

## Training Policy

Stubbs Constructions have been training their staff for the industry since 1949, when they employed their first apprentice. This ongoing commitment to training has produced over 250 qualified tradesmen and other classifications for the industry and given them the necessary skills for a career in the building industry.

Training requirements are discussed at monthly Management Meetings and implemented when necessary to meet industry demands, legislative changes, community expectations and business requirements. All employees are senior first aid trained and project managers and supervisors are warden trained to deal with emergencies.

Stubbs Constructions provides nationally accredited training delivered by professional trainers where possible in our training facility onsite. The demands of the current work health and safety act means training is not an option and we embrace the concept of maintaining a very high level of skill and knowledge to empower our workers in working safely, responsibly and skilfully. All classifications of workers have defined levels of training and certification allocated to their role and some of those are listed below.

- **Apprenticeships**, Carpentry & Joinery
- **Carpenter**, Cert.4 in Building and Construction
- **High Risk Work**, Scaffolding, Elevated Work Platform, Dogging etc.
- **Supervisor**, Cert. 4 in Work Health & Safety, Warden
- **Administration**, Cert 3 Bus. & Admin, CPA
- **Project Management**, Dip. in Building & Construction, Dip in Project Management
- **Integrated Systems**, Diploma in Work Health & Safety, Internal Auditing

Stubbs also manages a complete systems training package and a highly regarded construction site training program that can be taken to the site with assessment and discussion topics for all project workers. Combined with the numerous safety inductions that Stubbs workers need to access a range of return customers this whole package is comprehensive, contemporary and relevant. It is our aim to maintain this high level of education and training throughout an employee's time at Stubbs Constructions and our reputation and safety record stand as testament to this goal.

**Wayne Licht**

**Managing Director**  
24/02/2017