

2024 TASMANIAN TRAINING AWARDS SUMMARY & PROFILES







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About the Awards

The Tasmanian Training Awards are held annually and celebrate excellence in vocational education and training in Tasmania, recognising the individuals, employers, businesses and industries, trainers, and training providers who have achieved incredible successes in the past year.

Tasmanian award winners in aligned categories are nominated to represent Tasmania at the Australian Training Awards, which will be held in Canberra in December this year.

Individual categories

The **Apprentice of the Year Award** is presented to an individual who is undertaking an Apprenticeship and has been outstanding in all aspects of their trade.

The **Trainee of the Year Award** is presented to an individual who is undertaking a Traineeship and has been outstanding in all aspects of their training.

The **Vocational Student of the Year Award** recognises an outstanding student's achievements in a course of study leading to a nationally recognised qualification.

The **Aboriginal or Torres Strait Islander Student of the Year Award** recognises the achievement of a student who is undertaking an apprenticeship, traineeship or a course of study leading to a national qualification, and who has been outstanding in all aspects of their training and demonstrates the relevance of lifelong learning for themselves and their community.

The **School-based Apprentice or Trainee Award** is presented to a student who is undertaking a Certificate II or above qualification as a School-based Apprentice or Trainee. The award recognises the student's commitment to their formal studies at school, and in the workplace.

The **VET in Schools Student of the Year Award** is open to full-time year 10, 11 or 12 school students undertaking an accredited vocational education and training (VET) course that has a vocational placement component. The Award recognises the student's commitment to their formal studies and their VET course.

The **Equity Vocational Student of the Year Award** will be presented to a vocational student who has overcome significant barriers or disadvantage to complete their vocational education and training course.

The **Equity Apprentice/Trainee of the Year Award** will be presented to an Apprentice or Trainee who has overcome significant barriers or disadvantage to undertake their qualification.

The **VET Teacher/Trainer of the Year Award** recognises innovation and excellence by a vocational education and training (VET) teacher/trainer providing nationally recognised training to students at a registered training organisation (RTO), or in partnership with an RTO.

Business Awards

The Business Awards at the Tasmanian Training Awards recognise outstanding achievement by employers and organisations in the field of vocational education and training.

- Industry Collaboration Award
- Large Employer of the Year
- Small Employer of the Year
- Large Training Provider of the Year*
- Small Training Provider of the Year

* Note: not awarded in 2024



2024 Tasmanian Training Awards

Apprentice of the Year

Sponsored by TasTAFE



Benjamin Barker - WINNER ★

Certificate III in Heavy Commercial Vehicle
Mechanical Technology

Training Provider: TasTAFE

Employer: Veolia Environmental Services

Benjamin grew up around vehicles and developed a love of fixing cars from spending time with his grandfather, an influential mentor, who he said taught him about patience and attention to detail.

Benjamin has brought these skills and mindset into his Heavy Commercial Vehicle Mechanical Technology apprenticeship with environmental management company Veolia and has been recognised for his proactive approach in the workplace.



Rhys Holmes

Certificate III in Instrumentation and Control

Training Provider: TasTAFE

Employer: Incat Tasmania

Rhys started his apprenticeship in Instrumentation and Control with Incat in 2022 and through his hard work gained his qualification, while also supporting a new family and travelling north for his studies.

Since gaining his qualification, Rhys has worked on significant instrumentation systems during the ship builds, mentored current apprentices, and supported them with their course work, and has been involved in leadership opportunities for the company.



Cameron Direen

Certificate III in Carpentry

Training Provider: Tasmanian Building Group Apprenticeship Scheme

Employer: Fairbrother

Cameron started his apprenticeship with construction company Fairbrother straight out of year 10, with hope for a future in the building industry.

At just 20 years of age, he has already gained great experience having worked on multi-million dollar commercial projects and been involved from start to finish of projects during this time. Cameron has also been involved in the Rotary Youth Leadership Awards and is a nominee for the Master Builders Tasmania Apprentice of the Year.



Lachlan Geard

Certificate III in Electrotechnology Electrician

Training Provider: TasTAFE

Employer: Rio Tinto Bell Bay Aluminium

Lachlan swapped from a career in Teaching to Electrotechnology, recognising that his mathematical and problem-solving skills were a better fit for a trade. Since starting with Rio Tinto, Lachlan has completed his qualification, taken on leadership roles, been part of the site's first programmable logic controller (PLC) upgrades.

He was recognised for his leadership skills, sitting on the company's Apprentice Committee and Electrical Site Safety Committee and was named as Rio Tinto's 2024 Apprentice of the Year.

