



Building capacity. Building Tasmania.



Keystone  
TASMANIA

TRAINING PLAN  
2022-2023



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## Executive Summary

In its Training Plan for 2022-23, Keystone Tasmania has allocated \$5,750,000 for the training and workforce development of some 15,000 eligible industry members.

The Training Plan allocation for 2022-23 includes:

- Upskilling current workers in the building and construction sector through subsidies for accredited and non-accredited training \$3,550,000
- Funding for strategic projects that advance workforce development in the areas of: pathways, capacity building, innovation, and diversity and inclusion \$2,000,000
- Targeted support for course development, where gaps in available training have been identified \$200,000

The Training Plan allocation is estimated at approximately 110% of projected levy income 2022-23, with Keystone accessing cash reserves to meet the commitment.

Through this Training Plan, Keystone Tasmania seeks to create an environment where industry actively participates in and fully appreciates the benefits of training.

We are committed to producing a more productive, safe, employable, adaptable and innovative workforce.

Keystone Tasmania will collaborate with other organisations to address the training priorities identified by industry practitioners.

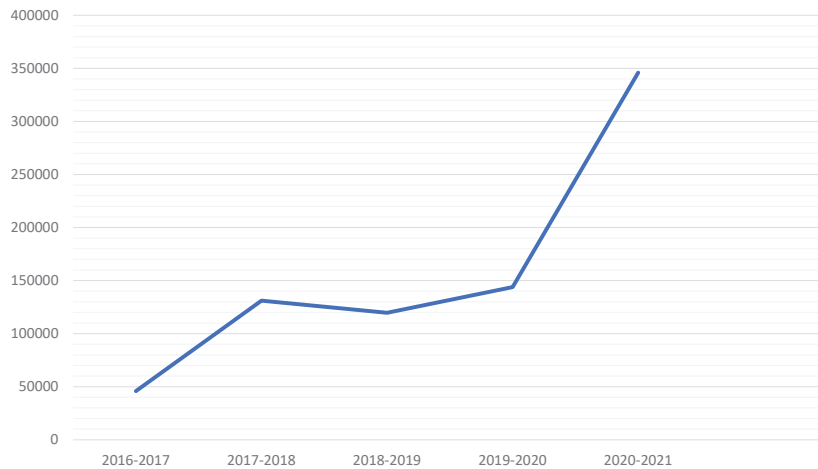
The Training Plan is designed to ensure funding can be made available to meet emerging training requirements identified by employers during the year. We accept that it is not possible to always accurately predict these different needs more than twelve months in advance of the training.

In addition, the Plan will support the building and construction industry as it faces identified skill demands and retention challenges.

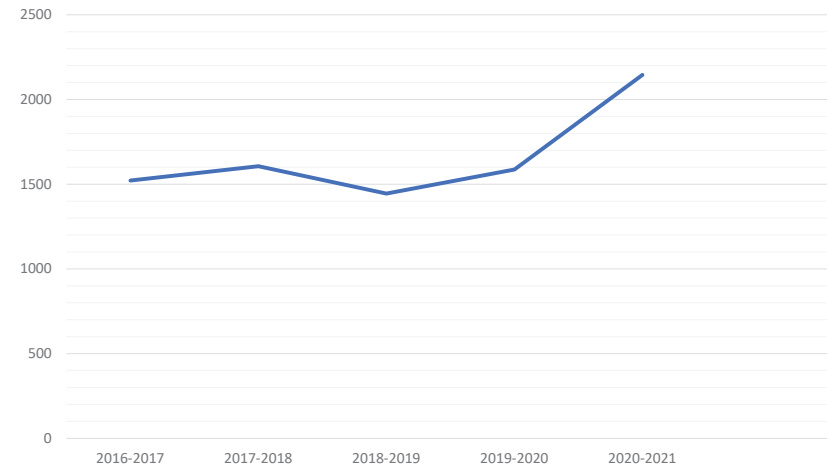
There is overwhelming support from the industry for a demand driven funding approach. This approach is consistent with the policy direction adopted by the State and Federal Governments for training entitlements and outcome-based funding. We continue to support increasing and maintaining the number and range of courses as well as the level of industry participation in training.

