

CSQ



Apprentice Annual

2017

INCLUDES SPECIAL FEATURE:
Completion rates

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Welcome

Welcome to the 2017 CSQ Apprentice Annual, our yearly health check of Queensland's construction apprenticeship and traineeship system.

The importance of apprentices and trainees to the future of Queensland's construction industry cannot be underestimated. How well the industry attracts, retains and develops its apprentices and trainees will leave a lasting legacy for its future. The apprentice landscape is not a static one, and CSQ is committed to keeping Queensland's construction industry updated on this shifting terrain so that together we can better support our network of apprentices.

In this year's Annual we examine a perennial issue: completion rates. The apprenticeship system is often accused of underperforming, with completion rates taken as the leading performance indicator. This Annual harnesses administrative data to reveal the real rates of completion among construction apprentices and trainees in Queensland. We also answer the question of whether the apprenticeship system is producing enough new tradespeople to meet the future needs of the industry.

You will also find in this Annual our usual suite of indicators of the health and character of Queensland's construction apprentice workforce.

**The importance
of apprentices
to the future
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Defining the 'construction apprentice'

Throughout this Annual we refer to 'construction apprentices,' a category which may seem self-evident but in fact is not easily counted from the official statistics collected by the National Centre for Vocational Education Research (NCVER).

For reasons of brevity, we have used the term 'construction apprentices' to encompass both apprentice and trainee qualifications.

This Annual focuses on qualifications directly connected with the core business of building and construction – traditional site-based trades such as carpentry, plumbing and plant operations. Just under 200 apprenticeship and traineeship qualifications (including superseded qualifications for historical purposes) have been examined; the complete list can be found in the Appendix.

The core business of construction is supported by many other non-trade occupations, such as bookkeeping and sales. While simple counts of apprentices employed in the construction industry will capture these supporting occupations – as technically they are employed in the industry – these supporting roles have been intentionally excluded to reflect our focus on the traditional site-based trades.

While our definition of 'construction apprentice' provides a reasonable approximation of the number of apprentices employed in the construction industry, it is not definitive. This is because very few qualifications are exclusively employed in construction – any given apprentice in any given qualification may be employed in one of several industries. This mirrors the workforce more broadly, where it is common for skilled workers to move between industries such as construction, manufacturing and engineering.

It would therefore be wrong to strictly interpret these numbers as describing apprentices employed exclusively in the construction industry. More accurately, the numbers relate to apprentices who are available for employment in the construction industry. The portability of trade qualifications means that an apprentice who currently works in Queensland's construction industry may at any time transfer to another industry or state.

For this reason, this Annual should be viewed as describing the pool of talent who will potentially be available for employment in Queensland's construction industry in the years to come.



SPECIAL FEATURE:

Apprentice completion rates in Queensland's construction industry

Apprenticeship completion rates is a perennial issue among stakeholders in the construction industry and vocational education and training (VET) sector. There are frequent claims that the apprenticeship system is underperforming, and completion rates are taken as the leading performance indicator.

A key issue with understanding completion rates is that the data is significantly lagged, typically by four years. This is because completion rates can only be calculated for cohorts whose outcomes are mostly known. It is therefore impossible to talk about the completion rates of current apprentices – only those who have already completed.

This lag makes policy intervention problematic. Since any reported trend in completion rates actually describes apprentices who commenced four or more years ago, we are forced to make the questionable assumption that the trend equally reflects today's apprentices (to whom any policy intervention will actually apply). In reality, it is quite possible that patterns of apprentice completion have changed materially in the intervening four years.

Another recurring issue in discussions about apprentices is the question of an 'acceptable' rate of completion. Completion rates are usually assessed comparatively – e.g. construction apprentices compared to other industries, or apprentices compared to university students, or Australian apprentices compared to those from other countries. Rarely is a benchmark set for completion rates that reflects a more intrinsic value, such as industry need.

This Annual addresses both these issues by estimating completion rates for more recent cohorts, and by establishing an objective benchmark for completion rates based on industry demand.

The apprenticeship system is often accused of under-performing, with completion rates taken as the leading performance indicator.

02

Defining completion rates

Apprentices may commence an apprenticeship with one employer, move to another employer in a subsequent year, and complete their apprenticeship with yet another employer. Also, an apprentice who commences in a particular trade may choose to switch trades — say from carpentry to plumbing — in the course of their apprenticeship.

These examples of “contract phoenixing” are often counted as cancellations (and therefore non completions) in official statistics¹, which leads to an understatement of real completion rates. These distortions in the data are behind many of the inflated claims of poor completion rates among apprentices and trainees.

The analysis in this Annual calculates completion rates for Queensland construction apprenticeships on a whole-of-industry basis. This means that an apprentice is counted as ‘completed’ regardless of how many employers he or she worked with during his or her apprenticeship. He or she is also counted as completed if he or she changed from one construction occupation to another during his or her apprenticeship. Construction apprentices that switch to, and ultimately complete, an apprenticeship in an industry other than construction are counted as non-completers.

The benefit of this approach is that it reports the net result of the apprenticeship system for the construction industry: the proportion of people who commenced a construction apprenticeship and were ultimately converted into qualified construction tradespeople, regardless of how much switching occurs during the apprenticeship period.

The completion rates are reported for commencement-year cohorts. The figures for cohorts up to 2011 represent actual completion rates because the final outcomes of those cohorts are largely known. The rates for 2012 and beyond are estimates based on CSQ’s modelling of historical data.

Unless otherwise stated, the source of the data in the Special Feature of this Annual is the Queensland Department of Education and Training.

¹ *The Further Education and Training (FET) Act 2014* (Qld) provides for, inter alia, apprentices and trainees to temporarily or permanently transfer between employers, removing the need to cancel and re-register a training contract. This change should reduce the incidence of “contract phoenixing”; however, the full adoption and impact of these arrangements is yet to be seen.

03 Completion rate trends

Queensland's construction apprentices complete at healthy rates. The completion rate has been relatively stable over the last 17 years, with the lowest annual rate in that period only nine points below the highest. Completion rates vary from year-to-year but only within the relatively narrow range of 64–74%.

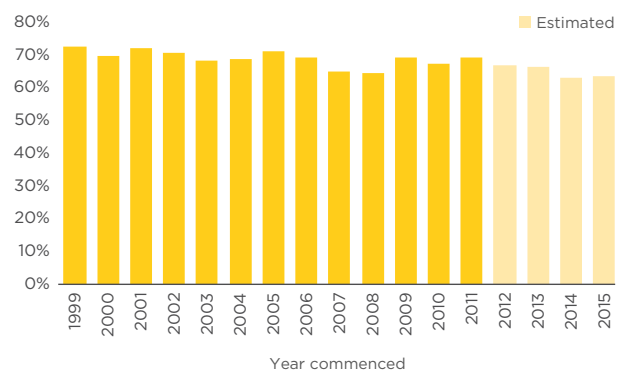
Within this narrow historical range, completion rates are currently at relatively low levels – we estimate that the 2015 cohort will complete at a rate of 64%. With the exception of the GFC period, completion rates were high throughout the period of Queensland's mining boom, which ran from 2003 to 2013. Completion rates have dropped since then, reflecting a softening of economic and business conditions within Queensland more generally.

That said, there are no indications that completion rates are falling outside the normal historical range. It is also worth noting that completion rates among Queensland construction apprentices compare favourably to university students. Around 67% of Bachelor-level university students in Australia complete their degrees when given a six-year window to complete.²

This headline result suggests a healthy measure of strength and stability in Queensland's construction apprenticeship system. This view is reinforced by a number of other trends highlighted later in this Annual, such as the above average levels of newly commencing apprentices.

