



TBCITB

BUILDING & CONSTRUCTION TRAINING NEWS

The latest news on training in the building and construction industry

MARCH 2020 #103

JOB STARTERS FIND THEIR FEET IN LAUNCESTON APPRENTICE PIPELINE



Marcus Cutler-Hodge, Lucas Crack, Jordan Parker, Jack Ross, Lachlan Norton and Tom Forrester have signed up as trainees.

THE Launceston Apprentice Pipeline Project (LAPP) is well underway.

Fifteen northern Tasmanian school-based trainees will start work placement in commercial and residential construction this year to get a leg up in the industry and provide potential employees with new starters who are more “job ready”.

The LAPP is an initiative of Skills Tasmania and the Tasmanian Building and Construction Industry Training Board (TBCITB) as part of the Building Futures Program. The Federal Government provided \$350,000 towards the project with

the TBCITB investing a total of \$250,000.

It will capitalise on the range of major construction projects set to kick off in the North West to provide opportunities for both the building and construction industry and jobseekers in the region.

The program will also equip local industry to deliver on the significant construction pipeline in the region by providing a pool of work ready apprentices.

The LAPP is being managed by Tasmanian Building Group Apprenticeship Scheme (TASBGAS) Chief Executive Officer David

Fagan, who says it is exciting for the students and the industry, given the labour demands coming from the commercial and residential sectors.

“Industry now has a pathway that supports the development of our youth to become productive apprentices from day one and high-quality future trades professionals into the future,” David says.

Benefits of the program include:

- Participants gain a Certificate II in Construction and study units including Occupational Health and Safety, Construction Tools & Equipment, Plan and Organise, Workplace Communication and Work Effectively and Sustainably in the Construction Industry.
- No wage cost to the host employer.
- Participating schools assist with supporting the students through the application and program.

Being “job-ready” is something that the industry needs in new starters.

Instructors work with students to assist them to prepare for the workplace, covering topics such as what to expect on the job site, positive work ethic and appropriate use of mobile phones.

Last year’s program saw 80 per cent of trainees successful in gaining an apprenticeship in the industry.

“This is a project that is a proactive investment for the future as our current workforce is not sufficient to meet the volumes of works that will occur,” David says.

“Fifteen individuals are now on pathway to an apprenticeship and becoming our future trades professionals.”



Peter Thomas is in the last stages of completing his electrical apprenticeship with funding support from the TBCITB.

TRAINING HITS THE TARGET

TARGETED Tasmanian Building and Construction Industry Training Board (TBCITB) incentive programs that encourage apprenticeships that respond to a growing construction sector are paying dividends.

The TBCITB's Upskilling program provides up to \$6000 for employers who support someone with 6+ years' experience in the in industry (non-trades role) to take on and complete an apprenticeship.

Peter Thomas from JB Electrical in Hobart is in the very last stages of completing his electrical apprenticeship, with help from the TBCITB's Upskilling program.

Business owner Jamie Bremner says the training levy "...has gone to the right place".

"We are really happy with how Peter is progressing," Jamie says.

"He will be signed off as a fully qualified tradesperson once he sits his final TAFE exam in April.

"For our business, although Peter cost the company a bit more as a mature age apprentice, we got more maturity and leadership on the job from the start, which was important for us.

"Prior to starting his qualification, Peter had experience in landscape gardening and labouring for a cabin building business.

"Having a background using tools was also critical in Peter getting a start."

Such is Jamie's satisfaction with employing a mature age apprentice, the business has employed another – Rada Byers – under the funding program.

"The TBCITB has been instrumental in these two men's futures, I am really happy with the system and how it works for JB Electrical," he says.

TAKING TRAINING TO REGIONAL TASMANIA



THE Tasmanian Building and Construction Industry Training Board has demonstrated its commitment to training people in regional Tasmania by funding two days of Master Builders Tasmania (MBT) forums on King Island.

"MBT regional forums are for industry participants who don't have the capacity to travel to regular scheduled training sessions to gain Continual Professional Development points needed annually," MBT training officer Amy Ransley says.

"Each year MBT provides different training courses to our regional attendees.

"In 2019 we provided training on CPR, Asbestos Awareness, Hazardous Manual Tasks and Dial Before You Dig."

Amy says MBT provides regional attendees with the same training as offered in Tasmania's major population centres to maintain consistency across the industry.

"MBT feels it is important to offer regional industry participants with the same access to training," she said.

"MBT always receives positive feedback from attendees.

"One of the main things we are praised about is bringing something different to attendees each year."

HIA AND TBCITB TEAM UP TO GET THE MESSAGE OUT ON THE DANGERS OF SILICA DUST

THE Housing Industry Association (HIA), with funding support from the Tasmanian Building and Construction Industry Training Board, has put the critical issue of silica awareness front and centre at sessions in Hobart and Launceston.

