



Keystone  
TASMANIA

TRAINING PLAN

2025-26



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In recognition of the deep history and culture of this island, Keystone Tasmania acknowledges and pays respect to all Tasmanian Aboriginal people as the traditional owners of this Land.

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## Overview

Keystone Tasmania was established by the Tasmanian Parliament through the *Tasmanian Building and Construction Industry Training Fund Act 1990* to improve the quality of training in the Tasmanian building and construction industry. Central to this purpose is the prudent and sustainable management of the Tasmanian Building and Construction Industry Training Fund.

The 2025-26 Training Plan has been guided by the Keystone Tasmania 2025-2028 Strategic Plan, which identifies three priority investment themes, being workforce attraction, training support and workforce retention. It is intended that the proportion of future investments in these three themes over the next three years will be approximately 13 percent, 78 percent and 9 percent respectively.

The 2025-26 Training Plan provides funding support for a range of training that is generally consistent with the scope of training funding provided under the 2024-25 Training Plan. Administrative controls will continue to be implemented to ensure training funding expenditure is sustainable.

The 2025-26 Training Plan is based on a Building and Construction Industry Training Levy revenue estimate of \$5 million in 2025-26 and an average of \$5.1 million per annum over the next three years.

Keystone Tasmania will continue to endeavor to minimise expenditure on its administrative operations, despite the need to increase resources to maximise compliance with Building and Construction Industry Training Levy requirements.

A maximum annual operational expenditure of no more than \$1.4 million in 2025-26 (capped at no more than 30 percent of revenue in any individual year) and a minimum allocation to a Board-administered strategic contingency fund of \$200,000 per annum to manage revenue volatility and unanticipated events have been assumed in the development of this Training Plan and Keystone Tasmania's forward budget estimates. As a result, an average of \$3.45 million of additional funding per annum will be allocated from the Tasmanian Building and Construction Industry Training Fund over the next three years for direct investment in building and construction training and associated programs. This is in addition to Keystone Tasmania's existing training course funding commitments made under previous Training Plans.

The 2025-26 Training Plan funding allocations and existing budgeted funding commitments include:

- Funding for training course rebates and apprenticeship incentive scheme payments previously approved under previous Training Plans (estimated to be approximately \$0.6 million at the end of June 2025 at the time of preparation of this Training Plan).
  - Previously committed \$0.19 million funding for a high demand program to deliver mobile Certificate II in Construction training to schools through the Tasmanian Building Group Apprenticeship Scheme.
  - Funding of \$2.5 million for training course rebates to be approved under this 2025-26 Training Plan and an annual \$2.5 million budget provision for the following two years. Consistent with state and federal government policy objectives to increase the capacity of the building industry to meet forecast residential housing demand, Keystone Tasmania is prioritising Certificate IV training essential for builder licensing in 2025-26 as well as advanced training and assessment and work health and safety qualifications.
  - An annual budget provision of \$0.2 million for the incentivisation of training quality improvement and investment in training course development to meet identified training course availability gaps over three years. Keystone Tasmania will work with regulators and other safety and compliance inspectors to ensure the availability of training to address identified systemic quality and safety concerns and to incentivise high-quality training outcomes.
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- A budget provision of \$0.26 million in 2025-26 (\$1.11 million over three years) for strategic building and construction industry workforce promotion initiatives in schools. This initiative has been identified as the highest priority for the Tasmanian industry and is strongly supported by education administrators seeking to improve the proportion of students in vocational training. Keystone Tasmania will focus on ensuring that building and construction career promotion is coordinated and linked with pre-vocational training opportunities to provide an experience for students that is as simple and seamless as possible.
- A budget provision of \$0.25 million in 2025-26 (\$0.95 million over three years) for strategic building and construction industry workforce retention initiatives. Employee turnover and the loss of experienced employees from the industry are just as important for productivity as the addition of new employees. These initiatives will target training opportunities to improve job satisfaction among building and construction employees and facilitate access to training required for alternative career opportunities within the broader industry.

The scope of training investments will be consistent with the Keystone Tasmania 2025-2028 Strategic Plan.



Keystone  
TASMANIA

Building capacity.  
Building Tasmania.

## 2025 – 2028 Strategic Plan

### MISSION

To advance the Tasmanian building and construction industry by investing in workforce attraction, development and retention programs

### LEGISLATED PURPOSE

To improve the quality of training in the Tasmanian building and construction industry

### INVESTMENT PRIORITIES

#### WORKFORCE ATTRACTION

Facilitate efficient investment to maximise new and more diverse entrants into the industry by prioritising:

- Cost-effective prevocational training pathway promotion and coordination in schools
- Improving availability of career and training pathway information

#### TRAINING SUPPORT

Prioritise investment and promote initiatives that improve the quality of training, including training accessibility and relevance, particularly:

- Investment in training that responds to identified quality, safety, capacity, and regulatory compliance outcomes
- Incentivisation of training quality improvement
- Investment in identified training course availability gaps
- Advocacy to promote improved training outcomes

#### WORKFORCE RETENTION

Investment in programs with broad industry reach to maximise workforce retention, including:

- Enhancing management and leadership quality
- Supporting employee health and wellbeing
- Investing in targeted training for alternate career pathways within the industry
- Lowering barriers to workforce diversity

### BUSINESS SUSTAINABILITY PRIORITIES

Maximise industry training investment by maintaining focus on

- Stakeholder partnerships
- Increasing training levy compliance
- Embracing technological innovation in funding claim management
- Effective management of revenue and training demand volatility

## Legislative Requirement

The *Building and Construction Industry Training Fund Act 1990* requires Keystone Tasmania to prepare a building and construction industry training plan each financial year for the purpose of improving the quality of training and to increase the levels of skills in the building and construction industry.

