



Training Plan

ACT BUILDING AND CONSTRUCTION
INDUSTRY TRAINING FUND AUTHORITY

2024

2022-23 Snapshot



\$1.6 Million

FOR ENTRY LEVEL TRAINING AND
INCENTIVES FOR ACT EMPLOYERS
OF ACT APPRENTICES



\$5.7 Million

FOR TRAINING PROGRAM EXPENSES



\$410k

FOR FUNDING OF ACCESS
AND EQUITY INITIATIVES
FOR IDENTIFIED GROUPS

Acknowledgment of Country

The ACT Government acknowledges the Ngunnawal people as traditional custodians of the ACT and recognises any other people or families with connection to the lands of the ACT and region. We wish to acknowledge and respect their continuing culture and the contribution they make to the life of this city and this region as we acknowledge that these lands are Aboriginal lands.

We also acknowledge that many other Aboriginal and Torres Strait Islander people from across Australia have now made Canberra their home, and we pay respect and celebrate their cultures, diversity, and contributions to the ACT.

We support Aboriginal and Torres Strait Islander people's right to self-determination and acknowledge the valuable contribution they make to our social, economic, and cultural life.

ACT Building & Construction, Industry Training Fund Authority
Suite 4, Mungga-Iri House, 18 Napier Close, Deakin, ACT 2600
02 6262 5630 | www.trainingfund.com.au

Comments regarding the annual training plan
and its development are welcome.

Ben Stokes, bstokes@trainingfund.com.au

Contents

ACT Building and Construction Industry Training Fund Authority	4
Ministerial Statement	6
Chairman's Statement	8
About the ACT Building and Construction Industry Training Fund Authority	10
Administration of the Training Fund	12
Work Liable for the Payment of the Training Levy	14
2024 Training Plan Funding	16
2024 Training Plan	18
Existing Worker Training and Professional Development	30
Entry Level Training	31
Access and Equity	32
Research and Development	33
Marketing and Sponsorship	34
Examples of Funded Courses from FY 2022/23	36



ACT Building and Construction Industry Training Fund Authority

The Authority Board

Independent Chairman

Mr Michael Young

Employee Representatives

Mr Zachary Smith

ETU Representative

Employer Representatives

Ms Graciete Ferreira

Ms Melissa Adler

The Authority Staff

Chief Executive Officer

Mr Glenn Carter

Compliance Manager

Mr Ben Stokes

Industry Liaison Officer

Mr Michael Doyle



Ministerial Statement



As the Minister for Skills, I am pleased to approve the 2024 Training Plan of the ACT Building and Construction Industry Training Fund Authority (the Authority). This approval is in accordance with Section 25 of the *Building and Construction Industry Training Levy Act 1999 (ACT)*.

I note that extensive industry consultation took place to evolve the 2024 Training Plan, and I thank industry stakeholders for their comments and advice to aid the development of the Plan.

The Authority was established in May 1999, and the implementation of the training levy commenced the same year. Since its establishment, the Authority has funded \$37,601,181 for the training of existing workers and \$24,961,834 for entry-level training.

Over the past 20 years, the Authority has made incentive payments to employers and group training organisations (GTOs) to assist them in the employment of apprentices in areas of skills needs across the many industry sectors. These incentives assist the industry to overcome skills shortages and also provide employment opportunities for young people seeking a career in the building and construction industry.

As in past years, the 2024 Training Plan will provide a policy framework for the funding of training for entry-level and existing workers in a wide range of occupations. It will also provide funding for other training, promotional and research related activities in the industry.

Through the 2024 Training Plan, the Authority expects to provide over \$4.5 million in funding for training in the industry and \$1.5 million in incentives to employers and GTOs that employ and train apprentices in the industry.

I am pleased that the Authority will continue its substantial commitment to fund Work Health and Safety (WHS) training for workers in the industry. More than \$1 million in rebates for WHS specific training was provided to eligible workers in 2023, including in asbestos and silica-related training. This training has made a real difference in providing building and construction workers with the knowledge they need to protect themselves and others.

The ACT Government is currently developing Industry Action Plans under Skilled to Succeed: skills and workforce agenda for the ACT. The Authority will play an important role in delivering on priorities in the Building and Construction Industry Action Plan to support the sector's skills and workforce challenges and opportunities.

The ACT Government will also review the *Building and Construction Industry Levy Act 1999* to ensure the Act is contemporary and the Authority is meeting the training and skills needs of the ACT building and construction industry.

In 2024, the Authority will continue to fund the Tradeswomen in Building and Construction campaign that was launched in September 2008 to encourage women to seek a career in the industry.

I would like to congratulate the Authority Board for also agreeing to sponsor the Pipeline for Women in Construction program over 2023 and 2024. This Program will run in partnership with the ACT Office for Women, the Education Directorate and key industry stakeholders. The Program continues following outstanding achievements in 2022, which saw over 1,000 students in Year 7 and 8, from 37 classes and more than 100 female and non-binary participants in the structured work experience program. Initiatives such as this support increased female participation in Australian School-based Apprenticeships (ASBAs) and new Australian Apprenticeships in the building and construction industry here in the ACT.

I recommend the 2024 Training Plan to all stakeholders who participate in training for the ongoing development of the building and construction industry in the ACT.

Minister Chris Steel MLA

Minister for Skills
September 2023



Chairman's Statement



The 2024 Training Plan provides a policy framework for entry-level and existing workers to access funding for training in a wide range of occupations. The Training Plan also provides advice on other training, promotional, research and equity-related programs available to industry.

In the 2022/23 financial year, 20,996 industry workers attended approved training programs funded by the Authority, with \$3,483,749 provided in training rebates. Overall, the Authority provided \$5,741,610 to fund activities in its five operational programs of entry-level training; existing-worker training and professional development; promotion, marketing, and sponsorship; research and development; and access and equity. In 2023/24, the Authority will continue to provide funding for training in the same key areas and has budgeted \$4,593,550 to do so.

Incentive payments to employers of apprentices who are engaged under an ACT Contract of Training in trades that have been identified as having a skills shortage will continue as part of the Authority's entry-level training program.

Since inception, these incentive payments have been extremely successful with funding provided for trades including bricklaying and block laying, civil construction – plant, civil construction – pipe laying, construction waterproofing, drainage, electronics and communications, fire protection, glass and glazing, horticulture turf, plant mechanical, plastering – solid, plastering – wall and ceiling lining, roof plumbing, stonemasonry, and wall and floor tiling. The trades where these incentives will be offered in 2024 will be announced in January 2024.

The Authority continues to fund a range of ACT colleges that provide vocational education and training in Certificate I & II construction training programs, as well as providing incentive payments for Aboriginal and Torres Strait Islander apprentices, women in trades, persons with a disability, persons with a non-English speaking background or building and construction workers returning to the workforce after injury.

In 2024, funding will continue to be provided to employers and group training organisations (GTOs) that employ and train an estimated 350 apprentices in the industry.

The Authority has continued its significant commitment to the funding of Work Health and Safety training for workers in the industry to improve the provision of a safe workplace and support the industry wide approach to the reduction of the ACT's worksite injury rate.

Included in the 2024 Training Plan are examples of training courses funded in 2023, the names of the registered training organisation (RTOs) that delivered the training and their contact details.

2024 sees the continuation of the newly developed Authority mobile phone app which provides industry workers with additional options for sourcing course examples and RTOs for these courses, and another option for applying for the upskilling training rebates.

