

Issue 1 2020

Women Building SA

Master Builders SA HiViZ Initiative



Issue Highlights

Sarah Collier rising star

Profile: Louise Hansen, Hansen Yuncken

Celebrating women in South Australia



MASTER BUILDERS
SOUTH AUSTRALIA

HiViZ Women
Building
SA



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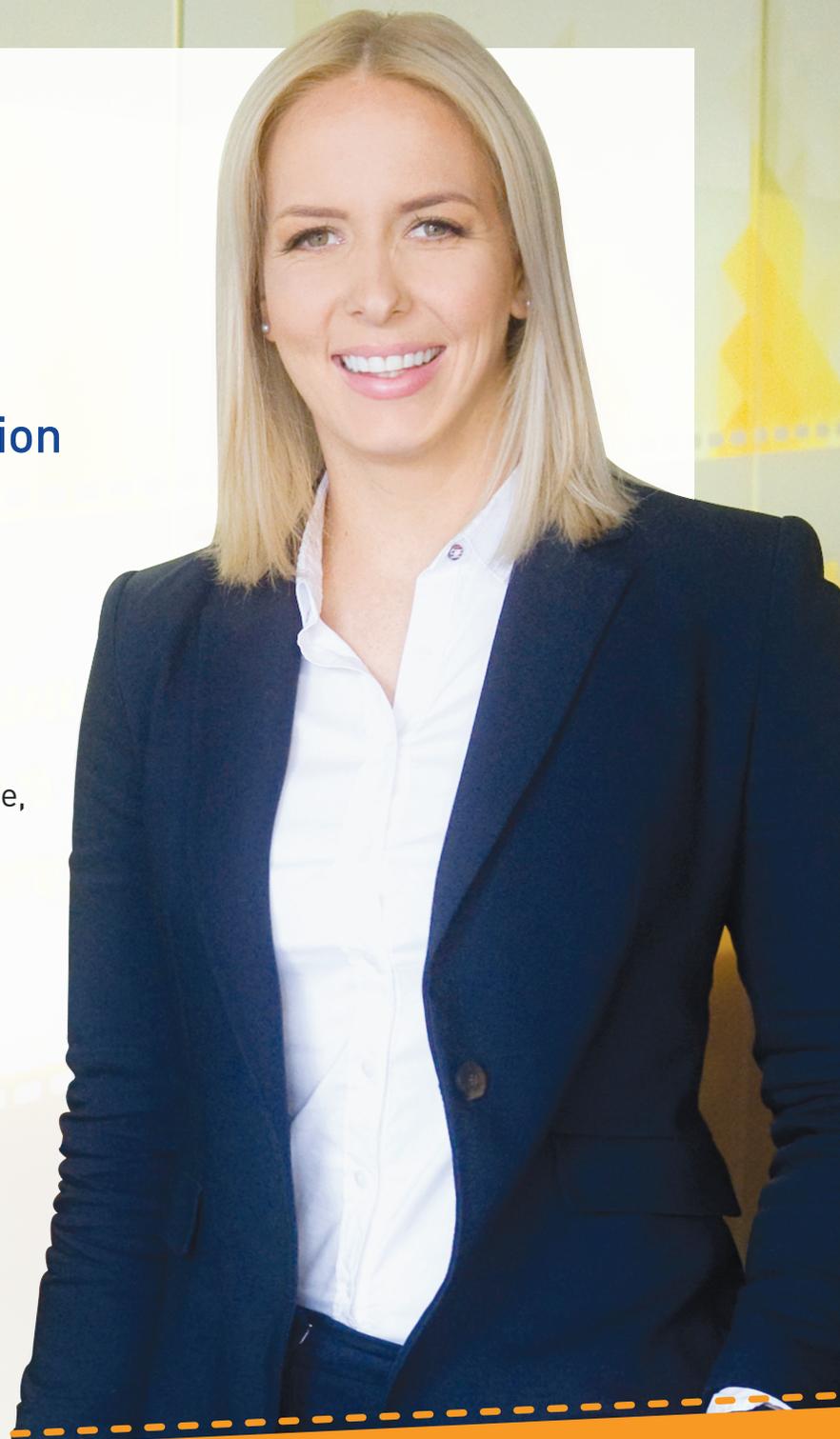
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Master Builders SA is keen to see more women working in the state's second largest industry, hence why we launched the HiViZ Women Building SA in 2017. With HiViZ membership now in its third year, it represents 8% of Master Builders members.

After participating in the pilot Mentoring Program with Master Builders Australia in 2017, we are delighted to see that the program has secured a further three years of funding, with the latest program launched on the 7th February. We have got some fantastic events planned to bring those participants together to celebrate their progress and also success as well as having the opportunity to network with others.

We are excited to be participating in a career expo in May 2020 at the Adelaide Showgrounds to promote the construction industry as a viable career option.

Take a look at the journey of one of our apprentices, Sarah Collier as well as hear from Louise Hansen from one of the largest construction companies in Australia, Hansen Yuncken for an interesting insight too.

