

Aussie BRICKLAYER

Bricklayer & Apprentice
Makes good business sense

AUSTRALIAN CAPITAL TERRITORY

November 2010

Young Attitudes Change Through Horizon Program



Vince Ball – CITC and Lyn Sheffield with some of the 'budding brickies' who worked on the Lanyon project

A recent three week Horizon bricklaying pre-apprenticeship program has changed the attitudes of the students.

Fifteen youths were selected from Lanyon High School to take part in a program which aimed to get young people interested in education through vocational training.

Under the guidance of experienced trainer Lyn Sheffield, the participants constructed a new outdoor barbecue area, additional seating and the foundation for a small basketball court.

"They were apprehensive at first, but soon they found the experience interesting. The boys really got stuck into it and kept extending the hours meant to be spent on the job. Attitudes changed when they realised they could be someone in life and go on to become a builder, site manager and so on.

"It's good for the construction industry because these kids are good workers and the work they have done on this project is recognised for their future training," said Lyn.

The program was supported by CITEA. Alan Tongue, the Captain of the Canberra Raiders made a visit to the

site. The work undertaken by the students was formally opened by Joy Burch MLA, Minister for Children and Young People.

ABBTF's Geoff Noble says the program was a great experience for the students and also raised the profile of bricklaying through an article in the Canberra Times.

Brickstart Bonus Extended to March 2011

ABBTF has announced an extension of the \$2,000 Brickstart Bonus for employers of new apprentices to 31 March 2011.

ABBTF believe this time of the year is crucial and extending the Brickstart Bonus will be a welcome incentive to employers signing on apprentice bricklayers.

ABBTF has continued its support in recognition of the timing of school leavers looking to start an apprenticeship.

The Brickstart Bonus conditions have not changed and employers should contact ABBTF to register for the incentive on 1300 66 44 96 or visit our website www.becomeabricklayer.com.au

New ABBTF Website



A new website has been launched by ABBTF as part of a complete redesign of our marketing and communications program.

www.becomeabricklayer.com.au has been redesigned to make it more attractive and informative for those seeking a career as a bricklayer.

Geoff Noble, ABBTF's general manager, said that following a review of its operational and marketing strategies, the decision was made to redesign the website.

"The website makes it much easier for young people to find out about a career in brick and blocklaying. The site is simple to navigate, explains what a bricklayer does and what makes a good bricklayer. It points out all the good reasons for becoming a bricklayer, said Geoff Noble.

"The new website details how to get qualified as a bricklayer, the best sources of information and the incentives available. ABBTF's State newsletters and media releases are on the site as well.

"There is a section for employers which explains why it makes good business sense to take on an apprentice and the incentives available," Geoff concluded.

If you are looking for information about the structure and purpose of ABBTF and its strategies, you can go to another website www.abbtbf.com.au. This website explains who we are, the brick and block companies we represent and our strategies to address the skill shortage in bricklaying.

Bimberi Youth Centre Course Offers a Better Future



Bimberi Youth Justice Centre

A special ABBTF bricklayer training program, designed to give participants a brighter future by learning a trade, has been held for young people at the Bimberi Youth Justice Centre.

The bricklaying course at Bimberi saw 12 youths taking part and was supported by local construction and building associations as well as brick companies.

The bricklaying trainer Lyn Sheffield from CITEA, put the participants through their paces.

Lyn said there is a real shortage of bricklayers that the young men who did the course would be able to fill. "Building skills vital to ensure young people, such as those in Bimberi, overcome hardship.

"At least six of the boys showed some real talent and are interested in entering bricklaying as a trade. Provided they are prepared to work hard the construction industry will give them a chance to prove themselves.

The story featured in the Canberra Times and on TV news. It has the support of the ACT Government and the Minister for Children and Young People, Joy Burch visited whilst the course was underway showing genuine interest the project.

ABBTF's general manager, Geoff Noble, said the youths had acquired real bricklaying skills.

"It is a hands-on course where they learn to handle a trowel and mix mud and work as a team and this will assist them to re-enter society and make a meaningful contribution," said Geoff.

"The recently constructed Bimberi Youth Justice Centre is also an excellent example of creative design in bricks. The award winning project was

completed by CTR Pacific Pty Ltd. The centre represents bricklaying skills in construction, as well the potential for future apprentices to add their skills to the industry starting with this ABBTF youth training course," concluded Geoff Noble.

Building Activity in ACT Booming

Building activity in the ACT is booming and we are expecting higher demand for bricklaying skills. This is creating more demand for tradespeople making the ABBTF's programs even more important.

According to the Housing Industry Association's ACT Outlook, new home building in The Australian Capital Territory is expected to continue strongly over the next two years.

Housing starts surged ahead by 61% in the 2009/10 financial year to reach their highest level since 1992/93.

