

## Apprentices/Trainees of the Month

### Kununurra

**Name:** Greg Hutchings  
Certificate III  
Electrotechnology  
Systems Electrician



**Host:** Gamlec Electrical

Greg Hutchings has been rewarded the Apprentice of the Month due to his outstanding commitment to his host employer and his apprenticeship.

Greg is currently in his 2<sup>nd</sup> year of a mature age Electrical Apprenticeship with Gamlec Electrical. Within this time, he has travelled throughout the Kimberley area on various jobs. He really enjoys learning new skills and the challenge of becoming a qualified electrician. We would like to acknowledge the ongoing support and training provided by Gamlec Electrical.

From all the staff at Kimberley Group Training, we wish Greg all the very best in his chosen career.

### Broome

**Name:** Yazmin Langley  
Certificate III  
Business Administration



**Host:** Kimberley Group Training

Yazmin Langley commenced her business traineeship with KGT in November 2011. Yazmin is a diligent and conscientious worker. She is a delight to work with due to her happy disposition in life and is always willing to assist in every way she can, quite often having already completed tasks before being asked to do so.

Yazmin's work performance makes her a very deserving winner of Trainee of the Month. Without a doubt, her dedication to her job will carry her through to successfully complete her traineeship and lead her into a rewarding career in the future.

**Well done Yaz.. Keep up the fantastic work!!!**



# Pathway Press

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## KGT Gearing up for 2012

By: Chad Sloan  
Training Co-ordinator

KGT are gearing up for a big year in 2012 in terms of increasing the scope and quality of pre-employment training across the Kimberley. The last few months have seen the development of new innovations in the delivery of training which aim to strengthen the employability and career longevity of job-seekers. KGT recognises that in order to obtain long-term success in a 'real job', our clients need to be interfaced with the realities of working in their chosen industry prior to setting foot in the workplace. We are always looking at ways to improve the outcomes for KGT trainees & apprentices by providing a transitional pathway from welfare to employment that is both innovative and realistic.

Before candidates are placed into industry specific pre-employment training, they are put through a comprehensive pre-assessment which will assist our clients with determining a suitable job pathway. The pre-assessment includes an interview with qualified counselling staff member. This assessment is designed to identify personal barriers that may prevent successful outcomes, such as issues with the law, drugs, alcohol, mental and physical health, social and family stressors, bereavement, living conditions and license status. The candidates will then undergo the Q-Test which determines general aptitude and trainability and is not affected by their standard of Language, Literacy & Numeracy (LL&N). Candidates also undergo a basic LL & N assessment. From this point the candidate is referred to an appropriate pre-employment program or to other support where necessary.

As most people are aware Indigenous people are some of the most 'trained' group of people in the world, but I believe we will always set people up to fail if that training is not standing up to industry expectations. We also find that most of our clients have the cognitive ability to achieve successfully but are often blocked by 'other' barriers that interfere with the demands of the



workplace. In view of this our pre-employment programs are developed with a holistic approach and include three components; work-readiness preparation, life-skill workshops and nationally accredited training.

Work-readiness prepares candidates for the generic expectations of any workplace including updating resumes, preparing for an interview, time management, communication, workplace rules and rights, personal presentation and cross-cultural awareness in the workplace.

The Life-skills component is set up to provide support in the candidate's every-day lives and focuses on health, motivation and self-esteem, licensing and financial management. This year, KGT will introduce two new programs that look at how our personal decision making affects our lives and how we can be more empowered in terms of taking some control over our future directions. One program is called the Strengthening Strengths Program and looks at how we can build on existing strengths of Indigenous Australians and how these skills can be transferred to the workplace. The other is the STEPS Program which aims to increase participants self esteem and self confidence to bring about change in attitude and behavior in order to realize their full potential.

As always KGT's ultimate goal is to support people from disadvantaged backgrounds to reach a level playing ground so they are able to improve the quality of their lives and the lives of their families and communities.

