

HQ

HOST QUARTERLY

A MIGROUP MAGAZINE

ISSUE 2 | DEC 2022

MIGAS
APPRENTICES & TRAINEES

RETURN TO COUNTRY

The power of Indigenous apprenticeships:
Reconnecting and carving out a future



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who has everything

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harmony with land
and community

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brands diversifying
Group Training services

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Cover: Pictured from left, MIGAS trainee graduate Olivia Mutch, Thomas Draper, Shell QGC Indigenous Operations Advisor Upstream, and current MIGAS mechanical fitting apprentice Ruby Watson.

Featuring artwork by Indigenous visual artist Stephen Hogarth, and commissioned by MIGAS for our Reflect Reconciliation Action Plan.



Scan to view the
MiGROUP
Reconciliation
Action Plan

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Editor: David Hoey
Writer: Stephanie Cluff
Cover photography: Stephanie Cluff

Editorial and advertising:
HQ@migas.com.au
1300 464 427
23 Finchley Street, Milton QLD 4064

Migas Ltd

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ABN 39 231 619 354 | ACN 609 726 374

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EDITOR'S NOTE



Welcome back to HQ.

We've been inundated with amazing feedback about the first issue of the magazine launched in August this year. It's a fantastic vehicle to showcase Australian employers who are creating jobs for those pursuing a trades career via an apprenticeship or traineeship pathway.

And, you'll find more of those stories inside this issue to see out the 2022 calendar year which has presented so many challenges and unexpected opportunities for business and industry.

Our cover story throws the spotlight on incredible local and Indigenous talent carving our careers for themselves in partnership with MIGAS host organisation, Shell QGC in Queensland's Western Downs.

Nestled in the Hunter Valley region, the deeply community minded apprentice employer Bengalla Mining Company shares how mining and agriculture go hand-in-glove.

For MiGROUP, we're proud to introduce a new cluster of extension brands leveraging our Group Training heritage to provide a wider scope of services across both trades and non-trades disciplines. Turn to the back cover to read more.

I wish each of our Host Organisations, apprentices, trainees and industry partners a restorative, happy holiday season.

**David Hoey, Chief Executive Officer
MiGROUP Australia**

Industry round-up

BUZZ >

APPRENTICESHIP ≠ INEXPERIENCE

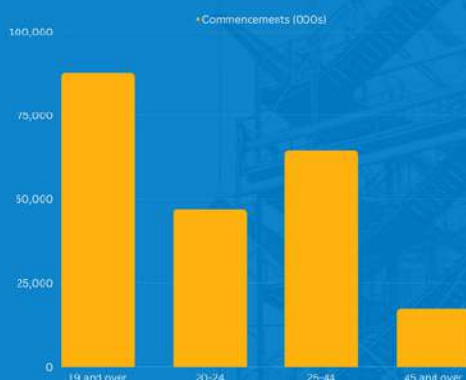
Apprenticeships do not always equate to a lack of experience.

It might surprise you to know that a substantial number of apprentices bring years of work and life experience to learning a trade.

The latest apprenticeship statistics shared in a Jobs + Skills Issues Paper shows that apprenticeships aren't just a pathway for youth.

While younger (19 and under) Australian Apprentices are typically the most numerous group of commencements, those aged 25-45 years and 45 years and over represent a large number.

Those aged 25 years and over accounted for nearly 40% of all apprenticeship commencements as at March 2022.



AATIS

Data: NCVER Apprentices and trainees 2022: March quarter

TECH >

STORMPROOF

Aussie summers are all about camping...and tropical storms. With a UCO Stormproof Match Kit, you can protect yourself from the elements. With a burn time of up to 15 seconds in driving rain and strong gusts, Stormproof matches are both waterproof and windproof. They will also relight after being submerged in water.



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Pricing starts from \$249

A career foothold and reconnecting to Country

Over the course of half a decade MIGAS and Shell QGC's partnership in the Western Downs has set local apprentices and trainees on sustainable career paths.

On a balmy evening in November at the local Chinchilla rugby club, leaders from Shell's QGC business and MIGAS gathered to celebrate a group of talented young apprentices and trainees.

Joined by family, friends and their peers, ten newly minted qualified tradespeople were recognised for successfully completing their Australian Apprenticeship with one of the industry's leading energy companies, Shell.

Chinchilla local and MIGAS mechanical fitter apprentice **Zac Irvine** was named 2022 Shell QGC Apprentice of the Year on the evening.

"For my entire life, I have been fascinated by mechanical fitting operations. As a child, I promised myself I would one day uphold that dream and live it out," Zac said.

In its fifth year, the MIGAS and Shell QGC Pathways Program has created dozens of jobs in the Western Downs region leading to long term careers in the energy industry. These include the disciplines of mechanical fitting, electrotechnology and instrumentation, gas plant and wellsite operations.

