

APPRENTICESHIPS

RIGHT APPROACH COUNTS

Where you train may be as important for career success as the trade, Lauren Ahwan discovers

TRAINING providers taking a keen interest in apprentices that extends well beyond their training has been hailed as a way to boost apprenticeship completion rates to a massive 90 per cent.

Registered training organisation PEER boasts a 95 per cent employment rate for apprentices who have completed their training.

PEER strategic development executive director Wesley Chapman says the high completion and employment rates are because of a unique approach to caring for apprentices that focuses on training, coaching, mentoring and support.

Typically, only half of Australians who start an apprenticeship will finish their training.

"PEER focuses on the apprentice across broad aspects of their life, it's not just about trade training," Chapman says. "Right from the first interaction, PEER seeks out candidates with the right attitude who are committed to a career in the trades."

"PEER has a holistic approach to management and care of apprentices, provision of quality training and exposure to a wide range of experiences."

"The holistic approach to apprentice management and care helps transition young men and women from inexperienced new apprentices to competent tradespeople."



SUPPORTED: An extensive induction can help apprentices stick with their trade.

Chapman says PEER conducts a series of interviews and aptitude tests with would-be apprentices to assess their suitability for training.

Once selected, the new apprentices then take part in a 15-day induction program that covers not just

safety and training information but also a range of life skills.

"These life-skill sessions focus on overall health and wellbeing covering resilience building, goal setting, alcohol and other drugs and conflict resolution," Chapman says.

"By providing an extensive induction, PEER is providing a solid foundation for new apprentices to launch into a career in the trades."

Chapman says apprentices are assigned a talent coach to help with concerns about safety, trade school and general wellbeing.

He says apprentices are also rotated across a range of different host

employers, wherever possible, to ensure they gain a diverse range of experience and skillsets.

Jakeb Solley, 24, says future employment prospects played a big role in deciding where to do his apprenticeship.

"You do have thoughts going through your head about whether you will get a job at the end of (the apprenticeship)," says Solley, who is now a qualified electrician employed by Adelaide Health Tech.

"In the end, I went with PEER because if you do your (training) through them, you've got a better chance of landing a job."

A FASTER PATH TO INTERNSHIP

MORE young people will be eligible for and wait less time to participate in the Youth Jobs PaTH Internships program thanks to a Federal Government plan to help them gain work experience.

From July 1, more young people will be able to access the program at any point in time, while jobseekers will gain immediate access and not have to wait six months to be eligible.

The voluntary internships take between four and 12 weeks to complete, and 70 per cent of people who participated in the Internships program between May, 2017, and April, 2018, were in work three months later.

TO FIND OUT MORE ABOUT WHAT THE PROGRAM OFFERS, VISIT JOBACTIVE.GOV.AU/PATH

STRUGGLE WITH DISRUPTION

WORKERS have been trained to "think and act like robots" which means they are ill-equipped to tackle disruption caused by innovative technology, a University of Sydney Business School researcher says.

Information Technology and Organisation professor Kai Riemer says many workers at large corporations do not feel they have the capacity to "bring about meaningful change" because they have been encouraged to do the same things the same ways and not think outside the square.

"As a result, disruption poses an existential threat to many organisations because they have become unable to respond," Riemer says.

"What chance do we have of raging against the machine if we are trained to act like robots?"



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