



# Annual Report 2016/17





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# Who Are We?



KGT Employment is an independent, community-based, not-for-profit organisation, run by community members for the benefit of the entire community. We are focused on supporting both Indigenous and non-Indigenous people in the Kimberley region to establish a career pathway by assisting them to undertake training and obtain sustainable employment.

We currently support employers and employees across all industries in the Kimberley region of Western Australia. We have offices in Kununurra and Broome servicing the entire Kimberley, including remote Aboriginal communities.

We are an accredited Group Training Organisation, administered by a Management Committee and supported by the Western Australia Department of Training and Workforce Development.

KGT was established in Kununurra by the local ATSIC Regional Council in 1997, with the aim of assisting the youth of the region in finding employment. We later expanded to Broome from where we could service the West Kimberley and Pilbara, with a particularly strong focus on enhancing and increasing opportunities for Indigenous Australians. Since becoming an incorporated association in 1997, we have become recognised as the leading employer of apprentices in the Kimberley region.



# Our Mission

KGT exists to ensure businesses maximise employment of local people by providing a professional service and building relationships with the community and local industry.

# Our Objectives

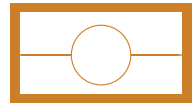
- Alleviate poverty amongst Indigenous and non-Indigenous people in the Kimberley region through the provision of training and employment services.
- Target services to support the long-term unemployed and people with disabilities, particularly Indigenous people.
- Provide access to vocational education and training (VET) to assist in the transition to the workforce.
- Support host companies in the provision of employment-based training.



# 2016/17 Snapshot

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More than 80% of our apprentices and trainees were Indigenous, making KGT the largest employer of Indigenous apprentices and trainees in the Kimberley region



