

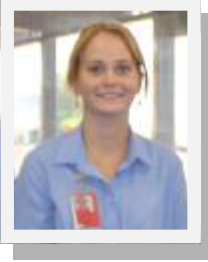
Apprentices/Trainees of the Month

East Kimberley

Frances Kenny Certificate II in Aviation Ground Operations & Service
Host Employer: Northern Airport Services

By: Hayley Cook
Field Officer

Frances Kenny, one of our talented trainees at Northern Airport Services has been recognised as the November Apprentice of the Month. Frances began her traineeship in April 2011 after seeing the vacancy in the local paper.



One of Frances' favourite parts about working at NAS is working in operations. This involves radio communications with the aircraft, reporting data and statistics and load control. Frances also loves the opportunity to meet new people and has met a number of celebrities including Rove, John Farnham and Kasey Chambers. She considers her work to be challenging especially when flights are delayed and passengers miss connecting flights but even in the most difficult of times and situations Frances remains calm. We congratulate Frances on her commitment and dedication to her traineeship and wish her well in her future endeavors.

West Kimberley

Damien Crispin Certificate II in Logistics
Host Employer: Toll Mermaid Logistics - Broome
Supported by: Woodside

By: Peter Barton
Field Officer

Damien has performed tasks consistently and to the highest standards since beginning his traineeship with Toll Mermaid in Broome. All supervisors at the three Supply Bases and Casing Yard have the utmost praise for Damien and are looking forward to the day he completes his training and becomes a regular part of the workforce. Damien has completed his off-the-job training and has a further three months left to complete on-the-job training in Certificate II Logistics (Warehouse Operations). Damien spends a large amount of his time loading and preparing casings for drilling exploration off the Broome coast, and enjoys driving the forklifts. He has also spent time in the quarantine area where sand is delivered from Port Hedland, and then sent to Gorgon Gas Fields off the Karratha coast.



Keep it up Damien!!!



Pathway Press

November 2012
Issue 43

Women in Non-Traditional Trades: Breaking Stereotypes

According to research conducted by Manufacturing Skills Australia (MSA) in 2010, women are underrepresented in the manufacturing and automotive industries. Furthermore, in most manufacturing and automotive enterprises, women are employed in administration roles rather than in core areas of the business. This month, Kimberley Group Training proudly features stories of some extraordinary young ladies who are working in the male-dominated careers. Let's see what they have to say about their stories, experiences, and the reasons that attracted them to their trades. The following stories are based on interviews conducted by KGT Field Officers: Lina Bleazby, Natasha Cross and Hayley Cook.

Name: Hannah Clatworthy
Qualification: Certificate II Automotive Vehicle Servicing
Host Employer: Kimberley Exhaust & Spring Centre



his car and I always felt that I wanted to join him. What are your plans when you finish this traineeship? I would like to do an apprenticeship in Motorbike Mechanics or Refrigeration mechanics. What advice can you give to other girls who want to get into this trade? I would say to them 'just do it and don't worry about what others will say because it's your choice!'

What attracted you to this trade?

I was first attracted to speedway and I helped out my neighbours in the pits with their Formula 500 car. I was always intrigued by the loud noise and that's what got me interested in this career.

What are your plans when you finish this traineeship? When I finish this traineeship, I want to start a mechanical apprenticeship.

What advice can you give to other girls who want to get into this trade?

If you have your heart set on it, then go for it because the only thing that's stopping you is YOU.



Name: Krystal Cummings
Qualification: Certificate II Automotive Vehicle Servicing
Host Employer: All Gear Motor Cycles & Small Engines

What attracted you to this trade?

I always had an interest in mechanics because I was brought up with it. I found I enjoyed being around engines. My dad was always working on

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



What attracted you to this trade?

While I was growing up as a young girl in Warmun I always watched my dad work with cars, weld bits and pieces together and thought that it was a great thing to do. I was always interested in working on cars and enjoyed getting dirty and watching my dad get a car going and building things for our place.

What are your plans when you finish this traineeship? I would love to continue into an apprenticeship and become a qualified mechanic to help me and my community, provide a future for myself and take me to different places.

What advice can you give to other girls who want to get into this trade?

Follow your heart and your passion and all will work out in the end.

(Watch our for the December issue of KGT's Pathway Press for more feature stories on Women in Non Traditional Trades!)

