ACT Government

ACT BUILDING AND CONSTRUCTION INDUSTRY TRAINING FUND AUTHORITY



2027 Training Plan

BUILDING AND CONSTRUCTION INDUSTRY TRAINING FUND AUTHORITY



Building & Construction Industry Training Fund Authority

Suite 3, Mungga-Iri House, 18 Napier Close, Deakin ACT 2600
(02) 6262 5630 | www.trainingfund.com.au/contact-us

Comments on the annual Training Plan and its development are welcome.
Please use the feedback form on our website at www.trainingfund.com.au.

The year in numbers

WHAT WE INVESTED IN 2025-26

6,196
training places funded across the ACT industry

$1.78 m
spent on training support

$221,000
GTO apprentice support funding

$72,000
additional support funding for women in non-traditional vocations

$33,000
Aboriginal and Torres Strait Islander training programs

A STATEMENT FROM OUR MINISTER

I am pleased to approve the 2027 Training Plan of the Building and Construction Industry Training Fund Authority (the Authority). This approval is in accordance with Section 25 of the *Building and Construction Industry Training Levy Act 1999* (ACT).

I acknowledge the extensive consultation undertaken with industry stakeholders in developing the 2027 Training Plan and thank all contributors for their valuable insights and advice.

The Authority plays an important role in strengthening skills across the ACT building and construction industry by collecting and reinvesting the training levy. Over the past 12 months, the industry has remained resilient despite challenging economic conditions, with ongoing demand for skilled workers across key sectors. However, national competition for construction workers continues to present a significant challenge, highlighting the need for targeted and sustained investment in training.

The 2027 Training Plan provides a clear framework to support both entry-level and existing workers across a wide range of construction occupations. It also supports investment in training and equity-based initiatives that respond to the evolving needs of industry and promote greater participation from under-represented groups, helping to build a more inclusive and sustainable workforce.

The Authority will continue to invest in initiatives that support organisations to recruit, train and retain apprentices in areas of identified skills need. It will also maintain its strong commitment to Work Health and Safety training, which plays a vital role in supporting safer workplaces across the sector.

I recommend the 2027 Training Plan to all stakeholders supporting the ongoing development of the ACT building and construction industry.



Michael Pettersson MLA

Minister for Skills, Training and Industrial Relations

A STATEMENT FROM OUR CHAIRPERSON

The 2027 Training Plan provides a policy framework to support entry-level and existing workers to access funding for training across a broad range of occupations. It also outlines the Authority's approach to investment in training, alongside associated programs to enhance the diversity within the industry.

Over the past 12 months, the Authority has continued to deliver strong outcomes across its core operational programs, supporting workforce participation in approved training and professional development activities. Investment has remained focused on key areas including entry-level training, up-skilling and cross-skilling, and access and equity initiatives.

The Authority will continue to provide funding across these priority areas in 2027, ensuring investment remains aligned with industry needs and emerging skills shortages. Additional targeted projects are also being funded to assist with skills gaps for skilled migrants, enhancing Language, Literacy, Numeracy and Digital (LLND) skills and workers seeking to gain a qualification under enhanced trade licensing requirements for the ACT.

The Authority also remains committed to supporting vocational education pathways for secondary students and school leavers, as well as providing targeted support for under-represented groups, including Aboriginal and Torres Strait Islander peoples, women in non-traditional vocations, people with a disability, and workers returning to the industry.

A strong focus on Work Health and Safety training will continue, contributing to improved safety outcomes across the construction industry.

The Authority values the ongoing contribution of industry stakeholders in guiding training priorities and encourages continued engagement from across the sector.

I thank my fellow Board members and the staff of the Authority for their continued dedication and commitment.



Jim Corrigan

Chairperson – Building and Construction Industry Training Fund Authority

About the Authority

The Building and Construction Industry Training Fund Authority (the Authority) helps build a skilled, safe and productive construction workforce for the ACT.

