

**Statutory Review of the
*Building and Construction Industry Training Fund and Levy Collection Act 1990 (WA)***

**Submission of Carey Training
by Ms. Raphael M Poole FAIM**

Introduction

Carey Training combines two separate business entities; Carey Training Pty Ltd (RTO) and Carey Group Training (GTO).

Both entities are 100% Aboriginal wholly owned and operated organisations, dedicated to providing training and employment pathways and up-skilling opportunities for students.

Established in 2002, Carey Training's primary objective was to service the training and work force development needs of Aboriginal Australians and business. However, an increased interest from mainstream employers has seen significant company growth, resulting in the substantial broadening of operations, with clients seeking to increase their own Aboriginal engagement across a range of industries.

Carey Training RTO is currently active in preparing Aboriginal and non-Aboriginal Australian students for work in the civil construction, general construction and resources and infrastructure industries in metropolitan, regional and remote parts of Australia.

Carey GTO provides innovative and professional apprentice and trainee management services to employers, facilitating employment of apprentices and trainees who are then hosted out to organisations where they work on site and do their on-the-job training.

All the requisite training requirements are managed via Registered Training Organisations (RTO), and we offer extensive support, mentoring and advice to both host employers and employees. We service all industries including but not exclusively Mining, Civil Construction, General Construction, Oil & Gas, and White-Collar sectors.

Our services extend to National Corporate and Government clients with a Nationwide footprint. Currently, our operational training centres are based in Adelaide SA and Perth WA.

Term of Reference 1

Review: Board Effectiveness

The Construction Training Fund (CTF) Board plays a crucial role in overseeing the strategic direction and operational effectiveness of the fund, aiming to enhance training quality and increase skilled personnel within the industry. Evaluating its effectiveness across several key areas provides insight into its impact and ongoing challenges.

1) Relationship with Industry and Effectiveness of Communication:

The CTF Board has demonstrated a strong commitment to maintaining robust relationships with various stakeholders within the construction industry. This includes employers, trade associations, unions, and training providers. Key aspects of their effectiveness include:

- a) **Engagement and Collaboration:** The Board, via the Chief Executive Officer actively engages industry stakeholders through regular consultations, forums, and advisory groups. This ensures that training programs are aligned with current industry needs and responsive to emerging trends.

- b) **Communication Strategies:** Effective communication channels, such as newsletters, industry updates, and stakeholder meetings, facilitate transparent dialogue. These efforts ensure that stakeholders are informed about the CTF's initiatives, funding opportunities, and strategic objectives.

2) Structure of the Board and Its Effectiveness in Meeting Industry Sector Needs:

The structure of the CTF Board reflects a balanced representation of stakeholders across different sectors of the construction industry. This includes:

- a) **Diverse Representation:** Board members represent a spectrum of interests, including large and small employers, unions, vocational education providers, and regulatory bodies. This diversity ensures that decisions reflect the varied needs and perspectives of the industry.
- b) **Effective Decision-Making:** The Board's structure supports informed decision-making processes. It allows for thorough discussion and consideration of sector-specific challenges, enabling strategic initiatives that address both immediate and long-term workforce requirements.

3) Operation of the Board in Strategic Management of the Construction Training Fund:

The CTF Board operates with a strategic focus aimed at maximizing the impact of the fund's resources on workforce development. Key operational strengths include:

- a) **Strategic Planning:** The Board engages in comprehensive strategic planning exercises to set clear goals and priorities aligned with industry demands. This includes identifying skill shortages, promoting innovation in training methodologies, and enhancing program effectiveness.
- b) **Monitoring and Evaluation:** Robust monitoring and evaluation mechanisms ensure accountability and performance tracking. Regular assessments of program outcomes allow adjustments to be made in real-time, ensuring the fund remains responsive to evolving industry needs.

4) Efficiency of the Board in Collection of Levy and Administration of Programs:

Efficiency in levy collection and program administration is critical to the CTF's operational success. Key aspects of efficiency include:

- a) **Levy Collection:** The Board ensures efficient levy collection processes through effective governance and compliance measures. This includes, transparent financial reporting, and enforcement of levy obligations.
- b) **Program Administration:** Effective administration of funded programs involves streamlined processes for application, approval, and monitoring of funded initiatives. This ensures that resources are allocated efficiently, and program objectives are achieved within budgetary constraints.

Conclusion:

Overall, the CTF Board has demonstrated effectiveness in its governance, relationship management with industry stakeholders, strategic management of funds, and operational efficiency in levy collection and program administration. By maintaining strong communication channels, diverse representation, and a strategic focus on industry needs, the Board continues to play a pivotal role in enhancing training quality and workforce development within the building and construction industry. Moving forward, ongoing adaptation to industry dynamics and stakeholder feedback will be crucial to sustaining and furthering its impact.

Term of Reference 2

Review: Attainment of Objectives of the Building and Construction Industry Training Fund and Levy Collection Act 1990

The Building and Construction Industry Training Fund (BCITF) and Levy Collection Act 1990 was enacted with the primary objectives of improving the quality of training and increasing the number of skilled persons in the building and construction industry. Evaluating its effectiveness in achieving these goals reveals notable progress and areas for further enhancement.

