

Jake Perram, p 4



### BECOME A MIGAS APPRENTICE IN 10 STEPS



Apply for an apprenticeship position which catches your eye on the MIGAS website.



Attend an interview with the MIGAS recruitment team, complete your aptitude testing, fill in a few important forms and provide your references.



Finish your online safety induction and learn why a safe workplace is so important.



Keep in touch with your MIGAS Field Officer. They're a friendly face and a ready ear to support you through the wins and challenges.



Arrive for your first day with your dedicated MIGAS Field Officer by your side to settle you in.



Meet your future host employer and make a great first impression.



Kick off your on campus TAFE training six months into your apprenticeship. This will take place over a six week block for the first three years.



For some trades, your fourth year of training will usually be completed in a one to two week block.



When you finish your TAFE training and your host employer confirms you are ready to complete your apprenticeship, put the finishing touches on your training record book\*. Now it's just a matter of signing your Government Completion Form and popping it in the mail to the Department of Education and Training.



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Congratulations, you're now qualified!

# EXCEPTIONAL PEOPLE FORGING LASTING CAREERS

At MIGAS Apprentices and Trainees we are driven by a single purpose – to champion Australia's skilled trade sector by connecting talented apprentices and trainees with the right jobs that will set them up for successful, rewarding, and long-lasting careers.

For almost 30 years we've had the privilege of helping thousands of Australians fulfil their long held goal of becoming qualified and sought after skilled tradespeople in their field of choice.

The simple fact is apprenticeships have never been more crucial to our economy. The Australian Industry Group recently reported more than one in three businesses surveyed said their biggest skills shortage was for technicians and trade workers.

We believe investing in people to develop hands-on, "hard" skills will equip the next generation to lay a sustainable foundation for Australia's future. This means we offer our apprentices the chance to enter a field with the confidence that their skills will be in demand, not just across this country, but often around the world.

We created this Career Journey Book to share with you the inspiring stories of past and present MIGAS apprentices and trainees who are living their dream career every day.

They are proof of what is possible when you grasp onto the security, lifestyle and limitless opportunities offered by a career in skilled trades...and we get a thrill out of watching their careers soar as a result.

If you are looking for your future trade, MIGAS can be of service.



#### ADRENALIN JUNKIE TURNED METAL MASTER

It was an enduring fascination with metal work that enticed former whitewater rafting guide Jake Perram to seek a different type of adrenalin when he switched careers to pursue a sheet metal apprenticeship.

Once Jake made the leap towards a trade career in 2013, things fell into place when he secured the first apprenticeship he applied for through MIGAS and was welcomed on board by thriving Penrith-based powder coat and wet paint business EMJAY Process Systems.

"I had 12 different jobs before this one, and I can safely say MIGAS placed me with one of the most accommodating and friendly workplaces you could find," said Jake.

The Blue Mountains local quickly proved himself an indispensable part of the team, learning his trade with flair as he mastered the art of powder coating and spray painting, as well as designing, manufacturing, installing and servicing large scale industrial ovens, sinks, benches and rangehoods.

"I was surprised at how much responsibility I was able to take on once I had learnt the ropes. By the third year I was working at the same level as a tradesperson – assessing job requirements and manufacturing products with minimal supervision," Jake said.

"My apprenticeship changed everything for me – I wasn't a practical person and today I see everything differently. When I bought my first house I realised my mower didn't work – previously I would've thrown it out and bought a new one, but now I have the confidence to pull it apart, fix it and put it back together."

"Not only that – I can now turn something from a piece of paper into a large-scale prototype. How cool is that?" Jake said.

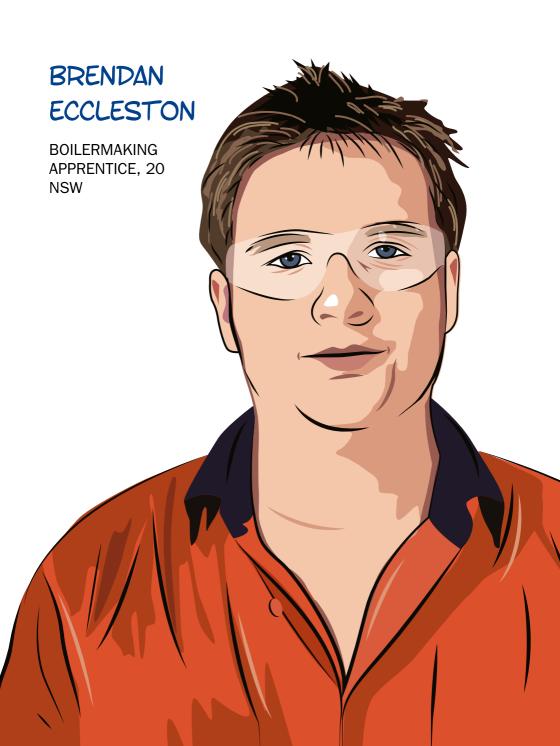
Jake said another highlight of the apprenticeship was learning to work with heat.

