



National Plumbing
Regulators Forum
Driving Plumbing Excellence



Educationalist Day 2011

Report on Educationalist Day Gary Bath



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Competency based completion

COAG resolution 2006

Once apprentices or trainees have demonstrated competency to the satisfaction of their employer and RTO, they will be able to be certified as competent without the need to make special application for this or serve a minimum time.





Competency based completion

Implementation

- All apprentices commencing training in 2011
- Apprenticeship can be completed when training provider assesses apprentice as competent and has confirmation of competence from employer
- Regular contact between training providers and employers on apprentice's progress
- Range of support resources, including tailored training plans and work task documents to assist confirmation by employer
- Engagement with apprentices, employers and industry across 2011



Sample Training Plan clusters

1. Safety and teamwork
2. Job preparation
3. Water service (main to meter/irrigation)
4. Drainage – below slab
5. Drainage – suspended
6. Drainage – stormwater
7. Drainage – on-site disposal
8. Rough in – hot and cold
9. Rough in – gas
10. Rough in – stacks and vents
11. Gutters / valleys
12. Roof Sheeting
13. Building lock up
14. Fit off – tapware/plug & wastes/prime cost items
15. Fit off – gas
16. LPG
17. Maintenance
18. Fire services
19. Mech services – pipework
20. Mech services – air handling

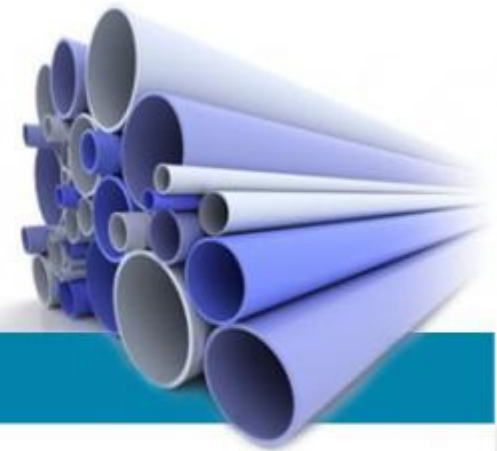
Sample Cluster

Cluster 6 – Drainage – stormwater	
Unit code	Unit title
BCCCM2010B	Install trench support
CPCPDR2004A	Install stormwater and sub-soil drainage systems
CPCPDR2006A	Install prefabricated inspection openings and enclosures
CPCPDR2005A	Drain work site

