

INDUSTRY *Today*



Celebrating women in industry
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Setting up for the future
SOCIALS PAGES 20 and 21



Hands up for careers

By Khrysti Balanay

Rockhampton students participated in a 'speed careers' event hosted by the National Association of Women in Construction.

[Read the full story on page 3](#)

Careers supercharged

Gladstone is set to supercharge jobs with a \$45 million Queensland SuperGrid Training Centre and Transmission Hub unveiled by Powerlink Queensland on Monday, 29 May.

The hub has been set up in the Central Queensland Renewable Energy Zone (QREZ) and will assist in delivering many regional future transmission projects.

It will allow energy workers to be upskilled each year in various areas, including high-voltage technical training.

[Full story page 5](#)

Get behind wheel of an electric car

Hundreds more Australian rideshare drivers will be encouraged to get behind the wheel of an electric car after the federal government pledged \$20 million for a vehicle subscription startup. The funding for Splend will allow the company to offer an additional 500 electric vehicles to Australian rideshare drivers this year and accelerate the firm's expansion beyond Sydney.

The announcement comes one week after Uber launched its electric vehicle service in Australia.

[Full story page 6](#)

Green boost

The largest investment in green hydrogen in the nation's history has been announced for Gladstone.

The \$117 million project will finalise the development stage of the Central Queensland Hydrogen (CQ-H2) Project, which will initially involve the installation of up to 640 MW of electrolyzers to produce hydrogen for commercial operations commencing in 2028.

The hydrogen production facility will produce gaseous renewable hydrogen that will be purchased by off-takers and converted to renewable ammonia and liquefied hydrogen for export.

The facility will initially produce 200 tonnes per day (tpd) of hydrogen and ramp up in 200 tpd increments as additional offtake agreements are secured, with full scale anticipated to be 800 tpd for commercial operations in 2031.

The study will also investigate the development of a hydrogen liquefaction facility based at the Port of Gladstone that will produce 400 tpd of liquefied hydrogen for export by the end of 2030.

A consortium of companies from Australia, Japan and Singapore has been formed to leverage the specialist expertise provided by each of the partners across the hydrogen production supply chain.

Along with Stanwell, the consortium members include Iwatani Corporation (Iwatani), Kansai Electric Power Company (Kansai), Keppel Infrastructure (Keppel) and Marubeni Corporation (Marubeni).

Stanwell and a number of consortium members completed a feasibility study for the project in June 2022, which received \$2.16 million in ARENA funding and showed the project is technically feasible and could be commercially viable with appropriate government support in the initial phases.

The FEED study will leverage the outcomes of the feasibility study to develop the preferred technical, commercial and social requirements for the project to enable a final investment decision, and eventual construction and commissioning.

The project is uniquely placed to explore the potential of a large-scale renewable hy-

drogen production facility that could be used to decarbonise Gladstone's existing industrial base and create an export industry.

Member for Gladstone Glenn Butcher said the sooner the current FEED phase gets done, the sooner the government can get to an investment decision.

"This project will deliver over 4000 jobs for local workers in the Central Queensland region," Mr Butcher said.

"It's good to see all levels of government investing now to make sure this project gets off the ground, including local Council."

ARENA CEO Darren Miller said Australia is well positioned to capitalise on export opportunities to Asia, however, unlocking it will require the rapid development of substantial hydrogen production and export facilities at a globally cost-competitive price point.

"Stanwell's project represents a near-term renewable hydrogen production opportunity at a globally significant scale," Mr Miller said.

[Continued page 4](#)

Testing as training goes VR

New tech-advanced training methods for construction workers have been tested in an Australia-first study into the effectiveness of training delivered using virtual reality.

The three-year project involved a partnership of leading researchers from Queensland University of Technology (QUT), Construction Skills Queensland (CSQ) and Next World Enterprise, with support from several registered training operators.

It is the first study in Australia to assess the effectiveness of construction training delivered via VR as compared to conventional (face-to-face) training methods.

[Full story page 7](#)

Students tradies for a day

A unique educational experience delivered by the Queensland Minerals and Energy Academy (QMEA) has bridged the gap between textbooks and tangible skills as Year 10 students excitedly embraced the world of trades.

Thanks to local mining company Coronado Global Resources, about 20 enthusiastic Blackwater State High School students picked up some handy new trade skills at the popular ‘Tradies for a Day Program’ on Wednesday, 31 May.

Blackwater State High School Principal, Mrs Rebecca Vitale said Tradies for a Day was a valuable learning experience for students on the precipice of selecting their subjects for Years 11 and 12.

“The session was a powerful reminder of the pivotal role trade professionals play in shaping our world, and the immense pride that comes with mastering a craft,” Mrs Vitale said.

“Workshops like this help our young men and women make informed decisions about their tertiary pathways and shine a light on the vocational opportunities awaiting them after school. We hope this immersive experience has ignited their passion for trades and armed them with valuable new life-long professional skills.”

Coronado Global Resources Chief People and Sustainability Officer, Ms Emma Pollard said the workshop was a fantastic way for students to get a taste for what exciting opportunities are on offer in trades.

Our Curragh Mine is part of the fabric of the Blackwater community, and we want these students to see there are rewarding career opportunities in their hometown,” Ms Pollard said.

“We’re extremely proud of our partnership with the QMEA which is helping our industry, and the Central Queensland community build a sustainable local talent pipeline.”

QRC Director of Skills, Education and Diversity, Ms Katrina-Lee Jones said students worked under the guidance of experienced apprentices and tradespeople from Coronado Global Resources’ Curragh Mine as they tried out various trade activities like engineering measurement, welding principles, auto electrics, pneumatics and engineering drawing.

“Queensland’s world-class resources and energy sector employs some of the most skilled and high paid trade professionals, and an enduring skills demand means there has never been a better time for the next generation to consider a rewarding career in mining,” Ms Jones said.

“Our program allows students to benefit from hands-on experience in the safety and comfort of their own classroom, and the seamless integration with theoretical knowledge means they’re drawing personal connections between classroom learning and an industry operating in their backyard.”



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More than 50 positions in nine locations

The call is now out for Queenslanders and Territorians to ‘start something big’ with one of the largest global Caterpillar (Cat) dealers, Hastings Deering, by applying for its 2024 apprenticeship intake.

With more than 50 positions available across nine locations, apprenticeship places are open for engine reconditioning, auto electricians, electrical fitter mechanics, boilermakers, diesel fitters, and mechanical fitters. Peter Rigbye, Hastings Deering General Manager - People and Culture said as a Registered Training Organisation (RTO), Hastings Deering is more than just an employer.

“Our vested interest in supporting our apprentices to achieve nationally recognised trade qualifications doesn’t stop with a promising career across a range of industries,” he said. “Many leaders in our business started as apprentices, which speaks

to the value of our program, career path opportunities, and the culture which is embedded throughout Hastings Deering.”

With more than 600 apprentices successfully completing training with Hastings Deering in just the last ten years, Mr Rigbye said the intakes have become increasingly more competitive, so prospective candidates should get their applications in soon.

“Our apprentices are always in good company, all coming with different skills, genders, backgrounds and experiences—whether they are coming from high school or a mature age apprentice transitioning into a trade,” he said. “When we talk about starting ‘something big’ at Hastings Deering, we are speaking directly to our core objectives of giving our people the resources to build relationships, growth opportunities and flexibility that suits their lifestyle.” As well

as starting a promising career with one of the most recognisable and trusted brands in Australia, Hastings Deering apprentices are provided with full-time paid positions and paired with ‘buddies’ to help support them through their first year. The business’ four-year competency-based program has earned them consistent recognition in reputable awards programs, such as the Queensland Training Awards. Hastings Deering’s training program combines workplace-based hands-on training combined with formal learning through Hastings Deering RTO at the purpose-built training facility, the Hastings Deering Learning Centre. The 50-plus positions are available across Alice Springs, Brisbane, Cairns, Darwin, Mackay, Mt Isa, Rockhampton, Toowoomba, and Townsville. Applications for the 2024 intake close on 25 June 2023, with successful candidates commencing training in February next year.

Delay for power station tipped to make prices rise

By Khrysti Balanay

Plans to bring the Callide C Power Station units C3 and C4 back online have been pushed back to 2024, with wholesale power prices expected to rise due to the delay.

CS Energy who owns Callide C in a joint venture (JV) with Genuity and operates Callide C on behalf of the JV, had released the revised dates for the units on 30 May.

Initially, C3 was set to return on 30 September, but the revised date indicates the unit will return at 50 per cent capacity from 7 January 2024.

Unit C4 was scheduled to be operational on 31 October but will now be at 50 per cent capacity from 19 May 2024.

In May 2021, a fire caused widespread damage to the Callide Power Station and left many Queensland homes without power.

Acting CEO Andrew Varvari acknowledged that the joint venture owned Callide C generating units had not been good enough and must be improved.

“CS Energy is acutely aware of the importance of reliable generation from coal-fired generators such as the Callide C Power Station, particularly at a time of high gas and coal prices and with reducing coal generation across the energy sector,” Mr Varvari said.



Return to service dates for Callide C Power Station units C3 and C4 have been delayed until 2024. Picture: SUPPLIED

“We have been working with the Administrators of IG Power to progress the safe and timely return to service of the Callide C units and are doing everything we can to have the units safely back up and running as soon as possible.”

Deputy Premier Steven Miles also expressed his disappointment with the delay.

“The delay will increase wholesale power

prices, but there is not a direct link between wholesale prices and retail prices that households will pay,” he said.

