



2020

KILMARNOCK ENTERPRISES

Work Experience

ABOUT US

It can be pretty challenging working out what you want to do after high school! So, we created a work experience programme designed to suit school leavers and young adults. At Kilmarnock, students learn a variety of skills in a supportive, safe, fun and active workplace. They will learn all about work ethic and expectations, Health and Safety practices, quality standards, and food safety.

We are well equipped to provide the diversity and experience needed to make an informed decision about your next step.

In 2014, we were extremely proud to be named as the winner of the Champion Canterbury 'ACC Workplace Safety' Award. In 2018, we were also incredibly humbled to win two Champion Business Awards, which were 'Business for Good', and 'Champion Workplace'. In addition, we won the WasteMINZ 'Best Waste or Recycling Project' award and 'Hardwired for Social Good' award at the 2018 NZI Sustainable Business Network Awards.

We also have ISO9001 quality certification and our food department has Food Safety Certification.

VALUES

Our Vision:

A world that values diversity.

Our Purpose:

To unlock the potential of people with disabilities, empowering them to lead purposeful lives.

Our Mission:

We are changing attitudes through education, employment and opportunity, empowering people with disabilities to lead purposeful and dignified lives. We provide a supportive, dynamic and connected environment whilst achieving sustainable results in a commercial marketplace.



Employment



We believe that meaningful employment can be the key to a purposeful life. We respect and cater for a diverse range of abilities, to ensure that everyone has the best possible chance of achieving success.

We take great pride in our welcoming and inclusive workplace culture.

Through training, social development, our health and well-being programmes, and ongoing support, we are showing our team their individual value and giving them the confidence and skills they need for success.

Training



We provide a hands on, practical training environment that can prepare our team for further employment opportunities. Kilmarnock is similar to many commercial workplaces, only we're considerably more diverse.

Here, people have the opportunity to gain experience in a large variety of work including food processing, e-waste recycling, packaging of goods and assembly of components. We understand that for many it is just as important to learn how to interact with peers and employers as it is to learn how to operate different machinery.

Our training offering is broad, holistic, and tailored to fit different goals and ambitions.

Qualifications & Impact



In 2017, we established our very own training Academy, which supports learning, growth, and discovery. We also teach a range of skills needed to transition into further employment opportunities.

Many of our graduates have gained NZQA qualifications in numeracy, literacy, communications, and workplace skills.

As of December 2019, 51 learners have graduated from our two training programmes. In addition to this, 33 of those students (who were part of our partnership course with Hagley) have earned over 1,628 NZQA credits in numeracy, literacy, communications, and supported learning.

With the right support, we can all achieve incredible things.



Employment Journey: Kate

May, 2008 - First Meeting & School Work Experience

Kate came to Kilmarnock from Hornby High School, for a six-day work experience in May 2008.

Jul, 2008 - Work Trial

Following her School Work Experience, Kate decided to leave school and did a four-week PeP Work Experience trial with us in July 2008. She was subsequently offered an Employment Agreement with us.

Aug, 2008 - Employment

Kate commenced at Kilmarnock on 18 August 2008. She worked in various departments, learning through both on the job experience and more formalised in-house training. This included training on Health & Safety, Wellness, ISO quality standards, Food Safety, and work expectations.

2016 - Training

Skillwise & Kilmarnock worked together on a 'Skill-Up Course', which Kate took part in. As part of the 17- week course, Kate undertook work experience at a Café and then as an Operations Assistant, at a local automotive auction house. Upon successfully completing the course and work experience, Kate was offered three paid shifts per week at the local automotive auction house, which she gratefully accepted.

2018 - Supported Transition to Mainstream Employment

We continued to actively seek full time employment opportunities for Kate. In October 2018, a popular retailers' cooperative approached us about interviewing potential candidates for a full time position.

We assisted Kate through the process, resulting in her successfully gaining the full time position. We continue to support Kate and her new employer throughout this transition, as per our Transition Plan.



Employment Journey: Edward

Oct, 2015 - First Meeting & School Work Experience

Edward came to Kilmarnock, from Allenvale School, for a six-day school work experience in October 2015.

Nov, 2015 - Work Trial

Edward joined us for a further three-week PeP Work Experience trial in November 2015, and was subsequently offered an Employment Agreement.

Jan, 2016 - Employment

Edward commenced at Kilmarnock on 11 January, 2016. He undertook work in various departments, learning more through both on the job experience and further formalised in-house training. This included training on Health & Safety & Wellness, ISO quality standards, food safety, and work expectations.

2016 - Training

Skillwise & Kilmarnock worked together on a 'Skill-Up Course', which Edward took part in. As part of the 17- week course, Edward undertook work experience as a kitchen hand at a popular restaurant, and upon successful completion of the course and work experience, he was offered two paid shifts a week at the restaurant and worked the other three days at Kilmarnock.

2017 - Supported Transition to Mainstream Employment

In November 2017, Kilmarnock was approached by an award-winning label printing company. After further discussions with the company, we recommended Edward for an interview. This was a success, and Edward was offered a position and commenced with them on 20 November 2017. We were happy to further assist with his exciting move into full-time mainstream employment. Latest feedback from the company is that Edward is doing fantastically well and the staff all love him.

MARK'S STORY

Mark James,

2019 Kilburn Academy Graduate

Mark is an invaluable member of the Kilburn team, but sadly he fell behind in high school, which he describes as being a very “difficult time” which really “knocked his confidence”. He has worked at Kilburn for over 26 years and during this time he has really struggled with writing and reading, and believed himself to be illiterate. Due to his lack of confidence Mark was extremely anxious to take part in our ‘Kura’ course (a course in partnership with TEC and Hagley), as he did not believe in himself.



He has overcome many obstacles in his life, and the progress he has made since joining Kura is remarkable. Mark has grown from someone who once refused to read and write, to someone who has earned 48 NZQA credits to date, and that number will continue to rise. But his success is not just measured by numbers.

As his literacy abilities started to grow, so did his confidence. Mark soon began to display leadership skills, and his fellow colleagues and learners really look up to him. He is very conscious to deliver work at a higher standard than what is expected, and manages to achieve great results whilst balancing his work in the factory. Mark is more than willing to help others and coaches them in a quiet and supportive way, without realising he is doing it. Due to his humble and unassuming nature, he automatically assumes the role of a leader, which comes naturally to him. Mark has also started to take on more responsibility in our food department, and has become a right-hand man to his supervisor Daisy. He has become a great success story.

*In December 2019, Mark received a highly commended '**Champion Learner**' award at the Skills Highway Awards, held in Auckland.*



Join Us

Does Kilmarnock sound like a great fit for you?

Are you....

- Motivated to work, enthusiastic and committed
- Able to manage yourself and your behaviour?
- Willing to make friends and work as part of a team?
- Likely to be able to work productively and reliably?
- Able to work without a high level of supervision?
- Ready to make the most of any opportunity that comes your way?



Next Steps

Step 1: Call and talk to our HR team about potential opportunities and our employment criteria.

Step 2: If it seems to be a good fit, come and meet us and take a tour through Kilmarnock.

Step 3: If you meet the criteria, you may be offered school work experience/a one month work trial.

Step 4: Successful trials may result in an offer of employment.

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