

## READY PLAYER ONE

**Making a career in  
trades a virtual reality**

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 **MIGAS**  
APPRENTICES & TRAINEES

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are the future of industry  
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## Editor's note



### Did you know up to 20 per cent of MIGAS's apprentice and trainee workforce are women?

What's more, they're working around Australia in technical trades, hands-on trades, and in traditionally male dominated disciplines. It's an achievement we're particularly proud of, and a topic in which we will continue to lead and advocate within industry.

Our organisation's long standing efforts to support women into trades inspired us to create and produce the **WITS About Us** podcast. This six episode series, funded by the NSW Government, presents a provocative and fascinating round of guests examining different facets, challenges and opportunities for women entering trades.

If you are a friend or loved one to a young woman considering her career options who may be thinking a trade is not a fit for them, then I seriously encourage you to point them to the podcast. It just might set them on a career trajectory they never thought possible.

Speaking of long-standing, in 2023 MIGAS marks its 35-year anniversary. I'm often asked what MIGAS stands for – Manufacturing Industry Group Apprenticeship Scheme. It's symbolic of our roots in the Australian manufacturing, fabrication and engineering sector and why we continue to 'stick to our knitting' as Australia's leading Group Training Organisation servicing traditional trades.

To the backdrop of our anniversary, all staff gathered from around Australia for an inaugural National Field Excellence Conference at the MIGAS and MiTraining headquarters. Over two days the team workshopped and brainstormed creative enhancements and improvements to our services. I look forward to the team rolling out a range of initiatives with our hosts and apprentices in the coming months.

For now, I hope you enjoy this latest edition of Host Quarterly.

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



# 35 years in the making

**The inaugural MIGAS National Field Excellence Conference was held in August with all staff gathering together in Brisbane.**

It was the chance for colleagues to meet or reconnect with those they had only met by voice or pixels over the last few months and years.

It was an action packed, creative and revealing agenda with two days of idea generation, curly questions and considered presentations from various team leaders.

The topic sessions and presentations were aimed at enhancing the way MIGAS delivers apprenticeship services across our business, as well as examining the key commercial levers that help us drive continuous improvement and reinvestment.

Celebrations to mark 35 years of 'Standing up for Trade Apprenticeships' provided the perfect theme for the conference.



*Clockwise from top: MIGAS CEO David Hoey congratulates Linda Lay on 28 years in the field, a special commemorative lapel pin to mark 35 years in business, National Manager Pelita Holman presenting pins to staff, testing out the latest VR careers experience, and (below) the Australian team gathered with Directors at MIGAS headquarters in Brisbane for the National Field Excellence Conference.*







### A GREAT PLACE TO WORK (AGAIN)

Australian warehouse and logistics success story, Jaybro Group, has once again been recognised in Australia's Best Places Workplaces List 2023 for the medium business category. Partnering with MIGAS for 16 years, Jaybro has a deep commitment to growing and developing trainee talent with a demonstrable commitment to employee wellbeing.



### FULL CIRCLE

Introducing Logan, our 1st-year machining apprentice (pictured left), and Jake, now an engineering manager but once a MIGAS apprentice himself (pictured right).

We're proud to see our apprentices grow and thrive in host companies like Ingot.



### WORLD AT HIS FEET

Here's a glimpse of carpentry apprentice Harry Steptoe competing at the 2023 National World Skills Competition. Despite being younger than most competitors, Harry's exceptional skills earned him 4th place!

We hear the judges are even considering him for the International competition in France next year, a privilege usually reserved for the Gold Medalist. Stay tuned for updates on Harry's journey. Good work, Harry! We're immensely proud.

**UP**  
**TRADE**   
apprentice news bites

## New digs in the Hunter

**Team Hunter are on the move to new, purpose-built branch office in the heart of East Maitland.**

Renovations are freshly completed to transform the premises into a bright work, meeting and training space for staff and clients.

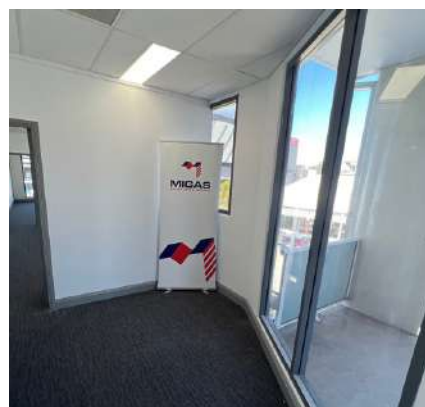
Positioned opposite the Stockland Shopping Centre precinct, it boasts a light filled training room which will play host to scheduled intakes of MiTraining courses including Mental Health First Aid commencing from October 2023.

