



Australian Government

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A training gold mine

Newcrest Mining Ltd—Cadia Valley Operations

Western New South Wales region



Forty-one Australian Apprentices are gaining a wealth of experience on the job at Newcrest Mining Ltd's Cadia Valley Operations.

Located near Orange in regional New South Wales, the mine is particularly attractive for young Australian Apprentices.

Australian Apprentice Master George Witty says Cadia Valley is unique.

'Where else do you have such a massive mine in a nice geographic location near a large city with great resources and facilities?' he asks.

A former TAFE director, George has been in the role for about 18 months and brings passion and training expertise to the company.

'The culture of learning that Newcrest Mining fosters is second to none that I've been involved in,' he says.

'There's a strong emphasis on comprehensive training from operator level right through. It's a continuum of the training requirements to get the best out of people and give them the best possible opportunities to advance in the company.

'It's not just the technical training that they're given, but leadership development programs, communication programs and project management training.'

The emphasis on training, coupled with the mine's location and above-award wages, means Cadia Valley Operations receives up to 900 applications every year for the 10 or more electrical and mechanical Australian Apprenticeships.

'We end up with the crème de la crème,' George says.

'We look for young people who have a demonstrated interest in the trade area they want to go into. We look for a good report from their school careers advisors, their referee reports and any VET subjects they've done at school. They also complete psychometric tests to help us understand their trade capacity and their potential in areas such as leadership and team work. Only then do we interview.'

Since introducing the program, all of Cadia Valley's Australian Apprentices have completed their qualification.

George says the recruitment process is an important part of this success.

'If you select good candidates and back that up with the right environment to learn and develop, then anyone with the right attitude and aptitude will thrive.'

He involves parents at every step of the process so they know their child will be safe and supported in the workplace.

'The organisation has total commitment to learning and development,' says Graham Draffin from Central West Community College Australian Apprenticeships Centre.

‘They don’t just consider the job the young person is working in, but their total career. They look at the big picture and are an absolute delight to work with.’

Newcrest Mining is proactive about offering extra training opportunities, particularly study beyond the compulsory competencies in an Australian Apprenticeship. And most Australian Apprentices take them up.

‘One of my apprentices who is now a fourth-year boilermaker has also started a degree in engineering that she’s studying part time. She’ll be eventually moved into an area where she can best develop her skills,’ George says.

And the most rewarding part of George’s role? ‘Seeing people achieve the best that they can, and seeing them being given every opportunity to develop,’ he says.

