessment, and a verified Sertifier digital badge.

01

Business & Administration

One of Australia's largest employment sectors, offering stable entry-level roles in virtually every industry.

NMF-001 Office & Administration Fundamentals Filing, scheduling, email, and professional conduct essentials. FREE	NMF-002 Business Communication & Professional Etiquette Emails, meetings, feedback, and workplace communication skills. \$89	NMF-003 Introduction to Project Management Project lifecycle, Gantt charts, risk, and stakeholder management. \$89
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CAREER PATHWAYS PACK

All 3 for \$129 (Save \$49)

02

Customer Service & Retail

Retail employs over 1.3 million Australians — customer service skills transfer across every consumer-facing industry.

NMF-004 Front of House & Customer Service Skills LAST framework, consumer rights, and service excellence. FREE	NMF-005 Visual Merchandising & Retail Basics Store layout, planograms, retail KPIs, and merchandising. \$89	NMF-006 Complaint Handling & Conflict Resolution HEAT framework, de-escalation, and professional conflict management. \$89
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All 3 for \$129 (Save \$49)

03

Food & Hospitality Entry Level

Hospitality is one of Australia's most accessible first employment sectors, with over 900,000 workers nationwide.

NMF-007 Food Handling & Hygiene Essentials Temperature control, cross-contamination, and food safety law. FREE	NMF-008 Barista Basics & Coffee Culture Espresso, milk texturing, café operations, and coffee science. \$89	NMF-009 Introduction to Hospitality & Events Sectors, roles, event planning, and on-the-day coordination. \$89
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04

Health & Wellbeing

Australia's fitness and wellness industry employs over 150,000 people and continues to grow strongly post-pandemic.

NMF-010 Body Image & Wellbeing Media influence, self-compassion, and mental health literacy. FREE	NMF-011 Nutrition & Healthy Living Macronutrients, food labels, hydration, and sustainable habits. \$89	NMF-012 Personal Training & Gym Instruction Anatomy, program design, and client communication fundamentals. \$89
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05

IT & Digital Media Skills

Digital literacy is now the baseline expectation in almost every Australian workplace across all industries.

NMF-013 Introduction to Microsoft Office & Google Workspace Word, Excel, Gmail, and cloud productivity tools. FREE	NMF-014 Introduction to Canva & Digital Design Design principles, typography, colour theory, and brand assets. \$89	NMF-015 Social Media Mastery & Professional Online Branding Algorithms, content strategy, copywriting, and analytics. \$89
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06

Trades & Practical Pathways

Australia faces a critical shortage of trade workers — the skilled trades pathway remains one of the most financially secure careers available.

NMF-016 Introduction to the Trades Apprenticeships, trade types, worksite culture, and career paths. FREE	NMF-017 Tools, Safety & Worksite Basics Hand tools, power tools, PPE, and hazard management on site. \$89	NMF-018 Workplace Skills & Apprenticeship Readiness Trade maths, reading plans, estimating, and professionalism. \$89
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07

AI & Tech Basics

Artificial intelligence is reshaping every industry — workers who understand AI have a significant and growing career advantage.

NMF-019 FREE Introduction to Artificial Intelligence How AI works, real-world uses, ethics, and career implications.	NMF-020 \$89 AI Tools for Everyday Work & Study Using AI for writing, research, planning, and productivity.	NMF-021 \$89 Prompt Writing & Working with AI Advanced prompting, ChatGPT, image generation, and AI workflows.
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08

Landscaping & Gardening

Australia's landscaping and horticulture industry employs over 50,000 people and is supported by a booming residential property market.

NMF-022 FREE Introduction to Landscaping & Garden Design Design principles, climate zones, and outdoor career pathways.	NMF-023 \$89 Plant Care, Soil & Horticulture Basics Soil science, plant physiology, and Australian species selection.	NMF-024 \$89 Outdoor Maintenance & Lawn Care Lawn management, tools, chemicals, and client service basics.
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09

Travel & Tourism

Tourism contributes over \$60 billion to Australia's economy annually and is one of our fastest rebounding post-pandemic sectors.

NMF-025 FREE Introduction to Travel & Tourism Industry Sectors, roles, visitor experience, and industry overview.	NMF-026 \$89 Tour Guiding & Visitor Experiences Storytelling, group management, safety, and cultural competency.	NMF-027 \$89 Travel Planning & Destination Knowledge GDS systems, itinerary design, client needs, and destination intel.
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10

Finance & Money Management

Financial literacy is the most universally applicable and most underdeveloped skill among young Australians entering the workforce.

