

Are traineeships suitable for Building Inspector and Building Surveyor courses?

Outcomes of the workshop held on Tuesday 17 May 2011

Topic	Discussion
Introduction and welcome Vicky Samargis and Kate Volard	Initial discussion included: <ul style="list-style-type: none"> • Lack of Building Surveying qualified teachers • Costs to industry of employing graduates and then having to train on-the-job • Gap between qualifications and what is required on the job • Local government is a 'training ground' for building surveyors to then go to private industry • Confusion in the industry regarding the prescribed qualifications • The AIBS stipulate the number of training hours in states and territories other than Victoria TO DO: Find out about graduate completion rates (email sent to Skills Victoria 20/5/11)

Session one - Analysis of issues: the top four

1. Style of delivery and learning location	2. Shortage of Building Surveyor teachers	3. Attracting and retaining quality people	4. Registration of Building Surveyors and Inspectors
Traineeships – combining on-the- job and off-the-job learning to improve the graduate's workplace skills and knowledge	Uni rates vs TAFE rates vs industry pay. It is not worthwhile to forego industry pay for teaching pay. Not all teachers motivated by money – want support to teach	Need to make the building surveyor and building inspector role a more attractive career option	Clear pathway for assessment and registration
Use technology to deliver the courses	Building surveyors need to be supported to give back to the industry	Quality of new entrants	Morale is low amongst Building Surveyors. Create a supportive environment post registration (ie surveyors have to assess people who pay them for a service) e.g implement a mentoring program
Is fulltime study relevant?	Industry expert rates could be introduced – no govt funds available for this at this point in time	Skills shortage	There are different drivers for MBS and PBS PBS role vs the MBS major differences Provide support for their different needs
		Shortage in other occupations ie planners, estimators	

No national consistency (however there is a national training system)	Number of students vs the number of providers 5 Unis and 7 TAFEs - providers have reached saturation levels		Relationship (gaps) between qualifications and the registration requirements
Tasmania Tafe uses - CD rom, internet, memberships AIBS, teaching support			
Work/study method is a low - cost option It is not cost effective to implement another way			
Employers have different drivers			

Session Two – Building Surveying Traineeships

Topic	Discussion
<p>Jane Clancy BICCIAB</p> <p>What is a traineeship?</p>	<p>A training contract between an employer and an employee in which the trainee learns the skills needed to become a building surveyor.</p> <p>A traineeship can be:</p> <ul style="list-style-type: none"> • Full or part time (more information coming from Fair Work Australia on wage rates) • Must be employed and have a training plan • Combines structured training in a TAFE (or RTO) with workplace based learning • Can be a new employee, existing employee or mature age worker – or both <p>Specifically for Building Surveying:</p> <ul style="list-style-type: none"> • The trainee would be enrolled in the Diploma of Building Surveying • Takes 1 year full time (1166 hours) • Is an 'Approved Training Scheme' which means employee and employer financial incentives are available • Conditions apply on training fees • Trainee must be released for structured learning for at least 3 hours per week (averaged over four weeks) <p>The Advanced Diploma (an additional 1034 hours) is not available as a traineeship. If needed it can be added to the scheme.</p>
<p>Geoff Foster Skills Victoria</p> <p>Financial incentives</p>	<p>New entrants can come from a variety of pathways:</p> <ul style="list-style-type: none"> • A tradesperson would have a certificate III and their course fees would be funded • A 'career changer' who has a Diploma or higher would not be funded (they can apply for an exemption) with fees ranging from \$10000 to \$16000. • Student contribution fees range from \$127 to \$1200 per year. <p>Employer financial incentives:</p> <ul style="list-style-type: none"> • State government offers a completion bonus of \$1300 • Federal government is \$1500 commencement (\$750 recommencement) and \$2500 on completion • Additional incentives are available in drought affected areas, Aboriginal or Torres Straight Islander, mature age worker (details at http://www.australianapprenticeships.gov.au/FAQ/Documents/Summlncentive.pdf) <p>Traineeships are 'competency based completions', with competency not awarded until the employer agrees (RTO will visit on completion). RTOs are paid a higher rate if delivering the Diploma as a traineeship. Working with TAFE to streamline the system.</p>

<p>Lou Pegorin Holmesglen</p> <p>Delivered a alternative training model</p>	<p>Delivered a traineeship style Advanced Diploma of Building Surveying with students working 3 days and at TAFE for 2 days per week. The facts:</p> <ul style="list-style-type: none"> • Difficult to identify and collate learning resources • Each student visited on site 3 times per year • 50 employers (hosts) interested, only 25 student places available • Differences in workplaces ie municipal v private (need flexibility to accommodate, for example, those who did not do onsite inspections) • 95% of students have stayed with employer, other 5% studying the degree or left because building surveying not for them • Students have employability skills on completion • Students have a choice when they complete – do building inspections or work and study for the degree part time
<p>Steve Green Building Commission</p> <p>Internship</p>	<p>For more information visit Building Surveyor Internship</p>
<p>Vicky Samargis</p> <p>Where to from here?</p>	<p>Recommends a working group to discuss the issues further to present to the Building Commissioner.</p> <p>Questions to focus on:</p> <ul style="list-style-type: none"> • Issue 1. <ul style="list-style-type: none"> ▪ Is there support for the industry to use the traineeship scheme to deliver the Diploma and Advanced Diploma of Building Surveying courses ▪ The Diploma of Building Surveying is eligible under the traineeship scheme. Is there support for the Advanced Diploma of Building Surveying, to become recognised under a traineeship scheme? ▪ Is the industry ready for this style of delivery? ▪ What are the drivers for this change? ▪ What are the challenges for the industry? <ul style="list-style-type: none"> • (employers, regulators, training providers, students) ▪ Develop a Strategy for traineeship implementation. Issue 2-4 <ul style="list-style-type: none"> ▪ analyse drivers and challenges for each one ▪ brainstorm ideas for improvement ▪ develop a strategy for change
<p>Working group representatives</p>	<ul style="list-style-type: none"> • Kevin Skauge (AIBS) • Peter Jolly (AIBS) • Noel Ryan (Gordon TAFE) • Stan Irvine (Victoria University) • Russell Stork (Chisholm) • Lou Pegorin (Holmesglen Institute) • Brent McGregor (NMIT) • Frank Isgro (Melbourne City Council) • Dallas Jones (Ballarat University) • Sarah Wilkinson (Melbourne University) • Vicky Samargis (Building Commission) • Steve Green (Building Commission) • Jane Clancy (BICCIAB) • Wayne Liddy (AIBS) • Jeanette Gauge (EnGage) • Peter Brilliant or Julie Dalton (BPB) • VMBSG? • Private employers?

Relevant web links	<ul style="list-style-type: none"> • Skills Victoria http://www.skills.vic.gov.au • Fair Work Australia http://www.fairwork.gov.au • Building Commission www.buildingcommission.com.au • Building Industry Consultative Council Industry Advisory Body http://www.bicciab.org
Next Meeting Date	<ul style="list-style-type: none"> • Wednesday 22 June 2011 2-4pm • Wednesday 20 July 2011 2-4pm • Wednesday 17 August 2-4pm • Wednesday 21 September 2-4pm • Wednesday 19 October 2-4pm • Wednesday 16 November 2-4pm

This document and presentations are available at BICCIAB www.bicciab.org. BICCIAB will also include updates and outcomes of the working group.