

GOVERNMENT OF WESTERN AUSTRALIA

CTF Construction Training Fund

Construction Training Fund Annual Report

For the year ended 30 June 2026

About this report

The Construction Training Fund's (CTF) Annual Report informs the Parliament of Western Australia and the Western Australian community about who we are, what we do and the services we have provided during the year.

Our reporting is aligned with the *Financial Management Act 2006* and annual reporting requirements set by the Western Australian Public Sector Commission.

This report is published in an electronic format to reduce the CTF's environmental footprint and printing costs. It is available as a PDF download from our website: **ctf.wa.gov.au**

If you would like a printed copy of the report, please send us an email via **info@ctf.wa.gov.au**

Feedback

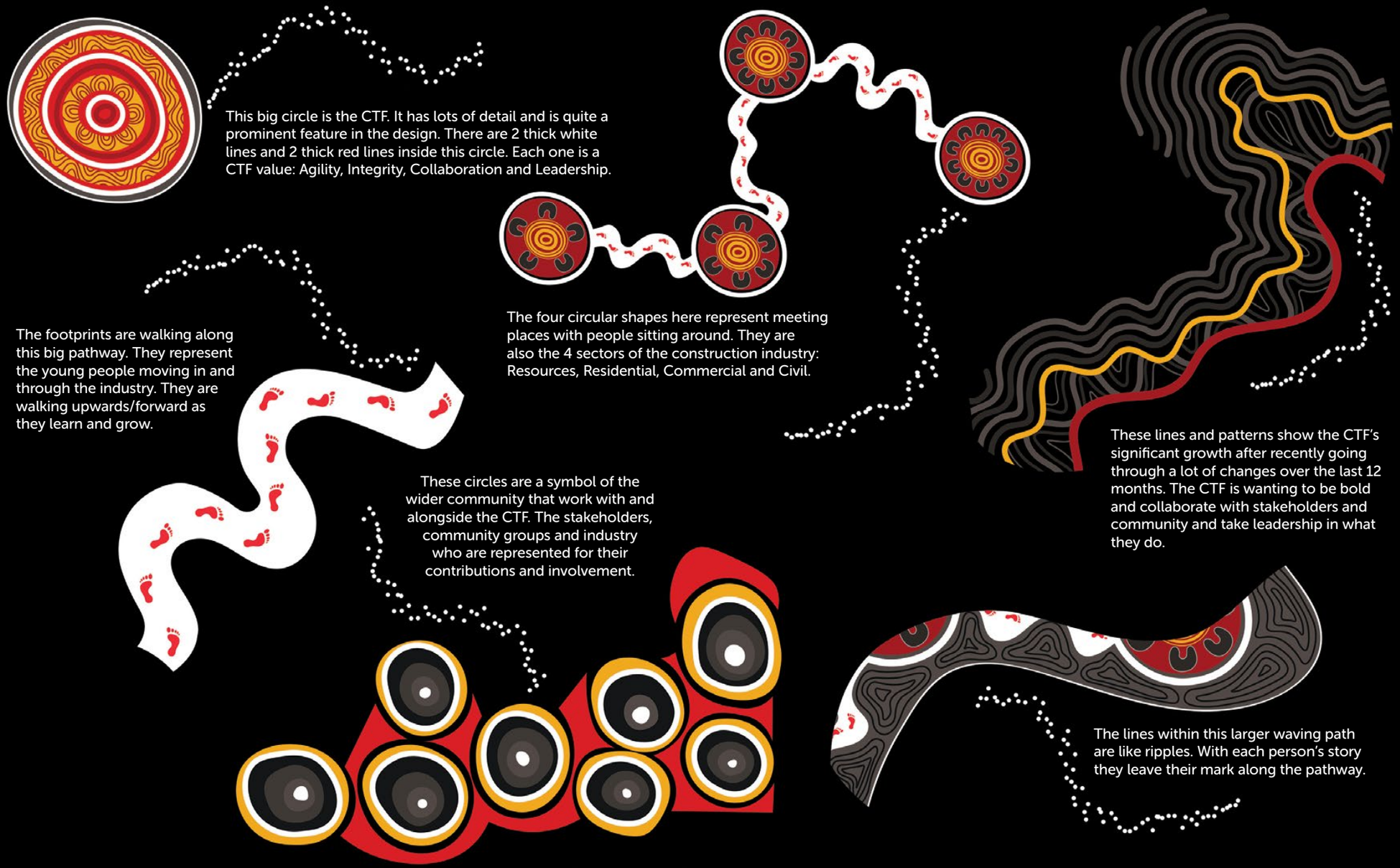
Communicating accurate and relevant information with transparency is important to us, so we would like to know what you think about our approach or any aspect of our annual report. To share your feedback please send us an email via **info@ctf.wa.gov.au**

Acknowledgement of Country

The CTF acknowledges the Traditional Custodians of the lands throughout Western Australia and pays its respects to Elders both past and present. We thank them for their ongoing custodianship of the lands and waters, and celebrate their rich culture of art, song, dance, language, and stories.

Acacia Collard
Badimia Yamatji-Ballardong
Noongar Artist

Hear Acacia Collard tell the story of her art


This big circle is the CTF. It has lots of detail and is quite a prominent feature in the design. There are 2 thick white lines and 2 thick red lines inside this circle. Each one is a CTF value: Agility, Integrity, Collaboration and Leadership.
The four circular shapes here represent meeting places with people sitting around. They are also the 4 sectors of the construction industry: Resources, Residential, Commercial and Civil.
The footprints are walking along this big pathway. They represent the young people moving in and through the industry. They are walking upwards/forward as they learn and grow.
These circles are a symbol of the wider community that work with and alongside the CTF. The stakeholders, community groups and industry who are represented for their contributions and involvement.
These lines and patterns show the CTF's significant growth after recently going through a lot of changes over the last 12 months. The CTF is wanting to be bold and collaborate with stakeholders and community and take leadership in what they do.
The lines within this larger waving path are like ripples. With each person's story they leave their mark along the pathway.

