

HQ

HOST QUARTERLY

A MIGROUP MAGAZINE

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MIGAS
APPRENTICES & TRAINEES



MiScholarship Recipients

AUSTRALIA'S GOT TALENT

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Pictured on cover and below right, Tania Langton together with fellow Origin apprentice, Jessica Kent-Lowe.

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Editor's note



In June this year, MIGAS celebrates 35 years in apprenticeships.

The Group Training model of employing and 'hosting' apprentices was established in the 1980s as a support mechanism to small and medium sized businesses that were less likely to retain an apprentice for the full duration of their training. Today, MIGAS has grown into commercially astute not-for-profit providing employment and training solutions around Australia to a wide cross section of business and industry.

And, while the business model has evolved, we remain true to our origins by reinvesting in people and communities to create jobs, futures and livelihoods. One such example is the annual MiScholarship program. Each year we uncover and celebrate apprentices and trainees who stand out from the pack by giving their all to their trade. Inside this issue we announce the latest scholarship recipients – outstanding and deserving women, men, and First Nations apprentices and trainees. Collectively they received \$35,000 in scholarship funds from MIGAS to help them mould their futures.

In February 2023, National Apprenticeship Week returned for its second year on our shores – and boy did it make a splash. Powered by MIGAS in Australia, this international observance week puts apprenticeships in the spotlight. We were thrilled to see business, industry, peak bodies and government agencies get behind National Apprenticeship Week by Giving a Shout to their apprentice and trainee workforce. Check out the pictorial wrap-up on page 3.

And of course, there's HQ Magazine which we hope plays a small part in advancing and promoting the importance of Australian Apprenticeships in our country's economic and social prosperity.

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

Business and industry give a shout

**national
apprenticeship
week**

Business, government and industry got right behind National Apprenticeship Week Australia (NAWA) in February to celebrate Australian Apprentices from all walks of life.

Employers and supporters were encouraged to 'Give a Shout' during NAWA by checking in with their apprentices and trainees over a chat and recognising their efforts.

Photos poured in from all over the country showing apprentices taking a moment to reflect on their experiences and accept a well earned pat on the back.

The team at MIGAS was out in force visiting apprentices around the country including a surprise pop-up drink giveaway in collaboration with TAFE Queensland.



Powered by:



Supported by:



AUSTRALIA'S GOT

Meet the 2022 MiScholarship recipients – 27 exceptional people forging lasting careers via an apprenticeship pathway.

Top Performer scholarship recipients have demonstrated exceptional performance on-the-job in their placement and formal training.

TOP PERFORMER

Elijah Mankofski, Civil Construction, RoadTek
Harrison Steptoe, Carpentry, Clarke Constructions
Ryan Moore, Electrical, Johnson Controls
Tania Langton, Water Treatment Operations, Origin Energy
Tyran Quigley, Security Systems, PMT Security Systems
Zac Irvine, Mechanical Fitter, Shell QGC

Pictured: (clockwise from top) Jessica Kent-Lowe, Harrison Steptoe, Caille Powell and Christie Nowland

Mum of three and mechanical fitter apprentice, **Jessica Kent-Lowe** (pictured right) completed two back-to-back apprenticeships, and works to actively promote the success of women in trades through the STEM initiative with Origin Energy.



WOMEN IN TRADES

Haylee Megahey, Boilermaker, Bradken
Jessica Kent-Lowe, Mechanical Fitter, Origin Energy

For outstanding **Women in Trades** breaking new ground in traditional training disciplines.

MEDAL OF EXCELLENCE

Bowen Mahon, Retail, BOC
Christie Nowland, Digital Marketing, Jaybro
Darcy Le Grange, Plant Mechanic, Bengalla Mining Company
Jack Aislabie, Mobile Plant Mechanic, CJD Equipment
Jayden Markham, Mechanical Fitter, Origin Energy
Joshua Harvey, Mechanical Fitter, Fremantle Hydraulics
Kai Pais, Air-conditioning & Refrigeration, AI Cooling
Luthian Mullin, Fitter and Turner, McLean Farms

Medal of Excellence recipients are the 'people's choice' – selected by the MIGAS field service team for outstanding performance.



