

# 2019-20 Annual Report



# CONTENTS

About Skillset

4

Skillset's Services

8

Chairman's Report

10

Chief Executive Officer's Report

12

Chief Financial Officer's Report

16

General Manager's Report

18

Skillforce500 & Future Focus

20

Skillset Senior College -  
Head of College's Report

22

2020 Awards

26

## Acknowledgement of Country

Skillset would like to acknowledge and pay respect to the traditional custodians of the lands on which we work. We pay respect to the Elders, past, present and the younger generation of the community who will be the future leaders in years to come.

## Funding Acknowledgements

- NSW Government
- Australian Government Department of Employment, Skills, Small and Family Business
- The Association of Independent Schools of NSW
- National Apprentice Employment Network

## Professional Associations

- Apprentice Employment Network NSW & ACT
- The Association of Independent Schools
- Australian Industry Group
- Australian Institute of Company Directors
- Business NSW
- Career Development Association of Australia
- Central West Careers Advisors Association
- Institute of Managers and Leaders
- National Apprentice Employment Network
- NSW Council of Social Service
- Recruitment, Consulting and Staffing Association of Australia and New Zealand
- Youth Action

# We are committed to supporting the development of sustainable regional communities into the future.

Skillset offers a range of services including recruitment, group training, skills development and mentoring programs, as well as alternative pathways for senior schooling.

Skillset was established in 1982 and after more than 38 years of continuous operation, we have grown into a leading regional organisation with a focus on supporting people in our communities through employment, skills development and education.



## Our Vision

To create life-changing opportunities for people and communities in regional NSW.

## Our Purpose

Creating and sustaining innovative and effective partnerships to generate employment opportunities through education and skills development for people across regional NSW.

## Our Values

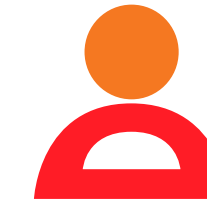
We are motivated by working together to help others, change lives and make a difference to the individuals and communities we support.



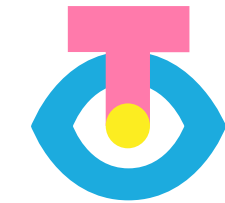
**Respect**



**Collaboration**



**Professionalism**



**Integrity**



**Helping Others**



**Community**





**Bede Bourke, Business Owner -  
Back O Bourke Carpentry**

“The only way, in my opinion, to hire an apprentice is through Skillset, as they are extremely professional and supportive. Skillset take care of everything, from recruiting the best candidate, payroll, training requirements, and addressing any issues that may arise. Group Training is the easiest way to employ an apprentice and I would recommend Skillset to anyone.”



# Our services are aligned to support all stages of the employment life cycle.

## Recruitment

Skillset offers a range of end-to-end recruitment services tailored to workforce requirements and business goals. Our recruitment services include permanent and labour hire staff, as well as apprentices and trainees.

### Permanent Recruitment

Our recruitment team sources candidates for a range of permanent roles for clients across a variety of industries. We use a proven, results-focused six-step process which saves our clients time and money when they outsource their hiring needs to Skillset.

### Labour Hire

Clients who experience seasonal demand or temporary skills gaps in their workforce benefit from Skillset's labour hire services. We make the hiring process simple as we handle all payroll, tax, insurances and superannuation.

### Apprentices and Trainees

Skillset has more than 38 years of experience recruiting apprentices and trainees for businesses across western NSW. We ensure each candidate is the right culture fit for our client's business.

## Group Training Services

### Apprentices and Trainees

Skillset is the largest employer of apprentices and trainees in Western NSW. Our comprehensive apprentice and trainee service includes recruitment, specialist mentoring, training support, performance management, legislative compliance, insurance and payroll administration.



School2Trade is Skillset's School Based Apprenticeships and Traineeships (SBAT) program which is offered to Years 10, 11 and 12 high school students. An SBAT combines paid work, training and school subjects, as well as providing participants with credits towards their HSC.



