

VIC MIX PTY LTD

A.B.N./A.C.N. 92 / 149 268 226

161-171 ORDISH ROAD, DANDENONG SOUTH VIC, 3175

PHONE: 03 87923100 FAX: 03 8792 3199

WEBSITE: www.vicmix.com.au



Pathway Program



VIC MIX AND TRANSQUAL FIND WORK FOR THE LONG TERM UNEMPLOYED

JUL 2016

INTRODUCTION

In late 2015, Vic Mix's growing business created a demand for quality employment candidates it could train to be Professional Concrete Delivery Drivers. Transqual responded with the Pathway Program.

ABOUT THE PROGRAM

The Pathway Program is an employment planning and support service that provides assistance for long term unemployed individuals to obtain gainful employment. Participants are drawn from registered Job Placement Agencies and undertake a training/assessment program to determine their suitability for a given job role.

Support is offered by Government Agencies in the form of financial benefits based on achieving positive results.

HOW IT WAS ROLLED OUT

The Dandenong area was chosen for the first round of the program and Transqual coordinated a number of Job Placement Agencies to help find motivated and suitable participants to undertake the program.

A recruitment campaign was devised and a small team consisting of Michael Langan (Transqual) and Joe Pietrosanto (Vic Mix) presented to groups of interested potential candidates at each of the Job Placement Agencies.

The response was very positive and over 25 people initially registered an expression of interest in the program.

Over the next few weeks, Transqual undertook a training and assessment program covering basic requirements of the role with the goal to shortlist the participants down to a more manageable number that would go onto further intensive training.

A key aspect of the training and selection process was completed on Vic Mix premises involving all facets of the business relevant to the role of a Concrete Delivery Driver.

Participants received instruction in:

- Health & Safety Procedures;
- Concrete technology and practices;
- Concrete Manufacture;
- Plant operations inspection tour; and
- key aspects of the job, by spending a day with a Vic Mix Driver as their guide.

The on-premises training offered participants relevant and direct experience for the job role. This helped them to decide if they were suited for the role. More importantly, it offered Vic Mix the opportunity to get to know the participants and gain further valuable information that was ultimately helpful in the employment selection process.

The last component of training/assessment was conducted by Transqual to assess practical driving skills. A local facility was

used for this purpose as each participant was assessed on their ability to drive.

Summarized assessments, taking account of performance, skills and personal attributes, demonstrated over the course of the program, was prepared by Transqual and submitted to Vic Mix.

Vic Mix Recruitment Personnel could now rely on a pool of motivated and qualified candidates from which to choose new Employees to fill Driving vacancies.

CONCLUSION

The first round ended in June 2016, with Vic Mix offering employment to a number of participants. One is now gainfully employed as a professional Concrete Delivery Driver with others to follow. A second round is planned for the future, focusing on participants from the Northern Suburbs.

VIC MIX WOULD LIKE TO THANK

The success of the program was due to the combined efforts of many people to whom which Vic Mix is extremely appreciative.

Thank you to:

- Transqual Logistics Training;
- Sarina Russo Job Access – Dandenong;
- Max Employment – Dandenong;
- Vic Mix Employees that assisted with training of Participants; and
- The Participants themselves for their enthusiasm, commitment, and efforts.