We hope you enjoy the magazine and look forward to see you at a future event.

Sue Wundenberg,
Chair of HiViZ
Women Building SA
Committee



HiViZ Women Building SA

HiViZ Women Building SA Committee 2019/2020

We are privileged to have been able to form a HiViZ Women Building SA committee with a wide breadth of representatives that are from different areas of our industry and different stages in their career.

Introducing the current committee members:

- Chair:** Sue Wundenberg
Ex-Regional General Manager SA/NT at Bradford Insulation Group
- Marissa Hankinson
Business Development and Membership at Master Builders SA, Director
- Nicky Snell
Metricon Homes, People Advisor
- Augusta Soteriou
End2End Consulting, Managing Director
- Monica Clark
Bluescope Steel Colorbond & Zincalume, Strategic Account Manager
- Lisa D'Andrea
Hansen Yuncken, HR Manager
- Scott Brumfield
Hansen Yuncken, Construction Manager
- Terry Tsapaliaris
Sarah Construction, Construction Manager
- Martha Coro
CBUS Super, Business Superannuation Consultant
- Carmel Siciliano
Klemm Homes, Interior Designer



Join our LinkedIn Group: HiViZ Women Building SA

This is a professional development and discussion group for HiViZ Women Building SA. You do not have to be an HiViZ member to participate. The rules are: Be nice. Bring value to the discussions. Be helpful. Encourage one another. Highlight trends. Share case studies and resources. Ask questions.

Published by: Master Builders South Australia
Phone: (08) 8211 7466

Email: buildsa@mbasa.com.au

Web: www.mbasa.com.au

Managing Editor: Kate Tonkin

Advertising Coordinator: Marissa Hankinson

Design and Printing by:

Finsbury Green, Adelaide, Australia
www.finsbury.com.au



Profile Louise Hansen



Reflecting on a career in construction

With construction flowing through the family blood, Hansen Yuncken's first female Executive Director grew up with a natural passion for building and design, but defying the family mould, she took the less obvious route to her now, dream career.

A fourth generation Hansen, Louise Hansen has ridden the waves of the 100-year-old national builder, experiencing the peaks and troughs of a cutthroat industry through the eyes of her father and grandfather. But for an 18-year-old female fresh out of Year 12, it wasn't the most obvious or desirable choice. Unsuccessful in her application to study Architecture at RMIT and being too short-sighted to study at Deakin where she received an offer, she instead opted for an Arts Degree at Monash University.

It was here that Louise was hit with her first major lesson in life.... "Don't despair if you are unsure of your career path". Just 6 months into her degree, she deferred for a stint on the ski slopes, and then swapped the lecture theatre for a place at The Alfred Hospital to commence an unexpected career in nursing in 1987.

Louise's ambition saw her move quickly through the ranks becoming



Associate Charge Nurse of the Neurosurgery ward in record time, but her calling to the corporate world kept chiming in. Juggling opposite sides of the spectrum, she studied a Graduate Diploma in Business Administration at RMIT. Lesson number two, "Life can give you an education too".

The start of Hansen Yuncken

After spending almost a decade in a traditional female role of nursing, Louise needed a drastic change and took a leap of faith into the unknown, "the family business". She was offered what was meant to be a short-term role working with her father, Peter Hansen, who was Managing Director at the time. Replacing his recently retired secretary, the role was aimed at giving her a glimpse into the corporate world.

Unchallenged by her newfound role as the Managing Director's Secretary but enjoying the opportunity of working in the family business, Louise soon found her passion for the Pre-Construction and Business Development side of the business. This provided her with the opportunities to develop her network and to really start to thrive in the industry. This

is where lesson three took hold... "Be honest with yourself about your ambitions".

"Now I have to admit, Hansen Yuncken is a family business, but nepotism works both ways. It can get you an "in", but you have to prove yourself twice as hard and I had what I considered the two "Fs" working against me: I was female and family".

Studying a Marketing Graduate Diploma at Monash University, Louise earned her role as Business Development Coordinator, progressing to Business Development Manager for the Victorian business.

A seat at the table

Over the past 25 years, Louise has seen Hansen Yuncken move from strength to strength, becoming a pioneer for change within the construction industry. She has also witnessed a dramatic shift in diversity, with more women than ever taking their seat at the table.

"Construction is not always a top choice for women, but it's dynamic, it's straight shooting and you have the opportunity to be involved in something tangible and fantastic."

Throwing herself wholeheartedly into the industry with ambition and sheer determination, Louise graduated from the Australian Institute of Company Directors Course before becoming Hansen Yuncken's first female Executive Director in 2013.

Louise's role as a Board Member has seen her navigate Hansen Yuncken through treacherous industry activity. "I really enjoy having an active involvement in the direction of the company, which is now much larger than when I joined, and playing a part in the strategy for its continued improvement and success."

