

JUNE & JULY 2023

UNDERFOOT

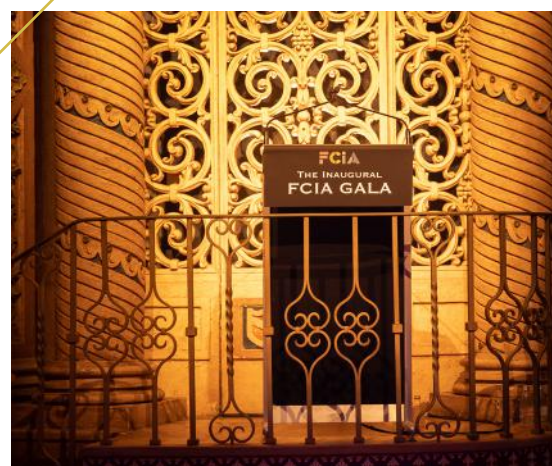
THE FCIA HOSTS IT'S FIRST GALA

FLOORING PROTECT
PARTNERS WITH FCIA
TO SAVE YOU MONEY

UPDATES TO
AUSTRALIAN
MIGRATION SYSTEM

NEW MOISTURE
TESTING TECHNOLOGY

JUNE - JULY 2023 UNDERFOOT



04_

Message from the CEO



05_

FCIA TRAINING ACADEMY APPRENTICES NOMINATED FOR NSW TRAINING AWARDS

06_

PLAZA BALLROOM HOSTS THE INAUGURAL FCIA GALA

12_ 4 ESSENTIAL TIPS TO LOWERING YOUR FLOORING INSURANCE PREMIUMS

13_ FLOORING RETAILER SAVES \$3,000+ ON INSURANCE PREMIUMS

14_ RESILOOP TO HEAD SUSTAINABLE FLOORING RECYCLING PROGRAM



20_
TURVEY PARK GIRL
GUIDE HALL & SAHSSI



16_
SKILLED VISA
PROGRAM FOR
FLOORING
INSTALLERS



18_
FCIA
CHARITY
WORKSHOPS

22_
FAST, ACCURATE
CONCRETE MOISTURE
TESTING USING THE
RAPID RH L6 SYSTEM



24_
REVIEW OF
AUSTRALIAN
MIGRATION SYSTEM

UNDERFOOT

BROUGHT TO YOU BY THE



FLOOR COVERING
INSTITUTE
of AUSTRALIA

MESSAGE FROM THE CEO

Welcome to the first issue of Underfoot – FCIA’s bi-monthly publication.

This publication has been designed to allow members to promote or include relevant stories that they would like shared with the industry. Whilst the issue goes out to the industry – only members are able to contribute to each issue.

Each issue will include standard articles relating to FCIA, FCIA Training Academy apprentices, training and workshops, insurance news, skills and migration along with relevant articles and promotions from our members.

Our first issue will look at FCIA’s Inaugural Gala Ball, the apprentice charity workshops conducted this year, FCIA’s partnership with Flooring Protect and information on the skills and migration rules.

If you would like to become an FCIA member or have any feedback, please contact me at fwischnewski@fcia.org.au.

Hope you enjoy this issue



A handwritten signature in black ink, appearing to read 'Fiona Wischnewski'.

Fiona

Wischnewski

CEO

FCIA Group

FCIA TRAINING ACADEMY APPRENTICES NOMINATED FOR NSW TRAINING AWARDS

written by: Fiona Wischnewski , FCIA Group

This June we had the pleasure of supporting our very own FCIA Training Academy apprentices who were nominated for the NSW Training Awards for 2023.

The NSW Training Awards are an annual celebration to recognise outstanding achievements in Vocational Education and Training (VET) sector. These awards provide the opportunity to celebrate the exemplary achievements of apprentices and employers.

FCIA Training Academy nominated four (4) apprentices across various regions within NSW and one (1) employer.

Each of the chosen apprentices have been standout performers in the FCIA Training program. The nominated employer has for many years consistently supported the employment of apprentices within the flooring industry.

We are proud to say that three (3) out of the four (4) apprentices nominated made it to the second round and two (2) out of those were chosen as finalists.

This is an outstanding achievement as they were competing against many other eligible nominees across various trades within NSW.

Our two (2) finalists were: Malcolm Honeysett – Choices Flooring by Bel Air in the Central West region and Benjamin D’Arcy – Major Floors Pty Ltd in the Sydney Region.

FCIA was present to support our finalists on the 8 June 2023 and again on 16 June 2023.

Both Malcolm and Benjamin were runners up on the nights.

They should both be extremely proud of themselves for this achievement and we wish them all the best for their flooring careers.

The flooring industry has some extremely talented apprentices coming through and we look forward to nominating them in future years.



The team supporting Malcolm at the NSW Training awards. From left to right Suchitra Ahlawat (FCIA Training Academy), Kerry Madden (employee of Choices Flooring Bel Air), Malcolm's mother, Malcolm Honeysett, Malcolm's father, Dylan Baker (another apprentice at Choices), Mitch's wife and Mitch (owner of Choices Flooring Bel Air)



Malcolm Honeysett at the NSW Training awards for the Central West Region



Benjamin Darcy and Ryan Van Dan Heuvel (FCIA Trainer) at the NSW Training Awards for the Sydney Region.

PLAZA BALLROOM HOSTS THE INAUGURAL FCIA GALA

written by. Fiona Wischnewski , FCIA Group

On the warm summer evening of 4 March 2023, FCIA had the pleasure of hosting the first nationwide flooring industry Gala. The Inaugural FCIA Gala took place at the historic Plaza Ballroom in Melbourne. More than 300 industry leaders from across the nation come together as one community to celebrate the achievements of the industry.

