



New Home in Warrnambool

Westvic Staffing Solutions will be moving to a new home in Warrnambool in 2013.

Westvic has purchased the Koroit Street property formerly occupied by Rural Ambulance Victoria and plans to demolish the existing building and construct a new purpose-built facility on the site.

CEO Miles Coverdale said plans were being drawn up for a new two-storey building which would carry the organisation well into the future.

The site gives Westvic plenty of street frontage which will offer easy access for clients. It has great proximity to the CBD, access from at least two roads and space for car parking and further expansion if needed.

Westvic hopes to secure building permits from Warrnambool City Council early in 2012 and to start construction shortly after.

It is hoped the new building will be ready for use by March 2013.

It will increase floor capacity by 50 per cent and become home to 40 employees. The existing basement area will be retained but the upper levels will be demolished to make way for a new building designed to suit Westvic's needs.

"It will allow us to better integrate our services and improve customer contact areas," Miles said. "The design will include training space and areas for use by other community organisations."

At this stage it is planned to retain car parking at the rear for staff and clients, although the large block allows scope for expanding the building if needed. Constructed in the late 1950s, the building was continuously used as a base for the ambulance service before the service's relocation to Raglan Parade last year.



CEO Miles Coverdale, Finance & Business Development Manager Dennis Farley, Chairman Henry Bongers

Westvic is looking at ways to recognise the ambulance connection in its new building.

In the meantime Westvic will continue to operate from its base at the corner of Lava and Kepler streets.

Miles said the current building had served the organisation well and had allowed expansion. He added that Westvic's board of directors had for some time been keen for the organisation to create its own purpose-built facility and had been searching for a suitable site.

Building Foundations

School programs that promote the mental health and wellbeing of students and highlight issues surrounding alcohol abuse are among those to be funded by the Westvic Staffing Solutions Foundation for 2012.

The foundation has supported seven different projects with a focus on health, wellbeing and safety as part of its \$100,000 community support program for 2011-12.

Colac Secondary College is the biggest recipient, receiving \$8000 to bring the performance Cheap Thrills to Colac to highlight the issues of alcohol misuse to students, their families and the wider community

Warrnambool College will use its \$6000 allocation to promote the importance of mental health and wellbeing and the services available to students and the community.

Brauer College has received \$6000 to conduct leadership sessions for year 9 students which will encourage and develop their self esteem, confidence, leadership, trust and wellbeing.

Portland Secondary College will use its allocation to support a year 10 health expo day aimed at encouraging students to make healthy choices.

In other foundation allocations, Derrinallum College's metal fabrication facility will be upgraded to meet safety standards

and Mortlake College will cover travel expenses for year 9 students to attend a vocational experience program in Warrnambool.

The Warrnambool Volunteer Coast Guard has also been funded to purchase audiovisual equipment for use in training and in search and rescue operations.

A total of \$100,000 will be allocated during 2011-12 to projects that enhance the employment prospects of students and promote health and wellbeing in the community.

The foundation also covers the training fees of school-based apprentices employed by Westvic's training arm, offers eight personal scholarships to young apprentices and trainees, provides financial assistance to host employers providing training places for school based apprentices, and allocates VET excellence awards to 25 students across the region.

The allocations bring the foundation's total amount of support to more than \$600,000 since 2003.





Neville and Cheryl Dance

Host Employers Recognised

The importance of being a good host employer has been recognised by Westvic.

At this year's annual excellence awards presentation, three employers were thanked for their support of Westvic and their young apprentices and trainees.

The successful host employers were:

- Colac: RHS Build Pty Ltd
- Hamilton: Nathan Manley Plumbing
- Portland: Portland Child and Family Centre
- Warrnambool: NK & CM Dance Pty Ltd.

In accepting his recognition award, Warrnambool builder Neville Dance said he had taken on his first apprentice through Westvic back in 1985. "Westvic has been handling my apprentices ever since," he said.

Neville says it is important that young people be given a chance to prove themselves. "Unless they get a chance we'll never know if they can do the job," he said. "If we don't give young people a chance, who is going to take our place when we're ready to pull up stumps?"

The award was judged on employers' provision of a safe workplace and sound learning environment, and for their loyalty to Westvic.

Study Success

Leah Audsley's decision to return to study has paid off.

Leah, who has been named as Westvic's first Return to Study Award winner, is the team coordinator and administrative assistant for WHK Colac.

She admits returning to study was a bit daunting but the outcome has been worth it. "It has changed my lifestyle," she said.

All Fresh Seafood's office manager Judy Rantall and Peta Smith from Mpower in Warrnambool were the other finalists.

Peta is moving into the role of Quality Compliance Administrator at Mpower following on from her position as Information, Grants and Policy Administrator.

Her success in obtaining the new position is due in-part to her return to study after a break of nearly 20 years.

Peta completed a Certificate IV in Business Administration through Westvic and is continuing to study for her Diploma in Quality Auditing.

Judy gained more confidence in her role after completing her first formal qualification after more than 20 years.

Nominees needed to be aged over 25 and have completed training to a Certificate IV or diploma level in the past 12 months and have not completed any other training or study in the past seven years.

The award was introduced to recognise individuals who have made a return to study after many years out of education and now make the commitment to combining it with an already busy working life.



Dale's Return

Dale Gaylard feels like he has returned home.

Dale is back with Westvic as a field officer in Colac after a break of about four years where he worked with CUB and Bulla. The Colac office has changed and there are a few fresh faces around but Dale is glad to be back doing the work he enjoys.