The Authority Board meets regularly to consider applications from industry regarding additional support for training funding, and I encourage all applications that seek to advance the training needs of workers across all industry sectors here in the ACT.

The Authority relies on industry stakeholders to guide the funding direction of all training programs in the industry. and greatly appreciates the advice and contributions made by many industry stakeholders, including employers, employees, GTOs, industry training advisory bodies, trades groups, RTOs, government agencies, industry associations and unions in the development of the plan.

My thanks to my board colleagues of the Authority for their assistance and counsel throughout the past year, and to the staff of the Authority for their commitment to the Authority and its stakeholders.

On behalf of the Authority, I commend the 2024 Training Plan to all stakeholders who have an interest in training for the future development of the building and construction industry in the ACT.

Michael Young

Chairman

August 2023



About the ACT Building and Construction Industry Training Fund Authority

The ACT Building and Construction Industry Training Fund Authority (the Authority) is the statutory body responsible for providing funding for the training of eligible workers in the ACT building and construction industry.

The Authority has a governing board consisting of an Independent Chairman, two employer representatives and two employee representatives. The Chief Executive Officer sits on the board as a non-voting member. The Minister for Tertiary Education may appoint a board member for a term of up to three years, and members may be re-appointed.

The responsibilities, governance and powers of the Authority are set out in the Building and Construction Industry Training Levy Act 1999.

Established in May 1999 to administer an industry training fund, the Authority is responsible for the collection of a Training Levy of 0.2%, calculated from the cost of the work exclusive of GST.

The Levy is collected from building and construction work in the ACT, where the total cost exceeds \$10,000 and meets the criteria as set out in the Schedule 1 'Work' of the Act.

The Authority uses these funds and invests in projects and training that directly support the industry skills base in accordance with the current year's Training Plan.

The Levy on work that is subject to requiring building approval (BA) must be paid within 14 days of receiving building approval.

The payment of the Levy on non-building work, such as civil works, landscaping, utilities, and telecommunications, is arranged between the Authority and the project owner.

This is usually done through the mechanism of a written agreement that allows the project owner to self-assess the Levy liability and make a direct payment to the Authority.

Where work is carried out by or for a project owner not covered by a written self-assessment agreement with the Authority, the work is monitored to determine if a Levy liability exists.

The Authority will then contact the project owner to achieve compliance. The Authority has a statutory obligation to ensure that the requirements of the Act are observed.

The Authority works closely with industry stakeholders, industry bodies, businesses, and government agencies to promote the role of the Authority and this assists in achieving a high level of compliance with the Act.



Administration of the Training Fund



The Authority will provide funding for the training of eligible workers, support the entry of new people into the building and construction industry, and improve the culture and access to training.

Overview

Subject to funds being available, the Authority will allocate funds for training on the following terms:

- payments for training are intended to achieve additional training outcomes and are NOT to substitute for existing workforce training
- allocation of funds will be needs based against predetermined priorities
- funding is for a rebate on training delivered and must NOT be used to cover capital expenditure costs.

Funding for training is targeted at developing new skills for entry level (apprentices) and existing workers in the industry. For example:

- apprentices under an ACT Contract of Training are eligible for business skills training
- injured workers on rehabilitation are eligible for training to assist their return to the industry
- existing workers are eligible for refresher courses, training in new fields and management techniques relevant to the industry.

Applications

Employees, apprentices, employers, group training organisations (GTOs), industry bodies and associations, and registered training organisations (RTOs) may lodge an application form seeking funding.

Applications must be submitted for assessment prior to training commencing with an RTO.

Applications are to be submitted online from the ACT Building and Construction Industry Training Fund Authority website www.trainingfund.com.au

Apply now from your PC, tablet, or smartphone. For more Information phone 6262 5630.

Eligibility

An ELIGIBLE PERSON is any person working in, or in connection with a company in the building and construction industry in the ACT who is performing work liable for the payment of the Training Levy (see page 14), or is a person deemed as an eligible person on application to the Authority.

An eligible person can be an employer, employee, or an independent contractor.

Applicant's responsibility

The applicant must demonstrate to the satisfaction of the Authority that any individual covered by a request for funding of training is an eligible worker. This may require a statutory declaration.

The Authority will assess all applications against the following criteria:

- No retrospective applications will be considered.
 - Funding will be provided for skills training identified in the Training Plan. Training not covered by the Plan may be funded on their merits.
 - Training must be provided by an RTO.
 - There must be an identified training outcome for each participant.
 - Participants, other than injured workers on rehabilitation, will be required to contribute to the cost of the training course.
 - Participants must be carrying out work that makes them eligible – either as an employee, employer, or an independent contractor.
 - Product-specific training courses will not be funded, and training courses must be generic.
- The Authority will monitor the cost of training courses and may set a maximum amount to be funded per participant.
 - The Authority may withhold payment for training where an individual fails to successfully complete all components of the approved training course.



Work Liable for the Payment of the Training Levy



- The construction, erection, alteration, repair, renovation, demolition, maintenance or removal of a building or structure.
- The construction, alteration or repair of a road, street parking area, footpath, thoroughfare (for pedestrians or vehicles), kerbing, guttering, roundabout, median strip, or the performance of other road works.
- The construction, alteration, repair, demolition or removal of light rail or any other railway, or part of light rail or any other railway, or of any platform, signal or other structure connected with light rail or any other railway.
- The construction, alteration, repair, demolition or removal of an aircraft runway or a helicopter landing pad.
- The construction, alteration, repair, demolition or removal of a bridge, viaduct, aqueduct, or tunnel.
- The construction, alteration, repair, demolition or removal of a harbour, breakwater, retaining wall or marina.
- The performance of excavation work.
- The construction, alteration, repair, demolition or removal of a dam, reservoir, weir or other embankment or structure for the catchment, collection, storage, control, or diversion of water.
- The laying of pipes and other prefabricated material in the ground.
- The construction, erection, installation, alteration, repair, demolition or removal of any system or plant associated with the conveyance, collection, storage, treatment or distribution of water or gas, or the disposal of sewage or effluent.
- Electrical, electronic, communications or data networks, or mechanical services work, including work that is related to the construction, erection, installation, alteration, repair, servicing or dismantling of any plant, plant facility or equipment.
- The on-site construction, installation, alteration, repair, renovation, demolition, or removal of a lift or escalator; any air conditioning, ventilation or refrigeration system or equipment.
- The construction, repair, alteration or removal of a playing field, golf course, racecourse, stadium, swimming pool or other sporting or recreational facility.
- Landscaping or the construction, alteration or removal of a park or garden.
- Work to improve the drainage of land.
- Any site preparation work (including pile driving) preliminary to the performance of any construction work.



2024 Training Plan Funding



The ACT Building and Construction Industry Training Fund Authority collects a 0.2% levy on building and construction projects above \$10,000 undertaken in the ACT, which is then used to fund training for workers in the industry.

The Authority’s funding is divided into five operational programs of entry level training and existing worker training and professional development, along with the three special funding programs: promotion, marketing, and sponsorship; research and development; and access and equity.

In 2024, the Authority will continue to provide funding for training in the same key areas and has budgeted \$4,593,550 as shown in the table and visual across.

