



INDUSTRY INFO

APRIL 2008 / MAY 2008

www.theapprenticeshipfactory.com.au

Introducing Kirk Pinner...

The Apprenticeship Factory is pleased to announce the appointment of Kirk Pinner as our Field Officer in the Bendigo area. Kirk comes to us with experience and qualifications in sports administration, business development, staff recruitment and hospitality management.

Kirk lives in Bendigo and is available to discuss and provide your recruitment solutions.

The Apprenticeship Factory, local experts in Australian Apprenticeships and Traineeships. 'Building the Next Generation'.

For further information please phone Kirk on 5443 9677 or 0417 359 004.



Steer Towards An Automotive Career

The Apprenticeship Factory & Careers Connection recently hosted the official launch of 'Steer towards an Automotive Career' booklet at Mulones Café in Mooropna. The launch involved students, apprentices, local businesses and provided an opportunity to significantly promote what's on offer in the Goulburn & Murray regions within the Automotive trade.



The comprehensive full colour booklet aims to provide information and advice to students on career opportunities and pathways within the Automotive industry. Speakers at the launch spoke about changes to the industry over the years; it's a lot more hi-tech and employers expressed how they need staff who are skilled and can grow with the industry.

The book contains honest advice and information from apprentices and employers in the industry about how they started, what skills are required and an outlook about the future of the trade. The booklet will be distributed to 25 schools within the Goulburn and Murray regions, to industry and the wider community.

If you would like a copy of the booklet or further information about the Automotive trade please call into one of The Apprenticeship Factory offices and speak to a Field Officer.

IRP Launch



In our last edition we spoke of the Indigenous Regional Project that The Apprenticeship Factory is currently running. On the 18th March the official launch was held at our head office in Shepparton. The launch was well attended by representatives from local Indigenous organisations, employment agencies, secondary schools and local MP's.

One of the guest speakers on the day was Daniel Atkinson. Daniel shared his success story with attendees and explained how he completed his carpentry apprenticeship and now runs his own business and in turn now employs his own apprentice.

The Apprenticeship Factory is presently working closely with local Indigenous organisations and beginning to create opportunities for indigenous youth in the area. Our IRP field officer, Lindsay Jennings is providing a link to join all of these organisations to various programs and also to provide a conduit to local industry and business.

One example of this has come from our relationship with Ganbina where we combined to create a Cadet Journalist position for a young Koori man with the local newspaper.

Already the program is showing great potential and as we progress we will continue to consolidate the relationship we have with our present contacts and create new ones.

Westpac Winners

Seymour Westpac Instore won a competition that was run by Westpac for the most sales for the month of September 07 within the Instore region. The Seymour team reached 27 sales for the month which was a huge success on behalf of the staff and highlighted their selling skills. The Instore received a monetary reward for winning in which the staff decided to have a day out in Melbourne on Westpac.

On Saturday 15th March 2008 - Westpac staff from Seymour enjoyed their day out in Melbourne. Catching the train they toured DFO and then went on to Southbank to enjoy lunch, browsing Burke St Mall before returning home on the train. Congratulations to the Seymour Westpac team for their hard work!



L-R: Carmen Fifield, Carole Mann, Catherine Cole & Sue Inness

Australia's Generations

- 🌀 Builders (Born Before 1946) – **3.5million**, 17% of Australia's population
- 🌀 Boomers (1946-1964) – **5.3million**, 26% of Australia's population
- 🌀 Generation X (1965-1979) **4.4million**, 21.5% of Australia's population
- 🌀 Generation Y (1980-1994) **4.2million**, 20.5% of Australia's population
- 🌀 Generation Z (1995-2009) **3.1 million**, 15% of Australia's population

Food for thought: In two to three years, the first Generation Z employees will start to enter the workforce...and bring with them a whole new set of generational norms and expectations!

Trade Centres In Schools Program Launched

This month the Minister for Education, Julia Gillard, has written to all Australian secondary school principals encouraging them to apply for funding under the Rudd Government's new \$2.5 billion Trade Training Centres in Schools Program.

