

TRAINING PLAN 2020-2021



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Executive Summary

In its Training Plan for 2020-21, the Board has allocated \$3,850,000 for the training of some 10,450 eligible industry members.

The Training Plan allocation for 2020-2021 includes the following training priorities:

- **Upskilling and Multiskilling Program (\$1,650,000 including \$900,000 for COVID-19 response initiatives)**
- **Workplace Safety, First Aid and High Risk Training Program (\$850,000)**
- **Industry Innovation and Information Technology Training Program (\$150,000 including \$50,000 for Building Information Modelling (BIM) training)**
- **Business Skills Training Program (\$350,000 including \$100,000 for COVID-19 response initiatives)**
- **Vocational and Tertiary Training Program (\$850,000)**

In 2020-2021, the Board will also provide funding assistance for training associated with specific major projects including the University of Tasmania Launceston Campus Redevelopment. The workforce development needs and the potential for apprentice employment on these major projects will be monitored.

Through this Training Plan, the Board seeks to create an environment where industry actively participates in and fully appreciates the benefits of training. The Board is committed to producing a more productive, safe, employable, adaptable and innovative workforce.

The Board 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. The Board accepts it is not possible to always accurately predict these different needs more than twelve months in advance of the training.

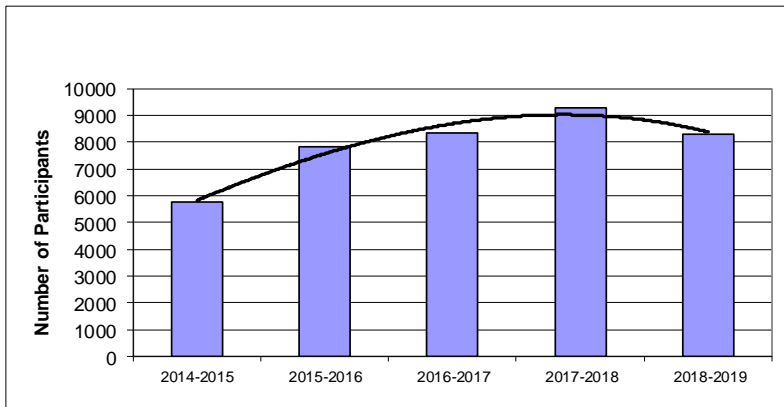
In addition, the Plan will support the building and construction industry as it faces identified skill demands and retention challenges. Apprenticeship training continues to be the main priority for the Board.

The Board's initiatives will include specific programs that provide incentives to employers taking on apprentices, e.g. Upskilling Completion Bonus. The Board will be closely monitoring apprentice numbers in 2021 to assess the need for further intervention.

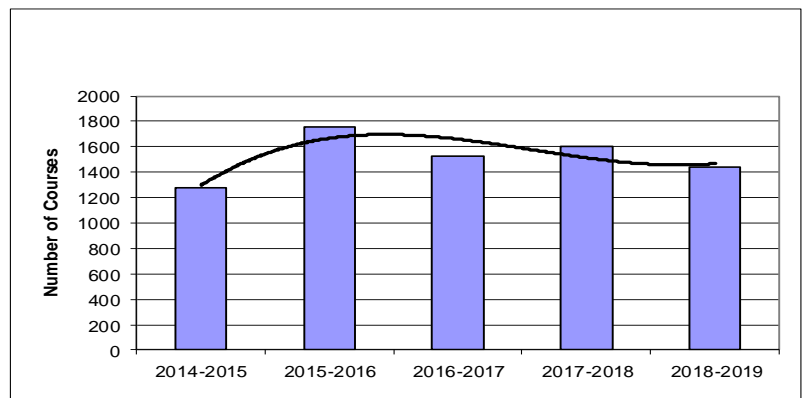
There is overwhelming support from the industry for the Board's demand driven funding approach. This approach is consistent with the policy direction adopted by the State and Federal Governments for training entitlements and outcome-based funding. The Board continues to support increasing and maintaining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



