Outline

- Who is CITB?

- What is doorways2construction?

- Measuring the success and effectiveness of the doorways2construction program

- Program design elements and how they can be applied to other VET-in-Schools programs?
• CITB is a whole-of-industry led organisation that provides support to attract, train and retain South Australian building and construction workers by providing leadership in training and skills development

• CITB is an independent statutory authority established by the Construction Industry Fund Act 1993

• The Act has specific functions that relate to the Program
What is *doorways2construction*?

- VET-in-Schools program set up by CITB in conjunction with the secondary schools sectors of South Australia and jointly funded with the State Government.

- Provides secondary school students with a construction pathway, integrated within the South Australian Certificate of Education (SACE).

- The Program as a whole is referred to as *doorways2construction*, and has two unique parts.
What is doorways2construction?

- **D2C**: Year 11 students undertake training at a Certificate I or II level with a general introduction to construction skills, knowledge, career development and worksite safety.

- **D2C** is recognised in the SACE at Stage 1 credits.

- **D2C plus**: provides a seamless pathway into a partial Certificate III.

- **D2C plus** is recognised in the SACE at Stage 2 credits.

Both **D2C** and **D2C plus** have structured workplace component.
Background

“The Board of the CITB identified VET-in-Schools as a strategic stream for the CITB’s efforts in supporting the continued availability of well-skilled persons for employment within the building and construction industry. In recognition of this, the Board of the CITB in May 1999 agreed to develop a VET in Schools Strategy.

This strategy was to ensure that systems are in place to support the uptake by young South Australians of careers in the building and construction industry whilst still undertaking SACE studies.”
Background

• The Program is designed to assist secondary school students to learn about, and develop relevant skills in relation to the building and construction industry.

• The Program provides students with the opportunity to experience various career pathways within the industry.
Overview

• In 1999 a pilot program was established with six schools. The Program was officially launched in 2000 by the then Minister for Employment and Training, Mark Brindal.

• Between 2000 and 2018, 10,160 students have participated in the Program.

• Program students come from government, Catholic and independent schools.

• Since inception, 61 secondary schools have hosted the Program.

• Currently there are 40 host schools participating across metropolitan and regional South Australia.
A strength of the Program lies with host schools accepting students from nearby ‘home’ schools.

Over the life of the Program, 119 schools (including hosts) have participated.
Measuring Outcomes

1. How many (and what percentage of) Program students commenced a CITB-supported construction related apprenticeship or traineeship? [CITB internal data]
   - How many of these students completed their apprenticeship? [CITB internal data]

2. How many Program students have entered the building and construction industry without undertaking an apprenticeship pathway? [CITB internal data]

3. How many Program students have commenced a non-construction related apprenticeship since 2000? [DIS]

4. How many Program students complete their SACE? [SACE Board]
CITB-Supported Apprenticeship Outcomes

- **30.4%** of Program students have commenced a CITB-supported construction apprenticeship or traineeship

- **82%** completion rate for Program students who commenced a CITB-supported apprenticeship *compared with 77% for all construction apprentices*
CITB-Supported Apprenticeship Outcomes

Approximately 3 out of every 4 Program students who commence a construction apprenticeship do so in carpentry, plumbing, bricklaying or electrotechnology.

- Certificate III in Carpenter, 40%
- Certificate III in Plumbing, 17%
- Certificate III in Cabinet Making, 3%
- Certificate III in Wall and Floor Tiling, 3%
- Certificate III in Air Conditioning and Refrigeration, 3%
- Certificate III in Wall and Ceiling Lining, 3%
- Certificate III in Bricklaying/Blocklaying, 5%
- Certificate III in Electrotechnology Electrician, 12%
Construction Worker Outcomes

547 students from 2000-2018 identified as working in the construction industry without an apprenticeship pathway
SACE Outcomes

79% of D2C plus students needed VET to complete their SACE *(these percentages are higher for regional students, at 94%)*
Regional Outcomes

Regional South Australia accounts for….

• around 40% of total D2C students

• 36% of D2C plus students and

• approximately 40% of all commencing construction apprentices

…with 29% of the State’s Population
D2C plus

• Since its launch in 2008, 14% of D2C students have continued on to do D2C plus

• In 2018, 20.6% of the entire Program cohort undertook D2C plus

• 41.2% of D2C plus students between 2008 and 2017 have commenced a CITB-supported construction apprenticeship
At a Glance

10,160 students participate in the Program from 2000 to 2018.

2,845 apprentices are CITB-supported from 2000 to 2017.

4,929 students commence an apprenticeship Training Contract.

82% CITB-supported apprentices complete their apprenticeship.

53.4% students undertake an apprenticeship Training Contract from 2000 to 2017.

547 students find employment in the construction industry without an apprenticeship.

30.4% students are CITB-supported apprentices.

41.2% D2C plus students are CITB-supported apprentices.

79% D2C plus students need VET to complete their SACE.
What makes the Program successful?

Elements of program design:

- **Structured workplace learning** which enables interaction with other tradespeople in a real work environment

- **Teaching environments** are reflective of construction sites, especially through Trade Training Centres

- Exposure to a broad range of construction **career pathways** for students highlighting the breadth and depth of opportunities available
What makes the Program successful?

- CITB support
  - students to access additional ‘short courses’
  - the provision of Personal Protective Equipment
  - additional funding for D2C plus students to offset out-of-pocket expenses
  - teachers to undertake professional development activities
  - connecting students to industry via CITB Field Officers
What makes the Program successful?

An additional key success factor is having a dedicated Program Manager who works with schools throughout South Australia providing mentoring, coordination and support as well as being a conduit between industry, government, schools and training providers.
Future Focus of the Program

1. Consideration of emerging ‘niche’ trades (such as steel framing), and new technologies to expose students to these career options.

2. Introduction of a civil construction stream to address skill shortages in this sector.

3. Continuation of student exposure to the highest levels of safety standards that the industry aspires to.

4. CITB website development to provide greater information on construction careers and pathways.

5. Increased options for regional student access to the D2C plus component of the Program.

6. Greater awareness of the Program to ensure students are provided with the opportunity to participate.
Questions?
THE FUTURE IS YOURS TO BUILD