The century of Hansen Yuncken history doesn't weigh on Louise's shoulders, "Taking Hansen Yuncken into the next century is as much about maintaining the culture and acknowledging the impressive history, as it is about helping to shape the future of the construction industry and particularly the role that Hansen Yuncken will play in it."

Balancing work and life

Louise's working life hasn't been without its challenges; career driven, she has battled the guilt of being a working mum with two beautiful

daughters, and from the outset realised the need to accept support when it was offered. A demanding role with high pressure deadlines and interstate travel means that a supportive network is fundamental in maximising time at home with her family.

"In this day and age, women don't have to do it all, and we are not failing if we can't. Its ok to spend precious time with your children without the guilt of everything else and most importantly, learn to say no."

A trailblazer for women

An active member of the construction community, Louise is a well-known and respected figure head within the industry. From her past roles with the National Association of Women in Construction as the Victorian President and National Director, to her founding membership of the successful TEN Women networking group in Melbourne to her most recent appointment as a Non-Executive Director of Incolink, Louise is the first to fly the flag for female careers in construction, amplifying her peers and the success of those within the national business, leading nicely into lesson four, "It's ok to be a strong woman".

"There is around a 13% participation rate of women in the construction industry and no matter how much we talk about it; female student rates are static. Being a woman in the construction world has been a rewarding experience. Construction is a fantastic industry. You are involved in something tangible and concrete. There are so many opportunities from Construction Management, Project Management, Architecture, Engineering, Quantity Surveying, Acoustics Engineering, Interior Design, Landscaping, even Legal and Financial, there are so many facets to the industry and it is just so rewarding. Yet it is also hard work.

I have a passion for the industry, not just because it's in my blood, but because statistics show that more female representation within an organisation can result in greater success.

These days I don't feel any different about being a female in the industry. I'm proud to say there are lots of us, both in our offices and on our sites, and we are respected because we are good at our jobs."

Master Builders SA would like to extend a thank you for being the supporting corporate partner of HiViZ in 2018 and 2019.

Deconstructing the industry

INDUSTRY	2014	2018
Overall Workforce Composition of the Building and Construction Industry	11% women	12% women
Women Trades (ABS figures)	1%	2%
Current Workplace Gender Equality Agency Data – Women in building and Construction		
<i>The following data is based on 124,862 employees within 202 organizations of any size within the building Industry</i>		
INDUSTRY	2014	2018
Female CEOs	3.6%	4.4%
Female Managers	10.8%	12.1%
Female Trades and Technicians	10.5%	2.8%
Female Labourers	10.5%	12.7%
Female Professionals	24%	21.2%
Females in Administrative Roles	73.8%	78.2%

Sarah Collier rising star

In an industry where only about 12 per cent of the workforce is female, 21-year-old Sarah Collier is taking the road less travelled. Having recently completed her apprenticeship with Master Builders SA, Sarah is currently employed by Adams Jones Construction & Interiors Pty Ltd. Sarah was the September 2018 Master Builders SA Apprentice of the Month and has been a terrific ambassador for the industry and the association, appearing in the media to promote the benefits of learning a trade, especially to females.



“As a child I would watch my father build structures around our home and I loved to help”

Says Sarah.

“When I was around 16 I knew I wanted to be doing hands on work and to be active rather than being stuck in an office environment. I loved my woodwork classes at school, so I decided I would look for work experience in the carpentry field.”

“My work experience host recommended me to Master Builders SA and from there I was lucky enough to be offered an apprenticeship. I have now completed my four year apprenticeship. I found the whole experience of being an apprentice and learning 1st & 2nd fix and also cladding among other things has

been great. I have met so many incredible people within the industry. I have found that being involved with many different aspects can be a fantastic opportunity to network. Being in the industry has given me great opportunities to witness a lot more than the carpentry side of things.

“What I love about the job and the company I work for is that they would rather us spend a little more time with the job/product for a better end result,” says Sarah. “Also I don’t feel like a number, I feel like I’m part of a big family with Adams Jones.

“Working in a male-dominated industry is not as bad as some people might think. Everyone on jobs/sites has treated me with respect and as an equal. Nowadays I believe a lot of men are happy to welcome woman into the trades.

“Personally, I would love to see more women starting apprenticeships. I think it would be a great if high schools educated girls about the possibilities of getting into a trade as an alternative to obtaining a uni degree. Some people prefer hands on learning. An apprenticeship allows this and you get paid whilst training for what you love to do.”

Sarah has been treated well in the workplace but has still had to deal with lowlife social media trolls, particularly after appearing in a Channel 7 story with Master Builders in 2019 promoting careers in the trades to young women. A few didn’t like seeing Sarah doing “man’s work”, but for her it is water off a duck’s back.

“We are all human, we have our opinions. No one has ever said anything directly to my face but the way I handle it is that I don’t hear it. I know what I am capable of and I like to prove to people what I can do. This is why you never judge a book by its cover.”

Master Builders SA Training and Apprentices Manager Lee-Ann Attick says Sarah’s determination

to succeed in a male-dominated industry was clearly evident the first time she met her.