## Participation in Training Funded by Keystone Tasmania 2016-2021

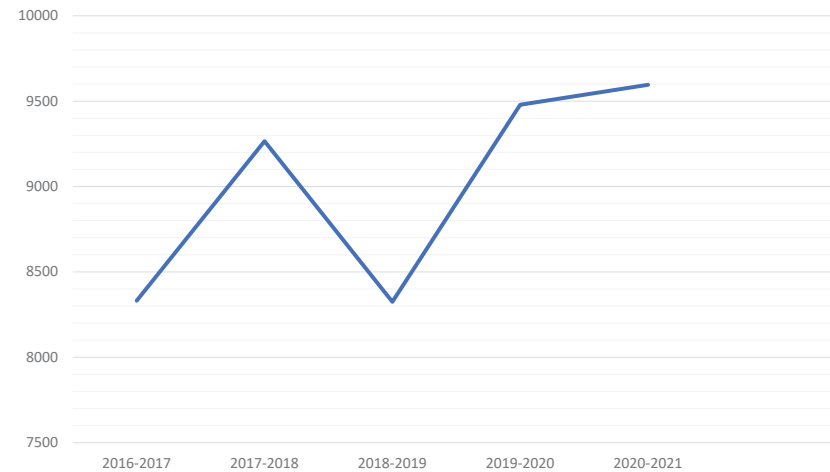
Number of Contact Hours



Number of Courses



Number of Participants





## Statement of Funding and Allocation from the Training Fund

The Board of Keystone Tasmania recommends the 2022-2023 Training Plan to the Minister for approval and in doing so is satisfied that funding is available from the Building and Construction Industry Training Fund established under Section 36 of the Tasmanian Building and Construction Industry Training Fund Act to meet the cost of the Training Plan including future commitments arising from this and previous Training Plans. The Board is empowered to control and administer the Fund in accordance with Section 8 of the Act.

For 2022-2023, \$5,750,000 has been allocated from within the overall budget for the implementation of the Training Plan. The target for 2022- 2023 is to provide training and development for approximately 15,000 people in a number of priority areas identified through consultation with industry.

The Keystone Tasmania Annual Report 2021- 2022 provides details of the Board's achievements against its strategic objectives as well as the Audit and Financial Reports.

The Board is confident this level of funding will substantially meet the training priorities identified by industry for 2022-2023. This Training Plan expenditure will be supported by major budget commitments to workforce development promotion.

The Board will maintain this level of funding by utilising reserves earmarked for the building and construction employment and training programs.

The Board will collaborate with other organisations where necessary to address these priorities.

Dated 26th May 2022



Norm McIlfatrick  
Chairperson  
On behalf of the Board



Dr Karin Mathison  
Chief Executive Officer

**WE ARE THE GO-TO ORGANISATION**  
for facilitating building and construction industry workforce development in Tasmania

**KEYSTONE  
3 YEAR BIG GOAL**

**ENGAGE, ENABLE, EVALUATE, EMPOWER**

**THEMATIC GOAL  
JAN - DEC 2022**

**ENGAGE**

**ENABLE**

**EVALUATE**

**EMPOWER**

**Stakeholder Engagement**

- Communication Strategy implementation
- Key partnerships with Associations, TAFE, RTOs, GTOs
- Industry Liaison
- Industry careers campaign

**Operations & Funding**

- Develop & rollout new CMS, Website & Web App
- Funding model review

**Staff**

- Staff Professional Development
- Staff Wellbeing

**Data & evaluation**

- Rollout, review & refine SOFIA Stage 1 (demand)
- Scope & commence SOFIA Stage 2 (supply)
- Strategic response to SOFIA data
- Training needs & RTO matrix

**2021 Focus Area: Civil Sector**

- Collaborate with Skills Tas, CCF & Industry to identify training and WFD priorities
- Initiate, fund and/or support activity in support of the Civil Sector WFD Plan and B&C Action Plan objectives

**CORE BUSINESS**

**Industry Funding**

- Applications + claims management
- Apprenticeship projects
- COVID-10 initiatives

**Levy collection & administration**

- Collection + administration
- Process improvements

**Stakeholder Engagement  
Advice to Ministers**

- Maintain + develop industry relationships
- Advice to ministers
- Communication

**HR**

- Team health
- Staff development
- Recruitment, induction, appraisal

**Operations  
Finances Reporting**

- Continuous improvements
- WH&S
- Finances
- Internal reporting



## Legislative Requirement

### Training Plan

Section 34 of the Building and Construction Industry Training Fund Act 1990 provides that the Board shall prepare a building and construction industry Training Plan for each financial year.

The Training Plan shall:

- a. Set out priorities for employment related training to be funded from the Fund.
- b. Provide for the allocation of money from the Fund for the provision of training.



