

Plumbing Apprenticeships

The Modern Approach to Plumbing

MPAL is the Master Plumbers Apprentices Limited. MPAL conducts the largest and most successful Group Training Scheme within the Plumbing Industry in Australia for Apprentice Plumbers. Nationally registered as a Group Training Organisation, MPAL has been specialising in the Plumbing Industry for over 23 years.

Under the Scheme, apprentices are indentured to Master Plumbers Apprentices Limited to complete the 4 year certificate III Plumbing, Draining and Gasfitting Apprenticeship. They are sent to TAFE for the provision of Off-the-Job Training and are placed with a plumbing contractor for the provision of On-The-Job Training, ie MPAL is the controlling body looking after MPAL apprentices, MPAL apprentices are indentured into a 4 year apprenticeship and are placed with various plumbing contractors during the 4 years of the apprenticeship.

This system offers the apprentice a secure, stable training environment of continuous employment and the opportunity to gain the necessary wide range of practical work skills together with on-site training.

Working Conditions

Plumbing is an on-site occupation. This is a feature, which appeals to many young people in that it is predominantly an outdoor job. As a result, working conditions are somewhat different to those applicable to workers in factories, garages or other set places. There are certain slight discomfords and extra travelling is sometimes necessary on order to reach the job. These disadvantages are compensated for in the rates of pay and loadings, which are prescribed in the Award.

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MPAL SELECTION PROCEDURE

Apprentices are selected from those applicants who meet the criteria set by MPAL

1. Application Form
2. Resume
3. Aptitude Test
4. Interview
5. Medical
6. Final Interview
7. Job Placement with Host Trainer



What is involved in apprenticeship training?

The apprenticeship system combines theoretical knowledge and practical experience in one package. Work on the job is supplemented by theory and practical instruction given at a Technical College.

Most Technical College training is done during working hours and the employer must release the apprentice without loss of pay to attend College one day per week for a minimum of 3 years or the equivalent.

There are two types of apprenticeship:

INDENTURED: Apprentice is registered with the Vocational Training Board of NSW, when commencing the apprenticeship and is on probation for the first three (3) months. At the expiration of the probation period, indentures are exchanged and both parties (apprentice and employer) are committed to remain together for the full term of the apprenticeship.

TRAINEE: Apprentices are registered with the Vocational Training Board when commencing the Apprenticeship. At any time thereafter, either party can terminate the apprentice on two week's notice.



MPAL only employs Indentured Apprentices

Entry into the Trade

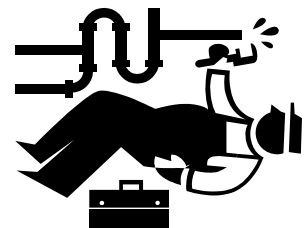
An apprenticeship is recognised as the most efficient method of training skilled craftsmen and is practiced in the plumbing industry. To commence an apprenticeship, the apprentice must enter into a contract of training with an employer.

The employer undertakes to teach the apprentice the trade

"An apprenticeship is recognised as the most efficient method of training skilled craftsmen and is practiced in the plumbing industry."

to the best of his ability and to pay the prescribed rates of pay. The apprentice undertakes to remain in the service of the employer and to carry out the duties allocated to him or her and to attend Technical College classes as required to

supplement the training that is delivered on the job.



Educational Requirements

There is no minimum educational requirement for a plumbing apprenticeship.

However, because of new techniques, which are being constantly introduced to the Plumbing Industry, many employers now prefer applicants

with qualifications such as the Higher School Certificate.

The term of the apprenticeship is four years. The young plumber who has completed an apprenticeship and passed the compulsory examinations is eligible to register as a journeyman.



Apprentices will attend 1 day TAFE 1 day per week for the first three years of their apprenticeship

WHAT ARE THE PROSPECTS?

Plumbing is an industry with a very good record for continuous employment. The fact that it is a licensed trade affords a degree of protection. There will always be maintenance work in the community to ensure continuity of work even when the new work is not abundant.

Plumbers usually work in small

groups and good plumbers are in demand as supervisors. If a Journeyman Plumber is prepared to do extra study and qualify for higher status, he can gain promotion to supervisor, estimator, inspector, instructor or designer. A young person who is prepared to provide some capital and to acquire knowledge of business management and estimating should not find it too

difficult to start his or her own business. The Master Plumbers Association exists to help and serve all plumbing contractors and is willing to assist in establishment of businesses.



WHAT DOES A PLUMBER DO?

Modern society, in which large numbers of people live together in relatively small areas, succeeds in no small measure because of its high standards of:

- **Water supply;**
- **Gas supply;**
- **Liquid Waste Disposal Services.** Plumbers are essential in the design, fabrication and installation of these services.

The licensed plumber is therefore involved in:

- Water supply to all types of buildings
- Fixing of metal roofs, gutters, down-pipes and roof flashing
- Soil and waste disposal systems
- Mechanical service equipment (e.g boilers for heating, air conditioning and ventilating of buildings)
- Hot water services

- Fire protection services
- Steam lines, oils, spirit and air lines to buildings e.g. factories, hospitals, laboratories, refineries etc.
- Gas services (domestic and commercial)
- Drainage systems (stormwater and sewage)
- Septic systems, tanks, pumps and other special installations.