FUNDING PROGRAM	FUNDING AMOUNT	FUNDING PERCENTAGE
Existing worker	\$2,310,000	50.1%
Entry Level	\$1,501,750	33%
Access Equity	\$388,000	8.4%
Research & Development	\$104,000	2.2%
Marketing & Sponsorship	\$289,800	6.3%

50.1%

\$2,310,000

EXISTING WORKER

33%

\$1,501,750

ENTRY LEVEL

8.4%

\$388,000

ACCESS EQUITY

6.3%

\$289,800

MARKETING & SPONSORSHIP

2.2%

\$104,000

RESEARCH & DEVELOPMENT

2024 Training Plan

Introduction

The ACT Building and Construction Industry Training Fund Authority (the Authority) has undertaken an extensive study of industry activity in the past 12 months in the development of the 2024 Training Plan.

The study utilises and relies upon reports submitted by the ACT Regional Building and Construction Industry Training Council Inc. (CITC) and the ACT Electrotechnology and Energy Advisory Board (EE-AB) in consultation with industry stakeholders; registered training organisations (RTOs), group training organisations (GTOs), civil, commercial, residential, associations, unions and government entities including Access Canberra, Office of Regulatory Services, Building Policy (Environment, Planning and Sustainable Development Directorate) and Worksafe ACT via face to face interviews and discussions from stakeholders from a range of industry events and forums.

The Authority greatly appreciates the information and advice obtained from industry used in the formulation of the 2024 Training Plan.

The Authority supports eligible industry stakeholders by providing financial rebates for approved training to those workers undertaking upskilling and professional development within the building and construction industry in the ACT. The Authority relies upon industry stakeholders to guide the funding direction for training programs delivered by RTOs.

The consultation process provided the Authority some insight into the training and professional development requirements of industry sectors, and the growing skills demands placed on industry in the building and construction market in the ACT.

Many comments and suggestions provided in the industry consultation this year are like previous years, in particular, industry has requested that the training programs included in the 2023 Training Plan be again included in the 2024 Training Plan.

School Based Training

The Year has seen significant review and development of all VET Training Courses for ACT Schools and Colleges. The CITC advised the Authority it was invited to formally participate in the finalisation of a comprehensive review of VET with the ACT Board of Senior Secondary Studies (BSSS). Stakeholders were invited to participate in a committee to review how VET is appropriately recognised and recorded on the School Certificate.

The outcomes and recommendations of this work have been submitted to the BSSS Board.

This comprehensive work will see VET integrated with the Year 11 and 12 Educational Curriculum. These changes will ensure that the VET Course that a student nominates to undertake will also be complimentary with their Year 11 and 12 studies and be reflected on their Year 12 Certificate.

The outcomes should provide increased confidence to industry that the students studies are reflected in their nominated VET program.

Construction Pathways Course

The outcomes from the BSSS review and update for the Construction Pathways Course for all Schools and Colleges in the ACT is currently being implemented.

The Committee that undertook the development of this Course together with the CITC raised Industry's concerns and additionally, proposed new initiatives that would enhance the students' opportunities for employment once they had successfully completed the Course.

Review of Construction Participation in ACT Schools and Colleges

A review of students participating in or engaging in Building and Construction in the ACT is underway. The CITC is engaging with the BSSS and the Public, Private and Catholic Schools and Colleges to ascertain these numbers.

This review is looking at the number of students that are either undertaking and/or participating in:

- Certificate I in Construction Pathways.
- Certificate II (ASBA).
- Work Placement.
- Work experience.

BSSS data on Senior Secondary Students and Construction Pathways

The following table indicates the number of students from 2017-2022, that included student participation, in either external studies or a school-based course in Construction Pathways on their ACT Senior Secondary Certificate.

YEAR	NUMBER OF STUDENTS
2017	126
2018	141
2019	139
2020	136
2021	150
2022	150

Entry Level Training

The consultation reports have outlined several suggestions to increase apprenticeship uptake in previous years. The industry has proposed to assist in the recruitment of industry workers in the ACT.

The Authority is please to advise that these proposals have been taken on by the board and implemented and include:

- Mature age apprentice incentives (25-44 years of age) implemented in 2020 to fill the void between Federal funding incentives.
- Continual support for pre-employment training programs for Aboriginal and Torres Strait Islander people, women, and disadvantaged groups across all the trades since 1994.
- Entry level funding reviewed in 2020 to distribute funding fairly across group training organisations (GTOs).
- Entry level training program support for new migrants and short-term visa holders since 2019.

Existing Worker Training and Professional Development

The consultation reports acknowledge the significant due diligence the Authority pay to funding all training courses included in the 2024 Training Plan as well as requesting courses outlined in the 2023 Training Plan continue to be supported. The consultation also requests the Authority's ability to maintain flexibility to address any new and/or emerging training and professional development courses that arise during the year and have identified various new training programs to be included in this year's plan:

- A new initiative by a number of companies to ensure onsite 'Spotter' training is introduced onsite. This will be mandatory for all workers commencing in January 2024, with the intention to have all workers undertaking the role of Spotter/Observer and required to have completed training and successfully attained the accreditation of the Unit of Competency RIIRTM203E Work as a safety observer/spotter.
- Refresher training remained high on stakeholders' recommendations.
- The 20/22 National Construction Code was amended in October 2022 to include energy efficiency and accessible housing requirements. Training will be required to meet this Code. It has come into effect 1st May 2023.
- Industry recognises training for the supply/delivery/testing/placement/finishing and curing of concrete.
- The ACT Government is introducing Energy Efficiency Regulations from 1st April 2023, that will require all homes (rental) in the ACT to have appropriate Ceiling Insulation. It is proposed that a Skill Set (6 Units of Competency from various Training Packages) will be mandated for all workers that undertake this work.
- Development of and delivery of special Skills Sets for improving the overall quality for tradespeople to prepare them for entering the workforce as a 'Tradie' and additionally for setting up and running a business. This Skills set to incorporate:
 - Financial skills
 - Specific WHS requirements and responsibilities for residential builders/subcontractors and tradies
 - A suite of Qualifications and Skill Sets are currently being developed to meet National Codes of Practice for the Installation of Concrete Panels, a range of High-Risk Licensing activities.
- Delivery of a Small Business short course that would include:
 - All legal requirements to set up a small business.
 - Pricing and quoting for work/jobs and ensuring that all oncosts, including hidden costs, are understood.
 - Ensuring that all financial systems required to run a successful business are understood and put in place.
 - Financial Reporting.
 - Ensuring that all appropriate WHS Systems are understood and put in place.
- Support for a Workplace Impairment Course that delivers:
 - Mental Health
 - Financial Literacy
 - Impact of taking drugs, gambling.