79 apprentices and trainees commenced employment with KGT



157 participants remained in KGT's employment at year-end



38 Indigenous people were placed into employment through VTEC

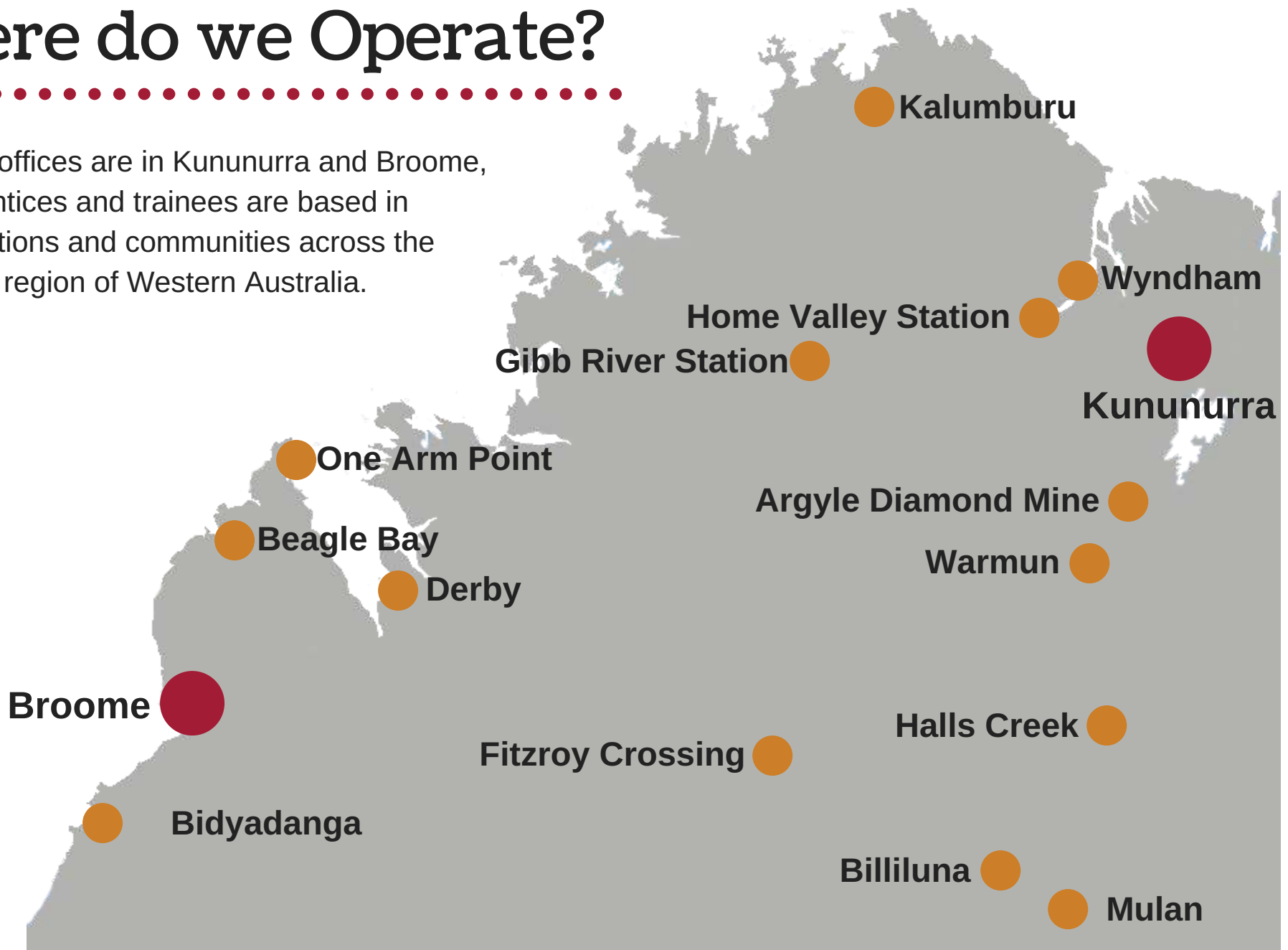


23 students commenced a school based traineeship or apprenticeship with KGT



# Where do we Operate?

While our offices are in Kununurra and Broome, our apprentices and trainees are based in towns, stations and communities across the Kimberley region of Western Australia.





## Message from our Chairperson

Peter Stubbs



The Volunteer Committee and staff of KGT Employment are pleased to present the 2016/17 annual report. For the past 20 years since its creation KGT has played an important role across the Kimberley region supporting employers working with apprentices and trainees which are so important to the success of our region. This work launches the careers of so many young people and in many ways sets them on the path to a successful adult life.

KGT currently employs 120 apprentices and trainees across the Kimberley region, spread over 40 host employers. KGT thanks the host employers for the employment opportunities and support they give the regions young people and future workforce. The employment of apprentices and trainees is so important to our society and economy. The success of our apprentices and trainees is in large part due to their own commitment and effort but also to the contribution that is made by host employers and the dedication of KGT as a Group Training Organisation and its staff.

There are many young people who have the family and support networks to help them in the early stages of their careers. Invariably KGT works with a high proportion of youth who do not have that level of support. The challenges around this are not understood by most governments and bureaucrats, who are increasingly taking for granted the role that organisations like KGT play. Most funded government programs continue to not deliver on real jobs. It takes skilled and dedicated professional staff to work with those less well-off youth and KGT specialise in this.

Most people want better outcomes, particularly around Aboriginal employment, but few have an understanding of what it takes to get those outcomes, or an appreciation of what it takes to achieve this. First and foremost growth in the Kimberley economy is needed, and the region needs to embrace the growth opportunities it has or risk higher welfare reliance. However, with the support and determination of the people of the Kimberley, and KGT's success and achievements so far, we will seize new opportunities and projects as they emerge (and they will) to strengthen our local workforce and diminish welfare dependence.

KGT will always work and act towards these goals despite whatever obstacles that may arise, we can work through them and continue with our commitment to the young people of the Kimberley. They are inspirational and the future of the Kimberley.