Hosting an industry-wide Gala with senior representatives from manufacturing, commercial, retail and individual contractors, we were committed to creating an memorable experience that would truly honour the achievements of the FCIA as a whole whilst promoting the goals of the industry.

When I arrived, I was impressed by the almost regal atmosphere of the stunning Plaza Ballroom. I then had the pleasure of personally greeting our guests who were dressed for the occasion and were full of cheer and anticipation. The night focused on entertainment, networking and recognising the high achievers in our industry. I am proud to say we achieved this beyond expectations. .

The Gala also created an opportunity for stakeholders from key flooring associations to come together and embrace the challenges and opportunities faced by the industry. Since FCIA's establishment in 2017, we have been expanding our membership and driving new strategies to benefit the whole industry. In 2022, we celebrated one of our key achievements - the establishment of the first industry based Registered Training Organisation, FCIA Training Academy, which has over 150 enrolled apprentices in the Certificate

III in Flooring Technology across several states and Territories.

The Gala allowed everyone to network and understand the sustainability issues and risks facing the flooring industry across all sectors: manufacturers, suppliers, retailers and commercial contractors. These include a severe shortage of skilled installers, an aging workforce, a shortage of apprentices entering the industry, environmental concerns, and labour relations issues.

By bringing the industry together, we had the opportunity to inform business leaders of the important role the FCIA is playing in raising the profile of the industry on their behalf.

Over just six years, the FCIA grown to over 450 members, has created a best practice manual, and contributed to the enrolment of about 300 apprentices nationwide. In 2021, the FCIA Training Academy was recognised as an industry specific RTO, offering apprenticeships funded in NSW, TAS, ACT.

The FCIA Gala celebration at the historic Plaza Ballroom in Melbourne





The FCIA podium for the evening



The chairman of the FCIA Executive team Brett Sturges of MJS flooring shares his opening address

During the evening, the FCIA recognised some of the greatest talent we've had the pleasure of working with. Awards were given to the best-in-year apprentices for each year of the Certificate III in Flooring Technology qualification. Four individuals (one each year) were acknowledged for outstanding commitment to training, skills application, and outstanding practical performance in their companies.

The FCIA Apprentice of the Year award winners were:

- First Year Apprentice: Kyle Sankey, Floorworld Nowra.
- Second Year Apprentice: Lachlan Giuliani, Cooma Furnishings Flooring Xtra.
- Third Year Apprentice: Joshua Coade, Terry Bro's Carpet Court.
- Fourth Year Apprentice: Kaleb Black, Choices Nowra.

"DEFINITELY NEED THIS ANNUALLY!"

Anonymous Guest



Richard Beaumont from Floorworld accepts award on behalf of Kyle Sanky with Adam Enno, Flooring Xtra and Fiona Wischniewski from FCIA Group



Lochlan Guilliani from Cooma Flooring Xtra with Adam Enno, Flooring Xtra and Andy Deaville from FCIA Training



Josh Coade from Terry Bros Carpet Court Young with Adam Enno, Flooring Xtra and Andy Deaville from FCIA Training



Kaleb Black from Choices Flooring Nowra with Adam Enno, Flooring Xtra and Andy Deaville from FCIA Training



Shaun Haskard from Terry Bros Carpet Court Young with Sandie Velkovska and Michelle Cammiade from Flooring Magazine and Andy Deaville from FCIA Training

The FCIA Apprentice Achievement Award, sponsored by Flooring Magazine was issued to Shaun Haskard from Terry Bros Carpet Court who graduated from the FCIA Training Academy in 2022. Shaun is now a fully qualified flooring installer and continues to make a strong impact in the industry.

The FCIA Trainer Of the Year Award was awarded to Robert Cole, honouring his efforts as an outstanding trainer and assessor for the FCIA Training Academy. Robert was recognised for his unwavering commitment, knowledge, expertise, and years of dedicated support for his apprentices and the industry as a whole.

The FCIA Employer of The Year was awarded to Terry Bro's Carpet Court for their tireless effort and support of the flooring industry by giving apprentices the opportunity to enter the industry and their commitment to continually training them.

The final award for the evening was the Flooring Industry Contribution Award (FICA) which encompassed the concept of the Flooring Association of Victoria's (FAV) Statesman of The Year award. This award celebrates outstanding individual contribution to the industry and was presented to Chris Lowe from Lomac Commercial Flooring, who joined the flooring industry when he was just 17. This prestigious award recognised Chris' commitment and passion to training and best practice over his lifetime within our industry. Chris demonstrates how members of our industry can dedicate their entire working lives to flooring and set the benchmark for sustaining the skills base for the future of the industry and we wanted to honour him for it. In Chris's acceptance speech he thanked the FCIA for its efforts for the industry.

The celebration enabled us to share our vision for the future of the flooring industry, and announce new initiatives such as the "Flooring Protect" insurance program aimed at protecting members and associates. We highlighted other FCIA products and services such as skills recognition, skilled migration (Visa) programs, technical bulletins, informing Australian Standards in sustainability and

"KEEP UP THE STANDARD AS PRESENTED ON THIS OCCASION; IT WAS WONDERFUL".

Anonymous Guest



The team from Terry Bros Carpet Court receiving the employer of the year award. Left to right Cooper Morrison, Shaun Haskard, Josh Coade, Ryan Terry, Kurt Terry and Andy Deaville

“IT WAS A PLEASURE TO SEE A CELEBRATION OF AND FORWARD PLANNING FOR THE INDUSTRY”

Anonymous Guest

best practice, and lobbying State and Commonwealth Governments regarding the interests of the Flooring industry.

It was a great evening with everyone in attendance uniting for the good of the industry. Our post-gala poll gave the event an excellent 4.9 rating for the night, We received great feedback, which you can find around this article.

