1. Capacity and skills growth of the local construction industry to meet current and future demand in delivering quality private and public infrastructure.

2. Increased and improved education and training options, career pathways and professional specialisations for building and construction professionals at all levels.

3. Providing learning and work force skills development through personalised training, mentoring and corporate partnerships models.

4. Engagement with critical stakeholders including government, business and the community to ensure training and education policies and funding enable timely and effective industry adaptation.

5. Set the highest standards of training, skills competency, safety and professionalism for the ACT building and construction industry.
The Australian building and construction industry is one of the largest private sector employers and a major contributor to the national economy. At the end of June 2012, the construction industry generated $305 billion in total income, contributed $99 billion to the Australian economy, and engaged in excess of one million people.

The building and construction industry has a long tradition, yet it is also constantly changing. Advancements are currently occurring in construction technology, methodology, safety and sustainability as well as the internationalisation of the industry at large. Specialised training in new and innovative construction techniques and methodologies in particular requires increased future investment. This results in changing needs and delivery of education and training to maintain skills of current industry professionals and offer opportunities for new entrants into the construction industry.

Master Builders Australia (MBA) is Australia’s oldest peak building and construction representative body, with more than 30,000 members Australia wide. Locally, the Master Builders Association of the ACT (MBA ACT) and MBA Group Training (MBA GT) are driven by a commitment to quality, safety, long term sustainability and durability, as the industry is adapting, evolving and innovating to match the needs and expectations of the ACT community.

“We create sustainable communities through our commitment to innovative leadership and training and the continual pursuit of safe quality construction solutions for present and future generations.”

- MBA ACT Corporate Vision

MBA Group Training is a not-for-profit employment and training organisation dedicated to providing career opportunities in the construction industry. MBA GT is fully aligned with the MBA ACT and is a nationally recognised, locally preferred, registered and accredited education and training provider in the building and construction industry. MBA GT is one of three Major Building and Construction group schemes in the ACT, and employs professional trainers and also directly employs apprentices. MBA GT is led and governed by a board of directors with varied professional, business and skills backgrounds, who all volunteer their valuable time to meeting the above mission. MBA GT is operated by a group of highly skilled and dedicated managers, trainers, field officers and administrators who deliver the following vision and mission:

**MBA Group Training’s Vison:**

“Industry leadership in the implementation and delivery of applied industry knowledge and skills.”

**MBA Group Training’s Mission:**

“To develop highly skilled people ensuring a sustainable and viable building and construction industry delivering quality and excellence in the built form.”

This education and training policy paper is designed to focus, collaborate and engage industry, government and community stakeholders on the critical debate and actions required to successfully deliver vital training and continuing professional development for the ACT building and construction industry.

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2 MBA Group Training holds the nationally accredited provider number 88163.
3 MBA Group Training Strategic Directions 2015-2017
What we aim to do

Together, the objective of MBA ACT and MBA Group Training is to “professionalise” the ACT building and construction industry by:

- Providing quality education, training and mentoring with clear learning outcomes and career pathways
- Supporting men and women seeking career entry into the building and construction industry and related professions
- Enable industry training commencement through quality school-based programs, including ACT Government and stakeholders engagement and support for enhanced literacy and numeracy outcomes
- Ensuring an apprenticeship structure that is relevant and contemporary
- Delivering Certificate and Diploma courses that meet higher industry level demands for skill and knowledge.
- Collaborating with the University of Canberra to enhance and promote the Bachelor of Building and Construction Management tertiary - accredited degree
- Innovating and developing learning programs for mature - age entrants and practicing industry professionals requiring specialised education and training
- Continuing commitment to a rigorous assessment for recognition of prior learning (RPL), for existing skills and enabling higher qualification attainment
- Increase local and national leverage for future funding and partnerships to increase education, training and employment opportunities in the ACT. This includes the support for an engineering degree program, as well as more employment options for apprentices and graduates locally

“Our education pathways reach across age, gender and skills backgrounds. We create lifelong career opportunities in the building and construction industry.”
- Jerry Howard, Deputy Executive Director, Master Builders ACT

“MBA Group Training in the ACT provides me with up to date specialised skills and education.”
- MBA Group Training Apprentice

4 The MBA and the University of Canberra work closely together via a joint MOU to enhance educational pathways and career opportunities for building and construction professionals.
The Industry Pathway - Outcome Focused Education and Training

**School Based Training**
**Kids Assist Program - (KAP Program)**
- Develop clear links between learning and industry employment
- Support and mentoring for Year 10 students at risk of disengaging from education
- Achieves Certificate II in Construction Pathways or a Statement of Attainment

**Apprenticeships, Cadetships, Certificate III Trades**
- Certificate III opportunities in carpentry, bricklaying, plumbing and water proofing, civil, plastering and painting
- Industry employment with MBA Group Training, mentoring & professional development support