## Message from our CEO

Ian Warrener



2016/17 has been yet another difficult year for the Kimberley economy. While the national economy appears to be reviving and employment is increasing nationally, this has yet to reach the Kimberley, or even Western Australia for that matter. Still, KGT Employment has had another successful year placing individuals into career pathways through traineeships and apprenticeships. Even more importantly, we have seen a significant number of participants complete their chosen qualification and continue on their employment path as a skilled asset to the region.

It is refreshing to see the number of businesses still prepared to invest in the future skills of the region, despite facing the same economic challenges as the rest of us. Without our host employers, we would be unable to impact as many lives as we do. This bodes well for the Kimberley for when the economy improves.

With the impacts of the economy and the continued lack of support for employers of apprentices and trainees from the Federal Government, KGT's focus in 2016/17 has been on maximising our outcomes with the available support from the Western Australian Government. With an expectation that resources will continue to be limited into the foreseeable future, we have focussed on ensuring we have the right structure and team to continue to be able to provide opportunities well into the future and can capitalise on new developments as they emerge. It was a relief to see our efforts rewarded with our first surplus from operations since 2010/11, a strong base from which to launch into the next financial year.

To that end, KGT welcomes the recent news of new resources projects commencing in the Kimberley, along with further potential agriculture and aquaculture developments, all of which will generate additional economic activity and employment opportunities, both directly and indirectly. We are excited about the possibilities that 2017/18 and beyond might bring the region.

Meanwhile, our school-based program continues to grow with new participants coming on board. This is a challenging program due to the number of stakeholders involved that need to coordinate their various methods of delivery and timetables, but worthwhile for the opportunities it provides employers to develop a local, skilled workforce.



# The KGT Committee



## Peter Stubbs

Chairperson

Peter has a Degree in Environmental Science and Biology. He worked for 15 years in the Department of Agriculture before his passion in regional development changed his course and he began a 10 year career as Chief Executive Officer in local Government, including the Shire of Wyndham East Kimberley. Most recently his interest and expertise in regional development led him to the position of Director of the Ord East Kimberley Expansion Project. Peter would like to see KGT Apprentices and Trainees become role models that inspire other young people to do the same.

## Kevin Tucker

Vice - Chairperson

Kevin's professional career includes 33 years in the banking industry, including 20 years in various business and commercial enterprise management roles. For the past 4 years he has worked in the Kimberley for both government and private enterprise in the area of Indigenous business development.

## Maggie MacFie

Secretary

Maggie has been CEO of a company that operated an RTO, GTO and a NSW Board of Studies. She has developed and implemented a number of social enterprises to create youth employment and training for those unsuccessful in entering the open labor market.

Maggie's employment history includes chairing and being a committee member of a number of local NGO Boards including Building Australia's Future Workforce, Better Futures Local Solutions, Broome Youth and Family Hub and Theatre Kimberley. Maggie received the Darkinjung Local Aboriginal Land Council Medal for a Non Indigenous Person in 2012.

## Maud Kearns

Treasurer

Maud has over a decade of experience in the Employment Services sector. Her expertise lies in identifying barriers to gaining employment that jobseekers may have such as Homelessness, Financial, Domestic Violence, Housing, Drug and Alcohol. She specialises in referral to the appropriate services required to address these barriers.

Maud possesses qualifications in Indigenous Community Services, Career Development and Training and Assessment and is a strong advocate for Indigenous rights in the local Kununurra Community.

## Chris Garstone

Committee member

Chris brings to the committee a breadth of experience managing programs for the Department of Justice, Sports and Recreation and Kilkayi Trust.

Originally from Broome, Chris has been living in the East Kimberley since 2004. For most of this time he has been working as Program Manager at Kilkayi Trust in Kununurra.

## Markus Beuke

Committee member

Markus Beuke has more than 25 years of global experience in the hospitality and tourism industry and spent over 10 years in the vocational education and training sector. He has managed sizeable hospitality and tourism operations throughout Australia and currently works for leading training institute North Regional TAFE in WA.

He is a member of a number of professional organisations and has judged competitions for the Tourism Council WA, the Catering Institute of Australia and Clubs WA.

