

BUILDING & CONSTRUCTION TRAINING NEWS

The latest news on training in the building and construction industry

DECEMBER 2019 #102



TBCITB

WWW.TBCITB.COM.AU



HAPPY HOLIDAYS

THE TBCITB OFFICE WILL BE CLOSED FROM 1PM ON THE 24 DECEMBER 2019 REOPENING ON JANUARY 6, 2020.

WE WISH EVERYONE A RESTFUL BREAK AND LOOK FORWARD TO RECONNECTING WITH THE INDUSTRY IN THE NEW YEAR.



The Cancer Council Tasmania recommends sun protection year round, not just in hotter months.

SKIN CANCER AWARENESS A MESSAGE FROM CANCER COUNCIL TASMANIA

AUSTRALIA has one of the highest rates of skin cancer in the world, with at least two thirds of Australians diagnosed with skin cancer by the age of 70.

Most skin cancer patients are getting this disease because they have had overexposure to ultraviolet radiation from the sun.

In the workplace it is estimated that more 34,000 skin cancers, as well as 200 melanomas, are caused by UV overexposure from the sun, which is how most skin cancers are caused.

Because UV damage accumulates over time, it is recommended that outdoor workers wear sun-protective clothing and hats, sunglasses and sunscreen year-round, not just in the hotter months.

Cancer Council recommends that management get on board by:

- Creating a sun protection policy;

- Involve workers in choosing suitable and preferable sun-protective clothing and hats, sunglasses and sunscreen;
- Setting an example by enacting all sun-protective behaviour and practices; and
- Using a variety of training methods and tools to educate staff such as toolbox talks, guest speakers, introductory or refresher sessions, newsletter articles, poster displays, brochures and flyers, reminders via staff meetings and SMS messages, signage and pay slip notes.

Cancer Council Tasmania's mission is to minimise the incidence and impact of cancer Tasmania-wide.

It provides cost-free, individual, practical and group-based support services for Tasmanians impacted directly or indirectly by cancer.

For more information please contact the Cancer Council on telephone 1300 65 65 85.



TBCITB Chair Tracy Matthews and outgoing CEO Simon Cocker at the farewell function.

FAREWELL SIMON COCKER

In late October we bid farewell to CEO Simon Cocker with a gathering at the Royal Yacht Club of Tasmania to mark his retirement. TBCITB Chair Tracy Matthews spoke to the large crowd of colleagues past and present and industry friends gathered to bid Simon farewell.

There were many messages of thanks and

appreciation for all of Simon's work at the TBCITB over 9 years by attendees. Simon was joined by his wife Alison and children Claire, Fiona and James on the night and he said he is looking forward to travelling with his family in his retirement. On behalf of the board of directors, staff and all your industry colleagues, thank you for your service Simon.

BENEFIT FROM THE BUILDING BOOM IN TASMANIA'S NORTH

EMPLOYING enthusiastic and willing apprentices has never been easier or more affordable through the Launceston Apprentice Pipeline Project (LAPP).

The Tasmanian Building and Construction Industry Training Board will pay employers to employ an apprentice as part of LAPP.

The TBCITB has created 28 LAPP scholarships that will fund year 11 students to undertake a Construction Certificate II under the guidance of TasBGAS with the aim of placing them into an apprenticeship.

The TBCITB also needs builders willing

to take on construction students and job seekers to give them real work experience.

There is an \$8,000 employment incentive - growing to \$15,000 for small businesses under the payroll tax threshold - available if the apprentice is a carpenter or joiner, plumber, plasterer, bricklayer, stonemason, air conditioning and refrigeration mechanic or wall and floor tiler.

For more information please contact the TBCITB on telephone 6223 7804 or email lapp@tbcitb.com.au to register your interest.

CONSTRUCTION READY TRAINING COURSE

MASTER Builders Tasmania (MBT) is taking applicants for its Construction Ready Training Course, which is to take place across the state in December and January.

The Construction Ready course prepares workers for the large intakes of commercial apprentices at the beginning and end of each year.

Currently there is one course scheduled in December in the north-west, and three others across Tasmania in January.

However, the MBT also runs Construction

Ready courses by demand.

The course is run over two days and covers important topics such as asbestos awareness, safety from heights and Workplace Health and Safety matters.

On successful completion participants will be awarded their Working Safely at Heights and an SOA for Asbestos Awareness and Hazardous Manual Tasks.

This course is funded by the TBCITB – there is no cost to participants!

To learn more or sign up, contact Amy on 6210 2000 or email amy@mbatas.org.au

HERITAGE SKILLS



Participants enjoyed the challenge of learning heritage skills

The Tasmanian Heritage Education and Skills Centre recently ran a Traditional Surface Finishes two-day workshop in Oatlands, funded by the TBCITB.