**Year 11 & 12 Australian School - Based Apprenticeship (ASBA)**
- Combines school learning with industry employment
- Complete theory based training at MBA in a Certificate II in Construction
- Nationally recognised training and first step to a career in construction and trades

**MBA APPLICATION, INTERVIEW AND RPL PROCESS**

**SCHOOL BASED TRAINING**
- KAP/ASBA

**APPRENTICE**

**CADETSHIP**

**CONSTRUCTION WORKERS**

**CERTIFICATE II, III CERTIFICATE IV**

**DIPLOMA**

**ADVANCED DIPLOMA**

**BACHELOR BUILDING & CONSTRUCTION MANAGEMENT**

**CONTINUING PROFESSIONAL DEVELOPMENT**

**INDUSTRY SEMINARS**

**STAKEHOLDER & MEMBER ENGAGEMENT**

**MASTER BUILDER STATUS**

**MBA ACT - EDUCATION & TRAINING CAREER PATHWAYS**
Certificate IV in Building and Construction

- Certificate IV in Building and Construction (Building)
  - Training and competency for construction of low rise residential buildings
  - Prescribed qualification for application of ACT C Class Builder’s Licence
- Certificate IV in Site Management
- Certificate IV in Contract Administration
- Certificate IV in Estimating

Diploma of Building and Construction (Building)
Advanced Diploma of Building and Construction (Management)

- Training and competency to work on the construction of low to medium rise residential and commercial buildings up to three storeys and 2000m²
- Prescribed qualification for application of ACT B Class Builder’s Licence and pathway to tertiary degree entry

Bachelor of Building and Construction Management at the University of Canberra

- Provides construction, project management, legal, cost estimating, procurement, sustainability and research knowledge specific to the building industry
- Industry based learning units with MBA and host employers develop on-site communication, negotiation and presentation skills
- Prescribed qualification for application of ACT A Class Builder’s Licence in conjunction with relevant work experience and continued professional development

On-site Construction Manager Course

- Advanced skills in on-site management for residential, commercial and civil projects
- Learning outcomes focus on project time, cost, quality, legal and team management
- Statement of Attainment provides pathway to Diploma and Certificate IV qualifications

Continued Professional Development, Specialist Training and Short Courses

- Offering specialist courses and industry specific training such as safety skills, technical skills, BIM and construction material installation
- Short courses on important topics, responding to industry skills needs
- Investing in emerging education and training for a changing local and regional market. This includes heritage building restauration, water proofing, accessible and adaptable building design and construction, training in specialist trade crafts, international product and service education

Personal consultation and individual support with preparation and assessment for Recognition of Prior Learning (RPL) for new or cross-sector industry entrants.

- MBA Group Training has a rigorous application and personal interview selection process to determine suitability of applicants before entering its education and training programs
- Industry entry applicants are provided with personalised support and mentoring for their career pathway mapping

Engagement and representation by Master Builders ACT with government, business and community

- Proactive engagement, representation and partnerships allows MBA to inform and influence important government, industry and community decisions
- MBA has established working relationships with kindred organisations in industry, government, education and community sectors.
MBA GT has developed a model of success which focuses on guiding and supporting the individual learner. This learner focused approach achieves educational and professional development goals needed for longer term success in day-to-day industry practice.

QUALIFIED PROFESSIONAL STAFF
MBA ACT and MBA GT collectively employ qualified professional staff including trainers and field officers.

SAFETY CULTURE
MBA advocates safety as a collaborative foundation for achieving productivity and quality. Safety is an integral part of the skills, knowledge and culture obtained through construction industry education at the MBA ACT.

HEALTH AND WELLBEING SUPPORT
MBA GT has established a number of community partnerships. These include OZhelp who provides training and mentoring services. The partnership with medical centres allows for access to professionals who understand our industry.

PERSONAL MENTORS AND ADVISORS
accompany our learners and professionals along their education and career journey. MBA GT provides personal advice to assist with the appropriate, planning, assessment, enrolment and successful completion and recognition of training and education.

INSURANCE AND FINANCIAL PLANNING
is an important part of professional safety and success. MBA offers its members a range of products and services that support and complement the individual professional in their changing roles and responsibilities within the building and construction industry.

MANAGEMENT SKILLS
MBA GT invests in the long term professional skills development of its students and professionals. On-site technical competence goes hand in hand with business skills such as project, time, cost management, as well as safety and personal wellbeing.
MBA GT school-based education and training develops lifelong skills

ASBA Certificate II in Construction

‘Hands-on’ Group Training at MBA Skills Facility in Fyshwick, ACT

MBA GT Apprentices in the training facility

On-site training with supervision and support by MBA Employer and Training Partners

Apprentices at the Yarralumla Nursery

MBA GT school-based education and training develops lifelong skills

Changing Constraints into Opportunities

The industry’s presence in the community is constant and manifested in the most public way through the physical infrastructure that is part of every aspect of our lives – our homes, our schools, our hospitals, our roads, our airports our shops. This physical infrastructure determines the social infrastructure, safety and operation of our communities.

