



## WELCOME

GENERATIONone



We have been fortunate enough to have AFL legend and Indigenous advocate, Adam Goodes to join our newest campaign to promote VTEC as the best option for Aboriginal and Torres Strait Islander job seekers. Many of the VTEC's also managed to film program participants and get their first-hand accounts of how having a job has changed their life. The footage is very touching and inspires us to continue our work.

Goodes might help us get people's attention, but it's these real life stories that truly encompass our purpose and objectives and keep us motivated.

Thank you to all the VTEC's who helped us create this campaign. It will shortly be aired nationally across community radio and through social media.

We look forward to sharing it with you.



Jeremy Donovan  
GenerationOne

## Maxima VTEC creating business partnerships in SA



VTEC participant Josh McHughes

As the Vocational Training and Employment Centre (VTEC) provider for South Australia, **Maxima** have been working to develop business partnerships that provide jobs for Aboriginal and Torres Strait Islander people. One such partnership has been with Programmed Property Services who have provided sustainable employment pathways for 2 young men through apprenticeships in Parks and Gardens.

Programmed Property Services offers a range of services including painting and maintenance programmes, building repairs, grounds and horticultural management, and corporate imaging and signage. Maxima's first VTEC participant, Elijah Highfold has been working on the maintenance of the grounds of the University of Adelaide, Elijah has recently completed his 26 weeks in the program, he is performing extremely well and is undertaking his Certificate III in Parks & Gardens.

Programmed has recently taken on a second VTEC participant Josh McHughes. Josh participated in a 12 week pre-

vocational course that provided practical skills in paving, irrigation, fencing, planting, general construction, concreting and traffic management, skills that have prepared Josh for work with Programmed. Josh is working at Flinders Medical Centre; his role includes presenting the gardens, cleaning and leaf blowing. Josh's supervisor Mike has an interest in Indigenous culture and is excited to have Josh working with him and the opportunity to pass on his knowledge. Josh will start his trade studies in the new year.

Programmed Property Services has appreciated the support from Maxima's VTEC, practically the mentoring support for their two employees, as well as opportunities to talk about their diversity programs at forums that Maxima has held.



# Murdi Paaki Regional Enterprise Corporation VTEC set Dubbo lad on path to life long skills

VTEC Western NSW runs within Murdi Paaki Regional Enterprise Corporation (MPREC) which works alongside Australia Integrated Training (AIT). The VTEC program has become an integral part of the MPREC team, working closely with other programs to provide the best possible outcomes for VTEC clients to be able to progress to full time employment.

Recently VTEC assisted Jacob to gain employment with a kitchen manufacturing business - Kitchen and Renovation Concepts - who has now given him the opportunity to complete an apprenticeship in Cabinet Making. VTEC assisted Jacob by supplying appropriate clothing for work and post employment training. In conjunction with AIT Jacob has now gained a Forklift License as part of his post placement support.

Mentored by the VTEC Coordinator for Western NSW, Jacob grew to realise that training, even while having a job, is the most important element of success. Jacob is now driven to complete his apprenticeship and successfully gain life long skills in a stable career.

VTEC recently spoke with Jacob about his journey with the program and he was candid in his answers.

Originally from Dubbo, Jacob completed his schooling locally and is now working locally. A proud Dubbo lad, Jacob is well known in the community and is a friendly and outgoing young man. With the help of VTEC, Jacob is now settled in to full time work and on a pathway to finish his apprenticeship in less than 3 years.

He originally contacted VTEC after hearing about the program from a friend, "I was told we could help him with employment".

Although his dream job was to be a professional Beer Taster, Jacob is thoroughly enjoying his apprenticeship and hopes that it will lead him in to a fulfilling and rewarding career.



## NBN Project Provides Career Opportunities for VTEC Participants

GenerationOne and nbn are working together to stimulate further employment opportunities for Indigenous Australians on the rollout of the nbn™, by facilitating working relationships between nbn's construction Delivery Partners (including their subcontractors), who will be the employer of the candidates, and VTECs.

nbn, together with its' Delivery Partners, have embarked on a significant recruitment and training drive to support the nbn's target of connecting "eight million homes to the nbn™ by 2020". The current external field workforce is expected to double to 9,000 over the next two years. nbn has committed nearly \$40 million for training and awareness campaigns to help attract and support training for 4,500 additional workers into the industry.

