

# Great Initiative, Great Rewards

By Robert Laidlaw

AFL Services has taken a novel approach to filling a void in filling its staffing needs, while championing disadvantaged youth. With a need in the market for qualified staff, the asset remediation company struggled to attract suitable employees.

Yet it saw an opportunity to take part in a local initiative that gave opportunities to disadvantaged youth, especially in the northern area.

"There have been unemployment issues in the Playford region. With its Mayor Glen Docherty starting some initiatives, AFL Services have aided these initiatives since the closing of Holden," said General Manager Adam Levi.

"Part of our success in improving our staffing levels has been about old fashion morals and core values, combined with new generation strategies.

"We held a seminar to help develop workforce actions, which involved building a workforce strategy, implement the plan and incorporating any follow up action.

"The seminar included representatives from CDIC, ICN, DIS, DTC, AIDN-SA, YOUR TOWN and the Department Jobs/Small Business.

"They brought a breadth of industry, defence and workforce expertise to support AFL Services. We identified how we would solve the problem based on the needs of industry."

Employee numbers at AFL Services has grown from under 20 five years ago to over 50 today, with growth potential possibly doubling to 100 by next year. Of the new positions, (INSET NUMBER) have been filled by disadvantaged youth who "needed a break".

## Transition

AFL Services started in auto fleet logistics, and then progressed into working with automotive vehicles and defence componentry.

Its work includes bridges assets, major remediation, and other specialised areas, including metal fabrication, painting, roof restoration, structural steel erection, concrete construction, floor finishing and construction waterproofing.

Some of AFL Services major projects include the Victoria Square fountain, Birkenhead and Gawler bridges, and even the 'sky walk' at Adelaide Oval.

"We are the big asset remediation company, with branches in Victoria and Queensland, as well as two hubs in South Australia, at Dry Creek and Elizabeth South," Mr. Levi said. In 2012 its main areas were defence (75%), government (11%) and building (14%), while last year those areas were broadened to defence (16%), government (16%), infrastructure (31%), utilities (10%), building (12%) and engineering (15%).

"Our revenues are up, almost doubling over the past few years to around \$4m in 2018, and a projection of over \$9m by 2020," he said.

"Our focus areas are employment, business growth, technology, licensing and expansion.

"As for our training initiatives, although there has been some drop out, our success rate is good, with 68% of those who have completed the training still working for AFL Services."

Mr Levi started with AFL Services 11 years ago, initially as an estimator, then operations manager, and now is the general manager.

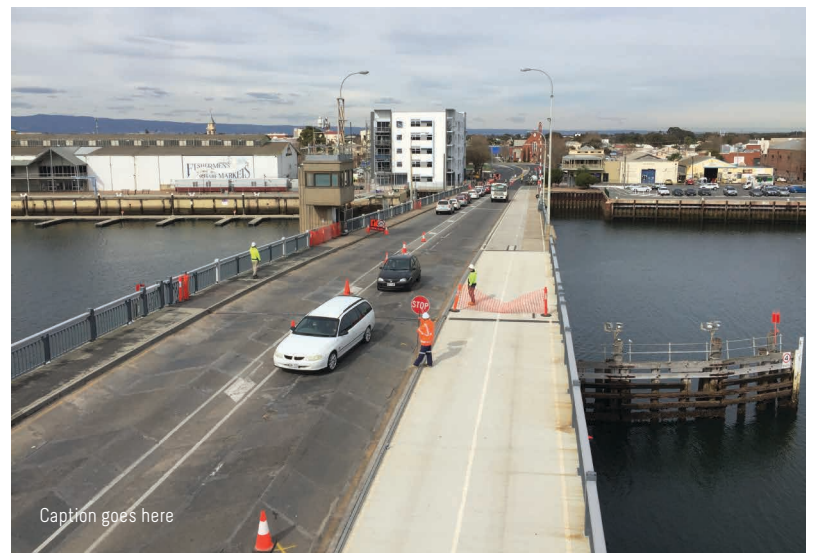
His highlights have been the Adelaide Oval roof and the Victoria Square fountain, followed closely by the Birkenhead bridge.

No job is to big or too small for AFL Services.

The company has worked on a tank as big as a football field – converting it from heavily rusted to near new – as well as removing built up ink from the tiny nodules of a digital; printer.



Caption goes here



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Every job includes a proper assessment of the task at hand. The crucial question is not only how to clean the surface but why did the surface become contaminated in the first place and how it can be prevented in the future.

Aspects of AFL Services work include environmental protection, water asset protection, passive fire protection, specialty protective coatings, concrete repairs structural – decorative, heritage restoration of various substrates, and PCCP accredited lead paint removal.

AFL Services can go to any location to carry out the tasks required. On land, over water and even 200 metres in the air, as is the case with grain hoppers. The company's mobile workshop gives it a versatility that allows it to set up its operations wherever the client demands.