Minister for Energy, Renewables and Hydrogen Mick de Brenni said the State is working closely with CS Energy to bring all units back online as soon as possible.

In an interview with Sky Regional News, Nationals leader David Littleproud said in sit-

uations like this, “someone always has to pay.”

“It demonstrates the fragility of our energy system because of this reckless race to 82 per cent of renewables by 2030 without a structured strategy that takes into account contingencies that’ll be required for repairs to damage from Callide,” he said.

“Even though they’re saying that retail prices won’t [rise], the wholesalers will. That means that business will bear that cost, and they’ll pass that on to you.”

Work on demolishing the C3 cooling tower began in early May, with nine cells demolished and will be followed by the demolition of the C4 cooling tower.

“The demolition and rebuild of the C3 and C4 cooling towers, and the subsequent re-commissioning of the units, is a highly complex project, further complicated by our JV partner being in an Administration process,” Mr Varvari said.

“We have completed the bulk of the rebuild works on Unit C4 following the incident in May 2021 and introduced improvements to make the site safer.

“New management is in place in key areas of the business to improve the performance of the Callide C units along with a targeted maintenance program and an independent review of our asset management plans and practices for all of our thermal units.”

Students in need of speed

By Khrysti Balanay

Students interested in pursuing a career in various trade industries could speak with experts in the field at a special “speed career” event.

National Association of Women in Construction (NAWIC) Queensland project coordinator Carol Pease organised the event at CQUniversity on Tuesday, 6 June.

“We have been doing this for the past three years,” Ms Pease said.

“We are based in Brisbane, so we travel up to Rockhampton, then Townsville and Cairns.

“The event is focused on students interested in pursuing a career in the construction industry.

“We invite role models, successful women in various trades, to speak with the students about their experiences.

“The role models share their personal stories and how to get started in the industry.

“It’s like speed dating, but for trades.”

Trade representatives at the speed career event included plumbing, locksmithing, scaffolding and boilermaking.

“We also have Construction Skills Queensland Paul Tydd who spoke with the girls about CSQ,” Ms Pease said.

“We also have MEGT, who help the girls with apprenticeships and training.

“We emphasise the importance of absorbing everything they learn, asking questions and taking the handout pamphlets home.



Students had the opportunity to explore trades at National Association of Women in Construction’s ‘speed career’ event.

“We also stress that while they should choose a pathway, they can always change it in the future.

“Our goal is to empower students with the knowledge to help them succeed.”

Ms Pease said she has been proud to see the program grow over the past few years.

“Last year, we had only 10 students attending, but this year, we are pleased to have 28 students,” she said.

“We are receiving positive feedback from schools, and they are eager to participate.

“It is not only schools interested but other industries, like the Catholic Career Pathways, who support our program. We are delighted to receive such backing.”

For more information on NAWIC, visit their website at <https://nawic.com.au/>.



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Member for Gladstone Glenn Butcher said it was exciting another major industry set its sights on Gladstone.
Picture: SUPPLIED



Queensland Treasurer and Minister for Trade and Investment Cameron Dick.
Picture: JONO SEARLE/AAP

Green light for Gladstone

By Khrysti Balanay

Gladstone could receive a green light from Singaporean infrastructure giant Keppel and Incitec Pivot to build a green ammonia production facility in the area following investigations.

It is part of the plan to make Queensland a renewable energy powerhouse as Keppel announced its Memorandum of Understanding with Incitec Pivot on Friday, 26 May.

Treasurer and Minister for Trade and Investment Cameron Dick met with executives at Keppel as part of his trade mission to Sin-

gapore in September last year and then with Keppel Infrastructure Division CEO Cindy Lim in Brisbane in March this year.

Keppel and Incitec Pivot will continue to work closely with the Queensland Government to explore all essential infrastructure, licenses and approvals.

“Keppel’s strong track record in developing and operating large-scale energy and environmental infrastructure combined with the expertise and experience of our esteemed partners will enable us to produce, store and transport green hydrogen and ammonia in

a safe, scalable and cost-competitive manner for end-users in Australia, Singapore and globally,” Keppel Infrastructure Division CEO Cindy Lim said.

“Operating in a hard-to-abate sector means we need to be more creative to address the challenges and opportunities of climate change,” Incitec Pivot Managing Director and CEO Jeanne Johns said.

“This innovative international partnership with Keppel is one of several decarbonisation projects we are progressing as part of our Ambition to be Net Zero by 2050.”

Member for Gladstone Glenn Butcher said it was exciting another major industry set its sights on Gladstone.

“Gladstone has fast become the engine room of renewable energy production in Queensland.

“Aside from vast economic benefit, the potential for good, secure jobs will support locals into the future.” The Queensland hydrogen industry could support more than 8,900 new jobs at its peak, deliver \$17.2 billion in hydrogen exports, and \$12.4 billion to Queensland’s Gross State Product over its 30-year life.

Green hydrogen boost massive investment in our area

From page 1

“The development of a renewable hydrogen hub in Gladstone could help decarbonise heavy industrial facilities in the region and create an export supply chain between Australia and Japan and Singapore.

Green hydrogen is set to offer significant applications in decarbonising heavy haulage, shipping, aviation, and manufacturing industries.

Stanwell CEO Michael O’Rourke said they are immensely grateful for the continued support that ARENA has provided to the CQ-H2 project.

“Their support has been instrumental in getting us to this important point, and this funding will be a vital foundation for the next steps of this journey on which we continue to move forward together – empowering Australia’s hydrogen economy,”

Mr O’Rourke said.

“We are proud to be leading the CQ-H2 project with our partners, which demonstrates our commitment to driving the development of Queensland’s hydrogen industry and other new technologies.

The project is expected to create almost 9,000 jobs and over \$17.2 billion in hydrogen exports over its 30-year life.

The Australian Renewable Energy Agency (ARENA) will provide \$20M in funding, while \$15M will be provided from the Palaszczuk Government and the remainder \$81.8 million from consortium partners passionate about green hydrogen.

Queensland Premier, Annastacia Palaszczuk said will ensure Queensland has more cheaper, cleaner renewable energy to power our businesses and homes.

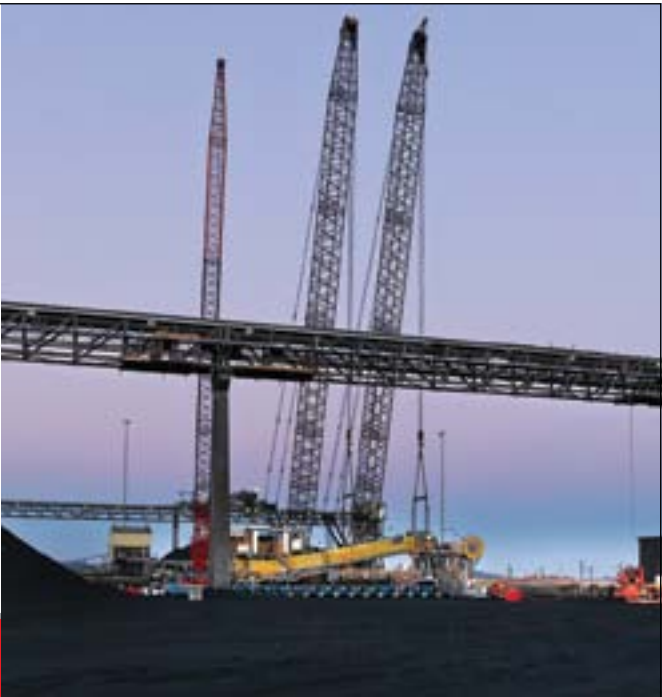
Artist Impression of the Stanwell CQ-H2 Project.



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Jobs to be supercharged

By Khrysti Balanay

Gladstone is set to supercharge jobs with a \$45 million Queensland SuperGrid Training Centre and Transmission Hub unveiled by Powerlink Queensland on Monday, 29 May.

The hub has been set up in the Central Queensland Renewable Energy Zone (QREZ) and will assist in delivering many regional future transmission projects.

It will allow energy workers to be upskilled each year in various areas, including high-voltage technical training.

Member for Gladstone Glenn Butcher said he was delighted to have Queensland's first hub located in Gladstone.

"It will provide a significant boost for local employment and training opportunities with more than 90 jobs expected to be based at the facility over the next 10 years," he said.

"The investment will provide tangible and practical job opportunities for our local people as we gear up to expand the skills and resources available to deliver the Queensland Energy and Jobs Plan."

Gladstone Region mayor Matt Burnett attended the facilities opening, saying the hub will bring more industry to Gladstone's doorstep.

Energy, Renewables and Hydrogen Minister Mick de Brenni said facilities like this help bring the Queensland Energy and Jobs Plan to life.

"Building the SuperGrid is key to unlocking 100,000 new jobs in energy generation, green hydrogen, critical minerals mining and battery manufacturing, so everything we see happening in this busy region is essentially driving the clean energy industrial revolution," he said.



Queensland's SuperGrid Training Centre and Transmission Hub has officially opened in Gladstone. Picture: SUPPLIED

Sojitz Blue banks on M-Block approval for future

Public comment is open on Sojitz Blue's expansion plans to extend the life of the Gregory Crinum Mine.

A Public Environment Report into the plans to mine M-Block, a 2441.3-hectare mining lease directly east of the existing mine complex, has been released as part of the approvals process.

Sojitz Blue has publicly stated that the Gregory Crinum Mine will close if approval is not granted to mine M-Block.

