

HQ

HOST QUARTERLY

JUST KEEP SWIMMING

Olympic legend Duncan Armstrong has a word to the wise

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A MIGROUP MAGAZINE

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 **MIGAS**
APPRENTICES & TRAINEES

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Editor's note



There's no doubt that the Australian Apprenticeships sector is heating up.

With the recent announcement of Australian Apprenticeship Support Services (AASS) contracts – including a shake-up of the framework – followed by the Federal Government budget, there's plenty of takeaways and opportunities.

In particular, clean and green energy, small business, and Australian manufacturing were named in a range of Government support initiatives.

Green Apprenticeships

As a champion of Green Apprenticeships, we welcomed the news of expanded eligibility for the New Energy Apprenticeships Program. It will enable more apprentices to access \$10,000 payments with an aim to increase completions in this priority sector.

In addition to attracting new workers through apprenticeships in the renewable energy sector, a further \$13.7 billion will be invested, providing access to grants, subsidies and other support for Australian solar panel and battery manufacturers to gain capability and resilience against current supply chain disruptions.

Small Business

We were also pleased to see Group Training services named as a key support mechanism for Australian small business.

The budget included provision for small and medium sized businesses to engage GTOs like MIGAS with subsidised fees for those seeking clean energy, manufacturing, and construction apprentices.

Women in Trades

The Government is investing \$55.6 million to launch the Building Women's Careers program which will deliver around 10 large-scale projects and several smaller local projects, to support women to access flexible training in clean energy, construction, tech and advanced manufacturing.

Watch this space and enjoy our latest issue of HQ.

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

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FULL CIRCLE

Introducing Logan, our 1st-year machining apprentice (pictured below 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.



QUALIFIED TRADIE & MILLENNIAL LEADER

MIGAS Fitter and Turner graduate and all-round star, Teah Olsen, has been named a member of the Federal Government's Youth Advisory Group for Employment. Teah, pictured far left with Minister for Skills and Training, Brendan O'Connor (centre), will have the ear of Australia's leaders to help guide policy and outcomes for youth employment and skills.



PASSING THE BATON

It was an opportunity to reflect for veteran MIGAS field officer, Linda Lay, on a recent visit to host employer, Cesco Australia. Nakia (pictured centre), who welcomed aboard new warehousing trainee, Jordan Bowie (left), joining fellow trainee Finlay Campbell (right), was Linda's very first trainee more than 20 years ago. Now, he's training the next generation and passing the baton.

UP
TRADE
apprentice news bites

Program grads eye trades future

MIGAS was privileged to introduce 20 future tradies to our 2024 Western Sydney and Newcastle Engineering Pre-Apprenticeship Program in partnership with InTech Institute of Technology and TAFE NSW.

Funded by the NSW Department of Education, this initiative is designed for individuals currently seeking employment, setting them up to secure an apprenticeship pathway.

Participants delved into using workshop machinery, mastering

welding techniques and so much more while they completed a project that spans from initial planning to final execution.

The program enhanced their technical skills and knowledge, and developed employability attributes.

With a number of outstanding program graduates furnished with new skills and knowledge, we welcome interest from employers in the Western Sydney and Newcastle regions who are seeking new apprentice talent in the fields of engineering, manufacturing and related trades.

To preview candidate profiles or arrange interviews, get in touch with MIGAS Recruitment Manager, Doug Edwards, on 1300 464 427 or email dedwards@migas.com.au.



Olympic legend still inspires

Olympic swimming legend Duncan Armstrong OAM is still setting the pace in work and life. *Host Quarterly* dived at the chance to chat to Duncan about where life has led him following his inspirational presentation to the winners and finalists of MIGAS's annual MiScholarship Program.

Duncan Armstrong became a household name when he claimed one of only three Olympic Gold medals that Australia won at the Seoul Games in 1988.

The victory also broke the 200 freestyle World Record to win Australia's 100th medal in Olympic competition.

But with the punishing early morning training routine, and the glory of the medal podium behind him, Duncan continues to inspire a new generation.

