



Work hard, listen and learn the CadetMax way

An employer's story: Rotaform Plastics

"We used to advertise for staff through all the normal avenues" explains Rotaform's Operations Manager Pieter Muller, "in fact Marcus from CadetMax first got in touch with me after he'd seen one of our adverts on Trademe. We met and he told me he knew what we were looking for and came back straight away with two CVs from the CadetMax programme. We met the Cadets, liked them and employed them both."

The relationship between Rotaform's management team and CadetMax is now such that they are under instruction to always go direct to the CadetMax team whenever they are looking for new staff.

"They make an effort to get to know our business and what we need in a team and they match our needs with great candidates. We also like that they provide a bit of personal background on the candidates they represent. They really get to know their cadets and that means we know they will be every bit as good as CadetMax say they are!" enthuses Pieter.

"It really helps us to be more supportive employers if we know a little bit about where they come from and what other pressures they might be under at home. For example some of these young guys are shy and don't like talking about their personal lives much but if we know they have a young family, a new baby or something then we can look out for them a little and can pull them aside and see if they need to change shifts or come in a bit later." ■

Interview with Pieter Muller, Operations Manager, Rotaform Plastics, conducted by Rebecca Hendl-Smith, Communications Executive, Auckland Chamber of Commerce – 13 October 2014.

Firefighting Superhero

An employee's story: Rongomai Henry

"I learnt heaps from CadetMax. I was a shy fella when I started but the course gave me confidence and taught me about asking good questions and how to listen and learn on the job" says Rongomai Henry a graduate of the September 2013 CadetMax programme.

This December Rongomai will celebrate the completion of his first year with Rotaform Plastics in Mangere. The 12 month milestone is an important one for a CadetMax graduate. It marks the end of their formal mentoring relationship with CadetMax.

For Rongomai it has been a particularly eventful 12 months in which he has settled in extremely well, met all his monthly KPIs and achieved all his bonus targets. But he has earned a particularly special place in the eyes of his employers thanks to his heroic actions one night shift just a few months after he first started with the company.

It was late in the nightshift, in the early hours of the morning, when fire broke out in one of the large moulding ovens on Rotaform's main factory floor. The fire grew quickly given the conditions and many workers were forced to scatter for safety. But surveillance footage showed Rongomai swiftly moving towards the burning oven and closing the heavy doors to contain the fire. He then hosed down the fire through the safety hatch just as he had been taught during the fire safety drills.

He stayed in position, keeping the fire under control, until the Fire Department arrived and could extinguish the blaze. The management team and the fire crew all credit Rongomai with saving the factory from being destroyed that night.

Rongomai lets his humble side show when asked to describe why he behaved as he did. "...um, yeah, it was really hot," is as much as he can bring himself to admit. But in the eyes of his employer he saved the company millions in damaged property and lost business not to mention the danger faced by his co-workers. According to Rotaform's CEO, "That boy goes nowhere!"

Rongomai puts his shyness to one side when asked to describe his work colleagues and his pride in being part of the Rotaform team shines through. "We're a really good team, we're fast workers and the guys are good teachers. Everyone works really well together".

For Rongomai, who has a partner and two young children at home, securing full time work within this challenging industry



has been a huge opportunity. Before connecting with CadetMax, Rongomai was supported by a committed case manager at the Manurewa Work and Income office who believed in his potential and was adamant with the CadetMax team that they needed to do whatever they could to help this young man and include him in the programme.

Rongomai is a thriving example of how important the work of CadetMax and the Work and Income team is within our community. He and his family are rightfully proud of his achievements and what the future holds, but it is Rongomai the king of understatement who steps forward again and simply says with a shrug, "yeah, well it's better than staying at home!" ■

Interview with Rongomai Henry, Rotaform Plastics, conducted by Rebecca Hendl-Smith, Communications Executive, Auckland Chamber of Commerce – 13 October 2014

On the Thursday 13 November 2014 the Auckland Chamber of Commerce was proud to share Rongomai's exceptional story with 12,000 business contacts to help demonstrate the talents and attitude young CadetMax graduates can bring to their business.



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Dear Raymond

CadetMax graduate Rongomai Henry was finishing up just another night shift when fire suddenly broke out in one of the large moulding ovens on Rotaform's main factory floor.

Surveillance footage shows Rongomai swiftly moving towards the burning oven, closing the oven doors and containing the fire. He then hosed down the fire just as he had been taught.

The Fire Department and team at Rotaform all credit Rongomai with saving the factory from being destroyed that night.

Since establishing CadetMax in 2008, the Chamber has placed 700 young people like Rongomai, into meaningful employment.

The CadetMax programme works because we get to know all the Cadets before we recommend them to employers, and we stand by them as mentors throughout their first year on the job.

So while we can't promise all our Cadets will be firefighting heroes like Rongomai, we do know that their attitude and willingness to learn will exceed your expectations.

CADET'S READY TO GO

- Carine - Accounts ▶
- Eve - Retail Assistant ▶
- Jeremiah - Customer Service ▶
- Kristiane - Caregiver ▶
- Sorenson - Hospitality ▶
- Theresa - Tourism ▶

New Kids on the block come good

An employee's story: Xavier Manatoga

Christmas came early for Xavier Manatoga last year. After graduating from the 2013 September CadetMax intake and completing a challenging work experience placement. Xavier was interviewed and won a position with Rotaform Plastics in Mangere.

This year he is looking forward to a great Christmas spoiling his daughter with a new PS3 game and celebrating the completion of his first year as a full time employee with the Rotaform team.

This 12-month mark also spells the end of the formal relationship between Xavier and the CadetMax programme, which has provided support to him and helped him meet the expectations of his new employer.

Xavier was referred by Work and Income Hunter's Corner service centre

"The mentors have been great, because they helped us work things out for ourselves" explains Xavier. "It was great to have them there asking questions about what we were doing and checking out how the others felt about working with us too. The guys here are really easy to get along with, we're the new guys on the block but the managers look out for us with lots of training, I've got my fork hoist licence and I'm looking forward to learning about all the parts of the factory, even stuff like welding."

Xavier, like most of the CadetMax participants, has had a rocky start to his working life but the CadetMax programme appears to have been a turning point for him.

"I'm a hardworking person but I like that CadetMax did a lot to help me with my confidence. I did some work experience after the programme at a Gym in Papakura where I had to talk to a lot of people, which I wasn't used to!" confesses Xavier. "Then they put me forward for a couple of interviews but this job at Rotaform stood out. It was quite intimidating at the start but the interview went well and I felt confident enough to ask questions and they were straight up with me too."

"It's been great working here at Rotaform and if I could give advice to other guys like me looking for a job it would be - Don't be lazy - try to get along with everyone, which is easier if you've got a good team! - but just get out there and try something!" ■

Interview with Xavier Manatoga, Rotaform Plastics, conducted by Rebecca Hendl-Smith, Communications Executive, Auckland Chamber of Commerce – 13 October 2014.