

School to Work Transition Program



GenR8 – Employment Pathway for Youth Information for Industry and Employers

What is GenR8?

GenR8 is an industry-demand driven, youth attraction and employment pathway for Year 12 students. From an industry and business perspective, the program is a strategic recruitment model designed to address labour and skill shortages in key industry sectors and address an ageing workforce through youth engagement.

The program is fully supported by the Queensland Trucking Association and the Supply Chain & Logistics Association of Queensland. Employers in this industry have identified **GenR8** as their preferred recruitment model with **GenR8** now winning numerous industry awards for workforce development.

Why should I get involved in this program?

The average age of a worker in the Transport, Logistics and Supply Chain industry is now over 45 years old. This industry has the lowest proportion of workers aged 15-25 years and one of the highest proportions aged 45 or older – compared to any other industry in the country. Combine this with projections that indicate the industry will

need to grow by 41.6% between now and 2017 to meet future demands, and you may well wonder where your next worker will come from.

How does it work?

GenR8 aims to create sustainable linkages between employers, local high schools and local communities by establishing schools as a recruitment hub. The program identifies, selects and trains Year 12 students so they are industry aware, prepared and employable upon exiting year 12. Students undertake a Certificate 2 in Logistics as part of the program. It is the perfect way of “growing your own” through a youth engagement strategy that provides real workplace experience, entry level training and employability skills.

GenR8 is a four phase model which includes:

- industry awareness and connectivity
- a nationally recognised qualification
- industry work placement
- industry employment opportunities.



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What are the benefits for employers?

- Creates a recruitment pool of entry level workers who are motivated and prepared to enter your workplace upon completion of Year 12
- Reduces ongoing recruitment and training costs
- Improves attraction and retention processes
- Addresses future workforce labour and skilling requirements
- Addresses the ageing profile of individual businesses and Queensland overall
- Creates linkages between employers, schools and local communities by establishing schools as a recruitment hub
- Establishes employers as an “employer of choice” in their local community

How do I get involved?

For more information please call the Metropolitan Transitions team on (07) 3634 0658 or email MetroTransitions@dete.qld.gov.au

“Engaging across multiple levels of the community is the way of the future of ‘growing your own’ and meeting the current and future workforce demands faced by the transport, logistics and supply chain industry. These programs are the beginning of building a skilled workforce that will contribute to transport and logistics freight task throughout Queensland”.

Queensland Trucking Association



“The Supply Chain & Logistics Association of Australia (SCLAA) is focused on growing our future leaders and we believe the best way to do that is to get into the hearts and minds of young people (and their parents) on all available opportunities for employment, growth and challenge in the Supply Chain & Logistics industry. The GenR8 program is definitely the key to ensuring that this will happen. The program was recognised at a national level by recently being awarded the 2014 Training, Education and Development Award at the oldest running awards program for industry; the Australian Supply Chain and Logistics Awards. This is a testament to how well-regarded the GenR8 program is. We would ask all of the industry to get behind this program and extend the program into your workplace; it just might make the difference.”

Vince Aisthorpe, ASCL Awards Chairman and State President of the SCLAA



WINNER
2015 Training Excellence Award
Australian Trucking Association Promotion Award



WINNER
2015 TLISC Award National Excellence in Industry Promotion Award



WINNER
2014 ASCL Award National Training, Education and Development Award



WINNER
2014 SCLAA Award Queensland Training, Education and Development Award



WINNER
2013 Queensland Trucking Association People Leadership Excellence Award