NMF-028 FREE Personal Budgeting & Money Basics Budgeting, saving, superannuation, and financial goal-setting.	NMF-029 \$89 Introduction to Banking & Financial Services Products, compliance, customer service, and industry roles.	NMF-030 \$89 Tax, Super & Financial Literacy for Young Adults Tax returns, super management, and long-term financial planning.
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11

Property & Real Estate

Property is Australia's largest asset class — the real estate sector employs over 100,000 people nationally with consistent demand.

NMF-031 FREE Introduction to Real Estate & Property Property markets, industry structure, and career pathways.	NMF-032 \$89 Property Sales, Leasing & Client Relations Prospecting, listing presentations, tenant assessment, and negotiation.	NMF-033 \$89 Property Management Fundamentals Rent rolls, maintenance, arrears, compliance, and trust accounting.
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12

Social Work & Wellbeing

Community services is one of Australia's fastest-growing sectors — driven by the NDIS, an ageing population, and expanding mental health services.

NMF-034 FREE Introduction to Community Services & Social Work Sector structure, NDIS, values, mandatory reporting, and careers.	NMF-035 \$89 Mental Health Awareness & Support Skills Mental health spectrum, ALGEE, active listening, and referral.	NMF-036 \$89 Youth Work & Early Intervention Basics Youth development, ACEs, motivational interviewing, and diversion.
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13

Sports Training & Coaching

Sport employs over 400,000 Australians across coaching, administration, events, and high performance — with persistent workforce shortages.

NMF-037 Introduction to Sports Coaching NCAS accreditation, coaching principles, ethics, and career paths.	NMF-038 Athlete Performance & Training Basics Energy systems, periodisation, nutrition, and sports psychology.	NMF-039 Sports Administration & Event Management Governance, finances, policies, and professional event delivery.
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14

Electrical & Renewables

Electricians are Australia's most critically shortage-affected trade — and the energy transition is accelerating demand dramatically.

NMF-040 Introduction to Electrical & Renewables Industry structure, energy transition, career pathways, and safety.	NMF-041 Solar & Battery Systems Basics PV technology, battery chemistry, system design, and installation.	NMF-042 Electrical Safety & Pre-Apprenticeship Readiness WHS legislation, SWMS, trade maths, and apprenticeship readiness.
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15

Automotive & Mechanical

Australia has over 20 million registered vehicles — the automotive sector employs over 60,000 technicians with strong ongoing demand.

NMF-043 EV & Hybrid Basics How electric vehicles work, charging infrastructure, and careers.	NMF-044 Introduction to Automotive Mechanics Engine systems, brakes, steering, diagnostics, and workshop practice.	NMF-045 Auto Detailing & Vehicle Presentation Paint correction, interior detailing, chemicals, and business basics.
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16

Farming & Agriculture

Australian agriculture generates \$71 billion annually — and technology-driven farming is creating new skilled employment pathways.

NMF-046 Introduction to Farming & Australian Agriculture Sectors, safety, sustainability, and rural career pathways. FREE	NMF-047 Crops, Soil Health & Sustainable Growing Cropping systems, soil science, fertilisers, and horticulture. \$89	NMF-048 Livestock, Animal Care & Rural Operations Animal welfare, handling, health, and farm infrastructure. \$89	
CAREER PATHWAYS PACK			All 3 for \$129 (Save \$49)

17

Healthcare & Care Work

Healthcare is Australia's largest employing industry — aged care and disability support alone will need 400,000 additional workers by 2050.

NMF-049 Introduction to Aged Care & Disability Support Person-centred care, NDIS, communication, and care career paths. FREE	NMF-050 First Aid Awareness & Basic Life Support DRSABCD, CPR principles, AED use, and common emergencies. \$89	NMF-051 Working in Healthcare: Roles, Rights & Responsibilities Duty of care, privacy, healthcare roles, and career pathways. \$89	
CAREER PATHWAYS PACK			All 3 for \$129 (Save \$49)

18

Early Childhood & Education Support

Australia's ECEC sector employs over 200,000 people — new government funding and workforce shortages have created exceptional demand.

