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## Great Start for the THOMSON BRIDGE – TRANSGRID Apprenticeship Program

The innovative Thomson Bridge-TransGrid apprenticeship program had a great start during February 2020, with twelve apprentices commencing their training in Certificate III Transmission Overhead. The group represents a diverse

TransGrid. Thomson Bridge has combined their ESI learning design expertise with industry collaboration to provide an innovative, practical and sustainable Apprenticeship program.



workforce, with a wide variety of cultural backgrounds, ages and the inclusion of a female apprentice.

Representatives of Thomson Bridge and TransGrid welcomed and congratulated the apprentices, who come from several organisations, spending three weeks living and training together in Sydney. The balance of the program will include a blend of block release, self-paced learning, supported by webinars and on the job mentoring.

The program is the first training initiative under a Collaboration Agreement between Thomson Bridge and

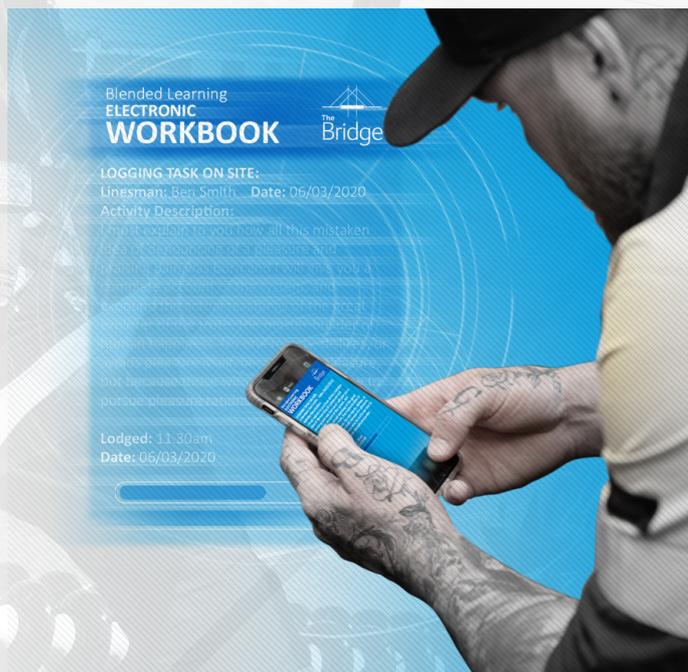
TransGrid has provided the use of their excellent training facilities to ensure that apprentices develop their skills using the facilities and tools of the industry. The program also draws on trainers from both organisations who contribute their depth of industry skills and experience.

This Apprenticeship is one of several initiatives planned for both new start and experienced workers, with tailored delivery and assessment methods in-line with the needs of the apprentice and their organisation.

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The collaboration is timed to meet workforce demands for the significant transmission infrastructure projects scheduled over the next decade, including the new electricity interconnector between New South Wales and South Australia.

While the Apprenticeship program is focused on technical skills, this format gives apprentices the opportunity to bond, forge relationships while developing self-management and communication skills, essentials for the modern workplace



environment. This approach ensures that the apprentices receive a broad understanding of the industry; form networks that can be sustained throughout their career and participate in contextual hands on experiences. When they return to their own roles, apprentices will be supported by industry mentors who will guide them through a range of on-the-job activities as well as social learning tools that foster collaboration.

An easily accessible logbook app will capture and validate work experiences and evidence, providing both the apprentice and their supervisors immediate visibility of course progress via their smart devices. This concept is designed to improve learner engagement, support social connections and enable mentor support. It will also make it easier for students to organise their own learning and develop the self-directed learning skills that are essential for their career.

The first three week training block has been completed with positive feedback from both participants and their employers. It is anticipated that the Thomson Bridge and TransGrid collaborative Apprenticeship model will result in strong apprenticeship completion rates.

Thomson Bridge will continue to engage with industry to build a learning evidence base that will inform future policy developments in education within the ESI industry.

**TransGrid** operates the major high voltage electricity transmission network in NSW and the ACT, connecting generators, distributors and major end users.

**Thomson Bridge** specialises in training services and advisory services for Electrical Networks and the Power Industry. They service the Transmission, Distribution and Rail networks, and Renewable and Thermal Generation and Infrastructure sectors. Thomson Bridge is an Australian owned, nationally Registered Training Organisation (RTO ID 40754) and operates in accordance with the rules and regulations of the Australian Skills Quality Authority (ASQA).