



FCIA HOSTS ITS 2024 GALA

CELEBRATING 40+ YEARS OF FLOORING MAGAZINE
THE RISING COST OF INSURANCE,
AND WHAT TO DO?
QEP UNDER NEW OWNERSHIP
FCIA LAUNCHES FEMALES IN FLOORING

THE FCIA HOSTS ITS 2024 GALA

written by: Fiona Wischnewski , FCIA Group

The FCIA hosted its second Gala Ball on Saturday, 2 March 2024, building upon the success of the Inaugural Gala held in 2023. With a guest list of 448 attendees, the Ballroom was nearly at capacity and buzzing with excitement.

The Gala provided a platform for professionals from all sectors of the industry to network and engage in discussions regarding the significant challenges and risks facing the flooring sector. It was inspiring to watch representatives from a range of different flooring organisations come together to celebrate the greatness of the Australian Flooring Industry.

Opening the event, Chairman Brett Sturgess welcomed everyone and expressed gratitude to the flooring community for their contributions to the industry. He highlighted the importance of future planning for this industry which included training and the recruitment of new apprentices into the industry.

Following his remarks, Fiona Wischnewski, CEO of the FCIA Group, highlighted the organisation's achievements over the past year and future plans for this year. These included:

- RTO – now operating and funded in NSW, SA, TAS and ACT
- Attracting new people into the flooring trade by attending career days
- Specific welcome packs for apprentices
- Insurance program with Flooring Protect

- Creation of our Underfoot Newsletter
- Creation of a Females in Flooring group
- Short courses due to be released in June/July 2024
- Expo kit
- Self regulated license

During this year's Gala, we seized the opportunity to once again acknowledge and honor some of the industry's top talent.

Apprentice Of The Year – First Year:
Max Cheetham (Warilla Carpet Court)

Apprentice Of The Year – Second Year:
Caleb Jacoby (ISA Street Carpets)

Apprentice Of The Year – Third Year:
Bear Payne (ISA Street Carpets)

Apprentice Of The Year – Fourth Year:
Ben Townsend (Devonport Floorworld)

Apprentice Achievement Award:
Cooper Morrison (Terry Bros Carpet Court Young)

Supplier Of The Year: Mapei

Employer Of The Year: Mascot Carpet Court

Commercial Contactor Of The Year:
Lockwood Flooring

Flooring Industry Achievement Award:
Don Considine (ATTAR)



In order to allow our members to participate in the award segment of the evening, this year's awards were sponsored. Additionally, we introduced a new award for the FCIA Supplier of the Year and Commercial Contractor of the Year, celebrating their outstanding achievements.

It was another outstanding night where all present came together for the benefit of the industry. In a post-Gala survey, many attendees shared their positive experiences of the event and discussed their excitement for next year's event.

The team at FCIA are passionate about making sure that each year's event is a better experience for those who attend, and they are already hard at work on planning the 2025 Annual Gala. If you would like to understand more about what we do at the FCIA and how you can partner with us to create a better future for the flooring industry, then visit www.fcia.org.au or contact and let us know how we can work together.



MEET THE 2024 GALA AWARD WINNERS

Apprentice of the Year – First Year – Sponsored by Mapei

Winner: Max Cheetham – Warilla Carpet Court

Max is 8 months into his first year of his flooring apprenticeship. He is employed by Warilla Carpet Court. He mainly works with carpet. Max is extremely good with customers who give him great feedback. He is a people's person with great manners and presents well. Nothing is too difficult for Max, he gets in and does what needs to be done in a professional manner. He has a hunger to learn and the quality of his work is getting better day by day.

Left to Right: Alex Sturgess (MJS), Max Cheetham, Jim Creswell (Mapei)



Apprentice of the Year – Second Year – Sponsored by Floorworld

Winner: Caleb Jacoby – ISA Street Carpets

Caleb commenced his 2nd year of his flooring apprenticeship. He is employed by ISA Street Carpets. Caleb works with carpet, vinyl, floating floors and timber. His work is of a high standard, he listens and learns and always does what is asked of him. Caleb will be a good tradesman one day.

Left to Right: Caleb Jacoby and Jamie Keyzer (Floorworld)



Apprentice of the Year – Third Year – Sponsored by Kevmor

Winner: Bear Payne – ISA Street Carpets

Bear has been a flooring apprentice for 3 Years. He also works for ISA Street Carpets in Caberra. Bear works with carpet, vinyl and floating floors. He produces a good quality of work and has learned to deal with customers well.

