



 Special Christmas Issue

Following years of confusion around what role KGT actually plays in the community, we have finally adopted a new brand. From here on, we will trade as "KGT Employment".

The reason for the change is that as "Kimberley Group Training", we were constantly being confused with training providers. The fact is that KGT is not a provider of training, rather we employ apprentices and trainees and organise training from training providers.

While the word Training has generated significant confusion, it wasn't clearly understood that KGT actually employs people as its main goal. We don't find jobs for people, we don't place people into employment, we actually employ them ourselves.

So including the word Employment seemed to make sense. Finally, over the years, while there may have been confusion about what we do, there was certainly no confusion about who we were. To this end, we have retained the KGT abbreviation so people continue to recognise us. We will also be retaining the red shirts!

This is a small change, but a significant one in the battle to get our message across to stakeholders and Government about what it is that KGT does. In the coming months, you will start to notice small changes to our logo's and branding in line with these changes.

What won't change is our commitment to provide the best service we can to our clients and customers.



Time to reflect...



In a recent visit to Kununurra by the ex-Prime Minister Tony Abbott, it was interesting seeing on social media just how much contact he had with KGT Employment's programs and participants.

Of course, he didn't come to Kununurra to visit KGT Employment and was most likely unaware that he was even interacting with KGT Employment employees and graduates during his visit, as most of the employees and participants are not promoted as such.

Rather, they present as representatives of our host organisations and rightly so. This caused us to reflect on our impact on the local communities in which we operate.

In Kununurra, anybody travelling through the airport terminal will most likely interact with KGT Employment employees and past graduates, whether at the Boab Lounge or through the check-in and baggage handling process. Outside of the main terminal, KGT also has employees placed at a number of the charter operators.

In town, we have employees and participants placed with a number of automotive repair shops, metal fabrication shops, electricians and builders. As well, we have employees and participants placed at a number of tourism, hospitality and other service providers. It is quite likely that you are supporting KGT clients while going about your daily business in Kununurra without even realising it.

Out of Kununurra, this continues to be the case, with workers placed on farms, in communities, on mine sites and at tourist destinations.

In Broome, the story is the same. From service providers at the airport, to a range of builders, electricians, automotive workshops and hospitality providers, KGT has employees and participants placed in various businesses around the township.

In the West Kimberley region, many more KGT employees and participants are employed in communities, on cattle stations and in townships working for various service providers.

With over 200 people currently employed in traineeships, apprenticeships or placed under the VTEC program, if you are in the Kimberley region today, chances are you will encounter a KGT employee or participant going about their business. That is a real, positive impact.

*By Ian Warrener
Chief Executive Officer*

In recent news...

In August 2016 Joshua Sibasado and Leon Kelly were offered the chance to take part in an extraordinary pilot program offered by Broome-based Air Services Australia, and have commenced a traineeship in Certificate III Business. The young men went through a lengthy recruitment process which included panel interviews, gaining CASA cards, undergoing Police clearances and Air Services medicals. Both Leon and Joshua are going well with their Certificate III Business, and what makes this traineeship so special is they work alongside the Air Services Australia Firefighters, taking part in drills and learning what it takes to become a firefighter.

They will be prepared for when there is a cadetship intake, ensuring they have the highest chance of gaining a position. It has been a pleasure working with you in 2016 Leon, Joshua and Air Services Australia and we look forward to new adventures in

2017.



*By Renae Swain
Field Officer*

From the field...

Another year in the Kimberley and more hot fires running though the countryside. KGT Employment would like to thank all parties involved in keeping people and country safe. In particular, we are very proud of the Ranger Trainees - wild fire suppression is just one of the many units covered in their Conservation and Land Management training.

'A wildfire, ignited by lightning on Ellenbrae Station triggered a large scale response from land holders, government departments and fire management groups from across the Kimberley. The fire raged for almost four weeks across at least 6 stations and some of the Kimberley's most spectacular and rugged country.

After the smoke cleared a staggering 1.7million hectares (1/4 the size of Tasmania) had been burnt.

Indigenous Rangers from the Kimberley Ranger Network and fire managers from Australian Wildlife Conservancy, Department of Fire and Emergency and Department of Parks and Wildlife worked around the clock under very difficult conditions to reduce the spread of the wildfire throughout areas of high environmental and cultural value.

