



## HRIA Staff Training and Development Programs FAQs

The HRIA works with partners to develop staff training programs tailored to the hire industry. These programs currently include Women in Hire, Young Professionals Network (YPN) Leadership Development Program and the HRIA Apprenticeships & Traineeship Scheme (HATS).

### Women in Hire & Access

The Women in Hire & Access Mentoring Program is the first of its kind in our industry. Launched at our national convention in May 2018, the program is designed to give women opportunities to develop their leadership skills, build confidence and pursue a successful career within our industry. We are now seeking Expressions of Interest from women working in the industry including those in operational roles, or with a desire to be in an operational role.

The Women in Hire & Access Mentoring Program provides an opportunity to develop new skills and expertise. By gaining access to independent and objective perspectives of industry leaders, you'll build your confidence in dealing with colleagues, managers and others in the industry, improve your networking and communication skills, learn how to set goals, develop your resilience and speak the language of the business. It's an investment in your future and the future of our industry.

For specific details on this program please view the Women in Hire & Access Mentoring Program Expression of Interest form available on the HRIA website.

### Young Professionals

The YPN Leadership Development Program is an extension to the existing YPN offering from the HRIA. The HRIA will continue to provide a range of value-add services (networking meetings, mentor presentations, workshops etc.) to the wider YPN community. The Leadership Development Program is a more intensive, formalised program that includes scheduled one-on-one mentoring sessions and structured workshops.

This program is designed to give young professionals the opportunity to develop their skills, build confidence and pursue a successful career within our industry. The YPN Leadership Development Program is open to HRIA members who are under the age of 40 and will be selected from the nominee applications.

For specific details on this program please view the Young Professionals Network Leadership Development Program FAQs document available on the HRIA website.

### HRIA Apprenticeship & Traineeship Scheme (HATS)

Developed by the Hire & Rental Industry Association in conjunction with National Training Organisation (NTO – a Registered Training Organisation) and VERTO (Apprenticeship Centre) - the BSB30120 Certificate III Business has been customised specifically for the Hire and Rental Industry.

The HRIA Apprenticeship & Traineeship Scheme was launched as a pilot program initially in NSW and is now available to members of the HRIA (Hire & Rental Industry Association of Australia), EWPA (Elevating Work Platform Association) and TSHA (Telescopic Handler Association of Australia).

For complete details on the HRIA Apprenticeship & Traineeship Scheme please view the HATS FAQs document.



## **HRIA Staff Training and Development Partners**

The HRIA has carefully selected partners to help create and develop our staff training Programs. See below to find out a little more about each of them

### **Who is Strategic Alignment Training?**

Strategic Alignment Training (SAT) works across multiple industry sectors supporting accredited and non-accredited training in the workplace. SAT believe that to succeed in business, you need people who have the ability to work effectively together; people who understand that everyone's different; people who know that the key to becoming more productive and satisfied at work is awareness, understanding, adjustment and adaption.

SAT has been working with HRIA members since 2010 and understands the needs of the hire industry. Along with working with the HRIA on these staff development and training programs, SAT will also work with HRIA members. If you have an immediate training need for your business, your existing staff, or have recently recruited or are considering recruiting new staff we would encourage you to reach out to SAT.

### **Who is National Training Organisation (NTO)?**

NTO is a Registered Training Organisation. NTO provides a comprehensive range of training solutions and services filling industry vocational skill shortages as well as customised short courses to suit enterprise needs.

The HRIA has partnered with NTO for the HRIA Apprenticeship & Traineeship Scheme. NTO trainers and assessors have extensive experience working in and with organisations. As well as recent and relevant business experience, their trainers and assessors are highly qualified and all hold the essential qualification for training and assessment (TAE40116).

Some of the organisations that NTO are currently working with include Keolis Downer Hunter, United Resource Management, Meguiar's Australia, Wholesale Trophies, Retriever Towing, Doble Express Transport, GNS Ceramics, Australian Personnel Solutions (which contract to all staff at COLES). Previous partners also include Wesley Mission, Prospect Refrigerated Transport, CaesarStone, Good Az Gold Tours and Transfers and Murrays Coaches.

To ensure the enrolment process is as simple and quick as possible NTO will come out onsite to complete the paperwork for students enrolling in the HRIA Apprenticeship & Traineeship Scheme.