

Apprentices/Trainees of the Month

East Kimberley

David Mulheron - Certificate III in Electrotechnology Electrician
Host Employer: **Savannah Nickel Mines Pty Ltd**

By: Hayley Cook
Field Officer



David has been awarded the apprentice of the month for the east Kimberley. Since commencing his electrical apprenticeship with Savannah Nickel Mine in February 2010, David has become an integral part of the team and is a great bloke to have on site. His supervisor, Michael Tranter, can't fault his performance on the job. We wish Dave well as he tracks towards the successful completion of his apprenticeship.

All the best of luck for David and Jayde!!!

West Kimberley

Jayde Ralph - Certificate III in Electrotechnology Electrician
Host Employer: **Gully's Electrical Services**

By: Luke Edwards
Field Officer



Jayde is this month's well deserved apprentice of the month for the West Kimberley who has been a model KGT employee and someone that we are certain has a bright future ahead. Jayde began his electrical apprenticeship with host employer Gully's Electrical Services in February 2010. Since then, Jayde has been a very consistent worker and his supervisors speak very highly of him and the feedback they provide KGT field officers is always positive. Jayde will very soon move into the fourth and final year of his apprenticeship and he has done a fantastic job completing all his off the job training on time. Jayde can now focus all of his efforts on getting ready for his capstone test at the end of this year before becoming a qualified electrician.

Congratulations on Commencing Your New Traineeship!

Dayna Vick - Certificate III in Business
Host Employer: **Kununurra Community Resource Centre**

Megan Walters - Certificate II in Business
Host Employer: **Kununurra Community Resource Centre**

Commencement Period: 21/12/2012 - 29/01/2013

Congratulations on Your Completion!!!

Rasma Bill - Certificate II in Agriculture
Host Employer: **Indigenous Land Corporation Myroodah Station**

Beaudene Cox - Certificate II in Business
Host Employer: **Kimberley Land Council Nyul Nyul Rangers**

Dayna Vick - Certificate II in Business
Host Employer: **Kununurra Community Resource Centre**

Shenolah Taylor - Certificate III in Business
Host Employer: **Kununurra Community Resource Centre**

Karmeliah McKenzie - Certificate II in Business
Host Employer: **Aboriginal Workforce Development**

Mikaela Carter - Certificate II in Business
Host Employer: **Kimberley Education Regional Office**

Jackson McKay - Certificate III in Plumbing & Gas Fitting
Host Employer: **McKay's Peninsular Plumbing**

Justin Balodis - Certificate III in Engineering Mechanical Trade
Host Employer: **Savannah Nickel Mines Pty Ltd**

Completion Period: 21/12/2012 - 29/01/2013

Kununurra
Ph: 08 9168 3808
Reception@kgt.org.au

Broome
Ph: 08 9192 8877
Broomerecep2@kgt.org.au

www.kgt.org.au



Kimberley Group Training is supported by the Department of Training & Workforce Development



Pathway Press

February 2013 | Issue 46

KGT: Creating a Thorough Approach to Recruitment

By: Kate Millen
KGT Training Co-ordinator

To assure our commitment to finding suitable applicants; we are continually evaluating our recruitment process in response to common trends we identify in the field. As a new year is upon us, it is timely to provide an overview of our recruitment process KGT carries out on each participant that comes through our door!

Initial meet and greet: at this stage KGT provides information on our services, who we are and what we do. We explain what traineeships and apprenticeships are and what is involved. This meet and greet also, gives KGT staff an opportunity to find out about the applicants goals, ambitions and hopes for the future.

Initial Needs Assessment (INA): Carried out by a member of our Social Support Services Team, either the Psychologist or Counsellor, the INA is designed to assist candidates by identifying barriers to engagement in employment and avenues to overcome such barriers. Topics for discussion include accommodation, education, health, current and past legal circumstances, any medications currently prescribed and any other issues that participants may want to address (i.e. relationship pressures, peer pressure, drug and alcohol addictions etc).

