



Keystone
TASMANIA

TRAINING PLAN

2024-25

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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; the past and present Custodians of the Land.

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Overview

The 2024-25 Training Plan allocates \$3.05 million from the Tasmanian Building and Construction Industry Training Fund to improve the quality of training and to increase the level of skills in the building and construction industry.

The 2024-25 Training Plan funding allocation includes:

- Funding for training rebates previously approved in accordance with the 2022-23 and 2023-24 Training Plans (\$400,000)
- Funding for training rebates to be approved under this 2024-25 Training Plan (\$2.2 million)
- Funding for previously committed strategic projects for building and construction industry training course development and workforce development (\$450,000).

Keystone Tasmania was established by the Tasmanian Parliament 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 Training Fund.

While a record level of training funding was delivered by Keystone Tasmania under the 2023-24 Training Plan, these expenses exceeded revenue and has necessitated a review of the scope of the training plan as well as a review of funding policies and administration to ensure the sustainability of the Training Fund.

The 2024-25 Training Plan includes a significantly reduced range of training categories and has implemented administrative controls to ensure training funding expenditure conforms with approved budgets. Training that is specific to the building and construction industry and not generic in nature has been prioritised in the 2024-25 Training Plan.

The reduced scope and administrative financial controls, together with a substantial reduction in operational expenditure and a new long-term budget management policy, will enable a rebuilding of the Training Fund and a strategic refocus of training plans in future years.

The 2024-25 Training Plan does not include commitments to any new strategic projects, but Keystone Tasmania will work with the building and construction industry and the Tasmanian Government to develop a more unified approach to workforce development in the building and construction industry. Funding for new projects reflecting this collaborative approach is expected to recommence in 2025-26.

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 training plan is to be prepared by Keystone Tasmania before 31 May of the preceding financial year and provided to the Secretary of the Department of State Growth for submission to the Minister for Skills and Training for approval.

Statement of Funding and Allocation from the Training Fund

The Board of Keystone Tasmania recommends the 2024-25 Training Plan to the Minister for Skills and Training for approval and in doing so believes that sufficient funds will be raised from the Building and Construction Industry Training Levy in 2024/25 to meet the cost of the Training Plan from the Building and Construction Industry Training Fund, including future commitments arising from previous training plans. The Board is empowered to control and administer the Fund in accordance with Section 8 of the Act.



Paul West
Chair

23 May 2024



Martin Blake
Chief Executive Officer

Keystone Tasmania Training Rebates

Keystone Tasmania funds specified categories of training for eligible building and construction industry businesses.

Eligibility for training rebates and training rebate claim processes are specified in the Keystone Tasmania Training Funding Policy 2024–25.

Training categories eligible for 50 percent rebates:

CATEGORY	ACCREDITED TRAINING (Y/N)
Building & Construction	
Condensation Management	N
Finishing Trades	N
Waterproofing Short Courses	N
Business Skills	
Construction Contract Management	N
Estimating Short Course	N
Certificate II, III, IV, Diploma & Advanced Diploma	
Certificate II in Electrical & Mechanical Services	Y
Certificate III in Construction Waterproofing	Y
Certificate IV in Building & Construction	Y
Certificate IV in Plumbing	Y
Certificate IV in Electrical & Mechanical Services	Y
Certificate IV in Training & Assessment	Y
Certificate IV in Work Health and Safety	Y
Diploma in Building & Construction (capped at \$5,000)	Y
Advanced Diploma in Building & Construction (capped at \$5,000)	Y
Civil Construction	
Concreting, Earthworks & Pavements	Y
Excavation Management	N
Large Plant Operations	Y
Traffic & Rail Management	Y

Codes & Regulations

Building Codes & Regulations	N
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Electrical & Mechanical Services

Cabling & Instrumentation	Y
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Electrical Licence, Wiring & Testing	Y
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Electrical Licence, Wiring & Testing (Non-accredited)	N
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Gas & Refrigerants	N
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Solar Energy	Y
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High Risk Work

Cranes & Hoists	Y
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Dogging & Rigging Operation	Y
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Elevated Work Platform (EWP)	Y
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Multi Tool Carrier/Telehandler	Y
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Pressure Equipment	Y
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Scaffolding Operation	Y
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Plumbing & Gas Fitting

Plumbing & Gas Fitting	Y
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Plumbing & Gas Fitting (Non-accredited)	N
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Work Health & Safety

Asbestos Removal	Y
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Asbestos Awareness	N
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Confined Space	Y
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Low Voltage Rescue & CPR	Y
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Manual Handling	N
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Silica Awareness	N
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Work Safely at Heights	Y
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Training category eligible for 30 per cent rebate:

Civil Construction

CATEGORY

ACCREDITED TRAINING (Y/N)

Heavy Vehicle Licensing

Y

Training category eligible for 100 per cent rebate:

Business Skills

CATEGORY

ACCREDITED TRAINING (Y/N)

HIA Introduction to Financial Management

N

Training category eligible for pre-agreed fixed amount or rate:

Peak Industry Body Professional Development

CATEGORY

ACCREDITED TRAINING (Y/N)

Events & Forums – Building & Construction

N

Events & Forums – Civil Construction

N

Events & Forums – Electrical & Mechanical Services

N

Licensing Requirements – Plumbing & Gas Fitting

N





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TASMANIA

GPO Box 312, Hobart TAS 7001 | 1800 KSTONE | email@keystone.com.au | www.keystone.com.au