Bear Payne (ISA Street Carpets)



Apprentice of the Year – Fourth Year – Sponsored by MJS Floorcovering

Winner: Ben Townsend – Devonport Floorworld

Ben has into his 4th year of his apprenticeship. He is employed by Floorworld Devonport. Ben generally works with carpet and vinyl. He is an excellent worker with great work ethics. He produces a high quality of work. He laid back demeanour allows him to deal well with customers, stay focused and doesn't get frustrated easily.

Left to Right: Luke Sturgess (MJS), Ben Townsend and Alex Sturgess (MJS)



**Apprentice Achievement Award
(Sponsored and presented by
Flooring Magazine)**

**Winner: Cooper Morrison – Terry
Bros Carpet Court Young**

Left to Right:
Michelle
Cammiade
(Flooring
Magazine), Cooper
Morrison
and Sandie
Velkowska (Flooring
Magazine)



Employer of the Year

Winner: Mascot Carpet Court

**(Award presented by 2023 recipient
Terry Bros Carpet Court)**

Left to Right: David
Coluzzi (Carpet
Court Mascot),
Kurt Terry (Terry
Bros Carpet Court
Young)



Supplier of the Year

Winner: Mapei

**(Award presented by Fiona
Wischnewski, FCIA)**

Left to Right: Fiona
Wischnewski
(FCIA Group), Jim
Creswell (Mapei)



Commercial Contractor of the Year

Winner: Lockwood Flooring

Left to Right:
Damian Lockwood
(Lockwood
Flooring), Cameron
Lockwood
(Lockwood
Flooring)



**Flooring Industry Achievement Award
(FICA)**

Winner: Don Considine - ATTAR

**(Award presented by 2023 recipient Chris
Lowe, Lomac Commercial)**

Left to Right: Chris
Lowe (Lomac
Commercial), Don
Considine (Attar)



FLOORING MAGAZINE: 40+ YEARS OF LEADING INDUSTRY NEWS

Underfoot Mar-Apr 2024

written by Fiona Wischnewski, FCIA Group

In 2022 Flooring magazine celebrated its 40th birthday. Today the bimonthly B2B magazine continues to play a very important role supporting the vibrant flooring industry.

A Voice for the Flooring Industry

Way back in 1981 Australasian Floor News was established by Elizabeth (Libby) Lyons as a fortnightly black and white tabloid style publication. The first issue published by Elite Publishing as a glossy full colour industry business magazine was sent out nationwide in November 1994.

The launch issue set the tone by including not just industry news, but 'How to' articles dealing with carpet colour; increasing business opportunities; carpet, and indoor air quality; solving disputes; and floor covering software and retailing, something the industry was struggling with at the time.

The movers and shakers in the industry have wholeheartedly supported their industry's magazine and together with the magazine's coverage the retailer, the wholesaler and the installer are being kept abreast of current trends, new application techniques and most importantly how to prosper in business.

Will Verschaeren, a well-known icon of the industry (Bridgestone) sent in a comment at the time, "Congratulations on a fantastic issue, it's your best yet. Your magazine is great, not boring like some other industry mags, it's interesting, it's relevant. Please keep up the good work." Being relevant is a quality that Flooring is well-known for and over the years, Flooring magazine has supported the industry as it transformed into a more visual,

design-oriented business.

Michelle Cammiade the publisher and editor said, "The bimonthly magazine plays a very important role to the industry and is dedicated to keeping the industry abreast with pertinent news, inform the industry nationwide about any new product launches, and most of all, educate the retailers and the associated tradies about new technologies, new innovations, and new concepts."

"Flooring magazine understands what the industry faces on a day to day basis. The magazine has always been the communication link between the supplier and the retailer and the installer. The magazine has always made itself



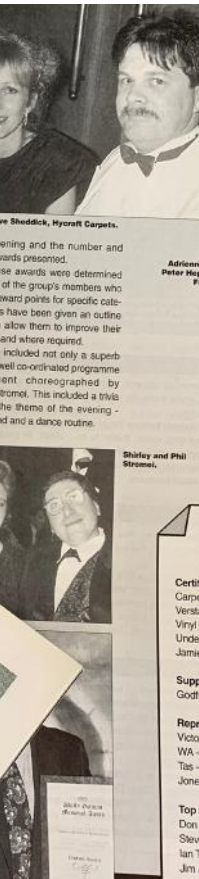


available to the trade, supporting many companies through its pages, and brings pertinent information in a neat, topical, readable package.” For over forty years the Flooring industry nationwide has totally embraced and fully supported their very own iconic industry publication. It’s important that Flooring keeps abreast of supplies, trends, issues, and technology and this is achieved with the close co-operation of industry professionals. Every new issue is a window on current trends and industry hot topics.

