

National Energy Technician Training Scheme



In partnership with





What is NETTS?

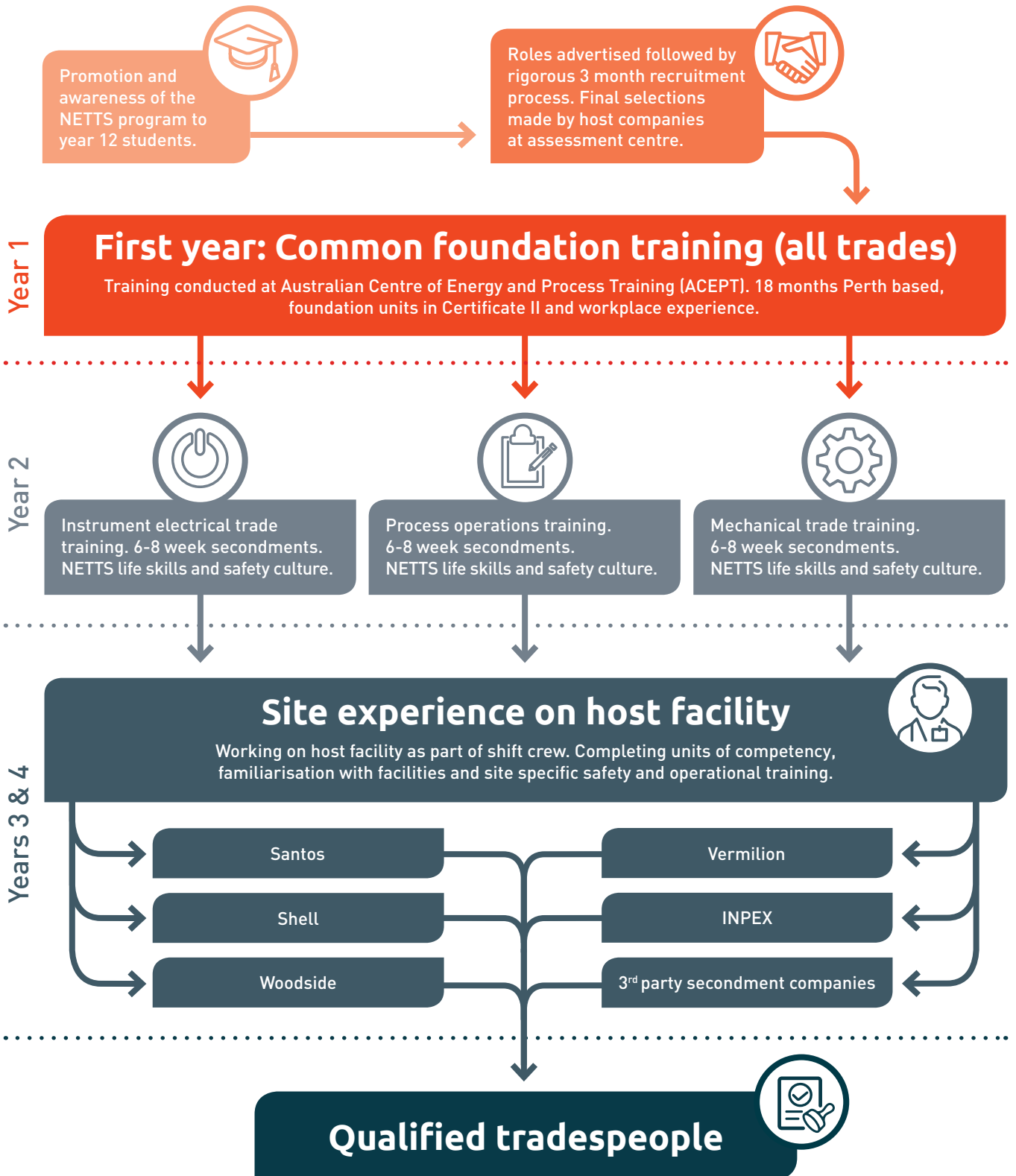
The National Energy Technician Training Scheme (NETTS) is a collaboration between Programmed and major oil and gas organisations – including Santos, Shell, Woodside, Vermilion and INPEX – to build a skilled workforce for the future.