The UpSkill program is designed to provide existing workers with additional skills and qualifications. The program maximises the capability of individuals, vastly increasing their value to the workplace by allowing them to work across multiple trade competencies, keeping businesses competitive and minimising skills shortages.

## Engagement, Skills and Support

Our Engagement, Skills and Support (ESS) team provides intensive support for individuals across regional NSW embarking on their education and employment journey. ESS offers a diverse range of programs focused on developing enterprise skills and providing career development guidance.



Land Works delivers revegetation and planting, environmental restoration and landscape maintenance services across regional NSW, whilst also giving young people the opportunity to gain valuable skills and experience for their future career.



Youth Connect helps young people aged 15-19 years who are not in school, training or work to re-engage with education, training and pathways to employment. Youth Connect is a Regional VET Pathways initiative funded by the NSW Department of Education. We also work with Veritas House to deliver the Premier's Youth Initiative program and Housing Plus to deliver the Opportunity Pathways program.



This NSW Government Stronger Country Communities funded program works with local high schools to increase the exposure of Years 7-12 students to trade careers and helps prepare them for job seeking and the world of work.



Skills4Trade is NSW Department of Education fully-funded pre-apprenticeship program offering participants the opportunity to complete training to build skills, experience a variety of industries and gain the necessary tools to support work-readiness.

## Senior Secondary School



Skillset Senior College is an accredited secondary school for Years 10-12 with a full wellbeing focus and a high staff-to-student ratio, set in an environment that emphasises connection, respect and personal responsibility. We currently operate two campuses in Bathurst and Dubbo NSW.

Students have the opportunity to undertake NSW Education Standards Authority (NESA) approved courses, leading to a Higher School Certificate (HSC) or Record of School Achievement (RoSA) in an alternative educational setting.

At Skillset Senior College we promote engagement through relationship. Our approach is underpinned by being strengths-based, student-centred and solution-focused to create the 'best future imaginable' for our students.

# CHAIRMAN'S REPORT

David Cooke



**2020 will be remembered by many for the trifecta: drought, fires and a global pandemic. We can be very proud of the way our organisation has navigated the way through challenging times to meet our vision and purpose.**

Whilst our region has fared better than most, we have not been immune. The impact on some sectors – particularly travel, retail and hospitality has been devastating. Unfortunately the burden of these events have weighed disproportionately on our younger generations, making it difficult for them to take advantage of opportunities that would ordinarily be available through education, employment and life experience.

In the context of this environment, I congratulate our Skillset management team and staff. They have responded with calm and professional leadership at this time of crisis.

Skillset's financial position was a net surplus for the year. This was partly due to the Australian Government's COVID-19 fiscal response. The JobKeeper wage subsidy has enabled Skillset to support our host employers retain apprentices and trainees that might have otherwise been at risk. However, our mission is not achieved through our balance sheet, but through the lives that we've changed and the stories that we can share. We can't mention every single one of the 2,710 engagements we've had during 2019/20, but this Annual Report provides some of the highlights.

These have been unprecedented times, and I'd like to mention our extraordinary senior management team, starting with Jane McWilliam, Skillset's General Manager. During 2019/20, Jane has been responsible for overseeing 265 apprentices and

trainees, more than 52,000 labour hire hours and 62 Land Works projects. Jane was instrumental in our 'Focusing on the Future' campaign launched in May. Jane is a high achiever and is driven to succeed. We thank her for her efforts.

In 2019/20 we have been proud to see our Skillset Senior College expand into Year 11 in Dubbo. The School continues to achieve remarkable outcomes at both the Bathurst and Dubbo campuses. Abbey Barrett is a passionate leader of the School and has assembled an outstanding and dedicated team. I congratulate Abbey and her team.