Flooring now has a circulation of over ten thousand copies and while the people have changed over the years, the standards set by the publication in those early days have been maintained. Floor coverings are a visual, design-oriented product that over the years has taken its rightful place in the creation of any living or working space. The advent of reality TV dealing with renovations and transformations of living spaces has made the buying public more aware of what can be achieved, and the Australian flooring industry is well-placed to provide the products they want.

From humble beginnings, Flooring has grown with the industry and in fact, some of the early advertisers and supporters can still be found within the pages of your current magazine. Airstep, Carpet Call, Carpet Court, Carpet Choice, Godfrey Hirst, and Laminex were all companies that supported the new publication and provided the industry with plenty of new products and solutions to the issues of the day. You could say Flooring magazine brought the industry together, appropriately demonstrated in the magazine with images of major rivals arm in arm at industry events.

And still today, the issues of the past still haunt the industry. Apprenticeships and labour, quality standards and dispute resolution, design and trends, the internet and technology. Commentary on all these issues and more could be found within the pages of Flooring, right from the very first issue, modest though that was. Flooring magazine will continue to be a voice for the industry, one of the most design-oriented, technology focused, quality driven sectors of the domestic and commercial building and furnishing sectors.



Sheddick, Hycraft Carpets.

Adrian Peter Huz

Shirley and Phil Stramei.

Certif
Carpr
Verstr
Vinyl
Unde
Jami
Supp
Godfr

Top
Dai
Stev
lian T
Jim

WELCOMING NEW MEMBERS TO THE FCIA

written by: Fiona Wischnewski , FCIA Group

Achieving change within this industry demands investment. By joining FCIA, you're investing in the industry's future, fostering resilience and sustainability for us all.

FCIA would like to welcome the following new members to our association:

- All Spec Flooring
- Hilsfloor Pty Ltd
- Inline Floors Pty Ltd
- Flooring Innovations
- Barclay Commercial
- Fab Floors Pty Ltd
- Southport Carpets
- Bass Floor Company
- Adelaide Commercial Flooring

- JFloors
- Hammond Floors
- Newline Carpets
- Embelton Contracting Pty Ltd
- Tarkett Australia Pty Ltd
- Butler's Epoxy Flooring
- Lockwood Flooring
- Master Floors Group

To enact these changes within the flooring industry, it's essential for us to unite and collaborate, identifying priorities and devising solutions collectively. Essentially, we require a unified industry roadmap to guide our progress. The FCIA serves as the vehicle for this endeavour.

Over the coming months, we will be introducing each of these new members in future issues of Underfoot - so stay tuned.



INVESTING IN THE FUTURE THROUGH TRAINING

FCIA is working hard to help set standards for the industry through skills development, attract new people into the industry and to work with industry in finding solutions to our skills.

This is being done through the following initiatives:

- On the job apprenticeship training program
- Apprentice charity workshops
- Career Days
- Insurance Program specifically for the flooring industry
- VISA's for Skilled Migrants
- FCIA Gala Ball

For more information on the FCIA or FCIA membership please contact **Fiona Wischnewski** or email info@fcia.org.au



FCIA PARTNERS WITH US BASED FLOOR COVERING EDUCATION FOUNDATION

written by. Kaye Whitener, FCEF

The newly formed alliance between the Floor Covering Education Foundation (FCEF) in the United States and Australia's Floor Covering Institute of Australia (FCIA) promotes an exciting partnership of collaboration and knowledge exchange in the flooring industry. Our strategic partnership aims to leverage the strengths and expertise of both organizations to advance education, innovation, and best practices within the global flooring community.

By collective resources, sharing research, and facilitating cross-border initiatives, this alliance promises to enrich professional development opportunities for flooring professionals on both sides of the Pacific. Together, we are poised to shape the future of the flooring industry through enhanced training programs, industry events, and the promotion of sustainable practices. This synergistic partnership not only strengthens the ties between the flooring communities of the United States and Australia but also paves the way for greater international cooperation and progress for the industry.