Section 34 of the Act requires that a Training Plan:

- a) Shall set out priorities for employment related training to funded from the Fund; and*
- b) Shall provide for the allocation of money from the Fund for the provision of training.*

The Act also directs that Keystone Tasmania *...shall provide for the allocation of the resources of the Fund only in respect of skills formation accredited or approved in respect of the building and construction industry.*

The Act requires that the Training Plan be prepared by Keystone Tasmania before 31 May of the preceding financial year and be provided to the Secretary of the Department of State Growth as the agency responsible for administering the Act for submission to the Minister for Skills and Training for approval.

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## Statement of Funding and Allocation from the Training Fund

Keystone Tasmania recommends the 2025-26 Training Plan to the Minister for Skills and Training for approval and in doing so believes that the Tasmanian Building and Construction Industry Training Fund, including a reasonable estimate of future revenue from the Building and Construction Industry Training Levy, is able to fund the cost of this Training Plan and all other business liabilities, including financial liabilities arising from training funding commitments provided under previous Training Plans. Keystone Tasmania is empowered to control and administer the Training Fund in accordance with section 8 of the *Building and Construction Industry Training Fund Act 1990*.

While Keystone Tasmania will continue to prudently manage the Training Fund, including the maintenance of a strategic contingency fund to manage revenue volatility and unforeseen events, the Board reserves the right to make changes to Training Plan budget allocations if required to ensure ongoing sustainability of the Training Fund. The Board will keep the Minister informed of any emerging risks to the budget provided in this Training Plan.



Paul West  
Chair

28 May 2025



Martin Blake  
Chief Executive Officer



## Keystone Tasmania Training Rebates

Keystone Tasmania provides financial rebates to eligible Tasmanian building and construction industry businesses for specified categories of training.

Building and construction industry business eligibility for training rebates and the administrative policies governing training rebate application processes are specified in the Keystone Tasmania Training Funding Policy 2025-26.

### TRAINING CATEGORIES ELIGIBLE FOR A 50 PERCENT REBATE:

CATEGORY	ACCREDITED TRAINING (Y/N)
<b><u>Building &amp; Construction</u></b>	
Condensation Management	N
Waterproofing Short Courses	N
<b><u>Business Skills</u></b>	
Contract Administration	N
Estimating Short Courses	N
<b><u>Certificate II, III, IV, Diploma &amp; Advanced Diploma</u></b>	
Certificate II in Split Air Conditioning and Heat Pump Systems	Y
Certificate III in Construction Waterproofing	Y
Certificate IV in Electrical - Instrumentation	Y
Certificate IV in Plumbing and Services	Y
Diploma of Building & Construction (capped at \$5,000)	Y
Advanced Diploma of Building & Construction (capped at \$5,000)	Y
<b><u>Civil Construction</u></b>	
Earthworks	Y
Excavation & Stormwater Management	N
Heavy Vehicle Licensing	Y
Large Plant Operations	Y
Roadworks	Y
Traffic & Rail Management	Y
<b><u>Codes &amp; Regulations</u></b>	
Building Codes & Regulations	N
<b><u>Electrical &amp; Mechanical Services</u></b>	
Cabling & Instrumentation	Y
Electrical Licence, Wiring & Testing	Y
Electrical Licence, Wiring & Testing	N
Heating, Air Conditioning & Refrigeration	Y
Heating, Air Conditioning & Refrigeration	N
Solar Energy	Y



### **High Risk Work**

Cranes & Hoists	Y
Dogging & Rigging Operation	Y
Elevated Work Platform	Y
Multi Tool Carrier/Telehandler	Y
Pressure Equipment	Y
Scaffolding Operation	Y

### **Plumbing & Gas Fitting**

Plastic Welding	Y
Plumbing	N
Roof Plumbing CBOS Priority Training	N

### **Work Health & Safety**

Asbestos Removal	Y
Asbestos Awareness	N
Confined Space	Y
Electrical Safety	Y
Manual Handling	Y
Silica Awareness	N
Work Safely at Heights	Y

### **TRAINING CATEGORIES ELIGIBLE FOR AN 80 PERCENT REBATE:**

#### **CATEGORY**

#### **ACCREDITED TRAINING (Y/N)**

#### **Certificate II, III, IV, Diploma & Advanced Diploma**

Certificate IV in Building and Construction (capped at \$8,000)	Y
Certificate IV in Training and Assessment (or 50 percent rebate if already subsidised)	Y
Certificate IV in Work Health & Safety (or 50 percent rebate if already subsidised)	Y

### **TRAINING CATEGORIES ELIGIBLE FOR A FIXED AMOUNT OF FUNDING (\$1,000 PER FORUM):**

#### **CATEGORY**

#### **ACCREDITED TRAINING (Y/N)**

#### **Peak Industry Body Professional Development Forums**

Events & Forums - Building and Construction (Housing Industry Association and Master Builder Tasmania)	N
Events & Forums - Civil Construction (Civil Construction Federation (Tasmania))	N
Events & Forums - Electrical & Mechanical Services (National and Electrical and Communications Association)	N
Events & Forums – Plumbing (Master Plumbers Association of Tasmania)	N

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# THE WAY WE WORK



## We Value



Collaboration

Integrity

Humility

## We Believe That

We can challenge each other



We find our greatest strength in diversity of thought

We can always do better together

We should feel supported and valued

## We Strive For



Excellence across all of our business

Flexibility, adaptability, and openness to change

Transparency in our business dealings









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