

Ben Lawrence- HOST EMPLOYER: AJ's Refrigeration and Air Conditioning

Qualification: Certificate III in Engineering Mechanical Refrigeration and Air Conditioning



Ben Lawrence is a well-travelled country man that now has found his place with a mature aged Apprenticeship in Refrigeration and Air Conditioning. Ben has a great attitude towards his new found career and life here in Broome. He originates from Kalgoorlie/Perth where he had experience with the Army being a Rifleman has kept him in good stead in his chosen career path. He relocated to Broome, to enjoy the Broome lifestyle and join his father. He's no doubt going to go a long way with his career, as he has great knowledge, understanding and life experiences to pave his way to success.

By Spencer Lim Joon
Field officer

Ethen McGinty - HOST EMPLOYER: Vision Power (Halls Creek)

Qualification: Certificate III in Electrotechnology Electrician



Ethen McGinty commenced his Electrician Apprenticeship in January 2014 based in Halls Creek with Vision Power. Ethen has been working on a variety of jobs including housing and the new arts centre. I always receive great feedback from his supervisor and Ethen has learnt a great deal already. Ethen is hoping to start obtaining tools for his own set and has sights set on becoming a qualified electrician, well done Ethen!!

By Landi Bradshaw
Field officer



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Kimberley Group Training Brand New Skills Centre



On Friday the 7th of November 2014, KGT officially opened its doors to celebrate the new Skills Centre located at 5 Kentia Way (light industrial off Weaber Plains Road). The Skills Centre boasts four indoor training rooms and two large workshop areas.

The Skills Centre was born out of frustration where KGT staff was continuously challenged in finding suitable applicants that were ready to enter the Australian Workforce. There were numerous job opportunities, however the transition from school to training to jobs and from unemployment to employment, presents major barriers for young people who have failed to gain a good education and have been embedded in welfare programs for many years.

The primary focus for the Skills Centre will be on improving the supply of 'work ready' participants to move into employment and/or vocational training pathways and/or main stream employment. The Skills Centre has the potential to impact profoundly and positively on individual families and to provide positive outcomes for the community.

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From the CEO

Kimberley Group Training's Skills Centre was officially opened on 07 November 2014 by the Member for Durack, Melissa Price. Not only was Melissa representing the electorate of Durack, she was officially representing the Prime Minister of Australia, The Honourable Tony Abbot. I thank the Prime Minister for his official letter of congratulations and Melissa for attending to officially open the Skills Centre.

The Skills Centre was born out of frustration where Kimberley Group Training staff were continuously challenged in finding suitable applicants that were ready to enter the Australian Workforce. There were numerous job opportunities, however the transition from school to training to jobs and from unemployment to employment presents major barriers for young people, who have failed to gain a good education and have been embedded in welfare programs for many years.

The primary focus of the Skills Centre, will be on improving the supply of 'work ready' participants available to move into employment, vocational training pathways and/or main stream employment. The Skills Centre has the potential to impact profoundly and positively on individual families and to provide positive outcomes for the community.

The support received from industry, small businesses, service providers, Indigenous organisations, community groups and educators when the concept was first tabled was overwhelming and it was their support that provided staff of Kimberley Group Training with the energy to pursue what many thought was a pipe dream.

The Skills Centre has been a major undertaking by the Committee and Management of Kimberley Group Training and I believe if the opening was anything to go on, we have already commenced achieving our goals. Partnerships are already being formed. Kimberley Training Institute (TAFE), East Kimberley Job Pathways (EKJP) and the community have already engaged and all are focused on the end result, which is preparing people for work.

Funding for the construction was sourced and received from Regional Development Australia and Lottery West and I thank them sincerely for their generous support and belief in the project.

The road ahead for the not-for-profit sector will continue to be challenging as the Federal Government continues to wind back funding. There will be many challenges to be met over the next 12 months, however it may also be a time for opportunity and everyone in the sector will need to be constantly exploring new opportunities in a changing funding environment. As this will be the last newsletter for this year, I would like to wish all our participants, supporters and Host Employers a wonderful Christmas and a Safe and Happy New Year.

Congratulations Trainees on reaching your 6 month milestone!