VEQ Q-Test: The Q Test is a language-free, culture-fair assessment that provides an insight into the 'trainability' of candidates. This insight is obtained through a series of sub-tests such as sequential and visual memory, planning, and pattern matching.

The ACER Applied Reading Test - Second Edition (ART-2): Basic Literacy is a measure of the ability to read and understand written material commonly seen in an operational role or a basic course of study. It is indicative of the ability to read and understand information in a variety of formats such as signs, diagrams and simple text commonly found in a warehouse, factory or manufacturing plant. This involves the ability to recognise the words, understand what they mean

individually and in a sentence, as well as apply and demonstrate this understanding. It is suitable for those with little formal education or from a non-English speaking background.

Drug Screening: All potential candidates are subject to providing clear drug screening results.

Police Clearances: Provides host employers with an understanding of participants past.

Job Placements: Participants are then introduced to Field Officers who are able to get to know them. The KGT Field Officer will determine, whether the participant would be a suitable fit to a potential host employer. Field Officers then facilitate interviews with host employers and have greater confidence in the participant's level of motivation and commitment.

The above process would not run so smoothly without the support and hard work of the Job Service Providers. KGT will strive to continually improve recruitment processes so host employers receive quality trainees and apprentices.



Meet our friendly staff members that can assist you with your application. From Left-Right: David Yates-Broome Counsellor, Kate Millen -KGT's Training Co-ordinator and Mark Sweeney-Kununurra Psychologist.

Monthly Matters:

- KGT's Bulletin
- Apprentice/Trainee of the Month
- Commencements
- Completion

Featured Articles:

- KGT: Creating a Thorough Approach for Recruitment
- AUSDRILL: A Host Employer Profile
- KGT, Reaching out to the Kimberley
- Fees Reimbursement

KGT's Bulletin

What's On My Mind



John Gummery
Chief Executive Officer

Well the festive season is well and truly over and I trust everyone had a wonderful Christmas break and is ready for the challenges of 2013. All KGT staff are back at work, fired up and ready to provide some great opportunities to the youth of the Kimberley, in apprenticeships and traineeships. KGT has over 50 positions to fill in a wide range of career pathways, so please check the KGT website as there may be something there that catches your eye. If you are not sure, contact one of our experienced staff members.

An Apprenticeship or Traineeship can lead to a great and rewarding

career pathway. Not only will you develop skills that will open up exciting career opportunities, you will also earn money whilst you develop your skills. I personally commenced my career as an apprentice, decided to carry on with further studies when I completed, and went on to become a lecturer at TAFE for a number of years. I eventually ended up working in Group Training as Chief Executive Officer.

You may choose not to continue on in the same field, however bear in mind that an apprenticeship or traineeship can be a great starting point for you, no matter what your future aspirations are.

Tips for Success

‘You are Only Limited by What You Think You Can Do’



David Yates
Broome Counsellor

I recently read about Jacka who as a young 19 year old lad ran into a tree on his motorbike and broke his neck, resulting in most of his body becoming paralysed. Jacka was doing a carpentry apprenticeship at the time. Once he recovered from the initial damage in hospital he decided just to get on with life and do whatever he wanted. He started flying microlight aircrafts to give him freedom from the ground. It soon proved too cold so he changed to a cockpit with heater and now owns a Jabiru J230 plane which he flies with his wife on board to places for afternoon tea! Jacka retrained himself in mechanical engineering. Now he works for Melbourne Water as a Manager. What has this got to do with success and what can we learn from Jacka's story? Well, Jacka is classified as being *quadriplegic* –it means he cannot use his arms or legs and yet he has completed an apprenticeship in engineering and flies a plane regularly. Jacka quotes ***‘You are only limited by what you think you can do.’*** Don't think of whether you can do something or not, just do it!! When he's up there flying, Jacka says that despite his 'disabilities' he is the same as anyone else who is up there flying, and in fact he rates himself as better than most. We all may think we have certain disabilities not quite the same as Jacka but still disabilities to us – are

they holding us back or are we willing to accept them but work beyond them?

