

Three reasons

for you to hire a Trainee through
Hessel Group Training Organisation (GTO).

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1. Get Support

Hessel Group Training Organisation (GTO) can play a central role in the success of Trainees in your organisation. Our support involves mentoring for both Trainee and Host Employer to optimise performance and promote Traineeship completions.

2. Skill Your Organisation

Engaging Hessel GTO Trainees can guarantee the future skill needs for your organisation. Traineeships provide training based on industry wide standards and is nationally recognised.

3. Recruit the Best

Hessel GTO's recruitment team will provide you with the best available candidate to meet the needs of your organisation. We are focused on recruiting the right people, every time.

The Role of Hessel GTO

Hessel GTO provides Host Employers with workforce support services to develop the skills development required to achieve a market-leading advantage.

Our key services include:

- Recruitment
- Support of Trainees
- Host Advice
- Training Plan
- WHS Support
- Injury Management
- Payroll

Recruitment

Our recruitment processes will provide you with the best available candidate to meet the needs of your service. When sourcing candidates, Hessel GTO adheres to a results-focused and proven recruitment methodology tailored to your workforce requirements.

Our process includes six key stages and dedicated after service monitoring:

- Identify
- Source
- Qualify
- Present
- Place
- Monitor

Trainee Support

Our support involves pastoral care and mentoring via tailored supervision plans to optimise their chances of success. It involves supervision meetings, monitoring of both on the job and off-the-job training performance and assisting Host Employers to maximise the Traineeship. Each Trainee and Host Supervisor will have a dedicated GTO Field Officer responsible for supporting them through the course of their training to completion.

Vocational Training Compliance

Hessel GTO, as the legal employer, enters into a formal Training Contract with the Trainee and ensures the Contract is registered with the South Australian government. Hessel GTO utilises the services of Apprentice Network Providers (APN) in establishing the Training Contract. Hessel GTO works with Registered Training Organisations such

as Enhance Training (RTO 40387) to develop the Training Plan and liaises with you as the Host Employer to ensure that the competencies that make up the qualification are most relevant to the role undertaken.

Host Advice and Support

The dedicated team of Hessel GTO will engage with the Host Employer to provide advice in relation to the Trainee's performance and best supervision practices to support success.

Hessel GTO also offers:

- WHS and Injury Management
- Human Resources and Industrial Relations

Host Employer's Workplace Supervisors Responsibilities

Workplace supervisors play a key role in the success of Traineeships. Appropriate supervision is a legal requirement under the industrial arrangements, the Apprenticeship and Traineeship Act, 2001 and the training contract. Host Supervisors will act as a role model, a coach and be available for the Trainee to come to for guidance and training on how to succeed their role.

The role of the supervisor is to:

- Act as mentor and be a role model.
- Provide a safe and supportive workplace environment.
- Be familiar with the training plan and related training related to workplace tasks.
- Give clear instructions on work tasks.
- Guide and support.
- Provide feedback and encouragement.
- Work closely with the Hessel GTO Field Officer for training and mentoring against the training plan.