WORKPLACE EMPLOYABILITY

Presentation by Alan Tidwell, Managing Director and Chief Executive Officer, Mining, Energy and Engineering Academy to the AMEP National Forum, Language, Workplace and Employable Skills, Wednesday 4th May 2009
WHAT I WILL COVER OFF

• MY EXPERIENCES WHILST WITH ONESTEEL WHYALLA
  – GOAL 100 UNEMPLOYMENT PROJECTS
  – GET SET YOUTH UNEMPLOYMENT PROJECTS

• WHAT WERE THE KEY EMPLOYABILITY SKILLS WE, AS AN EMPLOYER, WERE LOOKING FOR?

• WHAT DID WE FIND?

• OUR KEY LEARNINGS

• CLOSING COMMENTS
• In 2006–39 unskilled operator vacancies
• Looking to recruit out of Adelaide
• State Government offer to assist OneSteel to do something different
• Recognition of the benefit to the community through employing unemployed locals
• Need to overcome individual conditioning, barriers and issues required a specialised approach – non negotiable
• Globally Make a Difference (GMAD) – Personal Development
My thoughts about the unemployed in 2006

WOW HOW WRONG WAS I!!

My thoughts about the unemployed now
LITERACY & NUMERACY

LACK OF SELF WORTH

THEIR CONDITIONING – FAMILY, ENVIRONMENT, SOCIETY

LACK OF SELF-BELIEF

LACK OF CONFIDENCE

PEER PRESSURE

JUDGEMENTS AND REJECTION

DRUG AND ALCOHOL ISSUES

MEEA MINING, ENERGY AND ENGINEERING ACADEMY
GOAL 100

• Programme Objective
  – To give 100 people the opportunity to move into sustainable employment

• OneSteel Objective
  – Provide OneSteel with an employee recruitment pipeline

• Outcome
  – 86 job outcomes in 2006
  – 72 job outcomes in 2007
  – 35 job outcomes in 2008
GET SET YOUTH PROGRAM

GET SET - SKILLS EDUCATION & TRADE

• Partnership with TAFESA, Globally Make a Difference, Australian Technical College, State and Federal Governments and various other groups
• 50 unemployed youth 16 to 19 years of age into apprenticeships via the Australian Technical College
• 30 Guaranteed apprenticeships
GET SET YOUTH PROGRAM

• In 2007 38 Commenced, 42 applicants
• 26 Graduated in December 2007
• 24 Took up School Based Apprenticeships in February 2008
• 12 Indigenous
• 2 Sixteen year old females (1 Indigenous)
• July 2008 14 commenced full time apprenticeships with OneSteel

MINING, ENERGY AND ENGINEERING ACADEMY
GET SET YOUTH PROGRAM

• In 2008 50 Commenced, 96 applicants
• 28 Indigenous Australians commenced
• 3 Females
• 38 Graduated in December 2008 (17 Indigenous and 2 females)
• 34 Took up School Based Apprenticeships in February 2009 or entered further study
Ben Finlay  Fabricator

I’m more confident in myself; it’s a whole new way of life. I’ve made new friends and everything is going really well in my life.
I started the Get Set program because I was quitting school, I could see no future in it for me and I didn’t like it. My schoolteachers told me that I would not succeed in any job. Doing the Get Set and getting an apprenticeship has changed my life and it’s all for the better because now I keeping out of trouble and have a focus. My family are very proud of me for getting employment, as I’m the only one with a job.
Had it not been for the Get Set program I would be on the dole with no future at all. Get Set gave me a look at opportunities for women in the workplace e.g. Trades and other roles. It showed me how the different trades worked and the different roles in each trade. I was going nowhere and the Get Set program gave me the confidence that I needed to gain employment.
KEY EMPLOYABILITY SKILLS

WORK READINESS

• WORK ETHIC
• LITERACY AND NUMERACY
• MECHANICAL REASONING
• SELF RESPONSIBILITY
• SELF WORTH, ESTEEM AND CONFIDENCE
• ATTITUDE TO SAFETY
• TEAM WORK
KEY EMPLOYABILITY SKILLS

WORK READINESS

• PERSONAL MOTIVATION
• PROBLEM SOLVING
• TENACITY
• TIME KEEPING and ATTENDANCE
• COMMUNICATION
• PERSONAL LEADERSHIP
• EMOTIONAL MANAGEMENT
WHAT DID WE FIND?

• LOW LEVELS OF LITERACY AND NUMERACY
• HIGH MECHANICAL REASONING SKILLS
• LOW SELF ESTEEM AND LACK OF CONFIDENCE
• DRUGS AND ALCOHOL ADDICTIONS
• SAY THEY WANT TO WORK BUT NOT WORK READY
WHAT DID WE FIND?

• POOR COMMUNICATION SKILLS
• SIGNIFICANT PEER AND FAMILY PRESSURES
• A LARGE NUMBER OF DISENGAGED YOUTH
• SCHOOL SYSTEM FAILING OUR YOUTH
• POOR RESUME AND JOB APPLICATIONS
WHAT DID WE FIND?

• DID NOT KNOW WHAT JOBS THEY WANTED
• HAD NEVER FINISHED ANYTHING
• ABUSE, NEGLECT AND EMOTIONAL ISSUES AT HOME
• ANGER MANAGEMENT ISSUES
• HAD NEVER BEEN BELIEVED IN
• NEVER GIVEN A SECOND CHANCE
OUR KEY LEARNINGS

• EVERYONE HAS POTENTIAL IF GIVEN THE RIGHT OPPORTUNITY

• LITERACY AND NUMERACY LEVELS CAN BE IMPROVED GIVEN TIME AND THE RIGHT LEARNING METHODOLOGY AND MOTIVATION

• REAL FEEDBACK AND RECOGNITION BUILDS CONFIDENCE AND MAINTAINS ENGAGEMENT LEVELS

• PROVIDERS THAT ARE RELIABLE, CARE AND UNDERSTAND, SUPPORTS OPENNESS, GROWTH AND DEVELOPMENT
CLOSING COMMENTS

• LITERACY AND NUMERACY IS A REAL ISSUE
• ALIGN LITERACY AND NUMERACY TRAINING TO SOMETHING REAL
• OUR CURRENT EDUCATION SYSTEM IS NOT WORKING
• YES PARENTS HAVE A PART TO PLAY BUT…….
• EMPLOYERS HAVE A RESPONSIBILITY FOR THEIR EMPLOYEES BUT NOT FOR POTENTIAL EMPLOYEES
CLOSING COMMENTS

• THE SYSTEM NEEDS TO PROVIDE WORK READY EMPLOYEES FOR INDUSTRY
• PROVIDE RECOGNITION AND ENCOURAGEMENT – SMALL STEPS
• PEOPLE WILL SURPRISE US – GIVE THEM A SECOND CHANCE AND ANYTHING IS POSSIBLE
• ENCOURAGE CUSTOMISED RESUMES AND APPLICATIONS FOR JOBS
• CARE ABOUT THE PEOPLE AND MEAN IT
THANKYOU