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Office Hours during Holiday Period:

The ChemSkill Office will be closed from December 23rd and will re-open on January 5th 2009.

Emergency contact for issues with Contractors only is 0438 620 434.

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ChemSkill has New Offices

Welcome to our fourth Newsletter. The latest news from ChemSkill is that we have moved offices in Sydney and are now also in Brisbane. Our new Sydney Office is at Level 57, MLC Centre, 19-29 Martin Place, phone (02) 9238 6202 and our Brisbane office is at AMP Place, 10 Eagle St, Brisbane, phone (07) 3303 8774. We are now able to provide specialist recruitment services to our clients in Brisbane, as well as the training and consulting services that we offer our Melbourne and Sydney based clients.

Assisting Graduates - Building Good Relationships

In order to assist graduates, I have been visiting various Institutions to give presentations to students. In September 2008, I was invited to the William Angliss Institute to talk to 15 Food Technology students about how to write good resumes and cover letters. A week later, I was invited to the Victorian Institute of Chemical Sciences (VICS) "Chemistry Careers Night", where I spoke to 30 chemistry students about "How to Answer Interview Questions Effectively". Both events were great opportunities to attract good candidates to ChemSkill, and the presentations were very well received.

Comments that came out from the VICS evening were that many students have never visited an industrial laboratory. Unimin, Probe Analytical, SP AusNet, Australian Vinyl's and Clariant have recently offered their time with this. If any other clients are willing to give a 30-60 minute laboratory tour for these students, please contact me as soon as possible on 0418 108 340. Tours will be scheduled for March 2009.



At William Angliss Institute



At the VICS "Chemistry Careers Night"

Work Integrated Learning (WIL) Programs

Following on from laboratory tours, the best way for a student to see what it is like to work in industry is to participate in WIL programs. Some companies are interested in participating with these programs and some are not, possibly because they do not know much about them. I recently attended a forum as part of an Australian Learning and Teaching Council funded project, looking at the link between workplace learning and career development. It was attended by employers and professional association representatives, students and University Careers staff.

Although there were few science students in attendance, the feedback shared was applicable across all types of careers and workplaces.

Students comments were: (a) that they were looking for meaningful work experiences, (b) they wanted to be paid for their work (at least for their travel expenses) as many give up paying jobs to gain this experience, (c) that they did not know which companies to contact and what work

Links:

ChemSkill

www.chemskill.com.au

On-Line Courses

www.onlinecourses.net.au

Performance Appraisals

[www.performance](http://www.performanceappraisals.com.au)

[appraisals.com.au](http://www.performanceappraisals.com.au)

For current information
on salaries go to:

www.workplaceauthority.gov.au

Upcoming Training Course Dates:

On request

"All the ChemSkill staff and I personally would like to take this opportunity to wish our clients; and those that we have had the pleasure of meeting and working with this year, a safe and happy festive season and a healthy and prosperous new year."

companies could offer them, (d) that for some, WIL does not contribute credits to their degree, so why do it, (e) if treated badly in the workplace, they feel disillusioned with their choice of career, and (f) overseas students have a lot of trouble finding WIL because they do not have permanent residency.

Employer feedback was: (a) they would like the universities to provide profiles of the degrees studied by the relevant students, and describe the capabilities of the students looking for WIL (student resumes do not tell employers what the students know, nor what tasks they can perform effectively), (b) the universities should provide a profile of the student applying for WIL, (c) the universities should make it easier for employers to find out how to be involved with WIL (one computer click), (d) the problem with students is not what they study but how they are taught; they do not appear to think laterally or apply the knowledge they have gained, and (e) employers need to be able to measure the WIL experience for both themselves and the students to see if it is beneficial to both parties.

In time, we will see a summary of the outcomes from this forum. I will keep you all informed of the Project's findings. For those that are interested, the duration of WIL can vary from a few weeks to a year. The universities cover the students insurance whilst working at your workplace. If interested in providing WIL, contact the Career Development and Employment Office at any University.

William Angliss "Student Product Expo"- November 19th 2008

William Angliss is assisting the Food Industry by developing graduates with New Product Development experience. The 2008 Student Product Expo held on November 19th 2008 was for students in the final semester of the Diploma in Food Science and Technology and Confectionary Manufacturing. Students must each come up with a new food concept, develop it and take it to prototype. They are assessed on the process and application, and many students manage to produce products to a commercial standard. Proposed products must be in line with the current food legislation, able to be manufactured, packaged and most important of all, must be acceptable to consumers. Entries are judged by industry professionals and the winner of the Expo wins a \$500 book voucher and is awarded the Gelita Australia Pty Ltd award for outstanding achievement. I attended the Expo and will report on it in the next newsletter.

"What would keep Employees in their Current Job"- an excerpt from Seek's 'Employee Satisfaction & Motivation 2008 Survey'

"As has been the case in previous years, the key to keeping employees in their current job revolves around the provision of benefits that they feel entitled to. For example, 74% of Australian respondents said that being paid more would keep them in their current job, while 73% said that they would like to be rewarded for their individual performance.

Beyond money, 61% of employees said that they would like to be challenged at work. This is perhaps the most crucial for employers because this was also the top reason that employees left their last job.

While money is the offer most likely to keep employees in their current job, only 27% of employees said that it was one of the top 3 reasons that they left their last job.

Also clearly apparent is what is not important to an employee. Only 40% of respondents mentioned that mentoring programs would help keep them in their current job."

If you are interested in reading the complete survey, email me at hfeldman@chemskill.com.au and I will send it to you.