

2 June 2025



Ms A Moody
Commissioner and Chair
Queensland Productivity Commission (QPC)

Building the Plumbing
Workforce of the Future

Dear Commissioner

QPC Inquiry – *Opportunities to Improve the Productivity of the Construction Sector*

Thank you for the opportunity to provide a submission to the Queensland Productivity Commission's (QPC) Inquiry into Opportunities to Improve Productivity in the Construction Sector (the Inquiry).

This submission is from the Plumbing and Fire Protection Industry (Industry), as represented by the Plumbing and Pipe Trades Employees Union (PPTU), National Fire Industry Association (NFIA), Air Conditioning and Mechanical Contractors Association of Australia (AMCA) and the Plumbing Industry Climate Action Centre (PICAC). More information about PICAC is contained at Attachment 1.

Collectively these organisations represent essential training and trades across the plumbing, fire protection, heating, ventilation, air conditioning (HVAC) and mechanical services sectors in Queensland and nationally.

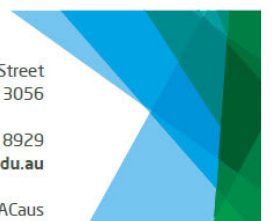
Industry welcomes the Inquiry and agrees that it is critically important that Queensland's construction sector as a whole is efficient and productive, particularly in light of the housing supply challenges and infrastructure demands associated with the Brisbane 2032 Olympics and beyond.

The Inquiry is examining productivity on a whole of sector basis. As noted in the Terms of Reference, productivity growth in the sector as a whole in Queensland over the last three decades has been "*weak compared to the broader economy in both Queensland and across Australia*". The Industry is a key part of the broader sector and submits a very efficient and productive part. Over the past decade, and in the past three – five years especially, the efficiency and productivity of the Industry has never been higher.

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In recent years technological advances in design, IT based and guided construction methods, new and innovative plumbing and fire protection products and installations, have combined to re-shape the way major commercial plumbing and related work is undertaken. The major productivity related challenge for the Industry moving forward is to ensure the workforce keeps pace with these advances. Key to this is developing contemporary training and embedding the skills development and training pathways that deliver a pipeline of skilled plumbers and fire protection practitioners with the current skills to take full advantage of these innovations.

The following submission provides some background information about PICAC and some key points of context about the important role the Industry plays economically and in protecting the health of Queenslanders and the amenity of the built environment. It outlines some of these key productivity enhancing developments Industry is experiencing now and focuses on several important issues Industry considers are most relevant in the context of the Queensland construction sector productivity moving forward.

These key issues include:

1. The importance of **community safety** and the role effective regulation plays - including ensuring that **occupational licensing** scopes are **current** and reflect the modern Industry
2. Ensuring there are well-defined and current VET sector **training and qualification pathways**
3. The critical need to grow overall **training capacity** and the key role **industry training** plays in skills development and productivity.
4. Opportunities to better **support apprentices and employers** and the benefits of recruiting more apprentices from a wider range of backgrounds.
5. **Strategies that have proven successful** for Industry and could have broader application.

Industry would welcome the opportunity to engage further with the QPC as the Inquiry progresses. Should you wish to discuss this submission further, please do not hesitate to contact myself via email: [REDACTED] or mobile: [REDACTED].

Yours sincerely

A large black rectangular box redacting the signature of Shayne La Combre.

Shayne La Combre
Chief Executive Officer

Plumbing and Fire Protection Industry Submission

Queensland Productivity Commission Inquiry

Opportunities to Improve the Productivity of the Construction Sector

Context

The Industry is a Catalyst for Economic Growth

The Plumbing and Fire Protection Industry (the Industry) is one of the most important to the Queensland and the national economy. According to recent IBISWorld data, the Industry is worth at least \$20B annually to the Australian economy and employs over 60,000 people in over 25,000 businesses nationwide. Job Skills Australia (JSA) data indicates that the plumbing sector employs approximately 98,600 individuals nationwide, with a significant portion (approximately 17.2%) based in Queensland. The Industry also plays an important catalytic role across the economy, enabling growth in construction, manufacturing, new energy and many more sectors.

The Industry is Critical to Community Safety

Not only is the Industry extremely significant economically, it provides the community's first line of defence against a whole series of hazards, diseases, toxins and other harms. Each person relies every day on the skills and knowledge of plumbing professionals to ensure that water is clean, public and private sanitation systems work and prevent disease and that the heating, cooling and fire protection systems in our built environment are properly installed and safely maintained.