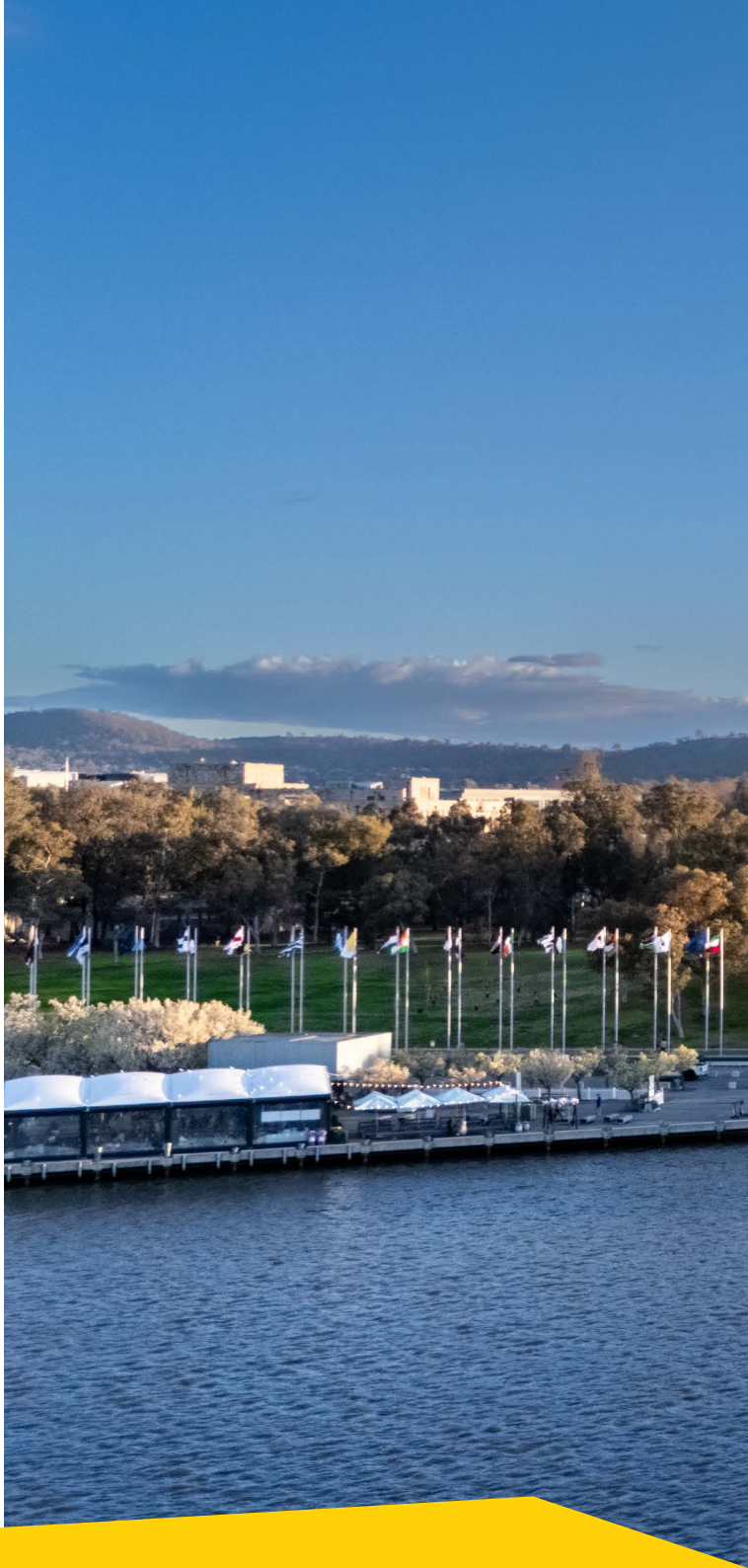
Established under the *Building and Construction Industry Training Levy Act 1999*, the Authority collects a 0.2% training levy on building and construction projects in the ACT where the total cost of work exceeds $10,000. Those funds are reinvested directly into training and workforce development that benefits the local building and construction industry.