FCIA also received positive feedback on social media, supporting our cause as a dedicated trade association and offering to work with the FCIA to achieve the future goals of the flooring industry.

The night was a huge success, and we have already booked the Plaza ballroom to host next year’s Gala on 2 March, 2024. Save the date now, because we expect even more representatives to participate in celebrating the best of the flooring industry.



The winner of the FICA award Chris Lowe from Lomac Commercial Flooring photographed with FCIA CEO Fiona Wischnewski



Guests bust a move on the dancefloor at the FCIA Gala

THE FCIA GALA RETURNS IN 2024

2 MARCH 2024 PLAZA BALLROOM VIC

email info@fcia.org.au
for registration details



SELF-LEVELLING SMOOTHING PRODUCTS FOR INTERNAL FLOORS



Mapei fibre reinforced levelling compound for internal floors, can be applied for new or existing concrete, screed, stone, terrazzo and ceramic tiles.

Everything's **OK**, with **MAPEI**



Learn more on:
www.mapei.com.au



SUBSTRATE PREPARATION

TIPS FOR THE PREPARATION OF EXISTING CERAMIC AND STONE SUBSTRATES

During renovation projects, demolition and rubbish removal leads to large expenses. A common situation can be when an occupant wants to renew ceramic tile or stone floors that are dated and old fashioned but the removal is a time-consuming, messy and a strenuous task, which may also require some machinery to ensure fast completion.

The simple solution is a well bonded ceramic tile or a stone system, which can save time and money. If the existing tiles or stones are sound, stable and well bonded with no drummy areas, a self-levelling compound such as the Mapei Ultraplan Renovation would be a great option for application.

In this article Jim Creswell, Resilient product manager at Mapei Australia shares tips on how to tackle substrate penetration successfully.

Apply a minimum 3mm of levelling compound over the substrate

A common error, is applying thin skim coats over the surface, which can be labour intensive and does not create a porous enough surface for acrylic adhesives to function. This can lead to wasting time, and money and possible system failure. To execute correctly, applying a minimum 3 mm of levelling compound over a primed surface is recommended. It is also important to consider if the tiles or stone are over a bearer and joist system, in which case a special product such as Mapei Ultraplan Renovation can be applied.

Use a fast drying product to save time

Once the tiles or stone have been prepared and cleaned, and the surface finish has been selected with the preferred levelling compound, the surface needs to first be primed. The use of fast drying, single component, ready-to-use primer can save hours of work when compared to the use of a traditional acrylic primer, prior to applying a levelling compound.

Prepare your surface - degrease at a minimum

Diamond grinding ceramic tiles can affect the integrity of the tile as removing the glaze can allow moisture to move through them which can cause them to curl. Where the tiles cannot be ground, degrease them by scrubbing with sugar soap. Finally rinse clean and allow to dry. In circumstances where mechanical preparation is required, this should be limited to a Polyvac with cleaning pads or sandpaper.

Dimond grinding for stone

Natural stone tiles are homogenous, although in a lot of cases they are treated with sealers or waxes for maintenance purposes. Stone can be diamond ground to improve the mechanical key and remove the sealers/waxes that can inhibit bond.

Don't go over slate

A commonly asked question is going over slate, the short answer is no. To further explain slate is a naturally formed material, it is a layered material that can separate under sheer force. They are also sealed on a regular basis and the irregular surface makes it impossible to remove for a clean surface to bond to.



Learn more on:
www.mapei.com.au



Jim has been working with Mapei for 10 years as the resilient product manager. For Jim, quality comes first and he stands firm in always putting forward the best solution. As he says "Mapei don't sell products, but provide solutions!"

4 ESSENTIAL TIPS TO LOWERING YOUR FLOORING INSURANCE PREMIUMS

written by. Nathan Ray, Flooring Protect

Insurance is essential for protecting your flooring business, but rising insurance prices can put a strain on your finances. Flooring Protect, on the other hand, can assist with insurance cost-cutting measures that do not compromise coverage. Working with Flooring Protect insurance agents, you may use the following four strategies to lower your insurance premiums:

Tailored Coverage Assessment:

Flooring Protect understands the unique risks connected with the flooring sector and provides tailored coverage assessments. They can discover particular areas where you may be over-insured or under-insured by conducting a full assessment of your organisation. You may avoid purchasing for coverage you don't need and optimise your rates by eliminating unneeded coverages and ensuring you have adequate protection.

Comparison Shopping:

One of the most major benefits of working with Flooring Protect is their access to a variety of insurance carriers. They can request estimates from several insurers on your behalf and compare coverage options and costs. This enables you to select the most cost-effective insurance packages that fit your individual requirements. Flooring Protect can help you get the best pricing by utilising their network.

Risk Mitigation Strategies:

When setting premiums, insurance companies examine the level of risk connected with your business. Flooring Protect can help you implement risk management measures in order to reduce potential hazards. This could include putting in place safety protocols, training programmes, or adhering to industry standards. You may be able to qualify for cheaper insurance premiums

if you demonstrate your dedication to risk reduction.

Claims Management Expertise:

Efficient claims management is critical for lowering your insurance premiums. Flooring Protect has considerable experience in claims management. They can assist you in effectively recording claims and providing direction to speed the process. You can demonstrate a beneficial claims history and lower premiums by properly managing claims and minimising their frequency. Finally, working with Flooring Protect insurance agents will help you save money on insurance costs. Flooring Protect acts as your champion, negotiating the finest coverage at the most competitive rates on your behalf. Don't overlook the benefit Flooring Protect can bring to your flooring business—contact them immediately to take advantage of their knowledge and experience to maximise your insurance savings.



