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SERVICE DELIVERY

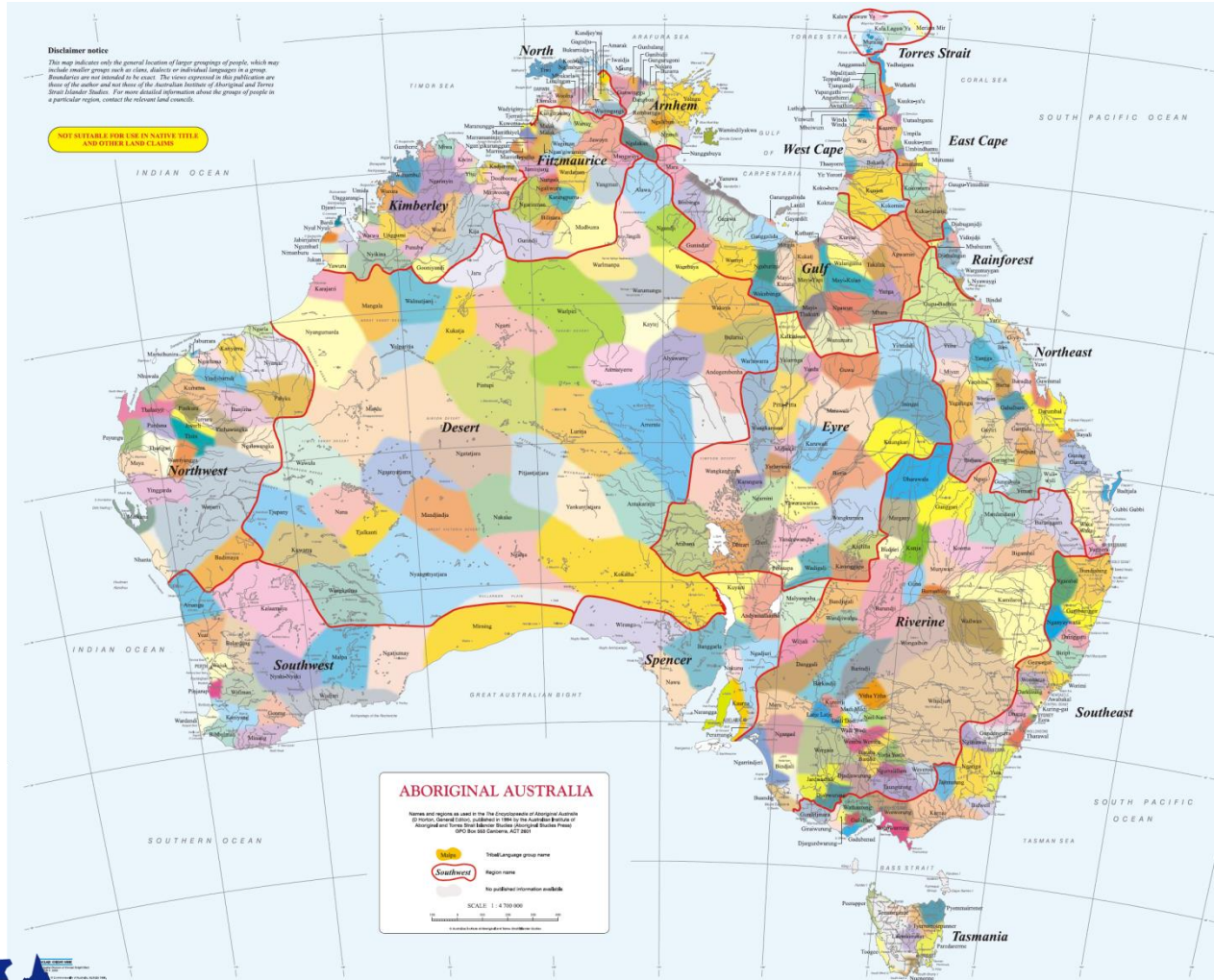
EMPLOYER ENGAGEMENT AND PROMOTING DIVERSITY

FLETCHER INTERNATIONAL EXPORTS PTY LTD

nesa20
national employment services association

nesa.com.au

Acknowledgement of Country



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Brief Background

- Employ over 650 to 700 people in the Dubbo (New South Wales) Operations
 - *An additional 200-300 people could be required if it necessary to run another shift*
- Employ 450 - 500 people in our Albany (Western Australia) Operations
- Vital to maintain a workforce to meet production needs
- Operating since 1988 in NSW
- One of Australia's largest privately run family Agri-Businesses covering the following sectors:
 - Meat Processing
 - Grain Handling
 - Transport and Logistics (*Including own rail service from Dubbo to Sydney*)
 - Agriculture Production
- Export to over 100 countries around the globe



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Workforce Development and Training Capability

- Fletcher International Exports Pty Ltd (RTO # 6539) one of the first Registered Training Organisations (RTO) in the Meat Processing Industry
- All staff are placed on a 6 week traineeship suitability check (that can be extended on the individuals circumstances)
- All employees are trained before undertaken any task in a job to ensure Work Health and Safety (WH&S) welfare of an individual with a focus they return home safe each day
- Organically grow opportunities for internal staff first and offer National Recognised Training (NRT) under the Australian Qualifications Framework (AQF):
 - AMP20316 Meat Processing Certificate II (Abattoirs)
 - AMP30116 Meat Processing Certificate III (Boning Room)
 - AMP30516 Meat Processing Certificate III (Slaughtering)



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Fletcher International Exports Pty Ltd

Opportunities within our Company:

Occupations* available	
• Meat Process Worker	• Sheetmetal Trades Worker
• Slaughterer	• Mechanical Engineering Trades Workers (Fitter and Turner)
• Boner or Slicer	• Electrician
• Meat Inspector	• Metal Fabricator
• Product Grader	• Production Clerk
• Product Tester	• Freight Handler (Rail Or Road)
• Transport And Despatch Clerks	• Farmers And Farm Managers
• Import-Export Clerk	• Vocational Education Teacher
