2017
STATE OF THE INDUSTRY REPORT
BUSINESS ACTIVITY AND TRAINING
IN THE TASMANIAN CONSTRUCTION INDUSTRY
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WELCOME

The TBCITB was created by the initiative of, and continues to operate in the best interests of, the building and construction industry in Tasmania. This Report, and the subsequent Training Plan, are the culmination of many avenues of consultation and liaison with industry participants and stakeholders. The Board is very aware of its responsibilities to utilise the funds provided by industry for the maximum benefit of the industry.

Legislative amendments in 2016 have broadened the scope of the Board’s work to a Workforce Development approach as opposed to a narrower focus on skills and training. This means that workforce planning, recruitment, retention and continuing development now form the core of the Board’s work. The Board has overcome the difficulty of planning for an ever fluctuating workforce by developing a workforce model based on the average employment levels of the preceding 10 years broken down to various trades, occupations and professions found in the industry. That model is constantly being refined and provides the basis for setting minimum levels of apprentice and other recruitment.

Legislative reform also occurred to the Building Act where the blanket requirement for local government permits to do building work has been replaced with a system where no permit is required for some small tasks deemed low risk, commencement approvals may be given by a licensed Building Surveyor in the case of notifiable work and permits remain for other work deemed high risk. This freeing up of regulation has the potential to increase levels of work but presents interesting challenges for the Board in terms of collecting the training levy and for the Australian Bureau of Statistics in accurately reporting levels of renovation work.

The Board has collected information and views about the state of the industry and the training and skill development required to prepare the industry for the future by a number of means:

- Biennial regional industry workshops.
- Annual public meetings.
- Maintaining relationships and regular communication with industry associations.
- Specific research projects and activities
- Regular dialogue with Skills Tasmania
- Membership of the Australian Forum of Construction Industry Training Funds

This has enabled the creation of a wealth of knowledge and views about the industry, past, present and future. This information, together with that of other organisations related to and studying the industry, enables the Board to provide support and assistance for training and development within the industry targeted toward future needs. The 2016-2017 Training Plan is expected to include some initiatives to respond to current circumstances while continuing with the programs of ongoing benefit to employees and employers.

The major issues for the industry are:

- The Tasmanian building and construction industry continues to experience high activity levels expected to around $2.5 billion a year for at least the next two years.
- The need for more major projects in the north of the state has seen some improvement but continues to be a concern.
- The industry employed 21,300 as at December 2016, eight per cent more than in
In June 2015 (19,700) and 22 per cent more than in June 2014 (17,400). Because employment generally follows the trend in construction activity, the demand for workers in the south is expected to remain strong in the next two years.

- Industry’s capacity to train is directly linked to the availability of building and construction work. The industry employed 1,359 apprentices in 2015-2016 or 14 per cent up from the previous year. Numbers in traditional apprenticeships as well as other building and construction apprenticeships (mainly in civil construction) have also improved.

- Non-completions of apprenticeships are still a concern (13 per cent of the numbers in training in 2015-2016).

- While trends are improving, work safety continues to be a key focus with building and construction accounting for 7.7 per cent of Tasmania’s lost time injuries at an average cost of more than $13,815 per incident in 2016.

The recent state of the industry has meant that apprenticeships, the highest priority entry point to industry, have also increased. With the levels of demand and activity generally improving in the industry, more apprenticeships should become available in the near term. The Board will therefore continue to look at carefully targeted incentive programs to encourage apprenticeships, particularly to respond to predicted growth of activity over the next few years.

The Board also continues to provide advice to the Government about the policies which impact upon regulatory frameworks, capital works and the industry more generally. Issues which have been discussed with the Minister and the Department of State Growth include funding for training, quality of training, responsiveness of the training system, emerging technologies and government training policies.

Additionally, the Board will continue to provide financial support in non-apprenticeship areas – workplace health and safety, business and other related skills, skill areas of perceived shortage, retraining and upskilling for existing employees and emerging technologies. As would be expected, these programs are also reviewed annually to ensure that they are still responding to the requirement of industry participants.

The Board will present its 2017-2018 Training Plan to the Minister for approval in May 2017. It will take into account the state of the industry, as reflected in this report, and the funds available to the Board. As construction work levels are improving, the Board plans to increase training funds in its budget for 2017-2018.

The Board encourages industry to continue to recognise the importance of workforce development at all times. Although industry activity is improving, planning for future skill needs is essential to ensure the predicted skill mix required in four to five years is able to be met.

The Board will ensure that it continues to consult and liaise with all industry participants, stakeholders, providers and regulators to ensure Tasmanian employers, small, medium or large, are as prepared as possible to grow and respond to demand for their services in the coming years.

We welcome your comments on this Report and the Board’s activities generally. Only by receiving input and feedback can the Board be confident that it is meeting its statutory obligations and the needs of its “moral owners”, the Tasmanian building and construction industry participants.

Tracy Matthews
Chairperson
1.1 BUILDING AND CONSTRUCTION ACTIVITY

Building and construction activity in Tasmania is starting to improve after a five year decline. The value of construction work done reached $2.49 billion in 2015-2016, up by 3.3 per cent from the year before (see Fig 1 in the Appendices). The industry has $1.56 billion worth of work yet to be done or about eight months work ahead.

The industry employed 21,300 as at December 2016 (Fig 7 in the Appendices). This is eight per cent more than in June 2015 (19,700) and 22 per cent more than in June 2014 (17,400).