The Ranger Groups included Karajarri, Bardi Jawi, Nyul Nyul, Nyikina Mangala, Gooniyandi, Bunuba, Wungurr, Nyaliga, Kija and Balangarra. The Ranger Groups assisted other land managers to reduce the impact of this large, destructive wildfire.

Keep up the good work guys - we all appreciate it. Once again this year has demonstrated the importance of having trained people working out on Country.

It has been a pleasure working with the Kimberley Land Council and KGT Employment look forward to new adventures with you all in 2017.



*By Renae Swain
Field Officer*

The inside scoop...



As we race towards the end of 2016 it is an opportune time to reflect on some of the achievements and changes that have happened through the year.

Whilst some sectors of the economy have been dealing with reduced activity following the slowdown of the resources sector others are investigating new opportunities for development in the region. With KGT's primary mission of providing people of the region with pathways to sustainable employment it is essential that we are well informed about emerging and developing industry trends and that we work with all stakeholders to maximise employment outcomes for Kimberley people.

In the last six months I have been fortunate to attend the Developing Northern Australia conference in Darwin and the Kimberley Economic Forum which was recently held in Derby. At both of these events there was a clear recognition that development which focuses on the regions unique location, physical/environmental attributes and engagement with the local community are the ones with the greatest potential to grow the economy.

Primary industry (particularly cattle production and aquaculture) are seen as having tremendous growth potential and therefore employment opportunities, many of which will be in remote locations.

Linked to these production enterprises are downstream processing, transport and logistics, and local retail opportunities in the food supply chain. KGT have been working with Mowanjum Aboriginal Corporation supporting two trainees who are undertaking Certificate II Agriculture as part of an irrigated pasture trial program. This emerging primary industry is likely to play a key role in building pastoral production and it was a great credit to the program when it won the WA Premiers Award for Improving Aboriginal Outcomes and was then selected as the Overall Winner, beating 18 other finalists.

The Department of Housing has rolled out a number of contracts for public/community housing projects through the year and KGT has been pleased to work with the department to prepare candidates for apprenticeship positions linked to each of the contracts. KGT in partnership with North Regional TAFE and other stakeholders delivered industry specific pre-employment programs to prepare candidates for employment and to date this year seven Indigenous candidates have commenced apprenticeships.

Pre-employment programs are proving to be a valuable pathway to assist participants engage with the workforce. KGT have developed a model that integrates the Skills for Education and Employment program which assists with the development of a range of job ready skills with a particular focus on literacy and numeracy development. This integrated approach has resulted in improved outcomes for participants and pre-employment programs have been delivered in support of building and construction, and hospitality and tourism.

Finally I would like to publically welcome two new Field Officers to the KGT team. Oli Hughes will be based in the Broome office and comes to us with a wealth of experience in the Kimberley tourism industry. Remote tourism is a major draw card for visitors to the region and there are many opportunities for locals to gain employment provided the pre and post-employment support can be maintained. In Kununurra Darragh Cribbin has recently commenced after extensive experience in the hospitality industry and working as a VET trainer. Darragh's skills and experience will be a valuable addition to industry support and the operation of the KGT Skills Centre.

*By Richard Owen
Operations Manager*

Trainee Profile - Tiara Lawford



KGT employment would like to congratulate Tiara Lawford for her many achievements that she has accomplished over the past nine months.

Tiara first approached KGT back in February 2016 to be a part of the successful Hospitality, Travel and Tourism Pre Employment Program, held in February and March 2016. This program introduced participants to a variety of skills, which inspired Tiara to pursue a career in Tourism.

In May 2016, Tiara gained employment with Willie Creek Pearl Farm working as a Trainee Tour Guide. Initially enrolling in the Certificate II Tourism course with North Regional TAFE, Tiara received excellent results and soon progressed into the Certificate III in Tourism.

In her last six months Tour Guiding at Willie Creek Pearl Farm, Tiara's achievements include the Willie Creek Pearl Farm Rising Star Award - June 2016, an astounding amount of customer feedback listed on TripAdvisor, and most recently awarded the \$2000 North Regional TAFE Indigenous Scholarship!

Tiara is a role model for Indigenous people, aiming to broaden her skill set by obtaining a Coxswain Boat license and hopes to one day open her own tourism business where she grew up at Loongabid and Red Soil, on the coast near Beagle Bay.

