



Training that Leads to a Guaranteed Job

NEWSLETTER
MAY/JUN 2017



FORTESCUE'S VTEC CELEBRATES FIRST ALL-FEMALE CLASS

Fortescue Metals Group's VTEC has celebrated a significant milestone, with the graduation of the program's first all-female class.

The nine female trainees from the South Hedland centre join eight other graduates from Roebourne in starting their new careers with Fortescue at Christmas Creek and Solomon later this month. Fortescue Chief Executive Officer Nev Power said workplace diversity, including gender and Aboriginal diversity, was a critical element of Fortescue's success. *Continued on the next page.*

LET'S CELEBRATE NAIDOC WEEK 2017

Kaya noonakoort. Wanjoo! Hello everyone, welcome to our latest GenerationOne VTEC newsletter. It's NAIDOC Week 2017! The theme this year is Language Matters. In the 18th century there were over 250 language groups across Australia. Today there are around 120 still spoken but as Elders pass away, many languages are at risk of disappearing. Language is more than just a way to yarn – it is where knowledge is stored and it is fundamental to identity, people and communities.

You can engage in Indigenous languages by finding out the name

of the traditional country that your workplace is located on and the language groups of the people from that country. Our office is located on Whadjuk country which is the name of the language group for the Perth area.

Showing interest and sharing information with your colleagues is a simple way of helping to keep language alive. For more ways to celebrate NAIDOC Week, go to <http://www.naidoc.org.au/celebrating-naidoc-week>

We were delighted to be a part of the national VTEC forum held in early June. With all the VTECs in one space we were able to discuss in depth the successes and experiences of the program and to share best practice. We thank the Australian Government for their ongoing commitment to



VTEC and to helping people change their lives through employment opportunities.

This newsletter is full of inspiring stories, please share throughout your networks and enjoy the NAIDOC celebrations.

Sharon Jones
National Employment Manager



Our Languages Matter
2-9 JULY 2017



Cont.

“At Fortescue, we believe in providing people with the opportunity to grow professionally and personally and we know how important it is to provide Aboriginal Australians, both men and women, with sustainable career opportunities,” Mr Power said.

“We are proud to offer a number of training pathways that align with our long-standing belief that the best way to end



WE ARE PROUD TO OFFER A NUMBER OF TRAINING PATHWAYS THAT ALIGN WITH OUR LONG-STANDING BELIEF THAT THE BEST WAY TO END ABORIGINAL DISADVANTAGE IS BY PROVIDING OPPORTUNITY THROUGH TRAINING AND EMPLOYMENT.

Nev Power



Aboriginal disadvantage is by providing opportunity through training and employment.”

New graduate and single mother Narelle Dhu said she was looking forward to starting her new position at Christmas Creek.

“I know other single mothers who are already part of the Fortescue family and they gave me the determination to give it a go and to push me towards a better future for me and my daughter,” she said.

“It has been a long journey to make it here but it really is life changing. If it wasn’t for the support of my family, I would not be graduating today.”

Once on site, graduates will continue to receive mentoring and support from Aboriginal Development Coordinators, dedicated to helping the graduates succeed and thrive in their career.



FROM PARTICIPANT TO MENTOR

Participant Sarah-Jane Lippitt is a true VTEC success.

Sarah has been working with our mentor Joanne Warkill since November 2015. Sarah initially presented to us very distressed and with many personal challenges to overcome.

Indigenous Workstars IDW has consistently worked with Sarah to firstly improve her self-esteem and to build her confidence. This focus on assisting with personal issues and relationships is a core part of the approach that IWS takes with participants.

As part of this personal mentoring approach, Sarah was assisted to access the extra support she needed and has become much stronger as her personal situation has stabilised. Her ability to manage the challenges in her life has resulted in a more stable base and family environment and increased her ability to engage in employment activities. Joanne, in her mentoring capacity, continues to assist Sarah with strategies to maintain balance and focus or sometimes just to be a friendly sounding board.

As a result of this encouragement and support, Sarah gained employment as a Court Support Worker with the Aboriginal and Torres Strait Islander Legal Service in September 2016 and now works for Max Employment as Indigenous Mentor, which keeps her in frequent contact with her own mentor, Joanne.