The expansion application was lodged under the Environment Protection and Biodiversity Conservation Act on 20 December, 2021.

On 23 February, it was decided that further assessment was required as the action had the potential to have a significant impact on matters of national environmental significance.

Mining of M-Block for hard coking coal will use conventional open-cut mining methods for the first three years, before going underground where workings will be located at a depth of up to 370m.

The underground component will utilise the bord and pillar mining method, with the report noting subsidence was not anticipated.

M-Block is located immediately norther-east of Kestrel Mine and is 4km from Oak Creek Mine.

It has been used for cattle grazing and cropping.

The matters of national environmental significance encompass the presence of Brigalow and Natural Grasslands of the Central Highlands and northern Fitzroy Basin being



Coal reserves are quickly being depleted at the Gregory Crinum Mine which is looking to its M-Block mining lease to secure its future.

discovered on the site. Both are classified as Threatened Ecological Communities under the EPBC Act.

King Bluegrass, a threatened flora species, was also identified.

Threatened fauna species known to use key habitat areas on the site were identified as the short-beaked Echidna and Squatter Pigeon.

Sojitz has stated that within 12 months of approvals, it will legally secure three chosen offset sites, all located in the Gregory Crinum mining lease.

Sojitz recently gained council approval for the part-closure and privatisation of 6.695km of Lilyvale Road to progress planning for mining of M-Block.

In its report to the council, the company said the existing mine would close and 400 jobs would be lost if in-principal agreement was denied at local and state government levels.

"The continued operation of Gregory Crinum Mine is dependent on the expansion of operations beyond the current J-Block," the report stated.

"Not undertaking this expansion would result in the closure of the mine at the end of 2023.

"If Gregory Crinum Mine was to stop that would put 400 direct jobs currently into jeopardy, and we expect this number to increase to over 600 jobs in the next few years if our current life of mine plan is realised."

When mining of M-Block begins, coal would be hauled on a newly constructed road that would cross Lilyvale Road to the coal handling preparation plant in place at Gregory Crinum.

The road closure is yet to be approved by the State Department of Resources.

More information on the M-Block PER at sojitzblue.com.au

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First steps for regional container hub become reality

Gladstone Ports Corporation (GPC) and ANL have signalled the start of their new partnership, welcoming the ANL Kokoda as she made her inaugural call to port in May.

As the lead carrier for the CMA CGM Group in Oceania, ANL's start of the APR service into Gladstone is an exciting milestone for the port, community and wider region.

GPC CEO Craig Haymes said the partnership announcement was a significant step towards making Gladstone the port of choice for containerised cargo in Central Queensland, and furthermore, would allow regional industries to save on transport and associated logistics costs.

"The importance of direct connections into key regional ports is critical as we look to the future," Mr Haymes said.

"Growth in containerised cargo has enormous potential for job growth and flow on

economic advantages to the Gladstone community and wider CQ regions.

"We are fully committed to developing and improving the container trade and providing excellent service to our customers, to support future growth in CQ."

Already since ANL's APR service started, it has increased from an initial monthly service to a fortnightly service, providing great advantages for cargo owners in the region.

GPC Executive General Manager for Trade and Development, Ashley Dinning said the announcement last week with ANL further highlights the port's potential to develop into a regional container hub – right here in Central Queensland.

"There are so many opportunities for GPC on the horizon, and we are delighted to be partnering with ANL," Mr Dinning said.

"This is a key first step in our expansion

into new and emerging commodities.

"We are launching a highly efficient operation right here in CQ, with all the associated advantages for the region," he added.

"We have an abundance of land and are currently talking to a number of proponents about developing a warehousing precinct, known as DistriPark, which would cater to cold storage and warehousing facilities.

"The land we have is both on dock, or near dock, which is ideal for an efficient container terminal," he said.

"Customers who are seeking to grow their already significant container freight task will provide the building blocks for operations in the future and we look forward to working with all of them."

GPC looked forward to working with ANL going forward to further develop this service into the future.



ANL's Kokoda berthed at Gladstone Ports Corporation's Auckland Point Terminal for the first time.
Picture: SUPPLIED

EV rideshares encouraged

By Jennifer Dudley-Nicholson, AAP

Hundreds more Australian rideshare drivers will be encouraged to get behind the wheel of an electric car after the federal government pledged \$20 million for a vehicle subscription startup.

The funding for Splend will allow the company to offer an additional 500 electric vehicles to Australian rideshare drivers this year and accelerate the firm's expansion beyond Sydney.

The announcement comes one week after Uber launched its electric vehicle service in Australia.

The \$20 million investment will be the first from the Clean Energy Finance Corporation to target rideshare drivers.

The corporation's chief executive, Ian Learmonth, said that cohort had the potential to make a significant impact on transport emissions.

Australian drivers typically cover 11,000km in their cars each year, but rideshare drivers average between 50,000 and 60,000km.

"Due to the significant distance that rideshare vehicles travel, transitioning this fleet to EVs marks a significant opportunity to cut transport emissions," Mr Learmonth said.

"This is an exciting change to the way Australians can enjoy the convenience of rideshare services while having a real impact towards achieving zero emissions in our transport sector."

Splend chief executive Chris King told AAP the country could cut transport emissions faster by helping professional drivers swap vehicles and the investment would be used to offer a bigger range of models.

"We think we're going at a good pace, but EVs are expensive – it's no secret – and the financial support will enable us to go a bit faster and price vehicles at a more attractive rate

than we otherwise could," he said.

"By the end of the year, we hope to branch out to key markets in Australia outside Sydney – we'll be bringing forward our plans."

Splend initially offered 500 Polestar 2 vehicles on subscription to Sydney rideshare drivers, but Mr King said the company would add another 500 vehicles to its fleet.

Energy Minister Chris Bowen said the investment would build on other incentives, such as the fringe benefits tax cut, to ensure more new vehicle purchases were electric.

"By encouraging more EVs in rideshare fleets, we'll be able to reduce transport emissions in Australia," he said.

"Fleets make up around half of all vehicle sales, so this initiative is a big deal as well as boosting the market for second-hand EVs."

Under the terms of the investment, Splend will provide information about battery performance and second-hand vehicle sales to the Clean Energy Finance Corporation to be shared with fleet operators.

Uber Australia general manager Dom Taylor welcomed the government's investment and said the rideshare giant looked forward to more policies to encourage manufacturers to bring more zero-emissions vehicles to the country.

"We hope to see this momentum build and the next step is for the government to introduce a robust fuel-efficiency standard that will bring Australia in line with our global counterparts," he said.

The funding announcement came during the first meeting of the Parliamentary Friends of Electric Vehicles and Future Fuels Transport group outside Parliament House in Canberra.

The group, co-chaired by Labor's Michelle Ananda-Rajah and independent Monique Ryan, includes more than 30 MPs and has pledged to hold public events to support Australia's move to electric transport.



Energy Minister Chris Bowen says encouraging more EVs in rideshare fleets will reduce emissions.
Picture: MICK TSIKAS/AAP

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Tech transforms training

New tech-advanced training methods for construction workers have been tested in an Australia-first study into the effectiveness of training delivered using virtual reality.

The three-year project involved a partnership of leading researchers from Queensland University of Technology (QUT), Construction Skills Queensland (CSQ) and Next World Enterprise, with support from several registered training operators.

It is the first study in Australia to assess the effectiveness of construction training delivered via VR as compared to conventional (face-to-face) training methods.

Researchers tested the outcomes from a 'Working safely at heights' course delivered via a custom-built VR simulation and compared these with the same training delivered via traditional means.

The study showed VR training outcomes were comparable with traditional training for most questions when tested directly after training, with traditional training moderately more effective.

However, at a re-test after one month, retained learnings through VR were comparable with retained learnings from face-to-face training.

Construction Skills Queensland (CSQ) CEO Brett Schimming said the study suggests VR may present a viable additional delivery method in future construction training.

"Technological advances are changing the face of all industries, and construction is no different - CSQ is interested in understanding how these changes may flow through - both to new skill requirements and new approaches to the delivery of training," Mr Schimming said.

"The outcomes of the study provide an interesting case for training providers to further investigate emerging training technologies - CSQ will be keenly watching the commercial response to the research from here.



Worker tests out a 'working safely at heights' courses via a virtual simulation. Pictures: SUPPLIED



VR has been proven as a successful engagement tool.

"Safety will remain paramount in all construction training conversations, including considering the introduction of VR into the current training industry/"

Lead QUT researcher, Associate Professor Kate Thompson, said the study returned some interesting insights about VR training in a construction setting as it did not rely on previous experience with VR.

"Around 60 per cent of the VR trainees had never used the technology before, but this VR experience provided them with a safe environment to learn in their own time," she said.

"They could practise skills as many times as they liked before progressing to the next stage.

"It is a really exciting area to be researching as not all VR training environments are the same."

Associate Professor Thompson said an exciting outcome included the establishment of guidelines to help people start developing VR environments that could be effective in training and skills development.

Michael O'Reilly, a behavioural scientist and founder of VR training company Next World, has seen a rapid take up of VR for workplace training in recent years. With application across all industries and international markets.

"The real beauty of VR is that we can put people into simulated unsafe situations in order to help them understand why the safety standards exist, but we can do so safely. That creates a level of comprehension and emotional connection that leads to positive behavioural change," he said.

"One significant implication of this study is that we can reduce learning duration with the addition of VR without compromising learning outcomes. That is a game-changer!"

