

Recruitment focus pays off

■ Nurturing trainees key to CCR's success

AS A FORMER apprentice himself, Crawford Crash Repairs (CCR) managing director Dave Taylor is an example to the 13 apprentices and trainees he employs.

Completing work placement at CCR as a Bundamba State High School student, Mr Taylor continued to work for the company during his holidays, his enthusiasm paying off when he was offered an apprenticeship as a vehicle refinisher.

Completing his apprenticeship he went on to contract the paint division from original owner Bob Crawford and later purchased the business.

Today CCR employs 41 people across two sites at Wacol and a second facility at Bundamba which opened in September last year.

A third facility will open in the Ipswich region in about 10 weeks.

Mr Taylor said the goal was to operate five facilities by December 2010.

"It gives staff the opportunity to run their own store," Mr Taylor said.

"It also gives us the opportunity to move staff around from location to location.

"We had a lot of people who were travelling from Ipswich to work in our Wacol office and we saw there was a need within the area."

Mr Taylor said a key to the business's continued success in an era of staff shortage was its focus on apprentices and trainees, with apprentices representing more than 25 per cent of staff.

"A lot of people in the industry try to poach people all the time and we do too but there comes a time when there's no more to poach," he said.

"When you train your own and have a training wheel happening and you have a number of apprentices coming out each year, then we can better grow our own staff.

"We've very rarely had a staff issue since we've been doing it, whereas a lot of people struggle."



CCR offers a range of apprenticeships and traineeships, from vehicle refinishing to vehicle detailing, panel beating, parts interpreting and business administration.

Mr Taylor said the business opened its door to work experience students and also notified local high schools of its intention to recruit.

"CCR offers a minimum of two traineeships each year, commencing in January the following year," he said.

"Upon successful completion of a traineeship, the trainee is offered an apprenticeship with 12 months credit."

He said the industry offered an exciting career path for those interested in cars and the opportunity to travel the world, own your own business or work in a variety of diverse roles such as technical demonstrator or insurance assessor.

CCR will launch its revamped website in June, offering people the choice of applying online for positions, requesting notifications for upcoming jobs and providing clients with the facility to obtain online quotes for vehicle repairs instead of having to drive to the smash repairer.

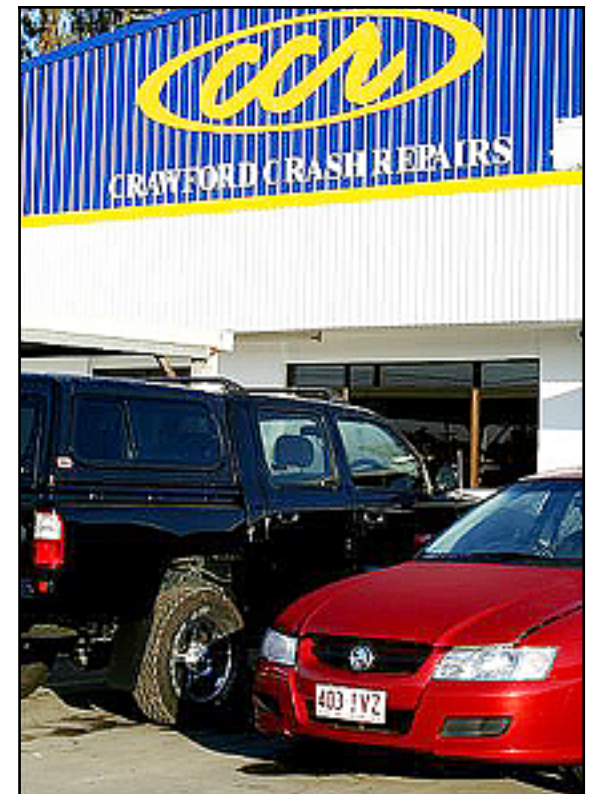
The business's strong focus on training and willingness to use the latest technology and implement proven systems and procedures have meant it has become a recommended repairer for several major insurance companies.



CCR panel beating apprentice Andrew Dowdle (left) with his mentor Steve Jackson.



CCR parts interpreting apprentice Brent Gillespie with (left) his mentor Matt Roggenkamp.



Local Service with local people for all your vehicle repairs including Panel Beating & Vehicle Refinishing.



Please stop by and visit the CCR team for a quote on any vehicle.

11-13 Mining Street, Bundamba
Ph: 3282 1054

Support a business who supports the young people of your community by employing apprentices & trainees.

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