

Apprentices/Trainees of the Month

East Kimberley

Dylan Paskos Certificate III in Electrotechnology Electrician
Host Employer: **Argyle Diamond Mines**

By: Natasha Cross
Field Officer



Dylan's attitude towards his apprenticeship is of a high standard and he is progressing well. He is on track for completing his four year apprenticeship in July next year. Dylan has excelled with his tafe studies and has completed all of his 'off-the-job' training units. He is a valued member of his team and has excellent communication skills when it comes to working with his team and others in the department.

West Kimberley

Brendan Button Certificate II in Agriculture
Host Employer: **Indigenous Land Corporation Myroodah Station**

By: Luke Edwards
Field Officer



In June this year, Brendan started a Certificate II in Agriculture traineeship at Myroodah Station, as part of the ILC training program. During a four week ILC pre-employment program, Brendan was a standout participant. On completion of the pre-employment program, Myroodah Station was very eager to offer him a full-time position to complete his traineeship. What an outstanding outcome! Since starting work as a trainee, Brendan has become an integral member of the team with his calm, level-headed and down-to-earth nature that makes him a pleasure to be around. His supervisor speaks very highly of the work Brendan is doing and has stated "he has stepped up and taken on all responsibilities that have come his way".



*Keep up the good work Dylan and Brendan.
We all look forward to your brilliant career ahead.*



We are Pleased to Welcome our New Apprentices and Trainees:

Wesley Alberts - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Wyndham

Naomi Karadada - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Kalumburu

James Birch/Gallagher - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Wyndham

Jeremy Kowan - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Kalumburu

Preston Cox - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Broome

Quaylin Macauley - Certificate III in Carpentry and Joinery
Host Employer: Top End Building Company

Ashleigh Garlett - Certificate III in Business
Host Employer: Miriuwung Gajerrong Corporation

Roxanne Thirkall - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Broome

Quentin Gore - Certificate II in Conservation & Land Management
Host Employer: Kimberley Land Council - Wyndham

Terrence Wilson - Certificate III in Carpentry & Joinery
Host Employer: John Holland Group Pty Ltd

Commencement Period: 15/8/2012 - 15/9/2012

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KGT - Making a Difference

By: Shelley Ratcliff
Broome Site Coordinator



In the photo: Kim Griffiths, Natasha Cross, Lina Bleazby, Hayley Cook, Shelley Ratcliff, Luke Edwards, Yazmin Langley, Peter Barton, David Yates and Jason Dann

We all have dreams, wishes and goals in our lives and want to feel good about who we are and what we do. Having a job you enjoy is the one thing in life that can make a big difference. The question is: do you want to make a difference in your life? KGT are a dedicated group of individuals, matching people with businesses in traineeships and apprenticeships and enabling you to earn while you learn. Not only do we do this, we also give ongoing support throughout the entire traineeship or apprenticeship to ensure everyone stays on track and succeeds through to completion. Our team consists of Field Officers, Mentors and Counsellors who are there for each and every client of ours. We know that life throws us some hard times and we can all get down because of it, but our team is here to help pick you up through those hard times and keep

you on your pathway to success. We have had many success stories to speak of, but to mention just one is of a young man who started a 4 year plumbing apprenticeship with KGT and completed in April this year. Not only did he complete his apprenticeship, he did so 8 months earlier than expected. His host employer was so impressed by his dedication to the job that they offered him a full-time position with their company. Now on tradesman wages, he is building his own home in North Broome and really making a life for himself. This young man had dreams and goals and succeeded. KGT are happy to say we had a part in helping him succeed. We can help you too.

It's up to you to take the first step!

KGT now has two trained Youth Mental Health First Aiders!

By: Kate Millen
KGT Training Coordinator



In the photo: KGT Kununurra mentor Kim Griffiths, Youth Mental Health First Aid trainers Vicky McKenna and Marie Cox and KGT Training Coordinator Kate Millen.

KGT Mentor Kim Griffiths and Training Coordinator Kate Millen attended a two-day Youth Mental Health First Aid (YMHFA) course on the 27th and the 28th of August 2012. This course is aimed at adults who live, or work with 'youth' aged between 12-25, to enable them to feel more confident in identifying mental health issues and providing initial 'mental health first aid' whilst supporting someone to access appropriate help. The program was delivered by Kimberley Aboriginal Medical Services Council (KAMSC) Social and Emotional Wellbeing Unit. Vicky McKenna and Marie Cox were the course trainers and provided real insight into what they experience every day in the community. It was a very informative two days in teaching skills for providing initial help to

young people experiencing depression, anxiety, substance use and eating disorders.. Kim and Kate were grateful to walk away with an easy-to-follow process including clear and logical actions to work through step by step. They are confident that they can use the skills learnt and pass these skills on to their colleagues at KGT. "Thanks to Vicky and Marie who were able to make it such a worthwhile program to participate in!"

Monthly Matters:

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

Featured Articles:

- KGT Making a Difference
- KGT's new Youth Mental Health First Aiders
- St Joseph's School
- Trading Shoes for a Day - a Work Experience Story

What's On My Mind



John Gummery
Chief Executive Officer

With the pool of work ready participants drying up, there needs to be a change in direction in how we are preparing young people to enter the workforce. It is well documented that poor numeracy, literacy and employability skills are an impediment to gaining and retaining a job.

I believe there is an answer in some trade related areas "pre-apprenticeships". I have personally been involved in the pre-apprenticeship system. The system has long been central to achieving increased commencements, progression and completion rates of apprenticeships.

