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 The training my staff received will be an excellent investment in my business in the long run.
 – Justin Hatfield, Naughtons Pools & Spas

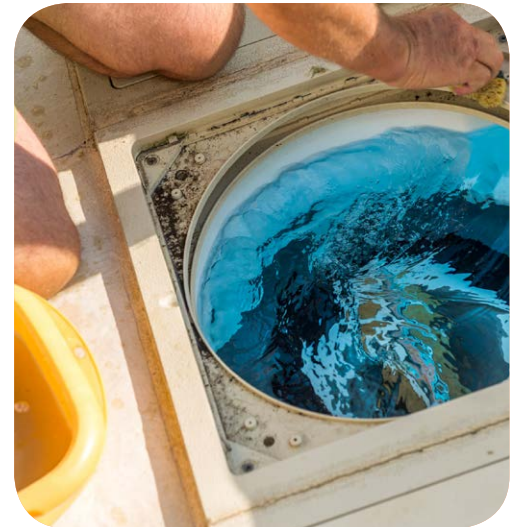


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 We highly recommend that anyone involved in the pool industry take advantage of the excellent industry training conducted by SPASA
 – Helen Strangos, Diamond Pool & Spa Co



2018

Training Program





SPASA Industry Training 2018

Knowledge Increases Profit and Productivity

SPASA Victoria offers all those within the pool and spa industry the opportunity to attend our unique and highly regarded courses through our Industry Training Program.

The SPASA Industry Training Program provides the framework for competency within the pool and spa industry and supports an ongoing drive to improve knowledge, skills and best practice.

The Association encourages everyone involved in the swimming pool and spa industry – both members and non-members - to participate in SPASA Industry Training.

All SPASA Industry Training courses have been designed in consultation with leading industry experts. The courses are delivered by knowledgeable industry specialists with years of hands-on, practical experience.

SPASA Industry Training is recognised as an excellent investment in your business and is utilised by the most successful employers within the pool and spa industry.

As an employer, the training of your staff is vital to the success of your business and will ensure that you and your staff remain up-to-date with current industry best practice.

Receiving training will also ensure that your employees can better navigate the ever-changing Government regulations and standards.

Invest in your business by educating and training your staff professionally through the SPASA Industry Training Program.

Why should I attend training?

Installing a pool or spa involves a number of specialised trades and techniques. As there are no apprenticeship courses in the pool and spa industry, it is essential that industry employees attend our training courses to ensure they receive the latest industry knowledge.

The maintenance of crystal clear, sparkling water in a swimming pool or spa cannot simply be attributed to good luck. The fundamental principles of water chemistry and hydraulics can be learnt in one course. Advanced topics are available for more experienced industry participants.

Who should attend SPASA Industry Training?

Everyone involved in the swimming pool and spa industry will gain valuable knowledge from attending SPASA Industry Training courses.

SPASA's training is highly recommended for pool builders, aspiring pool builders, landscapers, building surveyors, engineers, architects, pool plumbers, steel fixers, concrete sprayers, excavators, pool tilers, render applicators, service technicians, retail staff, industry suppliers, sales representatives and aquatic industry personnel.

Further details can be found at www.spasavic.com.au

SPASA Member discounted eLearning

AVELING is one of the largest and most recognised private training organisations in Australia delivering quality professional development and safety training solutions that advance workplace excellence.

AVELING's eLearning programs provide a flexible way to learn. You can logon anywhere at any time and take a course at your own pace. SPASA Members can enjoy a **20% discount** on all AVELING online courses (excluding Rio Tinto Iron Ore courses).

Contact Marita Callanan marita@spasavic.com.au to obtain the SPASA Member discount code, then login to your discounted course.

You can find the AVELING online course brochure at www.aveling.com.au/online-courses/

AVELING's key areas of expertise are:

- Workplace Health and Safety
- Leadership and Development
- Mental Health
- Nationally Recognised Qualifications
- eLearning Course Development

AVELING www.aveling.com.au

What is the Pool & Spa Industry?