"It is such a fascinating force – learning the physics behind how heat can both impact and enhance your work."

Jake performed so well his employers worked with MIGAS to complete his apprenticeship a year early through recognition of his prior experience and qualifications, and quickly snapped him up to work for them full time once he became qualified.

With plans on the horizon to pursue a second trade to open more doors, this is one sheet metal tradie on the rise.





#### A WHOLE NEW WELD

#### When Singleton local Brendan Eccleston embarked on a boilermaking apprenticeship, it ignited a fascination with welding that changed his life.

With Brendan's father and uncle both boilermaking tradesmen, applying for a start in the same trade with MIGAS seemed the natural choice to kickstart his career. Yet the passion he developed for welding since joining the team at Hedweld Engineering in Mt Thorley as an apprentice took him by surprise.

"I already had an interest in working with metal through a few TAFE courses and the weekend work I did with my uncle in his fabrication shop. My apprenticeship along with additional projects I've taken on have helped me realise welding is actually a form of art," said Brendan.

The third year apprentice quickly progressed beyond welding minor sub-assemblies and products to working alongside leading tradesmen on major fabrication and assembly jobs for a range of innovative mining and safety equipment.

"I've done welding work on everything from access system ladders and stairs to six tonne maintenance tooling and machinery," said Brendan.

For Brendan, the idea of tackling a hands on trade was always the most appealing career option.

"I've always been a tactical person and loved the idea of earning a wage while learning skills I can use for life. It is giving me the chance to get out there and put myself in the best possible position for a great future in the industry," he said.

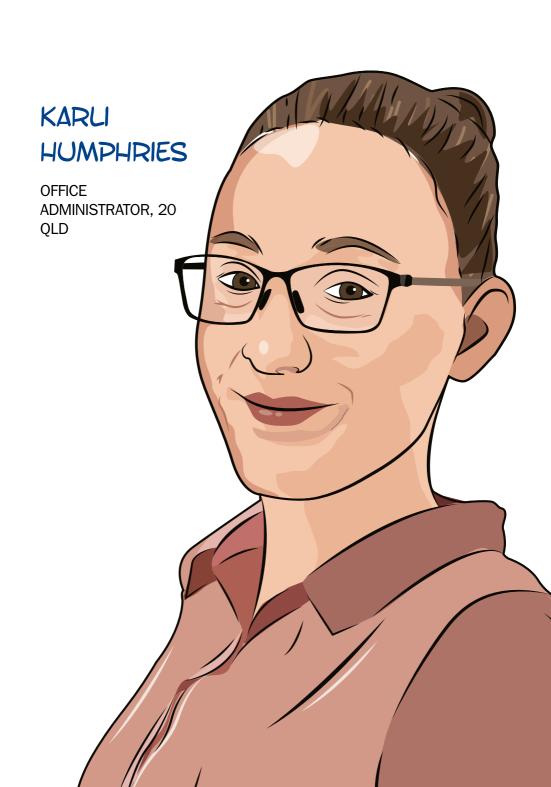
Brendan said the highlight of his apprenticeship was learning about Tungsten Inert Gas (TIG) welding, an advanced form of welding where heat is generated through a form of electricity jumping from an electrode to the metal surface.

"It takes a lot of concentration and effort, but the finishes are flawless once you know what you are doing. It allows you to perform more exotic welding of aluminium, stainless steel and even titanium. The things you can make with it blow my mind," said Brendan.

When looking towards the future, this tradie-to-be knows exactly where he's headed.

"I'm going to get the specialised welding training I need under my belt to get into oil and fuel pipeline welding work. Then it'll be just me working on a pipeline a few hundred meters long, in peace and quiet. That's where I want to be."





## LEAVING THE CHANGEROOM FOR THE BOARDROOM

After climbing the rungs at a women's fashion retail outlet, Brisbane local Karli Humphries' career soared when she secured a business traineeship with a growing commercial property and construction firm.

It all began when Karli teamed up with MIGAS to secure a Business Administration traineeship with The Prime Group that would see her earn a Certificate III in Business. With Karli being the only administration support staff member to the divisions responsible for the groundskeeping and maintenance for day care centres and local council, her learning curve in the role was swift as she took on responsibility for data entry, payroll, accounts and customer service.

"It was both unexpected and thrilling to be given the opportunity to hit the ground running once I'd learnt the basics. Before I knew it I was supporting 14 technicians from the team to schedule their jobs, looking after invoicing for our biggest client and working with our State Manager directly on policies and procedures," said Karli. "Being a trainee is a privilege. You gain so much experience and confidence while earning a qualification. It is all in the detail – it's not just filing, it's the way you file that is important."

