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The TBCITB was created by the initiative 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 its participants.

Legislative amendments in 2016 have broadened the scope of the Board’s work to a Workforce Development approach as opposed to a specific 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 in to various trades, occupation 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 2018-2019 Training Plan is expected to include some initiatives to respond to current circumstances whilst 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 $2.7 billion a year for at least the next two years.
- While there has been some improvement, the need for more major projects in the north of the state continues to be a concern.
- The industry employed 21,100 people as at November 2017, six per cent more than in August 2017 (18,700). 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 1,467 apprentices in 2016-2017 or eight per cent more than 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 (14 per cent of the numbers in training in 2016-2017).
• While trends are improving, work safety continues to be a key focus with building and construction accounting for 8.6 per cent of Tasmania’s lost time injuries at an average cost of $15,216 per incident in 2017. For the first time in eight years the number of lost time injuries increased last year.

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 continue to look at carefully targeted incentive programs to encourage apprenticeships, particularly to respond to predicted growth of activity over the next few years. To ensure its sustainability, it is critical for the industry to take more responsibility for employing additional apprentices.

The Board also continues to provide advice to the State 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, investment in training facilities, 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 2018-2019 Training Plan to the Minister for approval in May 2018. 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 continue to rise, the Board will increase training funds in its budget for 2018-2019.

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 has been increasing for three consecutive years. The value of construction work undertaken reached $2.64 billion in 2016-2017, up by 3.9 per cent from the year before (see Fig 1 in the Appendices). The industry has $1.6 billion worth of work yet to be done or about eight months work ahead.

The industry employed 21,100 people as at November 2017 (Fig 7 in the Appendices). This is 6 per cent more than in August 2017 (19,900) and 13 per cent more than in August 2016 (18,600).

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

Confidence in the Tasmanian economy

Tasmania has lifted from fifth to fourth position on the Australian economic performance rankings. Tasmania is now top-ranked on relative population growth and is third-placed on equipment investment and unemployment. Economic activity in Tasmania in the September quarter was 11.6 per cent above its decade average. Population growth is the strongest in six-and-a-half years. Tasmania retains fourth spot on housing finance, with commitments 10.2 per cent higher than the decade average (State of the States January, 2018).

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 its unemployment rate stands at 6.4 per cent (above its decade average of 6.1 per cent).

The Sensis Business Index covering the last quarter of 2017 said Tasmanian small and medium-sized businesses were the most confident in the nation. Sensis found 73 per cent of Tasmanian small businesses were confident and only 13 per cent reported a negative outlook. Statewide business perceptions of the economy were at their highest since March 2008, before the Global Financial Crisis. Sensis said Tasmanian expectations for the first quarter of 2018 for sales, employment and wages growth were the highest in Australia. Tasmanian expectations for profitability were the second highest (Sensis Business Index, December 2017). Positive business expectations are also building across all regions despite the continuing challenge to improve the employment situation particularly in the north of the State (Tasmanian Chamber of Commerce and Industry Surveys of Business Expectations).
Major Projects Planned or Under Construction

Commercial building projects include:
- Argyle St Hotel, Hobart ($36 million)
- Aquatic Centre Redevelopment ($22 million)
- BioMar Aqua Food Facility, Wesley Vale ($56 million)
- Elizabeth Street Hotel (40 million)
- CH Smith Site Redevelopment, Launceston ($20 million)
- Claremont Golf Course Development ($85 million)
- Collins St Hotel, Hobart ($30 million)
- Gorge Hotel, Launceston ($50 million)
- Kangaroo Bay Hotel and Hospitality Training School ($50 million)
- Lenna Hotel Expansion, Hobart ($60 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)
- Remarkable Lodge, Crescent Bay ($20 million)
- Royal Hobart Hospital Redevelopment Project ($496 million)
- Silos Hotel, Launceston ($30 million)
- Table Cape Development, Wynyard, ($70 million)
- University of Tasmania Creative and Performing Arts Centre, Hobart ($95 million)
- University of Tasmania Campuses, Burnie and Launceston ($225 million)
- University of Tasmania STEM Precinct, Hobart ($400 million)

Engineering construction projects include:
- Cradle Mountain Cable Car Project ($70 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)
- Southern Fibre Woodchip Export Facility ($22 million)
- Toll Transport Hub, Launceston ($20 million)
- White Cattle Hill Wind Farm ($300 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 5.2 per cent in October 2017 (down from 5.4 per cent in June 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 6.81 per cent over the past 15 years. The current mortgage rate is considerably below that 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 (2,465 as at 30 June 2014 and 2,310 as at 30 June 2013) public housing applicants 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.