A Vital Industry Overview:

This course is suitable for both beginners and experienced industry members. Course content has been structured to encompass the needs of the builder, supplier and retail streams, providing a broader view of the Swimming Pool and Spa Industry and responsibilities.

Learning Outcomes: Students will:

- Acquire the knowledge required to better service and satisfy the needs of pool and spa consumers
- Develop a strong desire to build or improve a career in this exciting leisure industry
- Be able to identify areas that require more detailed training
- Understand state obligations and learn about current industry trends

Presenters: Brendan Watkins & Paul Jacobson

SPASA Hydraulics

Course includes:

- Understanding Filtration & Circulation
- Components of a Hydraulic System
- Problem Solving in Relation to Pipe Work and Filtration Components
- Filtration Filter Types and Comparison
 - Identifying Pump Components
 - Water Turnover & Its Relevance
- Hydraulics
 - Terminology Used
 - Reading Basic Hydraulic Charts & Graphs
 - Basic Calculations for Sizing & Flow
 - Problem Solving in the Circulation System

Learning Outcomes: Students will gain a greater technical working knowledge of:

- Pool/spa filtration systems
- The components that make up the pools/spa hydraulic system
- Problem solving techniques for mechanical and circulation issues

Students will also have a greater working knowledge of filtration and the components that make up the pool's hydraulic system.

This will benefit them when communicating options to customers, installing and problem solving of filtration & circulation issues.

There will be a written examination at the end of this course.

Presenter: Paul Jacobson

SPASA Builder Contract Training

Find out all you need to know about SPASA Domestic Building Contracts. Ask any questions, gain a better understanding of your rights and obligations, and limit your liability where possible.

Presenters: Colin Sloggett

SPASA Basic Chemistry

Course includes:

- Knowing your customer
- Chemical cleaners for filter media, salt cells and pool/spa surfaces
- How to manage water balance and why
- Chemical options to provide healthy, sparkling clear, algae free pool water

Learning Outcomes: Students will have:

- a greater understanding of pool water chemistry
- a questioning process that helps to identify their customer's needs
- the ability to confidently communicate water chemistry options/solutions to their customers in simple terms

Presenter: Paul Jacobson

SPASA Advanced Chemistry

Course includes:

- Understanding the customer challenges in today's environmental and climatic changes
- What is the Saturation Index and how is it calculated?
- A closer look at Sanitiser & Oxidiser options and how they work
- Problem Solving:
 - Green Pools – Algae or Metal
 - Metal Staining
 - Chlorine Demand Issues
 - Cloudy Water
- Testing Issues
- Chemical Storage & Handling and Material Safety Data Sheets

Learning Outcomes: Students will have:

- A greater understanding of the types of pool chemicals available and how they perform
- A process to effectively identify and solve pool problems
- A general understanding of Chemical Storage & Handling
- A general understanding of Incident Procedures in the event of an accident

Presenter: Paul Jacobson

SPASA Pool Construction Essentials

Course includes:

- Contracts / Quoting / Handover
- Permits / Inspection Schedule / Compliance to Regulations and Standards
- Occupational Health & Safety Obligations
- Swimming Pool Engineering / Design, Steel Fixing, Plumbing and Spraying Considerations
- Practitioner Q&A

Learning Outcomes: Students will have a better understanding of:

- The overall pool building environment, OH&S and compliance obligations
- The importance of design and engineering
- The importance of effective communication with all stakeholders particularly the pool owner during the contract signing, set out, installation, and the handover process

Presenter: Select Industry Expert Builders

SPASA Pool & Shop Service – What makes the great retailers Great

Have you ever wondered why some businesses flourish in a poor economy despite challenges from big corporates and internet online sales giants. Well it's not just luck.

These businesses understand...