TALENT

CEO COMMENDATION

Caileb Powell, Boilermaker, Bradken
Heather Hardy, Water Operations, Veolia Water Operations
Jacob Cooke, Laboratory Trainee, Hastings Deering
● **Jaimee Clarke**, Business Trainee, Shell QGC
Olivia Alaimo, Warehousing Trainee, Jaybro

The **CEO Commendation** celebrates outstanding scholarship submissions worthy of recognition.



ACCESS & EQUITY

Samuel Harris, Air-conditioning & Refrigeration, Johnson Controls

One month into his apprenticeship, **Samuel Harris** (pictured left) and his family's lives changed forever.

As flood waters ravaged the town of Lismore, Sam kayaked his heavily pregnant wife to safety. And, when the waters receded, they were left with nothing – no home, no car and waterlogged possessions. Despite the horrific circumstances Sam continued with his work and training displaying tremendous resilience and determination.



Pictured: (clockwise from top) Jayden Markham, Samuel Harris, Olivia Alaimo and Jaimee Clarke

FIRST NATIONS

Jarius Hoffman, Business Trainee, Technip Energies
Ruby Watson, Mechanical Fitter, Shell QGC

The **First Nations** scholarship encourages the participation and progression of Aboriginal and Torres Strait Islander apprentices on their learning and study journey.

GEAR-UP GRANTS

Aidan Butchard, Electrical, Bengalla Mining Company
● **Jayden Markham**, Mechanical Fitter, Origin Energy
Lachlan Aspinall, Boilermaker, Shephard Transport
Lachlan Vekve, Electrical, Austube Mills

Gear Up Grants provide apprentices and trainees with a \$500 'cash boost' to help equip them with the tools of their chosen trade and support with costs of living while in training.



FULL CIRCLE

Veteran MIGAS apprentice adviser and field officer, Linda Lay, was immersed in nostalgia while supporting new warehousing trainee, Finlay at host employer, CESCO.

"Finlay's supervisor, Nakia, (pictured right) was my very first trainee when I started as a field officer with MIGAS in 2001!"

"Now 22 years later, Nakia is guiding and inspiring the next generation of trainees," Linda said.



FROM CLASSROOM TO COAL MINE

School-based apprentices Jayme and Griffin (above) commenced at Aquila Mine near Bundoora, Queensland recently.

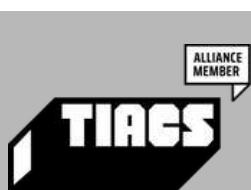
Jayme, an electrical apprentice, and Griffin, a mechanical apprentice, will complete their secondary certificate while working towards their apprenticeship at one of Australia's most technologically advanced underground mines.



CHIPPIE OFF THE OL' BLOCK

MIGAS carpentry apprentice, Harrison Steptoe (left), is heading to Melbourne this August to compete at the National WorldSkills Competition. The National Champions are Australia's biggest vocational education excellence competition. Over three days Harry will compete against Australia's best tradies in training.

UP
TRADE
apprentice news bites



Free counselling for 16,000 tradies and counting

**Join the blue-collar mental health movement.
Become a TIACS Alliance Member.**

THIS IS A CONVERSATION STARTER

A workplace mental health imperative

From 1 April 2023, a new Code of Practice and Regulation, Managing the risk of psychosocial hazards at work, comes into effect and is legally enforceable at all workplaces covered by the Work Health and Safety Act 2011.

It is essential for organisations to implement effective control measures for psychosocial risks in their workplace. The new Code and Regulation covers employers, workers, contractors, subcontractors, outworkers, the self-employed, apprentices and trainees, work experience students, and volunteers along with other people in workplaces, such as customers and visitors.

What is psychosocial safety?

Psychosocial safety refers to the conditions in the workplace that affect the psychological and social wellbeing of employees.

According to David Burroughs, Principal Psychologist, Australian Psychological Services, psychological safety is about interpersonal relationships, and psychological health and safety is about systems at work and risk mitigation. The theory of Psychological Safety Climate (PSC) refers to an organisational climate for employee psychological health, wellbeing and safety. PSC is a lead indicator that can be used to predict future trends in workplace health, safety, wellbeing and productivity. It acts as an alert so that employers can be proactive in protecting employee health and strategic in their methods for prevention and intervention.

