

# Trainee Profiles

**Jenna Birch** - Qualification: Certificate II in Hospitality (Operations)  
HOST: Indigenous Land Corporation (Home Valley Station)



Jenna Birch is 6 months in and halfway towards completing her hospitality traineeship at the iconic tourist resort Home Valley Station (HV8). Since starting her traineeship, she has become an integral part

of the food and beverage Team in the Dusty Bar and Grill. She has received praise by both her supervisor and visitors for the professional manner in which she carries herself and consistently maintains high expectations of herself. This year she has been exposed to people from all corners of the globe: executive visits, camera crews, and large entertainment events. She has risen to the challenge and has developed a communication style that suits the needs of the targeted audience and the confidence to interact at all levels. Jenna enjoys the ten day on / four day off roster. She says: *"it took a bit to get used to, but now I really like spending four days at home with my family in Kununurra"*. Jenna, along with the rest of the staff at Home Valley and KGT, are proud of the dedication and commitment she displays towards her studies and her workplace. She has really enjoyed what she has learnt and can see just how far she has come in the last six months. Jenna is looking forward to finishing the season at HV8 and heading to Ayers Rock Resort during the wet season to experience another part of Australia and further develop her skills at a larger resort.

*By Kate Millen  
Training Coordinator*

**Byran Malay** - Qualification: Certificate II in Agriculture  
HOST: Indigenous Land Corporation (Myroodah Station)



Byran Malay started with KGT in mid-April 2013 and has been hosted out to Myroodah Station through the Indigenous Land Corporation's (ILC) training program. Prior to starting full-time employment Byran went through a 5 week pre-

employment course in which he displayed all the attributes of someone wanting to have a long term career in the industry and managers of Myroodah Station were very keen to employ him. Living and working on a remote cattle station has come easy to Byran and he has been enthusiastic in his approach to learning and the way he goes about the day to day duties. The next 5 months present some exciting times as he moves towards completion of his traineeship with an industry placement allowing him to work on another station and gain more exposure to the industry. All workers at Myroodah Station and KGT believe that Byran has enormous ability and talent for his chosen industry and are certain that a successful career lies ahead for him. *Well done Byran, a thoroughly deserving nomination!*

*By Luke Edwards  
Field Officer*

## Congratulations on reaching a milestone!

### APPRENTICES

Jackson Cordingley  
Dirk Masters  
Aaron Dryden  
Jason George  
Wade Adams  
Johnathon Mills

### TRAINEES

Leonie Cheinmora  
Dayna Vick  
Jennilee Sebastian  
Amy Waylen  
Codi-Mari Watkins  
Ashley Con-goo  
Clare Hales

### KGT STAFF

Ian Warrener 6 years  
Kate Millen 2 years  
Natasha Cross 10 years  
Bronwyn Read 4 years

## Well done guys!

The apprentices above have reached a 1, 2, or 3 year mark of their apprenticeships. The trainees have completed the first 6 months of their traineeships.



## Broome Trainees reap rewards !



From L-R: Chaumani Maher, Philip McKenzie, Damien Crispin & Robin Haji-Noor

One of the most important moments in the lifecycle of a trainee or an apprentice is the moment when they realise that all their hard work and efforts have achieved a positive result. With representatives of host employers present at the ceremony it was great to see the support given not only by Woodside, but also the host employers in achieving this milestone for the trainees.

For five young trainees that moment came with a recognition ceremony held at the Broome Office of Woodside Australia on Wednesday 31st July. KGT would like to thank Toll Mermaid Logistics, Regal Transport, Kimberley Training Institute and Woodside for hosting the trainees during the

Damien Crispin, Robin Haji Noor, Philip McKenzie, Chaumani Maher and David Cox were recognised and rewarded for all their efforts in completing their traineeships as part of the Woodside / KGT Traineeship program. 12 month traineeship. Two of the trainees have continued into further traineeships whilst the others have found employment with businesses in the Broome area.

*By Peter Lean - Site Coordinator*

### Inside this issue...

- KGT Skills Centre update
- Pre-employment programs
- From the CEO
- The Inside scoop at Northern Airport Services

Contact us!



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Reception@kgt.org.au  
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From the CEO

## Government and opposition must produce policies that grow skills, boost apprentice numbers and back Group Training

Australia's Group Training network has urged the major political parties to take steps to revitalise the uptake of apprenticeships and traineeships, and to maintain the investment in group training programs helping to develop skills and create jobs. There are some 30,000 apprentices and trainees and up to 100,000 host employers who rely on group training organisations to meet their skills needs.