The course was developed as part of a commitment to retaining heritage skills, in the building and construction industry and has the backing of the Southern Midlands Council.

Heritage tradesperson Graham Green developed and delivered the course where participants learnt how to split and install wooden shingles with traditional tools.

Participants have a better appreciation of how buildings were constructed in the pioneering days, utilising the 'old way' of doing things.

Council and TBCITB hope Tasmania can become a hub of Heritage tradespeople who specialise in the heritage building techniques.

CALLING FOR ENROLMENTS IN NEW DIPLOMA OF CONSTRUCTION MANAGEMENT AT THE UNIVERSITY OF TASMANIA

THE University College of the University of Tasmania is calling for enrolments in the new Diploma of Construction Management, which will be available in February 2020. The course is suited to existing employees within the building and civil construction industries who hold a Cert III in Building & Construction, or a Cert III in Civil Construction, have relevant industry experience, and are looking to upskill into roles with additional functional requirements and higher levels of responsibility (UTAS),

To enquire about funding possibilities, contact Paul Lockwood at the Tasmanian Building and Construction Industry Training Board on email: paul@tbcitb.com.au or phone: 62237804.

TBCITB OCTOBER PUBLIC MEETING

MORE than 50 industry participants attended the latest Tasmanian Building and Construction Industry Training Board (TBCITB) public meeting to provide important feedback on industry training.

These public meetings are held by the board every two years to review the state of the building and construction industry, identify areas for targeted programs of support and to ensure the board responds appropriately to industry feedback.

Two areas of interest at the meeting were employee wellbeing and Business Information Modelling (BIM) implementation.

The value of BIM in improving workplace efficiency and lowering costs was noted, as was the need for more demonstration projects to assist with showcasing the many benefits of the technology.

In respect of employee wellbeing, the board was urged to continue its efforts to support specific training and strategies to support employees with mental health and other wellbeing issues.

Promoting the benefits of working in building and construction to students in years nine to 12 was also identified as important.

Alongside this, the significant value of mentoring programs was discussed.

The meeting also discussed the skills shortage in the industry. More teachers and trainers are needed in the industry, the meeting was told.



The TBCITB is helping guide the industry in the better application of Building Information Modelling (BIM) through the BIMhub project. BIMhub encourages development of BIM capability in Tasmania through awareness, education and policy development.

Presenters at a recent industry information day were L-R Damian Rogers, John Mitchell, Graham Brewer, Tracy Matthews, Catherine Galloway (Macquarie Point Development Corporation), Allan Jeffrey, Claire Vervaart.

BUILDING INFORMATION MODELLING PROVEN AN INVALUABLE TOOL FOR BUILDING AND CONSTRUCTION

BIM is increasingly used worldwide on development projects. In Australia, industry and governments are in various stages of BIM adoption. BIM bridges the gap between traditional 2D drawing and 3D modelling, using virtual data sets to create a virtual model of an entire project. Any changes made to the design of the project can be easily integrated back into the model, saving time and money when it comes to identifying design elements and maintenance implications .

Gandy and Roberts Engineering is a strong advocate for Building Information Modelling (BIM), after having successfully implemented it at a recently completed Atlantic Salmon nursery for Huon Aquaculture at Whale Point.

Director of BIM Consulting at Gandy and Roberts, Klaus Stroehl, said there is a wide range of benefits of using BIM technology processes. "BIM processes allow improved collaboration and coordination of all relevant disciplines, reduce RFIs through better documentation, and reduce waste and overall risks," he said.

According to Klaus, BIM processes are mandatory in various countries around the world. Klaus explained that BIM has the potential to significantly "improve efficiencies, deliver better buildings, and to reduce costs in the building industry".

In Australia "various initiatives in state and federal governments have BIM on the agenda and some state governments require major projects to be delivered using BIM processes," he said. "BIM was the

fundamental process to design the facility from the start of the Huon Aquaculture project" with some contractors actively using BIM Models on site and others benefiting indirectly "due to the very high level of coordination".

Many designers are already familiar with BIM Modelling for internal processes and design documentation. "On the Whale Point project, this was taken a step further – BIM as an integrated and coordinated approach to create, maintain and use the models across design and construction processes proved to be invaluable, and exceeded the high expectations," said Klaus.

For one of the project's main contractors, Billund Aquaculture, 3D models were demonstrated to be foundational to construction activities. "I cannot stress how important 3D modelling in general and BIM in particular is for us," said Australian CEO of Billund Aquaculture, Patrick Tigges.

"Our projects - land based fish farms - have often proven to be extremely challenging and confusing for most other contractors and at times even hard to design for ourselves, due to the vast number of pipes in various layers across our facilities," said Patrick.