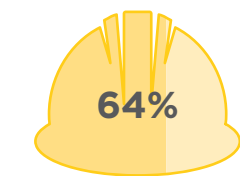
Completion rates

Queensland construction apprentices

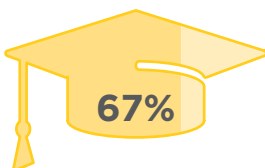


SOURCE: DET, CSQ

Key finding



VS



AMONGST PEERS:

64% successfully complete an apprenticeship vs 67% of Bachelor university students.

² DET (2015) Completion rates of domestic bachelor students 2005–2013: A cohort analysis <https://docs.education.gov.au/node/36817>

04 Demographic differences in completion rates

It is often assumed that older apprentices make for more reliable apprentices; that they are more likely to see an apprenticeship through to completion. The data does not entirely support this view.

Apprentices who were aged 21 years or over when they commenced their apprenticeship have more often completed at higher rates than those younger, but not always – only for 10 of the last 16 years. For the last two years, it was younger apprentices who had higher completion rates. And the differences in annual completion rates tend to be small, averaging just 3.6% since 2000.

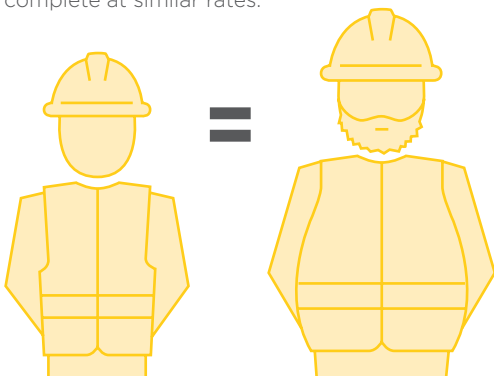
It is interesting to note that the 10 years in which older apprentices completed at higher rates correspond perfectly with the period of Queensland's mining boom. This may reflect that mining construction projects employ a larger proportion of civil construction apprentices and trainees who tend to be older due to employer preferences for more experienced workers.

Indigenous status, however, is a strong differentiating factor for completion rates. Indigenous apprentices consistently complete at significantly lower rates than their non-Indigenous colleagues. While historically Indigenous completion rates have shown some volatility, they have been fairly stable for the last few years – hovering around 49% compared to the 65+% completion rates of non-Indigenous apprentices.

Key finding

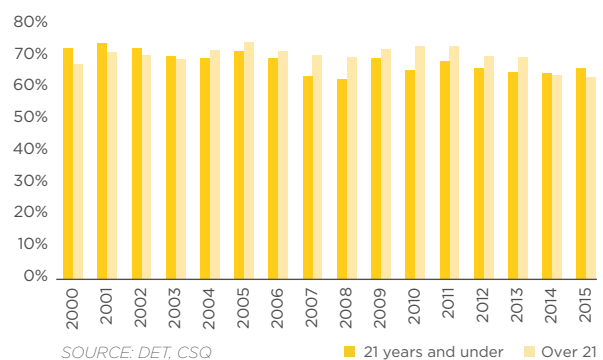
ON FOR YOUNG AND OLD

Younger and older apprentices complete at similar rates.



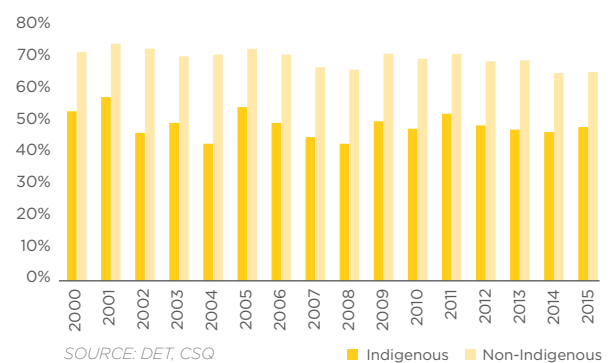
Older and younger apprentices complete at similar rates

Queensland construction apprentices



Indigenous apprentices complete at much lower rates

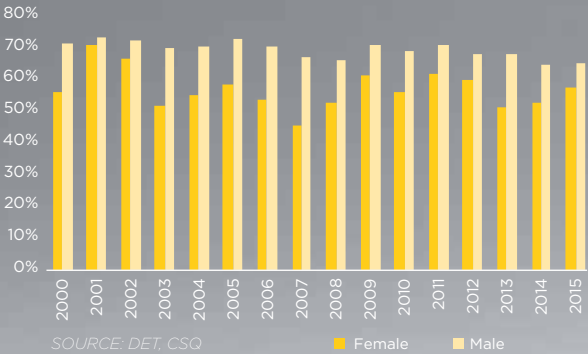
Queensland construction apprentices



Gender is another differentiating factor, although not quite as strong as Indigenous status. Since 2000, female construction apprentices in Queensland have completed at an average rate of 56% – 12% below their male counterparts.

Female apprentices complete at much lower rates

Queensland construction apprentices



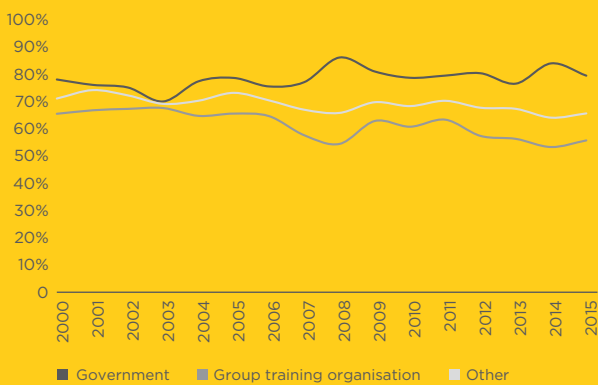
05

Comparing employer types

Different types of employers achieve quite different completion rates in Queensland's construction industry. Group Training Organisations (GTOs) consistently fair the worst, while government employers perform significantly higher than the average – at around 80%.³

Government employers deliver the highest completion rates

Queensland construction apprentices



SOURCE: DET, CSQ

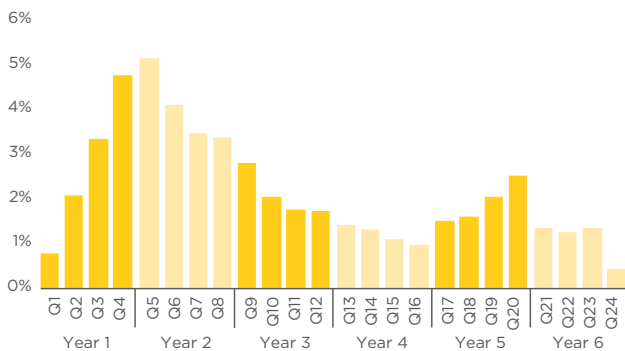
³ The 'government' employer category includes the local government sector along with government-owned commercial businesses such as RoadTek and Ergon Energy.