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National Security hotline 1800 123 400
SONY
DELL

Statement of Compliance

For year ended 30 June 2026

Hon Amber-Jade Sanderson MLA
Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara

In accordance with section 63 *of the Financial Management Act 2006*, I hereby submit for your information and presentation to Parliament, the Annual Report of the Building and Construction Industry Training Board, trading as the Construction Trading Fund, for the financial year ended 30 June 2026.

The Annual Report has been prepared in accordance with the provisions of the *Financial Management Act 2006*. The financial statements comply with Australian Accounting Standards – Simplified Disclosures issued by the Australian Accounting Standards Board.

Karen Ho
Board Chair

24 August 2026

Stan Liaros
Board Member

24 August 2026




CTF
MPA SKILLS

Board Chair's Foreword

I am pleased to present the CTF's Annual Report for the year ending 30 June 2026.

The 2025-26 financial year was one of opportunity, significant change and continued responsibility for the CTF. Western Australia's construction industry remained a major driver of economic activity, underpinned by a strong pipeline of government infrastructure projects, renewable energy developments and sustained demand for housing construction. Against this backdrop, the CTF continued to play a critical role in developing the skilled workforce needed to meet current and future demands.

The year was also marked by significant leadership transition. I was honoured to be appointed Chair of the Board and would like to acknowledge the contribution of my predecessor, Reg Howard-Smith, who served as Chair from 2020 until his resignation in September 2025. Reg provided dedicated leadership during a period of significant growth and change for both the organisation and the industry, and I thank him for his service. The Board also welcomed Dylan Ogilvie, who joined as a Board member in October 2025.

The Board considers that the CTF delivered a strong performance during the year fulfilling its statutory purpose while remaining responsive to industry needs.

The application of the training levy generated $83.3 million, reflecting the continued strength of construction activity across Western Australia. Residential construction accounted for 80 percent of levy activity by volume, highlighting the critical importance of maintaining a skilled and productive workforce capable of supporting the State's housing objectives.

A key measure of the CTF's success is the extent to which levy funds are reinvested in industry through training and workforce development initiatives. During the year, the CTF provided $65.6 million in support to employers, apprentices and industry workers, helping businesses invest in skills, retain apprentices and respond to workforce challenges.

One of the CTF's most significant achievements during the year was its support for apprenticeship employment across Western Australia. Through direct employer grants and support for 22 Group Training Organisations (GTOs), the CTF helped maintain 6,606 apprentices in employment. This included $4.4 million in GTO wage subsidies supporting approximately 250 apprentice positions. These outcomes demonstrate the value of sustained investment in apprenticeship pathways and employer support.

The Board is also proud of the CTF's continuing commitment to workforce wellbeing. During the year, $1.1 million was expended on initiatives promoting psychosocial safety, mental health first aid and suicide prevention. As workforce participation grows, supporting mental health and wellbeing remains fundamental to building a safe, productive and sustainable construction sector.

The year also involved significant legislative and regulatory change. From 1 January 2026, the definition of construction adopted under the *Construction Industry Portable Paid Long Service Leave Act 1985* was incorporated into the *Building and Construction Industry Training Fund and Levy Collection Act 1990*. The CTF also progressed the actions necessary to implement regulatory changes increasing the levy threshold from $20,000 to $100,000, which came into effect on 1 July 2026. These reforms improve the efficiency and operation of the levy system while maintaining the funding necessary to support workforce development.

While industry activity remained strong, several challenges continued to affect the operating environment. Geopolitical and economic uncertainty placed pressure on construction costs and business confidence. At the same time, the industry continued

to expand its workforce, reaching 160,830 workers in February 2026, representing growth of 23 percent since May 2022. Ensuring that skills development keeps pace with this growth remains a strategic priority.

The year concluded with another significant leadership transition following the resignation of Chief Executive Officer Tiffany Allen, who had led the organisation since August 2020. On behalf of the Board, I thank Tiffany for her leadership and commitment to strengthening the CTF's support for industry, apprentices and workforce development.

Looking ahead, the Board welcomes Henrietta Farrell as Chief Executive Officer and remains confident in both the future of Western Australia's construction industry and the CTF's contribution to its success. We will continue to focus on supporting apprenticeships, workforce capability, wellbeing, and training innovation to ensure Western Australia has the skilled workforce required to deliver homes, infrastructure, the energy transition and economic growth.

On behalf of the Board, I thank the Hon. Amber-Jade Sanderson BA MLA, Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara, for her ongoing support of workforce development in Western Australia's construction industry.

I also thank our Executive team and staff, employers, apprentices, training providers, industry partners and stakeholders for their commitment and collaboration throughout the year. Together, we are investing in the people, skills and capability that will help build Western Australia's future.



Karen Ho
Chair,
Building and Construction
Industry Training Board



Overview

Who we are

The Building and Construction Industry Training Board, trading as the Construction Training Fund (CTF), is a statutory authority that administers the *Building and Construction Industry Training Fund and Levy Collection Act 1990* (the Act).

The Act establishes a fund that is financed through a training levy applied to building and construction work in Western Australia. The fund is managed by the Building and Construction Industry Training Board (the Board), and each year, the Board develops an Operational Plan for the Minister's approval, which sets out how it will allocate resources from the fund to programs that are designed to achieve statutory objectives.

