



THE FUTURE IS
YOURS TO BUILD

CITB.ORG.AU

ANNUAL TRAINING PLAN 2024-25





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ABOUT CITB

THE 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

The Construction Industry Training Board (CITB) was created at the request of the SA building and construction industry and 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.

The CITB is defined as a body corporate and therefore 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 are:

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

The Funds in each jurisdiction were established to address industry specific characteristics and challenges such as:

- Vulnerability to cyclic variation in the economy.
- Reliance on short-term project-based jobs.
- Widespread adoption of sub-contracting arrangements for the execution of 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.

EXECUTIVE MANAGEMENT TEAM



HOLLY WILLCOX

Chief Executive Officer



BELINDA SHIPWAY

Director Levies and Finance



TONI HARTLEY

Director Workforce Skills and Training

CEO MESSAGE

The 2024-25 Annual Training Plan is being released as South Australia prepares for an upsurge in building and construction works across our state, with our industry sector set to play a pivotal role in South Australia's economic future.

The broader construction sector continues to operate with increased pressures flowing from the economic uncertainty and high costs associated with the COVID aftermath, as well as a critical shortage in available and affordable housing.

However, in recent months there have been signs that the post-COVID era may be coming to an end, with South Australia boasting a strong economy, low unemployment and a pipeline of major projects coming our way.

The State Government has sought to outline a number of initiatives over the next decade that will change the face of South Australia. These include the industrial upswing through the Upper Spencer Gulf as part of the State Prosperity Project, the \$15 billion completion of the South Road upgrade and the \$3.5 billion new Women's and Children's Hospital.

Outside of this, there is an expressed determination to increase housing supply - including through a boost to workforce capacity. Recent changes to the State Cabinet provide CITB a new opportunity to work closely with Deputy Premier, Hon. Susan Close MP as Minister for Workforce and Population Strategy and Hon. Nick Champion MP in his new ministry, the Housing and Planning "super portfolio".

These developments signal that it's time to double-down on our efforts to secure our future workforce, and the CITB is now in an excellent position to do that.

Despite recent pressures and challenges, the volume of construction projects underway is still very healthy, evidenced by an expected record levy revenue of \$34m due to be collected in 2024-25 (up from \$30m collected the previous year).

This increase will allow us to expand programs and explore new opportunities that will help us build the future workforce our State needs to deliver on the bold agenda being set out over the coming years.

We have also been delighted at our success in attracting new talent through the Trade Up campaign, with Year 1 achieving increased enrolments across the [doorways2construction™](#) and school-based apprenticeships programs, and more existing workers registering to improve their career pathways. Encouragingly, more schools have also come on board.

While Year 1 of the campaign focused on building awareness and shifting perceptions of the industry, Year 2 will transition to content and channels targeted towards achieving engagement and conversion. I hope you enjoy seeing our industry sector presented in the best possible light, and helping to attract our future workforce.

In the coming year we are pleased to be supporting record numbers of apprentices and trainees. Through this program we continue to embed our diversity and inclusion strategy, by removing barriers to mature-age and other groups helping to fill our skills shortages. Our Reflect 'Reconciliation Action Plan' is also an important priority and will be finalised.

We are optimistic that a refreshed Construction Industry Training Fund Act – introduced to State Parliament this year - will ensure we have the best possible levers to help us deliver our future workforce. With the review of the current CITF Act 1993 finalised in 2023, we believe the Government will release a consultation draft of the new legislation shortly.

We will also continue to educate the industry, and other parts of our sector, on how the levy is used to equip workers with the skills they need to get the job done.

With many positive initiatives underway, the CITB can look forward to providing an expanded and highly skilled workforce into the future, that can continue delivering a wide range of construction projects for the benefit of the South Australian community.

Thank you to all the industry partners and supporters who work with us to make this possible.

The future is yours to build.

Holly Willcox
Chief Executive Officer

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.

THE CITB:

- Provides access to subsidised training for apprentices, their employers and workers in the industry.
- Promotes and supports careers in construction.
- Advises the SA Government on industry training.
- Supports training, innovation, research and planning.
- Attracts our future workforce through vocational training in schools by supporting the doorways2construction™ program.

VISION

South Australia is home to the most skilled, safe and productive building and construction workforce.

MISSION

Advance South Australia's building and construction industries by funding quality training and initiatives that attract and develop a highly-skilled workforce.

GOALS

In 2022, the CITB defined five goals, aligned to the CITB's strategy and which underpin the Annual Training Plan.

CITB VALUES

CITB have collectively defined the following values to guide CITB's long term development.

COLLABORATION

- Unified internal and external partnerships
- Celebrate and embrace cultural differences
- Supportive, open minded and interested
- Engaged, light-hearted and welcoming

INNOVATION

- Leading change and solving problems
- Open to sharing positive solutions
- Progressive, creative and encouraging
- Dynamic, vibrant and inspired

INTEGRITY

- Transparent and trusting of our intentions
- Inclusive, trustworthy, fair and impartial
- Take ownership to admit and make amends to fix any mistakes
- Sense of belonging in a safe and compassionate environment

RESPONSIVE

- Accountable and supported to voice our opinions
- Respectful communication with empathy
- Diligent and mutually honourable with good social ethics
- Open and willing to execute workplace expectations



STRATEGIC DIRECTION 2023-26:

The CITB has defined its strategic direction 2023-2026 which underpins the Annual Training Plan and the level of training support for the year ahead.

