



Image: National Precast

National Precast's new training services aim to strengthen the industry as a whole.

INITIATIVE DRIVING NEW ERA FOR PRECAST TRAINING

A NATIONAL PRECAST-LED INITIATIVE IS RESHAPING WORKFORCE TRAINING FOR MANUFACTURING PRECAST CONCRETE.

As an Australian first, a new precast-specific Certificate III pathway is now available for precast workers, with South Australia an early adopter.

The achievement is the result of a deliberate two-pronged strategy led by National Precast Concrete Association Australia to address long-standing gaps in training for the precast sector.

REFORMING QUALIFICATIONS AND BUILDING TRAINING

The first step was to tackle the training framework itself. Recognising that the formal training system did not properly reflect the needs of modern precast manufacturing, National Precast initiated and drove the development of five new precast-specific units within MSM30325 Certificate III in Manufactured Mineral Products.

This was a critical breakthrough for an industry that has long relied on informal, on-the-job learning, despite its growing role in delivering buildings and major infrastructure.

DEVELOPING PRACTICAL TRAINING FOR IMMEDIATE USE

The second step was to create training the industry could use straight away.

With support from the Queensland Government through its Micro-credentialing Program, administered by the Department of Employment, Small Business and Training, National Precast developed ten micro-credentials tailored specifically to precast manufacturing.

Together, these two streams of work have culminated in a genuine precast-specific training pathway.

The micro-credentials now support

Recognition of Prior Learning towards the five new precast units in MSM30325, linking practical workforce training with nationally recognised qualifications.

REAL OUTCOMES NOW EMERGING

The broader outcomes are already being seen.

In South Australia, 'precast worker' has now been recognised as an occupation, and a precast traineeship pathway has been established, creating a formal entry point for new workers into the industry.

Sarah Bachmann, Executive Advisor to National Precast says the initiative had always been about creating lasting structural change.

"For too long, precast manufacturing has lacked the formal training pathways needed to properly support workforce capability," Bachmann says.

"National Precast recognised that meaningful change required action on two fronts. Firstly by helping reshape the formal qualification framework and secondly by leading to the development of practical training that industry could adopt straight away.

"That approach has now culminated in a new precast-specific Certificate III for precast workers across the country. In South Australia, precast work has been recognised as an occupation, and a traineeship pathway that creates new opportunities for workforce entry and development."

STRONG INDUSTRY BACKING

Since all ten micro-credentials launched nationally in September last year, over a thousand workers across Australia have enrolled, with Queensland having the biggest uptake as workers there can access the micro-credentials at no cost until 30th June.

Norm Prowse of Novus Precast Solutions says the training will deliver clear quality and capability benefits.

"From a quality perspective, this training is highly valuable for the precast industry.

It is clearly aligned with quality assurance systems and reinforces the standards needed to deliver consistent, high-quality outcomes," Prowse says.

"These micro-credentials help workers understand not just what they need to do, but why it matters. That leads to better decision-making, improved quality and safer practices."

Patrick Heyward, Director of Benzini Precast Concrete, says the program was also

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proving valuable as an upskilling tool.

"These micro-credentials have set me up well for my role, and we will be rolling them out across our team," Heyward says.

"They are an excellent upskilling tool and establish a strong benchmark for the industry."

The training is also being adopted on major infrastructure projects, including the Torrens

to Darlington Project in South Australia.

Bachmann says the adoption of the training on Torrens to Darlington shows how other civil projects around the country could follow suit.

"As major civil and infrastructure projects increasingly rely on precast, there is a real opportunity for other projects around Australia to follow the example being set by Torrens to Darlington," she says.

"Enrolling workers in the certificate – where

successful completion of the five new precast units includes successful completion of the ten micro-credentials – is a practical way to lift workforce capability, improve quality and compliance, and create stronger training pathways for the people manufacturing the precast elements those projects depend on."

For more information refer nationalprecast.com.au. ■

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