



“We have found Connect Assess to be nothing less than a truly professional organisation that provides efficient and friendly service.”



Paul Daly, (Executive Manager - Business Development), ELECTRICAL AND COMMUNICATIONS ASSOCIATION, Queensland.

“Connect Assess were thoroughly professional, working through a clear program that will allow us to attract and retain prospective employees”



Peter Wilson, (Production Manager), REDBANK POWER, New South Wales.

How Connect Assess will work with you to beat the skills crisis



RING US NOW

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Ring Connect Assess right now!
(02) 6241 2829



All our skills testing and audits are carried out by nationally accredited workplace skills assessors.

Connect Assess is a registered training organisation and is able to issue nationally recognised qualifications.

Connect Assess can offer you a full workforce fulfilment program, or specific services that are designed around your company's needs.

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Connect Assess has a fully integrated skills identification and training program to assist companies who want;

- ◆ to map out the matrix of their existing workforce's skills, identify skills gaps, and what the company's future requirements are,
- ◆ to recruit people from overseas,
- ◆ skills assessments on potential overseas recruits,
- ◆ skills audits and assessment matched to national competency standards,
- ◆ to update staff career structures and training plans,
- ◆ assessments of employee classifications under awards and industrial instruments,
- ◆ to develop training packages to suit the technology requirements of their workforce,
- ◆ develop individual competency profiles as a key to their recruiting requirements,
- ◆ identify and contextualize national competency standard units to suit their business needs.

How Connect Assess undertakes skills testing and audits

Skills testing and skills audits, simply, are about identifying the range of existing skills in the workforce, including utilised, partially utilised and unused skills.

If a client requires skills testing of overseas workers, or a skills audit of an existing domestic Australian workforce, Connect Assess has developed comprehensive testing instruments that examine qualifications attained, theoretical knowledge and hands-on skills.

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Using instruments such as Workplace and Skills Assessments, we can make assessment of hundreds of different skills and skills categories covering theory and practice.

We conduct site visits, individually test workers knowledge and skills, and examine certifications.

For assessment of award classification levels, after we have conducted a skills audit, we align employee knowledge and skills to competency standards and match these to the correct classification.

Drawing up skills gap analysis, career structures and training plans

Connect Assess uses a range of knowledge sources to undertake a gap analysis. We consult with the client, where possible using strategic and business plans, and utilising knowledge and advice from recommended managers. Through this we learn about where the company is at now, the future pathway of the company, and then work through the skills mix and capacity requirements.

Connect Asses will clearly identify the knowledge and skills required for carrying out the work at the enterprise.

Using the data from a skills audit a skills gap analysis will then be produced. This will identify immediate and longer-term priorities.

Job analysis is an important part of what Connect Assess does. Connect Assess undertakes job analysis by identifying an Area Skills Matrix. This relies on the collection of raw data demonstrating the scope of work

normally undertaken by company employees, and may include scoping future work requirements.

We base our outputs around a 5-stage process;

1. Stakeholder discussion
2. Job analysis
3. Mapping jobs to the relevant industry training package
4. Individual assessments
5. Feedback and review

Once the raw data is collated it is mapped to the relevant industry competency standard and presented to the stakeholders for discussion and subsequent agreement.

New or modernised career structures will be developed after consultations with all key stakeholders and using a matrix of competency standards against classification standards under required industrial instruments.

The use of competency standards is crucial, as through these benchmarks Connect Assess are able to objectively determine employee classification level under the Award, job models to suit needs of the enterprise, identification of training needs and the classification of new or redesigned jobs.

Training plans developed by Connect Assess will connect the existing skills status of the workforce to where the enterprise wants to be in the future.

Benefits of planning for future skills requirements, proper career paths and good training plans include:

- ◆ savings on expenditure on recruitment and retention of staff,
- ◆ overall enterprise efficiency,
- ◆ efficient ways to expedite reclassification difficulties,
- ◆ meaningful training and skill applications,

- ◆ portability of knowledge and clear pathways for acquiring qualifications.

Connect Assess can document examples of the benefits and application of these processes and provide models for enterprise recognition of achievement.

Our final product provides:

- a plan for recruitment and retention of employees in your enterprise,
- a mechanism for recruiting and assessing potential employees from overseas,
- enterprise specific Competency Standards Units,
- enterprise recognition of achievement,
- portability of knowledge and skill within your enterprise,
- career pathways for all employees.

Connect Assess has a strong track record across a range of industry areas, with specialist expertise in the electro-technology and electrical fields.