

TERMS OF REFERENCE

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?