

# Building and Construction Industry Training Levy (Training Plan) Approval 2020

Notifiable instrument NI2020-701

made under the

**Building and Construction Industry Training Levy Act 1999, s 25 (1) (Approval of Training Plans)**

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**1 Name of instrument**

This instrument is the *Building and Construction Industry Training Levy (Training Plan) Approval 2020*.

**2 Commencement**

This instrument commences on the day after notification.

**3 Approval**

I approve the *Training Plan 2021* of the ACT Building and Construction Industry Training Fund Authority as set out in section 25 of the Act.

**4 Expiry**

This instrument expires on 31 December 2021.

Chris Steel MLA  
Minister for Tertiary Education

28 October 2020



**ACT**  
Government

ACT BUILDING AND CONSTRUCTION INDUSTRY



**TRAINING FUND  
AUTHORITY**



# TRAINING PLAN 2021

**ACT BUILDING AND  
CONSTRUCTION INDUSTRY  
TRAINING FUND AUTHORITY**

# TRAINING PLAN 2021

ACT BUILDING AND  
CONSTRUCTION INDUSTRY  
TRAINING FUND AUTHORITY

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

ACT BUILDING AND CONSTRUCTION INDUSTRY  
 **TRAINING FUND  
AUTHORITY**

## 2019–20 SNAPSHOT



**\$2.4 million**

for training rebates for  
13,400 ACT workers



Provided

**\$1.6 million**

for ACT employers  
of apprentices



Funded

**\$4.5 million**

for training program expenses

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# ACT Building and Construction Industry Training Fund Authority

## THE AUTHORITY BOARD

### Independent Chairman

Mr Michael Young

### Employee Representatives

Mr Zachary Smith

Mr Neville Betts

### Employer Representatives

Ms Graciete Ferreira

Mr Stuart Sampson

## THE AUTHORITY STAFF

### Chief Executive Officer

Mr Glenn Carter

### Compliance Manager

Mr Ben Stokes

### Industry Liaison Officer

Mr Michael Doyle









## Minister's Statement

As Minister for Tertiary Education, I am pleased to approve the *2021 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.

I note that widespread industry consultation took place to develop the *2021 Training Plan*, and I thank industry stakeholders for their comments and advice in the formulation of the plan.

The Building and Construction Industry Training Fund was established in May 1999, and the liability to pay the training levy commenced in November 1999.

Since its establishment, the Authority has funded \$29,462,348 for the training of existing workers and \$19,967,486 for entry-level training.

During the past 17 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 shortages.

These incentives will assist the industry overcome skills shortages and will also provide employment opportunities for young people seeking a career in the building and construction industry.

As in past years, the *2021 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 within the industry.

Also in 2021, 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. Details are provided at the campaign website [www.tradeswomencanberra.com.au](http://www.tradeswomencanberra.com.au)

I am pleased to note that under the *2021 Training Plan*, the Authority expects to provide \$4,253,450 in funding for training in the industry and funding of incentives to employers and GTOs that will employ and train apprentices in the industry.

It is also pleasing that the Authority has continued its substantial commitment to the funding of Work Health and Safety training for workers in the industry.

I recommend the *2021 Training Plan* to all stakeholders who are keen to participate in training for the ongoing development of the building and construction industry in the ACT.

**Minister Chris Steel MLA**

Member for Murrumbidgee

Minister for Tertiary Education

August 2020



## Chairman's Statement

**I am excited to be appointed in January this year as Chair of the ACT Building and Construction Industry Training Fund Authority (the Authority).**

I would like to thank the outgoing Chairman, James Service AM, for his leadership, dedication, and contribution to the Authority since its inception in 1999.

The *2021 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 2019/20 financial year, 13,400 industry workers attended approved training programs funded by the Authority, with \$2,476,748 provided in training rebates. Overall, the Authority provided \$4,586,908 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 2020/21, the Authority will continue to provide funding for training in the same key areas and has budgeted \$4,253,450 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 2021 will be announced in January 2021.

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 Indigenous Australian apprentices, women in a non-traditional vocation (Tradeswomen in Building and Construction campaign), persons with a disability, persons with a non-English speaking background or building and construction workers returning to the workforce after injury.



# Chairman's Statement

In 2021, funding will continue to be provided to employers and 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 *2021 Training Plan* are examples of training courses funded in 2020, the names of the RTOs that delivered the training and their contact details. The first half of 2020 has been a challenging year for the industry, particularly with the impacts of the bushfires and COVID-19. 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, group training organisations (GTOs),

industry training advisory bodies, trades groups, registered training organisations (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 *2021 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 2020

# 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 supplementary 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 a RTO.

Applications are to be submitted online from the ACT Building and Construction Industry Training Fund Authority website. [www.trainingfund.com.au](http://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 the building and construction industry in the ACT who is (at least 80%) performing ‘work liable for the Training Levy’ (see page 10), 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 a 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 Liabile 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 airconditioning, 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.

# 2021 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 2021, the Authority will continue to provide funding for training in the same key areas and has budgeted \$4,253,450 as shown in the table.

**Table 1: Funding for training**

| Funding Program         | \$               | %  |
|-------------------------|------------------|----|
| Existing Worker         | 2,180,000        | 51 |
| Entry Level             | 1,595,150        | 37 |
| Access & Equity         | 249,000          | 6  |
| Research & Development  | 162,000          | 4  |
| Marketing & Sponsorship | 67,300           | 2  |
| <b>TOTAL</b>            | <b>4,253,450</b> |    |





**\$2,180,000**  
EXISTING  
WORKER

**51%**

**\$1,595,150**  
ENTRY  
LEVEL

**37%**

**\$249,000**  
ACCESS &  
EQUITY

**6%**

**\$162,000**  
RESEARCH &  
DEVELOPMENT

**4%**

**\$67,300**  
MARKETING &  
SPONSORSHIP

**2%**



# 2021 Training Plan

**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 *2021 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 *2021 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 similar to previous years, in particular, industry has requested that the training programs included in the 2020 Training Plan be again included in the *2021 Training Plan*.