Our team is excited to be part of this historic alliance with your country as we strive together for a stronger future.

Kaye Whitener
FCEF Director of Operations



THE RISING COST OF INSURANCE, AND WHAT TO DO?

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Underfoot Mar-Apr 2024

written by: Nathan Ray , Flooring Protect

Greetings flooring business owners. As the year heats up, so has the cost of your next Business Insurance renewal. With widespread increases on business insurances in Australia and across the world, it's important to consider ways you can reduce the price of your next insurance renewal.

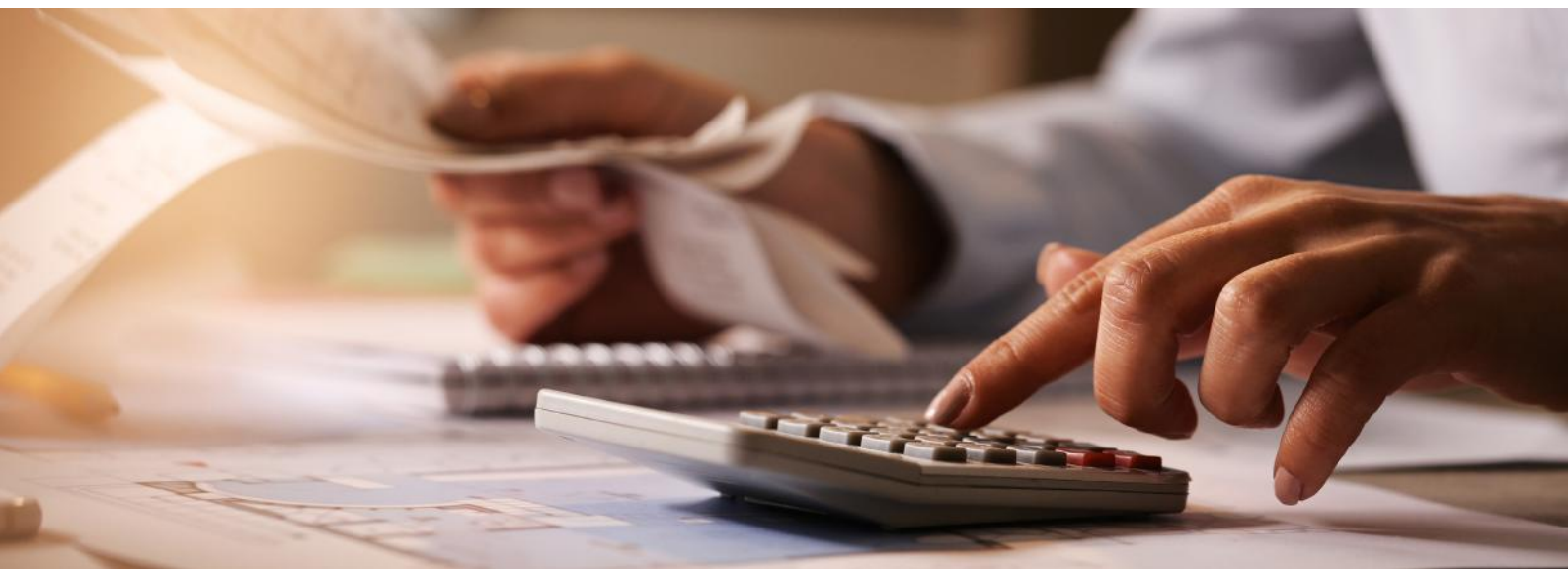
Being the Flooring Industry preferred insurance brokers, we share the following tips to help:

1. **Improve your risk profile:** Insurance providers use a number of factors to determine the cost of a policy, including the level of risk associated with your business. Taking steps to improve your risk profile, such as implementing safety measures, extra security features, water damage mitigation plans etc can help you negotiate better pricing on your insurance.
2. **Review your coverage regularly:** Businesses are constantly evolving, so it is important to review your coverage regularly to ensure it is still appropriate for your needs. Make sure you have the right coverage for your property, including any new assets or equipment, and that the value of your assets is accurately reflected in your policy.
3. **Bundle your insurance:** Bundling your property insurance with other types of coverage, such as liability or workers' compensation insurance, can often lead to better pricing.
4. **Have a good insurance broker:** A good insurance broker can help you navigate the

complex world of insurance and find the best policy for your business at the best price. They have access to a variety of insurance providers and can help you find the right coverage at the right price.

