

Learn, earn and build your future with Costa

Apprenticeships & Traineeships

Real work. Real skills. Real career pathways across
Australia and beyond.



What is an apprenticeship or traineeship?

Earn while you learn

An apprenticeship or traineeship is a **paid role** where you gain real workplace skills while completing a nationally recognised qualification.

You will:

- Get paid from day one
- Learn on the job with experienced people
- Complete formal training through TAFE or a Registered Training Organisation (RTO)
- Build skills that lead to long-term career opportunities

What's the difference?

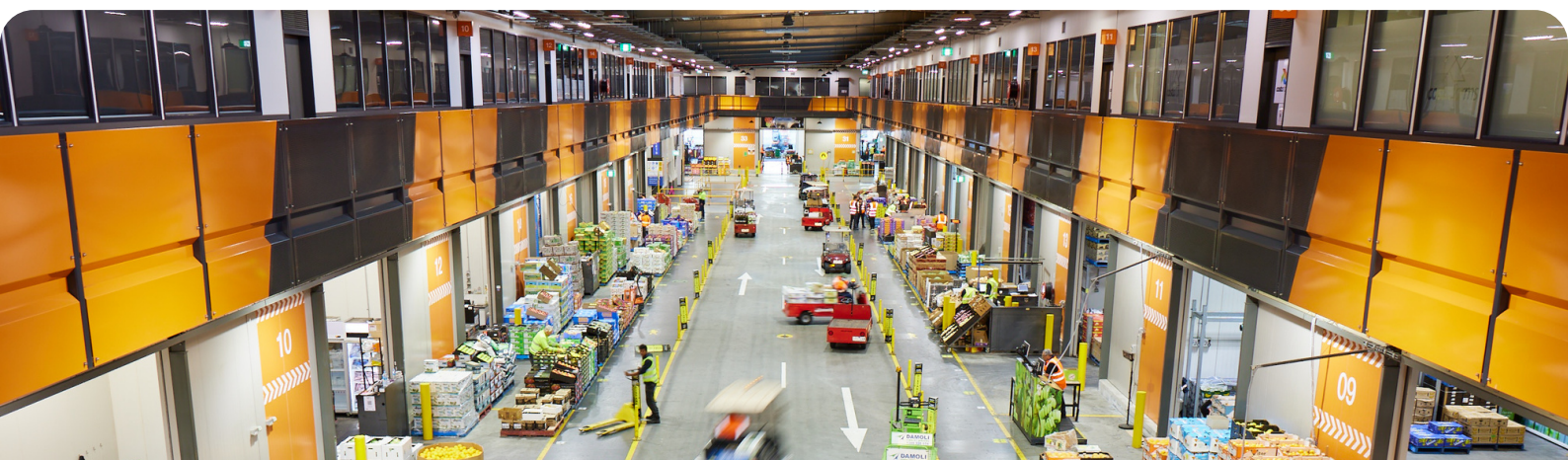
Apprenticeships:

- Trade or technical careers
- Hands-on, practical work
- Usually three to four years in duration
- Become qualified in your chosen field

Traineeships:

- Operational, business or specialist roles
- Usually 12 to 24 months in duration
- Great pathway into the workforce with recognised skills

Some of the strongest careers start with hands-on learning.



Who are these pathways for?

At Costa, apprentices and trainees are not just extra hands - they're our future workforce. Many Costa apprentices and trainees go on to full-time skilled roles, leadership positions or further qualifications or additional trades.

This could be a great fit if you:

- Enjoy hands-on learning
- Want to earn while studying
- Like problem-solving or practical work
- Prefer real experience over classroom only learning

No experience? No problem. Many roles are designed for people starting out.

Good to know:

- No experience needed for many roles, though we love genuine interest
- Support and supervision are provided
- School-based and post-school pathways may be available



I like a challenge and learning new skills. Starting an apprenticeship has helped me build long-term job security. Having good mentors makes a massive difference — knowing people have your back.

Jack Rowan - Agricultural Mechanic Apprentice (QLD)



Why start with Costa?

