



**Construction Industry
Training Board**

ANNUAL TRAINING PLAN 2011-2012

FUTURE WORKFORCE



INTRODUCTION

FROM THE PRESIDING MEMBER



I have pleasure in enclosing the Construction Industry Training Board's Annual Training Plan (ATP) for 2011-12 for your consideration and endorsement, in accordance with the provisions of the Construction Industry Training Fund Act (1993) (The Act).

CITB will begin the new Annual Training Plan year with a strong growth in apprenticeship numbers and a growing forward liability in the aftermath of Commonwealth stimulus measures. Against this we expect declining levy revenue for the remainder of the year. As forecast 12 months ago, we will finish 2010-11 with a substantial operating deficit and (on the basis of industry forecasting data from the Construction Industry Forecasting Council) we expect to see a larger deficit in the forthcoming year, primarily as a result of our commitment to apprentices and their employers embodied in this Plan.

Since 2003-04 the number of CITB supported apprentices has grown from 1200 to more than 4000. The number of school students engaged in Doorways2Construction (D2C) has risen from 350 in 2004 to more than 1000 in the 2011 school year.

Apprenticeship completions underpin the number of qualified tradespeople that set construction industry capacity. There is only one 'feed' to provide this asset.

The numbers capacity is augmented by a 'lifelong learning' approach to ensure the workforce remain current in an industry with changing technology, a heightened focus on sustainability initiatives and awareness of safe work practices.

Key principles frame the 2011-12 Annual Training Plan:

1. Capitalise on the growth in apprentice commencements over the past four years by optimising completions and influencing attrition reduction
2. Provide certainty and continuity of training support to industry employers and workers, particularly those engaged in the training and development of apprentices
3. Consolidate investment in future industry entrants through Doorways2Construction, in close collaboration with the SACE Board and the public, catholic and independent school sectors
4. Apply the Strategic Reserve to sustain CITB's commitment to industry training, development and innovation, for as long as is prudent
5. Synchronise with key Commonwealth and State Government measures

The construction industry's most pressing need is for skilled labour in numbers sufficient to meet anticipated future demand.

Most apprentices are trained over 4 years on the job by very small 'Mum and Dad' employers, who are particularly vulnerable to cyclic variation in industry activity.

Non-completions and apprentice attrition are a key brake on capacity and productivity.

Construction in SA has exhibited solid growth in apprentice numbers both in terms of commencements and most critically, in respect of completions. We have far more apprentices in training than at any time in a generation and possibly ever.

The challenge for industry will be to sustain apprentices to completion during a marked contraction in the commercial and residential construction industry sectors, particularly as the Building the Education Revolution (BER) projects are largely complete.

CITB levy collections and Construction Industry Forecasting Council data together paint a picture of muted activity for at least the remainder of 2011.

CITB's intent is to meet the commitments we have made to the industry to support apprentices in training to maximise progressive completion, and to sustain training support levels for upskilling and cross-skilling.

In addition we will continue to invest in innovative training strategies to the extent that we are prudently able. To resource this approach we will draw on the Strategic Reserve to fund a deficit of training expenses against levy collections. A revision of the Plan in December will enable CITB to assess the external economic environment and the sustainability of capacity in the medium term.

Mary Marsland

Mary Marsland
Presiding Member, CITB
May 2010



Minister for Housing, Hon. Jennifer Rankine MP is surrounded by students from the Salisbury High School Doorways2Construction team at the Housing SA home they restored at Davoren Park.

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ABBREVIATIONS

The Act	Construction Industry Training Fund Act (1993)
ATP	Annual Training Plan
ATS	Apprenticeship Training Support
AWDI	Aboriginal Workforce Development Initiative
BER	Building the Education Revolution
BIM	Building Information Modelling
CITF	Construction Industry Training Fund
CITB	Construction Industry Training Board
CPI	Consumer Price Index
COAG	Council of Australian Governments
CW	Current Worker
D2C	Doorways2Construction (generic)
D2C Plus	Year 12 Stage 2 element of the D2C program
DECS	Department of Education and Children's Services
DEEWR	Commonwealth Department of Education, Employment and Workplace Relations
DFEEST	SA Department of Further Education, Employment, Science and Technology
DIP	Development and Innovation Program
DTEI	SA Department of Transport, Energy and Infrastructure
ISB	Industry Skills Board
ELT	Entry Level Training
GFC	Global Financial Crisis
NCVER	National Centre for Vocational Education Research
NOLS	National Occupational Licensing System
PPP	Productivity Places Program
RTO	Registered Training Organisation
SACE	South Australian Certificate of Education
STA	State Training Authority
TAA	Certificate IV in Training and Assessment
TaSC	Training & Skills Commission
PPP	Productivity Places Program
RCC	Recognition of Current Competency
VET	Vocational Education Training

EXECUTIVE SUMMARY

The Construction Industry Training Board's (CITB) Annual Training Plan (ATP) is prepared for the South Australian (SA) Minister of Employment and Training as one of its prescribed functions specified in Section 32 of *The Construction Industry Training Fund Act (1993) (The Act)*.

The ATP outlines the training support programs and in broad terms, the associated direct costs of training which form the basis of supported training activity in the forthcoming Training Year.

To gain an appreciation of the context in which the ATP has been developed the reader is referred to Section 3.

Key Points

Historically the ATP has been based on two key programs, the Apprenticeship Training Support Program and the Current Worker (Upskilling and Cross-skilling) Program. During the course of the 2010-11 year, a third program, Workforce Development Initiatives, was introduced and then renamed the Development and Innovation Program to better reflect the scope of activities.

This 3 program structure is retained in the 2011-12 ATP.

The ATP has been framed in the context of two key environmental influences;

- a. A significant increase in the forward liability of apprentice support measures arising from the large number of apprentices now in training
- b. A marked contraction in industry activity and therefore levy revenue.

Key features of the 2011-12 ATP include:

1. A second and potentially more substantial operational deficit than that anticipated in 2010-11. This is explained more fully at Section 3.
2. **\$11.2 M for the Apprenticeship Training Support program.** Increased demand for CITB Apprenticeship Training Support developed in 2010-11 as a result of the buoyancy of the industry. An increase in apprentice numbers, attributable to the Commonwealth Kick Start commencement incentive, strong levels of activity from 2009 to 2011 and a substantial communication program conducted by the CITB will require a continuing commitment to see current apprentices through to completion.

- CITB anticipates supporting more than 4,500 apprentices and their employers both of whom are claiming more of their entitlements as a result of increasing awareness of eligibility.
 - There is a current market environmental risk emerging. Since the beginning of 2011, a contraction in activity has developed particularly in the commercial and housing sectors. This has the potential to threaten continuity of employment and training for apprentices.
 - Apprentice attrition is an underlying concern. Failure to complete occurs for a variety of reasons, the most usual of which is financial, when an employer cannot meet apprentice wage bills.
 - There are additional threats, particularly in unlicensed trades. Partially trained apprentices can be lured into hourly paid 'skill-set' based work with the short-term, superficial appeal of higher hourly rates, but at the expense of gaining a qualification or licence, and the broader opportunities that brings.
 - Apprentices in training represent South Australia's key means of meeting skills demands when the industry rebounds, so a loss of apprentices now, for any reason, is the last thing we need to see.
3. **\$ 7.0M for the Current Worker program.** Funding support for Current Workers has been adjusted to reflect fewer training places but higher per capita cost as the demand for low cost high volume training (predominantly the White Card) has passed its peak and demand patterns shift to higher level training.
 - The rate of change in technology is accelerating at the moment and is matched by the pace of regulatory change. These circumstances create an imperative for workers to maintain currency on a continuous basis.
 - A significant contingency provision is evident to allow for the long-anticipated mandating of remedial training to address the Coronial Inquiry into the Riverside Golf Club roof collapse relating to the use of Nail-Plated Roof Trusses.

