

Dear

Welcome to our second newsletter of the year. Avoca Engineering continues to be very busy with a solid workload, a great start to 2012.

#### Quote of the month:

□ *Every day I get up and look through the Forbes list of the richest people in America. If I'm not there, I go to work.*

Robert Orben

#### Staff requirements



**A welcome to two new employees starting with Avoca Engineering in March**

In mid March, two new qualified tradesmen from Mumbai, India will be joining our team to help with the increased workload. This is good news for the company and will also enable us to kick off an afternoon shift that will run from 3:00 to 10:30pm.



**The search continues for two suitable apprentices to start their careers with Avoca Engineering**

Unfortunately the search for new apprentices has not been successful to date. Marty was not impressed with the current batch of applicants due to their poor mechanical aptitude and their inability to complete a simple aptitude assessment. "None of the applicants even achieved the minimum score required to be considered for the job," Marty said. "Perhaps schools are not providing the skills required for this industry, even steering them into other vocations." Over the next few months, Marty will be talking to local career advisors at Central Coast schools to encourage students to consider engineering as a 'good choice' vocation.

#### Lean manufacturing lessons



**The top six lean manufacturing tips.**

**How it has affected Avoca Engineering**

Many companies have travelled down the road of 'lean manufacturing.' Avoca Engineering is no different and with a few years of experience now, we'd like to list five tips for anyone else considering the process:

1. Find a great training course and make sure they have experience in the field.
2. Enable some of your staff to become experts – train and train again.
3. Get the majority of employees involved in finding waste and activities that detract from productivity.
4. Hire an expert – a great help in getting you from the first step of training to implementation.
5. Try to visit other companies that have successfully implemented these principles.
6. Don't give up.

#### Sports take of the month



With Australia doing so well in the cricket (again!), it gets you thinking about who would be in the top Australian team if we could select from the last 50 years. The following team was recently put forward:

**Bobby Simpson, Bill Lawry, Ricky Ponting, Greg Chappell, Neil Harvey, Doug Walters, Adam Gilchrist, Alan Davidson, Shane Warne (c), Dennis Lillee, and Glenn McGrath.**

What d'ya reckon?

**AVOCA ENGINEERING: Quality, Systems and Relationships**

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