



# The ET Australia Employment Program

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Created for and co-designed in partnership with the Aged Care industry. An ideal method for the recruitment and retention of your entry level staff.



For Aged Care  
Employers

## 1. What is the ET Australia employment program and how does it work?

You identify upcoming entry level job vacancy positions that need to be filled. ET Australia recruits a pool of suitable applicants to undertake a training program relevant to the positions vacant. In consultation with you 12-16 students are selected to participate in the training program. Ideally ET Australia will deliver training on site at your premises. Your organisation's policies, procedures and work practices are incorporated into the ET Australia training. During the training program you hand pick the best students for employment. The model will make a measurable difference to your bottom line.

## 2. What are the benefits for your business?

ET Australia's employment program:

- Saves you hours of time in recruitment.
- Removes the need (and associated costs) for a standalone staff induction process as students are progressively inducted into your business's policies and procedures throughout their training.
- Gives you the opportunity to pick the best students to fill your vacancies based on their performance during training, as opposed to judging performance based on a resumé.
- Allows you to mentor and support students throughout their training allowing you to guide them towards roles you need to fill.

Additionally, ET Australia's employment programs conducted at your premises don't cost you anything, the only cost for you is providing access to a room where our Trainer can train the best available students.

## 3. How long does this program run for?

The length of the program varies depending on the training required to meet your identified needs. For example, you may determine that you only require students to undertake part of a qualification as opposed to undertaking a full qualification. We meet with you to ascertain what your requirements are and then design a tailored program.

## 4. What if you have specific training you require your staff to undertake?

Training is customised to meet your needs. We can deliver a few units to meet the needs of a specific skill requirement or we can tailor full qualification programs to include elective units relevant to the required work outcome.

## 5. What are the next steps for ET Australia to organise an employment program for your business?

### 1

#### WORKFORCE DEVELOPMENT SCOPING

ET Australia consults with you to understand what your workforce requirements are.

### 2

#### PROGRAM RECRUITMENT

ET Australia manages the recruitment process including marketing and identifying suitable applicants for your employment program.

### 3

#### CANDIDATE SELECTION

ET Australia conducts unlimited rounds of recruitment to source suitable applicants for your employment program. You select the right applicants to enter your employment program.

### 4

#### ADMINISTRATION

ET Australia manages the administration of student commencements.

### 5

#### DELIVERY

The program is delivered at your site led by ET Australia's industry qualified Trainer and Assessor who works closely with your key staff.

### 6

#### EMPLOYMENT

You select the right students for your current job vacancies you feel will make a measurable impact to your bottom line.

### 7

#### EVALUATION

ET Australia consults with you to review and evaluate the success of your employment program so each program with you is even better.

Contact ET Australia today about an employment program for your business