This Strategy is supported by an Action Plan 2015-2019 that provides $73.5 million in investment over the four years that will see almost 1,600 vulnerable Tasmanian households housed, which will be supported by the construction of more than 900 new homes.

The Housing Industry Association forecasts dwelling starts of around 2,200 for 2018 and 2,300 for 2019.

**First Home Builders Boost**

As part of the 2017-18 State Budget, the Tasmanian Government has extended the $20,000 First Home Owner Grant for one year, from 1 July 2017 to 30 June 2018.

The First Home Owner Grant is a one-off payment for eligible applicants who buy or build a new home, where the transaction meets certain eligibility criteria.

The extension will mean that the increased $20,000 payment will be available for eligible transactions entered in to up until and including 30 June 2018.

For eligible transactions entered from 1 July 2018 onwards (or for eligible transactions that do not meet the requirements for the increased grant), the grant amount is $10,000.

Where the eligible transaction relates to the construction of a new home, the eligible transaction must be completed (i.e. the home must be built) within 24 months of entry into the eligible transaction (e.g. within 24 months of entering into the contract or, in the case of an owner builder, within 24 months of commencing the laying of foundations for the home).
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.

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.

The latest CommSec State of the States Report (January 2018) shows Australia's economies to be in good shape, but with some differences in relative performance. NSW remains solidly on top of the economic performance rankings from Victoria while the ACT holds down third spot. Then there is a gap to Tasmania, South Australia and Queensland, and then a gap to the Northern Territory and Western Australia.

However, only NSW had business spending in the September quarter above decade-average levels with NSW equipment investment up 5.9 per cent. Still, equipment spending in Victoria was only 1.6 per cent lower than the decade average with Tasmania and South Australia both only two per cent below the longer-term average.

By contrast, other states and territories had business spending solidly below decade averages in the September quarter. Weakest was the Northern Territory (down 30.6 per cent) with completion of the investment stage for a number of gas projects. Next weakest was Western Australia (down 27.3 per cent) followed by Queensland (down 13.8 per cent) and the ACT (down 7.2 per cent).
Forecasts

The Board forecasts the following for Tasmania:

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<thead>
<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential building construction</td>
<td>683</td>
<td>696 (+2%)</td>
<td>710 (+2%)</td>
<td>675 (-5%)</td>
</tr>
<tr>
<td>Non-residential building construction</td>
<td>656</td>
<td>689 (+5%)</td>
<td>724 (+5%)</td>
<td>738 (2%)</td>
</tr>
<tr>
<td>Engineering construction</td>
<td>1,305</td>
<td>1,279 (-2%)</td>
<td>1,253 (-2%)</td>
<td>1,316 (+5%)</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>2,644</td>
<td>2,664 (0.8%)</td>
<td>2,687 (0.9%)</td>
<td>2,729 (1.6%)</td>
</tr>
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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.
Overall, the State Budget 2017-18 indicates healthy levels of work for the industry this year and in the next three years. The Board has noted the following Tasmanian Government Budget 2017-18 initiatives and their potential impact on the TBCITB and training in the building and construction industry.

Major infrastructure investment program of $2 billion across the Forward Estimates.

- $493.7 million for major hospital and health infrastructure.
- $707.2 million for roads and rail.
- $117 million for schools and education facilities.
- $120.3 million for human services and housing.

In 2017-18, the planned level of infrastructure investment is $534.9 million and will include:

- $51.1 million for schools and education infrastructure.
- $210.4 million for hospitals and health infrastructure.
- $40.0 million for human services and housing infrastructure.
- $294.6 million for roads infrastructure.
- $10.1 million for law and order.
- $21.3 for information and communication technology.
- $19.2 million for tourism, recreation and culture.
- $10.4 for other infrastructure.

