



2011- 12 Annual Report

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The National Institute of Painting and Decorating is a not-for-profit organisation promoting nationally recognised training and education in the painting industry. The National Institute of Painting and Decorating is the peak industry body for the Australian and Pacific painting industry. It is a collaboration between several leading Registered Training Organisations and is designed to improve the professionalism of the industry. It provides painters, consumers and trainers with up to date information and advice on;

- The latest paint technology
- National Workplace Health and Safety legislation
- Australian and International Standards
- Licensing requirements
- Nationally recognised training qualifications
- Business Development
- Employment and Professional Development
- On-line and E-Learning Training Resources
- Apprenticeships

Since 2009 Registered Training Organisations supporting the National Institute of Painting and Decorating have trained over 500 painting contractors across Australia. Training is subsidised by Construction Skills Queensland, the Tasmanian Building and Construction Industry Training Board, the ACT Building and Construction Training Fund, the Department of Education and Training NT, and the South Australian Construction Industry Training Board.

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Director's Report

Managing Director: Mr. Daniel Wurm

I am really proud to report on the activities of the National Institute of Painting and Decorating over the past financial year. When I look back at the goals we set in 2011, it is clear that we have accomplished all of them, and much more! It is a credit to our talented team of highly experienced and innovative trainers and industry experts, and the support of the organisations and companies that partnered with us.

The awards our programs have won are a testament to the many people in our industry who really do want change, desire to improve the environment, and their businesses. I never fail to be inspired by painters who improve their lives through education, and I never get tired of hearing from painters how training and advice have empowered them and opened up new opportunities for their careers.

Being a painter myself, I know how it feels to want to progress, but not knowing where to turn. When I started my own business in 2000, I wanted help but there were very limited opportunities, and they often cost money; money I didn't have. I have also seen and personally experienced what happens when painters work unsafely, and how ignorance allows their career to affect their health.

The painting industry is changing quickly. New technology and methods are changing traditional ways of doing things, and it is often difficult to keep up. Paint itself is changing, but so are the tools we use, and the way we work. New legislation means we can't take risks the way we once did, and this is a good thing.

In addition, the majority of people entering the industry are not going through the traditional pathways of apprenticeships and time served. Go to work sites in any major city and you will see the future of the industry; migrants, often with poor English skills, learning on the job. Whether we like it or not, these painters will one day be the leaders in the industry, and business owners. It is our responsibility to help these painters, and train them to learn the skills they need to work safely and professionally.

The world's workforce is now mobile, and the painting industry is no exception. Painters in developing countries will have opportunities to work in Australia, and painters in Australia want the freedom to work anywhere the work is. How to maintain standards of workmanship is a challenge, but technology has also given us a fantastic tool that levels the playing field; the internet.

The world-wide web is a game changer. It allows any painter, anywhere in the world, to obtain the information he or she needs to complete the job, and to teach themselves. The roll-out of the NBN across Australia, and the prevalence of smart-phones means that for the first time in history, a painter in out-back Australia, or on a Pacific Island, can access the same information as painter in a major city, and have the same opportunities to learn, and to educate himself.

I am proud to be working with some fantastic and highly talented people who share the same vision for our industry, and have the same commitment to helping painters, no matter where they are. Our team has some innovative initiatives, and has accomplished some amazing achievements. This report is a snapshot of what we have done over the past financial year, but it also holds promise of what is to come. And I can't wait!

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National Licensing Program



The National Painters Accreditation Program provides nationally recognised training and qualifications for painters across Australia, in preparation for national licensing. In October 2012, in collaboration with the CPSISC Painting and Decorating Co-operative, the National Institute of Painting and Decorating released the National Licensing Discussion Paper. This paper conducted surveys of painting contractors as to the preferred licensing model, and evaluated the various options available to implement licensing using nationally recognised qualifications.

Through partnerships with RTOs, NIPD has helped over 120 painters become qualified in NT, Victoria, NSW, ACT and Queensland, and has released a new model training plan and RPL kits that can streamline assessment and training while maintaining high standards.



