



Hospitality Pre-Employment Program

KGT Employment and North Regional TAFE (NRT) recently joined forces in Broome to deliver an intensive seven week Hospitality and Tourism pre-employment program, in preparation for the 2017 north west tourist season. Following a very successful pilot program in 2016, KGT Employment built on that integrated model to once again prepare a group of local jobseekers for entry into the lively Hospitality and Tourism industries, in Broome and surrounding areas. The program saw Participants enrolled in a skills set through NRT which spanned Hospitality and Commercial Cookery units, and covered Responsible Service of Alcohol (RSA), Food Hygiene and a barista course, along with skills in the kitchen which enabled preparation and service of a series of lip-smacking dishes. Each and every one gained in skills and confidence as they became more familiar with job requirements; initially cooking for and serving each other, in preparation for a number

of cafe-style lunchtime services at the Pearlers Shed, NRT's industry standard training restaurant. Throughout the seven weeks participants worked extremely hard to hone their food preparation and service skills, along with undertaking life skills and work readiness workshops, as well as some carefully chosen industry visits. Guided Tours at Willie Creek Pearl Farm and the Malcolm Douglas Crocodile Park enabled first hand experience of those highly sought after roles, while behind-the-scenes tours of the Oaks and Mercure hotels highlighted the variety of positions involved in the Hospitality and Tourism industries. Generous support from other agencies in Broome including St John Ambulance, Boab Health, Red Cross, and Wunan Workforce Development ensured a well rounded, value added program. The pre-employment program culminated in an evening industry launch in April where the participants worked

together to create and serve a stunning selection of canapés and beverages. NRT lecturers Lisette Monsello and Craig Schaffer, together with KGT Employment staff were present on the night to promote the program and to praise the achievements of participants in individual presentations. Field Officer Oli Hughes has worked tirelessly to match each successful participant with a potential employer in an appropriate role, with notable successes. Over half the group are well underway in their new career path, and others will soon be placed. KGT Employment acknowledges the invaluable contribution of the stakeholders in the pre-employment program including Kimberley Employment Services, Waardi Limited, Broome Chamber of Commerce, and Working Together West Kimberley. We look forward to working together on future programs to place local people in employment.

**By SEE Trainers
Jack Chalmers & Mary Zbierski-West**

FROM THE FIELD

Kolya Sampi what can I say? Or more what can't I say? Kolya was attending East Kimberley Job Pathways on Mango Street when he heard about the opportunity with KGT Employment's Pre-Employment hospitality program. From day one Kolya's "live life" to the fullest attitude stuck to everyone like glue. Forever turning up on time, never missing a day. There were certainly never any dull moments with his positive attitude and his loud singing and air guitar solos around the Skill Centre and KGT Office. Kolya came into the course with vast knowledge of station work, fencing and odd jobs. When Kolya completed our course he had more job opportunities than I could count. It's fair to say Kolya had his pick of the bunch. Kolya decided to take an excellent opportunity out at the Bungle Bungles as a tour guide fulfilling his goal. Kolya works 6 weeks on and one week off and he absolutely loves his job. He is not only valued for his knowledge of the land or the cultural experience he delivers to our tourist's but he is respected for his dedication and persistence in achieving what he sets out to do. The future for Kolya is very exciting, he is currently saving for a car and a house so he can provide a home for his daughter when she comes to visit. Kolya is over the moon to have a sustainable career where he can grow within a company that allows him to do what he loves. Thank you Helispirit for giving Kolya this wonderful opportunity Stay tuned for part 2 of Kolya's Adventure!!



BY FIELD OFFICER
COURTNEY ROGAN

TAX TIME?

The end of the financial year is approaching quickly. This means it's time to do your tax return. Exciting stuff! The quicker you do your tax return, the quicker you will receive your tax refund. Before you can do your tax return, you need your Payment Summary from your Employer. Your payment summary is just a report which shows how much you have earned from 1 July 2016 to 30 June 2017. It shows your gross wages, the total amount of tax you have paid over the year, and the total amount that you received. By law, all employers must provide all their employees with a payment summary by the 14th of July. KGT Employment will email all payment summaries to all employees by this time. If you have changed your physical, postal or email address recently,

please advise our cheerful Administration department at reception@kgt.org.au to update any of your details. This will ensure that you receive your payment summary on time. If you don't have an email address, not to worry, the payment summaries will be sent to your postal address. If you have any questions, just email bronr@kgt.org.au and we will assist in any way we can!



BY SENIOR FINANCE OFFICER
BRONWYN READ



Update from our Operations Manager

Richard Owen

It's been a busy first half of the year for both the Kununurra and Broome offices of KGT Employment. Constant change seems to be a theme at the moment as staff throughout the organisation work to align business activities to new opportunities in the local economy, changes to government policy settings and internal continuous improvement to KGT's operations. Two pre-employment programs have recently concluded in both the east and west Kimberley with many of the graduating participants progressing well in employment or development of their career options. The programs had a primary focus on skills relevant to the hospitality industry, however this year the content was expanded to include elements of tourism and it has been fantastic to see graduates being offered positions with remote tourism operators. Underpinning pre-employment programs have been government funded initiatives that seek to assist participants develop their language, literacy and numeracy skills (LLN). Embedding LLN training in industry focused work readiness programs provides a meaningful context for LLN skill development. One such initiative is the Skills for Education and Employment (SEE) program which KGT has been delivering in partnership with Progressive Training for the last three years. Unfortunately the current contract for SEE finishes at the end of June and we are exploring options to keep this valuable program going in the future even with the forecast reduced contribution from the federal government.



