

Case study 2

This organisation also has a policy of signing up new employees to a traineeship. This is a common practice in the industry; recent research found that out of ten companies profiled nine of the companies had a similar policy or requirement in place.

Of these companies it is sometimes the case that all employees are trained at Certificate II level, but with very few going on to higher qualifications such as Certificate III Meat Processing, due to the range of tasks and jobs needed to be learnt for the qualification to be obtained. Many companies are not able to facilitate the job rotation that would be required for trainees to be competent in a wide variety of tasks. In this company however, there are many opportunities for employees to train at Certificate III level or higher.

Every slaughter-person and boner is trained at Certificate III level, with some of these employees being signed up straight away to Certificate III Meat Processing without needing to complete the Certificate II qualification. Some employees have an opportunity to gain Certificate IV level qualifications in areas such as Meat Safety, or Leadership. The company also has an extensive four-day initial induction training program, which provides new employees with a comprehensive introduction to the organisation and the meat industry.

The benefits of highly trained staff to the organisation include a motivated, committed and productive workforce, employees who can see they have a future with the company and within the industry, and lower turnover rates. The company also has a good relationship with their external Registered Training Organisation (RTO).

A skilled workforce is essential for the organisation as they have recently undertaken significant expansion and required a large number of new employees. A heavy advertising and recruitment campaign provided the company with a large pool of employees to fill all the necessary roles and ongoing training will ensure the success of the company.