

**Wyndham CEC** - RTO since 1997

### **1. Engagements with Business**

- 1 Vertech Hume
- 2 Wyndham Humanitarian Network Employment and Training working group

### **2. Vertech Hume**

Initial contact was made in 2010 through

**Skills for Growth:** the Workforce Development Program - a Victorian Government Initiative

- Work with businesses
- Assess skills of existing workforce
- Identify opportunities for skill development and training
- Set up initial contact between the business and the RTO
- Organise the referral process

### **The company**

- Manufacturing business
- Family owned – over 100 years
- Multi cultural employer committed to workforce and skills development and community engagement
- 2007 Wyndham Business Award Winner
- 2013 Learn Local Award Winner – Learn Local for Business
- 2013 Victorian Training Awards winner - Small Employer of the Year Award

Quote: “It’s worth putting in the time to create a safer, happier workplace. And, it’s not hard.”

[www.verttechhume.com.au](http://www.verttechhume.com.au)

### **Initial meeting** held to discuss training needs

Ability for workers to:

- Read and understand instructions regarding the operating of machinery
- Communicate and provide feedback on safety issues and suggestions for improvement
- Participate in structured training in operating specialised machinery
- Integrate into mainstream community life
- Attend to the issues that impact on their work

### **Delivery**

- Wyndham CEC delivered English language training
- Saturday mornings 10:00 – 1:00
- At the workplace
- Funded through Skills Victoria
- Vertech Hume met employee costs and paid employees to attend

2011

- UoC from Certificate I and II ESL Framework selected
- Concentrating on instructional language/OH&S

2012

- Expansion of the training program to provide support for employees to obtain their Certificate III in Manufacturing (delivered by Rochdale Institute)
- Meetings between language teacher and VET trainer to ensure language training provides an introduction to the UoC from this qualification

### **Outcomes for the employees**

- Successful completion of UoCs from the Certificate I and II in ESL (Access)
- Successful completion of the Certificate III in Process Manufacturing
- Increased confidence in employees ability to communicate
- Increased responsibility in the workplace
- Improved ability to take instruction in performing complex and challenging tasks
- Increased skill level
- Increased ability to make informed decisions
- More active involvement in all facets of the business
- Increased quality of life for employees and their families
- Increased community engagement

### **Outcomes for the Business**

- Employees are now able to raise questions about various aspects of their employment
- They contribute ideas to improve the workplace and production
- Development of the workforce - more complex skill sets
- Better understanding of OH&S issues
- Measured benefits include:
  - Annual absentee rate of just 1 day per person
  - Reduction in the number of incidents that occur
  - Quality of workmanship
  - Higher productivity
  - Employees increased ability to respond to and change methods where required
  - Improvement in morale and general confidence
  - Improved and consistent quality of the product

### **Outcomes for the RTO**

- Developed a greater understanding of the benefits of workplace training
- Developed strategies for effective engagement with business
- ACETV DVD – great marketing tool
- Support of Vertech Hume
- Continued partnership with Vertech Hume – currently discussing possibility of continued English language training through evening classes
- Learnt that the hardest part is the initial engagement

## **3. Wyndham Humanitarian Network Employment and Training working group**

### **Pathways to Employment Project**

#### **Wyndham Humanitarian Network (WHN)**

This network was established in 2005 to provide local and integrated solutions to meet immediate needs of refugee and humanitarian entrants in the city of Wyndham. It provides an opportunity for service providers and communities to work collaboratively to become a strong integrated network of support. There are six working groups.

The Employment and Training working group is currently working on the following project.

#### **Pathways to Employment Project**

Through establishing relationships with local businesses, this project aims to: identify employment opportunities, identify qualifications needed, identify skills to enhance employment opportunities, identify training opportunities in Wyndham and connect all the above to form pathways to specific employment. A Christmas Luncheon was held in December 2013 to launch the project.

Masters, Vertech Hume, Werribee Automotive Group, Bunnings and JBS Australia already on board.

A JSA Forum is also held twice a year in April and October.