2024 Tasmanian Training Awards

Trainee of the Year

Sponsored by Federal Group



Federal Group



Imogen Tyers - WINNER ★

Certificate III Business

Training Provider: Work & Training

Employer: KEEN Partners hosted by Seasonal South

Imogen's traineeship with Seasonal South has provided her skills in business administration, operations management, and customer service and she has built a strong work ethic and the confidence to take on leadership roles.

Imogen supports Due South which provides wellness services for veterans and first responders. She has managed the back-end operations for the charity, running wellness courses, and is looking forward to contributing to its success in the future.



Hadi Rezaie

Certificate III in Dental Assisting

Training Provider: TasTAFE

Employer: Work & Training hosted by Oral Health Tasmania

Hadi has shown grit and determination to complete his Certificate III in Dental Assisting and says that the hard work to gain a role with Oral Health Service Tasmania has been worth it.

Moving to Australia in 2016, Hadi balanced study, alongside his traineeship, while also supporting his family, continuing to play soccer and working in a second job after hours. He is "grateful for the opportunity to make a difference in people's lives and I look forward to continuing my journey in this field."



Matthew Westwood

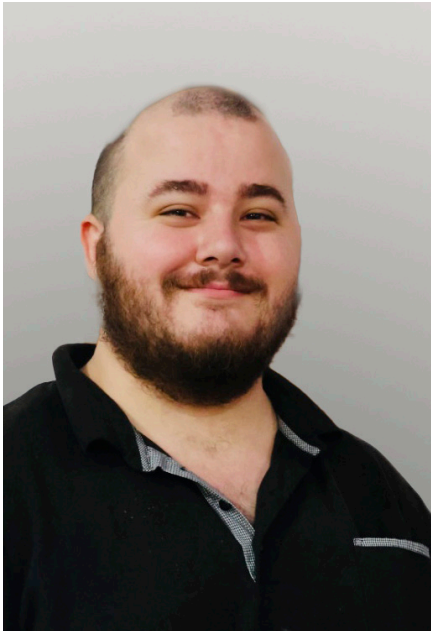
Certificate III in Horticulture

Training Provider: TasTAFE

Employer: Work & Training hosted by John Paul II Primary School

As a lover of landscaping and gardening, it was logical for Matthew to consider a traineeship in Horticulture. He has thrived at the John Paul II Catholic Primary School and he has developed skills and expertise to maintain the school's sports oval, gardens and vegetables patches.

He has also built trusted relationships with the school staff and gained a deeper understanding of planning and scheduling of works. He enjoys contributing to the school environment and being an advocate for traineeships.



Jakob Barrett

Certificate III in Business

Training Provider: Work & Training

Employer: RANT Arts

Jakob's Business traineeship has been transformational, providing an avenue into a sector which he was passionate about but previously hadn't been able to access.

Since commencing his traineeship, he has been involved in many projects and events including Reclaim-Devonport's signature youth week Tasmania event, has mentored artists, musicians and community-active individuals, led workshops on creative writing, social connection and youth empowerment and contributed to a significant number of local and international activities and events.

2024 Tasmanian Training Awards

Aboriginal and Torres Strait Islander of the Year



Sponsored by Mas



Harley Mansell - WINNER ★

Certificate III in Guiding

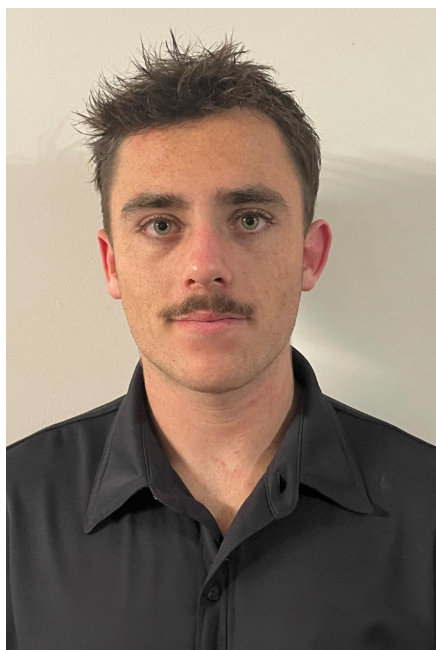
Training Provider: TasTAFE

Employer: wukalina Walk

pakana man Harley was working as a guide with wukalina Walk in 2022 when he decided to become a Lead Guide.

Since undertaking his course, Harley has become an advocate for TAFE studies, encouraging young community members to explore the options available to them.

He says going out on country is important to Aboriginal people and his course has allowed learning in the classroom and on country.



Jack Smith

Certificate II in Conservation and Ecosystem Management

Training Provider: TasTAFE

Employer: Circular Head Aboriginal Corporation

Jack Smith undertook his traineeship with the Circular Head Aboriginal Corporation starting as a school-based trainee in year 11.

Now in a full-time role, he loves empowering the local Indigenous community and providing knowledge to the community about indigenous heritage.