Fire Protection work, which is highly skilled, regulated and licensed work, is becoming ever more critical. The forecast increase in high density living and more mixed use and integrated commercial, residential and public buildings, will mean an increasing number of Queenslanders will rely on fire protection systems to keep them safe in the event of fire.

The Industry is a Key Enabler of Climate Change Adaptation

As rainfall patterns change, communities in Queensland are experiencing and will continue to experience, periods of extreme flooding and water scarcity. The collective ability of Queenslanders to capture, store, transport, recycle, re-use, and even create water (de-salination) has never been more important. Effective plumbing and drainage systems are also critical to managing and recovering from flooding related crisis events. To take best advantage of the exciting innovations in water management to recover from flood events, and to be able to utilise new products and the ever more efficient systems being developed every day, requires current up to date skills and that requires training.

In green energy, plumbing and gasfitting skills are, and will increasingly be, the key to our collective ability to harness and maximise new energy sources like renewable gas and take full advantage of rapidly growing parts of the sector like solar heat pump hot water systems.

The economy, our health, our environment, the integrity and safety of our buildings and the vibrancy and vitality of our cities and regions are all plumbing dependent.

The Industry is Dynamic

Steady and gradual change has been a feature of the Queensland economy and our Industry for decades. Ensuring training remains current and reflective of those changes has always been important. The changes happening now are of a depth and scale and at a pace which is unlike anything the Queensland economy or Industry has experienced before.

As renewable energy increases its share of the energy generation mix at the expense of coal and gas, the nature of the work of plumbers and gasfitters is also changing. Solar heat pumps for hot water services are replacing gas fired hot water systems and reverse cycle air conditioners are replacing gas heating systems. Industry is also seeing rapid and major changes to the products used and the way it operates on and off site, e.g. prefabricated plumbing products and “pods” are increasingly being incorporated into buildings, shifting plumbing work from on-site to a factory floor.

The way plumbing work is completed on site is also changing, becoming more efficient all the time, eg a decade ago, a major rooftop concrete pour on a multi-storey building would see up to four or five plumbers on site with string lines and measuring tapes working out exactly where to cut the penetration, to the right specifications etc. Those plumbers would then work with challenging materials like lead or copper, welding and cutting the penetrations to fit. Now a GPS tracking system pinpoints the penetration sites, with no manual measuring required. The penetrations are then pre-cut off-site and delivered ready to install.

Industry is just at the beginning of a learning journey about AI, which has the potential to transform the Industry in a range of ways, from how buildings and plumbing systems are produced and constructed, to how training is delivered.

In this dynamic space, the currency of training has never been more important. Neither the economy nor the environment can afford to have a shortfall of skilled practitioners capable of taking advantage of these new energy and water efficient products. In this context it is critical for long term productivity that workforce planning captures the areas of rising demand, like HVAC skills, which are key to the safe uptake of new technologies such as heat pumps, smart control systems and low-GWP (Global Warming Potential) refrigerants. In this rapidly changing Industry context, practitioner competence is critical and is the key to safe and high-quality outcomes. The best way to ensure competence is to maintain robust entry level qualifications.

Currency of Training is Vital

These fundamental and deep changes (to the energy which powers our homes and businesses, to how we transport people and freight, to the types of buildings we live and work in) are, in many cases, challenging the traditional models of training and skills acquisition. The extent and rate of change can serve to highlight specific and technical “gaps” between what current training is delivering and what Industry employers are demanding. However, rapid change can also highlight aspects of a system or model which is working well and some Industry examples are outlined in this submission.

Key Points

1. The Importance of Community Safety, and the Key Role of Effective and Current Occupational Licensing Schemes and Qualification Requirements, Which Reflect the Modern Industry.

The Industry, for very good reason, operates on a **competency and licensing basis**. Occupational licensing schemes for the Industry vary across Australian jurisdictions, but core to all the schemes including in Queensland, is that a minimum Certificate III level is required before a practitioner is eligible to be licensed or registered in a particular class of work (roofing, water plumbing, gasfitting, fire protection etc).