"Workplace training is increasingly blended, and VR is taking its place alongside the other modes. More and more it is being seen as a preferred option because of its power in learning outcome generation."

CSQ is not new to the use of VR in an education setting - it currently runs a popular program in schools giving students an interactive VR experience of a construction worksite.

"The use of VR has proven to be a successful vehicle for us as an engagement tool where our goal is to pique the interest of students in learning more about construction careers," Mr Schimming said.

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Career talks spark Year 10s

A wave of inspiration swept through Gladstone earlier this month as a group of 80 ambitious Year 10 students from local high schools participated in an eye-opening resources and energy sector careers talk.

The event was delivered by the Queensland Minerals and Energy Academy (QMEA), the education arm of the Queensland Resources Council (QRC).

With support from ConocoPhillips Australia, the downstream operator of Australia Pacific LNG (APLNG), the event gave students from Toolooa, Gladstone, Tannum Sands, and Calliope state high schools, and Chanel College the opportunity to hear first-hand from industry representatives from diverse technical backgrounds.

QRC Director of Skills, Education and Diversity, Ms Katrina-Lee Jones said this session aims to provide invaluable insights from experienced resources sector professionals to guide students on their potential career paths while showcasing the many exciting jobs for science, technology, engineering, and maths (STEM), and trade enthusiasts.

“These students are at an important stage of their educational journey and will soon be choosing subjects for their final years of senior school,” Ms Jones said.

“Delivering an engaging educational experience like this plays a critical role in helping students make informed decisions about their tertiary pathways and life after school.”

Manager of Communities and Sustainable Development at ConocoPhillips Australia, Mr Robert Gibb said interacting with industry experts allowed students to not only enhance



Students enjoyed a visit to Gladstone Regional Council's chambers earlier this month.

Pictures: QMEA

their awareness of a local sector, but also forge connections within the talent pipeline, fostering essential skills such as networking and communication.

“The cohort listened to career talks by accomplished professionals from APLNG and Gladstone Regional Council as they rotated in groups between Gladstone Engineering Alliance's headquarters and Gladstone Regional Council's building,” Mr Gibb said.

“They then headed over to the Central Queensland University campus where they rotated through four exciting activities at the STEM Hub before wrapping up the day with

some professional development and team building tasks.

“The benefits of this career-oriented event today extended beyond traditional knowledge sharing, and encompassed valuable practical STEM activities that mirror real-world situations.”

Gladstone State High School Principal, Mr Garry Goltz said in addition to bolstering their tangible STEM skills, today's experience also allowed students to further develop their professional capabilities like collaboration, planning, continuous improvement, and problem-solving.



The cohort listened to career talks by industry professionals from APLNG in Gladstone.

“As educators, our role is to bridge the gap between classroom learning and practical application, and this session connected the STEM curriculum with local job opportunities in an industry that plays an integral part of Gladstone's community,” Mr Goltz said.

“These enterprising young minds were astounded by the multitude of rewarding career possibilities in their hometown, and the fascinating technology that makes these roles so exciting like the virtual reality goggles that allowed them to see APLNG's operational site from the safety of their classroom, or the Lego EV3 robots that simulated autonomous vehicles used to remotely inspect pipelines.”

As Australia's largest and most successful industry-led education and schools initiative, the QMEA seeks to broaden student and teacher knowledge of career opportunities in resources.

CQ'S BEST

Q&A

with David Taylor

What is your position, and how long have you been in this role?

I have been a supervisor at JRT for about a year.

What is your favourite part about your job?

Learning every day.

Why did you decide to pursue this career pathway?

My family was in a similar industry.

Can you explain how you got into this career?

It happened to be a chance meeting with JRT owner Jason Thomasson at a Capras game. I was heading on a different path, and we got talking and asked what he did, and I thought that was something I wanted to do.

What did you want to be when you were younger?

A football player.

What is the best piece of advice you have ever received?

It has nothing to do with work or football, but it was from Wayne Bennett when I was 21 and found out I was having a baby. He said, “Anyone can have a kid, it takes a real man to become a father.”



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Steve Schravenmade, David Cook and Marcus Vycke.



Corey Smith and Danny Carr.

Industry takes to Yeppoon

Industry professionals gathered in Yeppoon at The Alley for the first time. Attendees had the opportunity to network, showcase their business and highlight how they can provide assistance to other attendees. See the photos from CQ Today's Peter Lynch here.



Matt Nipperess, Brad Bryant, Mick Guinane and Levi Appleton.



Corey Smith and Danny Carr.



Mark Gwynne and Emily Pardon.



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Money, money, money ...



Container partnership for Gladstone
Last month Gladstone Ports Corporation (GPC) announced their partnership with ANL, to commence container trade through the port of Gladstone, which they see as the first step to becoming the next major container terminal on the east coast of Australia.

The announcement highlighted GPC's potential to bring further several benefits to the local economy.

Job opportunities are expected, not only within port operations but also ancillary industries and businesses who attract additional investment and increased demand to the region.

It is important to note however, that jobs growth will depend on several factors, including scale of operations, market demand and the extent to which local labour is utilised.

Potential job creation needs to be balanced against potential environmental and social impacts, to ensure sustainable development in the region.

National Unemployment rate nudges up
According to data released by the ABS in May, the national unemployment rate rose to 3.7 per cent in April, up 0.1 per cent on the prior month.

Seasonally adjusted hours worked increased by 2.6 per cent.

What this indicates is that fewer people worked reduced hours over the Easter period than usual.

This is reflective of the ongoing demand to find workers to fill vacancies, with that demand being filled by existing employees working more hours.

Bjorn Jarvis, ABS head of labour statistics said, "In trend terms, the strong growth in hours worked, the high employment-to-population ratio and participation rate, along with the low unemployment and underemployment rates, all still point to a tight labour market."



Australia's minimum wage increase will have significant effects for millions of workers and businesses in the country. Picture: SUPPLIED

Certainly, here in Central Queensland the tight labour market is an ongoing challenge. **Worker pay boost presents challenges and opportunities for business**

The announcement that Australia's minimum wage will increase by 8.6 per cent and award workers will receive a 5.75 per cent pay boost will have significant effects for millions of workers and businesses in the country.

For workers, this wage increase will provide a much-needed improvement in their standard of living.

With the rising cost of living, a higher minimum wage can help low-income workers meet their basic needs, reduce financial stress, and potentially lift some workers out of poverty. It can also contribute to reducing income inequality by ensuring a fairer distribution of income across different segments of the workforce.

Moreover, the pay boost for award workers, who are covered by specific industry or occupation-based wage agreements, can enhance their overall financial well-being.

It recognises their skills, experience, and

contributions to their respective sectors, and can act as a motivating factor, boosting employee morale and productivity.

From a business perspective, the wage increase poses both challenges and opportunities.

Some businesses, particularly smaller ones or those operating on tight profit margins, may face increased labour costs.

This can put pressure on their profitability and potentially lead to difficult decisions such as reducing employee hours, limiting new hiring, or increasing prices to compensate for the higher wages.

On the other hand, the pay boost can have positive implications for businesses as well.

When workers earn higher wages, they have more disposable income, which can drive consumer spending and stimulate demand for goods and services.

This increased consumer demand can benefit businesses, leading to higher sales and potentially fuelling economic growth.

However, there is concern that raising the minimum wage and award rates can potentially have implications for inflation and interest rates, with some economists warning of further rate hikes.

How will the economy and prices be impacted?

Prices for goods and services may rise further, as businesses compensate for increased labour expenses.

Those businesses operating on thin profit margins and unable to absorb the additional costs or pass them on to consumers may face financial challenges leading to reduced investment and limited job creation.

The impact on small businesses, who have less flexibility and limited resources remains to be seen.

Striking a balance between fair wages and business viability is crucial for sustainable economic growth and it is interesting to note that Reserve Bank governor Philip Lowe said that wages had not been driving Australia's inflation up to this point.

The impact of the raises on the well-being of our local workers and businesses will be an area we closely watch.

For more information and insights about local job opportunities and recruitment support visit JobsinCentralQueensland.au

Patting a robot on head only part of the experience

By Capricornia Chamber of Commerce

This May, the Chamber was invited to tour the CQUniversity Advanced Technology and Innovation Centre (ATIC).

Located at the CQUniversity Rockhampton North Campus (Building 37, just off the main entry to the campus off the Bruce Highway).

We met with Desley Pidgeon, Cass Whitehead and the world-famous Pepper.

Did you know this fascinating facility is open for public use?

Well, you do now, and the Chamber is excited to share with you the ways their facilities and technology can be utilised.

Not just for patting robots on the head.

It is a two-level building that will provide you with all the tech, research, and corporate function facilities you could imagine right at your fingertips.

ATIC provides stakeholders with hands-on access to advanced technology as well as event spaces, meeting rooms, co-working spaces and amenities for self-catering.

Co-working spaces have been specifically designed for local businesses and emerging entrepreneurs and start-ups with a strong connection to our university experts, researchers and students.

Basic VR, CAD and 3D Printing programs with support are available to get you up and running.

Equipment currently available at ATIC includes:

- Virtual simulators for welding and hydraulic excavation

- Robotics
- Drones
- VR headsets
- 3D printers

The Centre also provides access to a range of interactive hi-tech educational resources.

ATIC users can access a videowall for interactive demonstrations and virtual conferencing facilities for facilitating remote events.

Anyone seeking to connect with advanced technology in manufacturing, engineering, communication and design, explore new careers or skills, and trial new business ventures or innovative business ideas and practices can benefit from the facilities and equipment on offer.

