

INTEREST (THE RIVER SOURCE)

The initial stage where your young person becomes curious about Army careers and starts exploring options.

BARRIERS

1. Your young person may feel unsure about whether they're 'good enough' for the Army.
2. They might not fully understand the range of careers available.
3. Media or stereotypes could give them the wrong impression.

TIPS

1. Take time to explore Army careers together—attend events, read stories, and watch videos to spark their interest.
2. Have open conversations about what excites them and what worries them; your encouragement can make a real difference.
3. Help them see the variety of roles, from engineering to logistics, not just front-line positions.

SOLUTIONS

1. Find trustworthy information together, using official Army resources and speaking to real soldiers by visiting your local Army Careers office.
2. If they're nervous, remind them that everyone starts somewhere and the Army supports growth and learning.
3. Highlight roles that match their strengths and interests, showing the Army is more than just combat.

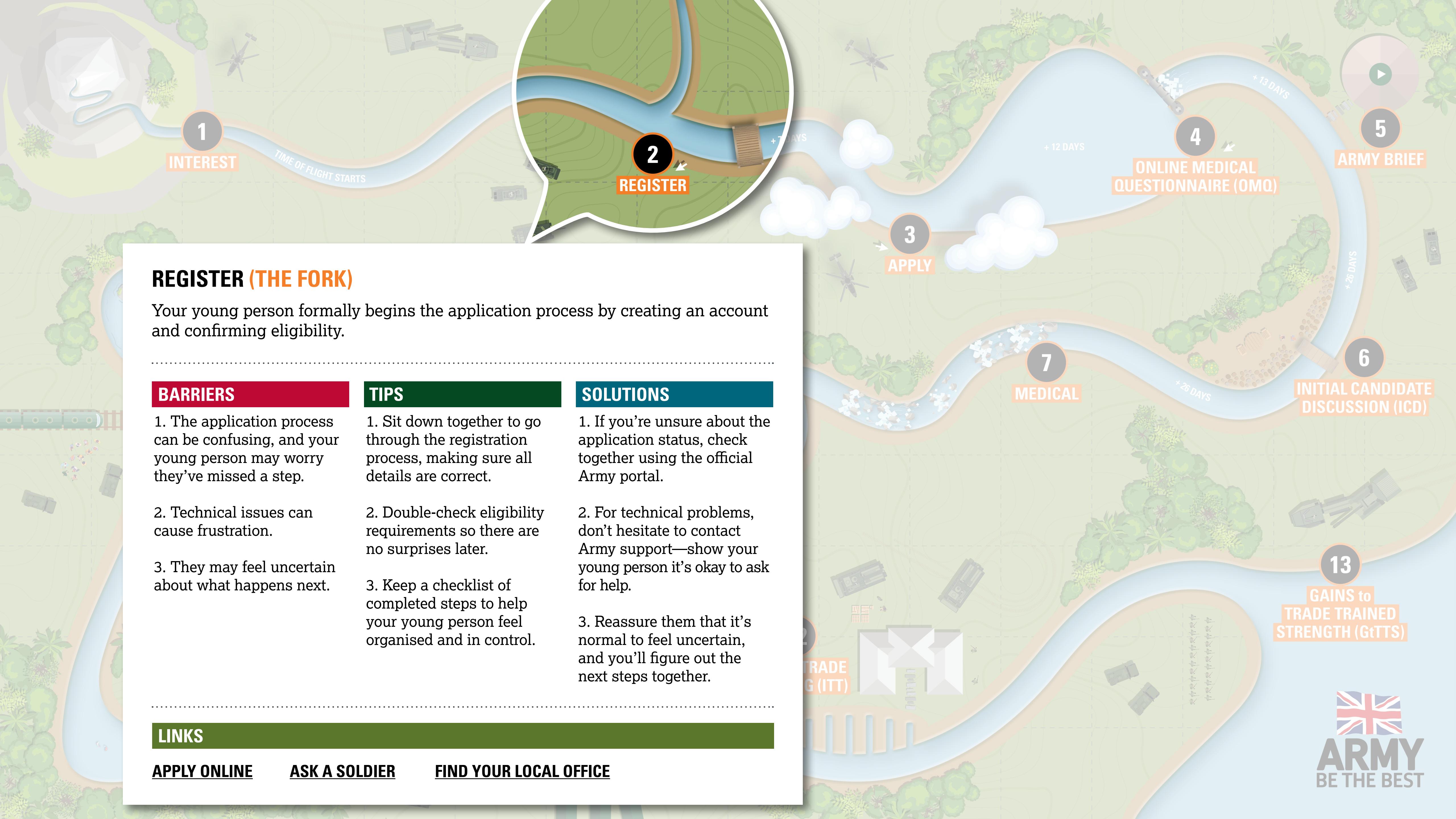
LINKS

ARMY JOBS

FIND A ROLE



ARMY
BE THE BEST



APPLY (THE CLOUDS)

The stage where your young person completes application forms and submits necessary documents online.

BARRIERS

1. Requirements can be confusing, and missing documents may cause delays.
2. Your young person might worry about not meeting eligibility criteria.
3. The process can feel overwhelming.

TIPS

1. Help your young person gather all necessary documents and review the requirements together.
2. Encourage them to ask questions if they're unsure—no question is too small.
3. Break the process into manageable steps so it feels less daunting.

SOLUTIONS

1. Use Army resources and helplines for clarity—show your young person how to find answers.
2. If eligibility is an issue, explore alternative roles or pathways together.
3. Offer practical help with paperwork and celebrate each milestone completed.

