

SO MUCH MORE . . .

# Apprentice Kickstart Bonus

If you employ an Australian Apprentice who is aged 19 years or under and who is undertaking a Certificate III or IV level qualification listed on the National Skills Needs List Occupations list ([www.australianapprenticeships.gov.au](http://www.australianapprenticeships.gov.au)), you may be eligible for an additional payment of \$3,350.

To be eligible for this payment you must commence employing an apprentice from 1st December 2009 until 28th February 2010.

Please be advised that KGT will forward additional subsidies onto Host Employers that employ an apprentice during this period.

If you are considering employing an apprentice in 2010, then now is the time to take advantage of this opportunity. For further information please contact KGT on: 9168 3808.

## CONGRATULATIONS!

Well done to our successful completions for December 2009:

Samuel Edgar	Certificate II Engineering Host Employer-Port of Broome
Joseph Nugget	Certificate II CALM Host Employer-Kimberley Land Council
Elisabeth Bin Kali	Certificate II (Landscape) Horticulture Host Employer-Kimberley College of TAFE
Alex Bangmorra	Certificate II Business Host Employer-Radio 6DBY
Deon Duncan	Certificate II Horticulture Wangkatjunka Remote Community
Ryan Ahmat	Certificate III Electro technology Systems Electrician Host Employer-Kimberley Nickel Mines

### Pre-employment Civil Construction Program Hosted by Kimberley Group Training

Bradley Shadforth	Brian Gallagher
James Kadibil	Ahmut Bin Omar
Michael Dolby	Edward Hall
Clive Morton	Leslie Wilson
Ralph Gerrard	Kimberley Clarke

**Kimberley Group Training are the apprentice specialists in the Kimberley and we currently have a variety of positions available:**

Certificate III Carpentry & Joinery

Certificate II Asset Maintenance

Certificate II Hospitality

Certificate III Electro technology Systems

Certificate II Business

Certificate II Horticulture

Call us for a chat about your future on 9168 3808 or visit our website at [www.kgt.org.au](http://www.kgt.org.au)



## Civil construction graduation



Back-row – Shane Gordon, James Kadibil, Amuth Bin Omar, Ralph Gerrard, Leslie Wilson  
Middle – Clive Morton  
Front- Michael Dolby, Bradley Shadforth, Kimberley Clarke

Kimberley Group Training would like to congratulate all of the participants who successfully completed the Civil Construction pre-employment program. The program was designed to provide training for skills

necessary to work in the civil construction industry. Fran Brolsma from Ocean and Earth Training Specialists provided training in a range of 'life-skill' components including construction cards, first-aid, hygiene, budgeting, resume writing and interview techniques. Kimberley College of TAFE provided literacy and numeracy assessments and the PX2 motivational course. For the practical component the participants were put through their paces on five different plant equipment which was provided by Charles Hull Contractors. Ocean and Earth plant trainers Graeme and Allen Pratley were extremely impressed with the enthusiasm and level of competency that the men displayed. This

was evident in the last week of the program when an independent plant assessor from Down to Earth Training put the guys through their paces and all of the participants received tickets on their chosen machines. KGT are now looking to place the participants into full-time apprenticeships in civil construction in 2010 and believe that with the Ord Stage-2 gearing up there should be plenty of opportunity to move forwards. KGT would like to thank all of the agencies that made this program possible, especially Wunan Job Services and ITEC Employment as we look to capitalize on the growth in the region for local employment and training.

### Special points of interest:

- BUILDING & CONSTRUCTION OPPORTUNITIES
- FAIR WORK AUSTRALIA CHANGES
- APPRENTICE KICKSTART BONUS

### Inside this issue:

SPECIALIST TRAINING WITH G.M.E	2
ADOPT A SCHOOL PARTNERSHIPS	2
INTERESTED IN WORKING IN THE BUILDING & CONSTRUCTION INDUSTRY?	2
APPRENTICE PROFILE	3
FAIR WORK AUSTRALIA CHANGES	3
HOSPITALITY & TOURISM SUNDOWNER	3
APPRENTICE KICKSTART BONUS	4
SUCCESSFUL COMPLETIONS OF THE MONTH	4
OPPORTUNITIES	4

## From the CEO...

# "Kick Start Bonus"



The Australian Government has announced its "Kick Start" bonus for employers taking on Australian Apprentices in skill

shortage areas between 1st December 2009 and 28th February 2010. This bonus is designed to counteract the impact of the Global recession on commencement and retention of young people in traditional trades. This is a tremendous incentive and I would encourage all KGT host employers considering taking on another apprentice in the New Year to act quickly. KGT will pass on all incentives received to its host employers. The commencement to the New Year will see a lot of

activity across the Kimberley. Demand for labor will be at premium, so I again encourage employers to get in early and to take a strategic approach to their recruitment and employment needs. The supply end of the chain will be at a premium. I wish all a great new year and look forward to working with all our customers new and old in the New Year. "CHEERS"

John Gummery



## Happy New Year



## Specialist training with G.M.E.



Goolarri Media Enterprises is a dynamic indigenous run company operating out of Broome. It is an industry leader in Media in the Kimberley operating the local television station GTV35 as well as popular local radio station *Radio Goolarri 99.7 FM*. So when the opportunity arose earlier this year for a School Based Trainee position at G.M.E., Broome Senior High School student James Pearce jumped at the opportunity. "I'm enjoying the experience," testifies James who now sees himself working in this industry in the future. James is doing a Certificate 2 in Creative Industries (Media) and this year his training has focused on camera operation, editing and sound recording.



