GenR8

Building the workforce of tomorrow, today
Did you know…

In 2008, more Australians exited the workforce than entered it.

By 2020, there will be more than 500,000 jobs without people to fill them.
### Percentage of workforce by generation

<table>
<thead>
<tr>
<th>Generation</th>
<th>Years</th>
<th>Today</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditional</td>
<td>1922-1943</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>Boomers</td>
<td>1943-1960</td>
<td>34%</td>
<td>11%</td>
</tr>
<tr>
<td>Gen X</td>
<td>1960-1980</td>
<td>44%</td>
<td>37%</td>
</tr>
<tr>
<td>Gen Y</td>
<td>1980-2000</td>
<td>12%</td>
<td>42%</td>
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</tbody>
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Proven model

• In 2008 JJ Richards & Sons (Transport and Engineering company) ran a School to Work Program to improve apprentice/trainee recruitment and retention outcomes.

• Before the introduction of the program, the retention rate of apprentices and trainees was 13 per cent.  

• By 2010, the retention rate increased to 86 per cent.

* Data provided by Department of Education, Training and Employment.
The GenR8 model

Phase one - Industry Awareness:
- student information, selection and recruitment
- business / industry site visits and orientation
- site specific inductions
- start formal training and qualification

Phase two - Employability Skills:
- structured work placement and onsite training and assessment
- embed company’s core values and practices
- safety/quality/productivity/communication
- attitude (employability skills and industry awareness)
- attendance
- performing set tasks
- ability to follow directions
- team work
- relevance of literacy and numeracy in the workplace and at school
The GenR8 model

Phase three – Evaluate and Assess Student Performance:
- work placement successfully completed
- evaluate participant in safety, quality, productivity and communication

Phase four: Employment Opportunities/School Based Apprenticeships and Traineeships/re-engagement through school curriculum:
- student selection and recruitment
- paid work
- nationally recognised qualification (TLI 10)
- secondary certificate of education (QCE)
- industry education around career pathways and employment
GenR8: Benefits to business

- develop a tailored quality skills base
- improve selection and retention processes
- reduce ongoing recruitment and training costs
- develop company employee branding, loyalty and talent management processes
- identify as an employer of choice within the community
GenR8: Benefits to students

- can apply lessons from work at school
- improved academic performance after joining program
- able to start apprenticeship and traineeship while at school
- have a better understanding of the workplace environment, expectations and the industry
- have a mentor in the workplace to guide them at work and with career choices
2013 GenR8 project snap shot

- 72 students entering the transport, logistics and supply chain industry across 9 employers
- Students to complete structured work placement over 20 weeks.
- Students will train in nationally recognised transport and logistics qualifications.
- Students will gain employability skills
- Students will become industry aware.
- Students will complete QCE.
- Students will apply for employment within the transport, logistics and supply chain industry.
The question is:

Can you afford not to do this?