



Annual Training Plan 2020-21



Supporting the SA Building & Construction Industry and its workforce.



Supporting the South Australian Building and Construction Industry and its workforce.

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Executive Summary

I was appointed interim CEO very recently.

I am pleased to submit this 2020-21 Annual Training Plan on behalf of the CITB team.

My early impression is that the CITB team members are dedicated to the cause of further developing South Australia's building and construction industry by attracting suitable candidates, ensuring sufficient numbers of apprentices and workers are retained in the workforce and are provided with quality training and development.

Another early impression is that the team have worked hard to finalise this Plan, positioning the CITB, and the industry more broadly, to respond to the challenging environment brought about by COVID-19.

The Plan includes an allocation of \$21.2 million in 2020-21 to the State's industry to support apprenticeship training and to develop the workforce and its career pathways. This amount is consistent with the 2019-20 ATP.

At this time, we have not prepared detailed analysis on the effects of COVID-19. We instead intend to incorporate financial modelling into our upcoming budget planning sessions to ensure funding is directed to the most relevant areas to help the workforce through the uncertain times ahead.

Of the above total of \$21.2 million, 71.1%, or \$15.0 million, will be directed to Apprentice Support (an increase from 70.63% in last year's Plan).

Within the Plan, \$1.0 million has been allocated to the Additional Apprentice Incentives Program to help employers who commit to taking on apprentices during 2020-21. During the course of the year, however, we may seek to reallocate some or all of the \$1.0 million to other training areas, in response to the consequences of COVID-19. Any reallocations will be subject to Board approval.

The Plan incorporates levy revenues of \$18.93 million in 2020-21 which compares with the allocation of funds described above of \$21.2 million. The shortfall, \$2.19 million, will be funded by drawing upon cash reserves accumulated in earlier years.

The decision to budget for this deficit was not easy. Nonetheless we consider it is the right decision and best positions the industry, its workforce, and the State

economy more broadly by maintaining consistent rates. The CITB believes it's essential that apprentices and building and construction workers who have committed to developing their skills should have certainty that they can complete their apprenticeships and training programs. Had we instead reduced the allocations to apprentices and training in 2020-21 to match the levy revenues, it might have led to the abandonment of apprenticeships and courses before they were completed. This would have greatly diminished the value of recent past investments in these part-completed apprenticeships and courses.

We are conscious of the CITB's responsibility to meet the requirements of both industry and the Construction Industry Training Fund Act 1993. The Board will consider this Plan every 6 months as part of its formal budget review. This will be supplemented by frequent but less formal reviews to ensure the Plan continues to be relevant in the uncertain and unsettling times posed by COVID-19.

I acknowledge the work of our Endorsed Training Providers. They provide important training to the workforce and to our doorway2construction@ students. The benefits from this training are enjoyed not only by the individuals who participate, but also by the industry and the economy more broadly.

Derek Clark
Interim Chief Executive Officer
30 April 2020

About CITB

CITB is a whole-of-industry led organisation that provides support to attract, train and retain South Australian building and construction workers by providing leadership in training and skills development.

History

CITB was established by an Act of Parliament: The Construction Industry Training Fund Act 1993.

An Act to establish a Fund to be used to improve the quality of training in the building and construction industry; to establish the Construction Industry Training Board to administer the Fund and coordinate appropriate training; to provide for the imposition and collection of a levy for the purpose of the Fund, and other purposes.

CITB is defined as a body corporate and therefore it is not an agency of the Crown, nor are its employees members of the Public Service. It is one of five similar state-based Construction Industry Training Funds operating in Australia, the others being:

- Tasmania (1989)
- Western Australia (1990)
- Queensland (1999)
- ACT (1999).

The Funds in these jurisdictions were established to address industry specific characteristics and challenges such as:

- Vulnerability to cyclic variation in the economy.
- Over-reliance on short-term project-based jobs.
- Widespread adoption of subcontracting arrangements to complete work.
- The requirement of industry to meet safety and regulatory standards through qualification and licensing.
- Employment patterns based on project-based daily hire, rather than conventional notions of full time employment.

There are similar schemes operating in international jurisdictions.

Portable Long Service Leave and BIRST (Building Industry Redundancy Scheme Trust) have also been established to address leave and redundancies.