I would also like to mention Emma Thomas, Skillset's Chief Financial Officer, for her incredibly valuable contribution to both Skillset and Skillset Senior College. JobKeeper has been an especially difficult framework to navigate and critically important to manage well. Our business is complex and has a large volume of transactions which pull Emma and her team in different directions. Skillset's Finance team has met these challenges and performed professionally throughout this period. Well done and thank you!

Heading the company is our Chief Executive Officer, Craig Randazzo, who has had a tremendously challenging year. Under his leadership, we have expanded our services and our clients, we have tendered, secured and executed multiple government programs, and have continued to expand an alternate education offering which reflects the heart and soul of our vision. On behalf of the Board, we express our appreciation and thanks.

In closing, I would like to thank all of our Skillset Directors for the financial year. I have enjoyed our journey together and thank you for your continued contribution.

## Board of Directors



David  
Cooke



Cr Graeme  
Hanger



Craig  
Hort



Cr Reg  
Kidd



Cr Maree  
Statham



Ian  
Tooke



Simone  
Townsend



Cr Alan  
Ward



Jacqueline  
Woods

## Member Organisations





# CHIEF EXECUTIVE OFFICER'S REPORT

Craig Randazzo



**In an unsettling year for many individuals and businesses, characterised by a rapidly changing operating environment, Skillset has remained focused and resourceful, providing stability and certainty to our clients, our funding partners and the regional communities we serve.**

Our organisation has truly demonstrated outstanding agility, responsiveness and resilience throughout a very different but still rewarding year. By maintaining focus on continuity of service that produces outcomes for our clients, we have delivered on our promise to change lives through education, skills development and employment in 2019/20.

At Skillset, we are fortunate to provide services to a diverse range of business clients representing a broad spectrum of sectors and industries. In mid-February, we received feedback that many of our host organisations were experiencing negative impacts from COVID-19. We moved swiftly to introduce the Skillset GTO Fee Relief Package which provided financial assistance for a guaranteed three-month period, well before the announcement of any government assistance packages. This initiative helped to ensure the continuing employment of nearly all Skillset apprentices and trainees throughout the pandemic. We thank and acknowledge our loyal clients - 40% of whom have been with Skillset for more than 10 years.

SkillForce500 and Focusing on the Future were two major promotional campaigns across the last year and both proved to be a great success. In October 2019, we added a 40% lift to our SkillForce360 target to launch SkillForce500. We completed this campaign in March 2020 achieving 512 placements, which is an outstanding result. Our Focusing on the Future campaign was welcomed by staff and clients and provided an important mechanism for staying

engaged and positive with our business clients during the NSW lockdown.

In 2019/20 we engaged locally-based Hines Constructions to refit our head office, providing a better physical environment for staff and clients. We also invested in the development of a new website with improved functionality and refreshed branding, and were granted approval to update our IT systems by the Board, providing faster and more reliable connectivity for our staff and clients.

Our senior secondary school, Skillset Senior College (SSC), continues to break new ground in alternative education and was awarded a School Based Research Grant through the Association of Independent Schools (AIS) NSW. Dr Martin Hughes, the school's Head of Research will investigate which of four school-based interventions have the largest positive impact on students' wellbeing. We believe this type of research is a first for NSW and we have committed to sharing the findings amongst the secondary education community. We thank Professor Frank Marino, Head of School, School of Dentistry & Health Sciences and Professor of Physiology at Charles Sturt University for his support and assistance with this project. I also thank the SSC Board, staff and leadership team for another productive year, and thank and acknowledge Head of College, Abbey Barrett for her significant contributions to the school's success.

Additionally, I'd like to acknowledge and thank Chairman David Cooke and the entire Skillset Ltd Board for their leadership and guidance throughout this challenging year. I also thank our member organisations for their continuing support, and this year welcome new Director, Simone Townsend to the Skillset Board. I sincerely thank our senior leadership team, Jane McWilliam, General Manager and Emma Thomas, Chief Financial Officer and the wider management team and staff for their constant support, creativity and passion for the work we do. Although this period will not easily be forgotten, the innovation, grit and passion of our staff and managers will make sure that how we responded in the face of significant challenges is what will be remembered.





