

BUILDING
A SKILLED
WORKFORCE
FOR THE FUTURE.

Annual Training Plan

2017-2018





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Message from the CEO



The construction industry has settled back into stable levels of activity following the mining boom witnessed in the decade to 2013, and the more recent surge in residential building in the South East corner of the state. Residential work will feature heavily across Queensland in the near future with ambient levels of activity in commercial, civil and engineering construction across regions.

The industry activity has firmly shifted away from resource-rich areas back to South East Queensland, the Surat Basin and Northern Queensland. Although the work and skills in the construction industry are cyclical and strongly impacted by socioeconomic factors, there will always be a demand for highly skilled workers.

The devastation dispensed on communities by Cyclone Debbie and associated flooding will mean that the construction workforce will have a big role to play in helping communities and individuals recover. CSQ will work with industry and government to support the training and skills assessment requirements for the reconstruction workforce to make sure that the rebuild is undertaken by a qualified and safe workforce.

We know that our industry is concerned about issues such as housing affordability, non-conforming products and technological disruption – our lens is always focused on what does it mean for workforce capability, skills and training.

Now is the time to continue to support skills development and training to make sure we have the right skills to meet the industry's needs now and into the future. We know that investing in skills and training helps smooth the peaks and troughs that typify our industry and can help workers and businesses to adapt to changes in legislation, building products, methods and processes.

CSQ's key focus remains on building a robust and skilled workforce and advocating for the value of investing in skilling and training. This will help the Queensland economy to grow sustainable businesses, increase employment opportunities and facilitate rewarding careers in construction.

CSQ is continuing to collaborate with industry to develop workforce skills that will allow workers and businesses to adopt new technologies and prepare the industry for change.

We heard clearly from our industry that they want more access to flexible, bite-sized training that can assist them to keep up with the evolving needs of the industry and support continuous learning. Our increased investment in Short Courses responds to this need and will help fill the gap left by qualifications that are struggling to keep pace with the rate of change in workplaces.

This year's Annual Training Plan has a focus on supporting statewide responses to meet industry's workforce development needs, with a renewed approach and presence in regional Queensland.

It is important that we continue to inspire new talented people to join the building and construction industry, and ensure that we provide the right skilling and training opportunities for people to transition across the workforce.

CSQ will continue to build on its partnership with industry and government to ensure training matches the demands of the industry through a sustainable long-term approach to workforce planning and development.

Brett Schimming
Chief Executive Officer

01 Introduction

Construction Skills Queensland (CSQ) invests funds collected by the Building and Construction Industry Training Levy (the levy) into services and programs that support the growth and development of the skills base of the Queensland building and construction industry.

Each year, CSQ sets out its priorities for skills investment and service delivery in the Annual Training Plan (ATP).

CSQ's programs and services focus on attracting, developing and retaining new entrants and existing workers in the industry to ensure a prosperous and sustainable future.

The programs and services in this ATP have been shaped by extensive and ongoing consultation with industry and government stakeholders, together with an evaluation of CSQ's program and service delivery, and an analysis of

the forecast activity in the sector, and the supply of skills available to the industry.

Investment of the levy has also been informed by an analysis of the causes of skills gaps together with an understanding of program and service delivery that already exists in the market. Training is often, but not always, the solution to skills gaps and CSQ always seeks to understand the causes of skills gaps before determining appropriate market interventions.

This approach allows CSQ to identify the gaps and niches in the market that provide the best opportunity for us to package and target our programs, investment, industry services, engagement and marketing activities, as well as where we can leverage the capabilities of our partners to help us address and build the industry's workforce capabilities.

In 2017-18, CSQ will continue to support state-wide responses to industry's workforce development needs as well as tailored, place-based solutions that align to sectors, regions, projects and occupations of strategic importance. This will include a renewed approach and presence in regional Queensland to ensure we continue to help the industry have access to the right people with the right skills in the right place at the right time.

**In 2017-18, CSQ will
continue to support
state-wide responses
to industry's workforce
development needs.**



02 Industry Outlook

The construction industry closely follows the economic environment.