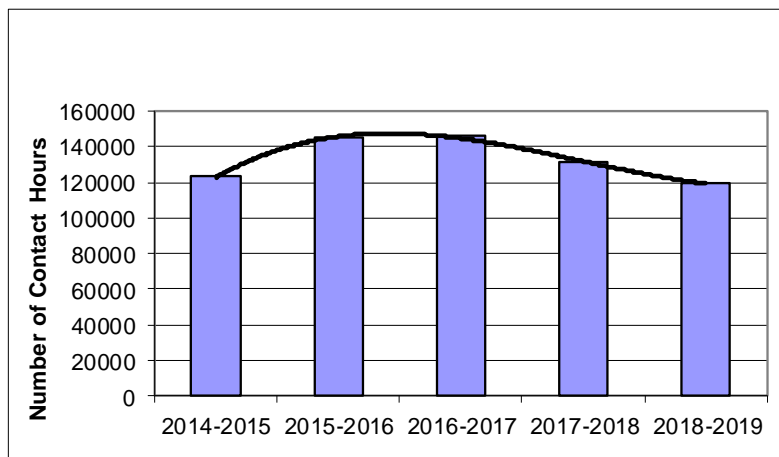
Participation in Training Funded by the TBCITB



Courses Funded by the TBCITB



Training Hours Facilitated by the TBCITB



Statement of Funding and Allocation from the Training Fund

The Board recommends the 2020-2021 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 2020-2021, \$3,850,000 has been allocated from within the Board's overall budget for the implementation of the Training Plan. The Board's target for 2020-2021 is to provide training for approximately 10,450 people in a number of priority areas identified through consultation with industry.

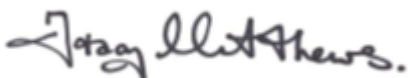
This compares with the Board's target of \$2,740,000 for training 10,750 industry members in 2019-2020. The Board's Annual Report 2018-2019 provides details of the Board's achievements against its strategic objectives as well as the Audit and Financial Reports.

The Board is confident this level of funding will substantially meet the training priorities identified by industry for 2020-2021. This Training Plan expenditure will be supported by major budget commitments to workforce development promotion and apprentice incentives.

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 21st May 2020.



Tracy Matthews
Chairperson

On behalf of the Board



Dr Karin Mathison
Chief Executive Officer

TBCITB Strategic Plan 2020-2022

In February 2020 the TBCITB engaged directly with a number of key stakeholders to review our professional relationships and identify ways in which we can improve our communication and collaboration in future. We were able to take industry feedback directly to the Board for consideration in our 2020-2022 strategic planning and will continue to engage with industry and government as we develop a more detailed Stakeholder Engagement Strategy.

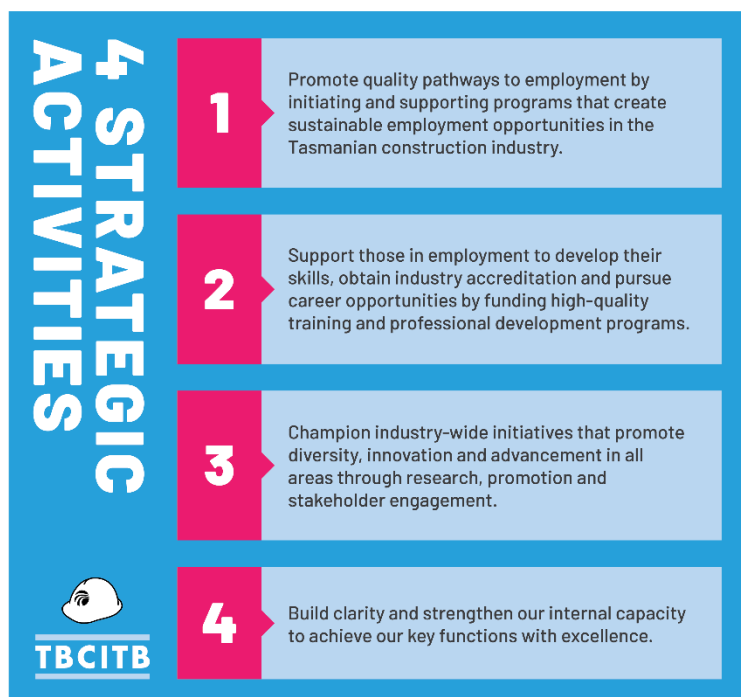
The Board has now articulated a major three year goal, and four key areas of strategic activity that will guide our work with industry over the next three years:



3 YEAR GOAL
2020-2022


We are the go-to organisation for facilitating building and construction industry workforce development in Tasmania.

To enable us to allocate resources to connecting more frequently and meaningfully with industry, we are also implementing a restructure of the organisation.



