

How long did it take you to find work after leaving Holden?

6weeks

3 months

Found before I departed Holden.

Employment was secured before last day.

Not answered

Zero days. I started right after my exit at Holden.

3 Weeks

Not answered

I left holden to join Vinfast on 3-Feb. So I was not a victim of the shutdown

Not answered

Not answered

Not answered

Not answered

Not answered

Not answered

1 month
Zero days
<i>Not answered</i>
<i>Not answered</i>
<i>Not answered</i>
<i>Not answered</i>
2 days
<i>Not answered</i>
<i>Not answered</i>
<i>Not answered</i>
<i>Not answered</i>
<i>Not answered</i>
<i>Not answered</i>
I left Holden before the shut down but after the announcement
<i>Not answered</i>
<i>Not answered</i>

Not answered

No luck in finding engineering work. Took 4 months to find work as a casual driver.

What do you think Holden could have done to better assist ex-employees in finding new positions?
Publicly promote the skills and quality of its employees
More personalised CV and job application training.
Similar up or "down" skilling allowances that were available after the first end to Holden announcement.
N/A
Training! Have not had industry relevant career training while at Holden
Holden should refer ex employees to current- or ex- supplier base. Reach out to these suppliers if there are opportunities for employment.
Holden should keep referring ex-employees for potential roles at GM Global. Send them links to their personal emails.
I think Holden did pretty well but the support offered in 2014 was more comprehensive (more courses etc).
Further assistance with resume writing. Engage with a head hunter to all professional engineers to assist with placement in a new career.
Sorry. I wasn't at Holden at the time
I think the real issue is, the Government could have supported the industry better, then this would not be the situation. Holden have done OK by me.
We exited the business into a market place with an unemployment rate of 8-13%, I'm not sure anything could have helped.
Better resume preparation program
The company only provided group "outplacement" sessions. These sessions needed to be more specific to the Engineering workforce, rather than generic help for people who were unskilled. These were too generic. I think personalised, interactive assistance (resume review, etc.) would have been more helpful.
Yes, most definitely. Holden arranged two sessions with an outplacement company to discuss getting back into the job market, creating a CV and covering letter, searching for available advertised positions, but it was just general information. Nothing from an individual perspective, nothing from a perspective that many of us have quite niche' work experience, nothing really from the fact that many of us have not been in the position of looking for a job for over 20 years. Holden (and in particular the Holden HR dept.) failed us in this regard.
1. provided more funds or been more actively involved in getting more from the outplacement service. For the time allocated by the providers, it would have been more beneficial if we had a couple of large seminars to cover the topics discussed, which then would have given us the opportunity to have individualised sessions to review resumes. As it was, the HR department left that to the union delegates to drive the program and we are not subject matter experts. 2. Holden were really good by arranging prospective employers to talk to the teams in webinars. Unfortunately, this was focused on the group who were leaving first from Port Melbourne, all that support seemed to fizzle out for the PG employees.

Nothing

I think Holden was doing a great job

Trading provided by Bayside (\$600 worth) was inefficient and group-based which could have been done offline. Time could have been better spent on resume checking and interview practice.

The outplacement support / Resume writing sessions were a complete waste of money. I would have much preferred the \$600 per person was used in a different manner.

Holden could have engaged Defence employers to provide concessions to Holden engineers especially for the Australian Citizens with regards to the Security clearances. Its a 'catch 22' situation for us - that we need a security clearance to get a defence job and only after getting the job once can apply for security clearance considering most of our skillsets and knowledge is much required in the defence sector.

Thankfully I found work quickly but having a consolidated list of work employee contacts to establish a network outside of Holden would be a great idea (obviously opt in). There were some careers workshops run with some employers but Covid-19 made that difficult.

I'm currently taking a much needed break. Holden did a very good job of linking us up to new job opportunities. I just need to follow them up when ready.

Retraining opportunities.

I could go on for ever but really they did a reasonable job of covering the essentials.

I was made redundant at the end of March so didn't get much opportunity for Holden to assist. As soon as I left the business, I heard very little.

I think Holden did enough. It's up to me to find a job, not Holden.

Better transition programs like they did last time.

Be supportive and actually allow people to move on when they were ready instead of holding them captive.