The CTF's role is to ensure efficient and effective collection of the training levy, and to administer the Board's allocation of resources from the fund to key areas that improve the quality of training and increase the number of skilled workers in the building and construction industry.

We achieve this through the strength of our engagement and collaboration with industry, Government, unions and the community.

Our vision and values

Vision

That the construction industry is a career of choice, and is safe, skilled and sustainable.

Values

Agility	**We are adaptable and resilient, and we anticipate change. We facilitate a sustainable construction workforce.**
Integrity	**We act with fairness, honesty and transparency, and we hold ourselves to the highest ethical standards.**
Collaboration	**We engage with each other, with our stakeholders and with the wider community, fostering empathy, diversity and inclusion.**
Leadership	**We have the boldness and courage to innovate, and to strive in everything that we do.**

<table>
<tr><th colspan="3">Statutory objectives</th></tr>
<tr><th colspan="2">Increase the number of skilled persons in the building and construction industry</th><th>Improve the quality of training</th></tr>
<tr><th colspan="3">Key areas for allocation of resources</th></tr>
<tr><td>Apprenticeships and other forms of entry level training for employment in the industry</td><td>Supplementary training for those already qualified to work in the industry

Training in technology used in the industry and in the work, health and safety requirements of the industry

The recognition, for the purposes of employment in the industry, of persons with existing skills, knowledge and aptitude appropriate to the industry</td><td>The accreditation of training courses for employment in the industry or that are otherwise appropriate to the industry

Innovations in training in the industry and research relating to the levels of competency in, and the training needs of, the industry.</td></tr>
<tr><th colspan="3">Programs for 2025-26</th></tr>
<tr><td>Employer grants
Base grant
Supplements for employment of
Aboriginal and Torres Strait Islander people
Women
Mature-age
Regional
Pre-apprenticeship graduates</td><td rowspan="4">Subsidies for
Supplementary Skills training
Work Health and Safety training (including mental health and psychosocial safety)
Recognition of prior learning</td><td>Construction Industry Training Council
Strategic advice and policy guidance to the State Training Board and Department of Training and Workforce Development
Design and accreditation of new training products</td></tr>
<tr><td>Apprentice Support Payments
Apprentice Tool Allowance
Mentoring for apprentices
Scholarships for Women in Trades
Travel and Accommodation Allowance</td><td>Research and development</td></tr>
<tr><td>Career promotion
Year 11 and 12 Scholarships
Driver’s Licence Training Support
Try-A-Trade</td><td></td></tr>
<tr><td>Capital grants for private training providers
Innovation grants</td><td></td></tr>
</table>


CTF

Performance highlights

Apprentice Support Program 2025-26

11,691 apprentices and trainees

received payments of $6.9 million

to help retain them in training

3,621 apprentices and trainees

received payments of $3.1 million

to reduce the cost of purchasing tools for their trade

2025-26 achievement	% change over 2024-25
$83.3m in levy collection	+ 8.6%
47,646 levy payments received and processed	+ 9%
2,990 direct indenture employers supported	+ 21%
6,606 apprentices supported through Employer Grants	+ 18.7%
645 enrolments in CTF Scholarship program	+ 32%
3,592 visitors to the Construction Futures Centre	+ 9.4%



Governance and Organisation

Enabling legislation

The CTF was established under and operates in accordance with the *Building and Construction Industry Training Fund and Levy Collection Act 1990*. It was established as an agency on 01 July 1991.

Responsible Minister



Hon Amber-Jade Sanderson MLA
Minister for Energy and Decarbonisation; Manufacturing; Skills and TAFE; Pilbara

Building and Construction Industry Training Board

The CTF is managed by a board of industry representatives appointed by the Minister for Energy and Decarbonisation, Manufacturing, Skills and TAFE, Pilbara.



Karen Ho
Chair (from October 2025)

Ms Ho was appointed as Chair of the CTF Board in October 2025. A former Director General of the Department of Training and Workforce Development and senior executive in the Western Australian public sector, Ms Ho has significant expertise in strategic policy, legislative reform, workforce development and the vocational education and training sector.



Reg Howard-Smith
Chair (to September 2025)

Mr Howard-Smith joined the Board as Chair in March 2020. He is an advocate for mining, oil and gas and brings considerable experience in stakeholder engagement to the CTF.



Mick Buchan
Board Member

Mr Buchan was appointed to the Board in July 2020. He is currently the State Secretary of the WA Division of the Construction, Forestry, Mining and Energy Union of Workers (CFMEUW), a position he has held since 2016.



Emma Doyle
Board Member

Ms Doyle was appointed to the Board in May 2023 and is currently VP Louisiana LNG Perth Support at Woodside Energy. Originally a mechanical engineer, she has spent more than 20 years supporting planning and execution of projects in Western Australia.



Stan Liaros
Board Member

Mr Liaros was appointed to the Board in July 2020. He is currently Chair of Skill Hire, and the previous Chair of Aqwest (Bunbury Water Corporation). Mr Liaros recently retired from his role as CEO of The Apprentice and Traineeship Company, a position he held for more than 20 years .



Kerrie Matthews
Board Member

Ms Matthews has extensive experience in the delivery of major projects in the resources sector including Iluka's fully integrated rare earth refinery, the first of its type in Australia and one of few globally.



Steve McCartney
Board Member

Mr McCartney was appointed to the Board in July 2021. He is a heavy-duty mechanic by trade and is the WA State Secretary of the Australian Manufacturing Workers' Union, where he has contributed for over 30 years.



Dylan Ogilvie
Board Member

Mr Ogilvie was appointed to the Board in October 2025. A carpenter by trade, he has more than 20 years' experience in the civil construction industry, progressing from hands-on operational roles to leadership positions focused on team development and business growth. He is currently the Growth and Resources Manager at Melchor.



