It never ceases to amaze me how many options are available to employ staff. The two most used options are:

1. To employ someone under the Real Estate Award and place them on a debit credit system; or
2. To employ a person who is licensed and place them on a commission only basis.

These are merely options but not opportunities. Three other options have come to be at my disposal in recent times;

1. Group training/hosting - a business operating out of Campbelltown, My Gateway, has developed a system whereby they will find the employee for you. They will pay for the training and set up the training process on your behalf. The employer engages the employee and if they do not like them they hand them back with no charge. There are no fees for the recruitment of this person. An employer can do this as many times as they want until they find the right employee. My Gateway gets paid from the trainee fees which are obtained from the Government.

2. Freelance - an organisation called Freelance which operates out of Melbourne will enter into an arrangement with you to engage staff. They will work on a commission basis and you pay the employee a split of the commission and a share of that will be paid to Freelance. We believe there are another couple of companies providing such a service throughout Australia.

CPD

Wed 15th June
Real Estate Sales
CENTRAL COAST $199

Fri 17th June
Sales & Prop Mgmt
PORT MACQUARIE $199

Fri 17th June
Strata
PORT MACQUARIE $199

Monday 20th June
Sales (AM)
Topic: ‘Getting the Deal Done!’
OR
Prop Management (PM)
Topic: ‘New RTA’
DEE WHY $199

Wednesday 22nd June
Sales (AM)
Topic: ‘Getting the Deal Done!’
OR
Prop Management (PM)
Topic: ‘New RTA’
RAYMOND TERRACE $199

Download our July to December 2011 Course Calendar
3. Membership Model - Leverage produced a system whereby a separate marketing company is established for the sales team. The sales team is engaged as members and are paid on commission only via the payment of dividends.

We don’t suggest that these are the only alternate options out there. Quite frankly, there is always a solution at the bottom of the garden if you go looking for it. We just thought it was worthwhile identifying some of the ideas out there.

In terms of the opportunities, many real estate agents are missing the boat. We all know that, if an employer engages a new person, they are entitled to be paid a traineeship if they have not received a qualification higher than a certificate IV level in the last 7 years. From this a traineeship funding, the qualification is paid for and the employer is paid $4,000. On top of that, if you have a person who is over the age of 50 years of age, and that person is not eligible for a traineeship, a grant of $4,950 can be obtained from the Government to train that person. This means that you can pay for the training and keep the residual.

To take advantage of the traineeship program, many corporations are setting up academies and separate companies so that they can establish their up-skilling program in that separate company. That separate company is then eligible to apply for the traineeship program.

There are options out there and there are plenty of good ideas. Business is tough, but there are always opportunities as a means of reducing the hard slog.

Cheers,
Bailey Compton and the team at
ACP/Leverage
In the last budget government funding for upskilling our workforce was announced. Ask us how you can get your hands on some government funding!

Some of these key benefits are:
- Increased efficiency and productivity of business operations
- Job satisfaction in employees resulting in a motivated workforce

Traineeship Courses Available include:
- Certificate III in Property Services (Agency)
- Certificate III in Property Services (Operations)
- Certificate III in Business Administration
- Certificate IV in Business Administration
- Certificate IV in Frontline Management
- Certificate IV in Business
- Certificate IV in Property Services (Real Estate)
- Certificate IV in Property Services (Stock & Station Agency)
- Certificate IV in Property Services (Business Broking)
- Certificate IV in Property Services (Operations)
- Certificate IV in Finance and Mortgage Broking
- Certificate IV in Accounting

There is also additional funding for workers who are over 50 years of age and would like to complete a qualification.

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