The NETTS program has evolved from traditional apprenticeships in the following ways:

- Companies are working together, sharing their knowledge and experience to ensure that apprentices have the best possible exposure.
- The first 18 months of the apprenticeship are based in a structured learning environment to give apprentices the skills, knowledge and experience required to transition into an on or offshore role.
- All NETTS apprentices, regardless of trade, complete a common foundation year to start the course.
- In addition to their TAFE studies, apprentices are also taught a variety of life skills designed to prepare them for the transition from school to the workplace.
- Host companies offer opportunities to all NETTS apprentices in order to give them exposure to a variety of facilities and equipment.

The NETTS journey

The below diagram is an overview of the journey through a NETTS apprenticeship.



What are the NETTS pathways?

Each trade will complete a number of baseline qualifications before going on to study their specific trade.



Process Plant Technicians

- Duration**
- 4 years
- Qualifications**
- MEM20105 Cert II Engineering
 - PMA 30116 Cert III Process Plant
 - MSM 30116 Cert III Process Manufacturing
- Experience**
- Process experience in similar industries
 - Overhaul and maintenance on plant and equipment
- Differentiation**
- Offered as apprenticeship for new entrants to the workforce
 - 1 year of core skills training delivered with Instrumentation Electricians and Mechanical Fitters



Mechanical Technicians

- Duration**
- 4 years
- Qualifications**
- PMA 20113 Cert II Process Plant
 - MEM 31215 Cert III Mechanical Engineering
 - MSM 30116 Cert III Process Manufacturing
- Experience**
- Overhaul maintenance of equipment in oil and gas supply chain
 - Mechanical fitting in process environments in similar industries
- Differentiation**
- Variety of work experience in mechanical fitting workshops that service oil and gas industry in addition to site-based fitting experience
 - 1 year of core skills training delivered with Instrumentation Electricians and Process Operators



Instrumentation Electrical Technicians

- Duration**
- 4 years
- Qualifications**
- PMA 20116 Cert II Process Plant
 - MEM30405 Cert III Industrial Electrician
 - MSM30116 Cert III Process Manufacturing
 - MEM40105 Cert IV Instrumentation
- Experience**
- Domestic and Commercial electrical installation experience gained through trade placements throughout Years 1 and 2 in metro area
 - Placements in Years 2 and 3 include specialist instrumentation companies and process plants. Instrumentation certification is gained in the 4th year of the apprenticeship
- Differentiation**
- Training and installation experience gathered throughout 1st and 2nd year of apprenticeship alongside 1 year of core skills training delivered with Mechanical Fitters and Process Operators



What is included?

- Recruitment is managed with industry involvement in final selection.
- Inductions to industry standards specifically designed for candidates with no industry experience.
- Coordination with RTO on training block, unit selection and training content.
- Ongoing supervision and pastoral care.
- Design and implementation of life skills, communications and conflict resolution training.
- Industry standard safety culture developed.
- Weekly toolbox meeting, task observations and safety conversations.
- Industrial foundations training and trade specific training.
- Nationally recognised formal qualifications.
- Monitoring and performance reviews.
- Mentoring and ongoing support 24-7.
- Working on team projects and presentations.
- Continual feedback and review of progression, including reports back to host.
- Monthly operational discussions and quarterly strategic planning meetings.
- Coordination of secondment blocks to gain additional workplace experiences.



Secondments

NETTS has built relationships with a number of companies across the metropolitan area that are able to host the apprentices. These companies, often in the supply chain for the larger oil and gas operators, help to broaden the apprentices' depth of skills and knowledge before they transition to site.