- The likely consolidation of National Occupational Licensing will require delivery of higher level (Cert IV) modules. While some of this liability is currently covered under the Commonwealth-funded *Productivity Places Program (PPP)*, that arrangement will lapse later in 2011-12. It may be in future covered by the *Skills for All* program, the extent of any overlap remains to be confirmed.
 - This provision also accommodates unanticipated training needs that emerge in the course of the ATP year.
4. **The Development and Innovation Program (DIP) has been allocated \$1.9M.** This provision gives the Board some flexibility to broaden the scope of coverage of the Fund to include people to be targeted for entry or re-entry into the industry via a range of mechanisms, and to develop training responses to meet emerging needs. Key elements of the DIP in the 2011-12 ATP are detailed at Section 3.

2011-12 ATP Strategic Framework

1. Capitalise on the growth in apprentice commencements over the past four years by optimising completions and influencing attrition reduction.
 2. Provide certainty and continuity of training support to industry employers and workers, particularly those engaged in the training and development of apprentices.
 3. Consolidate our commitment to and investment in future industry entrants through Doorways2Construction, in close collaboration with the SACE Board and the public, catholic and independent school sectors.
 4. Apply the Strategic Reserve to sustain the CITB's commitment to industry training, development and innovation in a changing environment, for as long as is prudent.
 5. Synchronise with key Commonwealth and State Government measures in order to best meet the specific needs of the SA building and construction industry.
- the SA Government *Skills for All* policy,
 - the Skills Australia *Skills for Prosperity - Roadmap for VET* paper, and
 - the Commonwealth Government's Budget and evolving workforce participation strategy.



Giving back to the community... Australia's only 'all girls' construction training program based at Pasadena High School is helping to build a better future for young people in SA's *Riding for the Disabled* program at O'Halloran Hill.

RESOURCING PLAN SUMMARY

TABLE 1: RESOURCING FOR CITB TRAINING¹

	2010-11 BUDGET	2010-11 (PRELIMINARY)	2011-12 PLAN
Gross Levy Revenue	19.9M	16.4M	17.5M
Tuition funding	1.8M	2.6M	2.3M
On-Job funding	3.9M	4.7M	4.4M
Completion funding	4.2M	4.4M	4.5M
Total Apprenticeship & Traineeship Support	9.9M	11.7M	11.2M
Current Worker Expenditure	6.7M	6.4M	6.5M
Contingency	1.0M	.8M	.5M
Total Current worker	7.7M	7.2M	7.0M
Aboriginal Workforce program	.5M	.1M	.5M
Development & Innovation programs	3.0M	.4M	.9M
D2C Employer Incentive	.1M	.1M	.1M
D2C program	.3M	.3M	.4M
Total Development & Innovation Initiatives	3.9M	.9M	1.9M
Total Programs	21.5M	19.8M	20.1M
Net Result¹	(\$3.0M)	(\$4.9M)	(\$4.6M)
Number of Current Worker training places	35,500	32,000	30,000
Number of apprentices supported	3,600	4,000	4,500

Table 1 provides an overview of the financial data associated with funding the training deemed appropriate in the ATP.

1. It is important to note that these figures only include direct funding for training for all initiatives other than DIP initiatives. For other initiatives, the table does not include any provision for program support such as governance, communications, program delivery, overheads and associated administration costs. The Manager Business and Systems prepares these figures for the Board to consider as part of the CITB's budget.

2. This is the net surplus/deficit for the year, including operating costs and overheads as listed at Note 1.



Two John Hindmarsh cranes at the South Australian Health & Medical Research Institute (SAHMRI) site dominate the North Terrace skyline.

ABOUT THE CITB AND THE TRAINING LEVY

To provide context for the development of the ATP, this section offers an overview of the CITB. The functions of the Board and an overview of operations are central to the objectives and strategies embodied in the ATP.

Background

The Act was instigated at the request of industry to address shortcomings in training and workforce regeneration that arose from the disaggregation of employment that took place with the rise of the sub-contracting model for engaging labour. In addition, the instigation of the Fund was to provide a cushion against cyclic economic downturn which has traditionally bedevilled training and employment in the construction activity.

Construction training funds operate in South Australia, the ACT, Tasmania, Queensland and Western Australia.

The sub-contracting model is the industry response to a market that buys largely on price. Cost-competitiveness is achieved by shedding and out-sourcing skilled labour, as a fundamental and characteristic response by nearly all building companies. Major building companies do not generally employ tradespeople, nor train apprentices.

Training responsibility falls to the sub-contractors. In addition to providing employment for apprentices, they play a critical role in providing the on-job training that differentiates a practical tradesman from someone who 'has done a course'. Paradoxically this arrangement is the most vulnerable part of the entire process, structurally and financially.

For many, engaging an apprentice means literally doubling the workforce. It also entails additional cost and administrative complexity which needs to be offset by productivity gains if the arrangement is to be viable. If a lack of work continuity eventuates, as in a downturn, then the arrangement is quickly put at risk.

The following 2009 statistics are cause for reflection:

- There were 21,209 registered companies operating in the SA construction industry
- 66.6% were non-employing, ie comprising a principal only (self-employed sub-contractor).
- 29.5% employed 1-19 people
- 2.3% employed 20-199 people
- 0.07% employed more than 200 people.³

The businesses that employ most apprentices in SA are at the smaller end of the employing demographic, which makes them most vulnerable to fluctuations in the continuity of work. This puts their employment and training arrangements at risk if an industry contraction or downturn occurs.

³ Source: ABS 8165.0 – Counts of Australian Businesses, including Entries and Exits, Jun 2007 to Jun 2009 – Issued 21 October 2010

The levy contribution provides tangible support to those companies that are making a contribution to the development of the future workforce.

Without it the viability of many registered training organisations and group training schemes would be imperilled.

Industry support for Doorways2Construction... Trevor Wilkes, Project Manager with Hickory Developments addresses students from Christies Beach and Pasadena High Schools on a site visit to the Baju-H2O development at Henley Beach.



Heritage Artisan Rodney Rees at a recent stonemasonry course in Bimbowrie



The CITF levy operates as a price-equalisation mechanism so that companies that commit to train workers and employ apprentices are not as readily undercut on price by those that do not. Those that undertake training can access CITB funding support to offset part of the cost of training, both in terms of money paid for external training and time devoted to supervising apprentices on the job.

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While the levy is generally paid by the end user, this is also true of the cost of materials, transport, labour, variations and the vendor's margin.

The levy builds a part of the cost of training into the retail price of construction services, acting as a price equalisation scheme in the manner described above.

The self-imposed compulsory pooling of some of the costs of training benefits both the industry and the consumer. For example it is a truism that the consumer will bear increased costs arising from escalating labour rates and delays if there is not enough skilled labour available.

The levy will not of itself fix labour shortages because the industry scales capacity to meet extant demand. The industry tends to be balanced between skills shortages and under or unemployment when workers move into other fields. When a demand spike occurs, companies will always try to do more with the workforce they have available at that time, so a lag inevitably occurs during which time skills shortages become most acute. It takes time to build capacity with qualified tradespeople. The role of the CITB is to attempt to flatten out the peaks and troughs of cyclic variation.

