

# Career Advice

## Chicken & Stock

I first learned how to make chicken stock whilst I was an apprentice under the watchful eye of a classically trained master chef. Chicken stock was an important base ingredient for a favorite recipe at the time, Swan River crayfish and poached avocados in saffron butter.

In these early days of my culinary career path, I learned many important lessons while combining just a handful of ingredients. I was shown many different ways to make a simple stock.

Every chef had their own method, their own ingredient preferences. Oftentimes, I found myself wondering which recipe I should use, which recipe would give me the best stock?

This is how many people feel when seeking career advice. There is always plenty of advice on offer, advice that may be preferred by others, but advice that may not produce the best result for you. Ultimately, only you can make the decision about the right career path for you.

Just as there is more than one way to make a delicious chicken stock, there is any number of ways to design your successful career path.

Interested in my early days as a frontline chef, people often ask me to share recipes.

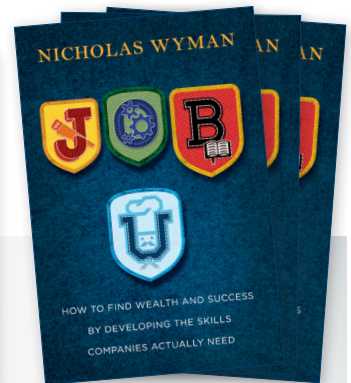
This is one of my favorites:  
a simple chicken stock.

If you add chopped carrots, semolina dumplings, and herbs, you'll have a wonderful winter broth.



**Nicholas Wyman**  
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Nicholas Wyman  
Apprentice Chef - 1988

### Swan River Crayfish and Poached Avocados in Saffron Butter

Serves 4

Swan River crayfish is just another term for marrons. The stunning colour combination topped with saffron butter makes this dish one of my favourites.

#### Preparation

##### To cook live marrons

Bring a big pot of water to the boil and add carrots and celeriac. Cook for 3 minutes, one by one in the rapidly boiling water, boiling constantly so the marrons die in the pot.

Cook for about 3 minutes till they turn black and cool them in the stock.

Remove the tail from the body while still hot. Carefully take out the tail meat, using a sharp knife along the back and take the vein out. Place in a dish, add some chicken stock and saffron butter.

##### Avocados

Cut avocados lengthwise in halves. Remove the hollow part of the avocado face down about 1/2 cm from the top of the fruit so it is removed part for a salad. Place prepared with warm chicken stock and saffron butter.

##### Saffron Butter

Chop the shallot very fine and boil in vermouth and chicken stock and red pepper powder, lemon juice and unsalted butter. Blend until smooth then return to saffron butter.

#### Presentation

Slowly heat avocados and marron tails through (don't boil). Take avocados and marron tails out of their heating liquid and allow to drain on a tray lined with a tea towel then place avocado slices on preheated dinner plates and put one marron tail on each avocado. Brush with saffron butter.

### Nick's Chicken Stock

Ingredients	Quantities
Chicken bones	3 chicken carcasses
Onions	1 large
Carrots	1 large
Celery	3 sticks
Spring thyme	1
Bay leaf	1
Parsley stalks	3
Peppercorns	6

#### Method

1. Cut up the bones and remove surplus fat.
2. Place the bones in the stock pot, flush with cold water.
3. Cover with cold water and bring to simmer.
4. Skim the scum from the surface. Add the washed and diced peeled vegetables as well as the thyme, peppercorns, parsley stalks and bay leaf.
5. Simmer for 2 hours and skim as required.



Image pictured:  
'Culinary Reflections'  
© Klaus Lemm 1986



# Nicholas Wyman

**Chief Executive**  
Institute for Workplace Skills & Innovation

NICHOLAS WYMAN



HOW TO FIND WEALTH AND SUCCESS  
BY DEVELOPING THE SKILLS  
COMPANIES ACTUALLY NEED

Nicholas Wyman is a workforce development and apprenticeship expert, speaker, and author who applies real-world solutions to the challenges that companies face in finding skilled employees. He is a co-founder and the CEO of the Institute for Workplace Skills and Innovation, which develops mentoring programs for various corporations in Australia, the US, China and Singapore, and employs over 700 people in skilled occupations.

A hands-on leader in the field, Nicholas has spent nearly two decades developing skills-building, mentorship and apprenticeship programs that close the gap between education and careers. Nicholas works in partnership with schools, industry, community organizations, and government to cultivate alternative pathways to employment and continual skills development. His work debunks the notion that a traditional university degree is 'for everyone' and explores practical avenues to satisfying, well-paying skilled careers for individuals at any stage of life. Nicholas is a regular media commentator on workforce development whose articles and interviews have appeared in various industry journals and in mainstream venues publications.

Nicholas is a Winston-Churchill Memorial Fellow and has completed research on school-to-work transition and social status of skilled careers across Germany, Switzerland, France, the Netherlands the UK, Northern Ireland, the US and Australia.

