

## Is Hire and Rental for you?



### Working in Hire

*The hire and rental industry provides great employment opportunity for applicants with all levels of skills and education.*

For school leavers with little or no skills, the hire industry can offer a great career opportunity, with on-the-job training and industry based nationally accredited training programs available and actively promoted by employers and the industry association.

The diverse nature of the industry often sees industry members gain a broad skill set suitable to the versatile nature of the role.

For those with initiative and application, the hire industry can often lead to fast tracked career paths to management roles. Often advancement within the industry is a natural progression of on-the-job training.

Qualities valued in hire and rental industry employees include: flexibility; ability to make decisions on the move; willingness to work hard when required; as well as initiative.

Hire is a hands-on industry and often employees will find themselves working side-by-side with the owner of the business. Usually hire businesses operate seven days a week and offer many opportunities for increasing weekly salaries through over-time.

The hire and rental industry provides a service that meets needs for all sectors of the community, from private to commercial, which often leads to strong community involvement.

### Training and Education

The Hire and Rental Industry has been growing steadily for 20 years. There is a large demand for qualified people who know the safety issues and can provide high quality service.

Employers in the industry are very supportive of training and are keen to get people qualified and working in Hire and Rental for the long term. The HRIA has developed nationally recognised and accredited courses specifically for people working in hire.

**Certificate II and Certificate III in Hire and Rental Operation:** The HRIA launched its Nationally Accredited Certificate II and III in Hire and Rental Operations in 2005.

The two certificate traineeship courses, developed by the HRIA in conjunction with NMIT (Northern Melbourne Institute of TAFE), are for people wanting to start work, and already working, in the \$4billion per year (and growing) hire and rental industry.

**On The Job Training And Ticketing:** On the job training is well defined in hire, with safety compliance ticketing/certification/licensing common to ensure competency compliance with OH&S regulations for plant and machinery operation in the field and in hire yards.

Attaining certificates of competency is on a job-by-job basis and will be pertinent to individual roles and businesses within the hire and rental industry.

These certificates or "tickets" are nationally recognised and will therefore travel anywhere, including from job to job.



**Hire and Rental Industry Association of Australia Ltd.**

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*This is an industry that attracts, supports, develops and educates people who enjoy practical and tangible work, and enjoy being useful.*



## Employment Opportunities

Hire offers a broad spectrum of employment opportunities with excellent training and career advancement. On the job training is well defined, with safety compliance ticketing/certification common to ensure competency compliance with OH&S regulations.

Hire is a well-remunerated and satisfying career, rewarding effort and diligence with a great working atmosphere and sense of community.

Initiative and application can lead to rapid rise into management.

Potential roles in hire include:

- Maintenance Mechanic
- Plant Mechanic
- Diesel Mechanic
- Maintenance Fitter
- Hire Controller
- Delivery Drivers
- Yardman
- Area Manager / Hire Manager
- Branch Manager
- Sales/Account Representatives
- Asset Controller
- Operations Manager
- Marketing Manager
- Accounting / Bookkeeping
- Kenny's job (pump out driver)
- Marquee erector / Rigger
- Field Service Engineer

**Hire and Rental in Australia is a \$4billion industry with huge growth prospects.**

*Rental equipment encompasses everything from hand-held sanders for the home handyman to elevating work platforms and cranes for professional construction and structures, staging, marquees and flooring for the enormous events industry and everything in between.*

***This is an industry that attracts, supports, develops and educates people who enjoy practical and tangible work, and enjoy being useful.***

*If you're interested in a career that rewards initiative and hard work with opportunities, education and a career path that rivals any other options, then you must consider the hire and rental industry.*

*The hire industry is about providing expertise and education to end-users, in line with duty of care requirements under Australian OH&S laws. It's the industry meeting the needs of Australians creating, developing and pursuing their goals, whether home renovating or meeting on-the-job equipment needs.*

## Building our Future

People in hire and rental are the people behind the scenes providing the equipment and infrastructure for many works.

Consider the World Youth Day (WYD) spectacular in 2008, which saw pilgrims from more than 170 nations descend on Sydney. Randwick Racecourse was transformed with marquees and seating and temporary grass protection cover for Pope Benedict XVI's visit.

The temporary flooring withstood the tread of the nearly 500,000 pilgrims for the World Youth Day Mass while up to 100 pavilions helped transform a 22ha former stevedoring wharf into a "mini-city" for other WYD events.

## About the HRIA key industry body

- The Hire and Rental Industry Association (HRIA) represents the entire rental industry in Australia at both national and state levels.
- HRIA members all work to a self-regulated industry 'Code of Conduct', focusing on safety, reliability and quality of equipment.
- The HRIA and its members are at the forefront of educating and informing the public about the safe and correct use of equipment.
- Regulatory requirements identified by the Occupational Health & Safety Act and overseen by Workcover Inspectors are stringently adhered to by HRIA members companies. This ensures the highest standard of safety for both employees and hirers of equipment.
- The HRIA supports its members by ensuring the latest safety information is available and every member has the tools to meet national and state OH&S legislative requirements.
- Building its national identity, the HRIA holds an annual industry wide National Convention, which showcases new equipment, training opportunities and broad industry applicable instruction via seminars and guest speakers.
- The HRIA has also established nationally accredited industry traineeship courses in recent years; Certificate II and Certificate III in Hire and Rental Operations. The programs provide training for a diverse career in the hire and rental industry as well as opportunity for specialisation.



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