1: Improving the Quality of Training

The Act has significantly contributed to enhancing the quality of training within the building and construction industry through several initiatives:

- a) **Development of Industry-Relevant Programs:** The Act has supported the creation of training programs that align closely with industry standards and evolving technological advancements. This ensures that trainees acquire skills that are relevant and applicable in the workplace.
- b) **Emphasis on Skills Development:** The fund has prioritised the development of technical skills, safety protocols, and emerging technologies within its training initiatives. By incorporating these elements into training curricula, the CTF has ensured that trainees are well-prepared to meet the evolving demands of the industry.
- c) **Quality Assurance Mechanisms:** Rigorous quality assurance measures, and regular evaluation of program outcomes, have been implemented. These mechanisms help uphold high standards of training delivery and ensure consistency in the quality of education provided across different programs.
- d) **Promotion of Best Practices:** While progress has been commendable, ongoing efforts are necessary to adapt to technological advancements and emerging industry trends. Continuous feedback loops with industry partners will be crucial in identifying areas for improvement and maintaining the relevance of training programs.

2: Increasing the Number of Skilled Persons

The CTF has played a pivotal role in boosting the number of skilled individuals entering the building and construction industry. Key achievements include:

- a) **Support for Apprenticeships and Traineeships:** The fund has provided financial support and incentives to employers to take on apprentices and trainees. This support has facilitated the entry of newcomers into the industry while also encouraging existing workers to pursue further training and upskilling opportunities.
- b) **Promotion of Lifelong Learning:** Recognising the need for continuous skills development, the CTF has promoted lifelong learning initiatives among industry professionals. This includes funding for professional development courses, certifications, and pathways to advanced qualifications.
- c) **Targeted Outreach and Recruitment:** The CTF has engaged in targeted outreach efforts to attract individuals from diverse backgrounds to careers in construction. These efforts have focused on promoting the benefits of working in the industry and dispelling misconceptions about construction careers. There remains however, particular deep-seated biases within the industry, which speaks to generational change being commanded. The fostering of growth and excellence by the CTF in the industry is making a marked difference in this environment.

Looking ahead, sustaining efforts to attract and retain skilled individuals will be critical amid demographic shifts and changing workforce dynamics. Continued collaboration with educational institutions and industry stakeholders will help identify strategies to address skills shortages and ensure a steady pipeline of qualified professionals.

Conclusion:

Overall, the Building and Construction Industry Training Fund and Levy Collection Act 1990 has made significant strides in achieving its objectives of improving training quality and increasing the number of skilled persons in the building and construction industry. While successes are evident, ongoing adaptation to industry needs and continuous improvement in training methodologies will be essential to meet future challenges and maintain a skilled workforce capable of driving industry innovation and growth.

Term of Reference 3

Review: The Need for this Act to Continue in Operation

The Act remains essential for several reasons:

- a) **Continued Industry Demand:** The construction industry continues to evolve with technological advancements and changing regulatory requirements, necessitating ongoing adaptation of training programs and workforce development strategies.
- b) **Skills Shortages:** Persistent skills shortages in specialised areas underscore the ongoing need for targeted training initiatives supported by the Act to meet industry demand.
- c) **Regulatory Framework:** The Act provides a regulatory framework that ensures levy collection and transparent allocation of funds for training programs, essential for maintaining industry standards and competitiveness.

Term of Reference 4

Review: Review of the Operation of the Act with Respect to the Resources Sector:

Review the operation of the Act with respect to the resources sector, including four recommendations referred from the 2019 statutory review to this review:

- a) **Enhanced Collaboration:** Strengthen partnerships between the construction and resources sectors to address sector-specific training needs, skills transferability and workplace biases.
- b) **Tailored Programs:** Develop specialised training programs that address the unique requirements of the resources sector, such as mining and green energy projects, and the possibility of nuclear power projects in the not-too-distant future.
- c) **Geographical Considerations:** Address regional disparities in training access and delivery, particularly in remote resource-rich areas.
- d) **Evaluation and Feedback:** Implement regular evaluations of training programs tailored to the resources sector to ensure relevance and effectiveness.
- e) **Evaluation and Feedback:** Implement regular evaluations of training programs tailored to the resources sector to ensure relevance and effectiveness.

Review of Recommendations from 2019 Statutory Review

As far as I am aware, recommendations 10, 12 and 21 have been implemented. I am unable to comment on the remaining recommendation 22.

Term of Reference 5

Test six recommendations from the 2019 statutory review noted and for further consideration (Stage 2 legislative change), including three recommendations arising from the 2014 statutory review.

Recommendations 16 & 17

These are the only 2 recommendations that I wish to comment on.

In relation to both recommendations, I think that legislative change is past due at this stage and might add to ease of use for these very review processes and implementation processes going forward.

Term of Reference 6

Consider the benefits of a more diverse construction workforce and assess whether First Nations people participation and gender imbalances in training are being adequately addressed under the CTF

A diverse construction workforce brings numerous benefits, such as enhanced innovation, better problem-solving abilities, and improved project outcomes. Embracing diversity means incorporating a variety of perspectives, skills, and experiences, ultimately fostering a more dynamic and inclusive industry.

Under the Construction Training Fund (CTF), efforts to address the participation of First Nations people and gender imbalances in construction training are crucial and ongoing but vary in effectiveness.

To adequately address these issues under the CTF, ongoing commitment and collaboration are essential among industry stakeholders, educational institutions, and government bodies. This requires sustained investment in targeted programs, regular monitoring of outcomes, and fostering inclusive workplace cultures that prioritise diversity and equity.

In summary, while the Construction Training Fund has taken steps to enhance First Nations participation and address gender imbalances in construction training, there will be a continual need for improvement and innovation for some time. By prioritising inclusivity and investing in comprehensive strategies, Western Australia can foster a more diverse and thriving construction workforce for the future. Finally, more consideration needs to be had for First Nations current/soon to be released and ex-offenders as a rich and experienced available resource. Their integration into the workforce is currently a weak link that needs resourcing.



Signed:

Name: Raphael Poole FAIM

Position: General Manager Carey Training

Date: 25/06/2024