Workplace mental health strategies

The good news is that a report by PwC estimates an average return of \$2.30 in benefits to the organisation for every \$1 spent on effective mental health initiatives.

To effectively manage the risk of psychosocial hazards in the workplace, employers need to promote mental health awareness and provide training.

Mental health support and awareness training helps employees recognise early signs of stress and other mental health issues in themselves and others. It also encourages them to seek help when needed.

Safe Work Australia model to embed a systemic approach to meeting employer duties in this space

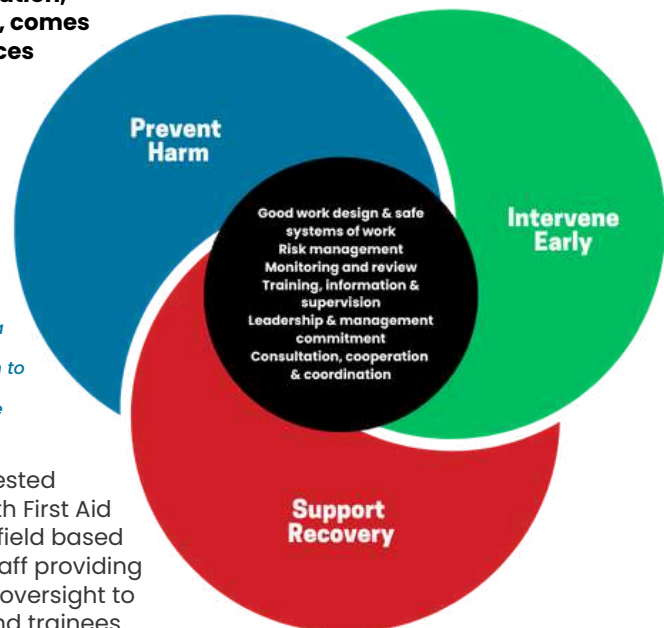
MIGAS has invested in Mental Health First Aid training for all field based and internal staff providing guidance and oversight to apprentices and trainees.

MIGAS Relationship Manager, **Alan Morgenbesser**, said Mental Health First Aid training equipped him and his team with the ability to provide meaningful support in real time to apprentices dealing with mental health challenges.

"Thanks to the training I have a greater awareness of the signs of people struggling, I feel more confident talking with them about issues, and am able to provide guidance and tools for seeking support," Alan said.



MIGAS Relationship Manager, Alan Morgenbesser (left) onsite at CJD Equipment with apprentice, Jack Alston



Examples of the effects and interaction of psychosocial hazards include:

- Challenging work hours, shift work, or in fly-in fly-out work for many years can lead to depression or burnout
- Exposure to a traumatic event may lead to the development of an acute stress response and/or post-traumatic stress disorder (PTSD)
- Exposure to unpredictable or volatile behaviour, periods of monotony, and high levels of noise

Examples of workers who may be at higher risk include workers with:

- Limited work experience such as school leavers, apprentices and trainees
- Barriers to understanding safety information due to language and literacy
- Perceived barriers to raising safety issues (e.g. workers engaged in insecure or precarious work)
- Certain attributes, such as sex, race, religious beliefs, pregnancy, gender identity, sexuality, age, or a combination of these attributes
- An injury or illness preventing them from performing their full or normal duties

MIGAS Host Employers can access preferred rates for Mental Health First Aid training for groups of staff delivered by our RTO MiTraining.



The business of traineeships

In 2020, Jarius Hoffman moved from his hometown in Katherine, NT to study a Bachelor of Science at Griffith University in Brisbane. It was a new adventure. But within a few short months COVID dominated headlines, and lockdown took on a whole new meaning. With his on-campus study plans cut short and a move back home on the cards, Jarius found his motivation waning, until a new kind of opportunity presented itself.



Jarius Hoffman contemplates a bright future with a traineeship under his belt

Determined to get his career on track, Jarius turned to his family for advice. Through his aunt he heard that local company, Technip Energies, was searching for graduate level talent for traineeship roles based in Perth.

"The biggest thing that appealed to me about a traineeship was being able to study and get hands-on work experience at the same time," Jarius said.

Technip Energies, a global engineering and technology player, engaged MIGAS Apprentices & Trainees to select and provide expert support for the trainee role.

