

Apprentices/Trainees of the Month

East Kimberley

Lance Buckle	Certificate II Automotive Vehicle Servicing
Host Employer:	Indigenous Land Corporation Home Valley Station

By: Hayley Cook
Field Officer



Lance has completed tasks to a very high standard since commencing an Automotive traineeship in July 2012 at Home Valley Station. Lance's supervisors, Brian and Dave, and his TAFE lecturer Don have been very impressed with his enthusiasm and commitment to the trade. Lance enjoys all aspects of the workshop and finds that no two days are the same. Upon closure of Home Valley Station for the wet season, Lance has relocated to Uluru in the Northern Territory and is spending the wet season working at Uluru Motors. We congratulate Lance on his commitment and dedication to his traineeship and his 'no fuss' approach.

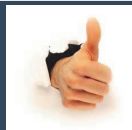
West Kimberley

Wesley Karadada	Certificate II Agriculture
Host Employer:	Indigenous Land Corporation Roebuck Plains Station

By: Luke Edwards
Field Officer



Wesley started with KGT in June and works at Indigenous Land Corporation's Roebuck station. Since his commencement, Wes has been an exceptional trainee who tackles every task with enthusiasm and has become an integral member of the team. He has been involved with KGT for a couple of years and tried his hand at a couple of different trades before finally finding the right job that suits him. Now his job allows him to be close to family and friends, have weekends off, and play footy during the dry season! On a recent block of accredited training, his lecturer stated that he wishes he had more students such as Wes and that he is one of the most talented trainees he has ever come across in the Kimberley. Wesley's attitude makes him a pleasure to teach. Awesome start to your cattle industry career Wes. KGT looks forward to supporting you through to the completion of your traineeship.



*Congratulations Lance and Wesley.
Keep it up!!!*



We are Pleased to Welcome our New Apprentices and Trainees:

Sharlene Cox - Certificate III in Hospitality
Host Employer: Mercure Broome
Supported by: Woodside

Kaila Dutton - Certificate IV in Business Administration
Host Employer: Toll Mermaid Logistics Broome
Supported by: Woodside

Zacharia Edgar - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Bardi Jawi Rangers

Lloyd Juboy - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council—Ngurrara Rangers

Leanora Lawrence - Certificate II in Hospitality
Host Employer: Indigenous Land Corporation - Roebuck Plains Station

Caleb Little - Certificate IV in Business
Host Employer: Commonwealth Bank

Sonny Marshall - Certificate II in Agriculture
Host Employer: Kimberley Land Council - Karajarri Rangers

Gaileen Masuda - Certificate II in Tourism
Host Employer: Willie Creek Pearl Farm
Supported by: Woodside

Phillip Mitchell— Certificate III in Conservation & Land Management
Host Employer: Kimberley Land Council - Wyndham

Roxanne Thirkall - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Ngurrara Rangers

Commencement Period: 25/10/2012 - 30/11/2012

Congratulations on Your Completion!!!

Jason Adams - Certificate III in Conservation & Land Management
Host Employer: Kimberley Land Council

Florence Beck - Certificate III in Hospitality
Host Employer: Indigenous Land Corporation - Home Valley Station

Caroline Constant - Certificate IV in Business Administration
Host Employer: Kimberley Group Training

Caitlin Fuller - Certificate III in Hospitality
Host Employer: Indigenous Land Corporation - Home Valley Station

Frances Kenny - Certificate II in Aviation Ground Operations and Service
Host Employer: Northern Airport Services

Eric John Wade - Certificate II in Automotive Vehicle Servicing
Host Employer: Broome Motors

Neil Waina - Certificate III in Conservation & Land Management
Host Employer: Kimberley Land Council

Anthony Wiltshire - Certificate III in Business
Host Employer: Wyndham Hospital

Completion Period: 25/10/2012 - 30/11/2012

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Pathway Press

(A Special Christmas Edition)

December 2012
Issue 44

A Decade of Leadership

Chief Executive Officer John Gummery celebrated 10 years of dedicated service to Kimberley Group Training (KGT) and the Kimberley region in November 2012. John was joined by current and former staff and Committee members at a small function in Kununurra to celebrate the occasion. In John's time at KGT there have been some wonderful achievements including:

- 418 new apprentice commencements
- 1185 trainee commencements
- 205 school-based trainee commencements
- 198 year 10 work readiness participant commencements
- 305 pre-employment participant commencements
- Over 2,000 indigenous commencements with KGT
- The first KGT apprentice completed his apprenticeship
- Opening of the KGT office in Broome.

John and the KGT team have made a substantial difference to many lives across the Kimberley through their work. John is greatly admired for his leadership, professionalism and sense of ethics.



From the Committee members and staff of KGT, we thank John Gummery for his fantastic work!