Dean O'Rourke
Board Member

Mr O'Rourke was appointed to the Board in July 2018. He is the Executive General Manager Residential WA for the ABN Group.



Rocky Slater
Board Member

Ms Slater was appointed to the Board in August 2024. She is a Project Director at Tetris Capital, specialising in build-to-let social and affordable housing initiatives.


OTECTIVE CLOTHING MUST BE WORN IN THIS AREA
LINCOLN ELECTRIC
Welding View
Menu
Actions and Cues
Theory
New Coupon
End Pass
CTF Construction Training Fund



Audit, Risk and Performance Committee

The Board established the Audit, Risk and Performance Committee (ARPC) in 2020 to assist in the effective discharge of its responsibilities in the areas of risk management and internal control. The ARPC has an independent chair and four (4) ordinary members.

Ben Arnold
Independent Chair

Mr Arnold has considerable expertise in strategic business solutions and as Director of A&P Advisory, excels in fiscal management, operational efficiency, and strategic planning, guiding organisations to achieve their goals and navigate complex challenges.

Chris Corless
Independent Member (from 1 August 2025)

Mr Corless is an experienced risk, assurance and governance professional with more than 22 years' experience in senior leadership roles across a range of industries. He brings extensive expertise in risk management, internal audit, assurance and corporate governance.

Karen Ho
Board Chair (from October 2025)

Reg Howard-Smith
Board Chair (to September 2025)

Stan Liaros
Board Member

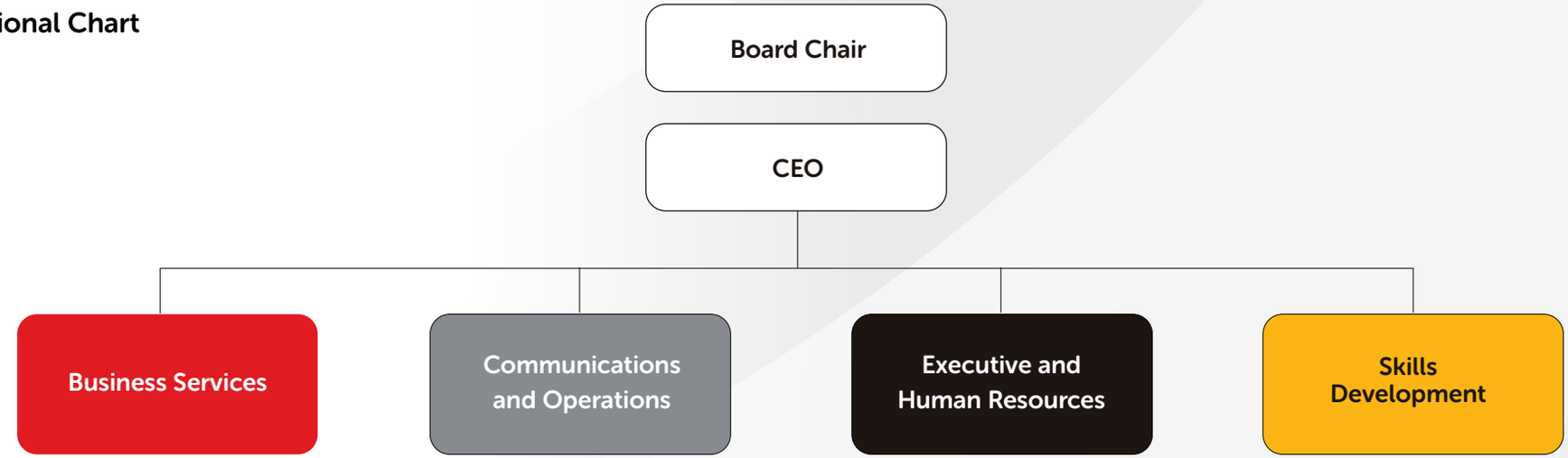
Justine Davies
Chief Audit Executive (to January 2026)

Ms Davies is the Senior Internal Auditor with the Public Transport Authority (PTA), and under an MoU with the PTA, served as Chief Audit Executive on the CTF ARPC between November 2024 and January 2026.

Raoul Asokendaran
Chief Audit Executive (from February 2026)

Mr Asokendaran is a governance, risk and assurance professional with more than 20 years' experience in internal audit, compliance and advisory services. He is the Founder and Managing Director of Enumerate and brings extensive expertise in governance, risk management and assurance.

Organisational Chart



The CTF delivers services through the following divisions:

- Business Services
- Communications and Operations
- Executive and Human Resources
- Skills Development

The summary of activities and responsibilities for each division include:

Business Services	Communications and Operations	Executive and Human Resources	Skills Development
• Accounts • Audit • Financial reporting • Fleet and facilities management • Payroll • Procurement • Risk management	• Levy collection • Program management and payments • ICT systems and services • Marketing and communications • Sponsorships	• Board and Audit, Risk and Performance Committee support • Business operations • Executive support • Human resource management	• Construction Futures Centre • Construction Industry Training Council • Industry Training Advisors • Research and policy development

CTF Executive



Tiffany Allen
Chief Executive Officer
Ms Allen joined the CTF in 2020 following extensive experience in the public sector, including executive roles in the Department of Communities and Department of Regional Development and Lands. Ms Allen tendered her resignation during the reporting period with her employment ceasing on 30 June.



Eamon Moore
Director, Communications and Operations
Mr Moore has extensive experience as a senior leader in the education, training and private sectors.



Kylie Armstrong
Director Skills Development
Ms Armstrong brings extensive experience in VET, skills development and training regulation, through senior leadership positions at TAFE, the Training Accreditation Council (TAC) and industry.



