



Select

# 2014-15

Annual Training Plan



**Construction Industry  
Training Board**

## INTRODUCTION

The Construction Industry Training Board's (CITB) Annual Training Plan (ATP) is prepared as its key business planning activity, in accordance with Section 32 of the Construction Industry Training Fund Act (the Act).

The purpose of the ATP is to set out the means by which the Board *improves the quality of training, and to increase the level of skills, in the building and construction industry across all skill areas of that industry (the Act S 32 (1))*.

The 2015 (ATP) sets out the program structure, qualification and course schedule that underpins the provision of training support funding for apprentices and workers in the Construction Industry for the coming year.

The 2015 plan is resourced to support over 3,000 apprenticeship places and 20,000 training places at a projected cost of \$13.8M.

The ATP is required to be submitted to the South Australian (SA) Minister for Employment, Higher Education and Skills, by 31 May each year. The Minister, Hon Gail Gago MLC approved the plan on 19 June 2014.

This document is an abridged extract of the Plan approved by the Minister.

## OPERATING ENVIRONMENT

The last seven years has seen a complete cycle of the industry. A relatively subdued market existed in 2006-07. The Global Financial Crisis, or more specifically the Commonwealth stimulus response triggered a large spike in activity. In South Australia a period of major infrastructure spending followed and now a contraction back to levels similar to that of 2006-07 is evident.

Apprentice numbers have declined in line with the industry contraction, mainly due to a reduced rate of commencements caused by uncertainty around the industry outlook and a range of factors impacting on the cost of engaging apprentices.

Of particular concern to the CITB is that of the potential for the emergence of a negative sentiment towards a career in the construction industry.



## Key Points

- Most major infrastructure projects will complete in the next 12-18 months.
- Housing growth is expected to be modest without any significant change in the population.
- The Civil sector's outlook is particularly subdued, reliant as it is on infrastructure and subdivision work.
- The amount of available work is the ultimate arbiter of employment conditions in the SA building and construction industry.
- The short term industry outlook remains muted and is unlikely on current estimates to create

the confidence or demand to stimulate an increase in apprentice commencement sufficient to address the decline in the number of apprentices in training. Apprentice commencements are fundamentally a function of the industry's view of forward demand verses costs.

- Training costs have increased as have apprentice wage costs and are imposing a greater cost burden on employers, in a period of low activity. This has had a dampening effect on new apprentice commencements.
- Although one of the largest cohort of apprentices in the history of the CITB

will exit the VET system this year there will be a residual cohort in training that will continue to exceed previous "normal" levels for another 12 months. The impact of the reduced number of apprenticeship commencements will be felt in coming years. Whatever happens it is likely that CITB exposure will exceed previous levels because more continuing apprentices and their employers are seeking CITB support.

- The introduction of additional Field Staff by CITB in August 2013 has had a marked impact on the CITB's operations through an increased uptake of training support.

## Priority 1

### Apprentice Training Support program funding of \$7.8M

- 3,000 funded apprentice places.
- To support and reward employers across the spectrum of the industry to engage and train apprentices to final completion under a Training Contract within the Australian Quality Training Framework (AQTF).
- Support and reward effective on-job training so that it aligns with the requirements of the apprentice's Training Plan.
- Sponsor the introduction of a digital log book through the RTO to underpin the quality of our Apprentice Training Support program.
- Encourage and support apprentices and trainees in their final years to take up training opportunities that develop skills for business and licensing requirements.

## Priority 2

### Construction Worker funding of \$4.7M

- 20,000 funded short course places.
- Broaden and develop the skills base of the industry workforce in order to enhance productivity and safety.
- Identify, promote and facilitate a comprehensive range of supported courses that enables up-skilling and cross-skilling of the industry workforce.

# STRUCTURE AND PRIORITIES

CITB retains its established program structure in order to address the current training needs of the industry

## Priority 3

### Innovation funding of \$0.2M

To initiate carry out support or promote research into training and personnel needs.

#### Objectives:

- Identify and address emerging opportunities and needs in building and training technology not otherwise covered by the Construction Worker program.
- Maintain support to Heritage Trades and Building Information Modelling training.

## Priority 4

### Access and Equity of \$0.6M

To address participation needs through a range of programs.

#### Objectives:

- **doorways2construction™**. Promote the construction industry as a career of choice with School age youth.
- Aboriginal Workforce Development Initiative. To increase the level of participation by Aboriginal workers in the SA construction industry.
- Provide an alternate career path in training for skilled mature age workers.

# Funding Program and Sector Split

Funding is allocated proportionally between entry to the construction industry and maintenance of existing workforce across programs and sectors based on Board objectives.

## ALLOCATION OF FUNDING ACROSS THE SECTORS

	Civil	Commercial	Housing	Total
Revenue (average over 5 yrs)	22%	38%	40%	100%
<b>Allocation of Funding</b>				
Apprentice Program	13%	24%	25%	62%
Construction Worker Program	8%	14%	15%	38%
<b>Total</b>	<b>22%</b>	<b>38%</b>	<b>40%</b>	<b>100%</b>

All figures in this table have been rounded.

## Apprentice Funding Schedule

	Tuition Funding	Completion Funding	On-Job Funding
How much	Up to \$1,200 over the term of the Apprenticeship.	Up to \$1,000 on the anniversary of the Training Contract. Up to \$500 for electrical trades.	Up to \$1,800 on the anniversary of the Training Contract. Up to \$900 for electrical trades.
Who	RTO only. Trainees benefit through discounted tuition.	Employer.	Employer.
When paid	One claim per calendar year.	One claim per year, on the anniversary of the Training Contract.	One claim per year, on the anniversary of the Training Contract.

CITB reserves the right to vary the rates shown at any time in order to conform to resourcing constraints. Rates current at 1 July 2014.

## Construction Worker Funding

The CITB provides funding for over 500 short courses to holders of the CITB Training Card to make training more affordable and accessible to the South Australian Building and Construction Industry. Eligible workers receive a discount on the retail price upon registration in the course. Each course has a prescribed level of discount regardless of the retail price charged by the Training Provider.

The places are disbursed across the four core areas of construction as shown below:

	Training Places	Proportion	Budget	Proportion
Safety	10,000	50%	\$1.4	30%
Core Construction	8,000	40%	\$2.7	57%
Construction Management	1,000	5%	\$0.3	6.5%
Business Management	1,000	5%	\$0.3	6.5%
<b>Total</b>	<b>20,000</b>	<b>100%</b>	<b>\$4.7M</b>	<b>100%</b>

## Digital Log Book

From 1 July 2014 the CITB is sponsoring the roll out of a new on-the-job training logbook phone based “app”, known as My Profiling, across the South Australian construction industry apprentice cohort.

The log book app is focussed on validating the crucial “on job learning” component of skills development. It ensures that on job learning is accurately mapped, logged and verified by the employer and trade school as part of the process towards qualification and licencing. Please see our website for more detail.



## Field Staff

To book an appointment with one of our Field Staff please contact the CITB on 8172 9500 or email [citb@citb.org.au](mailto:citb@citb.org.au).

Our field staff can help you with your apprentice claims, training needs and support with the digital log book.

### Contacts

*Metro South and the South East*  
Katja Gubbins

*Metro North, mid North and West Coast*  
Elias Lambetis

*Metro Central, the Murrayland and Riverland*  
Derek Anderson

*Aboriginal Workforce advice*  
Graham Rowe

*Major project support*  
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