## Debbie Cain

Committee member

Debbie has been employed in Executive leadership positions over a number of years in organisations specialising in programs that support local Indigenous communities at a grassroots level.

She has held positions on Boards at local, State, and National level. Debbie holds various degrees within the education sector including a Bachelor Degree in Mental Health and a Double Diploma in Business Management and Human Resources.

# Apprenticeships and Traineeships

## Our Focus

.....

The Kimberley region is home to some of Australia's most socially disadvantaged communities, with disproportionate levels of people who are either unemployed or otherwise considered 'not in the workforce'. Meanwhile, employers seeking skilled workers often have to source staff from outside the region, incurring relocation and accommodation costs on top of inflated wages. Our focus is on helping the people of the Kimberley find employment through apprenticeships and traineeships, while meeting the employment needs of employers.

## How Does KGT Help?

.....

As a Group Training Organisation, we employ those wanting to undertake an apprenticeship or traineeship and find them a 'host' organisation. The host organisation provides on-the-job training for the apprentice or trainee, while KGT organises all off-the-job requirements, from sign-up to arranging training providers.

Our apprentices and trainees are looked after by a KGT Field Officer, and receive personal support, help coordinating trade school and access to additional training and experience if required.

We support host organisations by looking after recruitment, payroll, workplace issues and managing compliance.

We are also able to rotate apprentices and trainees between multiple host employers to broaden the apprentice or trainees experience, or to help host employers manage staffing during downturns in their business.

## Group Training Works

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Many of our clients face multiple obstacles when entering employment. Many employers do not have the resources to manage these obstacles. KGT can manage these obstacles and minimise disruption to the workplace, while the host employer can remain focused on their business. The result is a win for all, the community gains skills and employment while industry gains a locally based, skilled workforce.



From the field: Field Officer Rene' Harbers with Christopher Woods who completed his Certificate III in Automotive (Electrical)

**In 2016/17**

**79 apprentices and trainees**

commenced during the year

**23 participants**

completed their apprenticeship or traineeship

**106 apprentices and trainees**

continued their trades with KGT

**80% of commencements**

identified as Indigenous

# Meet Jason

Jason has been an exceptional apprentice working towards a Certificate III in Light Vehicle Mechanical Technology with the Shire of Broome in conjunction with Rio Tinto. As a mature aged apprentice, Jason has worked very hard to gain a qualification with family commitments and 200km traveling to his work site. Jason is a Bardi man from Ardyaloon Community on the Dampier Peninsula, strong in his culture and determined to make a difference for his family and community.

Joining the Rio Tinto and Broome Shire Apprenticeship Incubation Program was an opportunity Jason embraced with enthusiasm. Jason's strong work ethic, multiple skill set, easy going personality and engaging sense of humour proved to be a winning combination for the Shire Depot.

Jason's maturity, drive and determination assisted him in completing his training schedule. His previous work history including FIFO put him in good stead to be able to balance work-life-family responsibilities. He set about working a 5/2 roster commuting home on weekends to be with his family. We acknowledge Jason's wife Kazue's strength and family of 5 children for their unwavering support allowing Jason to complete his trade qualifications.

Jason has contributed greatly to the success of the apprenticeship incubation program. He has added great value to the Shire Depot team and is valued by his colleagues Sam and Jess. He has proven himself in the workplace, showing initiative, working independently and taking on challenges big or small. Congratulations Jason on completing your training in a timely manner whilst settling into your new workplace at the Shire Depot with ease and enthusiasm.



**Jason Bin Jalil (Angus)**  
Apprentice Mechanic  
Shire of Broome - Rio Tinto



# School Based Traineeships

## Enabling a smooth school to work transition

.....

KGT works closely with those currently at school who are seeking a career pathway into an apprenticeship or traineeship. We facilitate School Based Traineeships, which give students in years 11 and 12 the opportunity to begin their training whilst still at school.

## How is the program structured?

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Students generally complete their traineeship through a combination of time spent at school, TAFE and in the workplace.