In 2012, with funding from the Northern Territory Department of Employment, Education and Training, and in partnership with WorkSafe NT, NIPD introduced its Certificate III Painting and Decorating RPL program to the Northern Territory painting industry. Under this program 22 painters obtained their trade certificates and received training in wallpapering, lead paint and asbestos management, decorative finishes and the new WHS legislation.



Figure 1 NSW Painters attend the new NIPD Business Management Course

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GreenPainters Program



GreenPainters began in 2007 as a grassroots movement association of painting contractors who were concerned about the products they were using, and their impact on the environment and human health. It is now a not-for-profit program working with leading sustainable manufacturers, peak industry organisations and government programs in developing educational tools, workshops, seminars and training to help consumers, specifiers and painters make sustainable choices.

The GreenPainters service uses paint products which are Certified Low-VOC by Good Environmental Choice Australia, may be made from renewable or highly abundant resources, heat reflective paint technology which can improve a building's energy efficiency; and use trade practices to minimise and manage waste-water.

The objective of this program is to promote sustainable paints and coatings, to improve trade practices, and to establish an Australia-wide network of painting contractors who were committed to environmental best practice. Consumers are able to obtain accurate, up-to-date advice and service from professional tradesmen using products which:

- improve Indoor Air Quality.
- reduce VOC emissions and smog producing compounds.
- use renewable resources
- reduce a building's greenhouse gas emissions.

The GreenPainters® service is carried out using methods that:

- reduce resource wastage, including water
- eliminate contamination of ground-water or stormwater drains.
- Disposes of, or recycles waste using EPA recommendations

NIPD provides co-ordinated accreditation of tradesmen, and a web-based resource to educate consumers. It has formed partnerships with manufacturers who are producing sustainable products or innovative technologies.

GreenPainters has become recognised as the peak sustainability initiative for the painting industry

There has been resistance to the uptake of new sustainable technologies by most painting contractors because of perceived higher cost. In addition, many contractors are worried that consumers will not accept the new products, and they are not familiar with their use. The GreenPainters program helps painters see the importance of making the changes, and helps them stay viable businesses by marketing their new knowledge and skills to consumers who want it.

The GreenPainters program has now expanded to help DIY consumers choose sustainable products and provides information to help them clean-up responsibly. It also conducts seminars to educate architects and builders. GreenPainters has worked with leading sustainable manufacturers, peak industry organisations and government programs in developing educational tools, workshops, seminars and training to help consumers, specifiers and painters make sustainable choices.

Through the GreenPainters program, participants gain the knowledge, the skills, and the confidence to become a sustainable painting expert. The accredited contracting business can use the GreenPainters brand to add strength and credibility to their team, their service and their business. The program creates

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a new philosophy, by teaching painters and contractors alike to look for the sustainable option with every application, job, project and program approached.

The GreenPainters program is supported by 25 different retailers around Australia, and 7 different manufacturers. These manufacturers were selected as Industry Partners because their products have been independently verified as environmentally preferable by third-party evaluation programs such as Good Environmental Choice Australia, or offer unique sustainability solutions to the painting industry.

With GreenPainters, the training is just the beginning. Once a business is accredited the contractor has access to a wealth of information and tools to assist them in building their business and promoting the sustainable solutions the business is now able to provide. The businesses are required to create an Environmental Continuous Improvement Plan, to set goals and monitor their progress as they implement sustainability policies and procedures. To ensure continued improvement, businesses are required to conduct an annual self-audit and report back to GreenPainters to maintain their accreditation.

