

Australian Capital Territory

Building and Construction Industry Training Levy (Training Plan) Approval 2025

Notifiable instrument NI2025-573

made under the

**Building and Construction Industry Training Levy Act 1999, s 25 (1) (Approval of Training
Plans)**

1 Name of instrument

This instrument is the *Building and Construction Industry Training Levy (Training Plan) Approval 2025*.

2 Commencement

This instrument commences on 1 January 2026.

3 Approval

I approve the *2026 Training Plan* of the ACT Building and Construction Industry Training Fund Authority as set out in section 25 of the Act.

4 Revocation

I revoke the *Building and Construction Industry Training Levy (Training Plan) Approval 2024* [NI2024-516].

Michael Pettersson MLA
Minister for Skills, Training and Industrial Relations
20 October 2025



Training Plan

BUILDING AND CONSTRUCTION
TRAINING FUND AUTHORITY
INDUSTRY

2026

2024–25 Snapshot



10,194
TRAINING PLACES FUNDED



\$2.77 Million
SPENT ON TRAINING
PROGRAMS AND
REBATES

Acknowledgment of Country

We acknowledge the traditional custodians of this beautiful country we have the privilege to call home, the Ngunnawal people. We pay our respects to their elders, past present, and the contribution they make to the life of this city and to its success. We recognise the land known as the Australian Capital Territory has been occupied, used, and enjoyed since time immemorial by Aboriginal peoples in accordance with their traditions.

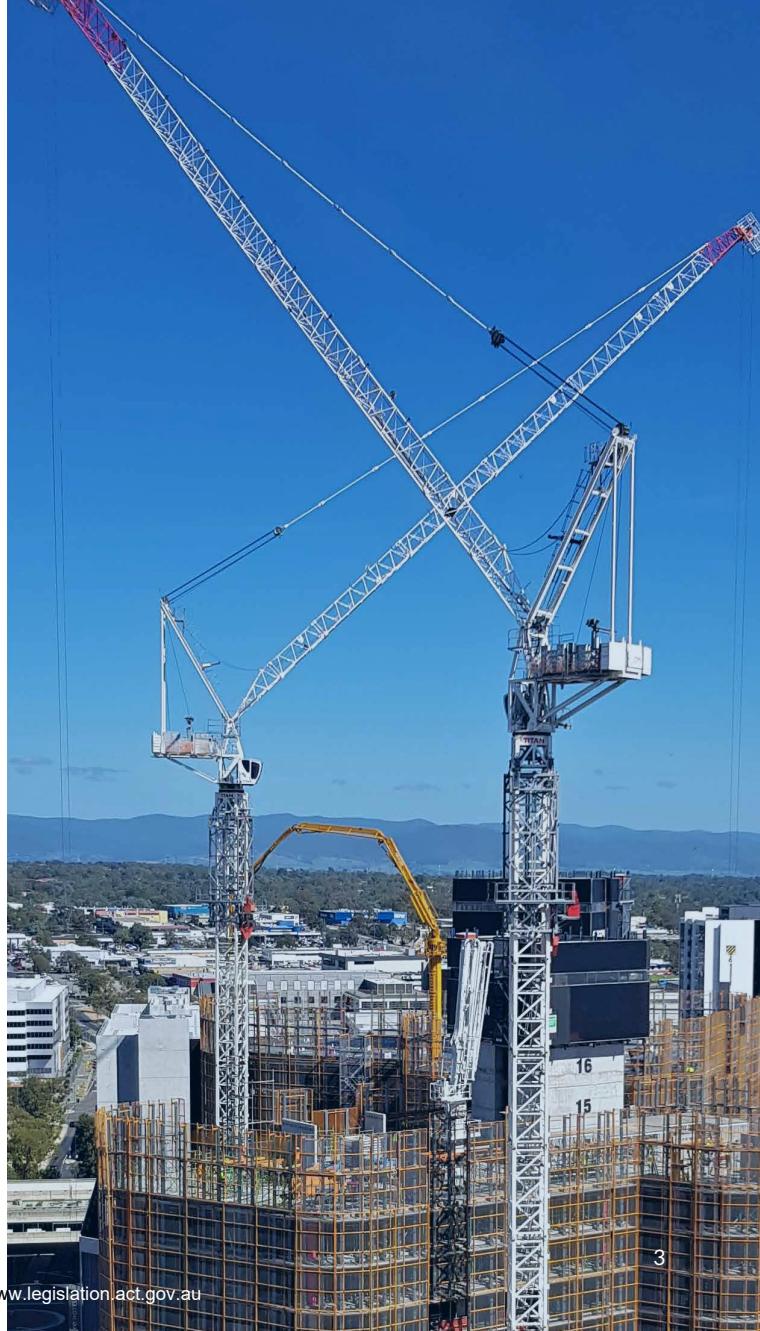
Country is of spiritual, social, historical, cultural, and economic importance to Aboriginal and Torres Strait Islander peoples. Aboriginal and Torres Strait Islander peoples are one with their country.