## Celebrating Milestones

**Lynette Westwood** - Certificate II in Business  
Host Employer: Kununurra Community Resource Centre

**Roy Benning** - Certificate II in Conservation and Land Management  
Host Employer: Kimberley Land Council-Broome

**Lloyd Nulgit** - Certificate III in Conservation and Land Management  
Host Employer: Kimberley Land Council-Broome

**Robin Dann** - Certificate III in Conservation and Land Management  
Host Employer: Kimberley Land Council-Broome

**Joseph McKenzie** - Certificate II in Agriculture  
Host Employer: Indigenous Land Corporation - Myroodah Station

**Sophia Clark** - Certificate II in Hospitality  
Host Employer: Indigenous Land Corporation - Home Valley Station

**Michael Fremlin** - Certificate III in Conservation and Land Management  
Host Employer: Savanah Plumbing

*Congratulations*



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[www.kgt.org.au](http://www.kgt.org.au)  
Facebook.com/Kimberley Group Training

### Monthly Matters:

- KGT Bulletin
- Apprentices/Trainees of the Month
- Celebrating Milestones

### Featured Articles:

- KGT Gearing up for 2012
- KGT and CCI Apprenticeship Solutions
- Fresh Look for the New Year
- KGT's Fresh Face for 2012

## What's on my mind



John Gummy  
CEO

The New Year is shaping up to be an exciting one for KGT as we already have 85 confirmed positions for apprenticeships and traineeships across the Kimberley. This is where the challenge really commences, as the supply of work ready participants to fill positions is limited. In an environment where all employers are vying for a limited labour pool, apprenticeships and traineeships may not be seen as an attractive career pathway. What I can tell the youth in the community and also mature aged people or people working in Labour Hire is that gaining an accredited qualification will provide you with a great stepping stone to success in

the present economic environment. The short term sacrifice that you may need to make will provide you with long term sustainable employment, the ability to further your studies and to be financially independent.

It is well documented that Australia has a shortage of skilled labour and industry and businesses are looking for skilled personnel to fill their positions so it makes sense to gain those skills and become highly sought after. As mentioned in previous newsletters "the timing couldn't be better to commence an apprenticeship /traineeship"

I wish all our Host Employers and current apprentices/trainees all the best for the New Year and extend a warm welcome to all new apprentices and trainees commencing their careers with KGT in 2012.

## Counsellor's Corner



David Yates  
Broome Counsellor

Mentors – role models and success – what's the connection? A recent piece of Indigenous research in Indigenous education [as yet unpublished] suggests a strong link between the role of mentors, role models and student success. In simple terms if positive mentors and role models are available for young people in education and training they have a greater chance of succeeding. But what makes up a good mentor/role model? Well good mentors are in fact good role models – they are intertwined. The term 'mentor' comes to us from Greek mythology, but that's another story. However it now represents a person who imparts wisdom to and shares knowledge with a less experienced person. In KGT we have dedicated mentors, usually Indigenous, who provide a mentoring service to Indigenous apprentices/trainees, but can anyone be a mentor? In theory yes but there are certain qualities which are essential. You usually need to be older than the person you are mentoring, more experienced and able and willing to guide another

person in their personal development. So an older, wiser brother or sister can be a mentor to their younger siblings. Parents and grandparents can be mentors to their children and grandchildren. However the quality of good role modeling does need to be part of this process. Role modeling requires us to demonstrate safe, healthy and productive behaviors. We are demonstrating that our own life style and approach to living is successful and productive. Some famous mentors have been Laurence Olivier who mentored Anthony Hopkins, Bobby Charlton who mentored David Beckham, and Martin Landau who mentored Jack Nicholson to mention but a few. In Australia there are hundreds of well known Indigenous actors, sportspersons and musicians who have become an inspiration to Indigenous youth in many avenues by excelling in their own fields and becoming high quality role models and mentors to many. Helping other younger people in life is rewarding in itself and the research tells us it will make a difference – you don't need to be called a mentor to be one and for those who have one hang onto them they are worth their weight in gold!