Some of the key developments that will have an impact on building and construction activity in the next few years are:

Confidence in the Tasmanian economy

Tasmania has improved from seventh to fourth position on the Australian economic performance rankings, with improving population growth providing the momentum. Tasmania is fourth ranked on three indicators and fifth on one indicator. While housing finance commitments and annual growth of home loans have been strong in Tasmania and are above decade averages, home building has been relatively weak down 22 per cent on decade averages. Tasmania remains in fourth position with construction work 5.7 per cent above decade averages. However, the state ranked seventh on economic growth just ahead of Western Australia, fifth on business investment, and the unemployment rate stands at 6.4 per cent (above its decade average of 6.1 per cent).

Business confidence in the State’s economy has fallen in the last two quarters to June 2016. SMBs remain quite positive on the key performance indicators although they are not expecting improved results for sales, profitability or prices. Confidence has fallen significantly in the last two quarters, more than halving from a net balance (Sensis Business Index) of +64 to +30 (+39 as at June 2015). This places Tasmania clearly below the national average (Sensis Business Index June 2016).

Business expectations for business growth in the South are more pronounced compared to the north and north west of the State. For example, there has been a significant loss of business confidence on the north west coast with more than 46 per cent of respondents indicating a negative view of the Tasmanian economy. This is compared with 14.8 percent for the north whose view of the Tasmanian economy remained reasonably positive but does have signs of weakening. Business confidence in the south is a different story with 43.5 percent stating their expectation of the Tasmanian economy for quarter to June 2016 was positive compared to 17.4 per cent who had low expectations of the economy over the same period. Infrastructure spending
and government initiatives in the north of the state could help improve and sustain business confidence (Tasmanian Chamber of Commerce and Industry Survey of Business Expectations).

**Major Projects Planned or Under Construction**

Commercial building projects include:

- Argyle St Hotel, Hobart ($36 million)
- Elizabeth Street Hotel ($40 million)
- CH Smith Site Redevelopment, Launceston ($20 million)
- Claremont Golf Course Development ($85 million)
- Kangaroo Bay Hotel and Hospitality Training School ($50 million)
- Macquarie St Hotel, Hobart ($45 million)
- MONA Hotel and Casino ($200 million)
- Montpelier Salamanca Development ($100 million)
- Musselroe Ecotourism Resort ($185 million)
- Myer Development Stage 2 ($45 million)
- Odeon Development ($69 million)

- Parliament Square Development, Hobart ($150 million)
- Royal Hobart Hospital Redevelopment Project ($496 million)
- Silos Hotel, Launceston ($30 million)
- University of Tasmania Creative and Performing Arts Centre, Hobart ($95 million)
- University of Tasmania Student Accommodation Project, Hobart ($75 million)
- University of Tasmania Campuses, Burnie and Launceston ($225 million)
- University of Tasmania STEM Precinct, Hobart ($400 million)

Engineering construction projects include:

- Hobart Airport upgrade ($38 million)
- Irrigation schemes in the Swan Valley and Southern Highlands ($22.5 million over three years)
- Midland Highway Upgrade ($230 million over four years)
- Rail Infrastructure ($62.3 million)
- Roads program ($247.7 million)

Forward estimated work levels in the north of the State continue to be a concern.
Interest Rates

The standard variable interest rate for housing loans has been at 5.25 per cent (down from 5.45) in July 2016. That range is still low compared to interest rates during the last 30 years.

The Reserve Bank has made it abundantly clear what it considers “normal” interest rates – the average level of rates over the past 15 years. The mortgage rate has averaged 6.88 per cent over the past 15 years. The current mortgage rate is still below average.

Housing Stock

Housing Tasmania Strategic Plan 2012-2017 establishes a goal to develop a sustainable public housing model based around the management of approximately 8,000 dwellings that will be largely dispersed around the state as significant stock holdings in broad acre estates are transferred to community housing management. Tasmania has a public housing portfolio consisting of 7,456 properties as at June 2015 (11,500 dwellings in 2013, 11,676 dwellings in 2006 and 14,200 dwellings in 1998). With an active waitlist as at 30 June 2015 of 2,587 public housing applicants (2,465 as at 30 June 2014 and 2,310 as at 30 June 2013) and in the absence of any new supply initiatives by the Commonwealth Government, the Tasmanian Government is seeking innovative ways to facilitate more social housing.

The State Government has a 10 year Affordable Housing Strategy (2015-2025) that aims to decrease the number of low income Tasmanian households experiencing housing stress and reduce the number of Tasmanians experiencing homelessness.

The Action Plan commences with an immediate investment of $13.5 million in addition to the $9.3 million in new projects already contained in the 2015-16 Budget. During the development of the 2016-17 Budget, priority will be given to funding a broad suite of initiatives over the period 2016-17 to 2018-19. The Government’s target is to increase supply by around 900 new homes as well as funding a range of supports, such as landlord incentives, head leases, and Streets Ahead, that will provide housing for 1600 vulnerable Tasmanian households over the next four years. This is in addition to the existing $524.47 million, over the four year period 2015-19, that is allocated to housing services under various state and national funded programs.