- All Training Courses that have a regulatory outcome and ACT Government mandate including
 - Prepare to work safely in the construction industry (White Card)
 - Asbestos Awareness
 - Working Safely with Asbestos Containing Materials
 - Silica Awareness
 - Health & Safety Representative (HSR)
 - Health & Safety Committee (HSC)
 - Elevated Work Platforms
 - Energy efficiency Insulation Skill Set (New ACT Gov. Regulated Initiative)
 - Traffic Control & Implement Traffic Control Guidance Plans
- Working at Heights
- Confined Spaces
- Manual Handling
- Load shifting training
- High risk licensing units in relation to:
 - Slewing mobile cranes
 - Non-slewing mobile cranes
 - Materials hoist
 - Forklift
 - Scaffolding
 - Rigging
 - Dogging
- Units of Competency for Trim & Cross Cutting with Concrete Saw (New Units of Competency)
- Fall trees manually (Basic, Intermediate & Advanced) and Trim & Cut Felled Trees (FWPCOT2239) New Units of Competency
- Units of Competency for Internal and external Waterproofing (New national Units and non-accredited)
- Concrete Panelling (New national Qualification and Skill Set)
- First Aid
- CPR
- Certificate IV in
 - Building & Construction
 - WH& Safety
- Digital Literacy for new and existing workers
- Oz Help Mental Health and Workplace impairment Courses, Bullying & Harassment
- Social Media training
- Digital literacy (computer skills)
- Testing/verification/isolation training
- Wiring rules training
- Working near electrical apparatus (due to Rail corridor)
- Security & fire specific skills
- Estimating, accounting, business management
- Micro independent renewable electricity generating systems
- Battery installation, handling and isolation skills
- Street lighting
- Clean Energy Council (CEC) Accreditation
- ACMA registration
- Changes to HV protection technology IEC 61850
- Power tool awareness
- Hazard identification
- Wireless technologies
- Metering
- Building Information Modelling (BIM)
 - Building Information Modelling (BIM) remains high on training list for several ACT builders. Training varies as to the level of complexity but essential for the ongoing professionalism for individuals to carry out their work responsibilities.

Work Health and Safety (WHS)

A strong focus on compliance has been directed on the residential/cottage sector by WorkSafe ACT and it is intended to continue over the coming years.

Industry proposes that a high priority training focus for 2024 is on the following Courses:

- Tool Safety
- Manual Handling
- Ladder Safety
- Height Safety
- Lead abatement
- LV CPR First Aid
- EVO Energy Safety Rules
- Working at Heights Training (Residential focus)
- Elevated Work Platform
- Certificate III in Scaffolding
- Certificate III for Rigging
- Certificate III for Dogging

Note: A suite of Qualifications and Skill Sets are currently being developed to meet National Codes of Practice for the Installation of Concrete Panels plus a range of High-Risk Licensing activities.

WorkSafe ACT continues to monitor all training with a regulatory outcome, eg. White Card, Asbestos Awareness and Crystalline Silica Exposure Prevention. WorkSafe ACT ensures that any RTO wishing to deliver regulated training in the ACT undertakes a compliance audit to ensure that they meet all the requirements of WorkSafe ACT to deliver quality training.

WorkSafe ACT is encouraging all organisations ensure that their supervisors undertake appropriate supervision training for residential sites. It is recognised that a number of supervisors move between sites making it difficult to keep 'on top' of managing all the WHS requirements for their sites.

WorkSafe are also encouraging industry to undertake training through new and existing training courses. It is anticipated that a number of courses, including the proposed course(s) for graduating Apprentices, would help with a number of identified points below. The following training includes:

- Site security safety and theft
- Implement Erosion and Sediment Control
- Minimise risk and maximise the profit: Impact of rework and defects on costs and safety
- Individual mental health and suicide prevention (CCW, mates in Construction/ AusHelp)

- SWMs
- Site induction
- Role of site supervision
- Fall from heights – including unsafe scaffolding
- Electrical safety
- Site signage
- Housekeeping and Amenities
- Practical risk management of silica
- Fatigue and impairment - drug and alcohol on sites
- Return On Investment (ROI) a local builder with good WHS standards
- Consultation
- Technology
- Psychosocial hazard management

Industry continues to discuss and recognise the importance of non-accredited training where accredited training does not exist. How this can be best utilised for the ACT construction industry is an ongoing discussion. Feedback has indicated that industry wants to recognise the importance of non-accredited training but acknowledges that any RTO that delivers non-accredited training needs to be pre-approved by WorkSafe ACT.

Height Safety Training continues to be high on the agenda for WHS for the industry and will continue to be seen as a major need for the industry in 2024 and beyond as well as Health and Safety Representative (HSR) training.

On-Line/Web-Based Training Courses

A number of on-line/web-based virtual training courses continue to be accessed to meet the regulatory requirements for working on site eg. Asbestos Awareness, White Card, HSR and Meeting courses. A significant improvement in technology has been and continues to be developed for participants to undertake 'using web-based resources' in a [Virtual Classroom scenario](#). These courses are able to be undertaken flexibly by students utilising computers, tablets and phones to undertake their theory part of their course.

This has continued as an option for RTOs delivery and is subject to ACT WorkSafe ongoing approval. It is anticipated that this will have a significant uptake as it provides students and employers, with the flexibility to undertake studies on wet days and in their own time. This provides a wide range of options for not only the student but also by their employer.

Access and Equity

Several certificate II programs undertaken over the past 18 months focused on women entering construction trades. This continues to be fully supported by industry and it is recommended that it needs to be continued over the next 4 years.

Completion rates have shown to be very good, and the offering of apprenticeships and other employment in the construction industry have been excellent. The Authority will ensure continued funding support for these programs.

Several training programs have been delivered previously and need to continue and they include:

- Bullying and harassment.
- Numeracy, language and literacy to migrant workers. This may be the development of a specific course or engage with experts in this field.
- Breaking the barrier – training for non-English speaking workers to help them enter and adjust in the Australian environment.
- Certificate II training programs.
- Encouragement for the safe integration of disabled workers.
- Aboriginal and Torres Strait Islander skill development; pre-vocational into trade and para-professional learning pathways.

- Working with an ageing population; skill migration from site to office, audit, and inspection.
- Creating a diverse workforce (gender, culture, age, disability).
- Training/education/information initiatives for workplace and domestic violence, and the consequences of this.

The Authority will continue to provide funding support in pre-apprenticeship programs including women in construction and have been administering (in various forms) a standalone website since 2008, focusing on women in the construction industry www.tradeswomencanberra.com.au

Through these initiatives the Authority will support the ACT Government's Women in Construction Procurement Policy which meets the commitments made through the ACT Women's Plan 2016-26 to establish procurement that prioritises contractors with gender equity strategies.

The policy will require suppliers who are tendering for ACT Government construction contracts estimated at \$5 million or more to have in place measures to increase gender diversity in their organisations and to improve working conditions for women in construction.

It will also contribute to reducing the gender bias and increase the ambition of women and girls to take up careers in the construction industry.

In addition, the Authority will continue to provide funding support through for the following current initiatives:

- Scholarship programs in partnership with the Canberra Institute of Technology (CIT) for certificate II, certificate IV and diploma courses in building and construction for both Aboriginal and Torres Strait Islander peoples.
- Scholarship programs in partnership with the CIT for certificate II, certificate IV and diploma courses in building and construction for women.
- ACT Office for Women Pipeline for Women in Construction Program 2023-24.
- Australian Training Company Women in Construction Program.
- CIT Bridge Program.
- Master Builders Association pre-Vocation Taster Program.
- NAWIC Mentoring Sponsorship.
- NECA pre-Vocation Program.
- AMC Whitecard (QTIC)

State of the Industry

The Construction industry is continuing to be impacted by a number of factors, including the side effects of the COVID-19 pandemic, material shortages, ongoing skills shortages and inflation.

As the Government and Reserve Bank try to curb inflation, rising interest rates are also having a significant impact on consumers and construction companies decisions to commence projects.