"Trade Training Centres in Schools Program was a major election commitment designed to give young Australians greater training opportunities and help address the skills shortage.

We will work closely with the States and Territories, the Catholic and Independent sectors, industry, business, training providers and employers to deliver this program.

We see this program as a partnership, which will give young people more options as they move through their schooling and help them transition from school to work or further education and training. At the same time, businesses and industry will benefit from having a better trained workforce at a time of high demand for skilled workers."

The Government has set a national target to increase the proportion of students achieving Year 12 or an equivalent qualification to 85 per cent by 2015 and 90 per cent by 2020.

Schools will be able to apply for between \$500,000 and \$1.5 million over the 10 year life of the program. Funds can be used to:

- ✎ build new, or upgrade existing trade or vocational education and training facilities;
- ✎ purchase or replace a range of trade training related equipment; and/or,
- ✎ bring facilities into line with current safety or industry standards.

The first round of funding is open to all secondary schools - government, Catholic and Independent - and closes on May 9.

Young Workers Online Guide

Young Workers across Australia who are working in summer holiday jobs or about to enter the job market will now find it easier to understand what their workplace rights are thanks to a new young workers information guide on the Workplace Ombudsman's website www.wo.gov.au.

"Understanding their basic workplace rights will help young people know if they are being treated fairly. If a young worker has concerns about how they are being treated at work they should immediately contact the Workplace Ombudsman on 1300 724 200 or visit us online," Mr Wilson said.

"The new online information for young workers also includes case studies with practical examples of how unfair workplace practices can arise and how the Workplace Ombudsman can help."

The website information focuses on five key areas:

- ✎ What Should I Be Getting Paid
- ✎ My Shift and Conditions
- ✎ My Work Agreement With My Boss
- ✎ My Pay Slips
- ✎ What Happens When My Job Finishes

Nicholas Wilson also said it is important that young people are treated fairly by their employers because a young person's experience in part time or casual holiday employment as well as their first job in their chosen field can influence their ability to participate fully in the workforce later on in their lives.

Current Vacancies Online...

Don't forget that all of The Apprenticeship Factory's current vacancies are updated regularly on our website www.theapprenticeshipfactory.com.au Check it out today and add it to your favourites...

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Student Loans & VET

The Commonwealth Government is considering the reintroduction of student loans for both the university and VET sectors as one of a range of measures to tackle student poverty and encourage greater participation in post-school learning.

However, concerns have been expressed that increasing debt, while it may relieve student poverty in the short term, would worsen the financial burden on students and act as a further disincentive to participation in education, particularly for those from lower socio-economic backgrounds.

Student poverty has been highlighted as a severe and worsening problem in both the VET and the university sectors. Both Group Training Australia and the Australian Education Union reported on high levels of poverty among VET students, particularly early-year apprentices.

GTA CEO Jim Barron said he welcomed any debate on how to help financially struggling VET students, including a new student loans scheme.

"But it's very difficult to put a fence around any one aspect of the problem. If you introduce a HECS-like loan scheme for VET, it could translate into further escalation of costs as students capacity to pay increases."

As far as apprentices are concerned, the problem needs to be dealt with up front by looking at wage structures, particularly for first and second year apprentices.

WorkChoices Dead & Buried

Kevin Rudd has declared Work Choices "dead and buried" after the laws banning Australian Workplace Agreements passed parliament recently.

New individual contracts known as AWAs will be banned from the proclamation date of the new legislation, which has not been confirmed but is likely to be on March 27 this year - the third anniversary of the original laws to abolish the no-disadvantage test for the contracts.

"Today, we declare Australian Workplace Agreements dead and buried," Mr Rudd said.

"Today, with this legislation we begin the process of burying the rest of the Work Choices omnibus, once and for all."

A motion was also passed ruling out the introduction of statutory contracts in Australia ever again.

Some Inspiraton...

"In order to live free and happily, you must sacrifice boredom. It is not always an easy sacrifice"
Richard Bach

"Life's hard - but living is good!"
Archie Roach

"The future starts today, not tomorrow"
Pope John Paul II

"You can never do a kindness too soon, for you never know how soon it will be too late"
Ralph Waldo Emerson