KGT wish Tiara all the best for her future at Willie Creek Pearl Farm and in pursuing her career in Tourism.



*By Spencer Lim Joon
Field Officer*

Seasons Greetings from the Finance Team!!

It has gone so fast but it is time to talk about Christmas payroll and your timesheet submissions. If you have already organised your holiday plans and leave arrangements, send your leave forms in now.

You don't have to wait for the pay period! If you haven't, send them in as soon as you can and your pays will go through as normal without having to worry about timesheets when you are having fun catching up with family and friends. Timesheets for the Broome payrun PPE 25.12.2016 will need to be sent earlier than normal for processing, so make sure you get them to us before you go away. Cut off dates for timesheet submissions will be advised shortly...

Pay periods for the New Year will be the normal due date times. Let your Field Officer know if you haven't received your calendar for the New Year. Check your timesheets before submitting because if there are any queries with it, we won't be able to follow up as most organisations maybe uncontactable at this time and could disrupt part of your pay being processed.

Finally we would like to wish all our awesome apprentices and trainees a fabulous festive celebration. You are amazing and it's a pleasure to see you all doing so well.

Super finally, please drive safely on your travels and take care of yourselves. Merry Christmas from the KGT Finance Team!!!!!!



More recent news...



There were some concerns expressed about a recent newspaper article about KGT published in both the Kimberley Echo and the Broome Advertiser. It is therefore appropriate that I elaborate on those articles.

KGT is a non-profit organisation. When we discuss financials, we discuss them in terms of surplus and deficit, rather than the terms profit and loss as would be the case in a commercial organisation, since profit usually refers to income being retained by business owners, shareholders and the like.

In the case of KGT, there are no owners, no paid directors and no shareholders. No funds are distributed to any person with a controlling interest in the organisation. Any surplus funds generated are returned to the business itself.

Over the last several years, KGT has been impacted by a series of decisions made by successive Federal Governments, under both Julia Gillard and then Tony Abbott. Under Gillard's Labor Government, Commonwealth incentives for apprentices and trainees have been reduced and delayed. This affects all employers of apprentices and trainees, but especially those who employ large numbers such as Group Training Organisations. Then the Abbott Liberal Government removed the Group Training funding. Even though the Group Training payments were only \$10 million distributed to more than 80 organisations nationally, this had a significant impact on KGT as it was a significant contribution to our overheads.

To rectify this issue, KGT essentially has 2 real options available to us. We can either increase our revenue by increasing our fees to our customers, or we can lobby Government to recover some of what has been lost by these funding changes.

It is our opinion that our customers are suffering through the poor economy much as we are and it is our preference to not increase our fees. Therefore we need to lobby Government, Federal Government in particular, in an attempt to have some of the removed incentives reinstated. It should be noted that any investment in KGT by the Federal Government would save taxpayers at least \$30,000 per person per annum that leaves welfare and enters employment. This was the basis of the newspaper articles, no more and no less.

It is a call to Government to be aware of the additional pressures it places on the community when it attempts to cost cut. We might see tax savings in our pay packet, but we realise the extra cost to the community through declining health and increased crime. The question that needs to be asked is, would all of KGT's apprentices and trainees have the same opportunity without KGT?

No doubt some would, but I suspect some would be condemned to a life on welfare and all the issues that brings. KGT will continue to strive for economic change in the local community through employment and career pathways, but we need the Governments support to continue to do so.

*By Ian Warrener
Chief Executive Officer*

Trainee Profile...

*By Darragh Cribbin
Field Officer*



Ella-Tia is currently working in the 'Boab Lounge' at Kununurra airport after having a successful dry season working out at 'El Questro Station'.

Prior to her employment at El Questro, Ella-Tia was involved in a hospitality pre-employment program held at the John Gummery Skills Training Centre.



She learned food handling techniques and Barista skills which she can now confidently

demonstrate on a daily basis and is currently enrolled in a Certificate II in Hospitality through North Regional TAFE. Ella-Tia's drive and ambition has not gone unnoticed and she is now preparing to pursue a career with Morris Corp at the Argyle Diamond mine site.

From the field...

KGT Employment and field officer Rene Harbers would like to thank our host employers: CWD HeliSpirit Big, Barra Electrical, Vision Power Electrical and Kunununurra Diesel Services For the support & guidance given to all the apprentices throughout the year and for helping them reach their goals.



