



2019 MINTRAC National Training Conference

Pre-employment training programs

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Pre-Employment Program

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Joblink Plus Programs



Innovation, Consultation and Collaboration - Everybody working together on a solution

- Conversation with employer to ask,
 - *“How can we help?”*
 - What are your staffing requirements (numbers per week/month, fitness levels, job specifications, etc.)
- Consultation between:
 - Employer
 - Training provider
 - Medical/fitness provider
- What are the barriers
 - Acute staff shortage
 - Staff retention
- What are the potential solutions
 - Work with unemployed job seekers to become work ready and job ready, for entry into meat industry
 - Improve physical fitness levels of candidates, increasing ability to pass medicals



Teys – A supportive employer

- *Significant involvement in program from day-1*
- Providing lifelong learning experience
- Implementing opportunities that will support employees at work and provide opportunities to ensure their personal success through physical and financial fitness. Teys values and encourages a “work – life” balance with all employees.
- Fostering a culture that celebrates difference in our employees
- Personal and emotional wellbeing in the form of counselling related to both professional and personal situations
- Financial programs focused on delivering benefits which include, but are not limited to, access to financial planning services and discounted insurances and rates
- Supporting and providing benefit to communities in which Teys operates

Pre-Employment Program

Work Ready

I want
to work

Job Match

Who is
the
right
person
for you

Job Ready

I want
& can
do this
job

Post Placement Support

Helping
people
stay in
the job



Work Ready – *I WANT TO WORK*

ATTITUDE

- ***Being Work Ready is about understanding the Benefits of Work. Reaching this stage will ensure the person has the right mindset to stay in the job.***
- Each individual's journey will look very different, depending on the challenges they have faced and may still be facing. This will be a gradual process.
- Different approaches need to be adopted in order to effectively assist individuals depending on their particular life stage and circumstances.
- By exploring different aspects of support in a certain order, we can ensure that each individual receives the specific support that will best benefit the positive progression of their journey.

| 19-25 | Mature Age |
|--------------------------------|---------------------------|
| Hopes & Dreams | Potential & Possibilities |
| Strengths, Talents, Enjoyment | Transferrable Skills |
| Self Esteem & Self Awareness | Contribution |
| Communication | Health & Well Being |
| Transferrable skills | Transitioning |
| THE BENEFITS OF WORK | |
| Presentation and Body Language | |
| Health & Wellbeing | |
| Resilience and Resourcefulness | |



Job Matching – *THE RIGHT PERSON FOR YOU*

ATTRIBUTES

This is about ensuring that individuals have the right attributes to match your organisation.

- Positive attitude
- Communication
- Teamwork
- Self-management
- Willingness to learn
- innovation
- Resilience

Skills come later...



Job Ready – *I WANT THIS JOB & CAN DO THIS JOB*

SKILLS

Individuals now want to work and want the job you have to offer.

This is about preparing individuals with the right skills to do the job.

Joblink Plus has developed a targeted Pre-Employment Program which can be contextualized to suit your business and deliver the important skills your new staff will need to perform their job.



Job Ready – *I WANT THIS JOB & CAN DO THIS JOB*

Advertise

All
employment
service
providers
and general
public

Information & Screening

Explain type
of work and
program.
Consult with
employer to
screen
candidates.

Program Delivery

Skills &
knowledge.
Physical
fitness &
medicals.
Interviews &
induction.

Post Placement Support

Dedicated
Post
Placement
Support
expert to
support
worker and
employer.



Job Ready – *I WANT THIS JOB & CAN DO THIS JOB*

KEY PROGRAM ASPECTS

- **Physical fitness**
 - ✓ *Fitness training to prepare for medicals*
 - ✓ *Manual Handling*
 - ✓ *Importance of sleep and diet*
- **Working hours**
 - ✓ *Early morning starts and work length days*
- **Knowledge of the workplace and employer**
 - ✓ *Workplace walk-through, engagement with managers and other staff*
 - ✓ *Complete interviews and workplace induction*
- **Mate-ship & support**



Post Placement Support – *STAYING IN THE JOB*

STAYING IN THE JOB

- Dedicated Post Placement Support (PPS) expert to provide ongoing support to workers and employer.
- Conduct scheduled workplace visits to meet with worker and employer.
- Support workers to overcome any challenges and remain in employment
- Work with employer to ensure the worker is receiving the most appropriate support to help them stay in the job.
- Provide additional skills training (if applicable).



Results so far... Pilot Program

Program evaluation and improvement

Pilot Program Participation

- 8 participants commenced the program
- 7 participants completed the program
- 6 participants commenced employment
- 4 months later, 4 participants still employed
 - *66% retention rate*

Pilot Program Fitness

- All improved resting heart rate
- All improved right and left hand grip
- All improved step test heart rate
- All improved plank test results
- All improved back extension results
- *Increases shown range from 10% - 70% across activities*



Results so far... Second Program

Program evaluation and improvement

Second Program Participation

- 15 participants commenced the program
- 12 participants completed the program
- 12 participants commenced employment
- Initially, 4 participants did not pass medical and 2 participants did not pass D/A test.
 - *We worked with these participants for a further 2 weeks to ensure that they achieved employment!*

Second Program Fitness

- All improved resting heart rate
- All improved right and left hand grip
- All improved step test heart rate
- All improved plank test results
- All improved back extension results



Results so far... Second Program

Program evaluation and improvement

Further to the information gathered based on physical capacity assessments, we also seek continual feedback from students in regard to their experience of the program and from Teys as the employer.

Six (6) monthly and annual reviews will be conducted to gain results of staff retention rates for the program.

Watch this space!



Pre-Employment Program

Any Questions????