The sessions provided important information from experts on the dangers of silica in the workplace, how to avoid the risks and work safely with products containing silica while at the same time complementing WorkSafe Tasmania's silica dust campaign.

The HIA has planned more silica awareness sessions for 2020 to be rolled out across the State.

For further information or to register, please contact Danita or Laura from HIA Events on telephone 6230 4600.



TBCITB

Women in construction



Robyn Moore speaks to the HIA Building Women's Luncheon in Launceston.

HIA and TBCITB connecting women in industry

THE HIA Building Women's Luncheon, held in Launceston late last year, was an overwhelming success with more than 100 guests gathering to acknowledge the positive contribution women make to the building and construction industry in the state.

In fact, the 2019 event was such a success that the luncheon has already been added to this year's calendar as a signature event for Launceston.

The Tasmanian Building Construction Industry Training Board (TBCITB) was

pleased to be able to support this event through special projects funding.

Multi-skilled communicator Robyn Moore and Housing Industry Association National Board Director Debbie Johnson entertained and educated the audience with their presentations.

The luncheon provided an environment for women who operate within the residential construction, development, renovation, design and supply industry to network with other like-minded women, exchange ideas and hear from two

inspiring keynote speakers.

Special guests at the event were Minister Elise Archer and Minister Sarah Courtney.

The 2020 luncheon is scheduled for 23 September.

To register, please visit hia.com.au/events

The TBCITB is proud to partner with the HIA and other industry participants to support women in the building and construction industry.

Women's achievements celebrate positive change



Customer Service Officer (Accounts) Narika Spurr joined the TBCITB in 2006.

INTRODUCING THE TEAM AT TBCITB

OVER the next few issues of the Training News, we will be introducing you to the TBCITB team, located at Castray Esplanade in Hobart.

First, we would like to introduce Narika Spurr who, in her role as Customer Service Officer (Accounts), administers training levy payments and assists with queries and funding requests.

Many readers will have spoken with Narika over the years and will have appreciated her eagerness to assist finding solutions to specific training needs.

Narika joined the TBCITB in 2006 as the Senior Administration Officer. Following maternity leave, she re-joined the team as Customer Service Officer (Accounts).

Narika's career has always involved customer service, relationship management and office administration. Her prior work experience includes an administrative role with a local building company, various administration, operations management and customer service team management roles within a national telecommunications company, and working at a local Tasmanian council in administration, accounts and customer service.

Narika feels that good customer service is the lifeblood of any business. She enjoys her role interacting with building and construction industry participants to provide them with the best possible experience.



The new president of the Tasmanian chapter of the National Association of Women in Construction Debbie Barratt.

INTERNATIONAL Women's Day on 8 March was a particularly important day for the National Association of Women in Construction (NAWIC), a not-for-profit organisation that supports women working in construction industries and encourages positive change.

The new president of the NAWIC Tasmanian chapter, Debbie Barratt, says NAWIC promotes improving female participation in the construction industry and encourages diversity in businesses.

"We hold an array of networking sessions where we encourage women to come along to boost their confidence and knowledge while working with and applying for jobs in a male dominated industry."

Debbie says NAWIC supports women who want to expand their personal and business networks, as well as strengthen skills through training.

"Training builds a stronger workforce and leads to quality performance for employers while also benefitting employees' motivation and opportunity to climb the ladder in their organisation," she says.

"For women, it gives them the chance to be more competitive in the industry – the more training, the more opportunity for women in the field."

Debbie says she wants to continue seeing the growth of women in the industry.

"My vision is to continue NAWIC advocacy in Tasmania and to develop ongoing support for all women in construction," she says.

"This year I want to concentrate on building relationships with women and girls who want to enter a trade or who are already working in the construction industry.

"We have many events throughout the year for professional development, networking, information and social interaction, to which we also welcome our male colleagues."

The TBCITB supports the valuable work of NAWIC by sponsoring an annual scholarship award for an outstanding female apprentice in the industry.

Plumbing the right fit for Nikki



TBCITB CEO Karin Mathison with Nikki Fischer.

NIKKI Fischer always knew a trade in the building and construction industry was a likely career for her.

Nikki, the recipient of the 2019 Tasmanian Building and Construction Industry Training Board (TBCITB) National Association of Women in Construction Scholarship, says that while

a university degree was suggested for her at school, she always wanted "...to do a trade."

So, after finishing school, completing a gap year and spending three years working in hospitality, she found her way to plumbing (a job her sister was already doing).

After starting through the Tasmanian Building Group Apprenticeship Scheme, today the 25-year-old works for Cooke and Dowsett Rosetta on large scale commercial developments including hotels, apartments and high-rise developments.

Nikki says she is set to commence work on a Certificate IV qualification in plumbing in March this year with the help of the TBCITB / NAWIC funding.