The CITC invited over 450 industry stakeholders, including individuals and organisations, to provide comment and offer suggestions plus their specific requirements for the following key aspects of the *2021 Training Plan*:

- Existing Worker Training and Professional Development
- Work Health and Safety
- Entry Level Training
- Promotion, Marketing and Sponsorship
- Research and Development
- Access and Equity

The Report provides the Authority with an overview of what is proposed in relation to training and professional development for people working in the Building and Construction Industry in the ACT and the specific training that industry is seeking in 2021. The Report also recognises and addresses the challenges and issues as a result of COVID-19.

The CITC consultation process provides industry stakeholders the opportunity to contribute to the *2021 Training Plan* by offering them opportunities, to recognise the issues and challenges faced in relation to training.

The CITC spent a considerable amount of time and effort engaging with stakeholders and sent several reminders, electronic and verbal inviting them to participate. The data provided supports the findings of the face-to-face, electronic responses and other intelligence gathering processes over the 12-month period and the overall quality of these responses was extremely encouraging for inclusion in the Plan.

Additionally, the Report provides an overview of what some stakeholders see as key training and professional development requirements in the foreseeable future.

# 2021 Training Plan

Matters that were highlighted through this year's consultation included:

- How best to deal with the uncertainty of COVID-19 and the potential unemployment and downturn in the industry?
- What would training 'look like' with distance protocols (1.5m spacing) remaining in place and how would RTOs be able to deliver training in the future?
- How do we address training issues (gap training) for COVID-19 restrictions on face-to-face training?
- Accredited Silica Dust training.
- Additional WHS training may be required for Apprentices due to fast tracked training due to COVID-19.

Extensive consultation was undertaken with Group Training Organisations that employ many apprentices in the ACT, seeking their requirements and strategies for dealing with COVID-19. Their responses are included for consideration.

## GTO

- Maintain current incentives for GTOs and employers who directly employ apprentices in skill shortage areas.
- Change the quarterly reporting and payment to monthly to support cash flow.

## RTO

- Change the quarterly reporting and payment to monthly to support cash flow.
- Temporarily increase the TFA rebates for all courses ensuring training is made even more affordable for industry participants during the COVID-19 distancing restrictions for training provision.
- Maintain training rebates to employers to further encourage them to put their staff through training while work may decrease.
- Aid transition to remote training delivery, for local RTOs.

- Continued support for mandated and accredited entry level courses, including White Card, Asbestos Awareness, Silica Dust, and Impairment Training.
- Support for safety training, including HSR, HSC, COVID-19, Mental Health, Domestic Violence and General Awareness Training.
- Refresher Training for White Card, Asbestos Awareness, Silica Dust to bring them in line with the refresher training for First Aid, HSR and confined space.
- Funding support for the possibility that apprentices and workers may be displaced due to COVID-19 and require additional training.

In January 2020, the ACT Building and Construction Industry Training Fund Authority commissioned the ACT Electrotechnology and Energy Advisory Board (EE-AB) to consult with the ACT's Electrotechnology and Electricity Supply Industry stakeholders with a view to defining the Industries' workforce development needs and training priorities for 2021.

Intelligence on the state of the industry and its workforce development and training needs was collected from small, medium and large industry organisations and verified by the industry's peak representative bodies, namely; the National Electrical and Communications Association (NECA) and the Electrical Trades Union (ETU) via desktop research, an industry survey, and face to face questioning.

Electrotechnology impacts almost every aspect of daily life. Work within the Electrotechnology sector ranges from traditional light and power, hardware platforms and network automation to the internet, fibre optics and virtual enterprises.

A fast developing and highly technical industry includes the design, installation, servicing, repair and maintenance of electrical and electronic equipment for industrial, commercial and domestic purposes.

The spread of new technologies into both traditional and emerging market areas is forcing the industry to develop rapidly. There are many sub sectors of the electrotechnology industry which include:

- Electrical
- Electronics
- Telecommunication
- Data Communications
- Instrumentation
- Lifts
- Air-conditioning and refrigeration
- Renewable/sustainable energy
- Home automation
- Intelligent systems for industrial and facilities management

- Fire and security
- Photovoltaic systems
- Gaming
- Rail signalling

The Industry has confirmed that its workforce development and training priorities for the 2021 are in line with those identified in 2020. New priorities identified this year are indicated in a number of emerging new priorities relevant to entry level technical workers and existing trade and post trade workers as well as work health and safety. Training priorities for the electrical sector are outlined below.



# 2021 Training Plan

## Entry Level Workers – Technical

- Asbestos (mandatory Awareness and Working with Asbestos Containing Materials courses)
- Metering
- Converging Technologies
- IT Awareness and Application
- Building Systems Including Services (knowledge of solar installed capacity and battery enclosures)
- Switchgear Awareness in Response to Renewable Energy Targets
- Hydrogen Vehicle Refuelling and Storage (including Hazardous Standards – AS/ NZS 4761.1:2018)
- Wind Maintenance
- Construction of Electric Vehicles Charging Places (Public/Private Infrastructure)
- Battery Handling, Installation and Isolation Skills
- Wiring Rules
- First Aid/CPR
- Working Near Electrical Apparatus (light rail corridor)
- White Card
- Power Tool Awareness
- Manual Handling
- Height/Ladder Safety
- Hazard Identification
- Customer Service
- Natural Refrigerant Handling

## Entry Level Workers – Nontechnical (Admin/Support)

- Customer Service
- Work Health and Safety
- Digital Literacy
- Business & Accounting
- Human Resource Management & Compliance



### Existing Workers – Trade

- Asbestos (mandatory Awareness and Working with Asbestos Containing Materials courses)
- Customer Service
- Digital Literacy (computer skills)
- Testing/Verification/Isolation training
- Wiring Rules
- Working Near Electrical Apparatus (light 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 Accreditation
- CPR and First Aid
- ACMA Registration
- Changes to HV Protection Technology IEC 61850
- Installation Testing Procedure Professional Development (Electricians)