First Home Owners Grant and First Home Builders Boost

The First Home Owner Grant is a one-off payment for eligible first home buyers/builders in Tasmania. From and including 1 January 2016, the FHOG payment is set at $20,000 for eligible purchasers of new homes (for example a spec home), homes off the plan and owner/builder homes. The payment will revert to $10,000 for transactions entered into after 1 July 2017.
The industry’s ageing workforce creates a need to maintain a reliable intake of apprentices and trainees. It also provides an opportunity for experienced workers to pass on their skills in a structured way. Retention of apprentices and workers will continue to be a challenge.

![Age Profile Chart](chart.png)

Building and Construction Workforce Profile
Source: Australian Bureau of Statistics

The ageing workforce puts an onus on employers to plan ahead for skill and employee losses in the future, while preparing for an improved outlook for the industry.

Building Surveyors have a key role in the new system of building approvals but of the state’s licensed Building Surveyors two thirds are older than 50 years. Given the long lead time in training and experience required this is a serious concern.

Interjurisdictional Demand

According to the Commsec State of the States Report (January 2017), business investment is up the most on decade averages in the NSW (up 23.47 per cent), followed by Victoria (up 1.1 percent). By contrast, other states and territories had business spending below decade averages in the September quarter. Weakest was the Northern Territory (down 38.3 per cent). Next weakest was Western Australia (down 34.2 per cent) followed by Queensland (down 20.4 per cent) and Tasmania (down 19.9 per cent).

In six of the states and territories – the ACT, NSW, Victoria, South Australia, Tasmania and Queensland – trend housing finance commitments are above decade averages. But only in three of the eight economies were trend commitments above year-ago levels.

The outlook for home building remains high but a slowdown can be expected over 2017, as the surge in the supply of new homes meets pent-up demand.
### Forecasts

The Board forecasts the following for Tasmania:

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential building</td>
<td>735</td>
<td>750 (+2%)</td>
<td>715 (-5%)</td>
<td>677 (-5%)</td>
</tr>
<tr>
<td>construction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Non-residential</td>
<td>538</td>
<td>591 (+10%)</td>
<td>651 (+10%)</td>
<td>683 (5%)</td>
</tr>
<tr>
<td>building construction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td>1,163</td>
<td>1,139 (-2%)</td>
<td>1,117 (-2%)</td>
<td>1,094 (-2%)</td>
</tr>
<tr>
<td>construction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>2,486</td>
<td>2,476 (0.4%)</td>
<td>2,529 (+2%)</td>
<td>2,553 (1%)</td>
</tr>
</tbody>
</table>

For details see Fig 1, 2, 3 and 4 in the Appendices.

In the past, the Board’s forecasts have been correct in terms of the direction of the activity cycle. Information from industry associations including the Civil Contractors Federation, Housing Industry Association and Master Builders Tasmania have indicated similar trends.
TASMANIAN GOVERNMENT BUDGET 2016 - 2017

Overall, the State Budget 2016-17 indicates healthy levels of work for the industry this year and better times in the next three years. The Board has noted the following Tasmanian Government Budget 2016-2017 initiatives and their potential impact on the TBCITB and training in the building and construction industry.

Major infrastructure investment program of $1.8 billion across the Forward Estimates.

- $457 million for the Royal Hobart Hospital Redevelopment
- $656.3 million for roads funding
- $113 million for education related infrastructure
- $60 million for affordable housing

In 2016-2017, the planned level of infrastructure investment is $534.9 million and will include:

- $56.2 million for schools and education infrastructure
- $136.1 million for hospitals and health infrastructure
- $45.3 million for human services and housing infrastructure
- $247.7 million for roads infrastructure
- $18.9 million for law and order
- $4.8 for information and communication technology
- $9.2 million for tourism, recreation and culture
- $16.7 for other infrastructure

Other initiatives include $60 million over three years as part of the Affordable Housing Plan, $1.9 million for the ongoing development of iPlan which will deliver an online ‘one stop shop’ development approvals system and an additional $30 million towards the Northern Cities Development Initiative.
1.2 ENTRY LEVEL TRAINING

The number of new apprentices in training reached 1,359 in 2015-2016 (up by 14 per cent and 20 per cent lower than in 2012) – see Fig 8, 9 and 10 in the Appendices. According to the National Centre for Vocational Education Research, some 191 school student enrolled in building and construction related vocational education and training courses (VET) and subjects in 2015, up from 177 school students in 2014 but down from 550, 670 and 860 in 2013, 2012 and 2011 respectively. To promote careers in building and construction, the Board has been providing funding for the Master Builders Tasmania Building and Construction Pathways Program.

Traditional building trades include bricklaying, carpentry and joinery, painting and decorating, plastering, plumbing, roof tiling and wall and floor tiling. Other building and construction apprenticeships include civil construction, fire protection, floor finishing and covering, materials handling, signwriting and stonemasonry.

The industry faces the following entry level training issues:

- **Infrastructure Planning and Removal of the Payroll Tax Rebate for Apprentice and Trainee Wages**

  The Board has recommended to the Tasmanian Government that the Payroll Tax Rebate be reinstated, in part, by amending the Payroll Tax Act 2008 so as to exclude wages from being taxable wages when paid to traditional apprenticeships as well as to other apprenticeships, Certificate III or above, with a nominal duration of at least three years in the building and construction industry. In the alternative, if legislation is not preferred, institute a rebate of all payroll tax paid during a building and construction apprenticeship on completion of the apprenticeship.

