

netts

National Energy Technician Training Scheme



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What is NETTS?

Introducing the National Energy Technician Training Scheme (NETTS): Building Tomorrow's Skilled Workforce.

The NETTS program is a groundbreaking collaboration between Programmed and leading WA energy companies including Santos, Shell, Woodside, Vermilion, INPEX, Jadestone, and Beach Energy.

The collaboration aims to cultivate a highly skilled and diverse workforce that will shape the future of the energy industry.

Here's how the NETTS program stands out from traditional apprenticeships:

Collaborative Learning: Partnering energy companies share their knowledge and expertise to provide apprentices with a well-rounded learning experience and exposure to their own sites and equipment.

Comprehensive Foundation Year: The first 12 months offer a structured learning environment away from the work site, equipping apprentices with essential skills and knowledge for both onshore and offshore roles.

All apprentices, regardless of their chosen trade, undergo the common foundation year that emphasizes critical skills and foundational knowledge.

Holistic Development: Beyond technical training, apprentices gain valuable life skills to help ease their transition from school to the workplace and many and varied secondment placements to broaden their workplace skills and credibility.

Strong Safety Culture: The program emphasizes safety, preparing apprentices for a successful and smooth career transition in energy industry.

Discover how the NETTS program is paving the way for the next generation of energy professionals.



The NETTS journey

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

Year 1

First year: Common foundation training (all trades)

Training conducted at ACEPT - 12 months Perth based, foundation units in Certificate II PMA and MEM and workplace experiences.

Year 2

Site experience on host facility

Working on host facility as part of the shift crew. Completing units of competency, familiarisation with facilities and site specific safety and operational training.



Instrument electrical

Specific training on site and at TAFE.



Mechanical fitting

Specific training on site and at TAFE.



Process plant operations

Specific training on site and at TAFE.

Year 3 and 4

Continue with site experience and trade specific training

Santos

Woodside

INPEX



Jadestone Energy

beach

Qualified tradespeople

NETTS trade pathways



Instrument electrical

- Duration** • 4 years
- Qualifications**
 - MEM31219 Certificate III in Engineering - Industrial Electrician
 - MEM40119 Certificate IV in Engineering (Instrumentation)
 - PMA 20120 Certificate II Process Plant Operations
- Experience**
 - Domestic and Commercial installation experience gained through trade placements in the metropolitan area
 - Placements include specialist instrumentation companies and process plants
- 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



Mechanical fitting

- Duration** • 4 years
- Qualifications**
 - MEM30219 Certificate III in Engineering - Mechanical Trade (Fitting)
 - PMA 20120 Certificate II Process Plant operations
- 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 Energy industry in addition to site-based fitting experience
 - 1 year of core skills training delivered with Instrumentation Electricians and Process Operators



Process plant operations

- Duration** • 4 years
- Qualifications**
 - MEM20105 Cert II Engineering
 - PMA 30120 Certificate III Process Plant Operations
- 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



Process plant operations traineeship supplementary workforce strategy

- Duration** • 2 years
- Qualifications**
 - PMA 30120 Certificate III Process Plant Operations
- Experience**
 - TAFE training in blocks with maximum site exposure and knowledge
- Differentiation**
 - Suitable for more mature applicants with trade skills, life experience or site exposure offered in 2 years with fast track options to supplement other apprentice workforce. Suits pre trade qualified or site exposed personnel.

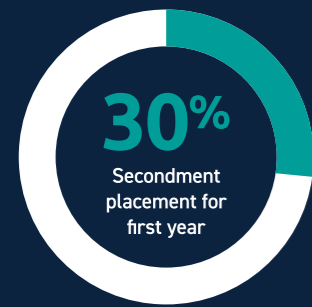
****Additional to NETTS Program****



What is included?

- Exposure to various sites across the energy industry and supplier contractor facilities.
- Comprehensive recruitment services encompassing the promotion and advocacy of careers within the Energy sector, with final selections made by industry stakeholders.
- Foundational training programs tailored to meet industry standards, specifically crafted for young professionals entering the Energy sector.
- Seamless coordination of training initiatives with active involvement from companies in shaping the curriculum.
- Continuous supervision, mentoring, and holistic support provided to apprentices and trainees.
- Extensive training modules covering technical aspects, safety protocols, essential life skills, and other requisites for a thriving career in the energy industry.
- Emphasis on instilling and nurturing a robust safety culture through education and guidance.
- Regular feedback loops from workplaces to ensure apprentices and trainees are acquiring relevant knowledge and skills, and progressing towards their career milestones.
- Access to a foundational training package developed by the Energy Industry, complemented by nationally recognized formal qualifications.
- Round-the-clock support services facilitated by Programmed's national organization, ensuring assistance is available at all times.
- Structured 12-month training period within a controlled environment to foster skill development and facilitate a seamless transition to remote workplaces.
- Continuous assessment and feedback mechanisms for apprentices, including comprehensive progress reports provided to hosting organizations.
- Participation in collaborative strategic planning meetings within the Energy sector.
- Facilitation of secondment opportunities for gaining additional workplace experience.
- Provision of supplementary tutoring for apprentices requiring extra support to thrive.