4 STRATEGIC ACTIVITIES

- 1** Promote quality pathways to employment by initiating and supporting programs that create sustainable employment opportunities in the Tasmanian construction industry.
- 2** Support those in employment to develop their skills, obtain industry accreditation and pursue career opportunities by funding high-quality training and professional development programs.
- 3** Champion industry-wide initiatives that promote diversity, innovation and advancement in all areas through research, promotion and stakeholder engagement.
- 4** Build clarity and strengthen our internal capacity to achieve our key functions with excellence.

 TBCITB

The TBCITB's new organisational structure will emphasise strong industry and community engagement through targeted resource allocation. The Board has also endorsed a reinvigoration of our communications and branding which will be guided by industry and government input into our Stakeholder Engagement Strategy.

Key Projects

<p>Launceston Apprenticeship Pipeline Project & North West Coast Building Futures Project</p>	<p>These projects aim to grow the supply of building and construction trade apprentices over 2-3 years by taking advantage of the opportunities that the Launceston City Deal and UTAS redevelopment create across the north and north west of the state.</p>
<p>TasTAFE Trades and Water Centre of Excellence – Major Grant</p>	<p>The TBCITB has committed funding of \$250,000 to the TasTAFE Trades and Water Centre of Excellence, for training resources and the establishment of online remote learning capability.</p>
<p>TasTAFE Trades and Water Centre of Excellence – BIM capability</p>	<p>The new Centre of Excellence will be designed to meet the growing demand for skilled workers across plumbing and other trades. The Board is providing advice about, and in-kind support for, the building information modelling and training aspects of the project.</p>
<p>Master Builders - Pathways Program</p>	<p>This educational program promotes the building and construction industry to secondary school students throughout Tasmania.</p>
<p>HIA - YouthBuild Program</p>	<p>Based on strong partnerships between schools, industry, business and local communities, this ‘work at school’ program provides new opportunities for young people to enter the industry via real work programs undertaken at school.</p>
<p>Heritage Building and Construction Skills Program</p>	<p>The Board has been funding various projects to promote and develop heritage building and construction skills including course development, training, and a dedicated website.</p>
<p>Building Information Modelling - BIMHub</p>	<p>BIMHub is a joint initiative between the Australian Institute of Building and the TBCITB to encourage development of BIM capability in Tasmania through awareness, education, and policy development.</p>
<p>Civil Construction Workforce Development Plan</p>	<p>The Board is working with the Civil Contractors Federation to support the implementation of a workforce development plan for the civil construction sector.</p>

Operational Planning

One of the TBCITB’s key strategic activity goals is “to build clarity and strengthen our internal capacity to achieve our key functions with excellence”. Work to support this will occur alongside our engagement with industry in the next few years, underpinned by a clear Operational Plan that will focus our resources and guide our expenditure. Some of those projects include:

Promote Pathways to Employment

Develop and rollout a 3-year Pathways Strategy:

Map out the current state and ideal apprenticeship pipeline, including decision points and success criteria.

Develop a framework for communication. Identify and prioritise new or amended pathways programs and approaches in line with strategy.

High Quality Training and Professional Development

Industry-Wide Capacity Building & Civil Construction Sector Engagement:

Map out the current industry strengths and weaknesses in workforce development planning.

Identify resource needs and delivery plan, including funding allocation proposal.

Champion industry-wide initiatives beyond training

Collect, analyse and represent construction, labour market and training data in an interactive website application

Establish TBCITB Scholarship / Awards program

Lead industry engagement in the development of a Construction Technology Policy framework and BIM-related training initiatives

Strengthen our Internal Clarity and Capacity

Develop a Stakeholder Engagement Strategy

Clarify our value proposition and re-brand and re-launch

Develop a Communication Strategy

Restructure the organisation

Relocate our office and align our resources for sustainability

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.



Determination of Industry Training Priorities

In developing this plan, the Board has taken into account the findings of the following research projects and independent reports:

- Board Strategic Planning Review (2020)
- Building Information Modelling Hub (2020)
- State of the Industry Report (2019)

The Board also included the outcomes of its regional industry workshops (May 2018) and public meeting (October 2019) in this Plan.

All industry associations and Worksafe Tasmania were formally invited to provide input regarding their training priorities to this Training Plan.

In keeping with its Memorandum of Understanding, the Board formally invited Skills Tasmania to provide their input into the development of the Training Plan in accordance with Sections (34) and (36) of the Building and Construction Industry Training Fund Act 1990.