The nature of work and skills required by the construction industry are cyclical and strongly influenced by factors such as population growth, public and private investment, interest rates and consumer and business confidence.

Workforce requirements in the industry differ from sector to sector, region to region, and building type to building type. Changes such as shifts in the types of buildings that are being built, the building materials and processes being used, and where the activity is occurring impact the skills the industry needs and where it needs those skills.

The investment outlined in this ATP has been underpinned by a detailed assessment of the state of Queensland's building and construction industry and its workforce to forecast likely skills demand and supply.

The CSQ 2017 Industry Outlook is a companion document to this ATP and provides further detail on this assessment.

In summary, the next 12 months will herald the beginning of the end for the unprecedented residential construction growth that played a key role in delivering a fairly orderly transition out of the engineering construction boom of the decade to 2013. However, CSQ does not expect this to be a heavy fall but rather a gradual readjustment to more normal levels of growth.

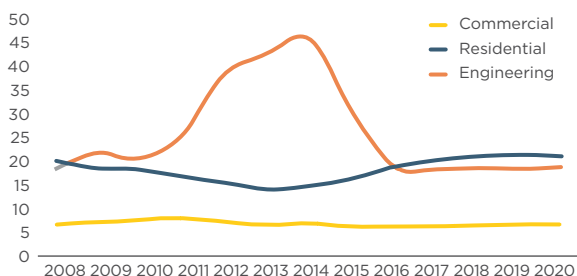
The engineering construction sector will begin rising once more, with the negative annual growth rates now behind us. Significant infrastructure investment is unlikely within the next couple of years, but beyond that timeframe, prospects are strong.

It is expected that the damage caused by Cyclone Debbie and the widespread floods will drive additional levels of activity across all sectors.

Queensland's surplus of construction workers will be thinner than last year, but will still be healthy enough to ensure little pressure on wage growth, with tradesmen and labourers continuing to be easily accessible. Based on industry trends and CSQ modeling it is also expected that the building and construction industry in Queensland will see a continued healthy rate of apprentice intake. Recent data analysis has also uncovered some positive findings around industry apprentice completion rates.

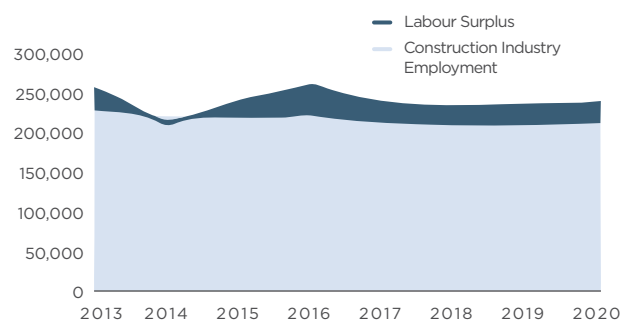
Construction Activity

Construction forecast, work done, QLD, \$b, qtrly



Source: NIEIR

Skills Supply-Demand



Source: NIEIR

03 Industry consultation

CSQ constantly works to ensure that the ATP is informed by evidence-based research and analysis which is tested with industry through a continual process of engagement.

Year-round consultation forms part of CSQ's operating rhythm and takes place on an ongoing basis. Industry consultation and engagement is undertaken in partnership with our key employee and employer associations, major contractors and key employers, regional stakeholders and industry leaders and through our participation on industry committees, forums and reference groups. It also takes into consideration our engagement with Registered Training Organisations (RTOs) delivering our programs.

To assist in the development of this ATP, CSQ also undertook a targeted approach to consultation similar to last year through:

- a series of focus groups across Queensland
- stakeholder meetings
- a web-based industry survey.

Key results from year-round and targeted consultation methods have been synthesized and analysed to identify the key issues industry considers important for skills, training and the workforce.