Each year, the Authority develops a Training Plan in consultation with industry to identify current and emerging workforce priorities. The Training Plan is produced in accordance with Part 5 of the Act and approved by the Minister for Skills, Training and Industrial Relations.

This 2027 Training Plan is informed by independent research into the industry's training needs by the Construction Industry Training Council (CITC) and Electrotechnology Energy Advisory Board (EEAB). The research combined stakeholder interviews, an industry-wide survey, an industry forum and a review of labour market, training, policy and technology evidence. The full report, ACT Building and Construction Industry Training Fund Authority Research Report (July 2026), is available on the TFA website.

Funding is directed towards training that attracts new people into the industry, supports existing workers to develop new skills, and improves access to training for groups that are under-represented or face additional barriers.

The Authority works closely with employers, workers, Registered Training Organisations (RTOs), Group Training Organisations (GTOs), industry associations, unions and government to ensure levy funds are invested where they deliver the greatest benefit to the ACT building and construction industry.




CANBERRA
CONTEMPORARY

Our funding streams

The Authority funds training through three programs: Entry Level, Up-Skilling & Cross-Skilling, and Access & Equity. Together they support people at every stage of a construction career - entering the industry, developing skills within it, and overcoming barriers to participation.

Entry Level

- **Purpose:** attract new people into building and construction and support them through their first steps in the industry.
- **Who it serves:** school students, apprentices and trainees, including school-based apprentices and trainees, career changers, and the GTOs, RTOs and organisations that support them.
- **What we fund:**

GTOs
Quarterly support payments to GTOs employing apprentices and trainees in construction trades, with tiered rates for Australian School-based Apprentices (ASbA), full-time and mature-age apprentices.

Industry Attraction
Grants for workshops, campaigns and try-a-trade style programs that bring new people into the sector.

RTOs
Introductory industry training for people entering the building and construction sector.

More information

trainingfund.com.au/entry-level-funding

Up-Skilling & Cross-Skilling

- **Purpose:** keep the skills of the existing workforce current, safe and in step with what the industry needs.
- **Who it serves:** eligible workers already employed in the ACT building and construction industry, their employers, and the RTOs that train them.
- **What we fund:** This is the Authority's largest funding program. Training rebates are paid on successful completion of approved training.

Funded categories span:
- Finance and business
- First aid and WHS management
- Electrical
- Plumbing
- Horticulture
- High-risk and construction licences
- Transport, civil and labouring
- Introductory construction licences

Flat-rate rebates apply for mandatory ACT safety training.

The program also funds Trade Licensing gap training, rebating a percentage of RTO program fees for eligible workers who need a Certificate III to obtain a mandatory trade licence in the ACT.

More information

trainingfund.com.au/up-skill-cross-skilling

Access & Equity

- **Purpose:** make sure training and a construction career are within reach for everyone, including people who face extra barriers getting in or getting ahead.
- **Who it serves:** women in non-traditional vocations, Aboriginal and Torres Strait Islander people, people with disabilities, overseas workers with existing skills and experience, and secondary students in the Understanding Building and Construction Program at select ACT public high schools.
- **What we fund:**

- Inclusion Funding
- Overseas Gap Training Grants
- Unemployed and Redundant Worker Support
- Language, Literacy, Numeracy and Digital (LLND) Support Project

Through these programs the Authority supports ACT Government priorities and a construction workforce that reflects the whole community.

More information

trainingfund.com.au/access-equity

Find your funding

I'M AN EMPLOYER

training rebates for your workers, new and existing

Up-Skilling & Cross-Skilling + Entry Level

I'M A NEW OR EXISTING WORKER, OR CONSIDERING A TRADE SUPPORTED THROUGH A GTO

programs that help you get started, and upskill throughout your career

Up-Skilling & Cross-Skilling + Entry Level

I'M AN RTO

administer training rebate claims, attraction program grants and targeted program funding

Entry Level + Up-Skilling & Cross-Skilling + Access & Equity

I'M A GTO

support payments, attraction program grants, targeted program funding and rebates for non-apprenticeship training

Entry Level + Up-Skilling & Cross-Skilling + Access & Equity



Shaping the future workforce



The industry today

The ACT construction industry faces two linked challenges: persistent trade shortages, and the need for workers who are fully job ready.