### Existing Workers – Supervisory/Management

- Customer Service
- Work Health and Safety (short course &/or Cert IV)
- Digital Literacy
- Business & Accounting
- Human Resource Management & Compliance

### Existing Workers – Post Trade

- DC Traction Systems (due to light rail)
- Maximum Demand in House Electrical Design
- Energy Efficiency Auditing & Design
- Wiring Rules
- Testing/Verification/Isolation
- ACMA Licence & Endorsements: Structured, Optic Fibre, Aerial, Underground, COAX, Test Metal, Test Fibre
- Photovoltaic – Design & Installation
- Photovoltaic + Battery Storage
- Advanced PLC Training
- System Engineering and Design
- Thin Market Sector Specific Training (i.e. Security, Electronics, Fire, Lifts)
- Wireless Technologies
- Metering
- Risk Management/Hazard Identification
- HVAC

## Work Health and Safety – Trade & Post Trade Refresher Training

- Implications of COVID-19 on Building Sites
- Mental Health Implications due to COVID-19
- First Aid/CPR & LV Panel Rescue
- Testing/Verification/ Isolation Refresher
- Isolate-Lock out-Tag Out
- Electricity Supply Industry Refresher Training Suite (i.e. 'UETTDRRF' units)
- Working Safely at Heights
- High Risk Work Licences
- Elevated Work Platforms (Scissor, Vertical)
- Manual Handling
- Battery Storage – System Safety
- Confined Space – Initial & Refresher
- Refresher Training & ESI Safety Rules

## IMPACTS IN THE INDUSTRY

The end of 2019 and beginning of 2020 has been a testing time for Canberra and its surrounding regions. With uncontrollable bushfires burning in the southeast of the country destroyed hundreds of homes and businesses and blanketing the territory in hazardous smoke during December–January, multiple 'State of Emergencies' were declared, including the ACT. At its peak, due to the hazardous air quality many industries had no choice but to cease all outside work to protect the health and safety of workers.

By March 2020, all fires were extinguished or contained, with an estimated billion dollar clean up and rebuild. Many workers from ACT are working across the border to help the rebuilding process.

While Australia was coming to terms with the horrific fire season impacting the economies of all towns impacted and the larger Australian tourism industry a new threat emerged. At the beginning of 2020, the world was struck with the COVID-19 pandemic. The pandemic is having unprecedented social and economic impacts on the globe and Australia.

The impacts of the COVID-19 pandemic are unfolding in real time and it is unclear and unknown the full extent of the economic impact the virus will have on our economy.

As the Electrotechnology industry is inextricably linked to the Construction industry and the Construction industry is an 'essential service' it has been able to continue to operate whilst operatives observe the required social distancing requirements.

## Mental Health impacts of COVID-19

It is important to consider the mental health impacts of COVID-19 for the local and wider Community and more specifically for the territory Electrotechnology sector operatives. The virus is changing the way they work, interact, live, and communicate and may cause operatives concern, stress and anxiety as operatives face the challenges presented.

## Local Industry Projects and Investment

In recent years, to support the largest community growth in the region, infrastructure investment has focused largely in the north including the delivery of Stage 1 of the light rail, the new ACT Law Courts and major arterial road duplication and upgrades as well as the construction or expansion of eight schools. Future investment will shift and focus on new growth areas including Molonglo and West Belconnen and renewal projects around existing town centres in the south together with government stimulus for the sector.

As detailed in the Infrastructure Plan the ACT Government and Infrastructure Plan Overview has announced the next phase of a number of key projects over the next five years (ACT Government, 2019) include but not limited to:

- Light Rail – Stage 2 from City to Woden
- New Canberra Theatre
- Stromlo Leisure Centre
- Upgrades to the Kingston Arts precinct

- Construction of the Home of Football in Throsby
- Renewing Canberra Institute of Technology campuses and facilities
- New (P-6) school in Throsby and new secondary school for Kenny expected to open in 2022 and 2023
- High Education Campus Expansion
- Major road duplications and intersection upgrades

Longer term projects in the pipeline have been announced to include:

- Future northside hospital services
- Future stages of light rail and reducing transport emission
- The future of the National Convention Centre and EPIC
- New emergency services facilities for the city and Molonglo
- Future educational facilities for new urban development of Ginninderry

It is even more critical that a suitably qualified and skilled Electrotechnology Industry workforce be available to ensure these and future public and private infrastructure projects as well as our capacity to respond to the local fast-tracked infrastructure projects required in response to the COVID-19 pandemic.

The importance of a highly skilled workforce is paramount to Canberra and Australia's immediate and long-term response.

Canberra's commercial and residential construction sectors are maintaining steady levels of activity. New suburbs in Gungahlin, Molonglo Valley, West Belconnen and planned works in the South, as well as the refurbishment and renewal projects in Canberra's older suburbs are continuing to ensure there is no one 'main focus' of activity.



## Labour & Skill requirements

Results of the EE-AB 2020 Electrotechnology industry stakeholder survey indicate that 85% of respondents reported that they experienced difficulties recruiting qualified tradespeople. The top three reasons identified included:

- shortage of suitably applicants
- technical ability to meet business needs
- pay expectations.

However, when it came to apprentices, survey only 28% of respondents experienced difficulties recruiting apprentices.

## ELECTRICITY SUPPLY

Evoenergy operates and is responsible for the operation, maintenance, planning and augmentation of the Electricity Supply transmission and distribution system within the ACT under the licence by the Independent Competition and Regulatory Commission (ICRC). Evoenergy is registered with the Energy Market Operator (EMO) as both a Distribution Network Service Provider and Transmission Network Service Provider.

The Energy industry is changing at an increasingly rapid rate as a result of penetration of distributed energy resources, new technology, customer expectations and economic and Government regulation and policy.

Evoenergy is in the process of transforming its business as it balances the need for network support services and the number of consumers producing energy increases.

Evoenergy is taking steps to innovate and modernise its network to meet the ACT Government's target of zero net emissions by 2045 and its 100% renewable energy from 2020.