I thought the support was ok. Maybe some additional training on Linked In, job market trends etc

Maybe, the transition training was pretty generic, some colleagues wished it could have been 1:1 specific. But hey, i had a mate from Alston just get marched out the door, so i count myself as being treated reasonably.

Allow flexibility with exit date - we initially respected that we had work to do and therefore final date could not be brought forward if a new job was found, but when people's dates were brought forward and no guarantee provide that it wouldn't happen to others, it seems unfair that we (as employees) couldn't bring our date forward but Holden could at any time.

Holden could've reached out to it's industry partners to advocate them to take employees; Holden could've provided formal training to reskill employees in new technologies/industries. They could've assisted employees in gaining certifications; lobbied government to take Holden employees on in government projects

Careers counselling service. Retraining allowance.

What support offered by Holden did you find the most beneficial?

Support from management to make contacts in industry

Meetings setup with potential employers to showcase what jobs and companies were looking to hire.

Networking opportunities with different companies interested in Holden employee's skills
Training course provided to get "employment ready".

Resume training. Company information sessions held by Holden were not as useful as I expected they might be.

Information on CV format and current expectations of it.

Bayside consulting training on resume and job interview techniques.

Webinars with different employers and groups e.g. for people who wanted to pursue a career in program management

External companies presented what job opportunities they have available or coming up. Also Resume writing and interview techniques.
CV writing, external company presentations during work time
Organised sessions with potential recruitment companies
Transition support from Right Management Consultants was good enough to create better linkedin profiles and resumes. But the jobs are far and few at the moment.
Allowing reasonable time post shut down announcement to focus on prospective employers, write resumes etc. The Bayside Group 2 half day course was also worthwhile.
"Job Fairs" where prospective employers ran Zoom sessions explaining their job opportunities and where to apply etc.
Access to training such as resume and interview skills.
The outplacement sessions as well as presentations from various engineering companies.
The businesses that presented on job opportunities (like a virtual career fair), the project management presentation they organised,
the resume and interfacing training was good, but we set up a peer meeting each week to talk about experiences of applying for jobs and interviews. sort of a support group but also an indicator of what the real world is like.



What do you think Holden could have done to better support their employees?

proactively sought employers for its employees

Nothing.

an allowance to train for a transitioning to different industries.

N/A

Provide better internal training and support with records of what had been done.
Work with employees to achieve RPEng status.

Engineering did something (ie weekly seminars from defense companies, etc) but I cannot confirm on other groups.

One on one advice and training

Engage with a professional recruitment agency to assist with breaking through the experience barrier.

I wasn't at holden at the time

Better resume preparation program

The presentations from potential employers (BAE Systems, Segula Technologies, Carbon Revolution, VinFast, etc.) were excellent. I would like to have seen more of these.

Experts in the area of job placement should have had one-on-one sessions with people. The group sessions (over zoom) were just above being useless.

Nothing

Allowed us to spend our \$600 training allowance on courses of our own choice

I don't think Holden did much above and beyond the standard requirements. There seemed to be less support than when manufacturing cessation was announced back in 2013. However there were government funds then to support this.

Engaging the recruiters, employers agencies for placements. Maybe a jobs expo inviting other industry leaders and managers to have job opportunities discussion with holden employees.

The vehicle purchase scheme for those leaving early was rushed making decision making on vehicle purchases difficult. This however was a task I imagine was quite difficult to organise with little notice.

None I can think of.

\$ to pursue alternate options to that provided.

See Q 2

I was given some support for financial advice and there was some training on resume preparation. There was no one-on-one training provided. I would have appreciated someone going over my CV/resume and providing feedback. All the assistance was very general in nature and (other than financial contribution for financial advice) didn't help me personally very much.

They did enough.

The transition programs were not run like before

Be fair and honour the commitment people made instead of the double standard they ran the business by.

Organised more 1-1 career planning and training. The sessions they did organise were ok, but not significantly beneficial. I wanted more 1-1 resume coaching, career planning and feedback on my pathway to transition to my next job.

not gone and closed the proving ground. we did bloody good work, taking a cadillac program from bottom to top of JDPowers customer satisfaction list. that is a big thing. we did it with the GMC truck too. its hard because Holden don't make the decisions, GM USA do, and the local exec contingent roll it out.

help gain certification, recognised training and lobby government

Career counselling to look at skills and provide some direction of suitable alternative careers. Retraining allowance.