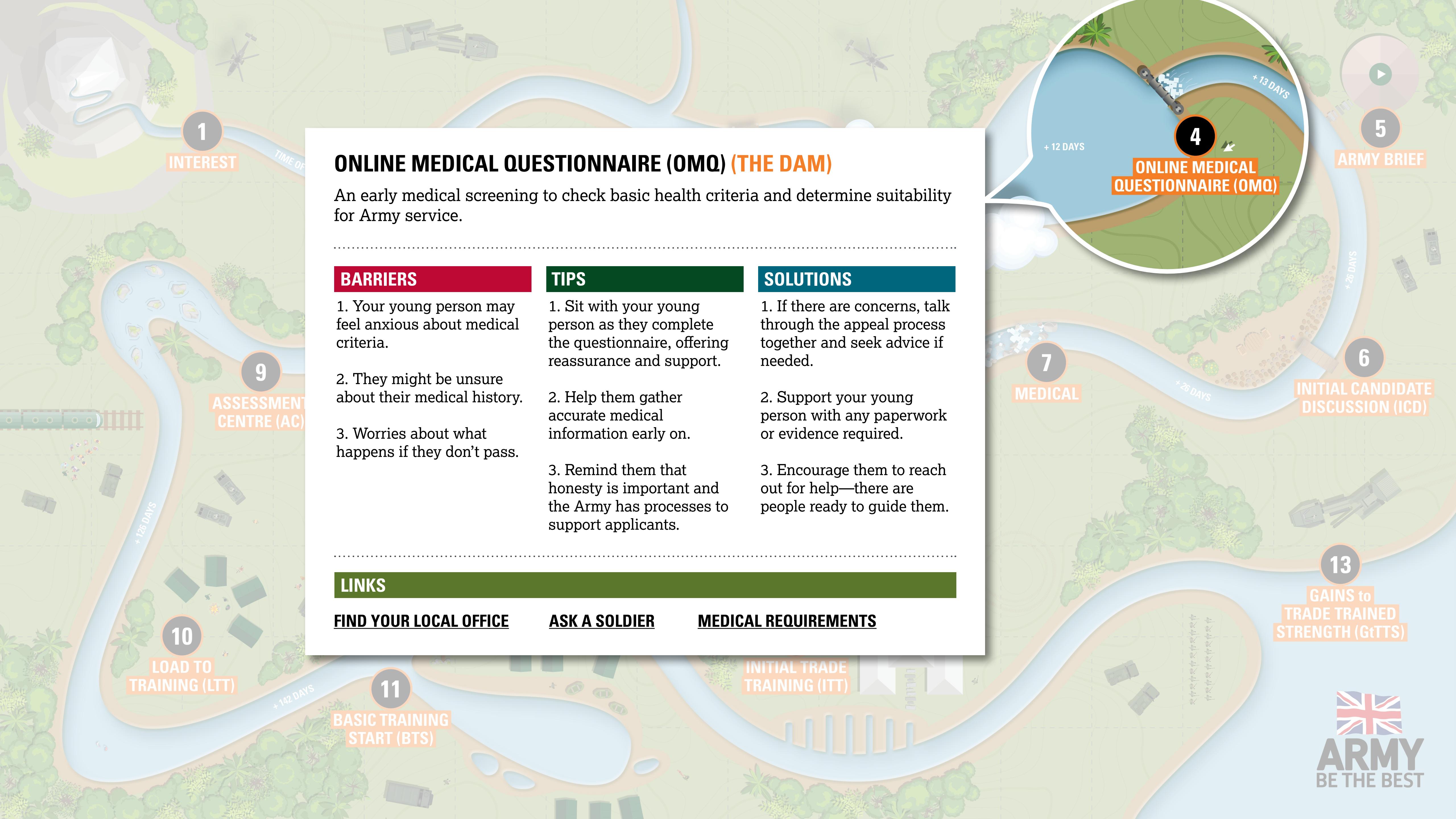
LINKS

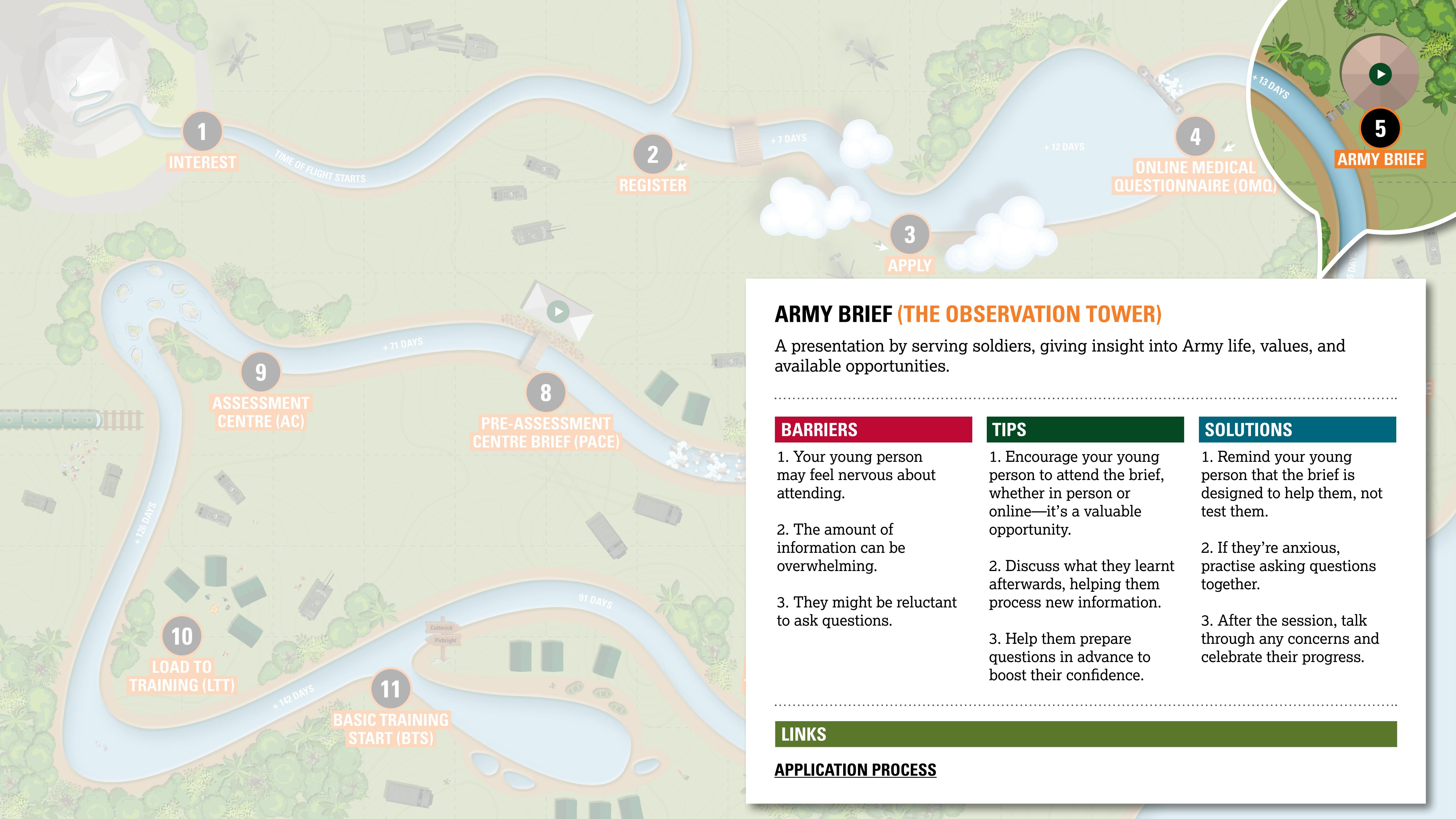
ARMY JOBS

ELIGIBILITY



ARMY
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INITIAL CANDIDATE DISCUSSION (ICD) (THE GARDEN)

A one-to-one conversation with a recruiter to discuss strengths, interests, and possible Army roles.

BARRIERS

1. Interviews can be intimidating, especially if it's their first.
2. Uncertainty about which role to choose.
3. Pressure to make quick decisions.

TIPS

1. Practise interview questions together and discuss their strengths and interests.
2. Encourage them to take their time exploring options—there's no rush.
3. Remind them that recruiters are there to help, not judge.