1. Sound business principles
2. What customers want and how they expect these services and products to be delivered
3. That customers are both internal and external and require a clear understanding of the goals and objectives of the business
4. Customer have choices and if your business doesn't meet their service or shopping criteria or expectations - don't be surprised if they go elsewhere
5. People make profits, not things, so they invest heavily in education and training to give their staff the opportunity to SHINE
6. They work on ways to continually improve on service levels and the shopping experience

So what type of business are you? If you are not sure - or you feel you may fall short – come and join us for a day and let us help you identify where you're at and provide you with some insight into what you may need ,or what to change, to make your business GREAT!

Presenter: Paul Jacobson

SPASA Portable Spa Technician

Course includes:

- Knowing the Industry
- Knowing the Customer
- Knowing your Spa Product Options
- Safety Considerations
- Handover Process
- Professional Support
- Water Management System

Learning Outcomes: Students will have a better understanding of:

- The size and key stakeholders of the spa industry
- Spa consumers' needs and buying criteria
- The major components and equipment used in today's spa design and manufacturing process
- Safety requirements in accordance to OHS and Australian Standards
- Best methods for handing over the spa and ensuring the spa owner receives maximum value for investment
- Who to contact for continued support and development
- The chemicals, devices and processes that will deliver safe, comfortable, sparkling clear water and the ways to effectively communicate this process to the spa owner

Presenter: Paul Jacobson

SPASA Industry Learning

Strategic Financial Planning for Your Business

Pool and Spa industry business owners - are you leveraging the full value of your business profits?

There are a number of strategies you can implement to unlock the value in your business operations to create personal wealth. Advice from your Accountant is only one part to unlocking the value. In this session an AB Phillips Financial Advisor and Accountant will give you valuable insights into what you could be doing to set yourself up for the future.

Presenter: AB Phillips

Build Your Professional Profile with Houzz

Learn about all the benefits of the Houzz platform for SPASA Vic members and get pro tips on how to make sure your profile is driving you more clients and exposure. Discover how to maximise your exposure on Houzz, and build your professional profile with the Houzz team. This will help you get first-hand experience on how professionals engage on Houzz.

Presenter: Olivia Tuivaga

Succession Planning – What is it & how does it help increase your wealth?

At some stage you will decide to leave your business – whether you've decided to sell, retire or simply do something else. Regardless of your reason, having a plan in place will help for a smooth transition.

Explore why succession planning is important – what it means and when you should start. This workshop provides steps and tips to help you through the process and maximize the value of your business.

Presenter: Greg Johnson

OH&S Materials Made Easy

SPASA's One Stop OH&S Shop. Be taken through your OH&S responsibilities in plain English.

Presenter: Paul House

Employee or Independent Contractor? The importance of getting it right.

There are a number of differences between employees and independent contractors. It is important to get it right when hiring a worker.

Learn about the factors you should take into account when deciding whether your worker is an employee or an independent contractor. There will be an opportunity to look at examples from previous cases and to discuss whether the worker was an employee or an independent contractor.

The different rights and obligations in relation to employees and independent contractors will be discussed, as well as ways to engage them including agreements and reporting obligations.

Presenter: HR Central

Ownership Thinking

This insightful presentation discusses how to get employees to think and act like business owners.

The methodology has four key aspects that address how to effectively engage your employees by choosing:

1. The Right People
2. The Right Education
3. The Right Measures
4. The Right Incentives

This is not your average employee engagement discussion. It focuses on how educating people on the financial aspects of running a business can assist employees and owners alike to focus on making more money together.

It is deliberately highly interactive with the audience who can share their frustrations and successes with getting the most out of their employees.

Presenter: Greg Johnson

ProTrade United

ProTrade United is Australia's #1 Coaching & Mentoring organisation that provides trade and construction business owners with the tools, resources, information and connections to create consistency of results and long-term stability in their business. At ProTrade United we believe your business is a vehicle. A vehicle to help you achieve more of what matters most to you. This could be to become financially independent, spend more quality time with your family, travel the world, or leave a legacy. We exist to help trade and construction business owners create consistency of profit and cash flow to give them freedom of choice.

