



The Future of the Traditional Apprenticeship “Industry Perspective”

Presented by Craig Fowler, General Manager of Building

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Philosophy of Porter Davis Apprenticeship Program

- Corporate social responsibility towards building skills for the future
- Apprentices are key to ongoing sustainability of Victoria's infrastructure needs
- Genuine ownership and personal interest in development of every apprentice



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Managing Apprentices

- Directly Employed by Porter Davis Homes
- Apprentices matched to skilled trade
- Building Manager responsible for training and welfare
- Apprentices on-site with host trade
- TAFE attendance compulsory



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Traditional Apprenticeship System

- VCAL, Taster Programs & Pre-App Courses
- TAFE – theory, best practice, professional trainers
- Salary and incentives for 1st & 2nd year
- Stronger focus on OH&S

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Changing Apprenticeship Model

- Apprentice Income
- Increase support for employees
- Increase formal OH&S training
- Business skills for all apprentices
- Reduced Timeframes
- Trade specialisation



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Future Recruitment Policy

- Home Grow Trades for the future
- Apprentice program growth
- Positive social impact justifies cost
- Apprentices key to our success
- Ongoing sustainability of Victoria's infrastructure needs.



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The Next 10 Years.....

The future looks promising for Apprentices



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