

# Investigation and Review of the Construction Industry Training Fund Act 1993

We are delighted to have been appointed to lead the Investigation and Review of the *Construction Industry Training Fund Act 1993 (the Act)*. This important work will be undertaken by PEG Consulting's managing partners, Ms Ingrid Haythorpe and Dr Tahnya Donaghy.

As an independent reviewer, PEG Consulting is interested in actively engaging with all relevant stakeholders so that we can form our views, and make recommendations, based on evidence and data.

## Scope of the investigation and review

We will investigate, review, and make recommendations on the Board effectiveness and attainment of the objects of the *CITF Act*, to improve the quality of training in the building and construction industry, and ensure *the Act* adequately improves training outcomes for workers.

While the investigation and review will encompass, at a minimum, the specific requirements outlined in section 38(2) of *the Act*, the scope of the review is much broader, and we welcome stakeholder views on matters relevant to the Terms of Reference.

The Terms of Reference for the Review are:

### **CITB composition, administration, and operation**

- Concerning the amendments made to the Act by the Construction Industry Training Fund (Board) Amendment Act 2019:
  - How effective is the CITB, as currently comprised and administered, in attaining the objects of the CITF Act through the exercise of its functions and powers?
  - What opportunities exist to support the achievement of these objects in relation to:
    - the composition of the CITB
    - the staffing of the organisation
    - other governance or operational arrangements?

### **Levy**

- Is the current levy rate of 0.25 per cent of the estimated value of building or construction work (or such other percentage not exceeding 0.5 per cent of that value as may be prescribed in regulations) appropriate to meet the workforce needs of the sector?
- Are the exemptions to paying the levy as described in Section 23 of the CITF Act and in the Regulations appropriate?
- Is the current levy collection method effective?
- Are there alternative collection methods that would improve levy collection?

### **Allocation of funds obtained through the Levy**

- Does Section 32(3) of the CITF Act, which requires money for the provision of training to be allocated to a given sector in "approximately the same proportion" as the amount contributed by that sector:

- create barriers to holistic workforce and skills development across the building and construction industry?
- result in challenges addressing any particular areas of need such as upskilling, higher-level training, or cross-sector skilling?

### **Training Plans**

- What impact does the requirement under Section 32(1) for the CITB to produce a training plan on an annual basis have on:
  - longer term workforce planning
  - addressing longer term skills and workforce requirements
  - investment in multi-year projects or programs?

### **Consideration of other models to support industry outcomes**

- Are there any other models for supporting industry training and workforce development outcomes that the reviewer recommends to assist the Construction Industry Training Board achieve its objectives?

## **Our approach**

In accordance with the requirements of *the Act*, a final report, on the outcome of the investigation and review, must be presented to the Minister by the end of April 2023.

We will develop a discussion paper and any survey(s) for release in December 2022, with responses due in January 2023. Responses to the discussion paper and survey(s) will be the primary avenue through which submissions can be made.

We are looking for evidenced based submissions which reflect both qualitative and quantitative data and support the positions presented in the submissions.

A webpage for the investigation and review will be launched soon.

The Secretariat for the review can be contacted via email [CITFActReview@sa.gov.au](mailto:CITFActReview@sa.gov.au) or by telephone 8429 3260.

We look forward to hearing from you.

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