

Queensland Government Building and Construction Training Policy

Fact sheet

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 to compliance

In 2018, the Queensland Government Procurement (QGP) Compliance Branch (previously the QPP Compliance Unit) was established and forms part of the Department of Energy and Public Works (DEPW). The Compliance Branch is made up of the Buy Queensland Audit Unit, the Procurement Investigation Unit and Strategy and Coordination Unit and the Policy and Implementation team. These units work together to conduct audits and investigations, manage escalated procurement complaints, and ensure that suppliers deliver genuine, quality and secure ongoing jobs with fair pay and safe working conditions.

The Buy Queensland Audit Unit supports the Training Policy through audit, investigation and education activities. The unit undertakes compliance audits against the Training Policy to ensure that contractors meet their obligations under the policy. An annual program of audit is undertaken, as well as investigations into complaints or referrals that allege non-compliance with the policy.



The unit works collaboratively with the Department of Youth Justice, Employment, Small Business and Training (DYJESBT), Queensland Government agencies, GOCs, contractors and applicable Aboriginal and Torres Strait Islander councils or authorities to obtain a higher level of compliance with the Training Policy and to achieve better policy outcomes throughout the lifetime of a building and construction project. For more information on the Buy Queensland Audit Unit visit:

www.epw.qld.gov.au/about/strategy/buy-qld/compliance-complaints.

Additionally, an Ethical Supplier Mandate has been introduced to building, construction and maintenance suppliers through the DEPW from 1 August 2019 and to transport, infrastructure and services suppliers from 1 October 2019. The Mandate includes adherence to the Training Policy among other legislative and contract compliance issues. It is designed ensure the Queensland Government is conducting business with ethical, environmentally and socially responsible suppliers, and for removing unethical behaviour from its supply chain. For more information of the Ethical Supplier Mandate visit

www.epw.qld.gov.au/about/strategy/buy-qld/compliance-complaints/ethical-suppliers.

Key changes with the Training Policy Administration System

From September 2019, there have been changes with the administration of the Training Policy Administration System (TPAS) that will impact all users. Construction Skills Queensland (CSQ) have transitioned the administration of TPAS to the Queensland Government to streamline the management of, and compliance with the Training Policy. CSQ continues to partner with the Queensland Government to support the building and construction industry with information and skills needed to ensure a strong and sustainable future.

Key changes from 1 September 2017

From 1 September 2017, there were changes to the Training Policy that impact major Queensland Government and GOC building and/or civil construction projects.

- On major Queensland Government and GOC 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 GOCs.

Key changes from 1 July 2015

From 1 July 2015, there were changes to the Training Policy that impact GOCs and public private partnerships.

- GOCs — any procurement processes that GOCs 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 GOCs 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 GOCs
- Contractors who are successful in being awarded contracts on eligible projects.

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 Queensland Government administers contractor compliance data through TPAS. This is an electronic reporting system for contractors to report their compliance with the Training Policy.

DYJESBT 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 GOC. This data will form the basis of any investigations, sanctions or penalties in relation to non-compliance.

The Department of Energy and Public Works, Buy Queensland Audit Unit supports the Training Policy through audit, investigation and education activities. The unit will undertake compliance audits against the Training Policy to ensure that contractors meet their obligations under the policy. An annual program of audit is undertaken, as well as investigations into complaints or referrals that allege non-compliance with the Training Policy. For more information on the Buy Queensland Audit Unit visit:

<https://www.epw.qld.gov.au/about/strategy/buy-qld/compliance-complaints>.

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.desbt.qld.gov.au/training/employers/trainingpolicy.

Fact sheet owner:	Department of Youth Justice, Employment, Small Business and Training
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Related documents:	<i>Queensland Government Building and Construction Training Policy – Policy Statement</i> <i>Guidelines for Contractors</i> <i>Guidelines for Indigenous projects</i> <i>Guidelines for Queensland Government Agencies</i> <i>Guidelines for Contractors – Skills Development Plan for major projects</i>
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