

## Apprentices/Trainees of the Month

### East Kimberley

**Anthony Wiltshire** Wyndham Hospital  
Certificate III in Business Host Employer

Anthony commenced a Business traineeship on the 16<sup>th</sup> of January at Wyndham hospital. He was nominated due to being a conscientious worker who is always pleasant and polite to all the staff and patients. Anthony is a quick learner and takes direction well. He always works to the best of his ability and often goes above and beyond to help others. Wyndham Hospital cannot praise Anthony highly enough and this award recognises his great work.



**Kadeem Hunter** Indigenous Land Council  
Certificate II in Hospitality Home Valley Station Host Employer

Kadeem has made a terrific start to his traineeship at Home Valley Station. He works in the stables at Home Valley Station and is responsible for looking after the horses. Kadeem assists in station tours, town transfers to pick up supplies and guests. Kadeem is a well-liked and respected team member that gets the job done with a positive attitude.



### West Kimberley

**William Miller** Mechanical Trade  
Certificate III in Engineering Broome International Airport

William Miller has been awarded as the Apprentice of the Month for the West Kimberley for July. William works at the Broome International Airport and his position is supported by Woodside. His positive attitude, diligence at work and eagerness to learn new things has been observed since he commenced his apprenticeship. William has also been given outstanding feedback by his TAFE lecturer.



**Congratulations and Well Done Anthony, Kadeem and William!!!**



# Pathway Press

July 2012  
Issue 39

## Pre-Employment Programs a Success

by: Kate Millen  
KGT Training Co-ordinator

In the last six weeks, Kimberley Group Training has delivered two successful pre-employment programs in collaboration with the Indigenous Land Corporation (ILC). Pre-employment programs are developed to offer a group of jobseekers with limited work exposure, core introductory skills with a targeted industry focus.

In the East Kimberley, Home Valley Station (HV8) welcomed five young ladies, originating from as far as south of Katherine to the West Kimberley. The ladies travelled out to the property over a four week period to undertake various training workshops focused at gaining entry into the Hospitality and Tourism Industry. Smack, bang in the middle of HV8's peak tourist season, the five ladies experienced firsthand just how busy the popular destination is from the invasion of 400+ cyclists on the Gibb River Challenge to the filming of the upcoming Farmer Wants a Wife TV series.



From L-R: Kaylene May, Lana Wright, Ida Lee-Duncan Ceannita Huddleston, Phelicia Watson and KGT Training Coordinator Kate Millen.

MEGT Educations Lecturer Richard supported the girls to achieve their 'Responsible Service of Alcohol' certification and some very handy skills in communicating with clients and colleagues. St John Ambulance Kununurra delivered Apply First Aid training to both pre-employment participants and the current trainees at HV8. Scott from Pacific Institute delivered the all inspiring 12 steps to excellence motivational program. Stephen from Boab Health gave some much needed tips on healthy eating and Jocelyn from Workforce Development Centre prepared the girls for their interviews in the hope of securing a Traineeship with Home Valley Station.

Whilst in the East Kimberley the girls developed hospitality skills, in the West Kimberley a group of six lads were introduced to the Agricultural industry. Myroodah and Roebuck Plains Stations are two ILC owned successful working stations with mobs of cattle in the thousands; enabling the next generation of indigenous ringers and stockmen a fantastic training ground to develop their skills and understanding of *life on the land*. Paving the way in introducing the skills required by the Agricultural industry were Rural Industry Training & Extension Ltd's (RITE), Bill and Rose whose guidance enabled the six lads to complete a Certificate I in Rural Operations.

Story continued on page 3

WELCOME

### We are Pleased to Welcome our New Apprentices and Trainees:

Owen Bangu - Certificate II in Conservation & Land Management  
Host Employer: Kimberley Land Council Broome

Eugene Bumba - Certificate II in Conservation & Land Management  
Host Employer: Kimberley Land Council Broome

Kevin Dougal - Certificate III in Conservation & Land Management  
Host Employer: Kimberley Land Council Broome

Heather Drill - Certificate II in Engineering  
Host Employer: Argyle Diamond Mine

Ida-Lee Duncan - Certificate II in Hospitality  
Host Employer: Indigenous Land Corporation - Home Valley Station

Corin Greenwood - Certificate III in Automotive Mechanic  
Host Employer: Liveringa Livestock Co

Marcus Hassett - Certificate III in Plumbing  
Host Employer: Kimberley Green Constructions

Wesley Hunter - Certificate III in Conservation & Land Management  
Host Employer: Kimberley Land Council - Broome

David Lurda - Certificate III in Automotive Light Vehicle Mechanic  
Host Employer: Argyle Motors

Kaylene May - Certificate II in Hospitality  
Host Employer: Indigenous Land Corporation - Home Valley Station

Alexa Miller - Certificate II in Aviation and Ground Operations  
Host Employer: Northern Airport Services

