

BUILDING & CONSTRUCTION TRAINING NEWS

The latest news on training in the building and construction industry

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TBCITB

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PUBLIC MEETING IN DEVONPORT



THE Tasmanian Building and Construction Industry Training Board (TBCITB) will hold its annual public meeting in Devonport on 26 October.

The meeting will be held at Paranaple Centre, 137 Rooke Street between 10.30am and 2.30pm.

The meeting is used by the TBCITB to learn about current issues that are important to the industry and identify strategic industry training priorities.

The public meeting is conducted in accordance with the Building and Construction Industry Training Fund Act.

Information obtained from the meeting will be incorporated into the Board's planning processes going forward.



The Tasmanian building and construction participants at the 2018 Worldskills National Championships.

TASSIE BUILDERS TAKE HOME GOLD

SIX young Tasmanian building and construction industry participants have gone up against the best up and coming tradespeople in Australia, taking home three gold medals at the 2018 Worldskills National Championships.

Held in Sydney, more than 400 competitors from across the country vied for the title of "national champion" in 50 trade and skill categories.

The national championships were hosted by Skills Show Australia, which aims to equip young Australians with the knowledge to make an informed choice about their future career options.

Taking home a gold medal in each of their categories were Sam Laing (carpentry), Mitch Stephen (plastering) and Joshua Boon (cabinetmaking).

The other Tassie competitors were Bradley Guy (bricklaying) and Patrick Mullen (painting and decorating).

Mr Stephen, who has been plastering for the past three-and-a-half years, said he only believed himself to have a "pretty slim" chance of winning.

The 21-year-old said he was "pretty shocked and excited" when they called out his name as the winner.

"I really hadn't thought I had a chance," he said.

"But this was a really great experience and it has opened up a lot of opportunities for me in the future.

"I now have a greater awareness of the quality of my work and it has opened my eyes to exactly what I should be doing.

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TASSIE BUILDERS TAKE HOME GOLD

FROM FRONT PAGE

"I have been offered a BBM Skilled Futures Scholarship, which could see me travel to the United Kingdom for two weeks next year."

Mr Stephen said the gold medal was also handy to have on his resume, opening up the door to working interstate or even overseas.

"This competition is recognised both nationally and internationally, so it's good to have under my belt," he said.

Worldskills Australia chief executive officer Brett Judd said Worldskills Australia was nurturing and developing the skills of young Australians.

He congratulated the competitors for "excelling in their fields and reaching such a prestigious national level."

"Events such as Skills Show Australia 2018 highlight the diverse opportunities available to those pursuing a trade of skill," he said.

"Choosing a vocational education and training path can open up some incredible and varied career opportunities.

"Many of the occupations predicted to have the strongest job growth in the next five years are offered by our vocational education and training sector."

Mr Judd thanked the sponsors, supporters and volunteers for their "tireless support" of the Skills Show and National Championships.

The Tasmanian Building and Construction Industry Training Board (TBCITB), who is a long-time supporter of the Worldskills competition, congratulated the young men and women who represented Tasmania at the event.

TBCITB business manager Paul Lockwood said Tasmanians who represented the building and construction industry at Worldskills brought skills back to the Tasmanian industry.

"The TBCITB regards Worldskills as an important competition," he said.

"Our top young tradespeople get a unique chance to demonstrate their skills against their peers from around Australia."

For more information about the 2018 Worldskills National Championships or for a full list of winners, visit www.worldskills.org.au/what-we-do/worldskills-australia-competitions/national.



Maddison Hume hard at work in her role as foreman at Dunwell Construction.



YOUNG FOREMAN BREAKS DOWN BARRIERS

WHEN Maddison Hume started helping her father out at his civil construction business for pocket money, it seemed a practical rather than life defining decision.

But little did she know that 11 years later she would be employed as one of his foremen.

Although she took a break to try her hand at an education and business degree at the University of Tasmania, Maddison soon decided it was not for her and instead returned to what she enjoyed most – concreting, excavation and form work.

At just 23-years-of-age, she is now one of three foremen employed at Dunwell Construction, a family-owned, Bagdad-based business specialising in civil construction, concreting, excavation and earthworks.

"I started out as a labourer for minimum wage and have steadily worked my way up to a foremen position where I am now overseeing a team of builders," Maddison said.

"The building and construction industry has always interested me and I enjoy watching the transformation process involved in something as simple as laying a house slab or driveway.

"Plus, I always love seeing people's shocked reactions when they ask me what I do for a living – it's always nice to say that I work in construction and it's what I love doing."