The following five key themes emerged from the analysis:

1. the need for upskilling to assist the industry to adopt and transition to new technologies
2. a desire for skill sets and industry-recognised and valued training (not always VET-accredited) to bridge the gap left by qualifications that are not keeping pace with the changing industry
3. the attractiveness of new entrants that are the "right fit" rather than those that hold a pre-entry level qualification (Certificate I or II)
4. a clear role for CSQ to connect individuals and businesses with trusted information that can help them to navigate the world of careers, training and programs
5. broad scale support for continuing professional development (CPD), which could be complemented by CSQ programs, with some concerns in relation to aspects such as the compulsory component of a CPD system, regional and remote workers' access to CPD opportunities and a clear need for the right person in a business to be able to access the right CPD.

These consultation results together with our data, research, evidence and program delivery evaluation, have been considered in shaping this ATP and will further inform the delivery of our key programs and services during the year.

04 Annual Training Plan budget

Table 1 provides a summary of the 2017-18 budget for services, programs and other expenditure to support the operations of CSQ.

Just over \$35 million will be allocated to support building and construction training and workforce development in 2017-18. This is a slight increase on the previous two years' budget allocations of \$33.5 million and \$34.3 million respectively and is in line with the industry activity.

Table 1 - Annual Training Plan budget summary

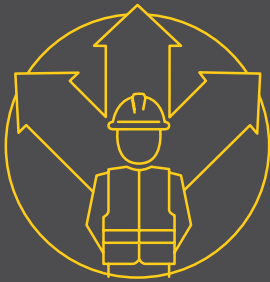
	2017-2018	Notes
ATTRACT		
Career Pathways	\$900,000	
Trade Start (General and Civil)	\$700,000	
DEVELOP		
Skills Assessment and Gap Training (SAGT) - General	\$3,500,000	
Higher Level Skills (HLS) - General	\$5,500,000	
Civil Construction Training (SAGT Civil, HLS Civil and Short Courses Civil)	\$2,700,000	1
Short Courses	\$10,000,000	
Major Projects Training	\$1,500,000	
Construction Futures	\$500,000	
Diversity	\$250,000	
RETAIN		
Industry Skills Coordination	\$2,200,000	
Industry Corporate Social Responsibility (CSR)	\$350,000	
Student Contribution (Tuition) Fees	\$100,000	2
INDUSTRY SERVICES		
Policy, Performance, Evidence, Data and Industry Engagement	\$3,500,000	
CORPORATE AND SUPPORT SERVICES		
Marketing and Communications	\$1,750,000	
Finance and Administration	\$800,000	
QLeave Levy Administration Fee	\$790,000	
TOTAL	\$35,040,000	

Note 1: This program budget represents CSQ's investment which is matched by the Queensland Department of Education and Training under a co-investment model.

Note 2: This program was discontinued in 2015-16. The budget allocated in 2017-18 is final transitional funding.

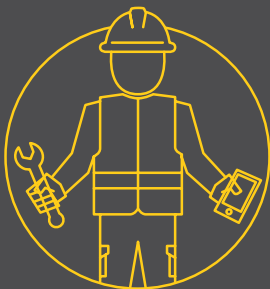
05 CSQ's priorities

CSQ's programs and services focus on attracting, developing and retaining new entrants and existing workers in the industry to ensure a prosperous and sustainable future.



ATTRACT

- ATTRACTING THE RIGHT TALENT
- PROMOTING THE INDUSTRY
- INSPIRING AND PROVIDING PATHWAYS INTO THE INDUSTRY



DEVELOP

- PROVIDING TRAINING SOLUTIONS
- LEVERAGING INVESTMENT IN SKILLS
- WORKFORCE PLANNING



RETAIN

- HELPING KEEP TALENTED PEOPLE IN THE INDUSTRY
- INDUSTRY ENGAGEMENT
- WORKFORCE HEALTH AND WELL-BEING

Attract

Inspiring and providing pathways for talented people to join the building and construction industry.

As one of the largest contributors to the State's economy and a significant employer of Queensland's workforce, it is important for CSQ, the industry and individual organisations to implement a range of strategies to attract people to the sector to meet future labour force needs, and to replace those leaving the industry through normal attrition.

