

*"Investing
in training
is investing
in your
business"*



WORKFORCE DEVELOPMENT & TRAINING

Any organisation is only as strong as its people who contribute towards the final product it delivers. In this day and age to survive both locally and internationally, training your staff becomes mandatory.

For the Australian businesses to maintain a global advantage, it must ensure that its people are prepared for new challenges forced on them by new technologies.

High quality training and development is one of the cornerstones of any successful business today. Developing a highly skilled workforce helps ensure businesses operate competitively, aids retention and makes businesses more productive – ever more important during a difficult economic climate.

INCREASE PRODUCTIVITY

Staff properly trained in the most efficient and innovative techniques, are more productive to the organisation. Trained staff waste less resources, money and time and produce higher quality work.

LESS SUPERVISION

As we all know the manager's time is quite valuable to the company. Well trained employees will know how to perform their tasks effectively and efficiently without the manager needing to guide them. Employees will also be able to deal with a wider range of problems and scenarios with greater confidence.

INCREASE EMPLOYEE JOB SATISFACTION, MORALE AND REDUCE TURNOVER

The fact that the company will invest time and money training their staff will make them feel valued by the organisation and they will feel a sense of achievement by passing the assessments to gain a qualification. Consequently staff gain extra confidence to perform tasks, with the knowledge gained from the course.

REDUCE PREMIUMS

Training your employees can not only help them perform their job more effectively, but it also has the added benefit of reducing insurance premiums.

Many insurance companies offer discounts for continued education and training for workers. Proper training also aids in preventing costly accidents or injuries, which affect not only insurance costs, but require extra time and resources to temporarily replace an injured worker. Implement a written safety program and keep employees trained so that they become more aware of procedures and how to safely conduct themselves and run equipment while on the job. Safety and training of employees can benefit all companies by reducing insurance expenses, and with a positive claim history, it can actually decrease rates overall.

Engaged Employees:

Improve Productivity. Only 17 out of every 100 employees use their strengths at work every day. Yet, you're still paying the other 83 who don't.



How does the training happen?

In workplace based programs, the training is the responsibility of both Reworks Business Solutions and the employer.

A qualified and experienced workplace trainer is allocated to each business. This process is managed by Reworks Business Solutions and the Workplace Training Consultant who will carefully assess the business requirements and determine the most suitable trainer.

Training visits are scheduled for every 2 – 6 weeks (depending on the program) and are approximately 2-3 hours in duration, however times may vary depending on the individual's needs. This training must be conducted in an area away from the learner's normal work area and may occur one-on-one or in small groups.

Our workplace trainers integrate the learning requirements of the relevant qualification being studying with a trainee's daily duties and tasks. The trainer will use a variety of techniques to introduce the learning topics. These techniques might include: discussion, demonstration, activities and simulations and are designed to establish the knowledge and skills that the learner will need to practice and develop before assessment.

The trainer will also provide advice to the learner and the supervisor on the specific skills and knowledge the learner needs to develop and suggest how opportunities for further learning and practice can be provided in the workplace.

They will also discuss the assessment activities that must be completed by the learner and how the supervisor can support and assist the learner to achieve competence.

Eligibility for Government Subsidised Training

Reworks Business Solutions may be able arrange government subsidised training places under the Federal, State or Territory Training Authority. Only training which leads to a nationally recognised qualification attracts funding.

Funding is only available for accredited training and may be applicable for both traineeships and non-traineeships. Reworks Business Solutions assists employers in determining a participant's eligibility for government subsidised training.

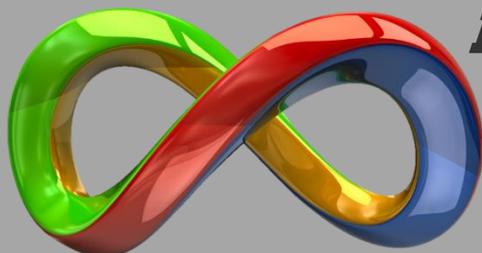
Traineeship Incentives

Traineeships hold enormous benefits for the organisation and the candidate if applied in a way that makes business sense and that meets the learning and business improvement needs of the organisation.

Reworks Business Solutions will need to determine:

- Is there a need for training?
- How would the roll-out plan work under the organisational constraints?
- Is it possible for the organisation to comply with the legal obligations stipulated?
- Will the individuals benefit from the training roll-out?
- What return on investment could be achieved and how will this be measured?

Once these questions are answered, it is possible for the organisation to become a site of excellence in the implementation of the traineeships with strong results for all stakeholders.



Reworks Business Solutions

Helping create an engaged and productive workforce

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