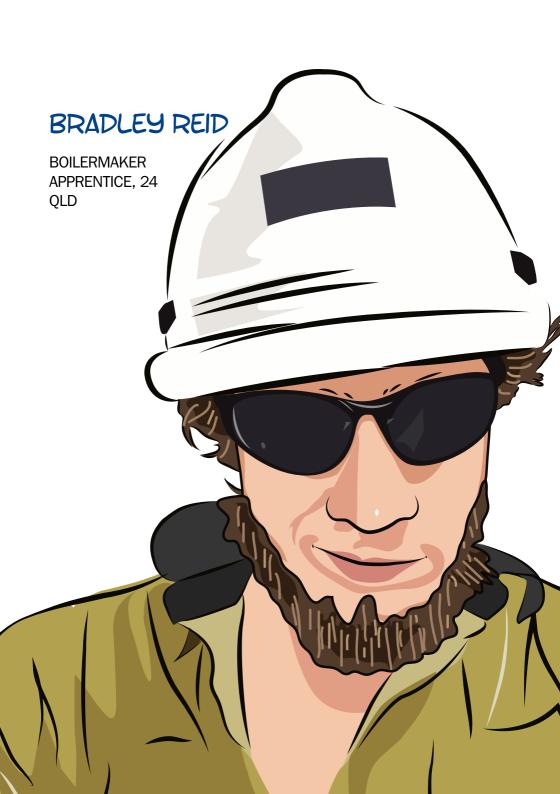
Karli said a particular highlight of the traineeship was being asked by management to take on administrative responsibility for one of the company's biggest contracts with childcare giant Goodstart Early Learning.

"It was a big moment for me – we are responsible for 144 centres so I knew the gesture meant they had a lot of faith in me. With these types of jobs there is never a boring day as there is always so much variety," said Karli.

With Karli well and truly stepping up to the plate, The Prime Group were quick to offer her a full time position as an Office Administrator at the end of her traineeship. If that wasn't enough, the ambitious learner also plans to enrol in a Diploma of Leadership and Management along with a Diploma of Finance.

"For me education is everything. One day I want to manage a team, and I know every qualification I gain along with on the job experience will get me one step closer to where I want to be," said Karli.





#### BUTCHER CARVES UP BOILERMAKING APPRENTICESHIP

Darling Downs resident Bradley Reid proved how fast things fall into place when you pursue your passion with his decision to leave butchery behind him to tackle a trade career.

After managing Coles' meat section in Dalby for years, Bradley followed his calling to find a position that would allow him to work outdoors. He secured a role as chief labourer for a restumping company before applying for one of three sought after apprenticeships with multinational construction company Laing O'Rourke.

"I was over the moon when I heard from MIGAS I had got through. Before I knew it I was off west of Cairns as a FIFO worker where I got experience with pipe and stainless welding you'd never get elsewhere," Bradley said.

"I loved that I could be of use so early in the process. I passed my structural test straight away and was spending all my time welding and fabricating on site in the next six months. I was getting to do tasks most apprentices wouldn't expect to do until their fourth year." Bradley was also teamed up with welding veteran Colin King for 18 months of intense mentoring, where he gained an insight into advanced welding methods through an innovative teaching style.

"Working with Colin was phenomenal. He taught me the most when he stepped back from the boilermaking role and worked as my assistant, and guided me until I got it right. He taught me pretty much everything I know today," Bradley said.

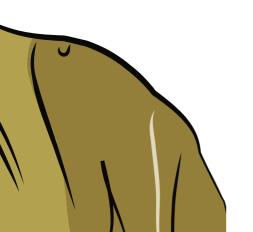
A high point of Bradley's experience was being selected to work on the water treatment plan for Woleebee Creek where he put his skills to work.

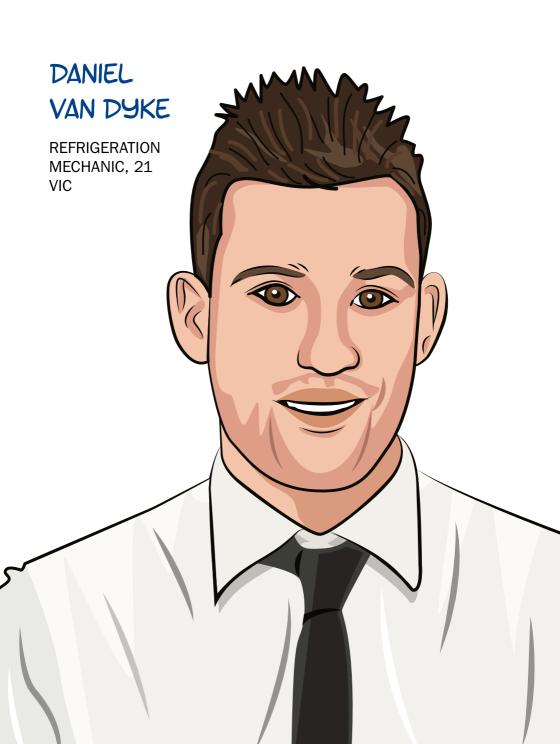
"I was one of the last three people left on site when the project wrapped, and it left me feeling more confident that I had something valuable to offer," Bradley said.