Under these arrangements participants are both a full time student and a part time employee, with the same employment and training privileges and responsibilities as other trainees.

This gives students the opportunity to finish school and obtain their Western Australian Certificate of Education (WACE), develop skills and obtain a qualification to be ready for the workplace or further training. Most importantly, the students get paid while they do so.

## What KGT does?

.....

KGT coordinates the fundamentals of training, employment and school for students to ensure they meet the required standards and time commitments for each.

Our Field Officers also provide mentoring and support for students on a regular basis to ensure they're able to keep up with the varying demands of each of these activities.

### In 2016/17

.....

#### 23 students

commenced school-based traineeships with KGT

#### 14 students

completed school-based traineeships with KGT



From the field: Petha Shoveller out and about doing her Certificate II in Conservation and Land Management



# Meet Kamahl

.....

Kamahl commenced his school based traineeship in February 2017 after attending an information session held by Karajarri Rangers and KGT Employment. He gained his position as the first school based trainee for the Karajarri Rangers, where he commenced his Certificate II in Conservation and Land Management.

Kamahl has shown great dedication to his position as a Junior Ranger, with great attendance, presenting himself in full uniform for his days on the job and learning from more Senior Rangers both out on country and with North Regional TAFE. Kamahl enjoys going out and learning on country and at school.

In 2017 Kamahl was nominated by his field officer and host employer for School Based Trainee of the Year for the KGT Excellence awards, in total there were four school based trainees nominated. It was a very exciting night and Kamahl, his host employer along with his field officer were extremely proud when he was announced the winner for 2017. Well done Kamahl, we look forward to following your journey.



**Kamahl Bangu**  
School Based Conservation and Land  
Management Trainee

# Vocational Training and Employment Centre (VTEC)



VTEC is funded by the Australian Government.

## What is a VTEC?

VTEC is a Commonwealth Government initiative to support Indigenous job seekers into sustainable employment. It ensures the provision and support to job seekers for the first 6 months of employment.

Through KGT as a local VTEC provider this program is available to encourage and support Indigenous people towards long term employment. Over the 6 month period the VTEC provider supports the employer through mentoring, vocational mediation and personal support which is at no cost to the employer.

## What are the benefits?

VTEC helps individuals find jobs and support them in their first six months of employment. The support which VTEC provides acts as an incentive for employers to take on individuals who might be perceived as higher risk.

It allows us to provide personal support and mentoring to individuals who we've placed in jobs who aren't undertaking apprenticeships or traineeships through KGT, as well as complementing the existing support provided to KGT's apprentices and trainees.

In 2016/17 KGT placed 38 VTEC participants in a wide variety of jobs from agriculture and mining to tourism, hospitality and land management.

The VTEC initiative is funded by the Australian Government and is based on the GenerationOne employment model. KGT Employment VTEC is delivered in partnership with the National Apprentice Employment Network (NAEN).



**In 2016/17**

**KGT placed 38 Indigenous people into jobs through VTEC**

**50 VTEC participants**

successfully completed 6 months in employment



# VTEC Story



A new gem found in the pearling industry of Broome, Western Australia.

KGT VTEC graduate Tiara Lawford has been acknowledged for her dedication and commitment to the Broome tourism industry, having been awarded a \$2000 Indigenous Scholarship by the local TAFE.

Tiara Lawford, who is from the Dampier Peninsula in Broome, was recently presented with the award by Skal International Broome for showing dedication and commitment to the industry through her work and studies in the past 12 months.

The success story started when Tiara approached KGT in February 2016 to join the Hospitality, Travel and Tourism Pre-Employment program. The program opened up a world of possibilities and inspired the young Indigenous woman to pursue a career in tourism, in particular in the pearling industry. Following the completion of her VTEC program, in May 2016, Tiara secured a traineeship with KGT Employment while hosted at Willie Creek Pearl Farms as a trainee tour guide.