SOLUTIONS

1. Role-play interviews to build confidence.
2. Research different Army roles together and talk about what suits them best.
3. Support them in making thoughtful decisions, reassuring them that it's okay to ask for more time.

LINKS

APPLICATION PROCESS

FIND A ROLE

1

INTEREST

TIME OF FLIGHT STARTS

9

ASSESSMENT
CENTRE (AC)

+126 DAYS

10

LOAD TO
TRAINING (LTT)

+142 DAYS

11

BASIC TRAINING
START (BTS)

91 DAYS

12

INITIAL TRADE
TRAINING (ITT)

13

GAINS to
TRADE TRAINED
STRENGTH (GtTTS)

4

ONLINE MEDICAL
QUESTIONNAIRE (OMQ)

5

ARMY BRIEF

6

INITIAL CANDIDATE
DISCUSSION (ICD)

14

ARMY
BE THE BEST

MEDICAL (THE ROCKY CURRENT)

Detailed medical checks and evidence gathering to ensure your young person meets Army health standards.

BARRIERS

1. Delays can happen due to medical history or paperwork.
2. GP support may be limited.
3. Costs for obtaining evidence can be a concern.

TIPS

1. Help your young person organise medical records and contact the GP early.
2. Encourage patience—medical checks can take time.
3. Be proactive in seeking support if you hit obstacles.

SOLUTIONS

1. Assist with paperwork and keep track of what's needed.
2. If GP support is slow, ask for advice from Army recruitment staff.
3. Look into financial support options if costs become a barrier.

LINKS

MEDICAL REQUIREMENTS

10

LOAD TO
TRAINING (LTT)