- | | |
|---|--|
| Joseph Gerrard
Certificate II in Agriculture
Traineeship | Albert Bevan
Certificate III in Conservation
and Land Management |
| Zacharia Edgar
Certificate II in Conservation
and Land Management | Alec Echo
Certificate II in Conservation
and Land Management |
| Gerard Bennett
Certificate II in Conservation
and Land Management | Joshua Albert
Certificate II in Conservation
and Land Management |
| Kimberley Watson
Certificate II in Conservation
and Land Management | Raymond Charles
Certificate II in Conservation
and Land Management |
| Zynal Cox
Certificate II in Conservation
and Land Management | Paul Retsas
Certificate II in Agriculture |
| William Simon
Certificate II in Agriculture | Aaron Cox
Certificate II in Conservation
and Land Management |
| Codi-Mari Watkins
Certificate III in Business | James Birch/Gallagher
Certificate III in Conservation
and Land Management |
| Jeremy Kowan
Certificate III in Conservation
and Land Management | Tillisa O'Connor
Certificate III in Business |
| Justina Howard
Certificate II in Community
Services | Joshua Adkin
Certificate II in Business |
| Kaytana Havili
Certificate II in Community
Services | Marcus Cooper
Certificate II in Automotive |
| Shiriya Barnes
Certificate II in Business | Keri Searle
Certificate II in Business |
| Leoine Chenimora
Certificate III in Conservation
and Land Management | Peter Davies
Certificate II in Automotive |
| Preston Cox
Certificate III in Conservation
and Land Management | Ryland Hawes-Wright
Certificate II in Engineering |
| Kalani Wordley
Certificate II in Automotive | Alex Ripps
Certificate II in Engineering |
| Phillip Mitchell
Certificate III in Conservation
and Land Management | Larissa Cortese
Certificate II in Business |
| | Quentin Gore
Certificate III in Conservation
and Land Management |



From the Field..



Kimberley Education For Life Students



Argyle Diamond Mine Participants



Yeehaa Trail Rides Students

It has been a big year with the Kimberley Education for Life (KEFL) Program and the commencement of Indigenous Rangers with Yeehaa Trail Rides and a huge intake at Argyle Diamond Mine (ADM).

We had one of the biggest groups enter into the KEFL program with 12 new trainees. Ranging from Child Care to Automotive to Engineering. We also engaged new host employers for the program – which is great to see that the program is going from strength to strength. Early in June I had the pleasure of accompany the students on a camp which took us to Gibb River Station. I spent a week with the students – during this time we put cattle yards up, fixed fences which had been damaged by wet season floods, mustered cattle, branded and tagged the cattle and sorted them ready for shipping under the guidance of Michael Jeffery's of Kimberley Training Institute.

We also saw the threeYear 12 student's graduate and take home their Year 12 WACE and their Certificate II Traineeships – Jeremy Wood; Certificate II in Automotive, Andrew Rethus; Certificate II in Conservation and Land Management and Tah Morton; Certificate II in Automotive.

I'm looking forward to 2015 and the new adventures that the students will go on.

A new program to Kimberley Group Training was the commencement of the Indigenous Rangers with Yeehaa Trail Rides. These students are part of the Clontarf Program at Kununurra District High School and attend 3 or more days with Yeehaa Trail Rides studying Certificate II in Agriculture. I also had the pleasure to watch these young men grow and have their attendance go from 20% to up to nearly 90%.

In June and July we held 2 workshops at ADM to look for potential new apprentices and trainees. During the workshops we looked at Literacy and Numeracy, how that candidates work as a team, they also got to use hand and power tools and had a tour of the mine and the various departments that are at ADM.

In September 17 newly selected apprentices and trainees commenced. They all commenced on a 4/3 roster to ease into the 12 hour days and working in the mining industry. Apprenticeships are in Light Vehicle, Electrical, Auto Electrical and Plumbing and the Traineeships are in Business and Resource Processing.

*By Natasha Cross
Field officer*

Pay period calendars 2015

Pay period calendars for 2015 are now available! Pay period calendars show when your timesheets are due and also remind you of public holidays and other important dates. To obtain a copy of your 2015 pay period calendar, please contact Kimberley Group Training Training on 9168 3808 (Kununurra) or 9192 8877 (Broome) or have a chat to your Field Officer.



