



INDUSTRY INFO

FEBRUARY 2007 / MARCH 2007

Happy New Year

Welcome back to all The Apprenticeship Factory Apprentices, Trainees and Hosts. We hope you had a wonderful Christmas break, enjoyed your New Years Eve celebrations, and are ready to embrace 2007.

The Apprenticeship Factory Timesheets

**Don't forget the correct fax number and address for
The Apprenticeship Factory Payroll**

All timesheets must be sent to:

FAX: 5822 4599

ADDRESS: 68 High Street, Shepparton VIC 3630

The Peoples Tribute

Sadly in December emerging Australian junior cyclist, Scott Peoples, 19, from Shepparton, was killed in a tragic road accident whilst training near Mansfield.

Scott was an up and coming rider with a promising career ahead of him. Among a myriad of cycling achievements he was a double stage winner in last November's Tour of Southland in New Zealand and he finished third overall in the 2006 Tour of Tasmania. With excellent results in the Herald Sun Tour Scott had also recently been signed to a scholarship with the Victorian Institute of Sport.

"Scott was a young rider with a great future ahead of him but that future has been cruelly cut short", said Cycling Australia CEO, Graham Fredericks. "Our thoughts are with this family and friends as they deal with their terrible loss."

Scott was undertaking his Certificate II in Automotive with host employer Leigh Egan Cycles and Fitness. Management and Staff of The Apprenticeship Factory extend their sympathies to Scott's family and friends.

Drought Apprenticeship Retention Bonus

GTCs may be eligible for a bonus payment from the state government as part of its drought relief scheme. The bonuses are designed to encourage businesses to retain apprentices during the 2006/07 drought and provide support to rural towns and communities. The bonus (\$1500) is payable in two payments of \$750.

GTCs who employ apprentices in the relevant categories and who place those apprentices with eligible host employers are able to claim the bonus but are required to pass it on to the host employers. If you would like to know more contact your Field Officer.

Come see us fly!

Feel the thunder at the worlds greatest Air Show Down Under...

The Australian International Air Show is on again at Avalon Airport 20-25 March 2007. On display will be F111, FA 18 Hornets, BAE Hawks, Royal Navy & Army, Spitfires and Mustangs.

The Apprenticeship Factory will be in attendance, so it's great opportunity to not only see some of the worlds most skilful pilots in action but also meet some of our staff and find out more about what The Apprenticeship Factory has to offer.

You can find out more about what's on show at www.airshow.net.au or call 1902 AIRSHOW (1902 247 7649)

The Value of Training an Apprentice

A recent survey by ABBTF (Australian Brick & Blocklaying) has collated some excellent tips about employing and training an Apprentice:

1. Time spent on training an apprentice in 1st year will result in the apprentice paying for himself in 2nd year.
2. Young people learn in a positive environment.
3. An apprentice laying 200 bricks a day to a line will easily cover their employment costs.
4. See the apprentice as a future partner in your business to grow your gang and increase revenue. If he sees a future with you he will stay and be valuable.
5. Train the apprentice to suit your needs and work standards.
6. Encouragement is very beneficial to an apprentice who is still gaining self confidence – it can be as simple as saying 'thanks mate' at the end of each day.

The Apprenticeship Factory Customer Satisfaction Survey

This is the second customer satisfaction survey that has been completed by the company, the first was completed in March 06 last year. It is the intention of The Apprenticeship Factory to continue to conduct the surveys on an annual basis to obtain feedback from our hosts so we are able to provide a great product and a high level of service.

- Most hosts were very happy with overall service provided by THE APPRENTICESHIP FACTORY. Comments such as "very professional and very appreciative of how quickly field officer responds to any questions or issues" 'very happy with the system and service provided – it works really well'.
- Confusion about pay sheets always needs to be addressed. If apprentices are always getting it wrong, what is done about it? It needs to be an educational process.
- Many hosts commented that they would like to see more regular visits by their field officer. Specifically for the apprentice's sake, so they have an opportunity if they need it to speak the field officer one on one. One host commenting on the importance of the field officer in building a relationship with the apprentice/trainee.
- Many hosts also commented they would like to receive more feedback from TAFE regarding their apprentices schooling. Some commented they would like to receive a written report from TAFE after apprentice has attended schooling regarding how they are progressing.

Business Skills Vouchers Available

Business Skills Vouchers worth up to \$500 are now available to apprentices or newly qualified tradespersons in traditional trades as a contribution towards the costs of undertaking accredited business skills training.

Business Skills Vouchers (via DEST) will assist apprentices to appreciate the long term benefits of running a business and the rate of return they may achieve from their training in the future if they own a small or medium size business.

To be eligible you must be:

- undertaking an Australian Apprenticeship in a traditional trade, and have completed the second year of your Australian Apprenticeship (ie currently undertaking the third or fourth year) or
- a newly qualified tradesperson in a traditional trade, having completed your Australian Apprenticeship within the past two years.

The voucher can be used at any organisation approved by DEST. This will include TAFE and RTOs that have been approved by DEST to provide voucher eligible business training units.

Additional RTOs are being approved by DEST on an ongoing basis, to increase the availability of courses and business training units for the Work Skills Vouchers and Business Skills Vouchers. If you'd like to know more visit:

http://www.skillsvouchers.dest.gov.au/business_skills_vouchers/for_appr_new_trade.htm

Group Training Health Plan

At the recent State Conference, GTA Vic and GMHbA launched the new Group Training Health Plan. Having its own plan with features designed specifically for our industry is a first for Group Training.

Firstly, this is the only health plan in Australia where dependant apprentices and trainees are covered by family or single parent cover at no extra cost. This is an excellent way of rewarding and protecting young people who are on low incomes and doing it at no cost to their family.