We are Pleased to Welcome our New Apprentices and Trainees:

Jessica Baker - Certificate II in Aviation Ground Operations
Host Employer: Northern Airport Services

Trent Brooks - Certificate III in Automotive Mechanical Technology
Host Employer: Argyle Motors

Virgil Charel - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Goonyandi Rangers

Zynal Cox - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Nyul Nyul Rangers

Anthony Dawson - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Goonyandi Rangers

David Lean - Certificate II in Agriculture
Host Employer: Indigenous Land Corporation - Roebuck Plains Station

Lisa Drage - Certificate III in Business
Host Employer: Kimberley Training Institute

Kadjahna Skinner - Certificate II in Agriculture
Host Employer: Indigenous Land Corporation—Myroodah Station

Russell Smith - Certificate II Conservation & Land Management
Host Employer: Kimberley Land Council - Goonyandi Rangers

Rosina Haji-Noor - Certificate III in Business
Host Employer: Wyndham and Kununurra Hospital

Roxanne Williams - Certificate II in Business
Host Employer: Wyndham Community Resource Centre

Commencement Period: 21/9/2012 - 24/10/2012

Congratulations on Your Completion!!!

Wayne Bennell - Certificate II Logistics & Warehousing
Host Employer: Toll Mermaid Logistics - Broome
Supported by: Woodside

Francis Chi - Certificate II Logistics & Warehousing
Host Employer: Toll Mermaid Logistics - Broome
Supported by: Woodside

David Councillor - Certificate II in Logistics & Warehousing
Host Employer: Toll Mermaid Logistics - Broome
Supported by: Woodside

Naomi Hanson - Certificate II in Business
Host Employer: Argyle Diamond Mine

Yazmin Langley - Certificate III in Business
Host Employer: Kimberley Group Training

Lesley Skinner - Certificate II in Agriculture
Host Employer: Indigenous Land Corporation - Myroodah Station

Ashton Till - Certificate III in Engineering Mechanical Trade
Host Employer: Argyle Diamond Mine

Brayden Tolentino - Certificate II in Agriculture
Host Employer: Indigenous Land Corporation - Roebuck Plains Station

Completion Period: 22/8/2012 - 24/10/2012

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Monthly Matters:

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

Featured Articles:

- Women in Non Traditional Trades
- Toll Mermaid: Featured Host Employer of the Month
- 2013 ILC Traineeship Recruitment Begins

What's On My Mind



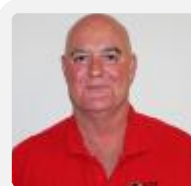
John Gummy
Chief Executive Officer

Like any business, KGT has been busy wrapping up the end of the 2011/12 financial year. In an environment of continued Federal Government cutbacks to support organisations working in the not-for-profit sector, it has been challenging and at times frustrating to comprehend the logic behind their decisions. An example of this is the decision to delay Federal Government rebates to employers who employ apprentices and trainees from 3 to 6 months. This places unwarranted pressure on KGT. I am proud to say that KGT is meeting these challenges head-on. We are constantly advocating to Federal and State Government that the Group Training model is extremely relevant and worth Government

investment. An interesting statistic for those who employ their apprentices/trainees through KGT is that 78% of KGT's income is derived from Host Employer contributions i.e. wages, superannuation, workers compensation insurance and a small administration fee. Only 14% of KGT's income comes from Federal Government and 8% from State Government. As you can see from these figures, KGT receives minimal support from the Government; however the support received is critical to the financial well-being of the organisation.

To all new apprentices and trainees, the very best of luck on your journey, and to those who have recently completed their training, well done on your achievement. Thank you to all 'host employers' for your ongoing commitment to the youth of the Kimberley region.

Tips for Success



Mark Sweeney
Kununurra Psychologist

Each year drugs and alcohol destroy thousands of lives, wreck families and cause untold suffering in our communities. Abuse rates in the Kimberley are very high, as is the amount of drugs and alcohol consumed by single individuals. It's a cause for concern on many levels. These days alcohol and drug screening is a part of working life. Especially in the mining industry. Random testing can be conducted at any time and many people have lost great jobs because they've failed a routine test. Explaining how they lost their job to family and friends afterwards is often a very embarrassing experience. Alcohol and drug use can not only cost you your job, it can stop

you getting one. Some industries in the Kimberley require that applicants pass drug screens before they will be taken on. Drug screens occur frequently with KGT employees and a positive result can mean a delay in finding employment until the problem has been addressed. However, this is something that KGT professional staff can help you with.

People thinking about employment through KGT need to be aware that it takes days and sometimes weeks for commonly abused drugs to be gone from your system. In the case of marijuana, it takes about two weeks.

Staying away from all drugs and alcohol for a couple of weeks is a good idea before looking for a job. Just in case a drug screen is required.

From the Field



Lina Bleazby
Field Officer

At the end of September, Balangarra rangers attended the Kimberley Land Council Annual General Meeting on the Dampier Peninsula. As well as working at this meeting, cleaning up rubbish, serving food, looking after the elders and assisting with the meeting, they had the opportunity to have a tour of the area with the Bardi Jawi

rangers. They also attended a workshop run by "Kicking Goals" to help address and identify suicide situations.