Using a ten-year planning horizon, Evoenergy prepares demand and energy forecasts for its distribution network. It's important our network capacity is able to cope with these changing demands to maintain the security and reliability of supply to the territory.

As the mix of energy production continues to change and evolve so too will the demands on the network and how this demand is managed.

Evoenergy closely manages and maintains its network asset through its Asset Management Plan, this includes retirement of ageing and end of economic life assets. In the next 5 years the following projects are planned in relation to existing assets:

| Planned Existing Assets Projects   | Timeframe |
|--|-----------|
| Installation of Optical Fibre between Gold Creek Z/S and S9109 Civic.                                  | 2019–2020 |
| Upgrade of 132kV transmission line protection at Woden Z/S, Telopea Park Z/S and Latham Z/S            | 2019–2020 |
| Installation of Under Frequency Load Shedding Systems at City East, Belconnen, Eastlake and Civic Z/Ss | 2019–2021 |
| Upgrade of 11kV feeder protection and SCADA at Belconnen Z/S   | 2019–2021 |
| Upgrade of 132kV transmission line protection at Belconnen Z/S   | 2020–2021 |
| Upgrade of 11kV feeder protection at Telopea Park Z/S  | 2021–2023 |
| Upgrade of power transformer protection at Woden, Belconnen and Telopea Park Z/S                       | 2021–2024 |
| Upgrade of 11kV feeder protection at City East Z/S   | 2023–2024 |
| Upgrade of 132kV transmission line protection at Gilmore and Theodore Z/S                              | 2022–2023 |
| Secondary Systems Cyber Security Program   | 2020–2023 |
| Upgrade of Zone Substation HMIs  | 2020–2024 |
| Renew and upgrade SCADA RTU and HMI at Belconnen Z/S   | 2020      |
| Renewal of SCADA RTUs and HMIs at Latham Z/S, Woden Z/S, Telopea Park Z/S and Wanniasa Z/S             | 2021–2025 |

In addition to the proposed projects Evoenergy also has a number of new network projects (Evoenergy, 2020) including:

1. Lawson South Stage 2 – construction of 132kV transmission and 11kV distribution lines around the Belconnen zone substation;
2. Molonglo Zone Substation – construction of 132kV/11kV zone substation;
3. Optical Fibre replacement Project – installation of optical fibre communications between our zone substations;
4. Transmission Network Service Provider TNSP – adding metering at each zone substation;
5. Secondary electricity supply for the ACT which will involve:
  - a. Construction of a new 330/132 kV substation by TransGrid at Stockdill Drive, West Belconnen.
  - b. Construction by TransGrid of a new 330 kV transmission line from Stockdill Substation to Canberra Substation.

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- c. Reconnection by TransGrid of its 330 kV Upper Tumut–Canberra transmission line to Upper Tumut–Stockdill.
- d. Reconnection by TransGrid of its 330 kV Canberra–Williamsdale transmission line to Stockdill–Williamsdale.
- e. Construction by Evoenergy of a new 132 kV transmission line from Stockdill Substation to connect to its Canberra–Woden transmission line.

## RENEWABLE ENERGY

With the ACT now focussed on its target of zero emissions by 2045 it has now turned its attention to the two largest sources of emissions, transport and gas use making up 60 and 22 percent of the territory's emissions respectively.

Consequently, the ACT Government has prioritised developing and investing in generation sources to meet the Renewable Energy Target:

- Small-Scale Solar with Battery Storage
- Large-Scale Solar
- Large-Scale Wind

The renewable energy targets of the ACT Government will continue to be one of the most significant initiatives that will create opportunities for the ACT Electrotechnology industry.

### Small Scale Solar with Battery Storage

Canberrans continue to embrace solar energy with 20% of all single residential dwellings in the ACT now containing rooftop photovoltaics (Evoenergy, 2019). In 2018, rooftop photovoltaic generation increased by over 20MW which was the highest annual increase on record, with generation reaching almost 110 MWs.

Although the ACT's micro and medium feed-in tariff schemes have closed, rooftop solar installation continues at a reasonable rate in the territory. As solar energy technology costs continue to fall and the ongoing advances in energy storage technologies have the potential to increase solar's contribution to reducing peak loads on the electricity network.

To support the adoption of battery storage the Next Generation Energy Storage Program, one of the largest rollouts of household battery

systems in the world offers funding to support the installation of energy storage options to homes and businesses across the ACT.

Overseen by the ACT Government's Environment and Planning Directorate which has stipulated the following requirements for system designers and installers:

### Designers

All Energy Storage Systems should be designed by a Clean Energy Council Accredited Designer who has a Clean Energy Council Storage endorsement.

### Installers

- ACT Licensed Electrician
- Clean Energy Council Accredited Installer (required units of competency + current Working Safely at Heights certification)
- Clean Energy Council Storage endorsement.

There are two nationally endorsed Battery Storage Units of Competencies (unit of competence), namely;

- UEERE4001 – Install, maintain and fault find battery storage systems for grid connected photovoltaic systems
- UEERE5001 – Design battery storage systems for grid-connected photovoltaic systems.

These units of competence also meet the Clean Energy Council battery storage endorsement.

### Large Scale Wind & Solar

As detailed in previous reports, most of the ACT's energy continues to be supplied to ActewAGL's network from generation sources in neighbouring states through the National Electricity Market. That said, there is an increasing amount of generation occurring in the ACT and surrounding region.