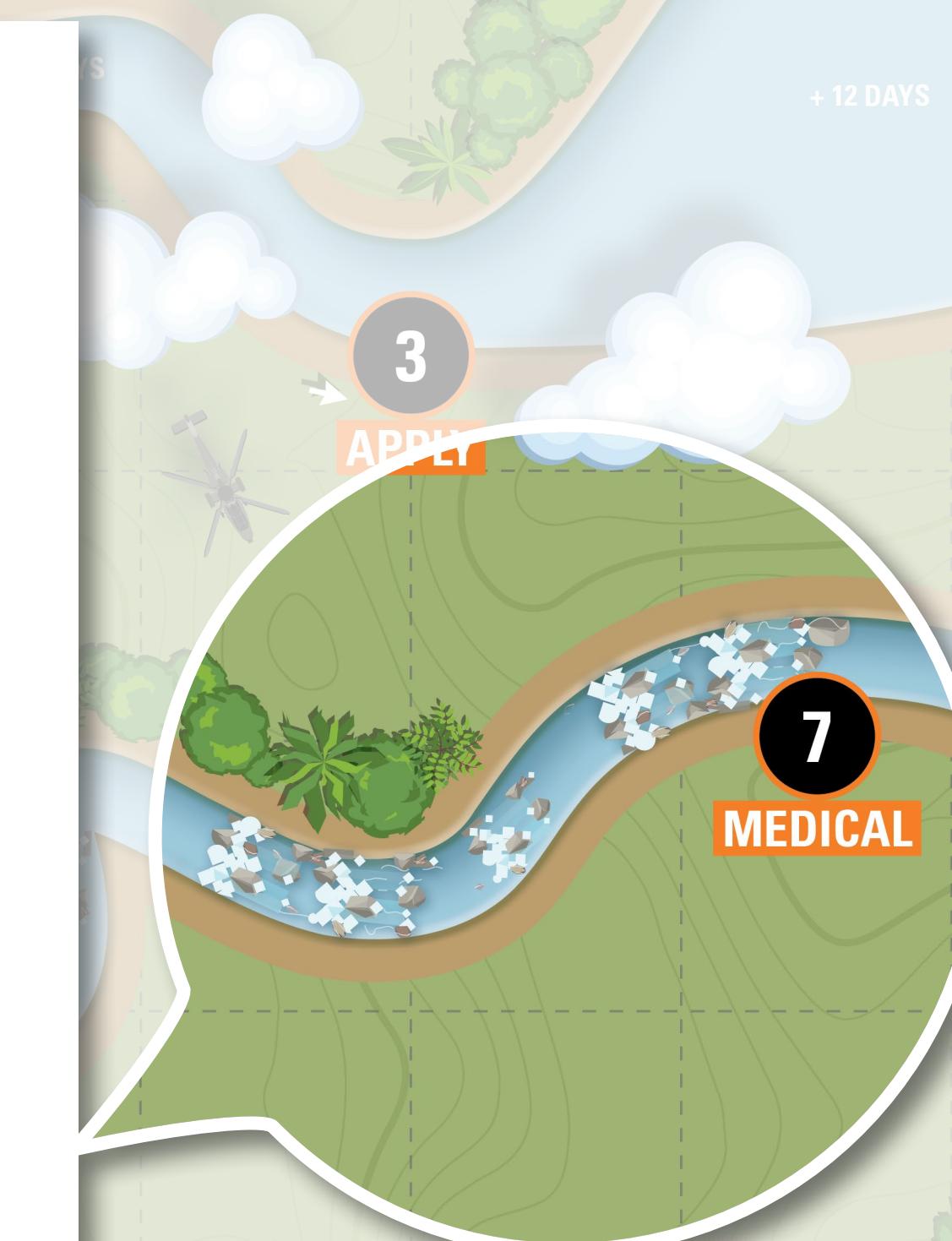
+ 142 DAYS

11

BASIC TRAINING
START (BTS)

12

INITIAL TRADE
TRAINING (ITT)



4

ONLINE MEDICAL
QUESTIONNAIRE (OMQ)