5. **Raise your excess:** Raising your excess can lower your insurance premium. This means you will have to pay more out of pocket if you need to file a claim, but it can save you money in the long run.
6. **Review your claims history:** Look at your claims history and see if there are any patterns. If you have a history of frequent claims, it may be best to address the underlying issues to reduce your risk and lower your premium.
7. **Have a disaster recovery plan in place:** Having a disaster recovery plan in place will show the insurance company you are proactive in protecting your business. This can help you negotiate better rates.
8. **Get Flooring Industry specialised coverage:** Specialized insurance coverage is tailored to the unique risks of the flooring industry, such as product liability, installation issues, product defects, legal fees. Specialized coverage can be more comprehensive and may cost less than standard policies.

To make sure you're getting the most out of your insurance policy speak with one of Flooring Protect's highly experienced flooring insurance brokers by visiting www.flooringprotect.com.au



EMPOWERING THE FEMALES IN THE FLOORING INDUSTRY

written by. Niranjan Peter, FCIA Group

FCIA, along with a member company is excited to announce the launch of a new group - **Females in Flooring**, dedicated to empowering and connecting Females in the Flooring Industry.

Flooring has always been a diverse and inclusive industry and we are dedicated to seeing it grow. Our goal is to create a supportive environment where everyone can thrive, and now, we take this a step further by spotlighting the incredible

females who contribute significantly in many different ways to the flooring industry. Further information on this group, its aims and events will be forwarded shortly along with a link to the webpage.

If you would like to be part of this group please email Fiona at **fwischnewski@fcia.org.au**.



QEP AUSTRALASIA AND AUSTRALIAN FLOORING SUPPLIES UNDER NEW OWNERSHIP

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Underfoot Mar-Apr 2024

written by. Amanda Janine, QEP

Bruce Maclaren, managing director of QEP Australasia, has recently discussed the change in ownership, the aim for continued growth and what's next for the industry leader.

The transition to Australian ownership was announced in March, with the formation of QEP Australasia.

QEP has been operated by the Gould family in the US for over four decades. At 84 years old, founder Lewis Gold is looking to step away, and reached out to Maclaren as part of a global reset in operations.

"As recognition for my long involvement with the Australasian operations... he approached me about 12 months ago to see if I would be interested in acquiring the local business," Maclaren said.

"Obviously, I jumped at the opportunity, and it's been a completely friendly & amicable process since that time."

While it's an important

milestone, it's business as usual for Australian and New Zealand operations: creating a seamless transition was key for Maclaren.

"It was very important to ensure continuity for employees, suppliers and customers... The QEP name, brands and trademarks will continue, and we will remain closely connected with the global QEP organisation through cooperation on product development, marketing, etcetera," he said.

Importantly, the transition saw the Australasian business shift from a public to a family-owned and operated company. Maclaren's son, Fraser, has re-joined the business, bringing new ideas to deliver growth. He works alongside his parents — including mother Sue — and longstanding team.

Maclaren discussed the advantages of the shift, explaining that it allows for a more focused approach to day-to-day operations. With fewer corporate reporting

requirements, the company aims to make swifter decisions and implement strategies efficiently to meet customer needs.

Australian Flooring Supplies (AFS), a key part of the QEP structure in Australia, will continue to thrive. Maclaren said that AFS's commitment to providing excellent service and products to the flooring industry remains unwavering.

Looking ahead, Maclaren discussed QEP's commitment to innovation and diverse product offerings across laminate, LVT, carpet, carpet tiles and sheet vinyl. He also revealed QEP will launch several new product categories later this year, supporting the business's continued growth.

"We have a number of new initiatives lined up for this year. And with Fraser stepping into the business, we're committed to the future and the next generation of passionate flooring people," Maclaren said.

Left to right: Fraser Maclaren, Sue Maclaren and Bruce Maclaren



RAEWYN HUGHES APPOINTED AS ARDEX COMMERCIAL DIRECTOR

written by: Fiona Wischnewski , FCIA Group



Raewyn Hughes - Commercial Director
Ardex Australia

Congratulations to Raewyn Hughes who has been appointed as ARDEX Australia's Commercial Director, responsible for commercial management of the Sales and Marketing functions across Australia.

