

# Trainee Profiles

**Eugene Bumba** - Qualification: Certificate II in Conservation and Land Management  
HOST: Kimberley Land Council (KLC)



Eugene Bumba started his Certificate II Conservation and Land Management traineeship with KGT in June 2012 and after 18 months is

due for completion. Eugene is hosted by Kimberley Land Council's, Karajarri Ranger group in Bidyadanga and has been a very valuable member.

Once Eugene has completed his Certificate II qualification he will then roll-over into a certificate III qualification in Conservation and Land Management.

Working on country is an important aspect of Eugene's role and it's something he takes great pride in, with it being his favourite part of being a ranger. Eugene has stood out among his group as having great leadership qualities, showing initiative and motivation in all areas, regardless of the task at hand.

Recent feedback received from Eugene's Ranger Coordinator, Rhys Swain was extremely positive.

Rhys is confident that Eugene has a great and rewarding future ahead of him as a Ranger. Well done Eugene for the great work you are doing. Keep it up!

*By Shelley Ratcliff  
Field Officer/Administration*

**Ashton Reid** HOST: Housemasters

Qualification: Certificate II in General Construction

**What interests you about your Traineeship?**

Working with different people who have different skills that can teach me to gain skills in both life and work for the future. Growing up on a community gaining skills was hard for a



young person. **What would you like to do after your traineeship?** I would like to complete my traineeship and roll over to an apprenticeship and hopefully one day build my own home for my family and maybe own my own business.

**What is the most challenging part of your Traineeship?**

Operating new equipment, new tools and getting out of bed every day.

**What is the most rewarding part of your Traineeship?**

Achieving the skills to complete a job that is given to me by my supervisor – It is nice to see a job completed knowing that I was the one that started it and to work on the job until it is completed. Earning my own money is also great – it gives me freedom to do what I want without having to ask for money from my family.

*Both Ashton and Keith's articles were written by  
Natasha Cross  
Field Officer*

**Keith Butters** HOST: Housemasters

Qualification: Certificate II in General Construction

**What interests you about your Traineeship?**

I enjoy coming to work every day to gain new work skills, life skills and learning how to work as part of a team. My grandfather was a builder and I was always helping



out as a young child. When I was at school I completed my work experience in the building industry and really enjoyed watching a house being built from start to finish and thought I could do that.

**What would you like to do after your traineeship?**

I would like to complete my traineeship and then roll over into an apprenticeship so I can learn and eventually one day either be a sub-contractor or own my own business. **What is the most challenging part of your Traineeship?** Knowing what the right tool is for the right job and making sure that it is safe to use. I have just started to read plans which are hard but my supervisor Chad Chadwick - former KGT apprentice - is a great help. **What is the most rewarding part of your Traineeship?** Every day I am learning something new in the workplace. My supervisor Chad is great at helping me learn and it is great to be able to work and learn every day when you like your job. Also earning your own money is a great benefit as well.

**KGT would like to thank all host employers and the community for your ongoing support in 2013.**

**We hope that everyone has a bright, safe, and cheerful Christmas.**

**May the New Year bring you peace and prosperity!**

*Merry*  
**CHRISTMAS**



## Pathway Press

Issue 51- December 2013

### Exciting Building and Construction program kicks off!



From L-R: Adrian Iles, Dean Gerrard, Russell McCoy, Robert Chulung, and KTI Lecturer Adam McMahon

**K**imberley Group Training (KGT) is one step closer to the realization of an exciting Building and Construction program in Kununurra.

To kick this program off, Kimberley Training Institute (KTI) and KGT are currently delivering a pre-apprenticeship program to identify the most suitable candidates to progress into the construction phase early in 2014.

KTI will be providing quality carpentry and joinery training, in Kununurra, which will be a major benefit to the participants.

The pre-apprenticeship program enables participants to gain valuable life skills such as health, emotional well-being, motivational workshops and tips on how to

manage family pressures and money.

Employability skills such as employer expectations, employee responsibilities, working in team environments, communication and time management are also covered. Last but not least, accredited training targeting the construction industry will be provided at the end of the program to give job seekers the confidence they are ready to hit the tools early next year.

KGT and KTI wish all the participants undertaking the program the very best of luck, and look forward to seeing them on the job in 2014, and becoming "Champions" for other young people to aspire to.