1. Levy – Ensure effective governance and administration of the CITF Act:

- Meet compliance and risk requirements.
- Maximise the benefits to our industry through effective use of our funds and resources.

2. Programs – Lead innovative and high-quality education and training in the building and construction industry:

- Revitalise training policy and program delivery.
- Develop research and training program development capacity.
- Undertake workforce planning for our industry.
- Support a diverse and inclusive workforce.

3. Marketing and Communications – expand awareness of the building and construction industry and the CITB brand as a trusted source of industry expertise:

- Promote the CITB Brand to educate industry and government about the CITB's role.
- Undertake communication, influence and engagement activities across the construction industry and with government, training, and education providers.

4. Technology Services – improve efficiency, security, tools, and platforms:

- Automation and integration of information technology resources and tools.
- Protect customer and business data and meet compliance requirements.

OUR FUNCTIONS

AS SET OUT IN THE CONSTRUCTION INDUSTRY TRAINING FUND ACT 1993 THE CONSTRUCTION INDUSTRY TRAINING BOARD WAS ESTABLISHED TO ADMINISTER THE FUND AND TO COORDINATE APPROPRIATE TRAINING. EACH PROGRAM AREA DETAILED LATER IN THIS PLAN IS LINKED TO SECTION II OF THE ACT.

The functions of the Board are:

- To act as a principal adviser to the 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:
 - skill requirements for the building and construction industry and the training arrangements to meet those requirements;
 - pre-employment and training programs; and
 - any other matter referred to the Board for advice by either of those Ministers.
- To administer the Construction Industry Training Fund.
- To prepare training plans in accordance with the Act.
- To generally coordinate training and personnel development within the industry.
- To promote increased productivity, career opportunities, personal satisfaction and occupational health and safety within the industry.
- To review and evaluate employment-related training programs to ensure training and skill requirements are met.
- To ensure a more equitable distribution of effort amongst employers in relation to employment-related training.
- To initiate, carry out, support or promote research into training and personnel needs.

- To liaise with educational, professional and training bodies in all sectors regarding training and personnel development within the building and construction industry.
- To promote, undertake and support programs designed to facilitate the international exchange of information relevant to training or personnel development.
- To perform any functions that are necessary, convenient or incidental to the performance of functions referred to above.

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

- Management, accounting support and financial reporting.
- Levy collection and compliance.
- Contract management.
- Governance via policies and procedures and risk management.
- Investment management.
- Levy and economic forecasting.
- Internal and external auditing.



INDUSTRY CONSULTATION

THE CITB'S TARGETED ENGAGEMENT WITH INDUSTRY ASSOCIATIONS, GOVERNMENT DEPARTMENTS, EMPLOYER AND EMPLOYEE GROUPS AND CITB ENDORSED TRAINING PROVIDERS (ETP) INFORMS THE PRIORITISATION OF OUR SIGNATURE PROGRAMS, INITIATIVES AND SERVICES.

Industry feedback gathered over the past year has been reviewed by CITB Board committees and used to inform decision making regarding new initiatives to support the 2024-25 Annual Training Plan. These include:

- Expanding the number of tradie2trainer programs – a new intake for each semester.
- Increasing the funding to support additional Mature Age apprentices.
- Continuing the Career Driven program for doorways2construction™ students which is aimed at assisting school students to obtain their driver's licence to boost employment opportunity.
- Increasing the number of industry immersion programs in schools including the introduction of the XVenture program – a resilience program to equip students transition to the world of work. This is aimed at students undertaking a Flexible Industry Program in building and construction.
- Increased support for the doorways2construction™ SA Housing Authority partnership which allows for an additional program located in regional SA.
- Continuing support for school-based apprentices.

CITB will continue industry collaboration and consultation with government across different levels and areas of focus including:

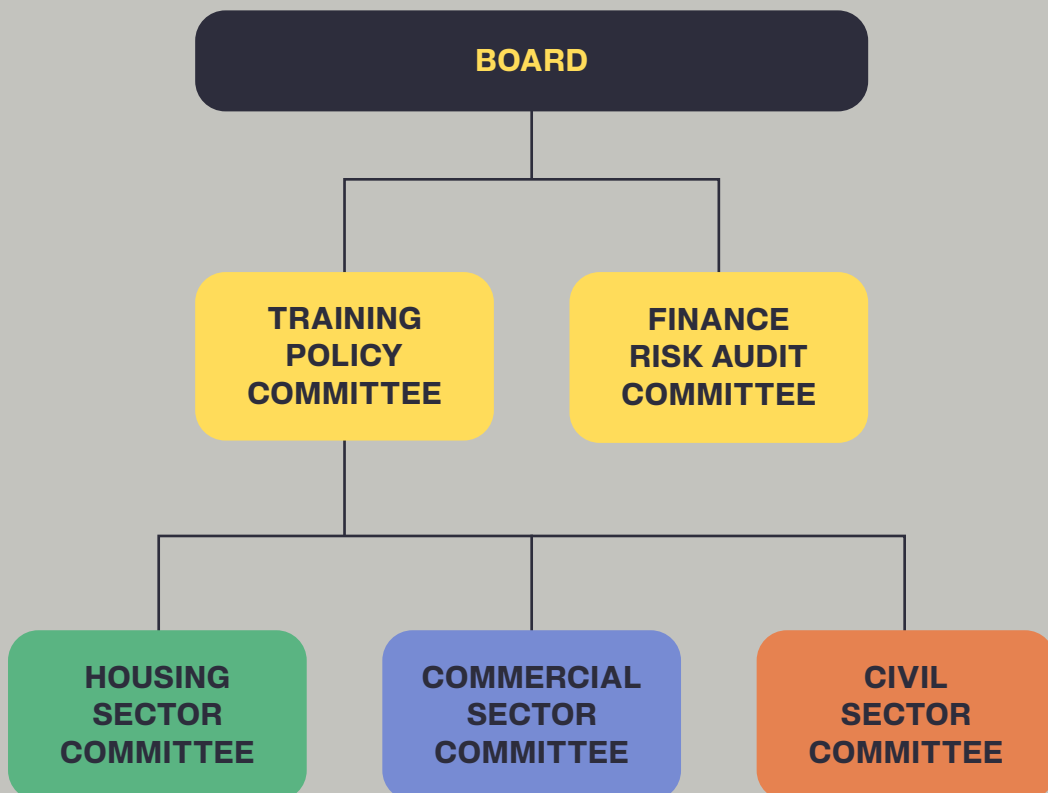
- doorways2construction™ consultation with the Department for Education, Catholic Education, Independent Schools and Endorsed Training Providers.
- Ongoing engagement with Skills SA, SA Skills Commission and Traineeship and Apprenticeship Services for data sharing on Training Contracts, state government funding arrangements, research and industry specific issues.
- Other agencies such as Consumer and Business Affairs, Office of the Industry Advocate, Safe Work SA and Department for Infrastructure and Transport.
- Australian Apprenticeship Service Delivery Providers (contracted by the Department of Employment and Workplace Relations) for incentives and services provided to Australian apprentices, employers and interested stakeholders.

CITB maintains membership and representation with the following organisations:

- Member of the Australian Forum of Construction Industry Training Funds (AFCITF), collaborating on national building and construction training issues.
- Member of the Independent Tertiary Education Council of Australia (ITECA).
- Member of SA Skills Commission's Construction and Mining Industry Skills Council (ISC).
- Representative on the Master Builders Association "Born to Build" Steering Group.
- Representative on the TAFE SA Plumbing Industry Reference Group (PIRG).
- Representative on the Competency Professional Development (CPD) forum with Consumer & Business Services.
- Representative on the T2D Torrens to Darlington Industry Working Group with Department of Infrastructure and Transport.
- Representative on the SA Aboriginal Building and Civil Construction Academy Steering Group.

CITB

BOARD AND COMMITTEE STRUCTURE



ANNUAL TRAINING PLAN BUDGET

The FY2024-25 Annual Training Plan (ATP) sets out how the Board intends to continue its support of apprentices, construction workers and students through the CITB's three signature programs:

- doorways2construction.™
- Apprentice Training Support.
- Short Courses.

Funding to invest in the training and skills development of our workforce is provided by a levy collected on building and construction projects performed in South Australia valued at \$40,000 or more.

The forecasted increase in levy revenue for FY2024-25 is based on:

- Analysis of CITF levy revenue for the past five years.
- Analysis of average project values by sector and extrapolation of current year results.
- MBA and HIA forecasts of building and construction activity for the period.
- Analysis of tender databases and other information sources for building and construction projects commencing in FY2024-25.

The increased focus of levy compliance through targeted education and industry engagement, will assist in ensuring there are sufficient funds available to support the signature programs in the Annual Training Plan.

Table 1: Projected CITF levy revenue by sector for FY2024-25

Sector	FY2024-25 Budget	FY2023-24 Budget	Variance (\$)	Variance (%)
Housing	\$12,700,000	\$9,350,000	\$3,350,000	36%
Commercial	\$9,300,000	\$10,440,000	(\$1,140,000)	(11%)
Civil	\$12,700,000	\$10,010,000	\$2,690,000	27%
Totals	\$34,700,000	\$29,800,000	\$4,900,000	16%

HOUSING SECTOR

Homebuilding will continue to bear the brunt of higher interest rates and cost of living pressures so new home approvals are forecast to decline. However, the CITB has identified levy compliance issues within the housing sector, which has affected potential income. A renewed focus on levy compliance is expected to keep the levy revenue for the residential sector relatively consistent with actual levy revenue received in FY2023-24.

COMMERCIAL SECTOR

Demand for commercial building remains strong, especially with social infrastructure spending such as hospitals and schools. The following major commercial projects are expected to begin construction in FY2024-25:

- New Women's and Children's Hospital.
- Modbury Hospital Mental Health Unit and Cancer Centre.
- Flinders Medical Centre Expansion.
- SA Ambulance Service CBD Headquarters and Ambulance Stations in various locations.
- Technical Colleges.

CIVIL SECTOR

A significant number of infrastructure projects related to roadworks and renewable energy, to support the transition to a more sustainable energy future, are planned to begin construction in FY2024-25. The renewable energy projects include wind farms, solar farms and battery energy storage systems at various rural and outback locations within South Australia.