CITB Board as at 1 April 2020

Independent Presiding Member

Peter Kennedy

Employer Representative

Anthony Carbone

Employee Representative

Jessica Rogers

Industry Representatives

Andrew Clarke

Madeleine Frost

Daniel Gannon

Victoria Griffith

Ian Markos

Ruth Vagnarelli

Independent Representatives

Nicholas Handley

Rebecca Hayes

CITB Executive Management Team

Marie Paterson
Chief Executive Officer
(resigned 21/2/2020)

Derek Clark
Interim Chief Executive Officer
(appointed 20/4/2020)

John Morgan
Executive Manager Finance &
Business Services

Mark Gosden
Executive Manager Operations

Strategic Direction

The Construction Industry Training Board (CITB) is a whole-of-industry led organisation that provides support to attract, train and retain South Australian building and construction workers through leadership in training and skills development.

Vision

To promote excellence in training, career development and advice to support a safe, innovative and productive construction industry in South Australia.

Mission

- To promote careers in building and construction.
- To facilitate and support the delivery and development of high quality, innovative training programs.
- To support our industry workforce to adapt, change and develop through education, information, incentives and advice.
- To provide trusted information and advice sourced from our data, research and networks. This information and advice supports decision making in our industry and government.
- To support our industry by responsibly managing the Construction Industry Training Fund through sound governance and accountable administration.

Pillars

Communication
Leadership
Agility
Innovation
Collaboration
Inclusivity

Goals

In 2017 the CITB defined the four goals below. The goals are aligned to CITB's strategy and underpin the Annual Training Plan and the level of training support for the coming year.

1. Lead innovative, high quality training in the construction and building industry to address changes in technologies and skills shortages.
2. Revitalise the CITB's influence and effectiveness by promoting partnerships with industry, government and the training sector.
3. Promote the CITB brand and profile as a trusted source of industry expertise.
4. Ensure the effective governance and administration of the Fund.

Our Functions

The Construction Industry Training Fund Act 1993 provides guidance for all decisions relating to the Board's activities. Each program area detailed later in this Plan is linked to Section II of the Act.

The functions of the Board are as follows:

- | | | |
|--|---|--|
| <ol style="list-style-type: none"> 1. To act as a principal adviser to State and Federal Ministers on any matter relating to training in the building and construction industry and in particular to provide advice in relation to <ol style="list-style-type: none"> i. skill requirements for the industry and the training arrangements to meet those requirements; ii. pre-employment and training programs; iii. any other matter referred to the Board for advice by State and Federal Ministers. | <ol style="list-style-type: none"> 2. To administer the Construction Industry Training Fund. 3. To prepare training Plans in accordance with the Act. 4. To coordinate training and personnel development within the industry. 5. To promote increased productivity, career opportunities, personal satisfaction and occupational health and safety within the industry. 6. To review and evaluate employment-related training programs to ensure training and skill requirements are met. | <ol style="list-style-type: none"> 7. To ensure an equitable distribution of effort amongst employers in relation to employment-related training. 8. To initiate, carry out, support or promote research into training and personnel needs. 9. To liaise with educational, professional and training bodies in all sectors regarding training and personnel development within the building and construction industry. 10. To promote and undertake support programs designed to facilitate the international exchange of information relevant to training or personnel development. 11. To undertake anything necessary to support the performance of the above ten functions. |
|--|---|--|

The Finance and Business Services team provide administrative support to enable CITB to optimise the Fund's capacity to benefit the industry through efficient and effective:

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> • Management, accounting support, and financial reporting. • Business system utilisation and development including the continuous improvement of the training and levy administration system (TALAS) database. | <ul style="list-style-type: none"> • Levy collection and compliance. • Contract management. • Governance via policies and procedures and risk management. | <ul style="list-style-type: none"> • Investment management. • Levy and economic forecasting. • Internal and external audit. |
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CITB's annual financial statements are prepared in accordance with Australian Accounting Standards and are audited by the Auditor-General.

