

## Staff Q-Test Training

Staff from our Kununurra and Broome office, along with other agency staff from WA and NT, spent a week in Kununurra earlier this month. The purpose of the visit was to become proficient in delivering a standardised test, known as the Q-Test. The test training was facilitated by an organisational psychologist from the company 'Value Edge' and was organised by Starfish Consulting out of Katherine.

The Q-Test, which is designed to measure 'trainability', has been

shown to be effective in determining areas of strength within many of our trainees. By conducting Q-Testing, field officers are further able to support our trainees by assisting them to seek employment opportunities in areas that they are naturally skilled in. The Q-test is only one measure used to support our trainees, as there are many areas to be considered when helping someone to find their chosen career paths.

Many willing participants from

Kununurra CDEP and TAFE (and even some of our KGT Kununurra staff) offered their valuable time in order to facilitate standardised Q-test delivery amongst agencies. "I'm looking forward to returning to our Broome office to put this valuable training into practice with our Broome trainees".

Kala Nilsen  
Counsellor at KGT Broome



### Special points of interest:

- COMPLETIONS OF THE MONTH
- REIMBURSEMENT OF TAFE FEES
- GROUP TRAINING WA COMMITTEE VISIT THE KIMBERLEY

## From the CEO... New Modern Awards



The new Modern Awards and transitional arrangements that needed to be in place by 1 July 2010 have been complete. This has proven to be a time consuming and complex process. The finance team at KGT has been under extreme pressure to

meet the timeframe put in place by the Federal Government and I would like to acknowledge their hard work and thank them on a fine effort.

No doubt some issues will arise from these new awards, along with compulsory payment of apprentice/trainees training costs. The KGT team will only be too pleased to answer questions host employers have, however I would remind all that the changes are in line with the Fair Work Act.

There are many success stories happening across the Kimberley with KGT participants, most of these are highlighted in our newsletter. I once again

commend and thank all our host employers and partners for their commitment to the youth of the Kimberley. I would also like to congratulate and acknowledge the KGT team for their dedication and commitment to their customers and participants. Lastly but most importantly congratulations to all KGT apprentices/trainees that have achieved academic and personal milestones recently.

"WELL DONE TO ALL"

John Gummery

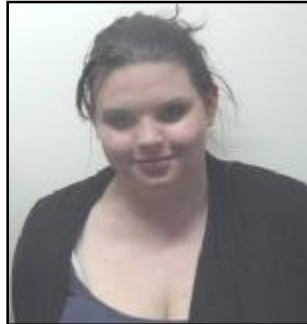
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## Broome Apprentice of the month

### ODD SPOT

The hummingbird is the only bird that can fly backwards.



School Based Trainee Dale-Maree Rollason is the deserving winner of the West Kimberley Trainee of the Month. Dale-Maree who is enrolled in a Certificate II in Community Services does her work component at Broome Primary School in the Year 1 Class. Dale-Maree has shown a mature, professional approach to her traineeship, shows real initiative and dedication. Her Field Officer Joshua John was very taken back when during his last visit to the school he saw a note that one of the year 1 students had written to Dale-Maree as an apology for his bad behavior. Dale is currently focused on completing school and then eventually working as a teacher.

*Great Work Dale-Maree!!!*

## Making the most of Studying

Throughout the month of August a number of KGT apprentices will be attending TAFE to complete the study components of their apprenticeships. Developing good study habits, managing your time and dealing with stress as it happens can all help you to stay on top of your study. Here are a few tips for making the most of your study:

**Be Organised** – Manage your time to meet study deadlines and set realistic goals about how much study you can achieve. A study timetable that sets out how much study you can achieve in a day will help you to balance the study and other commitments of your apprenticeship.

**Study Space** – Your study space is very important. Make sure that you have a tidy and organised study area that is well lit, away from noise and other people. This may need to be a place outside of your home such as the TAFE or at the public library. This means that you can concentrate on studying and learning and will help you avoid distractions.

**Avoid Procrastination** – Procrastination means doing everything else except what you really need to do (such as study). Phone calls and texting, the internet, Facebook, YouTube etc. are all ways of procrastinating. Avoid temptation by switching off your mobile and if possible your computer.

**Manage Stress** – Everybody gets stressed about study at times. Too much stress can make you feel overwhelmed, edgy and exhausted. Regular physical activity such as walking, cycling or swimming combined with a healthy diet and plenty of sleep can help reduce stress. If you are feeling overwhelmed by stress talk to your TAFE lecturer, a friend or family member or give the KGT Support Service a call on (08) 9168 3808 Kununurra or (08) 9192 8877 Broome.

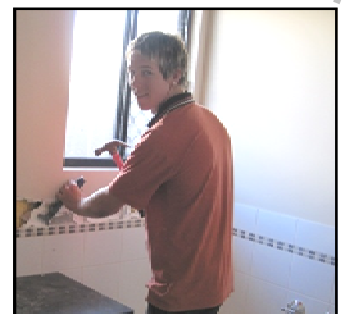
*All men and women who have achieved great things have been great dreamers.*

Orison Swett Marden

## Kununurra Apprentice of the month

Luke shows a keen interest in his Certificate III Wall and Floor Tiling Apprenticeship. His performance at work and his attitude has improved 100% over the past few months. He is a delight to work with and gets along with other team members and shows initiative with the work he does. Luke is hosted by Carpet, Vinyl and Tile Centre.

*Well Done!!!*





SO MUCH MORE . . .

## Trainee Profile



Shane Gordon has recently started a Civil Construction Traineeship with host employer Charles Hull Contractors.

Shane is currently working on the service truck, learning how to maintain and service the plant machinery on the Ord Stage II site. Leightons are the main contractors of this project.

His goal after completing the traineeship is to continue working to enable him to save enough money to start his own plant machinery hire business. The skills he has learnt through his traineeship will enable him to maintain and service his own equipment.

Shane has been described by his supervisor, "as a very enthusiastic worker with a great attitude".

## Welcome Ngurrara rangers

Kimberley Group Training would like to welcome the new Conservation and Land Management Trainee Ranger Group. The Ngurrara rangers are based in Fitzroy Crossing and started their traineeships on the 12<sup>th</sup> July 2010 and will be undertaking a traineeship to gain a qualification in Certificate III in Conservation and Land Management.

The rangers include:

- Lloyd Juboy
- Roger Bowmollie
- Irene Bent
- James Brown
- Marika Rogers
- Frank (James) McCarthy
- Selwyn Murray



## Congratulations Josh Adams



Congratulations to Josh Adams (pictured centre) who has successfully completed his Certificate III Automotive Electrical Technology Apprenticeship. Josh completed his training at Kununurra Diesel Service on the 14th July 2010 and will be continuing employment with them as a qualified Auto Electrician.

### CONGRATULATIONS!

Well done to our Apprentices who have successfully completed

Josh Adams Certificate III Automotive Electrical Technology  
Host Employer: Kununurra Diesel Service

Dylan Nott Certificate III Electrotechnology Systems  
Host Employer: Argyle Diamond Mine