Other initiatives include the extension of the First Home Building Grant of $20,000 for a year, $35 million over two years as part of the Affordable Housing Plan, $1.9 million for an online ‘one stop shop’ development approvals system, $65 million for the Northern Cities Development Initiative and $17.1 million for a payroll tax rebate scheme for apprentices and trainees for two years.
1.2 ENTRY LEVEL TRAINING

The number of new apprentices in training reached 1,467 in 2016-2017 (up by eight per cent from a year ago but still below the 10-year average of 1,600) – see Fig 8, 9 and 10 in the Appendices. According to the National Centre for Vocational Education Research, 205 school students enrolled in building and construction-related vocational education and training courses (VET) and subjects in 2016, up from 195 school students in 2015 but down from 450, 550, 670 and 860 in 2014, 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, the HIA Youthbuild program and is working with the Master Plumbers Association of Tasmania recruiting initiatives.

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:

- **Incentives for Apprenticeship Training**

  The Board has recommended to the Tasmanian Government that the Payroll Tax Rebate be reinstated, in part, by amending the Payroll Tax Act 2008 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 State Government introduced a Payroll Tax Rebate Scheme effective from 1 July 2017. The Scheme offers a rebate to employers that pay payroll tax and employ eligible apprentices, trainees and youth workers. The rebate is available for a maximum period of two years.
from the day that the employee’s training contract takes effect under the Training and Workforce Development Act 2013.

To complement the Payroll Tax Rebate Scheme, the State Government is also piloting a Small Business Grants to Support Apprentices and Trainees Program. Under the program, employers that are not eligible to claim the payroll tax rebate (apprentices, trainees and youth employees), can apply for a subsidy of up to $4,000 for each apprentice or trainee they employ from 1 July 2017 onwards. The Program is also available Group Training Organisations (GTOs) that are not eligible to claim the Payroll Tax Rebate (Apprentices, Trainees and Youth Employees).

- Maintenance of Apprenticeships

In 2016-2017, 640 apprentices commenced in the building and construction industry (marginally down from 643 apprentices in 2015-2016) – see Fig 8 in the Appendices. With the expected growth in construction activity, an increase in 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 (1,263 apprentices in training) and for other building and construction apprenticeships (204 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 63 per cent - 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 is working through the Industry Reference Committee to develop a workable pathway from pre-employment to Certificate 3.

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, Workplace Safety, First Aid and High Risk Training Program, 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 2018-19 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, 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 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 recognise 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 leave as soon as they are qualified.

- **Administrative burden of employing an apprentice.** There is a perception that there is significant administrative effort required to employ 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 that 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 short-term 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, content 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 younger apprentices. While there are however some barriers, e.g., mature apprentice’s higher wages, many employers considered that having a mature age 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 a four-year program due 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. More recently, the need for state-of-the-art facilities for plumbing trade training has been identified.

- **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 2016 TBCITB regional workshops, industry practitioners reaffirmed 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 2017 TBCITB public meeting, participants identified the following priorities and issues:
  - Cost of apprenticeship versus productivity of apprentices.
  - Flexibility and relevance of training.
  - Collaboration and coordination.
  - Career pathways.

- There was 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, difficulties with providing work placements for students, and providing financial incentives, e.g., payroll tax rebate.

- Other matters discussed include:
  - Implications of regulatory and compliance requirements.
  - Ageing workforce.
  - Skill shortages.
  - Apprenticeship system.
  - Post trade training and higher qualifications.
  - Continuing professional development.
  - Role of the public training provider.
  - Implications of new technology and innovation.
  - Industry engagement.
2.6 INDUSTRY DEVELOPMENT

The Board will continue to partner 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 has 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 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. It is reviewing those outcomes as well as recent trends with a view to documenting and promoting case studies of heritage skills development.

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 regarding 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 19 per cent increase in 2017. Much of this was in the non-residential building sector where unprecedented scale and amount of work may have been a factor.