This is because, for plumbing and fire protection work, to properly install, service and maintain a contemporary system, whether it be water reuse, heating, cooling, etc, a practitioner needs to know how the system works in its entirety. Plumbing and fire protection systems are a series of interlocking components and connections, each dependent on the other for the system to be effective. That is why the Certificate III level qualification obtained under an Australian Apprenticeship Agreement represents the **build-up of layered and inter-connected components of knowledge, competency and experience** that has a value greater than the sum of all its component parts.

Notwithstanding the above point about the importance of thorough, Certificate III level training, the nature of the modern Plumbing Industry is such that a one off, point in time qualification is not, by itself, an adequate means of **ensuring ongoing practitioner competence**. In an industry as dynamic as plumbing - where new innovations, technologies, systems, techniques and materials are being developed, refined, combined, and incorporated into the built environment every day – ongoing, post trade qualification training in some form is becoming increasingly necessary to maintain currency.

Developing and embedding a formal **Continuing Professional Development** (CPD) Scheme for practitioners is a key way to foster and drive a culture of ongoing competency maintenance and new skill acquisition. Formalising CPD requirements for licensed practitioners would help ensure that the workforce remains current with the latest technologies, materials, and safety standards, particularly in critical areas like fire protection

systems and the integration of new energy technologies. This continuous upskilling is vital for enhancing overall productivity in the construction sector, safeguarding community safety, and enabling the efficient uptake of innovative solutions. A mandatory CPD is soon to be introduced for licensed and registered plumbers in Victoria (2026) and is under active consideration in New South Wales. Industry would recommend developing a similar model for Industry practitioners in Queensland.

Without ongoing skills development, individual practitioners, the industry more broadly and the economy and the community would not be **able to take best advantage of contemporary plumbing design and systems**, which would be detrimental in terms of the economy, community health and environmental sustainability. There are emerging changes and points of overlap between traditional trade scopes as trades converge, driven primarily by the energy transition. Consider the rapidly growing heat pump segment of the broader energy sector. Heat pump installations can involve elements of plumbing, electrical and refrigeration work, each requiring a separate licence or registration. The relevant skills for these elements are taught through different training packages oversights by two different Jobs and Skills Councils (BuildSkills and Powering Skills). Ideally, the VET (Vocational Education Training) landscape should provide dual qualifications or hybrid structured qualifications etc, to ensure that the emerging workforce is equipped to safely and competently deliver on the required skills that meet current and future needs.

A sector at its most efficient would equip one practitioner with all those skills, meaning consumers need only engage one installer and not three. This would also provide a level of role and **career progression for practitioners**, through the acquisition of new skills. However, refrigeration and plumbing are separate apprenticeships, requiring different host employers for each. The requirements to find an additional employee (one for each licence or skill type) acts as a blocker to easy worker skills acquisition and mobility. More broadly, upskilling an existing practitioner gives greater effectiveness and utilisation of labour to meet Industry needs now and beyond the sector transformation.

From a productivity perspective, one of the ongoing challenges for the Industry, in Queensland and right across the country, is that major projects often occur simultaneously. Clustered delivery of projects (for example multiple hospitals at once) can overstretch the available labour and materials and absorb key trades, which in turn impacts other construction sector activities and projects. Group Training Organisations and labour-sharing schemes can be an effective way of **smoothing the boom–bust workforce cycles**, and government policy should be focused on supporting these types of labour mobility arrangements.

Industry strongly supports **preserving and enhancing the integrity of licensing systems** and ensures regulatory bodies are adequately resourced to inspect, monitor and enforce compliance, especially where work involves gas, fire safety, water systems or HVAC – all high-risk trades with public health consequences. We know that risk-based auditing and early compliance interventions are more effective than downstream litigation.

Maintaining stringent licensing and registration requirements ensures that only qualified professionals undertake critical work, safeguarding community safety, protecting infrastructure integrity and supporting long-term productivity.

2. *The Importance of Well-Defined and Current VET Sector Training and Qualification Pathways.*

The national VET sector training framework has a very important role to play in construction sector productivity. The national model needs to be able to adapt to the sorts of sector wide trends described above and respond quickly to areas of identified immediate need. Whilst it is not thought that the national training packages should be changing all the time, the framework should be **sufficiently flexible to add units of competency** if an urgent need is identified. Consider Medical Gas training for example, which began as a response to a critical need and is now integrated into the national training package for gasfitting.