+ 12 DAYS

5

ARMY BRIEF

6

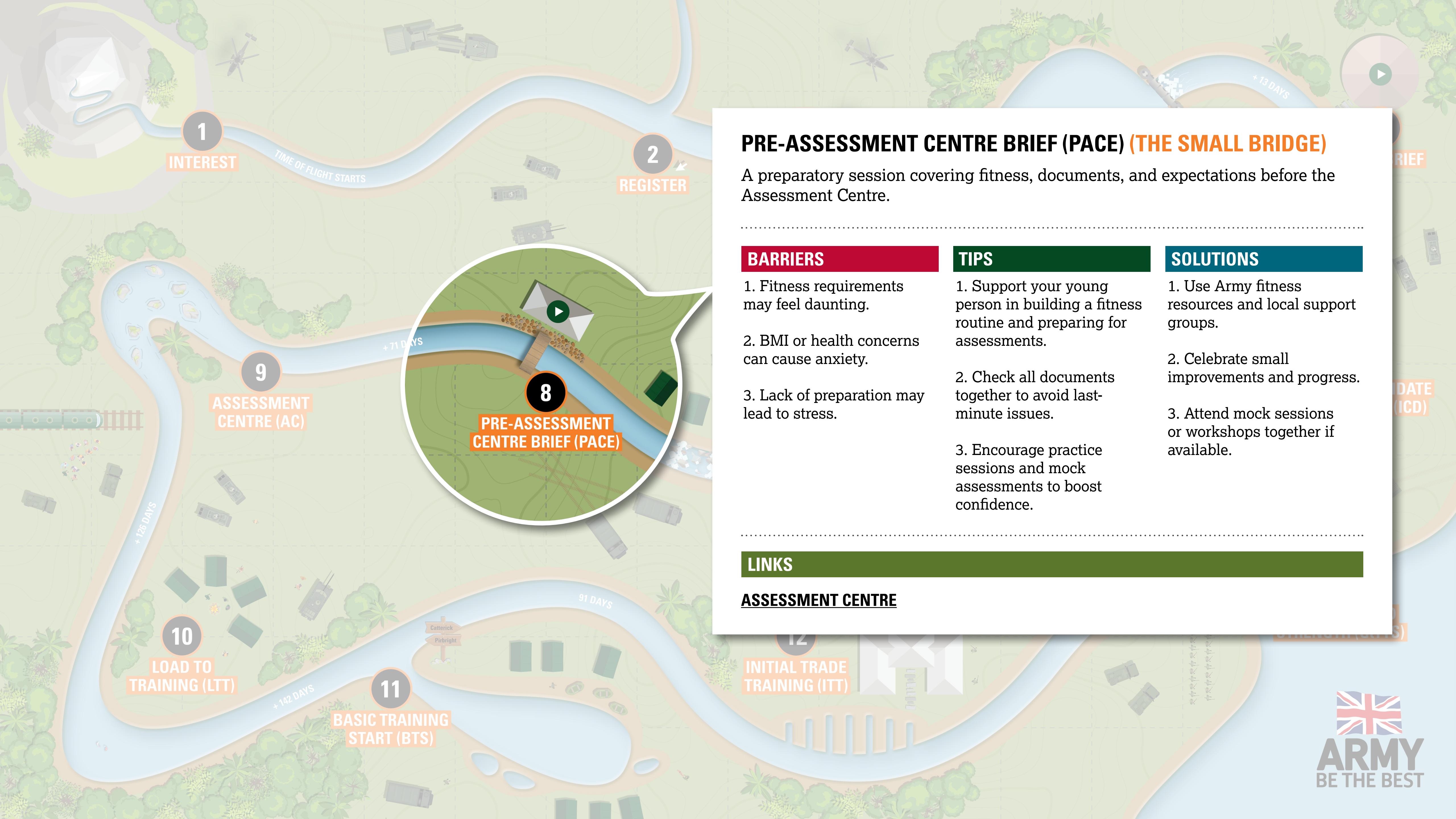
INITIAL CANDIDATE
DISCUSSION (ICD)

13

GAINS to
TRADE TRAINED
STRENGTH (GtTTS)



ARMY
BE THE BEST



ASSESSMENT CENTRE (AC) (THE RAPIDS)

A multi-day event testing fitness, medical readiness, and suitability for Army life and roles.

BARRIERS

1. The event can be nerve-wracking.
2. Travel arrangements may be stressful.
3. Worries about passing fitness or medical tests.

TIPS

1. Help plan travel and logistics so your young person feels prepared. The Army will pay for your young person to travel to Assessment Centre.
2. Encourage them to practise fitness and review what to expect.
3. Be a source of calm and reassurance before and after the event.