We plan to implement the following initiatives to support the 2020-21 ATP, decrease red tape for levy payers and to increase investment revenue:

- | | | |
|--|--|--|
| <ul style="list-style-type: none"> • Re-platform TALAS. • Link in with the Department of Planning, Transport and Infrastructure's e-Portal building lodgement application. | <ul style="list-style-type: none"> • Revise investment strategies leading to greater returns on the Fund to be reinvested in apprentices and training programs. | <ul style="list-style-type: none"> • Improve the process of collecting levies in order to ensure CITB receives all revenues to which it is entitled and to ensure also the process is efficient and effective for both Project Owners and CITB. |
|--|--|--|

Industry Context

At the time of finalising this Plan, the world is grappling with the impact of COVID-19. It is clear that the impact on the global, national and state economies will be profound for 2020-21 and beyond, notwithstanding substantial economic stimulus packages. It is also unclear how long the containment measures will apply for.

ANZ Bank's Blue Lens Publication¹ summarises these issues as follows:

"The reality is economic policy simply cannot offset the demand loss that comes from widespread economic shutdowns. Economic policy can only partially offset some of the impact, hopefully forestall the cascading impact through the financial weak points in each economy and try and limit the structural damage the economy might suffer that would limit its ability to recover from the crisis when that comes.

If the objective of shutdowns and social distancing is to slow the spread of the virus such that hospital systems are not overwhelmed, they could be in place for months and quarters, rather than just weeks. Economic activity, therefore, is likely to stay subdued for some time."

While much of the focus is on the impact of COVID-19 on sectors such as tourism, education and hospitality, the building and construction sector is also likely to be significantly affected. The downturn in overall economic

activity will have a flow-on effect upon construction demand.

The Australian Construction Industry Forum views the direct impact on building and construction as follows:

[There is a] "growing and looming issue of disruption to construction projects, primarily due to a decrease of building products from China due to the coronavirus, and its effect on industrial activity in China. There is also the potential that the migration of skilled labour and professionals needed for the industry could be affected by the coronavirus, with various travel restrictions internationally. Further, if the Australian workforce is affected by the coronavirus with many people infected or staying away from workplaces due to fear of infection, this will also have a major impact on the construction industry. Planning and collaboration for the industry is urgently needed to mitigate these very real possibilities that threaten the construction industry, a major driver of the Australian economy.

*With more than 60 percent of the \$6 billion worth of construction-related materials sourced from China, this represents a massive challenge for the industry if supplies continue to be affected."*²

COVID-19 hit at a time when the economy was already experiencing below average growth. Previous stimulus measures, such as tax cuts and record low interest rates, had

not provided a boost to household spending. Severe bushfires earlier in the Australian summer also had a marked effect on some regions and sectors.

Recently announced and potential future economic stimulus packages of the Federal and South Australian Governments are expected to help the construction industry, mainly through additional wage subsidies to enable employers to keep apprentices, and through the bringing forward of planned Government-Funded major construction projects.

Before the COVID-19 pandemic, the State Government announced its plan to spend \$12.9 billion over four years on infrastructure, including building works, the current pipeline of creating better schools, and the new Women's and Children's Hospital. The major components of this \$12.9 billion are set out below:

- \$3.7 billion on road infrastructure
- \$1.5 billion on health infrastructure
- \$1.3 billion on education infrastructure
- \$1.9 billion on SA Water infrastructure and
- \$367 million on housing and homelessness strategy.³

The impact of these projects on economic activity and levy income for CITB depends largely upon their timing and staging.

¹ANZ Research Blue Lens, 17 March 2020

²ACIF Media Release, 4 March 2020 www.acif.com.au/documents/item/909

³Steven Marshall, Stephan Knoll 'Roads, Schools and Hospitals the centerpiece of record infrastructure build' Media Release 1 March 2020 www.premier.sa.gov.au/news/media-releases/news/roads-schools-and-hospitals-the-centrepiece-of-record-infrastructure-build

Infrastructure SA is due shortly to release its list of priority projects for the State. The approved projects will take time to translate to activity.

Infrastructure Australia's recently released high priority list had no projects based in South Australia.

As the Table below shows, engineering construction (both in terms of the value of work done and the value of work in the pipeline) experienced the largest decline over the past year of all the construction subsectors in South Australia.

