School to Work Transition Programs

**GenR8** – Employment Pathway for Youth
Information for Industry and Employers

What is **GenR8**?

**GenR8** is an industry-demand driven, youth attraction and employment pathway for Year 12 students. From an industry and business perspective, the program is a strategic recruitment model designed to address labour and skill shortages in key industry sectors and address an ageing workforce through youth engagement.

The program is fully supported by the Queensland Trucking Association (QTA), the peak industry association for the trucking industry in Queensland. Employers in this sector have identified **GenR8** as the preferred recruitment model for their industry with **GenR8** winning the QTA 2013 People Leadership Excellence Award.

Why should I get involved in this program?

The average age of a worker in the Transport, Logistics and Supply Chain industry is now over 45 years old. This industry has the lowest proportion of workers aged 15-25 years and one of the highest proportions aged 45 or older – compared to any other industry in the country. Combine this with projections that indicate the industry will need to grow by 41.6% between now and 2017 to meet future demands, and you may well wonder where your next worker will come from.

How does it work?

**GenR8** aims to create sustainable linkages between employers, local high schools and local communities by establishing schools as a recruitment hub. The program identifies, selects and trains Year 12 students so they are industry aware, prepared and employable upon exiting year 12. Students undertake a Certificate 2 in Logistics as part of the program. It is the perfect way of “growing your own” through a youth engagement strategy that provides real workplace experience, entry level training and employability skills.

**GenR8** is a four phase model which includes:

- industry awareness and connectivity
- a nationally recognised qualification
- industry work placement
- industry employment opportunities.

Great skills. Real opportunities.
Engaging across multiple levels of the community is the way of the future of ‘growing your own’ and meeting the current and future workforce demands faced by the transport, logistics and supply chain industry. These programs are the beginning of building a skilled workforce that will contribute to transport and logistics freight task throughout Queensland.

Queensland Trucking Association

What are the benefits for employers?

- Creates a recruitment pool of entry level workers who are motivated and prepared to enter your workplace upon completion of Year 12
- Reduces ongoing recruitment and training costs
- Improves attraction and retention processes
- Addresses future workforce labour and skilling requirements
- Addresses the ageing profile of individual businesses and Queensland overall

- Creates linkages between employers, schools and local communities by establishing schools as a recruitment hub
- Establishes employers as an “employer of choice” in their local community

How do I get involved?
Contact the Metropolitan Region of the Training Queensland Programs through MetropolitanEvents@dete.qld.gov.au for further information.

GenR8 supports objectives of the Queensland Government's action plan for further education and training – Great skills. Real opportunities.

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