

INFORMATION FOR CANDIDATES APPLYING FOR APPRENTICESHIPS AND TRAINEESHIPS

Congratulations on being selected for a screening interview with Kestrel Recruitment!

The following information addresses some of the common questions asked about our recruitment process, the employment arrangements for the successful candidate/s and how you can expect to receive notification following your attendance today.

Q. What can I expect to occur following my screening interview?

A. Over the following week, we will review the results of all candidate screening interviews, aptitude testing (if applicable) and reference checks to determine a final shortlist for referral to our Client. Once a final decision has been made regarding second interviews, you will be advised on the outcome of your application. Please note that this process may take 1-2 weeks before you receive a phone call from us updating you on your application.

Q. If I am successful in obtaining an apprenticeship or traineeship, what role will Kestrel play in supporting me?

A. Kestrel Apprentice Solutions is a community based, not-for-profit, Group Training Organisation and our role is to support the growth of our future skilled workforce. We employ apprentices and trainees, and place them with suitable Host Employers to work, train and develop the skills of their chosen trade / vocation.

If you are successful in gaining one of these apprenticeship or traineeship positions, Kestrel will:

- ✓ provide you with a comprehensive General Employment and Workplace Safety Induction prior to your commencement;
- ✓ meet the upfront costs of your TAFE enrolment and materials fees;
- ✓ pay your wages & allowances, Superannuation, PAYE Tax, Annual Leave, Annual Leave Loading, Personal Leave and Public Holidays. Kestrel is also responsible for managing any Worker's Compensation Claims and Return to Work requirements.
- ✓ mentor and support you through structured quarterly visits to your workplace during each year of your apprenticeship.
- ✓ provide you with rotational support in circumstances where your Host Employer experiences a downturn/lack of work or is unable to provide you with the necessary depth and scope of training for you to achieve your qualification.

Q. What does "Rotational Support" for apprentices mean?

A. Rotation support is a key feature of our service to apprentices. By partnering with Kestrel Apprentice Solutions, our Host Employers can strengthen their investment in developing a skilled workforce for the future, while ensuring that apprentices are supported during any periods of downturn in work. In the event that rotation is required, Kestrel will work with you proactively to source a suitable Host Placement.

Q. What are the advantages of "Rotation" for an Apprentice?

A. Rotation can have many benefits for an Apprentice. An Apprentice who rotates to one or more different Host employers over the duration of their training contract gains valuable skills, knowledge and experience. The new skills and perspectives you gain from exposure to other workplaces and supervisors can enhance your development as a well-rounded tradesperson, and open doors to future career opportunities.

Q. What commitment will Kestrel seek from me?

- A.** At Kestrel Apprentice Solutions, we pride ourselves on the quality of apprentices we place with our Host Employers and the genuine care and concern we have for our apprentices. This means we are committed to making every possible effort to ensure that you are supported in employment through to successful completion. To achieve this goal we ask, and expect, a high standard of integrity, reliability and work ethic from our apprentices.

If you have any other questions or you would like further information we encourage you to speak to one of our friendly staff directly by calling 1300 337 870 or email: jobs@kestrelrecruitment.com.au