



# ACTION PLAN

## Disaster Response 2011

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*How Construction Skills Queensland can help the Queensland construction industry through the disaster recovery effort*



**CONSTRUCTION SKILLS  
QUEENSLAND**

Construction Skills Queensland is the peak engagement body for skills in the Queensland building and construction industry.

For more information on how Construction Skills Queensland can help you, call 1800 798 488 or visit our website at [www.csq.org.au](http://www.csq.org.au)

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# Overview

## Unprecedented challenges

Queensland has experienced several of the worst natural disasters in its history with widespread flooding and the damage caused by Tropical Cyclone *Yasi*. Queensland must now begin a massive reconstruction effort throughout 2011 and beyond. Against the immediate needs of disaster recovery such as waste management, demolition, refurbishment and reconstruction, there are longer-term economic issues facing the Queensland economy, such as the impact on key sectors, inflation, credit availability, labour costs and commercial investment. This is further compounded by the simple fact that Queensland is in the early days of the rain season and further rain may yet bring inundation to a number of Queensland communities.

## Helping industry on the ground

This document outlines a series of programs which are immediately available to industry and are relevant to the reconstruction effort. Each program is focused on yielding rapid skilling outcomes and maximising the recognition of skills that workers have already acquired. There is also a focus on retaining apprentices and trainees in training throughout the recovery period.

The programs outlined in this document are supported by a dedicated \$10 million fund for disaster recovery from Construction Skills Queensland. The Construction Skills Queensland disaster response is expected to continue through to 31 March 2012, at which point the needs of industry will be further evaluated.

These programs have been designed to use existing administrative systems where possible and to minimise red tape. The objective is to provide a rapid, responsive solution.

Construction Skills Queensland will continue to develop responses as industry need arises. This document outlines responses that are immediately applicable; Construction Skills Queensland will also provide support through longer-term strategies, at a later date.

## Getting involved

Construction Skills Queensland assists the entire Queensland construction industry, but many of the initiatives in this document will prioritise flood or storm affected areas.

Specific eligibility criteria apply for each program, but programs will generally target:

- Disaster affected areas
- Queensland building and construction workers and enterprises
- Apprentices and trainees who may be at risk
- Upskilling existing workers to meet disaster recovery needs
- Enterprise-focused delivery
- Increasing employment within the industry

Details about how to access each program is provided throughout this document.

Ongoing communication with industry and other stakeholders will be critical throughout 2011, to ensure clarity of direction and to avoid duplication. Any agency with an interest in working with or alongside CSQ is encouraged to contact the organisation directly on 1800 798 488.

# Employer Recommencement Incentive

Support for at risk and out of trade apprentices remains a priority for Construction Skills Queensland across the industry, particularly where disaster has lead to disrupted employment conditions. CSQ therefore directly supports employers hiring out of trade apprentices across Queensland.

## What is it?

Work in the construction industry can be inconsistent, leading to situations in which an employer must stand-down or cancel an apprenticeship or traineeship. To promote the uptake of these disengaged people in training, CSQ provides an incentive to employers who recommence an out of trade apprentice/trainee. The total incentive amount is **\$3000** – half paid at end of three months and the remainder paid at the end of six months after recommencement (subject to employment status).

## Why should I do it?

Disengaged apprentices and trainees typically come with some previous experience and skills. Hiring an out of trade apprentice/trainee represents an opportunity to engage a worker with a potentially higher productivity from day one.

## Who is eligible?

To register with Construction Skills Queensland for incentive payments the following criteria must be satisfied:

- the employer must employ an apprentice or trainee in a skills shortage occupation as defined by Construction Skills Queensland
- The employer must not be a commonwealth, state or local government department or body,
- The apprentice / trainee must be registered with the Department of Education and Training (DET) under a Training Contract. Recommencement of employment is determined by the date of recommencement recorded under the Training Contract. Any recommencement after 1 January 2011 is eligible.
- Group Training Organisations are also eligible.
- the employer must not cancel an apprentice and re-employ that same apprentice within 6 months

## How do I get involved?

Employers who believe they are eligible to receive the incentive should contact the CSQ Helpline on 1800 798 488.