What Techniques are used?

The modern plumber must develop techniques and skills. He must be able to read plans and specifications and interpret contract documents, design systems, install pipe work services and commission them.

The plumber must be able to apply the basic skill of the trade

in relation to the use of materials such as copper, brass, galvanised iron, plastics and earthenware. He must be able to use a variety of tools and equipment ranging from electric drills to welding and screwing machines. He must also be proficient in the joining of these materials whether by solvent

cementing, soldering, welding or the use of rubber ring joints.

The plumber must also be able to put his hand to basic carpentry, bricklaying, wall tiling and concreting, whilst engaged on various types of projects such as maintenance and alteration of bathrooms and kitchens etc.

Master Plumbers Apprentices

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02 9749 7765

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jobs@mpal.com.au

We're on the web
www.mpal.com.au

Plumbing Contractors

A Plumbing Contractor is a plumber who can run and own their own plumbing business. A Plumbing Contractor is a Licensed Plumber. To become a Licensed plumber you must:

1. Complete a 4 year apprenticeship in Plumbing, Draining and Gasfitting Certificate III
2. Complete advanced plumbing (Plumbing Technology Certificate IV) at TAFE.
3. Serve a minimum 2 years as a journeyman or trade qualified plumber
4. Be over 21 years old
5. Apply for a licence with the NSW Department of Fair Trading and the Office of Home Building Services.

Plumbing — TAFE Course

The course is for apprentice plumbers. It trains you to safely install, alter and repair pipework services and appliances to suit domestic, commercial and industrial needs. It also teaches you about cold and hot water supply, gas supply, sewage, waste and rainwater disposal. You also learn how to install and repair roofing, gutters and drain pipes and make buildings weather-proof.

You also learn about safe work practices. You will be encouraged to maintain a high standard of work and develop links with other trades in the building industry.

Subjects/Modules

Basic Skills Theory; First Aid; Basic Skills Practical; Gas Services 1 Practical; Gas Services 1 Theory; Industrial Relations and Apprenticeship; Mechanical Services Practical; Mechanical Services Theory; Roof Plumbing and Drainage Practical; Roof Plumbing and Drainage Theory; Waste Disposal Services 1 Practical; Waste Disposal Services 1 Theory; Water Supply Services 1 Practical; Water Supply Services 1 Theory.

When you finish the course your qualifications will be recognised in Australia and New Zealand. For the apprentice who wishes to qualify for advance jobs there are additional courses available but these are usually done in his or her own time.

MASTER PLUMBERS APPRENTICES LIMITED STEP BY STEP RECRUITMENT GUIDE

- Stage 1** Applicants **must** send a completed application form including a copy of your resume and your school report for the last two years of schooling to MPAL.
- Stage 2** Suitable applicants will be invited to attend an assessment test comprising of English comprehension, mathematics and basic reasoning, (No calculators).
- Stage 3** Suitable applicants will be invited to attend a panel interview with our recruitment personnel.
- Stage 4** Suitable applicants are invited attend a medical assessment to ensure the applicant is physically capable of completing the duties of an apprentice plumber. However, it should **not** be assumed that a pass of this medical assessment would mean that you have successfully completed the recruitment process. Selections are only made on the combined results of Stage 1, 2, 3 and 4 in line with our equal opportunity policies and you will be informed of the result.
- Stage 5** Applicants can elect to undertake a Pre-Vocational Course (subject to availability). During this course the applicant will be required to attend a training centre for 4 – 6 weeks full time. The course is organised by a Registered Training Organisation. This **does not** mean you are employed by Master Plumbers Apprentices Limited, in fact you are classified as a student whilst completing this course. You may be entitled to some benefits from Centrelink as an approved course. You should speak with your Centrelink Office to find out more about Pre-Vocational courses and allowances.
- Stage 6** Applicants who successfully complete this course will be interviewed and may be selected for the MPAL New Year intake (usually December 1 to April 30) or the Mid Year intake of 1st year plumbing apprentices (usually June 1 to October 30).



Stephen Mewett
Operations Manager

Sample Resume



NOTE: This is a guide only. Do not duplicate
this as "your" resume, be an individual!

Do not send originals ~ please send copies

To whom it may concern,

I believe that I have the attributes to become a skilled plumbing apprentice and to further contribute to the success of your company.

My Curriculum Vitae lists my abilities and capabilities to forfil this position.

Should the opportunity be presented to me, I would be delighted to attend for an interview.

Yours sincerely,

NAME

DATE

NAME

APPLICATION
FOR AN
APPRENTICE PLUMBER

INSERT
A
RECENT
PHOTOGRAPH

PERSONAL DETAILS

Name:

Address:

Phone:

Mobile:

Date of Birth:

EDUCATION

1991 - 2000 -

2001 - 2004 -

Subjects:

I am currently studying for the School Certificate.