From those activities, the Board identified the following training priorities:

- Maintenance of apprenticeships and retention of workers. The multiskilled nature of entry level training in Tasmania provides the industry with a competitive advantage. However, it also means that strategies need to be put in place to deal with competition from other states and territories for workers.
- Entry level training relevant to needs of businesses including cadetships
- Mature age apprenticeships
- Upskilling and national recognition
- Workplace safety, first aid and high-risk training
- Innovation and new technology
- Business and management skills
- Updates including trade nights
- Higher qualifications
- Environmentally appropriate building and construction methods

The Board noted that the Tasmanian Government's Skills Strategy, Investing in Skills for Growth will focus on the following areas:

- A more efficient and competitive training system.
- A greater focus on delivering real skills for real jobs.
- Investing in skills that drive State growth.

Training Priorities & Funding Allocations

The Board will continue its collaboration with Skills Tasmania on building and construction industry training issues.

The Board also notes 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.

The Board sees this Training Plan as 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.

The Board 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.

The Board 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

Given the diverse nature of the industry, including a very large number of small businesses located throughout the State, it is not practical to specifically prioritise individual businesses' training needs. The Board's demand-driven model as detailed in this plan is designed to meet the needs of both small and large building and construction enterprises.



Upskilling & Multiskilling Training Program



Strategic Priorities:

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.

	2019-2020	2020-2021
TARGET TRAINING PLACES	2,300	2,500
BUDGET	\$700,000	\$750,000
OBJECTIVES	<ul style="list-style-type: none"> ▪ To enhance workforce productivity and service quality as well as keep industry abreast of the use of new equipment/tools, regulations and best practice. ▪ To develop a culture that values training within the industry and to facilitate life-long learning. ▪ To enable the workforce to respond to strategic state developments. 	
SPECIFIC TRAINING IDENTIFIED BY INDUSTRY	Cross industry skilling, heritage building skills, environmental awareness, sustainable building and construction, new industry standards, new technology and products, equipment operation, existing practices, codes of practice, industry reforms, mentoring, equity training support, literacy and numeracy. See Appendix 2 for a list of upskilling and multiskilling courses that have been funded by the Board so far in 2019-2020.	



Funding of up to \$1,000,000 will be allocated to initiatives including formal training courses, development of online training delivery, financial and workforce planning support and other collaborative programs to support businesses during and after the COVID-19 crisis.

Workplace Safety, First Aid and High-Risk Training Program

Strategic Priorities:

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.

	2019-2020	2020-2021
TARGET TRAINING PLACES	5,600	5,500
BUDGET	\$700,000	\$850,000 *
OBJECTIVES	<ul style="list-style-type: none"> ▪ To develop a safety culture in the workplace. ▪ To equip industry personnel with skills which would enable them to perform tasks according to safety standards and legislative requirements. ▪ To facilitate, promote and fund safety training directly relating to industry reform. 	
SPECIFIC TRAINING IDENTIFIED BY INDUSTRY	<p>General workplace health and safety, legislation including regulations and codes of practice, high risk licensing, safety induction (white card), safe use of tools and equipment, first aid training, life skills training, risk assessment training, mentoring, specific training e.g. asbestos related training, safety at roadworks. See Appendix 2 for a list of workplace health and safety courses that have been funded by the Board so far in 2019-2020.</p>	

* Note: Increased cost per attendee in 2020-21 reflects TBCTIB subsidy increase and increased course costs estimates from providers.

Industry Innovation & Information Technology Training Program



Strategic Priorities:

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.

	2019-2020	2020-2021
TARGET TRAINING PLACES	350	250
BUDGET	\$140,000	\$150,000 (including \$50,000 for BIM training)
OBJECTIVES	<ul style="list-style-type: none"> ▪ To facilitate industry members' access to technologies and innovation to meet their business and client needs. ▪ To assist the industry with the uptake of new technologies that could improve business processes as well as building and construction practices at large. 	
SPECIFIC TRAINING IDENTIFIED BY INDUSTRY	New software and business equipment, building information modelling, electronic commerce, internet applications, building and construction innovation. See Appendix 2 for a list of industry innovation and information technology courses that have been funded by the Board so far in 2019-2020.	

Marketing & Business Skills Training Program

Strategic Priorities:

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.