Jawun Secondees: "A Helping Hand"

I am currently on a four-week secondment to Kimberley Group Training through the Jawun program, to provide IT (Information Technology) advice and assistance to the KGT team. Back in my hometown of Sydney, I work for KPMG, which is an audit, tax and consulting firm. Through KPMG, I have been able to participate in the Jawun program, and use my IT skills and experience at KGT.



During my time at KGT I have been working with John, Shan and Ian to investigate and implement a web-based solution to improve access to email as well as KGT's policies, procedures and templates.

The strategy we are looking at is to adopt a cloud-hosted solution – this means that KGT will be able to access email and documents via the Internet, both in the office and while working remotely. The overall objective is making access to emails and documents faster and easier, especially for KGT staff in the Broome office!

A big thank you to all KGT staff for welcoming me into the team for the duration of my secondment!

Chris Taffs is another Jawun Indigenous Corporate Partnership secondees that KGT has taken on during the month of November. Chris came to KGT with a background in marketing and currently works for News Limited in Sydney. While in Kununurra, Chris has been helping KGT with a strategic marketing plan among other projects, and is looking forward to the challenge. "It is nice to be able to concentrate on just a handful of projects compared to what my work can be like back in Sydney. My role here is to assist in setting a direction for marketing over the next three years and to also transfer skills to the KGT team here to help in their day-to-day activities".



Originally from New Zealand, Kununurra is the first time in his 8 years in Australia that he has ever been to WA. "Melbourne was the furthest West I had been!" KGT has been keeping Chris busy during the week, but with fellow secondees, he has been able to participate in some of the tourist activities in the Kimberley region before the wet season sets in. "I have really been enjoying my time here in the region and working with KGT, would definitely like to come back in the future, maybe not during the build-up to the wet though".

Monthly Matters:

- KGT Bulletin
- Apprentices/Trainees of the Month
- Welcome on Board
- Celebrating Milestones

Featured Articles:

- A Decade of Leadership
- JAWUN Secondees
- KGT's Announcements
- Derby Prison Visit

- Recognising Host Employers
- Wyndham Community Resource Centre - A Host Employer Profile
- Women in Non-Traditional Trades - continued

From all the staff at
Kimberley Group Training
We would like to wish everyone a very Merry Christmas!!!



2013 KGT Excellence Awards

Friday 12th April 2013

Acknowledging people on their Pathway to Success

Kimberley Group Training will be holding an awards night in Kununurra on Friday 12th April 2013. This awards night will be held to celebrate the outstanding efforts of Kimberley Group Training's apprentices, trainees, school-based trainees & host employers in the East and West Kimberley.

If you are a host employer and would like to nominate your apprentice or trainee, or to find out more about this celebration, please contact your Field Officer or local KGT office. Nominations will be accepted until Friday 8th of February 2013.

PAYROLL OVER THE CHRISTMAS PERIOD

The Christmas and New Year holiday period is fast approaching and KGT wants to ensure that our trainees and apprentices are paid on time during this season. Our offices will be closed from Monday the 24th of December 2012 and will reopen on Wednesday the 2nd of January 2013.

To assist in the preparation of payroll processing during the holiday period, we are requesting that timesheets be submitted to us earlier than usual. Timesheets will need to be submitted to Kimberley Group Training by **no later than 10 am on the 19th of December 2012** for the following pay periods:

Site	Pay period ending	Timesheet due date and time
Argyle Diamond Mine	25/12/2012	19/12/2012 10 am
Kununurra	26/12/2012	19/12/2012 10 am
Broome	30/12/2012	19/12/2012 10 am

Note that payments will be processed as per usual, and the early submission of your timesheet does not mean you will be paid in advance. The assistance and cooperation of all of you throughout this period will be greatly appreciated.

Should you have any queries regarding the processing of payroll over Christmas period, do not hesitate to contact us on **08 9168 3808**.



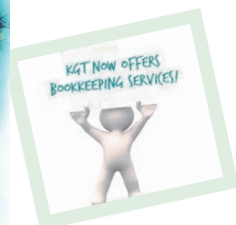
Receive up to \$16,850 if you employ an apprentice in the Building & Construction industry

Employ an Australian apprentice in building and construction between 1 December 2012 and **28 February 2013**, and you could be eligible to receive \$3,350!

You may also be eligible to receive construction training fund incentives of up to \$13,500. For more information you may call KGT on 9168 3808 or 9192 8877.

Don't miss out!

Kimberley Group Training will apply for these incentives on your behalf, and will pass 100% of received funds on to you!



KGT's Bookkeeping Services

Kimberley Group Training has an experienced and qualified finance team who can provide bookkeeping services to a number of clients. Tasks that our finance team may be able to help you with include: payroll services, monthly management of reports, financial reports and grant acquittals. To find out more about these services and how our finance team can assist you, please contact Chief Financial Officer Shan Shanmuganathan on 9168 3808.