Houzz Australia

Houzz is an online platform for home renovation and design, bringing home owners and home professionals together in a uniquely visual community.

Join in on our Houzz webinars to learn about the benefits of having a Houzz platform and hear professional tips on how to make sure your Houzz profile will bring you more clients and better exposure.

Webinars by Houzz:

- Build Your Professional Profile with Houzz
- Closing in the 21st Century
- Insights & Trends from our Landscaping Study
- Online Marketing: A Masterclass
- Houzz & Home Study: What Aussies are doing to their homes
- Houzz Profile Masterclass

Presenter: Olivia Tuivaga

SPASA Industry Training 2018

For **AVELING** eLearning Courses go to www.aveling.com.au/online-courses/

SPASA Members receive 20% off all AVELING online courses.

Online Course	Duration	Rate including GST
Arc Flash Awareness	1 hour	\$110
Area Warden Awareness	1.5 hours	\$99
Cardiopulmonary Resuscitation (CPR) Awareness	1 hour	\$55
Business Ethics and Code of Conduct	1.5 hours	\$77
Chain of Responsibility Awareness	1 hour	\$77
Compressed Gas Cylinder Safety	30 mins	\$55
Confined Space Awareness	1 hour	\$77
Customer Service Skills	1 hour	\$55
Dangerous Goods for Road Transport	1 hour	\$77
Developing a Mentally Healthy Workplace	1.5 hours	\$110
Drug & Alcohol Awareness	1 hour	\$66
Electrical Safety Awareness	1 hour	\$77
Fatigue Management (Transport) TLIF2010 Apply fatigue management strategies	1.5 hours	\$99 [^]
Fatigue Management Awareness for Drivers	1.5 hours	\$55
Fatigue Management Awareness in the Workplace	44min	\$55
Fatigue Management for Schedulers TLIF3063 Administer the implementation of fatigue management strategies	self-paced	\$150 [^]
Fire Training Awareness	1 hour	\$55
First Aid Awareness Online Course	1 hour	\$55
Forklift Safety Awareness	1.5 hours	\$77
General Health and Safety Responsibilities Awareness (WHS, OHS and OSH)	40 mins	\$77
Hazardous Substances Safety Essentials	1.5 hours	\$77
Language, Literacy and Numeracy TAELLN411 Address adult language, literacy and numeracy skills	self-paced	\$195 [^]
Load Restraint Awareness for Road Transport	1 hour	\$77
Local Government Safety Induction	1 hour	\$33
Manual Handling & Ergonomics for the Office	1 hour	\$55
Manual Handling for Retail & Warehouse	1 hour	\$55
Manual Handling in the Workplace	1 hour	\$55
Mental Health Awareness	1 hour	\$110
Office Induction	1 hour	\$55
Participate in Safe Work Practices SITXWHS101 Participate in safe work practices	1 hour	\$77 [^]

SPASA Industry Training 2018

For **AVELING** eLearning Courses go to www.aveling.com.au/online-courses/

SPASA Members receive 20% off all AVELING online courses.

Online Course	Duration	Rate including GST
Permit to Work Essentials	1 hour	\$77
Personal Protective Equipment (PPE) Safety Essentials	30 mins	\$55
Risk Management	1 hour	\$66
Safe Work Method Statements (SWMS) and Risk Management Tools	1 hour	\$99
Safety Induction Standard	1.5 hours	\$55
Safety Induction Advanced	2 hours	\$55
Silica Safety Awareness	30 mins	\$99
Slips, Trips & Falls	40 mins	\$55
Static Electricity Awareness	30 mins	\$55
Time Management	1.5 hours	\$55
UV and Heat Awareness	1.5 hours	\$77
Working at Heights Safety Awareness	1 hour	\$77
Working Away from Home: Mental Health Awareness	1.5 hours	\$110
Working Near Overhead and Underground Power Lines	1 hour	\$77
Workplace Bullying & Harassment Awareness	1 hour	\$77
Workplace Environmental Awareness	1 hour	\$55
White Card Construction Training CPCCOHS1001A Work safely in the construction industry	4.5 hours	\$80 [#]

DISCLAIMER: Prices include GST unless specified otherwise. *Duration depends on job functionality chosen. ^GST free.

