

Aussie BRICKLAYER



Supported by the Brick and
Block Manufacturers of Australia

Bricklayer & Apprentice
Makes good business sense

SOUTH AUSTRALIA

October 2010

SA Manufacturers Support Bricklayer Training



Producing high quality bricks and blocks is the aim of leading Australian manufacturers. But they also recognise the urgent need for trades people, with training and skills, to lay the bricks and blocks, so the benefits of the product are fully realised in construction projects.

That's why leading brick companies Austral Bricks, PGH Bricks, Boral and Adbri Masonry are strongly supporting the work of the Australian Brick & Blocklaying Training Foundation (ABBTf).

According to Geoff Noble, ABBTf's general manager, "ABBTf represents leading manufacturers and was created to address the critical shortage of skilled bricklayers.

"The strategies to address the skill shortage are jointly funded by these brick companies and their customers with a contribution based on brick and block deliveries.

"It is important for the market and the building and construction industry to recognise the major contribution of these four companies.

"It is reassuring to know that brick and block purchases from these companies results in joint funding for the program to create training and employment for young people, as well as add skills to

the industry to improve productivity in construction," said Geoff Noble.

For more information about ABBTf's activities phone 1300 66 44 96 or visit our website www.abbtbf.com.au

Tim & Tom Build on Their WorldSkills Experiences

The more we look for successful bricklayers, the more we seem to find. Our latest discovery is Tim Parish and Tom Healey who run a successful bricklaying business in Adelaide.

Tim represented South Australia at the national WorldSkills in 2004 where he came 4th and Thomas won the Silver Medal at the national WorldSkills in 2008.

Tim trained Tom when they worked for another company and they have now been working together for six years handling predominately residential work.

Inspired by their own experiences, they have two apprentices Beau Morrow and Sam Neville working with them. Both apprentices undertook a pre-apprenticeship course at Noarlunga TAFE under the guidance of Dennis Nuttall.

According to Tim Parish, the boys are going really well and he would lean more towards employing apprentices who have been through a pre-apprenticeship course.

"Because they have been through a pre-apprenticeship they have a better understanding of basic bricklaying skills and we were able to put them on to mixing the mud and laying bricks sooner than most apprentices.

"It's beneficial for Beau and Sam and also for us because they are contributing to the jobs immediately. Further down the track we plan to put on more apprentices depending on the flow of work," said Tim.

"The ABBTf subsidies are working well and when added to the support from government it is really worthwhile taking on apprentices particularly when they have done the pre-app," he added.



L-R: Sam Neville, Tim Parish, Tom Healey, Beau Morrow

Recognising Our Bricklayer's Mastery of Skills

FCTA Building Careers has again been granted funding from DFEEST in conjunction with ABBTF and CITB to Recognise Prior Learning (RPL) for bricklayers in South Australia. The last program had a success rate of 100% of participating bricklayers having a qualification issued after an assessment at no cost to them.

FCTA assessed the mastery of skills of bricklayers previously unrecognised. Many participants had been placed in a position of being a paid employee rather than an employer in their own right, due to the lack of a qualification.

The National Bricklaying Apprentice Status Report (an ABBTF initiative) – Industry Pathfinders Project, funded by Dept. Of Education, Employment and Workplace Relations (DEEWR) has acknowledged in the report that only 40% of all bricklayers have a trade qualification.

South Australia is party to the COAG agreement which means our brickies will need to have the relevant trade qualification to gain their bricklaying licence. Training and Apprenticeship Services also requires proof of qualification along with the relevant licence, from bricklayers to enable them to take on an apprentice.

FCTA's last course has empowered participants to further their trade status and be able to gain the relevant

qualification and/or licence. Places are limited, for further information call Lorraine at FCTA on 08 8289 6574 or 0422 299 416.

Jim Baff Retiring

Flexible Construction Training & Assessment (FCTA) founder and director, Jim Baff, has retired due to illness as at 30th July 2010.



Jim had his own bricklaying business in NSW before joining TAFE SA in 1974. After 20 years with TAFE, Jim worked with Nick Bianco in training and Government contracts.

Jim established FCTA in 2001, where he introduced flexible training which responded quickly to industry feedback.

Over the years Jim has seen more than 3,500 young people develop into trade professionals and start running their own businesses, a source of great happiness to him. In 2008 FCTA won the Small Trainer of the Year Award, and were finalists in 2009.

Jim's legacy is a company focused on delivering excellence in training. FCTA will continue on with Lorraine and Trischa Baff as directors.

While Jim is retiring he will still be providing advice and support to FCTA, passing on his invaluable knowledge of the industry.

"Jim and Lorraine Baff at FCTA, have been great supporters of ABBTF efforts to increase apprentice numbers in South Australia. Their enthusiasm and dedication to the industry has contributed to the success of our program," said ABBTF's general manager, Geoff Noble.

The industry has the highest respect for Jim and we applaud his many achievements. We all wish him well.

TAFE SA Assists with Trade Schools

TAFE SA is and will be assisting new Trade Schools with their training advice and resources prior to the commencement of construction training. Bricklaying is a major part of this trade training and is available for Years 11 and 12 students.

The Federal Government is funding the construction of Trade Schools which will enable trade training and bricklaying to be part of secondary school curriculums.

Try-a-Trade at Adelaide Showgrounds

Bricklaying teaching staff and apprentices from TAFE SA Gilles Plains and Noarlunga campuses were on hand,

with support from Austral Bricks and ABBTF, at the recent WorldSkills Try-a-Trade held at Adelaide Showgrounds.



Over the two days at the South Australian Career One Careers and Employment Expo, hundreds of young people were able to experience trades hands on, as well as the interactive and informative displays and gain insights into the skills needed for the various trade areas on show.

