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## **Training and skills development priorities NSW Government Construction April 2016** <sup>[1]</sup>

### **Introduction**

NSW Government expenditure on civil construction, particularly transport infrastructure, will be at historically high levels in the period to 2020. This provides a unique opportunity to grow skills and employment in the industry now, so the industry has resources available to deliver public sector infrastructure into the 2020s and to continue growing the NSW economy.

Fostering this industry capability is also an important responsibility. NSW Government agencies need to ensure that construction procurement provides value for money on a whole of government basis over a longer term than individual contracts. Managing skills development strategically will assist with this outcome and will contribute to broader government social and economic objectives.

The construction industry and training providers are aware of the need to develop skills and to grow industry capability. The NSW Procurement Board encourages the industry and representative organisations to work co-operatively with the Board and with NSW Government agencies.

### **Forward planning**

The NSW Procurement Board has asked every NSW Government agency with a major construction program to publish and maintain a Construction Skills Development Plan. This plan will identify skills needs arising from the agency's forward construction program. The plan will also explain the strategies or programs that the agency is using to address skills shortages. Each agency will be expected to periodically report on the outcomes of their plan and to assess whether their strategies or programs are effective in addressing anticipated skills shortages.

### **Targets**

Contractors providing construction services to NSW Government agencies have the primary responsibility for ensuring that their workforce and sub-contractors have the necessary skills. All contractors will be expected to co-operate with NSW Government agencies in achieving skills development goals.

NSW Government agencies will consider contractor commitment to supporting skills development when awarding contracts and will monitor contractor performance.

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NSW Government agencies will identify a target for the engagement of apprentices or trainees for every contract valued over \$10 million. The target may vary according to the project and the type of construction work being done. Agencies will monitor contractor performance in achieving these targets.

The NSW Procurement Board will monitor progress and will consider setting minimum skills development targets if this is necessary to achieve strategic goals for skills development. The board will also take account of progress in reaching NSW Government goals for increasing the completion rate for apprenticeships and for using government procurement to support employment and training in regional NSW.

## Identifying skills needs

The NSW Skills Board sets vocational training priorities for NSW. This includes collecting and analysing labour market intelligence and identifying skills shortages and workforce development needs.

The NSW Skills Board also publishes an annual NSW Skills List which sets qualifications that attract government funding under Smart and Skilled. State Training Services regulates the apprenticeship and training system and also provides key services to support employers and training participants.

The NSW Procurement Board will work with the NSW Skills Board and State Training Services to identify specific skills needs and training priorities for the construction industry in NSW.

Industry representative organisations also have a key role in identifying skills development needs. The NSW Procurement Board will work with these organisations to identify need and monitor outcomes.

## Assessing progress

The NSW Procurement Board will assess progress periodically and will issue an annual Skills Development and Training Priorities Statement.

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