  This proposal has not been taken up by the Government at this time.
• **Maintenance of Apprenticeships**

In 2015-2016, 643 apprentices commenced in the building and construction industry (up by six per cent from 2014-2015) – see Fig 8 in the Appendices. With the expected improvement in construction activity, an increase apprentice numbers should follow in the short term. This trend should also help address the lack of opportunity for some apprentices to complete due to lack of work - nearly 25 per cent of non-completions were due to that reason. Because the majority of those apprentices are in their first year and second year, programs and incentives to enable them to complete their apprenticeship will be required. The training rates for traditional apprenticeships (1,161 apprentices in training) and for other building and construction apprenticeships (198 apprentices) are continuing to improve - see Fig 9 and 10 in the Appendices.

The Board has been consulting with industry and government stakeholders regarding the recommendations of the research project Mentoring for Building and Construction Apprentices and Trainees. Initiatives including mentoring can help improve completion rates, currently averaging around 61 percent - see Figure 13 for the rate of completions.

• **Marketing of Careers and the Industry**

It is important to continue building and promoting a strong training culture throughout the industry. Training has to be ongoing to avoid peaks and troughs in the industry workforce. It is also important that jobs and careers from VET in schools through to the Building Degree Course are promoted effectively to attract more young people into the industry. Promoting careers and training in civil construction should also be highlighted.
• **Apprenticeship Qualifications**

The TBCITB continues to support the current apprenticeship training model for the building and construction industry. While it would like to see more flexibility in the Construction Training Package, the Board reaffirms its support of the Australian Qualifications Framework Level 3 outcome. The Board also confirms that it does not support the institutional delivery of apprenticeship qualifications with no employment relationship and contract of training for the building and construction industry.

The Board’s Policy on Institutionally Delivered Apprenticeship Qualifications states: “Apprenticeship means a system of training regulated by law that combines on-the-job training and work experience while in paid employment with off-the-job training delivered by a registered training organisation. It is confirmed by a legally binding training contract approved by the Tasmanian Training Agreements Committee that imposes mutual obligations on both the employer and the apprentice.”

The Board has proposed a more flexible framework for packaging qualifications in the national Training Package. That framework suits the nature of the industry and the need for multiskilled workers in Tasmania.

• **Innovation and Technology Transfer**

The Board collaborated with the University of Newcastle on a research project to explore the capabilities and innovation in Small and Medium Enterprises in the AEC sector impacting on the competitiveness of SMEs.

The Board has also jointly organised the BIMHub forum with the Australian Institute of Building. The forum is aimed at encouraging the development of building information modelling (BIM) capability in Tasmania through awareness, education and policy development. The forum has been attended by key government stakeholders, industry associations and industry members. Among other initiatives, BIMHub is looking at BIM training programs for apprentices, operators and managers.
• **Post Year 10 Options and Industry Partnership**

The Board is continuing to understand the combined impact of competency based progression and apprentice wage rates on the apprenticeship.

The Board has signed a Memorandum of Understanding with Skills Tasmania to form a collaborative partnership related to the provision of strategic advice on vocational education and training, skills and workforce development. The Board is consulting with industry associations regarding the Memorandum and will provide a conduit for all industry participants to have input into the Department’s policy and service delivery deliberations.

The Board will continue to meet its statutory obligations as the principal advisor to Government on training in the building and construction industry by continuing liaison with practitioners and industry associations, together with the processes put in place by the Government.

• **TBCITB Training Plan**

The Board’s Training Plan has been designed to ensure priorities for training and workforce development identified by the industry can be accommodated within the five program areas – Upskilling and Multiskilling, Occupational Health and Safety, Industry Innovation and Information Technology, Business Skills, and Vocational and Tertiary Training. In response to recent research, the Board has programs in Equity Support and Heritage Skills Transfer.

The Plan is approved by the Minister under Section 34 of the Building and Construction Industry Training Fund Act. The 2016-2017 Plan will have regard to the information in this report and the feedback received from industry members and stakeholders.
2 KEY ISSUES

The Board holds regional workshops for industry practitioners every two years. In May 2016, some 120 industry practitioners participated in the Board’s workshops across the state. Since then, Board and industry meetings have been held. Those workshops and meetings have identified the following issues. Most of the following were identified by the industry – others by the Board. While the Board can influence industry training issues, it can only convey the views of the industry on broad issues to the appropriate organisations.

2.1 APPRENTICE TRAINING

The issues raised include:

• Cost of apprentices. Cost is the principal factor that influences apprentice employment decision-making. The main reason for this is the direct and on-costs associated with employing an apprentice, which are difficult to pass on to the customer. This perceived drawback makes employers with an apprentice uncompetitive against builders/tradespeople with no apprentices and can make competing in the marketplace difficult. There was a belief that the government does not adequately recognize the extra work needed to train apprentices on-the-job with the first two years of apprenticeships being very costly to the employer. It is compounded by customers not wanting apprentices undertaking work as they are not regarded as skilled, instead preferring qualified, highly skilled tradespeople.

• Lack of commitment to an employer. The investment in the apprentice is also seen as unattractive because there is no guarantee of ongoing employee loyalty at the conclusion of the apprenticeship. For employers there is a large financial, time and knowledge-sharing investment in apprentices over the four years but they are not tied to the business with regard to returning that investment, and can walk out as soon as they are qualified.