“Sarah’s success is a direct result of her hard work, commitment and self-value and belief. Sarah was more than happy to be a mentor for another young female apprentice who was struggling to “fit into” the male-dominated industry. The valuable lessons taught by Sarah included rising above the stigma, be proud of who you are and that there is no reason why you can’t do something you love because you are a girl! I never had an issue with placing Sarah with any hosts, and quite often the feedback was ‘she is better than some of the lads’. I even had hosts asking if Sarah was available during busy peaks. I am proud that Master Builders SA has assisted Sarah in becoming a highly competent and confident carpenter and the industry has gained a reputable tradesperson for years to come.”

So what advice would Sarah give a girl thinking about learning a trade?

“Go for it and good luck! If anyone tries to bring you down, come to work the next day as a better person. It doesn’t matter what job you’re in or if you are male or female there will always be situations that may be difficult. Listen to all of the feedback, take it on board and empower yourself by using it.

One of the most satisfying things about being a host employer or a Master Builders SA GTO Field Officer is watching young people start out from scratch and building a successful career and life for themselves. Whilst starting an apprenticeship can be daunting for a young person, every journey starts with a first step.

“Where I would like to go from being a qualified carpenter is to someday run my own jobs for Adams Jones,” says Sarah.” “Then hopefully, after a lot more years of experience, I hope to become a site supervisor.”

Celebrating women in South Australia's building and construction industry

In 2018, Master Builders SA announced the inaugural HiViZ Women Building SA award as part of our Annual Building Excellence Awards – the first award nationally to recognise women in construction and we are continuing in 2020. Take a look at our last two winners, Melisha Willington and Anthea Greig and we look forward to receiving your entry and announcing the finalists at our HiViZ Women Building SA Luncheon on the 29th April 2020.

Melisha Willington, Sarah Constructions

Melisha is quietly confident, very articulate and strategic thinker. She has a diverse background in the building and construction industry covering residential, civil and commercial. She has proactively sought roles that have enabled her to further develop her skills set. Melisha is not afraid to put her hand up for difficult projects, and is always looking to improve herself through both experience and learning from others. She has terrific prospects ahead of her and the ambition and credibility to achieve them.



Anthea Greig, Urban Infill Group

Anthea has completed several project developments with various builders. Originally a nurse, she moved into mortgage broking prior to working on her own developments. She proactively sought a mentor to help her and has worked on several developments both subdividing and medium-density builds with various contractors through the State. She teaches investments at the WEA Institute and also runs a Property Investment Group. She has undertaken a few joint ventures with other females wanting to invest and is actively mentoring them through the process.



The building and construction industry is the nation's second largest industry but only 11% of women make up its total workforce and only 1% of building trades.

However, despite these low numbers, women are achieving major success in the industry every day.

The Master Builders **HiViZ Women Building SA – Outstanding Woman in Construction Award** celebrates and showcases women's achievements in the building and construction industry and provides a platform for them to inspire other like-minded women to meet their potential.

Whether you are nominating yourself or someone else, don't miss the opportunity to take part and stand out amongst your peers.

To learn more about the criteria for this award and/or how to nominate, go to mbasa.com.au.

Nominees must be a financial HiViZ Member.

HiViZ Award Finalists to be announced at the HiViZ Women Building SA Luncheon on Wednesday 29 April 2020. Winner to be crowned at the 2020 Building Excellence Awards on Friday, 14 August.

Entry is FREE! ONLINE ENTRIES OPEN ON WEDNESDAY 4 MARCH 2020

Further Information

Awards Manager,
Renee Ancell
08 8211 7466
awards@mbasa.com.au



Events

HiViZ Women Building SA Luncheon 2019



Our HiViZ Women Building SA program continues to go from Strength to strength! 250 people attended this annual luncheon at the Adelaide Convention Centre in May 2019. Guest speaker Susan Alberti AC had the audience in awe as she told her life story which was one of determination, resilience and compassion. Thanks to our event partners Hansen Yuncken, CBUS Super and Fenwick Elliott Grace.

HiViZ Award Nominees & Mentees Lunch 2019



This luncheon provides an opportunity to network over lunch and to hear about some of the rising stars in our Building and Construction Industry. At this event all of our HiViZ Award Nominees attend and the finalists for the HiViZ Award is announced.

HiViZ Site Tours 2019



Last year saw some incredible site tours thanks to our members allowing 20 lucky individuals the chance to see a behind the scenes look at some of the biggest construction projects in our State. The site tours offered different experiences from SkyCity Adelaide Casino redevelopment to the redevelopment of Her Majesty's Theatre which provided some incredible history on the building. These events are turning out to be very popular and selling out fast! Thanks to our event partner Hansen Yuncken for these exclusive tours.

HiViZ Christmas Drinks 2019



The HiViZ Christmas Networking Drinks was a great opportunity for our HiViZ Women Building SA members to come together, reminisce of the year that was and network with like-minded individuals in a relaxed environment at Sparkke at The Whitmore. With over 40 members in attendance a great evening was had by all!