For more information on ATIC's facilities and availability, please contact u-innovate@cqu.edu.au.

ATIC Bookings and Hire Fees

Hire fees will differ depending on the booking requirements and the type of space required.

To enquire about booking ATIC facilities or equipment and/or to obtain a hire quote please email u-innovate@cqu.edu.au.

More information can be found here <https://www.cqu.edu.au/industry-and-partnerships/engagement/advanced-technology-and-innovation-centre>

Have you got an idea for another way we could utilise this space and technology available?

Please contact d.pidgeon@cqu.edu.au or c.whitehead@cqu.edu.au to discuss your concept.



Phil Henry, Tanya Paul and Robyn Lock. Pictures: SUPPLIED



The Centre also provides access to a range of interactive hi-tech educational resources.

OPINION

Glenn Butcher
Minister for Regional Development and Manufacturing
and Minister for Water, Member for Gladstone



A real leap in opportunity

I've always said Gladstone is the engine-room of major industry and industry advancements in Queensland.

It's a thriving region where world-class manufacturers and engineers roll up their sleeves and get the job done.

Now there is more opportunity than ever before in Gladstone, for established manufacturing companies and those starting out in the workforce. Let me explain.

A major hydrogen project was announced for our great region last month.

The Central Queensland Hydrogen (CQ-H2) project is a jointly funded federal and state investment for Queensland's largest renewable green hydrogen venture and is expected to create almost 9,000 tangible, good jobs.

With international players like Iwatani Corporation also contributing to the \$117 million project, it's set to produce 200 tonnes of hydrogen a day by 2028, and 800 tonnes by 2031.

More exciting news? Last month Powerlink officially launched the first Queensland Super-Grid Training Centre and Transmission Hub, right here in Gladstone.

This state-of-the-art facility will be a training hub for at least 500 energy workers a year, to learn skills in areas like high voltage technical training.

The hub is also expected to employ more



Major players involved in the Central Queensland Hydrogen project visited Gladstone to look at proposed renewable hydrogen project sites.
Picture: SUPPLIED

than 90 people over 10 years.

I got to take a look inside the facility and meet to the passionate team who will be running the show.

It's so exciting to see this employment pathway for local men and women.

Alongside the Gladstone Manufacturing Hub, I took part in a first-of-its-kind Manufacturing Showcase to engage general managers, engineers, and procurement specialists from

Gladstone's major industries with our talented and skilled local manufacturers.

The aim was to show big industry that our local manufacturers right here in Gladstone can meet their needs, whether it be manufacturing the big parts, or reverse engineering the small parts to support during a breakdown.

This is crucial given current supply chain challenges.



The feedback from manufacturers has been very positive. We've heard that procurement specialists from several companies have already been in touch with the manufacturers since the event.

While it is still in the early stages, after the success of these site visits, we see potential to roll out the program to other parts of Queensland, supporting more local manufacturers to play a big part in Queensland's supply chains.

These industry opportunities are further proof of the value the Palaszczuk Government knows the Port City holds for the longevity of Queensland.

Secure local jobs and important opportunities will continue to inject economic benefit for the region for years to come.

Gladstone Ports Corporation 2024 APPRENTICESHIPS & TRAINEESHIPS

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- › Computer Aided Drafting Traineeship

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GPC is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. Part of GPC's commitment to providing equal employment opportunities includes undertaking targeted recruitment strategies. This program includes targeted positions for First Nations people, Australian South Sea Islander people and women.

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Call for more cattle info



Central Queensland is either blessed or cursed depending on what you believe and possibly where you live.

Too much coal and cattle. Coal mines and the methane emitted by cattle, specifically.

The coal industry is on their blessed front foot, constantly reminding everyone how much in royalties they pay, as well as the number of people it supports and dollars spent with small businesses, charities, and sporting clubs.

Basically, suggesting Queensland, not just CQ, would be stuffed without it.

What about the cattle industry? How big and vital is it?

There is estimated to be over 2.5 million head of cattle in the Fitzroy Basin. Over 10 per cent of the national herd.

Another 1.3 million head, further to the west, in the Desert Channels.

One could safely assume, with that size herd, the CQ cattle industry supports a lot of people, directly and indirectly.

Spends significant sums with local businesses, sporting clubs and charities.

State and federal governments raise substantial revenue from taxes on incomes, purchases and sales made by and within the industry.

I'm thinking the cattle industry has an even bigger impact on the Central Queensland economy (and us, individually) than coal.

Making cattle CQ's most



How big and vital is the cattle industry?

Picture: SUPPLIED

important industry!

No doubt, the information is available to prove or disprove this opinion, and representative bodies are continually reminding specific stakeholders, like the government, of the vital importance of the cattle industry.

But what about the general public?

Would it not be smart for CQ townies to have regular exposure to such information?

Information that they can process to provide some balance in forming their perspective on our blessing or curse.

I'm thinking, the scales in main stream media are hardly balanced at the moment when reporting on the cattle industry.

After all, it is not just the methane emitted

from belching and (lesser degree) farting cattle that the cattle industry could benefit from a broader awareness of how, for example, methane is reportedly a source of cleaner, renewable energy. (Imagine the potential CQ is sitting on, with over three million head of cattle, find ways to effectively capture and convert the methane emitted and coal may have another battle on its hands).

But, when our country cousins raise concerns over plant, 3D printed and lab grown meat, prime grazing land becoming solar farms (what does happen when all these panels are no longer effective), untouched mountain wilderness being graded (permanently scarred) for wind turbines, unmaintained national park land being a bush fire hazard,

the introduction of foot and mouth disease, ground water contamination, that there is some real interest from those also outside of the industry.

Interest that may get more people to at least question the decisions being made or not made.

As the population of our state, country, becomes more concentrated in the major cities, rural industries will arguably need to be more vocal, but effectively, to be broadly heard, for their message to gain wider traction, and get greater clout.

And, if cattle is our (CQ's) most important industry, we need the cattle industry to have greater clout, to get real cut through in Brisbane and Canberra.

As the decisions made in these cities about the future of cattle (and coal) are going to affect us all.

Can, or should, the cattle industry take a leaf out of the coal industry play book?

Next year's Beef Australia Expo appears the ideal platform for the cattle industry to truly open themselves up and informatively respond to scrutiny from outside the industry for the future benefit of the industry.

But I'm a townie, looking from the outside in on what I hear and read.

The cattle industry appears to be currently, in generally good shape, the future looks promising, despite the recent price drop.

It doesn't seem that long ago when eating red meat was considered unhealthy, you be mad to open a butcher's shop, let alone buy a property.

Maybe just doing what it's been doing, making information available for those who go looking for it, not spending millions broadcasting it, might be the correct course.

What, as a Central Queenslander, do you think? Because it's in our interest to be interested.

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Gas is the ‘main game’

by Marion Rae, AAP

A coalition battle cry for the gas industry to stand up for itself in the push to decarbonise the economy has been taken up by the boss of a major Australian energy company.

Santos chief executive Kevin Gallagher said the nation could be a carbon capture superpower, taking emissions from gas production and heavy industries as a world leader in the field.

“The main game is gas because it makes renewables possible,” he told an industry conference in Adelaide.

If Santos could deliver abated gas to customers for about \$24 a tonne, this would decrease the cost of the energy transition, he said.

Opposition Leader Peter Dutton told the Australian Petroleum Production and Exploration Association conference Labor was doing everything possible to shut down coal and frustrate the gas sector.

Yet a budget surplus would not have been possible without the support of the industry, Mr Dutton said.

“They’re jeopardising Australia’s energy security and they’re discouraging foreign investment,” he said.

Gas remains in the regulatory crosshairs, with Labor’s energy policy driven by “renewable zealotry”, the opposition leader added.

Mr Dutton said the government’s first budget in October last year was an “all-out attack on the gas sector”, followed by price fixing that had failed to stymie power bill rises.

A proposed mandatory code of conduct meant the government would dictate gas prices in the east coast market, he said.

Reforms to the safeguard mechanism force heavy industry to cut greenhouse gas emissions by 4.9 per cent a year or pay penalties.

“It’s a new carbon tax - let’s call it for what it



Santos chief executive Kevin Gallagher says gas makes renewables possible. Picture: MATT TURNER/AAP

is - and it’s three times more than the one put forward by Julia Gillard,” Mr Dutton said.

The “worst is yet to come” with proposed changes to environmental laws and a new Environment Protection Agency.

“Environmental approvals will be harder to obtain, slower to authorise and certainly more expensive,” he said.

Environment Minister Tanya Plibersek said Mr Dutton was waging an ideological war while Labor was making sure Australian homes and businesses had the energy they needed.

“My role in all of that as environment minister is to make sure that that energy comes in a way that is most environmentally sustainable,” she said.

The industry is calling for a national carbon capture road map and investment incentives to boost energy security and cut emissions, warning the country is in danger of losing out to the United States.

Mr Gallagher said the Moomba carbon capture and storage project under way in South Australia would be a game-changer for the future of gas in Australia and Asia.

“It will allow existing energy infrastructure, appliances and industrial processes to continue to be used while new technologies are commercialised over time,” he said.

Mr Gallagher said the Cooper Basin, near Moomba, could store up to 20 million tonnes of carbon a year for the next 50 years. The project is one year away from its first injection of carbon dioxide.

ExxonMobil executive Alan Black said the Gippsland Basin was a prime location to support storage of large quantities of carbon.