Sarah says the support from IWS has really changed her life. She remains a strong young lady who loves being a parent and loves to help people. In her new role she is now giving back to her community by helping other Aboriginal and Torres



Strait Islander people through their own challenges and sharing her own development and coping mechanisms to assist her clients.

Indigenous Workstars has been very active in developing and assisting with training programs aligned to local employment needs. Programs have recently been run in Bundaberg for business, Gladstone for retail and we have just commenced a regional retail program in Childers, where we have more jobs than available participants. We are also unlocking a number of new traineeships for community based organisations in the region using available funding options.





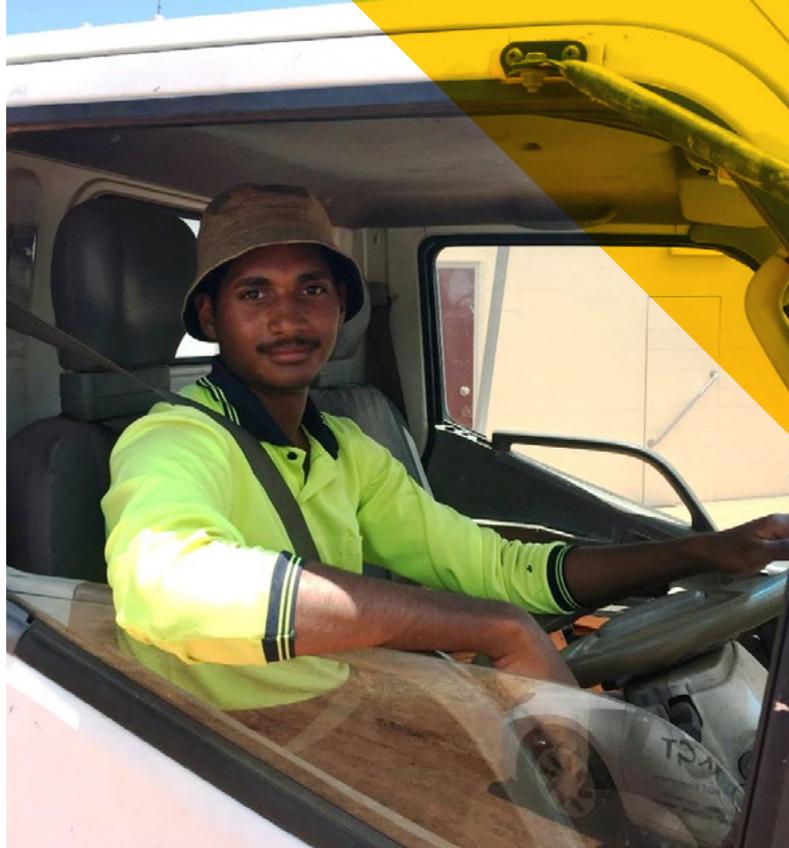
WILFRED COX REVS HIS WAY TO SUCCESS

A former Kununurra Clontarf Academy graduate, Wilfred experienced many twists and turns before deciding to pursue a career pathway in carpentry and joinery. Originally offered an apprenticeship straight out of year 12, he was not able to continue with his trade back then. In Wilfred's words "I was not quite ready and did not know if that was for me. I wanted to have other experiences so decided at that time I had to move on".

In the years that followed, Wilfred had many different experiences. While living in the remote WA outback town of Halls Creek, he came to the realisation that he needed to further himself if he was to become a role model to his family and achieve his goals. "I saw many of the local youth in Halls Creek just hanging around with no aspirations. Moving back to Kununurra and pursuing an apprenticeship as a tradesman became my goal".

In 2016 Wilfred decided to approach KGT and joined the VTEC program. He was supported by his field officer Rene Harbers who helped him kick-start his career. Wilfred joined the KGT VTEC Industrial Skills pre-employment program, which saw him acquire key skills to transition to employment. At that time he already showed signs that he had matured his ideas around pursuing a trade, "The pre-employment program made me sure that's what I wanted to do for my life", he says. On completion of the training, Wilfred was offered a week trial with CWD Builders followed by securing full-time employment with KGT while hosted at local company MGC Building and Construction Pty Ltd. And that was just the start of a journey marked by achievements.