Other Commonwealth incentives may also be available.

# Licensing and Prescribed Occupations

Initial skilling responses must focus on individuals who require a minimum of further training to be of assistance to the reconstruction effort. Individuals who already possess the necessary skills but simply require assistance in becoming licensed must be targeted and supported accordingly.

## **What is it?**

Construction Skills Queensland provides reimbursement to individuals and employers against some of the costs of training and assessment associated with acquiring a license. The program includes prescribed occupations (such as plant operation and rigging/dogging) as well as relevant competencies towards plumbing, electrical trades and plastic welding.

## **Why should I do it?**

Licensing ensures a minimum standard of competency and safety to perform specific tasks on-site. Completing license requirements allows a worker to legally operate in Queensland.

In response to disaster conditions, CSQ has doubled the reimbursement for prescribed occupations and has doubled the allocated budget for electro technology, plumbing/draining and plastic welding competencies.

## **Who is eligible?**

Applicant eligibility criteria are available in Appendix 1.

## **How do I get involved?**

Upon completion of training and assessment, participants should submit a copy of the statement of attainment and associated invoice to [reimbursement@csq.org.au](mailto:reimbursement@csq.org.au) accompanied by a submission form, which can be downloaded from:

*Electro technology courses:*

[www.csq.org.au/files/trade\\_funding\\_form\\_20102011.pdf](http://www.csq.org.au/files/trade_funding_form_20102011.pdf)

*All other courses:*

[www.csq.org.au/files/updated\\_post\\_trade\\_funding\\_form\\_1011.pdf](http://www.csq.org.au/files/updated_post_trade_funding_form_1011.pdf)

Individuals must provide evidence of completion of training and assessment via a statement of attainment to be eligible to receive reimbursement. A complete list of eligible courses and the amount of reimbursement available is at Appendix 1.

# Skills Assessment and Gap Training

Some individuals in the industry already possess many of the necessary skills to operate as productive tradespeople, requiring a small amount of further training to become fully qualified. Focusing funding and support to help these workers become qualified is an effective and immediate response to disaster recovery needs.

## What is it?

Many existing workers have the necessary skills to perform adequately on the job but do not have the formal qualifications that recognise their skills. The Skills Assessment and Gap Training (SAGT) program is designed to help these workers obtain a trade-level qualification. Existing skills are recognised through a Recognition of Prior Learning (RPL) process and additional training is provided to bring their skills into line with industry standards.

## Why should I do it?

- Opportunities into the industry and into bigger and better building companies.
- Longer term career path in the industry
- Personal satisfaction and reward having achieved the qualification

## Who is eligible?

Typically an applicant should:

- Have been working in the industry for at least 4-6 years
- Ideally have been exposed to a wide variety of experience within a particular trade

To be eligible for funding, at least 80% of your qualification must be achieved through the assessment process (RPL) and the balance through gap training.

Apart from the above, there are additional requirements to be fulfilled to qualify for the funding. For the complete details of eligibility criteria, call 1800 798 488.

## How do I get involved?

Eligible individuals will have the full costs of their assessment and up to six competencies of training covered by Construction Skills Queensland.

There are a number of Registered Training Organisations (RTOs) contracted to provide the SAGT program throughout Queensland. For a full list of these RTOs and the qualifications they provide call 1800 798 488. Select an RTO of your choice from the list that delivers the qualification you are interested in and contact them directly to get started.

If you are an RTO and wish to apply to be part of the Skills Assessment and Gap Training program call 1800 798 488.

The assessment can take up to a month and depends on the participant's ability to gather all relevant evidence of experience. The gap training could take a few weeks or months to be completed depending on the RTOs ability to deliver and the participant's availability to attend.

# Short Courses

In a post-disaster construction environment, safety is paramount. Disaster-affected properties may introduce workers to conditions they are not used to, or which require special skills to operate safely within.