The CITF levy

The Construction Industry Training Fund levy is imposed at the rate of 0.25% of the estimated value of each construction project over \$15,000 undertaken in South Australia. In general terms, the levy applies to everything from a home renovation to commercial buildings and significant infrastructure projects. It excludes mining operations, but includes their supporting infrastructure. Proceeds raised from the Fund are used to subsidise training for people employed in the South Australian construction industry. The training is provided by RTOs delivering approved courses designated in the ATP.



Flexible Construction Training & Assessment (FCTA) trainer Phil Sweet nurtured participants from several SA regions through a Certificate II in General Construction in Clare in May 2011.

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Functions of the Board

The Act prescribes the Board's functions. Members of the Board are appointed by the Minister from panels nominated respectively by employer and employee associations named in *The Act*. In addition the Minister appoints two Members with a background in the provision of VET.

The functions specified in *The Act* include:

- Coordinating training and personnel development within the building and construction industry
- Promoting increased productivity, career opportunities, personal satisfaction and occupational health and safety within the building and construction industry through training
- Reviewing and evaluating employment related training programs to ensure that they meet the training and skill requirements of the industry
- Supporting appropriate training programs in the industry
- Ensuring a more equitable distribution of effort amongst employers in relation to employment related training.

Consultative Mechanisms

In developing the ATP, the Board is provided with input from its advisory committees to ensure that the objectives and strategies meet the priorities of the building and construction industry in South Australia. Advisory committees meet regularly and include:

- Civil Sector Committee, comprising representatives of the civil construction industry
- Housing Sector Committee, comprising members of the housing/residential construction industry
- Commercial Sector Committee, comprising members of the commercial construction industry
- Specialist Services Committee, comprising members of the plumbing, electrical and other specialist services within the construction industry
- Entry Level Training Reference Committee, comprising members from various sectors with expertise about pathways into the construction industry and trade apprenticeships.
- Joint Sector Advisory Committee (JSAC), comprising members of sector committees, is charged with consolidating an industry approach to issues raised

through the Sector Committee forum, to present as policy submissions for consideration by the Board.

- JSAC policy submissions are considered and refined by a Board Committee, the Training Policy Committee, for recommendation to the Board which then decides to adopt, reject or modify a policy submission.
- All key elements of the ATP, are also managed in this way (including lists of supported qualifications and courses – see Appendix 1 and 2).

The consultative network encompasses a broad cross-section of the industry, including:

- Industry practitioners
- Trainers
- Industry, employer and employee associations
- Local and State government

Consultation extends over a period of 5 months following the mid-year review. CITB management also engages actively with interstate and Commonwealth entities for contextual input. The Board set the parameters of the ATP based on the advice provided by its consultative committees and approved the final course list in April 2011 (see Appendix 1).

The ATP is developed in a formalised process of evaluation of the previous year's results and assessment of anticipated training demand, in consultation with key stakeholders in the SA building and construction industry. It is also framed in the context of *The Act*, and anticipated budgetary parameters.

McMahon Services site preparation at the Harris Scarfe site on Rundle Mall.



DEVELOPMENT OF THE ATP

As previously outlined, the CITB has formally constituted advisory committees based on the defined sectors of the industry: Housing; Commercial; Civil; and, (albeit not formally prescribed in *The Act*) the Specialist Services Committee, encompassing plumbing, electrical and climate control. In addition the CITB regularly liaises with industry associations and RTOs.

The ATP is shaped in the context of the environment in which the industry operates, which includes regulation, economic activity and government policy. Its fundamental aim is, in accordance with *The Act*, to meet the assessed needs of the industry as articulated by our stakeholders and advisory committees.

The Appendices to the ATP detail information about the apprenticeships qualifications and current worker training courses deemed relevant to the industry and that will therefore attract CITB funding support.

The ATP documents the objectives and strategies adopted by the Board and makes provision for a range of additional Development and Innovation programs and contingency provisions.

This ATP should be read in conjunction with the previous Annual Report for an assessment of how these metrics are tracking over time. <http://www.citb.org.au/CITBInfo/AnnualReports/tabid/194/Default.aspx>

Industry Environment

The industry is distinguished by the fact that the very large majority of apprentices are employed and trained by very small, often 'mum and dad' sub-contracting businesses. This generally works either as host employers with Group Training companies, or in a direct indenture arrangement.

This structure, while in theory providing operational flexibility for builders and clients, makes the apprentice training regime vulnerable to cyclic variation in levels of activity and cash flow.

If there is a break in the continuity of their work the small business employer comes under extreme pressure to meet salaries and related costs. This single factor is one of the key reasons why 66.6% of businesses in the industry have no propensity to hire at all.⁴

The decision by a self-employed sub-contractor to hire and train an apprentice is in effect a commercial gamble that they will be able to sustain the capacity to do so for up to four years.

The CITB and its counterpart bodies in Queensland, Western Australia, Tasmania and the ACT, were created specifically to address the challenges arising from the unique characteristics of the way in which the construction industry is structured, and to provide a measure of

resilience against the historically cyclic boom-bust nature of the industry.

Indicators are that some resilience may indeed be required in 2011-12, based on Construction Industry Forecasting Council data. The CITB will be entering the 2011-12 training year having experienced increased demand for training support set against a contraction of industry activity during 2011 to date. It is expected this contraction will persist, judging from reduced levy collections, a leading indicator of industry activity.

The 2010-11 result will be a substantial operational deficit. The deficit will be funded from our strategic reserve, accumulated over the past six years of growth.

We expect this situation to persist into 2011-12, and this will be reflected in the CITB's operating budget to resource the ATP. The key factor will be the actual level of levy collections that occur, and commensurate underlying industry activity.

Levy payment is a lead indicator of industry activity. In the short term this indicator suggests the contraction will persist at least until the end of 2011 and most effectively illustrates a key role of training funds: to support the level of training through troughs in the cycle so the industry is best positioned to deal with a subsequent crest as industry responds to the wider economy.

⁴ Source: ABS 8165.0 – Counts of Australian Businesses, including Entries and Exits, Jun 2007 to Jun 2009 – Issued 21 October 2010 (Also see page 11)

Overview of Operations

Construction training funds operate in five states and territories. Interest also exists in Victoria and to a lesser degree in NSW, but those states have yet to achieve the necessary level of industrial and political consensus to establish their own training fund. The civil sector in Victoria is progressing the concept of a sector specific training fund.

Collectively these industry training funds are the largest sources of non-government funding for training in the *building and construction industry* in Australia. They are also the largest source of non-government funding for training across *all* industries. Each state and territory has varying administrative arrangements in place reflecting the particular nuance of their enabling legislation. The CITB in South Australia includes the following operations:

- Levy collection
- Funding support for construction training, including current workers and apprentices
- Industry Skills Board
- Research and Evaluation

These operations are described more fully in the CITB's Annual Report.

Levy Collection

The Board is required to administer *The Act* within a sound corporate governance framework.

The Board seeks to ensure that the industry, project owners and Local Government complies with the requirements of *The Act*, that levy funds are soundly managed and that systems and processes for their application are fair, transparent and efficient.

The Board is provided with monthly reports on its financial position and performance as well as regular reports on levy collections, compliance, investments and training expenditure.

Approximately 10% of budgeted expenditure will be available to support administrative functions in 2011-12. A significant proportion of this total is funded by interest payments on accumulated funds. This is expected to reduce as the Strategic Reserve is drawn upon to fund operational deficits.

Reserves Policy

The CITB Reserves Policy establishes two tranches of Reserve within the total of Accumulated Funds.