**Grant Arnold, Human Resources  
Manager - Yancoal Moolarben  
Coal Operations (MCO)**

“The Moolarben Coal Operations’ partnership with Skillset has been extremely successful, significantly increasing our apprentice and trainee completion rates and providing sustainable employment opportunities for the Mudgee community. We know our tradespeople will have the skills they need for their future and the future of the mine. The introduction of the Land Conservation Trainee program in partnership with the North East Wiradjuri Company this year has added yet another valuable dimension to our commitment to the community.”





# CHIEF FINANCIAL OFFICER'S REPORT

Emma Thomas

**During this financial year, Skillset achieved our fourth consecutive operating surplus as well as positive cash flows from our operating activities. This result was encouraging considering a numbers of significant impacts on the business.**

Skillset continues to operate debt-free with exceptional financial indicators. During 2019/20 we finalised a number of funded programs, achieving all required outcomes, and continued our positive relationships with funding providers, often being regarded as a leader in delivery and compliance with program management. Skillset also invested in building refurbishments to support expanding business service offerings and enhance inter-office efficiencies. Despite significant external factors, Skillset finished the financial year in a strong position.

The economic impacts of COVID-19 have created significant challenges for many businesses during the year. Skillset supported businesses in our region by managing a number of economic stimulus and support packages, thereby ensuring that young people remained in employment and skills continued to be developed.

#### **Skillset Fee Relief**

In a response to the early economic downturn, Skillset established the Skillset GTO Fee Relief Package in March 2020. This program, initiated prior to the implementation of the Australian Government's financial support, assisted targeted Skillset hosts to navigate their businesses through a difficult financial period in early 2020.

#### **Supporting Apprentices and Trainees Incentives**

In March 2020, the Australian Government released the Supporting Apprentices and Trainees Wage

Subsidy to support small businesses retain an apprentice or trainee throughout the initial stages of the coronavirus pandemic. This wage subsidy assisted the retention of 59 Skillset apprentices and trainees across 48 host employers. This support was welcomed by many small businesses in the region. The subsidy has now been extended to include medium sized businesses which has the potential to extend support to a larger group of Skillset's host employers.

#### **JobKeeper**

The JobKeeper Scheme has been a major initiative from the Australian Government designed to keep staff connected to their workplaces by helping affected businesses cover the costs of their employees' wages during the coronavirus pandemic. As a not-for-profit organisation, Skillset was considered eligible for the JobKeeper Scheme and has assisted 103 external businesses hosting 224 apprentices and trainees. This assistance came at a crucial time during the year and has supported a number of employees, as well as businesses facing a downturn in demand.

Skillset's ability to manage this fluid environment of government and internally generated stimulus and support, demonstrates not only the financial strength and resilience of the organisation but our capacity to continually adapt to a changing economic environment. I would finally like to acknowledge the Finance and Payroll team for their professionalism and perseverance during this year. It has been a year of constant change and the team have implemented, managed and processed large volumes of government stimulus, on top of their normal daily tasks, with smooth delivery and no disruption to normal service.

Looking towards 2020/21, Skillset is committed to assisting businesses in the best way we can to ensure continued generation of employment opportunities through education and skills development for people across regional NSW.

# Skillset changed the lives of 2,710 people in 2019-20



**361** Apprentices & trainees  
employed by Skillset



**44** People engaged in  
pre-apprenticeship courses



**1,456** Apprentices &  
trainees mentored



**294** Supported into education,  
employment or training



**17,493** Trees planted &  
**148** people engaged



**95** High school students  
learnt about trade careers



**43** Individuals gained  
additional qualifications



**148** Students enrolled &  
**20** HSC graduates



# GENERAL MANAGER'S REPORT

Jane McWilliam

EMPLOYMENT AND CAREER  
DEVELOPMENT SERVICES

**The 2019/20 financial year has proven both incredibly challenging and extremely rewarding. It is certainly true that through adversity comes opportunity!**

Skillset strives to support future prosperity through skills development and employment. We are constantly seeking opportunities to support every stage of the career life cycle and aim to provide dynamic solutions through agile delivery.