Bradley, who is now in the third year of his apprenticeship with specialist welding company B&B Fabrication, said he loves the endless possibility that comes with being a tradie.

"It gives me a lot of comfort knowing I will be able to go anywhere and find work. People will always need boilermakers after all." Bradley said.

"I also love I can apply what I've learned to help not only myself but the people closest to me. I have a little workshop set up at home where I make figurines and work on house projects for my closest mates and family."





## MELBOURNE TRADIE FREEZES OUT COMPETITION

Global company Johnson Control knew they were onto a winner when MIGAS put forward tenacious teenager Daniel Van Dyke for a refrigeration and air conditioning apprenticeship in 2014. Fast forward two years and the aspiring tradie had become so indispensable to their team they decided to take over his employment from MIGAS before he completed his apprenticeship.

Hearing the news just before his twenty first birthday was a moment Daniel won't forget.

"I was so chuffed and felt such a sense of accomplishment to know they had such faith in me. It has been the greatest ride of my life and such an awesome environment to learn in – I've learned from the best tradesmen you could come across who have so much pride in their work and aren't satisfied with anything but the best," said Daniel.

When he joined the Johnson Control Melbourne team Daniel was charged with learning to design, install and maintain industrial and commercial refrigeration equipment.

"So many people assume you work on fridges, but the reality is I'm working on equipment as big as a house which can cool down a big 60 storey building!" said Daniel.

Daniel said he particularly enjoyed rolling his sleeves up and taking on additional responsibility in the last year of the apprenticeship.

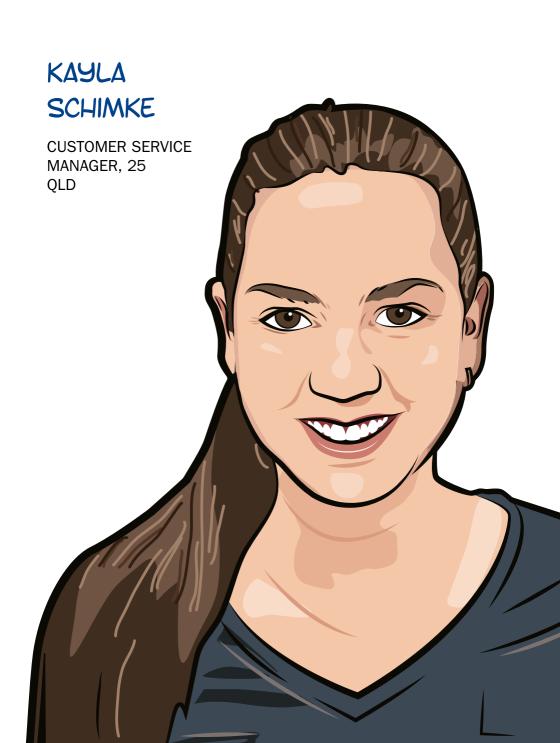
"By the fourth year I was managing a critical site by myself, where I learnt the importance of time management, organisation and how to quote and keep clients happy," said Daniel.

It was a conversation with his grandfather during Daniel's late teens that crystallised which was the right trade for him.

"I wasn't sure whether I wanted to be an electrician or a plumber, and my grandfather said a refrigeration mechanic could be up my alley as it incorporated both trades and others too. He was right – every day I do electrical work, fitting and turning, welding, and working with gas, pressure and temperature." said Daniel.

The ambitious tradie said one of the benefits of working for a multinational company was the exciting career prospects.

"Working with a company like Johnson Control opens up so many possibilities. I'm really interested in working in Dubai next to get some great experience under my belt. I work with someone who followed that path earlier on, and I'd love to be on his level one day and have people calling me for help," said Daniel.



### FROM SCHOOL-BASED TRAINEE TO TOP OF THE BANK

Kayla Schimke has an impressive resume for a 25 year old, having worked her way up through the banking circuit and completed a round of additional qualifications since finishing her school-based traineeship through MIGAS.

Today she is the Customer Service Manager and Assistant Manager to boot for BOQ's Springwood branch. Her role sees her manage a team of four tellers and take responsibility for customer relations, personal and home lending and compliance.

"It is an intense role and always crazily busy, but I enjoy the challenges each day brings. Most of all I've found it immensely rewarding to have built so many enduring client relationships over the years." Kayla said.

"I still have customers who come in to see me that I worked with almost eight years ago when I opened up their first home loan," said Kayla.

