



NEWSLETTER



GenOne were delighted to host some of our employer partners at the Wirrpanda Foundation Annual Dinner. It is the ongoing commitments from employers that drive the VTEC model.

From the left: David Dodds - Jaxons Group, Matt O'Sullivan & Tammy Prior - GenOne, Major Vivian Law - Australian Defence Force, Peter Murdoch - GenOne, Perdy Seamarks - Lendlease. Partners not pictured: Greg Mithen & Derek Gnauck - Cockram Construction, Simon Barker - BGC

It's been a great few months certainly highlighted by the announcement from Prime Minister Turnbull that the VTEC program had placed over 5000 Indigenous Australians into jobs. Our newsletters capture some of the impact this is having on individuals and communities through the shared stories of our job-seekers and VTECs. But can a newsletter capture a new found sense of self-esteem? Or the feeling of collecting your first ever pay cheque? Can words really describe what it is like for an individual to be given an job opportunity that changes the direction of their life? We hope so, because that is a new reality for over 5000 Indigenous Australians who have taken the step onto solid ground that having a job can provide. We've seen amazing results and both GenerationOne and the VTEC network are looking forward to the program's continued success.

So what exactly is our role in all this? GenerationOne is the original architect of the VTEC model and our role is to broker jobs with employers and act as a conduit between the employers and the VTEC providers, to ensure all business requirements are met and to provide high level strategic advice regarding Indigenous employment. We have a team of Senior Account Managers across the country that manage the different States and a National Employment Manager, Sharon Jones, overseeing this team.

Our employer partners benefit on many levels when they partner with GenerationOne and VTEC. The program is fully funded by the Australian Government and ran at no cost to employers. The training is designed to ensure that the specific needs of the employer are met and ongoing mentoring and support is provided.

The effectiveness of VTEC is evidenced by the retention rates; over 70% of VTEC candidates are still in their jobs at the 6 month point. It is a demand driven model, we need job commitments from employers to continue to help end Indigenous disparity through employment. We thank you for your ongoing support.

Matt O'Sullivan, GenerationOne





Morris Corp & VTEC

At Morris Corporation here in Perth WA, we have recently partnered with **atWork Australia** and South Metropolitan Tafe to deliver a tailored VTEC Work Readiness Program for Indigenous job seekers.

The objective of a VTEC is to provide a comprehensive pre-employment training program that empowers Indigenous job seekers to address their barriers to employment, build on their strengths, and provide employer directed training that leads to a guaranteed job. VTEC assists Morris in training these potential candidates for remote FIFO job vacancies.

This tailored work readiness program runs for three weeks and is facilitated at Thornlie Tafe Campus. The course includes such things as Health and Wellbeing, Drug and Alcohol Awareness, Interpersonal and Teamwork skills, Cultural Awareness, Time Management and Independent Living skills for FIFO lifestyle, Online Training such as Food Safety and Responsible Service of Alcohol. The program also has a customised fitness program delivered by a fitness trainer each day to get the participants in good health and work ready.

The students are strongly supported by the Tafe's Aboriginal Support Unit and at Work Mentors who are there daily to work with the team and keep them motivated.

Our first program was highly successful and completed in September with an amazing eight participants from the group of ten gaining employment with us at Morris Corporation. We are really excited to be kicking off our second program in October before the Christmas break.



Congratulations Salvation Army

Congratulations to the wonderful team at Salvation Army Employment Plus (Bunbury) for getting the first Indigenous candidate through the VTEC program with the Australian Defence Force.

Kenneth Wallam has departed for Kapooka NSW to commence his 15 week paid Indigenous training followed by his enlistment into the Army.

AIDP trainees will be released on Christmas leave on the 9th of December 2016 and return to Kapooka to re-join the program between the 8-10th of January. The program will officially re-commence on the 10th of January 2017.

Well done Bunbury Salvos for your support, you have changed Kenneth's life and he is so proud.





Reviving a job from the 80's!

Ted is a lovely mature gentleman who came into **Karen Sheldon Training and Development (KSTD)** via family referral. He was out of work for a while and was told by his nephew that we could help him get employment again and help him through some of his literacy barriers. From the moment we met Ted, we knew that he was an excellent candidate with real work ethic and integrity, especially because of all the letters of reference he had with him from previous employers from many years ago.