A breakdown of the Territories Renewable Energy Farms, also contributing to the ACT's energy requirements is provided in the table on the next page:





# 2021 Training Plan

| Farm  | Components                               | Total Installed Capacity |
|---|--|--------------------------|
| Capital Wind Farm                                   | 67 wind turbines                         | 140.7 MW                 |
| Woodlawn Wind Farm                                  | 23 wind turbines                         | 48.3 MW                  |
| Capital East Solar Farm                             | Solar and storage demonstration facility | 1 MW                     |
| Royalla Solar Farm                                  | 82,000 solar panels                      | 20 MW                    |
| Mugga Lane Solar Park                               | 52,000 solar panels                      | 13 MW                    |
| Williamsdale Solar Farm                             | 36,000 solar panels                      | 10 MW                    |
| Mount Majura Solar Farm                             | 7,340 solar panels                       | 3.6 MW                   |
| Mugga Lane Waste Transfer Station bio-gas generator | *  | 4.0 MW                   |
| Capital Solar Farm **                               | 160,000 solar panels                     | 50 MW                    |
| Capital 2 Wind Farm***                              | 41 wind turbines                         | 100 MW                   |
| Environa Solar Farm ****                            | *  | 14MW                     |

\* information not available

\*\* Approved

\*\*\* Construction due to commence 2021.

\*\*\*\* Proposed

The following Qualifications, Skill Sets and Units of competency are applicable to industry members working in the Renewable Energy Sector:

## Large-Scale Solar

- Certificate III in Electrotechnology – Electrician
- High Voltage Operations
- High Voltage Switching Skill Set
- Solar Grid Connect Install and Design Skill Sets
- Certificate III in ESI Distribution

## Large-Scale Wind

- Certificate III in Electrotechnology – Electrician
- Certificate IV in Large Scale Wind Generation
- Certificate III in ESI Distribution
- High Voltage Operations
- High Voltage Switching Skill Set

Shifting this sector from gas and fossil fuels to electric as well as the ongoing maintenance of this technology will continue to impact the electrotechnology sector, as operatives will need to have the required skills and knowledge to install and maintain the electric vehicle charging stations and related infrastructure.

Skills required include:

- Switchgear awareness
- Hazardous Standards AS/NZS 4761.1:2018
- Public and private electric vehicle charging infrastructure (installation standards and maintenance)
- Battery handling, installation and isolation skills

Electrotechnology operatives in the ACT will be required to have specialist skills in the following to effectively support the growing electric vehicle (battery and hydrogen fuel cell) roll out now and into the future:

- Switchgear awareness
- Hydrogen Vehicle refuelling and storage
- Hazardous Standards (AS/NZS 4761.1:2018)

- Charging infrastructure (installation and maintenance)
- Battery handling, installation and isolation skills

## Extra Low Voltage Technologies

### LED Lighting

One of today's most energy-efficient and rapidly developing lighting technologies is light-emitting diode (LED). LED light bulbs last longer, are more durable, highly energy efficient and offer comparable or better light quality than other lighting options they are also smaller size, low heat, light up faster and present fewer environmental concerns related to disposal.

From a training perspective, the increased use of LED in Australian homes and businesses has impacted the Electrotechnology sector as this technology is being used when replacing fluorescent and incandescent lighting due to their increased energy efficiency benefits.

## Data Communications and Information Technology

Across the globe industries are experiencing rapid changes in their day to day operations led by Information and Communications Technology (ICT) advancements. These technologies will transform the way the Electrotechnology industry manages, supplies, and regulates their operations

The introduction and uptake of 5G will see many opportunities and challenges for the telecommunications sector. Although still in the 'build' phase, it is expected that 5G will shape the next generation of telecommunications solutions. This will see a significant win for consumers with increase in download and data capacity.

5G will also have a significant impact in industries such as manufacturing, healthcare, retail, transport and education to name a few, however this all comes with the increased risk to data privacy and security if not taken seriously it is vital that telecommunications make this a top priority as this technology is made available.

## Smart Appliances, Shared Technology & Energy System Management

The integration of technologies is changing the nature of work, the way people work and live and the skills they require to exist in a connected world. The growing popularity and take up of home automation including smart plugs, doors, windows and motion sensors, commercial automation processes, sensor fit-outs, as well as communications and remediation services are continuing to increase in demand. These new systems can automate the use of certain home appliances whilst allowing the consumer to conserve energy.

As industrial process automation services and devices, customised Programmable Logic Controller (PLC) programming and Supervisory Control and Data Acquisition (SCADA) systems continue to become mainstream .The Electrotechnology workforce will be required to continue

to acquire new specialist skills so they can install and maintain these new technologies.

Increasingly, the impact of shared or integrated technologies is being felt amongst the electrotechnology sector and operatives are requiring the skills and knowledge to match the increasing applications of technology. Including computer applications, computer hardware and software and operating systems installation and configuration and support.

Helping utilities and consumers better understand and manage their Energy needs is the use of Energy Management System (EMS), an automated system of computer-aided tools, that collects energy measurement data from the field and presents the information gathered to users via online monitoring tools and energy quality analysis to enable users to monitor, control, and optimise the performance of the generation or transmission system.

Widely used in the Utilities sector, EMS devices are becoming more commonplace in residential and commercial applications, allow homeowners and businesses to monitor energy use and consumption and to control appliances and devices to maximise usage during off-peak and limit usage during peak periods therefore reducing energy usage and electricity expenses.

Smart meters, on the other hand, are a device that digitally measures your energy use. A smart meter measures when and how much electricity you use, sends this information back to your energy retailer remotely. Additionally, smart meters can also allow the electricity supply to be remotely switched on and off, measure the power quality at your premises and notify your electricity distributor when the power goes out.

## Refrigeration and Air-Conditioning Sector

Following a review of the Ozone Protection and Synthetic Greenhouse Gas Management Program by the Australian Government in 2014, a major change was introduced in 2018 being the phase-down of hydrofluorocarbon (HFC) imports used as alternative for chlorofluorocarbons (CFCs) with the long term goal of achieving 85% phase down being reached by 2036.

Alternate synthetic and natural refrigerants will be developed for use in new refrigeration and air-conditioning equipment, considered more 'eco-friendly' these natural refrigerants will also present some additional areas of knowledge and skills for operatives who will be required to work with them as they may operate at higher pressures, be more flammable and more toxic.

Additionally, these skills are being enforced by new regulatory requirements i.e. refrigerant handling licence.

## Silica

Crystalline silica (silica) is a material widely used to make composite stone (benchtops), bricks, tiles and some plastics. It is found in sand, stone, concrete and mortar.