NETTS apprentices are given exposure to plant and equipment that they may not get to work on when at the host companies' facilities; this gives them a broader scope of experience to draw from when they are a qualified tradesperson.

The collaborative nature of the NETTS Program means that the host companies offer their own sites to other host company apprentices as secondment placements. This enables apprentices to access multiple facilities across Australia which may process a variety of products and have differing operating systems. This collaboration means that all apprentices, regardless of their host, may have the opportunity to see the differences between cryogenics, domestic gas, onshore processing, offshore processing and FLNG.

In a close collaboration with Upstream Production Solutions, multiple on and offshore sites are offered to give the NETTS apprentices great industry experience before settling at their host sites. The variety of site-based experiences that the NETTS apprentices are given is vital in their journeys to becoming competent tradespeople, working successfully alongside an older and more experienced workforce whilst also setting them up for a lifelong career in the energy sector.

The collaboration and network that is built across facilities and sites also allows shared knowledge across industry, creating best practice and a safer workforce.

Focus on diversity

NETTS is specifically designed as an entry pathway into the oil and gas sector which requires no previous experience. This creates a level playing field for applicants from all backgrounds and ensures we are growing a diverse workforce for the future.

The main prerequisites for the program are:

- A genuine interest in the industry
- A willingness and aptitude to learn
- Year 12 completion (or year 11 and a pre-apprenticeship)

The benefits of this diverse approach to recruitment have shown their full effect over the last 3 years. The NETTS Program currently consists of 42% female, 29% Indigenous participation, and over 30% of apprentices born overseas

This has led to:

- A diverse and inclusive group including gender, race and country of origin
- Growing understanding and acceptance of different cultures
- Wider, more diverse approaches to problem solving

Together, the NETTS apprentices have developed a true sense of team. They embrace and celebrate the diversity and unique nature of their colleagues and the positive effect this has on the working environment.



B-0101A
BUS CIRCUITS

T-1100
WELDED

WATER

DILY WATER

RECOVERED OIL

Apprentice profiles



Caleb McDonald

4th Year Process Plant Operator Apprentice Shell Australia

Caleb is a 20 year old Wadjjarri Nhanda Yamatji man and fourth year apprentice for Shell Australia. Born in Geraldton, Caleb relocated to Perth for schooling, later completing his studies at Wesley College.

Caleb secured his position in the NETTS program and is undertaking a Process Plant Operations Certificate III, now working a FIFO roster on Prelude. His training has seen him undertake many courses including mechanical engineering, CSTP and Working at Heights.

Secondments for Caleb have been many and varied, including David Brown Santasalo and Callidus Process Solutions, as well as a 6 month opportunity on Woodside's Pluto Gas Plant in Karratha. Caleb says, "Secondments are great. The work is always hands on, new and presents interesting jobs and tasks to complete, not to mention the people, who are always professional and welcoming."

Caleb has many hobbies including fishing, hunting, diving and body-boarding. He loves travelling back to his country and participating in cultural activities.

Caleb won Indigenous Apprentice of the Year 2018, for his dedication to his training, commitment to his community and the guidance and support he offers to his fellow apprentices. He continues to be a role model for others in the aboriginal program at Wesley College.



Cara Robertson

3rd Year Process Plant Operator Apprentice Santos

Cara Robertson is a third year apprentice as a Process Plant Operator for Santos. Cara joined NETTS with no previous experience or skills in the industry; whilst on a steep learning curve, Cara has proved herself to be a safe, competent and essential member of the NETTS team.

Cara has enjoyed working alongside her team mates at the ACEPT plant, gaining many new skills through her training and secondment experiences, ranging from basic hand skills to successfully navigating the Permit to Work system. Cara also had the opportunity to explore the Mechanical Fitting and Electrical Instrumentation pathways.

Having mobilised to site at the end of Year 2, Cara now finds herself working on the FIFO roster at Devils Creek Domestic Gas Plant. Cara has settled well into the team, where she is able to put her 18 months of TAFE training into practice, including panel and field experience, safety conversations and interventions.