The Prudential Reserve exists as a defensive provision to ensure that the Board can meet its mandated liabilities and obligations in the event of unforeseen or extenuating circumstances.

It is the industry's desire that instability arising from such an occurrence is minimised.

Accordingly the Board has revised the Policy in an endeavour to assure the provision of training in a given ATP year, assuming that a period of duress could make subsequent collection of the levy very difficult indeed. No new training liabilities would be assumed from the date of any announcement, and contingent liabilities met in any wind-up process.

The net amount of the Prudential Reserve will be subject to annual review based on actual contractual commitments, staff entitlements and prescribed liabilities. At the start of 2011-12 it is expected to be of the order of \$14M.

The balance of Accumulated Funds comprises the Strategic Reserve. The Strategic Reserve is available to the Board with the primary aim of supporting extant training programs or meeting emerging needs (contingency and innovation) during down cycles in the industry. It is for exactly this purpose that the Strategic Reserve funded a planned deficit budget in 2010-11 and it will do so again in 2011-12.

However it will warrant very close attention because modelling indicates that the trajectory is unsustainable based on Construction Industry Forecasting Council projections from which forecasts of levy revenue are derived.

The Board's current policy is that the Strategic Reserve will not be depleted below a level of \$1.0M on an on-going basis.

At June 2011, the Strategic Reserve is expected to be of the order of \$6M. It will be further depleted in the 2011-12 ATP year, based on extant forecasts and will likely have to be re-balanced.

Funding for Construction Training

Support provided by the Board is divided into the following programs:

- Apprenticeship Training Support program for new entrants, principally trade apprentices
- Current Worker (CW) programs to cater for existing workers
 - > Contingency is a sub-program to provide for unmet or emerging training need that can be addressed from within the Current Worker program or by adaptation of existing courses.
- Development and Innovation

The Board has determined that the total funding available for these programs during 2011-12 will be in the order of \$20.1M and covering 4,500 apprentices and 30,000 Current Worker training places. This represents a significant continuing commitment to training in terms of funding and training places.

Naracoorte High School's Emily Griggs is South Australia's first female Doorways2Construction teacher.



Wise Guys provides a new lease of life for mature-age tradespeople with the necessary attributes to build a second career as a trainer thus ensuring their accumulated skills, knowledge and attitudes are passed on to our emerging Future Workforce.

15 year old Jayden Curnow from Loveday in the Riverland benefited from the combined expertise of 16 other participants in a recent Bimbowrie heritage artisan stonemasonry course



Apprenticeship Training Support

The Apprenticeship Training Support program (formerly known as the Entry Level Training program) has grown substantially in 2010-11. Because of the fact that they are largely funded in arrears following progressive completion milestones, apprentices who commenced in 2010-11 will begin receiving CITB funding support in the forthcoming ATP year. This means an increased liability, providing they remain in training and employment.

There is a diametrically opposed risk inherent in this program. There is a risk that any industry contraction will trigger apprentice suspensions and/or layoffs, which undermine future capacity.

Conversely, if all apprentices and their employers claimed all of their extant entitlements, the liability of the ATS program would increase further, creating an enlarged operational deficit.

Current Worker Program

The Board anticipates that training numbers will contract as patterns of demand change to lower volume higher cost programs of longer duration. Demand for training in areas linked to licensing outcomes is expected to grow particularly as new COAG-led national standards for licensing are progressively introduced. The Board has endorsed funding for select Certificate IV, V & VI level units to accommodate licensing and other requirements.

Contingency sub-program

Contingency funding is set aside for skills development needs that emerge at short notice. The net amount available for application to contingency programs has been cut back because of emerging pressures arising from a reduction in levy collections. The anticipated scope is:

- Brick and blocklaying pre-apprenticeship program
- Civil plant operations
- Skills Recognition projects. A principal consideration is the enhancement of the qualification level of the workforce. Apprenticeships remain the principal vehicle for achieving this.

For workers already in the workforce, there are many who are skilled but do not hold the relevant qualification. The industry needs to have a skills recognition and gap-training process in place that would allow workers to complete a qualification outside of a Contract of Training construct. At present this option is not available because of State Training Authority (STA) policy.

- Provision of the "industry component" of the last remaining tranche of select Productivity Places Program (PPP) places. PPP is a funding stream comprised of Commonwealth funds in support of higher level qualifications. This is restricted to Eligible Workers.

Many of these qualifications will be intrinsic to the National Occupational Licensing System (NOLS) framework that will supersede State Based licensing systems.

- > Certificate IV in Building and Construction (Building)
- > Certificate IV in Building and Construction (Site Management)
- > Certificate IV in Building and Construction (Estimating)
- > Certificate IV in Occupational Health and Safety
- > Certificate IV in Frontline Management
- > Certificate IV Training and Assessment
- > Diploma of Building and Construction (Building)
- > Diploma of Building and Construction (Management) and
- > Diploma of Management.
- Some provision will also be required to enable Project Home Builders to step up to the demands of multi-storey construction embodied in Transit Oriented Development projects.
- The scale and scope of the 2011-12 PPP program will be influenced by a call being made by the end of May 2011. It may well be the last because the national agreement ceases in 2012. The CITB will need to form a position on supporting training formerly delivered under PPP into the future. This will need to be considered in the context of the *Skills for All* initiative.

Development and Innovation Program

This program was re-named in 2011 to better reflect the scope of operations it covers. The 2011-12 ATP encompasses the following:

Aboriginal Workforce Development Initiative (AWDI) (\$500K)

This is an initiative to increase the number of Aboriginal people working in the construction industry. It did not gain traction in 2010-11, and to rapidly remediate this, the CITB has employed a full time supervisor to direct and develop this project.

Doorways2Construction (D2C) (\$400K)

D2C has been the CITB's flagship VET in schools program for 12 years, aimed at attracting school students to a career in construction. D2C is now fully integrated in the new SACE and unlike the generic Certificate II in Construction Pathways qualification, which is a misnomer because it does not qualify anyone to do anything, the CITB's D2C model with its prescribed level of real workplace experience, offers full articulation from D2C Plus into a Certificate III trade qualification. There will be more than 900 students in the 2011-12 training year.

- Girls in Construction – the first all-girls D2C program at the Pasadena High School continues and is to be replicated in 2011-12 on at least one other site.
- An aboriginal D2C program is being developed in collaboration with Murray Bridge High School and the AWDI.

D2C Incentive Payment (\$120K)

Paid to employers on application, who engage a D2C graduate in a contract of Training in a construction qualification.

Wise Guys (\$132K)

With the increased emphasis on VET in SACE and in the broader community, CITB identified the need to ensure we have the supply of teachers, trainers and educators to ensure quality training can be delivered by qualified competent trainers. Wise Guys provides a new lease of life for mature-age tradespeople with the necessary attributes to build a second career as a trainer thus ensuring their accumulated skills, knowledge and attitudes are passed on to our emerging Future Workforce. CITB has also highlighted a choke-point in the supply of teachers able to supervise VET, to the Training and Skills Commission (TaSC).

Heritage Artisan Support (\$130K)

South Australia has an enormously rich and durable built heritage. Renovation and repair of these structures using contemporary materials and techniques is usually disastrous. Salt damp, accelerated dilapidation and even structural collapse can result. The courses run under this program ensure that we will have people who know and can apply the correct materials and techniques to preserve our heritage built environment. Currently no adequate structural stonemasonry qualification exists in Australia apart from monumental masonry which does not meet the needs of heritage stone conservation, repair and restoration.

