

APRENTICES



WHO DO
YOU WANT
TO BE?



APPRENTICES

WHO ARE WE?

THE HOUSING INDUSTRY ASSOCIATION (HIA) HAS BEEN HELPING ITS MEMBERS FOR OVER 65 YEARS AND IS NOW AUSTRALIA'S LARGEST INDUSTRY ASSOCIATION REPRESENTING THE RESIDENTIAL BUILDING INDUSTRY.

We work with experts in the industry, ensuring you receive the best on the job training and education to reach your career goals.

Our membership consists of:

- > Trade contractors
- > Small and medium sized builders
- > Kitchen and bathroom specialists
- > Design professionals
- > Large builders and land developers
- > Manufacturers and suppliers

One of the greatest challenges the building industry faces is the shortage of trade skills across the country – the need for more apprentices, like you, is crucial for our industry.

HIA APPRENTICES BRINGS YOUNG PEOPLE AND BUILDERS TOGETHER, MAKING THE PROCESS EASIER FOR BOTH.



WHO DO YOU WANT TO BE?

WHETHER IT'S RUNNING YOUR OWN BUSINESS, TAKING OVER THE FAMILY COMPANY OR BEING THE BEST TRADIE IN THE AREA, WE CAN HELP YOU GET THERE.

Apart from learning my trade on site what else do I need to do?

While you will spend most of your time on the job, you will also spend time at trade school and you will gain additional knowledge and skills through accredited courses. You will learn in an environment where everyone is on the same wavelength, in the same industry, and with the same interests as you. All this, and you will be paid as well!



WHAT YOU NEED TO DECIDE

- > What trade do you want to focus on?
- > Who do you want to work for?
- > Do you want to be employed directly by a tradesperson?
- > Become part of a Group Training Organisation (GTO)?

You have two options:

DIRECT EMPLOYMENT: You can be directly employed as an apprentice – that means you find a tradesperson on your own to take you on and they employ you as their apprentice.

GROUP TRAINING ORGANISATION: A GTO like HIA Apprentices becomes your employer and places you with a tradesperson or organisation (we call these Host Trainers) looking for an apprentice in the trade you have chosen.

WHY CHOOSE HIA APPRENTICES?

BECAUSE, WE HAVE YOUR BACK

- > HIA Apprentices will help you make a smooth transition from school to the workforce – we will be with you every step of the way.
- > You will be carefully matched to a host trainer who is looking for an apprentice in the trade you have chosen.
- > We work closely with trade schools across Australia and will help you with your training plan.
- > We make sure that our apprentices are paid correctly for the work they do and look after superannuation, tax and long service leave.
- > During your apprenticeship, we give you all the support you need including mentoring and training.
- > HIA provides recognition for apprentices through the HIA Apprentice Awards. We also offer scholarships to help apprentices to continue to develop qualifications once they finish their apprenticeship – to help them achieve a bright future in the building industry.



What are your trade options?

We offer apprenticeships in fields such as:

- > brick and blocklaying
- > carpentry
- > cabinet making
- > painting and decorating
- > electrical
- > landscaping
- > tiling
- > plastering
- > shop fitting
- > plumbing

However we're not limited to these trades. If it's a trade in the building and construction industry and there is a national qualification, then we can offer you an apprenticeship in that trade.

Can anyone apply to be an HIA Apprentice?

You need to have:

- > A minimum year 10 qualification
- > A car and a drivers licence
- > A good work ethic and a willingness to learn new skills

It would be great if you have:

- > Completed a pre apprenticeship or have some trade exposure
- > Completed an approved Occupational Health and Safety Induction Course (white card)



HOW DO I APPLY

TO BE AN HIA APPRENTICE?

We try to make this process easy for you. You will need to complete an application form which you can find at hia.com.au and send it along with a cover letter and a copy of your resume to HIA Apprentices in your state.

WHAT HAPPENS NEXT?

STEP 1

Complete a pre-apprenticeship or VET in schools program at school or TAFE

Or

Another option is to obtain on-site work experience or contact HIA Apprentices for other pathways to an apprenticeship.

STEP 2

- > By this stage you should have a good idea of the trade you wish to pursue.
- > Apply for an apprenticeship with HIA Apprentices.
- > If selected by HIA you will be enrolled in a trade school to complete your Certificate III Trade apprenticeship.
- > At the same time you will undertake practical employment working in your chosen field.

SIGNING UP TO AN APPRENTICESHIP IS A BIG DECISION AND YOU'RE LIKELY TO HAVE LOTS OF QUESTIONS. SPEAK TO HIA APPRENTICES OR YOUR CAREERS ADVISER FOR MORE INFORMATION.

STEP 3

Once you have successfully completed up to 3 years of trade school and have been proven to be competent in the skills of your given trade you will become a qualified tradesperson.

STEP 4

All that's left for you to do is decide if you want to continue working as an employee. You could move into leading hand, supervising or management positions. Or you might want to start your own business as a sub-contractor.

Some tradespeople even go on to further education to complete courses from Certificate IV to bachelor degrees at university.



If you're chosen to be an HIA Apprentice you will:

- > be paid on time and correctly for the work you do
 - > be paid for your annual leave, sick leave and RDO's
 - > have the security of knowing you're employed by a national employer
 - > have flexibility in working conditions and job rotation so you can be multi skilled
 - > be provided with your personal protective equipment including work boots
 - > be supported with mentoring and safety training
 - > receive regular on-site visits from HIA Apprentices staff

THE BENEFITS OF BEING AN HIA APPRENTICE






HERE'S MORE GOOD
REASONS WHY YOU
SHOULD THINK ABOUT
JOINING ONE OF THE
FASTEST GROWING
INDUSTRIES IN
AUSTRALIA!

- > Earn money while you learn your trade – each year you progress through your apprenticeship your salary will increase
- > Plenty of work – be employed in one of the most successful industries in Australia
- > Create things that last – be hands on
- > Lots of opportunities career wise – once you finish your apprenticeship there's no limit to where your career can go
- > Variety of work – no two days are the same
- > Be your own boss one day – when you finish your apprenticeship you might want to start your own business
- > Don't get stuck behind a desk
- > No HECs debt – in fact you'll be earning money

STILL NOT
SURE ABOUT AN
APPRENTICESHIP
IN THE BUILDING
INDUSTRY?



WHEN YOU'VE SUCCESSFULLY
COMPLETED YOUR APPRENTICESHIP
THERE ARE A NUMBER OF PATHWAYS
YOU CAN TAKE ON YOUR WAY TO
A REWARDING CAREER.

You may like to stay working for the host HIA Apprentices has placed you with and if they agree you can become their employee. Or you might like to become a trade contractor and start your own business.

Some people choose to go on to further education to complete courses from Certificate IV to bachelor level. With further study you can become a:

- > Builder
- > Site Supervisor
- > Contract Administrator
- > Estimator
- > Quantity Surveyor

There's a bigger variety of challenging and rewarding career paths in the building industry than in most other industries.

Whichever path you choose HIA Apprentices will support you and even provide you with complimentary membership to HIA for one year to ensure that you continue to receive help, information and advice.

And if you need help with training course fees to take the next step then you can apply for a HIA Build Your Future training scholarship.

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MY APPRENTICESHIP?

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APPRENTICES

you're in good hands

If you would like to know more about HIA Apprentices
contact us on **1300 650 620** or visit **hia.com.au**

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