Michael Morgan - Certificate III in Carpentry and Joinery  
Host Employer: Kimberley Green Constructions

Edwin Sampi - Certificate II in Engineering  
Host Employer: Argyle Diamond Mine

Lana Wright - Certificate II in Hospitality  
Host Employer: Indigenous Land Corporation - Home Valley Station

Commencement period: 16/5/2012 - 26/6/2012

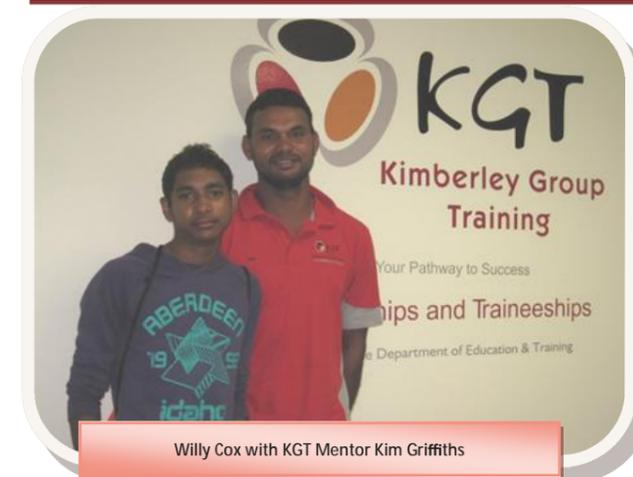
### Congratulations on your Completion!!!

Kevin Dann - Certificate III in Conservation & Land Management  
Host Employer: Kimberley Land Council - Broome

Kevin Dougal - Certificate II in Conservation & Land Management  
Host Employer: Kimberley Land Council - Broome

Wesley Hunter - Certificate II in Conservation & Land Management  
Host Employer: Kimberley Land Council - Broome

Tyrone Wade - Certificate III in Engineering Mechanical Trade  
Host Employer: Water Corporation - Broome



Willy Cox with KGT Mentor Kim Griffiths

## KGT Supporting Kids from School Through Work Experience

By: Kim Griffiths  
KGT Kununurra Mentor

Willy Cox was born and bred in Kununurra. He is currently in Year 10 at Kununurra District High School and completed a week of work experience at KGT with Mentor Kim Griffiths. Willy enjoyed coming to KGT every day, getting to know the trainees and apprentices, staff and host employers and seeing how the organisation operates. Willy believes that his work experience will assist him in the future, shaping the opportunities for him once he finishes school and motivating him to become a part of the work force.

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### Monthly Matters:

- KGT Bulletin
- Apprentices/Trainees of the Month
- Welcome on Board
- Celebrating Milestones

### Featured Articles:

- Pre-Employment Programs a Success
- New Faces at KGT Broome Office
- KGT Supporting Kids From Through Work Experience
- Bon Voyage...Craig Hicks
- Federal Government Wage Increase

## What's On My Mind



Ian Warrener  
Operations Manager

2012 marks my 10<sup>th</sup> year of involvement with Kimberley Group Training, as a service provider, committee member and employee. In that time I have been involved in many discussions regarding the wages of apprentices and trainees.

In 2010 the National Centre for Vocational Education Research (NCVER) released results of a survey of apprentices and trainees. This survey showed that wage rates were not a significant factor in the decision to cancel or complete a traineeship or apprenticeship. In fact, for those who completed, it was the attraction of the high pay as a qualified tradesperson, rather than being discouraged by the lower wage during the traineeship or apprenticeship. This indicates the motivation to succeed is the understanding completing a traineeship or apprenticeship results in better wages and employment prospects compared to an unqualified worker earning

better money in the short term. I would argue that undertaking a traineeship or apprenticeship is similar to going to college or university. The difference in this case is that a university student has chosen a career path that involves a significant cost to the individual, sometimes tens of thousands of dollars. University students often have to take on part time work to pay their way through their course, work undertaken while they also study. On the other hand, apprentices and trainees get paid a wage while they undertake their training and under the Modern Award system, they even get reimbursed for their training costs when they complete. Shouldn't we be promoting apprenticeships and traineeships as a legitimate pathway to obtaining a qualification? Rather than comparing the wages of an apprentice to a labourer, shouldn't we be comparing the earning potential of a labourer to a carpenter or electrician? At the end of the day, it is about choices. Where do you want to be in 5 or 10 years time and what are you doing about it?

## Counsellor's Corner



Mark Sweeney  
Kununurra  
Psychologist

Marijuana is a commonly used illegal drug that comes from the cannabis plant (*cannabis sativa*). The main chemical in marijuana that affects users is delta-9-tetrahydrocannabinol, or THC for short. When people smoke marijuana, it is inhaled into the lungs, and from there passes into the bloodstream where it is taken to the brain and other organs of the body. It is this

process that has a number of long and short term negative side effects for users including; difficulty with thinking and learning, memory loss and increased risk of cancer. Smoking marijuana over a long period of time can also cause feelings of anxiety, depression and increase the risk of mental health illness in users. These side

effects can make it difficult for people to function on a daily basis in work and social environments. Marijuana affects motivation levels which can result in feelings of not wanting to work or study, and over time may result in job loss and low self-esteem.