Hazardous silica dust is generated in mechanical processes such as crushing, cutting, drilling, grinding, sawing or polishing products containing silica. Very small silica dust particles called respirable silica dust, which can penetrate deep into the lungs can cause irreversible lung damage and diseases including:

- chronic bronchitis
- emphysema
- acute silicosis
- accelerated silicosis
- chronic silicosis
- lung cancer
- kidney damage, or
- scleroderma

Many workers in the construction industry are exposed to silica dust on a regular basis and whilst under WHS Regulations a Person Conducting a Business or Undertaking (PCBU) there are specific duties and legal obligations around health monitoring and during exposure to silica in accordance with Safe Work Australia and the WHS Act, specific training in this areas is very limited with only one nationally accredited courses in exposure prevention placing a large number of the construction industry workforce at risk of preventable exposure to silica dust and at greater risk of developing related chronic diseases.

Training in both exposure prevention and the development of a 'working with' silica would greatly and positively impact and protect workers in this sector.



## Power of Choice

Aimed at providing Australian Electricity consumers more choice and control over when and how they use electricity, the Power of Choice (PoC) rule changes driven by the Australian Energy Market Commission (AEMC) came into effect in 2017.

Under these rule changes, smart metres are now standard on new and replacement electricity metres. Additionally, retailers are now responsible for coordinating meter installations, including new connections, additions and alterations (such as new solar PV installations), management of meter faults and end-of-life meter replacement programs. All of these have traditionally been the responsibility of Distribution Network Service Providers (DNSP's).

Operatives working in this space require the following training:

- The Regulator requires training against the National unit of competence: UEENEEG171A – Install, set up and commission interval metering.

- Training against the Blue Book and Service & Installation (S&I) Rules is also required by Evoenergy to access the network.

## Electrotechnology Conclusion

The electrotechnology industry is a fast developing and highly technical and changing and growing at a rapid rate as technology advances and develops.

The ACT Electrotechnology and Electricity Supply Industries are critical to the Renewable Energy and Infrastructure development initiatives in the ACT (both public and private sector projects).

ACT's large public provider, CIT, small private RTOs, GETS and NECA Training are currently meeting the needs of entry level (Apprenticeship) training in the ACT.

Although some ACT based RTOs are delivering a number of post-trade training programs in the ACT, Electrical Industry businesses also rely heavily on other industry and specialist RTOs to provide the training required to meet their broader workforce development needs.

There continues to be a range of workforce development needs that are not being met, namely;

- training for thin markets (eg; Fire, Security)
- training for specialist occupations (eg; System Engineering and Design)
- training to meet specialist sector-specific needs (eg; Natural Refrigerants in the AC/Refrig sector).

In addition, as the world becomes more digitally focused new areas of need are emerging, such as digital literacy training at both trade and post trade (supervisory/project management) level and specialist technical training to support the ACT Government's Renewable Energy, Light Rail and 'Power of Choice' priorities.

## Summary

The Authority will continue to work with the construction industry and the electrotechnology sector 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 2021. 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 *2021 Training Plan*, or alternatively you may contact the ACT Building and Construction Industry Training Fund Authority office or visit [www.trainingfund.com.au](http://www.trainingfund.com.au)

We thank again, the industry and all who contributed their feedback and advice during the consultation process for the *2021 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 existing worker is a person who works a minimum of 80% of their time in the building and construction industry in the ACT performing work liable for the Training Levy.

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).

## 2021 FUNDING

The Authority has budgeted \$2,180,000 in the existing worker training and professional development training program in 2021.

Included in the *2021 Training Plan* are examples of training courses funded in 2020, the names of the RTOs that delivered the training and their contact details (see page 40).

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](http://www.trainingfund.com.au)

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

Training needs to be carried out by a 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.

# Work Health and Safety Training

Work Health and Safety (WHS) training continues to be a high priority.

This training is funded under the Existing Worker and Professional Development funding program. The Authority will continue, as advised by industry, to fund training programs for eligible workers in a range of WHS training.

Across all sectors, industry identified a need for training due to the implications of COVID-19 and the social distancing required on sites, together with health and mental wellness. Industry Supervisors also requested training for crystalline

silica dust, risk management/hazard reduction training and low voltage panel rescue. There is a continued focus on all WHS training for 2021 including high risk licensing, height safety, manual handling, first aid, confined spaces and elevated work platforms (EWP). WHS for supervisors and management is a priority as is health and safety representative (HSR)/committee training and working with asbestos containing materials.

A high risk work license is required for working in a variety of hazardous environments and for operation of certain types of heavy or hazardous equipment and the Authority will continue to provide funding for rebates across many required licenses.

The high risk work licensing system presently provides for 30 classes of high risk work, divided into 5 categories:

- scaffolding work
- dogging and rigging work
- crane and hoist operation
- forklift operation
- pressure equipment operation.

For further information on high risk licenses please visit the Access Canberra website [www.accesscanberra.act.gov.au/app/answers/detail/a\\_id/2147/](http://www.accesscanberra.act.gov.au/app/answers/detail/a_id/2147/)

Please contact the Authority if you require any assistance or advice regarding eligible WHS courses within the Existing Worker and Professional Development training program.



# 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 2021 trades have yet to be announced.

Please contact the Authority in January 2021 for more information on these incentives.

## HOW TO APPLY

The 2021 skills shortage apprenticeships will be announced in January 2021. Please contact the Authority for further information on funding incentives.

## 2021 FUNDING

The Authority has budgeted \$1,595,150 in 2021 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 37% of the overall funding allocated for 2021 and will be used for specific programs such as:

- annual Australian Apprenticeship funding to GTOs (ACT)
- field officer assistance program for six GTOs (ACT)
- WHS funding for six 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
- teachers' assistance program in ACT colleges
- CITC – entry level support program.



# Marketing and Sponsorship

## AIM

The Promotion, Marketing and Sponsorship program support a number of industry events, education and training awards, and projects.