"This was an outstanding result which proved the effectiveness of our local building industry, said HIA ACT Executive Director, Mr Stuart Collins.

"As housing starts inevitably wind back from such a high peak, the focus needs to remain firmly on addressing perennial supply-side obstacles, including a structural shortage of skilled labour," Mr Collins said.

On a financial year basis, HIA is forecasting 2,990 starts in 2010/11 and 3,282 starts in 2011/12.

These levels of activity will give many bricklayers the confidence to sign up and train an apprentice, particularly with ongoing financial support from ABBTF.

Sam Griffiths Takes Out Top Award

Sam Griffiths of AP Blazic Bricklaying Pty Ltd has taken out the ACT Outstanding Apprentice in Bricklaying award at the 2010 CITC Awards.

The awards recognise outstanding apprentices across the construction industry, with the ABBTF sponsoring the bricklaying award.

Sam was thrilled with the recognition from the industry's peak training body. "I'm stoked. It's great to be recognised for all the hard work, and I've really appreciated the support from my employer," Sam said.

Sam came into bricklaying following a few years travelling and working after finishing school. "I thought the building industry, and particularly bricklaying, offered fantastic potential for a good career. My grandfather was also a brickie, so I had a pretty good idea of what was involved," said Sam.

Sam is also currently completing Certificate IV and is looking to get his Class C Builders licence. "Next up, I'd like to go for my Certificate B licence and work on bigger jobs," he said.

According to Sam's employer Arran Blazic, the award is well deserved. "Sam is one of the best apprentices I have ever had, not just in terms of skill, but also in his attitude and approach to the job. He is a great kid, and has enormous potential in the industry. I know he will do really well in whatever his future holds," Arran said.

Arran also acknowledged the role of the ABBTF in helping businesses employ and retain apprentices. "The financial support given to employers by the ABBTF is just so important so that we can keep attracting good apprentices like Sam into the trade."

ABBTF also sponsored the 2010 Certificate of Merit Award won by Antonio Georgio.



Geoff Noble – ABBTF presents Sam with his Award

National REPORT



Operating results for 2009/2010

During the year to June 2010 Australian Brick & Blocklaying Training Foundation (ABBTf) achieved the following:

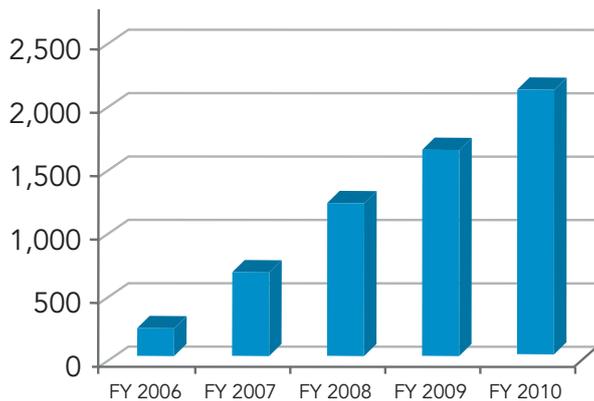
- Increased the number of supported apprentices by subsidies to their employers based on satisfactory training outcomes. The number has increased to 2,144 which is 34% higher than 2009.
- Introduction of new Brickstart bonus to employers in year one in some states as a short term promotion to boost apprentice commencements.
- Support for mature aged apprentices or their employers to overcome their financial disadvantage.
- More than 2,400 secondary students participated in ABBTf Step Out Programs to gain hands-on experience in bricklaying.
- Support for pre-entry training in bricklaying which saw 950 enrolments in preparation for an apprenticeship.
- Deployment of three field representatives across QLD, NSW and WA and two promotional Try a Trade vans to improve our coverage and influence with potential employers, school students and careers expos.
- Extension of the regional travel allowance to apprentices to more states to overcome the disadvantage of distance from training centres.
- Introduced financial support for existing workers to have their bricklaying skills assessed and recognised, to enable completion of gap training to achieve a qualification in bricklaying.
- Support and involvement in events at regional and national levels to promote high achievers and excellence in bricklaying including WorldSkills, Golden Trowel and Brick Masterclass.
- Initiate collaborative meetings of TAFE training personnel for validation of the new training package, resource sharing and receiving ABBTf and industry information.
- Creation of new marketing image and logo to focus on the separate targets of the potential apprentice and to the bricklayer as the employer.
- A new website to attract young people into bricklaying.
- Publication of 18 editions of newsletters which have been revamped to target bricklayers and industry stakeholders.
- Attendance at 134 career events and promotions to encourage young people into the trade.

