Gilmore College is a co-educational public school in the City of Kwinana. Formerly Kwinana Senior High School, the school was rebuilt and renamed Gilmore College in 2008.

The college’s vision is to ‘create a learning community where there is a strong commitment to bringing together individual, institutional and community stakeholders to provide the resources (economic, social and political) to enhance the life opportunities of all young people in a process of lifelong learning’.

Gilmore College has been delivering Vocational Education and Training (VET) in Schools since 1994 and has the status of being an Approved Specialist Program School for Engineering.

School profile

• Approximately 980 students
• Years 7–12
• Year 11 students enrolled in VET in Schools programs approximately 75%
• Year 12 students enrolled in VET in Schools programs approximately 79%

Gilmore College values and recognises training as a viable pathway for all students. Delivering VET in Schools is a key strategy that helps the college meet its vision of providing the resources to enhance the life opportunities of all young people in a process of lifelong learning.
All students can undertake VET in Schools qualifications and a range of specialist VET in Schools programs are on offer to meet the differing needs of various student cohorts. The Kwinana Industries Council (KIC) Metals and Engineering School Based Traineeship (SBT) program is one of these specialist programs that has been extremely successful at Gilmore College.

Program background
The KIC Metals and Engineering SBT program provides young people in the Kwinana region with work ready skills and an employment pathway. A key feature of the program is its emphasis on giving local students the skills and experience to fill local employment opportunities.

Sixteen local public and private secondary schools are part of the program, with Gilmore College as the lead school. Students from local areas/schools can apply to participate in the program. Successful students attend Gilmore College fulltime.

Students who successfully complete the program graduate with a Certificate II in Engineering and their Western Australian Certificate of Education.

Although the program is highly popular among boys, there have been a small number of girls who have successfully graduated from the program and completed apprenticeships.

Program partners
The KIC Metals and Engineering SBT program is a joint venture between KIC, Challenger Institute of Technology, the Apprentice and Traineeship Company (ATC) and Gilmore College.

The KIC is an incorporated business association with membership drawn from the Kwinana industrial area. Current membership is 12 full members from the major local industries and 28 associate members covering the support and service sectors. These member companies, which include Alcoa, Verve Energy and BP, provide work placement opportunities for students participating in the program.

The program’s work placement opportunities are coordinated and managed by ATC which acts as the ‘employer’ for the students and covers them for insurance. ATC arranges workplace monitoring visits and is responsible for ensuring that students and host employers have the support they need for a relevant and valuable work placement.

The KIC Metals and Engineering SBT program also has a Metals and Engineering SBT advisory group. The group meets once a term and includes key stakeholders such as the Mayor of Kwinana, the Director of KIC, school principals and company directors. The role of the advisory group is to monitor the progress and welfare of students in the program and address any issues.
Program features

Course structure
The KIC Metals and Engineering SBT program is a two year program starting in Year 11. Students are enrolled fulltime at Gilmore College, receive training one day a week at Challenger Institute of Technology and spend blocks of time in work placements with KIC member companies. Students are paid a training wage and those who complete the program receive a reduction in the time required to complete their apprenticeship in an associated industry.

Students also study the following courses:
- English;
- Mathematics;
- Engineering Studies;
- Materials, Design and Technology;
- Design (Technical Graphics, CAD – Year 12); and
- Workplace Learning (including the completion of a Senior First Aid course).

Student entry requirements
Entry into the KIC Metals and Engineering SBT program is extremely competitive, with only a limited number of places available each year. In 2012 Gilmore College received 30 expressions of interest for 14 places.

Students must have a minimum C grade in Mathematics and English to be accepted into the program, or a satisfactory result in Mathematics and Mechanical Reasoning in the aptitude test.

Student selection process
Year 10 students wishing to enrol in the program must go through three stages of assessment.

Stage one is an interview with the Gilmore College VET Coordinator. At the interview students submit their resume with their most recent school report. Students are assessed on their:
- enthusiasm for working in the engineering industry;
- parental support;
- personal presentation;
- punctuality, reliability and honesty; and
- commitment.

Students must also agree to attend work placements as part of the program requirements.

All students interviewed must also undergo an aptitude test (stage two). Students who pass the interview and aptitude test progress to stage three.

In stage three, students and their parents attend an interview with ATC where the requirements and expectations of the program are outlined, and the student’s commitment and parental support to the program are assessed.

Student support
Students are monitored regularly to ensure they are maintaining their interest in and commitment to the program. Non-performing students must meet with Gilmore College’s VET Coordinator to discuss and attempt to resolve any issues that may be affecting them. Depending on the nature of the issue/s, parents may be asked to attend the meeting.

Students who do not improve after this intervention are withdrawn from the program.
**Parent liaison**

Parental support is critical as students are expected to be at different locations during the week and also complete blocks of work placement away from the school premises.

Parents must be present when students are signed up for the SBT component of the program. A Celebration Day is held for students who have been accepted into the program to highlight the importance of this process. Parents and significant family members are invited. Industry representatives also attend the event to meet students and parents.

The KIC Metals and Engineering SBT program welcomes feedback from parents via Gilmore College’s VET Coordinator.

**Program results**

Graduates from the KIC Metals and Engineering SBT program have a 98% placement rate, with students either taking up further studies at Challenger Institute of Technology or moving directly into apprenticeships in related industries. Many graduates are offered apprenticeships with their host companies.

Over 200 trainees have graduated from the program in the past 14 years.

A number of students have also represented the program at WorldSkills Australia National Competitions. Gilmore students have won gold medals in the Metals and Engineering division in the State finals in the years – 2003, 2005, 2007, 2009 and 2011.

**Lessons learnt**

- It is about ‘one student at a time’.
- Regular communication with employers and obtaining employer feedback is critical in maintaining a strong and a mutually beneficial relationship.
- Continual networking with industry and the community to identify opportunities for your students.
- Professional development support for teachers is critical.
- Using the KIC to promote and market the KIC SBT program to its members to help strengthen the links to industry.
- Partnerships are key. Without the commitment from industry and training this program would not work.
## Critical success factors

| Leadership, continuity and partnerships | • Support from Gilmore College’s leadership team for VET in School Programs.  
  • VET in Schools is integrated into the school’s strategic and operational plans with allocated funding to ensure programs are well resourced.  
  • A leadership that has established a culture of valuing training as a viable pathway for all students. |
|-------------------------------|---------------------------------|
| Student cohort and parent liaison | • Minimum entry requirements ensure selected students have the capacity to successfully complete the program.  
  • Where possible the college pairs students together during their work placement to enable carpooling or public transport travel in pairs.  
  • If Gilmore College is unable to deliver a specific course at the college, the student’s need is addressed through work placement in their field of interest. |
| Vision, place and configuration | • The selection process ensures students who are genuinely interested and committed to the program are chosen to participate in it.  
  • The majority of the VET in Schools programs on offer have a direct link with local industries. |
| Flexibility | • Timetabling is flexible to enable students to undertake work placements on any day of the week or in blocks.  
  • Students can postpone assessments and exams to accommodate their VET in Schools requirements.  
  • The use of periods 0 and 6 enables the school to run double periods. |
| Course content, structure and evaluation | • Gilmore College keeps track of the pathways students from the KIC Metals and Engineering SBT program pursue following graduation. |

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