James on the shoot of a new 'Family and Domestic Violence' commercial which will air across the Kimberley.



James and trainer Chris Mitskinis shooting stock footage at iconic Broome landmark Sun Cinemas.

## Adopt A School Partnerships – Broome

Kimberley Group Training's Local Community Partnerships Program (LCP) has been working hard to implement Adopt A School Projects (ASP) this year.

ASP's are partnerships between Schools and Industry and can incorporate Vocational Education Programs through Registered Training Organisations. ASP's can be as unique as schools and their industry partners would like them to be.

ASP's can include industry visits, workplace learning, mentoring for students, and incorporate Enterprise projects but are not limited to this.

KGT held an Industry ASP information session with four Broome based businesses willing to commit to ASP partnerships with schools in Broome and surrounding areas next year. Some of these businesses have already partnered with schools to start these partnerships in 2009 and are keen to get going with structured partnerships this year.

KGT's Local Community Partnerships would like to thank the four key businesses involved with the ASP initiative, Jamaica Blue Cafe, Brolga Developments, Broome Sanctuary Resort and Customs Broome for their commitment and ongoing support to the schools in the area.

If you would like more information about becoming involved with ASP's please e-mail: [karlam@kgt.org.au](mailto:karlam@kgt.org.au)

## Interested in working in the building and construction industry?

Due to the growth in building and construction in the region, Kimberley Group Training are expecting an increased demand for Carpentry and Joinery apprentices in 2010. KGT and Kimberley College of TAFE are running a building and construction pre-employment program in mid-January to source suitable candidates. If you are interested in working in a growing industry that has real local opportunities please contact KGT on 9168 3808 to register so you don't miss out. Registration will close on the Friday the 8<sup>th</sup> of January. Carpentry and Joinery tradesmen interested in employing an apprentice should also register their interest with KGT.

### ODD SPOT



Each year insects eat one third of the world's food crop.

"A man who dares to waste one hour of time has not discovered the value of life"

Charles Darwin

## Apprentice Profile - Eldine Macale

Name: Eldine Macale

Where do you live: Anywhere in the Kimberly's

Occupation: Apprentice in Carpentry and Joinery

Host Employer: Argyle Diamond Mine

Hobbies: Socialising and playing basketball

Why did you do an Apprenticeship: To gain a qualification and to have skills for the future.

Future Plans: One day I would like to own my own business in Carpentry and Joinery.



### FUN FACT

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and

$$6 = 1 \times 2 \times 3$$

## Fair Work Australia Changes

From 1<sup>st</sup> January 2010, all state awards will no longer apply to most employees, including Kimberley Group Training's apprentices. Instead, there will be a new raft of Federal Awards. These are known as "Modern Awards".

While the changes take effect from January 1, any rate changes will not apply until July 1 2010. It is also important to understand that nobody will have their rates reduced under the new arrangements.

**What does this mean for you?**

If you are currently employed under

an EBA (Enterprise Bargaining Agreement) or similar arrangement specific to your workplace, nothing will change until the EBA is revised.

If you are currently employed under a Preserved State Award (most apprentices with KGT), then you will have a new award from January 1<sup>st</sup>. This may affect how overtime is calculated, leave entitlements or when allowances apply. New pay rates will become applicable from 1<sup>st</sup> July 2010.

As we progress toward July next year, KGT will provide advice to all of our apprentices and host employers on how the changes will affect them specifically, as well as publish updates for each trade in the KGT newsletter.

In the meantime, if you would like more information about the changes, these can be viewed on the Government's website [www.fairwork.gov.au](http://www.fairwork.gov.au), or you can contact staff at KGT on 9168 3808 or 9192 8877.



The Local Community Partnerships Program in conjunction with the Regional Industry Careers Advisor held a Sundowner at the Zeebar in Broome on Monday the 7<sup>th</sup> of December to highlight the benefits of offering placements to students for workplace learning as well as School Based Apprenticeship opportunities.

Key stakeholders from school, TAFE and Industry took part in the information sundowner event

and it was a fantastic opportunity for networking across the sectors.

It is really important for local businesses to partner with schools and offer opportunities to skill and develop the future workforce.

Workplace learning offers students the chance to gain real world work experience and help them in planning their future career pathways. School Based

Apprenticeships and Traineeships offer students the opportunity to start working towards a Career Pathway while still enrolled in school. If you would like to know more about offering workplace learning or School Based Traineeship opportunities for students in your area please contact Josh John – ASBT coordinator in the Broome office on 9192 8877.

### DIARY DATES



JANUARY

PUBLIC HOLIDAY:

1st  
New Years Day

26th  
Australia Day

