



# Training Begins

## Trainees Begin Mining Work Readiness Training

The first 20 trainees began Ngarda Civil & Mining's unique Plant Operator Training program on Monday 15th October.

The project has evolved over a period of two years.

It is being conducted in conjunction with Pundulmurra College and involves a major investment by Ngarda.

The course is designed as a mining work readiness program that focuses on entry level plant operator training.

Over the seven week course the trainees will complete units in Occupational Health & Safety, Basic First Aid, Site Based Risk Control, Workplace Communication, 4WD recovery, Skid Steer Op-

erations, Dozer Operations, Wheeled Front Loader Operations, Dump Truck Operations, Excavator Operations, Heavy Rigid Vehicle Operations, Grader Operations, Water Cart Operations.

The course also introduces the trainees to Ngarda's corporate culture and operating procedures.

Trainees will gain confidence through knowledge from experienced operators and over the seven week period many of Ngarda's key personnel will visit the course.

One of the most important aspects of the course is that it provides opportunities for Indigenous people who might not normally gain entry into mining jobs.

Every trainee who completes the seven week course will be offered a full time traineeship with Ngarda Civil & Mining.

This provides a unique entry point for the Pilbara Indigenous community and the course represents the first installment of Ngarda's planned Mining Academy which will involve a skills development pathway from operator to supervisor, professional and executive management positions.



*Ngarda Mentor Willie Jumbo: "This training means so much to the Yandeyarra, Marble Bar & Port Hedland Communities"*

## Yandeyarra & Marble Bar Trainees

It was a proud day for the Yandeyarra and Marble Bar Communities. Nine trainees have taken up residence at Pundulmurra for the seven week mining work readiness course.



*Richard Whalebone & Clinton Abdullah, packed and ready to begin their training are farewelled at Yandeyarra.*

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### Special points of interest:

- Yandeyarra & Marble Bar Trainees
- An Opportunity worth waiting for
- Trainees that complete mining work readiness training will be offered a full time position with Ngarda Civil & Mining.
- Unique partnership with State, Federal employment organizations to create mining employment opportunities for Indigenous people

## Lou Nannup—Mining Elder



*Lou Nannup*

Ngarda's senior trainer Lou Nannup has been looking forward to the day when he could transfer his 30 years of experience in the mining industry to young people in the Indigenous community.

Lou's heritage goes back to Yindibarndi country through his mother and he grew

up in the Geraldton area.

There are few machines that Lou has not operated in his long career. But he began his career as a ringer at Meekatharra where he says he gained some great lessons in life from great teachers. He then worked on the railways. Next moving on to work for 3 Springs Shire doing a long six year stint carving out roads in some of the toughest road building environments in the nation.

Lou joined the mining industry to do better for his family. He remembers that when he first went away, he got so homesick that he returned home on the same bus. But when he got home he knew nothing had changed and that to ensure his family succeeded he had to work away from home in the mining industry.

Lou has worked all over the Western

Australia mining industry from the gold fields to the Pilbara rising to 2IC in pit operations. His career as a machine operator has taken him through many mining booms and many mines.

From a lifetime of experiences Lou knows exactly the kind of feelings first time trainees have.

Lou's dream is to create an environment where Indigenous operators can develop a career by developing a progression of skills beginning with mining work readiness training. He says it takes at least 3 years to become proficient on any machine because the operator has to be able to experience a variety of conditions, environments and situations.

Lou's gentle wisdom is the perfect way for people who are new to the mining industry to gain confidence and under-

## A Unique Partnership

While the major investor in the pilot operator training program is Ngarda Civil & Mining, the program has involved a partnership involving BP/Caltex and many different government agencies from the sponsorship of the state agency Aboriginal Economic Development and Education and Training to the Commonwealth Department of Employment & Workplace Relations and several agencies

within job network including Job Futures, ITEC, the Pilbara's Bloodwood Tree and last but not least the Yandeyarra and Marble Bar CDEP programs administered by the Ngarda Ngarli Yarndu Foundation. The richness of this partnership was demonstrated by the fact that representatives from all of the agencies were on hand to help with the support for the trainees on the first day of the training.



