

The Right Tools for the Job

When it comes to supporting local community organisations, we've got the tools and the workers to help.

As the local provider of the Federal Government's Job Services Australia program, Westvic Staffing Solutions is able to place volunteer job seekers in free work roles with community groups.

This can be a great bonus for groups who need some more support and at the same time it provides an excellent training base for a job seeker.

Job Services Australia operations manager David Hermans said if community groups want to get some free help this is a great way to do it.

The project has started at the Warrnambool community garden where a job seeker is honing her horticultural skills while contributing to the upkeep of the site. Westvic Staffing Solutions has also made work at the community garden easier by donating \$500 worth of tools.

Mr Hermans said the program could benefit a variety of community groups. "There are a range of activities and a range of groups in the community sector that could become involved and benefit. The job seeker can develop skills, demonstrate their abilities to a prospective employer, receive structured training and get new contacts," he said. Community Garden convenor Geoff



Volunteer Bob Sobey, Community Garden convenor Geoff Rollinson, Westvic employment consultant Laura Kean and Westvic Warrnambool site manager Damien Brown with some of the new tools at the Community Garden.

Rollinson said the support from Westvic Staffing Solutions was fantastic and he hoped more agencies would support the gardens' tool muster.

Interested in hosting a job seeker? Contact David Hermans on 5561 9000.



Celebrations for Kelly

Apprentice/Trainee Payroll Supervisor, Kelly Owen, is celebrating 10 years of service with a holiday and a new name.

Last November Kelly married Michael Crothers and the couple plans a trip to the United States and Canada in August. When she returns Kelly will officially adopt the name Kelly Crothers in all her Westvic correspondence.

Kelly notched up her 10th anniversary on May 22. She started as a trainee with Westvic in 2000 after having completed an access program with our Registered Training Organisation. Kelly took on the Payroll Supervisor position in 2007 and has always provided dedicated service in getting our apprentices and trainees paid correctly and on time -not always an easy job when you are processing more than 400 pays. Kelly takes it all in her stride. "I really enjoy my work," she adds.

Practising What We Preach

Westvic likes to practice what it preaches when it comes to training.

As a Registered Training Organisation we provide a wide variety of training options for our clients and regularly advocate to business the importance of good training and preparation for everyone in the workforce.

And we apply that line of thinking to our own workforce where training and development plays a key part in providing better services to clients.

In fact, 22 of our 65-strong workforce are currently engaged in obtaining Certificate III and IV qualifications covering areas such as Employment Services, Business Administration, Human Resources, Occupational Health and Safety and Front Line Management. We also have staff undertaking the Leadership at Work program and a Graduate Certificate in Management.

Human Resources and Occupational Health and Safety Manager Mike Bellamy said internal professional training

and development was a key part of the charter of Westvic Staffing Solutions. "We talk to businesses about the benefits of training and we are practising that in our own business. We also realise that our staff are our ambassadors and that workplaces benefit from giving their staff new challenges and opportunities."



Caring for our **Aged Residents**

A week of work experience at Warrnambool's Lyndoch inspired Molly Mitchell to learn more about aged care and nursing.

So when the opportunity came up for a school-based traineeship at Lyndoch with support from the Westvic Staffing Solution Foundation she jumped at the opportunity.

"I like talking to people and working with people," Molly said. "I don't think I'd like a job sitting behind a desk all day."

As part of the traineeship Molly, a year 12 student at Brauer College, is getting a good taste of the work. "I am in the lifestyle area helping the nurses and residents with activities. I play cards with them, have lunch with them and generally help out where I can."

The placement has reinforced Molly's long-term desire to seek work in the nursing field. "I'm not sure if it will specially be in aged care, but I definitely want to do some kind of nursing," she said.

"It has been a really good experience."