Since her start as a trainee tour guide, Tiara's career has been progressing from strength to strength. Her communication skills developed to reached new heights and saw her scoop out the coveted Rising Star award. Tiara has been constantly singled out for excellent customer feedback on renowned travel site TripAdvisor. And the good news doesn't stop there! She enrolled in a Certificate II tourism course with North Regional TAFE and soon progressed to a Certificate III level qualification.

Tiara, who aspires one day to open her own tourism business, said that all her achievements meant a lot to her. "My aim is to be a role model for other Indigenous people", she confidently says. The world is an oyster to this bright young lady!

KGT would like to acknowledge VTEC, Department of Prime Minister and Cabinet and the National Apprentice Employment Network (NAEN) in the achievement of this successful employment outcome.



**Tiara Lawford**

Working at Willie Creek Pearls

# Pre-employment programs

## Why run pre-employment programs?

.....

The majority of youth in the Kimberley have the ability to take up an apprenticeship or traineeship, but many aren't ready to enter formal training or mainstream employment because of poor literacy, numeracy and basic employability skills.

KGT runs pre-employment activities to bridge this gap, and give participants the opportunity to develop the basic skills they need to be successful in the workplace.

Programs are targeted at particular industries that demonstrate a readiness to engage in the local employment market,

## SEE (Broome)

.....

Skills for Education and Employment (SEE) is a program run out of the KGT Broome office, which aims to develop speaking, reading, writing and basic maths skills to improve a job seeker's chance of getting and keeping a job.

The program is in partnership with Progressive Training (Geraldton based Registered Training Organisation) with a structured approach to improving the numeracy and literacy skills of participants. Progressive Training continues this much needed work beyond 2016/17.



**In 2016/17**

**96 participants engaged in pre-employment programs with KGT**





# Boab Lounge Café



Linking industry-specific training to employment outcomes.

In a bid to strengthen the links between industry-specific training and employment outcomes, KGT signed a five-year lease for the Kununurra Airport Cafe with the Shire of Wyndham East Kimberley in December 2015.

Named 'Boab Lounge', the cafe is KGT's social enterprise and represents our constant search for innovative ways to support people on their pathway to success.

The Boab Lounge provides a live workplace environment where participants can improve their employability skills whilst gaining valuable work experience. All East Kimberley pre-employment program participants undertake work experience at the Boab Lounge, where they have the opportunity to interact with real customers and build skills to make a smooth transition into employment in the Hospitality and related industries.

The Boab Lounge also provides catering to a range of events, enabling trainees and pre-employment program participants to explore different areas of Hospitality such as events management, logistics, and financial skills.



The Boab Lounge Logo aligning with the KGT Employment Logo

# Boab Lounge Café

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It has been another great year at the Boab Lounge. Over ten participants have undertaken hospitality training and there has been a 80% success rate of participants who have then moved on to employment opportunities.

The Boab Lounge also has received approval for a liquor license which has broadened its scope and training abilities for our participants.