• Administrative burden of employing an apprentice. There is a perception that there is significant administrative effort required in employing an apprentice. Although the nature of this burden was not easily specified by employers it appears to be the added complexity of documentation in the sign-up, training planning and assessment, safe work assessments and is regarded as a potential distraction from building activity.

• Age profile of employers. A large cohort of small employers is approaching or considering retirement or early retirement, and as such reported they are winding down. The meetings indicated they do not want the responsibility or pressure of training people on-the-job nor the financial burden and pressure of keeping the apprentice employed for the duration of their apprenticeship. This also raises issues of potential skill loss and shortage in the near future. A challenge for the industry is how to best harness the expertise of those about to leave the industry due to retirement.
• **Training Package for apprenticeships.** The current training package has had unintended consequences, with people stating that in the past entrants have had more structure and certainty of the curriculum. The counter argument is that training in the trades now has to be more targeted due to the wide range of specialisations needed in the industry now.

• **Assessment process.** Considerable concern was expressed in all meetings regarding the lack of rigour of the apprentice assessment process.

• **Mature age apprentices.** Mature age apprentices are generally well regarded by industry, these apprentices are perceived to be more likely to really want to undertake an apprenticeship than under age apprentices. While there are however some barriers, e.g. a mature apprentice’s higher wages, many employers considered that having a mature-aged apprentice with life and industry experience was preferable to engaging a younger apprentice.

• **Apprentice completion rates.** There is concern about the non-completion rate of apprenticeships. However, it was noted that the completion rate of this industry was comparable and in some cases better than in other industries.

• **Uncertainty of ongoing work for apprentices.** It is very difficult for organisations (small and medium size in particular) to commit to the cyclical surges of the industry work demand. Sole traders often have limited work and may not have enough work to keep an apprentice employed and occupied in slow times. Subject to conditions, there was support for sharing of apprentices to better even out against work demands. Group training is also an option to help address this issue.

• **Apprentice recruitment.** There is a need to assess if the apprentice or worker (potential apprentice) is really suited to the job, role and/or business and to help the apprentice or worker to understand if the industry and work is right for them. Related issues include quality of entrants, their expectations, employer expectations, nature of construction work, career and jobs, and employer involvement.

• **Prevocational training.** Prevocational training is well regarded by industry. It is useful for helping to give potential apprentices a much better idea of the trade. All meetings felt that prevocational training and work experience could be used more widely to show school-aged potential industry recruits the work and career opportunities. Pre-employment training could be used more to reduce the cost to employers. This also ensures industry fundamentals are already covered when the apprentice starts. However, competency based progression has challenged the benefits of this arrangement.

• **Fast tracking of apprentices.** This is an ongoing debate within the industry.

• **Apprentice training information support.** Currently, employers rely principally on industry associations for information. They indicated that apprentice advice being given by industry associations is too basic for their requirements and does not fully explore the range of matters to be considered or how best to manage all the issues that arise throughout the whole apprenticeship.
2.2 OTHER TRAINING ISSUES AND NEEDS

- **Training Facilities.** A major need in the north and north-west was the lack of training facilities in these regions, for both apprentice training and ongoing professional development. This is a major disincentive for both employers and those industry people undertaking the training. The time and cost of travel, particularly from the north and north-west to Hobart is a big disincentive. Use of video link sessions could also improve participation rates.

- **Quality of trainers.** There is a perceived need to ensure trainers have current and practical knowledge and are effective in training delivery.

- **Quality of assessment.** This is an ongoing concern that the industry, relevant training providers and the Board are working on.

- **Post trade training.** Issues with the Certificate IV qualification (experience requirements for entry), Continuing Professional Development (CPD) and availability of training courses outside of business hours were also raised. Regarding CPD, some practitioners (e.g., plumbers who have substantial professional experience and are closer to the end of their careers) have expressed concerns about the need for such a requirement. On the other hand, others maintained that CPD was important, as it provided encouragement for genuine training and development, not just a system of points collection. Promoting the benefits of higher qualifications was also seen as a major priority.

- **Licensing.** While the aforementioned issues are aimed at improving professionalism in the industry, there remains an overarching concern that more should be done to remove unlicensed builders and plumbers from the sector altogether.

- **Industry engagement.** The Board is considering a range of suggestions from industry practitioners.

2.3 REGIONAL INDUSTRY NEEDS

- **North West.** In an economic environment where work is lacking, apprenticeship outcomes are poor and apprentice employment causes a competitive disadvantage to their employer, most employers will not put on an apprentice. The financial burden and workload stress, with limited support from government and other organisations, is seen as a major disincentive. Priority for training in Certificate IV (building and plumbing) should be given to practitioners who are licensed or highly likely to obtain a license.

- **North.** Governments can encourage apprentice employment by attracting and initiating building and construction projects, providing access to off-the-job training locally and offering financial incentives to apprentice employers. The components of, and prerequisites for, the Certificate IV (building and plumbing) courses should be reviewed in the context of the licensing requirements to ensure the training meets licensing requirements.

- **South.** Those employers who are confident about having sufficient work for the foreseeable future (a year or more) and who have experience using relevant and cost effective trade courses are more inclined take on an apprentice. Partnerships with
regulators and industry associations will be required to deliver relevant and quality training and CPD.