CSQ will build on its partnerships with industry, the schooling, vocational education and training (VET) and tertiary sectors, and other stakeholders to:

- promote the industry and its career options
- help job seekers and career changers make informed choices about careers in the industry and understand their pathway options
- provide opportunities for career seekers to test their suitability for working in the industry
- frontload individuals with training and experience that will assist them start a career.

Develop

Providing training solutions and leveraging investment in skills to increase the capability of the building and construction workforce.

A strong, safe, innovative and productive industry relies on constant skilling to ensure that the workforce is adapting to changing products, methodologies and consumer demands, as well as new legislative requirements and technologies.

CSQ will support the industry with a range of programs to up-skill, re-skill and cross-skill existing building and construction workers, including apprentices and trainees, to ensure they have access to training to gain skills to meet job requirements and to help support their career progression. We will also provide opportunities for workers temporarily displaced from work to build their skills so they can re-enter the workforce sooner.

CSQ will also signpost pathways, programs and support available through other industry and government bodies, as well as share information on industry and labour market activity, trends and emerging new markets, best practice and innovation.

Retain

Helping the sector to develop strategies to keep talented people in the building and construction industry.

CSQ seeks to assist the industry keep talented workers in the building and construction industry to ensure that the skilling and workforce needs of the industry are maintained.

CSQ will assist the building and construction industry to retain their existing workers by:

- fostering and supporting workforce planning in the industry
- assisting the sector to develop and share strategies to keep talented people in the industry
- supporting organisations that contribute towards the health and well-being of skilled workers.

06 2017-18 programs and services

Career Pathways

Investment: \$900,000

Aim: To provide career seekers with the information, experience and skills they need to make an informed choice about a career pathway and to provide the industry with well-informed, job ready workers.

Career Pathways integrates programs and services aimed at inspiring, informing and providing pathways for talented and motivated people to join or re-enter the building and construction industry and link them to in-demand, high-opportunity jobs. By providing a single, industry-trusted source of information and experiences in construction careers, CSQ can assure the industry has a pipeline of new entrants that are “the right fit” for the industry, and are more likely to stay and pursue a career in the industry.

CSQ’s Career Pathways programs and services will:

- promote careers in the industry
- inform job seekers and their influencers about the range of career options, pathways and required candidate capabilities
- provide easy access to trusted industry information and expertise that can help career seekers and employers navigate the world of careers, training and programs
- enable people who are interested in a building and construction career to sample and test what it is like to work in the industry
- provide opportunities for career seekers to gain skills and experiences that will set them up for a career in the industry.

CSQ’s role in helping career seekers to understand occupations in the industry before making a career choice and in helping career seekers and industry to navigate career pathways, training opportunities and other assistance is in direct response to calls from industry for assistance and was a recurring theme heard during consultations with the industry.

Trade Start

Investment: \$700,000

Aim: To provide employers with job-ready individuals looking to enter the building and construction industry.

New entrants to the industry do not all come straight from school and many workers in the industry are sourced post-school as well as from other industries.

Trade Start is a pre-employment program which exposes participants (who are not school students) to the building and construction industry, giving them a better understanding of the work involved and whether it suits their interests.

Through the Trade Start program, CSQ will provide funding to eligible RTOs to deliver an entry-level qualification, life skills training, workplace experience and green building skills to eligible participants.

CSQ will also use a place-based approach to deliver Trade Start programs connected to major projects and significant programs of work as a way of linking career seekers with work, and employers with a pipeline of informed new workers.

CSQ’s continued investment in Trade Start responds to industry’s feedback that new entrants to the industry need to hold more than just a Certificate I or II qualification – that they need to be the right fit and have had some real life experience in the industry before making a career choice. The Trade Start program helps do that.

Skills Assessment and Gap Training – General Investment: \$3,500,000

Aim: To provide a pathway for individuals to have their existing skills recognised, and provide the gap training required to achieve a nationally recognised building and construction qualification.