Patrick gave thanks to Klaus Stroehl and Gandy & Roberts for assisting with BIM implementation for the project. "For us it is hard to imagine doing a project these days without 3D modelling and I can only strongly recommend for the construction industry to implement BIM into their workflows."

SUPERCHARGE YOUR BUSINESS

THE TBCITB is pleased to announce the availability of a limited number of qualifications that you may be able to complete AT NO COST, with training partner NDA Tasmania. These courses are funded* through Skills Tasmania. If you qualify for the Skills Tasmania funding, and are in the building and construction industry, any applicable gap fee will be funded through the TBCITB. Three qualifications are offered:

Certificate III in Business Administration BSB30415 (value \$2,865)

This will appeal to people working in the administration of building firms – especially small firms with a single administrator. As a part of the qualification, you can attend the following NDA training courses which relate to the units you choose, at no cost:

- All MYOB courses
- Business Writing Skills
- Microsoft Word
- Customer Service
- Publisher
- WH&S
- Excel
- Time Management

Certificate IV in Project Management BSB41515 (value \$3,000)

Diploma in Project Management BSB51415 (value \$4,000)

The Certificate IV is targeted at people working in project teams, and the Diploma at people leading project teams. These qualifications will appeal to people working on projects in medium and large organisations, or sole traders / smaller building firms who wish to improve their project management skills. As a part of both qualifications, you can attend the following NDA training courses which relate to the units you choose, at no cost:

- Microsoft Project
- Managing Successful Projects
- WH&S
- Supervision Skills
- Time Management

Where can I study?

All of the training courses are available in Hobart and Launceston. All courses except MYOB and the Project Management related courses are available in Devonport.

When can I start?

You can enrol and begin study at any time.

Do I have to attend training courses?

No – you can complete study and assessment for the qualifications externally if you wish. The training courses are optional.

How do I enrol / find out more?

Call NDA on 03 6334 4910 or email Janelle@nda.com.au

*Funding is available through Skills Tasmania, subject to eligibility criteria.

TAKING THE LEAD IN THE WORKPLACE



The Andrew Walter Construction mentor and supervisor team at the recent Mentor and Supervisor Training course, funded by the TBCITB.

EMPLOYEES of Andrew Walter Construction (AWC) have honed their leadership skills, thanks to a day of mentor and supervisor training funded by the Tasmanian Building and Construction Industry Training Board.

The Mentor and Supervisor Training Course targeted current and aspiring supervisors and mentors, equipping them to develop their leadership, communication and interpersonal skills.

Strong positive feedback was received for the training, with Human Resources Manager of AWC, Gill Anning, saying that other workers have requested attendance to future courses.

Gill said any type of training that supported growth of workers and the overall workplace cohesion was valuable to the building and construction industry.

“This training is very important in our industry,” she said.

“Any training that better equips supervisors to lead well and to respond appropriately when an individual shows signs that they are struggling in the workplace is of great benefit to all.

“In addition, new workers will always benefit from leaders and crews who mentor and support their growth in the workplace.”

The course covered topics revolving around communication skills, conflict management, time management, and considering differences among workers such as generational differences.

It also referenced motivating young workers and enacting personal and

workplace values.

“Our aim was to include all current supervisors as well as up and coming leaders in our workplace and we were impressed with the course content and its relevance to working with others and leading teams,” Gill said.

Twenty four people participated in the Mentor and Supervisor Training Course and took place over two sessions.

It was conducted by Tracey Groombridge from Ozhelp.

Gill said Tracey gave helpful insight into mentor and supervising by listening and building upon the experiences that employees shared with her.

“Tracey connected well with our workers who offered great insight into experiences they have had,” she said.

One course participant, Wade Apted, has worked for AWC for one-and-a-half years.

Wade said he learned useful techniques about communication and time management from the course.

“I benefited from learning how to treat people and interact with people, being able to manage my time better and better explain things to others,” he said.

“It will benefit me extremely well going forward and I think it already has.”

“The course itself was really good, and nearly everyone I spoke to who did the course enjoyed it as well.”

“Following the course our guys feel more confident that they can mentor and supervise in the workplace,” Gill said.

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.



Frontline Electrical know how important confined space training is for their people's safety and so they can deliver work for TasWater.

FRONTLINE ELECTRICAL MAINTAINING HIGH WHS STANDARDS

FRONTLINE Electrical employees have benefited from the Confined Space Management training course.

Funded by the Tasmanian Building and Construction Industry Training Board, the course comprised three topics - conducting local risk control, issuing work permits and carrying out gas testing of atmospheres.

