



Australian Government

# New Apprenticeships

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## 2005 Minister's Awards for Excellence Employers of New Apprentices

### WINNER - Sydney Region

Kimbriki Recycling & Waste Disposal Centre  
Terrey Hills, New South Wales

### Kimbriki wastes no effort in creating a training blueprint



Operated by Warringah Council in partnership with Manly, Mosman and Pittwater councils, Kimbriki Recycling & Waste Disposal Centre has saved more than one million tonnes of waste from landfill since 1990.

Operations Manager Peter Stephenson said that as waste management had become increasingly complex, job and skill requirements at the Terrey Hills site had changed.

Through New Apprenticeships, Kimbriki has given 16 operational staff an opportunity to gain a nationally recognised qualification.

In doing so, Kimbriki has shown how training can contribute to business viability and has created a training blueprint for waste management sites nationally.

As a result of this commitment to New Apprenticeships, Kimbriki is one of the 22 winners in the Minister's Awards for Excellence this year.

"As our operations modified, staff undertook new tasks, such as helping customers understand what they can and can't dump, and recovering recyclable materials," Mr Stephenson said.

"With occupational safety and environmental regulations becoming more complex, we wanted to give staff more support to do their job."

Derek Hennessy, Vocational Training Adviser at DETNAC Chatswood, who liaised with staff and provided administrative support, said management and employee commitment to New Apprenticeships made Kimbriki worthy of recognition in the Minister's Awards.

“At Kimbriki all staff embraced New Apprenticeships, even though some hadn’t done formal learning for 40 years,” Mr Hennessy said.

“Kimbriki has shown the great value that New Apprenticeships can bring to an organisation.

“As a winner in the Minister’s Awards, Kimbriki should be proud of their achievements. I congratulate the team on their hard work.”

Kimbriki began searching for a training programme that matched their industry and business in 2003. In collaboration with Gordon Institute of TAFE in Geelong, Victoria, 16 operational staff started a two-year Certificate III in Asset Maintenance (Waste Management).

Compliance Officer, Maxine Quick, said course content was modified through regular staff feedback to make the programme site-specific. Some employees had enjoyed the experience so much they were considering further training, Ms Quick said.

Kimbriki employees Keith Simpson, 60, and Nicholas Boddy (pictured), 25, said they had learnt enormously from doing a New Apprenticeship.

Capital Works Coordinator Mr Simpson said that while he had undertaken ad-hoc dozer and excavator tickets, he’d never obtained a formal qualification.

“I put my foot forward and I’ve really enjoyed learning with the younger staff in a team situation,” Mr Simpson said.

“Doing on-the-job training such as mock accidents – a chemical spill or an asbestos contamination – means that if anything does go wrong, everyone knows what to do. I’d really like to thank the council for letting me do the training.”

At the start of his career, Mr Boddy is a Centre Attendant in customer service, traffic management, resource recovery and supervisory roles.

“This is an environmentally conscious age and I believe my job makes a valuable contribution. The New Apprenticeship helps me do that,” he said.

“I think a lot of sites will take up the training and in future you won’t get a job in waste management without it.”

Mr Stephenson said Kimbriki’s success with New Apprenticeships had helped them pioneer a training blueprint for waste management sites nationally.

“We believe we’ve created a new approach to training in our industry,” he said.

“More than 10,000 people work in waste management in NSW alone. If other sites adopted New Apprenticeships, it would build an industry skills base for the future.”