• Despatching and Receiving Clerk	• Grain, Oilseed Or Pasture Grower



* Occupations by ANZSCO Identifier

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Aboriginal*Commitment

- Company Structure has Aboriginal management throughout the tiers of its structure with the following position/s held by Aboriginal people:
 - Managing Director
 - Chief Executive Officer
 - General Manager
 - Training and Compliance Officer
 - Recruitment Manager
 - Supervisors
 - Training Officers
 - A Grade & B Grade Slaughterer's and Boners & Slicer's
 - Plus other roles throughout the entire organisation
- Company has a 22% Aboriginal employment of its total workforce in our NSW Plant
 - Dubbo Regional Council LGA Census Data 2016 Aboriginal population 15.7%



* Aboriginal includes Torres Strait Islander

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Aboriginal* Workforce Capability Development Strategies

- Addressing employment barriers such as
 - Transport (Offering a bus service)
 - References as an employer for housing
 - Providing the first employment
 - Communication in the workplace
 - Referral Service to other providers e.g. health for drug & alcohol support
- Ongoing monitoring of their progress
- Providing plant tours to the Clontarf Academy
- Community Engagement with local Aboriginal Organisations and Groups
 - Dubbo Local Aboriginal Land Council
 - Gulbri Aboriginal Men's Group



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Job Active Strategies

- Develop regular presentations with **Sureway Employment and Training** with their Job Active Clients as prospective employees.
- Maintain confidentiality with the Job Active Client
- One on one discussions with a Job Active Client and ask the hard questions
 - Are you taking any substances?
 - What barriers are you facing
- Encouragement of building rapport with people and if someone fails a drug and alcohol screening they are provided another chance until they are clean
- Introduced into the workforce with dedicated Training Officers that would be located in their relevant department of employment



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Advice to all prospective employees
starting off in employment:

*“It is easier to get a better
job, while are you employed.
It is more difficult to get
that better job, if you have
no job at all”*



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