## Training Priorities & Funding Allocations

Keystone Tasmania will continue its collaboration with Skills Tasmania on building and construction industry training issues. We also note Skills Tasmania's industry policy promotes training for clients to be better informed about the training system, resource allocation according to informed priorities, and quality in all aspects of the training system.

We consider this Training Plan to be consistent with the Tasmanian Government's Skills Strategy. This Plan will enable training to be delivered to meet emerging priorities.

The Training Plan deals with these matters from the viewpoint of industry members and in accordance with the Building and Construction Industry Training Fund Act. It is important that the training priorities of industry members are addressed in any overall State Government Skills Strategy and industry policy.

Keystone Tasmania will continue to work with Skills Tasmania to provide strategic advice to the Department and the Minister on:

- Investing in Skills for Growth.
- Ministerial Priorities for Training and Workforce Development.
- Specific building and construction industry training issues.
- Keystone Tasmania will lead a number of significant initiatives arising from the Building and Construction Industry Workforce Action Plan.

Keystone Tasmania has identified three areas of strategic activity around industry training provision in 2020-2022:

- Promote quality pathways to employment.
- Support those in employment to develop their skills, obtain accreditation, and pursue career opportunities.
- Champion industry-wide initiatives that promote diversity, innovation, and advancement in all areas.

The demand-driven model as detailed in this plan is designed to meet the needs of both small and large building and construction enterprises.





## Building the Workforce to Build Tasmania

The Tasmanian Government is continuing to invest in transformational building and infrastructure projects that provide long lasting generational benefits. This currently includes:

- a. \$5 billion infrastructure program, which included a total investment of \$2.4 billion into road transport network over the next four years.
- b. Extending social housing building pipeline to 2027, by investing an additional
- c. \$280 million. This will mean 2000 extra homes, on top of the 1500 already being built over the next three years and \$20 million for new supported accommodation facilities for older Tasmanians in the North and North-West of the State.
- d. \$735 million investment into Tasmania's renewable energy and hydrogen initiatives.

This investment in building and construction pipeline, in conjunction with a significant private sector pipeline across commercial and residential sectors, means the building construction workforce will need to grow significantly over the next four years.

Keystone's labour market modelling program SOFIA will make an important contribution to industry's understanding of workforce planning needs.

Keystone Tasmania is pleased to be a party to a Memorandum of Understanding that sets out the framework for a collaborative partnership between the State and the key building and construction industry stakeholders on next steps and to help meet the workforce growth objective



## Building Tasmania's Future – Memorandum of Understanding

The Government has committed to working towards an adjusted investment profile, for long term benefit and sustainable growth. This will support confidence in ongoing investment strategies across the sector.

Infrastructure Tasmania now have an interactive dashboard published to detail major infrastructure projects in the state. All major infrastructure owners, both public and private, are providing data to Infrastructure Tasmania to inform the pipeline – supporting future planning and reporting. Keystone Tasmania is working with ITas to connect this database to our labour market modelling program, SOFIA.

Keystone Tasmania is also a party to the 2022 Memorandum of Understanding which sets out a framework to work collaboratively to deliver a sustainable infrastructure pipeline by:

- continuing to build and maintain a viable Tasmanian construction industry across all sectors by increasing sustainability, resilience, quality, productivity, and efficiency
- raising capacity, capability and career opportunities across both the industry and government sector through increased skills development and supporting diversity

- supporting Tasmania's reputation, brand, cultural values, natural and cultural environment, and a strong economy through increased business confidence, employment and inward investment
- delivering infrastructure to support the economy and create livable communities

To achieve these objectives, the Parties will focus on:

- providing a transparent, reliable and regularly updated Infrastructure Pipeline
- developing a sustainable approach to risk allocation
- improving procurement processes and practices
- workforce skills and labour supply
- improving planning and regulatory processes
- resilient high performing businesses
- supply of equipment and materials



## Keystone Tasmania - TasTAFE – Memorandum of Understanding

The Tasmanian Government's vision is for TasTAFE to be a future-focused and market-aligned training provider that is responsive to the needs of Tasmanian learners, employers and industries and provides more Tasmanians with the skills they need to get jobs now and into the future.

Tasmania's workforce and our next generation of young people will need different skills and training to keep pace with the changing needs of employers, industry, the economy and the community, particularly as we continue to deal with the COVID-19 pandemic.

TasTAFE currently delivers approximately 87% of Certificate III qualifications in the Tasmanian building and construction industry, across all regions of the state. TasTAFE provides the primary qualifications pathway for new industry entrants.