Governments have been investing in Australia's Group Training network for over 30 years, and that investment has facilitated the development of a unique labour market intermediary that is now internationally recognised and imitated. I fully support the networks call for both the Federal Government and the Coalition to get behind group training and to recognise its unique contribution to skills development and career building. At the community level, Group Training helps manage school-to-work transitions among young people, matching them to businesses where their skills are developed and utilised.

A key feature is the emphasis on mentoring and pastoral care for apprentices and trainees to help them progress through their training and establish a career. The Group Training network has only been made possible with government support, and the viability of much of it is at risk without continued support.

By John Gummery

## Congratulations on your completion!



BRENDAN BUTTON  
CERTIFICATE II IN AGRICULTURE  
HOST EMPLOYER: INDIGENOUS LAND CORPORATION



WESLEY KARADADA  
CERTIFICATE II IN AGRICULTURE  
HOST EMPLOYER: INDIGENOUS LAND CORPORATION



ARJUN KUMARACHELIYAN  
CERTIFICATE II IN AVIATION GROUND OPERATIONS  
HOST EMPLOYER: NORTHERN AIRPORT SERVICES



LILLIAN KARADADA  
CERTIFICATE II IN BUSINESS  
HOST EMPLOYER: KIMBERLEY LAND COUNCIL



JACOB MARTIN  
CERTIFICATE II IN AUTOMOTIVE ELECTRICAL TECHNOLOGY  
HOST EMPLOYER: ARGYLE DIAMOND MINE



DAVID MULHERON  
CERTIFICATE III IN ELECTROTECHNOLOGY ELECTRICIAN  
HOST EMPLOYER: SAVANNAH NICKEL MINE



DYLAN PASKOS  
CERTIFICATE III IN ELECTROTECHNOLOGY ELECTRICIAN  
HOST EMPLOYER: ARGYLE DIAMOND MINE



DEREK SMITH  
CERTIFICATE II IN CONSERVATION AND LAND MANAGEMENT  
HOST EMPLOYER: KIMBERLEY LAND COUNCIL



MEGAN WALTERS  
CERTIFICATE II IN BUSINESS  
HOST EMPLOYER: KUNUNURRA COMMUNITY RESOURCE CENTRE

## Money for nothing! Salary Sacrifice

Want to earn more money for no extra work? Are you a host employer and want to see your apprentice paid more without costing you more? KGT may have the solution for you! We have recently received written approval from the Australian Taxation Office to extend our Fringe Benefits Tax exemption to our apprentices and trainees.

What does this mean? Our apprentices and trainees can now reduce their tax and have more net wages every fortnight. Apprentices and Trainees can now enter into salary sacrifice arrangements and allocate part of your gross wage to paying bills every fortnight and not pay tax on this income. For more information, contact your Field Officer.

By Ian Warrener

## KGT Skills Centre update

Over the past 3 months Kimberley Group Training has received a total of 1 million dollars of funding from Lotterywest and Regional Development Australia to build its purpose built Skills Centre in Kununurra. With total construction costs of 1.8 million, we are now over half way there with the funding required for the construction of the facility.

The Skills Centre is an initiative that was developed in response to the high percentage of people identified as having the ability to complete a traineeship/apprenticeship, but lacking the literacy and numeracy levels required to succeed in education or employment.

The Skills Centre will provide industry-skills-integrated literacy and numeracy programs for participants.

These programs will be delivered in a welcoming and comfortable environment for participants who consistently fail to engage in a school-like environment.

By Kristen Dodd - Administration Manager

Kimberley Group Training would like to thank the community for their ongoing support of this project and also thank those involved in helping prepare grant submissions and business plans for the Skills Centre. Finally, a huge thank you to Regional Development Australia and Lotterywest for supporting another KGT initiative.



Photo: Image of proposed KGT Skills Centre.



## Keep up-to-date with KGT's latest news!

By KGT's Administration team



Did you know that by jumping on the KGT website, you can subscribe to receive a quarterly Newsletter and weekly vacancies list?

Subscribing is easy! Simply visit [www.kgt.org.au](http://www.kgt.org.au) and click on Subscribe (see picture). You will find the subscribe button on the right hand side of our homepage.

In hitting the subscribe button, you will be prompted to give your basic contact

details and your e-mail address. Once that's done, you are ready to go!