Shubha Bohra
Business Services Manager
Ms Bohra commenced with the CTF in April 2025, bringing over 19 years of finance and project leadership experience across both public and private sectors, including senior finance roles at the Child and Adolescent Health Service and the Office of the Director of Public Prosecutions.



Kerrie Prior
Executive and HR Officer (0.6 FTE)
Ms Prior commenced with the CTF in 2020 following extensive executive administration experience from within the public sector. Ms Prior returned from 12 months leave-without-pay in October 2025.



Lisa Fowler
Executive and HR Officer (0.4 FTE)
Ms Fowler commenced with the CTF in 2024, bringing over 18 years of experience in the VET sector. She offers a strong background in contract management, stakeholder engagement, and team leadership, including a long-standing career with the Department of Training and Workforce Development.

Administered legislation

The CTF assists the responsible Minister in the administration of the following Acts:

- *Building and Construction Industry Training Levy Act 1990*
- *Building and Construction Industry Training Fund and Levy Collection Act 1990*

Other key legislation impacting on the CTF's activities

In the performance of its functions, the CTF complies with the following relevant written laws:

- *Auditor General Act 2006*
- *Criminal Code 1913*
- *Disability Services Act 1993*
- *Electoral Act 1907*
- *Electronic Transactions Act 2011*
- *Equal Opportunity Act 1984*
- *Evidence Act 1906*
- *Financial Management Act 2006*
- *Freedom of Information Act 1992*
- *Industrial Relations Act 1979*
- *Legal Deposit Act 2012*
- *Limitation Act 1935 and 2005*
- *Long Service Leave Act 1958*
- *Minimum Conditions of Employment Act 1993*
- *Privacy and Responsible Information Sharing Act 2024.*
- *Procurement Act 2020*
- *Public Interest Disclosure Act 2003*
- *Public Sector Management Act 1994*
- *Salaries and Allowances Act 1975*
- *State Records Act 2000*
- *State Records (Consequential Provisions) Act 2000*
- *Vocational Education and Training Act 1996*
- *Work Health and Safety Act 2020*

Performance management framework

Outcome-based management framework

The outcome-based management (OBM) framework is a Department of Treasury and Finance mandatory requirement for all Western Australian State Government agencies. The OBM framework describes how outcomes, services and key performance indicators are used to measure system performance.

Government Goals		
WA Jobs Plan: Diversify the WA economy, creating local jobs for the future	**Outcome 1** The Building and Construction Industry Training Board's programs support an increase in the number of persons in the building and construction industry to meet the industry's workforce needs	**Key Effectiveness Indicator 1.1**: The number of apprentices and trainees employed in the building and construction industry as a percentage of the trade workforce in the industry.
		Key Effectiveness Indicator 1.2: The number of subsidies issued for supplementary skills and work health and safety training or skills assessment as a percentage of the total workforce in the building and construction industry.
		Key Efficiency Indicator 1.1: The total administration costs of the Building and Construction Industry Training Board as a percentage of the Construction Training Fund's total expenditure.
		Key Efficiency Indicator 1.2: The specific administration costs of the Building and Construction Industry Training Board represented as a cost per apprentice or trainee subsidised by Construction Training Fund.
		Key Efficiency Indicator 1.3: The specific administration costs of the Building and Construction Industry Training Board represented as a cost per person supported by the Construction Training Fund to undertake skills training or vocational education.
	Outcome 2 The Building and Construction Industry Training Board's programs support an improvement in the quality of training for the construction industry	**Key Effectiveness Indicator 2.1:** The proportion of workers surveyed who are satisfied with the quality of training supported by the Construction Training Fund.
		Key Effectiveness Indicator 2.2: The proportion of employers surveyed who are satisfied overall with the quality of training supported by the Construction Training Fund

Changes to outcome-based management framework

The CTF's outcome-based management framework did not change during 2025-26.

Shared responsibilities with other agencies

The CTF provided funding to pay the wages of apprentices recruited as part of the government's Group Training Organisation Wage Subsidy program. The CTF pays 100% of the wages of 150 of the apprentices in the program, and 75% of a further 100 apprentices.

Funds from the CTF were provided to the Department of Training and Workforce Development (DTWD), charged with administering the program and providing quarterly reports to the CTF.

The CTF also shared responsibility with DTWD in the delivery of Women in Trades Scholarships, with the CTF providing $5,000 for each scholarship, administered by DTWD.



Agency Performance

Strategic Plan

During 2025-26, the CTF developed an interim Strategic Plan, following its 2021-25 Built to Skill plan.

The interim plan retained the mission, vision and values established with Built to Skill and focused on support for a skilled and productive construction workforce, enabling economic diversification, growth and employment.

The interim plan will serve as a bridge between Built to Skill and a new plan to be implemented in 2027.



Function of the Act	Key Strategies
To administer the fund and collect the building and construction industry training levy	Collect the levy and administer the fund

Objectives of the Act	Key Strategies
To increase the number of skilled persons in the building and construction industry	Grow the workforce and promote workforce diversity by funding workforce development initiatives
To improve the quality of training	Improve the quality and relevance of industry training through research, development and advocacy

Enabling Strategies that underpin everything we do
Expand collaboration and engagement with stakeholders
Continue to improve governance and operational excellence

The three key and two enabling strategies support the four pillars upon which the interim plan is built. These contain specific initiatives that we will implement to deliver our vision and mission.