Hydrocarbon production from the offshore Bream Field ended in 2020, which would normally mean decommissioning and removing equipment. Instead, Bream will store carbon supplied via a repurposed gas export pipeline.

A new Air Liquide facility, adding to one already in operation in Adelaide, will capture and reuse exhaust from the Longford gas conditioning plant in Gippsland and sell it to local manufacturers.

Mr Black said the technology was “gaining unprecedented momentum worldwide” and Australia needed to realise the race was on.

But plans for carbon capture at Woodside’s depleted Angel field off the northwest coast of Western Australia have stalled, despite assessment permits being granted last year.

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Manufacturing is among key target areas in Queensland's plan for shifting to a net-zero economy. Picture: SUPPLIED

Net-zero is Qld target

By Fraser Barton, AAP

Queensland aims to supercharge six new industries under a strategy to boost renewable energy and reach net-zero emissions.

Deputy Premier Steven Miles announced the Queensland New Industry Development Strategy which seeks to tap into manufacturing, shift the state closer to its decarbonising its economy and increase regional jobs and opportunities. Key target areas include renewable energy manufacturing and infrastructure, critical minerals processing, manufacturing and product development, and battery industry development. The strategy will also focus on green hydrogen, the circular economy and the bio-economy including biofuels and sustainable aviation fuel.

Mr Miles told a climate and energy forum in Brisbane on Friday, 19 May that Queensland

had long exploited underground resources, and it was time to do the same with assets above the ground.

"Our plan for the future is to continue to use our natural assets, but now our natural assets above ground to deliver that economic prosperity for future generations," he said.

"Our world-class solar and wind resources, our geography perfect for pumped hydro is what will make sure that our children have same access to energy-reliant jobs as we did, and our parents did.

"Renewables can create new jobs that we've had before, and unlock a new era of economic growth."

Queensland has committed to renewable energy targets of 70 per cent by 2032 and net zero by 2050. Currently, only 20 per cent of the state's electricity is powered by renewables.

Govt to force change on packaging industry

By Tracey Ferrier, AAP

The federal government will force the packaging industry to clean up its act after it failed to meet the waste-busting targets it set for itself.

Work is underway on new mandatory regulations expected to apply nationwide, environment department senior executive Kate Lynch has told senators.

"The government is pursuing regulation - so it will be mandatory new packaging regulation - that we hope to apply country wide," she told a hearing late on Tuesday.

State and territory environment ministers were onboard and had "collectively agreed to reform the packaging regulation system, nationwide".

A range of options are currently being modelled with a view to having a new system in place by 2025, Ms Lynch said.

Federal Environment Minister Tanya Plibersek has been hinting at the change for some time, with the industry recently admitting it would not meet its own targets to slash the amount of waste going to landfill by ramping up recycling.

The Australian Packaging Covenant Organisation said its review of the industry's progress was disappointing, and called for a balance between industry-led action and effective government regulation.

Greens Senator Peter Whish-Wilson has long been pushing for mandatory regulations and said it's been obvious for years

that the industry would fail.

"I hate to say I told you so. We had a massive brawl in the senate in 2020 when the Greens tried to amend the government's once in a generation reform of national waste and recycling legislation to mandate packaging.

"This was inevitable. We knew they were going to fail. (This is) better late than never."

Ms Lynch said environment ministers would discuss the matter at their upcoming meeting.

"In terms of time frame, they have agreed that that should be basically be in place by 2025.

"So towards the end of this year they will consider a draft model with some options. Then there'll be a cost-benefit analysis process done on where they've landed with a decision in the first half of 2024."

In its recent view, APCO said none of the four national targets the industry set for itself would will be met, as planned, by the end of 2025.

The targets included shifting to 100 per cent reusable, recyclable or compostable packaging, and ensuring 70 per cent of plastic packaging is being recycled or composted.

The other two concerned 50 per cent average recycled content in packaging, and the phase-out of "problematic and unnecessary" single-use plastic packaging.



The government will force standards on the packaging industry, after self-regulation failed. Picture: SUPPLIED

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IPA Senior Recruitment Specialist Kim Marr.

IPA unique in our field

By IPA Senior Recruitment Specialist Kim Marr

My name is Kim Marr. I am the Senior Recruitment Specialist with IPA in Rockhampton.

I grew up in Augathella, a small country town and started work at a young age in the Ellangowan Hotel my parents were running and then after that continued to work all through school on my holidays, working on properties doing fencing with my Dad.

After school, I moved to where my sister was living in Emerald and after some more time in retail and hospitality, I got my career break in 2006 as a Receptionist for what was Ready Workforce at the time.

Shortly after starting there I stepped up in to a recruitment role and I have now been in the industry for 17 years.

I recruit for any roles that our clients are looking to fill in their businesses, from labourers and trades to administration and specialised business roles.

What we do is important because people are the life blood of business, and we partner with our clients to find the right people to help them in their businesses.

The best part of the job for me is learning about so many different roles and different industries. And getting to meet such a wide range of people from varied backgrounds.

And then the success of placing a great person into a great business is really heartening, that's what it's all about for me.

IPA was established back in 1984 and are now a national business.

In 2016 IPA was purchased by a not for profit business GenU and IPA are now also a Social Enterprise.

This means IPA commits 100 per cent available profits to genU for services such as delivery of quality homes for people with disability, specialist health care roles not funded by government, and equipment and skills training for people facing barriers to work.

This makes us unique among national recruitment companies.

Over the last 11.5 years I have seen our branch and region grow our footprint and our team across Central QLD and it has been amazing to be a part of such a great business.

We look forward to being able to continue to support businesses and continue to grow within the region.

Hydraulic Shop among leaders in innovation

By The Hydraulic Shop office manager Dallas Bell

My name is Dallas Bell. Presently I am the office manager at The Hydraulic Shop.

Many years ago, I started my working career in the hospitality industry and loved it.

After seven years though, I wanted a more nine to five Monday to Friday kind of job.

I was lucky enough to be given the chance at an Administration role with no experience.

I had great bosses and learned the expected structure while on the job.

I was the only female working for the small business with five other men.

I worked for that company for 17 years before applying for the job at The Hydraulic Shop where I have been for the last three and a half years.

My duties in this position involve Budgeting, planning, payroll, Impalement producers, overseeing of staff and administra-

tive Reporting to Workshop Manager.

It was an interesting time transitioning from hospitality and administration in a conventional office to now working in an office with trades people in the heavy industry sector.

This is one of the best jobs I've ever had. Everyone here is easy to work with and I recognise and applaud their knowledge and definitely charismatic approach to their job.

The Hydraulic Shop has been in business for 35 years and has been one of the leaders in innovation specialising in pneumatic and hydraulic repairs and supplies.

In the three and a half years I have been here I have seen the organization continuing grow as we are constantly achieving our monthly targets.

Through our ISO accreditation the quality of our workmanship and customer service puts us ahead of our competitors.

From the small farmer to the mining industry, we strive to maintain our great rapport our with all of our clients.



The Hydraulic Shop office manager Dallas Bell.



Kim Marr

Senior Recruitment Specialist

IPA QLD

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Annual 2023 Appeal



Patient Rescue

Unfortunately for the Bielenberg family, it took dire circumstances to discover what a difference RACQ CapRescue truly makes in the community.

Andrea Bielenberg recalls.

On 18th March 2023 – My family and I were staying at GKI for the weekend. Late in the afternoon, Audrey, my six-year-old daughter, and I were floating in the calm water, talking about the annoying sea lice that had been biting us all day. Suddenly Audrey screamed because she was bitten once again. I immediately scooped her out of the water and decided we'd had enough. Then I felt what I thought was a mass of sea lice biting me across the entire tops of my legs. I didn't think anything sinister had stung us – it felt like the sea lice that had annoyed us all day.

Twenty minutes after being stung, Audrey started crying and screaming that her legs were broken. Then she collapsed to the floor, clutching her back. I couldn't understand what was happening as I felt ok. Then the pain hit me. The pain was indescribable. Every muscle in my body was cramping, and I felt like I was being stabbed in my back.

My skin was on fire. Only then it dawned on me that perhaps we were stung by a jellyfish.

By the time we got to the reception of GKI Hideaway, everyone was in a panic as no one knew how to help us. Triple 0 was called immediately, and it was decided that we had likely suffered a sting from an Irukandji jellyfish and that the CapRescue helicopter was needed.

The time waiting for the helicopter was the longest hour of my life. Apart from the excruciating pain, Irukandji syndrome causes a sense of impending doom. I honestly thought I was going to die that night. Audrey suffered the same symptoms. My husband, Matt, recalls Audrey looking at him and crying, "Daddy, I'm going to die today." Matt thought he was going to lose both of us that night.

The sound of the helicopter flying overhead was one of the best sounds I've heard. The team immediately reassured us that we were both going to be ok. I spent the next eight days in the hospital. I underwent tests to assess for cardiac issues caused by the Irukandji syndrome. I continued to battle with generalised and neuropathic pain for over five weeks. I have now made a full recovery.

Thankfully, Audrey recovered quickly and was discharged from the hospital the day after we were rescued. For the following



weeks, she couldn't talk about the jellyfish or being on GKI, but she loved telling her story of the helicopter that saved her. She still sleeps with the soft toy helicopter given to her by (in her words) "the kind helicopter people that helped me and helped Mummy."

Talking about how lucky we both were to have the CapRescue helicopter save us has been one of the biggest focuses in Audrey's processing of this traumatic event. This event has started discussions throughout her school about the vital role of the CapRescue service in our community. Her class held a disco fundraiser and raised almost \$800.