Wilfred's employer set a challenge: if he set his mind to it and obtained his driver's licence as fast as possible, he would be rewarded with a \$100 voucher to get tools to help him with his trade. Plus, he would be able to drive the company vehicle to get to job calls easily. Wilfred lived up to the



challenge and is now the proud owner of a new car licence. He is looking forward to using his voucher to go 'tool shopping' with his supervisor. "I am glad I finally got my licence. The support I received from my supervisor and KGT was very encouraging too. Whenever I felt down they picked me up and made me believe I could do it".

Wilfred is a fantastic example that pre-employment programs do work. In remote towns, they offer intensive one-on-one support to participants who need it the most. No doubt Wilfred (locally known as Willy) has revved up his career to new heights.

KGT looks forward to seeing his story unfold and would like to acknowledge VTEC, Department of Prime Minister and Cabinet and the National Apprentice Employment Network in the achievement of this successful employment outcome.



Photo: Graduation Hospitality VTEC KGT Kununurra



OPPORTUNITIES SERVED

KGT hospitality stars toast job success

Starting in February 2017, the innovative hospitality pre-employment program '*Unlocking the Potential of Future Stars*' saw local youth engage in a series of hospitality and life-skill activities with the ultimate goal of joining mainstream employment. The 10 week program was strategically set to coincide with the influx of tourists to the Kimberley region in the peak season. From industry visits to workshops on self-esteem, money management and work experience, there was no stone left unturned!

Moments of fun, optimism and inspiration for youth were instilled during the program. Through the support of trainers and KGT field officers, the participants came out of their shells and learnt that dreams can be achieved through hard work and dedication.

KGT Employment looks forward to seeing the journey of each successful graduate unfold and would like to say a big thank you to all stakeholders who supported this fantastic initiative.



WIRRPANDA FOUNDATION STORY

Wirrpanda Foundation VTEC participant Brett Simpson persisted with the Foundation's pre-employment program for almost 9 months before landing a job as a radiator fitter with Cor Cooling in early January.

Brett said this job has meant a lot for him and his family, especially with a new baby on the way.

"I love it here. I want to stay here and hopefully work here for the next 5 or 10 years, or as long as I can. It's a good experience and I just love doing all the different types of work they do here...I just love it," he said.

He said support from his mentors and getting up for FIT 4 WORK every Thursday morning was what kept him motivated.

"The biggest thing I learnt is just to stick at it and not give up and eventually they will find you a job. As long as you do the hard yards, they will help you," he said.

He said programs like FIT 4 WORK give more Aboriginal people opportunity.

"You know we have our struggles but just seeing them, they're always happy and want to motivate you and are keen to get you a job, it makes it way easier having them. It's good to have someone there who can support you along the way," Brett said.

Wirrpanda Foundation Mentor Jamie said Brett always had a great attitude and willingness to listen, learn and participate in any activity thrown at him.

"When I first met Brett I could see straight away how determined he was to getting full time employment. He was very patient and stayed committed to the program.



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Jamie said he sailed through the interview and two days later found himself working full time at Cor Cooling.

"Months later we are getting nothing but great feedback on Brett. He has grabbed this opportunity with both hands and is very thankful to have been given the chance," he said.

A huge thank you to Cor Cooling for committing and creating opportunities like this, Brett is the 9th VTEC participant to be employed with Cor Cooling.

Congratulations Brett!



FROM VOLUNTEER TO APPRENTICE

Richard Wooden is a proud Wiradjuri man from Wagga and part of the ongoing success of VTEC. Richard, like a lot of young Aboriginal men in Wagga has had his ups and downs in his short life. However, through GTES Wagga Wagga and his host employer, Passlow Auto Electrics, Richard has secured an apprenticeship in the incredibly technical field of auto electrics. He is thriving



WE ARE VERY PROUD OF RICHIE AND HIS ACHIEVEMENTS SO FAR, WE KNOW HE WILL BE A FANTASTIC TRADESMAN AND AN ASSET TO HIS EMPLOYER.



in his trade!