But being a woman in a typically male-dominated industry is not always easy – something Maddison can attest too.

"When I first started, I did find it difficult and extremely nerve-racking," she said.

"But as I've gotten older, I've gained a lot more confidence, which is partly due to the

fact that I regularly go to the gym and work out.

"Once I became stronger and didn't have to physically rely on the guys to help me out, I became a lot more confident in myself and my abilities, which in turn earned the respect of those around me.

"There is also that pressure to ensure that everything is done exactly right, not just for the satisfaction of a job well done, but so that no one can blame a mistake on just 'being a girl'.

"But starting at such a young age has definitely helped me out, both in building my knowledge base and teaching me that if I want something in life, I need to work hard to get it."

Looking to the future, Maddison said she planned to continue working at Dunwell Construction with the hope to one day take over from her father when he stepped down from the business.

"The building and construction industry is a great one to be in and overall it's been a wonderful experience," she said.

"I've taken charge, learnt new things and earned the respect of an industry that women typically haven't been a part of until recently."

When asked what advice she would give to other aspiring tradeswomen, Maddison said to simply "go for it."

"Even if you're hesitant and a little intimidated, just hold your head up high and do it," she said.

"Women can do anything these days and there is opportunity in this industry – just go for it and don't let anyone hold you back, question your choice or the worth of what you can bring to the trade."



SMOOTHING THE WAY FOR RECYCLING AND PAVEMENT STABILISATION

AS the only Tasmanian-based contractor currently offering pavement recycling and stabilisation services, it is essential that Andrew Walter Constructions employees are fully qualified and trained in the process.

That is why the civil construction company, with funding assistance provided by the Tasmanian Building and Construction Industry Training Board, recently enrolled nine of its employees in a Pavement and Recycling Stabilisation training course.

Run by Centre for Pavement Engineering Education, the course covered the use of stabilisation technology in stabilising and recycling materials for pavement construction and rehabilitation.

This process is seen as a cost-effective method of improving long-term performance and reducing whole-of-life costs associated with modern, heavily trafficked pavements.

A member of the Australian Stabilising Industry Association, Andrew Walter Constructions owns three specialised reclaimer/stabilisation machines and two cement/lime spreading trucks, along with the associated pavement construction equipment.

Civil engineer and project manager Stewart Geeves said this represented several million dollars' worth of investment from the company in the process.

"We offer these services either as full service using our plant and equipment or

we provide the specialised supervisory skills and equipment to other clients," he said.

"Where necessary, we also provide technical advice prior to any works commencing.

"Therefore, it is essential that our staff – from operators through to engineers and project managers – have the necessary training and recognised accreditation to carry out their roles.

"Stabilisation operations are very much a part of day-to-day operations at Andrew Walter Constructions, so it is important that project engineers and managers understand the processes and can communicate knowledgeably with stakeholders.

"Newly qualified employees are also very likely to be involved with stabilising works at a very early stage of their employment, either in scoping new works or reviewing changes to existing works."

The training course featured practical and project-based content that included discussion on the types of properties, manufacture and chemical reactions involved during the stabilisation process, as well as the safety considerations associated with their use.

It covered the different types of binders including lime, cement, cementitious pozzolans, bitumen, chemical and synthetic polymers.

Andrew Walter Constructions project coordinator Christoph Speer is regularly involved in stabilisation work.

He said the process offered a number of benefits including cost and time savings, not having to cart new materials into a work area, and overall being an environmentally better option.

"Overall, this training course was very well presented and informative," he said.

"It has provided me with a more rounded skill base and filled in any gaps in my knowledge, as I have not previously worked in the civil construction industry."

Site engineer Hayden Allwright, who has been with the company for 12 months, said he now better understood the capabilities of stabilisation.

He said this official qualification helped clients to recognise the company's expertise.

"I am now able to work more effectively and independently on projects involving pavement recycling and stabilisation," he said.

"And I have already been able to utilise my new training when I recently commenced pavement investigations for a project where stabilising was an option."

Andrew Walter Constructions is currently one of 17 accredited contractors nationwide to have a verified understanding of the pavement recycling and stabilisation process.

HERITAGE BUILDINGS MUST BE MAINTAINED

The state must nurture well-trained heritage tradespeople to maintain the 5,000+ heritage buildings and structures that are so important to the state's social, cultural, environmental and economic future.

That is a key finding of the Heritage Construction Skills Update, a report commissioned by the Tasmanian Building and Construction Industry Training Board (TBCITB).