Set to commence in January 2023 are 13 new apprentices and trainees in the Program.

Amongst the cohort with generational connections to local communities in the Western Downs is a group of proud Indigenous Australians at the beginning of their career journey.

Six apprentices who were selected to commence hail from different Aboriginal Nations.

"We're tremendously proud that almost half of our new Shell QGC Pathways Program apprentices and trainees identify as Australia's First Peoples," MIGAS CEO, **David Hoey** said.



The MIGAS/Shell QGC 2022 apprentice cohort; MIGAS CEO David Hoey with award winners Zac Irvine & Jaimee Clarke; and Shell QGC Upstream Asset Manager Jose Mota and Olivia Mutch at the Pathways Program graduation.

"Each of our commencing apprentices participated in a rigorous recruitment process and aptitude assessment that are designed to uncover academic ability, practical talent, teamwork, and safe practice."

The Pathways Program provides a broad scope of work for apprentices and trainees which includes travelling to remote well sites and working at a Gas Processing Plant when not at the QGC Chinchilla Central training facility.

"I'm driven by my cousin who is a trade-qualified electrician," said **Jack Weribone**, a proud Mandandanji man selected by MIGAS to commence his apprenticeship in 2023.

"Witnessing him start his apprenticeship and work through to today having his own successful electrical business inspires me to get my trade qualification. This opportunity would show my community that anyone can achieve their dreams," Jack said.

Fellow first year Indigenous apprentice, **Reanna Ghilotti**, shared that her inspiration for pursuing a mechanical fitter apprenticeship came from family.

"Growing up, my dad and brother were always working on cars and equipment and naturally I picked it up along the way.



"Troubleshooting and fixing things brings a sense of accomplishment that I don't often find anywhere else," Reanna said.

Proud Iman woman from Rockhampton, **Arwa Gulf**, was also selected for an electrical and instrumentation apprenticeship after first completing a pre-apprenticeship with Shell QGC.

"I worked through shutdowns assisting the team while they were doing voltage, winding testing and upgrading protection systems. This was a highlight for me," Arwa said.

Shell QGC Indigenous Operations Advisor and Mentor, **Thomas Draper**, shared his personal pride in the Program outcomes and walking side-by-side with the apprentices during their training.

"It's so good to see the impact the Pathways Program is having locally and the amount of talented young people making the most of their time and opportunities," Thomas said.

"One of the most rewarding aspects is hearing how many of the MIGAS apprentices and trainees transition to full time roles with QGC at the end of the program."

MIGAS and Shell QGC acknowledge the Traditional Owners of the regions in Western Queensland including the People of Iman, Mandandanji, Bigambul, Barunggam, Cobble Cobble, Jarowair, Western Wakka Wakka, and Yiman.

The grass is greener on the other side

MIGAS Host Organisation, Bengalla Mining Company, is showing business and industry just how rehabilitating mining land can lead to greener pastures.



A contrast of colour: images from mining and agricultural land managed by Bengalla Mining Company in the Hunter Valley region.

Aside from a deep and longstanding commitment to employing locals, Bengalla Mining Company is a leading example how heavy industry mining and agriculture can co-exist and thrive.

Located four kilometres south west of Muswellbrook in the Hunter Valley region of New South Wales, the Bengalla mine supplies international markets with thermal coal. The open cut site is also surrounded by fertile, lush farmland managed by the Bengalla Agricultural Company.

General Manager Bengalla Mining Company, **Cam Halfpenny**, said environmental management is an integral part of the mine's operations.

"There's extensive agriculture operations around the mine managed by Bengalla Agriculture Company, with a demonstrated track record of strong rehabilitation of mine spoil and returning land to productive agricultural use after mining," Cam said.

"We even have an operating and effective dairy on our land."

The unlikely pairing of mining and farming is the result of enduring relationships built between Bengalla and regional communities.

"We've supported the local region for over 25 years. Bengalla hires local people, with 90% of our workforce from the local communities.

"Many of our employees also have farms, and our people are involved in sporting teams and rural fire brigades. Many of our properties are leased to horse trainers," Cam said.

The mine supports local events, like the Upper Hunter Regional Show and the Scone Rodeo, but their involvement in the local community goes beyond funding, often providing labour and even livestock to facilitate the running of these events.



Bengalla Agricultural Company, situated in the Hunter, featuring land rehabilitation and cows from the on-site dairy.

Many of our employees also have farms, and our people are involved in sporting teams and rural fire brigades.

Community first

The annual MIGAS/Bengalla apprentice community project took place this month at St Joseph's Primary School in Merriwa, NSW.

Coordinated by Marlow Court-Kriesch and Darcy Le-Grange, the group worked together to shape a relaxing area with a yarning circle, teepee, dry river bed and mud kitchen, and a garden area with a new screen fence, tree seat and two new garden beds.