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## Tips for Success

The hottest topic in industry at the moment is workplace literacy. In general, Australia has fallen behind other nations and both business and industry in this country have suffered. Gone are the days when you could just turn up on a job site and ask for employment. Learning all you need to know on the job is no longer an option. In this day and age, certificates are required for even the most basic positions.

This means learning volumes of written material and being able to read safety signs and literature related to the industry or business you plan to start your career in. In short, not being able to read and write makes it extremely difficult to find and maintain employment. For the past three years KGT has run a comprehensive assessment process to help select the right people for the right jobs.

The results are very clear, indigenous people are every bit as capable intellectually as any other race on the planet. What's handicapping them on the job front is poor literacy. In fact about 7 out of 10 people tested can't read well enough to confidently complete their coursework.

Everyone can learn to read and here at KGT we are working hard on a workplace literacy program to help people develop their reading skills and give them a real chance in the workplace. Remember, a handicap only remains a handicap if you don't do anything about it. Poor literacy is one handicap that you can do something about.

By Mark Sweeney - Psychologist

# Pre-employment programs:

Building confidence in job seekers



Pictures:

Pre-employment participants in Business and Hospitality



KGT has been busy assisting indigenous job seekers with vital preparation for entry into the work force.

So far this year KGT has successfully delivered five pre-employment programs, focusing on three key industries: Hospitality & Tourism, Agriculture, and Business.

This has seen 40 people enter pre-employment programs and of that figure, 29 people have progressed into traineeships; that's a progression rate of 72%!

There is still some ongoing post-placement support for the last program that finished in July so hopefully there will be additional participants commencing a traineeship.

However the year is not over and there is still more to be done! Exciting times are ahead! We are working with a number of industries across the

Kimberley with plans to start additional pre-employment programs before the year is out. Growing interest in both the business and tourism industry in the east and west Kimberley may build scope to deliver additional pre-employment programs to suit industry demand.

In the East Kimberley we are in negotiation over the commencement of a large building project to facilitate pre-employment programs and prepare motivated jobseekers to enter the construction industry. KGT is keen to tailor industry specific pre-employment programs to suit client needs.

We bring together introductory accredited skills and valuable life skills to kick-start participants' employability and help them gain the confidence to get their dream career started and overcome common barriers to successfully engaging in the workforce.

With such high progression rates, pre-employment programs may be the key to building longevity in indigenous employment.

By Kate Millen - Training Coordinator



By Hayley Cook - Field Officer

## Inside Scoop

As of the 2 August 2013, Virgin Australia has officially completed the takeover of SkyWest, with the airline becoming Virgin Australia Regional Airlines. Travellers through Kununurra airport will notice that one aircraft has been repainted with Virgin Australia colours and there is new signage in the terminal.

Staff and trainees at Northern Airport Services are currently undertaking Virgin Australia training and are enjoying the challenge.

Congratulations to Arjun Kumaracheliyan, who completed his traineeship in August and is heading home to Auckland for a well-deserved holiday before embarking on his next challenge.

Two new faces to the team are Kerrissa Hayden and Ashley Con-Goo both of whom are indigenous trainees. They are currently completing their Certificate II in Aviation Ground Operations and Service.

Past trainees Frances Kenny and Thomas Waser are soaring ahead. Frances completed her traineeship and relocated to Darwin in 2012. She is now employed by Airnorth in the Darwin terminal and is enjoying working in the customer service team.

Thomas fulfilled his dream and commenced with the Air Force. He is based out of Wagga Wagga in NSW and is training to be an avionics technician. Manu Roberts completed his traineeship in 2010 and has returned to Kununurra.

He is enjoying being back home and working at the airport until he returns to Perth to complete university studies. His colleague, Vincent Stevens, is now also employed by Frank Rodriguez before he commences his aviation pilot training.

Congratulations to Frank and the team at Northern Airport Services who finalists in the 2013 Shire of Wyndham East Kimberley Small Business Awards category for five to ten employees. Kimberley Group Training looks forward to strengthening their partnership with Northern Airport Services and working towards putting a Certificate III in Aviation qualification on offer.

Photo featuring Northern Airport Services (NAS) crew





## Where are you now? with Ricky McLean

By Kristen Dodd - Administration Manager

**R**icky McLean completed his Certificate II Business traineeship in 2008. Since completing, Ricky said that many doors have opened for him. When he completed his traineeship, Ricky moved to Derby and got a job as a Project Officer. This opportunity wouldn't have been available to him without his Certificate II Business qualification and the experience obtained through his traineeship. Ricky is now working at East Kimberley Job Pathways (EKJP). He is enjoying getting out and about and interacting with a number of people in the community.