Sustainability (\$100K)

The speed with which sustainability measures are being adopted and applied in the building industry has meant that some initiatives have been directly incorporated into the Current Worker program.

- Others such as the Green Painting program are still in the developmental phase.
- BIM (see below) will have an enormous impact as energy usage can be accurately modelled and adjusted by design and construction choices made at the design stage.
- The potential impact of a Carbon Tax on the construction and renovation market could be profound, particularly in terms of retrofitting of energy saving and carbon offset arrangements.

Building Information Modelling (BIM) (\$360K)

BIM is an integrated design / construction / management tool based on 3D computer-based modelling of any built structure. It will revolutionise project delivery. SA companies have exhibited patchy awareness and adoption and are behind the curve at the moment. Its impact will touch every point in the construction and building operation continuum, right down to sub-contractors. Users will require a working knowledge pertinent to their field. The CITB is working with industry to define and implement a training regime that will address the needs of every level in the industry so that SA companies and workers are best positioned to take advantage of this exciting technology

Discretionary Provision (\$173K)

Provides flexibility for other initiatives that are hosted under this program but not explicitly funded include the following:

- Workforce Participation Policy – CITB's view is that the best vehicle to achieve government objectives around employment training and social inclusion is through an effective Workforce Participation Policy. There must at least be reward for demonstrated commitment over time to the ongoing employment and training of apprentices and target demographics. Reporting systems need to be simple and easy to use.
 - > The CITB built and developed the Ten Percent Wizard web-based reporting tool in very short order for use by contractors involved with the Building the Education Revolution program. It is due to wind up by 30 June 2011. The approach taken proved easy to use and was readily adopted by contractors and sub-contractors. No other State was able to generate this capability.
 - > Progress with a similar tool in support of the 15% Policy has been less successful and remains a work in progress at this time. CITB remains the only source of independently verifiable data that links construction projects, contractors, sub-contractors and the workforce with training activity including apprenticeships and upskilling / cross skilling activity.
 - > CITB's view is that the underpinning policy provisions need to be strengthened if it is to be meaningful in application and effect.
- Skilled migrant support funding – provided on a short term case-by-case basis to assist skilled migrants to obtain training they need to enter the construction industry.
- Innovative programs are developed throughout the year as stakeholders advise the CITB about emerging issues. The Board considers these issues as they arise and considers funding training responses. All projects are evaluated before the Board considers whether they warrant integration into the Contingency or Current Worker programs.

The scope of the CITB funding support is prescribed in *The Act*, Part 6 Section 32 Clause 8.

In essence the Board is required to ensure that the resources of the Fund are only allocated to structured training programs *within* the building and construction industry in South Australia.

Minlaton High School students with CITB's Mark Gosden and Hickory Developments Project Manager Trevor Wilkes at the Baju-H2O development at Henley Beach.



Aboriginal trainee Jarred Karpany topped the course at FCTA's Certificate II in General Construction held in Clare in May 2011.



Scope of CITB Funding Support

The scope of the CITB funding support is prescribed in *The Act*, Part 6 Section 32 Clause 8. In essence the Board is required to ensure that the resources of the Fund are only allocated to structured training programs *within* the building and construction industry in South Australia.

It is for this reason that the CITB has a rigorous policy-based framework in place to manage the collection and attribution of the resources of the Fund.

The CITB does not provide capital funding to associations or RTO, or any other agency or entity. Neither does it fund generic training or transition to work programs. It defines the industry as those companies which generate more than 80% of their revenue from building and construction. The only exception to this is the funding support provided to the Doorways2Construction, Vocational Education Training (VET) in schools program, the Brick and Block laying pre-apprenticeship program, and periodic, specifically approved, targeted programs where trainees are not yet employed in the industry.

Eligible individual workers must be employed in the industry and generally engaged in on-site construction activities. However, with increasing emphasis on productivity gains made through offsite construction, the distinction between onsite and offsite construction activity is under constant review by the Board.

The CITB has an extensive range of policies that underpin its governance framework to ensure compliance with *The Act*.

Funding Program Sector and Program Split

The Board has historically sought to maintain the proportion of funding for the Current Worker program at 45% of total training funds expended and Apprenticeship Training Support at 55%.

The split is likely to be distorted in the short term by the large numbers of apprentices currently in training. This will be assessed on an on-going basis.

The Act requires that the Board ensure that funding is distributed across the building and construction sectors in approximate proportion to levy collections from each of those sectors. While this is a complex and inexact administrative exercise Table 2 indicates that while *The Act* is indicative rather than prescriptive, funding provision is consistent with the intent of *The Act* and is determined by demand for training places.

The 2010-11 ATP noted an increase in commercial and civil construction activity. 12 months later and commercial activity has exhibited a severe contraction. While the scope of civil works remains strong, its workforce impact has been patchy for reasons detailed earlier.



Industry Skills Board

The role of the Industry Skills Board (ISB) is performed by the CITB under administrative arrangements with the Department for Further Education, Employment, Science and Technology (DFEEST). The ISB is one of nine in South Australia covering a range of industries which broadly align with national Industry Skills Councils funded by the Department of Education, Employment and Workplace Relations (Commonwealth).

ISBs receive \$200,000 per year to perform workforce development functions prescribed in a funding deed with DFEEST.

This funding will be reduced by the State Government in future years. CITB will scale its commitment accordingly.

In practice, shared objectives with the CITB enable the Construction ISB to achieve many workforce development projects and strategies that would not otherwise be possible without the synergistic contributions of the training fund.

The Research team perform the functions associated with the ISB role in conjunction with the CITB management team. The objectives of the ISB are to:

1. Provide robust and substantiated advice on industry skills and workforce development priorities that enable Government/ Training and Skills Commission to perform their functions under the Training and Skills Development Act 2008
2. To ensure that national training packages have relevance to South Australian industries and workforces
3. To increase the number of employers investing in high performing workplace practices through:
 - Encouraging employer uptake of high performing workplace practices
 - Promoting the benefits of education and training
 - Brokering and implementing workforce development programs with organisations.

More information on the ISB is available in the CITB Annual Report: <http://www.citb.org.au/Research/tabid/81/Default.aspx>

Research and Evaluation

Under the CITF Act the Board is required to conduct or commission research to help in decision making, policy formulation and advisory functions.

The research undertaken includes quantitative and qualitative data collection to monitor construction industry trends, including collation and analysis of data from sources such as the Australian Bureau of Statistics, Construction Industry Forecasting Council, and NCVET as well as surveys and face to face consultation with people in the building and construction industry.

The research team commissions projects as part of the evaluation of programs funded by the CITB. These projects include the annual survey of past participants of CITB funded

training to obtain direct feedback from course participants and/or their employers on the quality, effectiveness and relevance of the training funded by the CITB.

A survey to assess awareness of CITB funding is periodically commissioned. Effectiveness is directly related to industry awareness of CITB training support activities. The research objective is to understand who is, and who is not aware of the CITB training fund. This contributes to strategies to refine communication to increase awareness and access to the training fund for the future. It is also used to report on performance measures for the key objectives and strategies contained in the ATP.

A major undertaking in 2011-12 will be the commissioning of a detailed study of attrition (failure to complete their training) among apprentices. The study will consider issues of qualification, method of employment and cohort to form a more complete and accurate picture of what causes apprentices to drop out of their Contracts of Training.