A qualification provides opportunities for individuals to access further education and study, attain occupational registrations and licenses, obtain employment and move within the industry.

The Skills Assessment and Gap Training – General program provides a pathway for experienced individuals to attain a nationally recognised qualification in the construction industry.

Through the Skills Assessment and Gap Training – General program, CSQ will provide funding to eligible RTOs to deliver training and assessment services to enable existing workers and new entrants to have their skills and experience recognised, and to provide the gap training required to obtain a qualification.

Higher Level Skills – General Investment: \$5,500,000

Aim: To provide higher-level skills to workers in the building and construction industry to assist career development.

Certificate IV, Diploma and Advanced Diploma courses provide workers in the construction industry with an opportunity to increase their knowledge and skills, provide pathways to further learning, and open up opportunities to move into higher level and paraprofessional roles.

Through the Higher Level Skills – General program, CSQ will provide funding to eligible RTOs to deliver higher-level qualifications (Certificate IV and above) to existing workers in the building and construction industry to enable them to develop and expand their existing skills and experience assessment in a range of qualifications that are linked to industry demand.

This program will also provide a response to emerging skills and labour shortages by facilitating access to training for those who are currently under-employed or out of work that will assist them to move within or re-enter the building and construction industry.

Short Courses - General Investment: \$10,000,000

Aim: To provide workers in the building and construction industry with access to flexible training responses that can help them meet identified skills needs.

In response to industry demand for skill sets and small bite-sized pieces of training to assist the workforce to keep pace with the continually changing nature of work, CSQ has increased its investment in the Short Courses - General program. This investment can also help workers to start on a path of self-managed continuing professional development (CPD).

Short courses, competencies and skill sets (single units of competencies or combinations of units of competency) provide existing workers, industry workers currently out of work or between jobs, and business owners with flexible solutions to update their skills and knowledge in specific and targeted areas. They provide opportunities to progress careers and move within the industry as well as enhance individual efficiency and business productivity.

Through the Short Courses - General program, CSQ will provide funding to eligible RTOs to deliver training to workers to assist with their up-skilling and cross-skilling. This training will focus on assisting workers to adapt to safety, licensing and regulatory requirements as well as to changing job requirements brought about by new products, processes, methodologies, consumer demands and technologies.

CSQ will identify short courses, competencies and skill sets that are both nationally VET accredited as well as those that are industry-recognised and valued - this is in response to what the industry has told us it needs.

The availability of this training will assist existing workers to continue to develop their skills and provide access to training for those who are currently under-employed or out of work to build their skills and assist them to increase their employment opportunities or re-enter the building and construction industry sooner.

Civil Construction Training Investment: \$2,700,000

Aim: To provide a pathway for eligible new entrants and existing workers in the building and construction industry to obtain skills and qualifications in civil construction.

The Queensland Government and CSQ have partnered for over six years to deliver the Civil Construction Training program as a means of building the workforce capacity of the civil sector of the building and construction industry through targeted skills investment.

This Civil Construction Training program includes:

- Skills Assessment and Gap Training - Civil, which provides a pathway for individuals to have their existing skills recognised and provide the gap training required to achieve nationally recognised civil construction qualifications
- Higher Level Skills - Civil, to open up opportunities for workers to access higher level VET qualifications that are linked to industry demand
- Short Courses - Civil, to provide flexible skilling solutions to meet identified skills needs in the sector.

In 2017-18, the Civil Construction Training program will provide funding to eligible RTOs to deliver civil construction qualifications and short courses to new entrants, existing workers and those who are currently under-employed or out of work in the building and construction industry. The program will be delivered in partnership with the Queensland Department of Education and Training under a co-investment model.

Major Projects Training Investment: \$1,500,000

Aim: To provide targeted major projects with access to building and construction training to address skills deficiencies that may hold up the project, assist individuals to become more multi-skilled and productive, or provide career pathway opportunities for the workforce.

Major Projects are of strategic significance as they provide concentrated opportunities for skilling the workforce together with a greater surety of achieving tangible results.