Minister for Further Education in South Australia, Jack Snelling MP, said students and young job seekers experienced as many as 15 different trades and secured valuable career advice from the experts on hand.

"The Government's presence at the Careers and Employment Expo is part of our commitment to ensure young people are participating in training, learning or work," the Minister said.

The Adelaide Careers and Employment Expo attracted close to 20,000 visitors over the two days.

National REPORT



Operating results for 2009/2010

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

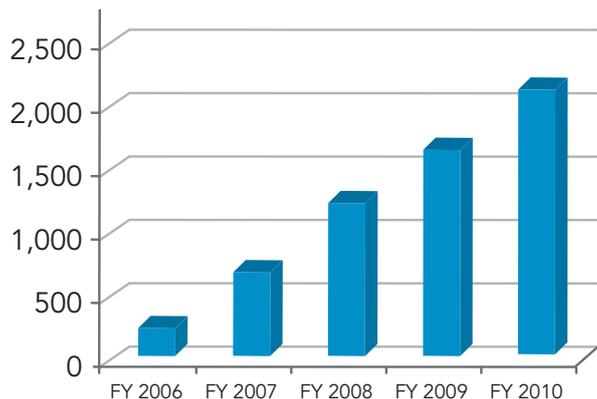
- Increased the number of supported apprentices by subsidies to their employers based on satisfactory training outcomes. The number has increased to 2,144 which is 34% higher than 2009.
- Introduction of new Brickstart bonus to employers in year one in some states as a short term promotion to boost apprentice 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.

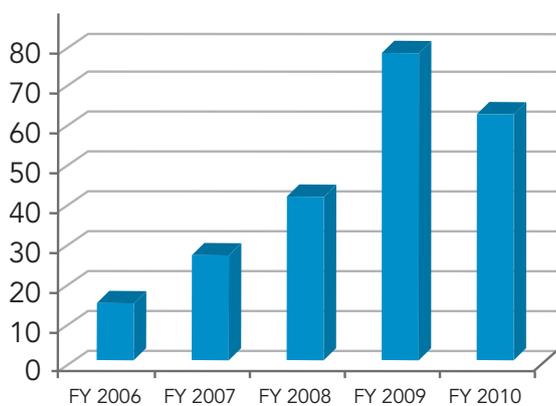
National Operating Results for 2009-2010

Supported Apprentices



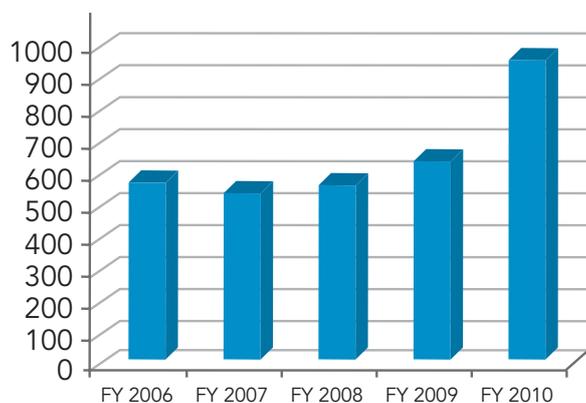
The strong growth in the number of subsidised apprentices has continued in the year to June 2010. ABBTF support has helped employers train and retain their apprentices.

Mature Age Support



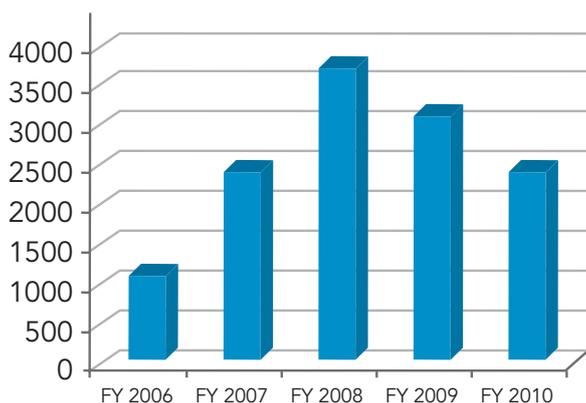
ABBTF supports apprentices over the age of 21 (23 in Victoria) with payments to overcome the financial disadvantage of apprentices in this older age group.

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.

CITB/ABBTF/Kickstart Benefits

CITB are making employers aware of the excellent incentives available for signing on an apprentice. Bricklayers can qualify for these benefits, plus an additional \$3,000 from ABBTF. The incentives are:

CITB Completion	\$1,800pa	\$7,200
CITB Log Book	\$1,800pa	\$7,200
Federal Government		\$4,000
ABBTF Brickstart Subsidy		\$3,000
Federal Gov't Kickstart		\$3,350

Total Subsidy \$24,750

CITB provide an additional incentive of \$1,000 for hiring an ex Doorways 2 Construction student. Tuition support of \$1,600 is also available to apprentices as a discount on course fees over three years.

Bricklayers should be aware, Kickstart Bonus ends on 12th November 2010.

You can visit CITB at www.citb.org.au or call 08 8172 9500.

ATO Benchmarks for Bricklayers

The Australian Taxation Office has released a new range of small business benchmarks to promote a level playing field for bricklayers.

The performance benchmarks can help bricklayers to compare their business performance to bricklaying businesses of a similar size. This can assist businesses to see how they can improve their profitability.

Bricklayers can also use the benchmarks to check that they are on the right path with their tax obligations, particularly in relation to cash income, with the opportunity to adjust things if required.

More information, including access to the small business benchmarks, is available on the Tax Office website www.ato.gov.au/businessbenchmarks or call 13 28 66.

