



2017 Another Great Year for KGT Employment

KGT became an incorporated organisation in 1997, so this year marks the 20th anniversary of KGT supporting people of the Kimberley community to further their employment and career aspirations.

In the last 20 years at KGT Employment:

- 2000 participants have entered into Apprenticeships and Traineeships; this equates to over 100 people per year
- 650 participants have completed their Apprenticeship or Traineeship and attained accredited qualifications
- 700 participants have engaged with pre-employment programs as part of work-readiness preparation
- Approximately 80% of KGT participants are Indigenous

KGT supports employers and employees across all industries in Kimberley region of Western Australia. These industries include, but are not limited to:

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|----------------------|--------------------------------|
| • Engineering | • Construction |
| • Mining | • Business |
| • Automotive | • Agriculture & Horticulture |
| • Tourism | • Aviation |
| • Hospitality | • Conservation Land Management |
| • Community Services | |

Below: Ian Warrener CEO, Jone Veremalumu KGT alumnus, Peter Stubbs Chairperson at the KGT Awards in September



Below recognizing KGT Sponsors for this years KGT Awards, see articles inside for more:



From the Chief Executive Officer

Apologies to all, but I'm starting this column with a rant. You can skip to the second last paragraph if you don't wish to read it, I'll understand.

In the middle of the year when the Federal Government announced its budget for 2017/18 and beyond, we at KGT were excited to see the announcement of the Skilling Australians Fund, especially since the Federal Government removed the previous funding it provided to the Group Training scheme more than 3 years ago (\$10 million per annum to assist approximately 25,000 Australian apprentices).



Ian Warrener

The Skilling Australians Fund was billed as \$1.5 billion available for ongoing funding from 2017/18 through to 2020/21, to be matched by the states. The focus was on assisting 300,000 Australians through apprenticeships, traineeships and pre-apprenticeships. This all sounded very positive, especially with the support the Western Australian Government provides for apprentices and trainees through the Group Training scheme. Now four months into the new year and we are none the wiser on how this funding will be utilised. Worse still, details that are available show that this fund is financed by an immigration levy linked to the new Temporary Skills Shortage visa, which only commences in March 2018 and hasn't even passed through legislation as I write this. It seems counter-intuitive that we can only fund the upskilling of Australians if we import more workers from overseas to meet skills shortage needs! Surely it would be better to train local first, not last?

Meanwhile, the Federal Government continues to pour millions into programs for the unemployed so they can meet their "mutual obligation". This is based on the premise that if you receive welfare, you need to earn it. Now, on top of the welfare payment the Government funds a provider an amount equivalent to the welfare being paid to run the "work" program. This means taxpayers are now paying twice as much for each welfare recipient as before. I'm all for welfare to help those less fortunate, or for people down on their luck, however I'm not clear this extra spend is achieving anything of value given it is focused on participation rather than development.

The message appears to be that there is plenty of funding for keeping people unemployed but not much available to actually help people learn skills and move into employment. As a taxpayer, that bothers me. Rant over.

As we enter the Christmas period, a lot of businesses are winding down or closing for a well-deserved break. This might be a seasonal shutdown, impacted by the impending wet season, or it might simply be a close down over the Christmas and New Year holiday period. Either way, now is the time to also start planning for your resumption of work in 2018. Which employees will be retuning in 2018, who is moving on? Is your business changing? Do you need to prepare for new opportunities? What skill sets are you going to need in 2018? Now is the time to discuss these needs with KGT so we can identify suitable candidates for your workplace, so you have the skills you need to meet the demands of the New Year.

We at KGT would like to wish all of our employees, host employers, stakeholders and supporters a wonderful and safe Christmas and New Year break. We look forward to seeing you all back in 2018.

2017 KGT Excellence Awards

Celebrating 20 years of providing skills to the Kimberley



Above: Wynston Shovellor, Jessica Bangu, Renae Swain, Frederick Shovellor, Kamahl Bangu

On Friday the 22nd of September KGT celebrated it's Excellence Awards for 2017 at the Kimberley Grande in Kununurra, an event which is now part of the community scene in the Kimberley region.

The 5th edition of the awards night this year also coincided with KGT's 20 year anniversary.