Their search ended when MIGAS introduced them to Jarius.

"Jarius was a stand-out candidate and we felt that he would be the right fit for Technip," **Ashley Lomas**, Jarius's workplace supervisor said.

As an Assistant Procurement Officer, Jarius is learning about different parts of the business and its systems. The traineeship competencies and practical role responsibilities were intentionally designed to provide a range of experiences that will enable Jarius to make an informed decision about his future career path.

"My Certificate III in Business studies with MiTraining have been a good opportunity for me to build up my skillset and apply new learning to my workplace," Jarius said.

MiTraining is part of the MIGAS group of companies and a leading provider of traineeships qualifications with specialisations in various business streams. Delivery is available fully online supported by workplace-based assessments.

Supervisor, Ashley, has also found the skills and knowledge taught in the traineeship qualification have permeated through the rest of the team with Jarius teaching existing staff updated ways of working.

"A large part of Jarius's job is using our systems," Ashley said.

"From day one he's been enthusiastic to learn his role and build relationships with others.

"He has freed up time for other employees to focus on their responsibilities and we are loving the fresh perspectives he is bringing to our workplace."

Now well into his traineeship, Jarius was recently announced as a MiScholarship recipient, recognising his outstanding performance on-the-job and in his studies.



The Jobs and Skills Australia Labour Market Update Report released last month lists the occupations Contract Administrators as well as Systems Administrators in the top 20 occupations in demand, showing the need for organisations to pursue creative talent sourcing and retention strategies.

The biggest thing that appealed to me about a traineeship was being able to study and get hands-on work experience at the same time.

MiTraining General Manager, **Stacey Wallace**, said Jarius's traineeship experience is echoed in the most recent Vocational Education and Training (VET) research.

"According to the National Centre for Vocational Education Research (NCVER), VET qualifications enable new workers to hit the ground running when entering occupations compared with those with higher education qualifications.

"VET graduates have more experience in using tools, equipment, and software in their courses," Stacey said.

"We are seeing more employers using traineeships to attract and retain talent in this tight job market. The combination of on-the-job effort and formal learning offered by the traineeship model drives innovation, critical thinking, and is a competitive advantage for organisation's looking to secure their talent pipeline."

The Certificate III in Business offers a range of elective specialisations in general administration, customer engagement, records management and medical administration.

The elective units in the qualification are structured to provide learners with specific, practical skills in these specialisations, and aligned to the needs of the employer.

"This is MiTraining's point of difference in this space. We consult with both the learner and the employer to ensure the underpinning skills and knowledge of the training actually equip the trainee to make a real and productive contribution in the workplace," Stacey said.

"Our trainees are working within finance, payroll, human resources, IT, administration and knowledge management teams across variety of industries – and often lead to ongoing employment."

And, as for Jarius...

"Technip is a widespread company, and they are expanding nationwide. I'm looking forward to staying with them for a number of years, moving on to a Certificate IV, and eventually a Diploma to further advance my career," he said.

Business Traineeships

The Business Traineeship pathway is designed to attract and engage those new to the workforce in various administrative and support roles, with four specialist elective streams.

BSB30120 Certificate III in Business

- Nationally recognised qualification
- Up to four elective specialisations
- Fully online for flexible workplace delivery



Medical Administration

- Specifically designed for healthcare and clinical settings
- Trainees will work in the role of a Medical Receptionist to provide administrative support in a confidential setting

Records & Information

- Specialisation designed to support control and maintain business records
- Trainees may work in administrative roles in any industry to coordinate databases, records and systems

Business Administration

- Elective stream for administrative support in the context of a finance team
- Trainees may support payroll, transactions, and maintain financial records

Customer Engagement

- Elective stream for trainees working in a customer service role in any industry
- Trainees may process customer enquiries, troubleshooting and develop customer relationships

Higher Traineeships

A Higher Traineeship pathway is ideal for attracting and retaining high-potential recruits and current team members, and is the next natural step up from a Business Traineeship.

- BSB40520 Certificate IV in Leadership & Management leading to a BSB50420 Diploma of Leadership & Management

AI: what's all the buzz about?



AI tool Scribble Diffusion transforms a simple sketch input and transforms into a photograph right before your eyes



If you're on any social media platform you've probably seen a flood of excitable techies spruiking the benefits of a huge range of Artificial Intelligence (AI) tools hitting the web.