Jack works alongside the Culture Coordinator to provide cultural awareness sessions in schools, conducting smoking ceremonies, and On Country experiences on the land of the peerapper people.



2024 Tasmanian Training Awards

Vocational Student of the Year

Sponsored by Rotary Club of Deloraine



Andrew Bartlett - WINNER ★

Certificate III in Individual Support (Disability)

Training Provider: Avidity Training and Development

Employer: Possability

Just a few years ago Andrew would not have predicted he would be working as an advocate and Disability Support worker and being asked to step into a Team Leader role with his employer Possability.

Andrew had a challenging start and had to navigate personal life challenges. "Now" he says "I have the confidence to advocate for myself... My dream job would be to become an advocate for those at risk or that are fearful due to their circumstances and for those that feel that their voice is not heard."



Alyshia Arnold

Certificate III in Individual Support (Disability)

Training Provider: Work & Training

Employer: TLC First Support Services

Alyshia came to the disability support sector from a background as a chef and completed her Certificate III in 2023.

Inspired to make a career change so she could make a difference to people's lives, Alyshia has found the training and experience working for TLC First Support Services to be extremely rewarding.

She says the journey has enhanced her professional skills and contributed to her personal growth and development, allowing her to be more empathetic, patient, and dedicated to supporting individuals with disabilities.



Amanda Grubb

Advanced Diploma of Leadership and Management

Training Provider: Learning Partners

Amanda was introduced to the Advanced Diploma of Leadership and Management with the hope that the course would help to fill skill gaps and build personal confidence in her own capabilities.

Since completing the Diploma, Amanda says her team thrived with increased cohesion and performance. Amanda says her role as the positive 'spark' was crucial in this success, highlighting the importance of positivity and leadership grounded in solid management principles.



Benjamin O'Brien

Certificate III in Individual Support

Training Provider: Avidity Training and Development

Employer: Nexus Inc.

Benjamin was inspired to join the disability sector because of his experience of helping others. A friendly and outgoing person, Ben says he has enjoyed modelling positive behaviours in his role at Nexus to deeply engage clients and build their skills and confidence in social interactions.

He says that through his training he has realised that his natural ability to engage with people and his interest in psychology and neurodiversity has inspired him to better understand the impact for neurodiverse people in everyday life.

2024 Tasmanian Training Awards

School-based Apprentice or Trainee of the Year

Sponsored by MEGT



Aleira Chalker - WINNER ★

Hobart City High School Big Picture

Certificate IV in Business

Training Provider: Scala The Training Company

Employer: Legislative Council Hobart

Aleira has demonstrated amazing leadership through her school-based apprenticeship and was lucky enough to gain a role in the state government's Legislative Council.

She has learned an incredible amount through her Business course, presented at Tasmanian Youth Forums as well as taking internships at a number of organisations to boost her experience. More recently she advocated for the development of the Youth Drop-in Centre in Glenorchy and was a lead proponent in presenting the concept to the relevant Minister.



Eve Charlesworth

Hobart City High School

Certificate III in Patisserie

Training Provider: TasTAFE

Employer: Jean-Pascal Patisserie

Eve's dream of an apprenticeship in baking came true when she started a school-based apprenticeship at Jean-Pascale Patisserie in Hobart at the end of year 9.

It brought together her passions and she has enjoyed learning in the commercial kitchen environment, becoming part of the team and is proud of her ability to combine the demands of both. She is focused on maintaining her academic grades alongside her work, and is motivated, knowing she is working toward her future goals.



William Upston

Guilford Young College

Certificate III in Hospitality

Training Provider: Training Unlimited Pty Ltd

Employer: Hungry Jack's Glenorchy

At just 17 years of age, William found studying Hospitality through a school-based traineeship at Hungry Jacks brought him unexpected benefits.

William says helping others to understand the importance of food safety and work, health and safety has been incredibly rewarding for him and the traineeship has profoundly impacted William's career and personal development.

He is considering opportunities in management and says the experience has given him skills and confidence for a future in the hospitality industry.



Frankie Lewis

Tasmania E-School Northern Campus

Certificate III in Hospitality

Training Provider: TasTAFE

Employer: Bridport Bay Inn

Frankie has followed her passion into the hospitality industry as a school-based apprentice, working at the Bridport Bay Inn.

She says the experience has boosted her confidence and empowered her to excel at work and in personal endeavours and has allowed her to learn in other areas of business such as finance, marketing, and leadership.

She enjoys providing an amazing experience for guests and hopes to continue her studies into a Diploma of Hospitality Management.