The night was a great success and we once again would like to express our gratitude to our sponsors which were our highest number of sponsors we have had to date for this event. This says a lot about the people and organisations in our region and their support of our youth. Our own local KGT former graduate and NAIDOC Apprentice of the Year 2016, Montana Ah-won shared a positive message of inspiration and hope within the community. Montana currently works for Save the Children and has recently been crowned the 2017 Kimberley Girl. KGT strives to keep this message alive and spread the good news about these role models in the Kimberley region.

A further congratulations to all our winners and nominees and a special thank you to all our judges.



Attending Judges: Kia Dowell, Karen Jensen, Peter Day



David D'Antoine Operations Manager from Winun Ngari Aboriginal Corporation, Winner of Host Employer of the Year



2017 Kimberley Girl guest speaker Montana Ah-won

2017 KGT Excellence Awards - Congratulations to All!

Frederick Shovellor pictured right with Renae Swain, Broome Field Officer, is part of the Karajarri Ranger Group and winner of the Safety Recognition Award. Frederick Shovellor (Gulu) – is now Karajarri Head Ranger after completing his Certificate II and III in Conservation and Land Management. Gulu has been leading his team in working hard to improve the standards of safety. Gulu and the rest of the Karajarri rangers have set new standards for themselves regarding safe work practices as they know when working remotely you need to be prepared for anything.



Below: Miranda Johnstone winner of the Kimberley Encouragement Award.



Left: Renae Swain, Broome Field Officer, and Kamahl Bangu winner of School-Based Trainee of the Year. Kamahl is part of the Karajarri Ranger Group and enjoys being out on country and following his grandfather's footsteps in becoming a ranger.



Well done to Tiara Lawford pictured above (right with Oli Hughes, Broome Field Officer) who was our winner for Trainee of the Year. In addition Tiara was one of the three finalists of the 2017 Indigenous Apprentice/Trainee of the Year category at the 2017 AENWA Awards of Excellence, a great achievement. Pictured above (left) is Sally Hollins CEO of Willie Creek Pearls representing Tiara with Matthew Hughes MLA at the awards night in Perth. Since Tiara started with KGT in a Pre-Employment Program in February 2016 she has not looked back. She has excelled with Host Employer Willie Creek Pearls completing both Certificate II and III in Tourism and has now commenced the Cert IV Travel and Tourism qualification to increase her Tourism skill set. All the best Tiara you are an inspiration!

2017 KGT Excellence Awards – Congratulations to All!



Above from left: Adam Guest (Representing Ivan Wilson), Miranda Johnstone, Tiara Lawford, Kamahl Bangu, Fredrick Shovellor and David D'Antoine (Representing Winun Ngari Aboriginal Corporation)

The winners by category were:

Trainee of the Year: Tiara Lawford
Apprentice of the Year: Ivan Wilson
School-Based Trainee of the Year: Kamahl Bangu
Host Employer of the Year: Winun Ngari Aboriginal Corporation
Kimberley Encouragement Award: Miranda Johnstone
Safety Recognition Award: Fredrick Shovellor

KGT also would like to say a big thank you to all the sponsors who supported the event to make it a reality.



KGT Excellence Awards Apprentice of the Year nominee Zechariah Ackerman is refocused and ready to excel for the next 12 months.

Zechariah is undertaking Certificate III in Meat Processing (retail) with his Apprenticeship and is almost at the end of his first year.

KGT Employment are proud supporters of Tenderspot Meats in Kununurra who are Zechariah Ackerman's Host Employer.

Tenderspot Meat Company opened its Kununurra shop in July 2015 and specialises in providing high quality meat products for both wholesale and retail customers.

Zechariah has taken on his new career with true passion and tenacity and KGT wish him and Tenderspot Meats all the best in 2018.

Celebrating Zechariah Ackerman's Success



Zac above at work at Tenderspot Meats



TENDERSPOT
Meat Company
KUNUNURRA, WESTERN AUSTRALIA



Well Done Christopher

A big congratulations to Christopher Woods (pictured left with Rene` Harbers Senior Field Officer) who completed his Apprenticeship in September and was one of our nominees for Apprentice of the Year at the KGT Excellence Awards. Chris has been toiling hard at Kununurra Diesel Services in Kununurra and studying down at SMTAFE in Perth since 2014. Chris was studying and getting workplace training to become an Auto Electrician. Keep striving higher and further. All the best from the team at KGT.