## What is it?

Construction Skills Queensland supports the ongoing professional development of the construction workforce, particularly those courses that reduce workplace risk and improve quality. A range of courses are subsidised by Construction Skills Queensland, which currently include:

- White Card / Safety Induction Card
- Working Safely at Heights
- Confined Space Training – Entry
- Asbestos Removal – ‘B’ Class

Other courses may be added to the program in response to emerging industry need.

## Why should I do it?

As part of continuous professional development, workers in the building and construction industry should acquire contemporary skills that reduce risk to themselves and their fellow workers.

## Who is eligible?

Individuals must provide evidence of completion of training via a copy of certification to be eligible to receive reimbursement. A complete list of the courses that are eligible and the amount available for reimbursement is available at Appendix 2.

Reimbursement is limited up to the amount actually paid by the participant.

Eligibility criteria apply. Full eligibility details are at Appendix 2.

Funding under this program will be available **until 30 June 2011**, at which point industry requirements will be reviewed.

## How do I get involved?

Upon completion of training, participants should submit a copy of the certification and associated invoice to [reimbursement@csq.org.au](mailto:reimbursement@csq.org.au) accompanied by a submission form, which can be downloaded from [www.csq.org.au/files/updated\\_post\\_trade\\_funding\\_form\\_1011.pdf](http://www.csq.org.au/files/updated_post_trade_funding_form_1011.pdf)

# Appendix 1: Licensing and Prescribed Occupations Eligibility and Funding

## Eligibility Criteria

Applicants must meet the following funding eligibility criteria:

- The applicant must be working full-time or part-time or genuinely seeking work in the Queensland building and construction industry and must meet the residency criteria below; AND
- The applicant must not be an employee of a Local, State or Commonwealth government department or statutory body; AND
- The applicant must have undertaken a qualification or course as outlined by Construction Skills Queensland to be funded under this program
- The training and/or assessment must have been delivered by a Registered Training Organisation (RTO); AND
- The RTO must not be funded by Construction Skills Queensland or any other entity for the delivery of the training and/or assessment for which a reimbursement is being sought.

## Applicants meet the following residency criteria:

Australian or New Zealand Residential Criteria, applicants must:

- be an Australian or New Zealand citizen, OR
- have permanent Australian residency visa, OR
- hold a Temporary Protection visa, OR
- hold a Temporary visa subclass 309 or 820, OR
- hold a Business Skills (Provisional) visa subclass 457, OR
- hold a Skilled Independent Regional (SIR) visa subclass 495.

## Queensland Residential Criteria, applicants must:

- be a permanent resident of Queensland, OR
- be permanently employed in Queensland.
- Reimbursement will be based upon the cost of the training delivery and not for any associated costs such as meals, travel or accommodation.
- A maximum funding rate per participant is set according to the qualification undertaken. Construction Skills Queensland may not reimburse the full cost of the fees paid.

**Prescribed Occupations - Pay up to \$1000 on completion of services**  
**Please note that all prescribed occupations paid and completed before 1 February 2011 attract a reimbursement of \$500.**

**In response to disaster conditions, funding has been increased to \$1000 for all prescribed occupations paid and completed after 1 February 2011.**

**Only one License from the below list will be available for reimbursement per person per financial year**

Qualification/UOC Name	Qualification/UOC Code
OHSCER234A	Slewing mobile crane over 100 tonnes
OHSCER233A	Slewing mobile crane 100 tonnes or less
OHSCER231A	Slewing mobile crane 20 tonnes or less