Keystone Tasmania is the peak organisation facilitating workforce development in the Tasmanian building and construction industry. A strategic priority for the organisation is the promotion and support of long-term workforce planning across all sectors of industry.

The 2022 Memorandum of Understanding between TasTAFE and Keystone Tasmania sets out the framework for a collaborative partnership to promote effective strategic engagement, information sharing and workforce development activities to support the delivery of high-quality building and construction industry training through TasTAFE in Tasmania.



## Keystone's Funding Model Update 2022

Since its establishment, the Board provided funding to industry in a range of ways including: training subsidies, incentive payments to employers, ad-hoc project funding for member associations and other organisations, and the sponsorship of awards and scholarships. Stakeholder feedback in 2020 highlighted that the Board's funding model needed to change.

During 2021 and 2022, Keystone undertook consultation with businesses, industry associations and state government to develop an improved funding model. Priorities identified were that the new funding model should:

- Be responsive to industry feedback across all sectors.
- Communicate Keystone's value through direct engagement with businesses and employees.
- Provide transparency on who, what and how much we fund.
- Provide simple, streamlined application and claims processes.
- Deliver major project funding through simple, transparent, equitable processes and rigorous reporting.

The resulting funding model took effect on 2nd May, 2022. It features three advertised categories of training subsidy, reduced administration for eligible businesses, and clear processes for applying for and allocating project funds.

Keystone will fund the nominated percentage of advertised course cost (plus GST if applicable) for applicants eligible under the Building and Construction Industry Training Fund Act 1990.

If a course is subsidised via funding from another source, the Keystone subsidy will be adjusted accordingly.

Keystone does not fund assessment-only activities such as Recognition of Prior Learning (RPL) and Verification of Competency (VOC).

Payments are made upon successful completion of the approved activity. Evidence of successful completion is required.

Alongside the new funding model, Keystone has consulted on, and commenced

## FUNDING MODEL AT A GLANCE

1

**Three categories of funding with a scaled and fixed % of advertised course cost subsidised.**

Note: Category A1 provides 100% of the advertised course cost PLUS a nominated incentive amount. This category will target identified highest priority skills and qualifications.

2

**Training course subsidies will be paid to the employer (incl sole traders), with the option for the subsidy to be assigned to a training provider in specific circumstances.**

3

**Major projects will be funded through a combination of an annual EOI process targeting identified industry needs, and flexible ad-hoc funding for projects where need arises outside the EOI timeframes.**

### A focus on quality

Alongside the new funding model, Keystone has consulted on, and commenced implementation of, quality assurance and audit processes to promote transparency, quality and industry relevance in training. This process will be further developed during 2022-23, in close collaboration with major training providers and industry.





## Diversity and Inclusion

Keystone Tasmania's draft Diversity and Inclusion Strategy identifies barriers that women, culturally diverse and palawa people face at four key career junctures.

Keystone's project activity, internal operations, and the Be Part of Building Something Big campaign are purposefully targeted at specific barriers that limit the participation of diverse people:

- Attract - alerting diverse people and the wider community on to the idea that diverse people belong in our sector
- Recruit - supporting diverse people into professional networks, bridging diverse people so they present competitively for jobs, and educating HR professionals, managers and selection panels in more equitable recruitment practices
- Retain - supporting employers, businesses and the sector to change workplace cultures so diverse people are safe, included, valued and thriving
- Advance - providing opportunities for diverse people to undertake leadership training, and recognising and promoting the success and advancement of diverse leaders in the sector.

Keystone Tasmania has four diversity and inclusion projects currently underway.

These are:

- Migrant Resource Centre Tasmania - cultural awareness training for Tasmanian employers
- Tradeswomen Australia - supporting girls and women into apprenticeships in NW Tasmania
- Tradeswomen Australia working within businesses to improve culture and HR practices
- Housing Industry Association - Building Women project including mentoring, leadership training and networking

Keystone Tasmania has also initiated two new annual Awards for Women, including HIA's Building Women Award and NAWIC's Next Steps Award.

## Course development – skill area mapping and funding

During 2021-22, Keystone surveyed member associations and RTOs to identify gaps in training provision in the area of Business Skills for SMEs.

An Expression of Interest process resulted in Keystone funding six Course Development projects to address those gaps.

New courses in Business Skills for SMEs are due to commence in 2022, from the following providers: Orange International College, Master Plumbers Association of Tasmania, Housing Industry Association (Tasmania), Creating Preferred Futures, and HRTas.