NMF-052 Introduction to Early Childhood Education Child development, NQS, ECEC roles, and career pathways. FREE	NMF-053 Child Development & Play-Based Learning Developmental stages, EYLF, observation, and learning documentation. \$89	NMF-054 Working in OSHC, Childcare & Education Support NQS, behaviour guidance, child safety, and support worker roles. \$89	
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19

Child Health & Healthy Development

Childhood obesity, sedentary behaviour, and screen time are national health priorities — creating demand for knowledgeable community professionals.

NMF-055 Children's Nutrition, Obesity Awareness & Healthy Habits Nutritional needs, obesity awareness, and family food culture. FREE	NMF-056 Physical Activity & Healthy Development in Children Movement skills, activity guidelines, and active program design. \$89	NMF-057 Child Wellbeing, Sleep & Screen Time Basics Sleep research, screen time guidelines, and family conversations. \$89
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20

Behavioural Support & Psychology Basics

Behavioural support roles are among the fastest growing in the NDIS sector — with demand for trained support workers far exceeding supply.

NMF-058 Introduction to Human Behaviour & Psychology Theories, emotion, motivation, and social influence fundamentals. FREE	NMF-059 Understanding Behaviour Support & Positive Strategies Behaviour function, antecedent strategies, and NDIS frameworks. \$89	NMF-060 Trauma-Informed Practice & Emotional Regulation Trauma types, regulatory principles, and practitioner self-care. \$89
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21

Creative Arts & Design

Australia's creative economy contributes \$111 billion annually — and digital content creation is now a mainstream commercial career.

NMF-061 Introduction to Photography & Visual Storytelling Composition, lighting, editing, and visual communication skills. FREE	NMF-062 Video Editing & Content Creation Basics Shooting, editing, YouTube, Reels, TikTok, and publishing workflow. \$89	NMF-063 Graphic Design Fundamentals for Beginners Contrast, typography, colour theory, Canva, and brand design. \$89
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22

Logistics & Supply Chain

E-commerce growth has made logistics one of Australia's fastest-growing employment categories — with strong entry-level demand.

NMF-064 Introduction to Warehousing & Logistics Operations, WHS, industry overview, and career pathways. FREE	NMF-065 Order Fulfilment, Inventory & Stock Control FIFO, cycle counting, e-commerce operations, and WMS systems. \$89	NMF-066 Transport, Freight & Supply Chain Basics Road, rail, customs, freight forwarding, and logistics technology. \$89
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23

Beauty & Personal Services

Australia's beauty industry generates over \$4 billion annually — with consistent demand for trained, professional service providers.

NMF-067 Introduction to Beauty, Skincare & Personal Services Industry overview, skin science, hygiene, and career pathways. FREE	NMF-068 Nail Technology & Salon Services Basics Nail anatomy, gel application, and salon hygiene standards. \$89	NMF-069 Client Consultation, Hygiene & Salon Safety Contra-indications, sterilisation, chemicals, and client service. \$89
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24

Construction & Plumbing Pathways

Construction employs over 1.3 million Australians — and the current housing supply challenge is driving record demand for trade workers.

NMF-070 Introduction to Construction & the Built Environment Industry roles, WHS, career pathways, and the building process. FREE	NMF-071 Plumbing Basics & Water Systems Awareness Supply, drainage, hot water systems, and plumbing career paths. \$89	NMF-072 Construction Safety, Plans & Site Readiness WHS, SWMS, reading plans, and professional site conduct. \$89
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25

Legal & Justice Studies

Understanding how the law works is relevant to every Australian — and the legal services sector continues to grow steadily.

NMF-073 Introduction to the Australian Legal System Courts, legislation, fundamental rights, and the justice system. FREE	NMF-074 Rights, Responsibilities & the Justice System Consumer rights, civil and criminal law, and legal obligations. \$89	NMF-075 Paralegal Awareness & Court Support Work Legal research, documents, court processes, and career pathways. \$89
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26

Cybersecurity Basics

Cybercrime costs the Australian economy over \$33 billion annually — creating urgent demand for cybersecurity-aware workers at all levels.