What do you look back on most fondly about your time in elite swimming and as an Olympian?

It was a special time...yes, Bruce McAvaney special! I swam for Australia for 10 years and it was a great decade of my life. I dreamt of being an Olympian since I was six years old growing up in Rockhampton, so it was a dream come true to wear the Green and Gold.

I feel blessed to have had the opportunity to join the Laurie Lawrence squad because it was an environment that taught me everything I needed to know about how to win races consistently and become a champion.

Earning elite athlete status takes tremendous self-discipline. What keeps you on track, and how did you develop that level of discipline?

Swimming is like any other pursuit in life, there are rules and behaviours that demand your attention if you're going to be a winner at it.

Swimming is all about turning up to do the hard work every day to improve your times, fitness, ability, and handling pressure. I had to commit to 11 sessions of swimming every week, swimming a total of 400 laps of a 50m pool six days a week.



Duncan's passion for swimming continued as a Channel 7 commentator at the Beijing Games

To commit to all this disciplined behaviour I knew I had to be around people who understood the work, the pressure, had goals like mine, and were just as determined to get the job done. Even today I have a daily and weekly fitness, eating and wellbeing routine that serves to have me at my best at the age of 55. I know it supports what I want to get out of life and when I show discipline and consistency I can tackle anything I have a go at.

You pursued a "mature-age apprenticeship" – how did that come about?

I married into a family of builders, and at the age of 44 was out onsite. I thoroughly enjoyed the environment and the community of tradesmen and women who I worked with.

The lessons I learnt in the pool certainly were evident on the building sites in regards to honesty, integrity, hard work and authenticity.

What's your message to young people who are just starting out on their apprenticeship journey?

Always try to find people who are better than you at something you want to be good at, then ask them questions about how they achieved it.

I've spent most of my adult life getting answers out of people who are better than me, and I love the hunt! When people get good at something it's usually through blood sweat and tears from hard work. Your curiosity is the jet fuel to make things happen for you.

You spoke passionately to our MiScholarship recipients about putting aside ego. Why is that so important?

It wasn't until I did the hard work of finding out who and what I am that I was able to drop a lot of beliefs my ego was getting me in trouble about. Once your ego is under control it means you are in control in almost all situations.

Find your pain, you find your ego. Find your ego, you find your beast. Find your beast, you find your truth. Find your truth, you find your peace.

Read our full interview
with Duncan at
migas.com.au/blog

Bright careers beginning in energy industry



MIGAS Apprentices commencing their trade with sought after employer, Origin Energy

Apprentices and trainees from the Western Downs region have taken their first steps towards bright careers within the energy industry.

Origin Energy recently welcomed its 2024 intake of apprentices and trainees who will work in a variety of roles across the Australia Pacific LNG network.

As upstream operator for Australia Pacific LNG, Origin is responsible for developing its coal seam gas fields in the Surat and Bowen basins and the main transmission pipeline that

transports gas to the LNG facility on Curtis Island near Gladstone.

Each year, Origin welcomes new trainees and apprentices to mentor and elevate the next generation of energy professionals, preparing them to tackle future industry challenges and opportunities.

In partnership with MIGAS Apprentices & Trainees, positions are provided for people in the Western Downs to ensure the region remains a part of the industry.

Five apprentices and trainees from the Western Downs recently joined Origin's Integrated Gas

Team, with another five from the Maranoa Region. Among the intake was Chinchilla mother-of-two Tegan Cobb, who transitioned careers from working as a teaching aide at a primary school to join Origin as a trainee in wellsite operations.

"The Origin team has been incredibly supportive during our initial weeks. We've toured operational sites in Spring Gully and Condabri as part of our induction, and although there is a lot to take in, everyone is readily available to answer questions and provide guidance," Tegan said.

"I'm excited about this opportunity. My goal is to learn what I can to become multiskilled, so I can build a career at Origin and potentially explore other parts of the business, broadening my skills as I go," she said.

Origin General Manager, Asset East, Steve Thatcher said Origin is dedicated to motivating and nurturing the next generation of energy professionals.