In 2022-23, Keystone will continue the collaborative process of 'mapping' skills training across a variety of areas in the building and construction industry, to facilitate further targeted funding of new course development where gaps are identified.



ASSOCIATE ARCHITECT  
**LIZ WALSH**

## Keystone Funding Allocations

The Keystone Board has approved the following training subsidy allocations for the period 2 May to 31 December 2022.

Keystone will fund the nominated percentage of advertised course cost (plus GST if applicable) for applicants eligible under the Building and

Construction Industry Training Fund Act 1990. Eligible businesses conduct 90% or more of their work on-site in the building and construction industry.

If a course is subsidised via funding from another source, the Keystone subsidy will be adjusted accordingly.

Keystone does not fund assessment-only activities such as Recognition of Prior Learning (RPL) and Verification of Competency (VOC).

Payments are made upon successful completion of the approved activity. Evidence of successful completion is required.

### Incentive payments/ 150% subsidy

Keystone has historically provided incentive payments in priority skill areas. Administration of various incentive payment schemes has been streamlined into a 150% subsidy in those identified priority areas. These will be regularly reviewed by the board and adjusted to respond to relevant data and industry demand.

### 150% FULL advertised course cost PLUS 50% incentive

- Certificate II Resources and Work Preparation
- Certificate II Construction Pathways
- Certificate III Civil Construction - Plant Operations
- Certificate IV Training and Assessment

### 100% of advertised course cost

#### VET and Higher Education

- Certificate III WHS
- Certificate IV WHS
- Certificate IV Accounting and Business Management
- Certificate IV Building Design
- Certificate IV Business
- Certificate IV Leadership & Management
- Certificate IV Project Management
- Diploma Accounting and Business Management
- Diploma Business
- Diploma Environmental Management
- Diploma Project Management
- Diploma WHS
- Advanced Diploma Building Surveying

#### Civil Construction

- Plant operations
- Traffic and rail management

#### ICT

- Software product training
- Digital literacy
- Web development

#### Project Management

- Project Management short courses

#### Vehicle Skills and Licencing

- Driving advanced

#### WHS

- Alcohol and drugs
- Asbestos awareness
- Asbestos removal
- Confined space
- Fire safety
- First aid and CPR
- Manual handling
- Risk management
- Silica awareness
- WHS manager, supervisor and safety representative training
- Work safely induction White Card
- Working at heights
- Workplace hazards

#### High Risk Work

- Cranes and hoists
- Dogging and rigging operation
- Elevated work platform (EWP)
- Scaffolding operation
- Forklift operation
- Pressure equipment
- Multi tool carrier / Telehandler

#### Personal Development

- Life skills\*

\*Life skills is a generalised term encompassing training in the following (but not limited to):

- Mental health and suicide prevention
- Effective communication
- Critical thinking
- Time management
- Study skills
- Interview and resume writing skills



## Keystone Funding Allocations

### 80% of advertised course cost

#### VET and Higher Education

- Estimating short course
- Certificate II Split Air Conditioning & Heat Pump Systems
- Certificate III Construction Waterproofing
- Certificate IV Accounting & Bookkeeping
- Certificate IV Building & Construction
- Certificate IV Building Surveying
- Certificate IV Engineering & Drafting
- Certificate IV Plumbing
- Certificate IV Residential Drafting
- Diploma Building & Construction
- Diploma Building Design
- Diploma Human Resource Management
- Diploma Leadership Management

#### Building and Construction

- Condensation management
- Footings and Flooring
- Plans, property, surveying
- Product updates
- Tie downs, bracing and slabs
- Timber Framing
- Waterproofing short courses

#### Business Skills

- Accounting, finance and payroll
- Audit and quality assurance
- Business management short course
- Conflict management
- Contractor management
- Construction contract management
- Human resource management short course
- Leadership
- Sales and marketing

#### Civil Construction

- Concreting, earthworks and pavements

#### Codes and Regulations

- Building codes and regulations
- Code-related energy efficiency training

#### Electrical and Mechanical Services

- Cabling and instrumentation
- Electrical licence, wiring
- Gas and refrigerants
- Heating and air-conditioning
- Refrigeration
- Solar energy
- Testing and tagging

#### Environment

- Energy performance and efficiency
- Environmental management
- Renewable energy
- Sustainable building

#### Heritage

- Heritage skills

#### Innovation

- Building information modelling (BIM)
- Modulate construction techniques

#### Plumbing and Gas Fitting

- Gas Fitting
- Plumbing
- Plumbing CPD for certification

#### Vehicle Skills and Licencing

- Heavy vehicle licencing

### 50% of advertised course cost

- Diploma Construction Management
- Advanced Diploma Building & Construction
- Bachelor Building Surveying
- Bachelor Construction Management
- Internal/in-house training (Keystone-approved)