Through the Major Projects Training program, CSQ works in targeted major projects and selected significant programs of work to:

- implement strategic training and employment programs to help achieve project objectives
- identify any potential skills shortages for the project and provide meaningful solutions
- assist individuals to become more multi-skilled and productive
- provide career pathway opportunities for the workforce
- help principal contractors identify project-specific training through the development of a training needs analysis (TNA)
- provide funding solutions to address the project's specific needs identified in the TNA
- provide ongoing support for training and skilling requirements.

Construction Futures Investment: \$500,000

Aim: To support strategic opportunities and innovative responses to emerging issues in the building and construction industry.

The construction industry is a dynamic one – materials, methodologies, technologies, training policies and training delivery models are constantly changing. CSQ wants to be at the forefront of these changes to understand the impact on the skills and training needed in the building and construction industry and to help workers and businesses adopt and transition to new technologies and new opportunities.

Construction Futures provides CSQ with the capacity to partner with stakeholders to trial innovative skills or workforce development responses that may be able to assist the industry to adapt to new technologies, new products and new processes or concepts. Projects offer the possibility to test responses on a small scale to evaluate the success and impact of the trial and assess options for deployment across the industry. The requirement to assist the industry to adopt and transition to new technologies through skills development has been a predominant topic in conversations across the industry.

These projects will:

- build the capacity of the industry to respond to new and emerging technologies, work methodologies and practices
- have application across the industry or an industry sector, not just a single enterprise
- be new projects that cannot be met through CSQ funded programs
- maximise the opportunity for leveraging and co-investment of funds, resources and goodwill between parties where possible.

Diversity

Investment: \$250,000

Aim: To support strategic opportunities and innovative responses that ensure that the building and construction industry has access to a diverse workforce.

To ensure that our industry has a workforce that is made up of workers with the right attitude, aptitude, skills and training, CSQ will work with industry to encourage the entry, participation and retention of workers from a diverse range of backgrounds.

CSQ recognises that a diverse talented workforce will add to the capacity of the building and construction industry to deliver projects on time, to budget and of a quality standard.

In 2017-18, CSQ's work to ensure a diverse workforce will include:

- partnering with key industry, community and government stakeholders with a specific interest in diversity
- encouraging a diverse range of new entrants, existing workers and employers to be part of the building and construction industry in Queensland through CSQ's programs and services - ensuring that barriers are not imposed on eligible individuals wishing to participate in our programs and access our services
- implementing targeted diversity strategies that are evidence-based and industry-led in priority regions and major projects, including the development and deployment of skilling action plans, diversity specific pilot projects and workforce development initiatives
- leveraging targeted strategies for employment and training opportunities through CSQ's oversight of the Queensland Government Building and Construction Training Policy in major projects, Indigenous communities and declared Indigenous projects
- supporting and promoting industry adoption of diversity practices that increase the attraction, development and retention of a skilled and diverse workforce.

Industry Skills Coordination

Investment: \$2,200,000

Aim: To increase the skilling capability and capacity of the building and construction industry through the provision of funding to targeted organisations for workforce planning and skills development.

One of the best ways to build a highly skilled workforce is to partner with industry stakeholders to leverage from their experience and industry connections.

The Industry Skills Coordination program leverages the capabilities and capacity of industry stakeholders and extends CSQ's access and reach into industry.

This program will support skilling and workforce planning and development activity in:

- leading employer and employee industry associations
- enterprises engaged in targeted major projects or significant programs of work
- high demand regional and remote areas, including Indigenous communities.

The types of services the Industry Skills Coordination program will deliver include:

- guiding localised and sectoral workforce planning, development and training strategies
- identifying trends in skilling and workforce planning
- reviewing the future skills needs of the existing workforce
- coordinating and promoting workforce training programs for the industry
- promoting diversity
- identifying and promoting strategies to improve the uptake, retention and completion of apprentices and trainees, including improving mentoring practices and models
- identifying and promoting best practice to facilitate improvements in attraction, retention, safety, productivity and innovation.