Accredited GreenPainters are given continued support by means of the following:

- Use of GreenPainters branding on marketing material, uniforms and company vehicles. Including bumper stickers, accredited contractor stickers, brochures, certificates etc. enabling them to promote their GreenPainters accreditation and knowledge of sustainable paints to their customers.
- On-going technical information and support through the exclusive members area on greenpainters.org.au
- Valuable advertising support through their listing on "Find a GreenPainter web-page" on the website.
- Promotional and advertising support through national publications, sustainable websites, public expos and shows
- Access to industry experts, providing up-to-date technical and marketing advice and support through the exclusive members area on greenpainters.org.au
- An up-to-date monthly email newsletter highlighting the latest green building news, industry trends and GreenPainters news.
- Over 3000 people a week use the GreenPainters web-site to source green paints and painters. GreenPainters are supported by its participating retailers and Industry Partners
- An on-line forum lets them interact with other green painters from all over Australia without traveling or leaving their home

The program has been so successful that GreenPainters training and business models have been adapted for the U.S. market. GreenPainters ran the first course in the Houston, Texas in September 2010. Training has been funded by the U.S. Federal Government's Green Jobs program.



Figure 2 Painters in Houston, USA undergoing GreenPainters Training Sep 2011

The GreenPainters web-site is a resource which provides accurate information on paints and sustainability. It is used by over 3000 painters, builders, building designers and consumers a month.

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In June 2012, the GreenPainters program was nominated as a finalist in the Queensland Premier's Sustainability Awards



Partnerships and Collaboration

The Department of Environment and Conservation WA provided a grant of \$43,000 under the Waste Authority Urban Landfill Levy for GreenPainters to train 120 businesses in the WA painting industry, using the Course in Sustainable Painting Practices. Under this program over 93 painters were trained in nine locations across WA, and in September 2011 GreenPainters was awarded an honourable mention by the WA Waste Authority as a Waste Champion.



Waste Authority



Figure 3 Painters in Geraldton WA complete GreenPainters Training

In February 2011 NIPD partnered with CITB and ZeroWaste SA to train 40 painters in South Australia. GreenPainters also trained painters in Tasmania and the ACT with funding from the Tasmanian Building and Construction Industry Training Board and the ACT Construction Industry Training Fund Authority.

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Government of South Australia
Zero Waste SA



Figure 4 GreenPainters Training held at the Sustainability Center, SA

In collaboration with Construction Skills Queensland and Australian Construction Training Services GreenPainters trained 90 painters and 30 apprentices in Queensland in 2011-12.

Over 380 painters have now been trained under the GreenPainters Program. There are 137 Accredited GreenPainters in all states and territories. Each painting contractor uses Low-VOC, heat-reflective or natural paints on a minimum of 25% of all contracted works and conforms to an Environmental Code of Conduct.

There are now 13 interior decorators trained in sustainability under the GreenColour™ Consultants program.

The GreenPainters web-site is linked to by Sustainability Victoria, and the Department of Environment and Conservation WA. Green Building Growth is expected to grow to 15% of all construction by 2015.



NIPD is an associate member of Good Environmental Choice Australia. Good Environmental Choice Australia is a member of the the Global Ecolabeling Network. It is a not-for-profit independent body which evaluates the environmental credentials of products. The GECA program conducts a comprehensive life cycle based assessment of product compliance to voluntary environmental declaration standards. NIPD provided technical advice for the development of the new GECA Standard for Paints and Coatings, released in May 2012.



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NIPD conducted educational seminars with over 250 painters, architects and builders in 2011-12. As a member of the Green Building Council of Australia, its Specifying Sustainable Paints Seminar is recognised under the GBCAs CPD program.



Figure 5 NIPD Trainer June Trenwyth-Morgan provides advice on sustainable paints at the QLD Government's Department of Environment and Heritage EcoBiz Forum



Figure 6 NIPDs GreenPainters Program exhibited at the GBCA's Green Cities Expo in March 2012 providing information for government departments and major commercial project designers

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NIPD Industry Partnerships



Figure 7 Resene Australia General Manager Lee Pomfret supports NIPD's GreenPainters Program

NIPD has also formed Industry Partnerships with manufacturers who are committed to improving the industry through accredited education and training.

These manufacturers have supported our program, and we are deeply grateful for their commitment to sustainability and innovation.

New Protective Coatings Course

In May 2012 NIPD commenced work on developing resources for a protective coatings course for the commercial painting industry, and a course for commercial painters wanting to work on mining industry maintenance projects. With the mining industry rapidly expanding in Australia, this course is expected to become highly popular.