Rhys Renowden- 1st year
Big Barra Electrical - Certificate III in
Electro technology Electrician

Wilfred Cox- 1st year
CWD Certificate III in Carpentry and
Joinery

Ryan Early- 1st year
Vision Power Certificate III in
Electro technology Electrician

Kyron Little - 1st year
CWD Certificate III in Carpentry and
Joinery

Nikhil Krishna 2nd year
HeliSpirit Diploma in Aeroskills

Brendan Nelson- 1st year
CWD Certificate III in Carpentry and Joinery

Christopher Woods- 3rd year
KDS Certificate III Automotive
(Electrical)

Robert Chulung- 3rd year
CWD Certificate III in Carpentry and
Joinery

Ivan Wislon final year
CWD Certificate III in Carpentry and
Joinery

By Rene Harbers
Field Officer

From the field...

Robyn and Roy came through our Building & Construction Pre-Employment program which was completed on October 21 this year. These two committed people were the top of the class, in which they obtained White Cards, first aid certificates, Elevated Work Platforms tickets and Confined Spaces tickets.

They are both participants in our SEE program which will be helping Robyn and Roy throughout their apprenticeship. I would like to thank the local Service Providers Kimberley Employment Services for providing funding for their clothing, TAFE fees and PPE, North Regional TAFE lecturers and the SEE Trainers Jack Chalmers, Mary Zbierski-West and Annie Peacock.

It has been a hard road to pursue their careers in the Building industry, but the commitment, dedication, passion and determination they have shown throughout the Building & Construction Pre-Employment has a great reward, this being a Carpentry & Joinery Apprenticeship. Robyn and Roy are also VTEC participants which will assist them in their journey with their chosen career path.

Congratulations Robyn Barns and Roy Hester on embarking with their Apprenticeship in Carpentry & Joinery.



By Spencer Lim Joon
Field Officer

*Skills Centre drums up corporate partnerships
'KGT Hospitality program: unlocking the potential of future stars'*

One of our greatest challenges at the John Gummery Skills Training Centre since its inception has been to ensure that we engage with the community on various levels while gathering partnerships leading to the sustainability of our programs. 2016 has been a year of ups and downs; however our Skills Centre was successful in placing a number of disadvantaged youth into employment, which is certainly a rewarding outcome for our region. And it all looks really bright for the year ahead!

In November 2016, KGT succeeded in drumming up 2 key corporate partnerships with the Coca-Cola Australia Foundation and the Future 2 Foundation.

The Coca-Cola Australia Foundation (CCAF) selected KGT as one of its Employee Connected Grant Partners to help us make a difference where it counts. The Employee Connected Grants support local causes and charities connected to Coca-Cola Australia employees.

Future2 is the foundation of the Australian Financial Planning Association who supports grassroots not-for-profits and charities working to give a new start in life to young people who are doing it tough.

Both organisations have awarded grants towards the 'KGT Hospitality program: unlocking the potential of future stars'. Our 'KGT Hospitality program: unlocking the potential of future stars' will bring an innovative approach through delivery in a safe environment plus a combination of Hospitality core skills, work experience and most importantly, life-skills to enable smooth transition into employment. Guaranteed job opportunities will be made available during the program as well as upon graduation.



News from SEE Program....

The SEE Program has been very active during the second half of 2016. Mary Zbierski-West and Jack Chalmers were joined by Annie Peacock to ensure KGT's capability to meet the ever increasing demands being placed on the SEE Program.

We have been involved in supporting participants in a six week Building and Construction pre-employment program being conducted in conjunction with North Regional TAFE.

It's likely the outcome of the program will be carpentry and joinery apprenticeships being offered to all those successfully completing the program. The SEE Program has teamed with KRCCI and Ocean and Earth Training (RTO 52117) to support participants in a Certificate III in Civil Construction course being held at Beagle Bay.



There is justifiable optimism the successful participants will gain employment in local civil construction projects including the much talked about Broome to Cape Leveque Road.

Additionally, the SEE Program has its regular participants who are working to improve their skills whilst always being on the lookout for appropriate employment.

*By Mary Zbierski-West,
Jack Chalmers & Annie Peacock.
SEE Trainers*

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