

[Redacted]

From: YourSAy [Redacted]
Sent: Monday, 19 December 2022 3:55 PM
Subject: Anonymous User completed Short Survey

[Redacted]

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

representative of an industry association

Which industry or sector do you predominantly work in?

construction - civil

Do you have any views about the current training investments made by the CITB?

Spread the money raised evenly across the sectors

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

An even amount of employee representatives from Unions and employer representative from Employer associations is required to balance the views and complemented by government appointments.

[REDACTED]

From: YourSAy [REDACTED]
Sent: Wednesday, 21 December 2022 12:04 PM
[REDACTED]
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

Other (please specify) - Past Chair of the CITB and an Independent Director

Which industry or sector do you predominantly work in?

construction - commercial

Do you have any views about the current training investments made by the CITB?

I believe the Board should not be restricted from going outside of Government to invest provided the investments are with reputable organisations and they are sourced by competitive tender

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

Without question those on the Board should represent those who employ apprentices or those who are active in the training of apprentices. These people are invested in the outcome and have the best knowledge to ensure success.

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

No Comment

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

My main concern is the lack of benchmarking and measurement of training grant initiatives. The benefits of making Grants and assessing their outcomes should be fundamental for good governance.

Any other comments?

I think the CITB makes a great contribution to the Construction Industry provided its funds are used in a manner that produces Apprentices who would not otherwise enter the industry. I also believe Board members should not be appointed for political reasons they should be independent.

[REDACTED]

From: YourSAy [REDACTED]
Sent: Tuesday, 27 December 2022 3:41 PM
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employee

Which industry or sector do you predominantly work in?

construction - commercial

Do you have any views about the current training investments made by the CITB?

The investments are swallowed up by red tape and bureaucratic procedures,

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

The board should be made up of people in the industry, the current board is not a good representation of the industry,

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

It works

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

Distribution of the funds

Any other comments?

I would like to be part of the board

[Redacted]

From: YourSAy [Redacted]
Sent: Monday, 9 January 2023 8:39 AM
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employee

Which industry or sector do you predominantly work in?

construction - commercial

Do you have any views about the current training investments made by the CITB?

Just ensure that the RTO's receiving CITB subsidies are in fact delivering the required outcomes. Some of these RTO's see the subsidies as a right and not money they are paid to deliver outcomes on. It would be good to see a bit of funding for innovative processes.

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

Yes you need at least 2 persons that work in the industry, 1 an actual construction worker and 1 that works in project management instead of the usual self interest employer, employee organisations representatives and board flies that always make up the CITB board.

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

Historically it seems to work well.

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

There has always seemed to be a reluctance by the CITB to monitor the quality of RTO training delivery and actual outcomes for workers in the construction industry receiving training.

Any other comments?

Focus on construction workers outcomes. Get out and promote the CITB on sites.



From: YourSAy [redacted]
Sent: Tuesday, 10 January 2023 4:36 PM
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

representative of an industry association

Which industry or sector do you predominantly work in?

Other (please specify) - Training Board

Do you have any views about the current training investments made by the CITB?

The great emphasis on building the pipeline of construction workers through support secondary school programs is important and should continue to grow and evolve to support future government and industry initiatives. There is a gap in support for job seekers that are not enrolled in school to enter the construction industry.

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

Industry Associations, educational and training sectors. Representatives from organisations who can advise on specific training and labour requirements for industry.

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

Considering the cost of construction and materials, I think the value price should be lifted.

[REDACTED]

From: YourSAy [REDACTED]
Sent: Tuesday, 10 January 2023 9:30 PM
[REDACTED]
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employer

Which industry or sector do you predominantly work in?

construction - commercial

Do you have any views about the current training investments made by the CITB?

Lack of visibility and knowing where the levy is spent. Assume it goes into state government general revenue

[REDACTED]

From: YourSAy [REDACTED]
Sent: Monday, 16 January 2023 6:11 PM
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employer

Which industry or sector do you predominantly work in?

construction - commercial

Do you have any views about the current training investments made by the CITB?

Very good, provides excellent opportunities for many

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

They should be represented by a broad range of the industry

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

No

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

CITC and it's role as a CFMEU training organisation

[REDACTED]

From: YourSAy [REDACTED]
Sent: Wednesday, 18 January 2023 12:53 PM
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

trainer/teacher

Which industry or sector do you predominantly work in?

education and training

Do you have any views about the current training investments made by the CITB?

The CITB funding currently enable students in the Doorways to Construction program to be trained in environmental awareness whilst working onsite. This is an essential initiative to ensure youth entering the trades are aware of their environmental responsibilities.

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

Please maintain environmental training for the D2C program.

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

No

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

Maintain environmental training to ensure a sustainable future.