Monthly data (trend)	Latest month	Compared to previous month	Compared to a year earlier
Dwelling approvals (January 2020)	946	-3.4%	6.7%
• Private houses	677	0.4%	-0.6%
• Private 'other' dwellings	231	-13.2%	16.1%
Quarterly data	Latest quarter	Compared to previous quarter	Compared to a year earlier
Dwelling commencements (Sep qtr 2019, seas. adj.)	2,470	1.9%	-8.8%
Construction work done (Sep qtr 2019, chain vol. seas. adj.)	\$2.8b	-5.4%	-9.0%
• Residential	\$0.8b	1.5%	-6.6%
• Non-Residential	\$0.6b	-5.8%	-4.3%
• Engineering	\$1.4b	-9.1%	-12.3%
Construction work in the pipeline (Sep qtr 2019, original) ⁴	\$6.5b	2.2%	-26.3%
• Residential	\$2.7b	2.4%	-2.5%
• Non-Residential	\$2.4b	-1.6%	-14.2%
• Engineering	\$1.4b	-9.3%	-57.7%
Construction industry employment (Year to Nov qtr 2019)	74,375	na	7.7%

Source: Australian Bureau of Statistics data, various publications

Encouragingly, dwelling approvals in South Australia are 6.7% higher than a year ago (a much stronger result than nationally) and non-residential approvals increased by 6% over the past twelve months in South Australia.

We hope that in this COVID-19-constrained environment these approvals flow on to commencements.

⁴Other' dwellings includes semi-detached, town houses, units, and multi-storey apartments

Industry Consultation

CITB's industry consultation and engagement provides important information required to prioritise programs and services for the coming year.

CITB's partnerships with employer associations, government agencies, key employers, industry leaders, regional stakeholders, Group Training Organisations (GTO) and our Endorsed Training Providers (ETP) are part of our year-round consultation and information collection.

This information is verified and deemed relevant through the consultation mechanisms below:

- Combined Sector Committee forums
- Targeted industry surveys
- Stakeholder meetings
- Field Officer engagement with employers and their apprentices.

Stakeholder feedback was gathered and provided to CITB's Training Policy Committee for discussion, and as a result the following areas have been newly prioritised:

- Additional Apprenticeship Incentives within Apprenticeship Training Support (see page 11).
- Targeted Adult Apprentice Program Initiative (see page 16) within Industry Access Initiatives.

The 4 traditional areas listed below will be supported by the CITB through the 2020-21 ATP:

1. Apprenticeship Training Support (ATS) (see page 11)
2. Construction Skills Training (CST) (see page 12)
3. Innovation (see page 15)
4. Industry Access Initiatives (see page 16)

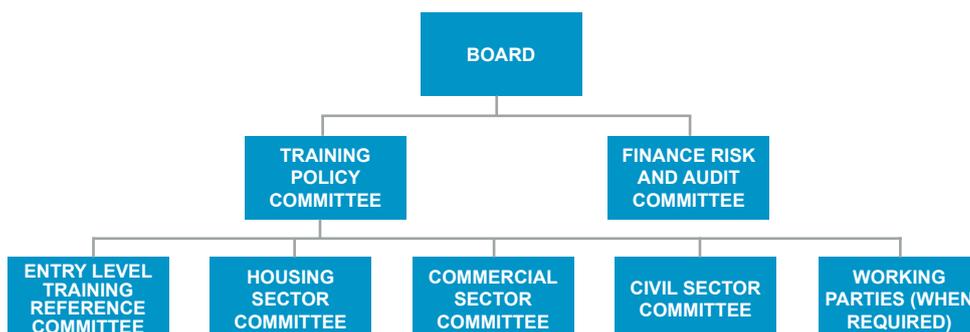
CITB has many interactions with government across different levels and areas of focus. The principal engagement channels include:

- Memorandum of Understanding and regular meetings with the Department for Innovation and Skills on research and industry issues.
- Regular engagement with Traineeship and Apprenticeship Services within the Department for Innovation and Skills to gain access to data about construction apprentices and trainees.

- Doorways2Construction® consultation with the Department for Innovation and Skills, Department for Education, Catholic Education, Independent Schools, individual participating schools and the SACE Board.
- Collaboration with the Training and Skills Commission on industry insights and policy directions.
- Other agencies such as Consumer and Business Affairs, Office of the Training Advocate, Office of the industry Advocate, Safe Work SA and Department of Planning, Transport and Infrastructure.
- Engagement with local councils regarding levy collection.

CITB is also a member of the Australian Forum of Construction Industry Training Funds (AFCITF), collaborating on national building and construction training issues.