2.4 INDUSTRY TRAINING PRIORITIES

- At the 2014 TBCITB regional workshops, industry practitioners indicated that their priorities would be:
  1. Apprenticeship and training leading to a formal qualification.
  2. Practical training that has an assessment.
  3. Trade nights – higher priority than conferences.
  4. Refresher and re-accreditation training.
  5. Awareness training – how to run and better manage your business.

- Areas of lower priority were:
  - Fast tracking, concentrated training is least important.
  - Conferences – low priority.
  - Training and short courses with no assessment – lowest priority.

2.5 PUBLIC MEETING OUTCOMES

- At the 2016 TBCITB public meeting, there was a significant discussion around entry level training issues including the cost of apprentices, lack of commitment to an employer, administrative burden of employing an apprentice, industry age profile, national Training Packages, assessment process, uncertainty of work for apprentices, group training schemes, apprentice recruitment, prevocational training, apprentice training information support, promoting careers and pathways in the industry, and providing financial incentives, e.g., payroll tax rebate.

- Other matters discussed include:
  - Implications of regulatory reforms – licensing, continuing professional development, etc.
  - Emerging technologies including building information modelling and their implications for the future of the building and construction industry.
  - Business management training.
  - Maintaining the quality of training – facilities, trainers, timing and availability of training.
  - Higher qualifications, e.g., Building Surveying, Building Degree.
  - Industry engagement.
2.6  INDUSTRY DEVELOPMENT

The Board will continue to work with Skills Tasmania and to provide strategic advice to the Department of State Growth and the Minister on:

• Investing in Skills for Growth.
• Ministerial Priorities for Training and Workforce Development
• Specific building and construction industry training issues, e.g., training implications of building regulatory reforms and building information modelling.

2.7  HERITAGE SKILLS

The Board is concerned that the industry does not have a sufficient stock of skills to be able to perform the conservation work needed to maintain Tasmania’s extensive heritage estate. It would like to ensure that a sufficient number of trained industry practitioners are available to undertake building and construction work on heritage buildings and structures so that they are preserved for the enjoyment of the present and future generations.

The Board commissioned a research project into heritage building and construction skills. The project identified the skills required to conserve heritage buildings and structures, determined the availability and delivery of training, provided a profile of existing industry skills, described the scope of heritage work available and established the demand for training.

The Board has a Heritage Skill Transfer Program to assist with skill development in this field. It has entered into a memorandum of understanding with the Heritage Education and Skills Centre at Oatlands.

2.8  EQUAL EMPLOYMENT OPPORTUNITY

The Board has a legislated objective of ensuring that the principles of equal opportunity are applied to training in the building and construction industry. The Board has a commitment to meeting that objective and as its first priority is addressing the issue of gender imbalance.

The Board funded the Gender Analysis of the Tasmanian Building and Construction Industry Project. The project investigated the challenges and opportunities for increasing female participation in the building and construction workforce. The Board encourages training programs targeted at Women Co-preneurs in Construction.

The Board has an Equity Small Grants Program to recognise any additional costs of training women and other equity groups.
Also, the Board will collaborate with the Department of State Growth and industry associations to consider reviewing the information and support provided in schools about the industry and the varied employment opportunities within it. This will include taking into consideration its attraction to both genders, and to students with a wider range of knowledge and skills.

2.9 SUSTAINABILITY

As Tasmania gears up to play its part in the next critical decade of climate change, the building and construction industry will have a key role to play in implementing the changes in methods, materials and technologies that evolve. Further skill needs are likely to emerge from the Tasmanian Government’s policy to encourage ecotourism development in environmentally sensitive areas.

2.10 WORKPLACE HEALTH AND SAFETY

Increasing work safety through training is a function of the Board under the Act. The Board’s Training Plan includes an Occupational Health and Safety Program. Under that program, the Board provides funding assistance for training ranging from safety induction to diploma courses through to specific courses such as asbestos related training.

The improvement in total numbers of lost time injuries has stalled with a small increase in 2016.

The transition to the Work Health and Safety Act 2012 continues to generate significant training demand from awareness sessions through to Certificate IV courses.

Among all industries in Tasmania, the building and construction industry has the fifth highest number of lost time injuries (LTIs). LTIs are injuries involving a worker’s absence from work of one full day (or shift) or more due to a workplace injury. In 2016, the industry accounted for 206 LTIs (or 7.8 per cent of total lost time injuries) behind health care and social assistance (638 LTIs), public administration and safety (324 LTIs), education and training (271 LTIs),) and retail trade (220 LTIs). While building and construction LTIs dropped by 41 per cent over the past five years, it still represented a total cost of about $2.7 million (see also Fig 12).

According to WorkSafe Tasmania, the injuries occurred mainly in residential building construction (48 LTIs), building installation services (45 LTIs), non-residential building construction (31 LTIs), land development and site preparation services (27 LTIs) and building completion services (20 LTIs).
The most common injuries were traumatic joint/ligament and muscle/tendon injury (84 LTIs), wounds, lacerations, amputations and internal organ damage (52 LTIs), fractures (27 LTIs) and musculoskeletal and connective tissue diseases (22 LTIs).

Mental health and wellbeing have been identified in the Board’s recent public meeting as an emerging issue for the whole industry. There were 8 LTIs attributed to mental disease in 2016.