Figure 8 Protective Coatings Courses are currently under development

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E-Learning and Education



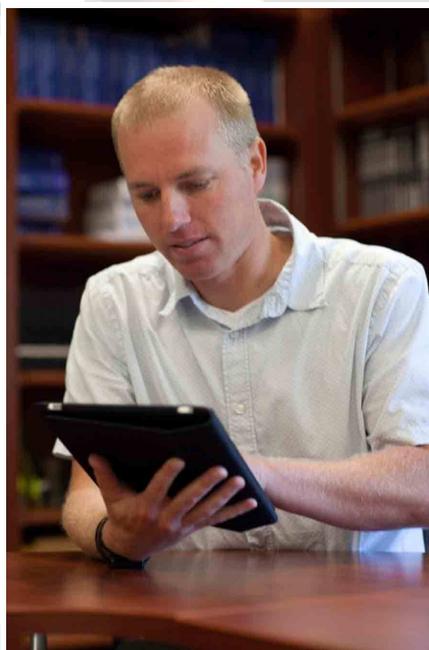
The National Institute of Painting and Decorating is a very active member of the Construction Property Services Industry Skills Council's RTO Co-operative for Painting and Decorating. NIPD has made available a vast repository of tools, videos and resources for the Co-op to use, and representatives attend the E-learning and professional development workshops.

The National VET E-learning Strategy for 2012–2015 will play a key role in enabling the Australian training sector to take advantage of the rollout of the National Broadband Network (NBN) to make major advances in the achievement of government training objectives.

The National Institute of Painting and Decorating is creating free resources for trainers/assessors and employers in the painting industry. These resources are being developed in consultation with industry and are supported by many leading RTOs. The resources are subject to moderation and validation by fully qualified trainers and assessors in the painting industry.

In 2012 NIPD launched VET Buddy for Painting and Decorating, a free administration tool for trainers

The VET buddy is a free iPad data based tool for collecting evidence and keeping records of contact with students.



In Feb 2012 NIPD also released a new web-site designed as a platform for educational resources for any RTO to use. With funding from WorkCover NSW, we created 5 high-quality videos illustrating how new WHS legislation affects the painting industry.

Over the next 12 months dozens of new educational videos and iBooks will be released illustrating many aspects of painting and decorating. These resources will be funded by government grants and sponsorship.

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Financial Report For Period July 2011 – June 2012

The NIPD accounts were audited by Club and Alliance Auditors.

Income	
Accreditation Fees	3471.00
Merchandise	1427.60
Training Fees	13,607.00
Exhibition Fees	1350.00
Government Grants	60414.06
Industry Partnership Fees	7980.00
Total Income	89431.39
Payments	
Purchases	28.20
Advertising	11087.39
Promotional Clothing	2114.04
Travel Expenses	10726.77
Postage	2286.99
Telephone	1104.97
Office Expenses	735.40
Industry Memberships	90.91
Insurance	565.00
Training Fees	22910.00
Admin Fees	2510.00
Training Expenses	18550.89
Total Expenses	82753.69
Total Income	89431.39
Less Total Expenses	82753.69
Balance	6677.70

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NIPD Board of Directors



Managing Director: Mr. Daniel Wurm

After completed his training as a Painter and Decorator in Sydney in 1996, Daniel has worked as a painting consultant and trainer on major projects in Tokyo, Samoa, Bangkok, Colombo, and Papua New Guinea and studied English Teaching with Cambridge University. He is a qualified trainer and assessor for Australian Construction Training Services (QLD), Impact Training Institute (Sydney), and the Trade Institute of Victoria. In addition he lectures on sustainable design for Southbank Institute of Technology (Brisbane), and is a member of the Construction and Property Services Industry Skills Council Painting and Decorating RTO Co-operative, the technical committee for the Good Environmental Choice Architectural and Protective Coatings Standard and was voted as one of the Top 50 Your Home Sustainability Leaders in 2012



Secretary: Mr. Jim Laing

Jim is one of Australia's most respected painting trainers and assessors. With over 40 years experience in the industry he worked as a Apprentice Group Trainer on the Sunshine Coast and conducts assessments and training for Australian Construction Training Services in Queensland and New South Wales, for major mining companies, and in 2011 was nominated for Construction Skills Queensland's Trainer of the Year Award.