Richard spent a lot of his own time volunteering at the workshop of Kade Passlow but Kade was unsure if he could employ an apprentice or not, even though he is snowed under with work at present. I spoke to Kade about using companies such as GTES that specialise in apprentice employment and with the assistance that is available from VTEC, Kade decided to take Richard on.

Richard is excelling in his trade, his TAFE is going really well and his field officer from GTES, John has nominated Richie for a "Burt Evans Scholarship" which Richie has now interviewed for and made it to the next round of the selection criteria.

We are very proud of Richie and his achievements so far, we know he will be a fantastic tradesman and an asset to his employer.



ARTHUR KEEPS THRIVING

Arthur has just started working as a labourer/grounds man for Macleay Options. He has struggled with unemployment after gaining a work place injury which left him with a disability.

Arthur is over the moon after starting work with a local employer, currently working 3 days a week but will be leading into full time hours. Arthur had to overcome a lot of barriers to gain his employment including disability, literacy challenges and medical issues.

He comes from a large family having grown up in Mungindi on the NSW/QLD border, and is a Kamilaroi man with little education. All of his school life he was told to sit up the back with all of the Aboriginal kids facing the wall and he never received a proper education. This has impacted his self-confidence, having never learnt to read or write.

He was determined not to let any of these barriers stop him. He registered with one of the local disability employment services provider. Being from out of town he has lived here for four years off the social radar and totally dedicated to his family.

Having this job is helping Arthur with his self confidence and self-esteem. He is now part of a team and part of the community, loving his working environment.

Driving up Leith Street today, we spotted him working and couldn't help but to pull up and get a photo.





100% FIT 4 WORK

Three participants of the **Wirrpanda Foundation's VTEC** employment program have successfully been employed by Easternwell at the Roy Hill iron ore mine site in the Pilbara region of WA.

Chris Hedlam, David Fraser and Cory Pickett have commenced their work at Roy Hill as Driller Offsiders.

The men were successfully employed by consistently attending the Wirrpanda Foundation's FIT 4 WORK program.

Employment programs mentor, Jamie Bennell, said the program is designed to help Indigenous job seekers reach their full potential and gain employment.

"The three men consistently participated in the weekly program, which improved their job readiness and their physical fitness," he said.

Mr Bennell, who recently visited the men on site at Roy Hill, said having three participants successfully attain a job with Easternwell is a huge achievement and they have a great support network having all been through the FIT 4 WORK program.

Easternwell's Operations Manager, Andrew Chandler, said the company is privileged to offer employment to the men.

He said Easternwell's parent company Broadspectrum aims to increase their Indigenous employment level to 6.5%.

"It is also based on wanting to do what is best in our community, a job for anyone who has been out of work or under-employed – whether they be an Indigenous person or not – has the potential to make massive changes to the way them and their family live their lives," Mr Chandler said.

Easternwell employee, Chris Hedlam, said he's enjoying his new job, "I've got a whole new set of skills and have more experience in the mining industry now."

Mr Hedlam said the Wirrpanda Foundation helped him in finding the right job that suited his needs and skillset.

The Wirrpanda Foundation's VTEC employment program has assisted over 230 jobseekers into long-term, meaningful employment over the past 2 years.

Mr Bennell said he will continue to support the employees at the Roy Hill site, and looks forward to further developing the partnership with Easternwell.

Great work Chris Hedlam, David Fraser and Cory Pickett and a huge thank you to Easternwell for all your support.

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JILLIAN AN INTEGRAL PART OF THE TEAM

Jillian is a wonderful, inspirational mentor that we at **Karen Sheldon Training** have had the pleasure of bringing on board to our very own team. She came in as a family referral, and was looking for a career change; she wanted to rekindle her passion for working with her people. Jillian had been a mentor once before, in Queensland, and after being in administration for a while, she realised that mentoring was her true calling. Her passion and life experience allows her to engage and bond with the participants we work with in the most exemplary way.