Promoted from Marketing and Business Development Manager, and as a key member of the Australian Leadership Team, Raewyn will now focus on commercial outcomes for business profitability,

ensuring adherence to safety, business ethics, environment policies and quality standards, while maintaining relationships with key customers and stakeholders including joint venture partners.

The role includes the design and coordination of the construction of the new support office, Training Academy and demonstration areas of the new \$140 million ARDEX Oceania HQ located in Sydney's Greater West, where the organisation's commercial focus is to accelerate growth in the region.

Director responsibility also includes participation in ARDEX Group global committees bringing global intelligence to the sales and marketing teams on new product development and innovation. Raewyn will continue her direct relationship and ongoing commitment to industry partnerships and industry bodies to help support skill development, apprenticeships and future stability and sustainability in the building materials industry.

Raewyn recently celebrated her 16th year with the ARDEX Group and says that the business has fostered the development of her career as a leader, living out the company's global value "Build Belonging" to be inclusive, empowering and take action.



The ARDEX Group comprises of 67 subsidiaries, 50+ production facilities and some 4,000 employees represented in more than 100 countries. The history of ARDEX can be traced back over 70 years to Witten, Germany where ARDEX Chemie GmbH was founded. Products such as Ardit Z 8 and Ardur K 15 are firmly established as benchmarks for flooring products worldwide.

ARDEX entered the Australian market through the acquisition of Norcros Building Products in 2001 known in Australia as ABA. The latter has a similar heritage in the Australasian market with ABA tile adhesives- renowned for their quality and technical excellence, a reputation built over 40 years. Innovations such as Abaflex are unique in the market until this day. Other brands offered by ABA include Superflex under-tile waterproofing systems, Shelter (previously Dunlop) sheet membrane systems and Hydrepoxy coatings. In 2002 Vibro Products Pty Ltd, manufacturers under licence of ARDEX floor levelling and adhesives, was acquired and integrated into ARDEX Australia.

These brands, leaders in their respective fields, come together under the ARDEX Australia umbrella, offering you expert solutions. In addition, sharing of resources and technology within our extensive network enables us to provide you with a broader range of world benchmarked products and services.

ARDEX system solutions have been making buildings better all over the world. From the Burj Khalifa in Dubai, the London Olympic Aquatic Centre, the Sydney Opera House and commercial and residential projects big and small. ARDEX systems provide reliability and support that are always tailored to the specific requirements of the project.

Strong growth and intelligent acquisitions in foreign and local markets enables the ARDEX Group to draw from a global pool of resources. This allows ARDEX to ultimately supply complete system solutions which include market leading, high quality products and services to its valued customers.

ARDEX has continued with its growth since these initial acquisitions in Australia with investments including Dunlop, DTA Australia, Nexus, WEDI, Loba, Wakol, Cemix, and Drymix, all market leading brands in Australia each focusing on distinct product segments and channels.

For more information about ARDEX Australia please visit: <https://ardexaustralia.com>. For media enquiries or an interview with Fabian Morgan please contact Monique Fenech on 0460 733 808 or Monique.fenech@ardexaustralia.com.

Insurance for Flooring Businesses

Flooring Protect is a Insurance Broking company solely dedicated to protecting businesses in the Flooring Industry via tailored Business Insurance covers. We are also the preferred insurance provider for the Floor Covering Institute of Australia.

Some of the benefits of letting us look after your insurances are:

- ▶ Best industry pricing for Flooring Retailers, Wholesalers/Manufacturers & Installers
- ▶ Highly experienced insurance brokers in the flooring industry
- ▶ 24/7 Dedicated customer support for claims
- ▶ Exclusive cover enhancements designed for the Flooring Industry
- ▶ Up to 20% discount for FCIA members.



SCAN FOR A QUOTE



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🌐 www.flooringprotect.com.au

FCIA APPRENTICE COMPLETIONS

written by: Fiona Wischniewski, FCIA Group

ALEX ATKINS - CHOICES WAGGA

Congratulations to Alex Atkins on successfully completing his apprenticeship in MSF30818 Certificate III in Flooring Technology! It's wonderful to hear about Alex's positive experience and enthusiasm for the flooring trade.

It's great that Alex enjoyed his time as an apprentice and valued the opportunity to learn and understand the intricacies of the flooring industry while striving for quality workmanship. His aspiration to become a flooring contractor demonstrates his ambition and dedication to advancing in his field.