Upcoming 2020 HiViZ Women Building SA Events

Wednesday 8 April

HiViZ Site Tour at Ucity and Networking

Wednesday 29 April

HiViZ Women Building SA Luncheon

Monday 4 May

Network with Success Workshop

Monday 11 May

HiViZ Site Tour at Metricon Homes and Networking

Friday 12 June

HiViZ Award Nominees & Mentees Lunch

Monday 13 July

HiViZ Site Tour at Marshall & Brougham and Networking

Tuesday 6 October

HiViZ Networking and Motoring

Saturday 24 October

Cox Plate Race Day

Thursday 3 December

Christmas Networking Drinks

For more information on these events please visit our website mbasa.com.au/upcoming-events

Hiviz Women
Building
SA
INITIATIVE OF MASTER BUILDERS SA

ANNUAL Hiviz LUNCHEON WITH JOHANNA GRIGGS

Wednesday 29 April 12pm-3pm

“HOW YOU START IS HOW YOU FINISH”

Johanna Griggs is one of Australia's most well known sporting and media identities. She's hosted popular lifestyle program Better Homes and Gardens for over 15 years as well as 7 series of House Rules. She also works alongside her husband's building company.

Prior to her move into television, Johanna represented Australia in both the Commonwealth Games and World Swimming Championships, so it's fair to say she knows a bit about striving for success, goal setting and following dreams.

Like many of us, Johanna juggles various business interests, with managing family, friends and everyday lifestyle choices, albeit often in-front of the camera, whilst remaining professional and authentic, which is certainly no easy feat.

Johanna's enthusiasm for the building industry is clearly obvious as is her evident flair for interior design. She's a definite advocate for sustainable building practices and continues to further develop her building related skills and expertise.

So how has she achieved it all and how does she continue to have the energy to do so? Often it comes down to the choices we have, the choices we make and learning from others who are out there doing it.

Book your tickets now, starting from \$125.00* pp (inc. GST)

Tickets available at: mbasa.com.au/upcoming-events

Bookings close COB Wednesday 22 April 2020

*Booking fee applies

Thanks to our event partners:



Date Wednesday 29 April 2020 **Time** 12:00pm to 3:00pm

Venue Adelaide Convention Centre

Includes Gourmet lunch and premium drinks package

For further information call 8211 7466 or email events@mbasa.com.au



MASTER BUILDERS
SOUTH AUSTRALIA

Issue 1 2020

GET SKILLED

A Master Builders Apprenticeship



Issue Highlights

Apprentice of the Year

Synergy between tradies and football: Boyd Carpentry

Try a trade: Pre-Apprenticeship Program



MASTER BUILDERS
SOUTH AUSTRALIA



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Pre-Apprenticeship Programs have proven to give potential apprentices a head start in gaining an apprenticeship

Who we are!

Master Builders SA's Group Training Organisation is a division of the Master Builders Association of SA Inc. As a not-for-profit organisation we are here to represent the building and construction industry and all of its stakeholders. Our Group Training division aims to offer employers the highest quality apprentices with the best possible working arrangements to help young South Australians start their career in building.

Master Builders SA has been running apprenticeship programs for almost 40 years and is one of the largest employers of building and construction apprentices in South Australia.

Master Builders SA's Group Training Organisation strives to provide the best service to both host employers and apprentices and consider the needs of both parties to ensure a positive and long-lasting partnership.



MASTER BUILDERS
SOUTH AUSTRALIA

Executive Committee 2019 / 2020

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Published by: Master Builders South Australia

Phone: (08) 8211 7466

Email: buildsa@mbasa.com.au

Web: www.mbasa.com.au

Managing Editor: Kate Tonkin

Advertising Coordinator: Marissa Hankinson

Design and Printing by:

Finsbury Green, Adelaide, Australia

www.finsbury.com.au



Apprentice of the Year

Zach Franceschilli joined Master Builders in January 2015 as an apprentice before completing his apprenticeship early in June 2019. Zach has been recognized as both Apprentice of the Month on several occasions and was successful at the Master Builders Building Excellence Awards 2019 becoming the Apprentice of the Year.

Hear more about Zach's story:

Why did you become an Apprentice?

I became an apprentice with Master Builders because I wanted a trade that would never die (not in my time anyway). I also wanted an apprenticeship that would provide security and surety for the beginning years of my career and future, having a trade to fall back onto and a trade that will always have work.

What do you enjoy the most about being an Apprentice?

I have enjoyed many aspects of being an apprentice, I have enjoyed learning and developing my skills and being taken under the wing of many different tradesman and learning the different ways and different techniques that each individually have. Also, being able to work and earn a decent income and learn at the same time is also a great benefit of being an apprentice.

Even though I have completed my apprenticeship now, I will continue to study. I also have the goal to use my skills and can build my own home.

Who would you like to thank?

Firstly, I would like to thank Steve Lolosidis and Rob Galsworthy at the team at ProBuild Bricklaying for looking after me so well and teaching me everything that I know today, if it wasn't for them I would not have developed my skills. Their patience and understanding has got me where I am today. I couldn't be more thankful for what they have done.

