

Motivation FOUNDATION



Capability Statement

Young people driving big yellow machines to get jobs



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SAFETY WARNING



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OUR MISSION

Helping disadvantaged youth attending school to be trained and to understand the skills and behaviours required to gain and retain employment in the Civil Construction Industry.

OUR VALUES

INTEGRITY
ACCOUNTABILITY
COURAGE
PRIDE
RECOGNITION

A fair and honest approach in all our dealings
Honouring our commitments
Responsibility for self
Willingness to “have a go” and find better ways
In our people, equipment and work
Of individual and team performance

OUR COMMITMENT

We will provide a culture of working safely

We will provide trained, skilled and respectful young people to future employers

We will challenge and develop our students to be self-reliant

We will provide real life work site environments

We will provide engagement between industry and students

We will provide ongoing mentoring support to our graduates

OUR STORY

Motivation Foundation relieves poverty and distress in young Western Australians from diverse and disadvantaged backgrounds. We do this by educating, developing employability and linking graduates with industry partners.

Motivation Foundation evolved from the Ertech Construction Academy, which was operated and funded by Ertech from 2008 until our establishment in 2018. Transforming into an independent for-purpose foundation has allowed us to partner with a wider range of construction industry participants and stakeholders.

The Motivation Construction Academy has become Motivation Foundation's cornerstone project.



OUR DELIVERABLES

The Motivation Construction Academy enables disadvantaged and disengaged youth to transition to careers in civil construction, resources, and infrastructure.

How we select our students:

- Liaison with school VET coordinators and teachers.
- Students that have a genuine interest in the industry and would benefit by attending our academy.
- Highly selective interviews based on attitude and potential, not grades.
- Students can participate in experiences onsite with our team as part of the selection process.

How we present our course:

- We deliver a Certificate II Civil construction pre-traineeship while students are still at school.
- Ongoing poor behaviour or lack of interest results in an exit from the program.
- We treat students as if they were workers as far as possible, including requiring drug and alcohol testing.
- The academy's coaching and mentoring of student behaviour is of far greater importance than the learning or technical units they undertake. In particular, we focus on:
 - > safety
 - > respect and leadership
 - > punctuality
 - > pride in appearance, equipment and work
 - > responsibility for self.

How we link students with future employers

- Using our industry contacts.
- Helping students prepare resumes and coaching for interviews.
- Encouraging potential employers to visit the site to see students at work.

Coaching and mentoring

- Managing finances.
- Assistance to achieve drivers license.
- Behaviours for success.





OUR METHODS

Safety – student and staff safety is ensured by working to industry standard safety systems.

Environment – environmental management systems in place.

Quality – quality training accredited by our training partner and audited systems.

SUPPORT AND WELLBEING

Many of our students are growing up in difficult circumstances and face ongoing challenges as a result of different levels of disadvantage, disengagement and diversity. We are committed to supporting each student with a holistic approach catering to their individual needs whilst preparing them with the behaviours required to succeed in industry.

SOCIAL RESPONSIBILITY

We undertake projects within the community that provide learning opportunities for students while supporting local organisations and businesses.

Community organisation projects include:

- Darlington Volunteer Bush Fire Brigade – pad and earthworks for new firefighting unit.
- Youth Futures Care School Caversham – pad and earthworks for new classrooms.
- Northam Flying 50 Car Race – fabrication of concrete barriers for race event.
- Mindarie Regional Council – earthworks and pad for new generator for recycled methane power generation.

A CAREER

Career pathways and transitions for all graduates.

Over 90% employment rate within 3-6 months of graduating.

Leads to traineeships and employment with various industry partners across civil construction, asphalt, infrastructure and mining.

BOARD OF DIRECTORS

An advisory board of Industry experts, all leaders in their fields oversee our strategic operation and governance.



DR JIM GIUMELLI
DIRECTOR

Jim is a retired civil engineer and a Fellow of Institute of Engineers Australia. Jim founded civil construction company Ertech in 1981 and remains a non-executive Director. Since retiring, Jim has become involved with boards and committees of a number of not-for-profit organisations.

Jim is passionate about education having benefited from a Commonwealth Scholarship which enabled him to complete his civil engineering studies at the UWA. His engineering degree led him to work in the construction industry before starting his own company.

In 'giving back' something to the community Jim has provided rural scholarships to UWA and foundation funding for the E-Zone project as well as setting up the Ertech Construction Academy which has seen 140 students graduate with their WA Certificate of Education (WACE) and with a Certificate II in Civil Construction as well as competency certificates to operate earthmoving equipment. In recognising his contribution to education and the civil construction industry the University of Western Australia conferred an Honorary Doctorate of Engineering to Jim in 2017.