From: YourSAy [REDACTED]
Sent: Wednesday, 18 January 2023 1:38 PM
Subject: [REDACTED] completed Short Survey

[REDACTED] just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employee

Which industry or sector do you predominantly work in?

construction - civil

Do you have any views about the current training investments made by the CITB?

It's very helpful with the cost of upskilling and training, Why doesn't it help with the "construction induction, white card" training? It is the absolute basic starter card to have & most employers won't even consider someone who doesn't have one??

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

It's difficult but needs a wide section of a very large industry covered.

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

It's a fair system that the larger the project the more support.

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

More access to training the more of a positive outcome with lowering unsafe work practices with education.

Any other comments?

It's a very helpful system that i know for me personally has helped me many times, especially with the increasing number of large companies keeping construction workers on labourhire for years at a time (in the past i have been

on labourhire & therefor a casual employee for many years at a time unable to get a loan for a house or even a car, made to buy my own safety equipment PPE & tools to do my job, it's a special feeling when you can get a bit of help self-training & making yourself a better & more safe worker). The worker most time is expected to fund their own training which can be rather expensive for casual workers with no job security.

[REDACTED]

From: YourSAy [REDACTED]
Sent: Wednesday, 18 January 2023 4:23 PM
[REDACTED]
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employer

Which industry or sector do you predominantly work in?

construction - civil

Any other comments?

I am not in favour of widening the scope for the mining & petroleum industries. We do not have mechanisms in our existing long term agreements with our clients to be able to be reimbursed for these additional costs.



From: YourSAy [redacted]
Sent: Wednesday, 18 January 2023 6:56 PM
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employee

Which industry or sector do you predominantly work in?

construction - commercial

Do you have any views about the current training investments made by the CITB?

I think the funding initiatives currently on offer are worthwhile with the use of the CITB number workers are getting trained that would not be sable to afford without the subsidy

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

Company owners industry association representatives

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

Could be raised

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

Raise the levy and fund more training

[Redacted]

From: YourSAy [Redacted]
Sent: Friday, 20 January 2023 10:37 AM
[Redacted]
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employee

Which industry or sector do you predominantly work in?

construction - commercial

Do you have any views about the current training investments made by the CITB?

Continue to provide funding to entry level training rather than courses like advanced rigging or advanced scaffolding which is seldom required as a qualification across the wider industry.

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

representation from the potential employers of those receiving training would have more value than that of unions or LGA

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

no position

[Redacted]

From: YourSAy [Redacted]
Sent: Friday, 20 January 2023 10:59 PM
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

Other (please specify) - Local government building surveyor

Which industry or sector do you predominantly work in?

Other (please specify) - Local government

Do you have any views about the current training investments made by the CITB?

Na

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

Na

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

The trigger at 40k is to low and the rate is to high. The fund is under utilised and just adds any cost to building works

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

How much cash is laying dormant

Any other comments?

Councils should not be playing citf 'police' and ensuring that it is paid during the DA process. The board needs to manage this it's self

[Redacted]

From: YourSAy [Redacted]
Sent: Monday, 23 January 2023 10:03 AM
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

construction employer

Which industry or sector do you predominantly work in?

construction - residential

Do you have any views about the current training investments made by the CITB?

I think it is a good system It helps us train workers and some of the training is subsidized through CITB

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

Small employer representative would be great as well as the larger construction representatives. There are things that are specific to small employers

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

No it is straightforward

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

Make it simple for small employers to access

2nd February 2023

Department for Education
Adelaide SA 5001
E: CITFActReview@sa.gov.au

Dear Sir/Madam

RE: Review of the Construction Industry Training Fund Act

Thank you for the opportunity to respond to the proposed changes to the Construction Industry Training Fund Act review.

The Resources and Engineering Skills Alliance (RESA) is the primary skills and workforce development advisory body for the mining and energy industry sectors in South Australia.

RESA submits the following for consideration in relation to the short survey questions provided.

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

Civil infrastructure projects related to mining and exploration projects do not, and are not appropriate, fit within the definition of Construction for the purpose of the Construction Industry Training Fund Act.

RESA is already aware, as a member of the civil industry advisory group to the Construction Industry Training Board, that the allocation of funds to the civil sector (based on the proportion of contributions) has not matched the intended \$1/\$1 distribution under the current program.

Rather than reallocating the unexpended funds for the use of other sectors, it is RESA's believe that further consultation and flexibility be explored to ensure that contributions from civil projects are returned to support workforce development for the civil infrastructure sector.

With civil infrastructure activity related to mining and petroleum activities proposed to be captured in the scope of leviable activity, there is some concern the return in benefits to building workforce capability for these sectors will be diluted. Given the remote locations and related higher costs of projects overall, and the proposal that the 'number of employees' be somehow a factor in the calculation of the levy, there needs to be careful consideration given to whether the capability building activity supported by the levy for these operations would add any benefit to the workforce challenges they experience.