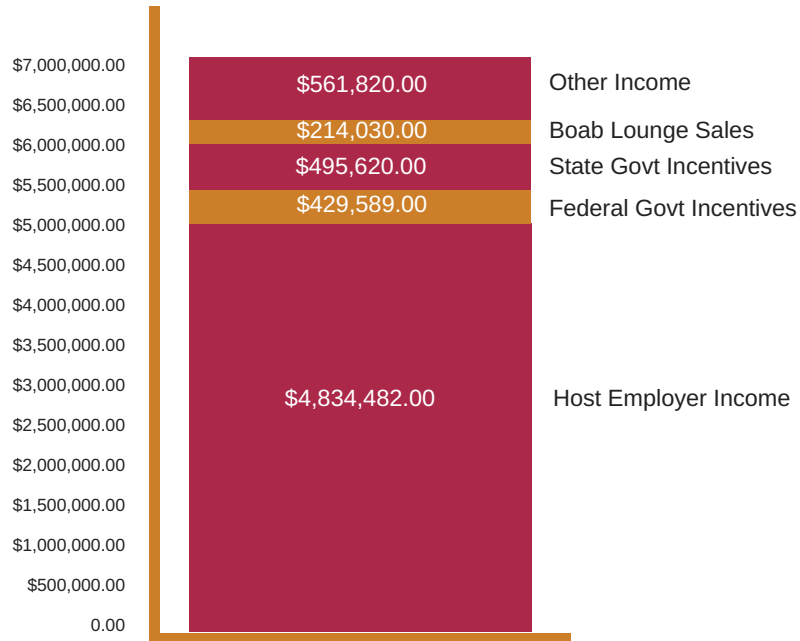


Above: Paul Narrier working at The Boab Lounge - Kununurra Airport

# 2016/17 Finance Highlights

## Where the money came from

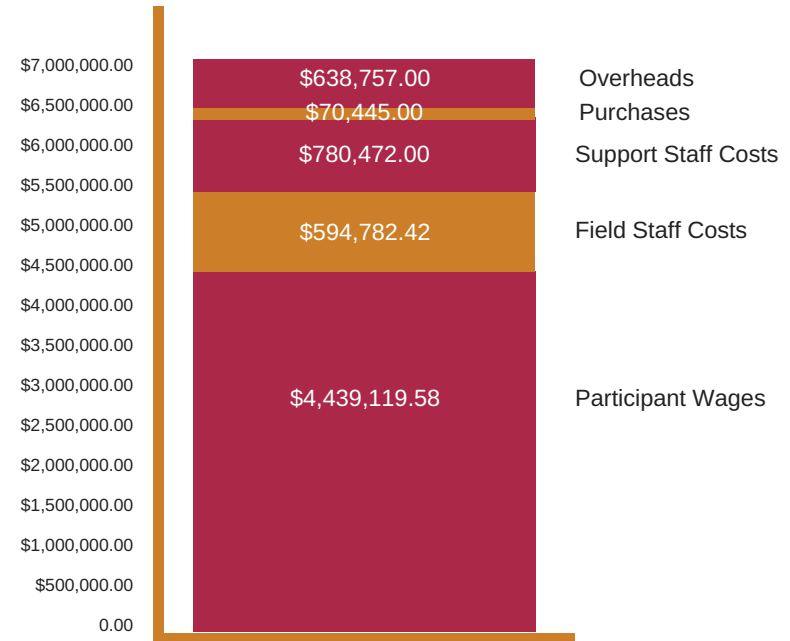
Year ended 30 June 2017



Total Income: \$6,535,541.00

## Where the money went

Year ended 30 June 2017



Total Expense: \$6,523,576.00

### NOTE

Host employers: include all apprentice/trainee wages plus our service fee. Commonwealth Government and State Government include income from government grants. Other activity income includes rent, labour hire, rental income.

Staff expenses includes: salaries, workers compensation and superannuation. Overheads include: vehicles, offices, phones, travel, technology, depreciation. .