Jim's other interests include farming with 120 Angus breeders at Dardanup, and with wife Wilma owning a number of harness racing horses and he is a keen supporter of the West Coast Eagles.



GAVIN MILLER
SECRETARY AND BOARD CHAIR

Gavin is a graduate of the Australian Institute of Company Directors, a Certified Practising Accountant and a Chartered Secretary with over 20 years governance, financial and commercial management experience in diverse industries including building materials manufacturing, water and civil construction.

His roles have included corporate governance, financial and risk management in ASX listed companies, government owned corporations and private companies. Gavin has been the Executive Chairman of Ertech Holdings since 2016.



CLAIRE GIUMELLI
DIRECTOR

Claire has 15 years' experience in the construction industry in roles from project administration through to board level. More recently she has been increasingly active in charitable and philanthropic activities. Claire has been associated with Motivation Investments and Ertech Construction Academy since their inception and is a director of Australian Training Management.

She is a graduate of the Curtin Graduate School of Business and the Australian Institute of Company Directors and holds postgraduate qualifications in philanthropy from Cass Business School, University of London.

Claire balances her professional commitments with her role as mother of two beautiful young girls.



JIM MURPHY
DIRECTOR

Board member Jim Murphy has had a lifetime of business, management and marketing experience. He has held senior positions in Banking, Industry, Retail, Media and NGO's. For many years he led Western Australia's leading Direct Marketing consultancy and has provided strategies and tactical support to many leading Western Australian and National companies including Australia Post, Telstra, AMP Society, Challenge Bank, Red Cross and other charities.

Jim is dedicated to using his experience to assist organisation to grow and become sustainable by sound strategic planning and taking advantage of opportunities that become available through collaboration and networking.



MICHAEL McLEAN

Michael McLean was born in Perth & graduated from UWA with an Economics Degree with Honours in Industrial Relations. After 2 years employment with the WA state government and over 3 years with Mount Newman Mining in Port Hedland, Michael continued to pursue his industrial relations career with the Master Builders Association in August 1983 by taking on the role of Industrial Relations Manager. From September 1996 until January 2019 Michael was the Executive Director of the MBA. During this time he was appointed to a range of Boards such as the MyLeave (Construction Industry Portable Long Service Leave Payments) Board, the Reddifund (Construction Industry Redundancy Fund) Board & the Construction Industry Training Fund Board.

Although Michael is now semi-retired, he is still actively involved in several Boards & committees, including the Perron Institute fundraising committee, raising funds for neurological research, the Construction Industry Reference Committee, developing training packages for the building & construction industry, the Hensman Park Tennis Club and Master Builders Bowling Club. Michael is a former AFL football umpire, having umpired 525 games around WA. He is married with 2 adult sons.



MICHAEL MOLONEY
DIRECTOR

After initially being a partner in civil contracting business, Wesville Contractors, Mike has more than 40 years' experience in Urban and Regional and economic infrastructure and development projects. In 1998 Mike joined LandCorp holding various leadership roles including General Manger of Operations overseeing residential, industrial and regional development areas.

The experience of working in both the public and private sectors, built up a comprehensive skillset enabling a holistic appreciation of the many facets of government led development projects, risk management and a sound understanding of the civil and construction industries. The understanding of the machinery of government in terms of policy formulation, execution and governance which has led to successfully galvanising teams, focusing them on clearly defined objectives and delivery of outstanding, and in many cases, award winning project outcomes. Mike is a past Chairman of Land Development Contractors Association and is a graduate of the Australian Institute of Company Directors.



TIMOTHY HUNTER
CHIEF EXECUTIVE OFFICER

Tim believes in sharing in a positive culture, working with people to achieve life and educational outcomes, at the same time delivering results for the Foundation and the Community. A Not-for-Profit and Educational Leadership professional with 20 years' experience across multiple industry and civic sectors. He has lead numerous corporate and community programs and demonstrates himself as a highly motivated business leader with accomplishment in the governance and growth of training and development organisations working with community, corporate and enterprise, and Government alike.

Tim is married with two sons and is involved on number Boards and committees including the Motivation Foundation, Civil Construction Industry Training Committee, Darlington Bushrangers Football Club and The Darlington Sports and Recreation Association. Tim holds a Bachelor of Training and Development, Diploma of Management, TAE.

WHAT OUR PEOPLE SAY



COLIN HUNT

LEAD SUPERVISOR AND MENTOR FOR THE CONSTRUCTION ACADEMY

"We work safely and by teaching industry best standards, I know we make a difference in a young person's life. The Foundation provides a pathway and real employment opportunities with the best in the industry."



