



Keystone
TASMANIA

TRAINING PLAN 2026-27

KEYSTONE TASMANIA

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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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Keystone Tasmania Training Plan 2026-27

Keystone Tasmania is committed to supporting the workforce needs of the Tasmanian building and construction industry.

Keystone Tasmania's purpose under the *Tasmanian Building and Construction Industry Training Fund Act 1990* is to improve the quality of training in the building and construction industry. It collects a 0.2% levy from construction projects valued over \$20,000, and invests funds into training support and workforce attraction and retention initiatives that benefit employers and workers in the industry.

TRAINING PLAN BUDGET

TOTAL ALLOCATION
\$3,950,000

INVESTMENT PRIORITIES

WORKFORCE ATTRACTION

- Trade careers in schools
- White Card training

\$400,000

TRAINING SUPPORT

- Training Rebates + Keystone Flexi Fund for emerging training needs
\$3,000,000*
- Improving quality training outcomes
\$200,000

\$3,200,000

WORKFORCE RETENTION

- Leadership and supervision
- Supporting employee health & wellbeing
- Encouraging workforce diversity

\$350,000

BUSINESS SUSTAINABILITY

- Operational sustainability
- Levy compliance
- Managing training demand

Training Plan Rationale

The Training Plan 2026-27 continues the work set out in Keystone Tasmania's Strategic Plan 2025-2028. It is based on expected levy income of \$5.1 million and plans total investment of \$3.95 million across the priorities of workforce attraction, training support and workforce retention.

Workforce Attraction

Attracting new people into the building and construction industry is essential. We need a strong workforce to deliver major construction projects, build more homes in Tasmania, and support our communities.

Young people are a key focus. In 2026–27, Keystone will allocate \$400,000 in workforce attraction. This includes funding White Card training in schools and supporting a more coordinated approach to careers advice and guidance. Promoting careers in schools is already a crowded space. Keystone is working collaboratively with the Department for Education, Children and Young People; construction peak bodies; Skills Tasmania and Jobs Tasmania to strengthen existing efforts, rather than duplicate them or add complexity.

Training Support

Keystone's annual training rebates help eligible employers across Tasmania to upskill their staff. This improves productivity, supports work health and safety, and helps ensure high-quality work.

In 2026–27, Keystone will increase its training support investment to \$3 million, up from \$2.5 million the previous year. This total includes \$2.5 million allocated for 2026–27, plus an additional \$0.5 million carried over from the prior year. The base training rebate rate has increased from 50% to 60% of course fee and more courses are now eligible for funding in response to industry feedback. In addition, the Flexi-fund provides funding for pilot projects and emerging training needs.

Workforce Retention

Industry has told us that strong leadership and supervision skills are critical to keeping workers engaged and productive and helping people to stay in the industry. Keystone is allocating \$250,000 to support training in these areas.

A further \$100,000 will be invested to support workforce diversity. This will help employers attract a broader range of people and create opportunities for new entrants into the industry.

Business Sustainability

Keystone is focused on delivering real value to industry in an efficient and transparent way. We are working to improve levy compliance, make it easier for employers to access Keystone funding, and stay flexible so we can respond quickly to industry needs.

Responding to Industry and Economic Conditions

In setting the Training Plan 2026-27, Keystone has taken into account:

- Feedback from employers, industry bodies, and training partners about emerging workforce needs, barriers to participation, and where investment should be prioritised.
- The rising cost of doing business, including inflation, global geopolitical uncertainty, and uneven demand across the industry.
- Key changes and opportunities in the building and construction industry, including:
 - The growing impact of technology driven by artificial intelligence
 - Increasing demand for sustainable building practices and clean energy
 - Ongoing pressure to improve productivity with a shift toward modular construction
 - Government targets to increase housing supply under the National Housing Accord.