INTERESTS AND HOBBIES

I enjoy reading, but my main outside interests are surfing in the summer and being an active member of the Anywhere Surf Lifesaving Club.

Obtaining my Bronze Medallion now requires me to carry out regular surf patrols for the Anywhere Club.

During the Winter, Rugby League is my passion. I have been playing football for the Anywhere Junior Football Club for the past 5 years.

PREVIOUS EMPLOYMENT

My previous employment was at McDonalds in Anywhere, where I worked casually on weekends for a period of 10 months. My duties included preparation of food, cooking and cleaning. I found this job rewarding as my ability to work in a team has highly increased.

Name of Referee:

Phone No:

Type of Business:

WORK EXPERIENCE

During the April 2004 school holidays, I sought out and obtained 2 weeks work experience with Jeff Waters of Drip Drop Plumbing.

I found the work very interesting, which has only furthered my desire to become an apprentice plumber.

REFEREES

Listed below are referees I feel confident, would provide further information on my character and ability.

Name	Position	Company Name Phone No.
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Name	Position	Company Name Phone No.
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Name	Position	Company Name Phone No.
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SUPPORTING STATEMENT

In support of the application for a position as an apprentice plumber with your company, I wish to include the following.

The Plumbing Industry has always interested me, due to the fact that

_____.

I look forward to hearing from you.

Yours sincerely

Name

Date

YOU MUST include *copies* of your last two school reports and any other supporting material that will support your statement.



MASTER PLUMBERS APPRENTICES LIMITED
A.B.N. 88 050 041 480

Website Application for a Plumbing Apprenticeship

Applicants Details

Surname: _____ First Name: _____ Other Names: _____
 Address: _____
 Suburb: _____ State: _____ Postcode: _____
 Home Phone No: _____ Mobile No: _____ Fax No: _____ Email: _____
 Date of birth: ___/___/___ Current Age: _____ Drivers Licence: YES / NO Type (Manual/Automatic): _____
 Do you own a car Yes No
 Do you have access to a car Yes No
 Height (cm): _____ Weight (kg): _____ Marital Status: _____

Employment Status

Unemployed School Leaver
 Out of Trade Apprentices Completed Plumbing at School
 Currently working as an apprentice Completed Prevocational Course

Are you registered with Centrelink Yes No, If yes, which office? _____
 Are you registered with the Job Network Yes No, If yes, which office? _____

Apprenticeship Status

1. Have you completed an Apprenticeship Previously?	Yes	No
2. Have you completed a Traineeship Previously?	Yes	No
3. Have you completed a Certificate Level Course?	Yes	No
4. Have you completed a TAFE Course or University Course?	Yes	No
5. Where or will you be over 21 when you start/Started your apprenticeship?	Yes	No
6. Do you consider yourself to come from a disadvantaged background?	Yes	No
7. Do you consider yourself to come from a Non English Speaking background?	Yes	No
8. Have you completed a Job Club or any other prevocational activity?	Yes	No
9. Do you consider yourself to be aboriginal or Torres Strait Islander?	Yes	No
10. Are you female in a non-traditional trade (Plumbing is a non traditional trade for females)?	Yes	No
11. Do you consider yourself to have a disability?	Yes	No
12. Are you Long Term Unemployed (Flex 2 or Flex 3)?	Yes	No
13. Are you an "OUT OF TRADE" apprentice? If Yes, Registration Number _____	Yes	No

14. Are you entitled to rural subsidy?	Yes	No
Are you young and at risk of homelessness?	Yes	No
Do you have your construction OH&S induction card?	Yes	No

Educational Status

15. School Attended?	Yes	No
16. Have you completed your School Certificate?	Yes	No
17. Have you completed your H.S.C.?	Yes	No
18. Have you completed a COS or JSST Course?	Yes	No
19. Are you a member of the armed forces or reserves	Yes	No
20. Have you attended TAFE	Yes	No
21. If Yes, Which course did you study?		

How did you hear about Master Plumbers Apprentices Limited?

- TAFE
 Centrelink
 Job network
 School
 A friend
 A Local Plumber
 Other _____

Emergency Contact Details
Parent/Guardian Mr/Mrs/Ms _____
Relationship to you _____
Occupation _____ Phone _____
Address _____ Suburb _____ Postcode _____
Languages Spoken _____

You will be required with this application to provide the following:

- > Current Resume
- > Copies of your School Certificate (Year 10) & Higher School Certificate (Year 12)
- > School reports for the last two years
- > Copies of all TAFE Certificates
- > Full employment history if applicable
- > Work experience
- > Sporting achievements
- > Membership of any organizations

Please also provide a letter stating that you would like a position as an apprentice plumber and why.

Other Interests (Optional)

Are you a member of any social clubs or Groups?

Yes No

If yes, please list _____

I declare that the information entered on this employment application form is true and correct and understand that any false or misleading statements may result in immediate dismissal or disqualification. I also authorize Master Plumbers Apprentices Limited to make any necessary inquiries regarding my previous employment.

Signature _____

Date _____