Most of us reading this will have two functioning arms and legs and therefore are able to get about and get on with life. How are we doing? Are we still thinking about things we think we are not capable of doing whether it's studying at TAFE, improving our literacy and numeracy skills, or learning to do those more difficult and technical tasks that seem impossible to accomplish?

Jacka reminds us when tackling problems *‘Don't try to tackle the entire problem whatever it is but tackle small bits of it each time’* – Indeed, it's easier that way. This April he is planning to fly around the entire coast of Australia in small chunks!

Finally, he leaves us with some words of inspiration that we could all adopt as a New Year resolution

‘What I have learnt is I have very few limitations’. For the whole article on Jacka, please visit

<http://www.theage.com.au/victoria/flying-on-a-wing-and-a-chair-20130104-2c8fr.html>



From the Field



Natasha Cross
Field Officer

2013 is shaping up to be a good year. KGT have a great number of positions available within the East and the West Kimberley Region. From Banking to Aviation to Administration, just to name a few.

Banking is a great qualification to get into if you want to travel or just move around. Working in a bank, you will be interacting with customers over the counter and also over the phone. You will also help people set up new bank accounts and then later down the track

organising and processing personal loans, credit cards and home loans.

Aviation is another great industry to enter. This job involves working at the airport, checking travellers in, organising baggage, loading and unloading planes and working in a team environment. Once you are qualified, you can also travel and work in any airport in Australia.

If any of the above positions grab your attention, please come down to the KGT office and speak to one of the team at KGT.

Ausdrill Mining Services, Ridges Iron Ore Mine Site

By: Kate Millen
KGT Training Coordinator



Kimberley Group Training is kicking off 2013 by setting up links with Ausdrill Mining Services at the Kimberley Metals Group (KMG) Ridges Iron Ore Mine site. The mine site is currently exporting in excess of 100Kt per month of iron ore fines to the markets in China.

Ausdrill Mining Services are one of the key contractors at the Ridges Iron Ore Mine Site; and are responsible for the ground operations involved in excavation and extraction of the Iron Ore. Ausdrill ensure the equipment and machinery are maintained to the highest standards with a team of dedicated tradesmen.

Ausdrill Mining Services have been eagerly awaiting the completion of major infrastructure at the mine site and are now ready to share their expertise with local residents of the Kimberley. They are looking to host two light vehicle mechanical apprentices on site in a small and friendly team environment.

In a close and collaborative effort Ausdrill Mining Services, Kimberley Metals Group and Kimberley Group Training are excited to offer rewarding career pathways for residents of the Kimberley Region.

Reaching out to the Kimberley

By: Kristen Dodd
Administration Manager

In late 2012, Kimberley Group Training took to the airwaves. The East and West Kimberley was made up-to-date with upcoming projects, job vacancies and the latest news from KGT. If you're in the West Kimberley, tune in to Radio Goolarri 99.7 FM at around 10.30 am each Wednesday to hear a KGT representative talk to broadcaster Sandy Dann live. In the East Kimberley, listen to Waringarri Radio 693 AM throughout the week to keep up-to-date with news on Kimberley Group Training's latest vacancies and activities.



Kate Millen and work experience trainee Willy Cox at Waringarri Radio



KGT Staff members Yazmin Langley and Jason Dann with Goolarri Radio presenter Sandy Dann.

Stay tuned!!!

Fee Reimbursements

KGT would like to remind all trainees and apprentices that upon successful completion of off-the-job training modules, KGT can give you the money back for the cost of your TAFE/RTO (Registered Training Organisation) fees. To be reimbursed for TAFE/RTO fees, KGT will require a statement of attainment from your TAFE college or RTO, showing successful completion of the training modules that you would like to be reimbursed for as well as a tax receipt showing payment of these fees.

Please note that TAFE/RTO training reimbursements from KGT only covers course fees, and does not include text book purchases or other costs associated with off-the-job training.

For more information regarding TAFE/RTO fee reimbursements, please speak to your KGT Field Officer.