Molly is one of six trainees placed in aged care facilities in Hamilton, Penshurst, Colac and Warrnambool thanks to a Westvic Staffing Solutions Foundation initiative designed to address a shortage of aged care workers in the region. The Foundation is funding the trainees' wages, employing the trainees through our Group Training Operation, and our Registered Training Organisation division is coordinating and supervising their training.



Molly Mitchell ASBA Aged Care Lyndoch checking out the footy tips with resident Grace Eagle.

Foundation Funds Project From **Literacy to Pizzas**



Westvic CEO Miles Coverdale with school representatives at the Foundation launch.

The 2010 Westvic Staffing Solutions Foundation is advancing career opportunities for students across the south-west in everything from literacy programs to making pizzas.

The foundation has supported a range of programs this year, including:

- A literacy and numeracy program at Warrnambool's Industry Education Centre
- Certificate II in hospitality at WAVE Community College Warrnambool
- A meeting place and outdoor dining area – including a wood-fired pizza oven – at Timboon P-12
- Commercial kitchen facilities at Mercy Regional College, Camperdown
- Tools to build a 'Men's Shed' at Lorne Aireys Inlet P-12 College
- New home economics equipment at Mortlake College.

The foundation supports projects that enhance the employment prospects of students. This year nearly \$30,000 has been distributed across the six projects, bringing the total contribution by the Foundation to more than \$400,000 since 2003.

During 2010 the Foundation has also supported the placement of school-based trainees at aged care centres in Colac, Hamilton and Warrnambool.

New Round of Kickstart Support



Jen Best has been appointed as Kickstart mentoring officer. Jen's role will be to work with employers and apprentices engaged in the Kickstart program to assist both parties to achieve successful employment and training outcomes.

The Federal Government's decision to extend the Apprentice Kickstart program is welcome news for our region.

In the initial phase of the program over summer, Westvic placed more than 100 apprentices and trainees into jobs in high demand areas such as construction, plumbing, automotive and engineering.

The second phase of the program, which has started and continues until November 12, promises to create even more jobs locally.

The Kick Start initiative offers businesses \$3350 to take on new apprentices in a skills shortage trade.

The program is available to small and medium-sized employers and registered group training organisations who employ an Australian Apprentice who is aged 19 years or under and undertaking a Certificate III or IV level qualification that leads to a skills shortage trade occupation.

The bonus is available to all trades on the National Skills Needs List, including hospitality, plumbing, hairdressing, carpentry, automotive, electrical, engineering and retail trades.

Westvic Staffing Solutions is able to assist to take advantage of this program.

Contact the Westvic Staffing Solutions Apprentice Centre on 5560 5122 for more information.

Colin Relishes His New Opportunity

At age 50 Colin Johnstone is happy to be back working in the industry he loves and he is thanking Westvic for the opportunity.

Colin was born and raised on a dairy farm at Yangery and thanks to the In2Dairy program has just secured a new job on a farm at Mepunga.

"I'm just so glad I got the chance to get a job at my age," Colin said. "I'd been trying for a while but hadn't been able to find any work. Not many people will give a guy my age a go so I'm really thankful."

It has been four years since he worked on a farm.

Colin is one of the first successful graduates of the In2Dairy program and says the pre-employment training had been a great help. "I've been on dairy farmers all my life but I still learnt new stuff. We got to know more about the grass and about the cows themselves, things to look for with disease and so on."



"I feel better prepared now."

Colin has secured a job on a 320-cow farm at Mepunga leased by Greg Moore and Christina Murphy. Christina said they needed more help on tasks such as milking and calf rearing and hadn't been able to retain younger staff. "Colin was very dedicated and wanted to work and was just what we needed. It's going great," she said.

A second group of trainees has just started the second phase of the In2Dairy project.

Finding New Farmhands

Westvic Staffing Solutions has entered a new collaborative project to develop 20 job-ready assistant farmhands.

We have partnered with WestVic Dairy and the National Centre for Dairy Education Australia (NCDEA) for the In2Dairy Assistant Farmhand pilot project to address skills shortages on south-west farms.