Keystone's Response in 2026–27

In response to these factors, Keystone will:

- Increase the base training rebate from 50% to 60% of course fee to provide greater support to employers.
- Maintain a strong focus on:
 - Work health and safety
 - Quality outcomes, including compliance with relevant codes and regulations
 - Supporting licensing requirements.
- Expand existing training rebates to provide targeted support for:
 - Leadership and supervision skills
 - First aid training (places capped per employer)
 - Mental health training and support
 - Sustainable building practices and renewable energy
 - Digital innovation and technology.
- Invest in skills and workforce development to support major construction projects and help manage their impacts on local businesses and regional communities.
- Continue to balance investment across the major trade sectors:
 - Residential
 - Commercial
 - Civil.

Keystone Tasmania Training Rebates 2026-27

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

Information about which building and construction businesses are eligible and how to apply for rebates is available in the Keystone Tasmania Training Funding Policy.

Training Categories

CATEGORY	SUBCATEGORY	REBATE
Building & Construction	Condensation Management	60%
	Environmental & Sustainability	60%
	Finishing Trades	60%
	Structural Welding	60%
	Waterproofing Short Courses	60%
Business Skills	Construction Contract Management	60%
	Digital Innovation & Technology	60%
	Leadership & Supervision <i>*caps may apply</i>	80%
Civil Construction	Earthworks, Excavation & Roadworks	60%
	Large Plant Operations	60%
	Railway Construction	60%
	Steel Fixing	60%
	Stormwater Management	60%
	Traffic Management	60%
Codes & Regulations	Building Codes & Regulations	60%
Electrical & Mechanical	Cabling & Instrumentation	60%
	Electrical Licence, Wiring & Testing	60%
	Fire Protection	60%
	Heating, Air Conditioning & Refrigeration	60%
	Renewables (including Solar & Wind)	60%

CATEGORY	SUBCATEGORY	REBATE
High Risk Work	Cranes & Hoists	60%
	Dogging & Rigging	60%
	Elevated Work Platform (EWP)	60%
	Forklift Operation	60%
	Multi Tool Carrier/ Telehandler	60%
	Pressure Equipment	60%
	Scaffolding	60%
Plumbing & Gas Fitting	Plastic Welding	60%
	Plumbing	60%
	Roof Plumbing	60%
	Wastewater Treatment	60%
Vehicle Skills & Licencing	Heavy Vehicle Licencing	60%
Full Qualifications	Certificate II in Split Air Conditioning & Heat Pump Systems	60%
	Certificate III in Construction Waterproofing	60%
	Certificate IV in Building & Construction <i>*caps may apply</i>	80%
	Certificate IV in Electrical - Instrumentation	60%
	Certificate IV in Plumbing & Services <i>*caps may apply</i>	80%
	Certificate IV in Training & Assessment	80%
	Certificate IV in Work Health & Safety	80%
	Diploma of Building & Construction <i>*caps may apply</i>	60%
	Advanced Diploma of Building & Construction <i>*caps may apply</i>	60%
	Bachelor of Construction <i>*caps may apply</i>	60%
Work Health & Safety	Asbestos & Silica	60%
	Confined Space	60%
	First Aid & CPR (10 places per business)	60%
	Low Voltage Rescue (LVR)	60%
	Manual Handling	60%
	Mental Health	60%
	Site Access & Safety	60%
	Working Safely at Heights	60%

Statement of Funding and Allocation from the Training Fund

Keystone Tasmania recommends the Training Plan 2026-27 to the Minister for Skills and Jobs.

Keystone Tasmania is authorised under section 8 of the *Building and Construction Industry Training Fund Act 1990* to manage and administer the Training Fund.

Keystone Tasmania confirms that expected levy revenue in the Tasmanian Building and Construction Industry Training Fund, including future revenue from the Building and Construction Industry Training Levy, is sufficient to cover the cost of this Training Plan as well as all existing financial commitments, including those made under previous Training Plans.

The Keystone Tasmania Board will continue to manage the Training Fund carefully, including maintaining a contingency reserve to manage volatility in revenue and rebate demand and to respond to unexpected events. The Keystone Tasmania Board reserves the right to make minor changes to Training Plan budget allocations and will keep the Minister informed of any emerging budget risks.



Paul West
Chair



Bridget Hiller
Chief Executive Officer

6 May 2026

