



the voice of the industry

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An Apprenticeship in the Housing Industry presents a great career opportunity

Reports emerged last week of the decrease in apprenticeship commencements according to the Construction Training Fund, which is obvious concern to the Housing Industry Association as one of the greatest challenges our industry faces is the shortage of trade skills.

HIA Apprentices was formed more than 30 years ago to address this issue by helping young people into apprenticeships and making it easier for builders and contractors to take them on.

HIA Apprentices is a group training scheme that employs apprentices under an Apprenticeship Training Contract and places them with Host Trainers who are professional HIA members looking for an apprentice.

HIA Apprentices looks after the apprentices by providing them with the following services:

- Continuity of employment throughout the apprenticeship
- Meeting the obligations of the employer/Host Trainer as outlined in the Apprenticeship/Traineeship Training Contract
- Managing and monitoring the arrangements with the Host Trainer
- Providing care and support throughout the apprenticeship.

As a result of the ongoing training and mentoring provided by HIA Members and HIA Apprentices staff, thousands of young people have become highly skilled and successful tradespeople whose services are in great demand.

I am confident both the current WA State Government and Opposition are committed to training in the sector and are supportive of policies that can assist.

HIA has developed 5 clear policies, which would assist in the support of both the host and the apprentice.

HIA POLICIES

1. EQUITABLE TRAINING FUNDING RESPONSIBILITIES

An inequitable policy exists to exempt engineering projects by the Mining and Resource Industry from contributing to the Construction Industry Training Fund Levy.

- Withdraw the current exemption that applied to engineering construction projects in the resource sector and apply a tiered levy based on project value that can be capped.

MEDIA RELEASE



2. IMPROVE GOVERNMENT INCENTIVES

An apprentice is a worker under training and their productivity will be lower than a fully trained and experienced worker. Government policy needs to incentivize the employment of an apprentice to counteract the lower productivity

- Exempting the wages of apprentices from an employers' workers compensation premium calculation would provide support to employers of apprentices irrespective of the size of their business.
- Subsidised work related government charges for apprentices
- Reducing the 12-month car registration renewal fee by 50%

3. SUPPORT ADULT APPRENTICES

- Implement targeted incentives for business that take on adult apprentices

4. TRAINING FUNDING IN THE VET SECTOR

- Industry Registered Training Organisations (RTOs) must be given preference for funding for industry specific training programs.

5. FUNDING GROUP TRAINING ORGANISATIONS

- Increase funding for under-represented apprentice groups. Group training organisations (GTOs) play an important role that provides an essential source of workforce development for the industry.

CAREER PATHWAY

The residential building industry is one of the largest in WA and can lead to a great career path.

When apprentices have successfully completed their apprenticeship there are a number of pathways they can take on the way to a rewarding career. The apprentice may like to stay working for the Host Trainer that HIA Apprentices has placed them with and if they agree they can become their employee. Or they might like to become a trade contractor and start their own business. Some people choose to go on to further education to complete courses such as the Diploma of Building and Construction.

For further information please contact:
HIA Apprentices on 9492 9200