Engagement

Expand collaboration and engagement with stakeholders

Support

Grow the workforce and promote workforce diversity by funding workforce development initiatives

Knowledge

Improve the quality and relevance of training through research, development and advocacy

Optimisation

Collect the levy and administer the fund. Continue to improve governance and operational excellence

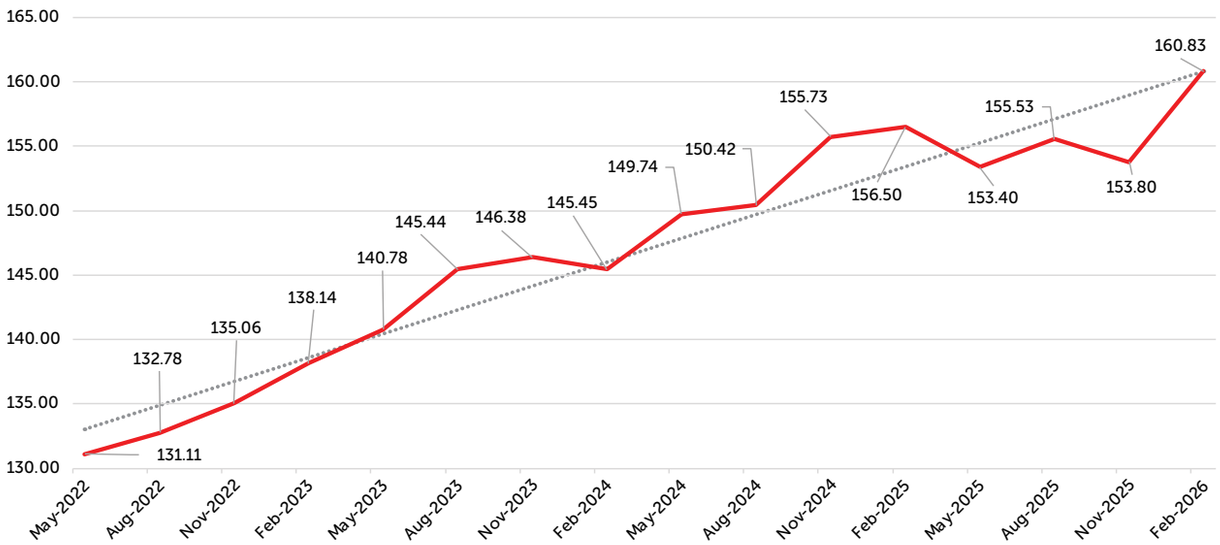
WA Building and Construction Workforce

Western Australia's construction workforce has continued to grow over recent years, reaching approximately 160,800 workers as at February 2026 (*figure 1*). Construction employment in Western Australia has increased by 22.7 percent since May 2022, reflecting sustained demand across residential, infrastructure and resources-related construction activity. While workforce numbers remain at historically high levels, labour availability continues to be influenced by project timing, location and the demand for specialised skills, reinforcing the importance of maintaining a strong workforce pipeline.



Figure 1

Western Australia Total Construction Workforce by Year and Quarter ('000s)



Source: ABS Labour Force, Australia Detailed Table 5, four quarter moving average, May 2022 – Feb 2026. Labour Force estimates are based on a sample survey rather than the entire population and are subject to sampling and other errors

Workforce by Occupation

Construction employment continues to be concentrated in occupations directly supporting project delivery across the residential, commercial and civil construction sectors. Trade and site-based occupations remain critical to workforce capacity and are often the first areas to experience labour market pressures. While overall workforce numbers remain strong, workforce availability challenges continue to be experienced within specific occupations and locations, reflecting the close relationship between labour demand, project activity and regional construction requirements.

WA Apprentices and Trainees – Commencements

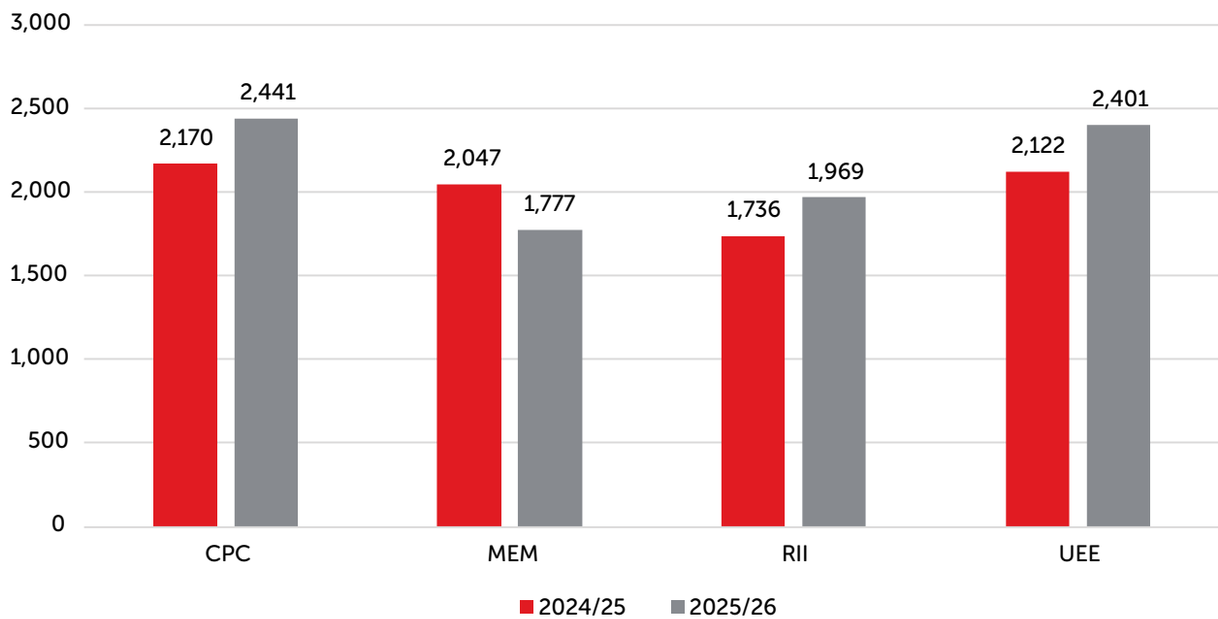
Apprentice and trainee commencements increased across the construction training system during 2025–26, demonstrating continued confidence in training pathways as a source of future skilled labour. Total commencements rose by 15 percent, from 8,075 in 2024-25 to 9,276 in 2025-26, indicating that employers continue to invest in workforce development despite ongoing competition for skilled workers.