"To bring high speed broadband to Australians faster, our Delivery Partners will need a bigger pool of trained, skilled workers," said nbn CEO Bill Morrow.

nbn has selected a panel of approved Training Providers, including RTOs and TAFEs, who will deliver the required technical training nationwide. These providers will be required to utilise all normal sources of Federal and State funding, however nbn will cover any residual gap, as an incentive for both the trainee and the employer (Delivery Partner, Subcontractor or Group Training Organisations) to stimulate skills development within the Telecommunication Industry.

nbn is working with its' Delivery Partners to explain this initiative. GenerationOne has

been invited to these sessions to present the VTEC program and the benefits of the VTEC network

GenerationOne's COO Matthew O'Sullivan said "These are fabulous career opportunities for Indigenous job seekers and the initiative dovetails perfectly with the VTEC program. The feedback so far has been very encouraging and GenerationOne looks forward to working with nbn's Delivery Partners to introduce the relevant VTECs in their respective locations."





## Congratulations to the Wirrpanda Foundation celebrating their 10th Anniversary



## VTEC graduate supporting her community through new health role

Cindy Evans commenced with the **MEGT VTEC** program in June 2015 and it was quickly identified that she would be a perfect fit for the role of Patient Liaison Trainee that had been identified by The Royal Dental Hospital in Melbourne. Cindy is the first point of contact for many Aboriginal and Torres Strait Islander patients who attend the Royal Dental Hospital. Cindy has been working with the diversity and teaching clinic teams to assist Indigenous patients to feel comfortable throughout the whole process of dentist visits.

Cindy wants to give back to the health service and help the community to repay the support that she once received herself being in and out of hospitals. Her appointment as Patient Liaison Trainee is part of an Aboriginal employment plan to provide more career opportunities and improve access, identification and culturally responsive care for Aboriginal patients and follows Department of Health Services Indigenous Dental Assistant traineeship program with two graduates being the first indigenous students to be accepted in LaTrobe University's dentistry program.

"I have found coming back into the workforce after being a stay at home mum for over 8 years very hard. With the help and support of the MEGT VTEC team - from obtaining this position and their ongoing support - I know that others out there will benefit from the support they give. With the encouragement from them, I knew they would not let me fail.

"I have been in my role here now for 4 months. There's been quite a few times that my mentor has been able to have numerous chats and tips on approaching and tackling situations. Having one-on-one catch ups with her has been amazing - helping me set goals. I look forward to catching up with her so I can tell her all the new things I have learnt and what situations I have dealt with myself. I have surprised myself with all the skills I have learnt and am still learning."

The Royal Dental Hospital has now approached **MEGT VTEC** to assist with filling another two identified roles for Dental Assistant Traineeships within the hospital.

**THE ROYAL DENTAL HOSPITAL  
OF MELBOURNE**



## Engaging Indigenous employees key to collaborative approach

The knowledge, skills and experiences of Indigenous Australians provide a rich learning environment for us all and contributes to improving the design and delivery of better customer services and experience.

The diverse skills of indigenous Australians contributes positively across our services, regardless of our customer base. Our employment of Indigenous Australians contributes across a range of positions providing valuable cultural insight for all customers of services. As part of our collaborative approach we will engage Indigenous employees and in the design and delivery of our services.

Menzies is committed to the recruitment of Indigenous employees which is noted by both our diversity policy and our commitment to have 2.5% of our employment base as being identified as having an Indigenous background by the end of 2016; currently we are over 50% of the way to achieving this objective.

In our most recent Indigenous recruitment session we were targeting one of our high profile Government contracts to offer these candidates a position with the Menzies team.

**Menzies** has recently partnered with **Yarn'n VTEC** to hold an Indigenous recruitment day which over 25 participants attended. It was a fun day where the applicants participated in activities which resulted in a fantastic success result of successful applicants.



“Having a job at the completion of training got me off the roundabout of training-for-training’s-sake”



## All Paints Painting Service shows exemplary use of the Provisional Sum on Construction Projects

**Karen Sheldon Training** would like to congratulate one of their VTEC Employers, Mario Vorrasi from All Paints Painting Services for winning the contract to repaint TIO Stadium in Marrara.