Secondments



NETTS partners with various companies across the metropolitan area to host apprentices. These companies, often involved in the supply chain for major energy operators, help apprentices expand their skills and knowledge before they transition to site work.

Apprentices at NETTS get to work with plant and equipment they might not encounter at their host companies. This exposure broadens their experience and prepares them better for their future roles.

The NETTS program allows apprentices to gain experience across different companies, offering them a wide range of process systems and products. For instance, apprentices might learn about cryogenics, domestic gas, onshore and offshore processing, and FLNG, regardless of their host company.

Through collaborations with third-party companies, NETTS provides apprentices with valuable industry experience at various onshore and offshore sites before they settle at their main host sites. This diverse experience is crucial for developing competent tradespeople who can work effectively with experienced professionals and build long-term careers in the energy sector.

The network and collaboration across different facilities also help share knowledge, leading to best practices and a safer workforce.

Site Placements



Diversity

Embracing Cultural and Gender Diversity in the Energy Industry through the NETTS Program.

In the dynamic landscape of the Energy Industry, diversity isn't just desirable – it's essential. In the NETTS Program, we recognise the transformative power of embracing cultural and gender diversity in the workforce. Leveraging off diverse perspectives helps to drive innovation, foster inclusivity, and shape a bright future for the Energy Sector.

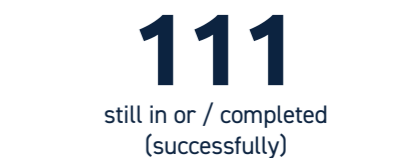
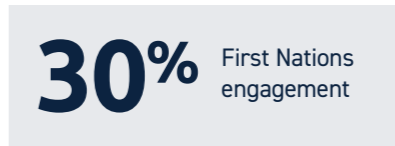
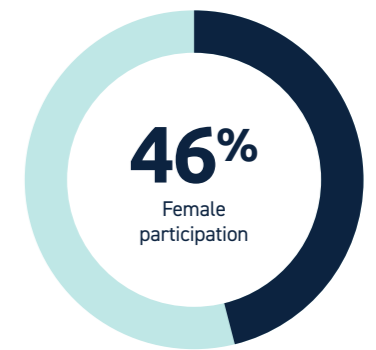
The NETTS Program is specifically designed as an entry pathway into the Energy Industry which requires no previous experience. This breaks down barriers and levels off the playing field for all individuals, regardless of their background. We provide opportunities for underrepresented groups to access high-quality training, mentorship and real career pathways.

Since its inaugural intake in 2016, the NETTS Program has proudly maintained an engagement level of over **30% First Nations Australians** and has averaged **46% female participation**.

This has led to:

- Diverse and inclusive cohorts fostering an environment of empathy, understanding and respect
- Building diverse role models by highlighting individuals from diverse backgrounds who have excelled in their apprenticeships
- Richer tapestry of ideas and perspectives, offering a more diverse approach to problem solving

The NETTS Program invites individuals from all backgrounds to join us in shaping a more inclusive and sustainable future workforce. We are committed to driving positive change and creating an environment in which everyone has the opportunity to thrive.



Apprentice testimonials



Daniel Davies

Daniel's journey into the Energy sector began early, fueled by a strong interest from his formative years in Karratha before relocating to Exmouth at the age of 8. His path intersected with the NETTS program during a presentation at his high school in Exmouth, where Daniel's determination and ambition caught the attention of the NETTS team.

Transitioning to Perth for the initial 12-month phase of his training, Daniel immersed himself in the safety protocols and fundamental principles of the energy industry at ACEPT TAFE. Through collaborative efforts with our electrical secondment companies, he gained exposure to various electrical domestic sites across Perth, honing his practical skills and knowledge.

A significant milestone in Daniel's apprenticeship was the opportunity to return to his hometown of Exmouth to complete his training, supported by both NETTS and his host company, Jadestone Energy. Daniel embraces the fly-in-fly-out lifestyle, relishing the opportunity to reconnect with loved ones during his time off. He indulges in activities such as camping, fishing, and boating amidst the natural splendour of Exmouth.

Daniel's tenure on the STAG platform underscores the robust learning environment of our apprenticeship program. He has become a proactive team member, earning the respect of his peers while actively participating in daily maintenance tasks under experienced mentors. Furthermore, Daniel has shown initiative by contributing to specialized instrumentation projects, driving efficiency enhancements. His journey exemplifies the growth opportunities available through our program, appealing to ambitious individuals in the energy sector.



Liam

Liam, a proud Yawuru Indigenous young man from the vibrant town of Broome, was introduced to the NETTS program through his school careers coordinator. Recognizing the program as a transformative opportunity, Liam eagerly embraced it and has since achieved remarkable success.

The NETTS program has been pivotal in advancing Liam's career, offering him invaluable experience and training. Throughout his apprenticeship, he has worked at various notable locations, including YGP, a gas plant near Wadeye, 403 kilometres south of Darwin, and Shell's Prelude facility, 475 kilometres off the coast of Broome. Each role has broadened his knowledge and skills, providing him with a well-rounded understanding of the energy sector.

