

Programmed

Training Services



Work and Smile

Working life is a journey of growth and creation.

We all have big dreams,
and there are many different paths to success.

Thus, we need to make our own choices
from a range of diversified work opportunities.

Our vision is to enrich society
so that all work leads to lives of happiness.

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Work and Smile



General About us

As Australia's largest provider of trades and technical workforces, Programmed is proud to be nurturing the workforce of the future by delivering training services.

Programmed Training Services encompasses both a Group Training Organisation (GTO) and a Registered Training Organisation (RTO 110043). Leveraging a wide network of industry professionals, we collaborate to design tailored training programs that guide and mentor individuals throughout their Vocational Education and Training (VET) journey.

- ▶ Short courses
- ▶ Certificates I-IV
- ▶ Apprenticeships
- ▶ Traineeships
- ▶ Nationally accredited courses, qualifications and certificates
- ▶ Tailored training and mentoring programs

We provide customised training programs to meet specific workforce development needs that support and develop engaged, safe and productive apprentices and trainees from all walks of life.

Our skills development, mentoring and training programs develop 'all-rounders', which means our trainees and apprentices contribute to your workplace from the moment they start – while successfully building the skills and qualifications they need to become valued employees for life.

We oversee the recruitment, training and management of more than 2,500 trainees and apprentices, and more than 10,000 participants in training courses each year.



Programmed: A national leader in apprenticeships and traineeships

Programmed is a premier employer of apprentices and trainees across Australia, with over 20 years of experience and an impressive 90% completion rate – significantly outperforming the industry average of 58%. We are dedicated to supporting individuals as they embark on their career journeys, particularly within blue-collar industries. Apprenticeships and traineeships are vital in addressing skills shortages and closing the gap, representing the future of workforce development.



The importance of apprenticeships and traineeships:

Apprenticeships and traineeships are key to building a sustainable pipeline of skilled talent, enhancing both productivity and retention within industries. These programs offer a combination of practical, hands-on experience in the workplace and formal training through a Registered Training Organisation (RTO), culminating in a nationally recognised qualification at the vocational level.

What are apprenticeships and traineeships?

- ▶ **Apprenticeships:** Structured programs that provide the opportunity to learn a trade or skill from a qualified mentor while earning a salary. These programs typically last between 3-4 years.
- ▶ **Traineeships:** Similar to apprenticeships, but generally shorter in duration (1-3 years) with a focus on industry-specific skills.
- ▶ Both programs offer the chance to gain valuable workplace experience while pursuing professional qualifications, setting individuals up for long-term career development.



Why partner with Programmed?



When you partner with Programmed, you benefit from our proven approach to apprenticeships and traineeships:

- ▶ **Clear Alignment:** We work closely with clients to understand their specific requirements and tailor our programs to match.
- ▶ **Agility:** We adapt to the evolving needs of our clients, ensuring our solutions remain relevant and responsive.
- ▶ **Consistency:** Our business model is repeatable and effective, delivering quality results across diverse training disciplines and geographical locations.
- ▶ **Innovation:** We employ cutting-edge methods and technologies to enhance the experience for both our clients and their employees.
- ▶ **Risk Reduction:** Our “arms-length” engagement approach allows clients to assess candidate suitability before making long-term commitments.
- ▶ **Improved Retention:** The tenure associated with apprenticeships and traineeships fosters commitment and motivation, leading to higher retention rates.
- ▶ **Diversity & Inclusion:** We are proud to support successful pathway programs for First Nations people, women in non-traditional trades, youth, and mature-age individuals.
- ▶ **Pathway Development:** We create tailored development programs that encourage continuous growth and learning, ensuring employees thrive in a culture of progression and professional advancement.
- ▶ **Recruitment:** Our rigorous and comprehensive recruitment processes ensure that only high-quality candidates with a genuine commitment to their career path are selected.
- ▶ **Pastoral Care:** Our Field Advisors provide hands-on coaching, mentoring and support to apprentices and trainees, fostering successful completions and a positive, enriching learning experience.
- ▶ Nationally Recognised Vocational Qualifications ensuring relevance, alignment and value across industries and sectors.
- ▶ Upskill of existing workforce.
- ▶ Dedicated School based education pathway programs.

Industry Coverage

We offer apprenticeships and traineeships across a broad range of industries, including but not limited to:

- ▶ Building and Construction
- ▶ Engineering
- ▶ Telecommunications
- ▶ Mining
- ▶ Oil and Gas
- ▶ Manufacturing
- ▶ Transport and Logistics
- ▶ Rail
- ▶ Local and Federal Government
- ▶ Professionals
- ▶ Civil Construction

Occupational Outcomes

Our apprenticeships and traineeships prepare individuals for a variety of skilled roles, such as:

- ▶ Electrician
- ▶ Mechanical Fitter
- ▶ Mechanical Engineer
- ▶ Boilermaker
- ▶ Carpenter
- ▶ Plumber
- ▶ Mobile and Heavy Plant Mechanics
- ▶ Horticulturist
- ▶ Telecommunications Technician
- ▶ Civil Construction and Maintenance
- ▶ Warehouse Operator
- ▶ Business Administrators and Leaders
- ▶ Heavy Vehicle Truck Driver, and many more.
- ▶ Human Resources
- ▶ Marketing
- ▶ Workplace Health and Safety
- ▶ Financial Services
- ▶ Payroll
- ▶ Receptionists

Programmed RTO: Empowering careers through nationally recognised training

Programmed RTO is a leading training organisation accredited to deliver nationally recognised training across Australia. We are committed to providing exceptional vocational education and training services that adhere to the highest national standards and industry requirements.