"Eighteen months down the track, once I have the qualification, I will have options," she says.

"They include going out on my own as a subcontractor or staying in commercial plumbing."

Nikki's advice to anyone who finds themselves in a similar situation to her when she was set to leave school and wanted a trade is simple: "Just go for it."

"Further education through university is not for everyone," she says.

"The three to four years at TAFE you need to do when you are doing an apprenticeship can suit some much better."

NAWIC is an Australian, not-for-profit organisation formed in 1995, now supporting Tasmanian building and construction industry women in growing numbers.

Nikki's \$3000 scholarship was officially announced late last year at the NAWIC Tasmanian Chapter's awards night.

The TBCITB is proud to support a range of initiatives aimed increasing women's engagement and profile in the Tasmanian building and construction industry. Expressions of interest for funding for programs and training which increase the diversity of the industry's workforce are actively encouraged.



TBCITB

Women in construction

Working on an elevated platform



VEC Civil Engineering continues to find benefits from Tasmanian Building and Construction Industry Training Board (TBCITB) funded training – the latest being an Elevated Work Platform (EWP) course.

The course was run over two days by Chris Tierney Training and covered theory and allowed for practical assessments.

Fourth year apprentice Sophie Russell says it opens up a number of opportunities for her job.

“It has given me more confidence in working with an EWP machine,” she said.

“I learnt about all the risks that go with working with the machine, as well as how to work at heights safely.

“It has also given other opportunities, allowing me to do a number of different roles in my trade.”

VEC people and culture advisor Jason Reed says the attendees found the course very informative.

“Through our association with the TBCITB, we have been able to accommodate time away from projects for staff to upskill and develop new knowledge to assist current and future projects,” he said.

“The Elevated Work Platform course was provided to Sophie to give her greater skills working on a current major project, but at the same time greater options on new work commencing soon.”

VEC is currently working on a number of major projects, including the irrigation scheme east of Scottsdale.

Fourth year VEC apprentice Sophie Russell.



INDUSTRY-FUNDED TRAINING VITAL

THE Building and Construction Industry Training Fund and Levy administered by the Tasmanian Building and Construction Industry Training Board was established to improve and develop industry training.

The Training Levy payable by industry participants is 0.2 per cent of the estimated value of building or construction work worth more than \$20,000.

The definition of building and construction work under the Building and Construction Industry Training Fund Act is very broad and includes the erection, extension, repair, resurfacing or alteration of buildings, structures, water and sewerage works, dams, roads, tunnels, piers, jetties, docks, silos, masts and demolition work.

The Training Levy must be paid prior to commencement of work.

For work requiring a Building Permit, the Training Levy must be paid to the relevant council prior to approval.

For Notifiable Work, a building surveyor will need to sight a Training Levy payment receipt before authorising work to start.

For building work deemed low risk, and all other work not requiring a Building Permit, the builder/project owner must pay the Training Levy directly to the TBCITB prior to commencement of work.

Options for paying the Training Levy to TBCITB include direct funds transfer and credit card. On confirmation of receipt of the funds, the Board will issue a receipt. Further details and assistance with these may be found at www.tbcitb.com.au or by calling the Board during business hours on 6223 7804.

Failure to pay the Training Levy is an offence under the Act with a penalty payable that is the sum of twice the amount of the levy and a fine not exceeding 50 penalty points.

A LICENCE TO OPERATE



All Brick's Brad McKendrick who participated in the TBCITB-funded course.

FOUR All Brick employees have secured a Licence to Operate a Personnel and Materials Hoist.

All Brick northern regional manager Will Slocombe, who has been with the company for six years, says the course would be beneficial for a number of jobs that involved hoisting objects up a large structure.

"It covered the mathematics on working out the load to send it up safely, the emergency procedures to shut it down if the hoist didn't work and the basics on being able to use the hoist," he said.

"Without the lift we'd be carrying bricks up many flights of stairs, so it has got rid of the fatigue and wear and tear on bodies that would come with that."

Will says it is important for people in the trade to acquire a licence to use the machine safely as it reduces the risk of people getting hurt from incorrect use.

"The course was great, the trainer was really encouraging and patient with everyone," he says.

"It will definitely push a number of jobs along."

Will is currently working on a "large job in Launceston", with the lift training already proving valuable to All Brick.

"The employees on that job wouldn't have been able to start using the lift until they had done that course and it benefits the whole business," All Brick office manager Debbie Barratt says.

"It's a major saving in cost to run the job, reduces the number of employees needed and reduces the risk of injury."

Debbie says All Brick is encouraging employees to undertake any courses that are beneficial to them.

"If we can get a couple of courses under their belts in different things, we'll have more scope of where we can send our employees," she said.

The TBCITB was pleased to be able to support All Brick by fully funding the course costs.