Building & Construction Industry Training Fund Authority
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Comments regarding the annual training plan and its development are welcome. Please refer to our feedback form on our website.

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Introduction



The Authority's functions are to:

- administer the Training Fund, the income of which is obtained by a Training Levy; and
- make payments, or direct that payments be made, from the Training Fund in accordance with the Training Plan.

The Building and Construction Industry Training Fund Authority (the Authority) has undertaken research of the ACT construction industry training needs in the development of the 2026 Training Plan. The 2026 Training Plan is produced in accordance with part 5 of the *Building and Construction Industry Training Levy Act 1999*. At the time of publication, this legislation is under review by ACT government.

The 2026 Training Plan utilises and relies upon a research report provided by Communication Link in consultation with industry stakeholders; Registered Training Organisations (RTOs), Group Training Organisations (GTOs), civil, commercial, residential, industry associations, unions and government entities. Several methods to conduct the research were undertaken, including face-to-face interviews, workshops, an industry wide survey and a desktop review of existing data on industry forecasts. The Authority appreciates the information and advice obtained from industry used in the formulation of the 2026 Training Plan.

The Authority supports industry stakeholders by providing financial rebates for approved training to those eligible workers undertaking upskilling and professional development within the building and construction industry in the ACT.

The Authority relies upon industry stakeholders to guide the funding direction for training programs delivered by RTOs.

The consultation process provided the Authority insights into the training and professional development requirements across the industry, and the skills demands placed on the ACT building and construction industry. The consultation also highlighted the continued requirement for the Authority's ability to maintain flexibility to address any new and/or emerging training and professional development courses that arise during the year.

A copy of the report into the 2026 ACT Construction Industry Training Needs is available at the Authority's website.

