

Skill up!

It's no surprise that student workplacements make a lasting impact on a business' skills base. What is surprising is that it's not just students who gain better skills as they enter the workforce. Student workplacements sharpen the skills of existing staff, and have the potential to transform the culture of a business.

Enterprise and career education programs involve students undertaking true-to-life tasks in the workplace under the guidance of a Workplace Supervisor. Planned programs such as structured workplace learning can encourage employers to take a fresh look at a company's overall practice, and re-examine staff development. In many cases, it can lead to a positive cultural shift in a company, encouraging a stronger focus on being a learning organisation, and improving motivation as well as work practices.

On an individual level, staff working with students benefit by developing their training and supervisory skills. They can even access accredited Workplace Supervisor training at no cost to the business, providing them with better training and assessment techniques.

"Our staff are better equipped to train as a result of the practice they have had training structured workplace learning students. "

Linda Steventon, HR Manager, Target, Newton, South Australia

In a less formal way, undertaking a training role encourages staff to better understand and appreciate their own jobs, and become more motivated at work.

"Structured workplace learning has improved my skills as a trainer and that has helped me to talk with and introduce staff. But it's also refreshing to listen to the students and hear how they approach customers, because it reinforces all the techniques you need to use everyday. "

Bartholemew Kacev, Whittakers, Garden City Shopping centre.

