

## MGA Pre-Employment Program

### BOOM TIMES

The Australian economy enters what is expected to be another year of substantial growth. Profits are high and there are many opportunities to achieve success in business. The mining and housing sectors will see positive returns, unemployment is at near record lows, there is sustained growth in wages and consumer sentiment remains positive.

The retail sector is expected to continue to enjoy stellar growth in 2008 with consumer demand remaining high. Australian retailers had a bumper year in 2007 with retail sales growth forecast to end the year up more than five per cent - the strongest pace since 2004. Westpac economists said booming equities markets, renewed house price gains and rising employment will remain supportive of the retail sector in 2008.

Source: The Age 28.12.07

### All sounds pretty good? Well yes and no!

#### THE DOWNSIDE

Stock turns are up but who fills the shelves? Sales are up but who mans the checkout? Foot traffic is up but who collects the trolleys? I want to expand but I don't have the resources.

The skills shortage issue and subsequent support packages within the traditional trades has further depleted the pool of potential retail candidates.

Australia's population is ageing, unemployment figures are around record lows and the fertility rate continues to concern economists.

*It is getting harder and harder to find 'good' staff.*

#### A SOLUTION

Master Grocers Australia recognises the current skills crisis in the independent sector and is partnering with Direct Recruitment to develop and pilot an industry specific pre-employment training program which aims to provide employers with suitably trained candidates entering the grocery or liquor industry. It also aims to provide job-seekers with valuable information and training to ensure they are 'Work Ready' and have the greatest opportunity to succeed in the workplace.

The pilot will be run in Geelong and surrounding regions, the Ballarat area and the inner eastern metropolitan region of Melbourne commencing now until June 2008.

### Saving you time and money

Prior to employment, participants will complete online training that is relevant to the workplace. This saves time in the initial stages of employment through providing a good understanding of the necessary requirements of your business such as OH&S, communication and employment law.

During the pilot, feedback will be sought from members and the program will be modified to ensure critical industry training needs are delivered.

## Interested? – Act Quickly!

There are only 30 – 40 places available for the pilot, so if you require staff and your store is located in any of the pilot program areas please contact Direct Recruitment on 1800 113 233 to express your interest in getting involved.

This is a great opportunity to recruit a team member that has demonstrated a commitment to understanding and working in your industry – and the hassle of recruiting will be taken care of for you. This program is anticipated to be available to members nationally in July 2008.



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