Liam has consistently received outstanding feedback from his mentors and colleagues, reflecting his dedication and growth. This positive recognition underscores his commitment and the significant strides he has made in his field.

His journey exemplifies the profound impact of the NETTS program on his professional development. The comprehensive training and diverse experiences he has gained have been crucial to his advancement. Liam's success story highlights how NETTS supports apprentices in realising their full potential and plays a vital role in shaping a skilled and dynamic workforce. His progress underscores the program's essential role in opening doors and providing meaningful opportunities for growth and achievement.

Client testimonials



Ian Ritchie – SANTOS

"The NETTS apprenticeship program is a genuine asset to the Energy Industry. As an energy client that has been deeply involved in the program since its conception, I can attest to its unwavering commitment to diversity and inclusivity, providing unparalleled opportunities for young talents and individuals from diverse backgrounds to thrive in the energy industry. What sets this program apart is its collaborative nature, bringing together major energy companies to create a vast network of support and opportunities for the apprentices. The program is instrumental in building and developing the next generation of Santos employees, some of whom are already showing themselves to be valued Santos team members having graduated from the NETTS Program and accepted full-time roles within our organisation.

Here at Santos, we are proud to be part of a unique initiative that not only cultivates a safe and skilled workforce for the future but also fosters innovation and excellence in the energy sector. The program truly embodies the spirit of partnership, empowerment, and progress."

Bethany Clarke – NETTS 2016 Intake Alumni

Bethany Clarke embarked on her journey with the inaugural 2016 intake of the NETTS program, immersing herself in the Certificate III in Process Plant Operations apprenticeship. This pivotal choice laid the groundwork for her transformative path toward her current role, spotlighting the invaluable support and opportunities inherent in the NETTS program.

Throughout her apprenticeship, Beth refined her skills and bolstered her confidence through hands-on experience. With NETTS as her guiding force, she seamlessly transitioned into a full-time position at Shell, her dedication during training earning her the prestigious title of the 2020 Australian Apprentice of The Year.

Beth's completion of her NETTS apprenticeship in 2020 marked a significant milestone. Fast forward to 2024, after five years on the Shell Prelude project, she now finds herself fully engaged in an exhilarating new chapter: contributing to the commissioning of the Scarborough project with Woodside. This opportunity will see her relocating to China in September.

Simultaneously, Beth is on the brink of completing her Bachelor of Commerce, which she commenced in her second year of the NETTS program. It serves as a testament to her steadfast commitment to personal and professional growth. Her journey, from the inception of the NETTS program to this juncture, underscores its pivotal role in furnishing support and opportunities, empowering individuals like Beth to thrive and excel in the dynamic energy industry.



Collaboration

The NETTS program brings a collaborative approach to skill and knowledge sharing extends beyond individual host participants to encompass the entire industry. For instance, Santos may offer insights into isolation procedures, while Shell contributes expertise in process safety. This cross-pollination of knowledge ensures a comprehensive understanding across all part of the Energy sector.

Moreover, a unified recruitment effort benefits the industry as a whole by streamlining costs and time investments for individual companies. This collective approach not only promotes the industry but also showcases the diverse career opportunities it offers.

By pooling resources, the industry can provide valuable learning materials accessible to all new participants, thereby enhancing industry standards.

Examples of this would include Woodside's Flange Management Course, Shell's Resilience Building Program, and Santos' Safety Systems contribute to this shared knowledge pool, benefiting the entire sector.

Additionally, The NETTS program allows for secondments to various energy facilities offer apprentices and trainees the opportunity to broaden their experience beyond their host employers workplace . This arrangement allows individuals to gain valuable insights and skills while providing support to other facilities during operational challenges, such as workforce shortages or accommodation challenges.

Business focus

The apprenticeship program adopts a front-loaded training approach, strategically designed to minimize liabilities for hosts. By providing comprehensive training early in the apprenticeship, hosts can avoid exposing inexperienced individuals to hazardous environments. As apprentices transition to site placements, they arrive equipped with a solid understanding of site-specific systems, processes, and potential hazards. This familiarity not only enhances safety but also optimizes productivity, reducing the need for extensive off-site training during later years when apprentices become more proficient contributors to site operations.

Furthermore, the program emphasizes the sharing of skills and knowledge across the entire industry, transcending individual host participants. This collective effort elevates the overall skill set and experience within the industry, leading to a reduction in incidents, downtime, and financial losses

Notably, the program boasts high completion rates, surpassing both direct hire and national averages. Moreover, its commitment to diversity is remarkable, achieving levels that would be challenging to attain solely through upskilling existing workers.

A significant aspect of the program is in setting training and development standards. Led by a steering committee comprised of industry experts, the program establishes its own expectations, diverging from the traditional reliance on government training institutes catering to multiple industries simultaneously. This industry-led approach ensures that training aligns closely with industry needs and standards, fostering a workforce equipped to meet current and future challenges effectively.





Patrick Tierney

Addressing the energy industry apprenticeship and traineeship needs, Programmed Training Services offers customized development initiatives designed for both new entrants to the energy sector and individuals seeking to transition into industry roles. Our placements and programs are tailored to facilitate seamless integration into your existing workforce.

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