In addition, demand for civil services remains strong due to the following major projects:

- River Torrens to Darlington Project (T2D) Early Works, for the final 10.5km section of the North-South Corridor.
- Masterplan community subdivisions at multiple locations across South Australia, including affordable housing developments.
- Tram Grade Separation Projects.
- Roadwork upgrades and re-sheeting in various locations across South Australia.

ANNUAL TRAINING PLAN Table 2: Summary of budget for programs for 2024-25

Annual Training Plan Program	FY2024-25		FY2023-24		Variance (\$)	Variance (%)
	Budget	%	Budget	%	23/24 - 24/25	23/24 - 24/25
doorways2construction™	\$2,051,000	7.0%	\$1,846,000	8.0%	(\$205,000)	(11%)
Apprentice training support	\$20,223,750	71.0%	\$15,560,000	67.0%	(\$4,663,750)	(30%)
Short course training support	\$6,410,000	22.0%	\$5,770,000	25.0%	(\$640,000)	(11%)
Totals	\$28,684,750		\$23,176,000		(\$5,508,750)	

The details of each program in the Annual Training Plan are detailed in the pages following.

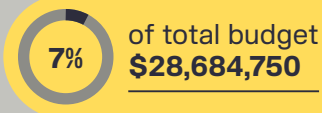


PROGRAMS

doorways2construction™

CITF ACT 1993 s11 (e) (i)

Investment of
\$2,051,000



↑ **11%** increase on
2023-24 ATP year

Building the pipeline of skilled workers remains a primary objective, particularly due to the significant skills shortages facing the State and across the country in most industry sectors.

doorways2construction™, as South Australia's premier secondary school program for the building and construction industry, serves as a comprehensive introduction to careers and opportunities in the sector. It offers opportunity across all secondary year levels for students to learn, explore and ultimately transition into a variety of industry endorsed vocational education and training (VET) courses that can lead to a vast range of career pathways in the building and construction industry.

For the 2024-25 ATP year, the CITBs investment in doorways2construction™, has increased from previous years, to address the imperative need for skilled workers entering the building and construction industry. Our strategic focus remains on close collaboration with the Department for Education to ensure alignment with its Career Education and Pathways Strategy.

doorways2construction™ for the 2024-25 Annual Training Plan includes:

YEAR 7-9

MAKERS EMPIRE "CAREERS UNDER CONSTRUCTION"

This innovative program delivered by Makers Empire, introduces students to the building and construction industry through 3D design thinking. Students address construction challenges in their local context using innovative solutions and engage with industry for authentic learning experiences.

We are dedicated to offering this program in up to 20 schools in the 2025 school year, an increase on previous years. We will strive to ensure a diverse representation of schools from both metropolitan and regional areas while maintaining our efforts to connect industry partners with the program to enrich the student experience.

YEAR 10

EXPLORING CONSTRUCTION

Exploring Construction programs are delivered through the Australian Curriculum or SACE subjects in Year 10. These programs provide exposure to multiple construction pathways, assisting students to develop relevant skills and aiding them in making informed decisions regarding D2C Flexible Industry Pathways (D2C FIPs) and preparing them for VET Readiness orientation (VETRO).

CITB support includes:

- Year 10 Design and Technology Teacher Professional Development Program aimed at enriching teacher understanding of the skills required for various trade pathways.
- Hi-Viz shirt, PPE and \$100 toward the cost of White Card training to equip students for work experience.

YEAR 10-11

XVENTURE

In 2024, CITB formed a partnership with the Adelaide 36ers to introduce the distinctive SACE-accredited XVenture program to D2C schools. This program is tailored to Year 10 or Year 11 students and provides 60 hours of SACE-accredited education to equip students with the tools to enhance their skills in emotional agility, resilience, and leadership. These are essential building blocks for students transitioning to an apprenticeship or workplace. Additionally, teacher professional development sessions are provided to support them to deliver the program. We will continue to provide the opportunity for five D2C schools to participate in the Adelaide 36s XVenture Program in the 2024-25 ATP Year.

YEAR 11 doorways2construction™

FLEXIBLE INDUSTRY PATHWAY (D2C FIPS)

D2C Flexible Industry Programs (FIPs) provide students with clearly defined pathways, developed in collaboration with industry partners, to identify suitable qualifications for school students.

The D2C FIPs include:

- Building and Construction.
- Civil Construction.
- Electrotechnology.
- Plumbing.

We are committed to continue supporting D2C FIPs in the 2024-25 ATP by:

- Providing Hi-Viz shirts and PPE packs.
- Subsidising \$100 towards the delivery of White Card training.
- Subsidising KESAB Cleansite Environmental Toolbox training to instil environmental awareness on construction sites.
- Providing up to five hours of driving lessons through our Career Driven program, with an extension of up to five additional hours offered upon securing an apprenticeship.

SA Housing Authority Collaboration

The Year 11 D2C FIP program features the CITB's collaboration with the SA Housing Authority (SAHA) in the renovation of vacant SAHA properties across various locations. In 2025, we will continue to support three programs in Northern Adelaide, Southern Adelaide, and regionally in Whyalla, with a view to expanding this program to Mt Gambier. In addition to the D2C FIP offering for students, CITB also provides funding towards the provision of a Design and Technology teacher for the collaboration, offering additional mentoring and support to the students involved.