Prior to commencing a traineeship in 2007, Ricky was employed as a machine operator at Argyle Diamond Mine (ADM) for a number of years.

However, he wanted to gain a qualification and additional work experience. Ricky left his role at ADM and started a Business traineeship with Kimberley Group Training, working as a trainee Field Officer.

Ricky's goal of gaining a nationally recognised qualification helped him finish his 12 month traineeship.

After completing about 8 months of his traineeship he started to find it difficult.

Ricky spoke with a co-worker about how he was feeling and with the support he received and his end goal in mind of getting a nationally recognised qualification, he was able to

successfully complete his traineeship and take up new opportunities.

One of the biggest challenges was trying to juggle his studies, job and family commitments. Ricky's advice to others is *"..keep working on it, don't give up. Don't let it get to your head and think that it's too hard, because it's not hard. If you are finding it hard, ask for help, no one will say no. Help is there so why not get it"*.

Ricky also encourages others to look towards the future and the end goal of finishing, not the present.

He says that while some people may struggle financially during a traineeship/apprenticeship, the money improves once you finish and have a well-deserved nationally recognised qualification.

When asked what his message to others would be about persevering and getting through a traineeship or apprenticeship, Ricky said:

*"If you're thinking about getting an apprenticeship or traineeship, do it!"*

*There are rewards at the end.*

*Look towards the end and go for it. Keep at it, just do it!"*

**"Keep at it, just do it"**

Photo featuring Ricky McLean

## Need help with your tax return?

Were you a KGT trainee or apprentice between 1 July 2012 and 30 June 2013? Your group certificate is available. Please call or e-mail KGT Kununurra on (08) 9168 3808 or reception@kgt.org.au to ask for a copy. Contact the services below for more information about getting your tax return done!

Business	Location	Phone
Broome Accountants	Broome	9193 5128
Husk C G & Co	Broome	9192 1979
ITP Income Tax Professionals	Broome	9193 6776
Kununurra Accounting Services	Kununurra	9169 1699
ITP Income Tax Professionals	Kununurra	9168 1397

By KGT's Finance team

## Host employers: KGT's valuable partners

By Peter Lean - Site Coordinator

**I**n the world of apprentices and trainees there are a number of different elements that come together to achieve positive outcomes, one of those elements is the host employers.

Host employers are the most valuable element in the process as they provide the on-the-job aspect of the qualification.

The time spent with the host employers forms the basis of knowledge for the apprentice or trainee. Combining that with the theoretical

knowledge gained from the Registered Training Organisation (such as TAFE colleges), the apprentice or trainee can then grow mature into their chosen career path.

New Broome Host Employers include Broome Nursery, Notre Dame University - Broome Campus, Kimberley Training Institute - Derby, Derby Hospital and ProFab.

Their level of commitment is invaluable to those individuals undertaking apprenticeships and traineeships and we would like to thank and recognise all their efforts.

**Welcome on board new host employers!**

**Kimberley Training Institute - Derby Campus**

**Derby Regional Hospital**

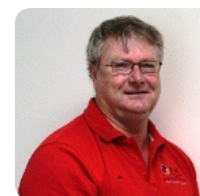
**PCYC Broome**

**The Zoo Bar and Cafe**

**Broome Visitor Centre**

**Broome Nursery**

**Cooper and Oxley**



## CEO relocates to Broome

**A**fter over 10 years of living and working in the East Kimberley, KGT's Chief Executive Officer, John Gummery has relocated to Broome and will continue to lead the organisation from the KGT office on Clementson Street.

This move will enable John to strengthen and build relationships in the West Kimberley region and grow business operations in and around Broome.

The move will also assist John to work closely on partnerships being developed by KGT in the Pilbara Region of Western Australia. If you would like to contact John please call the KGT Broome office: 9192 8877.

By Kristen Dodd - Administration Manager



## Cash back ?

**D**id you know that when you complete your TAFE units your employer (KGT) has to refund your course fees? This became law in January 2010.

However, many apprentices simply haven't submitted claims for refunds. Are you one of them?

To claim your reimbursement of fees, all you need to do is contact your field officer and provide your receipts.

Your field officer will follow up on the rest of the paperwork with your training provider.

If you still owe TAFE fees, then we can pay these directly to the trainer on your behalf. This only applies to apprentices and trainees responsible for their own fees.

If your host employer pays your fees for you, then you are not entitled to claim the reimbursement.

If you are unsure, please contact your field officer and they will check for you.

By Ian Warrenner - Operations Manager