For myself, I am forever indebted to the CapRescue service. Being in excruciating pain was one thing. But, as a mother, knowing that my child was suffering simultaneously and unable to help her was very traumatic. Throughout the whole event, I just had to keep clinging to the knowledge

that the rescue team would be there soon. I genuinely believe that without the help from CapRescue, my outcome would've been dire.

In addition to my gratitude, the reassurance the service provides for friends and family cannot be overstated. The mere sound of the approaching helicopter was instant relief for my husband and our friends on GKI, knowing that medical support was close. My concerned parents in Rockhampton were also relieved to hear the helicopter as it passed over their home on the way to retrieve us and again at the hospital as it returned with Audrey and I.

While the immediate benefit of expert medical support for patients is obvious, knowing that this support is accessible in more remote locations across CQ eases the concern for friends and family and is a valuable part of the overall service.

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"As one of the largest employers in the Rockhampton Region, Hastings Deering understands the difference a life-saving service like RACQ CapRescue makes in the community. Our business and staff believe in supporting Central Queensland and making a difference through our vital CapRescue partnership and workplace giving."

Peter Martin – Corporate Partner

"I've witnessed firsthand what RACQ CapRescue means to our community, seeing both my brother and aunty requiring our assistance for life-threatening injuries. This is why I am passionate about my role at CapRescue and aim to make a difference by educating the community about the importance of the service and helping to raise vital funds to keep the helicopter flying."

Caitlin Buttenshaw – Community Officer



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**Rescue
Report
2022**

RESCUES

421

COST

\$10.4M



112

PRIMARY



31

**MOTOR
VEHICLE**



25

SEARCH



253

TRANSFER

Linking firms with workers

Queensland Agriculture Workforce Network (QAWN) officers across Queensland are ready to help connect primary producers with workers during a busy winter harvest season.

The State Government has invested more than \$4 million in rural jobs initiatives and programs to ensure primary producers can access the workers they need when they need them.

Minister for Agricultural Industry Development and Fisheries and Minister for Rural Communities Mark Furner said QAWN officers could help producers properly plan workforce recruitment and training to meet seasonal demands.

“We announced the extension of these programs because we know how important it is for primary producers to create certainty around their labour needs,” Minister Furner said.

“Since 2015, the State Government has invested heavily in creating jobs in rural and regional Queensland, and these workforce initiatives are connecting workers with thousands of good jobs across the state.

“We have partnered closely with industry to make sure these programs are fit for purpose and delivered in a timely fashion.

“With the right workforce in place I hope our farmers will enjoy another bumper season.”

Since 2016, the Queensland Agriculture Workforce Network and the Rural Jobs and Skills Alliance (RSJA) have assisted agribusinesses on more than 23,000 occasions, leading to more than 12,000 good jobs supported and 8,000 training and education outcomes.

The RSJA is coordinated by the Queensland



QAWN officers across the state are available to help connect employers and workers.

Picture: SUPPLIED

Farmers’ Federation and brings together multiple peak bodies including AgForce, CANEGROWERS, Growcom, Nursery, Garden Industry Queensland and Cotton Australia, to provide timely advice on current and emerging agricultural workforce needs.

QAWN officers are funded by the Depart-

ment of Agriculture and Fisheries, hosted by industry/economic bodies located throughout the State, and deliver a free service to agribusinesses with operations in Queensland, regardless of commodity or organisation membership.

QAWN officers are hosted by FNQ Growers,

Bowen Gumlu Growers Association, CANEGROWERS Mackay, CHRRUP, Bundaberg Fruit and Vegetable Growers and Growcom.

For more information or to access support from QAWN visit business.qld.gov.au/industries/farms-fishing-forestry/agriculture/business/workforce/qawn.

Economist tells leaders to rethink green evolution

By Tracey Ferrier, AAP Brisbane

Australia has everything it needs to become a green superpower except big thinking, leading economist Ross Garnaut has told business leaders.

Professor Garnaut says the nation’s aspirations to be a global provider of things that will wean the world off fossil fuels needs the kind of quality leadership seen during Australia’s post-war reconstruction era.

But he said that had been “the exception rather than the rule” in Australia’s economic development.

“We will only build the superpower with business innovation and competitive response to opportunity above the practice that has delivered dismal productivity performance so far in the 21st century,” he told a CEDA climate and energy forum in Brisbane on Friday.

He said Australia’s potential to become a superpower in the net-zero transition had gradually entered public policy discussions over the past few years.

He noted the prime minister mentioned it during his election night speech. And the treasurer twice referenced Australia’s future



Our progress will stop if we don’t acknowledge the scale of change necessary, says Ross Garnaut. Picture: LUKAS COCH/AAP

as a renewable energy superpower in his budget speech last week.

State premiers were beating the drum too. “But our thinking about the future has not

yet absorbed the scale of the change that is necessary,” he warned.

“Our progress will stop if we do not shift to much bigger thinking within a few years.”

He said Australia will need - within a few decades - 50 times more power generation and transmission capacity than it currently has.

“We are not yet thinking that big.”

By way of example, he politely served up some heavy criticisms of Queensland government’s energy and jobs plan, as Deputy Premier Steven Miles sat in the audience.

Prof Garnaut called it “an excellent document” but it only defined a path to the decarbonisation of the existing power system.

“It does not set out to supply the immense increases in supplies of power that are required to deliver announced ambitions for zero-carbon industrial growth along the central and northern coast between Gladstone and Townsville.

“And fulfilment of announced ambitions would provide only a small proportion of the power required to meet central and northern Queensland’s disproportionate share of the

superpower opportunity.”

Prof Garnaut said there were powerful lessons to be learned from looking back in history, to the two periods when Australia got the settings right for true economic evolution.

“One was post-war reconstruction, where we thought differently about everything.”

The result was a quarter of a century of strong employment growth, a growing population, rising incomes, low inflation and low unemployment.

Australia got it right again during the reform era of the 1980s and 90s.

“This is an historic opportunity for Australia. Using it well will underpin more than a generation of economic expansion, through a period when Australia will need economic strength in a troubled world.

“Using it well can play a large role in the world’s timely achievement of net-zero emissions. Thinking big will be worth the effort.”

The forum was hosted by CEDA, the Committee for Economic Development of Australia.

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Kids on scientific voyage

Students from Theodore State School P-10 embarked on a scientific voyage, unveiling the marvels of technology and discovery within Queensland's world-leading resources sector at a workshop delivered by the Queensland Minerals and Energy Academy (QMEA).

Thanks to Aeris Resources, about 30 students from Years 7 to 10 immersed themselves in an array of hands-on activities cleverly crafted to ignite their science, technology, engineering, and maths (STEM) curiosity while fostering collaboration, and sharpening their problem-solving abilities.

Theodore State School P-10 Principal Ms Susan Cannon heralded the QMEA workshop as an extraordinary occasion for students to apply the school curriculum to real-world scenarios while forging new connections with local industry.

"After the robotics activities, students investigated how the fundamental principles of light make mine sites safer as they explored the theory of incidence and reflection," Ms Cannon said.

"Using mirrors and a laser, students used their knowledge of light, and angles of reflection, and investigated how retroreflectors can reflect light back to its source.

"It was a fantastic way for them to see how simple physics concepts can be used in order to keep the workforce safe."

Cracow Gold Operations General Manager, Mr Geoff Atkinson said in addition to helping the students bolster their tangible STEM skills, he hopes yesterday's educational experience has inspired these bright young minds to pursue a promising career with Aeris Resources at our Cracow Gold Operations or in the broader industry.

"Guided by experienced representatives from Cracow Gold Operations, students got a glimpse of how things they're learning in the classroom like robotics, engineering, and optimisation, are used every day in the resources sector," Mr Atkinson said.

"The day started off with programming Lego EV3 robots to move around a mini-mine site, simulating the cutting-edge technology of automated vehicles.

"The students also discovered how remote site sampling can be achieved by building their



Theodore State School students participated in a resources workshop and explored their problem-solving abilities. Pictures: SUPPLIED

own machines with the capacity to sort different objects without manually touching them."

QRC Director of Skills, Education and Diversity, Ms Katrina-Lee Jones said students dove into the realm of robotics, chemistry, and engineering, as they engaged in a series of captivating hands-on activities designed to ignite

their imaginations and shape their future careers.

"Beakers.Bots.Build is a popular QMEA program that aims to expand the horizons of these enthusiastic learners, enlightening them about the many different exciting career pathways available in the resources and energy

sector," Ms Jones said.

"Yesterday's session was all about nurturing the next generation's passion for STEM and empowering them to make informed decisions about their future studies, ultimately equipping them with the skills in high demand by our industry."

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El Nino may help sugar

As the first of 19 Queensland sugar factories began steam trials in early May, sugar manufacturers throughout the State are looking forward to a safe, successful and incident-free season.

The Australian Sugar Milling Council believes that the return to El Nino conditions is helpful and should limit the weather induced disruptions to harvesting and milling that was the case during the past two years.

The starting estimate for the Queensland sugar cane crop is 30.55 million tonnes, up by about 400,000 tonnes on the pre-season 2022 forecast but down by about 700,000 tonnes on what was eventually processed.

In 2023, sugar production is estimated to come in at between 4.0 and 4.5 million tonnes, while more than 850,000MW/h's of renewable electricity will be generated at mills.

Two sugar factories in the Northern sugarcane growing regions of the State will commence operations in the week commencing 22 May with the rest of the factories commencing from early June onwards.