06 Attrition risk throughout apprentice lifecycle

The risk of attrition is skewed toward the earlier years of an apprenticeship. The risk rises steeply throughout an apprentice's first-year, peaking at the beginning of second-year. Attrition risk then tapers down more gradually toward the final year of the apprenticeship. The spike in attrition risk at the end of Year 5 probably reflects apprenticeships expiring or lapsing in the fifth year.⁴

Attrition risk highest in second year

Queensland construction apprentices

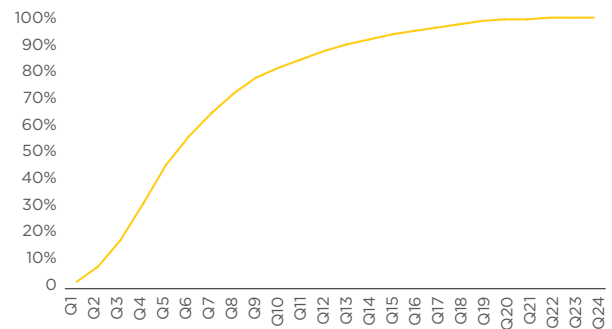


SOURCE: DET, CSQ

The next chart reports the likelihood of attrition cumulatively. It shows that, on average, half of all non-completers had left within the first 18 months of commencing their apprenticeship; around 80% had left within two and a half years.

Half of all non-completers attrite within first 18 months

Queensland construction apprentices

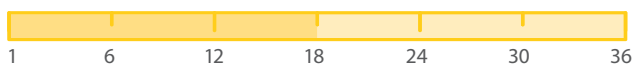


SOURCE: DET, CSQ

Key finding

THE 18 MONTH ITCH

50% of non-completers leave within the first 18 months.



Around 80% within two and a half years.



⁴ While most apprenticeships are 3-4 years in nominal duration, some apprentices progress slower with training contract extensions.

07

Are completion rates high enough?

The purpose of the apprenticeship system is to create a pool of qualified new tradespeople large enough to meet the future demands of the industry. It is therefore the number of completions—not the rate—that really matters in the final analysis. Enough commencing apprentices simply need to be converted into qualified tradespeople to maintain a balanced workforce.

The completion rate is just one factor in that analysis. Equally important is the number of commencements. A very low completion rate can deliver enough new tradespeople if the number of commencements is high enough. The question is whether the completion rate is sufficient, given the number of commencements.

It is also important to know, or at least estimate, how many new tradespeople the industry will require going forward. CSQ commissioned the National Institute of Economic and Industry Research (NIEIR) in 2016 to forecast the demand for tradespeople in Queensland over the coming years. This work, along with our estimates of completion rates and known numbers of commencements, provides a basis to assess whether the number of completions over the coming years will be sufficient to supply the industry with enough new tradespeople.

A look at this complete picture reveals a healthy apprenticeship system.

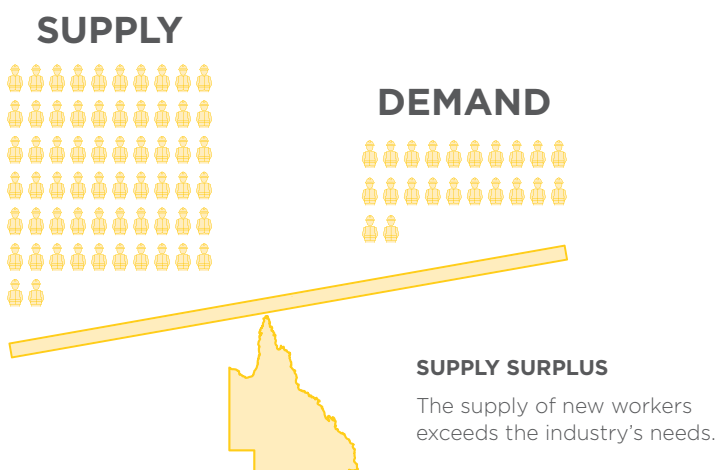
The number of completing apprentices is forecast to exceed the number of additional tradespeople required by the industry for the foreseeable future. In 2017, for example, Queensland's construction industry will require an additional 4,200 workers, while the apprenticeship system will deliver around 6,700 newly-qualified trades.

This surplus of completing apprentices is not necessarily problematic, as it helps to replace the proportion of tradespeople who leave the industry every year through processes of natural attrition – retirements and deaths, migration out of Queensland, and transfers to other industries. Also, a number of the completing apprentices will not move into employment in Queensland's construction industry for various reasons. They may, for example, choose to ply their trade in a different industry. We therefore expect that apprentices completing in the coming years will be entering a competitive jobs market, but not an impenetrable one.

Overall, the apprenticeship system seems to be supplying an adequate number of new tradespeople to meet the needs of Queensland's construction industry for the foreseeable future. That said, local variation is inevitable, with specific regions and occupations experiencing more acute shortages or surpluses in the face of a more balanced result at the state and industry level.

CSQ's place-based approach to workforce planning recognises there will be differences across regions, sectors and occupations in Queensland's construction industry. CSQ engages and collaborates with industry at the local level to ensure the right skills are available at the right time and in the right place.

Key finding

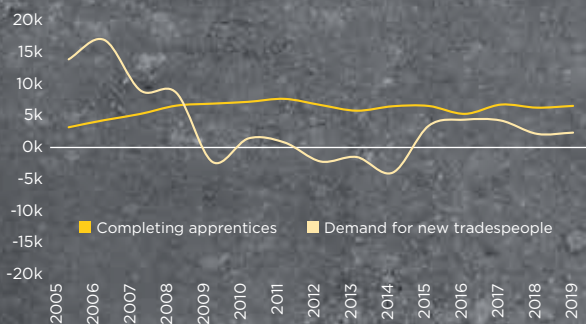


**Apprentices
completing in
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can expect to enter
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but not an
impenetrable one.**



Apprenticeship system delivering
enough new tradespeople

Queensland construction apprentices



SOURCE: DET, CSO

Current apprenticeship trends

The number of construction apprentices in Queensland dipped sharply over the last 12 months.

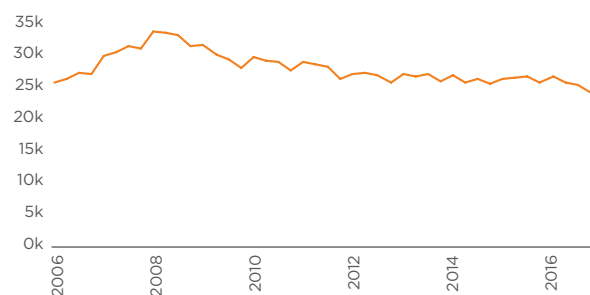
There are now just under 24,000 apprentices working towards a construction trade qualification in Queensland. The past year saw the number of apprentices in-training fall below 25,000 – a threshold that until now had proven to be a firm floor under the post-GFC decline in training numbers.

This latest dip in apprentice numbers is the result of fewer new apprentices entering the pipeline than those exiting (i.e. completing or cancelling). Of concern is that cancellations, rather than completions, are accounting for an increasing proportion of those exiting the pipeline – last year 51% of exits were cancellations, compared to a low of 44% in 2011.

While these weak results are not yet cause for alarm, they do warrant close monitoring. The downward trend likely reflects an overall softening of employment conditions in Queensland's construction industry, which in turn reflects a slowdown in residential construction activity.