*Well done to all participants!*

#### Inside this issue...

*From the CEO*

*Submission of timesheets in the holiday season*

*Rotation: adding diversity to apprenticeships*

*What is the KGT Skills Centre all about?*

*Celebrating the Pentecost Pro*

**Contact us!**



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From the CEO

Increase of apprentice wage rates:  
who will foot the bill?

Apprentice wage rates will increase, commencing from January 2014. This will see first year apprentice rates increase to 55% of the trade rate for year 12 school leavers and 50% for all other first year apprentices, while second year rates will increase to 65% of the trade rate for year 12 school leavers and 60% for all other second year apprentices.

The living standard of apprentices has long been debated. Personally I believe that increasing apprenticeship wages may encourage young people to take up an apprenticeship. What is disappointing is the decision by Fair Work Australia to put the cost burden squarely and unfairly on the shoulders of the employers, where in my opinion, it should be borne by the Government.

In this part of the world the majority of employers are paying above award rates and the impact in many cases will be minimal, however for those small businesses that would like to provide a young person with their first opportunity into employment through an apprenticeship, it may have a negative impact.

Kimberley Group Training, like so many businesses operating in the Vocational Education and Training sector has been on the wrong end of poor Federal Government policy decisions. We are hoping with a change in Government that the tide will turn and the Group Training Model will be recognised for the value it delivers to individuals, business, communities, and taxpayers.

Congratulations on your completion!

ANTHONY DAWSON

HOST: KIMBERLEY LAND COUNCIL (KLC)  
QUALIFICATION: CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT

VIRGIL CHEREL

HOST: KIMBERLEY LAND COUNCIL (KLC)  
QUALIFICATION: CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT

RUSSELL SMITH

HOST: KIMBERLEY LAND COUNCIL (KLC)  
QUALIFICATION: CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT

THOMAS NNARDA

HOST: KIMBERLEY LAND COUNCIL (KLC)  
QUALIFICATION: CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT

MEGAN THIRKALL

HOST: KIMBERLEY LAND COUNCIL (KLC)  
QUALIFICATION: CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT

RYAN DEEGAN

HOST: KIMBERLEY LAND COUNCIL (KLC)  
QUALIFICATION: CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT

PLUS: RONEIL SKEEN AND ROSEMARY CHEINMORA

HOST: KIMBERLEY LAND COUNCIL (KLC)  
QUALIFICATION: CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT

Kununurra apprentice completes as part of the Building Management and Works (BMW) initiative !

Following 4 years of hard work, Josh Riley has completed his apprenticeship and is now a qualified plumber! Josh is one of the first apprentices in Kununurra to complete his apprenticeship as part of the Building Management and Works (BMW) initiative.



From Left to Right: Terry McKay of DiamondTech Plumbing, Joshua Riley, and Field Officer Natasha Cross

A special thank you goes to Field Officer Natasha Cross, the Department of Finance – Building and Management Works and hosts Diamond Tech Plumbing and Gas, East Kimberley Plumbing and Fair Dinkum for assisting Josh in completing his on-the-job training. We are extremely proud of Josh's accomplishments and wish him all the best in his future endeavours! Congratulations!

Save the date: 2014 KGT Excellence Awards

By KGT Administration team

KGT will be holding its 2014 KGT Excellence Awards on Friday the 2nd of May 2014 as part of a Chamber of Commerce and Industry (CCI) Business After Hours Event in Broome.

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. We are extremely excited to gather community support to make this event become a reality in Broome for the first time and repeat the resounding success of our first Awards night held in the East Kimberley in 2013.

More information on the Awards night will be released soon – so keep an eye out for it!

Friday 2nd of May 2014 - Save the date!



From Left to Right: Sean Gregory, Brenda Fletcher, Jackie McCoy, David Mulheron, and Frank Rodriguez won awards at the 2013 KGT Excellence Awards held in Kununurra.