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 (LTI). LTIs are injuries involving a worker’s absence from work of one full day (or shift) or more due to a workplace injury. In 2017, the industry accounted for 232 LTIs (or 8.6 per cent of total lost time injuries) behind health care and social assistance (691 LTIs), public administration and safety (270 LTIs) and education and training (259 LTIs). While building and construction LTIs mostly decreased over the last five years, it still represented a total cost of about $3.53 million (see also Fig 12).

According to WorkSafe Tasmania, the injuries occurred mainly in building installation services (46 LTIs), non-residential building construction (42 LTIs), residential building construction (37 LTIs), heavy and civil engineering (30 LTIs) and land development and site preparation services (29 LTIs).

The most common injuries were traumatic joint/ligament and muscle/tendon injury (92 LTIs), wounds, lacerations, amputations and internal organ damage (57 LTIs), fractures (30 LTIs) and musculoskeletal and connective tissue diseases (28 LTIs).

Mental health and wellbeing were identified in the Board’s recent public meeting as an emerging issue for the whole industry. There were eight 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 2017 PRICES)
Source: Australian Bureau of Statistics
FIG 2 - RESIDENTIAL BUILDING CONSTRUCTION IN TASMANIA ($ IN 2017 PRICES)
Source: Australian Bureau of Statistics
FIG 3 - NON-RESIDENTIAL BUILDING CONSTRUCTION IN TASMANIA ($ IN 2017 PRICES)
Source: Australian Bureau of Statistics

FIG 4 - ENGINEERING CONSTRUCTION IN TASMANIA ($ IN 2017 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 2017 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
FIG 11 - TASMANIAN BUILDING AND CONSTRUCTION INDUSTRY TRAINING BOARD (TBCITB) NETWORK

Building and construction employers and employees

Building and construction employer and employee associations

Construction Industry Training Funds and Boards

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

Registered training organisations
- Public RTOs such as the TasTAFE
- Private RTOs

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

Other training organisations including universities, schools and colleges
FIG 12. NUMBER OF LOST TIME INJURIES

<table>
<thead>
<tr>
<th>Workplace ANZSIC Class (2015)</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Residential Building Construction</td>
<td>29</td>
</tr>
<tr>
<td>House Construction</td>
<td>26</td>
</tr>
<tr>
<td>Site Preparation Services</td>
<td>23</td>
</tr>
<tr>
<td>Electrical Services</td>
<td>14</td>
</tr>
<tr>
<td>Plumbing Services</td>
<td>13</td>
</tr>
<tr>
<td>Road and Bridge Construction</td>
<td>12</td>
</tr>
<tr>
<td>Air Conditioning and Heating Services</td>
<td>9</td>
</tr>
<tr>
<td>Other Construction Services n.e.c.</td>
<td>9</td>
</tr>
<tr>
<td>Glazing Services</td>
<td>7</td>
</tr>
<tr>
<td>Other Heavy and Civil Engineering Construction</td>
<td>7</td>
</tr>
<tr>
<td>Others</td>
<td>37</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>186</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Workplace ANZSIC Class (2016)</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential Building Construction</td>
<td>48</td>
</tr>
<tr>
<td>Building Installation Services</td>
<td>45</td>
</tr>
<tr>
<td>Non-Residential Building Construction</td>
<td>31</td>
</tr>
<tr>
<td>Land Development and Site Preparation Services</td>
<td>27</td>
</tr>
<tr>
<td>Building Completion Services</td>
<td>20</td>
</tr>
<tr>
<td>Heavy and Civil Engineering Construction</td>
<td>14</td>
</tr>
<tr>
<td>Building Structure Services</td>
<td>12</td>
</tr>
<tr>
<td>Other Construction Services</td>
<td>9</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>206</strong></td>
</tr>
</tbody>
</table>

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 this data.

The data used in the production of this report was as at 22/11/2017 - 2016 data as at 1.2.2017 and 2017 data as at 22.11.2017.