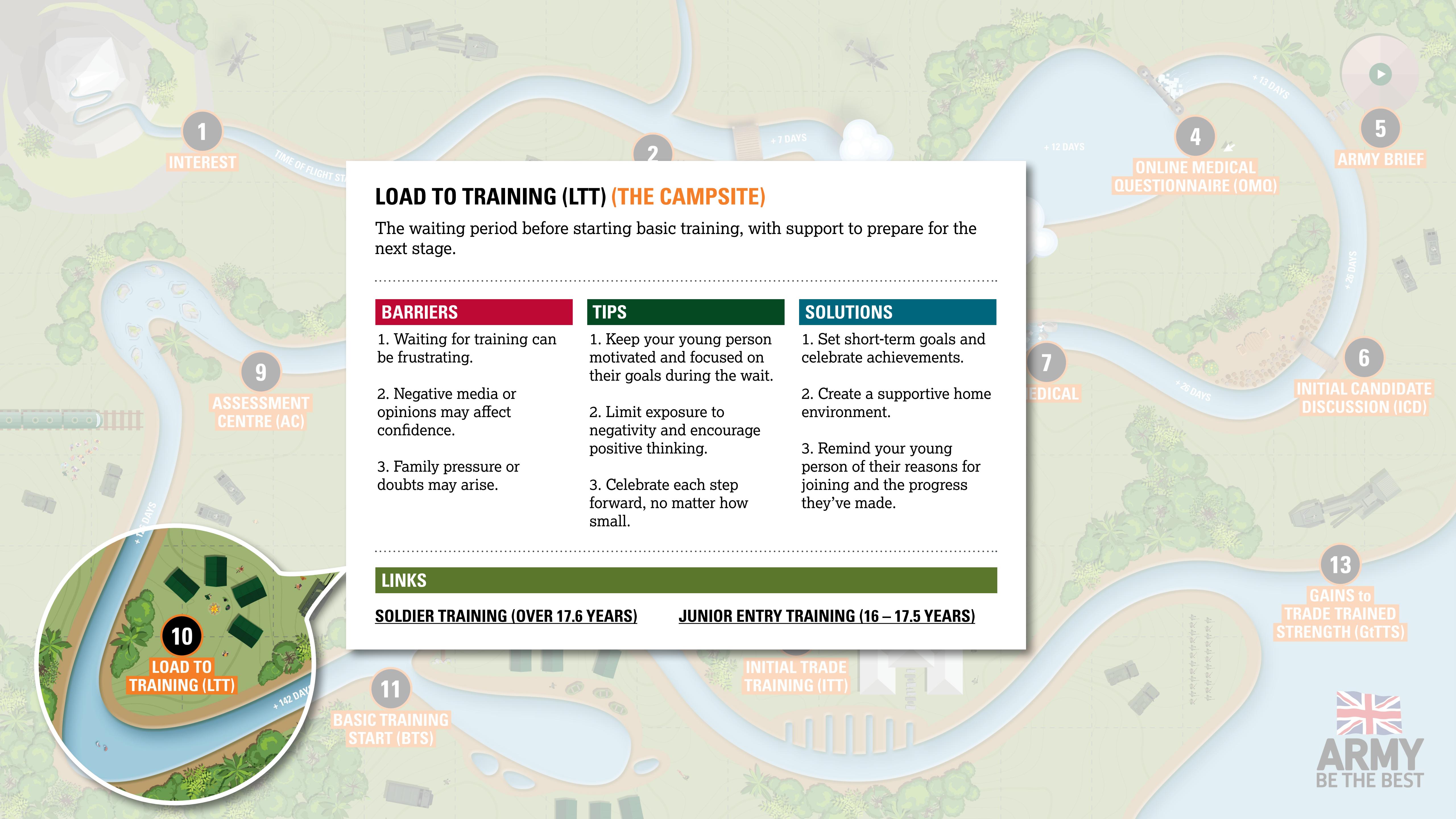
SOLUTIONS

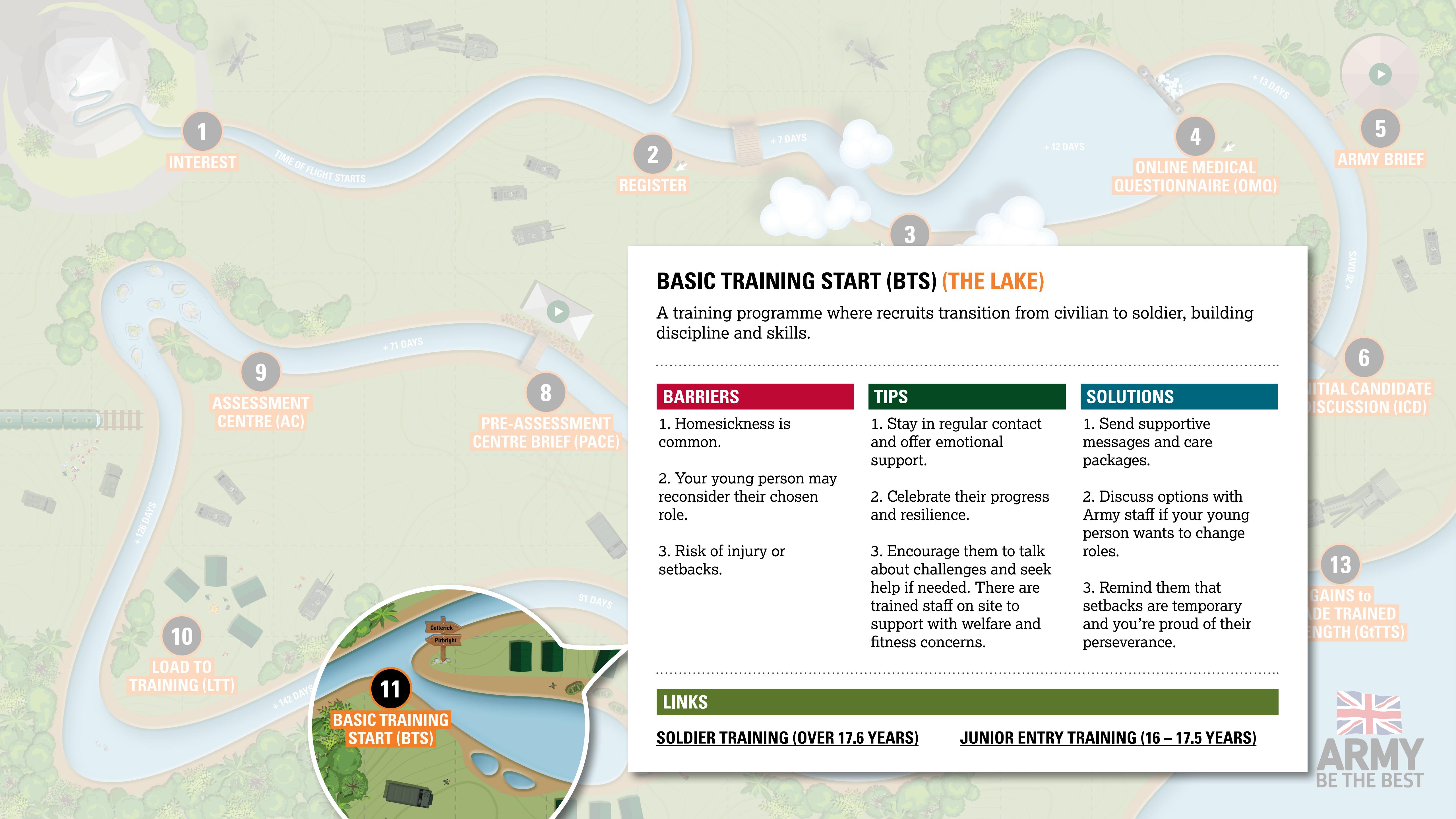
1. Practise fitness routines together and discuss coping strategies for nerves.
2. Offer emotional support and celebrate their effort, regardless of outcome.
3. Remind them that setbacks are part of the journey and you're proud of their commitment.

LINKS

ASSESSMENT CENTRE

FITNESS TESTS





INITIAL TRADE TRAINING (ITT) (THE DOCKS)

Specialised training for the chosen Army trade, developing practical skills for operational roles.

BARRIERS

1. Adapting to specialist training can be tough.
2. Feeling overwhelmed by new routines.
3. Uncertainty about future career paths.

TIPS

1. Encourage your young person to focus on learning and celebrate their achievements.
2. Support them as they adjust to new routines and responsibilities.
3. Talk about long-term goals and career pathways.

SOLUTIONS

1. Offer encouragement and praise for progress.
2. Help them access support services if needed.
3. Explore career options together and reassure them about the future.

LINKS

ASK A SOLDIER

10

LOAD TO
TRAINING (LT)

11

BASIC TRAINING
START (BTS)

12

INITIAL TRADE
TRAINING (ITT)

13

GAINS to
TRADE TRAINED
STRENGTH (GtTTS)

5

4

ONLINE MEDICAL
QUESTIONNAIRE (OMQ)

7

MEDICAL

3
APPLY

6

INITIAL CANDIDATE
DISCUSSION (ICD)



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