"It's just like I've been away on long annual leave," he said.

Dale said his move back to Westvic was about job satisfaction. "I like the work with Westvic and get a lot of satisfaction from helping young kids into employment," he said.

Dale, who previously worked with Westvic for three years, is also appreciating the bigger private office in his latest incarnation.





Greg Baker with Nick Stoddart

Shining Light

Colac landscaper Nick Stoddart is Westvic's Apprentice of the Year.

Nick is hosted by Wayne Fitzgerald who described his apprentice as a pleasure to work with and always keen to learn.

"Nearly every time he goes on a job the client will comment on what a personable young guy and what a hard worker he is," Wayne said.

"He's always early and he's a great guy to work with. He has been shining since day one and keeps getting better," Wayne said.

The Westvic judges agreed and not only chose Nick as the Colac region Apprentice of the Year but also awarded him the overall title.

Field officer Greg Baker said Nick was a stand-out candidate for the job and never failed to get a good report from his host employer and in his training.

"He is a positive young fellow and is never any hassle," Greg said.

Nick is undertaking a Certificate III in Horticulture after starting his apprenticeship in January 2009.

He said the award would be a great bonus for his future career prospects.

"It's great to get recognition," he said. "I will be able to use it to make a good career for myself."

Nick will finish his apprenticeship in January 2013 and has long-term plans to go into business on his own but in the meantime is enjoying his current role.

Nick, who is also a volunteer lifesaver and bassist for a band, said the support he received from Westvic had made his transition from school to work much easier.

The other finalists in the Apprentice of the Year award were Joshua Speed, of Hamilton, Joel Colliver, of Portland, and Darcy Saunders, of Warrnambool.

The winners were chosen for achievements in their apprenticeship or traineeship and in the community, and for their commitment and long-term goals.

Successful Combination



Jade Cockerill, Cathryn Walder, Jodie Maybery

Portland's Jade Cockerill has balanced study and work to win Westvic's Australian School Based Apprentice (ASBA) of the Year award.

Jade is completing year 12 at Bayview College while undertaking her ASBA. She is hosted by the Glenelg Shire Council Portland Child and Family Complex and employed by Westvic.

While many students undertake a school-based apprenticeship as part of their VCAL studies, Jade has managed to do her apprenticeship while completing her full VCE.

"I have to be very well organised but it is still busy," she said.

Jade is now completing her Certificate III in Children's Services and plans next year to continue her study with a Diploma in Children's Services.

"All the work had paid off and this award makes it worthwhile," she said.

Jade is determined to pursue a career in the childcare field and believes the award will help her prospects.

"I feel very honoured," she said.

Westvic's Workplace Learning Coordinator Cathryn Walder, said the VCE and ASBA combination had proven successful for Jade.

"Jade has worked very diligently to make sure it works out and has grown in confidence and maturity over the past year," she said.

Jade's host employer, the Glenelg Shire Portland Child and Family Complex, was named as Westvic's Employer of the Year for the Portland region. The award was accepted by Children's Service Coordinator Jodie Maybery.

The other finalists of the ASBA award were Rebekah Conheady, of Warrnambool, Charles Munro, of Hamilton, and Peter Fulton, of Colac.



Recognising Good Employees

A good employee means a lot to any business and Westvic's Colac office is helping to promote good employment practices through its sponsorship of a major award.

Westvic sponsored the Employee of the Year category at the Powercor Colac Otway Business Awards and presented the award to Greg Bishop on October 22.

Greg is a trade hand at Bushy's Fencing and Plumbing.

The award recognises the skill and service of employees.

As the naming rights sponsor Westvic has been involved in the monthly selection process of successful candidates.

The awards program was coordinated by Otway Business Inc.

New Dual Diploma

Westvic has issued its 2012 course guide which includes a wide range of certificate level courses and a new dual qualification - Diploma of Management and Human Resources Management.

The Diploma of Management enhances skills in managing individuals and staff as a whole, OH&S requirements in the workplace, finance, marketing, business planning, managing projects and industrial relations. The Diploma of Human Resources Management aims to give participants confidence in recruitment, selection and induction of new staff, performance management procedures and practice in developing and implementing employment policies. RTO operations manager Steve Hoy said the program was designed for individuals aspiring to middle manager positions in large organisations or those in a leadership role in smaller organisations. People who do not already hold a diploma level qualification will be eligible for funding.

Welcome Alan

Westvic's newest board member hopes to further develop his passion for mentoring employees to reach their potential in his new role.

Port of Portland Operations Manager Alan Byers has joined the board and hopes to make a positive contribution for the local community.

The appointment came about after Westvic helped the Port of Portland in the selection of an apprentice fitter and turner.

"That was the first apprentice employed by the Port for quite a few years and the process worked very smoothly," Alan said.

Alan said he enjoys mentoring employees to reach their potential. "It is rewarding to see people fulfil their potential in roles that are beneficial both to themselves and the employer.

"That is something I enjoy doing so joining the Westvic board was a natural move for me."

He replaces George James as the board's Portland representative.



Tafe Winner

Westvic apprentice Andrew Wines recently won the major award for engineering and fabrication at South West TAFE. Andrew has completed his apprenticeship and is now employed at Tasweld Engineering.

Warrnambool

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Colac

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03 5234 3200

Portland

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Westvic Staffing Solutions Apprentice Centre

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03 5560 5122