#Please refer to aveling.com.au for state-specific pricing and delivery option

SPASA - Protrade Seminars & Workshops 2018

	2018 Dates	Course	Rate including GST	
<input type="checkbox"/>	Tues 30th Jan 6.30pm - 7.30pm*	ProTrade United Business Success Webinar (w)	FREE	
<input type="checkbox"/>	Wed 14th Feb 7.30am - 10.30am*	ProTrade United Business Innovation Workshop	Members (single) \$79 [#] Members (double) \$129 [#]	Non-Members (single) \$159 Non-Members (double) \$295
<input type="checkbox"/>	Tues 13th March 6.30pm - 7.30pm*	ProTrade United Business Success Webinar (w) - How to Hire Quality Staff in a Shrinking Talent Pool.	FREE	
<input type="checkbox"/>	Tues 1st May 6.30pm - 7.30pm*	ProTrade United Business Success Webinar (w) (topic TBA)	FREE	
<input type="checkbox"/>	Wed 10th May 7.30am - 10.30am*	ProTrade United Business Innovation Workshop (topic TBA)	Members (single) \$79 [#] Members (double) \$129 [#]	Non-Members (single) \$159 Non-Members (double) \$295
<input type="checkbox"/>	Tues 19th June 6.30pm - 7.30pm*	ProTrade United Business Success Webinar (w) (topic TBA)	FREE	
<input type="checkbox"/>	Wed 16th Aug 7.30am - 10.30am*	ProTrade United Business Innovation Workshop (topic TBA)	Members (single) \$79 [#] Members (double) \$129 [#]	Non-Members (single) \$159 Non-Members (double) \$295
<input type="checkbox"/>	Tues 4th Sept 6.30pm - 7.30pm*	ProTrade United Business Success Webinar (w) (topic TBA)	FREE	
<input type="checkbox"/>	Wed 23rd Nov 7.30am - 10.30am*	ProTrade United Business Innovation Workshop (topic TBA)	Members (single) \$79 [#] Members (double) \$129 [#]	Non-Members (single) \$159 Non-Members (double) \$295
<input type="checkbox"/>	Tues 4th Dec 6.30pm - 7.30pm*	ProTrade United Business Success Webinar (w) (topic TBA)	FREE	

All Protrade Courses are booked and paid for through the Registration Email sent out before the session. SPASA Member Discount is only available through this email.

*Finishing times are approximate only # Includes discount ^GST Free w Webinar. Delivered online only

SPASA Industry Training 2018

Please indicate the elective/s of your choice by ticking the relevant checkboxes.

NB. Non-Members with pending Membership Applications may qualify for Member rates. Contact the SPASA Office for more information.

