

# HQ

HOST QUARTERLY

## Walking the torque

School-based apprenticeships ratchet up engagement with learning

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 **MIGAS**  
APPRENTICES & TRAINEES

# In This Issue

Cover: School-based apprentice, Lachlan, completed a school-based mechanical trade apprenticeship over Years 11 & 12



## Editor's note

**Welcome to 2024 and our first issue of Host Quarterly for the new calendar year.**

For many in the workforce a new year is a time of reflection, reassessing what's important and setting lofty goals.

And, at the other end of the dial, a flock of fresh faced school leavers apprehensive about what comes next and hovering between knowing just what they want to do, right through to feeling unsure and maybe a little lost.

Regardless of where they sit on that spectrum, there are surely employer interviews on the horizon causing mixed feelings of excitement and angst.

To those budding apprentices I encourage you to harness that nervous energy with some words of reassurance...

What do interview nerves tell me as a hiring manager?

You're out of your comfort zone but had the courage to show up.

You're being your authentic self.

You care about the outcome, and the opportunity is important to you.

You followed through on a commitment made in the face of feeling apprehensive.

To all the future apprentices out there...embrace the experience and chase your dream.

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

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10 fresh faced apprentices start their apprentice journey at Bengalla Mine in the safest of hands with MIGAS State Manager, Angela Matthews (far right)

### LOCAL MATTERS

Going on a decade MIGAS and Bengalla Mining Company have been creating real careers for the communities in the Hunter Valley region. Driven by their commitment to reinvesting in the region, all MIGAS apprentices placed with Bengalla are born and raised locals who can pursue their career aspirations without needing to go further afield.



Katherine-May Guiney putting in the elbow grease on site with Bradken



(Left to right) Linda Lay, David Hoey, James Slade-Symons, Dana Kennedy, Stacey Wallace, and Rod Margetts from MIGAS with Nathan Rattray, McLean Farms

### SPARKS WILL FLY

Spotlight on Katherine-May Guiney, a seriously dynamic fitter machinist apprentice. Since July 2023, she's been rapidly mastering new skills and making impressive strides in a challenging field. Big thanks and thumbs up to John and the supportive team at Bradken for creating opportunities for Katherine to sparkle in her apprenticeship.

### EGGS-CELLENT ADVENTURE

MIGAS Directors and members of the leadership team had a cracking time touring the impeccable McLean Farms facilities spanning many hundreds of acres in Pittsworth, Western Queensland. Founded by the McLeans 80 years ago with just 500 chickens, the family has laid the foundation for a thriving commercial business now with 2 million birds supplying Sunny Queen, Coles, Woolworths and Aldi Australia wide. McLean are passionate about investing in and developing their traineeship workforce who take on a variety of operational roles.



### MIGAS's Podcast series WITS About Us continues spotlighting remarkable women making waves in trades.



Episode two features Heavy Vehicle Mechanic and Industry Ambassador, **Louise Azzopardi**.

Louise shares her story from growing up on a farm surrounded by tomatoes to competing at the international World Skills competition...

*"...towards the end of year 10, I went to the Penrith Apprenticeship Expo. Where I had three conversations that really changed my life.*

*The first conversation was short and sharp. We went to the stand like my parents were with me; I was 15 then. I couldn't drive, so my parents were with me. My Dad came up with me to the stand, and they said, "We wouldn't want our daughters working here. We wouldn't suggest it for you.*

*Then, our second conversation was a bit more of a lecture. So, me and my Dad went up to this stand, the next one, and this guy lectured me for 10 minutes about how I couldn't be a mechanic - how I was too small to do the work. At the time, it was still motorcycle mechanics that I was after, and he's like if you can't push the big bikes around, and I don't think you can, then you won't be able to work on them.*

*I was so deflated after this and like, you know, head down, kind of like Mum, Dad, can we go home now? But they said, "No, this is what you want; let's keep going.*

*And thank God, they did push me to keep looking around because that's when I met Sarah.*

*Sarah, at the time, was a first-year heavy vehicle mechanic. She was the same height as me and the same build as me. We were both blonde then, but it's changed a few times. But I could really see myself in her. If she can do it, then why can't I? And she encouraged me to do work experience at her work, and I did; I loved it. I applied for the job, and I got the job, and I really haven't looked back since."*

**Listen to WITS About Us on Spotify or read the full transcript at [migas.com.au/podcast](https://migas.com.au/podcast)**

# Better futures start here

For MIGAS, engaging with schools isn't just about identifying raw apprenticeship talent – it's about empowering young people to take their career into their own hands.



*School-based mechanical apprentice, Lachlan, with Karina Doolan, Head of Department – VET at Corinda State High School*

**HQ spoke with Karina Doolan, passionate student advocate and Head of Department – VET at Corinda State High School about how school-based apprenticeships help create self-esteem and build in success.**

“School-based apprenticeships are really important to our school,” Karina said.

“Students who haven't chosen an academic pathway such as university get thrust straight into adult working life when school finishes. This can require an enormous adjustment, but with a school-based apprenticeship, they receive real-world experience plus mentorship and support, not just from the school itself, but also from MIGAS. All this prepares them for life after school and I like to think it also helps promote retention in a trade so the individuals finish their apprenticeship once they leave school.”

**Helping students reengage with learning**

“Unlike the school system of, say, ten or more years ago, students today are presented with a myriad pathways to a future career. Often, for students who experience disinterest in schooling, participating in a school-based apprenticeship can be the key to re-igniting their interest in their education.

