

Tradie tests for Gen Y

EXCLUSIVE

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FUTURE Gen Y jobseekers will sit a formal test to gauge their work ethic, skills and job readiness before they are approved for an apprenticeship.

The performance test will weed out unsuitable applicants and help arrest the shocking apprenticeship dropout rate of 50 per cent.

It will assess the attitude of young workers in key workplace disciplines including punctuality, dress, communication and conflict resolution.

Job seekers' teamwork and organisational skills also will be tested along with how they present, including their behaviour on social media.

Despite the lure of salaries of up to \$71,000 for some trades, more than half of the state's apprentices fail to stay the course every year — at a huge cost to their employers and taxpayers.

The new test, devised by experts in organisational psychology and recruitment for the federal government-funded Apprenticeship Support Australia group, covers more

than 300,000 apprentices.

It will not be mandatory but employers will ask for the results and job applicants who fail to complete it are unlikely to get an apprenticeship.

From text message "sickies" to poor communication skills,

Gen Y's approach to employment has been frustrating for many employers.

Managing director of Apprenticeship Support Australia Darren Cocks said: "The job-fit test is part of a front-end approach to apprenticeship recruitment that focuses on assessing the aptitude and suitability of potential apprentices before they commit to an apprenticeship contract."

Employers will also be helped in their recruitment to

"spotlight areas in their business that are failing to attract, engage and retain talent".

The federal government is investing \$200 million a year in programs to improve screening of job seekers, testing and matching applicants with employers.

One industry leader said: "There are a growing number of kids who don't know what is expected in the workplace."

➤ EDITORIAL PAGE 34

TOP FIVE JOBS FOR ENROLMENTS

- Electrician (average salary \$70,980)
- Office administrator (\$62,244)
- Carpenter (\$60,320)
- Aged care worker (\$45,656)
- Early childhood educator (\$37,284)