After 18 years located at the Maitland TAFE, the move represents a new era of growth, renewal and opportunity for MIGAS.

We're excited for the future in a region which services a large proportion of our national caseload, and some of our most loyal and long-standing host employers.

**MIGAS Hunter & Northern NSW**  
Unit 6, 17 Mitchell Drive  
East Maitland NSW 2323

**Angela Matthews**  
State Manager, NSW & VIC  
(02) 4934 4000



*The purpose built office and training facility, and MIGAS's new Hunter Valley headquarters in East Maitland.*

# Schools press play on trades



The Work Window Team at MIGAS Host Employer, Arnott's, filming a VR experience with current apprentices, Ethan and Scott.

## **MIGAS and careers technology company, Work Window, have joined forces to bring the worksite into the classroom through virtual reality.**

Billed as the future of career exploration, the VR experiences immerse students, career counsellors and parents into a real workplace to help them make more informed decisions about their futures.

MIGAS National Programs Manager, **Raleigh Wallace**, said the VR technology enables curious learners the chance to step into the shoes of a Fitter and Turner, Carpenter or Sheet Metal Apprentice as if it's their first day on the job.

"Imagine walking through a construction site or experiencing a workshop without leaving the classroom," Raleigh said.

"The visuals used in each trade's VR experience are filmed with Australian companies that actually partner with MIGAS to host, employ and develop apprentices.

"So, while the experience is virtual, the employers and learnings are very much real."

The first two MIGAS experiences feature iconic food manufacturer, Arnott's, and Aliweld which services the utility infrastructure sector.

Frustrated by how difficult it was to find the time or contacts to engage with industry to explore career options, and the unengaging traditional career resources available, **Cam Martin** started Work Window so other students could access the experiences that they actually want.

"VR is the ideal stepping stone to physical career experiences," Cam said.

"Students can narrow in on their options, work out what they want to do physical work experience in, and build the confidence to take the next steps."

The VR experience is part of MIGAS's own careers program delivered in secondary schools.

"Our program is called TradeSelect VR and it's designed to get kids excited about an apprenticeship," Raleigh said.

"In our experience, schools are often inundated with university study options – but there's a whole tribe of young people out there who know a trade is right for them or who might be feeling forced into other tertiary study."

TradeSelect VR also includes an interactive job interview.

**For School bookings and enquiries email [programs@migas.com.au](mailto:programs@migas.com.au)**

Students have the opportunity to feel the situational pressure of a job interview to help them refine interviewing skills and build confidence in a no risk setting.

"The interview simulation is fantastic," Raleigh said.

"At MIGAS we see so many school aged applicants who've not had the opportunity to experience an interview and their nerves often get the better of them.

"The simulation asks the user to correspond with HR, plan their travel to ensure they arrive on time, pick an outfit, catch the elevator, greet the receptionist, and ultimately sit the interview," he said.

## **TRADE SELECT VR**





# LIVE WEBINAR SERIES

## LIFT-OUT

### HYSTERICAL INACTIVITY: WHAT TO DO WHEN FROZEN BY OVERWHELM



#### COMING UP

Presented by Author & Mind Trainer, Julie Robinson

**\$75 / \$50 for subscribers**

**12pm-12.45pm**

**Thursday 28 Sept 2023**

### PERSONAL RESILIENCE AND LEADERSHIP



#### COMING UP

Presented by Organisational Psychologist, Emily Douglass

**\$75 / \$50 for subscribers**

**12pm-12.45pm**

**Thursday 12 Oct 2023**

### HOW TO HAVE COURAGEOUS CONVERSATIONS AT WORK



#### COMING UP

Presented by Organisational Psychologist, Emily Douglass

**\$75 / \$50 for subscribers**

**12pm-12.45pm**

**Thursday 2 Nov 2023**

### REDISCOVER YOUR MOJO AT WORK



#### COMING UP

Presented by Career Counsellor & Coach, Tom Lillyman

**\$75 / \$50 for subscribers**

**12pm-12.45pm**

**Thursday 7 Dec 2023**

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- Attendee only takeaway handouts for further learning

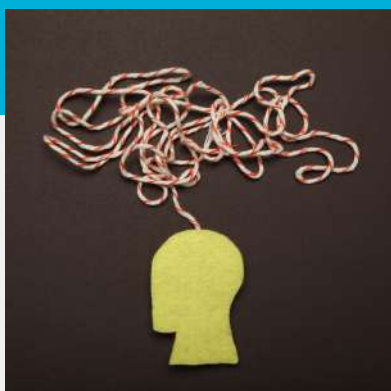


**Quick scan to book online**

Join experts sharing their insights on the latest topics to help you navigate the workplace in webinar format. Short, sharp and full of practical tips, they're all about developing interpersonal skills to self-manage, self-moderate, become more resilient, communicate better, and reinvigorate your passion for work.