Already this year we have seen a number of construction companies in the ACT as well as nationally collapse under the pressure of rate hikes, inflation and increasing material costs.

Experts predict the number of companies set to collapse to continue particularly for builders on fixed price contracts increasingly unable to sustain the financial losses.

To ensure the ACT remains a liveable and sustainable city, as we continue to grow, and with more people living and working in the territory than ever before, it is vital that we have a planning system that maintains the characteristics of the city that we value whilst facilitating this growth.

In September 2023, the ACT Government released updated district strategies, a new Territory Plan and new design guides as part of the Government's reforms of the planning system. This follows the new Planning Act 2023 which commenced in June 2023.

The new planning system is focused on delivering outcomes for the residents of Canberra, providing some flexibility to encourage better buildings and public spaces for our community.

The new system will provide the framework for better designed housing that is closer to shops and services. There will also be more options to build better designed multi-unit housing and mixed use buildings. This will include more variety in size, types, look and feel, and green spaces.

The new planning system is expected to commence on 27 November 2023.

In a joint media release on 4th August 2022 Andrew Barr Minister for Climate Action and Shane Rattenbury, Minister for Water, Energy and Emissions Reduction launched an interactive online hub 'Everyday Climate Choice website.'

In addition to this new learning resource they also released the released Powering Canberra: Our Pathway to Electrification, a position paper, which outlines the decision to transition away from fossil-fuel gas, modelling of future energy use in the ACT and how we will take a phased approach to the transition over the coming two decade.

The Powering Canberra position statement explores how the ACT Government has come to the decision to transition away from fossil fuel gas to renewable electricity and some of the key challenges moving forward.

Some Key Challenges will need to be addressed include:

- Supporting households with lower incomes and renters
- Transitioning complex buildings
- Finding alternatives for gas requirements
- Opportunities for the workforce and the economy
- The future of the gas networks.

The ACT Government is developing an Integrated Energy Plan for release by 2024 to set the foundations for a gentle and manageable transition over the next two decades and also consider the use of renewable gas in niche applications.

Canberra Switched On strategy comprises three missions setting out the territory's economic priorities building upon the city's strengths to attract new investment and talent over the next four years.

Launched by Minister Steel on 29 April 2022, Skilled to Succeed Skills and workforce agenda for the ACT outlines the territories priorities and plans to realise the government's ambitions around growth and investment in skills and employment opportunities.

It is anticipated Skilled to Succeed (ACT Government, 2022) will address skills shortages and build capacity to support growth of emerging industries of tomorrow with the following priorities:

1. Delivering skills inclusively to provide all Canberrans a foundation for lifelong learning;
2. Building a more responsive, flexible and future-focused skills system;
3. Assisting employers to build, attract and retain the right workforce; and
4. Strengthening skills sector foundations.

To support the vision set out in Skilled to Succeed, the ACT Government is currently developing Industry Action Plans for the following industries:

- Renewables and sustainability
- Building and construction
- Technology
- Tourism and hospitality
- Care sector (including aged care, childcare and disability).

The Building and Construction Industry Action Plan will set out actions for government, industry and training providers to attract and develop the workforce the building and construction industry needs now and into the future. Working across government, industry and the vocational education and training sector, the Authority will have a central role in supporting the delivery of actions under the Industry Action Plan.

On the 31 March 2023 grant applications aimed to address Priority 2 of the ACT Government's skills and workforce agenda closed. Under the program, successful tenderers will receive grants of up to \$90,000 to test new and innovative ideas to develop skills needed by industry. The program aims to support the below priority industry sectors including:

- Renewables and sustainability
- Technology (including cybersecurity and health informatics)
- Building and construction
- Tourism and hospitality
- The care sector (including aged care, childcare and disability)

Canberra's population is still on track to reach the projected 500,000 people in 2030 and the ACT Government is committed to ensuring the territory remains one of the most liveable cities in the country by investing in infrastructure that in turn supports the construction industry. Demonstrated in the ACT Government's Infrastructure Plan Overview 2020 where \$14 billion has been committed to infrastructure blueprint to support the community across health, education, transport, cultural and recreational facilities, community services, city planning, land release and city services.

Growth areas such as Molonglo and West Belconnen and urban renewal precincts, as well as renewing existing ageing infrastructure will see focused investment to ensure the territory can cater for the population growth.

The 2022/23 Budget is focussed on investment to deliver needed services for all Canberrans now and into the future with a focus on addressing the cost of living and wellbeing to drive economic growth and jobs.

The ACT Government has committed to a \$7 billion Infrastructure Program (IIP). IIP includes investment in ambitious, complex and transformative projects such as:

- Canberra Hospital Expansion
- Extending the light rail
- Canberra Theatre Expansion
- Transition net-zero emissions future by 2024
- Roll out of electrical buses
- Uptake of electric vehicles
- Transition away from gas in government buildings and vulnerable households
- Reduction in emissions from waste
- Building new schools
- Building and renewing public housing
- Building essential community and safety infrastructure

These and other key infrastructure investments are outlined in the ACT Government's Infrastructure Plan Overview over the next five years including but not limited to:

- Upgrades to the Kingston Arts precinct
- Renewing Canberra Institute of Technology campuses and facilities
- Major road duplications and intersection upgrades
- New emergency services facilities for the city and Molonglo
- Connecting Molonglo John Gorton Drive and Molonglo River Bridge crossing

The UNSW's purchase of CIT Reid Campus, will see the site redeveloped into a major new campus and innovation precinct and is reported the project is anticipated to take 15 years to complete.

The pressures and impacts of COVID are still being felt by the construction industry as well as supply chain disruptions and workforce shortages compounded by having to adjust to the national and ACT reform agenda for the industry.

The territory government, through its 2022–23 Indicative Land Release Program, will focus on 70% of new housing to be in existing urban footprint with a mix of affordable, community and public housing targets.

A snapshot of each region in the next 5 years is found on the next page:

URBAN DISTRICT	PERCENTAGE OF POPULATION	DEVELOPMENT	LOCATION
Belconnen	23.3%	Residential Land release	Ginninderry Estate suburbs of: <ul style="list-style-type: none"> • Strathnarin • Macnamara
		Commercial Developments	<ul style="list-style-type: none"> • Circus Site Precinct • Emu Inlet Waterfront • Lathlain Street Precinct
Inner North and City	13.5%	Residential Land release	• Watson
		Commercial Developments	• City
		Community and Recreational Facilities	• Watson
Molonglo Valley	2.5%	Residential Land release	• Whitlam
		Commercial Developments	• Molonglo Group Centre
		Community and Recreational	• Whitlam
Weston Creek	5.4%	Residential Land release	• North Weston
		Community	• Coleman Court
East Canberra	1.4%	Commercial and Residential Land release	• Oaks Estate
		Industrial	• Symonston

URBAN DISTRICT	PERCENTAGE OF POPULATION	DEVELOPMENT	LOCATION
Gungahlin	19.3%	Residential Land release	<ul style="list-style-type: none"> • Jacka • Kenny • Town Centre
		Mixed use	<ul style="list-style-type: none"> • Town Centre close to Light Rail corridor
Inner South	7%	Residential Land release	<ul style="list-style-type: none"> • East Lake
		Mixed Use	<ul style="list-style-type: none"> • Kingston
Tuggeranong	19.7%	Residential Land release	<ul style="list-style-type: none"> • Lake Tuggeranong • Greenway
		Commercial Developments	<ul style="list-style-type: none"> • Wanniasa
		Non-Urban land	<ul style="list-style-type: none"> • Williamsdale
Woden Valley	8.6%	Residential Land release	<ul style="list-style-type: none"> • Phillip
		Commercial and Community	<ul style="list-style-type: none"> • Phillip

In Summary

The Authority will continue to work with all sectors within the construction industry to further the skills and upskilling needs associated with those trade and technician occupations where entry level workers require specialised training and upskilling.