Mario and his team have demonstrated exemplary use of the wage subsidy available with the Department of Infrastructure’s Indigenous Participation on Construction Projects Policy.

Mario approached Karen Sheldon Training in early August for assistance with the Provisional Sum application, and finding suitable candidates to join his dynamic team.

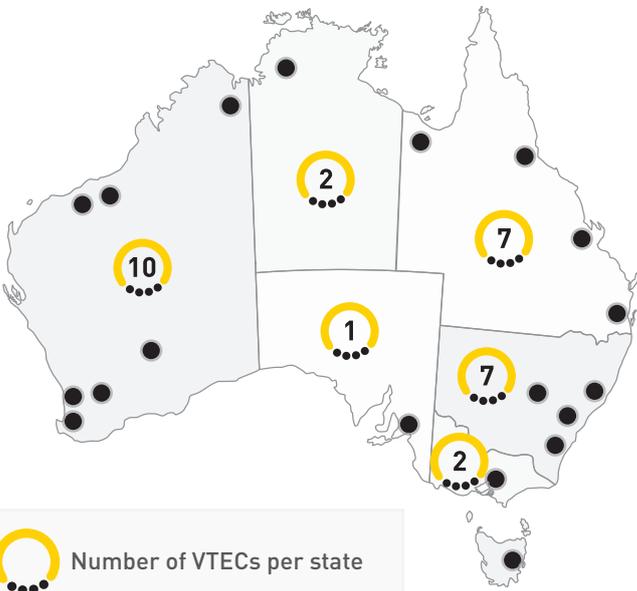
By building his Indigenous Construction Workforce on previous tenders, Mario has given his business a distinct commercial advantage on this, and future tenders. He, like other socially conscious employers, agrees that this kind of funding is important to give indigenous jobseekers a chance to get their foot in the door of the construction industry.

The contract to repaint TIO Stadium is a \$1 million project under the Department of Sport and Recreation’s 2015-16 Repairs and Maintenance Program.

Karen Sheldon Training is assisting other businesses like All Paints to take advantage of the Provisional Sum and adding a competitive edge to their tender submissions.



END INDIGENOUS DISPARITY  
IN ONE GENERATION  
THROUGH EMPLOYMENT



Number of VTECs per state  
 Location of VTEC office



**WA**

- atWork Australia
- Kimberley Group Training
- Fortescue Metal Group
- Apprenticeships Australia CCI WA
- Wirrpanda Foundation
- Max Network
- Ashburton Aboriginal Corporation
- Onslow Workforce Labour Solutions
- Bloodwood Tree Association Inc
- Fairbridge



**NT**

- Group Training NT
- Karen Sheldon Training & Development



**QLD**

- Skill360
- Myuma Dugalunji Aboriginal Corporation
- Indigenous Workstars
- Mission Australia
- BoysTown
- Energy Skills Queensland
- Max Solutions



**NSW**

- Real Futures
- Habitat Personnel
- Ability Options Employment
- MYC Skills & Development Centre
- Yarn'n Aboriginal Employment Services
- MPREC APM
- TAFE NSW Western Institute



**VIC**

- MEGT
- AFL SportsReady



**SA**

- Maxima



**TAS**

- AFL SportsReady

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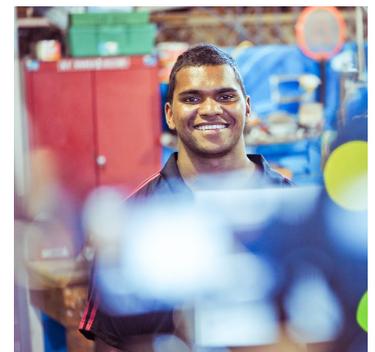
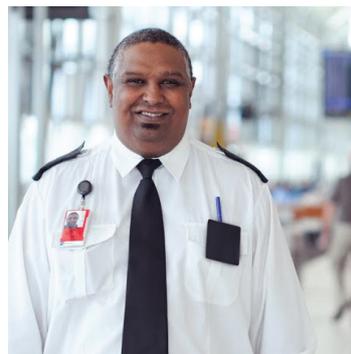


**Changing Lives  
Through Employment**

Vocational Training and Employment Centres (VTECs) have successfully placed over 3,000 Indigenous people into work already. 29 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](http://www.vtec.org.au)

Supported by



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