Alex's recognition of the importance of qualifications reflects a commitment to professional development and a desire to excel in his career. By becoming qualified, he not only enhances his earning potential but also gains credibility and influence within the industry.

The on-the-job learning experience Alex gained is invaluable, providing him with practical insights and problem-solving skills that will serve him well in his future endeavors. Despite the challenges posed by COVID-19, it's commendable that Alex persevered with the support of his trainer/assessor, Rob. Rob's guidance and encouragement undoubtedly played a significant role in Alex's success, demonstrating the importance of mentorship and a supportive learning environment.

FCIA Training Academy wishes Alex continued success in his journey towards becoming a contractor in the flooring industry. With his determination and passion for his craft, there's no doubt he will achieve great things.

JOSH COADE - TERRY BROS CARPET COURT

Congratulations to Josh Coade from Terry Bros Carpet Court Young for successfully completing his apprenticeship in MSF30818 Certificate III in Flooring Technology! The FCIA Training Academy is delighted to extend its congratulations to Josh on this significant achievement.

Josh's enjoyment of his apprenticeship and his enthusiasm for developing a diverse range of skills is commendable. His eagerness to work with various flooring materials such as vinyl, laminate, carpet, and carpet tiles demonstrates his versatility and adaptability within the industry. It's inspiring to hear how each aspect of his training stimulated his creativity, paving the way for future innovative projects.

As Josh embarks on the next phase of his career, it's evident that he is well-prepared to tackle more challenging projects and make valuable contributions to the flooring industry. By achieving certification as a flooring installer, Josh not only enhances his own career prospects but also enriches the industry with his expertise



Left to right: David Lenton (Choices Wagga), Alex Atkins (Choices Wagga), Rob Cole (FCIA)



Left to right: Ryan Van den Heuvel (FCIA Training Academy), Josh Coade, Kurt Terry (Terry Bros Carpet Court) and Ryan Terry (Terry Bros Carpet Court)

and dedication.

The hands-on learning experience that Josh valued during his apprenticeship highlights the importance of practical training in developing essential skills. The support and encouragement he received, particularly in areas where he found theory daunting, underscore the crucial role of mentorship in nurturing talent and fostering growth. The guidance provided by his trainer/assessor undoubtedly played a pivotal role in Josh's development, enabling him to overcome challenges and excel in his training.

Josh's strong work ethic and infectious sense of humor have undoubtedly made a positive impact on training sessions and workshops for all involved. His passion for his craft shines through, making him not only a skilled professional but also a joy to work with.

FCIA Training Academy congratulates Josh Coade once again on this remarkable achievement and wish him continued success and fulfillment in his flooring career. With his talent, dedication, and positive attitude, we have no doubt that he will continue to thrive in the industry.



Joshua Coade receiving the 2023 Apprentice of the Year Award - 3rd Year. Left to right: Andy Deville (FCIA) on the left and Adam Enno (Flooring Xtra) on the right of Joshua Coade.

MIKE ROYAL - SOUTHERN HIGHLANDS CARPET

Congratulations to Mikey Royal from Southern Highlands Carpet Court for completing his apprenticeship in MSF30818 Certificate III in Flooring Technology.

He commenced his apprenticeship just over four years (4) ago and like so many had to deal with COVID, change of RTO and change of qualification. Mikey took this in his stride and still completed.

Being a flooring apprentice gave Mikey a great grounding. It offered him a variety of different jobs which allowed him to learn different skills which in turn broadens his work opportunities.

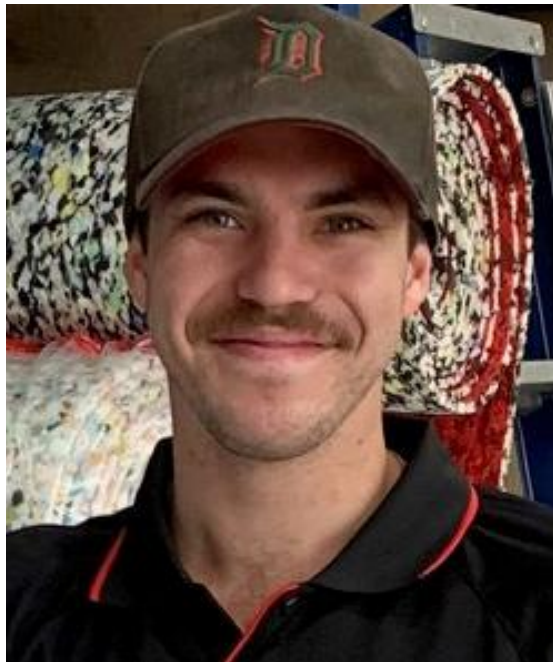
Mikey wanted to complete his apprenticeship and become a qualified installer as he felt this way he was learning to install jobs correctly and to the required standard.