## Eligibility for Funding

Priority for attendance at training programs funded by Keystone Tasmania from the training levy must be given to persons defined as follows:

**Employed, directly or indirectly, in work regarded as building or construction as defined in Schedule 2 of the Building and Construction Industry Training Fund Act 1990.**

This includes building surveyors directly involved in the approval process for on-site construction work. Indirectly means people in other occupations can also attend training on this basis providing the firm they work for is at least 90 percent involved in completing on site building and construction work as defined in Schedule 2 of the Act. People working in joinery operations are also eligible, providing building and construction training packages or courses are used in those operations.

It must be noted that the definition of building and construction work has not been changed as it relates to the requirements of the Building and Construction Industry Training Fund Act itself.

The Board has determined that priority must be given to people working for enterprises that are at least 90 percent involved in on site building and construction work as defined in the Act. ALL people working for those enterprises are eligible, including people not directly involved in building and construction work as defined, e.g. office workers, safety workers, building designers, etc.

People working for enterprises not meeting this definition may also be eligible, although funding is more restricted and often limited to those directly involved in building and construction work e.g. carpenters, bricklayers, etc. People not directly involved may also be assisted at the discretion of the Board.

Based on the CPD for Building and Construction Professionals Report, the Board approved building surveyors' access to funding for training programs in accordance with the Board's Training Plan and Procedures, effective from August 2010. Building surveyors costs are included when calculating the levy on building and construction work.

All enterprises apply for funding in exactly the same way in accordance with Keystone Tasmania's Training Policy and Funding Procedures.



## Eligibility for Funding

### GTOs

Keystone Tasmania recognises the potential contribution of Group Training Organisations (GTOs) to the development of a skilled and sustainable workforce in the Tasmanian building and construction industry. Government, industry, member associations and Keystone have all supported the Tasmanian Building and Construction Industry Workforce Action Plan, which specifically promotes the role of GTOs within the industry.

To ensure Keystone's policies are consistent with industry expectations and need, the Board considered it timely to review its policy on GTO funding.

The Board currently approves funding applications for GTOs to deliver 'construction ready' and other short course programs to school students and apprentices. This has been, and will continue to be, administered as 'project funding', through the new annual EOI process.

Central to the GTO business offering is their provision of full-service support to employers. This includes organising apprentice training as required.

Currently, Keystone requires the host employer to claim for any training subsidy, somewhat undermining the benefit of the GTO services and creating additional administration for the host employer.

To address this, Keystone will permit the host employer to actively assign their entitlement to Keystone training course subsidies to the GTO, via our online administrative system.

The Board will:

1. Retain its existing policy definition of 'employers' as eligible businesses (as defined by Schedule 2 of the Building and Construction Industry Training Fund Act 1990) either directly employing, or in the case of GTO-based apprentices, hosting, an eligible industry employee.
2. Continue to apply the principle that training course subsidies are made available to those who contribute via levy.
3. Permit the host employer to assign their entitlement to Keystone training course subsidies to a GTO.
4. Publicise the funding available to GTOs for 'construction ready' and other short courses, to encourage a range of eligible GTOs to apply.
5. Allocate a discrete project funding amount for GTOs to deliver 'construction ready' programs, administered through the annual EOI process, with a consistent set of quality criteria to be determined.
6. Review the amount and scope of discrete funding for GTOs annually, based on stakeholder and industry feedback.



## Eligibility for Funding

### Architects, designers, engineers, quantity and land surveyors

For several years, a number of stakeholder groups have lobbied Keystone Tasmania to have access to funding support for training and workforce development.

These professions are not in the scope of the Building and Construction Industry Training Fund Act 1990 and the project value used for levy calculation excludes the value of work associated with these professions.

There is broad recognition that the building and construction industry encompasses more than 'traditional trades' with architects, designers, engineers, quantity and land surveyors considered integral professions in the overall cycle of design and construction.

Keystone Tasmania - like many other organisations, schools and government - is actively promoting the industry as broad, diverse and inclusive of associated professions.

To understand the workforce development and training needs of these professions, the Board convened a working group in August 2021 comprising representatives from:

- Office of the Surveyor General
- Australian Institute of Architects
- Engineers Australia
- Surveying & Spatial Sciences Institute

The group is currently providing feedback to Keystone on a variety of issues for the Board's further consideration.