I would also like to thank the other tradesman for teaching me different tricks of the trade and my field coordinator at Master Builders for looking after me. Also a big shout out and thank you for my family and partner for all the wonderful and loving support over my apprenticeship, I would not have done it without them either.

What does safety mean to you?

Safety to me means going to work and coming home safely, doing this we need to analyse and identify potential hazards on the work site, this applies to me and my co-workers. Work in a safely manner making sure the work area is safe and no hazards in the work environment.

Field Coordinator Comments:

"Zach is a very mature apprentice who works above and beyond the expected level of what is required. He undertakes instruction well and also has the ability to undergo self-directed work. Zach is hardworking, punctual and a great communicator with both his host and MBASA. Zach always follows Master Builders SA policies and procedures and is well respected in the wider Master Builders community. Zach has a fantastic future ahead of him and will be very successful in whatever path he chooses to follow in the constructing industry."



What the judges had to say:

Zach is a fully qualified bricklayer and completed his apprenticeship early due to his outstanding work practices, skills and on the job performance. Within six months of completing his apprenticeship, he obtained his Contractors license and is now undertaking a second apprenticeship as an Electrician. Throughout his apprenticeship he worked with three different Host Employers providing him with a broad knowledge base. Zach is keen to pursue a role as a Site Manager and in time will make an excellent Supervisor. Zach was a standout in this competitive field and is an absolute role model.

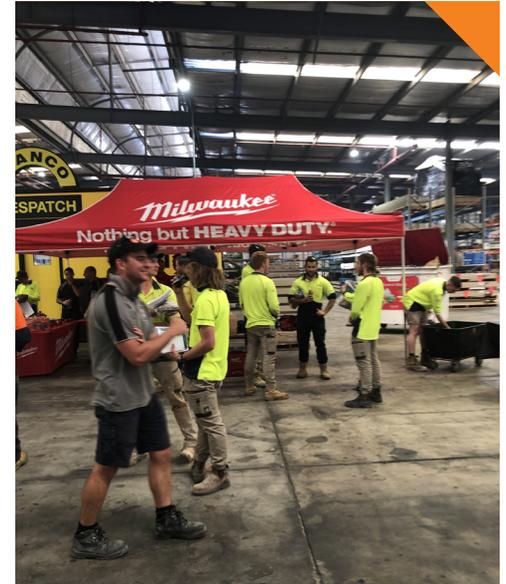
Congratulations Zach on winning Master Builders SA Apprentice of the Year 2019!

Apprentice safety events

Master Builders SA takes workplace safety seriously and knows that it is paramount to our industry.

Our Group Training Organisation ensures that this strong emphasis on safety is installed in all of our apprentices. To assist and remind our apprentices about their responsibility to be safe while on a work site we make sure all apprentices complete a TAKE 5 safety check every morning before they commence work and hold 2 compulsory safety meetings a year. Our safety meetings in 2019 were well received by apprentices and host employers. This year we also had Milwaukee Tools Australia, James Hardie, ELWD Workwear, Paramount Safety Supply, CBUS Super and PPSR in attendance, giving our apprentices a first-hand look at what they have to offer.

Thanks to all involved.



Importance of safety onsite

We all have a responsibility and duty for building a safe and healthy workplace.

Duties at work

Every person in a workplace has a duty in relation to work health safety, this includes:

- **The Person Conducting a Business or Undertaking (PCBU)** – is a company or an individual who is responsible for running a business or workplace. This means PCBUs ensure the health and safety of their workers and are not put at risk from the work being undertaken.
- **Workers** – are everyone who carries out work for the PCBU. Workers have a duty to take care for their own health and safety and their actions do not negatively affect the health and safety of others. Workers must comply with fair instructions, policies, procedures relating to their health and safety.

Apply the Hierarchy of control

The hierarchy of control measures can help you identify ways to eliminate or minimise hazards to health and safety. Safety champions are encouraged to raise awareness with supervisors and workers that the most effective measure has been applied to minimise hazards.

Master Builders SA take workplace safety seriously and knows it is paramount to our industry. If you need assistance with your WHS Management Systems or need a Risk Assessment conducted to ensure

your building site is up to scratch with WHS obligations and legislation then please contact our SQE Manager Mark Evans: sqe@mbasa.com.au or call 8211 7466