In a world that is increasingly digitalised, it is people that are the differentiator. We know our communities need strong leadership from organisations who can not only be innovative with solutions, but can also make people feel better in challenging times. Skillset's strength lies in delivering the personal touch that builds meaningful, long-term relationships.

During the uncertain and challenging COVID-19 period, Skillset provided strength and stability to our staff, businesses, individuals and our communities though the power of purposeful conversations. We emphasised the benefits of staying focused on the future, including the need for businesses to plan strategically. We also reinforced the positives of our region by promoting the diversity and sustainability of local industry and the abundance of employment opportunities our regional cities and towns can offer.

#### Fostering Skills

Skillset's focus on Group Training continues to foster the skills of the future. Our commitment to the development of apprentices and trainees has seen the continued success of our Skills4Trade, Mentor Plus and UpSkill programs.

#### Knowledge Is Power

Skillset has identified a significant lack of awareness of vocational education and training (VET) in our

local high schools. In response, we launched two initiatives, TradeUP and School2Trade to address this concerning awareness gap by highlighting the benefits of VET and trades for students and their primary career influencers – parents and teachers.

#### Supporting Our Youth

Skillset's focus on youth and our commitment to supporting young peoples' education and career journeys in 2019/20 has seen us continue to deliver the Youth Connect program, the Premier's Youth Initiative program in partnership with Veritas House, and the Opportunity Pathway program with Housing Plus across Orange, Dubbo and Bathurst.

#### Talent Matters

Skillset's recruitment expertise has become even more valuable in the current economic climate. Attracting, training and retaining top talent is critical to the future of businesses in our region. Skillset has a strong reputation in the recruitment space, built on developing meaningful relationships of honesty and trust with both our clients and candidates. In uncertain times, we have developed a loyal following on our social media platforms that provides the basis for our well-honed attraction strategy. We have become trusted advisors, in real time.

#### Skills To Care For Our Land

With increasing focus on the fragility of our environment and the ever present threat of climate change, Skillset's Land Works program has become even more relevant. The Land Works program uses environmental restoration, seed propagation, revegetation and landscape maintenance as a platform for engaging individuals to develop their skills and knowledge.

Major partners for our projects have included local government, quarries and mines, who share a commitment to caring for the land. A key highlight of 2019/20 was the establishment of the Yancoal Moolarben Coal Operations (MCO) and North East Wiradjuri Company (NEWCO) Indigenous Trainee program. In conjunction with MCO and NEWCO, Land Works worked in close partnership to create three Indigenous Identified Conservation and Land Management traineeships.

#### Focusing Firmly On The Future

Skillset will continue to collaborate with the business community across western NSW, navigating a changing world together. Our people are passionately committed to supporting each stage of the career life cycle as we seek solutions to skills gaps, facilitate employment opportunities and develop skills for the future. We will be 'powered by people'.







Every year, Skillset drives a marketing campaign to increase employment and skills development across regional NSW. After the success of SkillForce360 in 2018/19, we increased our target with a goal to place 500 individuals into employment, education and training between October 2019 and March 2020.

**This is what we achieved with the amazing support of our regional businesses and community members.**

**Highest Business Contributors**



#### Moolarben Coal Operations

Moolarben Coal Operations (MCO) is one of the largest employers in the Mudgee region and during SkillForce500, MCO placed 18 apprentices and trainees. Over an 11 year partnership, MCO have hosted over 200 Skillset apprentices and trainees.