The project offers unemployed participants two weeks of pre-employment training at NCDEA and the opportunity to take up a traineeship as an assistant farmhand.

Project manager Robyn Vale said it was hoped the project would create regular 'farm-ready' and better trained employees for an industry crying out for more staff.

The first group has completed pre-employment training and will continue with further units in Certificate II in Agriculture for one day per week. Four of the participants have already

secured farm jobs and more trainees are expected to start soon.

Farmers also receive specialist training and support through the program.

The project was developed by Dairy Australia and the Brotherhood of St Laurence and funded by the Victorian Government and the Helen Macpherson Smith Trust

WestVic Dairy is managing the project on behalf of Dairy Australia, WestVic Staffing Solutions is providing on-the-ground support for farmers and trainees, and the NCDEA is providing training.



1000 Aim for Workplace Learning

A major new workplace learning placement program is about to be rolled out in the Glenelg and Southern Grampians regions.

Westvic Staffing Solutions has won a \$528,664 tender from the Victorian Department of Education and Early Childhood Development to deliver the Workplace Learning Coordinators Program in the Glenelg Southern Grampians Local Learning and Employment Network Region over the next three years.

This will increase the number of students undertaking workplace learning placements, improve links between vocational education and training and local industry needs and help more Koori students into work placements.

We have set a target of more than 1000 work placements across the two municipalities.

Students aged 15 to 19 will have access to a variety of programs, including work experience placements, structured workplace learning placements and school-based apprenticeships and traineeships.

The coordinators will liaise with industry and schools, generate work placements, disseminate information, promote to industry the benefits of workplace learning, and provide a contact point for employers.

Damien Ferguson from Hamilton and Leah Koenig from Portland have been appointed to assist regional industry and service schools including Baimbridge College, Balmoral High School, Casterton Secondary College, Good Shepherd College, Hamilton Special Development School, Monivae College, The Hamilton & Alexandra College, Portland Secondary College, Bayview College, Heywood & District Secondary College and Portland Special School, along with TAFE and other service training providers.

Riding The Wave

Students from WAVE Community College Warrnambool are learning the intricacies of hospitality with great on-the-job experiences.

The group of 12 students is heavily involved in the Certificate II in Hospitality course and making good progress in their learning.

Westvic Staffing Solutions' training division is supporting the Community VCAL program in conjunction with Brophy Family and Youth Services which is providing a training room at no cost.

The students are also gaining valuable experience at the Industry Education Centre kitchen as part of their course.

Next term it is hoped the students will take charge and run the Brophy coffee shop for a few days.

Westvic RTO trainer Carrie Brown said the program was proving beneficial to the students. "They are gaining valuable experience in customer service and food and drink preparation and making great progress," she said.

Upcoming Courses at Westvic Staffing Solutions

If you are aged 15–24 years or a retrenched worker or existing worker wanting professional development, you may be eligible for Government Funded Training.

Responsible Service of Alcohol

Colac: Friday August 13

Hamilton: Friday August 20

Portland: Friday August 27

Contact our office on 5561 9000 for more information.

Cert IV in Front Line Management & Cert IV in Business Administration

This dual qualification offer is ideal for employees who provide leadership and employees who use well developed administration skills and a broad knowledge base in a wide variety of administrative contexts.

July 22 & 23
August 26 & 27
September 30

October 1
November 4 & 5
December 2 & 3

Warrnambool

171 Lava Street (PO Box 933), Warrnambool 3280
03 5561 9000

Hamilton

228 Gray Street, Hamilton 3300
03 5551 3400

Colac

89 Bromfield Street, Colac 3250
03 5234 3200

Portland

6 Gawler Street, Portland 3305
03 5521 0700

Westvic Staffing Solutions Apprentice Centre

173 Lava Street, Warrnambool 3280
03 5560 5122

For more information on all Westvic Staffing Solutions services and new updates go to

www.westvic.org.au