	2019-2020	2020-2021
TARGET TRAINING PLACES	1,300	1,300
BUDGET	\$200,000	\$350,000 (including \$100,000 for COVID-19 response initiatives)
OBJECTIVES	<ul style="list-style-type: none"> ▪ To improve industry’s capability to discover and respond to market opportunities. ▪ To develop skills required for quality, reliable and cost-effective business operations. To enhance the industry’s ability to embrace innovation, excellence and new technology opportunities. ▪ To assist industry in meeting the requirements of building and construction standards and regulations. 	
SPECIFIC TRAINING IDENTIFIED BY INDUSTRY	<p>Operations management, financial control, estimating, marketing, strategic planning, personnel management, contract administration, personal effectiveness, information systems, quality assurance, best practice, dispute avoidance and resolution. The Building Act and Occupational Licensing Act continue to impact demand for continuing professional development in all aspects of business management. See Appendix 2 for a list of marketing and business skills training courses that have been funded by the Board so far in 2019-2020.</p>	

Vocational & Tertiary Training Program



Strategic Priorities:

Promote quality pathways to employment.

Support those in employment to develop their skills, obtain accreditation, and pursue career opportunities.

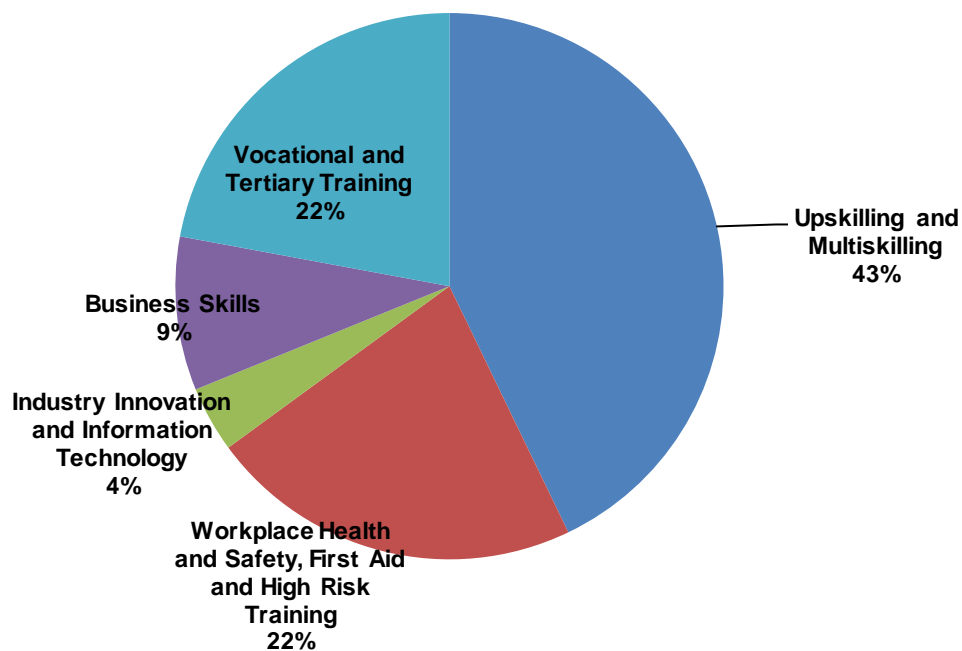
Champion industry-wide initiatives that promote diversity, innovation, and advancement in all areas.

	2019-2020	2020-2021
TARGET TRAINING PLACES	1,200	900 *
BUDGET	\$1,000,000	\$850,000
OBJECTIVES	<ul style="list-style-type: none"> ▪ To assist in ensuring sufficient numbers are trained in occupations within the building and construction industry. ▪ To ensure people working in the industry are provided with the widest possible career path options in addition to traditional apprenticeships. ▪ To assess and recognise the skills of experienced industry members and promote the benefits of upskilling through workplace-based and off-site training. ▪ To increase the number of people undertaking entry level training by introducing new initiatives. ▪ To support the retention and completion of apprentices and trainees during economic downturns. ▪ To ensure building practitioners have access to Certificate IV and other courses required for accreditation. 	
SPECIFIC TRAINING IDENTIFIED BY INDUSTRY	<p>New apprenticeships and traineeships, collaborative funding for new programs as part of entry level training, national skills assessment and recognition, cadetships, post apprenticeship training, Certificate IV to Advance Diploma courses, degree programs, pre-employment training, scholarships. It should be noted that Certificate IV and higher qualifications include an extensive range of management units. See Appendix 2 for a list of vocational and tertiary courses that have been funded by the Board so far in 2019-2020.</p>	

* Note: The TBCITB funding process is demand driven and the 2020-2021 Training Plan is informed by recent demand, which in 2019-20 was less than forecast.

