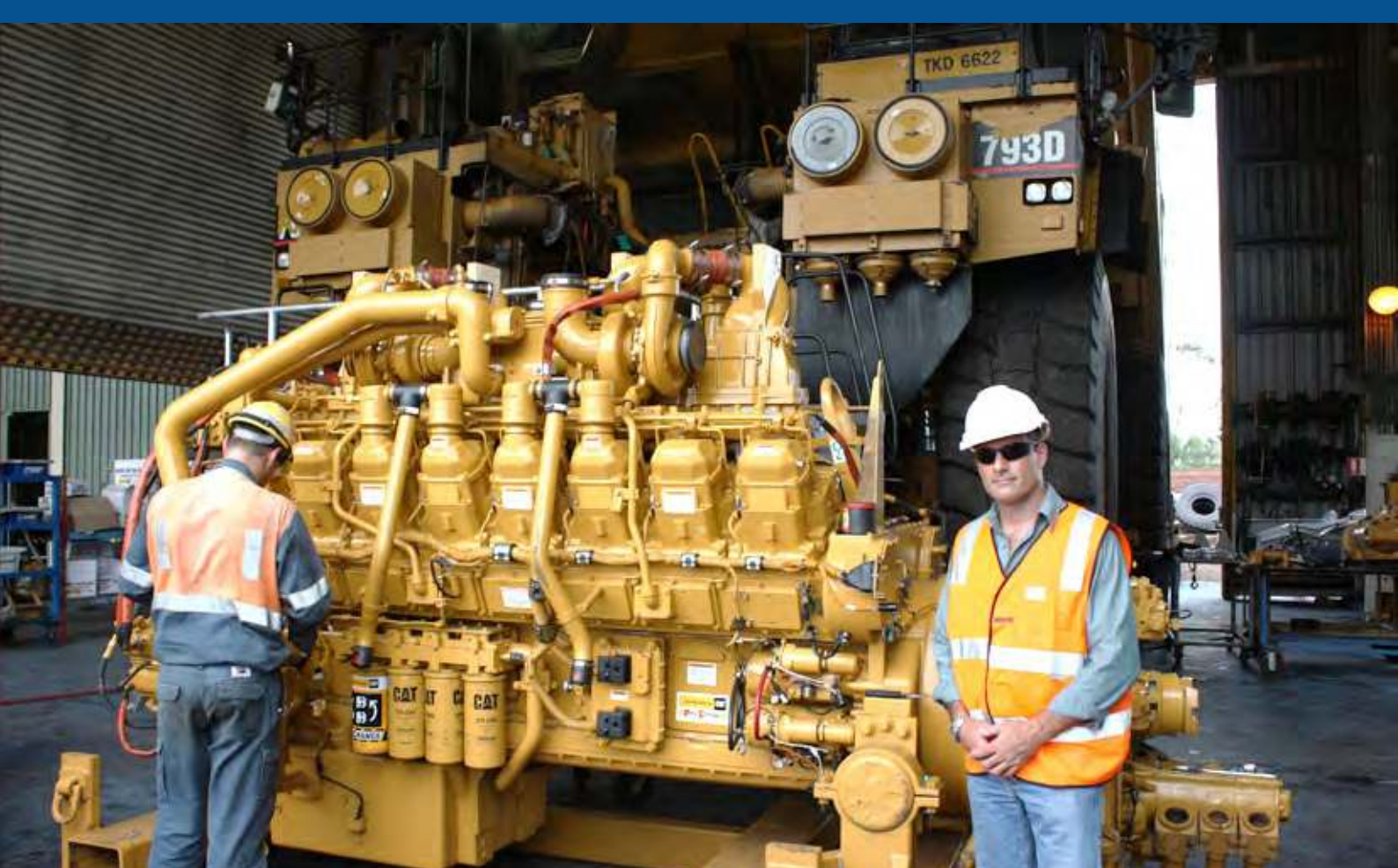




HOW TO SUCCESSFULLY
EMPLOY DEALER TRAINED
AND EXPERIENCED
**HEAVY EQUIPMENT FITTERS
FROM AROUND THE WORLD**

Central Queensland Site Services Pty Ltd
"Engineering the Future"

