

### Group Training

#### Our Clients Benefit



**Peter Leamy handing over \$3000 incentive payment to Merrill Redpath—  
Senior Dental Assistant, Oral Health Services Devonport**

AES Group Employment over the last quarter has seen many trainees and apprentices successfully complete their qualifications. The host businesses received a completion incentive from AES starting at **\$2000** when their trainee or apprentice gains their certificate III qualification. Completed qualifications include Dental Assisting, Automotive Engine Reconditioning, Engineering Fabrication, Water Operations, Business Administration & Civil Construction.

Why not ask Peter or Glenn about how AES can pass on incentive payments to your organisation.

#### Special points of interest:

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Training

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### Civenex 2011 Sydney May 18 & 19

AES has partnered employers over the past 3 years to take trainees that are completing Certificate IV in Local Government (Operational Works) & Certificate IV in Civil Construction Supervision to the Civenex expo in Sydney. This trip forms part of the study process for these individuals as well as allowing the trainees to see the latest infrastructure equipment available. 2011 is no exception with approximately 10 trainees taking the trip spending 2 days learning about the latest plant, civil resources and technology.



### Managing Directors Notes

In the past I have had a local government works manager comment on his inability to accept the concept that a Certificate III in Civil Construction was the equivalent of the trade qualification of say a carpenter. This premise was based on the degree of difficulty to achieve each qualification considering the block release an apprentice would require to attend off-the-job training compared with approximately only ten days off-the-job training per annum for a civil construction trainee.

Some occupations lend themselves more to off-the-job training than others. For example it is easier to build components of a house in a college than it is to do most aspects of subdivisional work.

If we focus on the degree of difficulty aspect then it opens the door to comparing the status say of a qualified carpenter with a qualified hairdresser. I believe this is the wrong thinking. Organisations who do not upskill or provide skills and knowledge recognition are missing an opportunity to motivate employees, provide the employee with recognition and improve productivity.

A more practical approach is to look at the occupation with the organisation and consider what range of skills and knowledge would benefit the individual and the organisation and then match that to a qualification and disregard the perceived status and the degree of difficulty to achieve.

With government funding available for most Certificate III qualifications the training and assessment process in most cases is cost neutral.

Please contact us if you require further information on the qualifications we provide and or our "fast-track" process for existing workers.

**We're on the Web**  
[www.aeservices.com.au](http://www.aeservices.com.au)

**Max Thompson**



**UPSKILLING  
TASMANIANS SINCE  
1987**

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AES Would like to welcome

## **David Fuge**

Australian Employment Services would like to welcome David Fuge to the trainer/assessor team. David brings over 18 years experience at various levels of Local Government along with 14 years in private enterprise.

David has considerable experience in Civil Construction, Parks and Reserves, OH&S and Leadership and will prove a valuable resource for Australian Employment Services into the future.

This appointment allows AES to continuously improve on our customer service levels, allowing for more frequent visits to our trainees and the flexibility to be in the right place at the right time to service our clients needs.



### **Just for Laughs**

Sometimes when I reflect back on all the beer I drink I feel ashamed. Then I look into the glass and think about the workers in the brewery and all of their hopes and dreams. If I didn't drink this beer, they might be out of work and their dreams would be shattered. Then I say to myself, "It is better that I drink this beer and let their dreams come true than be selfish and worry about my liver."



## **Environmental Awareness Training**

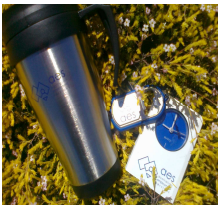
AES has developed two new Environmental Awareness training programs specifically tailored to our Civil Construction and Local Government client base. This will provide employees at all levels with a greater understanding of environmentally sustainable work practices.

**To win an AES prize, email the answers to the following 2 questions to;**

**([danny@aeservices.com.au](mailto:danny@aeservices.com.au))**

1. Which industries can AES supply Group Trainees in?
  - a. Mechanical only
  - b. Local Government only
  - c. Horticulture only
  - d. Business Administration only
  - e. Dental only
  - f. Any Industry
  
2. Which one of the following areas does AES **NOT** provide training in?
  - a. Civil Construction
  - b. Business & Administration
  - c. Local Government
  - d. Horticulture
  - e. Water Operations
  - f. Aged Care

The first 30 correct entries will receive an AES prize.



## **Australian Employment Services**

### **Would like to welcome the following new clients**

**Prime Industrial Supplies** – is a member of the Industrial Supply Group which provides Tasmanians with the advantage of buying quality tools, building materials, industrial supplies, engineering equipment and accessories at lower prices, not only for Tasmania but also for interstate customers.

As a family run business we would like to welcome our newest member Ross Wilson, who has commenced his Certificate II in Business with AES.



## **Office National**

**Office National Hobart** - is a Tasmanian Owned and Operated Stationery Supplier that was established in 1999. Our focus has been to provide small to large businesses with convenient ordering and competitive pricing in stationery, printing and washroom/lunch room supplies.

As a small business ourselves we understand the time restraints faced in operating efficiently. Based on this experience we have developed a philosophy of Customer Service that does not rely on the dollar value of sales. Honest and friendly service - dedication and support is our signature. We would like to welcome to our team Zachary Shearing and Jeremiah Crossan Billing who have commenced a Certificate II in Business with AES.