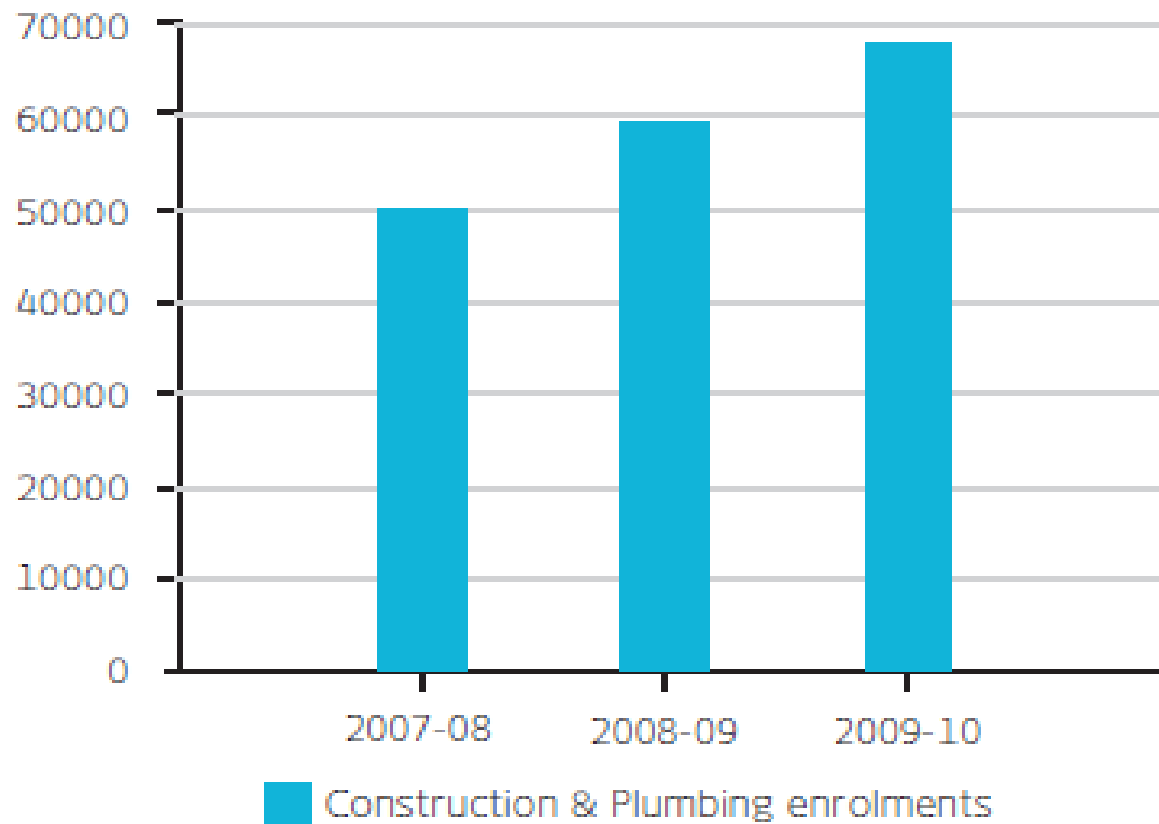


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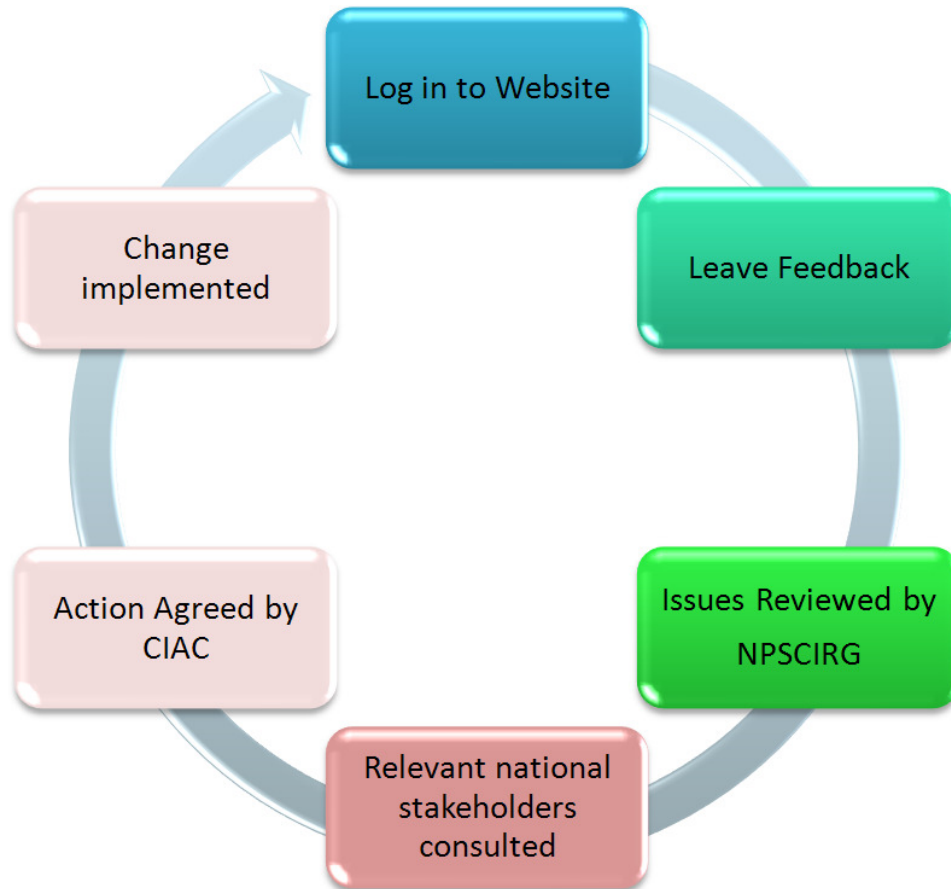
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Continuous Improvement...



- All changes in line with DEEWR TP guidelines
- Harmonisation of licensing requirements with TPs for better vocational outcomes
- Continuous updating of environmental sustainability enhancements



