



Master **GTS**
Plumbers
SOUTH AUSTRALIA

Hosting an Apprentice.



Who are we?

MPA Master Plumber Group Training Scheme is a division of the Master Plumbers Association of SA (MPA). As a not-for-profit organisation, we aim to offer the best arrangements possible for both MPA members and non-members to host an Apprentice.

We provide services to potential Host Employers and potential Apprentices, considering the requirements for both parties to ensure a suited and long-lasting partnership.

Why did we start?

MPA Master Plumber GTS was formed in 2006, in response to the industries need for a tailored and responsive group training scheme. Our aim is to train and educate quality apprentices today, who will become tomorrow's quality plumbers.





What is Group Training?

Group Training is an alternative employment arrangement for Apprentices and Employers in which a Group Training Organisation, such as MPA Master Plumber GTS, recruits and employs an Apprentice and places them with 'Hosts' to undertake their on the job training.

The GTO takes care of all the off the job training, payroll, superannuation, workers compensation, as well as providing ongoing support and monitoring to the Apprentice and Host.

Group Training is a simple and effective alternative when it comes to employing Apprentices in your plumbing business.



What are the benefits of Group Training?





Risk

MPA Master Plumber GTS provides a low risk alternative to direct employment as you can return an Apprentice with minimal notice.

If the Apprentice is not the correct fit for your organisation, we can arrange another suitable Apprentice to ensure they are the best fit for you.

Flexibility

Group Training Schemes allow you to expand and contract your workforce numbers as required.

When the workload gets heavy you can take on more apprentices, as work slows down you can send them back.





Cash Flow

MPA Master Plumber GTS provide an easy and cash efficient option, as:

- We pass on all government and CITB employer incentives to hosts, tax free.
- We DO NOT charge hosts during downtime (e.g. Public holidays, sick leave, RDOs, trade school, inclement weather etc.).
If the apprentice is not at work, you don't have to pay.
- We pay for all Trade School fees and wages.
- We manage all Return to Work SA claims and management of return to work.



Low Administrative Burden

MPA Master Plumber GTS take care of all paperwork, registrations, maintenance and legal requirements, including:

- Signing of Contracts of Training
- Training Plan
- Enrolment and management of the Trade School
- Wages
- Superannuation
- Apprentice registration with CITB & Consumer and Business Services
- Induction
- Safety Checks
- Public Holidays
- Sick/Carers leave
- Annual leave and leave loading
- Long service leave registration
- Return to Work SA
- Group Certificates



Recruitment & Selection

MPA Master Plumber GTS has a rigorous selection and recruitment process conducted by a panel of experienced and qualified trainers and plumbing professionals. Candidates undertake assessment in:

- **Basic understanding of the plumbing trade**
- **Geometry mathematics**
- **English language**
- **Safety**
- **Problem solving**
- **Spatial reasoning**
- **Drawing and design**

We understand that academic aptitude is not necessarily the most important attribute for an apprentice, and as such our interview process also targets attitude, work ethic, character, emotional maturity, enthusiasm and understanding of basic principles and communication skills.

MPA Master Plumber GTS identify the best candidates from various sources, including:

- **VET in Schools Certificate I in Construction students**
- **Doorways to Construction Plumbing Plus students**
- **TAFE Pre Vocational Students**
- **We select our candidates from these pools as they are already equipped with the basic hand skills and knowledge for a career in plumbing.**





Ongoing Monitoring & Support

MPA Master Plumber GTS assign Field Officers to each Apprentice. Our Field Officers are responsible for:

- Undertaking regular performance management and monitoring on site
- Helping Apprentices with performance issues, on the job and at Trade School, and are able to guide them to help if necessary
- Assisting with dispute resolution and acting as another voice if issues arise
- Ensuring that the Apprentices are gaining the correct experience and knowledge whilst working
- Ensuring WHS guidelines are met and assisting Hosts and Apprentices improve compliance where necessary

MPA Master Plumber GTS are proud to say we have Apprentice/Field Officer ratios that allow our Field Officers to provide high levels of supervision and support to our Apprentices and Hosts.





Training

All Apprentices are required to attend Trade School during their apprenticeship. MPA Master Plumber GTS also allow our hosts to choose the Trade School their Apprentice attends, with the majority attending either TAFE SA or Training Prospects.

MPA Master Plumber GTS pay all fees and undertake any administrative requirements associated with this Training .

MPA Master Plumber GTS goes above and beyond the standard requirements and also provides additional training for our apprentices, including:

- **White card**
- **Manual Handling**
- **Working at Heights**
- **Confined Spaces**

All of our Apprentices are also members of the Industry Association and as such have access to reduced priced training.



Equipment

MPA Master Plumber GTS provide Personal Protective Equipment (PPE) to all Apprentices at induction and replenishes this PPE every year and as required.

Apprentices are also supplied with a tool box at their commencement on an interest free loan, ensuring that our Apprentices are ready and prepared to work.

Career Development

MPA Master Plumber GTS encourages our Apprentices to continually develop and further themselves during their Apprenticeship and after. We do this by:

- Hosting Apprentice forums on the latest industry and apprentice information
- Conducting site visits
- Encouraging our Apprentices to undertake further learning (E.g. In a Certificate IV)
- Encouraging our Apprentices to participate in industry and training awards locally and nationally
- Providing mentoring and advice on how to become a great plumber





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Apprentices. A good business decision.

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