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Macmahon Contractors Pty Ltd

Winner of the Minister's Award for Excellence for
Employers of Australian Apprentices 2008
(Northern Western Australia Region)



In Newman, Macmahon Contractors operates the Orebody 18 and Wheelarra iron ore mine sites. These operations engage 21 apprentices and trainees, more than half of whom are Indigenous.

McMahon's mining trainees are enrolled in a Certificate III in Metalliferous Open-Cut Mining. They rotate for two week blocks through different departments at the mine sites.

'This enables the trainees to gain first hand experience in all the facets of the industry and to make an educated decision about the career path they would like to follow,' says Macmahon's Apprentice Coordinator Jason Cullen.

'After the three month rotations, Macmahon discusses the career path with the trainees and help them choose corresponding electives.'

The apprentice coordinator and the community relations manager work closely to support trainees. Consistent with its commitment to provide job opportunities for young Indigenous people, Indigenous trainees are further supported through tailored programs to help them prepare for full time employment..

'The majority of Indigenous trainees in Newman complete the 14-week Indigenous Mining Skills Program before starting their traineeship,' Jason says.





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'This vocational course has been designed by Macmahon and partner BHP Billiton Iron Ore to assist young Indigenous people in overcoming barriers to being recruited into the mining industry.'

Many trainees then go on to gain additional trade skills by completing an apprenticeship with Mcmahon. As their skills grow, so does their confidence. Both Jason and Mcmahon's Community Liaison Manager build strong relationships with trainees and apprentices and provide mentoring and pastoral care.

'The apprentices and trainees know they can call me 24 hours a day, seven days a week,' Jason says. 'And they do!'

Macmahon also provides residential accommodation when needed, and covers all training and related travel and accommodation costs.

Through its tailored training programs and genuine, personal support for trainees and apprentices, Macmahon has maintained an apprenticeship completion rate of more than 90 per cent over the last 10 years.