Kayla said she found it surreal to reflect on her achievements since completing her MIGAS traineeship (a Certificate III in Business Administration specialising in finance). "It sometimes blows me away that I'm 25 years old and just about running my branch. If people ever approach me and say they want to talk to the manager, I can now say "you're looking at her'. It is a privilege to have both clients and my team relying on me every day."

Kayla's career journey began when a manager from a local financial services firm encouraged her to embark on a traineeship after meeting her at her high school.

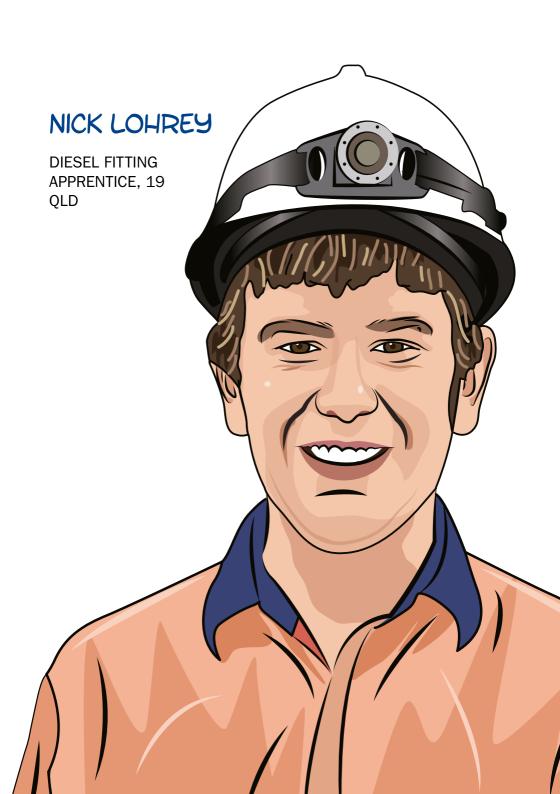
"I initially worked with the host company once a week on Wednesdays and they took me on full time as soon as I finished school. I learned all the fundamental basics I still draw on daily – customer retention, working with teams and people with different personalities," said Kayla.

When Kayla completed her traineeship she was offered a role as a Customer Service Officer with One Call Financial Services, where she gained further accounting and legal experience, drafted banking procedures and policies and took on responsibility for managing a small team.

Kayla was fortunate her employer owned multiple businesses and she was transferred to her current role at BOQ Springwood.

Since then Kayla furthered her education by commencing an online Diploma of Financial Services. With the wheel turning full circle, Kayla now mentors trainees and helps them develop the confidence and skills to follow in her footsteps.





### TRADIE IN WAITING DISCOVERS THE PERFECT FIT

For Middlemount resident Nick Lohrey, a diesel fitting apprenticeship proved the key to securing a job with one of the world's largest mining companies by his seventeenth birthday.

Having a passion for mechanics and engineering since his early teens, Nick got his start in the mining industry through a certificate program in Year 10. This stood him in good stead to land one of two apprenticeships offered through MIGAS with global mining company Anglo American.

As a diesel fitting apprentice for the company's Lake Lindsay open cut coal mine, Nick has learnt the secrets behind repairing and maintaining the diesel engines of heavy mobile equipment.

"I'm part of the team that maintains the whole fleet. We stop equipment breaking down and where it does we fix it, so the support we provide is pivotal to the success of the mine." Nick said.

The third year apprentice said he had been supported through every step of the process by MIGAS and Anglo American. "The team at work is known for taking great care of its apprentices. They are always checking in with you, and this combined with the help I've received from MIGAS has made the experience a very smooth one," said Nick.

Mastering the electrical side of his trade proved the most rewarding part of the apprenticeship for Nick.

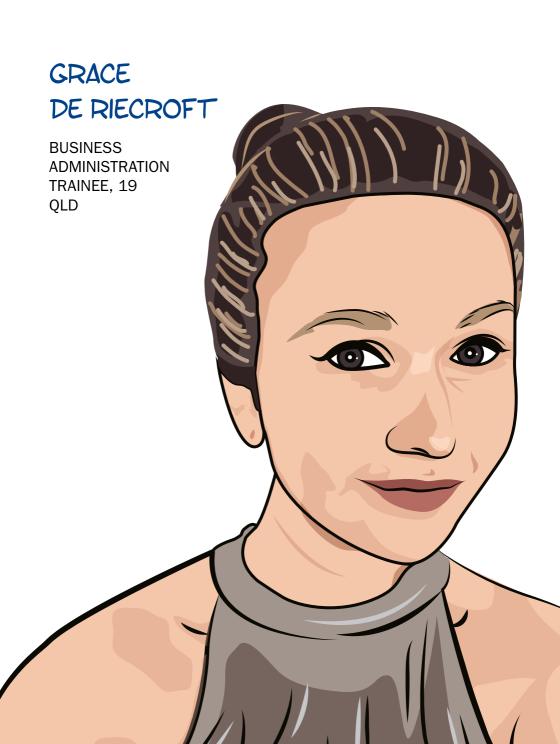
"It is such a complicated part of the job as you are working with an element you can't see. Everyone knows how challenging it is too, so there is a real sense of satisfaction when you work out the electrical side of a project," said Nick.