The Authority will continue to support training needs identified by the CITC, EE-AB and relevant industry stakeholders. The Authority will continue to support employers of apprentices in providing incentives to employers of first year apprentices in those trade areas where skills shortages may impact construction projects in the commercial, civil, and residential housing sectors within the ACT in 2024. The Authority will also continue to promote the industry as a rewarding career choice as well as continue to support existing workers and new entry workers employed in the industry by providing funding for rebates on the cost of training.

The Authority continues to work with RTOs to ensure new training opportunities for industry stakeholders and small business enterprises. This training provides those new businesses with higher levels of productivity and increased technical skills and safety compliance.

We encourage proposals for new strategies to improve or streamline training across the Authority's five funding programs.

Further information regarding all funding programs is outlined in this 2024 Training Plan, or alternatively you may contact the ACT Building and Construction Industry Training Fund Authority office or visit www.trainingfund.com.au

We thank again, the industry and all who contributed their feedback and advice during the consultation process for the 2024 Training Plan.



Existing Worker Training and Professional Development



By providing financial rebates to existing eligible workers, the aim is to improve access to contemporary and relevant training programs and increase the number of existing workers who access training and professional development.

As the main operational program of the Authority, this program's purpose is to provide funding for employers to up-skill employees as well as maintain their skill levels as per industry requirements and regulations.

Eligibility

An ELIGIBLE PERSON is any person working in, or in connection with a company in the building and construction industry in the ACT who is performing work liable for the payment of the Training Levy (see page 14), or is a person deemed as an eligible person on application to the Authority.

The eligible person may or may not be under an ACT Contract of Training and undertakes an approved training program through a registered training organisation (RTO).

2024 Funding

The Authority has budgeted \$2,310,000 in the existing worker training and professional development training program in 2024.

Included in the 2024 Training Plan are examples of training courses funded in FY 2022/23,

the names of the RTOs that delivered the training and their contact details (see page 36).

The Authority relies on industry stakeholders to guide the funding direction and needs of Work Health and Safety training as it does with all training programs in the industry

How to Apply

Complete the application form online from your PC, tablet, or smartphone by visiting the Authority's website www.trainingfund.com.au

The application form is to be submitted prior to the commencement of training.

Training needs to be carried out by an RTO.

Once training is complete, provide a copy of certificate of completion or equivalent, simply by uploading these to the individual secure link provided in all application approvals provided by the Authority.

Entry Level Training



The aim for the Entry Level Training program is to increase the number of apprentices entering the industry by supporting group training organisations (GTOs) and employers of apprentices in skills shortage nominated trades.

Eligibility

Entry-level training arrangements under this program apply only to persons who are under an ACT Contract of Training in an occupation, or an activity considered relevant to the building and construction industry, or persons employed as entry level workers in general construction.

Skills Shortage Funding

Each year the Authority offers financial incentives for new apprenticeships where skills shortages have been identified. At the time of publication, the 2024 trades have yet to be announced. Please contact the Authority in January 2024 for more information on these incentives.

2024 Funding

The Authority has budgeted \$1,501,750 in 2024 for ACT GTOs, employers of Australian Apprentices under an ACT Contract of Training, ACT schools and colleges, and other stakeholders for its entry level training.

This is an expected 33% of the overall funding allocated for 2024 and will be used for specific programs such as:

- Annual Australian Apprenticeship funding to GTOs (ACT)
- On-the-job training incentives for employers of apprentices in trades identified as having a skills shortage
- Certificate I & II in Construction for students in ACT colleges
- CITC – entry level support program.

How to Apply

The 2024 skills shortage apprenticeships will be announced in January 2024. Please contact the Authority for further information on funding incentives.

Access and Equity



The Access and Equity program provides several funding initiatives that support the employment and training of both entry-level and existing workers of identified groups and people with special needs within the building and construction industry.

This includes people requiring literacy and numeracy training, women in non-traditional vocations, www.tradeswomencanberra.com.au, Aboriginal and Torres Strait Islander peoples, people who have a disability or are from a non-English speaking background, or who are returning to the building and construction workforce after injury.

2024 Funding

The Authority has budgeted \$388,000 in the Access and Equity program in 2024 for any employers or group training organisation (GTO) that employ workers from an identified group.

How to apply

Contact the Authority by calling 6262 5630 or provide an application/proposal letter, addressing the following objectives, strategies, and outcomes.

Objectives

The application will be required to address the objectives of the program outlining the issues, the change and benefits to the industry and the involvement of the industry in the program.

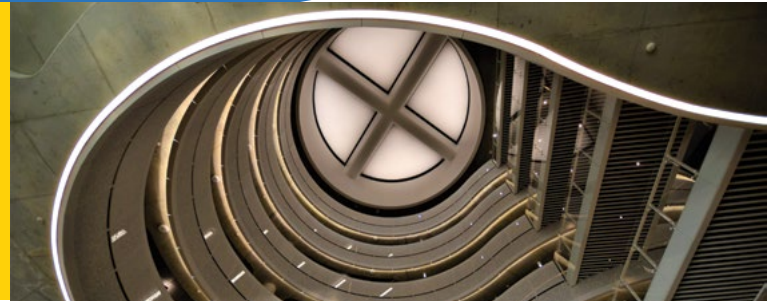
Strategies

The application will need to identify the strategies to be used to support the objectives and establish the outcomes of the program, including research activities, consultative mechanisms, surveys, and assessment development.

Outcomes

The application will need to identify the positive outcomes of the program, which may include an increased participation of individuals, identified groups and organisations in the program, improve the information available to the industry, provide a greater range of structured training programs, increase compliance by the industry in Training Levy obligations, increase the awareness to industry of the Authority.

Research and Development



The Research and Development program supports the development of new industry training programs, research for the Authority's 2024 Training Plan and special projects.

Aim

The aim is to assist organisations with funding to identify and address emerging issues affecting the training needs of the industry.

Funding may be provided for development of course and assessment resources, where they do not currently exist. The Authority cannot provide funding for the development of resources for individual gain or profit and that are not beneficial for all stakeholders in the industry.

2024 Funding

The Authority has budgeted \$104,000 for the Research and Development program in 2024

which includes reports from local peak training advisory boards and councils outlining industry feedback provided through the consultation process of the annual Training Plan. The Authority relies on industry stakeholder's involvement to identify priorities in training programs required by industry and delivered by registered training organisations (RTOs).

How to Apply

Contact the Authority by calling 6262 5630 or provide an application/proposal letter, addressing the following objectives, strategies, and outcomes.

Objectives

The application will be required to address the objectives of the program outlining the issues of the program, the change and benefits to the industry and the involvement of the industry in the program.

Strategies

The application will need to identify the strategies to be used to support the objectives and establish the outcomes of the program, including research activities, consultative mechanisms, surveys, and assessment development.