Gully's Electrical Services	Kimberley Pest Control	Liveringa Livestock Co.
Indigenous Land Corporation: Home Valley, Roebuck and Myroodah Stations	KMS Maintenance Service	Mercure Broome
Housemasters	Kununurra Community Resource Centre	Toll Mermaid Logistics
JSW Holdings Pty Ltd	Kununurra Diesel Services	Zapped Electrical
Kimberley Regional Education Office	MG Corporation	Willie Creek Pearl Farm
Kimberley Electrical Services	Yeehaa Trail Rides	Tropical Forestry Services
Motorworkz	McKay's Peninsular Plumbing	PCYC Broome
Kimberley Green Constructions	MKelly Air Conditioning	
Kimberley Land Council	Wyndham and Kununurra Hospital	
Kimberley Training Institute	Woodside	
The Zoo Bar and Cafe	Regal Transport	
	Broome Visitor Centre	

Thank  
you!

Congratulations on  
reaching a milestone!

APPRENTICES  
who have reached a 1,2, 3 or 4  
year mark of their apprenticeships.

Leonard Milne  
Luke McCord  
Preston Gallagher  
Arahi Simpson  
Gene Greddon  
Jesse Thomas  
Sean Gregory  
Leon Miller

TRAINEES  
who have completed the first 6  
month of their traineeships

Bradley Dann  
Michael McKenzie  
Douglas Morgan  
Tahnee Dann  
Leslie Raymond  
Kerissa Hayden  
Jason Woodman  
Aquarnis Johns

KGT STAFF  
Peter Lean 1 year  
Caroline Constant 2 years  
Charmaine Johnson 4 years  
John Gummery 11 years  
Kristen Dodd 6 years  
Luke Edwards 2 years

Well done guys!





### From the Field

It has been a very busy few months in the West Kimberley as a number of trainees and apprentices are nearing completion and will hopefully be moving into direct employment with their host employers.

Five trainees at the Indigenous Land Corporation's, Roebuck Station have survived the heat of the last couple of months and have completed all the off-the-job training and should be signed off in early December.

We also have a number of apprentice electricians who will be sitting their capstone assessments before Christmas - after 4 years of hard work each of them are excited at the prospect of increased rewards!

As the year comes to a close it will not get much quieter for KGT field officers. We will be assisting this year's school leavers who are trying to engage in employment and looking into school based traineeships for years 11 and 12 in 2014. We will also be undertaking an extensive recruitment process for next year's Indigenous Land Corporation traineeship program which will be kicking off in March 2014.

If anyone is interested in finding out more about apprenticeships and traineeships please come see us in the Broome office.

By Luke Edwards - Field Officer



### Rotation: Adding diversity to apprenticeships

Pictures:  
Jason George (Left) and Joshua Riley (Right) have both rotated host employers recently

One of the great benefits of working with a Group Training Company is the ability to allow for the rotation of apprentices and trainees between different host employers.

When a host employer takes on an apprentice it is possible that the host employer may not be able to satisfy all of the requirements of the apprenticeship qualification. In the modern world we have seen more and more businesses specialise in their particular field rather than be a generalised business and because of this specialisation they may not be able to provide their apprentice with all the required on-the-job training and activities needed to satisfy the competency requirements of the qualification.

Working with a Group Training Company like KGT allows for the rotation of apprentices between a number of host employers in order to ensure that they meet all of the competency requirements of their chosen trade or profession. Recently three apprentices in Broome have undergone rotation

to assist them to complete the requirements of their apprenticeship. Jason George (pictured), Johnny Jones and William Miller all have been rotated to new host employers to gain knowledge and skills in additional areas of their apprenticeships.

Jason was rotated from Boily's and Co. Broome to ProFab Broome in order to give him exposure to fabricating with aluminium, which is a requirement of his apprenticeship. Johnny Jones was rotated from Kimberley Electrical to Energy Developments to give him experience with instrumentation controls; and William Miller was rotated from the Broome International Airport to PMK Welding where he will be gaining machining experience working with lathes and presses.

Kimberley Group Training would like to take this opportunity to thank the management of Boily's and Co Broome, Kimberley Electrical and Broome International Airport for their support of these three apprentices and to ProFab, Energy Development and PMK Welding for giving the apprentices the opportunity to develop their skills.

By Peter Lean - Site Coordinator

*"Working with a Group Training Company like KGT allows for the rotation of apprentices between a number of host employers"*



Photo: Image of proposed KGT Skills Centre.

## What is the KGT Skills Centre all about?

KGT has identified over a lengthy period of time, that the majority of youth in the Kimberley have the cognitive capacity and capability to take up an apprenticeship and /or traineeship, however many are not ready to enter institutional based training or mainstream employment due to poor literacy, numeracy and basic employability skills.