NMF-076 Introduction to Cybersecurity & Online Safety Common threats, account protection, and safe browsing habits. FREE	NMF-077 Passwords, Privacy & Protecting Your Digital Life MFA, data rights, privacy settings, and identity theft prevention. \$89	NMF-078 Cyber Threats, Scams & Security Awareness Phishing, ransomware, workplace security, and incident response. \$89
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27

Events & Entertainment

Australia's events industry is valued at over \$35 billion — and the sector is experiencing strong post-pandemic workforce demand.

NMF-079 Introduction to Events, Festivals & Entertainment Industry overview, event types, roles, and career pathways. FREE	NMF-080 AV, Staging & Crew Work Basics Audio systems, lighting, rigging, and show day operations. \$89	NMF-081 Event Planning, Logistics & Venue Operations Briefs, budgets, risk management, and professional delivery. \$89
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28

Cybersecurity & Digital Safety

Digital safety is now a core workplace competency — every Australian business needs staff who understand cyber risk.

NMF-082 Introduction to Cybersecurity & Digital Safety Threats, protection habits, and digital safety fundamentals. FREE	NMF-083 Digital Safety in the Workplace Obligations, secure devices, email safety, and incident reporting. \$89	NMF-084 Introduction to Ethical Hacking & Security Thinking Reconnaissance, vulnerability testing, and cybersecurity careers. \$89
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29

Mental Health & Workplace Wellbeing

One in five Australians experiences a mental health condition annually — mental health literacy is a critical workforce competency.

NMF-085 Introduction to Mental Health & Wellbeing What it is, what affects it, and where to get support. FREE	NMF-086 Mental Health in the Workplace Psychosocial hazards, WHS obligations, and employee support. \$89	NMF-087 Building Resilience & Personal Wellbeing Stress management, sleep, mindfulness, and everyday resilience habits. \$89
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30

Entrepreneurship & Small Business

Australia has over 2.5 million small businesses — entrepreneurship skills are valuable in every career context, not just self-employment.

NMF-088 Introduction to Entrepreneurship & Business Thinking Opportunity identification, business models, and first steps. FREE	NMF-089 Starting a Small Business in Australia Structures, registration, planning, and finding customers. \$89	NMF-090 Money, Tax & Legal Basics for Small Business GST, bookkeeping, contracts, insurance, and financial management. \$89
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31

Coding & Web Development Basics

Software development is one of the fastest growing and highest paying career sectors in Australia — entry demand continues to outpace supply.

NMF-091 Introduction to Coding & Web Basics HTML, CSS, how the web works, and programming logic. FREE	NMF-092 JavaScript & Interactive Web Design Variables, functions, DOM manipulation, and front-end development. \$89	NMF-093 Web Projects, GitHub & Getting Hired in Tech GitHub, portfolio building, agile workflow, and the tech job market. \$89
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32

Game Design & Interactive Media

Australia's games industry generates over \$220 million annually and is growing — offering creative and technical career pathways.

NMF-094 Introduction to Game Design & Interactive Media Game mechanics, the Australian games industry, and design roles. FREE	NMF-095 Game Mechanics, Storytelling & Level Design Design frameworks, narrative, GDD structure, and playtesting. \$89	NMF-096 Game Development Tools & Industry Pathways Unity/Unreal, game art pipeline, portfolio, and career pathways. \$89
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33

Data & Analytics Basics

Data analytics is the most in-demand skill set in the Australian corporate sector — valued across every industry from retail to healthcare.

NMF-097 Introduction to Data & Analytics Data types, visualisations, statistics, and career roles. FREE	NMF-098 Excel, Spreadsheets & Data Presentation Formulas, pivot tables, charts, and presenting data clearly. \$89	NMF-099 Introduction to Business Intelligence & Data Tools Power BI, SQL basics, dashboards, and entry-level analyst skills. \$89
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34

Podcasting, Radio & Audio Media

Podcast listenership in Australia has doubled since 2018 — audio media is a growing commercial career field with low entry barriers.

NMF-100 Introduction to Podcasting & Audio Media Equipment, formats, platforms, and Australian audio industry.	NMF-101 Audio Production, Editing & Sound Quality DAWs, recording technique, mixing, mastering, and export.	NMF-102 Presenting, Interviewing & Building an Audience Voice technique, interviewing, brand, content strategy, and monetisation.
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35

Drone Operations & Remote Sensing

Australia's commercial drone market is growing at 15% annually — CASA licenced operators are in high demand across multiple industries.