Queensland construction apprentices in-training

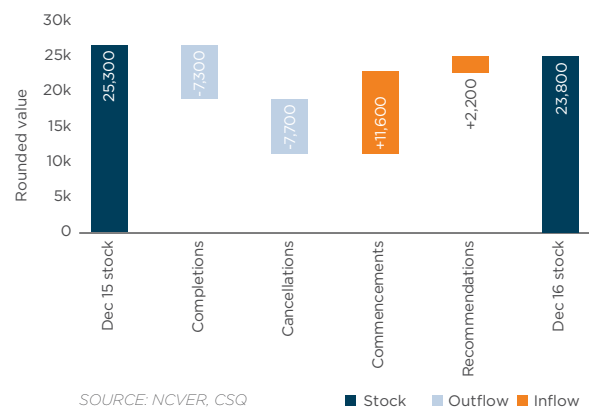
Queensland construction apprentices



SOURCE: NCVET, CSQ

Annual flow of apprentices

Queensland Construction Apprentices

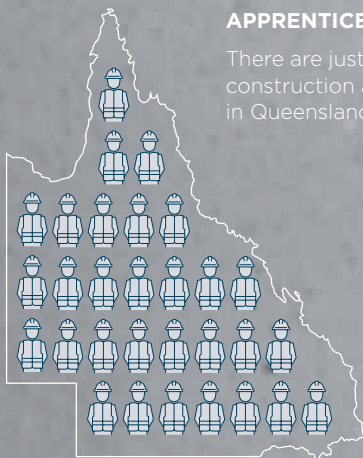


SOURCE: NCVET, CSQ

■ Stock ■ Outflow ■ Inflow

**This latest dip
in apprentice
numbers is the
result of fewer
new apprentices
entering the
pipeline.**

Key finding



APPRENTICES ABOUND:

There are just under 24,000 construction apprentices in Queensland.

09 Industry appetite remains strong

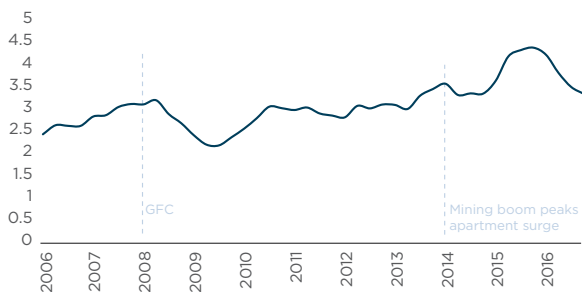
As the number of apprentices in-training has fallen over the last year, so has the number of new apprenticeships being commenced.

Yet industry's appetite for apprentices remains relatively strong. Queensland construction businesses took on 3.3 apprentices for every 100 workers last year – an intake rate comfortably above the long-run average of 3.0.

It is interesting to note that while the GFC weighed significantly on apprentice intake, the winding down of the mining construction boom did not. This is explainable in part by the substantial cushion provided by the surge in residential construction, which began just as the mining boom passed its peak. Such a cushion will not be available as the residential sector cools, the effects of which we are already beginning to see on the apprentice intake rate.

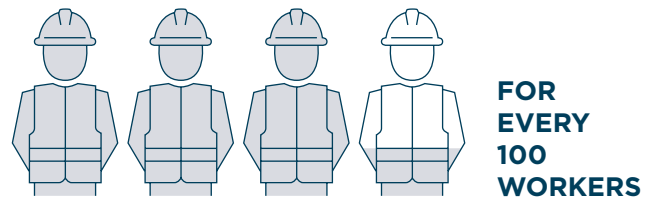
Annual apprentice intake

Queensland construction apprenticeships commenced per hundred workers



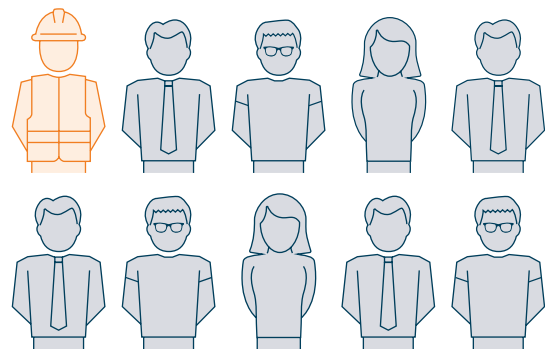
SOURCE: NVCR, ABS, CSQ

Key finding



FUTURE PROOFING:

Construction takes on 3.3 apprentices for every 100 workers – more than any other industry.



BUILDING QUEENSLAND

1 in 10 employed Queenslanders works in construction.

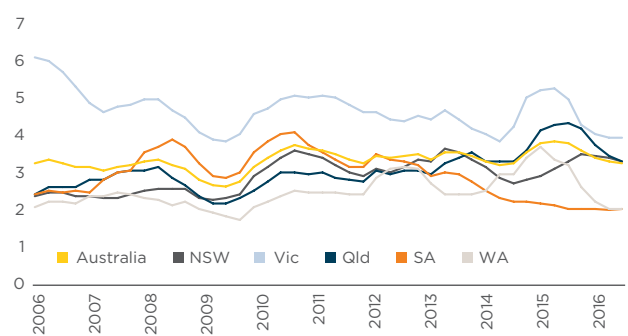
10 Construction leading the charge

Queensland's construction industry is a major player in the apprenticeship system.

Despite the softening in the apprentice market over the last year, the construction industry continues to take on more apprentices per worker than any other industry. Around one-in-ten working Queenslanders are employed in the construction industry. Double this proportion, or 20%, of Queenslanders who began an apprenticeship in 2016 did so in the construction industry.

Intake rates, state-by-state

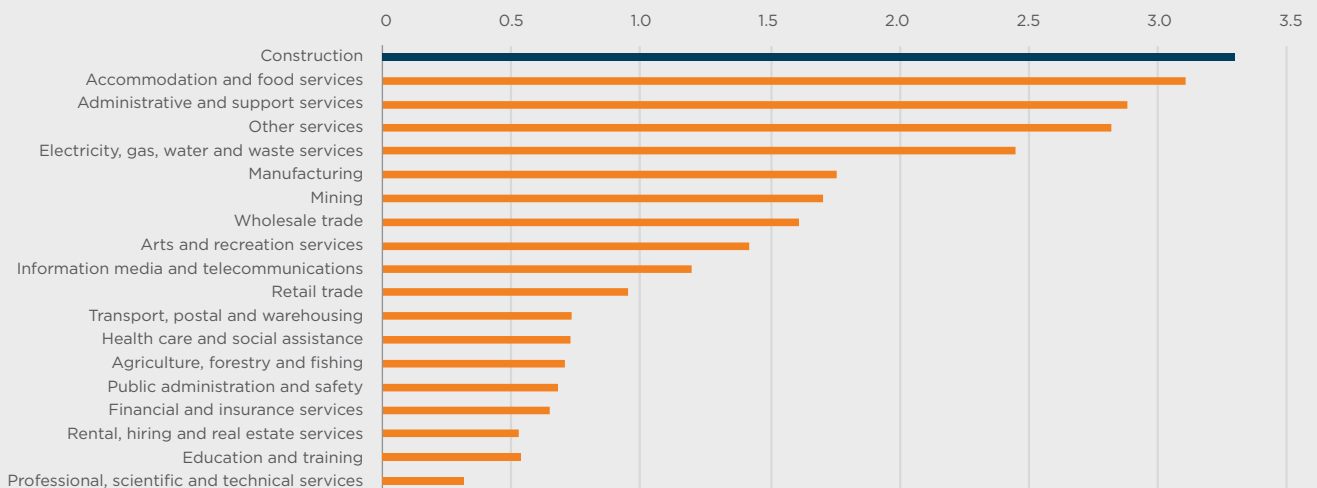
Queensland construction apprentices



SOURCE: NVCE, ABS, CSQ

Intake by industry

Queensland construction apprenticeships commenced per hundred workers, 2016



SOURCE: NVCE, ABS, CSQ

11

Apprentice intake reflects business confidence

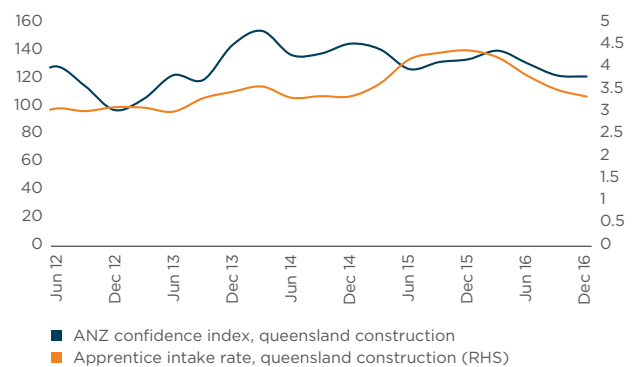
The rate of apprentice intake will tend to reflect the confidence construction businesses hold about their future business prospects.