FLOORING RETAILER SAVES \$3,000+ ON INSURANCE PREMIUMS

written by. Nathan Ray, Flooring Protect

A well-established flooring retail business in New South Wales sought help from Flooring Protect insurance brokers to assist with reviewing the current coverage and providing an optimised policy with reduced premiums. Through a comprehensive analysis of their operations and existing policies, we identified areas for improvement.

We streamlined their coverage by correctly insuring the Stock and Contents and tailoring the loss of profits policy terms to their specific needs. Leveraging our network of insurers and the specialist FCIA Member pricing, we were able to negotiate favourable terms with alternative insurers. We also recommended risk management measures to present the client as a lower-risk prospect to insurers.

As a result, the flooring retail business achieved impressive premium savings of over \$3,000, reducing their premiums by 21%. This allowed them to allocate resources to other business priorities, such as expansion and marketing. They now have streamlined coverage that addresses their risks and provides peace of mind.

Flooring Protect's insurance broking expertise in the flooring industry, combined with comprehensive analysis, market comparison, and risk management recommendations, helped the flooring retailer achieve significant premium savings while maintaining robust coverage.

Peace of Mind and accurate insurance pricing



RESILOOP TO HEAD SUSTAINABLE FLOORING RECYCLING PROGRAM

written by: Sophi MacMillan, ResiLoop

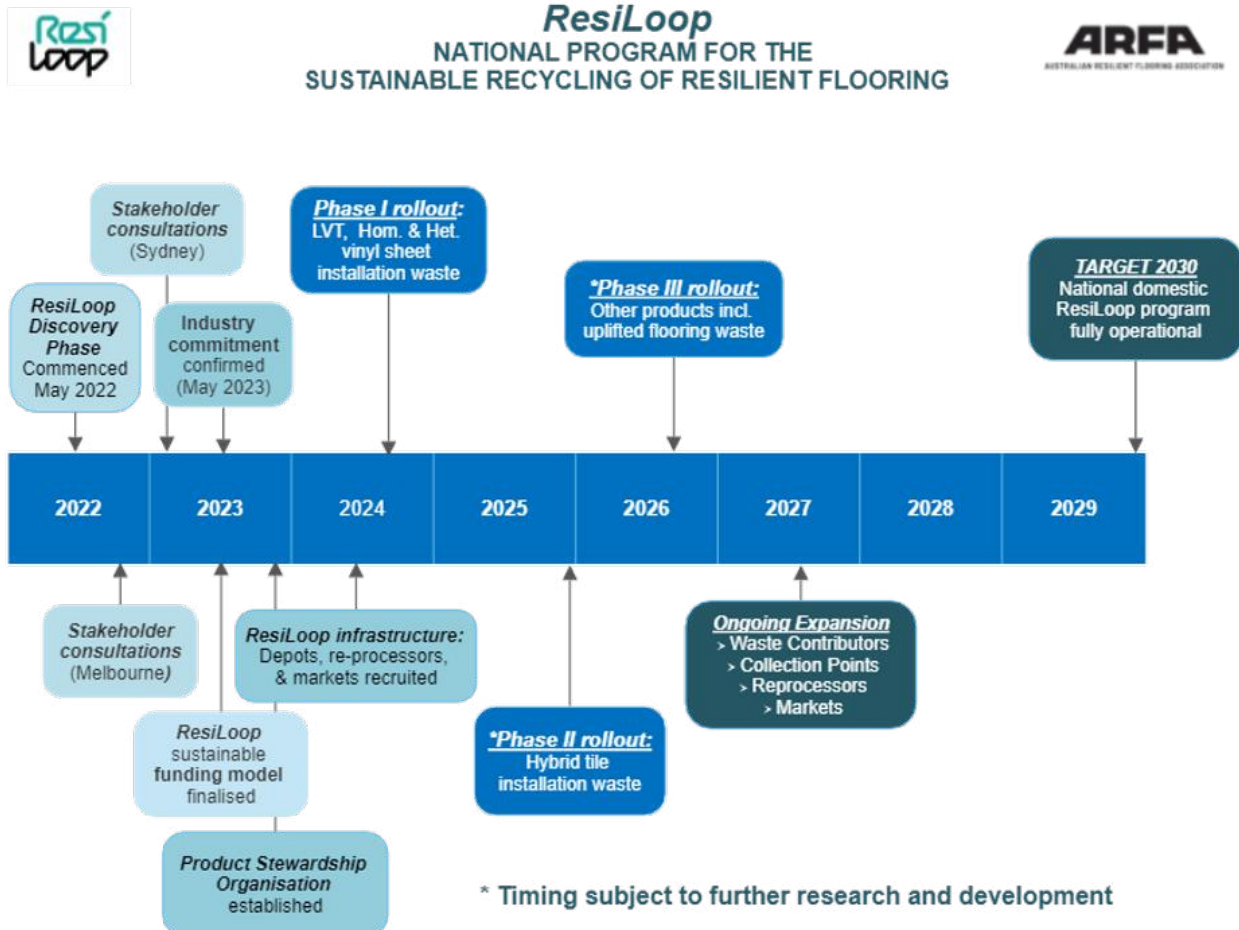
In May 2022 the Australian Resilient Flooring Association was granted 12 months funding to investigate the feasibility of establishing a domestic recycling program for resilient flooring. Sophi MacMillan was appointed ResiLoop Project Director and immediately began engaging with the industry, leading to the establishment of a Stakeholder Reference Group to work through the challenges and progress consultations on the model.

ResiLoop conducted waste recovery trials with 14 retail and commercial contractor installation sites which are helping to inform the design of the scheme and logistics requirements. In May 2023 the model will be released and there will be

a call to action for the flooring industry to commit to this exciting initiative.

