



USING AUSTRALIAN APPRENTICESHIPS TO MINIMISE RECRUITMENT & TRAINING COSTS

Hiring cost for new staff:

As we are all aware, finding the 'ideal' (highly skilled) staff member is now almost impossible.

Speaking to hoteliers around Victoria, this is a common problem and the majority of applicants they receive were less than ideal (low skilled).

As Dr Phil says "Stop doing what doesn't work"

As a hotel manager I knew we were over-looking potentially 'ideal' staff because they required too much time and effort to "get right".

Perhaps we should look at our recruitment selection process from a different angle. Let me explain it from the perspective of how apprenticeship funding may help you.

What is the cost of preparing the ideal vs the less than ideal staff member?

In my experience the cost of recruiting and preparing the ideal staff member is \$1,500 per person. This cost is usually borne within your duty manager and supervision wages expenses.

No employment skills preparation is required in the following areas:

- Grooming
- Hospitality Communication skills
- Industry service standards
- Compliance courses completed (RSA, RSF & RSG)

In comparison, the cost of preparing the less than ideal staff member is higher, we estimate perhaps \$6,000. This cost is usually borne additional to your duty manager and supervision wages expenses.

Employment skills preparation is required in the following areas:

- Grooming
- Hospitality Communication skills
- Industry service standards
- Compliance courses completed (RSA, RSF & RSG)
- Higher level of supervision
- More time required in trialing for suitability

What are the benefits of hiring the low skilled worker and training them on the job?

- In most cases your internal training cost are paid for by Government.
- There are more potential candidates.
- The low skilled worker when trained by the employer is less likely to leave and seek alternative employment.
- It enables you to demonstrate that old fashion loyalty in employment

When you look at it from a cost vs benefit perspective on recruitment and training

- High Skilled employee with No apprenticeship funding \$1500 per head

Cost borne by Hotelier

- Low Skilled Employee with Apprenticeship Funding \$6000 per head

Cost borne by government and employer rewarded with incentives

At Ascet Tafe, we know that no two hotels are the same, and that is why our training programs are designed with the employer's input. They are also flexible, while at the same time providing nationally recognised quality training developed and delivered by industry experts.

Contact Ken Billman for more information on The Australian Apprentice Solution on 0438 664 480

Checkout our FAQ <http://www.ascet.com.au/ascet/index.cfm?fuseaction=faq>

Ascet Tafe is an Associate Member of the AHA (Vic).