There is significant scope to improve training pathways across the training continuum and to do more to attract people into the key trades (including plumbing) and then to provide **ongoing career pathways**. There is a growing need to think about whether the training frameworks are structured in the right way to attract Gen Z and whether there are more opportunities to do more with school-based programs to promote careers in key trades like plumbing, but also the entire emerging clean energy sector. It is vitally important that school students (irrespective of gender, socio economic or cultural background) are informed about the opportunities in these growth areas and **understand their pathway options into VET** training and a career in a key, in-demand sector, or trade. One of the challenges with attracting students into trades is the length of the commitment (four years).

A student who is unsure of their career direction may be reluctant to commit for such a significant period. Targeted programs aimed at familiarising prospective apprentices with what is involved would be encouraged, from foundational skills right through to advanced learning. This could be a **general or foundational introduction to the basic principles of multiple trades**, which would inform student career choices. It could serve as a “try before you buy” step and provide a recognised credential to students. This could include plumbing and electrical for example, but could also be an opportunity to expose students, in particular school leavers, to identified, in demand, non-traditional trades like fire protection or HVAC-R (Heating, Ventilation, Air Conditioning and Refrigeration).

3. *Growing Overall Training Capacity and the Key Role Industry Training Plays.*

To ensure productivity in the construction sector, it is critical that the training sector which underpins it, is financially viable and sustainable. The construction sector needs the VET sector as a whole to be viable, not just TAFEs.

Industry RTOs, and other independent providers are integral to addressing skills shortages and delivering high-quality training aligned with industry needs. The independent skills training sector plays a critical role in workforce skilling, reskilling, and upskilling.

Recent data from the National Centre for Vocational Education Research (NCVER, September 2023) showed that in 2023 5.1 million students were enrolled in nationally recognised VET training. 77.6% of students were enrolled in nationally recognised training at private training providers, 15.1% at TAFE institutes, with the remainder enrolled with community education providers, enterprise providers, schools and universities (total VET students and courses 2023).

In many instances, Industry RTO's like PICAC **achieve better outcomes than TAFEs**. Independent RTOs consistently deliver superior outcomes, including higher student and employer satisfaction, better completion rates and stronger employment outcomes.

Not-for-profit Industry RTOs are a key part of the broader VET sector and State Government level policy has placed them under additional pressure. It is important, in Industry's view, that State and Territory level training and funding policies do not run counter to or limit national objectives relating to skills development. With rising inflation over recent years, the costs of delivering training (e.g., staff, resources, insurance, energy etc) have increased significantly and State and Territory level subsidy rates have not met those increases. In Queensland, subsidy rates are often insufficient to meet the true cost of delivery, especially for specialist programs in HVAC, fire protection and energy transition technologies. This makes it increasingly difficult for many RTOs to participate at scale and undermines the training pipeline.

Industry RTO's like PICAC, also play a key role in upskilling the workforce which is critical to productivity. Ensuring there are adequate training resources to accommodate upskilling demand is very important, especially where there is a licensing outcome attached to the upskilling training (fire protection commissioning and certification for example). A **shortage of trainers can result in bottlenecks** and waiting lists. Given how critical plumbing, HVAC, fire protection and related skills are to the energy transition and to the economy and community more broadly, it is important that State-based training **funding enables independent Industry RTOs to continue** to deliver specialised training and key skills in these areas.

Managing capacity, particularly when it fluctuates, is a crucial issue in the context of demand stimulus measures like **Free TAFE, which add demand but do not add training capacity**. They create waiting lists and those providers that would be able to assist with augmenting capacity, like Not-for-Profit RTOs will be reluctant to or find it harder to participate, which then reduces overall capacity further.

Many TAFEs are struggling to meet this demand amidst critical shortages of trainers and assessors. There is anecdotal evidence to suggest that students are delaying their education in the hope of securing a Free TAFE place and in doing so they are bypassing high quality independent providers. By limiting students to only being able to upskill for free through TAFE, rather than through any quality provider, skills shortages are being exacerbated rather than alleviated, as capacity constraints within TAFE limit the system's ability to deliver training at the scale required.

4. *More Opportunities for More Apprentices in More Places.*

Broadening employment opportunities through **identifying and removing barriers** for people and communities is a high priority for Industry. Attracting more students, apprentices and workers to the areas of identified critical need can be challenging in part because roles are not well defined. In refrigeration and air conditioning for example, where there are identified shortages of skills, or in the rapidly evolving yet somewhat undefined clean energy sector, knowledge and awareness of career opportunities is not as high as it could be.

