



Fast-Track Apprenticeships Grant Funding Project Case Study

Name of Registered Training Organisation Hastings Deering (Australia) Ltd
Title of Project Apprentice Fast Track Training
Apprenticeship Details <ul style="list-style-type: none">• Apprenticeship: MEM30205 Certificate III in Engineering-Mechanical Trade.• Reduction in completion time from 48 to 30 months• Apprentice numbers – 27• Industry Partners –<ul style="list-style-type: none">○ Hastings Deering Brisbane○ Hastings Deering Rochampton○ Hastings Deering Mackay○ Hastings Deering Cairns○ Hastings Deering Toowoomba○ Hastings Deering Mt Isa○ Hastings Deering Gold Coast
Aim of the Project <p>To pilot a fast track apprentice model to address the shortage of skilled workers in the mining sector qualified in diesel fitting.</p> <p>The Hastings Deering Institute of Training plans to establish a training workshop to accelerate the training of an additional 28 Apprentices who will commence their first stage training in March 2008. During the first year the Apprentices will receive 48 weeks of training which will consist of theory, practical training and on the job experience. At the completion of the first year these Apprentices will have achieved the equivalent of a minimum of one and half stages plus.</p> <p>The same process will apply to the second year of the 2009 program and the Apprentices will complete a further 48 weeks of training.</p> <p>During the second year the training program is enhanced to increase the skills and knowledge outcomes over and above the standard Apprenticeship.</p> <p>After 24 months the Apprentices will be assigned to workshops to gain further on job experience. Any outstanding competencies will be completed during this period. The Apprenticeship will be completed at 30 months.</p>
Successful Strategies / Models <p>Set minimum requirements for entry based on: Year 12 completion or allied trade or minimum experience as a TA in heavy equipment workshop One test safety profile Mechanical reasoning tests</p>

Mechanical aptitude testing (practical)

The Australian Industry Group engaged Australian Industry Group Training Services (AiGTS) through funding from the Department of Education, Science & Training (DEST) to research this significant project which examines and assesses the findings of the first 100 days of an Australian Apprenticeship. Hastings Deering used the outcomes of this report as a basis for the development and implementation of a purpose built induction and probation assessment process.

Stakeholder involvement, including parents, trainer/assessors/supervisors/training coordinators

A clearly defined communication process (e.g. for classroom training schedules, workshop rosters, formal meetings, reviews, OH&S policies and issues)

Clearly defined expectations, conditions, wages, high classroom content and high workshop rotations

Commitment and assistance of all service department personnel and training coordinators
Dedicated, specialist trainer/assessors delivering contextualised (CAT) pathway
Defining a holistic approach to assessment and ensuring resources (either on job and/or simulations) are available when required

Identifying enablers and blockers for the entire pathway to enable contingency planning

Key Project Achievement

As a pilot program at the halfway point we have 100% retention of the initial 27 intake. Half of the group is on track to complete within the 30 month projected time frame. The provision of a dedicated welding facility ensured that the first stage development could be completed regardless of other commitments, interruptions or competency development rates. The dedicated facility allowed flexibility to cover any contingencies including different learning rates of individuals within the 2 groups

Contact Details for Further Information

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* http://www.australianapprenticeships.gov.au/RTO/Fast_track.asp