



## Employer resource assessment – Plumbing Apprentices (CPC32413)

**TO BE COMPLETED AND RETAINED BY THE SUPERVISING REGISTERED TRAINING ORGANISATION FOR AUDIT PURPOSES.**

This form is made available to assist a supervising registered training organisation (SRTO) to comply with their obligations under the Further Education and Training (FET) Act 2014.

Apprenticeships are pathways to obtain a qualification or statement of attainment by completing employment based training with an employer. It is essential the employment arrangements, including facilities, range of work and supervision, support the apprenticeship outcome. The SRTO plays an integral role in assessing an employer's capacity to provide the facilities, range of work and supervision when the SRTO prepares the training plan required for the apprenticeship.

Before the Department of Education and Training (DET) can register a training contract for an apprentice Section 17(5)(f)(i&ii) of the FET Act requires a registered training organisation (RTO) to accept the nomination to become the SRTO, and to prepare a training plan including an assessment of the employer's capacity to provide, or arrange to provide, the facilities, range of work and supervision required under the training plan. Section 74 of the FET Act requires the SRTO to take all reasonable steps to ensure the training plan is signed within 3 months of the start of the apprenticeship, or within 28 days of a change of SRTO or permanent transfer. Changes to the training plan and/or the commencement of additional apprentices in the workplace will require the SRTO to review the employer resource assessment and retain evidence of the review.

If the employer is unable to provide, or arrange to provide the training resources necessary to achieve the outcomes of the training plan, and is unwilling/unable to negotiate alternative arrangements the SRTO **must not commit** to the training plan and **must immediately** advise the employer, the Australian Apprenticeship Support Network (AASN) provider and DET (Qld).

### Where the employer is a GTO or PEO

In the case of a group training organisation (GTO) or principal employer organisation (PEO) it is **not** expected that the SRTO conducts an employer resource assessment. GTOs in Queensland are required to maintain compliance against the National Standards for Group Training Organisations and PEOs are required to maintain compliance against the Queensland Quality Standards.

There is no requirement to complete this form when dealing with a GTO/PEO.

If an SRTO has concerns with a GTO or PEOs capacity to provide the training resources necessary to achieve the outcomes of the training plan, the SRTO should not commit to the training plan and contact DET (Qld).

### Privacy declaration

In completing this form, the SRTO named confirms that where any personal information is included in the answers provided, the SRTO:

- has taken all reasonable steps to satisfy that the relevant person has provided their consent (either express or implied) to the SRTO disclosing that information to DET (Qld); or
- is satisfied that it is otherwise authorised or required under a law to disclose that information to DET (Qld) or the Australian Apprenticeship Support Network provider.

For the purposes of this form, 'personal information' means information or an opinion, including information forming part of a database, whether true or not, and whether recorded in material form or not, about an individual whose identity is apparent, or can reasonably be ascertained from the information or opinion.



## Employer resource assessment

TRAINING CONTRACT DETAILS																			
Employer trading name:																			
Workplace where apprentice/s will be employed: (Actual site of employment where apprentice/s works, not head office location)																			
Qualification name:																			
Apprentice's name: (Note: Where there is more than one apprentice in the workplace the SRTO <b>must</b> complete appendices one and two)																			
RANGE OF WORK, WORKPLACE FACILITIES AND EQUIPMENT (Note: attach additional information if there is insufficient space)																			
<p>Employers <b>must</b> be able to provide, or arrange to provide apprentices work to complete the mandatory streams (Water and Sanitary). A minimum of two other streams (Drainage, Mechanical Services, Roofing and Gas Services) must be identified as per the training package requirements.</p> <p><b>Note:</b> The negotiation and establishment of the training plan requires the SRTO to identify any units of competency outside of the mandatory streams (Water and Sanitary) where the workplace cannot provide suitably aligned tasks. The training plan specifies these units must be recorded in the ERA with the alternate arrangements for training and assessment.</p> <p>What sector of the plumbing industry is the employer engaged in? Please document <b>all</b> sectors the employer is actively engaged in (e.g. drainage, roofing, gas services, water, sanitary).</p>																			
<p><b>Units of competency from the training plan for which the employer is unable to provide aligned workplace tasks.</b> Detail the units and how the training and assessment will be undertaken by the SRTO e.g. temporary placement, simulated assessment, group training.</p> <table border="1"> <thead> <tr> <th>Unit of competency detail</th> <th>How training and assessment will occur</th> </tr> </thead> <tbody> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> <tr><td> </td><td> </td></tr> </tbody> </table>		Unit of competency detail	How training and assessment will occur																
Unit of competency detail	How training and assessment will occur																		
<p>Is the employer capable of supplying adequate facilities in this workplace? <input type="checkbox"/> Yes <input type="checkbox"/> No</p>																			
<p>If not, indicate the alternative arrangements being put in place to address this issue:</p>																			

**SUPERVISION OF TRAINING (Note: Please attach additional information if there is insufficient space)****List the appropriately qualified staff employed by the employer who will supervise the apprentice/s in the workplace.**

The apprentice/s must have immediate access to the appropriately qualified staff in the same workplace and predominately during the same working hours. The SRTO **must** sight and retain a copy of supervisor's plumbing licence which is aligned to the apprenticeship being undertaken.

<b>Name:</b>		<b>Licence No:</b>	
<b>Trade qualification:</b>		<b>Licence type:</b>	
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<b>Trade qualification:</b>		<b>Licence type:</b>	

**If required, please provide additional details about supervisors to demonstrate that adequate training and supervision requirements are in place to complete the apprenticeship.**

**NUMBER OF APPRENTICES TO QUALIFIED PERSONS (SUPERVISORS)**

As part of the SRTO's responsibility to assess an employer's capacity to provide adequate training arrangements, the SRTO is to determine if the apprentice's supervisor can:

- supervise other apprentices at the workplace where the apprenticeship is being completed; or
- **not** supervise any other apprentices at a workplace where the apprenticeship is being completed.