Outcomes

The application will need to identify the positive outcomes of the program which may include an increased participation of individuals, identified groups and organisations in the program, provide a greater range of structured training programs, and/or increase compliance by the industry in Training Levy obligations, increase awareness to industry of the Authority.

Marketing and Sponsorship



Aim

The Marketing and Sponsorship program support several industry events, education and training awards, and projects.

The aim is to promote the industry in a positive way to the public by increasing awareness of the achievements of the industry and by supporting organisations within the industry that promote best practice.

2024 Funding

The Authority has budgeted \$289,800 in the promotion, marketing, and sponsorship program in 2024.

Along with a bi-monthly newsletter, website, and supporting industry events, the Authority aims to raise awareness of its functions of providing eligible applicants training rebates for approved training programs identified through the annual training plan.

How to Apply

Contact the Authority by calling 6262 5630 or provide an application/proposal letter, addressing the following objectives, strategies, and outcomes.

Objectives

The application will be required to address the objectives of the program outlining the issues of the program, the change and benefits to the industry and the involvement and support of the industry in the program.

Strategies

The application will need to identify the strategies to be used to support the objectives and establish the outcomes of the program, including research activities, consultative mechanisms, surveys, and assessment development.

Outcomes

The application will need to identify the positive outcomes of the program, which may include an increased participation of individuals, identified groups and organisations in the program, improve the information available to the industry, increase compliance by the industry in Training Levy obligations, and/or increase the awareness to industry of the Authority.



Examples of Funded Courses from FY 2022/23

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
5 Day Health & Safety Representative (HSR)	MBA Group Training	02 6175 5900
Accounting/ Computer Software	AMC Training Centre	02 6285 4888
	MBA Group Training	02 6175 5900
Accredited Service Provider (ASP)	NECA Training	02 6280 5580
	IAC Safety Services	1300 887 317
ACMA Licence	Global Energy Training Solutions (GETS)	02 6262 0077
Alert Suicide Awareness	Creative Safety Initiatives (CSI)	02 6230 1320
Articulated Haul Truck	Orbus3	0477 713 530

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Asbestos Awareness	Creative Safety Initiatives (CSI)	02 6230 1320
	Safenet	13 70 80
	MBA Group Training	02 6175 5900
	Canberra Institute of Technology (CIT)	02 6207 3188
	Capital Training Institute (CTI)	1300 284 277
	Alertforce	1800 900 222
Backflow Prevention	Canberra Institute of Technology (CIT)	02 6207 3188
Backhoe Loader	Orbus3	0477 713 530
Bullying & Harassment	MBA Group Training	02 6175 5900
	Creative Safety Initiatives (CSI)	02 6230 1320

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Business/Management/ Administration	Australian Institute of Management	1300 658 337
	AMC Training Centre	02 6285 4888
Cable Jointing Polymeric	NECA Training	02 6280 5580
Cert II Split Systems	Get Skilled Training	1300 856 832
Cert IV Building & Construction	Housing Industry Association (HIA)	02 6285 7300
	Capital Training Institute (CTI)	1300 284 277
	MBA Group Training	02 6175 5900
Certificate IV Training & Assessment (TAE)	Canberra Institute of Technology (CIT)	02 6207 3188
Chainsaw	Power Safety Training	1300 123 778
	Lemke Timber Training	0432 553 642
	Climb High Tree Services	0402 089 736

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Chemical User	Chemcert	1800 444 228
	Lemke Timber Training	0432 553 642
Communicate in the Civil Workplace	Orbus3	0477 713 530
Compact Asphalt with Rollers	Orbus3	0477 713 530
Conduct Hazard Analysis	Global Skills Development (GSD)	1300 442 947
Conduct Self-Propelled Compactor	Orbus3	0477 713 530
Conduct Telescopic Materials Handler	Orbus3	0477 713 530

Examples of Funded Courses from FY 2022/23

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Confined Space	MBA Group Training	02 6175 5900
	Global Skills Development (GSD)	1300 442 947
	Canberra Institute of Technology (CIT)	02 6207 3188
	Orbus3	0477 713 530
	Loadwise Australia	02 5105 6122
	Safenet	13 70 80
Coordinate Worksite Activities	Climb High Tree Services	0402 089 736
COVID-19 Awareness	Creative Safety Initiatives (CSI)	02 6230 1320
Crane - Various	MBA Group Training	02 6175 5900
	Canberra Institute of Technology (CIT)	02 6207 3188

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Crystalline Silica Exposure Prevention	Alertforce	1800 900 222
	Creative Safety Initiatives (CSI)	02 6230 1320
	MBA Group Training	02 6175 5900
	Canberra Institute of Technology (CIT)	02 6207 3188
	Coastal OHS Services	02 43823055
	Future Skills	1300 817 545
	Housing Industry Association (HIA)	02 6285 7300
	Quality Training in Construction	0409 731 366
	NECA Training	02 6280 6533
	Safenet	13 70 80

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Diploma Building & Construction	Capital Training Institute (CTI)	1300 284 277
Disconnect Reconnect	Canberra Institute of Technology (CIT)	02 6207 3188
Dogging	MBA Group Training	02 6175 5900
	Canberra Institute of Technology (CIT)	02 6207 3188
Dozer	Orbus3	0477 713 530
Drainage	Canberra Institute of Technology (CIT)	02 6207 3188
Electricity Supply Industry Rules (ESI)	Power Safety Training	1300 123 778
	NECA Training	02 6280 5580
Elevate Work Platform Rescue (EWP)	NECA Training	02 6280 5580

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Elevated Work Platform Controlled Descent Escape (EWP)	NECA Training	02 6280 5580
Elevated Work Platforms (EWP)	MBA Group Training	02 6175 5900
	Loadwise Australia	02 5105 6122
	Canberra Institute of Technology (CIT)	02 6207 3188
	College of Warehousing	02 6262 2936
Environmental Procedures in the Electrical Sector	NECA Training	02 6280 5580
Excavator	Orbus3	0477 713 530
Fall Trees Manually	Lemke Timber Training	0432 553 642
Fire Warden Training	ACTWell First Aid	02 6239 4292
	Allens Training	1300 559 064

Examples of Funded Courses from FY 2022/23

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
First Aid/CPR	MBA Group Training	02 6175 5900
	St John Ambulance	1300 360 455
	Allens Training	1300 559 064
	Parasol EMT	1300 366 818
	Global Skills Development (GSD)	1300 442 947
	NECA Training	02 6280 5580
	Canberra Institute of Technology (CIT)	02 6207 3188
	Creative Safety Initiatives (CSI)	02 6230 1320

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Forklift	Drive to Survive Driving Academy	02 6298 1211
	College of Warehousing	02 6262 2936
	Canberra Institute of Technology (CIT)	02 6207 3188
	MBA Group Training	02 6175 5900
	Transport Industry Skills Centre (TISC)	02 6297 7187
	Raise Training	0451 770 520
	Orbus3	0477 713 530
Gas Test Atmospheres	Global Skills Development (GSD)	1300 442 947
	Safenet	13 70 80
Gasfitting	Canberra Institute of Technology (CIT)	02 6207 3188

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
General Induction for Construction (White Card)	MBA Group Training	02 6175 5900
	Creative Safety Initiatives (CSI)	02 6230 1320
	Safenet	13 70 80
	Australian Security Education & Consulting	02 6134 6631
	Capital Training Institute (CTI)	1300 284 277
	Canberra Institute of Technology (CIT)	02 6207 3188
Grader	Orbus3	0477 713 530
Handle Dangerous Goods/ Hazardous Substances	Lemke Timber Training	0432 553 642