YEAR 12

ADVANCED SKILLS PROGRAMS

Advanced Skills Programs provide stackable VET options for students within a D2C FIP, who have completed a relevant Certificate II qualification during Year 11 to continue their VET pathway in Year 12. The CITB supports this program by:

- Subsidising \$2,000 towards the cost of Advanced Skills Programs that align to CITB endorsed qualifications.
- Providing students an additional Hi-Viz shirt and top up PPE pack.
- Providing students access to Career Driven (for hours not utilised during Year 11 D2C FIP).

YEAR 7 – 12

CITB INDUSTRY IMMERSION PROGRAMS

2024-25 will be the third consecutive ATP year that CITB will fund the delivery of D2C Industry Immersion Programs. These programs continue to increase in popularity and have become pivotal to enhance career awareness through hands-on experience, exploration of various pathways and collaboration with industry. D2C Industry Immersion Programs also assist students in the decision-making process for FIPs and achieve the requirement for the VET Readiness Orientation (VETRO).

We will continue to strive for diversity in program delivery and provide increased opportunities for students in regional and remote locations through the provision of the CITB regional allowance.

Work Experience Support

In our ongoing commitment to enhancing the doorways2construction™ program, we have identified a need for schools to facilitate student access to work experience opportunities within the building and construction industry. Work experience serves as a vital avenue for students to gain first hand exposure to their chosen career pathways, develop essential skills, and engage directly with industry professionals.

CITB is dedicated to developing a platform designed to connect schools and students with relevant work experience opportunities. With support from the Department for Education and active engagement with both the schooling sector and industry stakeholders, we aim to create a platform that empowers students to access work experience connections within the construction industry.

Support for Technical Colleges

CITB is committed to supporting the Department for Education's new Technical Colleges that include pathways that build the pipeline of workers for the building and construction industry. This will be an on-going collaboration and a work in progress.

PROGRAMS

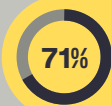
APPRENTICESHIP TRAINING SUPPORT

CITF ACT 1993 s11 (d) (e) (f)



7800+ Apprentices supported

Investment of **\$20,223,750**



of total budget **\$28,684,750**

↑ 30% increase on 2023-24 ATP year

As we embark on the 2024-25 Annual Training Plan, our focus remains on addressing the ongoing skills shortages within the industry through our Apprenticeship Training Support (ATS) program. Designed to assist employers and apprentices alike, this program plays a pivotal role in subsidising the costs associated with both on and off-the-job training.

The stimulus incentives from previous years, coupled with the continued recruitment of apprentices by both direct employers and group training organisations, has ensured that the total number of Apprentices and Trainees being supported through the ATS program remains robust. Our industry stakeholders forecast continuous growth, reflecting the ongoing demand for skilled workers in the building and construction sector.

The total investment to support the Apprenticeship Training Support program for the 2024-25 Annual Training Plan is expected to be \$20,223,750.

2024-25 CITB Support funding includes:

FUNDING TYPE	SUBSIDY AMOUNT	INVESTMENT
<p>Apprentice Training Support (ATS)</p> <p>CITB provides funding support for employers of apprentices and trainees in the building and construction industry (in CITB eligible qualifications), including endorsed Group Training Organisations, to contribute to the costs of off-job and on-job training, supervision, and assessment. Funding is paid in arrears following the apprenticeship anniversary or completion.</p>	<p>Electrotechnology Apprentices \$1,550 per year = \$6,200</p> <p>Electrical/Refrigeration Dual Trade \$1,550 per year = \$7,750</p> <p>Non-Electrotechnology Apprentices \$2,800 per year = \$11,200</p> <p>Civil Construction Apprentices \$3,735 per year = \$11,205</p>	\$17,430,000
<p>Mature Age Supplement (MAS)</p> <p>The Mature Aged Supplement (MAS) is provided to assist employers with the additional costs associated with employing adult apprentices. Our feedback from industry stakeholders continue to highlight the importance of attracting adult apprentices but it comes at a cost.</p> <p>In the 2024-25 ATP year, we will increase the number of funded places from 250 to 300 and continue to support the eligible MAS apprentices from the previous years.</p>	<p>\$7,500</p> <p>\$1,875 paid in six monthly installments for the first two years of the Training Contract.</p>	\$2,043,750

FUNDING TYPE	SUBSIDY AMOUNT	INVESTMENT
<p>School Based Apprentice Training Support (SBATS)</p> <p>School Based Apprentice Training Support (SBATS) is provided to encourage employers to engage school-based apprentices/trainees and provide opportunities to doorways2construction™ students. School Based apprenticeships are increasing in popularity and contribute to the pipeline of young skilled workers required to support the future of South Australia's building and construction industry. The CITB will support 150 SBATS places in the 2024-25 ATP Year.</p>	<p>\$2,500</p> <p>\$1,250 paid at the end of the probation period.</p> <p>\$1,250 paid once SACE is achieved and the student transitions to a full time or part time training contract.</p>	<p>\$365,000</p>
<p>Aboriginal Workforce Development Initiative (AWDI)</p> <p>The Aboriginal Workforce Development Initiative (AWDI) offers additional funding to employers, enabling them to provide enhanced support to their First Nations apprentices throughout their Training Contracts. Additionally, both apprentices and employers have access to specialised mentoring services, offering continuous support throughout the duration of the Training Contract. CITB will support 100 places in the AWDI program in the 2024-25 ATP year.</p>	<p>\$10,000</p> <p>\$2,500 paid at the end of each annual anniversary for a maximum of four years.</p>	<p>\$335,000</p>

APPRENTICE INCENTIVES

The CITB will continue to support and attract new apprentices to the building and construction industry by continuing the Work Equipment Voucher. This offers apprentices a \$500 Work Equipment Voucher with selected suppliers to help apprentices get trade ready with essential workwear, personal protective equipment and tools required for their apprenticeship. Eligible apprentices can apply after completing their 3-month probationary period supported qualification.