- Apprentice attrition represents a sunk cost of the resource put into VET, both public and private. This is particularly so where losses are avoidable.
- Apprentices in some trades are lured away from completion by higher hourly rates for skill set-based work, without considering the longer term benefits of completing their trade qualification.
- Contemporary data and analysis is generic and potentially misleading as various and inconsistent tools are applied. This contention is borne out in a recent rework by NCVET, which revealed attrition rates lower than previously claimed, because transfers between employers were previously counted as cancellations.
- This proposal will provide clear unambiguous data that will facilitate better management of SA construction apprentices to ensure completions are maximised.

TABLE 2: ALLOCATION OF FUNDING ACROSS THE SECTORS

	CIVIL	COMMERCIAL	HOUSING	TOTAL
Entry Level Training Program	5%	27%	30%	61%
Current Worker Program	14%	14%	11%	39%
Total*	19%	41%	40%	100%

*rounded



Supporting mature apprentices...
Bob Cross from Bob Cross Electrical
with former mature age apprentice,
now qualified electrician, Steve Wright.

OBJECTIVES, STRATEGIES AND OUTCOMES

The current suite of Objectives, Strategies and Outcomes associated with the key programs were initially developed in 2006-07.

They were extensively reviewed two years later to better align with effective measurement methodologies.

They are the basis upon which program effectiveness is evaluated and the assurance that program assessment is based on established and verified metrics. Measurement requires a datum or baseline and that needs to be relatively consistent if meaningful, objective assessment and analysis is to be achieved over time.

The metrics have been developed, validated, refined and adjusted over time, and indeed are subject to minor adjustment during the course of ATP development. Changes in the environment are inevitable. Incremental adaptation avoids the need for periodic dramatic shifts to catch up.

Fine tuning ensures relative consistency is possible and enables more effective evaluation. This is particularly so as we are dealing with a core training continuum (an apprenticeship which produces a qualified tradesperson) of four years.

Objectives, strategies and outcomes are developed and adjusted progressively for the Development and Innovation activities.

Objectives, strategies and outcomes timelines are as follows:

- developed in 2006-07,
- reviewed and refined in 2008-09,
- due for evaluation pending the outcome of the 2010-11 ATP year, and taking account of the potential impact of evolving government policy and regulation, and
- revised metrics deployed 2012-13.

PROGRAM 1 – APPRENTICE TRAINING SUPPORT

OBJECTIVES	STRATEGIES	OUTCOMES
To encourage prospective new entrants in schools and the community to consider careers in the industry	Provide information and advice on training and careers to schools and the community that promote construction careers and increase the potential pool of applicants	An increased awareness and acceptance of building industry careers amongst school students and other potential candidates
	Support schools and community groups to provide a positive experience of the industry to prospective new entrants through involvement in the D2C program	An increased interest by schools and the community in the D2C program
	Encourage support and engage the teaching community in the delivery of D2C through the provision of scholarships	Maintenance of a population of appropriately qualified, committed and enthusiastic teachers delivering D2C
To encourage enterprises to take on apprentices and trainees in approved vocations	Provide financial incentives to enterprises taking on D2C graduates under contracts of training	An increase in the proportion of D2C participants gaining contracts of training
	Provide financial incentives to enterprises for placing apprentices and trainees in approved vocations	Apprentice and trainee commencements in approved vocations are consistent with 10 year long term trend
	Develop a marketing plan to contact potential employers not currently involved in apprenticeship programs	Increased awareness of tangible benefits of engaging an apprentice under contracts of training
	Promote an effective Workforce Participation Policy to redress the perceived deficiencies of Inskill. Do this by collaboration with DFEEST and DTEI.	A monitoring and reporting system developed and implemented, that measures contractor performance against a benchmark of ten percent of labour hours worked by apprentices and trainees. Initially to be applied on BER projects.
	Elicit DTEI commitment to a rankings system of tender selection which includes a training and employment Pre-Qualification Index.	To be extended to all State Government projects with an ultimate objective of including Commonwealth projects.
To maximise the proportion of new entrants undertaking approved vocational qualifications	Provide financial support to off-set the cost of tuition fees for apprentices and trainees under contracts of training in approved vocations	The levels of apprentices and trainees in approved vocations in-training are sufficient to maintain the industry workforce at required levels
	Provide financial incentives to enterprises to support the completion of approved vocational qualifications	
	Encourage new entrants to have relevant skills acknowledged through a formal recognition framework	An increase in the proportion of new entrants in approved vocations gaining formal recognition of their skills
To improve the quality of workplace learning and training of apprentices and trainees in approved vocations	Provide financial incentives to enterprises to ensure their apprentices and trainees in approved vocations receive a broad range of on-the-job experiences consistent with their training plans	A wider acceptance and adoption of on-the-job recognised training
	Encourage and support apprentices and trainees in their final years to take up training opportunities that develop skills for business and licensing requirements	An increase in the number of recently completed apprentices in approved vocations gaining appropriate licenses
To raise awareness of safe work practices amongst apprentices and trainees in approved vocations	Ensure that D2C participants, apprentices and trainees in approved vocations are supported in safety training available to the industry	Participation levels in approved OH&S specific training is consistent with workforce numbers



PROGRAM 2 – CURRENT WORKER PROGRAM

OBJECTIVES	STRATEGIES	OUTCOMES
To facilitate, support and promote a training culture across the industry	Reduce the cost of training to industry by subsidising endorsed training programs delivered by CITB approved Registered Training Organisations	A greater uptake of training, measured by hours of training and numbers of training places
	Promote to, and broadly engage stakeholders and enterprises regarding the benefits of training to the industry	Improved levels of awareness of the importance of training and the means by which it can be accessed
	Provide training which is accessible to all, regardless of geographic location	Balanced regional training provision and delivery
To improve workplace productivity and performance by developing and maintaining a highly skilled and accredited workforce	Broaden and develop the skills base of the industry workforce	An increased application of skills learnt
	Address changing techniques, technology, regulation and compliance applicable to the industry	The workforce has a broader skills-base which keeps pace with changing technologies and industry requirements
	Improve the proportion of the workforce with recognised qualifications by supporting the uptake of skills recognition processes	An increase in the proportion of the workforce with recognised AQF qualifications An increase in the number of recognised current competencies (RCCs) funded
To ensure a more equitable distribution of effort amongst enterprises in relation to employment-related training in the industry	Promote skill development at the enterprise level to encourage enterprises to invest and participate in training	An increase in the number of new enterprises accessing training funds
		An increase in the number of enterprises registered and active in the Current Worker Program
To enhance career opportunities and broaden workforce employability through training	Promote and support the up-skilling and cross-skilling of the existing workforce and those returning to the industry	The skills of the workforce meet industry requirements
	Liaise with key stakeholders in relation to training and personnel development requirements	The level of training activity is balanced against present and projected economic trends
To facilitate the development and adoption of safe work practices across the industry	Ensure that the industry and its workforce are supported in all aspects of safe work practices, through training.	A demonstrated commitment to training in the area of safer work practices
	Promote increased OH&S within the industry through training	A safer working environment through training

CONTINGENCY PROGRAM

OBJECTIVES	STRATEGIES	OUTCOMES
To address training needs in skill shortage areas that are not otherwise covered by the Current Worker or ELT Programs (Contingency)	Provide training in skill shortage areas to individuals who would otherwise be ineligible for Current Worker or ELT Programs	Build capacity in skill shortage areas with employment outcomes and attract more people to the SA construction industry.

CONTINGENCY PROGRAM

In consultation with its advisory committees, the Board has established a schedule of training activities that are appropriate to the needs of the sectors in the industry. To manage the growing list of proposed activities, courses not used from one year to the next are placed on a dormant list. Courses used in the previous year, and those meeting unmet demand with industry support will be known as active courses. A formula is used to vary allocations from one year to the next. The original allocation is compared to actual take-

up for each course and new allocations.