From May 2022, Keystone will allocate funding for selected training subsidy relevant to architects, designers, engineers, quantity and land surveyors to Category C.



## Eligibility for Funding

### Internal/ in-house training

The Board recommits to accredited training as the preferred option for funding subsidy.

Notwithstanding this, the Board recognises that on occasion companies in the building and construction industry conduct in-house training that is not available through an accredited provider and which contributes to the upskilling of staff.

The Board has determined that it will approve internal/ in-house training that meets the following criteria:

- Is not training that is otherwise available through an RTO or other Keystone-approved training provider.
- Is delivered by a suitably qualified and/or experienced person.
- Is delivered in facilities suitable for the purpose.
- Has clearly articulated learning outcomes.
- Is complemented by appropriate quality learning materials.
- Contributes to the general upskilling or multiskilling of participants i.e. is not related to company-specific policy, procedure, or operations.
- Demonstrates transparency about the estimated cost for training.

This funding will be allocated to Category C and any approval will be valid for the application calendar year only.

## Keystone Major Funded Projects

### HIA

#### YouthBuild

YouthBuild is an initiative of the HIA in which young people learn about, and gain practical experience in, the building industry while completing their secondary school studies.

Currently aimed at Year 9 and 10 students, it serves to promote career diversity and provides a pathway into industry, primarily leading to VET training and apprenticeships. It also provides basic skill sets and industry experience.

The program has been integrated into the Department of Education's Architecture and Construction Package of Learning and offers students practical electives.

Project duration: 48 months

Keystone funding: \$200,000

### Beacon Foundation

#### Building Careers for Tasmania

Beacon's project will deliver the Building Careers in Tasmania Program, a multi touchpoint careers pathway offering into North and North-West Tasmania.

The program is launching state-wide to secondary schools with an Index of Community Socio-Educational Advantage (ICESA) of less than 1000.

A series of work-based learning activities within four partner schools will be undertaken across North and North-West Tasmania.

Individual school programs (which will be designed with the school and relevant industry partners) will include meaningful work-based learning activities within the year.

Project duration: 36 months

Keystone funding: \$270,000

### HIA & Savant

#### Growing and Training Mentors for Business and Building Women Success

The HIA & Savant mentor training pilot and mentoring of industry employees project spans all sectors of the Tasmanian building and construction industry including civil, commercial and residential.

In the first part of the project participants from these sectors will learn the fundamentals and skills needed to identify employees in need of mentoring, understand behaviour, emotional intelligence, communication fundamentals, mental health first aid and the foundations of coaching.

The second part of the program will apply these principles by delivering mentoring services to a broad cross section of the industry ranging from apprentices to professionals.

The program will have a diversity focus and aims to introduce new workplace practices as an outcome.

Project duration: 24 months

Keystone funding: \$186,000

## Keystone Major Funded Projects

### Master Builders Tasmania Construction Safe

This program addresses enables school-aged people to participate in building and construction sector work experience and be prepared for employment.

The program includes qualifications and face-to-face safety training to enable school-aged people to enter work sites (White Card).

Project duration: 12 months  
Keystone funding: \$180,000

### Centacare Evolve Housing Build Up Tassie Civils

The primary objective of the Build Up Tassie Civils project is to increase school aged students' understanding of employment opportunities and pathways into civil construction, including students who have disengaged from school.

The project will support and coach students to enter into these pathways.

This project will:

1. Increase the understanding of employment opportunities and pathways into civil construction with school aged students, including those who have disengaged from school
2. Increase the number of school aged students who commence a pathway to civil construction
3. Engage and support non-traditional cohorts of young people into civil construction; females, CALD, disengaged
4. Renew and increase the pipeline for the civil construction workforce

Project duration: 24 months  
Keystone funding: \$200,000

### Master Builders Tasmania Pathways

Master Builders Tasmania presents Pathways sessions to secondary school students statewide. Included in the program are 'Job Ready' sessions, where students undertake resume writing, learn employability skills and participate in mock interviews.

The program also includes 'Construction Safe' face-to-face white card training.

Tasmanian construction businesses support the program and participate in its delivery.

Project duration: 12 months  
Keystone funding: \$62,000

## Keystone Major Funded Projects

### Gandy & Roberts

#### Satellite Set Out Kits

Site setout and as-built verification on construction projects is a specialist task performed by trained land surveyors with dedicated software tools and survey equipment.