#### Peabody's Wilpinjong Mine

Peabody's Wilpinjong Mine were one of our largest contributing employers during the campaign with 18 placements. Our innovative UpSkill program gave 16 employees the opportunity to gain additional qualifications.



#### Hort Enterprises

During SkillForce500, Hort Enterprises placed 9 apprentices and trainees. Since 1995, Hort Enterprises have trained more than 150 apprentices and trainees placed by Skillset.



#### Bathurst Regional Council

Bathurst Regional Council (BRC) continues to develop skills and provide employment opportunities, including apprenticeships and traineeships. BRC contributed to the campaign with 8 placements.

In 2019/2020

# 512

people were placed into employment, education & training



Average age of placement

#### Employment, Education & Training Engagements



**48** People placed into apprenticeships



**16** People embarked on additional qualifications



**55** Completed a Skills4Trade course



**31** People placed into traineeships



**86** Students enrolled at SSC



**14** People employed as crew members



**70** People placed into jobs



**136** Young people supported



**56** High school students learned about trade careers

Top Industries



Mining



Construction



Transport, Postal & Warehousing



Agriculture, Forestry & Fishing



Education & Training



Administrative & Support Services



Professional, Scientific & Technical Services

#### Gender Breakdown



**67%** **33%**

# 23%

of placements were Aboriginal and Torres Strait Islander People



# FUTURE FOCUS PROJECT

**All great ideas start with a conversation!**

In late May 2020, Skillset launched the Future Focus Conversations project where our staff were encouraged to have as many conversations as possible with businesses, individuals and communities in our region about the assistance Skillset could provide to power economic recovery after the COVID-19 lockdown. This project was extremely successful - we understand these conversations provided businesses in the region with the support they needed during this crucial time.

**Over a four-month period:**

**We held more than 338 'Future Focus' meetings**



**We generated more than 320 business enquiries**





# HEAD OF COLLEGE'S REPORT

**Abbey Barrett**

SKILLSET SENIOR COLLEGE



**2019/20 has been another exciting year for the school. Following the opening of the Dubbo Campus in early 2019, a highlight of the year was having 24 Year 10 students from the Dubbo Campus attain their Record of School Achievement (RoSA).**

This was celebrated with a formal evening where students were presented with a certificate by Mr Dugald Saunders MP, Member for the Dubbo electorate. By 2021, the Dubbo Campus will offer Years 10, 11 and 12.

During the year, our Bathurst Campus graduated the third and largest cohort of HSC students. Notably, 35% of this cohort went on to further study or training, with the remainder going into work or alternate vocations.

## Growing Our Team

The 2019/2020 year also saw the development and roll-out of the school's revised organisational structure with specific resourcing deployed across the high impact domains of wellbeing, learning support and teaching. Our staff grew to 30; all of whom bring a diverse range of work and life experiences to the school.

The team at Skillset Senior College continue to be inspirational in their approach and dedication to the student body. They continually look for opportunities to expand horizons, to dream big and to implement strategies to fulfil those dreams. The Skillset Senior College vision of 'Best Future Imaginable' lives and breathes in our school. Our staff and the combination of their skills, shared values and great wisdom, sets the school apart from any other.

## Research Into School-Based Strategies

With our strong focus on student emotional wellbeing, the school has been energised by the awarding of a competitive Schools Based Research Project grant from the NSW Association of Independent Schools in August

2019, and the subsequent establishment of the Skillset Senior College Research Institute. This research project is investigating school-based strategies for enhancing wellbeing and is being led by Dr Martin Hughes, a teacher at Skillset Senior College who is also a Research Fellow at Charles Sturt University. This project, and the tremendous success of the school so far, was featured in an ABC news story by journalist, Conor Duffy who visited the school in December 2019. The research program will be conducted in 2020 and 2021. The entire school is looking forward to the results which have the potential to transform how schooling is delivered Australia-wide.