Congratulations on completing your Apprenticeship or Traineeship



KAMIS JOHNSON
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE



SEAN GREGORY
 HOST: DEPARTMENT OF TREASURY & FINANCE WORK & BUILDING
 CONSTRUCTION & COLIN WILIKSON DEVELOPMENT
 QUALIFICATION: CERTIFICATE III IN CARPENTRY
 AND JOINERY



TAHI MORTON
 HOST: KUNUNURRA DIESEL SERVICES
 QUALIFICATION: CERTIFICATE II IN AUTOMOTIVE



JEREMY WOOD
 HOST: COATES HIRE OPERATIONS
 QUALIFICATION: CERTIFICATE II IN AUTOMOTIVE MECHANICAL



HARRISON SKINNER
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE



BRONTAE KELLY
 HOST: VOYAGES INDIGENOUS TOURSIM AUSTRALIA
 -HOME VALLEY STATION
 QUALIFICATION: CERTIFICATE III IN BUSINESS



DYLAN MALAY
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE



CORBEN CLYDEN
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE



PATRICK YAMBO
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE



TYE ALDENHOVEN
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE



ANDREW RETHUS
 HOST: DEPARTMENT OF PARKS AND WILDLIFE
 QUALIFICATION: CERTIFICATE II IN
 CONSERVATION AND LAND MANAGEMENT



AARON WOODLEY
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE

LEON JORDA
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE

TYRONE LEE
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE

AARON CHARLES
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE

ZAIDEHN MCCARTHY
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE

ROBERT KELLY
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE III IN AGRICULTURE

WILLIAM BROLGA
 HOST: INDIGENOUS LAND CORPORATION
 QUALIFICATION: CERTIFICATE II IN AGRICULTURE

Welcome on Board Natalie Johns!



Kimberley Group Training are delighted to welcome our new Reception/Administration Support, Natalie to the office in Broome.

Natalie is originally from Perth, but moved to Broome 5 years ago with her family to start a new and exciting life. Before starting the position at KGT in Broome, Natalie worked at Telstra as a Customer Advisor.

Customer service was an absolute delight, but she wanted to be more involved in helping others. Since coming on board with KGT it has been challenging yet fulfilling so far.

Natalie feels so passionate with what KGT has to offer for not only the staff but the clients also and is really delighted to work for a company that cares so much about others, and assisting in improving their lives.

From all the staff at Kimberley Group Training we would like to wish everyone a very safe and enjoyous Christmas and a happy New Year!



Vocational Training and Employment Centre Program

More than 12 participants across the Kimberley have entered into long-term employment as part of the Vocational Training and Employment Centre (VTEC) program, with many more expected to start work over the coming months.

VTEC assists employers to prepare potential candidates for entry into the workplace, as well as providing up to six months of post placement support.

VTEC also works with jobseekers to prepare them for the workplace and support participants through the early stages of employment.

VTEC coordinator Courtney Garnham and Kimberley Group Training Operations Manager Ian Warrener attended the final national VTEC training session in Brisbane in November 2014 with about 50 VTEC staff from across the country.

The week-long session facilitated by Generation One and the Prime Minister and Cabinet, utilised the brain-power of VTEC staff from a number of organisations to create a best-practice model for rolling the newly introduced Government program.

The results showed KGT's VTEC engagement across the Kimberley was tracking well against its cousins in other parts of Australia and the forecast for indigenous job opportunities in the Kimberley for 2015 under the program is looking positive.

Are you an employer or jobseeker and want to know more about how you can get involved in VTEC? Contact Courtney Garnham in Broome: 9192 8877 or Ian Warrener in Kununurra: 9168 3808.

BON VOYAGE SHELLEY!



After almost 3 years of working for Kimberley Group Training in our Broome office, it is with a great deal of sadness that the time has come for me to say goodbye.

My time with KGT has been some of the most enjoyable employment years of my life. Although working mostly in Administration, I have also stepped into the shoes of Field Officer and Site Coordinator, developing valuable skills that will assist me in future endeavors.