Karen Sheldon Training and Development got Ted a job right away working with All Paints Painting Services, and even though he was used to working in civil construction and in the asphalt space, he flourished as a brush hand at the Driver Primary School. Ted is an extremely hard worker who just needed the opportunity to prove this and he needed to work in a job that had real longevity. He worked for All Paints for about 3-4 months, and when the contract ended we started looking for work for him again.

We happened to find Ted work with Synaco Global, a labour hire, where he was working directly for his previous employer from the 80's: Asphalt Company Australia. This has made Ted very happy and he has picked up where he left off with them as far as his relationship goes. We at Karen Sheldon Training wish Ted all the best in his future endeavours.

Thank you to these employers who have recently committed jobs for Indigenous Australians through VTEC:

Lendlease

Vision Stream

Legeneering Australia

Go2 Recruitment

Menzies Group

The GEO Group Australia

Spotless

GENERATIONONE



Job Pathway's through Programmed

Andrew Forrest joined GenerationOne's Tammy Prior in the hunt for more VTEC jobs this month by meeting with Programmed Skilled Workforce senior WA executives Blake Read and Jason Criddle. It's no secret that the Western Australian labour market has tightened up in recent times but the strength of the commitment from companies like Programmed Skilled Workforce towards Indigenous employment remains strong.

Labour hire companies such as Programmed Skilled Workforce can provide an excellent pathway for job seekers to gain meaningful on-the-job experience. Even if the placement is short term, the opportunity can form part of a job seekers pathway to full time permanent employment.





KGT VTEC has been working alongside world leader Santanol & DM Management to create employment opportunities for Indigenous peoples in the Kimberley Region of WA.

So far the program has inspired many community members to start a career in the local Agricultural industry.



Picture: Kimberley Echo



VTEC Hospitality Program Unlocks the Potential of Future Stars: *Tiianna Gerrard's profile*



Born and bred in the Kimberley region of WA, Tiianna Gerrard found herself in a situation commonly faced by youth upon finishing school. She asked herself 'what should I do now? Who will give me my first opportunity? What is expected of me?' Tiianna had dreams and ambitions but did not know how to take the first step into a career pathway. After a few attempts at short courses, she decided to follow in her sister's footsteps and joined the KGT VTEC Hospitality program. Like her sister Indigo Gerrard, Tiianna is a natural leader and quickly became a role model to all her colleagues.

Tiianna took advantage of the opportunity to participate in the VTEC program and not only honed her writing techniques in cover letters and resumes, but also brushed up on her knowledge of new technologies such as Microsoft Word and Excel. In the meantime, her Hospitality skills and abilities were developed to a whole new level. Tiianna's exceptional Barista skills and qualifications saw her secure work experience at Spilled Beans, the newest café in Kununurra. The skills and knowledge gained by Tiianna during the program were crowned by her having the honour to assist in events of high caliber working alongside celebrity chefs George Calombaris in the acclaimed event Kimberley Kitchen and also Kimberley Moon Experience. In her words 'it was a fantastic experience that I will forever treasure'.

Looking back on her beginnings in the KGT program, Tiianna acknowledges that her participation in the program was a milestone in her transition to adult life. She had the opportunity to undertake work experience at different businesses and could work out for herself which career pathway she would like to pursue. According to her, one of the most important things that she learnt during the course is that 'it is important to have a Plan B'.

Tiianna's mature behaviour and manner saw her work diligently to achieve her goals and she accomplished various achievements along the way. With attendance of nearly 100%, she obtained

her Responsible Service of Alcohol and Food handling qualification. As part of the VTEC program, Tiianna also received support to overcome numerous obstacles relating to ID and other documentation to commence employment. It comes as no surprise that all her hard work has paid off. Tiianna's preparation and diligence secured her a position as a Utility Officer role with Morris Corporation, an Australian owned company leader in the provision of remote village and asset management services to the mining and construction sectors.

What does the future hold for Tiianna? That's hard to tell as the sky is the limit for this bright young lady. Tiianna's next achievements include obtaining her drivers' license and gaining full independence by moving into her own home. Tiianna Gerrard is the living proof that we should keep pursuing our dreams and never give up.



In her own words,
**'DREAMS ONLY BECOME
A REALITY WHEN WE
DO WHAT IT TAKES TO
ACHIEVE THEM.'**





Dreamsky Futures

Real Futures who operate the Hunter North Coast VTEC in NSW have partnered with Dreamsky Aviation to create a National Project called Dreamsky Futures. Real Futures and Dreamsky Aviation invested in two young Indigenous VTEC aspirants to test a “pilot” Pilot Training program which will eventually be rolled out as an opportunity for Aboriginal and Torres Strait Islander people from all over Australia. The initial program will identify any difficulties and provide solutions to enable the procedures to be Culturally and Industry friendly without affecting the standards the industry demands.