The above timeline outlines ResiLoop's proposed implementation schedule and the FCIA will work closely with Sophi and ARFA to encourage our members to contribute waste product, register as collection points and support the ResiLoop program to prevent thousands of tonnes of resilient flooring waste going to landfill.

Please play your part in securing the sustainability of our industry by contributing to ResiLoop. For more information, visit www.arfa.org.au/resiloop or contact Sophi MacMillan on 0418 380 309 or email sophi.macmillan@arfa.org.au



Flooring Trainers Wanted

Imagine your face here



FLOOR COVERING
INSTITUTE
of AUSTRALIA



[Click Here
To Apply And
Get Started](#)

Why you should be a trainer

Extended career in flooring

Give back to the industry

Pass on your skills and knowledge

Help lift the standards
of the flooring industry

What you need to be a trainer

Minimum of 10 - 15 years
experience in all areas of flooring

Having a flooring qualification
seen as favorable

Willing to get a Certificate IV
in Training and Assessment
(if you don't already have one)



SKILLED VISA PROGRAM FOR FLOORING INSTALLERS

written by: Garry Thomas, FCIA Group

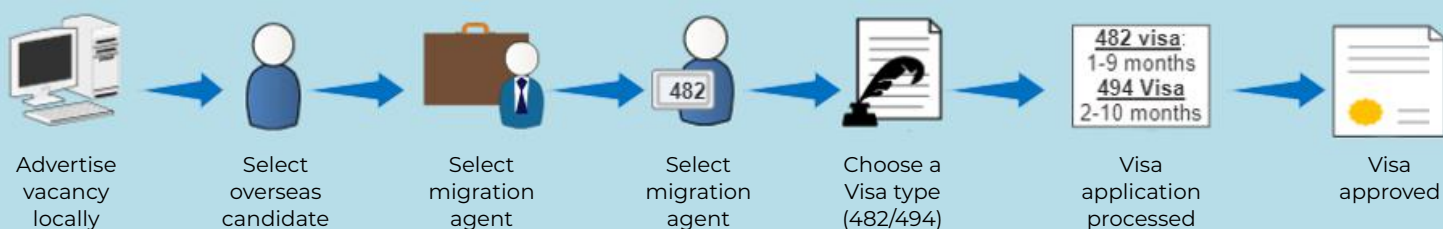
In a recent FCIA industry survey, more than 65% of respondents were concerned about the critical skills shortage in flooring installers and would consider sponsoring overseas installers on a Skilled Visa.

In response, we are working closely with domestic and international migration agents, FCIA members and the Department of Home Affairs (DoHA) to develop an industry-wide program to attract overseas installers to our industry.

This program will run alongside FCIA's domestic recruitment and training strategies to attract apprentices and new talent to our industry.

In conjunction with DoHA and Cargill Migration, FCIA conducted two introductory webinars in 2022 outlining the eligibility criteria and application process to bring skilled installers to Australia to meet short-term demand and increase our industry's capacity to recruit and train apprentices.

STEPS TO APPLY FOR SKILLED MIGRATION VISA



Visa Categories and eligibility to sponsor overseas floor finishers

The cost of sponsoring a skilled visa applicant is around \$12,000 to \$15,000. The table below outlines the key criteria for sponsoring skilled visa applicants under the 482 and 494 subclasses.

Criteria	Temporary Skills Shortage (TSS) (subclass 482) Visa	Skilled Employer Sponsored Regional (Provisional) (subclass 494) visa
Regional Definition	N/A	All of Australia except Sydney, Melbourne and Brisbane
Visa Application Charge (VAC)	MT Stream: \$2,690 (primary & secondary, 18 years+) \$675 (secondary, <18 years) Sponsorship: \$420; Nomination: \$330	\$4,115 (primary) \$2,060 (secondary, 18 years+) \$1,030 (secondary, <18) \$4,890 (secondary, 18 years+ and has less than Functional English)
Skilling Australians Fund (SAF) Levy	Small Business: \$1,200 per year (4 years = \$4,800) Large Business: \$1,800 per year (4 years = \$7,200)	Small business: \$3,000 flat fee Large business: \$5,000 flat fee
Labour Market Testing (LMT)	Strict LMT requirements apply	Strict LMT requirements apply
English Language (IELTS or equivalent)	Vocational IELTS 5 MT stream: at least 5 in each component score	Competent: IELTS 6
Work Experience	2 years relevant work experience (Formal trade certificate not required)	3 years relevant work experience (Formal trade certificate not required)
Skills criteria	Limited requirement for skills assessment	Mandatory skills assessment, some exemptions apply
Occupation List	MT stream: 283 occupations For regional businesses – may access 650 occupations	At least 650 occupations
Age	N/A	Less than 45 years
Visa stay period	MT stream: 4 years Eligibility for Permanent Residence after 3 years for the MT stream only	5 years Must complete 3 years living and working in regional Australia on the provisional visa to become eligible for Permanent Residence
Salary	Must earn at least \$53,900 (under review)	Must earn at least \$53,900 per annum for a minimum of 3 out of 5 years to become eligible for Permanent Residence (under review)