The Work Health and Safety Act 2012 and the Work Health and Safety Regulations came into effect in Tasmania on 1 January 2013. The Regulations mirror the national Model Work Health and Safety Regulations. This change continues to generate a significant training need as employees, supervisors and managers and their Boards seek to understand their respective obligations and duties created by the Act.
2.11 HIGH RISK LICENSING

Licences to perform high risk work have been standardised nationally. One of the outcomes of this process has been the linking of training to competency completion leading to an increase in the training required. There has also been a nationally mandated assessment instrument to be assessed by a registered assessor and a registered training organisation. Costs of training have increased significantly.
3 STRATEGIC SOLUTIONS

The Board’s vision is:

To ensure the Tasmanian community has a sustainable, highly skilled, innovative, safe and healthy building and construction workforce.

The Board’s purpose is to advance quality training in the building and construction industry through the provision of:

- Advice
- Funding
- Leadership
- Review
- Promotion
- Advocacy

The Board holds these principles to be fundamentally important:

- Industry focused - we recognise that the organisation was created by Parliament at the request of the industry, and accordingly, that the Board has the obligation to serve the best interests of the industry and the community at all times.
- Respectful - we hold in respect our stakeholders, our industry, the framework within which we operate and each other and we behave accordingly.
- Ethical - we operate with high standards of honesty and openness.
- Transparent - the organisation, its decisions and its processes are open to industry input and scrutiny.
- Consultative and collaborative - we collaborate with our stakeholders but above all the industry in decision making.

In cooperation with government and industry stakeholders (see Fig 11), the Board will implement the following strategies to achieve its vision and purpose:

- Advise and advocate to the Minister and demonstrate independence on behalf of industry.
- Lead workforce development for the building and construction industry.
- Maintain and develop relationships with targeted groups.
- Meet highest possible standards of prudent governance and administration.

Further details of Board plans are described in its Strategic Plan, Training Plan and specific program information.
STRATEGIC PLAN 2015/18

OUR VISION

TO ENSURE THE TASMANIAN COMMUNITY HAS A SUSTAINABLE AND HIGHLY SKILLED, INNOVATIVE, SAFE AND HEALTHY BUILDING AND CONSTRUCTION WORKFORCE.

OUR PURPOSE

TO ADVANCE QUALITY TRAINING IN THE BUILDING AND CONSTRUCTION INDUSTRY THROUGH THE PROVISION OF ADVICE, FUNDING, LEADERSHIP, REVIEW, PROMOTION AND ADVOCACY.

OUR PRINCIPLES

Industry focussed
Respectful
Ethical
Transparent
Consultative
Collaborative

STRATEGIC PRIORITIES

• Principal Adviser Role
• The independent voice on training in the industry
• Career Pathways and entry level training
• Marketing of the Board and it’s services and opportunities to the Building and Construction industry

OBJECTIVES & KEY STRATEGIES

1 To advise and advocate to the minister and on behalf of industry
   • Develop Ministerial engagement activities
   • Develop public profile
   • Represent industry to state and national governments on workforce development matters

2 To lead workforce development for the Building and Construction Industry
   • Develop a Workforce Development Plan
   • Research and facilitate industry awareness of emerging technology and innovation

3 To maintain and develop relationships with targeted groups
   • Implement a stakeholder engagement strategy
   • Develop partnerships with key stakeholders

4 To meet highest possible standards of prudent governance and administration
   • Board Development Plan
   • Conduct and maintain an ongoing systems review

OUR STAKEHOLDERS

Minister for State Growth, building and construction industry, Councils, Industry Associations, Parliament, Levy payers, collection agents, Building Standards and Regulation, Department of State Growth, TAFE, other training providers, Group Training Organisations, AFCITF, Skills Service Organisations, WorkSafe.
FIG 1 - CONSTRUCTION WORK IN TASMANIA ($ IN 2016 PRICES)

Source: Australian Bureau of Statistics
FIG 2 - RESIDENTIAL BUILDING CONSTRUCTION IN TASMANIA ($ IN 2016 PRICES)
Source: Australian Bureau of Statistics
FIG 3 - NON-RESIDENTIAL BUILDING CONSTRUCTION IN TASMANIA ($ IN 2016 PRICES)
Source: Australian Bureau of Statistics

FIG 4 - ENGINEERING CONSTRUCTION IN TASMANIA ($ IN 2016 PRICES)
Source: Australian Bureau of Statistics
FIG 5 - POPULATION OF TASMANIA
Source: Australian Bureau of Statistics

FIG 6 - ANNUAL HOUSING FINANCE COMMITMENTS IN TASMANIA ($ IN 2016 PRICES)
Source: Australian Bureau of Statistics
FIG 7 - EMPLOYMENT IN TASMANIA
Source: Australian Bureau of Statistics
FIG 8 - TOTAL NUMBER OF BUILDING AND CONSTRUCTION APPRENTICESHIPS IN TASMANIA
Source: Skills Tasmania

FIG 9 - TRADITIONAL BUILDING APPRENTICESHIPS IN TASMANIA
Source: Skills Tasmania
FIG 10 - OTHER BUILDING AND CONSTRUCTION APPRENTICESHIPS IN TASMANIA
Source: Skills Tasmania
Building and construction employers and employees

Building and construction employer and employee associations

Construction Industry Training Funds and Boards

Registered training organisations
Public RTOs such as the TasTAFE
Private RTOs

Other training organisations including universities, schools and colleges

Minister
Building and Construction Industry Training Fund Act

State Government agencies including
Consumer, Building and Occupational Services
Department of State Growth
Department of Education
Housing Tasmania
Skills Tasmania
Tasmanian Assessment, Standards and Certification
WorkSafe Tasmania

Local Government Councils

Australian Government agencies including
Australian Bureau of Statistics
Department of Education and Training
Department of Employment
Department of Industry, Innovation and Science
Industry Reference Committees and Skills Service Organisations
National Centre for Vocational Education Research
The data used in the preparation of this report comes from the WorkSafe Tasmania Information Management System. Whilst every effort is taken to ensure the accuracy of this report, all data is provided by Licensed and Self Insurers and the Tasmanian State Service. WorkSafe Tasmania cannot ensure the accuracy of the data.