So how does a pre-apprenticeship work? Basically, participants enter a 12 month program where they attend a Training Institution in a trade related area to gain the underpinning knowledge and

practical skills of that trade. There is an 'on-the-job component', where the student is placed with employers to further their practical skills. At the end of the program, the successful participants would have the skills equivalent to a first year apprentice.

Statistical evidence supports the success of the pre-apprenticeship system with a median of 80% and an average of 77% completing the program. Articulation into apprenticeships average 80% and there is a strong employment demand from employers for students completing the program.

I would be interested in hearing back from individuals, industry bodies and training institutions who would be interested in meeting and discussing the potential to implement pre-apprenticeships in the Kimberley region. Please email me at john.gkg@kgt.org.au or visit me in the office.

Tips for Success



David Yates
Broome Counsellor

We all know that to have a job makes money and we often think that this is why we work – to get money. But is there more to work than money? Well the latest research tells us that work can be healthy for us but also unhealthy depending on your life style choices and your type of work – so choose wisely!

The Healthy side of work

- Those 'feel good' chemicals [adrenaline, serotonin and endorphins] are produced in our own bodies when we work under pressure and have to meet tight deadlines. We get natural highs this way.
- Having a satisfying job that we enjoy and being given some personal responsibility also achieves the same chemical production and makes us feel worthwhile.
- The research found that people with muscle and joint pain who return to work with support from the company and colleagues enjoy better health than those who remain off work for longer periods. Coming back to work still partially sick or disabled helps to promote recovery and rehabilitation and reduces long-term incapacity.

The Unhealthy side of work

- Having a job or work environment which you consider is *unsafe, insecure, non-supportive, and non-fulfilling*.
- Having a job which involves doing repetitive tasks, gives no control or responsibility was found to dramatically increase the risk of dying younger. This type of employment can also lead to alcohol and drug abuse to compensate and may produce another kind of 'stress' which suppresses our immune systems.

The Unhealthy side of no work

- In one piece of research it was found that being 'out of work' resulted in more visits to the doctor and hospitals, increase in poor health, increase in mental problems and a 20% higher death rate.
- Not working plus doing nothing stimulating stops our own production of 'feel good' chemicals which we sometimes replace with artificial ones.
- Not working can also make us feel useless, redundant, lacking confidence and even depressed.

Confucius once said "Choose a job you love and you will never have to work a day in your life" and the Liverpool Confucius, John Lennon, once said "Work is life, you know, and without it, there's nothing but fear and insecurity."

From the Field



Peter Barton
Broome Field Officer

Three warehouse operations trainees are about to complete their training following 12 months of hard work. All of these trainees have secured a job with their current employer, Toll Mermaid Logistics. These three former trainees will now become an integral part of the Logistics

Industry in and around Broome. Well done gentlemen!

Some apprentices have been rotated between host employers to maintain their training momentum and ensure that they gain

experience in a wide range of skills relevant to their trades. It has been heartening to know that as apprentices move, their previous host continues their association with us requesting replacement apprentices and trainees, which shows their faith in Kimberley Group Training and how we work with them.

All challenges provided by host employers, apprentices and trainees makes this a rewarding career for myself, and I look forward to the challenges of next week, next month and next year.

Employer Profile: St Joseph's School

By: Hayley Cook
Kununurra Field Officer

St Joseph's School was established on 31 January 1967 at the request of Bishop John Jobst, who wished to provide a catholic education for children living in the region. The school includes students from diverse cultures and delivers a holistic approach to education while promoting students' social well-being. St Joseph's currently consists of nine classes from kindergarten to year seven and provides stimulating educational programs. Care and respect are promoted at all times. St Joseph's is also dedicated to attracting committed and skilled staff who continue to engage in further professional development.

Kimberley Group Training has been working in partnership with St.

Joseph's to engage the local youth into employment opportunities. St Joseph's Principal Janine Moore has been extremely supportive and plays a key role in employing the youth to train, develop and skill the community.

In collaboration with St Joseph's, KGT hopes to continue to contribute in the development of successful ongoing training for the local community.



Trading Shoes for One Day

By: Akram Greddon
Work Experience Trainee

This term, I am doing work experience at KGT as a Field Officer. My first day started with a field trip to Wyndham to pick up some trainees and take them to Home Valley Station (HV8), where I spent the rest of the day. It was a long drive there. After we dropped them off we had lunch. My lunch was really nice and I had a sandwich with lettuce, carrots, ham, cheese, salt and pepper and a cold drink of cordial. Following lunch I went down to the stables and met Jason who is a Stockman at HV8. It was really good to talk to Jason. He showed me how to crack a whip and to my surprise it was really hard to do it at first, but as I practised I got used to it and got better and better. Later on I tried to crack the whip with both hands and found out the tricky part would be cracking it with my opposite hand! I also met some of the trainees working under Jason's supervision and they were all really funny and friendly. Once I finished cracking the whip at the stables I went back to the homestead and met with Field Officer Hayley Cook, who drove us



Akram while creating a word document at KGT office

back to Kununurra.

I enjoyed working at KGT and learnt that to be a good Field Officer, it is important to have patience and good communication skills.



Kimberley Group Training has an experienced and qualified financial team who can provide financial services to a number of clients. Tasks that our finance team may be able to help you with include: payroll services, monthly management of reports, financial reports and grant acquittals.

If you are interested in finding out more about these services and how our finance team can assist you, please contact Chief Financial Officer Shan Shanmuganathan on 9168 3808.

"The best careers advice to give to the young is 'Find out what you like doing best and get someone to pay you for doing it'."

(Katherine Whitehorn, b. 1926 English journalist and writer, from the Observer in 1975.

The Principle still applies today and grown-up careers too.)