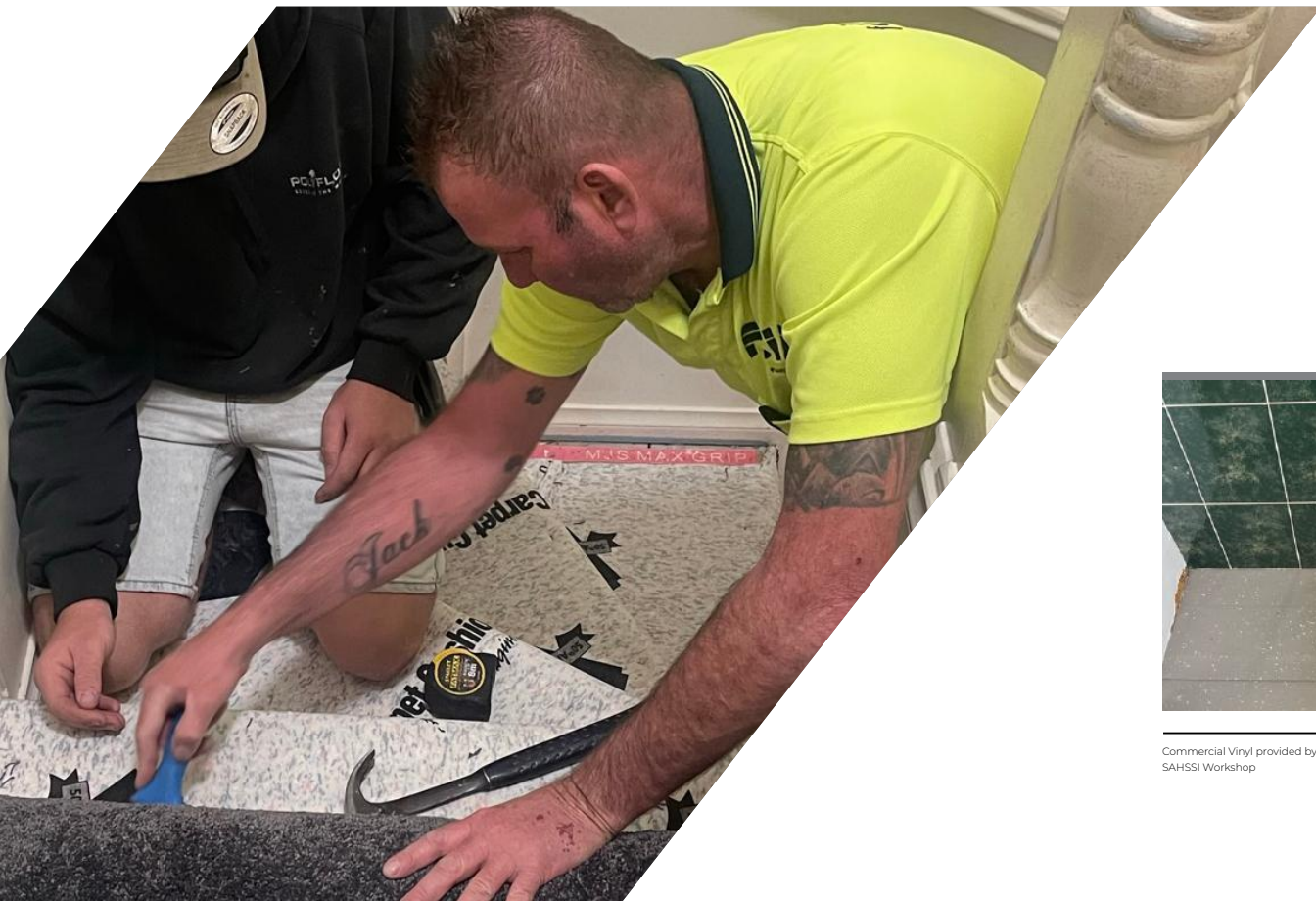
Upon release of the Commonwealth Government's review of the Skilled Migration program (due in April 2023), FCIA will conduct further webinars outlining any changes. Current visa applications will not be affected by the review.

For further information, a copy of the 2022 presentation can be downloaded from [here](#). To find out how the FCIA can assist you with the Skilled Visa program for floor finishers, contact FCIA on 0420 921 396 or email info@fcia.org.au.

FCIA CHARITY WORKSHOPS WAGGA WAGGA TO WOLLONGONG

written by: Fiona Wischnewski , FCIA Group

Andy Deaville (FCIA Training) teaching Jack the correct process of laying stairs. Underlay and trims provided by MJS Floorcoverings



Commercial Vinyl provided by Forbo at the SAHSSI Workshop



Heat grinding the subfloor at SAHSSI workshop

For the past number of years, the FCIA have been conducting Apprentice Charity Workshops to assist charities who are in need of new floors but also assist apprentices in getting the practise, skills and guidance needed to complete their apprenticeship qualification.

Over the past years, FCIA (along with it's partner RTO's) has conducted 14 workshops around Australia. These workshops have included:

- Ronald McDonald House – Melbourne, NSW, Tasmania
- Parkville Childrens Home – WA
- Koorngal Scout Hall – Wagga Wagga
- Turvey Park Girl Guide Hall – Wagga Wagga
- A Women's Shelter – NSW

These charity workshops are not only a helpful tool for out charities but an essential tool for our apprentices in assisting them in the completion of their assessment tasks. It also allows them to interact and meet other apprentices in their field.

These workshops are only possible due to the support given by our member suppliers and manufacturers who donate their time and product to assist our apprentices learn the correct installation processes. During these workshops, trainers/assessors are able to observe their students doing the practical components of their apprenticeship program.

The apprentices under the watchful eye of their supervisor and trainer/assessors, do an amazing job in completing the work and learn essential skills and knowledge to take back to the workplace along the way.

This year FCIA has conducted two Apprentice Charity Workshops, a Girl Guide hall in Wagga and SAHSSI.



Andy Deaville (FCIA Training) and Josh Coade from Terry Bros Carpet Court Young at RMH Randwick



Jim and Will from Mapei teach the eager apprentices the correct process



Bryce and Heath
laying planks
provided by Karndean

TURVEY PARK GIRL GUIDE HALL & SAHSSI

The FCIA held its second Apprentice Charity workshop in Wagga Wagga from 6 – 10 February 2023.