**Total number of full-time plumbing apprentices in the workplace:**

**Total number of school-based or part-time plumbing apprentices in the workplace:**

**Number of qualified/licenced plumbers in the workplace:**

Where there are more plumbing apprentices than qualified persons provide a summary of why supervision arrangements have been determined sufficient.

(Note: Where there is more than one plumbing apprentice in the workplace, the SRTO **must** complete appendices one and two)

**Penalties apply for any false or misleading information provided to DET (Qld).**

<b>EMPLOYER DECLARATION</b>					
I, the employer, declare that:					
<ul style="list-style-type: none"> <li>From the date of commencement of the training contract, I have provided, or arranged to provide, the apprentice with the facilities, range of work, supervision and training required under the apprentice's training plan.</li> <li>Should the circumstances change in relation to my ability to continue to provide, or arrange to provide, the apprentice with the facilities, range of work, supervision and/or training, I will advise the supervising registered training organisation.</li> <li>I understand any changes to the circumstances in relation to my ability to provide, or arrange to provide, the apprentice or trainee with the facilities, range of work, supervision and/or training may result in DET (Qld) cancelling the training contract.</li> </ul>					
<b>Employer's signature:</b>			<b>Date:</b>		
<b>Name of authorised person signing for the employer:</b> (please print)					
<b>SRTO DECLARATION</b>					
I, the SRTO, declare that:					
<ul style="list-style-type: none"> <li>I have conducted a thorough and accurate assessment of the employer's facilities, range of work, supervision and ability to train the apprentice and have determined the employer is able to provide, or arrange to provide, the facilities, range of work, supervision and training required under the apprentice's training plan.</li> <li>Where alternative arrangements regarding the range of work and/or facilities have been identified, these arrangements have been clearly identified in the apprentice's training plan.</li> <li>I understand that DET (Qld) will audit the process I conducted in assessing the employer's facilities, range of work, supervision and ability to train the apprentice.</li> <li>I understand where it is determined that there are issues with the evidence and/or process in relation to the assessment of the employer's facilities, range of work, supervision and/or ability to train the apprentice, recovery of funds and/or cancellation of the training contract may result.</li> </ul>					
<b>Name of SRTO:</b>					
<b>ERA conducted via:</b> (X all that apply)		<input type="checkbox"/> Workplace visit	<input type="checkbox"/> Phone or email	<input type="checkbox"/> Skype (or similar)	Other:
<b>SRTO's signature:</b>			<b>Date:</b>		
<b>Name of authorised person signing for SRTO:</b> (please print)					
<b>APPRENTICE DECLARATION (Note: for additional apprentices complete APPENDIX TWO)</b>					
I, the apprentice, declare that:					
<ul style="list-style-type: none"> <li>I understand the requirement to keep up to date with training, and I need to have obtained a sufficient range of workplace experience prior to the completion of my apprenticeship.</li> </ul>					
<b>Name of apprentice:</b>					
<b>Apprentice's signature:</b>			<b>Date:</b>		

This **APPENDIX ONE** must be completed when there is more than one plumbing apprentice in the workplace. Listed supervision arrangements are in addition to supervisors/employers obligations under the Plumbing and Drainage Act 2002.

Apprentice name	Previous experience (if applicable)	Contract mode (PT, FT, SAT)	Current stage (1 <sup>st</sup> , 2 <sup>nd</sup> , 3 <sup>rd</sup> , 4 <sup>th</sup> )	Supervision level required	Supervisor name	Additional supporting information
e.g. Jane Smith	Nil	School-based	1st	Direct	Johann Doe	Jane with Johann on the same job site.
e.g. John Smythe	2 years as an apprentice	Full-time	3rd	Broad	Janet Doe	John and James are both working on the same site as Janet.
e.g James Smithe	Existing worker - labourer	Part-time	2nd	General	Janet Doe	James and John are both working on the same site as Janet.

EMPLOYER WORKPLACE ARRANGEMENTS REVIEWED		
Date	Review method (e.g. phone, visit)	SRTO representative

This **APPENDIX TWO** is only required where there is more than one plumbing apprentice in the workplace.

**APPRENTICE DECLARATION**

I, the apprentice, declare that I understand the requirement to keep up to date with training, and I need to have obtained a sufficient range of workplace experience prior to the completion of my apprenticeship.

**Name of apprentice:**
**Apprentice's signature:**
**Date:**
**APPRENTICE DECLARATION**

I, the apprentice, declare that I understand the requirement to keep up to date with training, and I need to have obtained a sufficient range of workplace experience prior to the completion of my apprenticeship.

**Name of apprentice:**
**Apprentice's signature:**
**Date:**
**APPRENTICE DECLARATION**

I, the apprentice, declare that I understand the requirement to keep up to date with training, and I need to have obtained a sufficient range of workplace experience prior to the completion of my apprenticeship.

**Name of apprentice:**
**Apprentice's signature:**
**Date:**
**APPRENTICE DECLARATION**

I, the apprentice, declare that I understand the requirement to keep up to date with training, and I need to have obtained a sufficient range of workplace experience prior to the completion of my apprenticeship.

**Name of apprentice:**
**Apprentice's signature:**
**Date:**
**APPRENTICE DECLARATION**

I, the apprentice, declare that I understand the requirement to keep up to date with training, and I need to have obtained a sufficient range of workplace experience prior to the completion of my apprenticeship.

**Name of apprentice:**
**Apprentice's signature:**
**Date:**