## Looking Back

Although COVID-19 has tripped up some events and excursions in recent times, the team and school community's response to uncertainty, offsite learning and coronavirus protocols have been exemplary. I would like to acknowledge the Skillset Senior College Board, the 2019 Chair of the School Board, Mr Ian Tookey, and 2020 Chair, Mr Craig Randazzo, for their ongoing contributions and support during the year. I would also like to thank and acknowledge the incredible Skillset Senior College team for the passion, kindness and dedication they bring to the school every day. I would like to specifically thank Mr Mark Whitfeld, Deputy Head of College, for his management and development of the Dubbo site, and the leadership he offers to the whole school community.

At Skillset Senior College we look forward to the coming year with hope, optimism and high expectations as we expand our model of life-changing education with a focus on student wellbeing in 2020/21.



## Congratulations to our SSC Year 12 Senior Leaders for 2020:

Natalie Anderson, Tanesha Case, Aidan Cooke, Desiree Cooke, Savannah Cox, Joubert Du Plessis, Bailey Hobson, Sophia Lang, Kirra-lee Miller, Dylan Potter, Janaya Russell, Faith Summers, Holli Summers, Tristan West and Isabeau Whiteman





### Louise Kelly, SSC Parent

“The team at Skillset are fantastic. Because of your care and dedication my daughter’s life has been transformed. She’s getting so much more than an education - she’s learned happiness, self-worth and what it feels like to achieve. I can never thank you enough.”





# 2020 Skillset Award Winners

Each year we recognise the talents, skills and extraordinary achievements of Skillset's apprentices, trainees, students, host businesses and partners at the annual Skillset Awards ceremony in Bathurst.

Due to COVID-19, we had to celebrate the achievements of our award winners a little differently this year. These are our Skillset Award recipients for 2020.



**Gordon Hawkes Apprentice of the Year**

**Peter Kaden**  
Certificate III in Plumbing  
Western NSW Local Health District - Parkes



**Joyce Hawkes Trainee of the Year**

**Heather Waters**  
Certificate IV in Business  
Western Research Institute



**Aboriginal & Torres Strait Islander Trainee of the Year**

**Winona Gray Levett**  
Certificate III in Community Services  
Housing Plus - Orange



**School2Trade Award - School Based Apprentice of the Year**

**Eli Cox**  
Certificate III in Heavy Commercial Vehicle Mechanical Technology  
Dubbo Regional Council



**Skillset Partnership Award**  
Central Tablelands Local Land Services



**GTO Host of the Year (Large)**  
Dubbo Regional Council



**Youth Connect Award**  
Peter Waru



**Jim Todman Safety Award**  
NRW Contracting



**Labour Hire Client of the Year**  
Bathurst Express Freight



**TradeUp Award**  
Central West Careers Advisors Association



**GTO Host of the Year (SME)**  
J & E M Kiss General and Precision Engineering



**Local Government Award**  
Orange City Council



**Land Works Award**  
North Eastern Wiradjuri Company (NEWCO) & Yancoal Moolarben Coal Operations (MCO)



# 2019 Skillset Christmas Scholarship Winners

Skillset awarded two Christmas Scholarships in 2019 with each recipient receiving a \$500 prize for excelling in their area of education or employment. These were our 2019 winners.



**Karl Anderson**

Karl completed a Skills4Trade Industry Preparation Course at TAFENSW Dubbo. Karl is a proud Wiradyuri man and was supported by the Clontarf Foundation. Karl was recognised as a dedicated and compassionate student with a significant passion and natural talent for a trade career.