Dreamsky Futures have identified an opportunity outside of the normal labour market for Indigenous peoples. The length of commitment quantifies the quality of the career and we hope that it will create a social and emotional change in the sense of “hopelessness” with young people from all communities. The economic changes in a young pilots family and community network are immense.

A rapidly growing national and international need for qualified pilots has been identified and Dreamsky Aviation and Real Futures (two Supply Nation Certified quality Aboriginal companies) have partnered to quickly respond to this need. Dreamsky Futures is a result of this partnership and are now in a position to enable Indigenous people to take up these opportunities.

Real Futures has a national footprint and a reputation of excellence in sourcing, recruiting, screening, job readiness training, vocational training and intensive support developed over the past 6 years of operation delivering a unique pre employment and support process. This is enabled by the passion of Real Futures management and workers and the trust and respect given and received in Aboriginal and Torres Strait Islander communities across Australia. Operating organically, Real Futures has created strong relationships with industry, often becoming the preferred provider for Indigenous recruitment transitioning people into working career opportunities.

Dreamsky have identified the aviation industry as a rapidly emerging industry where an international shortage of pilots will be evident in a very short time. This is a prime opportunity for Indigenous people to take on intensive training with intensive support and a choice of jobs at the completion of 18 months to 2 years traineeship.

The “pilot” Pilot Training Program has attracted a lot of national interest and it is quite unique for Aboriginal and Torres Strait Islander people to be offered this opportunity. It has attracted the attention of Qantas who are currently negotiating the progression of our pilots into their programs. We have a ready cohort of recruits and a well-honed social network system to inform our communities. Dreamsky Aviation and our online application process is constantly uploading applications from Indigenous recruits wanting this opportunity. Young people who can see the dedication needed will have their eye on the prize to work hard, stay on track and be like their role models already going through the program.



GenerationOne’s
Kerryn Shearman
visiting the team
at Real Futures in
Kempsey.





Dwayne's story

Hello my name is Dwayne Riley from Narrogin.

I was asked if I would be interested in signing with the VTEC Program.

I met Cerah Pomana and she told me how VTEC could help me secure full time employment that I would enjoy. So I signed back in late June 2016 and things just went from there.

Cerah told me about an Indigenous Program that the Australian Defence Force (ADF) was running and asked if I would be interested in doing that. I was tossing up between the Army and working for Compass in a FIFO role. Talking with my partner she said give the Army a go, I'll support your decision.

I have been with Max Employment 12 months now and unemployed for a period of 2 years. I have a family to support and have found it hard to be on a minimum wage with Centrelink payments. I was scared and uneducated with the Army and the recruiting process.

Ed Watson was my initial contact from the ADF and we chatted and then I knew I wanted to give it a go. There was a lot of paperwork and I was starting to doubt myself that I could pass the aptitude test.

I rung Cerah to say that I don't think I can do it. Cerah being Cerah, said *"no you're doing it, you have all the smarts about you and you will be fine."* Cerah was a great mentor and she boosted my confidence and reassured me that she would be there on the day in Perth at the YOU Session to support myself and the others. And she is always in contact, always touching base with myself and the others, asking if we have any questions.

“
NEEDLESS TO SAY THAT
I NOT ONLY PASSED THE
APTITUDE TEST –
I BLITZED IT! I WAS SO
STOKED AT WHAT I HAD
ACHIEVED THAT DAY,
AND THAT WAS JUST
THE START OF MORE
TO COME.
”

Cerah always made sure that we had transport, accommodation, feed and were wearing the suitable clothing, including haircuts and being clean shaven – lol.

After passing the YOU Session there was still more to do. Cerah made sure that we were doing our homework with watching the ADF Interview techniques and physical training.

The next stage was going to Brisbane for 3 days. The course was fully booked. I was looking forward to the next assessment date in March. I wanted to go in March 2017 because I was lacking in confidence and my fitness level wasn't up to par. But no, Cerah persevered and managed to get me onto the

Brisbane course instead on the 3rd of October through to the 7th of October 2016.

It was great that Cerah managed to come along to Brisbane for support as a Mentor.

When we arrived in Brisbane it was great, ADF were there to greet us and when I saw all the other applicants I started to feel at ease.