## From the Field



Natasha Cross  
Field Officer

Kununurra Community Resource Centre (CRC) was originally established in 1992 to service the community of Kununurra. They currently provide a range of services to the community and the region. The Kununurra CRC plays an important role in helping keep community members in touch and up to date with current technology.

If you ever wondered what the Kununurra CRC does then pop into the Centre and have a chat, they can offer a range of services from web conferencing to sending and receiving faxes, accessing the internet, designing and building your own website or just accessing information, training or tips about many technological things! The Kununurra CRC is currently offering computer training through the First and Second Click Programs for community members at no charge, thanks to WA Department of Education and Training funding.

The Kununurra CRC has a new X-Box Kinect available for fun sessions through the school holidays for all age groups! Perfect for those days above 36 when you just can't send them outside to run around! The X-Box Kinect has the latest in motion detection technology so it means that your body is the controller! No more sitting on the couch for kids video games here! In December 2011 the Kununurra CRC celebrated the completion of the Network's first trainee in the East Kimberley; Mrs. Lynette Westwood for her Certificate II in Business Administration through Kimberley Group Training. Congratulations!!!



Natika Hawes-Wright - Manager  
Kununurra Community Resource Centre

## KGT and CCI Apprenticeships Solutions

By Ronnie Atkins

The team at Kimberley Group Training works closely with CCI Apprenticeship Solutions. CCI Apprenticeship Solutions is an Australian apprenticeship centre that offers a free service to assist employers who take on apprentices and trainees.

They are contracted by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) to provide a service to employers and apprentices/trainees. Australian Apprenticeship Centres are required to personally visit employers, apprentices/trainees to assist in the sign up and the completion of the training contract and related State/Territory Training Authority documentation.

Ronnie Atkins manages the East Kimberley region. Her role is to register the apprentices/trainees' training contract with the Apprenticentre and the Registered Training Organisation. The East Kimberley region covers the

Tanami track to Kalumburu, including cattle stations, remote aboriginal communities and anything in between.

After many years in the training and employment industry, Ronnie enjoys being a part of engaging youth in apprenticeships and traineeships. She loves travelling the region and seeing the success of young kids moving forward in life and commencing and completing training.

For more information about CCI, please ring Ronnie on 0417 994 062 or CCI Perth on 1800 224 224 or log on to [www.cciwa.com](http://www.cciwa.com).



Ronnie Atkins-CCI Co-ordinator for the East Kimberley

## KGT's Fresh Face for 2012

By: Kate Millen

The marketing team at KGT are pleased to unveil a new look for 2012. Bringing together recommendations from marketing analysis, reports, surveys and the hard work of Jawun secondees to update KGT's new look.

In a bid to move away from the 'ranger' like appearance, the new vibrant red uniform has had a welcoming response from the wider community. "I'm happy with the outcome, we have received many positive comments from both host employers and trainees" explains Hayley Cook. The main feedback being that the new uniform design is more "fun & friendly"; and "approachable" and sets KGT employees out from others in the community.

KGT's fleet of vehicles have also been revamped to include the new tagline "Your Pathway to Success" and highlighting the main business of KGT that is "Apprenticeships and Traineeships". With the vehicles always out in the field, the wider community will now have a greater understanding as to what KGT does throughout the Kimberley region. In addition, KGT's Facebook page has also been launched and is now accessible to the public. Join us now on Facebook and share your experiences.

The marketing team now have their sights set on updating the company website and enhancing the perception of the organisation to the wider community. After all, KGT is the largest employer of apprentices and trainees in the region and has been since 1997!

KGT would like to acknowledge the following individuals who have been a part of the rebranding; Jawun secondees McKenzie Moore from Freehills and Laura Schmerl from NAB, Danee Finckh from Stitched Up Embroidery for her magic on the uniforms, Dave Crock from Crocodile Signs and Brent Halliday from BK Signs for their handy work on the vehicles, and Simon Woodard our web developer.



From left to right: Administration Manager Kristen Dodd, Operations Manager Ian Warrenner, Chief Executive Officer John Gummy and Chief Financial Officer Shan Shanmuganathan