One of the main things that has warmed my heart and given me some of my greatest memories is working with and assisting the many beautiful Indigenous people that live up here in Kimberley. So many are faced with some pretty big barriers and yet their desire for a better life brings them to us and then we at KGT do our best to help them on their journey to success. This I will miss, but the passion I have to assist these people I will take with me and continue to do down south.

I will also miss the team here at KGT. What an awesome bunch of people you all are. It has been an absolute pleasure to work with you all. And to John and Ian, Thank you for being such wonderful supportive understanding bosses and for the passion you bring to KGT.

I wish everyone amazing futures and success for everything that your heart desires.

Australian Super



Super does not need to be complicated! Did you know there are a few things you need to know when choosing a super fund?

1. Employers must pay super contributions of at least 9.5% of your annual salary into your super account.
2. Provide your tax file number when you join a super fund. This ensures you're taxed at the special low rate and your super account is less likely to get lost.
3. If you've changed employers, you may have super in more than one fund. If so, each of those funds will be charging you fees. By having one single fund, you can stop paying extra fees and combine your super into one low-fee and feel better performing account.

Kimberley Group Training's default fund is Australian super. For more information on Australia Super, jump online on www.australiansuper.com. If you wish to switch to Australian Super, contact us on 9168 3808 (Kununurra) or 9192 8877 (Broome) or have a chat to your Field Officer

Hospitality Pre-Employment Program

A recent survey conducted for the East Kimberley Marketing Group identified that tourists visiting Kununurra envisage seeing local Aboriginal people working in the hospitality and tourism industry. This gave us the grounds to begin developing a strategy to meet this expectation. In conjunction with Kimberley Training Institute (KTI) and East Kimberley Job Pathways (EKJP), the Hospitality Pre-Employment Program was born!

Our vision is to place local Aboriginal people into businesses such as caravan parks and resorts, cafes and restaurants, as well as tour companies. As a town that is largely tourism based, we would like to make the face of tourism in Kununurra inclusive of Aboriginal employees. The purpose of the program is to assist participants in getting 'job ready' prior to commencing work. The Certificate I in Hospitality will give the group the chance to learn customer service skills, front and back of house skills, as well as basic communication skills required for positions in the hospitality and tourism industry.

After contacting local businesses in the hospitality and tourism industry, it became obvious to me that Kununurra business owners were eager to see this happen. The demand was certainly there, which confirmed the importance of running the pre-employment program.

The course began on Monday 13th October, nerves were in the air and the new participants barely said a word on their first day. Wendy Casey, a lecturer from KTI eased the group into the course and as nerves began to settle, confidence began to build. We had participants of all different ages, from all different towns, with experience and some fresh into the industry. Along with Wendy, running through the hospitality course units, we had the PX2 (confidence and goal setting) course run by Richard Rose from Broome KTI, hands on cooking experience from Craig Schaffer from Broome KTI and hands on cooking experience with Brodie from Kimberley Café. The participants also completed a 'preparation for work' grooming, department/hair and beauty course with Yvette McLeary from Skin Deep & Beyond Beauty.

The highlight of the 9 weeks was definitely when the group served food and beverage at the Kimberly Group Training Skills Centre Opening night on 7 November 2014. Most of the participants were nervous, however excitement overruled in the end. Prior to the guests arriving, the lovely Yvette helped the participants get ready with some hair and makeup tips. Following this the prep work began with Brodie from Kimberley Café who did a great job working behind the scenes with the participants. Wendy and all the staff from KGT were 'all hands on deck' to provide assistance throughout the evening. The participants were given their roles for the night which included food prep, working behind the bar, serving food and drinks, as well as the clean-up. Once the guests started to arrive the nerves settled and they were off! The group worked together extremely well and their weeks of training and confidence building shone through as they were chatting with guests, ensuring they were well looked after and running smoothly behind the scenes. The feedback received from the guests was all positive.

There have definitely been ups and downs throughout the nine weeks; however I am confident to say that each participant has grown as a result of the course. The group has learned a whole new set of skills as well as gaining confidence in an area that was out of their comfort zone to begin with. The next step is finalising job placements and matching them with the best suited host employers for 2015!

We are hoping to continue the course throughout 2015 and beyond. This will give a new group of people the opportunity to learn skills to enter the hospitality and tourism industry each term.



By Landi Bradshaw
Field officer