2024 Tasmanian Training Awards

VET in Schools Student of the Year

Sponsored by TasTAFE



Connor Maguire - WINNER ★

Elizabeth College

Certificate II in Tourism

Training Provider: Department for Education, Children and Young People RTO

Connor has enjoyed his Tourism studies, which has extended his hospitality experience and given him skills for his future pathway in the outdoor tourism sector. Connor says his confidence and interpersonal skills have grown – “it has been a transformative experience.

It has provided me with practical skills, boosted my confidence, and shaped my career aspirations. My training and work placements have equipped me with the knowledge and abilities to excel in the outdoor tourism industry, and I look forward to applying these skills to engage and inspire others.”



Abby Curtain

Guilford Young College

Certificate II Automotive Vocational Preparation

Training Provider: Guilford Young College RTO

Abby Curtain's passion for cars and motorsport, and an inspiration to be involved with the Audi apprentice program, has inspired her to gain as much as she can from her Automotive Vocational Preparation course.

She gained experience at a local automotive business, has applied her learnings to preparation of her father's race car and plans to take part in a race car building event later this year which she says will improve her skills further.



Ashlea Harrison

Lilydale Farm School

Certificate II in Agriculture

Training Provider: Department for Education, Children and Young People RTO

Ashlea has thrived while studying her Agriculture qualification, developing practical skills including building, and maintaining fences for livestock management as well as water supply systems, treating weeds, and applying chemicals and cattle handling procedures.

Her training has combined her personal interests, coming from a farming family and has also helped give her a solid foundation in practical agricultural skills and problem-solving abilities needed for a career in agriculture.



Tais Hennekam

Hobart College

Certificate III in Screen and Media

Training Provider: Department for Education, Children and Young People RTO

Studying Screen and Media has provided an exciting pathway for Tais, who is planning a career in the media and entertainment industry.

Throughout the course Tais's understanding of the sector has increased and she has learned production, camera skills, cinematography, lighting, writing, and editing skills and deepened her knowledge of the industry.

She has her sights set on continuing her studies in media and has undertaken additional studies and activities to help her reach her goals.

2024 Tasmanian Training Awards

VET Teacher/Trainer of the Year



Sponsored by McConnell Dowell



Renee Hinds - WINNER ★

Department for Education, Children and
Young People RTO
at Don College

Since commencing as a VET teacher in Early Childhood Education and Care nine years ago, Renee has built the capability for Don College to deliver effective training for the sector.

This has included providing experience for students at the Devonport Community House's Playhouse and development of the College's playgroup into a fully operational childcare centre.

This has helped students gain the 160 hours of practical experience required to gain the qualification, while also elevating the visibility of the Early Childhood Education and Care sector.



Natasha Pursell

Department for Education, Children and Young People RTO
at Newstead College

Natasha is the VET Coordinator for Early Childhood Education and Care at Newstead College in Launceston.

In 2019 Natasha identified an opportunity for the College to expand into delivery of the Certificate III in Early Childhood Education and Care which would provide a chance for students to continue to learn onsite and provide an expanded offering for the College.

It has been hugely successful with 100% of students in the last three years gaining employment.



Lindy Crack

St Michaels Training

Lindy has been a trainer and assessor for more than 18 years, and at St Michael's Training, supports students to achieve qualifications in Disability and Individual Support.

Lindy brings an incredible amount of experience to her training and has built tools to support students who are learning remotely and to ensure training is inclusive for all individuals, regardless of their background, identity, or circumstances.

Outside her regular job, she is involved in Royal Lifesaving Tasmania and Guide Dogs Tasmania.



Mel Zotsch

Department for Education, Children and Young People RTO
at Claremont College

Mel brings her experience in inclusive education, early childhood education and care, and vocational training to her role as an educator in Childhood Services at Claremont College.

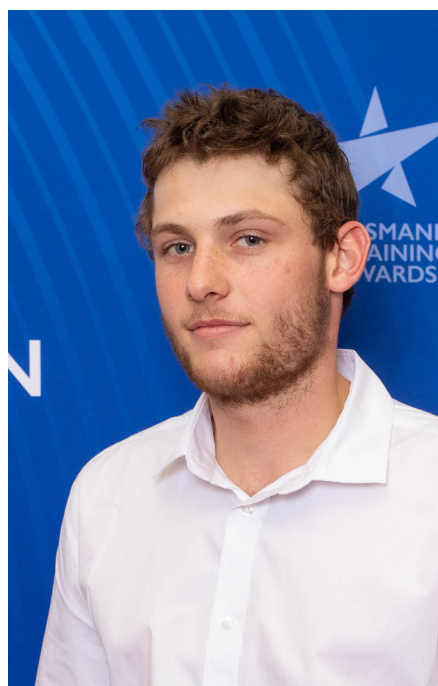
Mel has played a big role in connecting the College's curriculum with early childhood services, primary schools and family day care providers with the goal of providing the best possible experience for students.