Phone:: 07 4998 5728
Email: info@cqsservices.com
Web: www.cqsservices.com

INTRODUCTION

"While companies put a big effort into in-house training and development, we cannot produce skilled workers overnight"

*Chairman of Transfield Services and Connect East,
Tony Shepherd*

Australia's Resources sector is once again experiencing chronic skills shortages with the resurgence of the Mining Industry and emerging sectors such as LNG and the ever tightening job market.

Australian Companies are trying many different ways to increase their skilled worker numbers but hiring more apprentices and taking on additional trainees requires time and of course skilled personnel to educate and train these people new to the industry.

This can take many years, Companies are exhausting every option available to them in Australia, such as Apprentices, Mature Age and Junior Trainees and interstate relocations trying to attract Qualified and Experienced Tradespeople to their resource-rich States

Australian Businesses can now employ from overseas for skilled positions that cannot be filled from within the Australian labour market.

Under the new Australian Immigration Policies, Employer Sponsored Visas are given priority in processing.

Sponsoring an overseas skilled worker need not be difficult.

If your Business has a skilled full-time position that cannot be filled in Australia, it is really worth considering.



EMPLOYING SKILLED STAFF FROM ANYWHERE IN THE WORLD NEED NOT BE DIFFICULT

*Would You Like Help To Recruit and Employ Skilled And Experienced,
Dealer Trained Heavy Equipment Fitters?*

WHO CAN I EMPLOY?

Australian Companies can Employ skilled, English speaking Tradespeople that have International Qualifications equivalent to or higher than a Trade Certificate and also the relevant work experience.



*Australian Companies
Can Employ Overseas
Dealer Trained
Heavy Equipment Fitters*



"WHAT TYPE OF FITTERS DO YOU WANT?"

"A HEAVY EQUIPMENT FITTER IS NOT 'JUST' A FITTER"

CRC Fitters for Component Rebuild Workshops

Recruited from around the world, including The Philippines, United Arab Emirates, The Kingdom of Saudi Arabia and The UK, working on and reconditioning Components such as Transmissions, Torque Converters, Final Drives and Turbo Chargers etc.

Engine Specialisation Fitters

Recruited from around the world, including Ireland, Scotland, The Philippines, Chile, Peru, United Arab Emirates and Qatar.



Overseas Dealer Trained Heavy Equipment Fitters are available with the experience you need.

**Central Queensland Site Services can help you
Source, Evaluate, Test and Employ them.**

WE KNOW HEAVY EQUIPMENT FITTERS

Central Queensland Site Services have been working with Main Dealers in Australia since 2005 and we are very proud of our 100% Success Rate of employing the right fitter for the job.

The key to our success is our in depth knowledge of what type of machines Heavy Equipment Fitters work on around the world, what type of work they perform on these machines, what type of environment and conditions they work in and what process do they follow.

We understand the different long term goals that Heavy Equipment Fitters have around the world, we match these goals with the right type of role and location to suit the fitter and the Dealer's needs, with traits such self-motivation being as essential as being ethical and honest. A simple yet effective way to ensure success with the very difficult and challenging task of employing overseas is to know the work, know the environment and know the worker.

Assembly Fitters - New Machines

Recruited for Off Highway Dump Trucks, Articulated Trucks, Wheel Loaders, Tractors and Excavators. From General Line Equipment up to the Largest Earth Moving and Mining Equipment in Australia from start to PDI. Fitters recruited throughout the world.



CSA Fitters, Fitters for Site and Mine's

Irish, Scottish and Welsh Heavy Equipment Fitters have been relocated into the role of CSA Fitters, with good experience of maintaining and diagnosing faults on large earthmoving equipment, excellent process and systems knowledge and excellent safety awareness for mine site / Marc workshops.