Growth was driven by increased participation in trades across the Construction, Plumbing and Services (CPC), Resources and Infrastructure Industry (RII) and Electrotechnology (UEE) training packages, which support occupations across residential, commercial, civil and infrastructure construction. The overall increase in training activity suggests demand for apprentices and trainees remains strong and that employers continue to view training as a key mechanism for meeting future workforce needs.

Sustaining growth in commencements remains important to maintain a strong pipeline of skilled workers and support the long-term capacity of Western Australia's building and construction industry.

Figure 2

Apprenticeship and Trainee Commencements by Training Package 2024-25 and 2025-26



Source: DTWD Commencements in financial years 2024/25 to 2025/26, Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM), Resource and Infrastructure Industry (RII), and Electrotechnology (UEE) Training Packages.

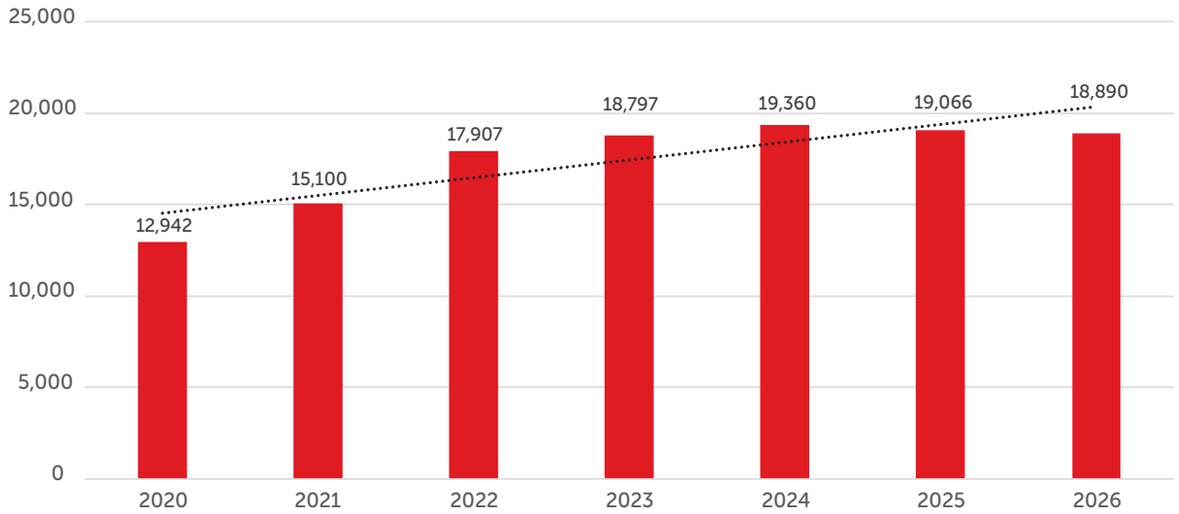
WA Apprentices and Trainees – In-training

There remains an increasing trend in the number of apprentices and trainees in training across construction-related training packages. As at February 2026, approximately 18,900[1] apprentices and trainees were undertaking training qualifications across the CPC, MEM, RII and UEE training packages (figure 3). The continued strength of the in-training cohort reflects the multi-year nature of apprenticeship and traineeship pathways and demonstrates that a substantial pipeline of future skilled workers continues to progress through the training system. Maintaining strong participation in training remains important to supporting future workforce supply and industry capability.

[1] Includes apprentices and trainees employed in non-construction industries



Figure 3
Apprentices and Trainees in Training 2020 - 2026
CPC, MEM, RII & UEE training packages

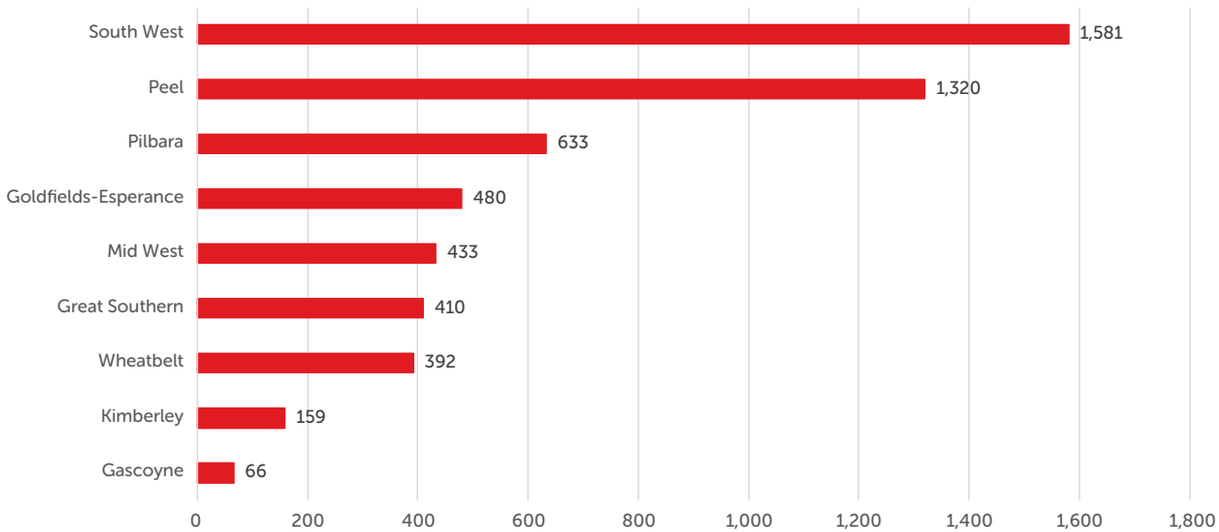


Source: DTWD February 2020 to February 2026 In-Training (every February), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM), Resource and Infrastructure Industry (RII), and Electrotechnology (UEE) Training Packages.