As the Work Equipment Allowance is not directly related to training activities the expense is allocated under Service Delivery Expenses for the 2024-25 Budget, as a cost of the Board administering the CITF Act 1993.

The Career Driven program will be accessible for participants in the Doorways2Construction program. Apprentices and Trainees employed up to 30 June 2024 can still apply for the Career Driven program until the end of October 2024.

WORLDSKILLS

Investment of \$50,000

CITB will also embark on a new collaboration with the SA Skills Commission and Department for Education, to support the revitalisation of Worldskills in South Australia. Worldskills provide a platform for young people to compete in trade-based competitions on a state, national and international level. These competitions allow young people to benchmark their skill level against their peers and can be life changing, opening up career pathways and opportunities.

The first initiative in this collaboration is the 2024 Australian Skills Excellence Forum being hosted in South Australia. The two-day forum will focus on skill excellence by providing national participants with personal and professional development opportunities.

PROGRAMS

SHORT COURSE TRAINING SUPPORT

CITF ACT 1993 s11 (d) (e) (f) (i)

Investment of
\$6,410,000

22%

of total budget
\$28,684,750

↑ **11%** increase on
2023-24 ATP year

The Short Course program is designed to address critical aspects of safety, licensing, regulatory compliance, and industry standards. By focusing on these essential areas, we aim to foster a highly skilled workforce that is proficient at navigating the diverse challenges of the building and construction industry.

INCREASED DEMAND FOR SHORT COURSE TRAINING SUBSIDY AND REGIONAL SUPPORT

The CITB remains dedicated to meeting, expanding, and strengthening the development of skills and knowledge that align with the desired outcomes of participants and employers within the building and construction industry.

Through the provision of subsidised short course training, we aim to provide the construction sector with access to high-quality, inclusive training across a range of industry areas, including regulatory compliance, licensing, supervisory, technical, and allied business skills.

We recognise the paramount importance of mental health and well-being within the building and construction industry and will continue to increase support for short courses in these areas.

We are proud to highlight the significant growth experienced in training activities in the previous ATP year. This growth can be attributed to several factors, including heightened promotion efforts by CITB, increased training activity due to legislative changes and compliance requirements, together with a surge in construction workers seeking higher-paying jobs. The expansion of Endorsed Training Providers (ETPs) and endorsed subsidised short courses have also contributed to this upward trend.

Through ongoing industry engagement and consultation with ETPs, we anticipate this upward trajectory to continue. Projects such as Adelaide's North South Corridor, the Women's and Children's Hospital, and extensive housing land releases within South Australia, together with major developments in the Upper Spencer Gulf region, underscore the need for a skilled workforce, ensuring a promising outlook for training activities in the coming year.

The tradie2trainer program seeks to attract existing workers from the building and construction industry by providing a qualification and pathway to a rewarding career in education and training. The demand for highly skilled workers in the industry poses a challenge in attracting the right candidates to the program.

The tradie2trainer program benefits the industry by retaining vital skills, knowledge and experience while ensuring we meet the needs of our ETPs to develop the next generation of South Australian construction workers. The program has now been delivered for five consecutive years, and CITB is committed to expansion of this program.

During the 2024-2025 Annual Training Plan Year, CITB is committed to:

- Increasing the budget for short course training programs to meet growth forecasting.
- Increasing the budget to support training in regional and remote locations.
- Retaining higher funding, at up to 100%, for health and wellbeing courses.
- Supporting programs aimed to attract a new and diverse industry workforce, including school leavers, job seekers, and individuals from underrepresented groups within the building and construction sector.
- Increasing the number of available places in the 2024-25 ATP Year for the tradie2trainer program from 30 to 40.
- Offering the tradie2trainer program over two semesters instead of one.



PROJECTS

RESEARCH

CITF ACT 1993 s11 (a) (d) (e) (h) (i)

Investment of **\$240,000**

In 2024-25, CITB will continue to strengthen its research capacity to enhance operational effectiveness and industry impact, with evidence-based analysis to delve into workforce dynamics and industry trends.

CITB remains committed to harnessing the full potential of our expansive database and supporting close collaboration with stakeholders and government entities to strengthen the advantages for our industry.

As part of this dedication, we will ensure that strategies are in place to consult with a wide array of stakeholders, gathering valuable insights to inform the development and delivery of our programs and initiatives.

This includes:

- Collaborating with SA Government agencies, industry stakeholders and educational institutions to ensure alignment between industry needs and training programs can enhance the pipeline of skilled workers entering the industry.
- Informing stakeholders of industry trends and research outcomes through regular communication.
- Informing regions of workforce demand and supply of occupations in the construction industry.
- Establishing a sustainable financial strategy to ensure continued long-term support to the industry.
- Utilising comprehensive data analysis to evaluate strategies to promote diversity and inclusion within the industry that can help address workforce shortages and create a more representative workforce.

