



FREQUENTLY ASKED QUESTIONS

Civil Construction Pilot Program

When did civil construction traineeships change to apprenticeships?

Training in specified civil construction qualifications in Western Australia were changed from a traineeship to an apprenticeship on 3 September 2021. The change to an apprenticeship pathway was in response to a request from the civil construction industry that aims to increase skills and employment outcomes for individuals.

What is the Civil Construction Pilot Program?

The *Civil Construction Pilot Program* (CCPP) has been developed to determine whether training under an apprenticeship pathway is more suited to meeting the training needs of the civil construction industry.

The CCPP commenced on 3 September 2021 and concludes on 31 October 2025.

Representatives from the following organisations will oversee the implementation of the CCPP.

- Construction Training Fund (CTF)
- Construction, Forestry, Mining and Energy Union
- Civil Contractors Federation WA
- State Training Board
- Department of Training and Workforce Development (the Department)

Satisfaction surveys will be undertaken throughout the CCPP, and training data will be collected to assess whether the apprenticeship arrangements are meeting the training needs of the civil construction industry.

At the conclusion of the pilot, an evaluation report on the outcomes of the monitoring arrangements will be collected.

What qualifications are included in the CCPP?

The civil construction qualifications in the following table are available under the CCPP.

Qualification	Apprenticeship name	Duration
Certificate III in Trenchless Technology	Trenchless Technology (Level 3)	36 months
Certificate III in Civil Construction Plant Operations	Plant Operations (Level 3)	36 months
Certificate III in Civil Construction	Bituminous Surfacing (Level 3) Bridge Construction and Maintenance (Level 3) Civil Construction (Level 3) Pipelaying (Level 3) Road Construction and Maintenance (Level 3) Road Marking (Level 3) Tunnel Construction (Level 3)	36 months

What training contracts are eligible for the CCPP?

A training contract is eligible for the CCPP if it:

- nominates one of the qualifications in scope of the CCPP;
- has a commencement date on or after 3 September 2021; and
- is approved for registration by the Department's Apprenticeship Office.

What incentives are available to employers under the CCPP?

Employers may be eligible for the following incentives under the program.

- Employers of apprentices and trainees may be eligible to receive financial incentives from the Commonwealth Government. Further information is available [from the Australian Apprentices Employer Incentives website](#).
- The Jobs and Skills WA Employer Incentive — provides financial assistance of up to \$8,500 to eligible WA businesses who employ an apprentice or new entrant trainee. For information about eligibility and how to access this incentive, please visit the JSWAEI information page [at jobsandskills.wa.gov.au/employerincentive](http://at.jobsandskills.wa.gov.au/employerincentive).
- The CTF offers grants to eligible employers within the construction industry to reduce the cost of employing apprentices and trainees. To find out more about what you may be able to claim, please [visit the CTF Employer Funding Calculator](#).

What additional requirements are there for employers participating in the CCPP?

Employers in the construction industry must ensure new apprentices attend a compulsory induction session, which will be conducted by the CTF.

As stakeholders in the CCPP, employers will be required to complete a satisfaction survey. For those in the construction industry the survey will be conducted by the CTF and seek the views of employers on the apprenticeship program and its training outcomes.

I'm an employer and want to sign a new junior apprentice under the age of 21. What are my wage obligations included in the CCPP?

As a condition of the CCPP, the CTF is supporting apprentices substantially employed within the construction industry. Funding is available for the gap between the modern Award of the existing traineeship wage and a junior apprentice wage. Employers of junior apprentices under the age of 21 years of age that agree to pay the new apprentice at existing traineeship wage rates will be eligible for the CTF wage gap payments that cover the difference between the award rates.

What will happen to training contracts commenced before the CCPP starts?

Parties to training contracts already lodged or registered by the Department's Apprenticeship Office prior to the commencement of the CCPP will be contacted to discuss the options available to them.

I'm an existing trainee. Can I still complete my traineeship?

Yes. Trainees who commenced their training contract prior to 3 September 2021 can continue with their training contract under the existing traineeship arrangements.

Existing trainees may also consider varying their traineeship to an apprenticeship, and will be eligible for the CCPP.

I am a registered training organisation. Can I receive State Government funding for delivering training to apprentices undertaking these qualifications?

Registered training organisations (RTOs) can deliver the apprenticeship training via a 'fee for service' arrangement or State Government subsidy. Existing trainees or new apprentices eligible for government subsidised training will continue to have their training subsidised throughout the contract period.

To receive State Government funding, RTOs must be on the Department's *Apprenticeships Preferred Provider Panel* for these qualifications. For RTOs that are not currently contracted by the Department, appointment to the panel can only be achieved through a formal tender application. Further information on how to register for the panel is available [on the Department's website at dtwd.wa.gov.au/vet-jswa#how-do-i-apply-for-a-contract](https://dtwd.wa.gov.au/vet-jswa#how-do-i-apply-for-a-contract).

Will the civil construction qualifications included in the CCPP still be available institutionally?

Yes. Individuals can still enrol in, and complete, the specified civil construction qualifications through institutional training.

Who can I contact for further information?

If you are an existing trainee or would like to commence an apprenticeship; please contact Apprenticeship Office on 13 19 54 or at apprenticeshipoffice@dtwd.wa.gov.au.

If you are an employer and would like to discuss a training contract; please contact Apprenticeship Office on 13 19 54 or at apprenticeshipoffice@dtwd.wa.gov.au.

If you are an employer and would like more information about CTF's grant arrangements and/or employer obligations under the new apprenticeships; please call 08 9244 0100 or email info@ctf.wa.gov.au.

If you are an employer and would like more information about the *Jobs and Skills WA Employer Incentive*; please call 13 19 54 or email employerincentive@dtwd.wa.gov.au.

If you are an employer and would like more information about the civil construction industry; please call the Civil Contractors Federation WA on 08 9414 1486 or email ccfwa@ccfwa.com.au.

If you are an RTO and would like more information about the Department's *Apprenticeships Preferred Provider Panel*; please contact the Training Markets team via email to training.markets@dtwd.wa.gov.au.

If you are an AASN and would like more information about the new apprenticeships; please contact Apprenticeship Office on 13 19 54 or email apprenticeshipoffice@dtwd.wa.gov.au.

If you are an employee or employer and would like further information about your rights and obligations; please contact the Construction, Forestry, Mining and Energy Union on 08 9228 6900 or email queries@cfmeu.org.