The proposed changes to the allocation of funds. (ie 60% only returned to industry contributing with the remaining 40% to be allocated to 'cross-sector' programs) raises additional concerns relating to the returns to the industry sectors should the scope for leviable activities be extended.

The resources sector already makes significant contributions through royalty payments to the South Australian State government in accordance with the provisions of the Mining Act 19701 and Mining Regulations Act 2020. Royalties vary from 3.5% of the value of minerals to 52 cents per tonne depending on mineral type and totalled \$323m in 2020-21. The industry also contributed \$5.5bn in exports in the same period¹.

It would seem counter-productive to economic growth to the State to impose an additional levy that will impact on the viability of the development of projects across regional and remote areas of the State and without a demonstrable assurance on the return on investment to the resources sector.

The proposed changes to the allocation of funds. (ie 60% only returned to industry contributing with the remaining 40% to be allocated to 'cross-sector' programs) raises additional concerns relating to the returns to the mining and exploration sectors should the scope for leviable activities be extended.

Any other comments?

RESA recommends the mining, exploration and petroleum industry representatives need to be directly consulted in relation to the implications of the changes in the scope of leviable activity particularly related to their operations along with the industry associations, particularly Association of Mining and Exploration Companies (AMEC) and South Australian Chamber of Mines and Energy.

RESA suggests that the South Australian mineral resources industry views will be consistent with the views captured in the Issues Paper from the industry in Western Australia:

Extract from Issues Paper:

'...- companies in the sector, which already spend a large proportion of budget on structured training, were unfairly impacted

The industry having high capital costs, which made the imposition of the Levy on capital cost unfair, compared to other industries'

The issues paper statement *'Broadening the capture of leviable activities on or around mining and petroleum projects would considerably increase levy collection rates'* does not reflect the intent of the Act and seems to imply that broadening the scope is more about bolstering the coffers for the levy than building workforce capability - particularly when combined with the proposal to remove the 1/1 alignment between the contributing industry and the allocation of funds.

Given the significant economic contributions of the mineral resources and energy sectors across gross state profit, exports and social impact (employment, community contributions etc) there are broader considerations to the impact of increasing costs related to exploration, mining projects and energy sector projects and developments.

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

If mining, exploration and petroleum industry activities exemption is removed and activities for these sectors a representative from the mining/energy sector should be represented on the Board to ensure accountability and return on investment to industry.

I can be contacted directly to for any further information or clarification you may require.

¹ <https://www.energymining.sa.gov.au/about/economic-snapshot>

Your sincerely



Jodie Badcock
Chief Executive Officer
[REDACTED]

[REDACTED]

From: YourSAy [REDACTED]
Sent: Friday, 27 January 2023 3:21 PM
[REDACTED]
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

representative of an employee association (e.g. union)

Which industry or sector do you predominantly work in?

Other (please specify) - I am former chair of the board.

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

The former model of nominees of employer and employee organisations together with expertise in education and training and an independent chair nominated by the minister worked well. There was no need to change it. Discussions in the board were wholesome and extensive. Various parties learned more about challenges and constraints faced by others and there was an underpinning desire to have a safe and prosperous construction industry. I can't see how that balance could be obtained with the revised model. I think it is also relevant to note that, from my observations, the states with a representative training board seemed to have less industrial disruption. That was also noted in discussion from time to time.

Do you have views about the Levy - its rate of 0.25% on projects above \$40,000 or how its collected?

No views

If there was one thing you wanted the review to know about construction industry training or the CITB Board - what would it be?

The CITB needs to focus on 'blue collar workers' and provide courses relating to safety, new techniques and innovations, decision making, record keeping etc on the job. These should include courses that allow workers to transition to higher levels such as project or site management. Courses for professionals and para professionals should not be subsidised. There are existing mechanisms for professional groups to advance their skills.

Any other comments?

I will now make a more comprehensive submission addressing the propositions in the issues paper.

[Redacted]

From: YourSAy [Redacted]
Sent: Monday, 30 January 2023 8:42 AM
[Redacted]
Subject: Anonymous User completed Short Survey

Anonymous User just submitted the survey Short Survey with the responses below.

What type of job do you do?

trainer/teacher

Which industry or sector do you predominantly work in?

education and training

Do you have any views about the current training investments made by the CITB?

More assistance for the delivery of training services to the regions. Talk to Regional employers and their staff to find out what they actually need assistance with.

Do you have any views on who should be represented on the Board that makes decisions about where the funding is directed?

There should be some Regional representation on the Board. Regional workers and communities do not have the same access to training as their metro counterparts for a multitude of reasons.