Research Projects Include:

APPRENTICE SURVEY

CITB will engage an independent consultant to conduct the survey with apprentices and trainees in the 2024-25 Annual Training Plan. The last apprentice survey was conducted by McGregor Tan in 2019 and this survey aims to refresh our understanding of the benefits of apprenticeships for both employers and apprentices, their satisfaction with on job and off-job training, and awareness about CITB support. The survey findings will enable CITB Endorsed Training Providers and other stakeholder groups to understand more about employers and apprentices training needs to improve the quality of training.

doorways2construction™ (D2C) SURVEY

This ATP Year, CITB will engage an independent consultant to conduct a D2C survey. This is the first D2C survey since the program was redefined to align with changes to government policy. The survey will help CITB measure the program quality and success and better understand student needs in their career pathway to the construction industry. The survey findings will be useful for CITB to better engage with schools and develop future initiatives.

PROGRAM EVALUATION FRAMEWORK

Leveraging the expertise of our Industry Analyst, the CITB is embarking on the development of a comprehensive evaluation framework for all programs during the 2024-25 Annual Training Plan. This initiative aims to establish a robust and consistent evaluation model across all programs, ensuring a thorough assessment of program objectives, measurement criteria, and evaluation frequency. This will enable us to better assess program success and measure our contribution to the industry.

RE-ASSESSMENT OF SUPPORT STRUCTURE

While the CITB's Apprenticeship Training Support has remained consistent for many years, the shifting dynamics of the labour market necessitate a re-evaluation. In the upcoming Annual Training Plan year, CITB will conduct a thorough reassessment of our support framework for Apprenticeship Training. This initiative aims to provide an evidence-based analysis of our subsidy, ensuring equitable support across various programs and maximising benefits for employers, apprentices, and the industry.

INDUSTRY PROMOTION AND COMMUNICATION

CITF ACT 1993 s11 (e) (h) (i)

s31 (4) (c) (e)

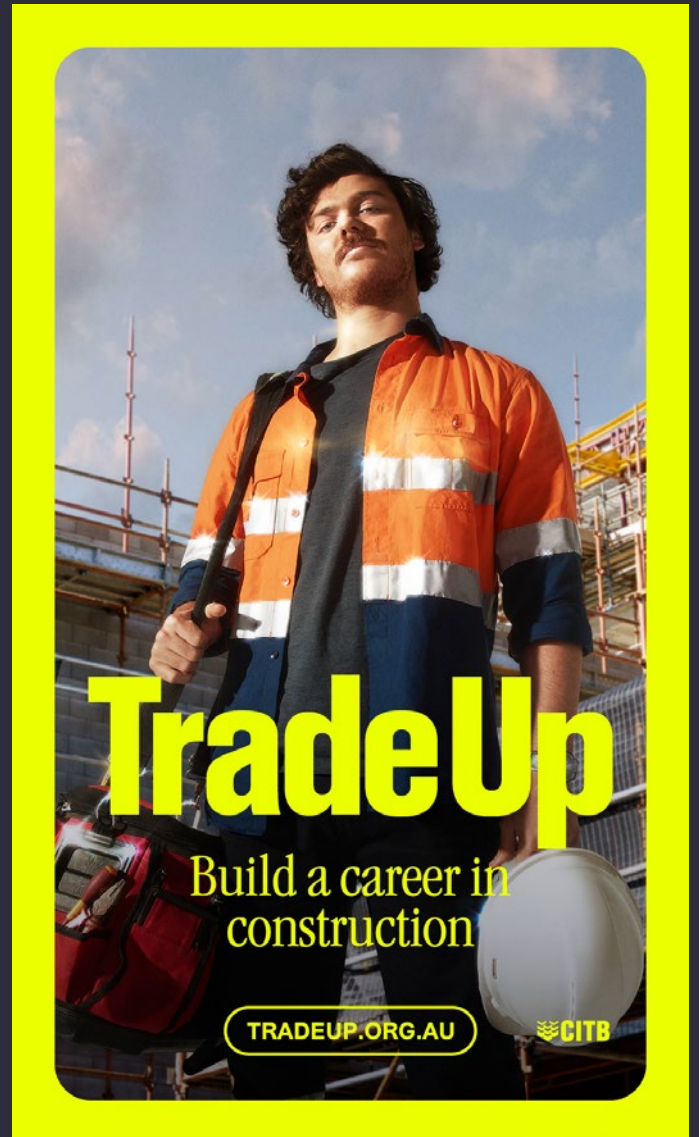
Investment of **\$1,497,000**

The construction industry stands as the third-largest employer in South Australia, facing stiff competition from other sectors to attract top-tier candidates. To position it as a sector with promising career pathways, particularly for school leavers, job seekers, and career changers, CITB has undertaken extensive exploration into innovative campaigns aimed at reshaping perceptions of careers in building and construction.

Our focus remains on implementing impactful marketing and communication strategies to showcase the value of careers in construction during the 2024-25 ATP year. Through strong industry engagement and collaboration with the State Government, the training sector and the wider community, we aim to bolster awareness and interest in our industry.