NMF-103 Introduction to Drone Operations & the RPA Industry How drones work, CASA framework, and commercial applications.	NMF-104 CASA Regulations, Safety & Drone Licensing RePL, ReOC, airspace classification, and CASA exam preparation.	NMF-105 Drone Applications, Data Capture & Career Pathways Photogrammetry, agriculture, inspection, Pix4D, and career development.
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36

Hospitality Management & Supervision

Hospitality management is one of the clearest career progression pathways in Australia — from floor staff to venue manager in three to five years.

NMF-106 Introduction to Hospitality Management & Supervision Supervisory roles, rostering, legislation, and career pathways.	NMF-107 Leading Teams & Managing Operations in Hospitality Pre-shift briefings, in-service leadership, and complaint handling.	NMF-108 Financial Management & Business Development in Hospitality P&L, food cost, labour budgets, and revenue development.
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37

Mining, Resources & FIFO Readiness

Australia's resources sector is one of the highest-paying industries for entry-level workers — and demand for site-ready candidates significantly outstrips supply.

NMF-109 FREE Introduction to Mining, Resources & the Australian Resources Sector Industry structure, commodity types, FIFO lifestyle, site safety culture, and career entry pathways.	NMF-110 \$89 Mining Site Safety, WHS & Surface Operations Awareness Site hazards, PPE for resources environments, emergency procedures, and mine site hierarchy.	NMF-111 \$89 FIFO Life, Workforce Readiness & Resources Career Planning Managing FIFO mental health and relationships, roster structures, and landing your first site role.
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38

Sustainability, Climate & the Green Economy

The green economy is Australia's fastest emerging employment sector — and the only one where values alignment and career opportunity converge for Gen Z.

NMF-112 FREE Introduction to Sustainability & the Green Economy What the green economy means for careers, which industries are transforming, and entry pathways.	NMF-113 \$89 Environmental Awareness, Carbon Literacy & Sustainable Practice Carbon basics, circular economy, environmental compliance, and sustainable workplace practice.	NMF-114 \$89 Green Jobs, ESG Careers & the Sustainability Workforce ESG reporting, corporate sustainability roles, green building, and positioning as a green candidate.
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39

Defence Industry & National Security Awareness

AUKUS and the Hunter class frigate program will create 5,500+ direct defence jobs in SA alone — with no pre-employment awareness pathway existing anywhere in Australia.

NMF-115 FREE Introduction to Australia's Defence Industry & National Security Sector ADF structure, AUKUS employment implications, civilian defence roles, and the defence supply chain.	NMF-116 \$89 Defence Trades, Technology & STEM Pathways Engineering and trade roles in defence, shipbuilding, aerospace manufacturing, and STEM pathways.	NMF-117 \$89 Working in Defence: Professionalism, Security Clearances & Career Planning Security clearance process, AGSVA vetting, professional conduct, and defence career planning.
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40

Ageing Population & Elder Care Innovation

Aged care is Australia's most urgent workforce crisis — and the only major employment sector where young people are actively needed but not being recruited.

NMF-118 FREE Introduction to Ageing, Elder Care & Working with Older Australians Demographics, aged care post-Royal Commission, mandatory care minutes, and career pathways.	NMF-119 \$89 Person-Centred Care, Dementia Awareness & Communication with Older People Dementia basics, person-centred care, communication strategies, and dignity of risk.	NMF-120 \$89 Aged Care Regulations, Rights & Professional Practice Aged Care Quality Standards, mandatory reporting, the Aged Care Act 2024, and elder abuse.
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All 3 for \$129 (Save \$49)

Explore a Pathway. Start with **One Free Course.**

Every one of our 40 career categories opens with a free introductory credential — no cost, no commitment, just a genuine first step into an industry. From there, two deeper \$89 courses build real, assessable skill, or bundle all three as a Career Pathways Pack for \$129.

In March 2026, the Australian Government Department of Education acknowledged “the work that CertSmart Pathways is doing to support Australians building their first career pathway.”

All courses are designed in accordance with Australia's National Microcredentials Framework and issued through Sertifier using the Open Badges standard.

For Students

Earn verified digital credentials in days, not years. Build your CV before your first job.

For Parents

Give your child a head start with structured, assessed courses aligned to the National Microcredentials Framework.

For Schools & Employers

Integrate into career guidance programs or onboarding. Group credits and partnerships available.