Board and Committees Structure





Annual Training Plan Budget

As demonstrated later in this Annual Training Plan, \$21,119,606 will be invested in 2020-21 in the South Australian building and construction industry in apprenticeship training support, career pathways and workforce development. This investment is consistent with the 2019-20 ATP.

Funding to invest in the training and skills development of our industry is provided by collecting a levy on building and construction projects valued at \$40,000 or more. Considering the industry context described on page 5 and the most recent available economic and forecasting data, it is extremely challenging to accurately predict levy revenues. Working with the data and taking into account declines in levies offset by the Federal and State Government COVID-19 stimulus packages, levy revenues in 2020-21 will be down on projections for the previous year.

It is important funding is maintained at substantially consistent levels year on year for employers and training organisations. Therefore the projected shortfall in levy revenues will be

met by a reduction in prudential reserves. The cash reserves that were accumulated in 2015-16 to 2018-19 will be called upon for this purpose. This is consistent with the planned reduction in prudential reserves in 2019-20. Our well-established reserves policy ensures the financial security of our organisation enabling us to meet our commitment to training and workforce development as outlined in this Plan.

In line with the Skilling South Australia policy, we are again increasing support to apprentices and their employees allocating a total of \$15,010,049 in 2020-21. Increased support in the coming year is in anticipation that apprentice numbers could increase or, at the Board's discretion Funding is allocated to maintain and support apprentices and

employers through COVID-19 effects. The budget allows predominantly consistent funding for skill development through Construction Skills Training ensuring eligible construction workers access support to expand and develop their skills.

We will continue to support programs such as tradie2trainer and the Basic English and Numeracy program which helps construction workers improve their safety on site and work quality by obtaining a greater understanding of safety, numeracy and literacy.

Table 1: Summary of budget for programs and services for 2020-21.

Programs and Services	2020-21 \$
Apprentice Support — page 11	15,010,049
Construction Skills Training — page 12	4,345,624
Doorways2Construction® — page 13	907,075
Innovation — page 15	105,200
Industry Access Initiatives — page 16	462,040
Research — page 17	190,586
Industry Promotion and Communication — page 17	99,032
Total	21,119,606

2020-21 ATP Budget

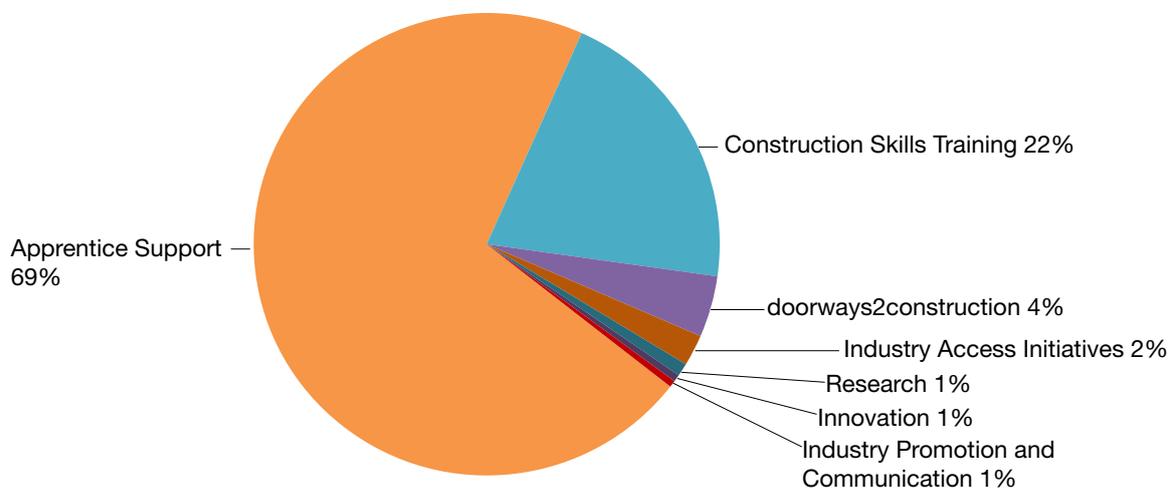


Table 2: Summary of levy revenues and allocation of funds to industry sectors for our two major programs for 2020-21.