This work will help inform CSQ and the industry of best practice improvements in attracting new workers, workforce planning and development, retention, safety, productivity and innovation.

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The Industry Services team has a critical role in ensuring that CSQ is connected with industry, regions and government.



07 Industry Services

Investment in this year's ATP will support program and service delivery undertaken by the Industry Services team, which includes:

- developing and implementing policies and programs that are underpinned by evidence and market intelligence to support the future prosperity of the industry
- providing up-to-date research, evidence and information about industry demand, workforce supply and factors impacting on the current and future skills in the industry
- informing, consulting and collaborating with industry and government stakeholders
- delivering information, expertise and programs.

Investment: \$3,500,000

The Industry Services team has a critical role in ensuring that CSQ is connected with industry, regions and government. This year's investment will support the key activities of:

- leading and managing CSQ's policy, performance and planning and frameworks
- leading industry's position on matters relating to skilling and workforce development, including ensuring that training products and government skills policy and training investment reflects the needs of the Queensland building and construction industry
- developing CSQ's ATP and associated operational policies
- providing up-to-date and trusted research, evidence and information about industry demand, workforce supply, emerging trends and CSQ program performance to inform decision-making
- managing CSQ's Major Projects, Industry Skills Coordination, Career Pathways, Construction Futures and Diversity programs and tactics
- consulting, testing ideas and collaborating on workforce planning and development initiatives
- sharing information, insights and learnings
- listening to industry's skilling aspirations, issues and concerns
- facilitating discussions around how employers, sectors and regions attract, develop and retain their workforce
- building and maintaining a regional connection with the industry through regular in-area consultation, event attendance, meetings and conversations.

08 Corporate and Support Services

Investment: \$800,000

The budget allocation for Corporate and Support Services represents a contribution towards corporate costs with remaining costs offset by investment earnings.

The Corporate and Support Services team supports the efficient, responsible and sustainable management of CSQ operations, including:

- financial and budgetary management and reporting
- management of human resources, information and communication technology and facilities
- training procurement, contract management and validation of program payment data
- legal and governance services.

CSQ will continue to invest in the development and implementation of management systems to maximise the efficiency of its data management and finance processes.

CSQ programs are managed through a competitive and transparent procurement strategy. CSQ contracts RTOs to deliver training and assessment services to meet the needs of the building and construction industry in Queensland. This process enables eligible participants to select a preferred training provider from a list of RTOs contracted for the delivery of CSQ funded training programs.

CSQ is committed to ensuring the training fund is expended in accordance with the Trust Deed and through equitable, transparent and proficient governance. The legal team delivers expertise regarding CSQ's contractual, legal, risk and corporate governance frameworks, while supporting corporate efficiencies and commercial innovation. Annual financial statements are prepared in accordance with International Accounting Standards and are audited by the Queensland Audit Office.

Marketing and Communication

Investment: \$1,750,000

CSQ's marketing and communications function plays a critical role in ensuring our industry is informed, engaged and connected. The work undertaken within our marketing and communications program helps educate the market, inspire, and produce pathways for people to join the building and construction industry – from skills training to future workforce planning.

In order to maximise CSQ's business objectives and deliver heightened value to the industry, it is important to empower and reach as many of our target audience as possible. Given the size, diversity and geographical spread of our industry, CSQ will use a range of marketing and communication tactics and channels to deliver our messages to industry and connect with key stakeholders.

Our key initiatives include:

- becoming a trusted source of the latest information for employers and workers about careers, programs, courses, industry trends, skilling and training opportunities, publications, research, networking opportunities and industry events
- promoting the value of skilling and training to the industry
- maximising CSQ's sponsorship program and events to ensure the majority of regions across Queensland have face-to-face opportunities to be informed of CSQ's offerings
- building positive brand awareness for CSQ and its role in the industry
- promoting good news stories of real people and real businesses within the industry to encourage a best practice culture, inspire others in the industry, and inform the industry of what is possible
- delivering a range of activities in partnership with industry to recognise and celebrate key skilling achievements in the building and construction industry.