LUKUMANI MASHIKIRO

2019 GRADUATE

"I'm learning new skills in the civil construction industry, driving machines, reading plans, working on projects. I think that gives you confidence like you can really do this. I think that's really great."



CHEYENNE CHERRY

FUTURE GRADUATE

"I'm learning new skills such as driving heaving machinery in a safe way and using industry tools hands on. I know I will be ahead of others my age. I will be prepared for this industry and prepared to get a job."



HELENA MADDEN

2019 GRADUATE

"Coming here has motivated me so much. If I didn't do what I'm doing now I don't think I'd be anywhere or doing anything. By coming here, I didn't know I would have all the opportunities that I have now."



RICHARD FURBER

YOUTH FUTURES WA SCHOOL PRINCIPAL

"The students have enjoyed the coursework and presentations by the Foundation trainers and assessors who have had a fantastic impact on them, more over they now have tangible qualifications and job prospects which would previously have been out of their reach. I sincerely appreciate the impact this partnership has and the Foundation for their professionalism in the work they have done for our students."



PETER RIMPAS

GENERAL MANGER - ASPHALTECH

"We are very proud to say that we currently employ five of the Foundation graduates from 2018 and we were extremely impressed with them from day one. They are all motivated, hardworking guys that have developed very quickly over the past 10 months. I can't speak highly enough about the quality of the graduates they produce and the great things they are doing for the civil industry and the community."



ERTECH

SENIOR PROJECT MANAGER

AT A REMOTE OIL AND GAS PROJECT IN THE PILBARA REGION

"I have worked with several Academy graduates. They fit really well in the Ertech team, all are hard working and really adaptable at doing other tasks on a daily basis. They follow site rules accordingly and take instruction from their supervisors."



MARLENE

PARENT OF PAST STUDENT

"Daniel now walks around with a smile on his face, proud of his achievements... all thanks to the programme and the staff who have been supporting Daniel!"

PARTNER WITH US

EMPLOYMENT PATHWAYS

The key outcome for the Motivation Construction Academy is employment for our students in the civil construction industry. We would love to discuss how you can support this outcome.

INDUSTRY PARTNERS

The Motivation Foundation partners with valued sponsors whose support is greatly appreciated. To expand our offering to more students, the Motivation Foundation welcomes charitable support from anyone who holds a similar belief that Australia's future lies in the hands of today's youth.

Please contact Tim Hunter, CEO of Motivation Foundation to discuss partner benefits and the difference your sponsorship will make to disengaged and disadvantaged young people in Western Australia.

SCHOLARSHIPS

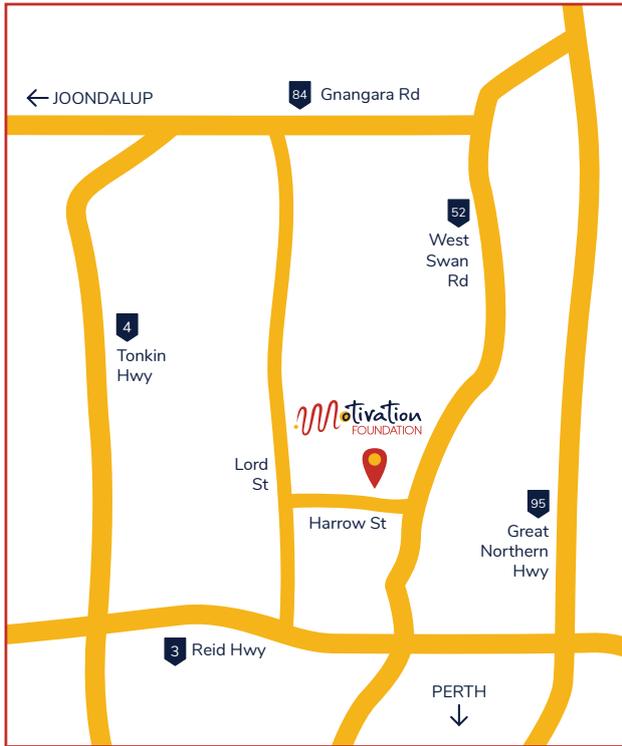
Industry are encouraged to provide scholarships to assist students in financial hardship, supporting young people in WA to join the industry and build relationships that last a lifetime. Industry participants who provide scholarships become employers of choice for our skilled graduates.

DONATIONS

Tax deductible donations are welcomed and can be made through the Motivation Foundation website



CONTACT US



NEED MORE INFORMATION?

Visit our Website
motivationfoundation.com.au

Come See Us
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Send Us a Message
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Motivation Foundation acknowledges the Whadjuk people as the traditional owners of the land on which we operate.