Training Funding Allocation Summary

TBCITB Training Priorities (2020-2021 Allocations)



CORONAVIRUS

In 2020-2021, the Board will provide funding assistance for businesses affected by COVID-19 from a pool of \$1,000,000 allocated by the Board to support upskilling, multiskilling and business skills training. Additional support to complement industry association and Skills Tasmania initiatives will be funded on a project-by-project basis as needs are identified.

Funding of Training Priorities

The following objectives will guide the Board in allocating funding for the training priorities identified by industry:

- Ensure training is provided to meet identified industry needs. Where these needs require a response other than training, the Board shall assist in implementing appropriate initiatives.
- Ensure the Board adopts a responsive and flexible approach to funding training using a demand driven system.
- Improve participation in training by ensuring courses are offered during wide ranging hours, in alternative locations and through flexible delivery methods.
- Increase training opportunities for specific target groups.
- Ensure training is cost effective and meets the Board's Training Policy and Funding Procedures.
- Improve the quality of training programs by having regard to national training reforms, industry standards, accreditation, qualifications of training providers, course evaluations, industry comments and program evaluations.
- Facilitate training through the recognition of current competency.
- Provide funding for refresher and reaccreditation courses.
- Minimise internal training costs associated with company specific training.

- Ensure funding is provided on an equitable basis.
- Provide funding levels to encourage employers to participate in training programs for their employees.

At the regional workshops, industry practitioners indicated to the Board that their priorities would be:

- Apprenticeship and training leading to a formal qualification.
- Practical training that has an assessment.
- Trade nights - higher priority than conferences.
- Refresher and re-accreditation training.
- Awareness training – how to run and better manage your business, how to survive in tough times.

The Board is continuing special funding for equity groups and heritage pilot training programs. Sustainability is also an emerging area of training need.

Eligibility for Funding

Priority for attendance at training programs funded by the Board 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. 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.

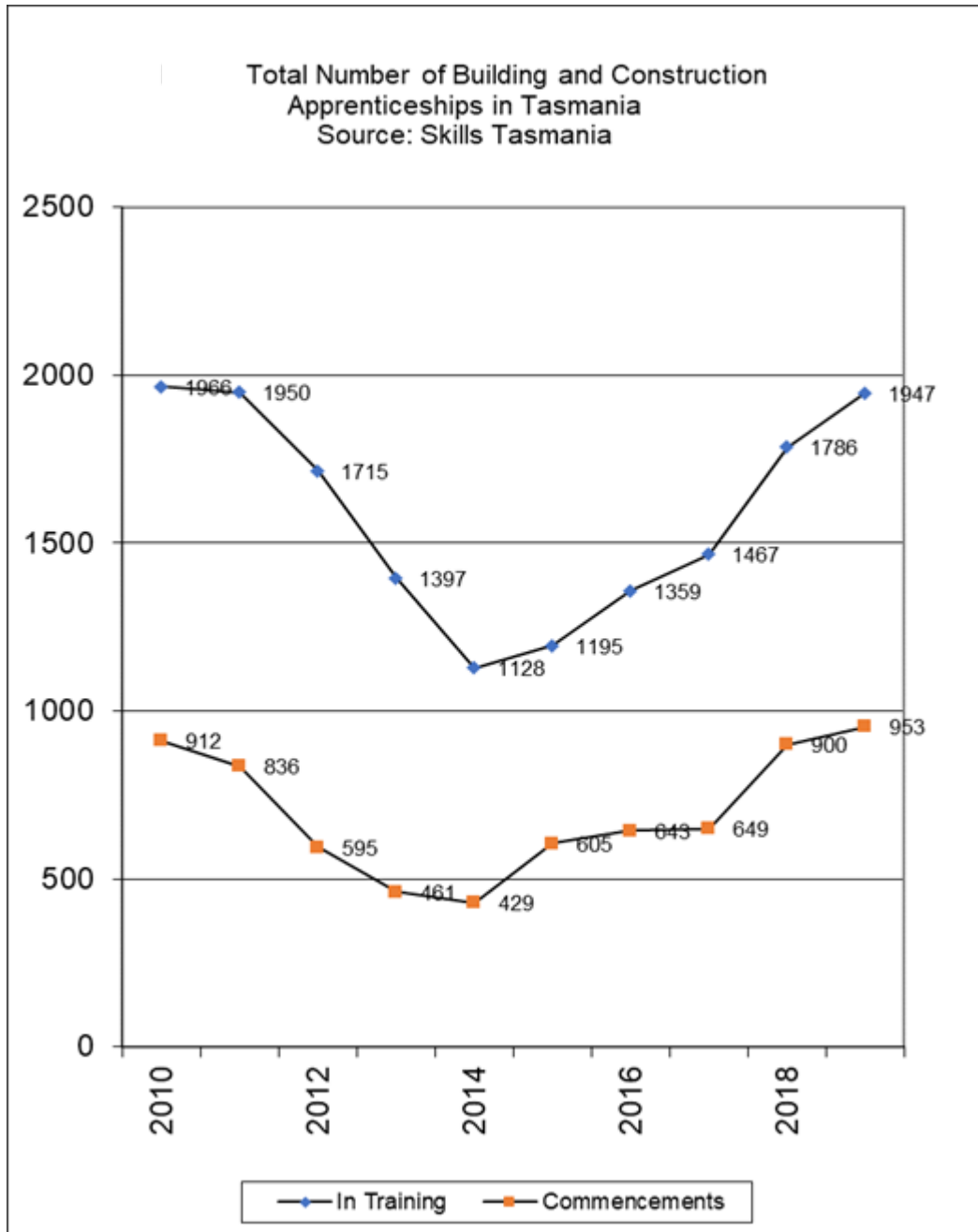
Based on the CPD for Building and Construction Professionals Report, the Board approved building surveyors' access to funding for training programs in accordance with the Board's Training Plan and Procedures, effective from August 2010. Building surveyors costs are included when calculating the levy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

