

Frequently asked questions

Training Policy compliance for other workforce training

Q What types of training can be included under the Queensland Government Building and Construction Training Policy (Training Policy) for Other Workforce Training.

A The primary means for contractors to comply with the Training Policy is through the employment of apprentices and/or trainees and through Other Workforce Training.

The Training Policy requires that a minimum of 60 percent of the deemed hours be allocated toward the employment of apprentices and/or trainees (new entrants only) with the remaining deemed hours (40 per cent) allocated to Other Workforce Training.

The following training options can be included under the Training Policy for Other Workforce Training:

- Upskilling existing workers through nationally recognised training that is delivered by a registered training organisation (RTO) which leads to a qualification or a statement of attainment of units from training packages utilised in the building and civil construction industry (see Table 1 below), including training that is required to comply with the licensing, regulatory and safety requirements of the industry.

Table 1: Training packages used in the building and civil construction industry

Training package code	Training package name
CPC08	Construction, Plumbing and Services Training Package
MSF	Furnishing Training Package
UET12	Transmission, Distribution and Rail Sector Training Package
UEE11	Electrotechnology Training Package
NWP07	Water Training Package
UEG11	Gas Industry Training Package
RII	Resources and Infrastructure Industry Training Package

- Upskilling existing workers through training that is delivered by a RTO which leads to a statement of attainment of units from a nationally-recognised training package that may not lead to a full qualification utilised in the building and civil construction industry but is required to comply with the licensing, regulatory and safety requirements of the industry, e.g. high risk crane licensing, OHS, WHS, CPR, First Aid.
- Upskilling existing workers through training that is delivered by a RTO which leads to a statement of attainment of units from a nationally-recognised training package or accredited training that may not lead to a full qualification utilised in the building and civil construction industry but is required by the industry or the contractor in order to complete the project, e.g. contract management and project management.
- Upskilling existing workers through tertiary training where the qualification supports the building or civil construction project and the qualification requires that the individual undertake a work placement. Only the work placement hours connected with the training where the individual is onsite on the project can be included as compliant hours.

- Upskilling existing workers through industry recognised non-accredited training sessions or short courses available through peak industry bodies or associations such as: Meeting your obligations under the Fair Work Act 2009, Understanding contracts and Advance Contracts, Construction environmental. This does not include site induction, toolbox talks or site meetings.
- Upskilling existing workers through in-house non-accredited training delivered by the company or a third party in the company premises or online, that is related to building and construction or project management and is a requirement of the contractor or the client in order to effectively deliver the project. Examples include Activity Based Risk Management, Commercial Management, Plant and Equipment Management, Environmental Management, Standard - The Building Code, Standard - Subcontractor HSE Management.
- Upskilling existing workers through product specific training for plant and equipment including Instructor-led, E-learning, Simulator Operator Training and Vendor training.
- Upskilling existing workers through apprenticeships and traineeships utilised in the building and construction industry (see Table 1 above).
- Upskilling existing workers through apprenticeships and traineeships that may not lead to a qualification in the building and construction industry but support the project or are required onsite in order to complete the project e.g. business or business administration, project management, engineering, automotive or mechanical. Only the hours where the individual is onsite on the project can be included as compliant hours.
- Engaging students undertaking training that is delivered by an RTO which leads to a nationally- recognised qualification utilised in the building civil and construction industry where the qualification requires a Structured Workplace Learning (SWL) placement with an employer, e.g. Construction Skills Queensland's Trade Start program. Only the work placement hours connected with the training where the individual is onsite on the project can be included as compliant hours.
In addition to the training options above, Other Workforce Training also includes:
 - 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 civil construction industry.

Where the training may not lead to a qualification or a statement of attainment of units from the training packages listed in Table 1, the contractor can contact the Department of Employment, Small Business and Training to seek advice as to whether the training meets the intent of the Training Policy and can be included under Other Workforce Training.

More information

For more information, please contact the Department of Employment, Small Business and Training on 1300 369 935 or email trainingpolicy@desbt.qld.gov.au or visit www.training.qld.gov.au/trainingpolicy

Approving authority:	Director, Queensland Apprenticeship and Traineeship Office
Approval date:	8 May 2017
Effective date:	Queensland Government Building and Construction Training Policy effective date 1 July 2014
Related documents:	<ol style="list-style-type: none"> 1. The Queensland Government Building and Construction Training Policy 2. Queensland Government Building and Construction Training Policy – Guidelines for Queensland Government Agencies, Contractors and Indigenous Projects
Version control:	May 2017