

employer of choice

Better Workplaces

Assisting Tasmanian small businesses to attract and retain employees



Tips from Hazell Bros Group

- Partner with TAFE or other training organisations to arrange on the job training which suits your workplace
- Find ways to tap into schools and colleges
- Look at what skills your staff already have and see if they could be working in other areas that might be more critical

Training and development set the foundation for high quality at Hazell Bros Group

Hazell Bros Group has grown from humble beginnings over 60 years ago to be one of Tasmania's most diverse construction and transport companies. The family business, operated by Geoffrey and Robert Hazell, now includes concrete, quarry and building construction companies. Managing Director Geoffrey recognises that given the often hazardous nature of the work, training and developing staff is vitally important for safety as well as for the success of the business.

Provide training which suits your workplace

Over 75 per cent of Hazell Bros' 440 employees are undergoing some form of training and development. With the assistance of TAFE and other training providers, much of this training is provided on the job. This helps to retain enough staff to keep up with the very high workloads which have resulted from Tasmania's current robust economy.

To keep up with the training demands, Hazell Bros employs three staff dedicated to training, including a training assessor. This training assessor can certify nationally accredited training which allows staff to gain a nationally recognised qualification from training undertaken.

Tap into schools and colleges

Geoffrey recognises that it is important to work with schools and colleges to engage with students, as they are the employees of the future. He has set up a number of programs, including the Career Identification Companion Program, which assists in mentoring and educating students undertaking work experience, vocational education and training workplace experience, and school based traineeships.

Trent was a school based trainee and part of the Program, and is mentored by David a Diesel Mechanic in the Fleet Maintenance Business Unit. Trent was able to get an idea of what working at Hazell Bros is like, which encouraged him to pursue a career in fleet maintenance with the Group and he is now an apprentice.

See if your current staff can fill any skills gaps

As well as providing skill development opportunities, Geoffrey also recognises that it is important to identify what skills his employees already have. This helps to alleviate skills shortages in critical areas without having to recruit. Undertaking a skills audit helped Hazell Bros Group identify that Brodie who was a driver in the Transport area, had spray painting skills. Brodie is now working in the automotive bodyworks area as a qualified spray painter.