Being a very “public” industry, the standards expected are very high and subject to considerable attention via many mediums. With those high expectations comes an absolute imperative to invest upfront in quality and targeted education and training for the industry.

The education and training context in the ACT requires close monitoring and active management of policies and targeted investment. The MBA ACT and MBA GT are actively engaging with the ACT Government and its stakeholder groups to transform constraints into future opportunities for the industry.

**CONSTRAINT**

- Lack of new or cross-sector entrants in trades and specialist skills in the ACT
- Loss of technical and trade craft skills due to technological and generational change
- Limited pool of qualified educators, trainers and mentors available to the ACT construction sector

**OPPORTUNITY**

- Clarity of entry points, training, licensing and continued professional development
- Flexibility to adapt and combine education and training under MBA skills passport for formal recognition
- Continued and increased funding by ACT Government and industry to retain and develop educators, trainers and mentors

**Lack of new or cross-sector entrants** in trades and specialist skills areas in the ACT (Certificate III, IV and Diploma level). Barriers of low salaries, cost of high quality training, uncertainty of long-term employer and employment, lack of flexibility in cross-sector opportunities.

**Improvement and clarity on professional registration, licensing and continued training** for development and retention of building and construction professionals in the ACT and region.

**Loss of technical and trade craft skills due to technological change** in building material manufacture, design, deliver, construction and refurbishment. Mass production and “flat-pack” assembly trends increase low level repetitive skills at the cost of losing craft skills and high quality detailed skills application.

**More flexibility** of combining MBA GT high quality training and education modules towards higher level recognition of competencies and skills. The MBA is seeking to develop a professional ‘skills passport’\(^2\) for its members. This will allow personalised career planning as well as and increased focus on highest quality education and training achievements.

**Development and funding support for current and additional training and education staff in the ACT building and construction industry.** A longer term funding commitment by ACT Government and industry is urgently needed to maintain and enhance the development of educators, trainers and mentors to ensure delivery of highest professional standard in a changing educational market.

\(^1\) ‘flat-pack’ means building components that are manufactured off-site

\(^2\) ‘skills passport’ means an updated electronic record of all qualifications obtained through MBA GT
<table>
<thead>
<tr>
<th>EDUCATION TRAINING AND WORK FORCE DEVELOPMENT INITIATIVES</th>
<th>MILESTONE DATES</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Capacity and skills growths of the local construction industry to meet current and future demand in delivering quality private and public infrastructure.</td>
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<tr>
<td>1.1</td>
<td>Meeting identified skills needs - On-site Construction Manager Training Course (OSCM)</td>
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<td>1.2</td>
<td>Develop training content for adaptable and accessible design and construction</td>
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<td>1.3</td>
<td>Assess and report on current and emerging skills and capacity gaps</td>
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<td>2</td>
<td>Increased and improved education and training options, career pathways and professional specialisations for building and construction professionals at all levels.</td>
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<tr>
<td>2.1</td>
<td>MBA GT, ACT Government, industry and community stakeholders identify training and education constraints and opportunities – MBA Forum to develop 2016-17 agenda</td>
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<td>2.2</td>
<td>Commitment by ACT Government and other partners to funding and other support, commencement of new program design and development</td>
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<td>2.3</td>
<td>Launch MBA skills passport to offer increased flexibility for industry entrant and continuing professional career development</td>
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<td>3</td>
<td>Providing learning and work force skills development through personalised training, mentoring and corporate partnerships models.</td>
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<td>3.1</td>
<td>Develop an annual calendar with specialised professional development for advanced MBA GT</td>
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<tr>
<td>3.2</td>
<td>Expand educational partnerships in ACT and Region for MBA GT education and training model of success – establish Annual Partnership Forum (Business in Focus events)</td>
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<td>4</td>
<td>Engagement with critical stakeholders including government, business and the community to ensure training and education policies and funding enable timely and effective industry adaptation.</td>
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<td>4.1</td>
<td>Undertake MBA Members Survey to gain feedback on education and training needs and emerging skills gap</td>
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<td>4.2</td>
<td>MBA GT board to review research, development and delivery plan for effective education and training investment</td>
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<td>5</td>
<td>Set the highest standards of training, skills competency, safety and professionalism for the ACT building and construction industry.</td>
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<td>5.1</td>
<td>MBA via WorkSafe ACT Partnership program offers member workshops and safety culture knowledge sharing</td>
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<tr>
<td>5.2</td>
<td>Offer Building Information Modelling (BIM) training courses and increase e-learning options to complement skills-based competencies</td>
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</tbody>
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Who to contact regarding this policy

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