KGT Employment continues to employ over a quarter of the trainees and apprentices across the Kimberley despite the challenges to the local economy. Part of the reason for this is the ability of KGT Field Officers to work with prospective host employers to develop innovative and customised employment solutions that contribute to workforce development. Finding the right person to fill a position can be a challenge anywhere and it is even more so in regional and remote areas. KGT's commitment to working with Kimberley people means that we offer support and expertise that assists individuals and employers to develop work skills that allow people to grow into positions. Celebrating success is one of the best ways to acknowledge the invaluable contribution of host employers and the achievements of participants. On the 22nd September KGT Employment will be hosting our annual Excellence Awards which this year will be held in Kununurra. Details about the event are in this newsletter so put the date in your diary and come and help us celebrate the achievements of the last 12 months.



UNLOCKING THE POTENTIAL OF FUTURE STARS IN THE HOSPITALITY INDUSTRY



Starting on 13 February 2017, the innovative Hospitality pre-employment program 'Unlocking the potential of Future stars' saw local youth engage in a series of Hospitality and life-skill activities with the ultimate goal of joining mainstream employment. The program lasted 10 weeks and dates were strategically set to coincide with the influx of tourists to the Kimberley region in the peak season. From industry visits to workshops on self-esteem, money management and work experience. One of the highlights of the program was a four-day unpaid work experience. It was great to see all participants excited to put their newfound skills to use. Housekeeping, ground maintenance, and front-office duties are some of the areas in which they dabbled. Moments of fun, optimism and inspiration for youth were instilled during the program. Through the support of Trainers and KGT Field Officers, participants came out of their shell and learnt that dreams can be achieved through hard work and dedication. This became evident in the work experience week, which saw each participant apply themselves and exceed expectations. The program came to a close in high style on 12 April 2017. Graduates organised a brunch to welcome the local business community and showcase their recently acquired skills. All successful graduates obtained their Responsible Service of Alcohol (RSA) and Food Handling qualification upon completion. They have become role models to their families and friends and will start a new chapter in their lives upon commencing employment. KGT Employment looks forward to seeing the journey of each successful graduate unfold and would like to say a big thank you to all stakeholders who supported this fantastic initiative. We thank you for your commitment and passion to help our community make a positive impact and show disadvantaged youth that anything is possible. Special mention goes to the following local employers: Chris Stocklinger at the IBIS Kununurra, Montana Ahwon at Wunan Bed & Breakfast, Jenny Spragg and the team at East Kimberley Job Pathways, NRTAFE, Laetitia at the Ivanhoe Caravan Park and Tomas Farruggia at the Boab Lounge. They showed patience, kindness and support to program participants and helped them grow as individuals in the workplace. KGT Employment would like to acknowledge Future2Foundation, Coca-Cola Foundation, and Foundation for Rural and Regional Renewal (FRRR) for providing sponsorship towards this project.



BY FIELD OFFICER COURTNEY ROGAN
&
ADMINISTRATION MANAGER CAROLINE CONSTANT

KGT Employment is delighted to announce that we will be holding the annual KGT Excellence Awards night on Friday 22nd September 2017. The Awards will celebrate the growth and accomplishments of our clients in the East and West Kimberley, and will be held at the Pinctada Kimberley Grande, in Kununurra WA. Winners will be chosen for the following categories:



- Apprentice of the Year Award
- Trainee of the Year Award
- School-based trainee of the Year Award
- Host Employer of the Year Award
- Kimberley Safety Award
- Kimberley Encouragement Award



Since its first edition in 2013, our Awards have continually grown to become a fixture in the calendar of important events in the Kimberley region of WA. Nominations for all 6 categories fall due on 3rd of July 2017. Please visit our website on to download a nomination package or alternatively contact us on reception@kgt.org.au or 9192 8877 (Broome) 9168 3808 (Kununurra) to obtain a copy. If you are a business or organisation who would like to support our event, we would love to hear from you. Our sponsorship packages are available on www.kgt.org.au. Alternatively please contact us on reception@kgt.org.au or 9192 8877 (Broome) 9168 3808 (Kununurra) to obtain a copy. Make sure you watch this space and follow us on Facebook and Instagram to keep up-to-date with the latest news on the 2017 KGT Excellence Awards.

FROM THE FIELD..



Wilfred Cox is going strong with his Carpentry and Joinery Apprenticeship with KGT Employment. Host Employer MG Construction and Maintenance has been expanding Wilfred's skills every day. Wilfred has just been away in Broome attending TAFE with Lecturer Andrew Fitzsimmons in the last 2 weeks of April and early May. KGT are looking forward to seeing Wilfred doing extremely well in the workplace and with his studies at NRTAFE.

