

Category 5: Young Stabiliser of the Year

Georgia McKenzie-McHarg

Downer – Transport & Infrastructure



2024 AustStab Awards of Excellence

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Overview and Objectives

- An Apprenticeship of Traineeship with Downer is a great way to secure a pathway into our large and diverse workforce. We are committed to growing a workforce for the future and supporting young people to pave their way in an exciting career
- Georgia joined Downer as an apprentice in 2022 with no prior industry experience. The initiative's objectives were to train Georgia in various heavy equipment operations, including rollers, stabilisers, and spreaders, and to integrate her into the team to handle challenging tasks safely and efficiently

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Description of Initiative



- Georgia began by learning from the crew and training extensively on rollers. Her rapid progression led to opportunities operating the stabiliser and eventually the Struemaster spreaders. Despite initially lacking a truck license, she obtained one and excelled in understanding site measurements and operational calculations for spreading operations. Additionally, she became proficient as a watercart operator and assisted with stringing jobs for level control

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Operating Environment

- The initiative took place within a dynamic construction environment, where Georgia was mentored and supervised closely. The supportive team environment allowed her to rapidly gain skills and confidence in operating various heavy machinery and handling complex tasks



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Challenges



- Georgia faced challenges such as obtaining her truck license and learning new equipment operations without prior experience. However, with supervision and support, she overcame these challenges and excelled in her roles.

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Key Points of Interest

- Georgia's initiative showcases her eagerness to learn and adapt quickly to new responsibilities. She demonstrated exceptional competence in operating machinery, maintaining equipment, and adhering to safety standards, which are critical in construction environments.
- Georgia's successful completion of competence assessments for the stabiliser and spreaders, along with passing her truck license test on the first attempt, highlights her outstanding performance. Her ability to handle part-service jobs independently and meet high standards in safety and operational efficiency further underscores her excellence.

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Key Points of Interest

- Georgia's practical use of equipment, successful completion of tasks, and testimonials from supervisors and clients regarding her reliability and skill in completing jobs safely and effectively serve as demonstrations of her initiative.
- Specific metrics such as audit reports on her competence assessments, records of equipment maintenance and uptime, and feedback from supervisors and clients on her performance would provide quantitative and qualitative evidence of Georgia's impact.

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Pavement Recycling and Stabilisation Association