



# netts

**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, INPEX and BHP Petroleum – 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 apprentices are instilled with a safety culture that prepares them for a career in the oil and gas industry and ensures their smooth transition to the workplace.

## Apprentice locations

1. Perth-based secondments
2. Perth Basin
3. Santos – Devil Creek
4. BHP – Macedon
5. Woodside – Karratha Gas Plant
6. Vermillion – Wandoo B
7. Shell – Prelude
8. ENI – Yelcherr
9. INPEX – ILNG
10. ConocoPhillips – DLNG
11. Shell – OGC
12. Santos – Roma
13. Santos – Moomba



# The NETTS journey

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



# What are the NETTS trade pathways?



## 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
- 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
  - MEM40105 Cert IV Instrumentation
- 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

**98%**

apprentice retention rate

**48%**

of year 1 is formal training



# What is included?

- Exposure to multiple sites across the oil and gas industry and supplier contractor facilities.
- Recruitment is managed by Programmed with industry involvement in final selection.
- Fundamental training to industry standards specifically designed for young people with no industry experience.
- Coordination with RTO on training schedule, unit selection and training content.
- Ongoing supervision, mentoring and pastoral care.
- Design and implementation of life skills such as communications and conflict resolution training.
- Development of industry standard safety culture.
- Regular toolbox meetings, task observations and safety conversations.
- Industrial foundations training and trade specific training.
- Nationally recognised formal qualifications.
- Monitoring and performance reviews.
- Access to support services with the backing of Programmed's National organisation providing 24/7 coverage.
- Working on team projects and presentations.
- Apprentice feedback and review of progression, including reports back to host.
- Regular operational and strategic planning meetings.
- Coordination of secondment blocks to gain additional workplace experience.
- Provision of extra tuition for any apprentices requiring additional support.

# 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 enables apprentices to gain experience across multiple host company facilities. This provided exposure to a multitude process systems and variable end products. For example, all apprentices, regardless of their host, may have the opportunity to see the differences between cryogenics, domestic gas, onshore processing, offshore processing and FLNG.

Through the NETTS collaboration with 3rd party secondment companies, 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.

Currently in collaboration with over **25 secondment companies** to increase exposure



# 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 4 years. The NETTS Program currently consists of 48% female and 32% Indigenous participation, with over 29% 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.

Inaugural intake commenced **Feb 2016**

New starters are aged between **18 and 21**

**Over 29%** of apprentices are born overseas

**Annual** intakes since inception

**48% female** participation

**25 secondment** companies across Perth

**54 apprentices** currently in the program

**32% indigenous** participation

Placements at over **10 oil and gas** facilities nationally

# Apprentice profiles



## Brooke Rich

2nd Year Instrument Electrician

*Santos*

Brooke is confident 19 year old from Kalamunda who was taken on by Santos to be an Instrument Electrician. On an ATAR pathway at Willetton Senior School, with plans to be a school teacher she soon decided that a more hands on role would suit her skill set better. Brooke made the decision to study an electrical pre apprenticeship which only served to reinforce her choice to pursue a trade.

Now in her second year Brooke feels the NETTS program has given her a good foundation with skills and understanding in process operations. It also supports her long term career plans, as she feels being dual traded would be very beneficial for her career.

Brooke's secondments have ensured that she has spent time during the first year doing domestic installation on various sites for electrical companies; this is essential in giving her the requirements for her electrical license.

Brooke has an outgoing and bubbly personality, her performance in the first year has shown NETTS and her host company that there are many opportunities long term for her not only in the maintenance space.

Brooke is interested in building the profile of women in nontraditional trades and is integral in growing a network of female professionals in her discipline.



## Ellie Maskell

1st Year Process Plant Operator

*Woodside*

Ellie is an open-minded, hardworking first year Process Plant Apprentice for Woodside. Originally from the UK, Ellie has had the opportunity to travel and live around the world with her family. Ellie was lucky enough to relocate to South Korea for a four year placement and see some of the State's exciting LNG projects in construction before settling in Australia.

After finishing school, Ellie won a 'Women in Engineering' Scholarship; this small taster into the oil and gas world was enough to ensure confidence in the decision that a long term career in Operations was for her.

The first year of training has firmly grounded Ellie in the industry, reviewed and refreshed her engineering studies and seen her apply her knowledge to help others in the group. Ellie's placements whilst on secondment have opened her eyes to the opportunities that exist and given her some of the technical skills required in her role.

Ellie is committed to tackling gender stereotypes and looks forward to participating in an industry that is committed to closing the gender gap. Ellie feels passionate about an inclusive and accepting workforce that is dynamic and reactive to people's strengths and diversity.

Long term Ellie wants to become the best Process Operator she can with her eye on a university degree down the line.



## Sterling Winmar

4th Year Instrument Electrician

*Shell*

Sterling relocated from the country to take his place in the NETTS Program as an INLEC for Shell Australia. He belongs to the Balardong Language Group from Quairading, East of Perth. Sterling's hard working and positive attitude has set him up for success in the apprenticeship and he continues to be a role model in his community.

Fast approaching his final year as an NETTS apprentice Sterling's journey has seen him work in many metro secondment placements, gaining his installation hours for his Electrical License.

His onsite experience, to date, has been gained working for Upstream Solutions at their Yelcherr Gas Plant in the remote Northern Territory. He is an active team member in a busy environment and is held in high regard on site by the other trades. Sterling works with his mentors on daily corrective and preventative maintenance tasks and has also taken on specialist projects relating to the instrumentation identifying continuous improvements and efficiencies.

Sterling is preparing for his mobilisation to Prelude where he will join the INLEC team working on the world's first FLNG. The future looks bright for Sterling in his instrumentation career.

# What our partners say about us?

## Ian Ritchie

Competency Assurance Lead  
Santos

"We currently have seven NETTS production apprentices at Devil Creek and Varanus Island Gas Plants. As well as experiencing working life on a 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 Offshore Gas Production Platforms, Reindeer and John Brookes.

When first on site, 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.

The feeling from site is one of pride in being involved in the development of these bright young apprentices, and their progression into full time positions within our industry.

It is also pleasing to see the ongoing collaboration between Programmed and all the member companies, including Santos, Shell, Woodside, Inpex and Vermillion, to support the apprentice program and striving for continuous improvement.

We are looking forward to the next group of apprentices starting on our Santos facilities, 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 and fourth 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 fourth 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."



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# 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 Technician 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 fifth 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 Indigenous 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.
- To set 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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