Sector	Levy Revenues \$	Allocation of funds to Apprentice Support \$	Allocation of funds to Construction Skills Training \$
Housing	7,692,442	10,052,117	936,530
Commercial	5,915,721	3,964,264	1,881,457
Civil	5,321,576	993,668	1,527,636
Total	18,929,740	15,010,049	4,345,624

Table 3: Summary of the percentage split of levy revenues and allocations of funding to industry sectors for our two major programs.

	Housing	Commercial	Civil	Total
Levy Revenues	40.6%	31.3%	28.1%	100%
Allocation of Funding for major programs				
Apprentice Program	51.9%	20.5%	5.1%	77.5%
Construction Skills Training	4.8%	9.7%	7.9%	22.5%
Total	56.8%	30.2%	13.0%	100%

Consistent with the CITF Act 1993 each year's allocation of funding to the industry sectors is to be in approximately the same proportion as the levy revenues received from that sector.

A five-year average is used to monitor this which allows for peaks and troughs in both levy revenues and training spending.

Table 3 summarises the split of levy revenue and the allocation of funds to sectors for our two major programs for 2020-21.

This Plan addresses the Board function directly associated with the provision of training support. It does not include other statutory functions specified in the Act, namely:

- Collection of the Training Levy.

- Administration of the Training Fund.
- Business operations, finance and administration and business systems of the CITB.
- Other incidental functions of the CITB as per Section 11 of the Act (these functions are addressed in separate internal business planning documents).

Apprentice Support

Construction Industry Training Fund (CITF) Act 1993 S11 (d) (e) (f)

Investment \$15,010,049

Notwithstanding likely challenging times, CITB's On-Job and Tuition Support Funding for employers and apprentices will remain unchanged. Capacity has been built into the budget to allow for the maintenance of current apprenticeship numbers along with growth in apprenticeships.

The Apprentice Training Support (ATS) program remains the highest priority for CITB, because of the importance apprentices have in revitalising the construction sector workforce. CITB will strive to increase supported apprentices by approximately 300 places to bring the total to 6,025 by June 30 2021.

The total cost of the program for the year will be \$15,010,049 with 'On-Job' support payments remaining at \$2,500 per apprentice per annum. Tuition support will continue at \$400 per apprentice per annum capped at a total of \$1,200 over the apprenticeship.

An extra \$1,000,000 has been allocated through the Additional Apprenticeship Incentive program to help employers who commit to taking on apprentices during 2020-21. It should be noted that supported apprentices have increased each year by an average of 384 since 2015-16. This reflects the CITB's effort in achieving outcomes under the State Government's Skilling South Australia policy.

Note that we may seek to reallocate some or all of the above \$1,000,000 during the course of the year to other training areas, in response to the consequences of COVID-19. Any reallocations will be subject to Board approval.

Other Apprenticeship initiatives supported in the 2020-21 ATP are:

- Two additional construction qualifications;
 - i. Certificate IV in Building and Construction (Contract Administration)
 - ii. Certificate III in Landscape Construction
- Increases of 1% to 10% for the Completion and Additional Training payment to Group Training Organisations.
- The Targeted Adult Apprenticeship Participation Initiative being payments to support those over 21 wishing to get an apprenticeship by;
 - i. Providing an additional \$12,500 to employers for training support at the 3-month mark of the apprenticeship.
 - ii. Bringing forward and condensing the existing 'On-Job' training support payments to the start of the 2nd year of the apprenticeship.
- Tuition support will continue to be refined to obtain greater uptake and to involve the employer of the apprentice in the process.

- Employers of Aboriginal and Torres Strait Islander apprentices can access an additional \$2,500 per annum to help with training costs.

The building and construction industry relies on growth of CITB Funding to attract new apprentices and trainees. This ensures the continual supply of new workers to meet workforce demand. An ageing population and natural attrition means that industry, in conjunction with CITB will need to attract new entrants to meet this demand.

Construction Skills Training

CITF Act 1993 S11 (d) (e) (f) (i)

Investment \$4,345,624

The Construction Skills Training program helps our workforce to continue learning and developing. This program is directed towards safety, licencing, regulatory and compliance requirements that are generally not addressed within current Training Packages.

For the building and construction industry to remain strong, safe and innovative it must continue to provide up-skilling and cross-skilling opportunities to the existing workforce including apprentices. Ensuring workers have access to training, particular on safety and regulatory compliance, licensing, supervisory, technical, and allied business skills, as well as new legislative requirements and technologies will help fulfill these objectives.

