

# A revolution in recruitment

There's no doubt about it - student workplacements can give businesses a head start in recruitment. Like never before, employers are being given the chance to see students in action in the workplace and identify talent before making the decision to hire.

Every employer knows the risks of hiring apprentices and trainees on face value alone. Until recently, there has been little option but to take on new recruits in good faith and hope for the best. Now, student workplacements can take the guesswork out of the recruitment process, giving the power back to the employer to make informed recruitment decisions with confidence and wisdom.

As students carry out real tasks in the workplace under the supervision of a Workplace Supervisor, employers get to 'try before they hire' - observing first-hand a student's employability skills and identifying those who would make ideal new employees.

This revolutionised recruitment process saves time and money. It eliminates costs in advertising and avoids the often onerous interview process. Many companies are already using student workplacements to give their recruitment a strategic edge .

*"One great advantage is that we can link training students to recruitment programs and traineeships. We can point students in the direction of traineeships and they can consider them in an informed way. "*

Jillian Blight, Project Manager, Mitsubishi Motors, Australia

Student workplacements also give companies the advantage of employing young people who have already been trained in line with a company's needs and are familiar with a company's culture.

*"The main benefit of student workplacements is that we train young people to meet our individual needs. We get the right person for the job because students are making informed choices."*

Sue Minchinton, Fisherman's Pier Restaurant, Victoria

When it comes to recruitment, employers agree that student workplacements are the next best thing to hindsight.