Mel also supports 'high and additional needs' students which has provided her the ability to tailor learning to student needs.

2024 Tasmanian Training Awards

Equity Apprentice or Trainee of the Year

Sponsored by MEGT



Ryan Frosi - WINNER ★

Certificate III in Heavy Commercial Vehicle Mechanical Technology

Training Provider: TasTAFE

Employer: Vokes Mechanical and Engineering

Ryan's journey has taken him from disengaged school-student to supporting his father with the family's transport business.

Ryan's wonderful story started when his year 9 teacher realised Ryan's interests and helped him to overcome challenges and gain the skills he needed to consider undertaking a VET qualification.

This valuable support continued at TasTAFE which helped him gain his apprenticeship. Ryan hopes one day to take over his family's cattle carting business and is saving for his first home.



Iris Rimmer

Certificate III in Electrotechnology Electrician

Training Provider: TasTAFE

Employer: St Joseph Affordable Homes hosted by Degree C

Iris has overcome health challenges and discrimination as a female tradie to gain her Electrotechnology Electrician qualification.

Connecting with the Build Up Tassie program run by St Joseph Affordable Homes, the program which provides training and coaching for young people interested in entering the construction industry, was perfect for Iris. She has been inspired by her female coach at St Joseph and is well on her way in her apprenticeship, saying 'it has helped in every aspect, outside and inside of work'.



James Krushka

Certificate I in Supply Chain Operations

Training Provider: St Michaels Training

Employer: Self Help Workplace

James has achieved great results in his studies and work having completed both Horticulture and Supply Chain Operations qualifications.

James overcame some early challenges utilising the StudentWorks program at his school.

He has gained useful knowledge and completed courses relevant to his future, as well as gaining experience maintaining gardens and grounds at local golf clubs and businesses.

He hopes to be able to continue to build these skills and step into his own gardening business in the future.



2024 Tasmanian Training Awards

Equity Vocational Student of the Year



Sponsored by Work & Training



Jennie Garland - WINNER ★

Certificate III in Individual Support (Disability)

Training Provider: Avidity Training and Development

Employer: Possability

Throughout her school life Jennie was led to believe her options were limited and after she left school, and through her adult life, faced some twists and turns that dashed her confidence.

She decided to study Individual Support, with encouragement from her husband, family, friends and her grandson who said, 'I believe in you nanny'.

Today, Jennie is employed by Possability and has the important role of helping others and giving quality care to people.



Gloria Connelly

Retail Skill Set

Training Provider: St Michaels Training

Employer: Vincent Industries

Gloria has been an employee of Vincent Industries for 45 years. Gloria recently completed a Retail Skill Set to assist her in her role.

Starting in 1979, Gloria has contributed to Vincent Industries in various roles and has also studied warehousing, transport and logistics, manual handling, workplace literacy and numeracy. Gloria has gained skills that she says has helped her serve in the canteen and work in the kitchen.

She is looking forward to retirement but says she still has some work to do at Vincent Industries.



Fadia Alasaad

Certificate III in Individual Support (Disability)

Training Provider: Work & Training

Full-time student

Fadia had her sights set on gaining her qualification so she could help other people, support her family and be assured of a positive life in Tasmania.

Her journey has been a tough one, from a war-affected country to Tasmania, overcoming challenges of learning English, while looking after her family.

She is thankful to her trainers, her friends and husband for their support and has achieved her study goals and built her confidence. She is looking forward to using her skills to help people with disability and, in the future, having her broader family join her here in Tasmania.



Cameron Latham

Certificate II in Retail Cosmetics

Training Provider: Department for Education, Children and Young People RTO at Elizabeth College

Cameron has proven a determination to succeed, working toward a goal of becoming a hairdressing apprentice and owning their own business, by stepping into Retail Cosmetics qualification at Elizabeth College.

Cameron says they have felt more confident communicating with a wider range of people and has formed a plan for the future with the hope of gaining a hairdressing apprenticeship and studying at TasTAFE in the coming years.



Keira West

Certificate II in Hospitality

Training Provider: Department for Education, Children and Young People RTO at Rosny College

Keira knew that a pathway into the hospitality industry was exactly what she needed when she was considering her future. Since commencing her qualifications, Keira has found that the teamwork and the experiences of working with, and relying on, others has broadened her own experience, reinforced her career direction and improved her confidence.

She is looking forward to continuing in the sector and hopes to gain more experience in cafés like Hamlet, as well as an apprenticeship in the future.



Adelaide Madden

Certificate III in Health Service Assistance

Training Provider: Department for Education, Children and Young People RTO at Hobart College

Adelaide's determination to pursue a career in nursing was dealt a setback in her first year of college, when she developed a medical condition that saw her lose the ability to walk.

Adelaide overcame the challenges of how to get around campus and had to adapt her learning where she faced physical challenges.