There are broad issues associated with VET sector training which can act as “barriers” to student uptake. Often cited in this context are apprentice pay rates and the availability of and access to training (particularly for regional or remote students). There are also, at least for some sections of the community, **cultural barriers**. The trades and jobs which comprise the broadly defined energy sector are traditionally and heavily male dominated. Whilst we do not know the extent to which this acts as a barrier for women as much today as it did even a decade ago, Industry recognises that there is great scope and opportunity to grow female participation rates in the sector.

For other groups in the community, the barriers are less about gender and more about a lack of history or family background in this type of work. For many trades including plumbing and fire protection, participation in the sector is often multi-generational. Traditionally men have followed a father, brother, uncle, or friend into trades like plumbing and electrical. For many parts of the community, particularly newly arrived migrant communities, that pathway does not exist and its absence can act as a barrier to even contemplating a career in the energy sector or related trades.

There is great scope to better promote what **careers in emerging sectors**, like clean energy, actually are. There is also scope to leverage the potential of VET for secondary students. It is vitally important that school students (irrespective of gender, socio economic or cultural background) are informed about the opportunities in these growth areas and **understand their pathway options into VET training** and a career in a key, in-demand sector, or trade.

One of the issues associated with attracting students into trades is that there is a variability in terms of their level of **understanding of what is required for an apprenticeship**. It is important to ensure that students considering an apprenticeship have a good understanding of key things like the duration of the commitment and a range of other things to which they may not have been exposed, e.g. using different tools, working a full day, traveling to different sites, managing their time between work and training etc. An ongoing goal for the Industry is to grow the level of awareness in the broader community regarding the career options available in the sector. In HVAC for example, there is an identified (by Jobs and Skills Australia) and significant shortage of skills, particularly in refrigeration and air conditioning.

A lack of awareness among school leavers and others about the opportunities in the sector is often cited as a key reason behind this shortage. Industry believes this could be addressed to a large extent, by structured pre-apprenticeship programs and early **career awareness initiatives** in schools. Industry would be interested in collaborating with Governments at State and national level to raise awareness of existing and emerging career options in plumbing, HVAC, fire protection, renewable gasses and so on.

Whilst more work and progress is needed, Industry has had some good success in terms of tailoring programs to attract identified cohorts of students. Industry actively seeks ways to **recruit more women into the traditionally male dominated sector**, to provide more opportunity to First Nations Australians and to bring training and opportunity to parts of the economy particularly affected by the current transition away from manufacturing.

Plumbing is a very male dominated industry. To attract women into the industry, it is vitally important to ensure that women can work and learn in a safe, welcoming, and supportive environment. Often, it is the informal connections between apprentices and those with experience in the trade, that make the difference in terms of providing support, encouragement, and a level of safety on site. Just as a young male apprentice often learns from - and is supported by their father, brother, friend and so on - so it can be for young women.

In 2022 the Plumbing Pipes Trades Employees Union and RAW Group Training Organisation (GTO) developed a pilot program to attract more women into the plumbing trades and importantly, support them throughout their apprenticeship journey.

The program is aimed at recruiting young women into apprentice level plumbing training and then supporting the women through a tailored RAW GTO **apprentice support** package. The broad concept is to “lean in” to the intergenerational traditions of the trade and ask members of the union and other male practitioners to think about any women in their lives – daughters, nieces, partners, family friends etc - who might be interested in a career in this exciting and dynamic industry. The program is proving to be a great success. There are now ten women in the joint PPTEU/RAW Program currently in training at PICAC as well as gaining invaluable on-site experience with their host employer.

In another Industry example, the Master Plumbers and Mechanical Services Association of Australia (MPMSAA) has developed a specialist Women in Plumbing (PAV) Program. This is an initiative that supports female students, apprentices, and plumbers at every step of their journey, including providing paid pre-apprenticeships, direct entry to PAV and an array of **networking, mentoring, training and social opportunities**.

Recently, PICAC has been successful in securing a Federal Government grant through its 'Building Women's Careers (BWC) Program', designed to drive systemic structural and cultural change in training and work environments. PICAC's '**Building Futures: Breaking the Barriers for Women in the Plumbing Industry**' Project will aim to create, promote and deliver a national training program within the Australian Plumbing Industry **addressing the cultural and attitudinal changes needed** to make the industry attractive, welcoming and culturally safe for women.