CONSTRUCTION FATALITIES for 5 years, from 2008-9 to 2012-13



CONSTRUCTION SERIOUS INJURIES for 5 years, from 2008-9 to 2012-13



FALLS FROM HEIGHTS FATALITIES for 5 years, from 2008-9 to 2012-13

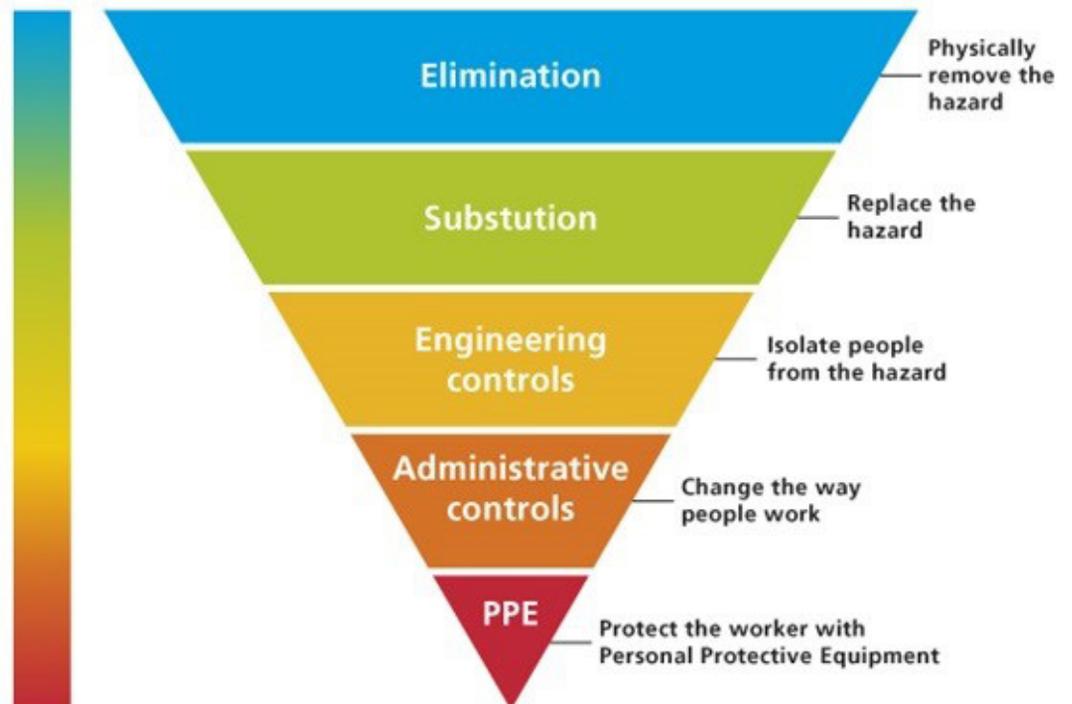


DON'T BECOME A STATISTIC!

Sources of information: Safe Work Australia's National Data Set for Compensation-based Statistics (NDS) and Traumatic Injuries Fatality (TIF)

Most effective

Hierarchy of controls



WE PAY FOR YOUR TRADE



“Master Builders SA values attitude and enthusiasm and supports you 100% of the way through your apprenticeship. I would definitely recommend them as a career path to anyone who is interested in a future in building and construction.”

Start your career in building & construction BE A MASTER BUILDERS SA APPRENTICE



SECURITY

Continuous full-time employment



VARIETY

Work with different tradespeople



CASH FLOW

Guaranteed on-time weekly pay



TOOLS

All tools and PPE clothing supplied

Master Builders SA provides you with all the tools, skills and support you'll need to start your apprenticeship.

We guarantee full time employment and Award rates of pay and conditions for the length of your apprenticeship (typically 4 years).

Get paid to learn the trade you choose, gain experience in building and construction and establish contacts in the industry through your hosts.

Master Builders SA has been running apprenticeship programs for almost 40 years and is one of the largest employers of building and construction apprentices in South Australia.



MASTER BUILDERS
SOUTH AUSTRALIA

Contact us today on **8211 7466** to find out more.
Or visit mbasa.com.au/apprentices

Synergy between tradies and football: Boyd Carpentry

There's always been a strong synergy between tradies and football and that's clearly evident at Woodville West Torrens. 30-year-old James Boyd has played more than 200 games in the SANFL for South Adelaide, Central District and his current club Woodville-West Torrens. He also runs his own company Boyd Carpentry with his brother Tim. A former Master Builders SA apprentice himself, James has taken young gun Eagles teammate Ethan Haylock under his wing as an apprentice.



What challenges do you face running your own business?

Cash flow, planning work in advance, and administration can be challenging.

How has taking on apprentices helped you to grow your business?

I'm able to take on more work. Having my brother working as a qualified carpenter means he can assist Ethan with learning different skills. This allows me time to go off and concentrate on other work.

What is the best part of your trade?

Working outdoors, different locations, and meeting new clients and future work (repeat business).

Are you passionate about skills development and why?

Yes, definitely. Training apprentices is an investment. It is rewarding for both the apprentice and the host seeing the development of the apprentice.

How do you find the juggle between footy and work commitments?

It can be a bit of a challenge at times. You need to be organised and time management is crucial. Hours can be long but I have flexibility over the summer period.

How rewarding is it to give your teammate a go and be their host trainer?

There's a good understanding amongst the team and there is mutual respect. I am also proud to see Ethan play for Woodville-West Torrens.

What would you say to other businesses thinking about taking on an apprentice?