The labour market for construction in the ACT is small, diverse and subcontractor-intensive, with workers moving freely across the border - so each year the Authority tests national findings against local industry consultation.

SHORTAGES CONTINUE IN THE TRADES THE INDUSTRY RELIES ON

- Plumbing
- Electrical
- Carpentry
- Tiling
- Plastering
- Painting
- Roof plumbing
- Concreting
- Mechanical services
- Waterproofing
- Civil plant and heavy vehicle

RATED CRITICAL OR SIGNIFICANT BY INDUSTRY



HOW WE KNOW:

- **30** stakeholder interviews over 55 hours an industry-wide survey
- a facilitated industry forum
- a desktop review of labour market, training, policy and technology evidence

Looking to the future

Trades are changing. Workers increasingly need to use digital systems, work with energy-efficient products and new methods, and meet changing compliance requirements.

RATED CRITICAL OR SIGNIFICANT BY INDUSTRY

79% Project, risk and data management

72% Building Information Modelling (BIM) and digital twins

72% Cybersecurity

69% Modern Methods of Construction

67% AI, robotics and automation awareness

64% Solar, battery and electric vehicle infrastructure

HOW INDUSTRY WANTS TRAINING DELIVERED

Blended learning 87%

Face-to-face 77%

On-site 54%

Mentoring 51%

62%

of respondents said suitable local training was only partly available.



Behind the funding

Behind the funding is someone building a career in the industry.



Gemma Jones

Electrical Draftsperson

> "The only person who can shape your career is you."

Before the program: "I've been an Electrical Draftsperson for about three years up to this point. Just before I entered the workforce, I did another mentoring program which focused on women who just started working, or were about to start, in the construction industry. I found a lot of benefit in doing that program, so when my boss showed me this NAWIC mentoring program, it was a no-brainer to apply."

What was holding me back: "Before starting this program, I struggled with advocating for myself, both in the workplace and in my personal life. I often would stay quiet and bottle things in, which isn't healthy for anyone and certainly doesn't help you grow as an individual. With the help of the monthly sessions, and my mentor, I became more confident, more organised, and planned what I want to achieve in the next year."

What's changed: "It seems small, but I now have one-on-one chats with my manager outside of our quarterly ones. I've been happier at work as a result. I've realised that the only one that can influence your path, your career, is you. You can't wait around and hope that someone will do the hard yards on your behalf."

My advice: "Just go for it! Not only do you get a mentor you can call at any point in your career for advice, but you also gain knowledge from the sessions that you can use throughout your life... I started playing for a soccer team mid-season, all because one of the mentors played and were looking for players. You never know where the program will take you, and that's the beauty of it."



Estelle Yum

Interior designer

> "I did it, so you can too."

Before the program: "I was working as an interior designer at CK Architecture. Almost three years of experience in this field was good enough to understand what I am doing, but still too new to know how the whole construction industry works. My boss recommended this program and supported me to join it."

What was holding me back: "As I began this job quite late in my age, there was a bit of self-doubt if I chose the right way. Mostly it was my age (turning 50 this year)... But while I was talking with my great mentor, Jo, I began to be more confident with my decision to work in this industry and was reminded that there's nothing I cannot do if I wanted to."

What's changed: "Ever since, I see myself with more confidence and less anxiety."

My advice: "If there's women in their 40's, dreaming to begin their second phase of the life, I'd want to encourage them to go and get what they were dreaming for. I could do it, so you could definitely do it, too."

The ACT NAWIC Mentoring Program is designed to support women in the construction industry at all career stages. It connects female students, apprentices, recent graduates, and experienced professionals with mentors who provide targeted advice and support.