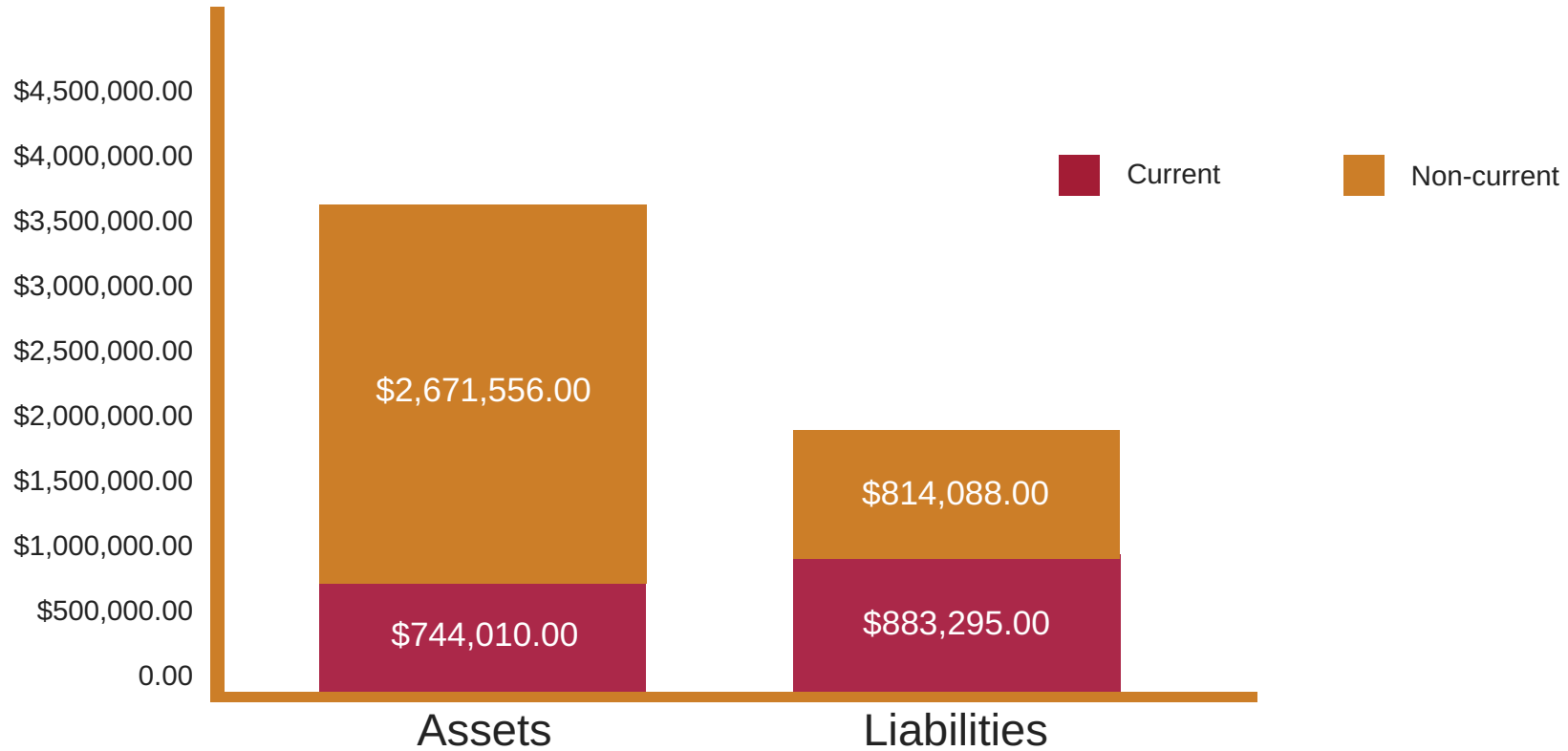
Participants include trainees, apprentices, pre-trainees, labour hire: their wages, training costs, insurance and superannuation.



# 2016/17 Finance Highlights

## Assets and liabilities

Year ended 30 June 2017



**NOTE**

Current assets are short-term assets. They include resources expected to be used to benefit KGT Employment within a year or the current accounting period. These include cash, accounts receivable, inventory, and prepaid expenses

Non-current assets are long-term investments where the full value will not be realised within the accounting year. In KGT Employment's case these include tangible assets such as property, plant and equipment.

# We would like to thank the following stakeholders for their support



Department of the Prime Minister and Cabinet  
Department of Industry, Innovation and Science  
Department of Education and Training

**Australian Government**



**Regional  
Development  
Australia**



**Apprentice  
Employment Network  
WESTERN AUSTRALIA**



**Government of Western Australia  
Department of Training  
and Workforce Development**



**National Apprenticeship  
Employment Network**



**KGT Employment would also like to thank all the host organisations we have worked with in 2016/17.**



**KGT Employment is always looking for new partners and sponsors. For more information on how to support us, please contact KGT Employment Reception [reception@kgt.org.au](mailto:reception@kgt.org.au)**





*Your Local Apprentice  
Employment Network Member*

**Kununurra**

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