

# TRAINING MATTERS

NEWS, VIEWS AND DEVELOPMENTS BROUGHT TO YOU BY PRINT TRAINING AUSTRALIA



*Is this happening in your workplace?*

## Invest in your people – 2008 FLM program registrations open now

Dates for Print Training Australia's highly successful Frontline Management (FLM) program have now been set and enrolments for both South Australia and NSW programs are being accepted.

This program has been successfully delivered for 4 years and provides an industry specific program to develop the managerial and supervisory skills of new and aspiring team leaders and managers. Feedback from both participants and their managers has been fantastic with most employers sending additional people on subsequent programs. The program covers the development of employees that are required to manage other people including skills such as project management, performance management, dealing with difficult people and working with teams.

Most FLM participants are eligible for \$4000 in Government incentive funding, if they undertake the program under a Contract of Training.

The program consists of attendance at 8 x 1 day workshops with the completion of a series of Workbooks and the application of learning in the workplace through Action Plans and a workplace improvement project over a period of 10 -12 months.

### SA and NSW programs commence in 2008

- **SA Venue:** Printing Industries Association of Australia, Halifax Street, Adelaide
- **NSW Venue:** Heidelberg Australia

For further details on the program, accessing funding and enrolment details, contact Print Training Australia:  
[admin@printtrain.com.au](mailto:admin@printtrain.com.au)

*Your team leaders play a crucial role in ensuring a harmonious and productive work force - it's critical they have the skills to undertake the role.*



Visual management - just one aspect of the "Lean" approach.

## Take the hassle out of recruiting apprentices

You may not be aware that Print Training Australia provides the print industry with a recruitment service twice a year. Print Training Australia advertises and undertakes a short listing process including, face-to face interviews, aptitude testing and cognitive assessment of applicants.

This service is free for all of our employers and provides industry with a pool of candidates they can then interview. Competition for the top talent is keen, so register your interest now. The next round of recruitment will be undertaken in December - January so candidates will be available for employment early next year.

If you want to take some hassle and expense out of your apprentice recruitment, simply register the trade area with us and let us know about any special characteristics or requirements and we'll do the rest and provide you with a short list of capable candidates ready for your selection.

## 'Lean Manufacturing' meets print

Print Training Australia is developing a new accredited Certificate IV in Process Leadership. This program lends heavily from the competitive manufacturing sectors adoption of 'lean manufacturing' principles. The program will be delivered part-time over a 10 -12 month period and is targeted at team leaders / trades people that will be responsible for managing the implementation of 5S, quick changeover, and quality improvement practices within the print industry. Individual aspects of the program are being trialed at present with positive outcomes.

Print Training Australia is now seeking expressions of interest from companies that would like one or more of their employees to participate in the delivery of the inaugural program and are willing to provide feedback and shape the ongoing development of the program for the future.

It is expected that participants who undertake the program will be eligible for Government incentive funding.

## Printing industry gets additional Government funding for apprentices

The Hon Andrew Robb AO MP, Minister for Vocational and Further Education, recently announced the inclusion of apprentice printing machinists, binders and finishers and screen printers, along with other industry sectors, on the eligibility list to gain access to additional of incentive funding including:

- \$2000 Apprenticeship Wage Top-Up
- \$1000 Apprenticeship Training (FEE) Vouchers
- \$800 Tool kit
- \$13,000 Wage Subsidy for Apprentices over 30 yrs
- \$1000 Commonwealth Trade Learning Scholarship
- \$1000 Rural and Regional Skills Shortage Employer Incentives.

For more detailed information on these incentives contact the Australian Apprenticeships referral line on 13 38 73 or visit:

[www.australianapprenticeships.gov.au](http://www.australianapprenticeships.gov.au)



Category winners of the 2006/7 Quick Changeover competition; AMCOR Cartons - Regency Park.

## 2007-08 Quick changeover competition underway

Print Training Australia is proud to be the major sponsor of the Department of Trade and Economic Development's quick changeover competition for the printing industry. Print Training Australia has teamed up with the Centre for Innovation and the Engineering Employers Association of South Australia to promote this opportunity to the printing industry. This competition is open to all print companies in South Australia and provides a great opportunity for development and implementation of strategies to reduce 'changeovers' including prepress and post press make-ready times.

2006/07 participants (including several print companies) made direct financial gains of approximately \$15 million dollars, averaging \$672,000 and reducing changeover times by 69%.

Registration cost is \$2,500 + GST per production team. Companies that register and compete, receive on-site training, manuals, video of their changeover for benchmarking purposes, site visits to other manufacturing facilities, extra specialist consultant support, evaluation of improvements by

independent judges and participation certificates for team members.

A presentation is held at a central location at the end of the competition period to celebrate the success of the teams. Formal feedback is then given to teams after the competition is completed, to assist with stabilizing team gains and continuing improvements.

Companies can register more than one team. Numbers of competitor teams are limited to 40, so if you're interested in making some significant savings through reduced make-ready times in your workplace, contact Andrew Reynolds at Print Training Australia.

## Apprentice profile

*Susanne Russell*

Susanne commenced work at Collotype Labels as a Re-Roll operator in 2001. She successfully completed a Cert II Print Production Support Qualification prior to commencing her apprenticeship as a Lithographic Label Printer which was completed in June 2007.

Susanne is currently operating a Nilpeter web offset label press incorporating in-line embellishments such as rotary screen, rotary embossing and rotary die-cutting.

It has been a big year for Susanne not only completing her apprenticeship she also got married in May to her long time partner Chris.

Susanne is proud to be one of a few women to complete a trade qualification in an area traditionally dominated by men and believes that you must be happy at work so having a little fun is good.

Susanne is a keen follower of the V8 Supercars and also a member of the Ford Performance Vehicle & XR Club.



## Finding the \$s a problem? – let us help

Don't let funding restrictions be a barrier to implementing new and innovative training and development programs within your company. Both State and Commonwealth Government support innovative development programs with a range of funding grants. At present there are 'special' funding grants available (up to \$25,000) for the formal recognition of the existing skills of workers and also for the fast-tracking of apprentices. Although these grants will expire shortly, other grants will be available early next year.

If you're looking to implement innovative development programs, contact Print Training Australia, we would be happy to assist you access funding grants available to support your initiatives.

## Thanks for your support industry

Print Training Australia would like to thank all of the print companies that continue to provide their support for our apprentice training programs through the provision of work site tours, work placement and guest presentations. This support is valued highly by apprentices and the staff of Print Training Australia and provides a great practical insight into the diversity and complexity that is our industry.

Above, bottom left: Rod Clift hosting a tour of 2nd year apprentices demonstrating the materials handling operations at the Mile End Print Centre: Advertiser Newspapers.



The Nationally Recognised Training logo is your guarantee of a quality training program. Print Training Australia is a provider of nationally certified traineeships and apprenticeships for the printing industry that lead to a qualification under the Australian Qualifications Framework (AQF).



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