Derby Prison Visit

Field Officers Peter Lean, Peter Barton and Counselor David Yates recently went on a visit to the Derby Regional Prison and were released on the same day! The visit was hosted by the Department of Corrective Services in Derby and the purpose was to show Kimberley Group Training (KGT) a bit more of the Derby Regional Prison, given KGT is a potential supplier of employment opportunities for prisoners about to be released once the prison is fully functioning.

One of the visit highlights was having toured the site with Superintendent Michael McFarlane in his 'beach/golf buggy'. It was a fascinating experience to see how the prison facilities have been designed to provide maximum cultural needs, with 'bush tucker' being allowed to be cooked by the prisoners themselves, and prisoners living in comfortably designed 'cabins' with kitchen amenities and piped TV. Boab trees add an authentic touch of Kimberley magic and plans are in place for prisoners to be involved in horticulture and provide for their own self sufficiency.

As prisoners approach their release dates they will be encouraged to select apprenticeships or traineeships of their liking and the opportunity to connect with employers in Derby. This is the point at which KGT can play a vital role by matching these people to jobs and providing ongoing support as they commence apprenticeships and traineeships on a day release basis.



In the photo: Peter Barton, Derby Prison Superintendent Michael McFarlane and David Yates



KGT would like to thank the following Host Employers for supporting KGT throughout 2012:

- Able Electrical
- Aboriginal Workforce Development Centre/ Apprenticentre
- All Amps Electrical
- Allgear Motor Cycles & Small Engines
- Argyle Diamond Mine
- Argyle Motors
- Boily's & Co Pty Ltd Broome
- Broome Diesel & Hydraulic Services
- Broome Motors
- Chetts Plumbing & Gas Pty Ltd.
- Colin Wilkinson Developments
- Commonwealth Bank
- Dan's Property Maintenance
- Department of Environment & Conservation
- Department of State Development
- Department of Finance, Building Management & Works
- Diamondtech Plumbing & Gas Pty Ltd
- DWA Industrial Resources Pty Ltd
- East to West Data Electrical Services
- East Kimberley Plumbing
- Easty's Electrical Services
- Ecoefficient Homes
- Franmor Construction
- Gamlec Electrical
- G. Lamond Electrix
- Greenco Electrical
- Guerinoni & Son
- Gully's Electrical Services
- Indigenous Land Corporation
- John Holland Group Pty Ltd
- JSW Holdings Pty Ltd
- Kimberley Education Regional Office
- Kimberley Electrical Services
- Kimberley Exhaust & Spring Centre
- Kimberley Green Constructions
- Kimberley Land Council
- Kimberley Population Health
- Kimberley Training Institute
- Kununurra & Wyndham Hospital
- Kununurra Maintenance Service KMS
- Kununurra 4WD Spares
- Kununurra Community Resource Centre Inc.
- Liveringa Livestock Co
- MG Corporation
- McKay's Peninsular Plumbing
- Northern Airport Services
- Ord River Electrics
- PJ & T Ellis Builders Pty Ltd
- Pindan Contracting P/L
- Pluton Resources Ltd
- Rapley Wilkinson
- Ricon Contractors
- Savannah Nickel Mines
- St Joseph's School
- Toll Mermaid
- Top End Building Company
- Trademark Carpentry
- Water Corp
- Woodside
- WUNAN Foundation
- Wyndham Community Resource Centre Inc.
- Wyndham District High School
- Zapped Electrical

What's On My Mind



John Gummery
Chief Executive Officer

Christmas is nearly with us again and an appropriate time to thank all our wonderful “Host Employers” for the commitment made to our participants within the Kimberley region throughout the year. Without their support and dedication, the youth of this region would not have the opportunity to fulfil their dreams.

To all our apprentices and trainees who have completed, commenced, and are rolling on to another year of training,

‘Well done!’ on your individual achievement and I wish you well in your future endeavours.

The Christmas break is a time to spend with family and friends, to enjoy each others company, to share some jokes and a time to reflect on the year that is about to pass and to welcome a new year in. To all our customers, supporters, apprentices and trainees and last but not least the wonderful staff of KGT, have a fun-filled Christmas Break, and a very “Merry Christmas”.

Tips for Success



David Yates
Broome Counselor

What does being successful really mean? You can be successful in your personal life, your work life and your extended social life. But what do you need to do to be successful?

Is being successful impressing people in different ways? Always being the best player with your mates? Trying to impress the boss, urging on your kids to be as good as you are? Impressing your partner with fancy gifts?

Well, sometimes these ways fail to impress and turn people off. Don't you think there must be another way to be successful?

