

# Who are we? Why use us?

Smart Employment Solutions was established in 1986, with our dedication to the business sector and the community, we now employ over 800 apprentices and trainees across key industries in the south east Queensland.

## These industries include:

construction, hospitality, automotive, engineering and office administration. As a group training company, Smart Employment Solutions services the needs of job seekers and employers by facilitating apprenticeships and traineeships. Smart Employment Solutions is one of the largest employers of apprentices and trainees in the south east Queensland.

It's that simple.  
So **get smart** and  
hire a Smart Employment  
apprentice or trainee today.



Rates of pay:

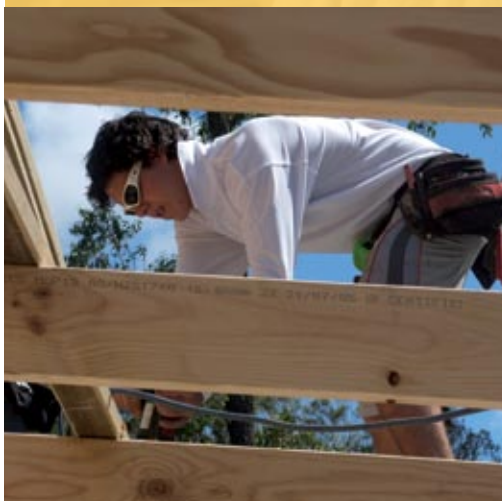
Trainee:

Apprentice: 1st

2nd

3rd

4th



# get Smart!

## Construction

smart  
EMPLOYMENT  
solutions

Servicing South East Queensland

Call 13 30 24

[www.smartemploymentsolutions.com.au](http://www.smartemploymentsolutions.com.au)

Apprentices or Trainees apply at

Email [jobs@smartemploymentsolutions.com.au](mailto:jobs@smartemploymentsolutions.com.au)

## APPRENTICES

smart  
EMPLOYMENT  
solutions

Call 13 30 24

*The Smart Group*

[www.smartemploymentsolutions.com.au](http://www.smartemploymentsolutions.com.au)

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# The Benefits to your Business

Staffing your business with Smart Employment Solutions apprentices and trainees can unlock the following benefits;

## Motivated Employees

Smart Employment Solutions' apprentices and trainees are offered a wide variety of industries from which to choose a career. Therefore you can be confident that the people we supply to you have a genuine interest in developing a career in your particular industry. At the same time they are working with you, they are undergoing nationally recognised training to develop their skills and competency.

## Structured Training

Every apprentice or trainee is supported by a structured, customised training plan linked to your business.

## Decreased RISK

Our employment system protects you from the many risks of employment, such as work cover, unfair dismissal, and a range of industrial relations issues. We remain the legal employer of the staff member working in your business, which creates an in-built quality control mechanism.

## Flexible Staffing

As we are able to match our supply of apprentices and trainees to the needs of your business, whether your workload is growing or slowing you can be confident that you won't be tied to long term commitments to your apprentices and trainees.

# Looking for Apprentices or Trainees?

## Here's how it works

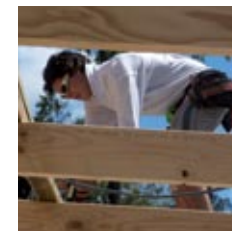
In aiming to provide you with the highest quality staff to suit your specific needs, Smart Employment Solutions will:



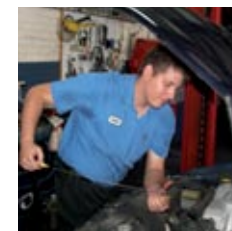
**1** Meet with you in order to gain a detailed understanding of your business. We will liaise with you to assess your requirements as to either an apprentice or trainee. We will develop a profile of the most suitable person for your business.



**2** We will use the information gathered from the first meeting with you to cross match against our data base or recruit a fresh candidate. A short list of these candidates will be supplied to you for interviewing, so you make your final choice.



**3** No paperwork. This is one of the most popular reasons that businesses will use our company. The complicated maze of contracts and reporting documentation can be so time consuming. Smart Employment Solutions will take care of all that. We will pay wages and issue group certificates to the apprentice or trainee. We will give you the cost per hour for your apprentice or trainee, and you only pay whilst they are working. (min 38 hours per week) We look after college, sick pay, annual leave and public holidays. We will also do regular visits to assess the ongoing standard and commitment of your apprentice/trainee. Your employment Consultant will maintain regular contact with you and your apprentice/trainee, they will also provide you with assistance and monitor the progress through the apprenticeship/traineeship.



**4** Should your staffing needs increase or decrease we can act swiftly to assist you and your business. If this means you no longer require the apprentice or trainee we will work with them to find further employment. All we ask for is 10 days notice.