	2018 Dates	Course	Rate including GST	
<input type="checkbox"/>	Thurs 1st March 6pm - 8.30pm*	What Is The Pool & Spa Industry? A Vital Industry Overview	FREE	
<input type="checkbox"/>	Wed 7th March 11:30am - 1pm*	SPASA Builder Contract Training (For Restricted & Builder members only)	FREE	
<input type="checkbox"/>	Thurs 15th March 9am - 4pm*	Portable Spa Technician	Members \$135	Non Members \$235
<input type="checkbox"/>	Wed 21st March 12:30pm - 2pm*	SPASA Industry Learning - AB Phillips A business health check (ACC) - Rowena Thiele	FREE	
<input type="checkbox"/>	Wed 28th March 9.30am - 12.30pm	Succession Planning presented by Greg Johnson of Ascend Business Partners	FREE	
<input type="checkbox"/>	Thu 5th AND Fri 6th April 9am - 4pm*	Hydraulics	Members \$270	Non Members \$470
<input type="checkbox"/>	Thurs 19th April 8:30am - 4:30pm*	Pool Construction Essentials	Members \$135	Non Members \$235
<input type="checkbox"/>	Tues 8th May 9am - 4pm*	Chemistry – Basic	Members \$135	Non Members \$235
<input type="checkbox"/>	Thurs 10th AND Fri 11th May 9am - 4pm*	Chemistry – Advanced. Students must attend both days (*Prerequisite - Chemistry Basic)	Members \$270	Non Members \$470
<input type="checkbox"/>	Wed 16th May 4.30pm - 6pm	Employee or Independent Contractor. The importance of getting it right. - HR Central	FREE	
<input type="checkbox"/>	Wed 30th May 9am - 4pm	SPASA Pool Shop & Service - What makes the great retailers great.	Members \$135	Non Members \$235
<input type="checkbox"/>	Thurs 7th June 9am - 12pm*	OH&S Materials Made Easy - Paul House of ISSC	FREE	
<input type="checkbox"/>	Tues 31st July 12:30pm - 2pm*	SPASA Industry Learning - AB Phillips Strategic Financial Planning for Your Business - Rowena Thiele	FREE	
<input type="checkbox"/>	Thurs 2nd Aug 8.30am - 4.30pm*	Pool Construction Essentials	Members \$135	Non Members \$235
<input type="checkbox"/>	Wed 8th Aug 11:30pm - 1pm*	SPASA Builder Contract Training (For Restricted & Builder members only)	FREE	
<input type="checkbox"/>	Thu 16th AND 17th Aug 9am - 4pm*	Hydraulics	Members \$270	Non Members \$470
<input type="checkbox"/>	Tues 4th Sep 9.30am - 12:30pm*	Ownership Thinking presented by Greg Johnson of Ascend Business Partners	FREE	
<input type="checkbox"/>	Thurs 6th Sep 9am - 12pm*	OH&S Materials Made Easy - Paul House of ISSC	FREE	
<input type="checkbox"/>	Mon 17th Sep 9am - 4pm*	Chemistry – Basic	Members \$135	Non Members \$235
<input type="checkbox"/>	Wed 19th AND Thurs 20th Sep 9am - 4pm*	Chemistry – Advanced. Students must attend both days (*Prerequisite - Chemistry Basic)	Members \$270	Non Members \$470
<input type="checkbox"/>	Tues 25th Sept 9am - 4pm*	Employee or Independent Contractor - The Importance of getting it right. HR Central	FREE	
<input type="checkbox"/>	4 DAY SPECIAL	10% discount to any company booking 4 paid days or more - excludes White Card Training	Members \$486 [#]	Non Members \$846 [#]

A minimum of 10 people is required for each session to proceed.

*Finishing times are approximate only #Includes discount ^GST Free w Webinar. Delivered online only

SPASA Houzz Seminars 2018

	2018 Dates	Course	Rate including GST	
<input type="checkbox"/>	Thurs 22nd Feb 10am - 11am*	Houzz Webinar (w) - Insights & Trends from our Landscaping Study	FREE	
<input type="checkbox"/>	Tues 6th March 10am - 11am*	Houzz Webinar (w) - Online Marketing: A Masterclass	FREE	
<input type="checkbox"/>	Tues 13th March 10am - 11am*	Houzz Webinar (w) - Build your professional profile with Houzz	FREE	
<input type="checkbox"/>	Tues 3rd April 10am - 11am*	Houzz Webinar (w) - Houzz & Home Study: What Aussies are doing to their homes	FREE	
<input type="checkbox"/>	Thurs 26th April 10am - 11am*	Houzz Webinar (w) - Houzz Profile Masterclass	FREE	
<input type="checkbox"/>	Thurs 19th July 3pm - 4pm*	Houzz Webinar (w) - Build your professional profile with Houzz	FREE	

*Finishing times are approximate only w Webinar. Delivered online only. Access to all seminars is through SPASA Member email prior to event.

