

## **CASE STUDY:**

# HOW GOVERNMENT FUNDED TRAINING PROGRAMS CAN IMPROVE PRODUCTIVITY AND SAVE MONEY

**COMPANY:** Chief Fluid Systems

**HOTSPOT REGION:** Western Sydney

**TARGET:**

1. Encouraging employers to increase opportunities for youth in entry level positions to address critical skills shortages
2. How government funded training programs can upskill your existing workforce
3. Encouraging partnerships with schools to build the future workforce

Chief Fluid Systems provide fluid conveying, testing and hose management services, based in Chipping Norton in South West Sydney.

The business was established in 2010 and over the years have faced many challenges in growing its workforce and identifying the next generation of talent. One of the biggest threats to the industry is its ageing workforce, with many job applicants aged over 50 years old. Being such a niche industry, it is not very well known and is often overlooked as a career choice among young jobseekers. There is also a notable lack of women in the industry

Chief Fluid Systems found that on-line job platforms like Seek.com were attracting a lot of initial interest, but the candidates weren't matching the skills required by the business. To address this challenge, they explored new ways of recruiting new entrant workers. They started by implementing mandatory pre-employment police checks and physical/medical checks. They also engaged a Group Training Organisation, Apprenticeship Careers Australia, to assist with their recruitment and selection process of apprentices.

Hiring apprentices from a Group Training Company has been very beneficial for the business. It provides a thorough screening process, which means only suitable applicants are sent to the workplace to be interviewed, those who are the right fit and who have the right attitude. It also assists with government paperwork and study enrolments, as well as a 'no-risk' hand back policy if the apprentice doesn't work out. All of these benefits are saving the business time and money.

Chief Fluid Systems have now expanded the program to upskill its existing workforce, providing opportunities for current staff to undertake adult apprenticeships. This has had a positive impact on productivity and team work. It has brought a broader range of experience and a wider skillset to the business.

Since implementing the apprenticeship program, Chief Fluid Systems has reinvested the government financial incentives back into the business. It has created an \$18,000 dedicated on-site training room. It has also helped the business continue its social commitment to the local community. It has spawned opportunities for work experience with local schools, and this increased profile helps support its community fundraising activities including World's Greatest Shave', Bush Fire Aid and Special Children's Christmas Party.