



# Traineeships can reduce the impact of the skills shortage

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WE ARE all aware of how hard it is to find skilled staff these days with the problem gradually increasing.

The industry is gradually putting on more apprentices throughout the entire industry and we are starting to see the rate of completions starting to increase.

As an industry we can further benefit by looking at the benefit of placing trainees in our businesses.

Traineeships are shorter in time frame with a duration of anywhere between 12 and 24 months with outcomes of Certificate 2 and 3.

In the past we have seen instances of large workshops employing apprentices who in their first year solely wash cars and fit accessories in pre-delivery environments.

This can be demotivating to an apprentice who has been given their tool grant from the federal government and is eager to use them whilst undertaking technical tasks.

Instead we have been getting them to do the work that can be offered to a trainee.

Instead of getting a first year to wash cars why not consider giving a young school leaver the opportunity to obtain a 12-month Car Detailing Traineeship which can be delivered in 2008 by MTA Training.

In pre-delivery environments why not employ an After Market Accessories Fitter which is again a 12-month traineeship.

We have seen excellent results from this program from dealerships such as Stewarts Automotive which has employed a number of Accessories Fitting trainees in their pre-delivery site and Nepean Motor Group which has employed Accessories Fitting trainees and Business Admin Trainees.

Both of these sites are excellent supporters of the MTA Apprenticeships Plus scheme and have now further increased their support for the scheme and for the greater industry.

We have also seen instances of smaller workshops which may not be able to provide a full range of competencies move apprentices between workshops.



The alternative may be to take on a trainee and keep them in the business upon completion of their traineeship.

With the current school leavers falling into the Generation Y category it is fact that Gen Y find traineeships more appealing than a full apprenticeship.

Gen Y finds traineeships more appealing because they are shorter in duration and they can obtain multiple qualifications in the same period as a full apprenticeship.

Putting on a trainee allows the trainee to gain useful and productive qualifications as well as giving them a taste for the industry, allowing them to continue into a full apprenticeship depending on the vocation that they have chosen.

The most common traineeships that we are seeing both school leavers and workshops taking up are:

- Car Detailing
- Parts Sales
- Accessories Fitting
- Tyre Fitting
- Exhaust Fitting
- Cooling Systems
- Transmission Specialist
- Steering and Suspension
- Paint and Panel Preparation
- Vehicle Servicing
- Automotive Administration
- Office Administration.

So if you have an opportunity to take on an apprentice, please give us a call and one of our account managers can guide your business on what trainee and traineeship would be best suited to your business.

Call us today on 1300 130 682 or visit our website on [www.mtaplus.com.au](http://www.mtaplus.com.au)