At Costa, starting in an early career role can be the beginning of a long-term career, with opportunities to grow, specialise and progress over time.

We offer:



Real work - not just observation

- Learn by undertaking meaningful tasks



Safe, supported learning environments

- You're guided, trained and supported as you learn



Recognised qualifications, certificates and licenses (where applicable)

- Skills you can use anywhere in Australia



Career progression opportunities

- Many of our leaders started as apprentices or trainees



Safety, care and inclusion

- Looking after people is part of how we work

Stefan's journey shows how a traineeship at Costa can grow into a specialised, long-term career through learning, experience and support over time.



Stefan joined as an IT trainee in 2017. He now works as an IT Infrastructure Specialist travelling the country.

Costa's Purpose:

Build a sustainable future to feed Australia and the world healthy, nutritious, delicious fresh food.

Where your career can go.

What a typical week looks like:

- Working alongside experienced team members
- Learning new skills on the job
- Completing formal training blocks/day release or study time
- Applying what you learn in real-world settings

No two days are the same.

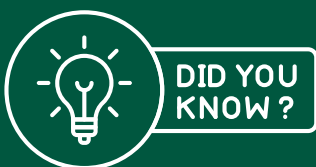
Where can this take you?

Graduates of our apprentice and trainee programs often move into:

- Qualified trade roles
- Technical specialist positions
- Team leadership or supervisory roles
- Further training or higher-level qualifications

We have or have had apprentices and trainees undertaking their training in:

- **Electrical (Electrotechnology)**
- **Engineering (Mechanical and Fabrication)**
- **Agricultural Mechanics**
- **Business Administration**
- **Horticulture**
- **Information Technology**



Costa began in 1895 and now operates across Australia and overseas — opening up a wide range of career pathways in farming, production, technology and business support.

Our goal is to help you succeed, not just start.

You won't be doing this alone.

We're committed to supporting you from day one and throughout your learning journey.

You'll be supported by:

- A dedicated supervisor and/or mentor
- Guidance and check-ins from our Early Careers team
- Help with training registrations and requirements
- Regular progress conversations to keep you on track
- Access to government incentives and benefits (where eligible)

What your first year could look like:

Getting started:

- Workplace orientation and safety training
- Meeting your team and learning the basics of your role
- Building confidence in a safe, supported environment
- On the job learning
- Time allocated for formal training with TAFE or an RTO
- Applying what you learn straight away in real work settings

Ongoing support:

- Regular feedback and mentoring
- Gradually increasing responsibility as skills develop
- Support if you need extra help along the way



About Costa and how to apply

About Costa:

Costa is a global grower, packer and marketer of fresh fruit and vegetables. From our farms to our customers, we manage every step of the journey - combining scale, innovation and expertise to consistently deliver premium fresh produce.

Founded in 1895, Costa has a long history of operating across regional communities, production sites and corporate locations. Our work spans farming, operations, supply chain, technology and business support.

At Costa, apprentices and trainees are part of our future workforce. We invest in early career pathways to develop practical skills, build capability for the future, and create meaningful, long-term careers across the business.

How to apply:

1. Explore your options:

- Learn about apprenticeships and traineeships by visiting our website or speaking with our team. Find the path that's right for you.

2. Register your interest:

- Submit an expression of interest via our website to stay informed about upcoming opportunities.

3. Apply for roles:

- When positions open, apply for roles that match your interests and career goals.

4. Get to know us:

- If shortlisted, you may be invited to a phone call, interview or assessment so we can learn more about you - and you can learn more about us.

Who can apply?

You may be eligible if you:

- Are legally able to work in Australia
- Are motivated and willing to learn
- Enjoy hands-on, practical work



Hien joined Costa as a Business Trainee while completing a Certificate III in Business. She works at Costa's Docklands Business Support Centre and is building confidence, skills, and career direction from day one.



Hien Phan - Business Trainee (VIC)



Follow us on socials for the latest news and insights.



[costagroup.com.au](https://www.costagroup.com.au)

costa[®]
well grown