During this workshop, 8 apprentices came together to replace the floors in the kitchen and 3 break out rooms. The work included removal of old coverings, grinding, flood coating, ramping, laying of carpet, vinyl planks and commercial vinyl.

We were also fortunate enough to have 2 local Wagga schools visit the workshop with 6 students who are interested in a trade.

The apprentices did an amazing job installing the floors and showcasing the skills and knowledge that they have gained during their apprenticeship.

We are extremely grateful to our members who very kindly donated their product and time to this workshop:

- MJS Floorcoverings
- Signature Floors
- Polyflor
- Mapei

The second 2023 Apprentice Charity Workshop was held at SAHSSI from the 22 to 26 May 2023. This workshop saw 7 apprentices come together to replace the floors in the whole house which included lounge, kitchen/dining, laundry, toilet, bedrooms, bathroom and landing.

During the week, the apprentices had to remove old floor coverings, grind the floor,

flood coat, level and patch the floors, lay vinyl planks, carpet underlay, carpet, carpet on stairs and commercial vinyl.

The apprentices were all first, second- and third-year students who did an amazing job installing the floors and showcasing the skills and knowledge that they have gained during their apprenticeship.

FCIA is extremely grateful to our members who very kindly donated their product and time to this workshop:

- Ardex
- Karndean
- Forbo
- Nexus
- MJS Floorcoverings
- Signature Flooring

None of these workshops would be possible without the support of our members, suppliers and manufacturers, employers and apprentices. Thank you for all your assistance and support!

The next Apprentice Workshop will be in Fitzroy Victoria from 30 July to 11 August 2023. This workshop is being supported by our partner RTO TFIA – if you have an apprentice with TFIA and would like them to attend the workshop please contact FCIA.

If any manufacturer or supplier would like to be part of these workshops please contact Fiona Wischnewski, FCIA at fwischnewski@fcia.org.au.



Finished Karndean planks and Signature carpet at the SAHSSI workshop



Greg from Ardex and the apprentices at the SAHSSI workshop

FLOOR PREPARATION



DIAMOND GRINDING DISCS

ARROW ROW



Aggressive removal of adhesives, resins and glues

DUAL ROW



General Purpose – Heavy Applications

SINGLE ROW



General Purpose – Light Applications

TURBO ROW



Finishing, Shaping and Smoothing



DUST EXTRACTION



Grinding dust extraction to prevent the spread of dust when grinding

CONCRETE GRINDER

Handheld Grinder with Dust Extraction Cover



FAST, ACCURATE CONCRETE MOISTURE TESTING USING THE RAPID RH L6 SYSTEM

written by Jason Spangler, Wagner Meters



The Rapid RH L6 system is fast, easy to use, and offers advanced features you won't find anywhere else.

You want your floor installation to last for the long haul.

But with a concrete subfloor, you could risk a catastrophic flooring failure unless you conduct a reliable test of the slab's moisture condition.

That's because almost any type of flooring is susceptible to moisture damage. In the case of resilient flooring, some common problems include adhesive failure, mold, and mildew. For wood-based flooring, you could face other expensive issues such as warping, buckling, cupping, and crowning.

Keep in mind that one of concrete's main ingredients is water. Even after concrete hardens, a substantial amount of "hidden" moisture remains below the surface of the slab. You must allow sufficient time for the concrete to dry to an acceptable level before installing the finished floor.

So, how will you know the slab is dry enough?
AS 1884 Recommends In-Situ RH Testing of Concrete Moisture

The only way you can be sure concrete is dry enough is to perform a concrete moisture test. AS 1884, the Australian standard describing proper installation practices for resilient sheet and tiles, warns that "surface testing of the subfloor may not determine" whether the subfloor is sufficiently dry. With surface tests, you risk getting misleading results.

AS 1884 emphasizes that "whenever possible, the relative humidity [RH] in-situ probe test, in accordance with ASTM F2170, shall be carried out on the subfloor."

Scientific studies dating back to the 1990s at Lund University in Sweden demonstrated that the in-situ RH test gives an accurate, reliable picture of the overall moisture condition of the slab. This scientific pedigree doesn't come with any other concrete moisture test method. Simplify Your Moisture Testing with the Rapid RH L6 System



The feature-rich DataMaster L6 app makes it easy to read, record, and report your RH readings for complete data integrity.

The most popular RH test kit available today is the Rapid RH® L6 system by Wagner Meters. And for good reason. The L6 system is fast, easy to use, and offers advanced features you won't find anywhere else.

The L6 probe or "Smart Sensor" includes a memory chip. Combine it with the Rapid RH L6 DataGrabber® with Bluetooth® and you'll get automated RH readings—even when you're away from the jobsite. This way you can quickly do a trend analysis of your moisture data and anticipate the right time to schedule your floor installation.

Also available with the L6 system is the free DataMaster™ L6 app for both iOS and Android. With this feature-rich app, you can use your smartphone to record and report your RH readings for complete data integrity.

And thanks to a partnership between Rapid RH L6 and Floorcloud™, it's now possible to view real-time jobsite conditions from anywhere in the world. With True Remote Monitoring™, your RH test results are always at your fingertips, no matter where your busy schedule might take you.

The Rapid RH L6 system makes it easier than ever to test for concrete moisture. You'll enjoy accurate test results while freeing up your time for other important tasks. For more information about concrete moisture testing, visit WagnerMeters.com.

WAGNER RAPIDRH L6 RELATIVE HUMIDITY METER KIT



No other test on the market is faster than the Rapid RH L6

The Rapid RH product line is the fastest, most cost effective and simplest way to meet ASTM F2170, the standard for in situ relative humidity (RH) testing of concrete floor slabs.