2024-2025 ATP Industry Promotion initiatives include:

- Continuation of the Trade Up Campaign.
- Expanding opportunities available through the [doorways2construction™](#) website.
- Continue hosting the construction careers hub at the SA Careers and Employment Expo.
- Establishing D2C as a trusted name within schools through posters and flyers.
- Embarking on a new collaboration with SA Skills Commission and Department for Education to support the revitalisation of Worldskills in South Australia.
- Enhancing digital strategies, such as expanding features on the CITB website and dedicated Trade Up and [doorways2construction™](#) websites.



INCREASE CITF LEVY AWARENESS

Based on industry feedback revealing a widespread lack of understanding on compliance obligations outlined in the Construction Industry Training Fund (CITF) Act 1993, CITB is initiating a comprehensive educational campaign. This campaign aims to enhance awareness of the levy's purpose, compliance requirements, and the benefits it brings to the industry.

The 2024-2025 ATP awareness initiatives include:

- Deployment of levy fact sheets.
- Continuation of ongoing marketing strategies.
- Contributing content to industry publications.
- Participating in industry events.

PROJECTS

FINANCE, BUSINESS SERVICES AND SYSTEMS

CITF ACT 1993 s11 (b) (g)

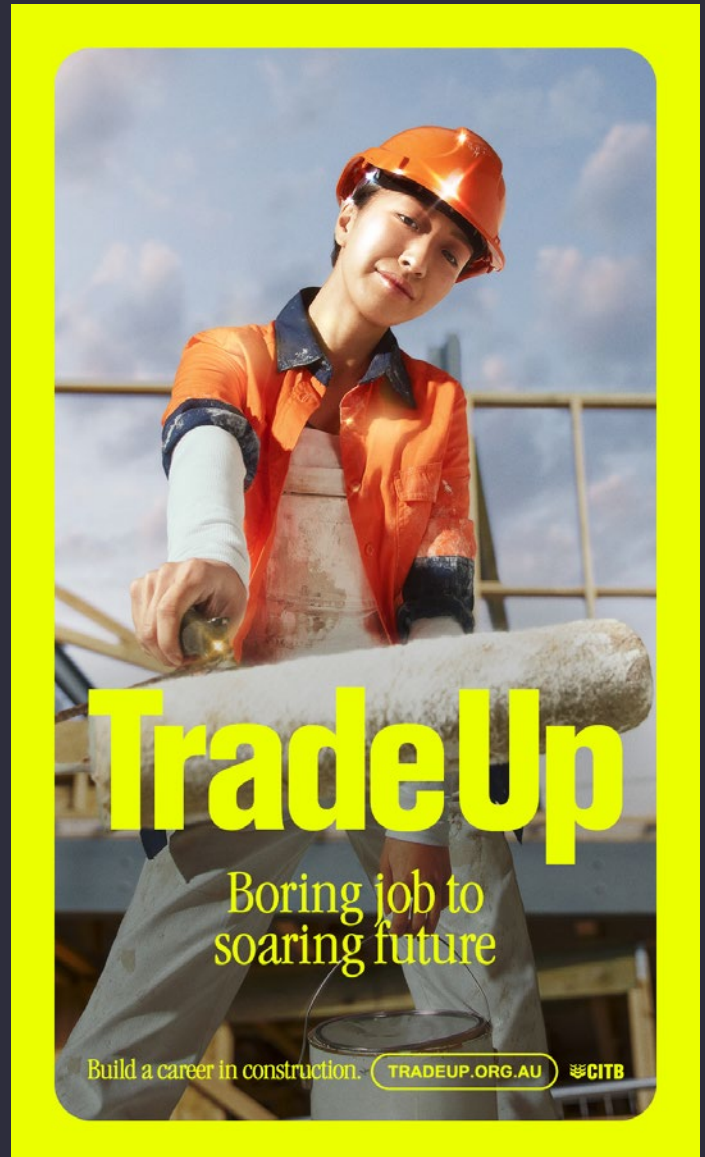
The Finance and Business Services team provides administrative support to enable the CITB to maximise the ability of the fund to benefit the industry through efficient and effective:

- Financial and management accounting support and reporting.
- Business system utilisation and development including the continuous improvement of the training and levy administration system (talas) data base.
- Levy collection and compliance.
- Contract management.
- Governance via policies and procedures and risk management.
- Investment management.
- Internal and external audit.

CITB's annual financial statements are prepared in accordance with Australian Accounting Standards and are audited annually.

To support the 2024-25 Annual Training Plan, the CITB plans to implement a number of initiatives to address and strengthen levy compliance and improve the communication and education of CITF Act levy requirements, including:

- Implementing an improved user interface for the levy administration database.
- Distributing newly created Levy Fact Sheets for Housing, Commercial and Civil to assist levy payers understand their requirements as per the CITF Act and outline what building, and construction activities are leviable.
- Implement the levy communication strategy to educate and engage with industry stakeholders on levy compliance.



TECHNOLOGY SERVICES

To support the 2024-25 Annual Training Plan, CITB will continue to modernise its technology services by implementing several initiatives aimed at improving efficiency, security and automation whilst ensuring longevity. This includes:

- Training and Levy Administration System redevelopment to modernise and enhance CITBs core application.
- Introduce the replacement Levy system which improves Levy processing and customer service for the Levy Payer.
- Continuing to harden the Cyber Security strategy protecting CITB and our customer's personal information in accordance with the Privacy Act.





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