Nick said he loved knowing he would soon have a qualification that could take him anywhere in the world.

"Diesel fitters are needed across the globe, and I like the security that comes with knowing I'll have such a high demand trade," said Nick.

With plans to continue working as a diesel fitter for a few years followed by studying mechanical engineering at university, Nick's future is looking bright indeed.





### SWAPPING THE SALON FOR THE CORPORATE LADDER

It was a decision to follow her calling and dive into the world of business after learning the art of hairdressing that saw ambitious Brisbane teen Grace de Riecroft's career come into its own.

The pivotal moment came in mid 2015 when MIGAS placed a business administration traineeship on the Seek website that caught Grace's eye and left her hungry to apply. She swiftly made the job her own, and commenced her traineeship with the booming trade services facility management company Prime Facility and Asset Management.

"Hairdressing gave me some valuable people and computer skills which I'm grateful for, but I was hungry to start a career that gave me the chance to progress quickly so starting a business administration traineeship made perfect sense," said Grace.

The opportunity gave Grace the chance to become an administration support star on the job under the supportive eye of her supervisor as she progressed through her Certificate III in Business Administration.

Before she could blink, Grace was managing the administrative support for four major grounds and building maintenance contracts for childcare facilities. This involved creating schedules, invoices, data entry, inventory management and supporting the management and technician teams.

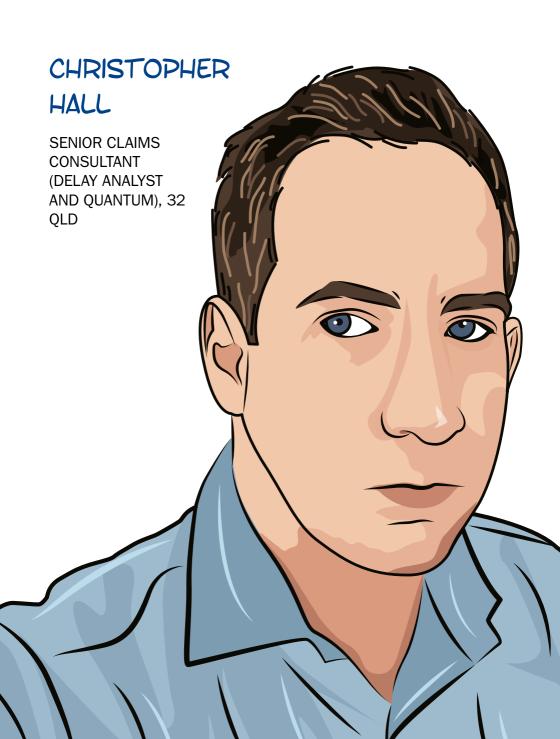
Grace said the ability to hit the ground running enabled her to make a big difference in a short period of time.

"I started in the role shortly after the company launched, and was able to create new policies and procedures to help the team run more smoothly," said Grace.

"A real high point was when I took on a new contract and had the significant challenge of hiring four people, purchasing vehicles, uniforms, safety equipment and organising machinery in a three week period. When I pulled that all together I felt like my job really meant something to the organisation."

When looking towards the future, this earnest trainee knows exactly where she is headed.

"I want to keep learning and giving myself more avenues to progress towards a management role – I plan to start a Diploma of Business Management and a Certificate III in Work Health and Safety to help me reach my goals."



#### BOILERMAKER APPRENTICESHIP PERFECT ENTRÉE TO UNIVERSITY

When Christopher Hall was undergoing his boilermaker apprenticeship with MIGAS in 2002, he couldn't have imagined it would propel him towards a distinguished career in the built environment and engineering sectors.

Christopher is part of the new breed of apprentices choosing to gain practical experience in the manual trades before moving on to specialise in a particular area through further study.

While completing his apprenticeship with Brisbane building services group Brandons Welding Services, Christopher decided he wanted to move into an engineering field and spoke with MIGAS and his workplace about accelerating his apprenticeship and diving into an engineering degree.

"Luckily it was around the time apprenticeships were moving away from the typical four year mindset into a more competency based approach. This enabled me to undertake further study at TAFE with modules in Computer Aided Drafting and Engineering to get me ready to start my degree," said Christopher.

After graduating from UQ Christopher leapt into the white collar workforce, working as a construction cadet with a leading project management firm where he was fast tracked through a series of promotions to take on greater responsibility, including managing a \$15 million dollar build.

