

## Who is the Reece Group?

The Reece Group is unique in what they do. They're a large National business that works hard to retain the great things they've accomplished over the 90+ years' operating in the industry. To do this they focus on their key Values as a company which are to improve the lives of our customers and people by striving for greatness every day.

The Reece Group's core business is supplying plumbing and bathroom products to plumbers, builders, and other domestic and commercial contractors. In addition, the Reece Group has expanded into other industries to increase our reach within the industries we operate. We refer to these branches as strategic business units, which includes, *Irrigation, Civil, Bathroom Life, HVAC-R* and *Onsite*. Furthermore, the Reece Group recently entered the refrigeration and air conditioning market through acquiring *Actrol* and *Metalflex*.

## What is the Reece ASBA (school-based traineeship) program?

In 2006, The Reece Group collaborated with the group training organisation, Murray Mallee Training Company (MMTC), to develop a school-based traineeship (or ASBA program) that created the opportunity for year 10 and 11 students to gain both part-time employment and a VET qualification during their final years of school, all while learning transferrable industry skills, developing valuable networks, and providing realistic career opportunities come the end of the traineeship. After applying, successful students are placed in a Reece branch of their choosing and will complete a Certificate II in Warehousing Operations over a 2-year period (the duration can vary from state-to-state). The students must work a minimum of 12 hours per week, usually accomplished through working 1 full-day during the week and either a full or a half-day on Saturday's.

As the group training organisation, MMTC delivers quality training through regular face-to-face visits and monitoring phone calls for the duration of their training. All training is contextualised to suit the needs of the individual and the students receive ongoing support and learning resources through their own qualified MMTC trainer. As the host employer, the Reece Group provide the working facilities, online training, ongoing day-to-day support and mentoring, a safe working environment, and the necessary skills to develop future career opportunities within Reece.

## Why the Reece ASBA Program?

The Reece Group has the philosophy to promote from within. This means that all management level positions that exists today have been filled from internal employees. In fact, roughly 40% of successful students gain part-time or full-time employment upon successful completion of the ASBA Program. In addition, previous students from the ASBA Program are now in management level positions, with 16 previous students becoming assistant managers and 5 becoming branch managers.

Furthermore, this program offers great potential for students wishing to pursue a trade, such as plumbing, irrigation and refrigeration etc. Students are encouraged to promote themselves and write the next chapter of their career as Reece offers the perfect workplace to network with the best industry practitioners in plumbing, construction/building, and refrigeration. Previous students from the ASBA program have developed invaluable networks and have moved on to commence

apprenticeships with our customers, already having a head start in the industry with extensive product knowledge and industry best practice.

## What does the traineeship involve?

As a successful trainee at Reece you will be trained from start to finish and have all the necessary skills to commence as a fully qualified full-time team member at the completion of the traineeship. You can consider this a business development program, as you will learn all aspects of the business, from customer service, warehousing, teamwork and understanding the business principals of how to run a successful branch at Reece – *essentially you will learn real skills for a real career!*

These skills may include:

- Embracing the Reece values, policies, and procedures
- Customer Service
- Completing all requirements of the certificate
- Processing sales
- Stock Management
- Answering the phone to take messages and orders
- Communicating with customers and staff
- Building product knowledge
- Providing follow up to customers
- Contributing to maintaining the branch at a high standard.



## How can you build a career with Reece?

We value common sense as highly as a university degree. We encourage people to have a go and don't mind if they fail. We promote people based on performance, not age. Reece is a place where people make a real difference. And that's the secret to our success - having the right people, with the right attitude in the right roles.

We're looking for the right people now. If you're a full-time student enrolled in year 10 and looking for an alternative career pathway that doesn't include university, this may just be for you!

**Start Here, Go Anywhere.** This is your chance to join a great company that offers excellent conditions and comprehensive on the job training. For more information visit the Reece Group Careers webpage (<https://www.reececareers.com.au/school-based-traineeships/>) and click 'Search Reece jobs', or alternatively, contact your local ASBA Recruitment Officer (Brittany Malone) on 0418 394 648 & [brittany.malone@reece.com.au](mailto:brittany.malone@reece.com.au).