APPRENTICESHIPS RISE
MORE people started trade apprenticeships and traineeships in the first three months of this year than non-trade apprenticeships and traineeships.
National Centre for Vocational Education Research data shows it was also more people than in the same period last year, as 31,900 people began a trade apprenticeship or traineeship in the first quarter of this year compared with 29,800 people in the March quarter 2014.
However, fewer people started a non-trade apprenticeship or traineeship this year.
“An increase in trade commencements in the March 2015 quarter was predominantly driven by increases in the construction and plumbing trades”, NCVER statistics and analytics national manager Dr Mette Eeisers says.

COOK UP A DREAM
CHEFS-in-training are urged to apply to compete for the chance to win mentoring and a paid international culinary placement.
The 17th annual Fonterra Proud is Be a Chef program gives 32 Australian apprentice chefs the chance to cook off for the culinary experience of a lifetime in Melbourne next February. One apprentice will receive the major prize - $7500 to spend on an international culinary paid placement, tailored to their aspirations as a professional chef.
Co-ordinator Carolyn Plummer says the program has already cultivated some of Australia’s best talent in the food industry and supported hundreds of trainee chefs.
ENTRIES CLOSE ON OCTOBER 31.
DETAILS: PROUDTOBEACHEF.COM.AU OR FACEBOOK.COM/ PROUDTOBEACHEF

Workers at the Australian Energy Market Operator outline how they get their messages across

1 TAKE TO THE STREETS
With workplace health and safety front of mind, AEMO is trialling ‘walk n talk’ meetings to get people out of meeting rooms and up on their feet.
“Thanks to Google Maps, we’ve mapped out short and long meeting paths, which help to keep our people and our meetings travelling along at a nice pace,” a spokesman says.
“This style of meeting may not work for every situation. However feedback to date is that employees feel more energised, inspired, and refreshed after a walk ‘n talk.’
Workers walk for 30 or 45 minutes in picturesque areas, such as botanic gardens and designated ‘stop spots’ give teams a moment to nut out any issues. Walking meetings were originally designed to stop meetings from going over time.

2 USE THE LATEST TECHNOLOGY
“We are fortunate enough to have access to a range of interactive technology platforms beyond email,” the spokesman says.
The key is configuring them to make them easy to use and just a standard part of business as usual.” When face-to-face communication cannot occur, video conferencing is used to directly connect with colleagues. Tools such as Microsoft Lync are valuable because of their multiple sites.

3 BE OPEN AND TRANSPARENT
Consistent and reliable corporate internal communications can have a considerable effect on an organisation’s culture and create an inclusive environment in which all employees feel like they are informed first on all important corporate matters.
The importance of two-way communication is paramount. Giving employees the opportunity to comment and provide direct feedback will lead to a trusting and inclusive culture,” the spokesman says.

4 DEVELOP ALL LEADERS
“Even the most straightforward internal meeting can be a development opportunity for employees,” he says. “At AEMO, we offer all employees desktop and formal presentation and writing skills training, enabling those who might otherwise shy away from hosting a meeting to feel confident to step up, he heard.”

Tips to effective leadership

BEING a successful leader within an organisation can be as much about learning from others as directing and encouraging the team.
That is the view of NAB Retail SA and NT general manager Greg Harris, who as a leader of 440 employees across 56 locations, says his career in leadership has been an invaluable learning curve defined by the staff around him.
Here are his four tips on how the team helps develop a good leader.

1 CREATE A VISION
As a leader of a business or organisation, before you can create a vision you need to establish what it is that you want to be known for,” Harris says.
This should be something that everyone in your team can contribute to.
“Bringing your vision to life by establishing quarterly or half-yearly goals and knowing where you need to be and how you will get there,” Harris says.
“This will be the key to your tenure as a leader.”

2 ENGAGE THE TEAM
Building an engaged team starts with building their capabilities,” he says.
“Investing resources into your team’s development shows faith in their ability and will help build their confidence and knowledge. Multi-skilling is often overlooked, despite employees getting satisfaction out of fulfilling multiple roles.
Your team will remain motivated if they are consistently challenged. Harris says investing in the team is also important for succession planning.
“It’s inevitable you will lose high-performing staff but by multi-skilling and improving capabilities, you can ensure your business model continues as planned,” he says.

3 MANAGE PERFORMANCE
“The key to performance management is communication,” Harris says.
“Success as a leader will hinge on your ability to have open and honest conversations with your team. Discussing performance problems, team conflict or giving feedback on sensitive matters, will help to manage issues before they reach a potential crisis.”
Regular coaching can help to define clear expectations and ensure that the team knows and understands how they these expectations will be measured, he says. “Part of encouraging high performance is leading by example. Don’t ask your team to do something that you wouldn’t do yourself. Position yourself as a role model and an approachable person.”

4 REGULAR FEEDBACK
“Your team’s development hinges on your ability to review their work and provide meaningful feedback,” he says.
“This should not only include what is working but also what is not working.”
“Successful leaders know what motivates their team. Each individual has unique drivers which can be used to manage employees. Some may be motivated by progression, while others simply prefer reward and recognition.”

Critical Thinking Question:
Diversity and Inclusion: How can diversity criteria be met in the workplace to ensure inclusivity and fair treatment for all employees?

Critical Thinking Questions:
1. How can diversity criteria be met in the workplace to ensure inclusivity and fair treatment for all employees?
2. What are the key considerations for ensuring effective communication in large organisations?
3. How can leaders effectively manage performance and provide feedback in a way that encourages continuous improvement?
4. What strategies can be employed to address workplace conflict and improve team dynamics?

Safeguarding and Wellbeing:
Swain Group takes its responsibility to safeguard and protect people extremely seriously. They are committed to providing a safe environment for all individuals and work closely with the police, local authorities and other organisations to support those affected by criminal activities. They aim to create a supportive and understanding environment where people feel safe and valued.

Safeguarding and Wellbeing Questions:
1. How can organisations ensure the safety and wellbeing of their employees?
2. What measures can be taken to address the harmful effects of criminal activities in the workplace?
3. What are the responsibilities of organisations in providing a safe and secure environment for all individuals?
4. How can organisations support those affected by criminal activities and promote a culture of respect and understanding?

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