At Programmed Skilled Workforce, our mission is to empower trainees to excel in their careers while supporting employers in building high-performing teams. Our focus goes beyond certification; we aim to develop a solid foundation of knowledge and skills that instills confidence in trainees and equips employers with a workforce ready for long-term success.

With a National presence in multiple regions, we offer accessible and locally tailored training solutions across all states and territories – ensuring our services meet the diverse needs of both learners and employers.

To accommodate various learning preferences and operational needs, Programmed RTO offers flexible delivery modes:

- ▶ **On-Site Training:** Customised programs delivered directly at the employer's location, seamlessly integrating with day-to-day operations.
- ▶ **Online Learning:** Flexible, self-paced modules accessible from anywhere, allowing learners to study at their convenience.
- ▶ **Blended Learning:** A combination of online and face-to-face training, providing a balanced approach that maximises the benefits of both methods.



Key benefits:

- ▶ **Learner-Centric Approach:** Tailored support with personalised coaching.
- ▶ **Practical Experience:** Real-world assessments in leadership and management roles.
- ▶ **Adaptability:** Flexible delivery incorporating work-based learning and assessments.
- ▶ **Industry-Relevant Skills:** Courses designed to meet current and future industry needs.
- ▶ **Employer Responsiveness:** Training programs aligned with the evolving demands of employers.

Programs we offer:

Nationally Accredited Qualifications:

- ▶ RII20220 - Certificate II in Surface Extraction Operations
- ▶ RII30120 - Certificate III in Surface Extraction Operations
- ▶ TLI30321 - Certificate III in Supply Chain Operations (Warehousing/Logistics)
- ▶ BSB30120 - Certificate III in Business
- ▶ BSB40120 - Certificate IV in Business
- ▶ BSB40520 - Certificate IV in Leadership and Management
- ▶ TLI31222 - Certificate III in Driving Operations*
- ▶ 11136NAT - Certificate II in Renewable Energy Pathways*

Programmed Skilled Workforce RTO is the leading provider of the RII30120 Certificate III in Surface Extraction Operations, delivering industry-recognised training and skills development across Australia.

Nationally Recognised Training:

- ▶ First Aid
- ▶ CPR
- ▶ White Card*
- ▶ Working Safely at Heights*
- ▶ Confined Space (Entry & Work), Standby, & Rescue*
- ▶ Chain of Responsibility (CoR)
- ▶ Manual Handling
- ▶ Forklift Operations
- ▶ Elevated Work Platform (EWP)*
- ▶ Pre-Employment Pathways (tailored to employer requirements)
- ▶ Start Smart Program (pathway for school-based learners)
- ▶ Low Voltage Rescue CPR*
- ▶ Standard 11 (QLD Black Coal Induction)

*Programs marked with an asterisk are coming soon.

For more information, email skilledgrouperto@programmed.com.au or visit training.gov.au/organisation/details/110043/summary

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 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.
- ▶ **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 emphasises safety, preparing apprentices for a successful and smooth career transition in the energy industry.

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

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



SKILLED FOR SUCCESS STORY

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 specialised instrumentation projects – driving efficiency enhancements. His journey exemplifies the growth opportunities available through our program, appealing to ambitious individuals in the energy sector.

Scholarship opportunities in the Defence Industry

The Defence Industry Internship and Graduate Scholarship Program (DIIGS) is designed to ensure a pipeline of skilled professional and para-professional workers in WA's defence industry.

Eligible graduates and students are encouraged to apply for the scholarships offered under three sub-programs:



'Taster' Work Integrated Learning (WIL) program

6 to 12 week placement and scholarship grant for first- and second-year university and higher-level vocational education and training (VET) students in a defence industry-related qualification;



Internship program

10 to 26 week placement and scholarship grant for university students or higher-level VET students who are normally in their last or second-last year of study in a defence industry-related qualification; and



Graduate program

one-year graduate placement and scholarship program for new or previous graduates who have attained a university or higher-level VET defence industry-related qualification.

Through Programmed Training Services, these programs provide first-hand practical experience with Defence Industry employers – and multiple positions are available.

Eligible qualifications relate to occupations including engineers, project managers, logistics-related personnel, technical officers, commercial management professionals, business and commerce, cyber and ICT professionals, and occupations that support a 'smart' Industry 4.0 defence industry workforce.

Eligible students and incentives:

- ▶ undertaking OR have recently completed a relevant/approved university or VET qualification
- ▶ resident in WA and an Australian citizen or have proof of permanent residency
- ▶ studying at a Team WA university (Curtin University, Murdoch University, Edith Cowan University or the University of Western Australia), or a WA TAFE college or WA-based private training provider

Eligible DIIGS employers and incentives:

- ▶ host employers must be located in WA and be an eligible WA defence industry organisation
- ▶ all placements must be according to the Fair Work Act 2009 requirements



Turning skills into success stories

Success.

For some it's difficult to define.

But for Programmed, we know exactly what it means.

For our people, success is nailing that first job and then having the confidence to go for the next.

For our customers, it's mobilising a skilled workforce to complete the project as safely and efficiently as possible.

For our communities, it's connecting local people to local employment opportunities so everyone thrives.

And for us? It's hard graft. A can-do attitude. Trust in your team. And anything but luck.

For over 70 years Programmed has supported employees, customers and communities with the skills they need.

Skills that help master a trade. That keep a site on track. And skills that build sustainable communities.

But most of all, skills that empower every single employee, customer and community to thrive and grow.



Skilled for success