Cara is looking forward to further growing her skill set, gaining more experience on site and taking on new challenges.



Tayla Ryan

2nd Year Mechanical Fitter Apprentice Shell Australia

Tayla is a young, hardworking individual from Mandurah. Completing Year 12 at Halls Head College, Tayla studied all ATAR subjects including psychology, biology and chemistry. Tayla has many hobbies including racing go-karts and playing hockey. She also loves the outdoors and enjoys fishing, camping and diving.

Tayla was inspired by her family to join the oil and gas industry, and was interested further when learning about hydrocarbons during chemistry class at school. With a strong background in mechanics and keen interest in go-karting, choosing an apprenticeship as a mechanical fitter seemed a natural fit for Tayla.

While studying five ATAR subjects at school, Tayla also worked two jobs as well as completing her Cert II in Outdoor Recreation. Tayla is extremely focussed and works hard in everything she puts her mind to, describing the highlight of Year 1 being the visit to Devil Creek and Karratha Gas Plants where she was able to picture what the next couple of years have in store.

Tayla is focused on developing her skills and knowledge throughout her second year at TAFE. Tayla is looking forward to becoming a fully qualified mechanical fitter to progress her strong drive to both travel and build her own home.





Partner feedback

Ian Ritchie

*Competency Assurance Lead
Santos*

“We currently have six NETTS production apprentices on site at Devil Creek Gas Plant. As well as experiencing working life on the gas plant, they also have the opportunity to experience working in remote locations including CS1 (compressor station 1) on DBPL (Dampier Bunbury Pipe Line) and Reindeer Offshore Gas Production Platform.

The initial reaction to these young apprentices was surprise at how skilled and knowledgeable they were, being so young, and they quickly integrated into the operations team. After almost a year, these apprentices will be moving on to either Varanus Island (for Santos apprentices) or to Shell Prelude (for Shell apprentices).

The feeling from site is one of pride in being involved in the development of these bright young apprentices, and at the same time, sadness to see them move on to other facilities to further their development.

We are looking forward to the next group of apprentices starting at Devil Creek, working with a team who value the pipeline of talent coming through the NETTS program.”

Lawrence Ryper

*Prelude FLNG Onshore Production Team Lead
Shell Australia*

“Currently our third year apprentices are in the process of mobilising to Prelude FLNG where they will be working until the completion of their apprenticeship. Our second year mechanical fitters are about to graduate from TAFE and begin their placements with QGC and our instrument electricians with ENI and Santos, with our first years working hard at TAFE and taking part in activities like the Jimmy McQuade Safety Day.

Up until now, we have been privileged to have our peers in industry (including Woodside and Santos) host our apprentices. It’s now exciting to be welcoming our third years onto Shell Australia’s first operated asset on the West Coast, and to be part of the world first Floating LNG facility.

The NETTS Apprenticeship program allows us to collaborate with industry partners and actively contribute to the talent pipeline into the oil and gas industry.”



History of NETTS

As the oil and gas sector went through a rapid growth period in 2013/14, industry leaders began to discuss ways to better recruit and train apprentices. The desire was for a standardised education and training program to increase the supply of safe, skilled workers. Out of these discussions, the concept of a collaborative training program was workshopped, and the National Energy Technicians Training Scheme (NETTS) was born.

The NETTS model was designed to use innovative educational approaches, increase community engagement and lower training costs.

Having recently recruited for our fourth and largest intake so far, the NETTS program continues to grow and meet the needs of a growing oil and gas industry.

Potential candidates are targeted at school-leaver stage with a pre-recruitment strategy involving representatives visiting schools and ATSI academies to raise awareness of the program and its employment opportunities.

The foundation of this program was built on three core goals:

- To increase diversity in the energy sector.
- Setting an industry standard for training of new entrants into the oil and gas industry across Australia.
- To provide a steady pipeline of competent, safe and skilled operators and tradespeople into the energy sector.





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