Leaning on her teachers, friends and family, Adelaide completed her qualification and is planning to head into the workforce at the end of college, then to university to commence a Bachelor of Nursing.



2024 Tasmanian Training Awards



Small Training Provider of the Year

Sponsored by BUSY At Work



ATHENA

Athena Training Academy, Hobart - WINNER ★

Athena Training Academy is passionate about transforming learners' lives. Providing opportunities, skills, knowledge, and individual adjustments ensures learners gain confidence and thrive in their chosen industry.

Operating for 19 years, Athena is proudly Tasmanian-owned and operated, and our organisational values reflect the passion and commitment of our team-diversity and inclusion, humility, teamwork, collaboration, and innovation.

At Athena, we understand that every learner is unique. We adopt a learner-led training approach to deliver nationally accredited qualifications, skill sets and tailored non-accredited courses.

Extensive value-add components empower our learners, ensuring they are exposed to real-life environments, resulting in obtaining positions in their chosen industries.

With a focus on innovation and values-based progression, we aim to provide training to a greater proportion of individuals facing disadvantage, alongside expanding tailored training for organisations, to ensure community growth and create genuine, positive outcomes.



St Michaels Training, Launceston



St Michaels Training is a specialist Tasmanian RTO operating exclusively in the Disability Sector.

It is a not-for-profit organisation delivering highly contextualised and supportive training for people with disability and for those either seeking to or who are working in the disability sector.

St Michaels vision is to achieve excellence by supporting diversity for people with disability and those working in the Disability Sector as Support Workers.

It does this by providing quality customised training programs that impact learners' growth and development, allowing them to maximise their potential.

By tailoring training programs to meet individual needs and preferences, St Michaels has enhanced engagement, motivation, and the overall learning outcomes for their learners.

The key to the success of its programs is the expertise, passion, and commitment of their trainers.

St Michaels Trainers have extensive experience in the disability sector and play a crucial role in imparting knowledge, motivating learners, and creating positive learning environments.

2024 Tasmanian Training Awards

Large Employer of the Year



Sponsored by Tasmanian Chamber of Commerce and Industry



Nexus Inc, Dowsing Point - WINNER ★

Nexus is a Tasmanian NDIS registered disability support provider working with a wide range of people, including those with acquired disabilities, cognitive or developmental difficulties, autism, behavioural issues, and complex health needs.

We understand that investing in our staff through relevant, sustainable and ongoing training is essential to achieving our mission of supporting Tasmanians with disability to live the life they choose.

Our staff undergoes mandatory training for daily support as well as additional training programs specific to clients they work with including training in Autism, Trauma Informed Support, Epilepsy, and Complex Care.

By tailoring our training, we are ensuring that client needs are continually met, and staff feel supported and appropriately trained to do their job.

We know that a 'one size fits all' approach to support is ineffective. Through appropriate training, our team provides personalised and effective support leading to higher levels of client, family and staff satisfaction.





Incat Tasmania, Derwent Park

Operating since 1983, Incat Tasmania is a family-owned company and global leader in the design and construction of aluminium passenger and vehicle ferries. Located in Hobart, Tasmania, Incat is the largest commercial shipyard in Australia, boasting five construction halls and over 70,000 square meters of undercover production area.

In recent years, Incat has shifted its focus from traditional diesel ships to environmentally friendly vessels and is currently constructing the world's largest electric ferry for delivery to South America in 2025.

We believe in investing in our people and, as the largest single-site employer of apprentices in Tasmania, we currently have around 450 employees across our shipyard operations. Our commitment to providing the best training and career development opportunities has been recognised with awards such as the 2023 Australia's Best Managed Companies and 2022 Large Employer of the Year.

Our comprehensive training programs ensure a highly skilled workforce, driving innovation and excellence in our shipbuilding projects.



Tassal, Hobart

Tassal is the largest vertically-integrated seafood producer in Australia. With more than 35 years' experience in aquaculture, our passion drives our commitment to meet the growing market and customer demand for healthy, sustainable and nutritious food. We believe in sustainably produced food, through responsibly harnessing our precious water resources and playing our part in ensuring a prosperous, healthy planet for future generations. Tassal is recognised as the Australian aquaculture leader.

Accelerate is an intensive six-week training program (averaging 228 hours over the six-week program), in a controlled environment. The six-week program is a combination of Registered Training Organisation certified units and internal, Tassal specific, modules.

Participants also undergo a Tassal Way week which includes short sessions, with experts from within our business, to give new employees a foundational understanding of our entire operation from egg to plate.



Vos Construction and Joinery, Western Junction

Vos Construction and Joinery is a Tasmanian family owned and operated commercial building company, delivering incredible projects for clients for over 37 years.