This first focus of this project is for employers to **reduce gender discrimination and promote career pathways**, by developing and implementing a national framework which supports a structured approach to promote the culturally safe environment. The second is aimed at individuals, with an education program addressing the role an individual plays in promoting the change in current industry culture. The project is being undertaken with a range of key Industry partners, including the NFIA and the MPMSAA.

Industry has developed tailored programs for pre-apprentice level students and developed culturally informed training pathways for First Nations students and students from CALD backgrounds. First Nations Australians, a group which faces significant disadvantage in Australian society, has, and will continue to be, a focus of Industry effort. The Industry has had some great success in this area, and our tailored programs have delivered dozens of highly trained, skilled and qualified **First Nations plumbers** and fitters, many of whom have gone on to start their own plumbing businesses.

Industry is also actively considering ways to further broaden the appeal of the plumbing trades. In Australia, about 30 per cent, or 7.5 million people, were **born overseas**. Industry is seeking new ways to engage with these new arrivals, who may have had no previous exposure to plumbing, to think of the plumbing and fire protection trades as a potential career for them or for their children.

5. *Successful Industry Strategies*

High retention and completion rates and employment outcomes for students trained by Industry is attributable to several key factors:

- Industry training (delivered or facilitated by PICAC and its partner RTO's) is focused on providing **mentoring and support to all students throughout their learning journey** in all programs. This includes learning support in the specific coursework requirements and extends to special programs for students on mental health, drug and alcohol awareness and other coping and life skills support. Industry partners with specialist providers like Mates in Construction aim to deliver targeted information and support sessions to students.

- Additional training around **foundation skills like literacy and numeracy**. One of the barriers to success to be overcome relates to foundation skills. Some apprentices commence their apprenticeship already facing literacy and numeracy issues. Others have a lack of digital and related competency and literacy. Industry dedicates time and resources to assisting students in that category.
- PICAC and its partners not only offer apprentice level training, but also **upskilling and retraining, to ensure that required skills are maintained** and evolved over time for the existing workforce. Updating and maintaining skills is vitally important to practitioner employability and productivity and to community safety. This is particularly the case in the context of a highly dynamic sector like plumbing and energy, where new innovations, applications, systems and installations are emerging all the time. Consider the emergence of heat pump hot water systems for example. Now a key part of the energy transition and being installed at a rapid rate across Victoria, training in the safe installation of heat pumps and the management of connections to the water supply and safe handling of refrigerants, which is available to the current cohort of apprentices, did not exist when most plumbers were trained. (Currently there are over 90,000 plumbers in Australia, about 70 per cent of whom are over 35 years - Australian Government Labour Market Insights 2021).

PICAC

The Plumbing Industry Climate Action Centre (PICAC) is a unique industry-led organisation. PICAC is a partnership supported by the PPTU, MPMSAA, NFIA and AMCA.

PICAC was formed in 2009 at the height of the millennium drought in Australia. The first PICAC training facility opened in Brunswick, Victoria in April 2009, with the primary purpose to provide courses in Green Plumbing, in order to address the skills shortage in sustainable plumbing within the industry at the time.

Since then, PICAC has evolved and now offers courses supporting the entire career life-cycle of plumbing ranging from pre-apprenticeship and Certificate III apprenticeship courses (Plumbing and Sprinkler Fitting), through to a range of Certificate IV and post-trade courses plus Construction Industry safety and OHS courses. Through this evolution and expansion, PICAC has become the premier 'Centre of Excellence' in training for Industry.

PICAC has now expanded nationally with five campuses around Australia. There are three facilities in Victoria, one in New South Wales and one in Queensland. PICAC is the industry entity and award-winning training facility through which Industry designs, delivers and facilitates training for the Industry, by the Industry.

Currency of skills is the key to a safe and competent Industry and to ensuring the market has the skills it needs to implement new and innovative systems and harness opportunities from new materials. The PICAC model has no "middleman". PICAC is a part of the Industry, which means training need can be translated into training outcomes directly. Industry can act as an early detector of training needs, which is key in the context of plumbing related risks. Through PICAC, Industry Registered Training Organisations design, tailor and then deliver the specific training that Industry needs.

PICAC has delivered tens of thousands of hours of high-quality industry-led training and designed training packages covering a range of safety related and trade specialist skills. It has a proven track record of bringing training opportunities to people from a range of backgrounds and ages, and at every point along the career spectrum, from pre apprenticeship training, through to post trade training and everything in between.