



Fast-Track Apprenticeships Grant Funding Project Case Study

Name of Registered Training Organisation Master Builders Association (SA) Inc.
Title of Project On-Track Apprentice Training Program
Apprenticeship Details <ul style="list-style-type: none">• BCG31203 Certificate III in Wall and Ceiling Lining<ul style="list-style-type: none">○ Reduction of a 48 month apprenticeship to under 24months• BCG30203 Certificate III in Carpentry<ul style="list-style-type: none">○ Reduction of a 48 month apprenticeship to under 36months• BCG31303 Certificate III in Wall and Floor Tiling<ul style="list-style-type: none">○ Reduction of a 48 month apprenticeship to under 24months• Apprentice numbers – 38• Industry Partners –<ul style="list-style-type: none">○ Ceiling and Wall Contractors Pty Ltd○ Tagara Builders Pty Ltd
Aim of the Project <p>To encourage employers to enter into a Contract of Training with an enthusiastic apprentice as a means of strengthening the future of their particular trade area, and it's standing within the construction industry, with qualified tradespeople as a balance to the use of semi skilled casual labour.</p>
Successful Strategies / Models <p>Successful participants in the On-track Apprentice Training Program are:</p> <ul style="list-style-type: none">• Employers / supervisors that, despite the pressures of meeting work schedules, take the time to give quality instruction to the apprentice and let go of the reins enough to allow the apprentice the opportunity to develop the skills / techniques required.• Self motivated apprentices that, regardless of their academic abilities, can demonstrate the ability to learn quickly and apply their knowledge and skills to new situations• Businesses with a varied scope of work that enables the majority of competencies required in the training package to be covered on site and provides a certain amount of repetition to consolidate skills, processes and knowledge• Employers, supervisors and apprentices who maintain open and frequent communication with each other and the On-Track training coordinator / assessor and make themselves available for site visits, on site assessments and targeted off site training• Employers and apprentices that have a good understanding of the requirements of any particular competency within their training plan and how this can be covered in the forthcoming schedule of work• Employers / supervisors and apprentices that regularly maintain accurate details of work covered on site that can be collected as evidence and third party verification of

competencies completed

Strategies:

To help ensure quality on site instruction and communication, all On-Track employers /supervisors are given the opportunity to be involved in a Training and Assessment day aimed at covering the essentials of the following components of the Certificate IV in Training and assessment TAA 40104:

TAAASS402C Assess competence

TAADEL 301C Provide training through instruction and demonstration of work skills

This training is currently fully funded by the Master Builders Training Foundation.

All On-Track Employers are given a copy of the training package competencies specific to their trade and given a demonstration on how to read some of the common core competencies and how to apply them to their scope of work.

All apprentices are issued with a training diary to be filled in on a regular basis and be signed by their employer / supervisor

The diary is carbon copied so that the information collected during site visits remains as a reference document for the apprentice.

The diary also contains the competency lists for all the trade areas scoped under the Master Builders On-track program. This enables the apprentice and the employer to quickly reference a task to a core competency or an applicable elective.

Key Project Achievement

What was the project's greatest achievement?

On-Track employers and apprentices become actively involved in monitoring their progress through the training package requirements. There is a sense of responsibility established to balance the reduced time taken to meet the required competencies with the commitment to achieve the highest standards.

Example 1

BCG31203 Certificate III in Wall and Ceiling Lining

Apprentice: 30 year old with some construction industry experience

At 8 months into a nominal 48 month apprenticeship, 72% of core and elective competencies have been completed through site based delivery and assessment and targeted off site training (no RCC).

The overall duration of the apprenticeship is expected to be reduced to under 14 months.

Example 2

BCG31203 Certificate III in Wall and Ceiling Lining

Apprentice: 17 year old –Year 12 Doorways 2 Construction student, no previous experience

At 8 months into a nominal 48 month apprenticeship, 58% of core and elective competencies have been completed through site based delivery and assessment and targeted off site training (Credit transfer given for common Certificate 1 competencies covered in the D2C program).

The overall duration of the apprenticeship is expected to be reduced to 18 months.

Example 3

BCG30203 Certificate III in Carpentry

Apprentice:17 year old – Year 12 Regional school leaver, no previous industry experience

At 8 months into a nominal 48 month apprenticeship, 47% of core and elective competencies have been completed through site based delivery and assessment and targeted off site training

The overall duration of the apprenticeship is expected to be reduced to under 30 months.

Example 4

BCG30203 Certificate III in Carpentry

Apprentice:16 year old – Year 12 School based apprentice at the Northern Area Australian Technical College

At 8 months into a 60 month apprenticeship, 40% of core and elective competencies have been completed through site based delivery and assessment, targeted off site training and school based curriculum activities.

The overall duration of the apprenticeship is expected to be reduced to 36 months.

Contact Details for Further Information

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* http://www.australianapprenticeships.gov.au/RTO/Fast_track.asp