Marketing Manager: Mr Warren Jack

Warren has worked in advertising for several large corporations, and has launched several major brands. He is a qualified trainer for several Training Organisations, including the Australian Trades College, and Green Skills Australia. He is the CEO of the Institute of Training, and conducts training and assessment for major ASX listed companies in the building and construction industry, including Mirvac, Lendlease and Metricon. He has conducted lectures in Sustainable Coatings Specification for Inhouse Group 3, and is a qualified Workplace Health and Safety Officer

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GreenPainters Program: Marcin Antosz

Marcin is a fully qualified painter and decorator, and trainer/assessor, with a background in graphic design. He uses his artistic flair in his work, and in 2009 he founded Natural Colour in Brisbane. He is an expert in sustainable paints and coatings, and is researching sustainable methods of waste water handling. In 2012 he worked on the Mobile PaintWash System for GreenPainters, and taught decorative finishes for the Institute of Training in Sydney. He is the accreditation officer for the GreenPainters Program and has worked on award-winning heritage restoration projects



Women in White: June Trenwyth-Morgan

June started out as a professional spray-painter in the automotive industry, but soon realised her talents lay in advanced decorative finishes. She has worked as a decorative finishes specialist for Warner Brothers, on movie and television dramas and advertising, and on Heritage listed buildings. She has over 20 years experience running her own painting business, and shares her talents with through the Women in White initiative, the GreenPainters program Decorative Finishes short courses, and is a member of SALT (Supporting and Linking Tradeswomen).



Painters Safety Services: Viki Morgan

Viki has worked as decorative finishes specialist for many years, and is a qualified trainer/assessor. She has conducted training in remote and rural Australia, including training indigenous workers. Viki is also a qualified Workplace Health and Safety Officer, and provides advice and research on the latest WHS requirements and regulations. She is a member of SALT (Supporting and Linking Tradeswomen) and facilitates the GreenPainters Program

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Protective Coatings and Coatings Inspections: Neil McFadzen

Neil holds a Masters Degree in Arts from the University of Sydney, and has over 30 years experience in the painting industry. He is a qualified trainer and assessor, painter and decorator, and a Certified Coatings Inspector. He holds Certificate III Industrial Painting and Abrasive Blasting, is a Heritage painting specialist, and is qualified in Industrial and Commercial Lead Paint Management. He is a member of the Australasian Corrosion Association, the Institute of Waterproofing and Master Painters Association of NSW



Protective Coatings and Coatings Inspection: Matthew Burkett

Matthew has over 30 years experience in the painting industry covering residential, commercial and industrial coatings. Matthew has achieved recognition on both a local and international level. In 1988 he represented Australia in Painting at the International World Skills Competition. He is a qualified NACE Certified Coating Inspector Level 3, a Registered Painter, Heritage Researcher and Coating Specifier. He established PAINTINSPEC, a coatings inspection and consultancy based in Perth, where he contracts to major top tier contractors for mining and oil and gas companies. In addition his consultancy is engaged by government agencies, commercial & residential facility developers, builders and owners.



E-Learning and Education Officer: Michael Farrugia

Michael has over 15 years experience as a painting and decorating trainer and assessor. He taught at Southern Queensland Institute of Technology, where he was one of the first trainers in Australia to introduce e-learning and audio-visual teaching methods. He was contracted by the Australian Government AusAid Program to set up the painting and decorating faculty at the Australian and Pacific Technical College, based in Fiji, where he taught students from developing countries from across the Pacific. In 2012 he established EduBytes, an international not-for-profit organisation to promote e-learning and the adoption of digital technology into the VET sector. Michael is a member of the CPSISC E-learning and Painting and Decorating Co-operatives and several of his students have participated in the WorldSkills Competition

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