The Australian Sugar Milling Council CEO, Rachele Sheard noted that last year's extended harvesting season had significantly compressed the annual shutdown period when sugar factories undertake the majority of their maintenance and capital activity, putting pressure on costs and schedules.

Sugar manufacturers across the state have invested more than \$200 million of capital and maintenance including new technology introduced into sugar factories over the past five months.

"Sugar manufacturers and growers have a shared ambition for a successful harvesting



ASMC Chief Executive Officer, Rachele Sheard.

and sugar manufacturing season to take full advantage of the dry start to harvesting conditions and the record high sugar prices that are available for this year's production," Ms Sheard said.

More than 16,000 workers are directly engaged in the sugar industry during the harvesting and sugar production season and regional communities will experience a strong boost to their economic activity on the back of a successful season.

Another positive for the industry is that the very profitable price outlook that prevails for the Australian industry is expected to bring a halt to the steady decline in area planted to sugarcane experienced in the past five seasons. This is important for all the industry but particularly so for sugar factories enabling them to maximise throughput, sugar production, and returns.



Cane received at Mackay Sugar.

Picture: SUPPLIED



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Lexi Pont, Brad Gardiner and Hayley Simpson.



Emily Pardon and Anna Stovold.



Phil Henry.

Capricorn careers expo

By Khrysti Balanay

The Capricorn Mega Careers Expo, held on Thursday, 18 May, offered a unique opportunity for anyone interested in starting, changing, or upgrading their career.

Open to the public and local schools, it brought together a wide range of exhibitors, including tertiary education institutes, apprenticeship and traineeship providers, resource and civil construction organisations, and an array of local businesses.

See the social photos here.



Muhammad Hadi.



CQUniversity hosted the Capricorn Mega Careers Expo in partnership with Advance Rockhampton and the Rockhampton Manufacturing Hub.



Samantha Plath and Daisy Denny.



Andrew Bannerman, Angela Cameron-Thomkinson and Samantha Nind.



Hundreds of students from Central Queensland schools attended the Expo.



Charli Thorley and Lachlan MacDonald.



Kerri Smith and Trish Harper.



Shaniel Watson and Toniqwah Freeman.



Danielle Martin and Ben Gillam.



Cr Donna Kirkland and Zac Garven.



Yazmin Stewart, Sophie Lewis and Avalinn Mason.



Louise Simpson and Brodie Ramdor.



Alex Pedersen, Aimee Tomkins and Jessica Mayne.



Cherry Edwards, Maleika-Taj Roan and Tran Tran.



Regan Blackwood, Amelia Smitha and Lucinda O'Brien.



Kyella Witt, Chloe Guy and Channele Williams.



Carl Legros.



Brooke Chadwick and Dani Donnelly.



Kay Pearson.



Peter Walker.

Glencore recruitment is on

Glencore will add to the hundreds of mining graduates, apprentices, and trainees across its operations with recruitment for the 2024 apprenticeship programs open.

Glencore offers best-in-class programs, including for school leavers, university graduates and people of all ages looking for a well-paid and rewarding career in one of the country's most vital sectors.

In 2021-22, Australia's exports of minerals, metals and energy commodities accounted for 69 per cent (or \$413 billion) of the nation's total export revenue.

Last year, Australian minerals contributed an estimated \$64 billion in company taxes and royalties, equivalent to paying for the entire Medicare scheme.

Glencore operates 24 mines across Australia, including the Oaky Creek mine at Tieri, and is the largest producer of coal, zinc and cobalt, and second largest producer of nickel and copper.

"What we do matters, and we are proud of the contribution our business makes to Australia," Cassandra McCarthy, Head of Corporate Affairs for Glencore in Australia, said.

"Last year Glencore provided work for over 18,000 people and contributed \$20 billion to the national economy.

"We have welcomed almost 800 people into the coal and minerals sector, including 192 graduates, 403 apprentices and 188 trainees currently working across Glencore's Australian operations."

Recruitment for Glencore's 2024 Coal Apprenticeship Program is open now with the Glencore Queensland Metals 2024 Apprenticeship Program opening from July.

Glencore's apprenticeship program allows people to build exciting careers guided by some of the best in the business, all while earning a very good wage.

There are opportunities in electrical, auto



Nick Barry, a third-year apprentice at Glencore's Oaky Creek coal mine near Tieri.

electrical, diesel fitting, fitter welder, radio technician, boilermaker, mechanic, fitter turner, and refrigeration trades.

Glencore's programs are led in-house, with apprentices rotating across the diverse operations, and are tied to a direct career path within the business.

"I'm a third-year apprentice which means I'm predominantly out on site. I do about three to four weeks at TAFE during the year," Nick Barry, Plant Mechanic and Mechanical apprentice with Glencore's Oaky Creek Coal mine said.

"It's great to be able to earn a competitive

salary while learning and building your career.

"In the future I'd like to study mechanical engineering. Glencore is very supportive of that, but you need to prove yourself at TAFE first. The advice I'd give to anyone looking to join the program is to give 100 percent.

"Whatever you put in, you'll get out of it."

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SUPPORTING REGIONAL COMMUNITIES

Providing opportunities for Central Queensland

By Phil Henry

Since its inception on 17 September 2021, the Central Queensland Industry Collaborative (CQIC) has, in many ways, exceeded its initial objectives. These were:

- "...to discuss where we are at regarding the capacity of industry across the region and how better we can accommodate any future projects utilising our capabilities. If there is a question or problem with our regional capabilities then what steps do we need to put in place to rectify this.
- ...time for all to come together and contribute by discussion and act on these once in a lifetime opportunities. Communication and open transparent dialogue is key for success for all parties."

From this start, a series of lunches and workshops was held to identify and tease out the details of what actions needed to be undertaken to achieve the objectives. Five broad issues were identified:

- Skilled labour shortage
- Payment terms and cashflow
- Lack of a positive, post-project legacy
- Lack of consideration of local quality, health and safety management systems
- Limited consideration of local capabilities and capacities.

It is fair to say that, by various means, several of these critical barriers to growth and success by local contractors have been overcome. An issue identified early on was also the lack of a pipeline of major infrastructure projects to capitalise on local investment in equipment, people and skills. After the Rockhampton Ring Road, there are not many such projects in the pipeline. The Fitzroy-Gladstone pipeline is certainly such a project and there are also several wind farms at different levels of progress.

However, the major outcome from the



Throughout Central Queensland, there are several wind farms at different levels of progress. Picture: SUPPLIED

series of workshops held has been the realisation of the nomenclature "Collaborative" in the organisation's name. It was always intended that, by working more closely together towards shared objectives, new and better linkages would be made between economic and business organisations and key local medium sized businesses.

It took some time. But it's in the nature of the world that, by providing opportunities for business owners and groups to spend time sharing interests and information, new opportunities would emerge.

The faith of the CQIC's organisers that collaboration would yield the best outcomes has been well and truly vindicated. In coming months, a list of potential future major projects will be released with the aim of generating discussions and subsequent broad agreement about what is needed for the future of the region.

Workshop unforgettable

Year 8 students from Blackwater State High School embarked on a captivating journey of exploration and scavenger hunting in their own classrooms during an unforgettable workshop.

About 90 students delved into the evolving realm of critical minerals, unearthing the invaluable resources that power modern technological advancements and everyday life, thanks to support from Coronado Global Resources.

Blackwater State High School Principal, Ms Rebecca Vitale praised the workshop as a harmonious complement to the school's chemistry curriculum, enabling students to establish personal connections with the resources industry.

"The students were surprised to discover that the minerals extracted from their very own backyard find their way into the technology they carry in their pockets or the devices they enjoy at home, such as laptops and televisions," Ms Vitale said.

"As the workshop concluded today, the students departed with newfound knowledge and a renewed appreciation for the treasures hidden within the earth that surrounds them here in Blackwater."

QRC Director of Skills, Education, and Diversity, Ms Katrina-Lee Jones said this unique education experience allowed students to connect the dots between the elements in the Periodic Table and the everyday products that rely on their existence.

"Inspired by the Minerals Council of Australia's '30 Things' publication, students went on a treasure hunt around their classroom to track down clues that revealed how critical commodities produced by Queensland's resources and energy sector go into things like smartphones, medicine, and even cosmetic products," Ms Jones said.

"These students were eagerly challenged to employ their powers of exploration, investigation, and problem-solving to uncover the importance of an industry embedded in the foundation of their own community."

Coronado Global Resources Chief People and Sustainability Officer, Ms Emma Pollard said this workshop was an innovative and engaging way to illustrate the vital role the resources industry plays in providing critical minerals for a sustainable future.

"We know these bright young men and women are passionate about learning how the world is transitioning to net zero, and today's 'Treasures of the Earth' cleverly demonstrated how Queensland's resources industry will help the world decarbonise," Ms Pollard said.

"We're extremely proud of our partnership with the QMEA, and we hope today's session has helped foster enthusiasm among the students for a rewarding career in this sector."

As Australia's largest and most successful industry-led education and schools initiative, the QMEA seeks to broaden student and teacher knowledge of career opportunities in resources.

The academy encourages a talent pipeline of employees into vocational and professional careers, with a focus on female and Indigenous participation.

The QMEA currently engages with 91 schools and is a partnership between the QRC and the Queensland Government under its Gateway to Industry Schools program.

The workshop was delivered by the Queensland Minerals and Energy Academy (QMEA), the education arm of the Queensland Resources Council (QRC).



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