The second key element of the Plan is the extremely competitive rates and service being offered. As reported in Choice Magazine, GMHbA products are the least expensive health covers on the market. This is achieved through the not-for-profit structure of the fund and its focus on returns to the community and families.

The Group Training Health Fund (GTHF) has its own dedicated service line and has savings available to its members which are only available via membership of the GTHF via special discounts available to subscribers.

The reason why this is such a great offer is that GMHbA and GTA Vic share a similar mission which is about service to the community and the individual – there is no profit distributed to shareholders/owners.

**This is a great offer for apprentices and their families –
for information call 1800 812 656 or visit www.gmhba.com.au/grouptraining**

More news from Australian Brick & Blocklaying (ABBTF)

Enrolments of bricklayer apprentices in training have exceeded 700 at TAFE Colleges for the first time. 713 apprentices were in training at October 2006. This is 45% ahead of the 492 in June 2003 when the apprentice scheme started.

The number of people starting a pre-apprenticeship course in bricklaying in 2006 is also well up on previous years. This year will see 256 enrolments compared with 117 in 2003.

Also keep an ear out for ABBTF's advertising campaign "Bet He's a Brickie". ABBTF subsidise (\$10,800 over 3 years) employment of apprentices through Group Schemes. For further information call The Apprenticeship Factory on 1300 134 348 or ABBTF on 9209 5777.

ABBTF are also providing support for Mature Age Apprentices. Financial support is provided for 1st year apprentices over the age of 23 years. Up to \$2000 is available for these apprentices to support their training and set up costs. ABBTF recognise that people in the mid 20's have greater financial commitments and 1st year rates can deter many people from starting an apprenticeship.

The Federal Government has announced a financial package for Mature Age Apprentices over 30 years of age. The value of supporting more mature apprentices is being recognised by a financial support package of \$150 per week in the 1st year of an apprenticeship and \$100 per week during the 2nd year. It is available to either the apprentice commencing employment or the employer for existing employees.

For further information please contact The Apprenticeship Factory on 1300 134 648.

Safety In The Workplace

Ultraviolet Radiation in Sunlight

Suspected skin cancers are removed from around 270,000 Australians every year.

Under the Occupational Health and Safety Act all employers are to supply a working environment that is safe and without risks to health (Section 21.1). The employee has a duty of care to take reasonable care for his /her health and abide by the employer's policies and procedures for working in the sun (Section 25.1 (a) (b)).

Prolonged exposure to solar ultraviolet radiation is the main cause for skin cancer and short term and long term eye damage. Exposure can be controlled by working in the cooler parts of the day, avoidance of direct sunlight during the hottest part of the day (10:00am – 2:00pm and during daylight saving 11:00am – 3:00pm) and working in sheltered areas.

To prevent damage to the eyes sunglasses should be worn whilst working outdoors. To protect the body from sunburn and skin cancers correct clothing should be worn at all times.

Shirts:	Light weight with long sleeves
Shorts:	Must be to the knees
Hat:	Legionnaires cap or a wide brim light weight hat
Trousers:	Light Weight and comfortable
Footwear:	Work boots to suit the job, eg. steel caps – working around machinery, gumboots - working around the dairy.
Eyes:	Sunglasses

Sunscreen should be applied regularly to exposed skin, and lips also need to be protected with a lip balm.

Further information can be obtained from SunSmart on 13 11 20 or www.sunsmart.com.au

SkillsInfo Website Released

The SkillsInfo website, which is a joint project between the Department of Employment and Workplace Relations and the Department of Education, Science and Training, is now online. SkillsInfo provides skills-related information on education, training, industries and regions and data on industry employment trends and prospects. The website is built around five themes: education and training, industries, regions, skills issues and skills links.

SkillsInfo includes Industry Employment Profiles that present, in graphical form, a comprehensive suite of data on employment characteristics, trends and prospects for all industries. There are also links to skills-related websites covering economic trends and statistics on skills, employment services, recent and topical media articles, research and discussion papers and other key developments relevant to meeting Australia's skills needs.

The SkillsInfo website can be accessed at: <http://www.australia.gov.au/skillsinfo>

Thoroughbred Networking

In November Seymour Racecourse was the departure point for a unique mix of industry, education and local government representatives attending a district-wide tour of the region's rapidly expanding and world-renowned thoroughbred studs. Over fifty people attended the day, focused on building better links between industry, government and education sectors.

A truly first-hand and up-close look at some of this country's best thoroughbred breeding operations was an opportunity not to be missed. The North East of Victoria is home to some of Australia's finest thoroughbred properties and has been home to some of this country's finest thoroughbred stock. The region has produced Melbourne Cup winners, Champion Stallions, Leading Breeders and is renowned for raising, preparing and selling some of Australia's best racehorses.

The Central Ranges LLEN was pleased to be one of the supporters of the day, and genuine credit should go to the small consortium of partners that helped devise and stage the industry tour.

Sally McDonald from the economic development group of Strathbogie Shire, Christine Cox, Carmen Fifield and Gerard Hard from the Apprenticeship Factory and South West Goulburn Local Community partnership[LCP], Glenn Barry from Racing Victoria, Ian Rimington from Swettenham Stud and Adam Cockerell from Cutting Edge Uniting Care should all be congratulated for the quality of the day.

Some Inspiration...

"Nothing on earth can stop the man with the right mental attitude from achieving his goal; Nothing on earth can help the man with the wrong mental attitude"

- *Thomas Jefferson*

Our greatest glory is not in never falling but in rising every time we fall.

- *Confucius*