Jillian is currently studying a double diploma in Counselling and Community Services, a Certificate IV in Training and Assessment, and works full-time with our Darwin mentoring team. She has delivered training segments within our Future Stars Indigenous Employment Program that have been all about cultural empowerment and bridging gaps. Her cross cultural module is engaging, motivational, and encourages cultural awareness for Karen Sheldon's Indigenous jobseekers. She has received excellent feedback from both participants as well as colleagues and supervisors, and this has been well-deserved.

DON'T THINK, JUST DO!

Jeffrey is a Miyartuwi man born and raised on the Tiwi Islands and lived there all his life.

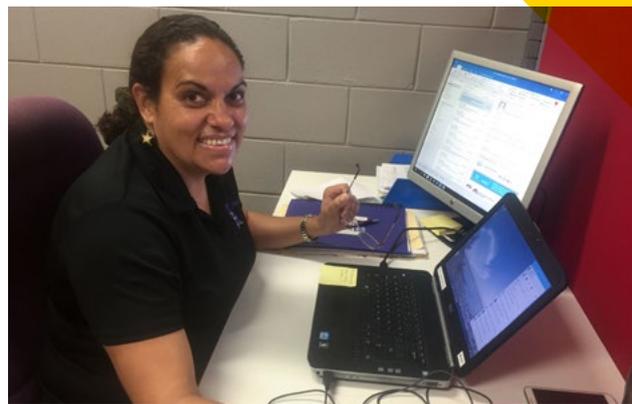
Before **Karen Sheldon Training**, Jeffrey was living a carefree life as a band member, travelling, partying and doing the odd labouring job here and there. Jeffrey's life as a musician was unpredictable and unstable.

In 2003, Jeffrey joined the Police Force in the hope of a meaningful career and felt compelled to withdraw himself from the job after five years because he did not like the things he saw and experienced in the community. This birthed in Jeffrey a passion to get trained and qualified in the field of alcohol and other drugs and mental health so he could take a more hands on approach in contributing to breaking the cycle of Aboriginal disadvantage.

Jeffrey was with his jobActive for 6 months with no sign of full-time work until one day he saw a poster about the Karen Sheldon Future Stars training in their office and somehow knew this was a step in the right direction.

Since signing up with Karen Sheldon Training, Jeffrey immediately gained a job as an Aboriginal Liaison Officer at Saltbush Mob, a mandatory residential habilitation centre for people struggling with alcohol issues. This was the perfect foundation for Jeffrey to gain experience and knowledge in his preferred field. He had a very productive six-month professional development phase with Saltbush Mob, acquiring skills through program specific areas such as P3 – Aggression Minimisation, Therapeutic Alcohol & Other Drugs, Cultural Awareness, facilitating workshops, Redicase Program, First Aid and learning to work effectively in a team to achieve better outcomes.

An added advantage of working with the Saltbush Mob team is the support of new friends and colleagues that taught Jeffrey new ways to cope with everyday life and its challenges. Jeffrey had to overcome a lot of barriers to get to where he is today. The core adjustment of building self-esteem and confidence



Karen Sheldon Employment Services feel honoured to have Jillian as such an integral part of our team and are excited to be first hand witnesses to her further career development. As she continues in her mentoring role and her education, she becomes more and more inspirational to her fellow staff members and more and more of an asset to our organisation. Jillian is also a brilliant role model for Indigenous communities as well as women in general. Karen Sheldon Employment Services cannot speak highly enough of this exceptional woman.



towards a complete lifestyle change from the Tiwi Islands to Darwin City is a growing sense of achievement.

Jeffrey brought with him to Saltbush Mob a wealth of cultural knowledge, traditional skill and his music. His identity, character, personality and fluency of the Tiwi language made building effective relationship and rapport with residents effortless. His supervisor admits he is a valued team member, his optimistic and positive outlook on life enhances the environment at Saltbush Mob.

Jeffrey will continue to strive towards making a difference and creating positive change for his people. He is learning to balance his personal life, job, studies and the high demands and hype of his music career. It is through these that Jeffrey plans to channel his passion for change. His motto "Don't think, just do! Too much thinking brings doubts."