The data used in the production of this report was as at 14/2/2017. The report provides data for the calendar year 2016. It is important to note that injuries reported are those reported to insurers as claims for workers compensation. As such, the data presented in this report may not reflect the actual extent of injury occurrence in the workplace, due to:

- the exclusion of some workers from coverage such as those self-employed, those on special contractual conditions and commonwealth employees.
- the propensity for some workers who have sustained a workplace injury not to make a claim (for example, due to the minor nature of the injury, a lack of awareness of eligibility or benefit of workers compensation, or perceived inconvenience of lodging a claim).
- injuries not being reported because the cost of the claim either falls within the employer excess or the employer agrees to cover the costs without submitting a claim.
- other reasons.
Non-completions are about 14 percent of the number of apprentices in training in 2014-2015. The Board monitors these levels to guide its incentive programs. Source: Skills Tasmania

**FIGURE 13. COMPLETION RATES – ALL BUILDING AND CONSTRUCTION APPRENTICESHIPS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Commencements</th>
<th>Year</th>
<th>Completions</th>
<th>Completion Rate</th>
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<td>546</td>
<td>2007</td>
<td>272</td>
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<tr>
<td>2005</td>
<td>368</td>
<td>2008</td>
<td>451</td>
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<tr>
<td>2006</td>
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<td>2007</td>
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<tr>
<td>2008</td>
<td>852</td>
<td>2011</td>
<td>520</td>
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</tr>
<tr>
<td>2009</td>
<td>743</td>
<td>2012</td>
<td>500</td>
<td>67%</td>
</tr>
<tr>
<td>2010</td>
<td>912</td>
<td>2013</td>
<td>423</td>
<td>46%</td>
</tr>
<tr>
<td>2011</td>
<td>836</td>
<td>2014</td>
<td>514</td>
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<tr>
<td>2012</td>
<td>593</td>
<td>2015</td>
<td>332</td>
<td>56%</td>
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<tr>
<td>2013</td>
<td>461</td>
<td>2016</td>
<td>265</td>
<td>57%</td>
</tr>
<tr>
<td>Average</td>
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<td></td>
<td></td>
<td>61%</td>
</tr>
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FIG 14. NUMBER OF BUILDING AND CONSTRUCTION APPRENTICES IN TRAINING BY QUALIFICATION

<table>
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<td>32</td>
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<td>31</td>
<td>32</td>
<td>22</td>
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<td><strong>CARPENTRY AND JOINERY</strong></td>
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<td>910</td>
<td>715</td>
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<td>CABINET MAKING, Certificate III in - LMF30402/32109, MSF31113 JOINERY, Certificate of Competency in - N/A</td>
<td>90</td>
<td>74</td>
<td>68</td>
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<td>76</td>
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<td>OFF-SITE CONSTRUCTION (SHOPFITTING), Certificate III in</td>
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<tr>
<td><strong>PAINTING AND DECORATING</strong></td>
<td>129</td>
<td>125</td>
<td>98</td>
<td>84</td>
<td>95</td>
<td>87</td>
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<td>125</td>
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<td>84</td>
<td>95</td>
<td>87</td>
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<tr>
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<td><strong>PLASTERING</strong></td>
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<td>103</td>
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<td>58</td>
<td>75</td>
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## FIG 14. NUMBER OF BUILDING AND CONSTRUCTION APPRENTICES IN TRAINING BY QUALIFICATION (CONTINUED)

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<thead>
<tr>
<th>Qualification</th>
<th>Level</th>
<th>Course Code</th>
<th>Number of Apprentices in Training</th>
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<td>WALL AND CEILING LINING, Certificate III in - BCG31203/CPC31208/CPC31211</td>
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<td>114 101 69 61 58 75</td>
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<tr>
<td>PLASTERING (DRY WALL), Certificate of Competency in - N/A</td>
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<td>0 0 0 0 0 0</td>
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<tr>
<td>PLASTERING (SOLID), Certificate of Competency in - N/A</td>
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<td></td>
<td>0 0 0 0 0 0</td>
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<td>PLUMBING</td>
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<td>BUILDING &amp; CONSTRUCTION (ROOF PLUMBING), Certificate II in - 11496</td>
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<td>CERAMIC WALL AND FLOOR TILING</td>
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<td>WALL AND FLOOR TILING, Certificate III in - BCG31303/CPC31308/CPC31311</td>
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<td>TOTAL IN TRAINING - TRADITIONAL APPRENTICESHIPS</td>
<td></td>
<td></td>
<td>1699 1495 1195 1004 1022 1161</td>
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</table>
FIG 14. NUMBER OF BUILDING AND CONSTRUCTION APPRENTICES IN TRAINING BY QUALIFICATION (CONTINUED)

<table>
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