KGT decided to build its own Skills Centre to bring an innovative approach to the employability of individuals.

This distinctive training approach will challenge traditional methods and involve an exciting combination of industry and life skills to further develop literacy, numeracy and employability skill levels for individuals.

Proudly supported by the Australian Government under the Regional Development Australian fund, and Lotterywest

The KGT Skills Centre will by no means replace or change what KGT currently does. Instead, it will supplement the services currently offered by KGT as a traineeship and apprenticeship provider.

It will equip not only KGT, but also the local community with the necessary tools to help disadvantaged individuals join mainstream employment and ultimately meet the extraordinary demands of the thriving economy of the Kimberley region.

The Skills Centre's prime objective is to see those that have been less fortunate gain the skills that are needed to enter mainstream employment and/or take on a vocational career pathway through a training institution such as Kimberley Training Institute. Construction of the Skills Centre has been awarded to Top End Building Company

and construction commenced in November 2013. Funding for the Skills Centre has been secured through Regional Development Australia (RDA) and Lotterywest.

Kimberley Group Training would like to thank the following organisations who provided a letter of support for this initiative: Kimberley Training Institute, Wunan Foundation, MG Corporation, Gelganyem Trust, Rio Tinto, Kununurra District High School, Shire of Wyndham East Kimberley, Woodside, Group Training Australia, Group Training Australia WA, Progressive Training, Master Builders Association, The Kununurra Chamber of Commerce and Industry, Construction Training Fund, Indigenous Land Corporation, Kimberley Development Commission and Leighton Contractors.



Australian Government





# Celebrating the Pentecost Pro

By Kate Millen – Field Officer



From L-R: Jane Whelan, Chrissy Smith, Lance Buckle, Brontae Kelly, and Kate Millen

I was lucky to be able to celebrate the Home Valley Station (HV8) end of season extravaganza which welcomed the newest event in the East Kimberley Social Calendar: The Pentecost Pro. Using the iconic Cockburn Ranges as the magical backdrop, HV8 celebrated an amazing season in style. On the banks of the Pentecost River eager fisherman braved the 47 degree heat to catch the biggest fish; whilst others enjoyed the live music and entertainment at the camp ground.

For KGT trainees Lance, Chrissy, and Brontae it was a great opportunity to let their hair down, invite their families and prepare for the next chapter in their careers.



Picture: The iconic Pentecost river set the scene for the Pentecost Pro Challenge.

Lance is looking forward to progressing into a Mechanical Apprenticeship at HV8 next year, whilst Chrissy is preparing for work in town for the wet season before returning to HV8 in 2014. Her plans include undertaking more hospitality training to take her career to the next level. Brontae is excited to be heading over to HV8’s sister resort, Ayers Rock Resort, in November 2013 and will return to HV8 in 2014.

I have thoroughly enjoyed working with these three trainees as they begin their life long journey in the tourism industry. Their dedication and commitment to their training, their host employer and their futures has been fantastic to see. I look forward to hearing many more positive stories about their career adventures.

*Keep up the good work!*

## Acknowledging hosts KGT would like to thank the following host employers for supporting us throughout 2013

Able Electrical	Chett’s Plumbing	Department of Finance, Building and Management Works	Vision Power
Aboriginal Legal Services of Western Australia	Coates Hire Operations	Derby Regional Hospital	Top End Building Company
All Amps Electrical	Commonwealth Bank	East Kimberley Marine	St Joseph’s School
All Gear Motorcycles and Small Engines	Community Housing Ltd	East to West Data & Electrical Services	Shaggah’s Hair Studio
Rio Tinto - Argyle Diamond Mine	Cooper and Oxley	Greenco Electrical	Savannah Nickel Mines
Kununurra Toyota	Peter Ellis	Easty’s Electrical Services	Ri-con Contractors
Broome Boating Services	Franmor Constructions	National Australia Bank	Pluton Resources
ApprentiCentre	Guerinoni & Son	Northern Airport Services	Pindan Contracting P/L
Department of Parks and Wildlife	John Holland	Notre Dame University	Ord River Electrics