In accordance with the CITF Act 1993, the Construction Skills Training program plays a significant role in career progression, increased productivity, job satisfaction and retention of the workforce.

We anticipate that construction activity in all three industry sectors, commercial, housing and civil will soften due to varying factors. These include the COVID-19 pandemic and while it is challenging to determine the virus's effect, this program allows for flexibility should a surge in training occur through Federal and State Government COVID-19 stimulus packages.

CITB will continue to offer over 220 industry-relevant short courses through its 40 Endorsed Training Providers. CITB's commitment to supporting the delivery of high-quality training courses for the industry is reflected in CITB's Quality Assurance Framework. This Framework focuses on improving confidence and overall credibility for all stakeholders. It also improves work processes and efficiencies in order to meet industry requirements and provide a systematic process to all Construction Skills Training courses offered through this program.

During 2019-20, we prioritised short courses that allowed CITB to apply a flexible funding model. This allowed the maximum number of individual training claims to be maintained. It is important to continue this mechanism. It will enable us to deliver this fundamental training in the context of a reduction in the budget to \$4,345,624 for 2020-21.

A key role of the Training Fund is to support the level of training through troughs in the cycle so the industry is best positioned to deal with a subsequent recovery as industry

responds to the wider economy. Individual course rates will remain relatively constant for the third year in a row (with a few minor adjustments to courses, as required).

Funding allowances for Endorsed Training Providers have been maintained at current rates to ensure regions are adequately serviced by this program. The delivery of regional training has been increased by 42% (total \$153,000) to better reflect reasonable trainer travel allowances and to ensure regions are adequately serviced.

doorways2construction®

CITF Act 1993 S11(e) (i)

Investment \$907,075

Doorways2construction® is designed to help fulfill the State Government's increased apprenticeship targets. It is an exemplary model that fits within the education 'VET for School Students' policy

Doorways2construction® is a 'VET for School Students' flagship program. It introduces senior secondary students, with an interest in pursuing a career in building and construction, to the skills and knowledge required to work in the industry. The program is designed to provide students with hands-on experience and exposure to a range of building and construction trades within a career path integrated within the South Australian Certificate Education (SACE).

Access to the program is available to students from public, Catholic and independent schools. Training is undertaken at doorways2construction® Trade Training Centres across the State.

The doorways2construction® program is well regarded by employers across the sector. It creates a successful pathway for students into the construction industry and leads to better employment outcomes through flexible apprenticeships and traineeships.

D2C Year 11 students undertake training at a Certificate I or II level with a general introduction to construction skills, knowledge, career development and worksite safety. D2C is recognised in the SACE at Stage 1 credits.

The D2C plus program provides a seamless pathway into a partial Certificate III, and allows students to continue their construction pathway, earning valuable Stage 2 credits towards their SACE.

Work placement validates students' understanding of the industry and connects them to the world of building and construction. CITB Field Officers interact with D2C plus students to establish connections for the future when they enter the building and construction workforce. CITB-endorsed Training Providers are critical for the successful delivery of the D2C plus program.

Similar to the northern Salisbury Housing SA-D2C program, the 2020-21 ATP includes a pilot for the southern Reynella East Housing SA-D2C program with support from southern region schools. During the school year D2C students will renovate a property in Christie Downs over three days. Funding for the onsite supervisor / trainer will continue to be made available through the 2020-21 ATP.

The Whyalla Housing SA-D2C program will also continue to be supported, enabling students to experience onsite learning with a hands-on approach while renovating a live site.

The 2020-21 ATP will continue to support the Try a Trade programs throughout the year. These were successfully trialled in 2019. These programs introduce students to specific construction training not currently covered in their normal D2C classes.

Working with CITB-endorsed Training Providers and Industry Associations for five days, students receive expert career advice and connections to tradespeople for work placement. Trade areas on offer can include civil construction, tiling, bricklaying, and plasterboard fixing and flushing.

CITB will continue working with all education sectors consistent with the State Government initiative of reforming vocational education and the release of its VET for School Students policy document. Flexibility of School-Based Apprenticeships and Traineeships for our doorways2construction® students will be a focus for the 2020-21 ATP.



Innovation

CITF Act 1993 S11(e) (f)

Investment \$105,200

The innovation program helps the building and construction industry to pursue strategic opportunities and respond to emerging issues.