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



APPENDIX 1

Number of Building and Construction Apprentices



APPENDIX 2

Courses Funded 2019-2020 (as at March 2020)

Upskilling and Multiskilling Training Program

Course Title	Courses	Attendees
Asbestos Management	31	324
Building Code of Australia	3	48
Cabling & Instrumentation	51	73
Concreting, Earthworks & Pavements	9	66
Dogging	21	45
Electrical Wiring, Licencing & Testing	35	103
Elevated Work Platforms	78	234
Environment & Conservation	4	23
Footings and Floorings	3	37
Forklift	37	65
Gas and Refrigerants	8	11
Heating & Air Conditioning	2	2
Heritage	7	32
Plant Operator	51	164
Plumbing	97	282
Rigging & Ropes	11	14
Scaffolding	12	30
Solar Energy	2	2
Timber Framing	1	14
Waterproofing	7	77

APPENDIX 2

continued

Workplace Safety, First Aid and High-Risk Training Program

Course Title	Courses	Attendees
Alcohol & Drug Program	1	1
Confined Space	55	143
Driving Advanced	2	3
Fire Safety	46	171
First Aid	104	1621
Heavy Vehicle Licensing	31	38
Life Skills	5	47
Manual Handling	9	66
OHS	93	681
Safety Representative	8	41
Traffic Management	125	732
Work Safely Induction White Card	2	6
Working at Heights	147	548
Workplace Hazards	7	37

Industry Innovation and Information Technology Training Program

Course Title	Courses	Attendees
BIM	2	14
Computer Skills	20	82

APPENDIX 2

continued

Marketing and Business Skills Training Program

Course Title	Courses	Attendees
Contracts & Security Payments	2	44
Environmental Management	3	27
Estimating	1	19
Finance and Tax	3	91
Management	69	472
Managing Contractors	2	58
Quality Management	1	1
Sales and Marketing	1	1

Vocational and Tertiary Training Program

Course Title	Courses	Attendees
Apprenticeship Incentive Programs		
Completion Bonus	1	1
Training and Assessment Scholarship	4	6
Upskilling	12	18
Vocational and Tertiary Training		
Accounting and Business Management	3	4
Building Certificate IV and Diploma	37	487
Building Degree	6	6
Certificate IV, Diploma Design, Survey, Drafting	2	11
Certificate IV, Diploma Project Management	4	10
Electrical and Airconditioning	20	24
Workplace Health and Safety	4	6