### TRANSFORMING WORKPLACE ANXIETY INTO POSITIVE PERFORMANCE



#### RECORDING AVAILABLE

Presented by Author & Mind Trainer, Julie Robinson  
*Webinar available for subscribers*

### MAKE ARTIFICIAL INTELLIGENCE WORK FOR YOU



#### RECORDING AVAILABLE

Presented by Digital Curator, Dana Kennedy  
*Webinar available for subscribers*

### THE PSYCHOSOCIAL WAVE - HOW TO MANAGE THE RISKS



#### RECORDING AVAILABLE

Presented by Business & HR Coach, Tony Perkins  
*Webinar available for subscribers*

### A FRAMEWORK FOR MAKING DIFFICULT FEEDBACK DIGESTIBLE



#### RECORDING AVAILABLE

Presented by Team Coach & Leadership Expert, Elaine Green  
*Webinar available for subscribers*

### WHY VULNERABILITY IS NOT A DIRTY WORD IN THE WORKPLACE



#### RECORDING AVAILABLE

Presented by Performance Coach, Kathy Bain  
*Webinar available for subscribers*

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# green apprentice ships

**The demand for apprenticeship and traineeship positions in sectors like clean energy, agritech, automotive mechanical, civil construction, and electrical is only growing.**

MIGAS refers to these roles as Green Apprenticeships. These industries are leading the transition to a low-carbon economy and will see a considerable increase in job opportunities and a need for individuals with specialised skills.

Two categories can be used to group green apprenticeships:

1. Apprentices who are only engaged in renewable, sustainable practices-focused initiatives. These could include clean energy sources like wind or solar farms, large construction projects like hydroelectric facilities, and the creation and maintenance of hybrid electric vehicles.
2. Apprentices who need new skills to shift to and maintain new technology and work practices that improve sustainability but are employed in conventional industries like farming and agricultural or general electrical.

Green apprenticeships provide a route to long-term employment options in expanding industries by concentrating on sustainability. Apprentices acquire practical experience in waste reduction, working with renewable energy sources, and creating creative solutions to environmental problems.

## AGRIBUSINESS AND AGRITECH

Jobs in agritech have the potential to significantly contribute to sustainability and environmental protection in Australia. Agritech (agricultural technology) is the application of technology and innovation to raise agricultural productivity and efficiency. This can involve implementing sustainable practices, using precision agriculture technologies, and creating new farming methods. Technology is used by precision agriculture specialists to maximise agricultural yields and cut waste. It can entail gathering and analysing information about crops, soil, and weather using drones, GPS technology, and other instruments.

- Farm machinery technicians oversee maintaining and fixing farm machinery, such as harvesters, tractors, and other tools. These professionals analyse and fix mechanical, hydraulic, and electrical issues with farm machinery.
- Irrigation specialists create plans for effective water use as well as design, install, and operate irrigation systems on farms.
- Agricultural engineers analyse data, find solutions to increase agricultural productivity and sustainability, and design and develop new technology and equipment for the agricultural industry.

## AUTOMOTIVE MECHANICAL

As electric and hybrid vehicles gain popularity, there is a growing need for mechanics who can maintain and repair them. Yet, more than simply light vehicles like cars are switching to hybrid or electric power sources. Governments that operate bus or rail fleets and large transportation and logistics firms are moving towards converting and acquiring entirely electric-powered vehicles. There must be enough skilled mechanics available to maintain and repair these vehicles. This entails being aware of the features and systems found in electric and hybrid cars, such as their battery systems and regenerative braking.

- Light vehicle mechanic apprentices with an emphasis on electric cars (EVs) learn how to maintain and replace batteries and other components particular to EVs, as well as how to diagnose and repair electrical and mechanical systems on EVs.
- Heavy vehicle mechanic apprentices with an emphasis on electric vehicles learn how to maintain and replace batteries and other components particular to heavy EVs, as well as how to diagnose and repair electrical and mechanical systems on EVs.







### GREEN APPRENTICE TALENT

As specialists in Green Apprenticeship training packages and talent pooling, MIGAS can help you resource, manage and grow your business.

Scan the QR code or contact [bd@migas.com.au](mailto:bd@migas.com.au) to get in touch.

### CLEAN, NEW ENERGY

Apprenticeships in Clean or New Energy include solar, wind, and hydroelectric energy, which emit little or no greenhouse gases. This can involve setting up and maintaining wind turbines, solar panels, and hydropower systems as well as building out infrastructure like transmission lines and energy storage systems.