(Story's From Senior Field Officer,
Rene` Harbers)

From the Field...



Marlin Thaiday (pictured left) is one of our school based trainee's in Kununurra. He has been lucky enough to have been given the opportunity to do some work at Barramundi Mechanical whilst studying his Certificate II in Mechanical. Keep up the Hard work Marlin!

(Story From Field Officer, Courtney Rogan)

Welcome to Country



This October, KGT's CEO Ian Warrener and Field Officer Andrew Field paid a visit to all trainees and apprentices at Argyle Diamond Mine.

The photos below and left shows them participating in a smoking ceremony 'Welcome to Country'.



Seasons Greetings From Finance



Well it is hard to believe that another year has just whizzed by! We are all busy with our Christmas and holidays preparations and celebrations and looking forward to the New Year.

Although it seems a long time ago now, it was great to meet so many inspiring young people at the KGT Excellence Awards in September. We really enjoyed putting faces to names and chatting to our trainees and apprentices. You are all awesome.

Remember to put any of your leave forms in as early as possible, so that your pays are processed smoothly whilst you are on leave. We will be processing all the payrolls due at Christmas by the 22nd December 2017, so you will need to get your leave forms organised well before this time. We cannot pay you without leave forms submitted. The KGT office will be closed from the 22nd December.

Finance wishes all our apprentices, trainees and staff a happy and safe festive season. And may we all have a totally fabulous New Year. - The Finance Team

Wishing you all the best for end of 2017 and start of New Year 2018!



KGT Team: (from top left) Bronwyn Read - Senior Finance Officer, Renae Swain - Broome Field Officer, Caroline Constant - Administration Manager, Courtney Rogan - Kununurra Field Officer, Natalie Johns - Broome Administration Officer, Helen Atcheson - Broome Administration Officer, Oli Hughes - Broome Field Officer, Andrew Field - Kununurra Field Officer, Ian Warrener - Chief Executive Officer, Richard Owen - Operations Manager.

A big thank you to all for your support once again for the year 2017. The staff at KGT wish you all the best for the coming New Year and safe and happy festive season to you all.

A special fond farewell to Natalie from the Broome office, we wish her the very best for her future. Welcome Helen Atcheson to the team taking over from Natalie who's experience in HR will be of great value at KGT.

A warm welcome also to Sam Aldridge who has taken over from Oli Hughes as Field Officer in Broome, she brings a great knowledge and experience working with apprenticeships and traineeships within the Kimberley.



Above: Richard Owen - Operations Manager and Natalie Johns - Broome Administration

Welcome to the Kununurra Office to Andrew Field who's experience working at Argyle Diamond Mine is of great value to our young apprentices and trainees. Welcome also to our newest administration addition in Kununurra, Ariana Hamilton-Smith.

Over the holiday season our office close dates are from Friday the 22nd of December and we are back on Tuesday the 2nd of January. We look forward to seeing you next year!

Your Local Apprentice Employment Network Member

If you are thinking of employing an Apprentice or Trainee, then look no further! Kimberley Group Training can help!

Planning for the future

- Be a proactive employer and invest in the future.
- Increase the pool of skilled and qualified trades people for the region
- Give someone a career opportunity
- Share your knowledge
- Planning for the future makes good business sense

Peace of mind for you and your apprentice

- Ongoing mentoring of your apprentice, including on-site visits
- Monitoring of training progress and providing you with feed back
- Liasing with the training provider
- Maximising opportunities for you and your apprentice to take advantage of Government incentives.

We can help you now

- Our experienced field officers can provide you with a quote and make the recruitment process hassle free
- Apprentices ready to place now
- Don't delay, secure your future workforce now
- Contact your nearest KGT office for more information



Simple and cost effective

Our no fuss service includes:

- Administering wages, superannuation/long service leave returns, workers compensation, sick leave and group certificates
- Applying for Government incentives
- Dealing with Government departments
- Trade school coordination and more

Paperwork free and easy for you to manage

- All inclusive hire rate
- One fortnightly invoice makes it easy for you to manage and budget

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