This included workshops, delivered by Wisdom Learning, covering a range of business concepts, including communication and networking.



What we'll fund this year

This year, the Authority will fund a range of courses and opportunities across four priority areas and two emerging areas, with inclusion built into all of them.

2027 FUNDING AT A GLANCE



$3 million
FOR TRAINING SUPPORT

$100,000 for industry attraction programs

$405,000 for GTO apprentice support

8,000+
training places to be funded across the ACT industry

$60,000
additional support funding for women in non-traditional vocations

$60,000
for Aboriginal and Torres Strait Islander training programs

$60,000
for unemployed and redundant worker support

$60,000
for Language, Literacy, Numeracy and Digital (LLND) support programs

What we'll fund

Priority trades and apprenticeship completion

WHY

Trade shortages persist, and industry rated apprenticeship completion and retention critical or significant (95% of respondents).

WHAT THIS COVERS

Support for priority trade pathways; practical measures that help apprentices complete and progress; continued GTO support where it delivers mentoring, field officer contact and host-employer placement.

Entry Level

Up-Skilling & Cross-Skilling

Job-ready practical capability, safety and compliance

WHY

Employers need workers who can apply practical skills, work safely and meet licence and compliance requirements. Foundational practical skills were rated critical or significant by 95%; WHS by 86%; National Construction Code (NCC) and Standards knowledge by 83%.

WHAT THIS COVERS

Practical, industry-current training; high-risk licences; mandatory safety capability; priority for training that improves site readiness, quality and safe work.

Up-Skilling & Cross-Skilling

Supervisory, project management, business and digital capability

WHY

Businesses need stronger supervision, coordination and business skills. Supervisory and project capability was rated critical or significant by 81%; financial and business literacy by 82%; digital literacy by 78%.

WHAT THIS COVERS

Short, practical post-trade programs for supervisors, small builders and subcontractors; promotion of relevant existing courses; work with providers and industry to close material gaps.

Up-Skilling & Cross-Skilling

Training access and practical delivery

WHY

62% of respondents said suitable local training was only partly available, with release time, cost, literacy and numeracy barriers, rebate adequacy and provider capacity the main constraints.

WHAT THIS COVERS

Training rebates and program support to assist with access barriers; supporting flexible and blended delivery; identifying unmet demand and provider-capacity issues and the LLND support project for partnership action.

Entry Level

Access & Equity

Up-Skilling & Cross-Skilling

More information

For a full list of courses, visit our website trainingfund.com.au

What is evolving

Electrification, renewable energy and building performance

WHY

ACT demand now supports local post-trade training in solar, batteries, EV charging and related electrical capability, with practical gaps identified in compliance, trainer capacity and apprentice readiness.

WHAT THIS COVERS

Funding defined accredited and non-accredited post-trade programs where local demand, suitable providers and a clear regulatory or safety need are established; priority to solar and battery compliance, EV charging, load management, building science and local trainer capability; pilots in data-centre cooling, industrial automation and electrical-focused psychosocial and WHS programs.