- Being a solar panel installer entails learning how to set up, look after, and fix solar panels and associated hardware.
- Being a wind turbine technician includes learning how to set up, keep up, and fix wind turbines in sizable wind farms.
- Renewable energy-focused electrical apprenticeships require the expertise needed to work in the clean energy sector. The electrical components of solar panels, wind turbines, and other clean energy technologies can be installed and maintained as part of this.

# Mate, that was close

## Reporting of near misses is a gift in disguise.

That's the message behind MIGAS's *Mate, That Was Close* campaign aimed at apprentices and trainees undertaking their on-the-job training.

MIGAS National People and Safety Manager, **Linda Mehan**, said apprentices and trainees are introduced to the concept of near miss reporting during their induction.

"We place a heavy emphasis on year one to establish safety reporting behaviours early," Linda said.

"Reporting of near miss incidents, appropriate investigation, and implementation of control measures are key factors in the reduction of future injury at worksites.

"MIGAS is committed to fostering a culture where risk identification and timely reporting is

consistently front of mind for our apprentices and trainees," she said.

The *Mate, That Was Close* education campaign was launched in April 2023 for MIGAS apprentices and trainees with simple messaging to reinforce the importance of reporting 'close calls' at the worksite.

"We've used a range of communication channels to get the message out, including special Toolbox Talks called 'Mate, What If...?' to prompt conversations in scheduled site visits from MIGAS field officers," Linda said.

"We're utilising QR codes linked to our WHS reporting system which enables apprentices to report near misses in the moment and in a matter of just minutes - it's all part of teaching safety habits and reinforcing that safety reporting is not about blame," she said.



## 50 PRE-APPRENTICESHIP PLACES AVAILABLE IN NSW

**MIGAS has been awarded GTO Recruitment Funding by Training Services NSW to support 50 new apprentices and trainees into jobs.**

This funding supports the delivery of highly impactful pre-apprenticeship programs in Western Sydney and the Hunter Region.

The training program will provide participants with hands-on experience using engineering workshop equipment, electric welding, and fabrication machinery.

Participants will gain invaluable exposure to industry job roles and also receive practical training setting the stage for them to successfully secure apprenticeships on completion.

"We are committed to bridging the gap between education and employment, and these initiatives are a testament to that commitment," MIGAS CEO, **David Hoey** said.

"We're putting the call out to employers operating in Western Sydney and Northern NSW who are looking to explore potential candidates, and we encourage them to connect with MIGAS to access promising up-and-coming apprentice talent," he said.

**For enrolments and business enquiries contact Raleigh Wallace at [rwallace@migas.com.au](mailto:rwallace@migas.com.au) or phone 1300 464 427.**





# Industry round-up

UPDATE >

## MIGAS WELCOMES NEW APPRENTICE SUPPORT MODEL

The Federal Government Department of Employment and Workplace Relations has released the Request for Tender for Australian Apprenticeship Support Services 2024–26, seeking responses from interested organisations to deliver services from 1 July 2024.

Australian Apprenticeship Support Services (Support Services) have been redesigned following extensive stakeholder consultation. The Support Services will provide enhanced individual and employer support for Australian Apprenticeships to strengthen the apprenticeship system, improve completion rates, and increase the diversity of the apprenticeship workforce.

This will include improving wrap-around support for women in male-dominated trades, First Nations Australian Apprentices, Apprentices with disability, and Apprentices located in remote Australia.

MIGAS welcomes the introduction of the redesigned program that will provide services to complement the role of Group Training to nurture and guide apprentices.



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BUZZ >

## MOUTH BROW

Take care of your beard with this handy Tradie kit designed to keep you at your best. The kit includes beard wash, beard oil, beard balm and comb. Pimp your beard with this kit containing a mixture of aloe ingredients, and a balm to condition your beard and provide light hold.

## HAMMER TIME

The award winning BOSS Pro Series Titanium Hammer was built to be the best performing hammer in its class. Available in 14 oz and 16 oz head weight options, the powerful Pro Series Titanium Hammer drives like a 28oz steel hammer and conquers construction, concrete, framing, and anything else you throw it at.

## MAMA MIA!

Race down Rainbow Road to discover the magic of first place in this new limited edition TradeMutt workwear print. This men's long sleeve yellow hi vis work shirt is a funky conversation starter both on-site and off. Stay safe, reflective and stylish in equal measure with the Rainbow Road print in complementary yellow with both day and night hi vis accreditation.

It's time to put women  
right where they belong

**WITS**  
**ABOUT US**  
★ PODCAST ★

**In a trade and  
on the tools**  
(Or anywhere else they want for that matter)

*Pictured: Empowered Women in Trades (EWIT) Founder, Hacia Atherton, talks shaping the hearts and minds of young women about a trades career in episode one.*

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series for fresh thinking, real experiences and  
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working in trades.**

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