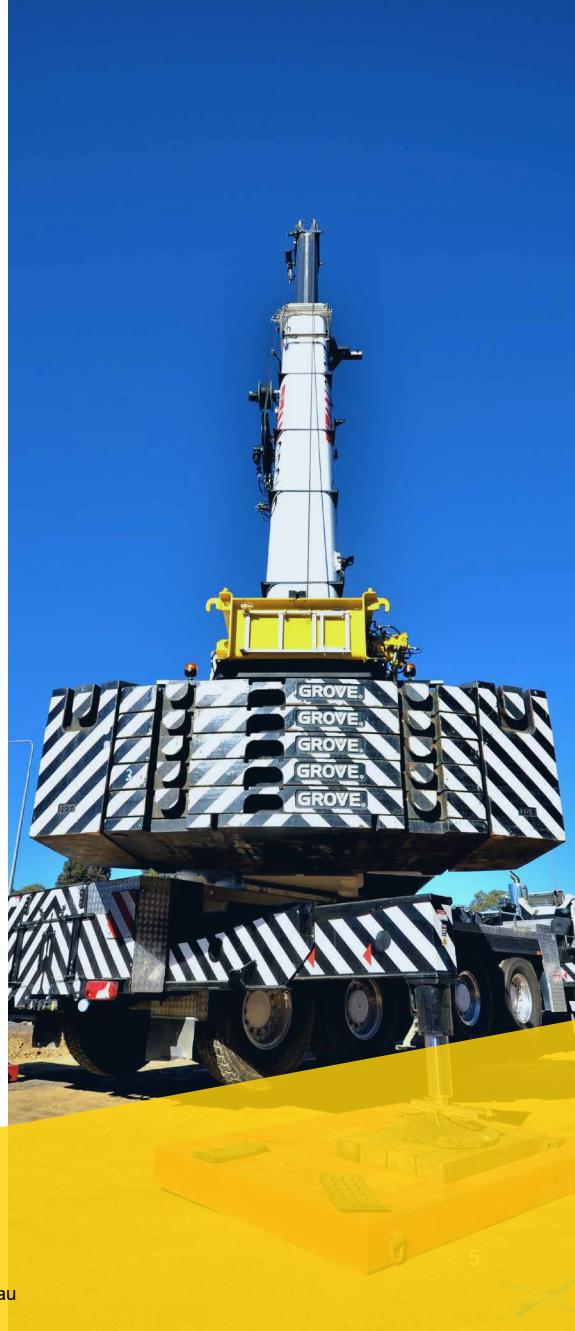
2026 Training Plan Funding

The Building and Construction Industry Training Fund Authority (the Authority) collects a 0.2% levy on building and construction projects above \$10,000 undertaken in the ACT, which is then used to fund training for eligible workers in the industry.

The Authority provides funding for the cost of training in the form of rebates paid to eligible workers on completion for training delivered by a Registered Training Organisation (RTO).

In 2026, the Authority will continue to provide funding for training delivered by an RTO and has budgeted a total of \$2,750,000 for training programs and rebates.

**TOTAL
FUNDING**
\$2,750,000



2026 Training Fund Authority strategy



The Authority provides funding for the training of eligible workers, training that supports the entry of new people into the building and construction industry and improves the culture and access to training.

The Authority seeks to:

- promote increased productivity, career opportunities, personal satisfaction and a Workplace Health and Safety (WHS) culture within the building and construction industry;
- distribute training funds to eligible workers within the building and construction industry;
- allocate funds against priorities and outcomes for training delivery; and
- encourage employment and skills development in the building and construction industry by subsidising the costs for RTO delivered training to eligible workers.

The key strategies that the Authority intends to employ in enabling it to achieve its objectives, efficiency measures and manage business and financial risks are to:

- prepare the Authority's annual Training Plan for approval by the Minister;
- undertake consultation with industry stakeholders to determine any additional training priorities required by industry to inform the Training Plan;
- ensure the income of the Training Fund is sufficient to meet the annual Training Plan objectives;
- ensure the funding available is sufficient for the approved training programs; and
- maintain the Authority's profile among its stakeholders.



The management of the Authority's current and future directions is reflected in the following programs described below:

- **Program 1:** Entry Level Training – continue to promote the building and construction industry as a rewarding career choice.
- **Program 2:** Existing Worker Training and Professional Development – continue to support and fund existing worker training and professional development for those persons employed within the ACT building and construction industry.
- **Program 3:** Access and Equity – ensure that the Authority continues to address and support persons who have special training needs, as well as minority groups including women in non-traditional vocations, mature age workers and Aboriginal and Torres Strait Islander persons.

In Summary

The Authority will continue to work with all sectors to further the skills and knowledge requirements associated with operating a quality, safe and compliant building and construction industry. The key recommendations for the 2026 Training Plan are summarised as, the Authority will continue to:

- support training needs identified by relevant industry stakeholders.
- promote the industry as a rewarding career choice.
- support existing workers and new entry workers employed in the industry by providing funding for rebates on the cost of training.

We thank again, the industry and all who contributed their feedback and advice during the consultation process for the 2026 Training Plan.