AI is often seen as tools reserved for tech focused industries like software development or finance. In reality, AI has the potential to benefit businesses of all sizes and industries.

The first and most obvious benefit of AI is the potential to increase productivity and produce efficiencies. AI tools can automate repetitive tasks, freeing up employees to focus on more complex and value-added work. They can be used to analyse large datasets and provide insights that humans may not be able to see, leading to better-informed decisions, optimising supply chain management, predicting equipment maintenance needs, or improving product design.

AI-powered predictive analytics can help businesses anticipate customer needs and preferences, enabling them to offer more personalised products and services.

But where to start? There are already thousands of readily accessible AI tools available for use, many of them free or at a low price point. How they are applied to your personal and team workflows in the context of your organisation takes planning.

In addition to cost considerations, there are data security factors, integration with existing workflows, and potentially HR concerns around AI replacing roles and staff.

One thing is clear, if you are not considering the relevance and potential benefits of AI you may run the risk of losing competitive advantage.

The full extent to which AI will revolutionise the way we work is yet to be realised, but those businesses that are experimenting and discussing the use of these tools will be one step ahead.

If you haven't started playing with AI tools, here are some suggestions to get started. This list includes both free and fee-based tools with, which should only be used if appropriate for your circumstances.

7 AI tools in the spotlight

Chat GPT

The one on everybody's lips right now – give it a clever prompt and ask it almost anything. A fantastic tool to get you started when creating content or even exploring new ideas.

Image Cleaner

Remove unwanted objects from photographs without needing Photoshop.

QuillBot

Paraphrasing AI to help rewrite any type of content.

Uberduck

Turn text into audio files with natural voices, and clone your own voice for use.

Mindgrasp

Create summaries and notes from documents, podcasts and videos.

Scribble Diffusion

Turn a hand drawn sketch into a fully rendered image.

Vocal Remover

Create karaoke versions of your favourite songs for the next staff party.

PUTTING AI TO WORK

Explore AI and how to put it to work in your business to increase productivity, boost creativity or just marvel at the possibilities



FREE WEBINAR

Thursday 18 May 2023, 10am-10.45am AEST
Register at mitraining.edu.au or scan the QR code



Industry round-up

BUZZ >

SAFER WORK SITES A VIRTUAL REALITY



Victoria University (VU) researchers have developed technology that will take outdated aspects of Australia's construction industry into a modern digital age.

Professor Zora Vrcelj, Head of Built Environment, and Professor Yuan Miao, Head of Information Technology at Victoria University (VU) have combined tools with engineering and architecture to improve safety training in construction.

With the help of a construction simulator (COSI) with virtual reality the researchers want to reduce workplace injuries and deaths - the construction industry having one of the highest rates of preventable accidents and deaths of any sector in Australia.

COSI's fully-immersive VR allows trainees to explore a detailed simulation of a construction site to learn about safety work practices.

The technology simulates climbing ladders, moving equipment, working in confined spaces, and at heights.

Image supplied

TECH >

SITE SECURE

Jobsite security is always a concern - no one wants their tools stolen. The Tapplock one+ fingerprint lock can hold up to 500 unique employee fingerprints. The lock comes with a management platform that allows employers to remotely grant and revoke access.



Order online at [amazon.com](https://www.amazon.com)

MAG-NEATO

Klein Tools' handy velcro wristband is made with built-in rare earth magnets that let you keep small metal parts, screws, and nails nearby while still keeping your hands free. The wristband is made from breathable mesh and has adjustable hook and loop closures for attaching to tool bags or belts if you don't want it on your wrist.



Buy online at [toolwarehouse.com.au](https://www.toolwarehouse.com.au)

SAFETY SNEAKER

Reebok's Astroride Work shoe line pairs comfort with safety with built-in features for pros working in the field. Ghillie laces and a special heel design allow the shoe to be taken on and off easily, and the sole is made from slip-resistant rubber. They're lightweight and are made with protective steel toes.



Head to [reebokwork.com](https://www.reebokwork.com) to order

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Pictured: Emily Douglass, MHFA[®] Licensed Instructor & Organisational Psychologist

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