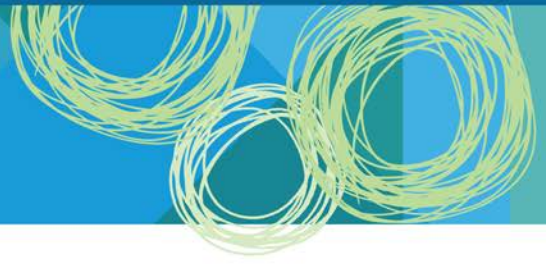


# Queensland Government Building and Construction Training Policy



## Overview

The Queensland Government Building and Construction Training Policy (training policy) supports employment opportunities and skills development in Queensland's building and construction industry. The training policy also increases the economic independence and participation of Aboriginal and Torres Strait Islander Queenslanders in the industry.

The training policy is one element in a longstanding partnership between the building and construction industry and the Queensland Government to develop the industry's skills base and future workforce capability. It requires contractors to employ apprentices and trainees and undertake other workforce training as a mandated component of being awarded work on eligible Queensland Government projects.

The training policy has a core requirement that a minimum of 10 per cent of the total labour hours on eligible projects be undertaken by apprentices and/or trainees and through other workforce training. From 1 September 2017, this core requirement increases to a minimum of 15 per cent for major building and/or civil construction projects.

If a project is delivered in an Aboriginal or Torres Strait Islander community, the township of Weipa, or is selected as an Indigenous project by the Queensland Government, it is a priority that the requirements of the training policy be met by Aboriginal and Torres Strait Islander apprentices and trainees, and local Aboriginal and Torres Strait Islander workers. In addition to this, the training policy requires that an additional amount, equivalent to a further 10 per cent of the total labour hours, be allocated towards an agreed Indigenous Economic Opportunities Plan.

The training policy commenced on 1 July 2014 and replaced both the Queensland Government Building and Construction Contracts Structured Training Policy (10 per cent training policy) and the Indigenous Employment Policy for Queensland Government Building and Civil Construction Projects (20 per cent Indigenous employment policy).

## Key changes from 1 September 2017

From 1 September 2017, there were changes to the training policy that impact major Queensland Government and government owned corporation building and/or civil construction projects.

- On major Queensland Government and government owned corporation building and/or civil construction projects with a contract sum of \$100 million or greater (including GST) it is a core requirement that a minimum of 15 per cent of the total labour hours on eligible projects is to be undertaken by apprentices and/or trainees and through other workforce training. This requirement applies to projects tendered or undertaken by Queensland Government agencies, statutory authorities and government owned corporations.

## Key changes from 1 July 2015

From 1 July 2015, there were changes to the training policy that impact government owned corporations and public private partnerships.

- Government owned corporations — any procurement processes that government owned corporations commence for building and/or civil construction projects above \$20 million (including GST) must comply with the training policy.
- Public private partnerships — any procurement processes that commence for public private partnerships in relation to building projects with a contract sum of \$500,000 or greater (including GST) and civil construction projects with a contract sum of \$3 million or greater (including GST) must comply with the training policy.

## What are eligible projects?

Eligible projects are Queensland Government building projects with a contract sum of \$500,000 or greater (including GST) and civil construction projects with a contract sum of \$3 million or greater (including GST). Eligible projects include:

- projects throughout Queensland, including projects in Aboriginal and Torres Strait Islander communities
- projects that are selected as Indigenous projects by Queensland Government agencies
- public private partnerships.
- all building and/or civil construction projects with a contract sum above \$20 million (including GST) tendered or undertaken by government owned corporations will also be eligible projects.

From 1 September 2017, additional requirements apply to eligible major building and/or civil construction projects with a contract sum of \$100 million or greater (including GST).

## Which organisations are required to comply with the training policy?

The following parties are required to comply with the policy:

- Queensland Government agencies, statutory authorities and government owned corporations
- contractors who are successful in being awarded contracts on eligible projects.

## Key elements of the training policy

The primary means for contractors to comply with the training policy is through the employment of apprentices and trainees and through other workforce training. Other workforce training may include:

- upskilling existing workers in training that is delivered by registered training organisations and which leads to nationally recognised building or civil construction qualifications
- upskilling existing workers in industry recognised training
- upskilling existing workers through apprenticeships or traineeships
- employing Aboriginal and Torres Strait Islander people
- employing students in undergraduate programs or cadetships that apply to formal tertiary, professional or technical education in the building and construction industry.

## Compliance with the training policy

Compliance and reporting arrangements for the training policy are a condition of contract. Failing to comply with the training policy requirements of a contract constitutes a breach of that contract.

The Department of Education and Training will provide annual performance reports regarding a contractor's compliance with the training policy to the Director-General or Chief Executive Officer of each Queensland Government agency or government owned corporation. This data will form the basis of any investigations, sanctions or penalties in relation to non-compliance.

## Links to government priorities

The training policy supports the Queensland Government's commitment to job creation and lowering unemployment by prioritising more apprenticeship and traineeship opportunities for Queenslanders. It also aligns with the Queensland Government's commitment to increasing the economic independence of Aboriginal and Torres Strait Islander people.

## Further information

This fact sheet is to be read in conjunction with the [Queensland Government Building and Construction Training Policy – Policy Statement and guidelines](#).

For more information, visit [www.training.qld.gov.au/trainingpolicy](http://www.training.qld.gov.au/trainingpolicy).