To a construction business, taking-on an apprentice is an investment. Like any investment, firms only make the decision if they are confident in their immediate business prospects. This explains the correlation between business confidence and apprentice commencements. We are not likely to see any up-tick in the apprentice intake rate unless and until the confidence of construction businesses begins to lift.

Ten occupations have been the bread-and-butter of the construction apprenticeship system for the past decade. The only change from last year is building and plumbing labourers pushing sheet metal trades workers out of the top ten. Carpenters and joiners, electricians and plumbers are consistently the most popular occupations, accounting for two-thirds of current construction apprentices in Queensland.

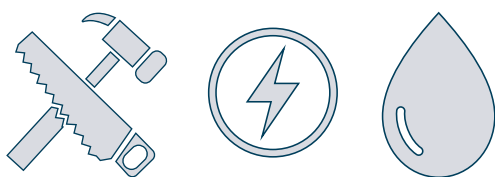
Intake rate and construction firms' confidence

Queensland construction confidence index and apprenticeships commenced per hundred workers



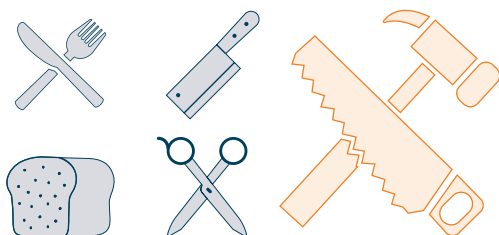
SOURCE: NCVER, ABS, ANZ, CSO

Key findings



TRADIE TRIFECTA:

Carpenters, electricians and plumbers account for 2/3 of our apprentices.



CAREER OF CHOICE:

1 in 5 new apprenticeships in 2015-16 was in construction

Apprentices expected to enter construction industry by occupation

Queensland construction apprentices

Occupation	Number	% Construction apprentices	Apprentice ratio*	% Change from 2006	% Change from 2015
1. Carpenters and joiners	3,820	29%	2.5	-24%	3%
2. Electricians	2,968	22%	1.8	-1%	-7%
3. Plumbers	1,729	13%	1.8	17%	3%
4. Earthmoving plant operators	1,257	9%	2.7	n/a	-8%
5. Painting trades workers	787	6%	1.1	-3%	-3%
6. Plasterers	488	4%	1.3	-4%	-4%
7. Wall and floor tilers	375	3%	0.7	-25%	-1%
8. Bricklayers and stonemasons	353	3%	1.4	-18%	5%
9. Air-conditioning and refrigeration mechanics	336	3%	2.2	159%	13%
10. Building and plumbing labourers	263	2%	0.4	347%	142%

Note: growth in the earthmoving plant operators and building and plumbing labourers are from too low of a base to be meaningfully reported.

*The Apprentice Ratio reflects an occupation's share of apprentices relative to its share of the overall workforce. A higher ratio indicates the occupation 'punches above its weight' in terms of the number of apprentices it employs. A ratio of 2.0, for example, means the occupation's share of apprentices is twice as large as its share of the workforce.

Source: NCVER, ABS, CSQ



12

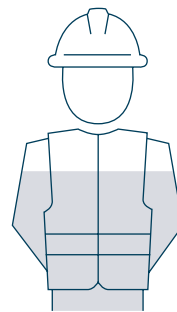
New starters no longer just school-leavers

Less than half of newly commencing apprentices conform to the conventional image of construction apprentices as young school-leavers.

The past decade has thoroughly erased the stereotype of the “school-leaver apprentice.” Around two-thirds of apprentices who commenced their training in 2007 fitted this stereotype (aged 19 years or under). By 2016, however, this proportion had dropped to under 50%.

It is not clear what is driving this shift. Some propose it is because employers prefer older apprentices. Yet as we saw in this Annual’s Special Feature, the data does not entirely support this view. Others speculate that teenagers are choosing to travel or work in more flexible jobs (such as hospitality) before committing to an apprenticeship.

Key finding



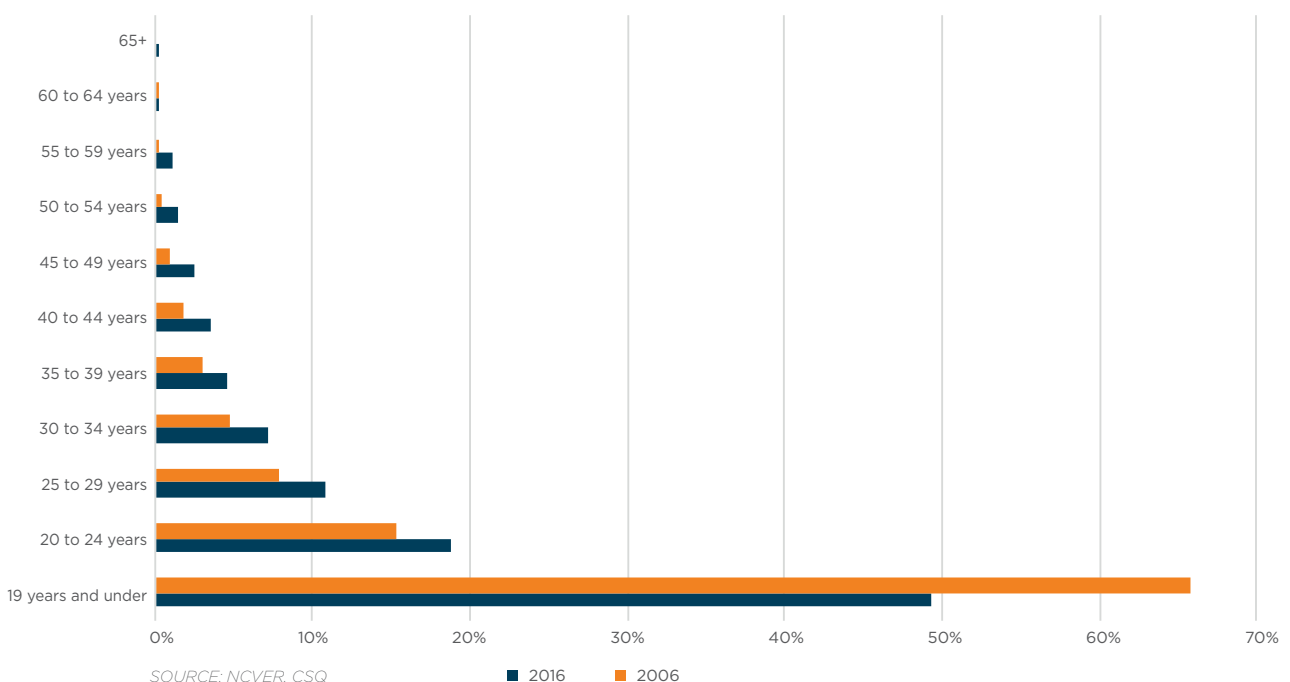
UNDER 19 YRS

NOT JUST A TEEN SCENE:

Less than half of new apprentices conform to the conventional image of apprentices as young school-leavers.

