

Derby Prison Site Visit

On the 13th January, representatives from The Department of Treasury and Finance Building Management and Works visited the West Kimberley Regional Prison construction site approximately 10 kilometres out of Derby. Among the staff were Chrissy Morgan (northwest regional Training coordinator,) Alex Tiverios (Regional Manager North), Peter Young (Project Manager, Maintenance) and Andrew Coopes (Project Manager, Capital Works). The purpose of the visit was to meet 5 KGT apprentices working on the site in various



Left to right: Graham Ejai, Peter Young, Andrew Coopes, Laurie Morris, Alex Tiverios, Chrissy Morgan

trades and skills areas from Carpentry and Joinery, Plumbing and Electrical.

The Apprentices Caleb Egan (Carpentry and Joinery), Kurt Skeen (electrical), Ashley Dodds

(Plumbing), Leelyn Gunn (plumbing) and Klade Garstone (electrical) are all local Derby residents that started their apprenticeships in mid 2010 and are progressing to be fine tradesmen in their respected trades. Prison Construction Site Manager Laurie Morris of Cooper and Oxley said *"I'm impressed with the work ethic and commitment of all the apprentices so far,"* he also added *"there is still some time ahead to finish so they need to keep it up."* Well done to all the KGT apprentices at the Prison site & keep up the hard work!

Special points of Interest:

- FIRST FEMALE APPRENTICE FOR KIMBERLEY GROUP TRAINING
- CHANGES IN KGT BROOME OFFICE
- KGT HOSPITALITY AND TOURISM PRE-EMPLOYMENT PROGRAM 2011

From the CEO...



In a recent report put out by leading recruitment company Clarius, it is clearly evident that the country is again experiencing a national skills shortage, with

builders, engineers and tradespeople in high demand.

The devastating flooding that has recently taken place across Queensland, Victoria and NSW has the potential to impact on the skilled labour workforce in Western Australia, especially in the building trades.

Industry and businesses in the West will need to re-think their employment strategy to remain sustainable in a time where the demand for skilled and unskilled labour will be extremely competitive and tight.

Employing apprentices and trainees to become the tradespeople of the future is an investment in the future, and I encourage all employers to give serious consideration to

taking on an apprentice/trainee in 2011.

By the time this newsletter goes to print there will be a number of new faces around KGT. In Kununurra I would like to welcome Mark Sweeney (psychologist), John Bonney (mentor) and Hayley Cook (field officer) to the team.

In Broome, I welcome Marion Haas as the new General Manager, Neil Croker (Field Officer), Adele Peek (Field Officer) and Heather White (Psychologist). Our new employees will feature in our next newsletters.

John Gummery
Chief Executive Officer

Inside this issue:

First Female Apprentice for KGT	2
Kununurra Apprentice of the Month	2
Kununurra School Based Traineeship starts February	2
Broome Apprentice of the Month	3
Changes in KGT Broome Office	3
KGT Celebrates Australia Day	3
Hospitality & Tourism pre-employment Program	4
Changes to Personal Leave Policy & Completions	4

Spend Time managing your business and Kimberley Group Training will manage the rest!

First Female Apprentice at Argyle Diamond Mine for Kimberley Group Training

On the 30th October 2010 – Samantha Moody completed her Cert III Electrotechnology – Systems Electrician Apprenticeship (Electrical).

Sam is Argyle Diamond Mine's first female apprentice to complete an Apprenticeship. Sam moved to Kununurra from Roebourne with her family back in 2006 and commenced her Apprenticeship with Host Employer Argyle Diamond Mine a short time later. During the 4 years of her Apprenticeship Sam had to travel to and from Perth to attend her TAFE Studies and be part of a male dominant trade on site at Argyle Diamond Mine which is 2 hours from home. Since the completion of her Apprenticeship Sam has obtained a contract with Argyle Diamond Mine.



Sam Moody and Patrick Biddle (Superintendent— Process Maintenance)

Sam is a great role model for other women who want to get into any trade and shows that it can be done.

Natasha Cross
Field Officer

Diary Dates



21st February 2011

KGT Hospitality and
Tourism
Pre Employment Starts

Kununurra Apprentice of the Month

KGT staff have awarded David Mulheron with the Apprentice of the Month award for February 2011.

David is a 1st year Electrical apprentice with Savannah Nickel Mine. His supervisor has stated that "we are lucky to have David" and is full of praise for his young charge. David has also performed well at TAFE through his first 4 blocks and keeps busy on site.

Congratulations David.

Ian Warrener
Field Officer



Kununurra School Based Traineeship in February



SCHOOL IS BACK!!! The School Based Traineeship program in Kununurra starts up again in February. The KEFL (Kimberley Education For Life) program has been running successfully for the last 7 years. This program has assisted school students to get into a trade of their choice whilst still finishing off the WACE certificate. At the end of the two year traineeship students can further their careers by going into a full time apprenticeship having taken great advantage of the formal training

and on the job training they have already received by the host employers. I would like to take this opportunity to thank all the host employers who have supported this program and taken a young person under their wing. Similar school based traineeships are also run in Kalumburu and all schools and students can participate in the East Kimberley. For further information call Lina Bleazby on 9168-3808.