He enjoyed on the job training as it gave him the opportunity to learn a variety of tasks within his own workplace.

He was fortunate enough to have a trainer and assessor who has lived in the flooring industry and understands how the trade works, what the issues are and is very passionate about giving back to the industry and training apprentices.

He wanted to thank the team at FCIA Training Academy for their support and help over the past years.

Well done Mikey and we wish you all the very best in your career!



Mike Royal, Southern Highland Carpet Court

INTERVIEW WITH OUR TRAINER ROB COLE

written by Niranjan Peter, FCIA Group

Meet Robert Cole who is a trainer with the FCIA Training Academy. With nearly four decades of invaluable experience in the flooring and construction industries, he brings a wealth of knowledge and expertise to young apprentices who choose flooring. Currently, Rob continues to work closely with the flooring sector, primarily focusing on sales and distribution. Roberts extensive background underscores his commitment to excellence and success in this field. We asked him a few questions on what drew him to being a trainer.

Tell us about your Flooring Career before you become a trainer?

I've been an Industry Trainer / Assessor for over 23 years with Trade qualifications in Carpentry / Joinery and Flooring Technology. Flooring installation is a skill you can't learn from Youtube.

I often liken flooring installation to an Art form, in that not everyone can see or envisage the finished result before the job has started, but a good installer understands the big picture and knows the right pathway to get there.

Flooring Installation is a career that requires patience, you have to understand the technical process's, the systems, the procedures involved with the products your using before you even consider putting the product on the deck...failing to do so will often result in job failure!

What are some of the issues you see in the flooring industry?

- Aging workforce and slow uptake in new installers entering the workforce
- The flooring industry just isn't sexy and not many younger people even know it's a career pathway.
- The perceived cost of training is also seen as an issue in the industry however quality training more than pays for itself. The productivity, efficiency and accuracy gained will offset the investment of a few training hours. That's how everyone in our industry must view training — as an investment.
- When employers / retailers truly recognize the long-term benefits that training offers their business, Installers and their customers — and how those benefits contribute to the bottom line of their own companies — then the industry will undergo a huge transformation.

Why did you decide to become a flooring trainer?

I wanted to give back to the industry something that I had taken a lot out of over the years and I also

saw an opportunity to be part of a solution instead of the other way around. I could see that investing time into apprentices is an investment in the industry itself. Full foundational training and ongoing educational opportunities allow flooring professionals to further advance their careers and keep up to date with the latest technology and regulations.

What have been some of the highlights of being a flooring trainer?

Seeing apprentices from 10 - 15 years ago evolve into successful businesspeople is a major highlight for me. They understand their business benefits from employing quality applicants and turning them into apprentices. They invest heavily into their Training program with the long-term view of their apprentices of today becoming their business partners of tomorrow as part of their Succession plan.

What advice would you give to other Flooring professionals who are interested in being trainers?

It's not for everyone, I never thought that I would end up with a career as an Industry Trainer but I did and have never looked back!

Becoming an Industry trainer is a transformative career move. The role has offered me continuous learning opportunities, enhanced communication skills, a growth mindset, being innovative and adaptable, having finely tuned emotional intelligence as well as expanded networking opportunities. All these opportunities have paved the way for self- development and career advancement in a modern, dynamic industry.

If you feel like this sounds like you then Contact FCIA today and give it a go.

Robert Cole, FCIA Training Academy





WE NEED TRAINERS TO TEACH OUR APPRENTICE FLOORING INSTALLERS

We are hiring trainers to help train the future workforce of Australia. These roles will allow you to extend your career, give back to the industry, help lift the standards in flooring and pass on your skills and knowledge.

WHAT WE ARE LOOKING FOR

10+

A minimum of 10 years of flooring laying experience



Have or be willing to get a Certificate IV in Training and Assessment



Formal flooring qualification seen as favorable but not essential

WANT MORE INFORMATION? EMAIL INFO@FCIA.ORG.AU