CITB will identify and collaborate with partners on projects that support new, changed or improved processes and products that are a catalyst for industry change. These projects will have an impact on the skills needed in the industry. The innovation program is designed to address industry requirements outside of the normal CITB program.

We will partner with stakeholders to trial innovative skills or workforce development programs to help the industry to adapt to new technologies, new products and new processes or concepts. These projects will provide the opportunity to test responses on a small scale and assess options for deployment across the industry.

A stringent process has been put in place to assess the suitability of applications. Most programs are awarded via an expression of interest

procedure that is assessed against the grant criteria.

Projects to which CITB are already committed are:

- Training in basic numeracy and literacy for construction workers who have English as a second language. This follows a successful pilot during 2018-19.
- Training Apprentices and Trainees employed under the State Governments Skilling South Australia initiative, CITB will reintroduce the tradie2trainer program (formally the Wise Guys program). Existing trades people will be trained to become trainers who will be provided with the opportunity to pass their knowledge, skills and experience onto the next generation of construction workers.

- A program that complements doorways2construction®, where school students are exposed to building and construction from Year 7 through to Year 10.

All programs will be reviewed and assessed as to their relevance and application across the industry at large.

Industry Access Initiatives

CITF Act 1993 S11(d) (e), S38 2004 Review Recommendations

Investment \$462,040

The CITB will again invest in initiatives that provide enhanced opportunities to at risk groups. Providing these opportunities recognises and rewards both individuals and organisations allowing them to use their skills to contribute to the future of the building and construction industry.

Aboriginal Workforce Development Initiative

The Aboriginal Workforce Development Initiative (AWDI) specifically benefits Aboriginal apprentices and trainees by helping them to retain and complete their training. The Initiative has evolved over time to become a mentoring support program.

Participants in the AWDI program have indicated to CITB, through interviews and regular surveys, that they feel the Initiative is highly effective and leads to good outcomes in training, skills development and employment.

The funding will be maintained at \$2,500 and mentoring visits will continue on a quarterly basis. Supported numbers will increase to 75.

Targeted Adult Apprentice Participation Initiative

Throughout their professional lives, many people will reflect on their current vocation and question the choices made earlier in their career. Inevitably, some workers may look to enter or re-enter the building and construction workforce or upskill from a current trade by pursuing an adult apprenticeship.

While adult apprenticeship prospects are not as plentiful as the opportunities for those aged under 21, employers value the attributes that adult apprentices bring with them, including transferrable skills and life experiences.

The decision for employers to take on adult apprentices is significant because there is an additional cost of paying adult wages.

The 2020-21 ATP again supports 20 places for those over 21 seeking apprenticeships in CITB-eligible qualifications.

Research: Training Support and Workforce Development

CITF Act 1993 S11 (a) (d) (e) (h) (i)

Investment \$190,586

In 2020-21 we will undertake several research projects to help identify and support innovative training programs and workforce development.

Over the year we plan to:

- Prepare a major research report on a priority topic nominated by CITB's Sectors Committee.
- Undertake major industry surveys.
- Develop a New Employee Training Scheme to encourage greater take up of apprenticeships by building and construction employers.

- Continue in-depth time-series analysis on completion rates by vocation and age for direct indenture and group training apprentices.

- Continue to produce a monthly industry economic update report.

This research program will help both CITB and the industry to better target training programs and our workforce to the rapidly changing environment in which we operate.

Industry Promotion and Communication

CITF Act 1993 S11 (e)

Investment \$99,032

CITB's marketing and communications function will continue to promote the value of careers in construction through engagement with the industry and the broader community. Marketing and communication supports the education and skills training of the workforce and extends a one-to-many approach reaching school students, school leavers, job seekers and career changers.

Marketing and communications priorities in 2020-21 include:

- Developing and implementing campaigns that enhance awareness of careers in construction.
- Undertaking digital strategies for CITB.

- Producing and promoting good news stories with interactive content highlighting building and construction as a worthwhile choice of career.
- Promoting the benefits of skills training to the industry.
- Informing industry of sector trends, training package reform and training opportunities.



ABN 39 817 133 546

Construction Industry Training Board

78 Richmond Road Keswick SA 5035 | 8172 9500 | 1800 739 839

citb.org.au | citb@citb.org.au

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