The apprentices' efforts were to a high standard and the result was nothing short of outstanding.

The relax area will be especially popular with children who will

enjoy playing in the mud kitchen and exploring the other features.

The garden area will also be well-utilised with classes using the space in the coming months to plant seeds and flowers in the new garden beds.

All in all, it was a successful day and the apprentices can be proud of their hard work.



Fresh faced with fire in the belly

MIGAS boilermaker apprentice, **Haylee Megahey**, is making a real splash at just 19 and in her first year on the job. Haylee featured in the September 2022 issue of *Australian Welding* magazine with a Q&A article exploring her experiences as a young woman pursuing a traditional trade.

After changing careers from childcare, Haylee was successfully placed with long-standing MIGAS host employer, Bradken as part of their mining services team located at their Mt Thorley workshop in the Hunter Valley.

"My Bradken teammates have given me a lot of support. From the start they've been willing to share their knowledge with me and have never hesitated or doubted me when I've asked to try something new, making me feel comfortable and confident that this was the right career move for me," Haylee said.



Bradken apprentice Haylee Megahey.

Bradken has an excellent reputation for supporting the communities in which they operate and education is a key focus area of this support, particularly for young women in trade and STEM fields.

Also in the Hunter, MIGAS electrical apprentice, **Zach Haworth** has completed his training after commencing at Bengalla Mine as part of the 2019 cohort. Zach is taking his newly perfected skills overseas and has secured a job in the Canadian snow fields.

Zach's apprentice peers are also set to complete this month and have each secured full time employment with Bengalla Mining Company.



Zach Howarth with MIGAS State Manager Angela Matthews at Bengalla.



World class skills

First year MIGAS carpentry apprentice hosted with Clarke Constructions, **Harry Steptoe**, recently won gold at the regional WorldSkills Australia competition.

Harry competed in the Construction and Building Technology category at Nambour TAFE in Queensland.

MIGAS Apprentice Adviser, Linda Lay, shared that Harry is really making the most of his training.

"Since commencing his apprenticeship, Harry has always tried to excel in everything on-the-job and in his TAFE training," Linda said.

Harry's win means he's eligible to participate in the national WorldSkills competition hosted in Melbourne in August 2023.



What's On

Dec

December 2022

17-21 Cricket Test Match (Brisbane)

27-30 MiGROUP

Christmas / New Year Break

Jan

January 2023

16-29 Australian Tennis Open

18-19 Standard Mental Health First Aid course (MiTraining)

26 Australia Day

Feb

February 2023

13-19 National Apprenticeship Week Australia

15 MiScholarship Awards Ceremony

the
trainee
academy

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APPRENTICES & TRAINEES

MIGAS evolves to meet industry demand with a national footprint

Migas Limited was established in 1988 operating under the brand **MIGAS Apprentices & Trainees** – a Group Training Organisation (GTO) with a single focus on developing Australian Apprenticeships.

The MIGAS acronym originally stood for “Manufacturing Industries Group Apprenticeship Scheme”, reflecting the organisation’s specialist area of employing and training apprentices only in traditional trades industries.

Since that time our organisation has been privileged to support many thousands of apprentices and trainees into a trade career in partnership with some of Australia’s best-known brands, as well as small and medium sized businesses.

Today, Migas Limited has grown and evolved into a group of cross sectoral, non-profit brands offering interrelated services in the Australian employment and training sector under the umbrella of MiGROUP Australia.

This strategic approach underpins the introduction of two new extension brands that leverage the MIGAS Apprentice & Trainees heritage and service excellence to expand its scope into non-trade traineeships, specialist outsourced recruitment, and an innovative apprenticeship managed service solution.

Nurturing the self-belief, innate talent and career aspirations of Australia’s future trades and non-trades workforce.

Powered by MIGAS, **The Trainee Academy** recruits and employs trainee talent in a broad range of non-trade disciplines and employer industries such as IT, Education, Tourism, Agriculture and Retail Services.

Hire Onsite draws on the Group’s core expertise in trades recruitment to source and place apprentice talent Australia-wide with a unique assessment centre model.

As an innovative and commercially agile not-for-profit organisation, MiGROUP’s reason for being is to support business and industry’s continued investment in the Australian Apprenticeship workforce.

Learn more about these expanded services at migas.com.au.

MiGROUP Australia
A cluster of interrelated brands operating within the Australian training and employment services sector

MiGROUP
Australia


MiTraining
Education & Training
Services


MIGAS
APPRENTICES & TRAINEES
Traditional Trades

Community
centred
programs

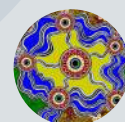

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Mental Health Institute of Leadership


**the
trainee
academy**
Non-traditional
Trades


HIREONSITE
trades recruitment experts
Outsourced
Recruitment


**Women in Trades
Program**



Reconciliation
Action Plan