Operating Results	2009/10 No.s	2008/09 No.s	Financial Results	2009/10 \$000's	2008/09 \$000's
Apprentices Supported by ABBTf	2,144	1,628	Revenue	7,074	6,635
Mature Apprentices Supported	61	79	Total Expenditure	9,251	6,477
Apprentices in Training	2,776	2,641	Operating Surplus	(2,177)	158
Step Out Program Students	2,424	3,027	Training Reserve	2,247	4,424
App Regional Travel Support	30	0	App Subsidies to Employers	6,420	3,533
Pre-Apprenticeship Enrolments	950	635	Training Support	270	316
TAFE Colleges and RTO's	52	50	Step Out Program	730	747
Group Training Organisations	67	70	Promotion	742	790
Careers Events Attended	134	124	Development	650	649
Newsletter Mailing List	50,000	44,000	Administration	439	442

The full Statutory Annual Report will be available on the website or hardcopy on request.

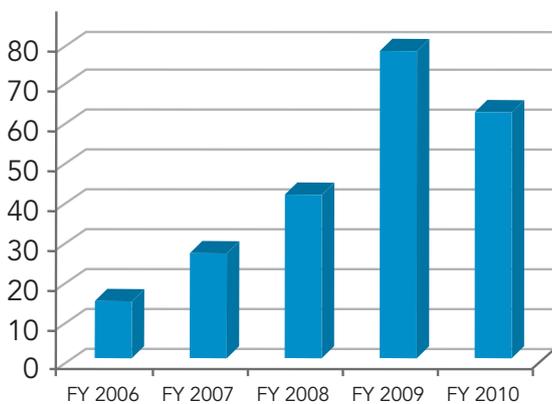
National Operating Results for 2009-2010

Supported Apprentices



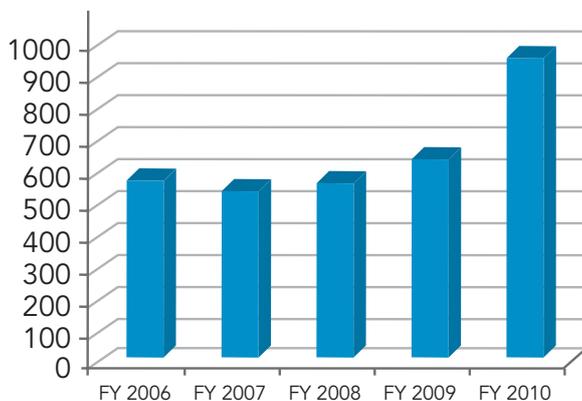
The strong growth in the number of subsidised apprentices has continued in the year to June 2010. ABBTF support has helped employers train and retain their apprentices.

Mature Age Support



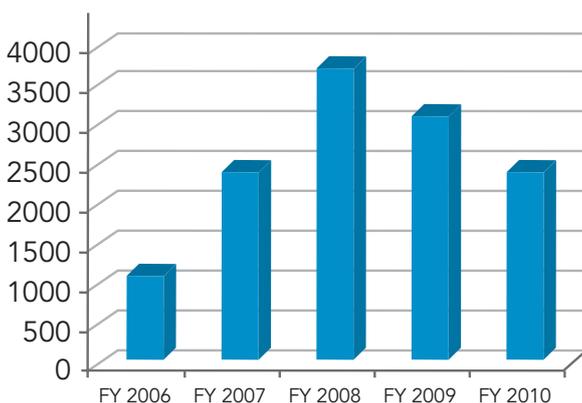
ABBTF supports apprentices over the age of 21 (23 in Victoria) with payments to overcome the financial disadvantage of apprentices in this older age group.

Pre-Entry Support



ABBTF support has helped encourage young people to complete bricklayer training in pre-apprenticeship or pre-vocational courses to make them work ready to start an apprenticeship.

Step Out Programs



The ABBTF Step Out Program has been a strong influence on career choices in construction. The one week hands-on taster has varied across regions to a shorter try-a-trade at careers events. More than 11,500 students have completed the schools bricklaying program over the past four years.

Canberra College Step Out Program



Step Out Programs (SOP's) around Australia are very popular and the ACT is no exception. Nick Sturges was the trainer assisting 14 students from Canberra College at Woden and Melrose High School to build a garden box in brick.

According to the college's school transition officer, Jo-Anne Lee, the course was fabulous despite the cold weather.

"Our job is to provide the links to career pathways and the Step Out Program certainly gave the students' a real life experience.

"They couldn't believe the amount of work involved in bricklaying, so it was an eye-opener for some of the students.

"It was very successful and we would like to do more Step Out Programs next year. We appreciate the support from ABBTF in organising a professionally run program through Nick Sturges," said Jo Anne.

Mature Age Support

ABBTF provides a mature age incentive available to bricklayers in the ACT who sign on an apprentice over the age of 21. The benefit is \$2,000 paid on completion of first year.

ABBTF recognise that apprentices over 21 are paid at a higher rate, which can be a barrier to them getting a start.

Bricklayers employing mature age apprentices have found their apprentices quick to learn and more productive.

For details on mature age support contact ABBTF on 1300 66 44 96 or visit www.becomeabricklayer.com.au