Up-Skilling & Cross-Skilling

Digital construction, Modern Methods of Construction and automation

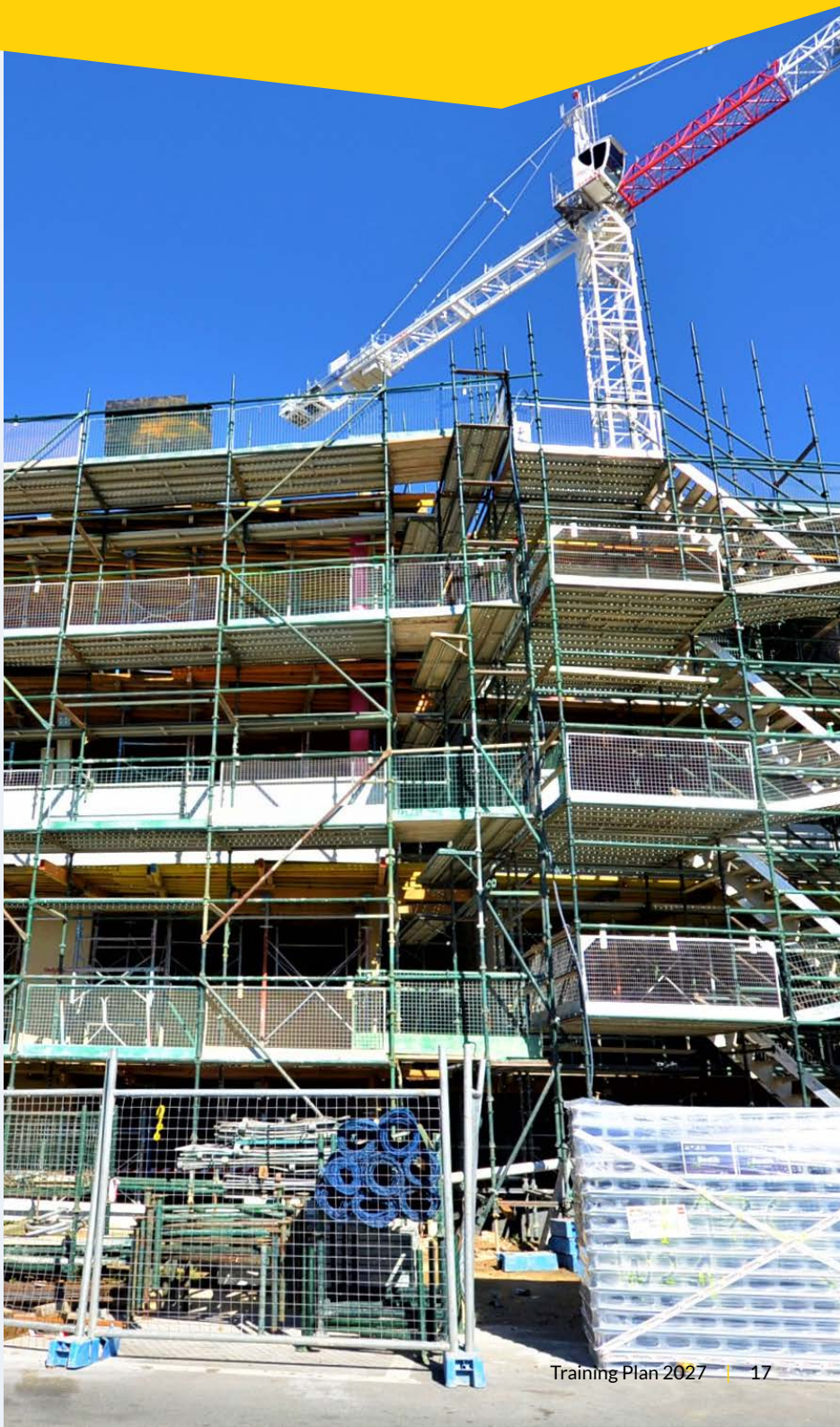
WHY

Project data, BIM, AI, cyber awareness, prefabrication and automation are emerging requirements, material but not affecting every sector or business equally.

WHAT THIS COVERS

Targeted pilots, short courses and industry-led capability development; monitoring demand, technology uptake and provider capability before broader changes to funding settings.

Up-Skilling & Cross-Skilling



Inclusion across everything we fund

Participation and inclusion run through everything the Authority funds. Women, Aboriginal and Torres Strait Islander people, people with disabilities, disadvantaged workers, mature apprentices and at-risk young people remain under-represented in construction training. The research is clear that participation depends on more than course availability. Access, workplace culture and learner support all shape whether people start training and stay in the industry.

In 2027, the Authority will work with training providers to embed learner support, flexible delivery and inclusion across everything it funds, with targeted promotion and pathway support where practical barriers hold back apprentices, new entrants and under-represented groups.

