

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, Department of Housing and Public Works (HPW) implemented a whole of government Queensland Procurement Policy Compliance Unit to deliver services that help ensure that the government's procurement activities provide economic benefit to Queensland in particular increasing opportunities and skills development for apprentices and trainees and increasing the economic independence of Aboriginal and Torres Strait Islanders in the building and construction industry.

A specialised Building Construction and Training Policy Compliance Team works collaboratively with the Department of Employment, Small Business and Training (DESBT),



government owned corporations (GOCs), contractors and the applicable Aboriginal and Torres Strait Island councils to ensure adherence to the Training Policy primarily through education, audit, investigation and reporting activities. Specifically the team will:

- develop and communicate the focus of the annual audit and investigations schedule
- work with contractors to ensure they meet their obligations under the Training Policy through investigation activities, advice and guidance to agencies and contractors
- conduct desktop audits and site-based investigations, both at a point-in-time during a project and at project closure
- provide recommendations and reports at both the mid-point and upon project completion, to work collaboratively with contractors to obtain higher level compliance and achieve better policy outcomes,
- provide sanction recommendations where a contractor is found to be non-compliant, including a proposed Ethical Supplier Mandate to be considered by Cabinet in the near future, and
- collect and analyse data and trends.

Additionally, an Ethical Supplier Mandate has been introduced to building, construction and maintenance suppliers through HPW from 1 August 2019 and 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

<https://www.hpw.qld.gov.au/about/strategy/buy-qld/about/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.

DESBT will provide 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 as required. 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 <https://desbt.qld.gov.au/training/employers/trainingpolicy>.

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Related documents:	<ol style="list-style-type: none">1. <i>Queensland Government Building and Construction Training Policy – Policy Statement</i>2. <i>Guidelines for Contractors</i>3. <i>Guidelines for Indigenous projects</i>4. <i>Guidelines for Queensland Government Agencies</i>5. <i>Guidelines for Contractors – Skills Development Plan for major projects</i>
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