NEWSLETTER BY EMAIL

THE Tasmanian Building and Construction Industry Training Board (TBCITB) wants to increase the circulation of its newsletter among building and construction industry participants by developing an email contact list.

While there are no plans to stop printing the TBCITB Training News that is distributed four times a year, distributing an electronic copy of the newsletter – in addition to the hard copies – allows recipients to easily distribute it to their colleagues.

If you are interested in receiving an electronic copy of the newsletter by email, which you could then forward to other people in your business and others with an interest in building and construction industry training, please send your email details to email@tbcitb.com.au.

UTAS DIPLOMA OF CONSTRUCTION MANAGEMENT UNDERWAY – GJ GARDNER HOMES LAUNCESTON INVESTS IN UPSKILLING

THE Tasmanian Building and Construction Industry Training Board has approved funding for 18 applicants to complete the new Diploma of Construction Management at the University of Tasmania (UTAS). Eligible employers (or individual applicants) can receive up to \$6000 towards the cost of the course.

Developed in consultation with the industry, the course will prepare graduates for mid-level leadership positions and offer them an opportunity to obtain the knowledge and skills required to take the next step in their career.

Students will develop skills in communication, risk and quality management, legislation and compliance, and contract and financial management.

The course is studied part-time over two years and is delivered through a combination of online learning and face-to-face tutorials and workshops.

GJ Gardner Homes Launceston is one company that has taken up the opportunity, with contracts administrator Danae Jones enrolling.

“My goal is to move forward into more of a management role, whether that be project manager or within the company,” Danae says.

“I think I will benefit from better understanding how a business works and how to deal with real life situations that I’m not necessarily in at the moment.”

GJ Gardner Homes Launceston manager Tanya Dell says the course is a two-way street, providing benefits for both Danae and the business.

“It’s benefitting her by giving her more qualifications and skills she can take into the workplace and use anywhere in the industry,” she says.

“It’s also benefitting us because we’re getting an employee that’s now got a wider skill base range, where we may be able to utilise her skills in different parts of our business down the track as she gains more knowledge and experience in what she’s doing.”

Course coordinator Dr Robin Barnes says it is important to support women to gain qualifications in construction.

“Construction is projected to make the second-largest contribution to employment growth nationally, but currently women represent only a small proportion of the construction workforce,” she says.

“The Diploma of Construction Management provides an opportunity for women who are currently working in trade or office-based roles to develop the skills and knowledge for promotion to management positions in construction.

“We have three women enrolled in the course this year and we will be looking to increase that number for next year.”

Further information on the Diploma of Construction Management may be found at <https://www.utas.edu.au/college/courses/diploma-of-construction-management>.

ASBESTOS AWARENESS TRAINING COURSE

IT is common knowledge in the building sector (and in the broader community for that matter) that inhaling asbestos fibres can cause serious diseases like asbestosis, mesothelioma and lung cancer.

On average, 12 people in Tasmania die every year from asbestos exposure (Asbestos Free Tasmania Foundation).

It is with this information in mind that BSH Electrical has upskilled its employees to identify asbestos and understand the risks involved when it is located on a site.

Seventy-three BSH employees from three offices across the state recently attended an Asbestos Awareness training course run by IPM Consulting and fully funded by the TBCITB.

BSH operations manager Todd Press says it provided attendees with a number of benefits.

“It has given our technicians and employees a better understanding and confidence in being able to identify asbestos so they can then come up with plans on how they deal with it moving forward,” he said.

“It was a classroom-type exercise with some examples.

“The participants loved the training – it was well delivered, well received and our technicians gave positive feedback, so it was certainly worthwhile.”

BSH employee Bernadette Doyle was one of the attendees and says it will help her ability to identify the many different products asbestos is found in.

“There were samples of sealed asbestos that were passed around, as well as photos and discussion around asbestos-containing materials that we are likely to encounter in our trade,” she said.

“IPM are also work health and safety consultants, so when we discussed concrete cutting and what protection should be used, we drilled down into the specific equipment and vacuums we use.

“As a result we came away with a good understanding of vacuum filter effectiveness and additional protection requirements.”

Bernadette says BSH supports providing her with training opportunities.

“The safety culture at BSH has changed substantially since I started here and in the past few years they have provided me training in Asbestos Awareness, Manual Handling, LV Rescue, Testing and Verification, Working at Heights, and First Aid/CPR,” she says.

“From a safety perspective, I feel the training we have received in the past few years has helped our team avoid incidents and injuries.”

Todd says BSH supports its employees through training opportunities.

“We talk to our technicians through consulting committees about what they think would be beneficial to them,” he said.

“We look at the risks and see what other training has to be done that will help them do their job safely.”

BSH Electrical’s current major projects include Parliament Square and the Vibe Hotel.