He established South East Asia's first Mentored Apprenticeship Program and provides advice on Vocational Education Policy to government as well as the Menzies Research Centre and the

OECD Roundtable on Vocational Education Policy. He is a member of the advisory Board of the American Institute for Innovative Apprenticeship, and recently presented at the Urban Institutes Global Lessons in Apprenticeship seminar in Washington, DC.

As co-founder of the Skilling Australia Foundation, Nicholas works on the ground with young people to realize their full potential and cultivate rewarding careers in skilled trades. He is passionate about reducing youth unemployment, specifically in some European countries where youth unemployment stubbornly sits around 60%. He works with the Stavros Niarchos Foundation on their 100m 'Recharging the Youth' initiative which specifically addresses youth unemployment in Greece.

A third-generation writer, Nicholas began his own career by learning a trade. He was named Australian Apprentice of the Year in 1988 and went on to captain Australia's gold medal-winning Culinary Youth Team. He has an MBA and has studied at Harvard Business School and the Hauser Center at Harvard Kennedy School. Nicholas is a member of the American-Australian Association and the Institute of Company Directors.

He is married with two children.



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## Job U:

### How to Find Wealth and Success by Developing the Skills Companies Actually Need

by Nicholas Wyman

**Get ready to relearn everything you thought you knew about what a successful career path can look like.**

Today, unemployment hovers at a near-record high, yet 3.5 million American jobs remain unfilled. Why? Because companies simply cannot find people with the skills they actually need.

The good news is that this skills gap represents unprecedented opportunities for every person seeking a successful and exciting career. But these opportunities can't be found inside the walls of the traditional classroom. Instead, they lie in the myriad educational options that provide the technical, vocational, and soft skills in demand in today's workplace, such as:

- Professional certifications: Start your career faster in fields like bioscience aviation, culinary arts, and medical technology.
- Associates degrees: Increase earning potential through inexpensive 2-year programs in subjects like civil engineering, environmental science, education, and nursing.
- Apprenticeships: Earn while you learn under the direct supervision of a skilled expert. Far beyond the artisan trades, today's apprenticeships can be found at companies like Volkswagen and Siemens.
- Occupational learning: Refresh or reboot your skill set through on-the-job training or online education.

In Job U, you'll learn about these paths to rewarding occupations; where to find them, and how to parlay them into the best paying job in any field. And along the way, you'll meet individuals of all ages who have attained their 'dream jobs' through a non-traditional education: from an emergency air paramedic, to a lead mechanic of a racecar team, to an engineer of complex gas turbine generators, to a bestselling cookbook author.

Whether you are a recent high school or college graduate, or well along in your career journey, Job U will help you find your way to a more secure and prosperous future.



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## Quotes from Job U

"Job U aims to change the entire conversation about what the right path to a rewarding and prosperous career can look like."

"Job U shatters the false dogma that college is the best - or only - path for every ambitious young person, and it will provide the spark for a jobs revolution by offering a new and different way of looking at the path to a fulfilling and successful work life."

"We must abandon old assumptions and embrace a new way of thinking about what a successful educational and career path can look like. All it takes is a shift in thinking, and the courage to act. In doing so, we can give millions of people the purpose, direction, and fulfillment that comes from satisfying, respected, and well-paid work."

"Momentum is building; the skill-based opportunities of today and tomorrow can and will exist in a variety of partnerships between school and industry, entrepreneurship and philanthropy, employers and educators, and law and policy makers."

"Wherever you are in life - whether you are approaching the school-to-work transition, reentering the workforce, or contemplating a change from one career to another - Job U aims to provide you with both the practical tools and the inspiration to make your work life more fulfilling and financially rewarding."

### Quotes on the Skills Gap and the Importance of Investing in Skills

"The number of people entering the workforce is declining, even as our skilled baby boomers are marching into retirement. The result: a reduction in inventory of skilled human capital, which will worsen if we fail to invest in skill development."

"While many positions that go begging in business and industry today require university/college degrees, most do not, and can be filled through apprenticeship and training programs. Those programs open the door to rewarding careers in automotives, retailing, horticulture, hospitality, health care, the building trades, and others."

"Apprenticeships are one of the most powerful educational tools we have in closing the jobs skills gap."

### Quotes on Apprenticeships

"Every \$1 that governments invest in apprenticeships generates \$27 in economic growth. Combine that yield with the U.S. plan for a 4-year, \$2 billion commitment to grow apprenticeships - and we have a real weapon in closing the skills gap that is curbing economic growth."

"An apprenticeship is best described as any program that offers its participants the opportunity to learn hands-on skills under the direct supervision of a skilled expert in a specific field or craft. My years as an apprentice chef were not only some of the most exciting and rewarding of my career, but they also equipped me with the structure, skills, confidence, and financial independence to pursue exciting opportunities."

"Today's apprenticeship programs are becoming more sophisticated and progressive as highly specialized technical skills are becoming more and more valuable to employers."