Age at commencement

Queensland construction apprentices



13

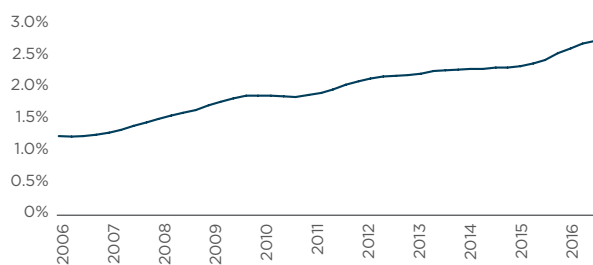
Female participation: improving but very low

The participation of females in construction apprenticeships is improving, but still very low at only 2.7%.

Female participation in construction apprenticeships has been steadily improving over the last decade, though women are still a rarity in the industry. There remains a clear need to encourage gender diversity and ensure females feel comfortable working on construction sites.

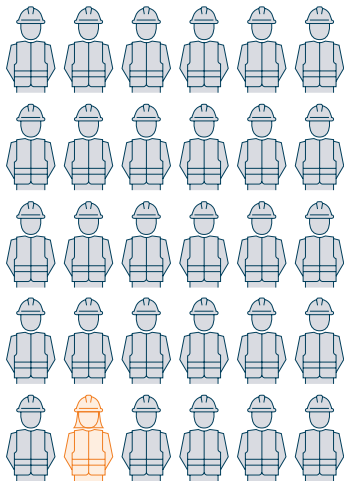
Female participation rate

Queensland construction apprentices



SOURCE: NCVER, CSQ

Key finding



WOMEN WANTED:

Only 2.7% of apprentices are female – but it's increasing slowly

14

Indigenous participation both strong and strengthening

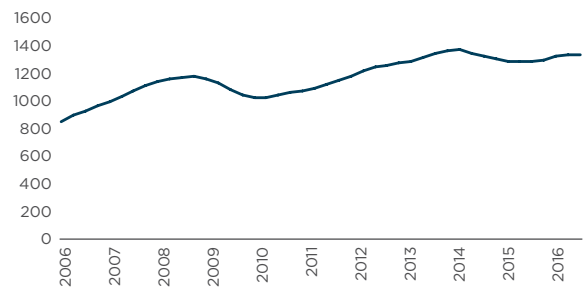
Indigenous participation in Queensland's construction apprenticeship system is strong and strengthening.

Indigenous people now account for 4.3% of Queensland construction apprentices. This rate of participation exceeds Indigenous people's 1.4% representation in the construction workforce (according to the 2011 census). Indigenous participation in construction apprenticeships has been growing healthily over the past decade. This consistently upward trend is particularly impressive considering the trend in construction apprentices overall has been consistently downward since the GFC.

A very welcomed trend over the past decade has been the improvement in the ratio of completions to cancellations for Indigenous apprentices. Annual cancellations have grown from 380 to 570 (52%) between 2007 and 2016, but were far outpaced by the growth in completions, which more than doubled from 170 to 355 during that time.

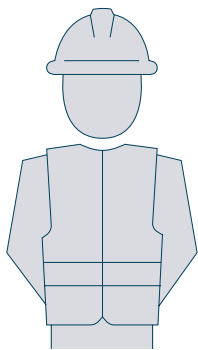
Indigenous apprentices in-training

Queensland construction apprentices, Moving Annual Average



SOURCE: NCVER, CSQ

Key finding



INDIGENOUS INCREASE:

More than double the number of Indigenous apprentices are completing compared to ten years ago

A very welcomed trend over the past decade has been the improvement in the ratio of completions to cancellations for Indigenous apprentices.



15

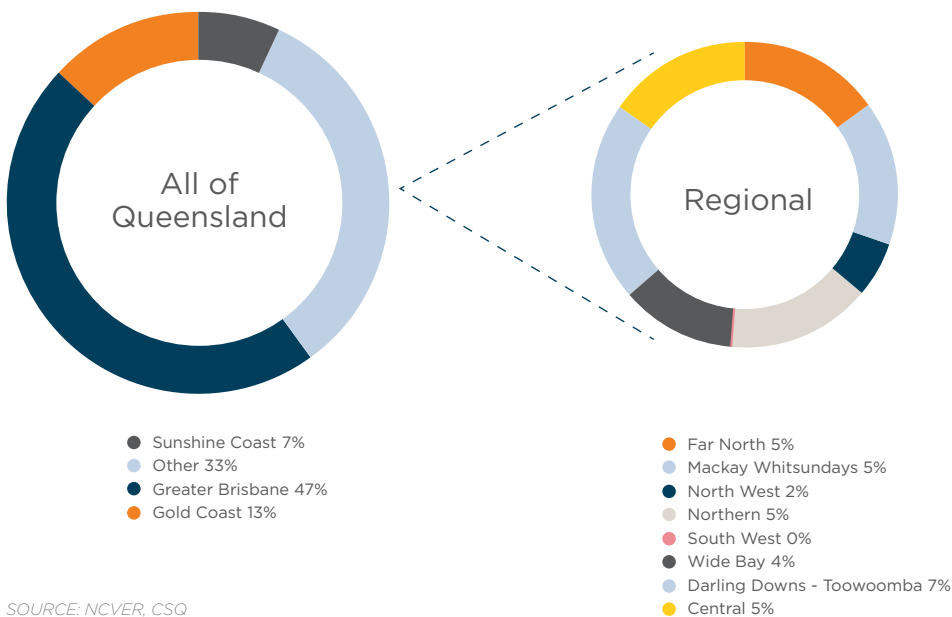
Apprentice distribution across regions remains constant

The distribution of construction apprentices across Queensland's major regions has not changed substantially over the last 10 years.

South-East Queensland remains the primary engine of the construction apprenticeship system, accounting for around two-thirds of the state's construction apprentices.