In conjunction with Fire and Emergency Services Authority of Western Australia (FESA), Shire of Wyndham East Kimberley and Department of Indigenous Affairs (DIA), they flew to Oombulgurri to assist with burning around the buildings there. While there, they revisited some favourite swimming and fishing spots as well as a large rock art gallery. The Balangarra rangers also recently went out to Home Valley station to see if the track across the Durack River was passable. It was a rough and bumpy day.

Other activities of the rangers are cleaning up the shed to use as



the ranger base, presentation of themselves and their work plan to the Balangarra Aboriginal Corporation, equipment purchasing and labelling, day trips to the Lower Ord and Karunjie Track, equipment maintenance, cleaning up of fallen trees and other rubbish in Warri Park, meetings with Department of Environment & Conservation, meetings with trainers, assembly of equipment including lockers for their personal equipment, setting up their office space and meeting area.

The Balangarra Rangers

Toll Mermaid Logistics - a Host Employer Profile

By: Peter Barton - Field Officer

Starting from a small base, Toll Mermaid Logistics has grown significantly in recent times and is strategically placed to service exploration, future production operations and construction activity in the Browse Basin and surrounds. The development of Toll Mermaid logistics over the past year resulted in a substantial increase in staffing levels. From ten permanent employees at the beginning of 2012, Toll Mermaid now enlists in excess of fifty employees. This has provided the opportunity to actively encourage the placement of trainees and apprentices with Kimberley Group Training.

To date, the Broome supply base has supported major exploration programs by leading oil and gas explorers including Apache Energy, BHP Billiton Petroleum, Chevron, ConocoPhillips, Murphy Oil, Santos, Shell Development Australia and Woodside Energy Ltd.

From those small beginnings, Toll Mermaid Broome developed and expanded enormously over the past two years and the infrastructure now includes:

- 3.3 hectare operational Supply Base
- 2.8 hectare dedicated pipe yard
- 4.65 hectare additional Supply Base
- 4600m² undercover storage



Mr. Brian J Philp - Supply Base Manager

Kimberley Group Training has been working in partnership with Toll Mermaid logistics to meet the exciting demands of Australia's Northwest economy and hopes to continue to assist in the successful placement of trainees and apprentices.

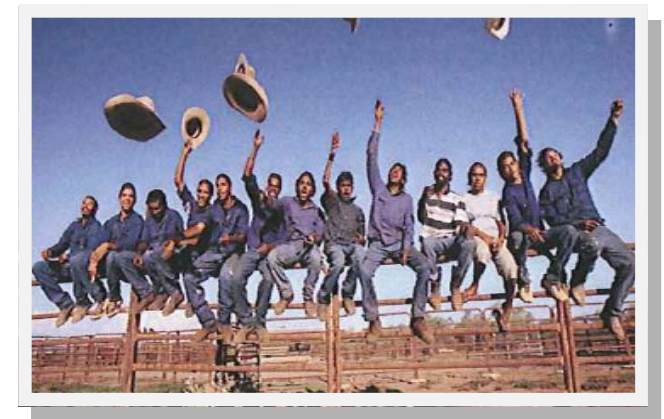
2013 ILC Traineeship Recruitment Begins

By: Kate Millen - KGT Training Coordinator

KGT has been working closely with the Indigenous Land Corporation to finalise dates for the 2013 intake of ILC traineeships. ILC hosts at least 30 trainees at Home Valley Station, Roebuck Plains Station and Myroodah Station each year. Traineeship opportunities range from Agriculture and Mechanics to Hospitality and Tourism. The ILC has an extraordinary training structure at over 10 stations Australia wide, where they invest considerable time and resources in the development of young indigenous people for various industries. They are passionate about continuous improvement and offer several entry points into rewarding career pathways. The selection process is competitive and candidates undertake the Kimberley Group Training recruitment process prior to being accepted into a pre-employment program on an ILC Station. Over a four to six week period, participants will gain valuable life skills such as health, social and emotional well-being, motivational workshops and tips on how to manage family pressures, employability skills and accredited training, including Apply First Aid and industry specific targeted skills.

ILC pre-employment programs are scheduled to commence in 2013 on the following dates:

- Home Valley Station will be commencing a Hospitality and Tourism Pre-employment Program on February 4th 2013.
- Roebuck Plains Station will be commencing a Rural Operations Pre-employment Program on February 18th 2013
- Myroodah Station will be commencing a Rural Operations Pre employment Program on March 11th 2013



Pre-employment programs are a perfect introduction into the workforce for any person wanting to make a positive step towards their future. Not only will the programs be a taster to a career you may be considering, but there are a number of support mechanisms to assist the participants in their journey. At the conclusion of the pre-employment program participants will be interviewed and Certificate II or III level traineeships will be offered to those who successfully complete the pre-employment program and are eager to progress to the next stage.

For more information on the 2013 traineeship opportunities with the Indigenous Land Corporation please contact Kate Millen, KGT Training Coordinator on 0488 089 780.