For further information regarding funding outlined in this 2026 Training Plan, feel free to contact the Building and Construction Industry Training Fund Authority office on (02) 6262 5630 or visit www.trainingfund.com.au



Shaping the future workforce

Identifying key training needs for 2026 and beyond

Current and future training and development needs within the ACT Building and Construction Industry for the Building and Construction Industry Training Fund Authority's (TFA) 2026 Training Plan.



PRIORITY AREA FOR TRAINING NEEDS

Persistent skills gaps

Critical shortage in core trades (plumbing, electrical, carpentry) and foundational knowledge

- 65% of survey respondents concerned about skilled worker availability.

Future skills needs and upskilling

Demand for sustainability/green building skills and crucial need to upskill existing workers in new technologies

OTHER CORE PRIORITIES

Effectiveness, innovation, and inclusivity of training

Mixed satisfaction with current training; strong call for practical, industry-led, flexible delivery. Major barriers to participation and diversity (high costs, cultural issues, migrant recognition)

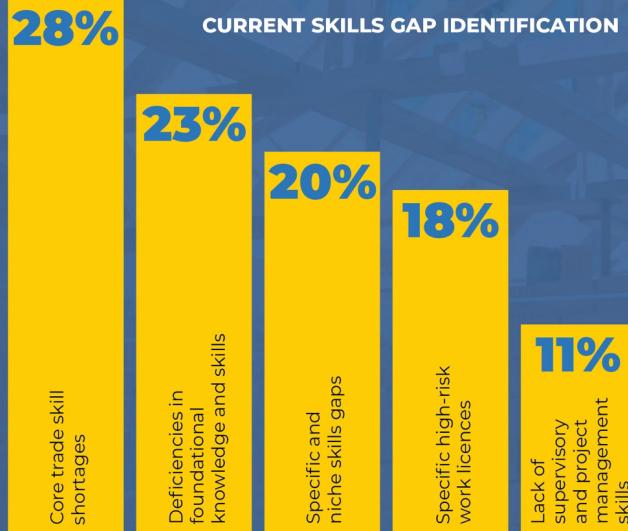
Alignment with industry and government priorities

Ensuring training programs rigorously match industry standards, the National Construction Code, and government procurement mandates

Emergent issues and strategic challenges

TFA faces mandate/funding model constraints (RTO-accredited focus, market impact), and broader challenges like employer education and perception of trades

CURRENT SKILLS GAP IDENTIFICATION



KEY RECOMMENDATIONS

Address core skills gaps: fund accredited training for critical trade shortages (e.g. plumbing, electrical, carpentry) where user choice funding is not provided and essential foundational knowledge like the National Construction Code (NCC).

Prepare for future demands: invest in accredited programs for sustainable building, green practices, digital literacy and new technologies

Support civil works boom: fund specialised licenses and machinery operation training for the anticipated civil works demand.

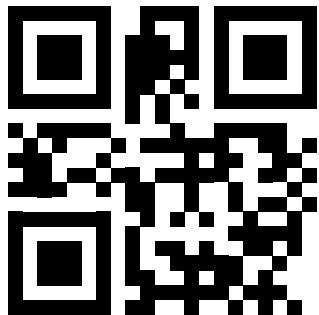
Ease financial barriers: provide rebates for mandatory entry-level safety training to reduce costs for new entrants.

Enhance digital access: fund digital literacy training within programs to improve accessibility for online learning.

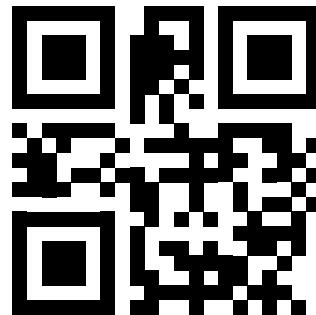
Promote practical training: encourage Registered Training Organisations (RTOs) to deliver practical, industry-led, face-to-face training with current professionals, moving beyond 'tick-box exercises'.

Align curriculum with industry: work with RTOs and industry to update curriculum to match current best practices and employer needs.