Apprentice numbers by region

Queensland construction apprentices



SOURCE: NCVER, CSQ

Key finding



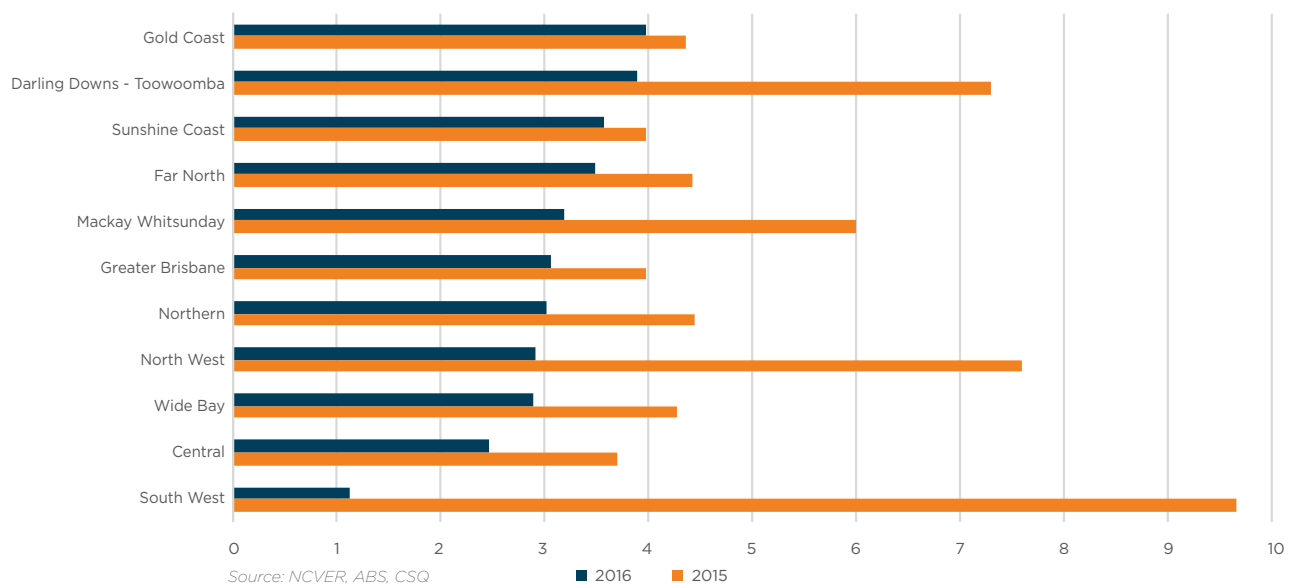
SEQ SKEW:

2/3 of construction apprentices are employed in SEQ.

While Darling Downs-Toowoomba continues to be among the most enthusiastic employers of construction apprentices in Queensland, this enthusiasm has been tempered over the last 12 months. Overall, there have been significant falls in apprentice intake rates outside of South-East Queensland, with more marginal falls in the south-east. The end result is a much more even distribution of intake rates across Queensland, with only South West holding 'outlier' status.

Regions hiring apprentices

Queensland construction apprenticeships commenced per hundred workers



16

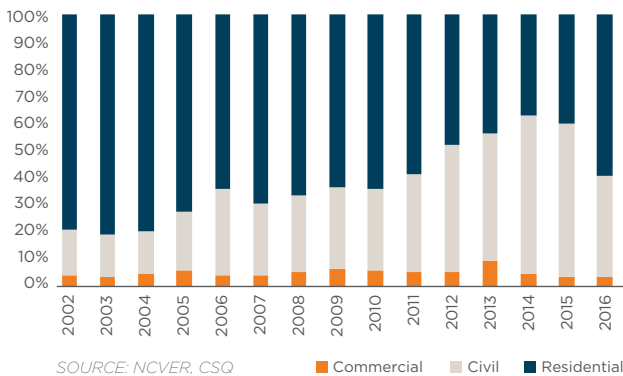
Residential sector returning as leader

Following a period of high apprentice employment in engineering construction, Queensland's construction apprentices will again be predominately employed in the residential sector.

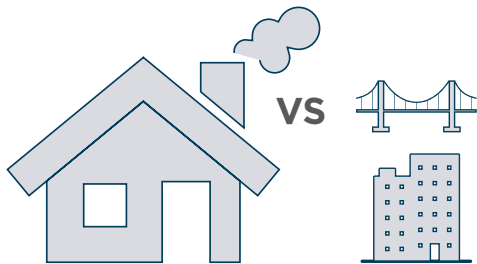
The residential sector is the traditional mainstay of the construction apprentice. The mining boom turned that pattern on its head for several years-reflecting the sheer increase in engineering construction employment during that time-but the trend is now returning to normal. So while a cooling residential market is causing the overall number of construction apprentices to shrink, the apprentices that are in-training will be mostly employed in the residential sector.

Commencements by sectors

Queensland construction apprentices



Key finding



HOUSING HIGHEST

Our apprentices are mostly employed in the residential sector.



APPENDIX:

Construction industry apprenticeship qualifications

- AHC30910** – Certificate III in Landscape Construction
- AHC30916** – Certificate III in Landscape Construction
- BCC20103** – Certificate II in Civil Construction
- BCC20107** – Certificate II in Civil Construction
- BCC20198** – Certificate II in Civil Construction
- BCC20203** – Certificate II in Civil Construction (Bituminous Surfacing)
- BCC20207** – Certificate II in Civil Construction (Bituminous Surfacing)
- BCC30198** – Certificate III in Civil Construction (Plant)
- BCC30203** – Certificate III in Civil Construction (Bituminous Surfacing)
- BCC30207** – Certificate III in Civil Construction (Bituminous Surfacing)
- BCC30298** – Certificate III in Civil Construction (Road Construction & Maintenance)
- BCC30303** – Certificate III in Civil Construction (Bridge Construction and Maintenance)
- BCC30307** – Certificate III in Civil Construction (Bridge Construction and Maintenance)
- BCC30403** – Certificate III in Civil Construction (Foundation Work)
- BCC30407** – Certificate III in Civil Construction (Foundation Work)
- BCC30498** – Certificate III in Civil Construction (Bridge/Marine Construction)
- BCC30503** – Certificate III in Civil Construction (Pipe Laying)
- BCC30507** – Certificate III in Civil Construction (Pipe Laying)
- BCC30598** – Certificate III in Civil Construction (Foundation Work - Anchors/Piling)
- BCC30603** – Certificate III in Civil Construction (Plant Operations)
- BCC30607** – Certificate III in Civil Construction (Plant Operations)
- BCC30703** – Certificate III in Civil Construction (Road Construction and Maintenance)
- BCC30707** – Certificate III in Civil Construction (Road Construction and Maintenance)
- BCC30798** – Certificate III in Civil Construction (Pipelaying)
- BCC30803** – Certificate III in Civil Construction (Road Marking)

- BCC30807** – Certificate III in Civil Construction (Road Marking)
- BCC30903** – Certificate III in Civil Construction (Trenchless Technology)
- BCC30907** – Certificate III in Civil Construction (Trenchless Technology)
- BCC31003** – Certificate III in Civil Construction (Tunnel Construction)
- BCC31007** – Certificate III in Civil Construction (Tunnel Construction)
- BCC31105** – Certificate III in Civil Construction (Timber Bridge Construction and Maintenance)
- BCC31107** – Certificate III in Civil Construction (Timber Bridge Construction and Maintenance)
- BCF30100** – Certificate III in Off-Site Construction (Shopfitting)
- BCF30200** – Certificate III in Off-Site Construction (Joinery-Timber/Aluminium/Glass)
- BCF30300** – Certificate III in Off-Site Construction (Stairs)
- BCF30400** – Certificate III in Off-Site Construction (Pre-Fabrication)
- BCF30500** – Certificate III in Off-Site Construction (Machining)
- BCF30600** – Certificate III in Stonemasonry (Monumental/Installation)
- BCF30700** – Certificate III in Off-Site Construction (Sign Writing/Computer Operations)
- BCG30103** – Certificate III in Bricklaying/Blocklaying
- BCG30198** – Certificate III in General Construction (Wall and Floor Tiling)
- BCG30203** – Certificate III in Carpentry
- BCG30298** – Certificate III in General Construction (Wall and Ceiling Lining)
- BCG30303** – Certificate III in Concreting
- BCG30398** – Certificate III in General Construction (Solid Plastering)
- BCG30498** – Certificate III in General Construction (Painting and Decorating)
- BCG30503** – Certificate III in Dogging
- BCG30603** – Certificate III in Painting and Decorating
- BCG30698** – Certificate III in General Construction (Bricklaying/Blocklaying)
- BCG30703** – Certificate III in Rigging
- BCG30798** – Certificate III in General Construction (Carpentry - Framework/Finishing)
- BCG30803** – Certificate III in Roof Tiling
- BCG30898** – Certificate III in General Construction (Roof Tiling)
- BCG30903** – Certificate III in Scaffolding
- BCG31003** – Certificate III in Solid Plastering
- BCG31103** – Certificate III in Steel Fixing
- BCG31203** – Certificate III in Wall and Ceiling Lining
- BCG31303** – Certificate III in Wall and Floor Tiling
- BCP30103** – Certificate III in Plumbing
- BCP30203** – Certificate III in Plumbing (Mechanical Services)
- BCP30303** – Certificate III in Roof Plumbing
- BCP30503** – Certificate III in Fire Protection
- CPC30108** – Certificate III in Bricklaying/Blocklaying

