

TO TRAIN OR NOT TO TRAIN



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We all know that new staff require training and it takes some time to get them up to speed. They may be new to the industry and have a lot of terminology and practices to learn.

Even if they have some experience they will need to learn the company procedures.

What about the existing staff? They have years of experience. Do they need training?

I believe that life is a learning experience and we are never too old to learn something new.

There are a number of reasons why more experienced staff can benefit in regular training.

Australian Standards and building codes are often updated and it is important to keep all staff up to date with these changes.

Not keeping up to date with the latest code requirements may result in the inefficient use of materials, including oversupply, which will reduce the profit margins, or conversely undersupply, which may require costly rectification work.

In recent years building styles have

changed dramatically. Today we see more open living areas with larger doors and windows, varying wall heights and ceiling profiles.

Procedures that estimators, detailers or factory staff may have learned when they first entered the industry a few years ago may not be sufficient to cater for all these complexities.

Training may be required to show how to overcome these changes.

Some problems in the building industry seem to appear all too regularly.

Rather than reacting to the problem and continuing to rectify it, training can be used to reduce or eliminate these occurrences.

A number of previous issues of GN Guidelines have been the result of regular problems encountered on-site.

There is also an increasing number of new building materials available to the industry.



Companies are spending a lot of money on research and development to introduce these materials and, without sufficient training, the benefits of these materials may not be fully realised.

The computer age has seen rapid changes to both software and hardware.

This has resulted in design software becoming a lot more powerful and a number of other design aids coming onto the market.

Training is paramount to the correct and efficient use of these design aids.

Manufacturing equipment is now also being heavily computerised. Staff on the factory floor also need to know more than just how to swing a hammer.

Computers may help productivity but they also bring with them a lot more OH&S issues to be aware of.

Without proper training the factory may experience periods of low productivity, or worse still may suffer from workers compensation claims.

It is easy to put off training because we are too busy but sometimes we need to take the time and reap the benefits.

The results can include increased productivity and profits, less on-site problems, happier customers, more harmonious workplace, and less staff turnover, just to mention a few.

A number of professions require that people practicing in that field undergo regular training and assessment of skills.

Every time I get on an aeroplane I am comforted with the knowledge that the pilots are required to regularly undergo training programs to ensure they are kept up to date and are adequately prepared to do the job.

Training relevant to the industry, including prefabrication, is available from a number of sources including TAFE Colleges, industry associations and suppliers.

Ensure you reap the rewards by investigating opportunities to provide both introductory and ongoing training for yourself and your staff.