Considering the ages of the students, they may not be ready to leave school, but don't necessarily want to be there either,” Karina said.

“We often find that for students who start a school-based apprenticeship, school becomes less intimidating because they have a different outlet.

“And, interestingly, it doesn't detract from their academic work. If anything, it increases their engagement in school, in work and their future. They become more motivated because they have direction, and they are taking control.”

**Apprenticeships are for high achieving academic students too**

As well as the students who are not particularly academically inclined, apprenticeships also appeal to high-achieving students, as Karina explains.

“One example is students who are achieving a high level of mathematics. Some will elect to do an electrical apprenticeship, for instance, because it gives them a unique perspective on the industry, which they can take with them when they further their career. We have some school-based apprentices working towards their Diploma of Business alongside their apprenticeship. It's a really nice mix to move into that trade space and have a Diploma as well.”

One student from Corinda State High School started his school-based mechanical apprenticeship in Year 11 while also completing his Diploma of Business through the school. By the end of Year 12, he had completed one whole year of his apprenticeship and, upon leaving school, was moving into his second year.

“He was really motivated,” Karina said. “It's this kind of result that demonstrates to other students that they can do it too.”

**A stepping stone to a bigger, brighter future**

“Apprenticeships provide skills that a person will have for life,” Karina said.

In terms of advice for students considering a school-based apprenticeship, Karina believes it's important they research their chosen industry and what's involved in it.

“They should spend time doing work experience and speaking to people in the industry. I always advise students to try things out for themselves and to really look at where their strengths and interests lay and focus on pursuing a pathway that aligns with those. Research is not just about looking online, but also reaching out to people in the industry.”

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



# Get in and Thrive

## **MIGAS's First Nations apprentice career mentor program in collaboration with Shell's QGC business has commenced in Chinchilla.**

The Get in and Thrive program includes a series of cultural and educational workshops to support Indigenous apprentices and trainees through their placement.

Combined with group and individual mentoring from local Indigenous leaders, the aim is to develop participant's resilience, connection to the workplace and identifying the skills needed to perform at their best on the job.

"For half a decade we've worked closely with Shell's QGC business throughout the Western Downs

region to create apprenticeship pathways for First Nations people both from, and returning to, country," MIGAS CEO David Hoey said.

"The program is another example of MIGAS's long history of advancing diversity and inclusion in apprenticeship pathways around the country.

"Above all it's about building up futures for individuals that certainly have all the talent they need to succeed, and benefit from a little extra guidance to navigate personal and professional development."

**Enquire with MIGAS about a tailored First Nations mentorship and career programs delivered in collaboration with our Indigenous owned business partners**



MIGAS and Shell QGC First Nations apprentices and trainees "get in and thrive" with Program Leads, Peter Jackson, Mandana, and Raleigh Wallace, MIGAS (pictured far left)

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Presented by Career Coach, Tom Lillyman

**\$30 / \$250 for the series**  
12pm-12.45pm  
Thursday 18 January 2024

## Navigating Change: Adapting to New Management and Policies



Presented by Organisational Psychologist, Emily Douglass

**\$30 / \$250 for the series**  
12pm-12.45pm  
Thursday 14 March 2024

## Command the Room: Public Speaking for the Workplace



Presented by Scientist, Professor Mary Bebawy

**\$30 / \$250 for the series**  
12pm-12.45pm  
Thursday 18 April 2024

## Balancing Act: Mastering Stress and Overwhelm in the Workplace



Presented by Author & Mind Trainer, Julie Robinson

**\$30 / \$250 for the series**  
12pm-12.45pm  
Thursday 23 May 2024

## Empathy and Leadership: Understanding Your Manager's Perspective



Presented by Organisational Psychologist, Emily Douglass

**\$30 / \$250 for the series**  
12pm-12.45pm  
Thursday 13 June 2024

## The Art of Effective Communication: Building Strong Relationships with Upper Management



Presented by Performance Coach, Kathy Bain

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12pm-12.45pm  
Thursday 11 July 2024

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- Attendee only takeaway handouts for further learning





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**MiTraining**

**Developing a Growth Mindset: Strategies for Upward Mobility**



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12pm-12.45pm  
Thursday 1 August 2024

**Feedback Strategies: How to Give and Receive Feedback Upwardly**



Presented by Performance Coach, Kathy Bain

**\$30 / \$250 for the series**  
12pm-12.45pm  
Thursday 19 September 2024

**Conflict Resolution: Managing Upward Disagreements Professionally**



Presented by Psychologist, Dr Alice Shires

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12pm-12.45pm  
Thursday 10 October 2024

**Innovative Problem-Solving: Enhancing Your Value in the Workplace**



Presented by Business & HR Coach, Tony Perkins

**\$30 / \$250 for the series**  
12pm-12.45pm  
Thursday 14 November 2024

**Check Back for New & Trending Topics**



- Time Management
- Navigating Workplace Dynamics
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# Industry round-up

UPDATE >



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We're always exploring different ways to make a MIGAS apprenticeship the best on offer in Australia.

We've partnered up with retail giant, Supercheap Auto, to give MIGAS apprentices and trainees exclusive discounts on a huge range of products that can be redeemed in one of hundreds of store locations Australia wide.

The Supercheap Auto team have created a range of lifestyle packs including a Trades Starter Kit, Weekender Pack, and Off Road Adventure Kit for up to 45% off retail prices.

**MIGAS apprentices and trainees can access the Supercheap Auto offer directly from their dedicated field officer.**



BUZZ >



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