OHSCER232A	Slewing mobile crane 60 tonnes or less
OHSCER229A	Bridge/gantry crane
OHSCER226A	Derrick crane
OHSCER230A	Non-slew mobile crane – greater than 3 tonnes
OHSCER227A	Portal boom crane
OHSCER18A	Self erecting tower crane
OHSCER225A	Tower crane
OHSCER228A	Vehicle loading crane – 10 m tonnes or more
OHSCER218A	Dogger
OHSCER237A	Materials hoist with cantilever platform
OHSCER238A	Materials or personnel hoist
OHSCER202A	Front-end loader Backhoe (QLD >2 L engine capacity)
OHSCER210A	Bridge-gantry, 3 power remote control load over 5 tonnes
OHSCER205A	Excavator (QLD >2 L engine capacity)
OHSCER207A	Forklift truck – not pedestrian operated
OHSCER203A	Front-end loader (QLD > 2 L engine capacity)
OHSCER208A	Order picking forklift truck
OHSCER216A	Scraper
OHSCER215A	Road roller (QLD > 2 L engine capacity)
OHSCER217A	Grader
OHSCER204A	Skid steer loader (QLD > 2 L engine capacity)
OHSCER209A	Dozer
OHSCER236A	Truck concrete placing boom
OHSCER224A	Advanced rigger
OHSCER222A	Basic rigger
OHSCER223A	Intermediate rigger
OHSCER235A	Operate a boom-type elevating work platform
OHSCER219A	Perform basic scaffolding operations
OHSCER220A	Perform intermediate scaffolding operations
OHSCER221A	Perform advanced scaffolding operations

### Electrotechnology

**Note:** Reimbursement for the following courses is managed through JETCO. **Submissions for reimbursement should be directed to JETCO as per the instructions on the submission form.**

**Only one qualification from the below list will be available for reimbursement per person per financial year**

Course Name	Course Code	Max Fund.
Certificate II in Telecommunications (Cabling) / Open Cabling	ICT20302	Up to \$600 on completion
Telecommunications Open Registration	ICTTC137B/C	Up to \$600 on completion
Restricted Telecommunications Registration	ICTTC136B/C	Up to \$300 on completion
Telecommunications Structured Cabling (including Cat 5 and Coax)	ICTTC009C/D	Up to \$400 on completion

Telecommunications Cabling - Optical Fibre	ICTTC010C	Up to \$500 on completion
Construction Wiring Programme	AS 3000 & AS 3012	Up to \$300 on completion
Integrated Systems / Smart Buildings - C-Bus	C-Bus (CLIPSAL COURSE)	Up to \$1000 on completion
Air conditioning and refrigeration - including handling of refrigerants and testing (Cert II in Air-conditioning Split Systems)	UEE20107	Up to \$500 on completion
Restricted Electrical license (plumbing etc)	39145QLD	Up to \$800 on completion
Electrical Contracting Course / Cert IV in Electrotechnology	UEENEEGO75B	Up to \$500 on completion
Alternative Energy Installation - PV cells/course in Electrical Energy and Efficiency	NUER15 NUER19	Up to \$800 on completion
Verify compliance and functionality of general electrical installations	UEENEEG005B	Up to \$600 on completion
Solve basic problems in photovoltaic energy apparatus	UEENEEK025C	Up to \$800 on completion

<b>Plumbing and Draining</b>		
<b>Multiple qualifications may be claimed to a maximum of \$1,500 per participant per financial year.</b>		
Qualification/UOC Code	Qualification/UOC Name	Max Amount payable per Qualification or Unit
CPCPCM4001A	Carry Out Work-Based Risk Control Process	Up to \$192 on completion
CPCPCM4002A	Estimate and Cost Work	Up to \$320 on completion
CPCPDR4001A	Plan, size and lay out sanitary drainage systems	Up to \$320 on completion
CPCPDR4002A	Plan, size and lay out stormwater drainage systems	Up to \$320 on completion
CPCPDR4003A	Plan, size and layout domestic treatment plant disposal systems	Up to \$240 on completion
CPCPSN4001A	Plan, size and lay out sanitary pipework and fixtures	Up to \$400 on completion
CPCPWT4001A	Plan size and lay out hot and cold water services and systems	Up to \$480 on completion
CPCPWT4003A	Commission and maintain hot water temperature control devices	Up to \$256 on completion
CPCPWT4002A	Commission and maintain backflow prevention devices	Up to \$320 on completion
39246QLD	Restricted Plumbing License Hot Water Replacement	Up to \$416 on completion
CPCPFS3007A	Install Domestic and Residential Life Safety Sprinkler Systems	Up to \$192 on completion
CPCPFS4001A	Commission Domestic and Residential Fire Suppression Sprinkler Systems	Up to \$128 on completion
CPCPFS4004A	Design Residential and Domestic Fire Sprinkler Systems	Up to \$384 on completion
BSBSMB401A	Establish legal risk management requirements of small business	Up to \$480 on completion
CPCPGS4001A	Plan, size and layout consumer gas installations	Up to \$400 on completion
PHD410A	service type A gas appliances	Up to \$320 on completion
CPCPGS4002A	service type A gas appliances	Up to \$800 on completion