Andrew Jones, of research firm purple infinity, said the TBCITB wanted to ensure a sufficient number of trained industry practitioners were available to undertake building and construction work on heritage buildings and structures so that they were conserved for present and future generations.

"Economic growth and regulatory reform are the two most influential drivers of change within the heritage trades sector," he said.

"Property owners are in a better financial position to renovate than they were six-years-ago.

"And the Tasmanian Heritage Council has simplified the process for property owners seeking approval to undertake works on heritage listed places."

Andrew said the Tasmanian Government's Heritage Places Renewal Loan Scheme had the potential to significantly increase the scope of heritage restoration work in the state.

"Chronic and endemic skill shortages in the construction trades continue to limit the availability of skilled heritage trade practitioners," he said.

"Property owners are finding it difficult to access tradespeople with heritage skills.

This is having an unfortunate consequence – property owners are turning to unskilled and unqualified operators to develop and maintain their heritage properties.

"There is a groundswell of support for a mandatory certification scheme, where heritage practitioners are approved (through training) to carry a Heritage Card.

"Under the proposed scheme, practitioners would be required to hold a Heritage Card before they can be engaged in heritage construction works."

Andrew said looking forward, the lack of new heritage trade skills courses in Tasmania was a major impediment to ongoing professional development in the sector.

"The availability of heritage trade skills training in Tasmania is heavily dependent on the vision and work of a small number of dedicated professionals," he said.

"The loss of one or two of these professionals will negatively impact the provision of heritage trade skills training in Tasmania."

purple infinity was initially contracted by the TBCITB in December 2011 to research the provision of and future demand for specialist heritage skills within Tasmania's building and construction industry.

The findings and recommendations were consolidated in a comprehensive research report and presented to the Board in May 2012.

purple infinity was subsequently contracted by the TBCITB in February 2018 to provide an update on the initial research report.

Both reports may be downloaded from www.tbcitb.com.au.

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.

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.



PERFECT TIMING FOR MONIQUE'S HONOURS PROJECT

PEOPLE often talk about perfect timing.

Twenty-six-year-old University of Newcastle Bachelor of Construction Management honours student, Monique Little (pictured), knows better than most what that can mean.

Her honours project is entitled City profile: Hobart – “slowbart” maintaining the essence of the city amidst a tourism and population related building boom.

“It is a super topical thesis subject,” she said. “Building height limits have been topical in Hobart for a few years now, pretty significantly from when the Fragrance Tower skyscraper on Davey Street was floated.

“From then there has been a bunch of high rise proposals throughout the city.

Even the Royal Hobart Hospital, which is the highest building in the area, has attracted interest.”

The City of Hobart has recently released for comment a proposed amendment to building height standards in the central area of Hobart and Sullivans Cove.

A Building Height Standards Review report was prepared by Leigh Woolley, an architect and urban design consultant.

The review identified design principles for new buildings to be included in the Hobart Interim Planning Scheme 2015 and the Sullivans Cove Planning Scheme 1997.

Monique said her thesis compared Hobart with case studies from Istanbul and London, two historical cities with significant amounts of literature available for her to review.

“Both London and Istanbul are cities with historical skylines and provide good examples of development in an historical context,” she said.

“And both have skyscrapers (and a prominent historical skyscape) and high-rise development that impact on a visual and cultural level.

Monique, who worked on the Parliament Square project with Hansen Yuncken, and with Fairbrother at Mona on the Pharos Wing before project managing the permanent installation of Spectra, now works as a project manager and estimator at Stephen Little Constructions. She has been there since May this year.

Monique is now in her fourth year of her degree, which she has undertaken by distance while working full-time.

“The support of the Tasmanian Building and Construction Industry Training Board has been important as it flies down a lecturer a couple of times a year,” she said.

“You need to have good time management skills to study and work full time. But all my employers have been very supportive of it.

“I did not go straight into the industry after school. But I saw the degree as an option to get a foot in the door. I didn't have a trade background, so the degree was the way for me to get in.”

Monique is keen to see more women pursue a career in the industry.

She is the media marketing chair of the National Association for Women in Construction, the Tasmanian branch of which was launched last June.

“It has been very well received and generated a lot of support in the industry,” she said.

“Membership is quite broad. We have members who are surveyors, architects, engineers, lift consultants and project managers, as well as tradeswomen.”

Monique said the association was currently working on a schools outreach program to complement other professional development and networking events, specifically targeting primary schools.

“We are focused on normalising a career in the building and construction industry for young women,” she said.