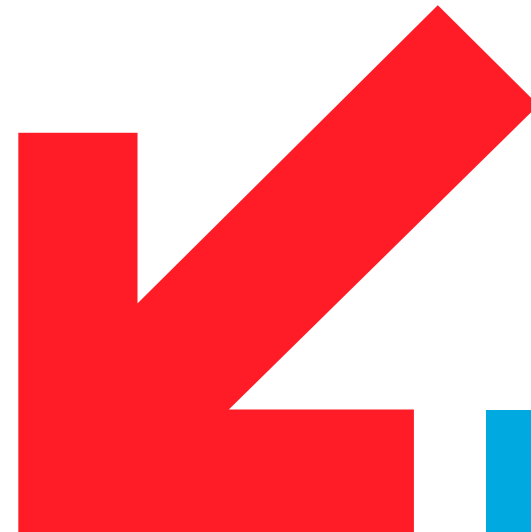
"I am incredibly grateful to have been considered for the Christmas Scholarship. Through the Skills4Trade course, I've found my passion and this scholarship will help me to purchase the equipment I need to enrol in a course which will help me achieve my career goals."



**James Chamberlain**

James is currently completing a Boilermaker apprenticeship with Moolarben Coal Operations in Mudgee and has excelled in this training. James was set to compete in the WorldSkills Australia National Championships in Perth WA in August 2020 however due to COVID-19, the competition has been postponed to 2021.

"This scholarship will assist with the travel costs associated with competing at the WorldSkills Championships. Knowing I have a team of people to support me has made me even more determined to succeed."



## 2020 Training Awards Success

2020 has been one of the most successful years at the NSW Training Services - Training Awards for Skillset apprentices, trainees and host employers. Most notably, Reece Oldfield won the People's Choice Award for Trainee of the Year and Hort Enterprises won Medium Employer of the Year. Well done to everyone!



Our Apprentices, Trainees and Hosts were also successful at the 2020 AEN NSW & ACT Group Training Awards with Hort Enterprises being awarded Large Host of the Year and Jay French being awarded Aboriginal and Torres Strait Islander Trainee of the Year.

### Western NSW Training Awards

#### Winners

##### Apprentice of the Year

##### Jordan Ticehurst

Certificate III in Engineering - Mechanical Trade  
Thales Australia (Lithgow Arms)

##### Trainee of the Year

##### Reece Oldfield

Certificate III in Surface Extraction Operations  
Yancoal Moolarben Coal Operations

#### Finalists

##### Aboriginal and Torres Strait Islander Student of the Year

##### Jay French

Certificate III in Horticulture  
Orange City Council

##### Trainee of the Year

##### Katie Clements

Diploma of Early Childhood Education and Care  
Cowra Early Childhood Services

### NSW Training Awards

#### Winners

##### Medium Employer of the Year

##### Hort Enterprises

##### People's Choice Award - Trainee of the Year

##### Reece Oldfield

Certificate III in Surface Extraction Operations  
Yancoal Moolarben Coal Operations

#### Finalists

##### Trainee of the Year

##### Reece Oldfield

Certificate III in Surface Extraction Operations  
Yancoal Moolarben Coal Operations

##### Large Employer of the Year

##### Peabody's Wilpinjong Mine





**Isaha Wickey  
Skillset Land Works Trainee**

**“Skillset’s Land Works program has given me the opportunity to learn new skills and gain employment. I enjoy working outdoors and as a Wiradyuri man, it’s been rewarding to care for country. I am now completing a traineeship in Conservation and Land Management which will put me on the path to a future career working in the environment.”**





1300 853 525  
PO Box 646 Bathurst NSW 2795  
[skillset.com.au](http://skillset.com.au)  
[info@skillset.com.au](mailto:info@skillset.com.au)



**Bathurst**

341 Havannah Street  
Bathurst NSW 2795

**Orange**

2/150 Lords Place  
Orange NSW 2800

**Dubbo**

34A Victoria Street  
Dubbo NSW 2830

**Mudgee**

48A Market Street  
Mudgee NSW 2850

**Skillset Senior College**

390 Panorama Avenue  
Bathurst NSW 2795

Corner of Fitzroy and Bultje  
Streets Dubbo NSW 2830