Kit includes everything you need:

- 5 ea. L6 Smart Sensors Celsius version for Australia.
- 1 ea. Total Reader® with Touch-n-Sense™ Technology Celsius Version
- 2 ea. Smart Logger™ ambient temp. & humidity recorders
- 1 ea. Insertion Tool
- 10 ea. Extensions
- 5 ea. Protective Caps
- 5 ea. Stainless Steel Covers
- 1 ea. 3/4" SDS Masonry Drill Bit
- 1 ea. Wire Cleaning Brush
- 1 ea. Vacuum Attachment
- Certificate of Calibration
- Carrying Case & Instruction Manual



KEVMOR
TRADE SUPPLIES

SHOP AT KEVMOR.COM.AU



REVIEW OF AUSTRALIAN MIGRATION SYSTEM

written by: Garry Thomas, FCIA Group

Migration is a central element of Australia's national identity. The contribution of migrants has built the richly diverse, dynamic and multicultural Australia of today. Migration has also been critical to driving economic prosperity, helping Australia become one of the safest, most prosperous countries in the world. As we look ahead, our country faces challenges and uncertainty. Australia's population is ageing. Productivity growth is declining. Our geostrategic environment is difficult, and we suffer severe skills shortages.

FCIA has been working with the Department of Home Affairs and migration agents to assist members to attract and sponsor overseas installers through the Skilled Visa program. The process is complicated, time consuming and inefficient. In late April, the Australian government released a 195- page review of the Australian migration system together with a discussion paper outlining the Government's proposed migration strategy. Copies of these papers are available by contacting FCIA on info@FCIA.org.au.

The outcomes of the review and the government's key strategies are summarised below.

Current Situation

Australia's migration program is not fit for purpose. The objectives are unclear, and successive governments have used piecemeal reforms which have not addressed underlying issues. Australia now has a migration program that fails to attract the most highly skilled migrants and fails to enable business to efficiently access workers. In the

Flooring Industry skilled workers can only obtain temporary visas to work in regional areas for 3-5 years and must separately apply for permanent residency in order to stay in Australia. This process can take up to a year before the worker can start work.

Government Response

Alongside domestic recruitment and training strategies, Australia's migration system could be a powerful force to help us manage skills and labour challenges. Key policy strategies include:

Prioritising the people we need to enhance economic prosperity and security

- Abolishing skilled occupation lists and focusing on core skills in demand.
- Raising temporary migration income thresholds to attract highly skilled workers to Australia.
- Streamlining pathways to attract specialised workers to drive innovation in the economy.
- Improving pathways to permanent residency by reforming the "Points Test" and reshaping criteria for the "Global Talent and Business Innovation Programs".

Making it simple and efficient for employers and migrants

- Simplifying visa categories and red tape to improve access by employers and migrants.
- Making the system less complex and more efficient through IT, data and staff capabilities.



- Helping small business by switching to monthly fees and charges rather than up-front investment
- Establishing a formal role for Jobs and Skills Australia in defining Australia's skills needs.
- Formalising linkages between the migration and education and training systems to ensure labour shortages are dealt with in a comprehensive, planned manner.

Delivering outcomes for Australians and migrants post-arrival

- Aligning Commonwealth/State/Territory Government investment in infrastructure, service provision and housing including ensuring joint action across governments to address barriers to increasing housing supply
- States and Territories to have a greater role in identifying migration needs and priorities, especially in our regions.
- Increasing mobility to allow temporary migrants to move employers, and enforce their workplace rights, without jeopardising their ability to stay in Australia.

- Improving the job readiness and outcomes of migrants, including international students.
- Reforming the policy settings that drive exploitation to provide greater protections for all migrants, and therefore local workers.

Restore integrity, fairness and inclusion at the heart of each stage of the system

- Detect and prevent post-arrival exploitation of wages and conditions (e.g. use of Tax File Numbers by migrant workers).
- Strengthening the regulation of registered migration agents.
Clarify migrant prospects for permanent residence (i.e. staying here or returning home).
- Resolving some of the biggest caseloads of "permanently temporary" people such as New Zealand citizens and Temporary Protection (TPV) and Safe Haven Enterprise (SHEV) Visa holders.
- Improving and streamlining skills recognition, to help more migrants, including secondary applicants, enter the labour market in line with their qualifications.

Next Steps

Consultation:

During June and July 2023, the Commonwealth Government will consult with State and Territory governments and key stakeholders (unions, business groups, and civil society) on the outline of the Strategy and critical policy changes.

FCIA Focus Group:

FCIA members are invited to participate in an industry stakeholder group to workshop the current issues with Skilled Visas and develop industry strategies to overcome complexities and inefficiencies of the migration system for the flooring sector.

The Focus Group meeting will be conducted via video conference in early July. Nominations are to be forwarded to info@fcia.org.au. Agenda and proposed dates will be publicised via FCIA Member Bulletin and social media. For further information contact Garry Thomas, Company Secretary, FCIA Group on 0420 921 396.



Proud & Passionate Australian Formulated Flooring Adhesives

Nexus Adhesives

Proudly Manufactured in Melbourne for 16 years.

Utilising the latest raw materials, the technical staff at Nexus Adhesives have formulated a range of flooring adhesives with the End User in Mind.



Vinyl Plank Hard Set Adhesive

Nexus 870 is hard setting full cure Adhesive with Low VOC.

This high performance polymer blend based adhesive is designed, for the installation of commercial and domestic PVC planks and tiles. Also suitable for sheet vinyl floorcoverings.

Nexus 870 has been used to install in excess of 500,000 m² in 2020.

www.nexusadhesives.com.au



Support Australian Manufacturing Buy Locally Made!

42 Healey Road, Dandenong South, Vic. 3175 info@nexusadhesives.com.au 03 9706 4022