We arrived at Enoggera, Gallipoli Barracks, in the bus it was a buzz. I was entering onto a military base. I felt great being there and glad that Cerah didn't let me talk myself out of it. I learnt a lot about the ADF, I got to meet some good people and took in the information about the Defence Force.

Cerah would ring me every night for a catch up and when I mentioned to Cerah about doing the PFA, I again doubted myself. Cerah said *"you didn't come here for nothing, you do your very best to pass!"*

I was so wrapped with myself, I actually did much better than I expected. When I was offered my AIDP Provisional Entry Letter of Offer, I was over the moon. The atmosphere was great with high 5's all around.

I thoroughly enjoyed my flight back to Perth with Qantas, it was great, nice food, great selection of movies, I loved it. Just knowing what I had achieved was an awesome feeling and knowing that I have more confidence to move onto the next stage to start the 15 week training program will be a great experience I will remember for a long time.

Part of the next stage is that we have to get the required clothing listed for us. Cerah travelled from Northam to come with me to Parry's Department Store to get the items that I need. I was too scared to tell Cerah that I needed a suit because of the cost. Cerah said no, I want you to shine when you go to Canberra and be proud wearing your suit, regardless that you come from a country town in WA.

Cerah made sure that I got everything with the suit; I'm talking very nice long sleeve business shirts, a proper belt, matching socks and a neck tie. Once all the shopping was done and Parry's had given Cerah the quote she said no worries, I'll do the purchase order and make it happen. All this was a huge relief for me thinking about the cost of everything.

I am thankful that Cerah was there through the process, from the start she was always saying *"think positive, keep your head up and always push yourself to be better"*, which was inspiring because you don't expect that sort of stuff from job network members. All the help, assistance and confidence building was good for me.

Now I'm looking at things with more confidence and a can do attitude, and looking forward to what the next few months will bring.

I would recommend anyone to meet with Cerah and talk to her about job prospects and what they are interested in because she would be of great assistance and would be a positive influence on anyone.

Thanks Cerah.

END INDIGENOUS DISPARITY IN ONE GENERATION THROUGH EMPLOYMENT



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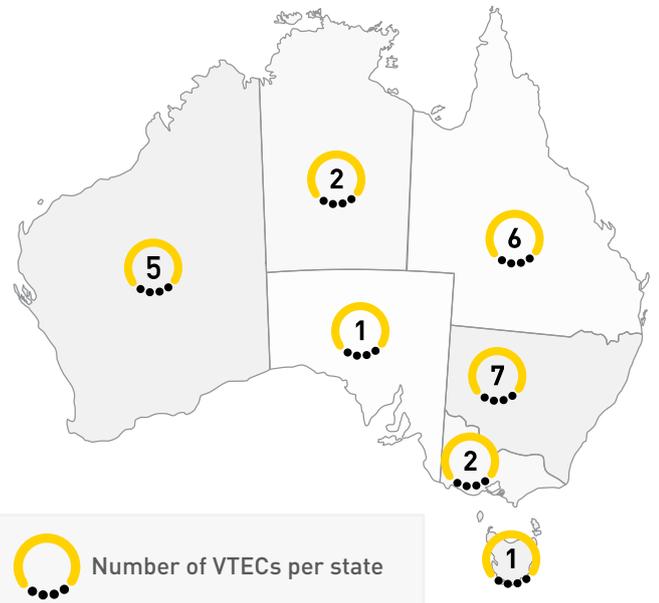
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Number of VTECs per state

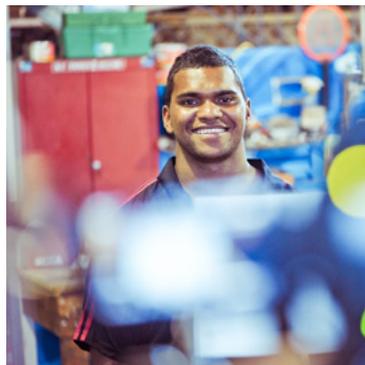
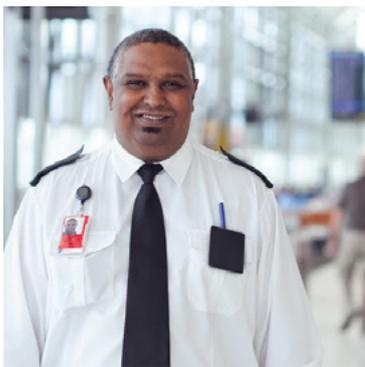


Changing Lives Through Employment

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