

# Cost-free Recruitment Solution

Budding Talents Recruitment is a unique staffing solution provider that has successfully tapped into the skills of Trainees, Graduates and Professional Migrants to meet the staffing needs of Australian employers struggling to recruit talented staff due to the current skilled labour shortage.

We will help you find enthusiastic candidates with the drive and commitment to learn on the job and the ability to add value to your business, without any hassles and at absolutely no recruitment fee!

Budding Talents Recruitment's unique staffing model can help you recruit enthusiastic, motivated and skilful staff and at the same time potentially reduce your direct labour costs. We can design a staffing solution that is right for your business and demonstrate the savings.

We run two different, but similar programs: Australian Traineeship Program (an Australian Government Initiative) and Practical Placement Program (our Career Management Program) to help you achieve maximum ROI in staffing costs.

If you can make a position available for one of these enthusiastic candidates, please take part in Practical Placement Program OR Australian Traineeship Program. Both the programs lead to a win-win-win situation as they are good for the candidates, good for your business and great for Australia!

Call us on 1300 79 80 69 or email [info@studyandwork.com.au](mailto:info@studyandwork.com.au) for more information.





# Practical Placement Program

Under Practical Placement Program, the participating candidates are: Australian University Graduates; International Students who have graduated with Australian university degrees; and Recent Skilled Migrants with professional experiences in their home country, but are looking to strengthen their career by gaining Australian work experience. These candidates will commit to your company for a minimum of 1 year at a commencing salary starting from \$35K pa, thus giving you maximum return on investment in their on-the-job training.

We will assess specific staffing needs of your company and refer a number of our pre-qualified candidates for interview. You can select the suitable candidate by offering a standard job offer with 3-6 months of probationary period.

## Free Recruitment Service

You pay nil placement fees to us as our candidates pay us a reasonable fee for our career management services upon confirmation of their placement.

## Reduced Labour Costs

You get at least 1 year's access to the skills of qualified and enthusiastic staff employable at reasonable wages (starting from \$35K in annual salary). You will save thousands of dollars in staff costs.

## Try Before You Buy

Looking for new staff? This is a good way to source potential recruits who will have exposure to your organisation.

## Buddy-up Training

Your existing employees will be provided with opportunities to develop their training and supervisory skills

## Ongoing Support

Our consultant will maintain contact with the participant and you throughout the placement to ensure there are mutual benefits to the placement

# The graduate/professional migrant may be your next star employee!

## All the participating candidates:

- Have graduated from courses that lead to recognised Australian qualifications or equivalent
- Participated in comprehensive training provided by their education provider
- Are young, hard working, enthusiastic and looking to make Australia their permanent home
- Bi-lingual - most candidates can speak excellent English and one or more other languages
- Legally entitled to work in Australia

## The participating candidates benefit by:

- Gaining practical experience in the area of their study
- Gaining an insight into Australian workplace culture and industry practices
- Networking and building up contacts
- Earning while learning
- Taking a right step towards their career growth

## Graduates and professional migrants trained in several occupations are ready to work for you:

- **Accounting:**

Accountant, Assistant Accountant, Trainee Accountant, Accounts Payable/Receivable Clerk, Payroll Officer, Bookkeeper, Tax Consultant, Audit Assistant, Financial Accountant and more

- **Business Administration:**

Administration Assistant, Marketing Assistant, Sales Assistant, Human Resources Assistant, Public Relations Assistant, Legal Assistant, Graphic Designer and more

- **Information Technology:**

Helpdesk Analyst, PC Technician, Programmer, Technical Support Officer, Database Developer, Network Engineer, Hardware Engineer, Web Designer, Junior Administrator, Software Testing Technician and more

- **Engineering:**

Site Engineer, Design Engineer, Estimator, Quality Assurance Officer, Project Coordinator, Sales Engineer and more

# Australian Traineeship Program

Under Australian Traineeship Program, the participating candidates are Australian Citizens or Permanent Residents who are school leavers or those who have not completed a qualification equal to, or above a Certificate III in Australia. Traineeship is an Australian Government Initiative and trainees are committed to a traineeship agreement for 12-24 months.

We will advertise, interview, employ, induct and train a trainee on your behalf at a reduced cost to you.



## Free Recruitment Service

We provide free recruitment service for recruitment of business, financial services and IT technician staff who undertake a traineeship. You pay us nil recruitment fees as we benefit from the Australian government incentives.

## Try Before You Buy

Trial a trainee employed by Budding Talents Recruitment and hosted by you. You then have the option to convert them to a full time employee after completion of their traineeship.

## Succession Planning

Allows you to bring in junior staff who can be trained to meet your specific requirements and allow you to promote existing staff to more senior roles.

## Reduced Labour Costs

Compliment and support your existing staff with trainees and lower your overall staffing costs. Our trainees will cost you just about \$13 to \$17 per hour.

## On the Job Training

Budding Talents Recruitment will provide induction, organise training support through a RTO to achieve the desired nationally recognised qualification.

## Payroll & HR Support

Budding Talents Recruitment will provide all administrative support including, payroll, worker's compensation, superannuation and human resource management.

## The trainees also benefit immensely as we help them settle and progress on the job.

## Finding the right fit

Budding Talents Recruitment can employ and place candidates in a permanent job from a selection of great companies all over Australia.

## Induction

Successfully placed candidates will receive formal induction program to help achieve high performance in the workplace.

## Quality training

Successfully placed candidates will undertake a nationally recognised qualification via completion of workbooks and on-the-job experience.

## Ongoing Support

Budding Talents Recruitment will provide ongoing support to help candidates succeed in their chosen field.

## Place an enthusiastic Business Administrative Trainee in your organisation, including:

Office/Sales Assistant, Customer Service Officer, Human Resources Assistant, Marketing Assistant

## Place a career minded Financial Services Trainee in your organisation, including:

Lending Officer, Accounts & Payroll Clerk, Accounts Receivable & Payable, Payroll Clerk

## Place a tech savvy Information Technology Trainee in your organisation, including:

Helpdesk Analyst, PC Technician, Software Programmer, Technical Support Officer, Database Developer, Network Administrator, Web Designer, Software Testing Technician

# HOST A TRAINEE STAFF REQUEST FORM

## Company Details

Company:

Contact Person:

Address:

Phone:

Email:

No. of Employees:

Website:

Year Established:

Product/Service:

## Placement Details

Job Title:

Start Date:

Placement:

Temporary

Duration in weeks

Permanent

Type of work:

Part-time

Full-time

Work Hours:

Supervisor's Name:

Pay Rate:

Job Description: (add extra page if required)

Key Requirements:

Computer Skills:

Transport:

Public

Own Car

## Interview Details:

Date:

Time:

No of Candidates:

Interviewer:

Complete this form to request a temp or permanent Trainee staff and fax back to 02 9264 2502 or mail to: Budding Talents Recruitment Pty Ltd, Suite 101, Level 4, 515 Kent Street, Sydney NSW 2000.