The Access & Equity program delivers this equity funding. The following case study on page 20 shows what that support looks like in practice.




Garden entry

Access & equity in focus: On the Tools

On the Tools is a career taster program funded by the Authority for ACT public school students in years 10 and 11 who are at higher risk of disengaging from school.

The On the Tools program provides a supported pathway into the building and construction industry for students who might not otherwise find one.

Delivered one day a week over six weeks by school-based RTO South Training, at Lake Tuggeranong College's Trade Training Centre, the program is centred on hands-on, practical learning. Students design and construct a tiny house, working through every stage of the build from foundations and framing to cladding, insulation, roofing and interior finishing. Along the way they complete one nationally recognised unit of competency from a construction trade qualification, are provided with PPE and funded safety cards training at no cost, and learn directly from industry through guest speakers, live demonstrations and one-on-one career conversations. A shuttle bus reduces travel barriers for students who need it, and a staffing ratio of one trainer to every six students creates a highly supportive environment.

On successful completion, students are supported into a five-day work experience placement within the building and construction industry, matched with employers with the help of the program's industry partners.

THE RESULTS SPEAK FOR THEMSELVES

92%

of the cohort completed the program and earned their unit of competency

100%

of completing students want to pursue an Australian School-based Apprenticeship or Australian Apprenticeship

73%

had a work experience placement in the industry planned within two months of finishing, with potential employers identified for the rest







"I was really struggling with school. Completing the work experience part of the program helped me with my school attendance and gave me points towards my Year 12 Certificate. On the Tools made me feel a lot better about myself, and helped me realise that I am not dumb, I just needed to learn in a different way". - 2026 student

"I didn't know what I wanted to do until I joined the program. Once I started learning about options available after I finish school, it helped me figure out what types of building and construction jobs are out there. I was confused about what to do after school and this program helped me figure it out" - 2026 student

Looking ahead

Some of the issues shaping construction training reach beyond any single year. Here's what's on the Authority's radar for the years ahead.

More information

trainingfund.com.au

THE TRAINING LEVY ACT REVIEW

The Building and Construction Industry Training Levy Act 1999 is under review by the ACT Government. The Authority is engaged in that process and will keep industry informed as it progresses.

KEEPING PRIORITIES CURRENT

The Authority will maintain a simple annual evidence cycle covering demand, course availability, uptake, completions, unmet need and emerging regulatory and workforce issues, so funding follows the evidence year on year.

EMERGING CAPABILITY, TESTED BEFORE SCALED

Pilots and partnerships will test emerging training needs. This may include data-centre cooling, industrial automation, smart-energy systems and psychosocial and WHS programs. Using ACT demand and delivery evidence before broader funding changes are made.

PARTNERSHIPS IN DEVELOPMENT

The Authority cannot resolve every workforce issue through funding alone. Completion, training access and workforce outcomes also depend on employers releasing workers and providing mentoring, RTO and GTO capacity, and licensing policy and procurement settings. The Authority will use partnerships with employers, GTOs, RTOs, industry bodies, unions, regulators and government to address the constraints that funding support alone can't shift.

More information

FUNDED TRAINING REGISTER

Examples of eligible and previously funded training - trainingfund.com.au/eligibility

APPLY FOR FUNDING

The online application form for training rebates - trainingfund.com.au/apply

ELIGIBILITY

Who can access funding and how it works - trainingfund.com.au/eligibility

FEEDBACK

Comments on the Training Plan and training needs are welcome via the website feedback form - www.trainingfund.com.au/contact-us

FACT SHEETS

Quick-reference guides to applying and eligibility- trainingfund.com.au/factsheets

RESEARCH AND PUBLICATIONS

ACT Building and Construction Industry Training Fund Authority Research Report (July 2026) and Annual Reports - trainingfund.com.au/publications

THE TRAINING LEVY

How the levy works and who pays it- trainingfund.com.au/training-levy

ANNUAL REPORT

The most recent Annual Report- trainingfund.com.au/annual-report



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