Christopher went on to work as a planning consultant for a specialist firm in the construction programming sector working with major clients. This involved moving into the area of claims analysis, where Christopher learnt to analyse claims of up to \$10 million to compensate for the time and cost impacts on projects delayed past agreed timelines.

Christopher decided to concentrate further on dispute resolution services and joined a global consulting company as a Senior Associate managing high end claims and disputes across Australia for clients at the litigation or arbitration stage.

Christopher said being one of the only senior claims analysts with a trades background gave him a distinct advantage.

"It is the foundation for everything I do – it has instilled in me a different type of mindset. It is like the old carpenter's saying – stand back and assess your circumstances before responding," Christopher said.

"As a tradie you can see the end product before you start the project. I've also found the camaraderie you experience in the trades teaches you so much about how to manage teams and work collectively."



### TRADIE CAREER PROVIDES AN ELECTRIC YOUTH

If variety is the spice of life, then electrician James Park has it made. A typical day for the Logan resident could include anything from conducting a generator call out for Telstra to getting into the tropical spirit by refurbishing electrical and gas generators on Stradbroke Island.

Having been snapped up by the power generator company he completed the last leg of his electrical apprenticeship with Shellby Power, the electrician has mastered the art of working with generators to power up stations and resorts in the most efficient way possible.

"I've always been fascinated by how electricity works and how power is generated, as it is all around us and we rely on it for so much. I love the 'cause and effect' element of what I do – to know how to hook up sites after a major blackout to give power back to everyone is a big rush," said James.

The focussed sparkie said making his way through the Certificate III in Electrotechnology was a particularly rewarding element of his apprenticeship.

"Electrical subjects are known to be one of the hardest TAFE offers, so getting through that represented a major milestone for me. It was challenging to get my head around, and when it all clicked into place it was a great feeling," said James. "I also love knowing I'll always have that certificate to fall back on."

James also remembered fondly the experience of working on five generators for a large power company and helping design the 'Rolls Royce' of generators that required the most advanced electrical control systems and technology.

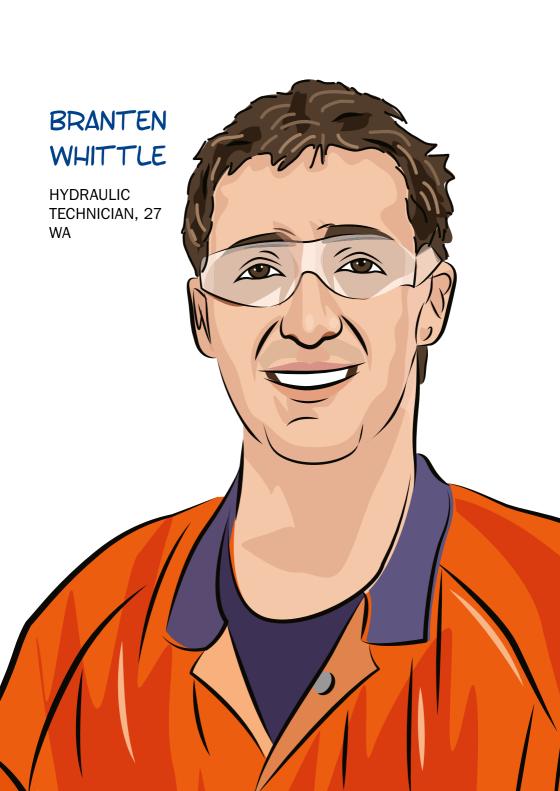
"It was a real step up for me at the time and was a good feeling to successfully complete the project and hear great reports back about the job." said James.

James said there were countless benefits of completing an apprenticeship with MIGAS.

"I started in my mid teens as a school-based apprentice and the experience turned me into the man I am today. It taught me about discipline, respect, focus and work ethic," said James.

"Now I'm a tradie the hours are good, I'm paid well and I'm learning skills I can also use to get things done for myself. I'm looking into getting my contractor's license soon and then I'll be able to renovate my own house. It doesn't get much better than that."





#### HYDRAULIC TECHNICIAN UNCOVERS FLUID CAREER PATH

Not everyone is lucky enough to connect with a job that transforms their life in more ways than one. This is exactly the effect a mechanical fitting apprenticeship had on Perth local Branten Whitten, whose career aspirations went from lackluster to turbocharged the further he progressed through his trade.

Branten said being offered an apprenticeship by Australia's leading hydraulics authority Berendsen Fluid Power was a pivotal moment in his life.

"I had been working for Berendsen as a storeman for a year and had no idea where I wanted to be in the longer term. They ended up being impressed by my work ethic and willingness to learn and actually created an apprenticeship for me," said Branten.