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

## 2021 FUNDING

The Authority has budgeted \$67,300 in the promotion, marketing and sponsorship program in 2021.

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.

# Research and Development

**The Research and Development program supports the development of new industry training programs, research for the Authority's 2021 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.

## 2021 FUNDING

The Authority has budgeted \$162,000 in research and development programs in 2021 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.

## 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.

# Access and Equity

The Access and Equity program provides a number of 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](http://www.tradeswomencanberra.com.au), Indigenous Australians, 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.

## 2021 FUNDING

The Authority has budgeted \$249,000 in the access and equity program in 2021 for any employers or group training organisation 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.



# Examples of Funded Courses in FY 2019/20

| Course                                       | RTO   | Phone        |
|--|---|--------------|
| <b>Accounting Software (i.e. MYOB, Xero)</b> |   |              |
|  | AMC Training Centre                                 | 02 6285 4888 |
| <b>ACMA Licence</b>                          |   |              |
|  | Global Energy Training Solutions (GETS)             | 02 6262 0077 |
| <b>Asbestos Awareness</b>                    |   |              |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|  | Capital Training Institute (CTI)                    | 1300 284 277 |
|  | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|  | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|  | Robson Environmental                                | 02 6239 5656 |
|  | Safenet   | 13 70 80     |
|  | Alertforce  | 1800 900 222 |
| <b>Backflow Prevention</b>                   |   |              |
|  | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
| <b>Bullying &amp; Harassment</b>             |   |              |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|  | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |

| Course                                     | RTO   | Phone        |
|--|---|--------------|
| <b>Business/Management/Administration</b>  |   |              |
|  | Australian Institute of Management                  | 1300 658 337 |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Cert II Split Systems</b>               |   |              |
|  | Get Skilled Training                                | 1300 856 832 |
|  | Skillbuild  | 1800 059 170 |
| <b>Cert IV Building &amp; Construction</b> |   |              |
|  | Capital Training Institute (CTI)                    | 1300 284 277 |
|  | Housing Industry Association (HIA)                  | 02 6285 7300 |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Cert IV WHS</b>                         |   |              |
|  | Learning Dimensions                                 | 1300 453 555 |
|  | Mick Peterson & Associates                          | 02 6161 1119 |
| <b>Chainsaw</b>                            |   |              |
|  | Climb High Tree Services                            | 0402 089 736 |
|  | Lemke Timber Training                               | 0432 553 642 |
| <b>Chemical User</b>                       |   |              |
|  | Lemke Timber Training                               | 0432 553 642 |
|  | Chemcert  | 1800 444 228 |

| Course                         | RTO   | Phone        |
|--------------------------------|---|--------------|
| <b>Confined Space</b>          |   |              |
|                                | Loadwise Australia                                  | 02 5105 6122 |
|                                | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|                                | Safenet   | 13 70 80     |
|                                | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|                                | Orbus3  | 0477 713 530 |
| <b>Control Weeds</b>           |   |              |
|                                | Chemcert  | 1800 444 228 |
| <b>COVID-19 Awareness</b>      |   |              |
|                                | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>Crane – Various</b>         |   |              |
|                                | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|                                | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|                                | Orbus3  | 0477 713 530 |
|                                | Sydney Construction Training School (SCTS)          | 02 9645 2112 |
| <b>Crystalline Silica Dust</b> |   |              |
|                                | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|                                | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |

| Course  | RTO   | Phone        |
|---|---|--------------|
| <b>Diploma Building &amp; Construction</b>    |   |              |
|   | Capital Training Institute (CTI)                    | 1300 284 277 |
| <b>Dogging</b>                                |   |              |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|   | Orbus3  | 0477 713 530 |
|   | Sydney Construction Training School (SCTS)          | 02 9645 2112 |
| <b>Domestic Violence/Harassment Awareness</b> |   |              |
|   | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>Drainage</b>                               |   |              |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
| <b>Electrical Awareness</b>                   |   |              |
|   | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>Elevated Work Platforms – Various</b>      |   |              |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|   | College of Warehousing                              | 02 6262 2936 |
|   | Orbus3  | 0477 713 530 |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|   | Loadwise Australia                                  | 02 5105 6122 |

| Course                               | RTO   | Phone        |
|--------------------------------------|---|--------------|
| <b>Emergency Response</b>            |   |              |
|                                      | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>ESI Cert II</b>                   |   |              |
|                                      | Power Safety Training                               | 07 3288 8800 |
| <b>Excavator Operations</b>          |   |              |
|                                      | Orbus3  | 0477 713 530 |
| <b>Fall Trees Manually – Various</b> |   |              |
|                                      | Lemke Timber Training                               | 0432 553 642 |
| <b>First Aid – Various</b>           |   |              |
|                                      | St John Ambulance                                   | 1300 360 455 |
|                                      | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|                                      | NECA Training                                       | 02 6280 5580 |
|                                      | Royal Life Saving Australia                         | 02 6260 5800 |
|                                      | CBD College   | 1300 723 062 |
|                                      | Allens Training                                     | 1300 559 064 |
|                                      | Parasol EMT   | 1300 366 818 |
|                                      | ACTWell First Aid Training                          | 02 6239 4292 |

| Course   | RTO   | Phone        |
|--|---|--------------|
| <b>Forklift</b>  |   |              |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|  | College of Warehousing                              | 02 6262 2936 |
|  | Orbus3  | 0477 713 530 |
|  | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|  | Transport Industry Skills Centre (TISC)             | 02 6297 7187 |
| <b>Front-end Loader Operations</b>                     |   |              |
|  | Orbus3  | 0477 713 530 |
| <b>Gasfitting</b>                                      |   |              |
|  | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
| <b>Gas Test Atmospheres</b>                            |   |              |
|  | Safenet   | 13 70 80     |
| <b>General Induction for Construction (White Card)</b> |   |              |
|  | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|  | Housing Industry Association (HIA)                  | 02 6285 7300 |
|  | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|  | Safenet   | 13 70 80     |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|  | Capital Training Institute (CTI)                    | 1300 284 277 |