A NEW GEM IN THE PEARLING INDUSTRY

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 Skai 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 VTEC in February 2016 to join the Hospitality, Travel and Tourism Pre-Employment program. The program opened up a world of possibilities and inspired this 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. She has scooped out the coveted Rising Star award and was 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.

Tiara, who aspires one day to open her own tourism business, said receiving the award meant a lot and her aim was to be a role model for other Indigenous people. The world is an oyster to this bright young lady!



MEGT VTEC SUCCESS FOR JOE

Joe Charles was referred to the MEGT VTEC program in September 2016 through a family member that had been placed into employment through MEGT VTEC.

Joe's previous employment history was as a panel beater and warehouse/forklift driver for several years. He presented with significant health, financial and personal barriers and was reluctant to engage with Government departments that could offer him the support that he required to manage his barriers and become job ready. Joe also had a real desire to give back to the Aboriginal community.

Over the next 3–4 months with the help and encouragement of VTEC staff Joe attended his GP to put together a plan to address his health barriers. VTEC linked Joe in with a local jobActive provider and Aboriginal Liaison Officer who assisted him to navigate the Centrelink system.

After a few months Joe advised that he was now in a better place and was keen to look for suitable employment, again emphasising his desire to work in a new field preferably that utilised his existing skills within the Aboriginal community. MEGT VTEC commenced actively sourcing and marketing Joe's work history, skillset and positive attitude to prospective employers. After a few weeks MEGT VTEC sourced an employment opportunity with Activ8me, a provider of telecommunication services to remote Aboriginal communities throughout Australia as a field officer/warehouse assistant. MEGT VTEC secured an interview for Joe and ensured he was thoroughly prepared to present as a strong candidate performing mock interviews and transporting Joe to the interview as additional support. Within a week Activ8me advised that Joe was the successful candidate and he commenced employment on January 30th, 2017.

As part of the continuing mentoring support the MEGT VTEC program offers to its participants, Joe's mentor is in regular contact with him. Joe said that he is enjoying his new job, particularly building relationships and working with remote Aboriginal communities.



END INDIGENOUS DISPARITY IN ONE GENERATION THROUGH EMPLOYMENT



CONTACT US



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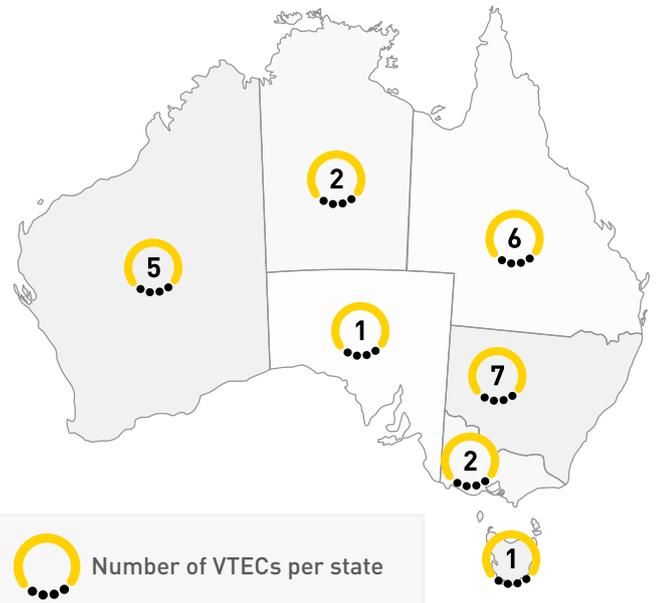
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generationone.org.au



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Number of VTECs per state



Changing Lives Through Employment

Vocational Training and Employment Centres (VTECs) have successfully placed over 5,000 Indigenous people into work already. 24 VTECs are located across the country. VTECs are fully funded by the Australian Government and are based upon the GenerationOne employment model. Whether you are an Indigenous person looking for work or are an employer looking for staff that have been trained to your requirements, VTECs are for you.

For further information visit www.vtec.org.au

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The VTEC initiative is funded by the Australian Government and is based on the GenerationOne employment model