09 About CSQ

The Building and Construction Industry Training Fund

The Building and Construction Industry Training Levy (the levy) was established in 1999 following an amendment to the **Building and Construction Industry (Portable Long Service Leave) Act 1991** (Qld). BCITF (Qld) Limited ("Company") acts as the corporate trustee of the Building and Construction Industry Training Fund (Qld) ("Trust") and trades as Construction Skills Queensland (CSQ).

The levy is payable on all building and construction work in Queensland where the total cost of work, whether direct or indirect, is \$150,000 or more, inclusive of GST. The levy is 0.1% of the cost of the work, and is exclusively an industry contribution for the benefit of the building and construction industry. The levy is collected from the building and construction industry by QLeave on behalf of the Trust under an agency agreement.

The CSQ Board

The Minister for Training and Skills, as the sole shareholder of the company, appoints the CSQ Board. The Board comprises an independent Chair and representatives from the building and construction industry and government. Directors are appointed for a three year term.

The Board provides CSQ with strategic direction and advice and ensures that the levy funds are invested through equitable, transparent and fiscally responsible governance and in line with industry needs.

The Board members as at April 2017 are:

Chair (vacant)

Ms Jemina Dunn

Mr Robert Row

Mr Troy Spence

Mr Warwick Temby

Ms Annette Whitehead

Mr Richard Williams

The CSQ Executive

CSQ's Executive Leadership Team provides leadership and direction to support the operations of the organisation.

The Executive Leadership Team of CSQ is:

Mr Brett Schimming – Chief Executive Officer

Mr Geoff Clare – Chief Financial Officer and General Manager, Corporate Services

Ms Susan Armstrong – General Manager, Industry Services

Mr Wayne Forrester – Director – Training Procurement

Ms Carla Crawford – Director – Legal and Communications

Mr Robert Sobyra – Director – Evidence and Data

Our Partnership with Industry

CSQ represents a hub for industry on skilling matters - connecting, facilitating, influencing and informing the industry on issues of key importance for their businesses and their workforce.

CSQ will utilise existing networks, partnerships and channels to:

- provide objective information to the industry
- seek industry views, advice and feedback on policies, programs and services that affect them directly or in which they have a significant interest
- partner with industry to formulate solutions to workforce issues.

CSQ will continue its partnership with industry in 2017-18 to:

- connect with industry to identify their goals and aspirations
- promote the value of training and workforce development
- continually consult, test ideas and collaborate on workforce development initiatives
- share information, insights and learnings
- identify opportunities to actively promote the industry
- shape discussions around how employers, sectors and regions attract, develop and retain their workforce now and into the future
- build and maintain a regional connection with the industry.

CSQ's industry partners include industry bodies, employer associations, unions, large volume residential builders, tier 1 and 2 building and construction contractors (and their workforce and subcontractors) and other industry organisations with a stake in workforce skilling.

Our Partnership with Government

CSQ works closely with all levels of government to deliver a seamless, complementary and targeted service to the building and construction industry by leveraging investment opportunities and avoiding duplication of effort.

In 2017-18, CSQ will continue its partnership with the Queensland Department of Education and Training to:

- administer the Queensland Government Building and Construction Training Policy (Training Policy) as a means of contributing towards increasing apprenticeships, traineeships and skills development in the building and construction industry
- deliver the Civil Construction Training program under a co-investment model
- deliver the Building and Construction Gateway to Industry Schools program
- provide intelligence on building and construction industry skills priorities
- assist in school to work transitions.

CSQ will focus work with the Department of Aboriginal and Torres Strait Islander Partnerships (DATSIP) under a new Memorandum of Understanding aimed at coordinating and leveraging efforts to increase Indigenous participation in the building and construction industry.

CSQ will also continue its positive working relationships with other state and federal government agencies that have a stake in ensuring a skilled workforce for the industry.

How to get involved

Visit: csq.org.au

Call: 1800 798 488

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