Leon Dixon, who manages HR and WHS functions for Frontline Electrical, said the training course was “vitaly important from a WHS perspective along with maintaining mandatory compliance with the regulatory requirements of high-risk work.”

Over recent months, a number of workers at Frontline Electrical have attended refresher training on Confined Space Management.

“While we do not have any issue with the competence of our people, maintaining currency of these skill sets does require constant attention,” Leon said.

Leon noted Frontline Electrical’s relationship with TasWater as a “great example of how organisations can partner to achieve best practice outcomes through regular training.”

Ian James and Justin Richardson (pictured) are two workers who attended the Confined Space Management training course.

“Both workers provide essential services of electrical maintenance across a range of TasWater critical infrastructure and assets,” Leon said.

“These work environments are potential high risks and without currency of these vital skill sets we could potentially compromise the safety and efficiencies of our people and our clients.

“The ongoing support provided by the TBCITB enables our business to sustainably deliver essential training for our people.”

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.

TBCITB 2018/19 ANNUAL REPORT



THE Tasmanian Building and Construction Industry Training Board (TBCITB) invested more than \$2.14 million in industry training in 2018/19, its annual report says.

Chairperson Tracy Matthews said this comprised 1455 courses for 8325 industry participants.

“Looking ahead, the TBCITB has forward commitments of nearly \$1.5 million for apprenticeship programs through to 30 June 2024,” she said.

Tracy said given the strength of the building and construction industry, apprenticeship numbers continued to improve in 2018/19.

“Regardless, the Board continued to offer carefully targeted incentive programs to encourage apprenticeships, particularly to respond to anticipated high levels of activity over the next few years,” she said.

Key points noted in the Annual Report included:

- The building and construction industry employed 22,300 people as at May 2019, six per cent more than in August 2018 (21,000). Because employment levels generally follows the trend in construction activity, the demand for workers statewide is expected to be relatively strong

for the next two years at least.

- The Tasmanian building and construction industry continues to experience high activity levels expected to be worth about \$2.5 billion over the next two years.
- Current high activity levels has meant that the number of apprenticeships, the highest priority entry point to industry, have remained strong. Preliminary figures indicate that the industry employed 1,712 apprentices during 2018/19. Numbers in traditional apprenticeships as well as other building and construction apprenticeships (mainly in civil construction) remain high.
- While trends are improving, work safety continues to be a key focus for the TBCITB. Building and construction accounted for 8.8 per cent of Tasmania’s lost time injuries in 2018 at an average cost of more than \$10,934 per incident.
- More major projects in the north of the state are expected to come on line within the next two years coinciding with the completion of significant projects in southern Tasmania.

Tracy said the Board continued to support youth-focused programs, including the Building and Construction Pathways Program and youthBUILD.

“We also continue to offer programs designed to assist with specific industry need,” she said.

“For example, a heritage skills transfer program is providing assistance for the transfer of knowledge and skills from experts or experienced practitioners to people working in the building and construction industry who are maintaining Tasmania’s built heritage estate.

“The Board has also produced support materials and videos to promote building and construction careers focused on senior high school students and heritage construction skills.”

Tracy said the Board assisted industry to prepare for emerging technologies.

“We are continuing to work with the Australian Institute of Building through BIMHub to help Tasmanian practitioners prepare for the uptake of high level information and communication technologies, including building information modelling,” she said.



WORKERS EQUIPPED WITH ESSENTIAL SKILLS THROUGH MBT TRAINING

THE latest Construction Ready training course offered by Master Builders Tasmania (MBT) that equips apprentices to become work-ready when applying for apprenticeships has recently been run in Launceston.

The course, funded by the Tasmanian Building and Construction Industry Training Board (TBCITB), used practical exercises to build understanding of the Workplace Health and Safety Act and regulations, including learning about risk management and safe work culture.

“This course is run to add value for our members who have apprentices entering the workforce,” said Amy Ransley, training officer at MBT.

“Thanks to the course, new entrants to the workforce are now work-ready when they commence apprenticeships.”

“The topics covered in the course are essential to working in the building industry as they all relate to ongoing safety of the apprentice and they support what they will encounter in their working career.”

One hopeful employee currently applying for apprenticeships, Bayley, had positive feedback.

“The course was great, the teacher was great. The main thing is I have more on my resume now so people can see what I’ve got. I look forward to more in the future and using this knowledge.”

On completion, participants received their Working Safely at Heights and an SOA for Asbestos Awareness and Hazardous Manual Tasks.

TBCITB funding was essential to the MBT’s provision of the course.

“Without TBCITB funding, Master Builders wouldn’t be able to run the Construction Ready course,” Amy said.

“With funding, we are able to offer this course at no cost to participants, which would otherwise cost them \$300 for the two full days of training.”