"Just some of the different types of Experienced Heavy Equipment Fitters CQS Services have helped Australian Dealers Employ from Overseas"

Where CQS Services



Central Queensland Site Services Pty Ltd

Recruit Dealer Trained Heavy Equipment Fitters in Australia, Chile, Colombia, England, Indonesia, Ireland, United Arab Emirates & Wales

Recruit and Deploy



Malaysia, Mexico, Peru, New Zealand, Qatar, Scotland, Singapore, The Kingdom of Saudi Arabia, The Philippines,

ORIGINAL EQUIPMENT MANUFACTURERS AND TOP TIER COMPANIES

CQS Services Are Preferred Suppliers of Overseas Heavy Equipment Fitters To Top Tier Companies and OEM's in Australia, Papua New Guinea, New Caledonia and The Solomon Islands.

CQS Services have current contracts with various Top Tier Companies including:-

Caltrac SAS - Caterpillar Main Dealer New Caledonia

Hastings Deering (Australia) Limited - Caterpillar Main Dealer Queensland, Northern Territory and The Solomon Islands

Hastings Deering Papua New Guinea Limited - Caterpillar Main Dealer Papua New Guinea

WesTrac - Caterpillar Main Dealer New South Wales and Western Australia

CQS Services conduct 1 month, 3 month, 6 month and 12 month reviews with Employee, Supervisors and Company Management.

This is to ensure KPI's are being met by all parties, looking for continuous improvement at all times and validation of the recruitment process.

Andrew Brooker, Hastings Deering (Australia) Limited Group Human Resources Manager

Even with Hastings Deering employing over 300 Apprentices and constantly looking at ways to up skill its workforce and employ locally, the company still faced chronic understaffing and went down the path of recruiting from overseas due to the inability to find appropriate staff in Australia.

"The service CQSS provides has proved to HDAL to be successful Domestically, Nationally and Internationally, it has removed a huge headache."

Although some of our supervisors may have been apprehensive at first due to some prior perceptions, they have had fantastic experiences with the process and it has allowed them to expand their training programs and pass on further skills to local younger and mature aged apprentices and trainees.

Hastings Deering Managers have been very impressed with the Highly Skilled CAT Trained Overseas workers that are being supplied and in fact have promoted leading hands and supervisors that were originally employed from overseas as fitters.

The service CQSS provides has proved to HDAL to be successful Domestically, Nationally and Internationally, it has removed a huge headache.



4 STEPS

SELECTING AND EMPLOYING HEAVY EQUIPMENT FITTERS FROM AROUND THE WORLD

Positions Vacant

You have advertised and tried to recruit locally through the normal means but are unable to fill your requirement for additional Heavy Equipment Fitters, you are now allowed to employ from overseas.

CQS Services

You and CQS Services agree on the preferred types of Fitters, location and numbers required.

Arrival in Australia and Integration

CQS Services ensure your new employees arrive in Australia safely and ready for your Company Induction and Orientation.

CQS Services provide back up and support to the Company and the Employees to ensure they are happy, working well and integrate quickly into the Australian way of life. With reviews conducted at 1 month, 3 month, 6 month and 12 month intervals.

Recruitment

CQS Services conduct skills and trade testing, integrity checking, medical, police and background checks in the countries that offer the best match for the heavy equipment fitters you need.

Once you make your final selection CQS Services carries out all Employment and Visa approvals as per your Companies hiring processes and DIAC requirements.

- ✓ English Proficient
- ✓ Highly Trained
- ✓ Qualified Worker
- ✓ Health and Physical Requirements
- ✓ Visa Requirements



WHAT'S NEXT?

To discuss employing Heavy Equipment Fitters from overseas please contact

Central Queensland Sites Services Pty Ltd

PO Box 1917
Sydney Street
Mackay,
Queensland 4740, Australia

info@cqsservices.com

www.cqsservices.com

Phone: 07 4998 5728