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.
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>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>368</td>
<td>2008</td>
<td>451</td>
<td>71%</td>
</tr>
<tr>
<td>2006</td>
<td>728</td>
<td>2009</td>
<td>489</td>
<td>67%</td>
</tr>
<tr>
<td>2007</td>
<td>696</td>
<td>2010</td>
<td>505</td>
<td>73%</td>
</tr>
<tr>
<td>2008</td>
<td>852</td>
<td>2011</td>
<td>520</td>
<td>61%</td>
</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>
<td>61%</td>
</tr>
<tr>
<td>2012</td>
<td>593</td>
<td>2015</td>
<td>332</td>
<td>56%</td>
</tr>
<tr>
<td>2013</td>
<td>461</td>
<td>2016</td>
<td>265</td>
<td>57%</td>
</tr>
<tr>
<td>2014</td>
<td>429</td>
<td>2017</td>
<td>309</td>
<td>72%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Average</td>
<td>63%</td>
</tr>
</tbody>
</table>

Non-completions are about 14 percent of the number of apprentices in training in 2016-2017. The Board monitors these levels to guide its incentive programs.

Source: Skills Tasmania
### FIG 14. NUMBER OF BUILDING AND CONSTRUCTION APPRENTICES IN TRAINING BY QUALIFICATION

<table>
<thead>
<tr>
<th>TRADITIONAL APPRENTICESHIPS</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BRICKLAYING</strong></td>
<td>31</td>
<td>32</td>
<td>22</td>
<td>19</td>
<td>30</td>
<td>38</td>
</tr>
<tr>
<td>BRICKLAYING/BLOCKLAYING, Certificate III in - BCG30103/CPC30108/CPC30111</td>
<td>31</td>
<td>32</td>
<td>22</td>
<td>19</td>
<td>30</td>
<td>38</td>
</tr>
<tr>
<td><strong>CARPENTRY AND JOINERY</strong></td>
<td>910</td>
<td>715</td>
<td>600</td>
<td>629</td>
<td>733</td>
<td>809</td>
</tr>
<tr>
<td>CARPENTRY, Certificate III in - BCG30203/CPC30203/CPC30208/CPC30211</td>
<td>648</td>
<td>480</td>
<td>393</td>
<td>416</td>
<td>494</td>
<td>573</td>
</tr>
<tr>
<td>CABINET MAKING, Certificate III in - LMF30402/32109, MSF31113 JOINERY, Certificate of Competency in - N/A</td>
<td>74</td>
<td>68</td>
<td>65</td>
<td>70</td>
<td>76</td>
<td>79</td>
</tr>
<tr>
<td><strong>PAINTING AND DECORATING</strong></td>
<td>125</td>
<td>98</td>
<td>84</td>
<td>95</td>
<td>87</td>
<td>96</td>
</tr>
<tr>
<td>PAINTING AND DECORATING, Certificate III in - BCG30603/CPC30608/CPC30611</td>
<td>125</td>
<td>98</td>
<td>84</td>
<td>95</td>
<td>87</td>
<td>96</td>
</tr>
<tr>
<td><strong>PLASTERING</strong></td>
<td>103</td>
<td>70</td>
<td>61</td>
<td>58</td>
<td>75</td>
<td>91</td>
</tr>
<tr>
<td>SOLID PLASTERING, Certificate III in - BCG31003/CPC31008/31011</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>WALL AND CEILING LINING, Certificate III in - BCG31203/CPC31208/CPC31211</td>
<td>101</td>
<td>69</td>
<td>61</td>
<td>58</td>
<td>75</td>
<td>91</td>
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</tbody>
</table>
### FIG 14. NUMBER OF BUILDING AND CONSTRUCTION APPRENTICES IN TRAINING BY QUALIFICATION (CONTINUED)