There is some good news! KGT can help you quit smoking marijuana. We have a Support Team who are good listeners and can offer suggestions for ways that people can overcome their addictions to marijuana and also assist with the impacts of withdrawal. If you would like to talk to someone about ways that you can change your life and beat addiction to marijuana or drugs, please contact either David in the Broome office or myself in the Kununurra office.



## From the Field



Luke Edwards  
Broome Field Officer

KGT are pleased to announce the commencement of a new partnership with Liveringa Station. Liveringa is a working cattle station steeped in history and has around 45,000 head of cattle spread over 1.5 million acres. They have a fully functional workshop to service and repair all the cars, trucks and machinery and due to the demands of keeping all these vehicles operational a need for an apprentice mechanic was created. When this vacancy became available, KGT knew just the right man for the job. Corin Greenwood from the Looma Community had been in constant contact with KGT about the possibility of starting a mechanical apprenticeship and to get an opportunity so close to home was something he was not

going to miss out on. At interview Corin impressed both the station and workshop managers with his enthusiasm to start an apprenticeship and gain a qualification working in an industry that he loves. We are very much looking forward to supporting Corin over the next few years to help him achieve his goal of becoming a mechanic.



From L-R: Broome Counsellor David Yates, Corin Greenwood and Broome Field Officer Luke Edwards

## KGT Broome At Your Service!

By: Shelley Ratcliff  
Broome Site Coordinator/Field Officer

We would like to introduce the team at KGT's Broome office and remind all apprentices, trainees and host employers how we can help as you find staff or assist in your chosen career pathway! Far Left – Shelley is the site coordinator and part time field officer. She manages School-Based Apprentices and administration/hospitality trainees.

Next left – Luke coordinates traineeships and apprenticeships with Kimberley Land Council for example ranger traineeships and apprenticeship training on West Kimberley cattle stations.

Next left – Yazmin is a trainee with KGT studying Certificate III in Business. She works in the front office as the Office Receptionist and Administrative Assistant.

Next left – Peter manages Trainees and Apprentices working for Woodside and Pluton Resources and various other traineeships and apprenticeships throughout the West Kimberley.

Far right – David is employed as a staff counsellor for all trainees



From L-R: Shelley Ratcliff, Luke Edwards, Yazmin Langley, Peter Barton and David Yates.

and apprentices in West Kimberley locations. He is available to discuss any personal, family issues or work-relationship issues – he is a good listener!

You can contact our Broome office on 9192 8877.

The team at Broome KGT enjoy their work, enjoy working together as a team and enjoy working with trainees, apprentices and host employers. Drop in and see us sometime!

## Pre-Employment Programs a Success

*Continued...*



Employees at Myroodah Station

The Rural Operations Pre-employment Program also encompassed similar life and employability skill components delivered by Boab Health, Mental Health and Workforce Development

Centre in the west. As well as Rise Up, the motivational workshop delivered by Tanyah Nassir aimed at addressing inferences of shame and how to overcome many barriers within to succeed.

The success of both programs would not have taken place without the support of the JSA's who helped the participants into the programs, the organizations that delivered components of the training programs, the ILC mentors and KGT staff who supported

the participants along the way. And of course the Stations themselves for opening their gates and allowing the participants to experience the types of employment and lifestyle opportunities this region has to offer!

It is fantastic to see that out of the eleven participants, six have continued into a traineeship with KGT in Hospitality/Tourism or Agriculture, one participant received direct employment with the ILC and two are currently being interviewed for hospitality positions in the Northern Territory.

KGT is proud to develop such fantastic educational programs in partnership with ILC and have developed relationships with local businesses, employers and service providers. We look forward to strengthening our relationships over the coming year and continuing these worthwhile ventures.

## Bon Voyage Craig

KGT would like to thank Field officer Craig Hicks, for all of his hard work over the past two years. Craig has been a valuable employee and team member and his dedication and commitment to his host employers, apprentices and trainees will be greatly missed.

From the team at KGT we wish Craig and his family great success!



## IMPORTANT ANNOUNCEMENT

The Federal Government has announced that as of the 1<sup>st</sup> of July 2012 a 2.9% increase to the minimum wages in awards. This increase will apply to most of Kimberley Group Training's apprentices and trainees.

Kimberley Group Training has now informed all affected host employers, trainees and apprentices of the revised rates that took effect from 1 July 2012.

Should you have any queries or questions with the changes please feel free to contact Shan Shanmuganathan, Chief Financial Officer for Kimberley Group Training on (08) 9168 3808 to discuss further.