Keep it up Buddy!

BY FIELD OFFICER
RENE HARBERS





FROM OUR CEO

IAN WARRENER

Welcome to KGT's June newsletter. I hope everybody came through the wet season fit and well and are now enjoying the great climate we experience during the dry, it has certainly been a wet start to the year, which is a nice change from recent years. The year also started off with a water-related tragedy, following on from other drownings late in 2016. These are very distressing events in a small community, as is any loss. I know at KGT, a number of our staff knew some of the casualties or their friends and family and our hearts go out to those left behind to mourn the losses. At least one of the casualties was a long-time local so it just goes to show that familiarity with the hazards does not prevent a tragic event from occurring. The same applies to the workplace. Regardless of how long you may have been doing your job and how well you know your job, it is not worth becoming complacent about the risks. It is for this reason that KGT staff conduct regular safety inspections of our apprentices and trainees workplaces. It is a simple process to undertake and may just assist in ensuring our apprentices and trainees, as well as others in the workplace, get to go home fit and healthy at the end of the day. It is also a free service to our host employers.

On a brighter note, with the commencement of the dry season comes new opportunities. We are looking forward to the various projects that may generate employment opportunities in the region in 2017 and beyond. It is inevitable that new projects will bring another influx of workers from outside the region, which is a good thing for the local economy in the short term. However, KGT is very keen to see new projects also provide not just employment opportunities, but opportunities for skills development for local people that can serve the region long after the projects have ended. There are successful examples of this already in the region and it is great to know that long after some current works are completed, there will be skilled tradespeople remaining in the community to carry on much needed maintenance work and contribute to the local economy through their own spending, as well as being able to meet the demand by employers when the next project commences. This is preferable to having the skills imported from outside the region, only to lose the skills once the project completes, along with the money those employees spend in town at the local shops and other places.

Until next time, keep safe and enjoy the weather!!!

KUNUNURRA STAFF NEWS!



KGT would like to welcome 3 new staff members on board!!
Courtney Rogan (Field Officer),
Vietta Binbusu (Business Trainee) &
Sharleya Purdie
(Assistant Administration Manager)
KGT looks forward to seeing you
grow your skills as part of our
team!!!

KGT Employment would like to congratulate Field Officer Rene' Harbers on reaching his 2nd year anniversary as a Field Officer. Rene' is a team player who brings joy and enthusiasm to his role, always lifting spirits in and out of the office. During his time with KGT he has supported in excess of 50 trainees and apprentices on their path to completion. Congratulations on this milestone and keep up the good work!



Karajarri Rangers!!

2017 marks a new adventure for Karajarri Rangers and Kimberley Land Council for employing the first School Based Trainees, recognising the importance of engaging youth and assisting them to reach their goals and become Rangers in looking after country. Working together, the Karajarri rangers team and KGT were able to conduct a formal interview process, which we hope was insightful to all students in regards to employment processes and interview skills. Karajarri's newest ranger Kamahl is a year 11 student who loves camping, hunting, fishing and playing footy. Kamahl has been learning many new skills such as, cyber tracker and completing neem weeds work. Supervisors of Karajarri rangers are very proud of Kamahl and all the hard work he puts in everyday! Another ranger on the Karajarri crew is Petha. Petha is a year 12 student who enjoys fishing, spending time with family and being out on country and absolutely loves her music! Both Kamahl and Petha are hardworking and committed young people who we know will take this opportunity and reach for the stars. We all hope this is just the beginning for SBT in remote communities and wish to see School-Based traineeships grow in numbers over the coming years. With excellent role models like Kamahl and Petha leading the way in Bidyadanga Community. We are so proud of you both. Keep up the amazing work!!



**BY FIELD OFFICER
RENAE SWAIN**



FROM THE FIELD



Congratulations Kaleisha Wilkes for securing Fulltime hours with KWAC Waringgarri resource centre. Kaleisha had been employed by KGT Employment since early 2016. She had undertaken her Hospitality Traineeship with us and NRTAFE Kununurra. During her time with us she had been very productive and helped the Boab Lounge café run its daily business. We would like to thank Kununurra Waringgarri Aboriginal Corporation for giving Kaleisha this amazing opportunity!!

**BY FIELD OFFICER
RENE HARBERS**



WELCOME ON BOARD!



KGT wish to welcome our three new employees, Shaun Sullivan, Jarred Bergmann and William Hunter to the KGT team. Shaun was initially referred to KGT Employment by Green Army National Manager, Fiona Hart, as he proved to be a phenomenal ranger with the Green Army team. Shaun commenced his apprenticeship on the 24th of March, 2017 working full-time with host employer Ri-con Contractors, an employer who KGT Employment have been closely working with to recruit local Indigenous apprentices and labourers throughout the Kimberley region. Jarred and William are also working with Ri-con as building and construction labourers, commencing employment almost a month ago and going strong. We thank Ri-con Contractors for their support in recruiting Shaun, Jarred and William, and in fostering a strong, sustainable business relationship with KGT Employment.

