THE LIFE OF A TRAINING CHIEF

Tricia Velthuizen, chief executive of Churchill Education, Samford Village

WHY EDUCATION?
I was a crown prosecutor for 10 years and my husband developed post-traumatic stress disorder. He had a forced change of career and part of that was recognising what his experience was and translating that into qualifications. In policing, the education is all internal, it’s not recognised outside. We saw what it was like to not have qualifications.

WHAT QUALIFICATIONS DID YOU GET?
I have done a Bachelor of Laws, a Graduate Diploma of Legal Practice, then a Certificate IV in Training and Assessment.

I NORMALLY SPEND THE START OF MY DAY...
With one of the leadership teams and reflecting on what we are doing well and not so well. I try to stay off emails for the first hour and just connect with people.

HOW LONG IS YOUR DAY?
There are days I have been in the office at 5am or 6am and I’m home at 8pm. Today I’m in at 8.30am and back home at 5pm.

DO YOU REGRET ANYTHING?
I don’t think so. I really value the time I had in law. I learnt the power of understanding everybody has a story. The only thing I would do is relax more – most stress in work is pre-empting something.

PAY RISE AROUND CORNER
Hope for the best, but not too much when it comes to pay, Melanie Burgess discovers

Some workers may be in for a pleasant surprise when they open their pay slip this month, with more employers planning to offer pay rises than employees expect. The 2016 Hays Salary Guide reveals 78 per cent of workers expect a pay increase following their review this year, however, 88 per cent of employers intend to offer one.

While this may enable workers to expect a pay rise, it also means companies could over-estimate how much will be coming their way. About 4 per cent of workers project more than a 10 per cent jump in pay, while just 1 per cent of employers plan to offer that.

Hays Queensland managing director Darren Buchanan says the difference between expectation and reality is more significant this year, as profit margins are tighter and general wage growth is low.

“The difficulty for employers is that they’ve got to keep their finger on the pulse of what’s happening in their industry,” Buchanan says. “It won’t be enough to say ‘I don’t know what’s going to happen and wage rises are a bit risky’, you’ve got to drill down and do a cost-benefit analysis. What are the risks if I don’t? What are the benefits if I do?”

Tricia Velthuizen, chief executive of registered training organisation Churchill Education, says she offers rewards other than pay rises.

“We look for ways to remind (staff) what they do is of great value not just to the company but to their family and the community,” she says.

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