## Plastic Welding

**Only one qualification from the below list will be available for reimbursement per person per financial year**

<b>Unit Code from PMB07</b>	<b>UNIT TITLE</b>	<b>Nominal Hours</b>	<b>Max amount</b>
PMBWELD301B	Butt weld polyethylene plastic pipelines	20	Up to \$160 on completion
PMBWELD302B	Electrofusion weld polyethylene pipelines	20	Up to \$160 on completion
PMBWELD303B	Install polyethylene (non-pressure) drainage pipelines	20	Up to \$160 on completion
PMBWELD304B	Design polyethylene (non-pressure) drainage pipelines	20	Up to \$160 on completion
PMBWELD305B	Install polyethylene plastic pressure drainage pipelines	20	Up to \$160 on completion
PMBWELD306B	Design polyethylene plastic pressure pipelines	20	Up to \$160 on completion
PMBWELD307B	Install high temperature plastic pressure pipelines	20	Up to \$160 on completion
PMBWELD308B	Install PVC plastic pressure pipelines	20	Up to \$160 on completion
PMBWELD309B	Weld plastics using extrusion and injection techniques	20	Up to \$160 on completion
PMBWELD310B	Design PVC plastic pressure pipelines	20	Up to \$160 on completion
PMBWELD311B	Design high temperature polyethylene plastic pressure pipelines	20	Up to \$160 on completion

## Appendix 2: Short Courses Eligibility, Courses and Funding

### Eligibility Criteria

Applicants must meet the following funding eligibility criteria:

- The applicant must be working full-time or part-time or genuinely seeking work in the Queensland building and construction industry and must meet the residency criteria below; AND
- The applicant must not be an employee of a Local, State or Commonwealth government department or statutory body; AND
- The applicant must have undertaken a qualification or course as outlined by Construction Skills Queensland to be funded under this program
- The training and/or assessment must have been delivered by an accredited Registered Training Organisation (RTO); AND
- The accredited RTO must not be funded by Construction Skills Queensland or any other entity for the delivery of the training and/or assessment for which a reimbursement is being sought.

### Applicants meet the following residency criteria:

Australian or New Zealand Residential Criteria, applicants must:

- be an Australian or New Zealand citizen, OR
- have permanent Australian residency visa, OR
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- hold a Business Skills (Provisional) visa subclass 457, OR
- hold a Skilled Independent Regional (SIR) visa subclass 495.

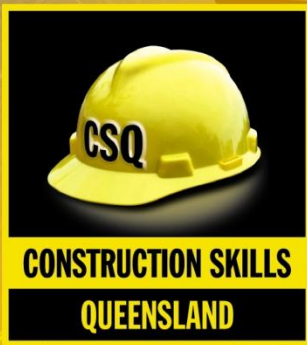
### Queensland Residential Criteria, applicants must:

- be a permanent resident of Queensland, OR
- be permanently employed in Queensland.
- Reimbursement will be based upon the cost of the training delivery and not for any associated costs such as meals, travel or accommodation.
- A maximum funding rate per participant is set according to the qualification undertaken. Construction Skills Queensland may not reimburse the full cost of the fees paid.

<b>Short Courses</b>	
<b>Limit of one eligible qualification per person per financial year, in addition to White Card (if required)</b>	
Course	Max. Amount payable per qualification/unit
White Card / Safety Induction Card – 6hrs	Up to \$50 on completion
Working Safely at Heights – 20hrs	Up to \$160 on completion
Confined Space Training – Entry – 30hrs	Up to \$240 on completion
Asbestos removal – ‘B’ Class – 20hrs	Up to \$160 on completion



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