| Course  | RTO   | Phone        |
|---|---|--------------|
| <b>Harassment and Racial Vilification</b>     |   |              |
|   | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>Health and Safety Committee</b>            |   |              |
|   | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Health and Safety Representative (HSR)</b> |   |              |
|   | Parasol EMT   | 1300 366 818 |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|   | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|   | Mick Peterson & Associates                          | 02 6161 1119 |
| <b>Heavy Rigid Truck</b>                      |   |              |
|   | Drive to Survive Driving Academy                    | 02 6298 1211 |
|   | Transport Industry Skills Centre (TISC)             | 02 6297 7187 |
| <b>Heavy Truck Combination</b>                |   |              |
|   | Drive to Survive Driving Academy                    | 02 6298 1211 |
| <b>Hot Water Temp Control</b>                 |   |              |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |

| Course                                | RTO   | Phone        |
|---------------------------------------|---|--------------|
| <b>Impairment Awareness</b>           |   |              |
|                                       | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|                                       | Parasol EMT   | 1300 366 818 |
|                                       | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Introduction to Ride-on Mowers</b> |   |              |
|                                       | Lemke Timber Training                               | 0432 553 642 |
| <b>Low Voltage Rescue</b>             |   |              |
|                                       | St John Ambulance                                   | 1300 360 455 |
|                                       | IAC Safety Services                                 | 1300 887 317 |
| <b>Managing Payroll</b>               |   |              |
|                                       | AMC Training Centre                                 | 02 6285 4888 |
| <b>Manual Handling</b>                |   |              |
|                                       | Loadwise Australia                                  | 02 5105 6122 |
|                                       | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|                                       | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Medium Rigid Truck</b>             |   |              |
|                                       | Drive to Survive Driving Academy                    | 02 6298 1211 |
|                                       | Transport Industry Skills Centre (TISC)             | 02 6297 7187 |
|                                       | BC Training   | 02 4822 3333 |



| Course                                  | RTO   | Phone        |
|---|---|--------------|
| <b>Operate a Mobile Chipper/Mulcher</b> |   |              |
|   | Lemke Timber Training                               | 0432 553 642 |
| <b>Personnel/Materials Hoist</b>        |   |              |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|   | All Onsite Training and Assessment                  | 0419 243 676 |
| <b>Pole Top Rescue</b>                  |   |              |
|   | IAC Safety Services                                 | 1300 887 317 |
|   | NECA Training                                       | 02 6280 5580 |
| <b>Power Tool Safety</b>                |   |              |
|   | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>Remove Non Friable Asbestos</b>      |   |              |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
| <b>Residential Construction Safety</b>  |   |              |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Restricted Electrical</b>            |   |              |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |

| Course                               | RTO   | Phone        |
|--------------------------------------|---|--------------|
| <b>Rigging – Various</b>             |   |              |
|                                      | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|                                      | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Roller Operations</b>             |   |              |
|                                      | Orbus3  | 0477 713 530 |
| <b>Sanitary Pipework</b>             |   |              |
|                                      | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
| <b>Scaffolding – Various</b>         |   |              |
|                                      | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|                                      | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Sharps &amp; Infectious Waste</b> |   |              |
|                                      | St John Ambulance                                   | 1300 360 455 |
| <b>Skid Steer Loader</b>             |   |              |
|                                      | Orbus3  | 0477 713 530 |
| <b>Smart Metering</b>                |   |              |
|                                      | NECA Training                                       | 02 6280 5580 |

| Course                                 | RTO   | Phone        |
|--|---|--------------|
| <b>Solar/Battery Storage – Various</b> |   |              |
|  | Global Energy Training Solutions (GETS)             | 02 6262 0077 |
|  | Skillbuild  | 1800 059 170 |
|  | Get Skilled Training                                | 1300 856 832 |
| <b>Solve Problems in Energy Supply</b> |   |              |
|  | NECA Training                                       | 02 6280 5580 |
| <b>Suicide Prevention/Awareness</b>    |   |              |
|  | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>Sunsmart</b>                        |   |              |
|  | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>Supervise Asbestos Removal</b>      |   |              |
|  | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
| <b>Test and Tag</b>                    |   |              |
|  | NSW Electrical Test and Tagging                     | 02 4628 8986 |
| <b>Traffic – Various</b>               |   |              |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|  | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|  | Accelerated Training                                | 02 4262 7072 |
|  | Territory Traffic Engineering                       | 02 6241 3230 |

| Course                                  | RTO   | Phone        |
|---|---|--------------|
| <b>Trim and Cut Felled Trees</b>        |   |              |
|   | Lemke Timber Training                               | 0432 553 642 |
|   | Climb High Tree Services                            | 0402 089 736 |
| <b>Type A Gas</b>                       |   |              |
|   | Bizmatrix   | 1300 588 749 |
| <b>Vehicle Mounted Crane</b>            |   |              |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
| <b>Water Plumbing</b>                   |   |              |
|   | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
| <b>WHS Committee</b>                    |   |              |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|   | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>WHS for Managers and Supervisors</b> |   |              |
|   | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|   | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |

| Course   | RTO   | Phone        |
|--|---|--------------|
| <b>WHS Hazard Identification</b>                         |   |              |
|  | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
| <b>Working Safely at Heights</b>                         |   |              |
|  | Canberra Institute of Technology (CIT)              | 02 6207 3188 |
|  | Safenet   | 13 70 80     |
|  | Industry Compliance/Lemke Timber Training           | 0417 675 926 |
|  | Orbus3  | 0477 713 530 |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|  | Loadwise Australia                                  | 02 5105 6122 |
|  | Creative Safety Initiatives (CSI)                   | 02 6230 1320 |
| <b>Working Safely with Asbestos Containing Materials</b> |   |              |
|  | Master Builders Association Group Training (MBA-GT) | 02 6175 5900 |
|  | Future Skills                                       | 07 3848 2298 |
|  | Canberra Institute of Technology (CIT)              | 02 6207 3188 |





**BACK COVER**