

FutureFit Academy FAQ

What qualifications are issued by the RTO upon successful completion?

The nationally recognised qualifications are the responsibility of the registered training organisations (RTOs) Central Queensland University (RTO code 40939) in Queensland or North Metropolitan TAFE (RTO code 52786) in Western Australia, both of which issue qualifications. BHP OS (Operational Services) conducts training, assessment, and recruitment in relation to these qualifications.

BHP OS will assist trainees and apprentices obtain a Unique Student Identifier (USI) and complete a pre-enrolment literacy and numeracy assessment. This assessment will highlight any areas where you may require extra support from the RTO.

BHP FutureFit Academy Role	RTO	Qualification Code and Name
Mechanical Fitter Maintenance Associate Traineeship OR Heavy Diesel Fitter Maintenance Associate Traineeship	QLD: Central Queensland University (RTO 40939)	MEM20219 - Certificate II in Engineering - Production Technology
Mechanical Fitter (Fixed Plant) Maintenance Associate Traineeship OR Heavy Diesel Fitter Maintenance Associate Traineeship	WA: North Metropolitan TAFE (RTO 52786)	MEM20105 - Certificate II in Engineering & MEM20219 - Certificate II in Engineering - Production Technology
Mechanical Fitter Apprenticeship	QLD: Central Queensland University (RTO 40939) WA: North Metropolitan TAFE (RTO 52786)	MEM30219 - Certificate III in Engineering - Mechanical Trade
Heavy Diesel Fitter Apprenticeship	QLD: Central Queensland University (RTO 40939) WA: North Metropolitan TAFE (RTO 52786)	MEM31419 - Certificate III in Engineering - Fixed and Mobile Plant Mechanic
Production Operator Traineeship	QLD: Central Queensland University (RTO 40939)	RII30120 - Certificate III in Surface Extraction Operations
Polymer Processing Apprenticeship (Conveyor Belt Splicing)	WA: North Metropolitan TAFE (RTO 52786)	PMB30121 - Certificate III in Polymer Processing
Automotive Electrical Apprenticeship	WA: North Metropolitan TAFE (RTO 52786)	AUR30320 - Certificate III in Automotive Electrical Technology
Fabrication Apprenticeship	WA: South Metropolitan TAFE (RTO 52787)	MEM30319 - Certificate III in Engineering - Fabrication Trade

Is relocation offered as part of the package?

Relocation is not offered as part of the package. Our FutureFit Academies are located in Mackay and Perth, and those living in a region outside of these cities will need to relocate prior to commencing on the notified start date. Transport to the training location daily is not provided.

Will BHP cover training costs?

Yes, all training costs required for employees to be site ready will be covered.

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What is the salary for these positions?

- From day 1, as a Trainee you will receive a competitive annual salary as you learn throughout the first 12 months of study.
- As an Apprentice you will receive the same competitive salary as a Trainee for the first 12 months of study. Apprentices will receive a salary increase in their second year.
- Applicants will be advised of their salary during the interview process.
- Following completion of your training program, you will be offered a position onsite and your salary will be reviewed. You will also be entitled to earn a Short-Term Incentive (STI) bonus payment.

Do you offer any other additional features & benefits that aren't related to cash rewards?

As a permanent employee with BHP, you are also entitled to a wide range of benefits, such as:

- BHP's SharePlus Program
- Novated lease plans
- Career development / training opportunities
- Big Thanks Employee Recognition Program
- Discounted Leisure & Entertainment Memberships
- Flexible working arrangements / opportunities
- Community and wellness programs

Read more about the culture and rewards on offer at BHP: [Culture and rewards | BHP](#)

Is accommodation provided?

Accommodation is not provided whilst you are training in our facilities in Mackay or Perth. Upon successful completion of the program, when you are working on site, camp accommodation will be provided during your swing (for applicable rosters). Fatigue rooms are provided in some cases before and after your swing.

Do I need to provide my own equipment?

Personal Protective Equipment will be provided to students including high viz workwear, boots, gloves, and safety glasses. All tools required for your work within the learning centre will be provided during your training at the centres.

When are the start dates?

New intakes are scheduled throughout the year, if applications are currently not open you can sign up to job alerts in your candidate profile to ensure that when the next intake opens you are alerted via email.

Watch this video on how to set-up a [job alert](#) so you will be emailed when applications do open for your area of interest.

What are the leave entitlements?

Students are entitled to six weeks annual leave per annum. Two blocks of that leave (or 16 shifts) will be allocated the same way other learning institutions have fixed periods of leave. One of those blocks of leave will align with the June/July school holidays, and one block will align to the Christmas/New Year period.

Any insights on what to expect in the application process and how to prepare?

1. Check that you have current documentation to show you have Australian working rights ready to go.
2. If successful in progressing you'll be required to complete some online assessments:
 - An assessment of inductive reasoning: Inductive tests are designed to assess your ability to identify underlying patterns in information and predict outcomes using that information.
 - An assessment of situational judgement which assesses your ability to make judgements about the appropriate responses to workplace situations. This tool will also provide you with valuable insight into the types of situations you are likely to encounter on the job.
 - An assessment of mechanical comprehension: Mechanical comprehension tests are designed to assess your understanding of using, troubleshooting, and performing maintenance on machinery.

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3. The process will also include behavioural based interviews. It's suggested you follow the STAR model to provide a structured manner of responding to behavioural – based interview questions by discussing the specific situation, task, action, and result of the situation you are describing.
- Situation or Task – Describe the situation you were in or the task that needed accomplishing
 - Action – Describe the action you took to address the situation
 - Result – Describe the outcome of your actions

Example question:

Tell me about a time when you performed well under pressure. What was the situation, what actions did you take and what was the result?

For more information on our process and hints and tips to help you on your journey please look at the BHP recruitment process: [Recruitment process | BHP](#).

I've applied, what can I expect from the application process?

Below is an insight into selection process:

Applications are reviewed and screened to ensure minimum requirements are met. This includes, but is not limited to:

1. Australian working rights and work history.
2. Candidates that meet these criteria, are progressed to the next stage of online skills-based assessments which should be completed within 5 days.
3. Following a successful assessment, candidates will be invited to attend a face to face or virtual Engagement Centre where candidates will participate in a group presentation, Q & A session, a group activity and individual behavioural based interviews with a BHP representative.
4. After an Engagement Centre, candidates may be requested to complete Pre-Employment Checks.
5. Candidates that successfully complete the pre-employment checks will then progress to a talent pool and will be considered for upcoming opportunities with the program.

To read more about the BHP Recruitment process see here: [Recruitment process | BHP](#).

When would I find out if I had been offered a position in a program?

After your interview you will be notified by email if you have been successful or unsuccessful – we try and do this within one week of your interview.

If you are successful, we will send you an email to progress you through to a medical and pre-employment checks, which might also include criminal and background checks. This process can take around 6-8 weeks depending on the checks required, so please be patient as this is outside our control.



The waiting period for each applicant will differ depending on preferred program and location, as well as current operational requirements. BHP will endeavour to give you as much notice as possible if you are successful and your Talent Acquisition Specialist can keep you informed throughout the process.