*Shaun Fowler & Job Futures Staff*

## Pundulmurra College Support

Pundulmurra College has provided unwavering support for the Pilot Operator Training Program. Forthcoming newsletters will focus on the unique collaboration of Ngarda Civil & Mining and Pundulmurra College.

One of the useful aspects of the collaboration between Ngarda and Pundulmurra is that the trainees were signed up as employees for the eight week training period

with a guaranteed offer of further full time employment if they complete the training. This gives training a new meaning as the trainees have to learn to obey the rules of attendance of any employee, it also gives training a special relevance and urgency. It also means that Ngarda as an employer and Pundulmurra as an educational institution have to work very closely together. Ngarda is delighted that Frank Shwalger is working so closely with Ngarda senior trainer Lou Nannup.



*Pundulmurra Trainer Frank Shwalger*

## An Opportunity in Working Life

Working for Ngarda will give you a great opportunity in working life, Port Hedland area manager Alan Titley told the trainees in his welcome on the first day of the Pilot Operator Training Program.



*"Stick with this training and Ngarda will stick with you" said Ngarda Area Manager Alan Titley*

Job Futures staff were on hand to help the



trainees with a complicated array of forms including employment forms from Ngarda, enrolment forms for TAFE, Job Agency sign off sheets, as well as a number of training forms including permit to train forms.

Vanessa from Job Futures took a special pride in the successful application of her clients like Shane Dorizee who has taken up a Pilot Operator Training Program position.



## Trainees



Penny from Northern Employment yarn with the trainees.



TAFE staff came out for the inaugural Pilot Operator Sausage Sizzle



Trainees begin their site inspection.

## With Work Comes Taxation and Responsibility

Much of the first morning of the course was taken up filling out paperwork. With work comes a lot of forms. The Ngarda trainees spent the entire morning filling out the requirements of employment including superannuation applications, banking forms, taxation forms, mining work clothes application forms, confirmation of appointment forms, offer of employment forms. For many it was a very new experience because with work

comes taxation and responsibility. Over coming weeks the Ngarda trainees will learn about managing their wages, how to make careful investments in personal assets. As the experienced voice of Lew Nannup made clear, it is a common mistake for people earning higher levels of pay to take on too much debt and it is important to take a responsible approach to savings and investment.



Jane Binsaad, Ngarda Ngari Yamdu Foundation and Richard Whalebone fill out a tax file number declaration



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From the top left: Ralph Whalebone farewells his son Henry, Marble Bar, Michael Whalebone farewells his daughter to take up the eight weeks of training, Michael's relatives come out to say goodbye, Alexander "Chooky" Dann, Teena Poland, Group Photo on first day of training

## A Word from Barry Taylor—Executive Chairman, Ngarda Civil & Mining

It has taken a long time for the Pilot Plant Operator Training program to get started. Many people have worked very hard over a long period now.

I would particularly like to acknowledge the role that Peter Donovan from the WA Department of Aboriginal Economic Development has played over the past two years. Peter has never given up and has continued to support the project. It was AED that provided Ngarda Civil & Mining with the initial grant that enabled the project to get this far.

When you do something for the first time it often takes more time, energy and investment than one would normally expect. My colleagues at Ngarda have always supported this project and have always been behind its development.

But Ngarda is a business and it has at times been frustrating to have to deal with the many layers of government involved in supporting Aboriginal employment. The abolition of the Port Hedland

CDEP has been an obstacle because the existing job agencies do not allow the funding flexibility that the CDEP does to address the critical issue of work readiness training.

The most important strategic element of getting more local Indigenous people into mining industry employment is work readiness training. The mining industry is a potentially dangerous area with large machines and enormous levels of logistical support and management.

I am very proud that the Yandeyarra, Marble Bar and Port Hedland communities have shown that there are many Indigenous people who want the opportunity to get into mining employment.

I am also proud of the support that the elders of the community have shown for the training. It is very good to hear the stories about trainees being completely devoted and waiting for the possibility of the training since their interviews at

Wedgfield only a few weeks ago. If we all put in the effort this training can really be the making of Ngarda and of new Indigenous trainees.



*Barry Taylor*