Vos is made up of five services specialising in construction activities. Three commercial construction business units across Tasmania with the additional business units of joinery, benchtops, glazing and shopfitting.

Vos is driven by its 'RISQ Values' (Relationships, Integrity, Safety & Quality). These values blend into our strategic and operational activities and form a strong platform to deliver positive outcomes for our people and clients.

Our goal is to be the best developer of people, not only to benefit the company, but also to enhance personal success.

We are proud of our training and development achievements, offering a variety of customised programs, from leadership and management to apprentice programs.



2024 Tasmanian Training Awards

Small Employer of the Year

Sponsored by Tasmanian Chamber of Commerce and Industry

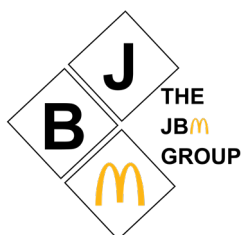


Howrah Plumbing - WINNER ★

Howrah Plumbing provides comprehensive plumbing services to Southern Tasmania. We have employed more than 150 Apprentices and Trainees and value our commitment to training for the future.

We encourage our Plumbers to continue their training and enter the Cert IV program through TasTAFE and encourage our Senior Leadership Team to progress their careers through training.

This year we commenced our Apprentice Mentoring Program which provides not only another layer of support but instils confidence in our apprentices to speak up if they're struggling with tasks and learn from our Senior Plumbers.



JBM Group – McDonalds' Rosny Park, Sorell and Howrah

At JBM Group, we take immense pride in the comprehensive training we offer our team, ensuring not only their success within our organisation but also supporting their future endeavours.

We recognize that training and development are the bedrock of any thriving business. We firmly believe that the right mentoring and training cultivate strong leaders for the future.

By offering the Retail Certificate II/III program to our employees, we demonstrate our commitment to their professional growth and provide an innovative approach to learning within our stores.



Carlton Street Child Care

Carlton Street Early Learning commenced in 2021 with the purchase of Rainbow Child Care and Early Learning. Carlton Street Early Learning is a Tasmanian business specialising in small family focused centres.

In the past three years Carlton Street Early Learning has added Gaia's Nest, Sandy Bay Early Learning, Glen Dhu Children's Services and Tiny Tackers Children's Centre to their portfolio.

Carlton Street Early Learning is committed to ensuring that small stand-alone centres are preserved and do not lose their identity. All the centres have retained their philosophies and ways of operating whilst having an expanded level of coaching, mentoring and development for their staff.

Carlton Street Early Learning use relationships with children, families, community and each other as the basis to support every child's learning. All our centres have their own philosophies and operate independently whilst also receiving support from management and the other centre leadership teams.

Carlton Street Early Learning is committed to building the early learning workforce and supporting their training and development once on the job.



Temtrol Technologies

Established over 25 years ago, Temtrol Technologies Pty Ltd is a Tasmanian company deeply embedded in George Town's industrial sector. Privately owned and operated, Temtrol specialises in delivering exceptional industrial electrical contracting services, with a strong emphasis on optical fibre solutions and sensor product manufacturing.

At Temtrol, our commitment to continuous improvement is at the core of our operational philosophy. We are dedicated to consistently meeting the evolving needs of our clients and nurturing our team's development.

Management at Temtrol is actively engaged in sourcing and providing comprehensive training programs. These initiatives empower our team members to excel in their current roles and prepare for future opportunities within the company.

While our training framework is structured to ensure compliance with industry standards, we recognise and embrace the unique strengths of each team member, fostering a personalized approach wherever feasible.

2024 Tasmanian Training Awards

Industry Collaboration Award

Bethlehem House

SERVICES FOR THE HOMELESS

Bethlehem House - WINNER ★

Civil Job Start

Bethlehem House and MAX Employment worked together to deliver employability program opportunities with the goal of transitioning residents into employment and in turn, independent living. The first-time partnership worked with a targeted cohort of candidates that are experiencing significant barriers, predominately, homelessness.

Through the project, six partners contributed to the outcomes, with funding secured through state, federal and private channels. The Bethlehem House Civil Job Start program commenced in May 2024.

MAX and Civil Contractors Federation Tasmania collaborated to provide training under the High Vis Army Initiative by Tasmanian State Government. The program has achieved great outcomes to date including employment, obtaining licenses, mental health support plus an overall positive impact on confidence and independence.

The purpose of running the course onsite at Bethlehem House was to increase levels of engagement by removing potential barriers including transport, low motivation and mental health issues, all relevant factors that impact a person's ability to consistently attend training that increase their opportunities of employment.

Parties to the collaboration: Bethlehem House; MAX Solutions; Civil Contractors Federation of Tasmania; Order of St John of Jerusalem; Knights Hospitaller-Australasia Tasmanian Priory; Link Resources: Hobart and Southern Tasmania Employment Facilitator.