**EDWIN SAMPI**  
QUALIFICATION: CERTIFICATE II IN ENGINEERING  
HOST: ARGYLE DIAMOND MINE

**KEVIN SPRATT**  
QUALIFICATION: CERTIFICATE III IN ENGINEERING MECHANICAL TRADE  
HOST: ARGYLE DIAMOND MINE

**MICHAEL MERRISON**  
QUALIFICATION: CERTIFICATE III IN ENGINEERING FABRICATION TRADE  
HOST: ARGYLE DIAMOND MINE

**JOSH RILEY**  
QUALIFICATION: CERTIFICATE III IN PLUMBING  
HOST: DEPARTMENT OF FINANCE, BUILDING AND MANAGEMENT WORKS, DIAMONDTECH PLUMBING, FAIR DINKUM, & EAST KIMBERLEY PLUMBING  
HOST EMPLOYER: KUNUNURRA COMMUNITY RESOURCE CENTRE  
QUALIFICATION: CERTIFICATE III IN BUSINESS

**DAYNA VICK**  
QUALIFICATION: CERTIFICATE II IN AUTOMOTIVE (VEHICLE SERVICING)  
HOST: KUNUNURRA TOYOTA

**CARL OCHEA**  
QUALIFICATION: CERTIFICATE II IN AUTOMOTIVE (VEHICLE SERVICING)  
HOST: KUNUNURRA TOYOTA

**JACK LEE**  
QUALIFICATION: CERTIFICATE II IN CONSTRUCTION  
HOST: COOPER AND OXLEY

**HANNAH CLATWORTHY**  
QUALIFICATION: CERTIFICATE II IN AUTOMOTIVE VEHICLE SERVICING  
HOST: MOTORWORKZ

**LANCE BUCKLE**  
QUALIFICATION: CERTIFICATE II IN AUTOMOTIVE (VEHICLE SERVICING)  
HOST: INDIGENOUS LAND CORPORATION (HOME VALLEY STATION)

**BRENDA FLETCHER**  
QUALIFICATION: CERTIFICATE II IN BUSINESS  
HOST: KGT/ARGYLE MINE

**KRYSTAL CUMMINGS**  
QUALIFICATION: CERTIFICATE II IN AUTOMOTIVE VEHICLE SERVICING  
HOST: ALL GEAR MOTORCYCLES AND SMALL ENGINES

**IVAN WILSON**  
QUALIFICATION: CERTIFICATE II IN CONSTRUCTION  
HOST: COMMUNITY HOUSING LIMITED

## TAKENOTE SUBMISSION OF TIMESHEETS DURING THE HOLIDAY SEASON

The Christmas and New Year holiday period is fast approaching and KGT want to ensure that our employees get paid on time during this season. To assist processing payrolls during the holidays we are requesting that timesheets and leave forms be submitted to Kununurra office earlier than usual.

The pay periods listed below fall over the Christmas and New Year period. KGT offices will be formally closed for business during this time. In preparation for these payrolls KGT are requesting that timesheets and leave forms during this period be submitted in advance. Please see below for dates:

Site Code	Pay period ending	Timesheet due date
Argyle Diamond Mine	24/12/2013	20/12/2013 by 3pm
Kununurra	25/12/2013	20/12/2013 by 3 pm
Broome	29/12/2013	27/12/2013 by 3 pm

*This does not mean that you will get your pay early; pays will go in as per usual.*

**REMEMBER IT IS YOUR RESPONSIBILITY FOR YOUR TIMESHEET TO BE SUBMITTED IF YOU WANT TO BE PAID.** The assistance and cooperation of all employees through this period would be greatly appreciated.

KGT would like to take this opportunity to wish you in advance a Merry Christmas and a Happy New Year.

## 2014 PAY PERIOD CALENDARS READY TO GO !

KGT is pleased to announce that 2014 pay period calendars for Broome, Kununurra, and Argyle Diamond Mine trainees and apprentices are now available.

Pay period calendars are important because they show trainees and apprentices what dates and times timesheets should be submitted by, and how you should submit your timesheets so you can get paid.

You can ask for a copy from your Field Officer, or alternatively request a copy by email to [reception@kgt.org.au](mailto:reception@kgt.org.au) or visit one of our offices in Broome or Kununurra!



*Don't wait any longer to grab your pay period calendar!*