Without training apprentices the future of the business and the trade won't last. Having the right apprentice with the right attitude and work ethic is very important.

Would you recommend to other employers that they use the Master Builders GTO?

Yes, the system is very simple, they take care of all the admin for you. When work is slow, apprentices can be handed back. The team at Master Builders are very easy to get along with.



Master Builders SA has a 97% completion rate for its apprentices!

What is a contract of training?

An employer and an apprentice or trainee must agree to a training contract and training plan before training can start. If the apprentice or trainee is under 18 their parent or guardian must also agree.

A training contract is a legally binding document that is agreed between the employer and the apprentice or trainee.

It covers:

- The length of the training period, apprenticeship or traineeship
- Details of the registered training organisation (RTO) delivering the training
- The qualification to be obtained
- Employment arrangements and industrial award

The training contract must be lodged with an Apprenticeship Network Provider (ANP).



Profile: Mario Cappella



Mario has been a Field Coordinator since 2008 working closely with apprentices, host employers and various RTO's across South Australia. Mario's experience as a Field Coordinator has predominantly been within the trades of Plumbing, Roof Plumbing, Refrigeration and Electrical.

Mario is also very passionate and understanding of apprentice and trainee needs providing ongoing pastoral care and mentoring. His dedication to the Building Industry has been life long and looks forward in assisting the next generation of apprentices and trainees achieving their goals and ambitions.

The role our Field Officers play

The role of an apprentice field coordinator is a mandatory government requirement for all Group Training Providers. Master Builders SA employs two full time field coordinators to help monitor and support apprentices and trainees throughout their apprenticeship with the main objective being, apprentices achieving successful completion in their chosen vocation.

The field coordinators are the first point of contact for host employers and apprentices and conduct apprentice site visits every 4-6 weeks. Again, site visits are mandatory and detailed notes will be taken during visits and saved to the apprentices file. During site visits field coordinators will monitor the apprentice's onsite progression, safety and discuss any issues with both the apprentice and host employer. The field coordinators provide mentor support to apprentices during their

apprenticeship and help assist with problems and issues which may arise during this time both professionally and personally.

It is compulsory for all apprentices and trainees to complete off-the-job training which is conducted at various Registered Training Organisations (RTO's) across Adelaide. The field coordinators have solid relationships with our RTO's and will often discuss apprentice's requirements and performance in relation to off-the-job training. This relationship assists the field coordinators with the monitoring of progression. An apprenticeship cannot be successfully completed without successful completion of trade school. Early sign offs can be applied for from 3 years and 9 months providing successful completion of trade school has been achieved.

Along with assisting with recruitment, field coordinators also assist with the disciplinary action of apprentices, performance management and terminations.

Try a trade: Our Pre-Apprenticeship Program

Pre-Apprenticeship Programs have proven to give potential apprentices a head start in gaining an apprenticeship.

During these programs students gain valuable skills and competency in 1st year apprenticeship units, and what's better if you do gain an apprenticeship you will get credit transfer for the units already completed!

It is an opportunity to try the trade prior to committing to a 4-year apprenticeship.

Programs generally run between 4 – 12 weeks depending on the provider you choose to study with.

Master Builders SA has applied for funding under the Skilling South Australia Fund to run 3 programs during the 20/21 financial year. Please keep an eye out on our website at www.mbsa.com.au for further information and program dates.

This round of programs will be focussing on the following cohorts:

- Women in construction
- Plumbing
- Indigenous in construction

Testimonial provided by a participant of the pre-apprenticeship program

"After completing school I didn't know what I wanted to do, I took a year off before I decided I wanted to do an apprenticeship but didn't know where to go or how to start.

I enrolled into the program because I thought it was a good way to get a taste of what an apprenticeship would be like and would assist me in gaining an apprenticeship.

During the program I learnt a lot about safety on site and basic construction techniques.

The pre-apprenticeship program provided me with a basic set of skills and understanding of the trade, which gave me a head start gaining employment.

I would definitely recommend the program to others who are looking to gain a trade or unsure what is involved in a trade, it's a fantastic way to learn and gain employment."

Participant is now employed as a 1st year Carpenter with Master Builders SA.

Master Builders SA offer apprenticeships in the following trades:

- Bricklaying
- Carpentry
- Concreting
- Electrical
- Horticulture
- Office Administration
- Painting & Decorating
- Plastering
- Plumbing
- Roof Plumbing
- Steel Frame Installer
- Wall & Floor Tiling
- Wall & Ceiling Tiling

From July 2020, all program announcements and course details will be published at: www.mbsa.com.au/apprentices

For further information on apprenticeships, please feel free to contact our Apprenticeship Team on 8211 7466 or email apprentices@mbsa.com.au



YOUR PASSION

skills.sa.gov.au



Start an apprenticeship now.

As an apprentice in the building and construction industry, you'll put everything you learn straight to work and start setting yourself up for a great career at the same time. If you want to earn while you learn real skills in the workplace, follow your passion and start an apprenticeship now.

Visit skills.sa.gov.au

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