



# REGIONAL INDUSTRY PRACTITIONERS WORKSHOP



## INTRODUCTION

Industry practitioners around the state have had their say on training issues at Tasmanian Building and Construction Industry Training Board (TBCITB) workshops held around the state earlier this year. The biennial workshops to collect industry practitioners' views on training needs, issues the industry is facing, strategies and priorities to assist in the preparation of the Board's plans. One hundred and thirty five industry members participated in workshops in Ulverstone, Launceston and Hobart.

## INDUSTRY TRAINING ISSUES AND PRIORITIES

### ***Barriers to apprenticeship***

Practitioners confirmed that cost remains the main barrier to employing an apprentice. Related issues include the productivity of apprentices particularly in the first year, the cost of supervision and on-the-job training, and disruption to the business if the apprentice leaves. Other issues include administrative requirements, availability of school and pre-employment programs, incentives, and fragmented nature of the industry.

### ***Working with millennials***

This generation is generally characterised by an increased use and familiarity with social media and digital technologies. With an ageing profile and traditional ways of doing things, builders and contractors will need to relate to millennials if they are to attract them to the industry and then retain them.

### ***Middle management***

Middle management requires a range of skills including people management, finance, compliance, strategic planning and information and communication technology applications. The majority of practitioners have not had any formal training in these areas and have rather acquired their skills from experience in running their own business.

### ***Public education about having an apprentice on the job***

A well-trained industry means higher quality, more efficient project delivery and ultimately reduced cost to clients. Increasing community appreciation for apprenticeship training in that context could encourage more builders and contractors to employ apprentices and trainees.

### ***Attracting the right people to the industry***

There was strong support for programs in schools to get students interested in building and construction careers early. Discussions ranged from developing career promotion resources, improving the image of the industry to students, parents and teachers, through to school based vocational programs.

### ***Keeping up with regulation***

Concerns about the high level of regulatory requirements was a strong message delivered by industry to the Board in all regions. The relevance, availability and accessibility of CPD and training programs were key issues raised by practitioners.

### ***Forum for under 35s***

The more experienced practitioners tend to have a voice at industry events and networks. It was suggested that the views of younger industry members would be important to workforce development, especially with regard to innovation, career promotion, continuing training and managing expectations.

Other issues discussed were the future of the industry, post trade training, and initiatives such as the Board's Training Calendar.



# REGIONAL INDUSTRY PRACTITIONERS WORKSHOP



## TASMANIAN BUILDING GROUP APPRENTICESHIP SCHEME

Tasmanian Building Group Apprenticeship Scheme CEO David Fagan and field officer Mark Fishwick delivered a presentation on the Importance of Apprenticeships for the Future of the Building and Construction Industry in Tasmania.

They highlighted the ageing profile of the industry, trends in apprenticeship commencements and completion rates, changing workforce dynamics, factors influencing the decision to employ an apprentice or trainee, financial incentives available from government and industry, group training as an option and pre-apprenticeship and school-based programs.

## CONSUMER, BUILDING AND OCCUPATIONAL SERVICES

Industry participants heard a presentation from Katrina Nielsen, senior education and training officer on Continuing Professional Development (CPD) and its benefits, regulatory requirements, recording of CPD activities, CPD calendar, and training resources and providers.

## CONCLUSION

A report on the issues and industry feedback from the workshops has been presented to the Board for its consideration and action.

Further feedback from the industry may be provided to the Board through [email@tbcitb.com.au](mailto:email@tbcitb.com.au).