"We aspire for our apprentices and trainees to come out of this program ready to contribute their skills, knowledge, and passion to fuel progress and innovation in the energy industry," Steve said.

National Reconciliation Week 2024

In National Reconciliation Week, held from 27 May to 3 June 2024, we celebrate with great pride our First Nations apprentices and trainees.

It was terrific to mark NRW by attending the NRL Indigenous Round match between Canterbury and St George played at Sydney Olympic Stadium on 23 May 2024.

The MIGAS team were joined by representatives from host

employers Jaybro and Miller Cameron, apprentices and trainees for a terrific night that was all about fostering understanding and respect for Aboriginal and Torres Strait Islander cultures.

It's a time for all Australians to learn about our shared histories, cultures, and achievements, and to explore how each of us can contribute to achieving reconciliation in Australia.



Twinning: Double the dedication

The 2024 Apprenticeship Program at host employer Bradken had us seeing double.

18-year-old identical twin brothers Max and Jeremy Harvey both joined the Bradken team at the Mt Thorley Mining Services workshop in New South Wales.

Getting a six-month head start on his brother, Max has been hosted with Bradken since mid-2023 and said he already feels at home and part of the team.

"It's been good, very different to school, but in a good way," Max said.

"Everyone's easy to get along with and willing to help me out so I can get my jobs done and learn everything I need to be a good tradesman."

Despite picking up the tools a little later, Jeremy agrees.

"Everyone's been really kind and if I've been not sure of what to do, they gladly jump in and show me the right way to do things," Jeremy said.

MIGAS has proudly supported Bradken's annual apprenticeship intake for more than 20 years.



MIGAS apprentices Jeremy and Max Harvey are right at home in the Bradken workshop

Awards nod for talented tradeswomen

Two MIGAS trainees have been selected as finalists in the Queensland and New South Wales Training Awards.

MIGAS alumna, Tania Langton, has been named as a Bob Marshman Trainee of the Year finalist for Darling Downs South West region in the 2024 Queensland Training Awards.

Tania completed her Water Treatment Operations Traineeship with long-time MIGAS host employer, Origin Energy.



An exceptional trainee from the outset, Tania was also a recipient of the Top Performer Scholarship in the 2022 MiScholarship Program.

Fellow alumna Isabella Bruce has been named a Trainee of the Year finalist in the Western Sydney & Blue Mountains Region of the NSW Training Awards.

Issy joined MIGAS in 2022 as an Information Technology Trainee hosted Australian success story, Jaybro. She successfully completed her traineeship and picked up awards along the way including a Jaybro CEO Award for Team Player of the Quarter and 2023 Top Performer Scholarship in the MiScholarship Program.



Industry round-up

UPDATE >

APPRENTICE SUPPORT SERVICE CONTRACTS AWARDED

In April 2024, the Department of Employment and Workplace Relations released the outcomes of the Request for Tender for Australian Apprenticeship Support Services (AASS) 2024-26.

These AASS providers support apprentice employers like MIGAS by registering Australian Apprentice training contracts. The new suite of Support Services commences from 1 July 2024, and was awarded to nine organisations that will provide services under a new Generalist and Specialist framework.

Specialist contract holders will focus on supporting female apprentices in male dominated trades, First Nations apprentices, and apprentices working in the Clean Energy sector.

As a Group Training Organisation (GTO), MIGAS welcomed the expansion of the New Energy industries supported by the Federal Government to include apprentices working in solar installation, large-scale renewable projects, electric vehicles, green hydrogen, and renewable manufacturing.

MIGAS will work alongside the nine selected AASS contract holders to ensure a smooth transition for our apprentices and national host company network.



BUZZ >

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TRADE FOUR WALLS FOR

THE GREAT OUT DOORS

Introducing the **Future Apprentice Career Service (FACS)** - a personalised career consultation for secondary school students who are thinking about swapping classrooms for the worksite with a career in trades.

Students will discover their strengths and which apprenticeship pathway is right for them. For more information and to book a consultation, visit migas.com.au/programs.