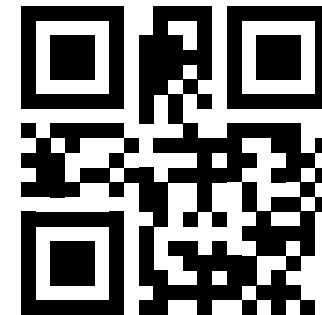
More Information about the Authority



Publications



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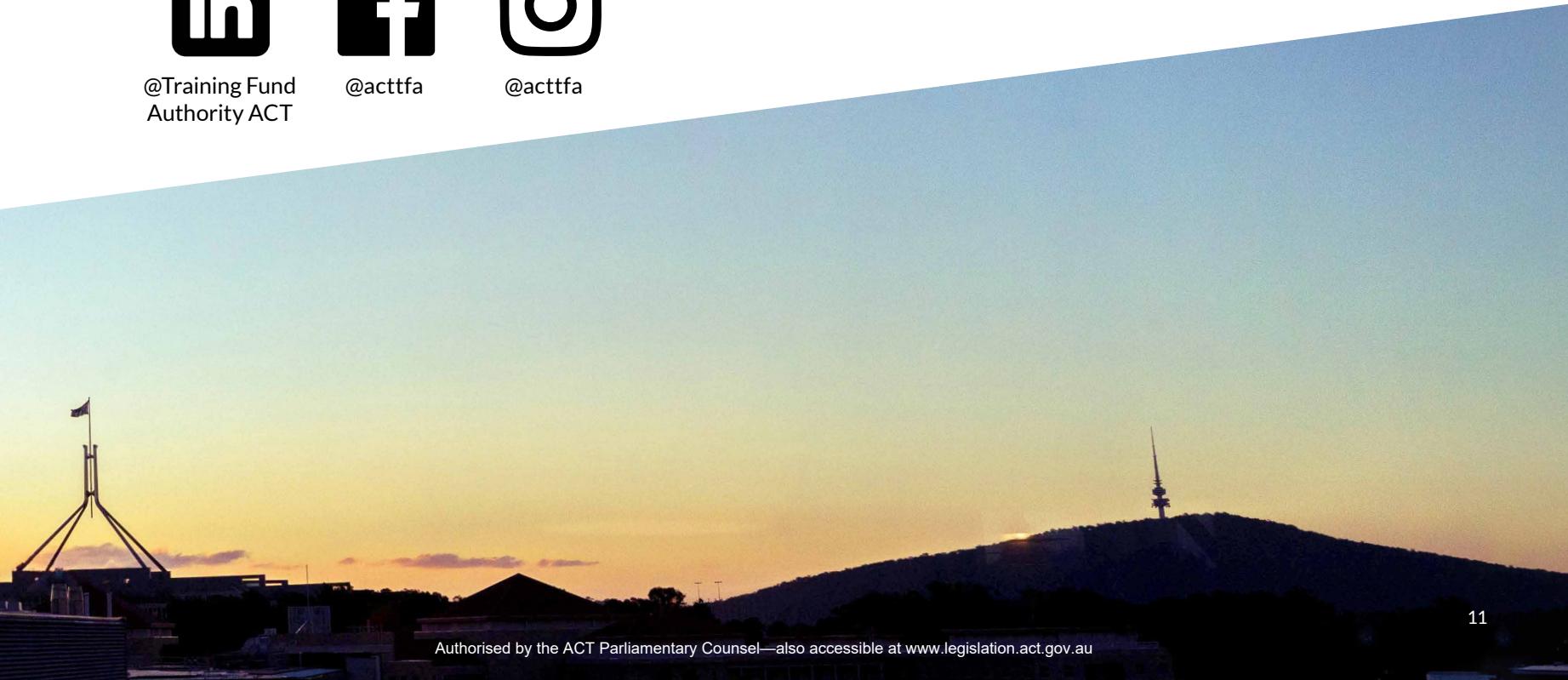
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