The Board will engage endorsed registered training organisations (RTO) to provide training, assessment and other services to be delivered to the industry in accordance with the approved schedule of courses. The majority (80%) of the allocation will be assigned to RTOs active in the previous ATP year. Those who are not active will need to apply for new contracts from the 20% remaining of the allocation. The Chief Executive Officer will allocate discretionary funds to meet

unmet training demand from the industry throughout the year. Requests for funding over and above the allocated 20% of unallocated funds will be considered by the Board and, where necessary, met from funding reserves.

Funds in the Current Worker Program will continue to be allocated to the skill categories in the approximate proportions of: Core construction skills (50%), Construction management (13%), OH&S (21%), Business management (12%), and Other (4%).

PROGRAM 3 - DEVELOPMENT AND INNOVATION PROGRAM

OBJECTIVES	STRATEGIES	OUTCOMES
To develop new training programs, new opportunities and/or innovative delivery of training in skills shortage areas (Innovation)	Engage industry participants by applying different approaches and/or methods to training that are outside the Current Worker or ELT Programs	Facilitation of new approaches to training in areas of emerging training needs

This initiative will be funded to provide \$1.9M in 2011-12. Various projects that have previously been supported by CITB, including program development and a range of supports for D2C, the Heritage Artisan Support program, Wise Guys and the Skilled

Migrant Support program are now included in this funding stream. The most significant of the new programs to be supported through this initiative is the Aboriginal Workforce Initiative which includes a focus on Aboriginal participation in D2C and innovative partnerships

with industry and Aboriginal stakeholders to increase the number of Aboriginal people entering the construction industry. Preliminary measures to evaluate outcomes for each of the Development and Innovation Programs are shown below.

ABORIGINAL WORKFORCE INITIATIVE

OBJECTIVES	STRATEGIES	OUTCOMES
To increase the level of participation by aboriginal workers in the SA construction industry	Develop and implement measures to increase skill levels among aboriginal workers	Recognition by aboriginal people that careers in construction are viable and valuable pathways for personal and community development

HERITAGE ARTISAN SUPPORT PROGRAM

OBJECTIVES	STRATEGIES	OUTCOMES
To create a pool of trained tradespeople who can apply the correct materials and techniques required to ensure traditional structures are conserved, repaired or replicated / renewed so that they are preserved for the enjoyment of future generations	<p>Conduct a series of courses for Eligible Workers in the following disciplines;</p> <ol style="list-style-type: none"> Heritage Stonemasonry Heritage Timber framing Heritage finishes – fibrous plastering <p>Collaborate with agencies such as the Department of Environment and Natural Resources to identify projects as a 'live classroom'.</p>	<p>An increase in the number of industry practitioners in the SA building and construction industry among practitioners and clients, who are trained in the correct practices required to re-construct, repair and conserve heritage structures so that they are not damaged by well-meaning but ill-informed application of contemporary techniques and materials.</p> <p>To consider the viability of formal qualifications in these disciplines to support the preservations of SA's unique heritage built environment.</p>



WISE GUYS

OBJECTIVES	STRATEGIES	OUTCOMES
<p>While trade shortages are the subject of frequent media attention, it is an issue that needs to be tackled from first principles.</p> <p>Support the supply of qualified trainers for RTO to assure delivery of quality training.</p> <p>Mitigate risk to strategies such as Trade School for the Future and VET in SACE.</p>	<p>Industry: Conduct the “Wise Guys” program for suitable qualified tradespeople to qualify them as Cert IV TAA / TAE trainers able to be employed by RTO as trainers.</p> <p>VET in SACE / Trade Schools for the Future. Work with the Training and Skills Commission to ensure that the Uni SA Design and Technology teaching qualification or a near equivalent, is preserved as a supply of High School teachers</p> <p>D2C. Support the development of D2C teachers to achieve building and construction qualifications commensurate with the level of delivery being under taken in Trade Schools for the Future.</p>	<p>An increase in the number of qualified tradespeople holding TAA qualifications.</p> <p>Wise Guys graduates are employed by RTO.</p> <p>The quality of delivery of construction competencies under SACE is not diluted because of a lack of qualified trainers.</p>

SUSTAINABILITY

OBJECTIVES	STRATEGIES	OUTCOMES
<p>Competency requirements associated with Sustainability technologies, processes, techniques and planning considerations are identified and addressed either by specialty programs or incorporated in mainstream training courses as a matter of urgency.</p>	<p>Liaison with industry, suppliers and regulators to identify and address emerging issues.</p>	<p>Course offerings are regularly refreshed to accommodate emerging technology and regulatory requirements.</p>

BUILDING INFORMATION MODELLING (BIM) TRAINING

OBJECTIVES	STRATEGIES	OUTCOMES
<p>To facilitate rapid adoption and exploitation of BIM by all levels in the SA building and construction industry so that competitive advantage is not lost to interstate entities.</p>	<p>Develop a comprehensive training program using a phased approach, overseen by an Industry Working Party;</p> <ol style="list-style-type: none"> 1. Identify key industry stakeholder groups 2. Conduct a training needs analysis for each group 3. Develop a training program tailored to the needs of each group 4. Engage with RTO and software vendors to facilitate delivery of the program 	<p>BIM is widely adopted across all levels of the SA building and construction industry.</p>



D2C students see the high side of construction at the Henley Beach Baju-H2O apartment aboard a 'personnel box' lifted aloft by the high-rise tower crane with a safety officer.

APPENDIX 1

Active Courses for 2011-12

There are currently 300 courses available for Current Workers to undertake with funding support from the CITB. Courses are delivered by RTOs that have received endorsement from the Board and are listed on the CITB website. At the commencement of the ATP year RTOs are allocated places that they can offer to approved CITB card holders.

Funding support is provided at a rate determined by the CITB's Current Worker Funding Model available at the CITB website. If the number of places allocated to an RTO for a course is not used during the designated ATP year the number of places allocated in subsequent years will be adjusted accordingly based on a formula and input from people in the construction industry.

Where no allocation of funds is made to a course, it indicates that while industry