"I knew straight away it was a huge opportunity for me as I had been interested in a mechanical apprenticeship since I was a kid, but I wasn't able to get a foot in the door. I was ecstatic – it was like my career path went from being limited to completely limitless overnight."

Branten quickly got to work, learning how to install, repair and maintain hydraulic equipment and machinery, such as lifts, cranes and forklifts. The apprenticeship covered more than just the technical side, with Branten also learning the art of customer service.

The tradie reflected on how supportive his workplace was throughout his apprenticeship.

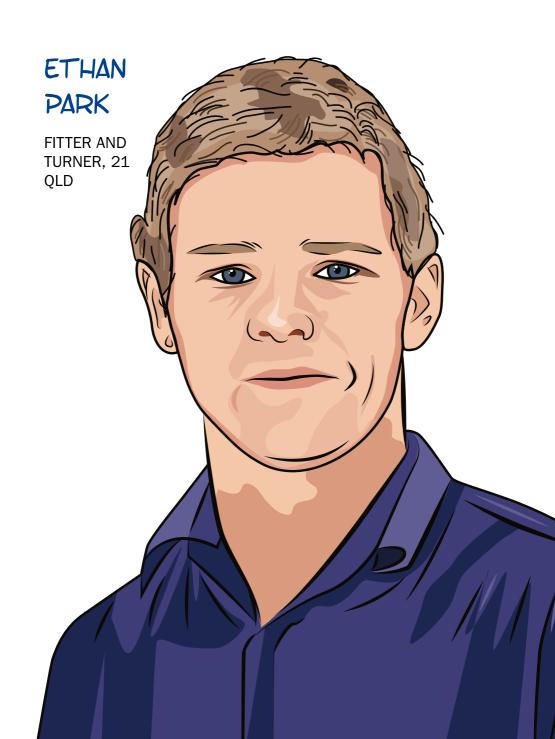
"I was really taken aback by how much energy everyone at work put into my training to help me develop. I loved having the chance to learn something new every day, and to keep furthering my knowledge through the Certificate III in Mechanical Fitting at TAFE was a real highlight," said Branten.

"I'd love to continue working for Berendsen for a few years and progress through the ranks towards a management role, as they're a great company and very supportive."

Branten said the experience of completing the apprenticeship had also helped him outside of his career.

"I've bought a house recently and am just about to buy my second house – learning my trade has definitely helped me connect with my true goals."





# TRADESMAN PROVIDES CRITICAL SUPPORT TO ACCLAIMED BRAIN RESEARCH GROUP

Not many tradies get the chance to provide integral support to one of the world's leading neuroscience facilities working to better understand how the human brain operates. Yet this is exactly how fitter and turner Ethan Park spends his days as a Technical Officer with the Queensland Brain Institute (QBI).

The 21 year old earned his trade while learning to maintain world-class research equipment used to develop new therapeutic approaches to diseases such as dementia, anxiety and depression. In his role Ethan works with scientists, professors and postgraduate students requiring customised equipment to assist with their research.

"It is such a unique place to work and it has given me exposure to so many more experiences than you would have access to elsewhere. We work with heaps of different materials, and the applications are so vast, as we create everything from medical devices and microscopic lenses to lab benches," said Ethan.

"I love being able to take a small idea and turn it into exactly what our researchers need – this can involve not only creating something but designing it as well to help advance our research." "I've also been able to gain experience outside of my primary trade and have developed skills in wood working, plastics fabrication and basic electrical systems. These extra skills have really paid off for me as they are a major factor in my workplace. I've also been able to use my woodworking skills for personal jobs, such as building kitchen cabinets and coffee tables."

Ethan expects his plans to finish his restricted electrical permit will take his career up a notch.

"Having this ticket will allow me to disassemble machinery and motors which will open up new avenues for me professionally," said Ethan.

When looking to the future, this ambitious tradie has plans to round out his knowledge by completing more courses in management, occupational safety and AutoCAD design.

Ethan said he would love to stay working with the QBI team as he particularly enjoyed the stimulating work environment.

"The best part about working here is that I never stop learning. Every day is different and I rarely create and fabricate the same jobs twice. The range of work really is endless," said Ethan.



"AN APPRENTICE IS THE BEGINNER - THE FIRST YEARS TO WORK IN A CRAFT. THEN YOU ARE A JOURNEYMAN. YOU CAN GO ON FROM ONE MASTER TO ANOTHER AND LEARN OTHER TRICKS AND SECRETS."

- EDUCATOR JOSEF ALBERS

#### MIGAS BRANCH LOCATIONS

National footprint, regional reach

QLD Brisbane Mackay Rockhampton Sunshine Coast Toowoomba

**NSW & ACT Hunter Valley** Canberra Sydney

SA

Adelaide\*

NT Darwin\*

WA Perth

VIC

Melbourne

<sup>\*</sup>Currently seeking accreditation to operate in Adelaide and Darwin.