<table>
<thead>
<tr>
<th>PLUMBING</th>
<th>312</th>
<th>266</th>
<th>224</th>
<th>203</th>
<th>213</th>
<th>205</th>
</tr>
</thead>
<tbody>
<tr>
<td>ROOF PLUMBING, Certificate III in - BCP30303/CPC32608/CPC32611/32612</td>
<td>63</td>
<td>55</td>
<td>46</td>
<td>45</td>
<td>44</td>
<td>48</td>
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<tr>
<td>GAS FITTING, Certificate of Competency in - 11352, Certificate III in - CPC32712</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>PLUMBING (MECHANICAL SERVICES), Certificate III in - BCP30203/CPC32508/CPC32511/32512/32513</td>
<td>22</td>
<td>21</td>
<td>22</td>
<td>20</td>
<td>20</td>
<td>19</td>
</tr>
<tr>
<td>PLUMBING, Certificate III in - BCP30103/CPC32408/CPC32411/32412/32413</td>
<td>227</td>
<td>190</td>
<td>156</td>
<td>137</td>
<td>148</td>
<td>137</td>
</tr>
<tr>
<td>ROOF TILING</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>ROOF TILING, Certificate III in - BCG30898/30803, CPC30812</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>CERAMIC WALL AND FLOOR TILING</td>
<td>14</td>
<td>14</td>
<td>9</td>
<td>14</td>
<td>20</td>
<td>23</td>
</tr>
<tr>
<td>WALL AND FLOOR TILING, Certificate III in - BCG31303/CPC31308/CPC31311</td>
<td>14</td>
<td>14</td>
<td>9</td>
<td>14</td>
<td>20</td>
<td>23</td>
</tr>
<tr>
<td>TOTAL IN TRAINING - TRADITIONAL APPRENTICESHIPS</td>
<td>1495</td>
<td>1195</td>
<td>1004</td>
<td>1022</td>
<td>1161</td>
<td>1263</td>
</tr>
<tr>
<td>OTHER APPRENTICESHIPS</td>
<td>2012</td>
<td>2013</td>
<td>2014</td>
<td>2015</td>
<td>2016</td>
<td>2017</td>
</tr>
</tbody>
</table>
FIG 14. NUMBER OF BUILDING AND CONSTRUCTION APPRENTICES IN TRAINING BY QUALIFICATION (CONTINUED)

<table>
<thead>
<tr>
<th>Qualification Description</th>
<th>CPC20108</th>
<th>CPC20111</th>
<th>CPC20112</th>
<th>CPC31408</th>
<th>CPC31411</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>BUILDING AND CONSTRUCTION (BUILDING), Certificate IV in - CPC40108</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
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<td>CIVIL CONSTRUCTION DESIGN, Certificate IV in - RII40813</td>
<td>0</td>
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<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>CIVIL CONSTRUCTION OPERATIONS, Certificate IV in - RII40609</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>CIVIL CONSTRUCTION SUPERVISION, Certificate IV in - RII40206/40709/40712</td>
<td>2</td>
<td>6</td>
<td>5</td>
<td>4</td>
<td>0</td>
<td>0</td>
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<tr>
<td>CIVIL CONSTRUCTION, Certificate II in - BCC20198/20103/20107/RII20709/20712</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>CIVIL CONSTRUCTION, Certificate III in - BCC30103/30107/RII30909/30912/30913/30915</td>
<td>60</td>
<td>71</td>
<td>32</td>
<td>65</td>
<td>84</td>
<td>52</td>
</tr>
<tr>
<td>CIVIL CONSTRUCTION (BITUMINOUS SURFACING), Certificate III in - 69962/BCC30203/30207/RII31009</td>
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<td>3</td>
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<td>0</td>
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<tr>
<td>BRIDGE CONSTRUCTION AND MAINTENANCE, Certificate III in - BCC30498/RII31109</td>
<td>3</td>
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<td>0</td>
<td>0</td>
</tr>
<tr>
<td>PIPELAYING, Certificate III in - BCC30798/30503/30507/RII31309</td>
<td>3</td>
<td>1</td>
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<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>CIVIL CONSTRUCTION (PLANT/PLANT OPERATIONS), Certificate III in - BCC30198/30603/30607/RII30809/30813/30815</td>
<td>39</td>
<td>34</td>
<td>18</td>
<td>54</td>
<td>50</td>
<td>88</td>
</tr>
<tr>
<td>CIVIL CONSTRUCTION (ROAD CONSTRUCTION &amp; MAINT.), Certificate III in - BCC30298/30703/30707</td>
<td>6</td>
<td>3</td>
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<td>ROAD MARKING, Certificate III in - BCC30803/RII31509</td>
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<td>CONSTRUCTION, Certificate II in - BCG20198/BCG20103/CPC20108/CPC20111/CPC20112</td>
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<td>TOTAL IN TRAINING - ALL CONSTRUCTION APPRENTICESHIPS</td>
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