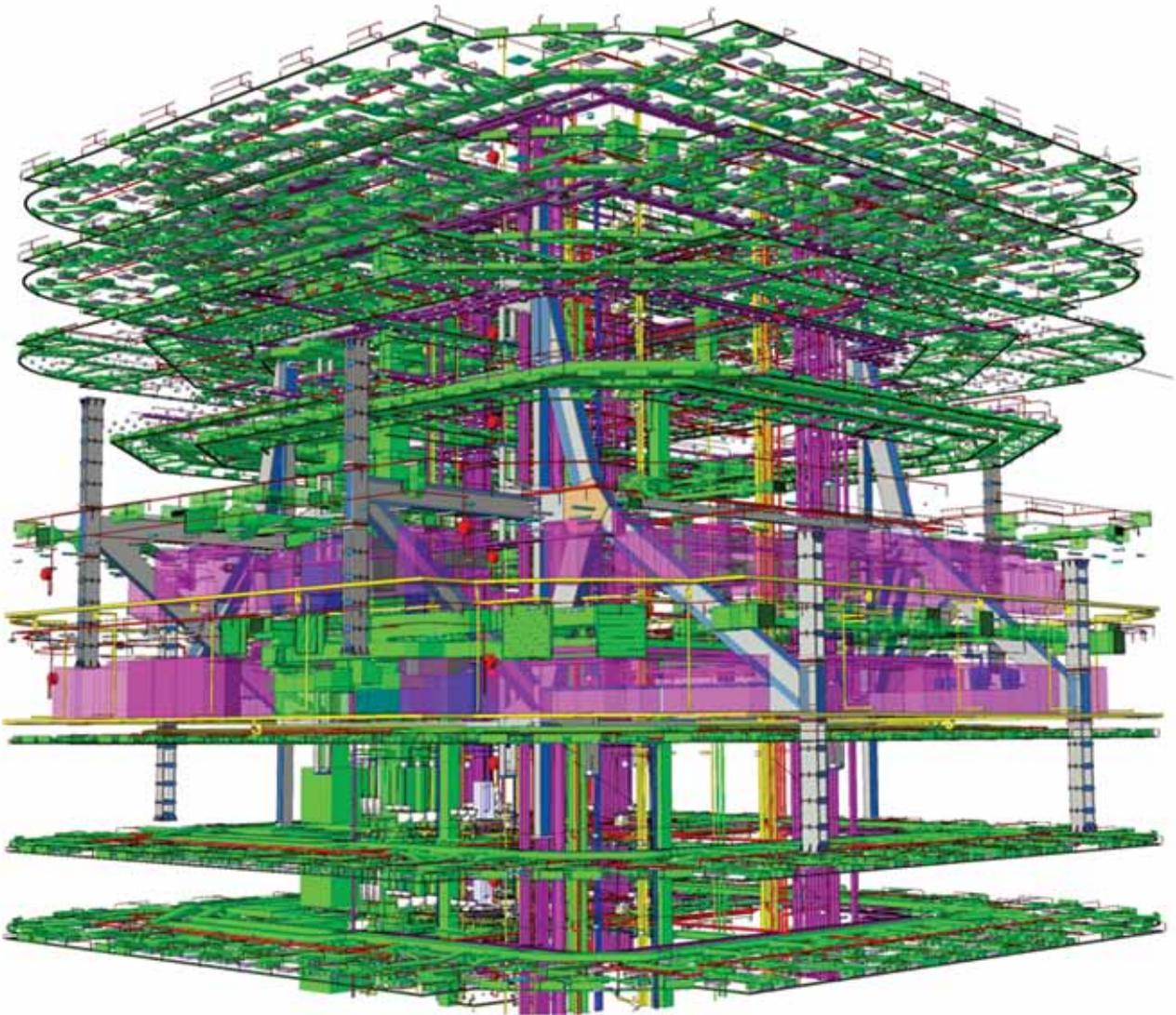
stakeholders have indicated a need for the training, no RTOs have been allocated the places at the time of preparing the ATP. Contingency funding is available to ensure that demand for the course can be met.

A list of the courses which attract CITB funding can be found in the Training Support section of the CITB website (https://talas.citb.org.au/tlc/pages/training/public/course/search_results.jsp?courseTitle=&skillAreald=).

APPENDIX 2

APPRENTICE QUALIFICATIONS SUPPORTED BY CITB

OLD CODE	OLD QUALIFICATION NAME	NEW CODE	NEW QUALIFICATION NAME
CONSTRUCTION PLUMBING & SERVICES TP			
BCF30100	Certificate III in off-site construction (Shop Fitting)	CPC31808	Certificate III in Shopfitting
BCF30200	Certificate III in off-site construction (Joinery/Timber/Aluminium/Glass)	CPC31908	Certificate III in Joinery
BCF30300	Certificate III in offsite construction (Stairs)	CPC32208	Certificate III in Joinery (Stairs)
BCG30103	Certificate III in Bricklaying/Block laying	CPC30108	Certificate III in Bricklaying/Blocklaying
BCG30203	Certificate III in Carpentry	CPC30208	Certificate III in Carpentry
BCG30303	Certificate III in Concreting	CPC30308	Certificate III in Concreting
BCG30603	Certificate III Painting and Decorating	CPC30608	Certificate III in Painting and Decorating
BCG30703	Certificate III in Rigging	CPC30708	Certificate III in Rigging
BCG30798	Certificate III in General Construction (Carpentry - Framework/Formwork/Finishing)	CPC31508	Certificate III in Formwork/Falsework
BCG30803	Certificate III Roof Tiling	CPC30808	Certificate III in Roof Tiling
BCG30903	Certificate III in Scaffolding	CPC30908	Certificate III in Scaffolding
BCG31003	Certificate III Solid Plastering	CPC31008	Certificate III in Solid Plastering
BCG31203	Certificate III in Wall and Ceiling Lining	CPC31208	Certificate III in Wall and Ceiling Lining
BCG31303	Certificate III in Wall and Floor Tiling	CPC31308	Certificate III in Wall and Floor Tiling
BCG31506	Certificate III in Formwork/Falsework	CPC31508	Certificate III in Formwork/Falsework
BCP30103	Certificate III in Plumbing	CPC32408	Certificate III in Plumbing
BCP30303	Certificate III in Roof Plumbing	CPC32608	Certificate III in Roof Plumbing
BCP30503	Certificate III in Fire Protection	CPC32808	Certificate III in Fire Protection
RESOURCES & INFRASTRUCTURE (CIVIL) TP			
BCC20103 BCC20107	Certificate II in Civil Construction	RII20709	Certificate II in Civil Construction
BCC30103 BCC30107	Certificate III in Civil Construction	RII30909	Certificate III in Civil Construction
BCC30203 BCC30207	Certificate III in Civil Construction (Bituminous Surfacing)	RII31009	Certificate III in Bituminous Surfacing
BCC30503 BCC30507	Certificate III in Civil Construction (Pipe Laying)	RII31309	Certificate III in Pipe Laying
BCC30603 BCC30607	Certificate III in Civil Construction (Plant Operations)	RII30809	Certificate III in Civil Construction Plant
BCC30703 BCC30707	Certificate III in Civil Construction (Road Construction and Maintenance)	RII31409	Certificate III in Road Construction and Maintenance
ELECTROTECHNOLOGY TP			
UTE30299	Certificate III in Electrotechnology – Building Services	UEE31007	Certificate III in Fire Protection Control
		UEE31407	Certificate III in Security Equipment
UTE30699	Certificate III in Electrotechnology – Data Communications	UEE30407	Certificate III in Data & Voice Communications
UTE30999	Certificate III in Electrotechnology – Refrigeration & Air Conditioning	UEE31307	Certificate III in Refrigeration and Air-conditioning
UTE31199	Certificate III in Electrotechnology – Systems Electrician	UEE30807	Certificate III in Electrotechnology Electrician
FURNISHING TP			
LMF30602	Certificate III in Glass and Glazing		



CITB is developing Building Information Modelling (BIM) training for construction industry practitioners in SA. This is an example of a Revit BIM model depicting mechanical and electrical services in a multi-storey project.

SUBSIDIES AVAILABLE FOR PROGRESSION THROUGH APPRENTICE QUALIFICATIONS

INCENTIVE FUNDING	HOW MUCH	PAID TO WHOM
D2C	\$1,000	The Employer
Tuition	Up to \$1,600 over the four year Apprenticeship	The Employer or the RTO (for the benefit of the apprentice)
Progressive Completion	Up to \$1,800 depending on the period being claimed (Note: Electrical trades receive 50% of the funding (\$900))	The Employer
Final Completion	Up to \$1,800 depending on the period being claimed (Note: Electrical trades receive 50% of the funding (\$900))	The Employer
On-Job	Up to \$1,800 depending on the period being claimed (Note: Electrical trades receive 50% of the funding (\$900))	The Employer