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Harassment and Racial Vilification	Creative Safety Initiatives (CSI)	02 6230 1320
Hazardous Manual Handling	Creative Safety Initiatives (CSI)	02 6230 1320
Health and Safety Representative (HSR)	Creative Safety Initiatives (CSI)	02 6230 1320
	Alertforce	1800 900 222
Heavy Rigid Truck	Roads & Transport Authority	13 77 88
	Drive to Survive Driving Academy	02 6298 1211
Hot Water Temp Control	Canberra Institute of Technology (CIT)	02 6207 3188
Identify, Locate & Protect Underground Services	Orbus3	0477 713 530
Indigenous Walk on Country	Creative Safety Initiatives (CSI)	02 6230 1320

Examples of Funded Courses from FY 2022/23

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Install Low Voltage Overhead Services (LV)	NECA Training	02 6280 5580
Install Trench Support	Orbus3	0477 713 530
Insulation Installation	Canberra Institute of Technology (CIT)	02 6207 3188
	MBA Group Training	02 6175 5900
Interval Metering	NECA Training	02 6280 5580
Isolate Lock Out Tag Out	NECA Training	02 6280 5580
Load and Unload Plant	Orbus3	0477 713 530
Loader	Orbus3	0477 713 530
Low Voltage Escape (LV)	NECA Training	02 6280 5580
Low Voltage Rescue (LV)	MBA Group Training	02 6175 5900
	St John Ambulance	1300 360 455
	NECA Training	02 6280 5580
	Canberra Institute of Technology (CIT)	02 6207 3188

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Manual Excavation	Orbus3	0477 713 530
Manual Handling	MBA Group Training	02 6175 5900
	Creative Safety Initiatives (CSI)	02 6230 1320
	Loadwise Australia	02 5105 6122
Measurements & Calculations for Civil	Orbus3	0477 713 530
Medium Rigid Truck	Transport Industry Skills Centre (TISC)	02 6297 7187
	Drive to Survive Driving Academy	02 6298 1211
Mental Health	Creative Safety Initiatives (CSI)	02 6230 1320
	MBA Group Training	02 6175 5900
Mobile Chipper/Mulcher	Lemke Timber Training	0432 553 642
Paver Screeding	Orbus3	0477 713 530

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Personnel/Materials Hoist	MBA Group Training	02 6175 5900
	Canberra Institute of Technology (CIT)	02 6207 3188
Plan and Organise Civil Work	Orbus3	0477 713 530
Plumbing Work Practice	Canberra Institute of Technology (CIT)	02 6207 3188
Pole Saw	Lemke Timber Training	0432 553 642
	Climb High Tree Services	0402 089 736
Pole Top Rescue	NECA Training	02 6280 5580
Power Tool Safety	Creative Safety Initiatives (CSI)	02 6230 1320
PPE Facial Fit	Creative Safety Initiatives (CSI)	02 6230 1320
Profile Planer	Orbus3	0477 713 530
Remove Non-Friable Asbestos	Canberra Institute of Technology (CIT)	02 6207 3188

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Restricted Electrical	Canberra Institute of Technology (CIT)	02 6207 3188
	Axiom College	1800 114 419
Ride-on Mowers	Lemke Timber Training	0432 553 642
Rigging	MBA Group Training	02 6175 5900
	Canberra Institute of Technology (CIT)	02 6207 3188
Roller	Orbus3	0477 713 530
Sanitary Pipework	Canberra Institute of Technology (CIT)	02 6207 3188
Scaffolding	MBA Group Training	02 6175 5900
	Canberra Institute of Technology (CIT)	02 6207 3188
Scraper	Orbus3	0477 713 530
Skid Steer Loader	Orbus3	0477 713 530
Smart Metering	NECA Training	02 6280 5580

Examples of Funded Courses from FY 2022/23

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Solar/Battery Storage - Various	Skill Build	1800 059 170
	NECA Training	02 6280 5580
	Global Energy Training Solutions (GETS)	02 6262 0077
	Canberra Institute of Technology (CIT)	02 6207 3188
	Creative Safety Initiatives (CSI)	02 6230 1320
Spread & Compact Materials Manually	Orbus3	0477 713 530
Structured and Coaxial Cabling	Global Energy Training Solutions (GETS)	02 6262 0077
Sun Smart	Creative Safety Initiatives (CSI)	02 6230 1320
Supervise Asbestos Removal	Canberra Institute of Technology (CIT)	02 6207 3188
Support Civil Plant	Orbus3	0477 713 530

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Test and Tag	NSW Electrical Test & Tagging	1300 730 699
Tip Truck	Orbus3	0477 713 530
Tractor	Orbus3	0477 713 530
Traffic - Various	MBA Group Training	02 6175 5900
	Roads & Transport Authority	13 77 88
	Accelerated	02 4262 7072
Trim & Cut Felled Trees	Climb High Tree Services	0402 089 736
	Lemke Timber Training	0432 553 642
Type A Gas	Bizmatrix	1300 588 749
Underground Low Voltage (LV)	NECA Training	02 6280 5580
Water Heaters Connect to Low Voltage Wiring	Canberra Institute of Technology (CIT)	02 6207 3188

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Water Plumbing	Canberra Institute of Technology (CIT)	02 6207 3188
Water Vehicle	Orbus3	0477 713 530
WHS Committee	MBA Group Training	02 6175 5900
	Creative Safety Initiatives (CSI)	02 6230 1320
WHS for Managers & Supervisors	MBA Group Training	02 6175 5900
	Creative Safety Initiatives (CSI)	02 6230 1320
WHS Risk Management	MBA Group Training	02 6175 5900
Work as a Safety Observer/Spotter	Orbus3	0477 713 530
Work in Accordance with Permit	Global Skills Development (GSD)	1300 442 947
Work Safely and Follow WHS Policies and Procedures	Orbus3	0477 713 530

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Working Safely at Heights	MBA Group Training	02 6175 5900
	Creative Safety Initiatives (CSI)	02 6230 1320
	Lemke Timber Training	0432 553 642
	Canberra Institute of Technology (CIT)	02 6207 3188
	Safenet	13 70 80
	Global Skills Development (GSD)	1300 442 947
	Employ Me	02 6195 0100
	Alertforce	1800 900 222
Working Safely Near Live Electrical Apparatus	Loadwise Australia	02 5105 6122
	NECA Training	02 6280 5580
Working Safely Near Live Electrical Apparatus as a Non-Electrical Worker	NECA Training	02 6280 5580

Examples of Funded Courses from FY 2022/23

TRAINING PROGRAM	REGISTERED TRAINING ORGANISATION	PHONE
Working Safely with Asbestos Containing Materials (Working w/ACM)	MBA Group Training	02 6175 5900
	Canberra Institute of Technology (CIT)	02 6207 3188
	Alertforce	1800 900 222
Workplace Gender Equity	Creative Safety Initiatives (CSI)	02 6230 1320
Workplace Impairment	Creative Safety Initiatives (CSI)	02 6230 1320
	MBA Group Training	02 6175 5900





ACT BUILDING AND CONSTRUCTION INDUSTRY



WWW.TRAININGFUND.COM.AU | 6262 5630