I believe that being successful is about *you* impressing *yourself* with how you behave and function in your personal, work, and social life. How many times have you heard people say “Tom/Sarah is a great person, he/she doesn't say a lot just gets on with what they have to do, and they do it well. “That's the key to success, being true to yourself. It's about getting on with the job and doing it as well as is possible, quietly and not bragging about it.

It's about enjoying life with your family and being involved with them, but not pushing them too much. It's

about caring for your partner without showering her with things to impress her. So being successful is not what you put out to the world but what you put into yourself. It's about you meeting your own challenges and not what other people expect you to meet. It's about helping your kids to meet their own challenges not what you think they should meet for you. It's also about supporting your partner in different ways, running the home, achieving her own ambitions and believing that she is an individual with her own aspirations and not just a child-minder or cook!

Always remember:

The image you have of yourself is responsible for the way people see and treat you.



From the Field



Luke Edwards
Broome Field Officer

As the wet season approaches, both Myroodah and Roebuck stations are starting to wind down after an incredibly busy year. All trainees are looking forward to the Christmas break and some well-earned rest. This year there have been 2 intakes of trainees, with a group starting in February and the second in June. To watch these trainees develop throughout the year has been amazing, especially since most of them had very little if any cattle industry experience before starting! On any visits to the

station you will find them fixing fences, riding bikes and horses, mustering, dehorning, and all else that goes with working on a station.

With the current season coming to an end, work at KGT will not slow down as we gear up to recruit and support next year's intake of trainees and offer opportunities to build an exciting career in the cattle industry. Anybody interested or requiring further details should contact KGT on 9168 3808 (Kununurra Office) or 9192 8877 (Broome Office).

Wyndham Community Resource Centre - a Host Employer Profile

By: Natasha Cross
Kununurra Field Officer



The Wyndham Community Resource Centre (WCRC) was established in 1997 to service the community of Wyndham. The Centre offers a variety of services including; printing, internet and computer access, Government Services (Centrelink Access Point), video conferencing and computer training. The Wyndham Community Resource Centre also plays an important role in the community of Wyndham by keeping everyone in touch and up-to-date with current technology.

The Wyndham Community Resource Centre has 3 staff members: Ken Watson (Coordinator), Tammy McCoy (Assistant Coordinator) and Roxanne Williams, who has recently joined the team as a Business Trainee.

So if you are in and about Wyndham, visit the friendly team at the Resource Centre – they are located at 26 Koojarra St, Wyndham WA.



In the photo (standing): Ken Watson and Tammy McCoy
and KGT trainee Roxanne Williams

Women in Non-Traditional Trades: Breaking Stereotypes

(Continued from November issue)

Last month, three young ladies (Krystal Cummings, Hannah Clatworthy and Heather Drill) were featured and shared their stories about their chosen trades. This month, we are going to feature two more ladies who are also delighted to share their amazing stories with us.

Name: **Deanella Purdie**

Qualification: **Certificate III in Electrotechnology Systems Electrician**

Host Employer: **Argyle Diamond Mine**

What attracted you to this trade?

I've always been the type of person who loves to give everything a go and try new things. In high school I did traineeships in receptionist jobs, as an indigenous teacher's assistant and did a year on nursing studies and none of these jobs interested me. I was given a great opportunity to take up the electrical apprenticeship at Argyle and I am now 9 months into my apprenticeship. I'm learning so much both at TAFE and in my workplace and I love it more than anything.

What are your plans when you finish this apprenticeship?

My plan once I have successfully completed the 4 years of my apprenticeship, is to travel the world and then return to Wyndham to start my own electrical business.

What advice can you give other girls who want to get into this trade?

I say “GO FOR IT!” If you think you can take on an apprenticeship, or you have thought about it, then set a goal for yourself and aim for it. You don't have to be the strongest person, or the brightest person, you just need to be focused and have belief in yourself.



Name: **Tamara Kap**

Qualification: **Electrotechnology Electrician**

Host Employer: **Savannah Nickel Mine**

What attracted you to this trade?

I have developed a strong interest in the electrical field from working alongside my father who is a qualified Electrical Engineer. Further, whilst working in Doon Doon workhouse, I developed my interest in the electrical field performing maintenance, installation and repair of electrical systems, plumbing and general grounds and maintenance.

What are your plans when you finish this apprenticeship?

I would like to secure a full-time position as a qualified tradesperson at the mines as I really enjoy working underground. I also prefer Industrial work to domestic work. My long term plan would ideally be to set up my own electrical work.

What advice can you give other girls who want to get into this trade?

You have to enjoy your work and it should suit your personality, I wouldn't recommend the trade to all girls but if you don't mind getting your hands dirty and working outdoors, then it's the perfect trade. I would love to see more girls in the trade as I have always been welcomed and encouraged on site.