CPC30111	- Certificate III in Bricklaying/Blocklaying
CPC30208	- Certificate III in Carpentry
CPC30211	- Certificate III in Carpentry
CPC30308	- Certificate III in Concreting
CPC30311	- Certificate III in Concreting
CPC30313	- Certificate III in Concreting
CPC30508	- Certificate III in Dogging
CPC30511	- Certificate III in Dogging
CPC30608	- Certificate III in Painting and Decorating
CPC30611	- Certificate III in Painting and Decorating
CPC30708	- Certificate III in Rigging
CPC30711	- Certificate III in Rigging
CPC30808	- Certificate III in Roof Tiling
CPC30811	- Certificate III in Roof Tiling
CPC30812	- Certificate III in Roof Tiling
CPC30908	- Certificate III in Scaffolding
CPC30911	- Certificate III in Scaffolding
CPC31008	- Certificate III in Solid Plastering
CPC31011	- Certificate III in Solid Plastering
CPC31108	- Certificate III in Steelfixing
CPC31111	- Certificate III in Steelfixing
CPC31208	- Certificate III in Wall and Ceiling Lining
CPC31211	- Certificate III in Wall and Ceiling Lining
CPC31308	- Certificate III in Wall and Floor Tiling
CPC31311	- Certificate III in Wall and Floor Tiling
CPC31408	- Certificate III in Construction Waterproofing
CPC31411	- Certificate III in Construction Waterproofing
CPC31808	- Certificate III in Shopfitting
CPC31811	- Certificate III in Shopfitting
CPC31812	- Certificate III in Shopfitting
CPC31908	- Certificate III in Joinery
CPC31911	- Certificate III in Joinery
CPC31912	- Certificate III in Joinery
CPC32108	- Certificate III in Signage
CPC32111	- Certificate III in Signage
CPC32308	- Certificate III in Stonemasonry (Monumental/Installation)
CPC32311	- Certificate III in Stonemasonry (Monumental/Installation)
CPC32313	- Certificate III in Stonemasonry (Monumental/Installation)
CPC32408	- Certificate III in Plumbing
CPC32411	- Certificate III in Plumbing
CPC32412	- Certificate III in Plumbing
CPC32413	- Certificate III in Plumbing

CPC32508	- Certificate III in Plumbing (Mechanical Services)
CPC32511	- Certificate III in Plumbing (Mechanical Services)
CPC32512	- Certificate III in Plumbing (Mechanical Services)
CPC32513	- Certificate III in Plumbing (Mechanical Services)
CPC32608	- Certificate III in Roof Plumbing
CPC32611	- Certificate III in Roof Plumbing
CPC32612	- Certificate III in Roof Plumbing
CPC32708	- Certificate III in Gas Fitting
CPC32712	- Certificate III in Gas Fitting
CPC32713	- Certificate III in Gas Fitting
CPC32808	- Certificate III in Fire Protection
CPC32811	- Certificate III in Fire Protection
CPC32812	- Certificate III in Fire Protection
CPC32813	- Certificate III in Fire Protection
LMF30102	- Certificate III in Floor Covering and Finishing
LMF30402	- Certificate III in Furniture Making (Cabinet Making)
LMF30502	- Certificate III in Furniture Making (Wood Machining)
LMF30602	- Certificate III in Glass and Glazing
LMF30611	- Certificate III in Glass and Glazing
LMF31208	- Certificate III in Flooring Technology
LMF32109	- Certificate III in Cabinet Making
MEM20198	- Certificate II in Engineering - Production
MEM30205	- Certificate III in Engineering - Mechanical Trade
MEM30298	- Certificate III in Engineering - Mechanical Trade
MEM30305	- Certificate III in Engineering - Fabrication Trade
MEM30398	- Certificate III in Engineering - Fabrication Trade
MEM30405	- Certificate III in Engineering - Electrical/Electronic Trade
MEM30498	- Certificate III in Engineering - Electrical/Electronic Trade
MSF30313	- Certificate III in Timber and Composites Machining
MSF30413	- Certificate III in Glass and Glazing
MSF30813	- Certificate III in Flooring Technology
MSF31113	- Certificate III in Cabinet Making
RII20709	- Certificate II in Civil Construction
RII20712	- Certificate II in Civil Construction
RII20713	- Certificate II in Civil Construction
RII20715	- Certificate II in Civil Construction
RII30809	- Certificate III in Civil Construction Plant Operations
RII30813	- Certificate III in Civil Construction Plant Operations
RII30815	- Certificate III in Civil Construction Plant Operations
RII30909	- Certificate III in Civil Construction
RII30912	- Certificate III in Civil Construction
RII30913	- Certificate III in Civil Construction

RII30915	- Certificate III in Civil Construction
RII31009	- Certificate III in Bituminous Surfacing
RII31109	- Certificate III in Bridge Construction and Maintenance
RII31209	- Certificate III in Civil Foundations
RII31213	- Certificate III in Civil Foundations
RII31309	- Certificate III in Pipe Laying
RII31409	- Certificate III in Road Construction and Maintenance
RII31509	- Certificate III in Road Marking
RII31609	- Certificate III in Trenchless Technology
RII31613	- Certificate III in Trenchless Technology
RII31615	- Certificate III in Trenchless Technology
RII31809	- Certificate III in Drilling Operations
RII31813	- Certificate III in Drilling Operations
RII31815	- Certificate III in Drilling Operations
RII32109	- Certificate III in Timber Bridge Construction and Maintenance
RII40206	- Certificate IV in Civil Construction Supervision
RII40609	- Certificate IV in Civil Construction Operations
RII40613	- Certificate IV in Civil Construction Operations
RII40709	- Certificate IV in Civil Construction Supervision
RII40712	- Certificate IV in Civil Construction Supervision
RII40713	- Certificate IV in Civil Construction Supervision
RII40715	- Certificate IV in Civil Construction Supervision
RTF30403	- Certificate III in Horticulture (Landscape)
UEE30807	- Certificate III in Electrotechnology Electrician
UEE30811	- Certificate III in Electrotechnology Electrician
UEE31007	- Certificate III in Fire Protection Control
UEE31011	- Certificate III in Fire Protection Control
UEE31207	- Certificate III in Instrumentation and Control
UEE31211	- Certificate III in Instrumentation and Control
UEE31307	- Certificate III in Refrigeration and Air-Conditioning
UEE32211	- Certificate III in Air-conditioning and Refrigeration
UTE30104	- Certificate III in Electrotechnology Assembly and Servicing
UTE30199	- Certificate III in Electrotechnology Assembly and Servicing
UTE30999	- Certificate III in Electrotechnology Refrigeration and Air Conditioning
UTE31199	- Certificate III in Electrotechnology Systems Electrician





How to get involved

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