Setout verification based on coordinated Building Information Modelling (BIM) models performed by the builder without, or with limited, surveyor's input, enhances checking abilities and reduces risks and delays while waiting for a surveyor.

This "BIM & GNSS for Site Setout" project establishes a local setout control system and uses BIM processes to simplify the setout workflows for the builder and contractors.

It is anticipated the project outcomes will inform future training design for builders across industry.

Project duration: 12 months

Keystone funding: \$25,000

### Gandy & Roberts

#### Point Clouds for Joinery and Shop Fitout

Measurements and sketches for joinery and shop fit out are commonly done with tape measures and other manual tools.

These measures don't generally provide sufficient accuracy to reliably pre-fabricate the joinery for quick and efficient site installation.

The Point Cloud Joinery project will utilise point cloud scans of existing rooms and spaces to produce accurate virtual 3D environments which are suitable for designing and fabricating joinery to fit the space accurately and reliably.

The scans and associated media will be utilised in the future development of training materials.

Project duration: 12 months

Keystone funding: \$7,000

### Gandy & Roberts

#### BIM for Augmented Reality (AR) on Construction Sites

The Augmented Reality project for construction sites will project a digital 3D model accurately over a building (or parts of it) under construction to visualise and communicate construction intent.

Applying this technology on a finished building will allow users to locate hidden construction objects and services (e.g. services in wall cavities or in-ground services).

AR is best done on projects where BIM is implemented and offers unique opportunities to visualise and communicate construction intent. Innovative IT solutions such as AR also allows the construction industry to offer exciting and future-proof employment and career opportunities.

The 3D model produced, and associated media, will be utilised in future AR and BIM training development.

Project duration: 12 months

Keystone funding: \$10,000



## Keystone Major Funded Projects

### Gandy & Roberts

#### BIM for Construction Sequencing Simulation

The Sequencing Simulation project will utilise a medium sized project ~\$5M, or a part of a large scale project, where BIM is implemented, to simulate the construction process virtually.

This simulation will be done in collaboration with the builder who will be providing the construction program for the sequencing.

While producing the simulation for the planned construction sequences, the builder's staff will be trained to update and maintain the BIM model to produce a comparison of the planned and actual as-installed program simulation.

The resource produced will be utilised in the development of BIM and sequencing simulation training.

Project duration: 12 months  
Keystone funding: \$7,000

### Australian Passive House Association (APHA)

#### Passive House Certification Training

The Passive House Standard is an international building standard encompassing health, comfort and energy efficiency for buildings.

The Australian Passive House Association (an affiliate of the International Passive House Association) promotes the uptake of the standard. APHA provides training for architects, building designers and tradespersons. The Certified Passive House Tradespersons (CPHT) course is delivered on-line but has one practical day of training.

This project will bring an experienced trainer from NSW to Tasmania for a training day in Hobart.

The one-day training will be a primer for tradespeople who are interested in an introduction to Passive House techniques, who may be encouraged to complete the on-line CPHT course in future.

Project duration: 12 months  
Keystone funding: \$3,500

### Tradeswomen Australia

#### Develop and implement diverse recruitment culture

Tradeswomen Australia will provide diversity recruitment training for organisational leaders, HR and senior site managers across several construction businesses.

Graduating participants will be able to distinguish unconscious and conscious bias, how it is developed and how to prevent it.

The project is specifically designed for workplaces that are experiencing barriers to recruiting diversity and want to improve their diverse candidate pool.

Project duration: 12 months  
Keystone funding: \$35,000

## Keystone Major Funded Projects

### HIA

#### Green Smart Professional Course

This Green Smart Professional Course project will create an on-demand 60-minute short course via a Learning Management System, for a Green Smart Professional program.

This course will encourage a mainstream application of the benefits of environmentally responsible housing.

Participants will gain an understanding of global and local context of sustainable development, thermal performance, passive solar design and natural ventilation, design and operational issues for water and energy efficiency and selection of water and energy efficient appliances.

Project duration: 12 months

Keystone funding: \$20,000

### ABBTF & TasTAFE

#### Step out in Brick Programme

Step Out in Brick is a hands-on introductory bricklaying programme conducted by TasTAFE on behalf of the Australian Brick and Block Training Foundation.

It is designed to inspire students about opportunity in the bricklaying trade, and the construction industry, and supports them to obtain qualifications and employment.

The students gain first-hand experience of the bricklaying skills required to work in the construction industry.

The program also gives students a taste of what attributes are required in this craft-based trade.

Project duration: 12 months

Keystone funding: \$13,000



Keystone  
TASMANIA