TasTAFE

Civil Job Ready Program

The Civil Job Ready program is a partnership between TasTAFE and the Civil Contractors Federation Tasmania (CCFT). It was developed from a shared commitment to address skills shortages in Tasmania's civil construction industry and build a skilled workforce to support major projects and programs such as the High Vis Army.

The organisations collaborated to develop an industry endorsed, practical and supportive pre-vocational pathway that provided real employment outcomes in the civil construction industry.

TasTAFE provided accredited training contextualised to the local industry, while CCFT delivered non-accredited training, sourced industry experts and arranged work placements for participants.

Tailored mentoring and support has ensured the success of a diverse cohort of participants including long-term unemployed, migrant job seekers and those with literacy and numeracy challenges.

Sixty-seven participants took part in seven Civil Job Ready Programs with 100 per cent completing the program. 72 per cent of participants went on to find employment in a relevant industry.



Southcentral Workforce Network – Brighton Council

SWN Hospitality Program

SWN Hospitality Ready is an experience-based program which evolved from consultation with industry to provide work ready employees to the hospitality sector.

Hospitality businesses provided feedback relating to their minimum requirements when employing new staff which formed the platform for the project.

Training providers, industry participants, suppliers and work placement venues were engaged to provide course content. Each organisation made their own unique contribution to the program with some providers developing new content specifically for the course.

From 34 applicants, eight participants were chosen to take part in an eight-week program which focussed on accredited training required by industry, and repetitive skill-set training to build capability.

At the completion of the program, 14 offers of employment were received by seven of the eight participants which was a direct result of the support and training received during the program.

Parties to the collaboration: Network Gaming; Tea Tree Hall; TasTAFE; Callington Mill; Brighton Hotel; CTST-Area Connect; All About Tranquil; Haere'mai House; Richmond Arms Hotel; Crown Hotel Pontville; Risdon Brook Hotel; Huntington Tavern; Campania Bar & Bistro; Brighton Council-SWN.



Carlton Street Early Learning Centre

Early Learning Pathways Program

Carlton Street Early Learning is a Tasmanian business specialising in small family focused centres. Carlton Street Early Learning services include Rainbow Child Care and Early Learning, Gaia's Nest, Sandy Bay Early Learning, Glen Dhu Children's Services and Tiny Tackers Children's Centre.

The single most pressing issue facing the Early Childhood Education (ECE) sector Australia-wide right now is the critical workforce shortage of qualified educators.

After conversations between industry groups, training organisations specialising in ECE training and a number of early childhood education centres, certain barriers to employment as an ECE educator were identified.

The Carlton Street Early Learning Management Team developed entry level programs that would support a new pipeline of educators into the sector.

Carlton Street Early Learning has collaborated with MEGT, Workforce Australia Providers, DEWR, Australian Child Care Alliance, SCALA, MEGT and other early learning providers to deliver a number of programs.

As a result of the first three programs 26 new trainees have been employed and there will be quarterly programs run to ensure this pipeline continues.

The Australian Childcare Alliance is utilising the Tasmanian materials/model to roll out the same program in Victoria.

Parties to the collaboration: Carlton Street Early Learning Centre; Foresight Training; MEGT.

2024 Tasmanian Training Awards Special Awards



2024 Trevor Leo Medal winner - Mike Frost

The Trevor Leo Medal is presented to an individual (or organisation) who has made an outstanding contribution to vocational education and training in Tasmania over a sustained period. The Award is named in honour of Trevor Leo who made an enormous contribution to Tasmania's and Australia's education and training sector for over 50 years.

This year's recipient Mike Frost is a deserving winner of the medal. Mike established his place as a leading voice advocating for all aspects of school-based VET in Tasmania and beyond based on his 30-year involvement in establishing its place in senior school curriculum and operations. He has been an advocate for VET and has shaped vocational education and training over this time and been at the forefront of embedding VET in Schools programs within secondary education.



Lance Barnard Award Winner - Hadi Rezaie

The Lance Barnard Memorial Award is presented to an apprentice or trainee employed in Tasmania under Group Training arrangements. The award is specifically given for encouragement and recognition of excellence. It is presented by the Apprenticeship Employment Network Tasmania in recognition of contribution and service to the Group Training movement by the Honourable Lance Barnard AO, former Deputy Prime Minister of Australia

Hadi Rezaie accepted the Lance Barnard Award on the night, in recognition of his commitment to his studies in the Certificate III in Dental Assisting, with training provider TasTAFE. Work & Training hosted by Oral Health Tasmania. Hadi has showed determination to complete his Certificate III in Dental Assisting and says that the hard work to gain a role with Oral Health Service Tasmania has been worth it.

2024 TASMANIAN TRAINING AWARDS GALA PRESENTATION









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