

# CADETSHIP PROGRAM 2026

## Community Housing Industry Association NSW

### Earn and Learn with a Cadetship

Together with the NSW Government, the Community Housing Industry Association NSW (CHIA) is providing new training opportunities connected to jobs in the Community Housing Industry through a Cadetship.

This exciting program provides an opportunity for cadets to undertake paid employment and training across the operational areas of application/allocation, tenancy management and property management.

With 25 cadetships offered each year, cadets will enter a 12 month paid employment contract with a Community Housing Provider **and** study the CHC42221 Certificate IV in Housing.

This nationally recognised qualification will provide skills and knowledge in:

- understanding the community housing workplace
- working with tenants and applicants to understand their needs
- the main functions of housing assistance, including allocation and application, tenancy management and property management.

Scheduled during work hours, training is delivered by teaching experts with specialist knowledge and skills in the community housing sector. All trainers recently worked in the industry, and hold a diploma or higher-level qualification in their relevant field and a Certificate IV in Training and Assessment.

Both paid employment and training are for 12 months, with support provided in the workplace and throughout the course by dedicated Mentors, Trainers and Workplace Coordinators. Trainers will also work one-on-one with cadets who require extra assistance to ensure the concepts and knowledge required are understood.

### CADETSHIP OVERVIEW



Develop frontline skills in application/allocation, tenancy and property management within the workplace and through formal training for 12 months.



Learn about the community housing sector and organisations that help people find stable housing.



Obtain a qualification - the CHC42221 Certificate IV in Housing.



Cadets earn an income while they are in the Cadetship Program.

*I'm really really enjoying it, I'm learning lots and just love it and so grateful for the opportunity.*

(cadet 2024)



## Are You Eligible?

The Cadetship Program aims to provide pathways into employment and training to people who are likely to be unemployed and/or experiencing barriers to stable and ongoing employment.

The Cadetship Program is open to residents of NSW who belong to one or more of these groups:

- **unemployed young people aged 20-24 years** (as at 1 January 2026)
- **adults (25+) who are social housing clients** (tenants, waitlist, those receiving private rental assistance and those living in crisis/supported accommodation)
- **people who are Aboriginal and/or Torres Strait Islander**
- **people living with disability**
- **refugees and migrants.**

CHIA NSW will prioritise people who can do both fulltime study and employment, able to study at the Certificate IV level and are looking to re-enter or gain secure ongoing employment in community housing.

## How to Apply

Please watch the videos and read the information in the **2026 Information Pack for Cadets**, at <https://www.communityhousing.org.au/cadetship>. If this sounds right for you, please follow the steps below.

If you do not have access to a computer, head to your local library. Please let us know if you need help with this process – email [cadetship@communityhousing.org.au](mailto:cadetship@communityhousing.org.au).

- 1 Online Application Form**  
Complete the online application form by **Thursday 4 December 2025**. The link to the form is in the **2026 Information Pack for Cadets**, on our website <https://www.communityhousing.org.au/cadetship>.
- 2 Phone or Teams Interview**  
CHIA will contact eligible applicants for an interview by phone or Teams. In the interview we will ask you more about your application and tell you more about the cadetship. After these interviews, CHIA NSW will pass on selected applications to participating Community Housing Providers.
- 3 Face-to-face Interview**  
If a community housing organisation in your area is interested in your application, they will invite you to a face-to-face interview. Interviews will occur from **10 December 2025 to 30 January 2026**.
- 4 Cadetship Offer**  
If your application is successful, you will receive an offer of 12 months full time employment as a Cadet. You will start employment from **Monday 16 February 2026**.
- 5 Attend Induction in Sydney**  
Your training program with CHIA NSW will commence in Sydney on **Monday 2 to Friday 6 March 2026**. CHIA NSW will pay all necessary travel, accommodation and meal expenses for regional cadets.

## Queries

Please email [cadetship@communityhousing.org.au](mailto:cadetship@communityhousing.org.au) if you have any questions.