DIALLING UP FOR EXCAVATION SAFETY

ANY excavation, irrespective of size, has the potential to damage assets located around the worksite.

This can lead to service interruptions, delays to the project, costly repairs and, in the worst-case scenario, death or injury.

In an effort to protect the safety of its members, the Tasmanian Independent Builders Association (TIBA) enrolled 12 of its members from across the state in a Dial Before You Dig training course.

Funded by the Tasmanian Building and Construction Industry Training Board, the course provided participants with the knowledge and skills to conduct Dial Before You Dig (DBYD) searches to minimise the chance of damaging infrastructure assets.

TIBA office manager Sue-Anne Gunton said the DBYD service was a single point of contact for members to request information about any infrastructure networks at a planned project site.

“Our members can then receive information from registered DBYD members without needing to contact them individually,” she said.

“Participants are taught how to download the DBYD app on their mobile devices and to lodge an enquiry.

“Most importantly, this training course provides awareness of a member's duty of care to follow the five P's of safe excavation – plan, prepare, pothole, protect and proceed.

“Obtaining information from DBYD significantly minimises the risks to our members by providing the important information about a worksite prior to excavation works commencing.

“Safety is a fundamental aspect of any excavation project, so DBYD should always be the first point of contact.”

Lodging a free DBYD enquiry can be done in three ways – online via the DBYD website, via the mobile website or iPhone app, or by phoning 1100, which is toll free during business hours.

Once lodged, participants will receive a response, generally within two days, directly via email or text with the information.

For more information about DBYD service, visit www.1100.com.au/safety-information/duty-of-care.



Supervisor Dean Watts, left, wiht crew leader Tim Lockett.

IAN HARRINGTON GROUP TAKES THE LEAD

BEING able to effectively manage and lead a team is an essential component of any successful company, something that the Ian Harrington Group knows only too well.

“We believe in investing in our people and part of that means providing them with training and development,” Ian Harrington Group corporate services manager Neridene Bracken said.

“We need to ensure that we are setting people up to succeed by providing them with the resources and tools they need to perform effectively in their roles, in their teams and within the business as a whole.”

The Ian Harrington Group is a privately owned and operated Tasmanian company with more than 100 employees working across the state within its subsidiaries Roadways, Statewide Linemarking, Protector Rail and Rockit Asphaltting.

With more than 50 years’ experience, it has a proud and rich history within the industry and prides itself on a commitment to quality, customer service, safety and its people, as well as servicing state, federal and local government projects.

With funding assistance from the Tasmanian Building and Construction Industry Training Board, the Group recently enrolled 12 of its employees in a Team Leader Essentials training course.

An additional 12 employees also took part in a Lead and Manage Work Teams course.

“Leadership is a quality we are aiming to continuously cultivate throughout our workplace and employees, empowering them to become more effective as individuals and in a team environment,” Neridene said.

“This training course not only benefits employees in the work environment, but also provides them with tools to apply to life in general, including how to communicate effectively, navigate through difficult conversations and manage expectations.

“This is particularly beneficial to the business, as we have a history of promoting people from within who have not supervised employees before.

“It certainly provides them with some handy, simplistic tools to put in their toolkit to utilise on a day-to-day basis.”

Roadways Surfacing north supervisor Dean Watts said the course was “brilliant.”

He said it was something you’d get a lot out of if you went in with the right attitude.

“We travel all over the state and work long hours and there are multiple things that need to happen to make the job run smoothly, and leadership of a team can impact a lot of these outcomes,” he said.

“A couple of key things that I have taken away from this course is to look at ways of turning a negative into a positive and looking at the bigger picture in general, such as how decisions and behaviours impact upon the team.

“It has also made me reflect on my own standards and ensure that I lead by example, because it’s monkey see, monkey do.”

Jeremy Duggan, from Protector Rail, said completing the training allowed for self-improvement and the bettering of his leadership skills.

“It has helped me understand that I need to listen more and understand differing views and how I communicate with people,” he said.

“It has given me more confidence to approach issues and understand the responsibilities of leading a crew and how I can do this more effectively.

“I have recently been in charge of the team full time and, after this course, I have adjusted the way I communicate with them.

“This has, in turn, changed for the better the way in which the team interacts, which I think has generated an overall improvement in morale.”

Neridene said she had already seen the new training being put to good use.

“I have noticed that employees are more invested and engaged in their responsibilities,” she said.

“Supervisors and team leaders are also taking a greater interest in the people management aspect of their roles and their obligations as leaders.”