Lina Bleazby
Field Officer



Broome Apprentice of the Month

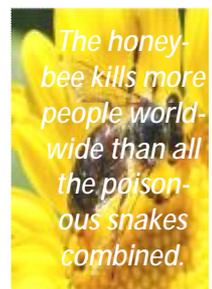
Name: Zarack Teh
 Qualification: Certificate III in Electrotechnology Systems Electrician
 Host Employer: Kimberley Electrical

Congratulations to Zarack Teh on winning Apprentice of the Month for Broome! Zarack is doing extremely well in his apprenticeship both on and off the job. Zarack receives outstanding results from his trade school. The Tradesmen that he works alongside also praise his hard work. Zarack is well on his way to a successful completion.

Mim Smith
 Field Officer



ODD SPOT



Changes in KGT Broome Office

The New Year in Broome has seen some changes to Kimberley Group Training's staffing, with a number of staff heading onto new horizons. In their place is a new, fresh, enthusiastic team ready to take on the challenges that 2011 will bring. The new staff begin with Marion Haas who has taken over the role of General Manager – Broome. Marion has had a lot of experience in the training industry and has worked with major resource companies and has also developed engagement programs for indigenous communities. Marion's experience and skills are very relevant to Kimberley Group Training's aims in assisting the unemployed people from the region enter employment through the provision of training pathways. We have also secured the services of a registered psychologist, Heather White, who will be getting out and about during February introducing herself to our participants and their host employers. Heather has a pastoral industry background before becoming a psychologist and has had recent experience in communities in the Mt Isa region. Heather is employed under a funding agreement with DEEWR to provide free social services to all of Kimberley Group Training's indigenous clients. Finally, we have also successfully recruited two new Field Officers, Neil Croker and Adele Peek. Neil comes from the East Coast with a wealth of training experience and will be a good fit in the organization, along with our existing staff. Adele is a local who comes from a youth worker background and will provide a fresh perspective to the organization on the issues confronting our youth, while learning new skills from the more experienced staff around her. We wish all of our outgoing staff all the best in their future endeavors.

Ian Warrener
 Operations Manager

KGT Celebrates Australia Day



Goanna, Magpie Geese, Bush Turkey and Damper are not the usual fare at an Australia Day gathering. However, thanks to the hunting and cooking skills of our KGT Apprentices and Trainees, that's exactly what was served. This was a great day with a real blend of cultures. More than 50 people came together to share local bush tucker, didgeridoo playing and whip cracking.

This event required a big commitment and was only possible with the enthusiasm of these young people and the support of the great team at Rapley Wilkinson.



Craig Hicks
 Field Officer

All human actions have one or more of these seven causes: chance, nature, compulsion, habit, reason, passion and desire.

Aristotle

SO MUCH MORE . . .

KGT Hospitality & Tourism Pre-Employment Program 2011 **21 February to 1 April 8:30 to 3:30PM**

Interested in working in the Hospitality and Tourism Industry?

KGT are currently putting together short courses to prepare indigenous people for employment and training opportunities in the tourism and hospitality industry. We have a number of exciting employment opportunities across the region in cafés, restaurants, resorts and tour operations.

Tourism in the East Kimberley grows by 10% each year as more people from across the globe want to experience this unique landscape and rich culture. Indigenous people should be encouraged by the opportunity to carve out a rewarding and sustainable career in their own backyard!

The program will cover all of the required pre-requisites to get a foot into the tourism and hospitality industry and further information can be obtained from Kimberley Group Training, ITEC or Wunan Job Services.



Changes to Personal Leave Policy takes effect from 1st January 2011

Dear Staff, Apprentices, Trainees and Host Employers

Sick leave and carers leave has now been defined as "Personal Leave" in the National Employment Standards. As a result, this will affect the way that personal leave is handled for all KGT payrolls. Below are details of these changes and how these will affect KGT's trainees & apprentices.

- One stand alone day can be taken as personal leave without a medical certificate or leave form, this includes multiple days in the one pay period end, as long as the days are not consecutive or do not fall immediately before (including the Friday before) or after a public holiday, this needs to be indicated on the time sheet and signed by supervisor/employer.
- If more than one consecutive day is taken as personal leave, either a medical certificate or leave form signed by the supervisor/ employer will be required. If a day is taken as personal leave before or after a public holiday (including the Friday before a public holiday falling on a Monday), a medical certificate or leave form signed by the supervisor/employer is required.

Shan Shanmuganathan
Chief Financial Officer

CONGRATULATIONS!

Well done to our Trainees who have successfully completed

Andrew Jessel
*Certificate II in Hospitality
Home Valley Station*

Jimmy Coombes
*Certificate III in Tourism (Operations)
Kimberley Wilderness Adventures*