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Environmental Scan
2011-12



CONSTRUCTION & PROPERTY SERVICES INDUSTRY SKILLS COUNCIL



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Career
Pathways



Professional
Development

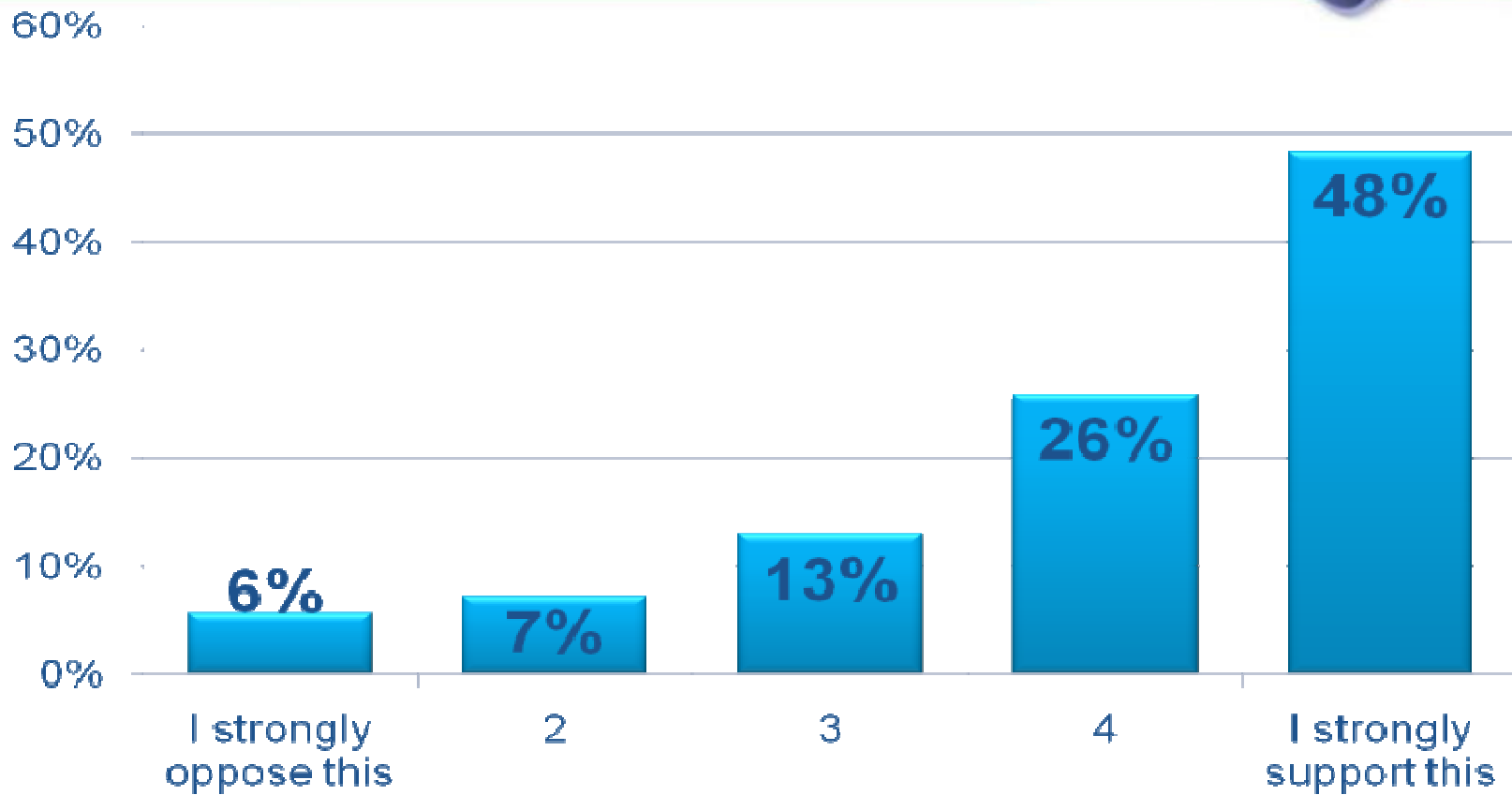




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Plumbers say ...

- **75%** - *There is an increasing number of career pathways after a few years experience*
- **82%** - *There are many new and emerging occupations in plumbing*
- **79%** - *Need a comprehensive source of career information*



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	Baby Boomers Born 1946-1964 Aged 50's to mid-60's	Generation X Born 1965-1979 Aged mid-30's to 40's	Generation Y Born 1980-1994 Late teens to early 30's
Values at work:	Work ethic	Company-centric	Individuality
Motivations for work:	Financial security	Career progression	Job variety
Key management tools:	Supervising	Promoting	Empowering
Key communication tools:	Technical data	Visual examples	Hands-on learning
Typical training style:	Formal	Programmed	Interactive
Management approach	Telling "Yes boss"	Selling "What's in it for me"	Involving "Here's what I think"



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- Flexible Delivery
- Question banks
- E-learning
- On-line/ Distance learning models
- Strengthened AQF
- Moderation of training/resources



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ISSUES- moving ahead

- Consistency of training outcomes
- Matching training outcomes to Industry expectations/ Licence scope
- Heavier reliance on off-site training to meet the above.



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THANK YOU
Any Questions?