Regional training activity remains strongest in the South-West and Peel regions (figure 4), which together account for a significant proportion of apprentices and trainees in training outside the Perth metropolitan area. Participation is also evident across all other regions, reflecting the ongoing need for skilled workers to support construction activity throughout the State. Maintaining access to training and workforce development opportunities across regional Western Australia remains important to supporting local industry capability and future workforce supply.



Figure 4
Regional in-training February 2026
Combined CPC, MEM, RII, UEE training packages



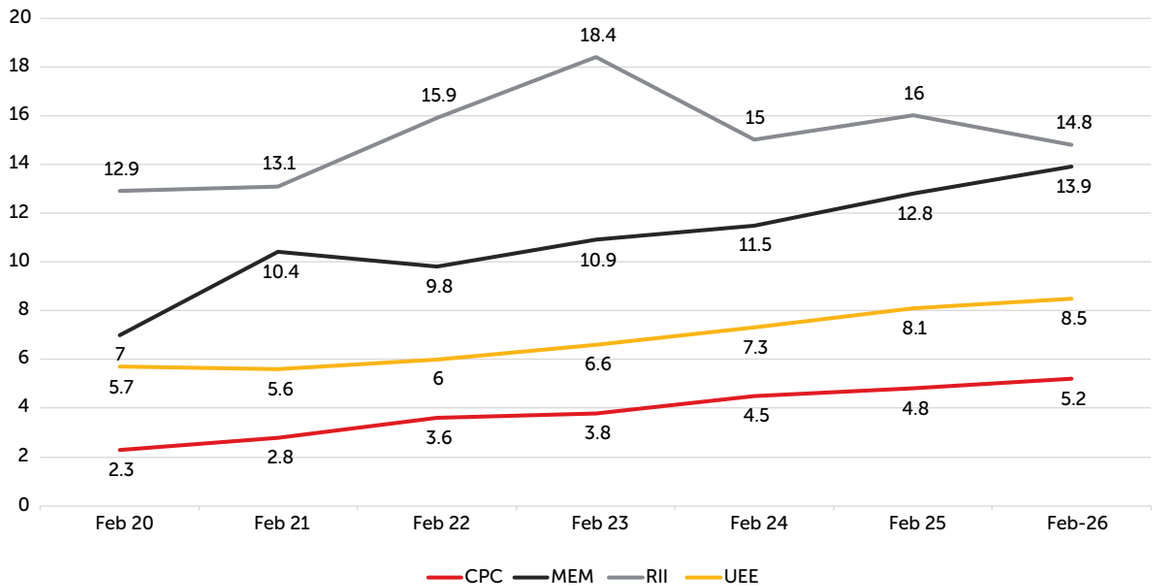
Source: DTWD February 2026 In-Training, Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM), Resource and Infrastructure Industry (RII), and Electrotechnology (UEE) Training Packages

Female participation in construction-related training continues to show growth across most sectors (figure 5). Women represented approximately 9.8 percent of all apprentices and trainees in training across the major construction-related training packages as at February 2026. While women remain underrepresented across many construction occupations, the continued increase in participation reflects ongoing progress towards greater diversity across the construction workforce and highlights the industry's efforts to attract and retain people from a broader range of backgrounds.

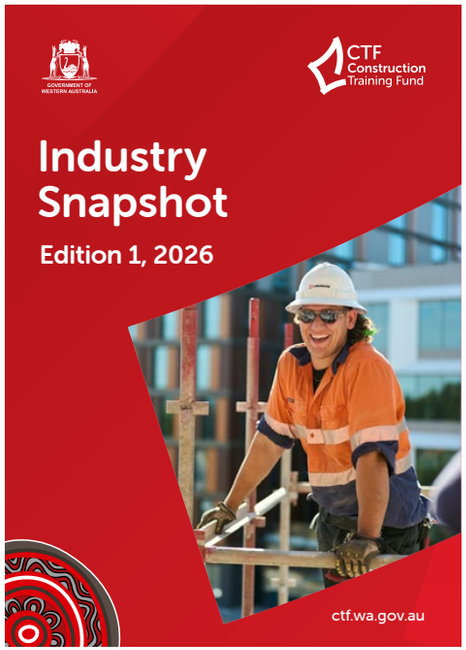
Western Australia's construction industry continues to operate in a high-demand environment, with strong workforce participation, ongoing construction activity and a substantial pipeline of apprentices and trainees progressing through training. While apprentice and trainee commencement activity has moderated from the elevated levels experienced due to post-COVID stimulus provided by the Commonwealth Government, workforce demand remains strong and employers continue to report challenges sourcing skilled labour. The State Government's ongoing research and analysis of workforce and training data help inform the development of programs and initiatives to support industry and provides stakeholders with current information on workforce trends and emerging issues.

Figure 5

Women in Training (% of total in-training by training package)



Source: DTWD February 2026 in Training, Resources and Infrastructure Industry (RII), Construction, Plumbing and Services (CPC), Manufacturing and Engineering (MEM) and Electrotechnology (UEE) training packages.



Snapshot

Two editions of the CTF's *Industry Snapshot* were published during 2025-26. The publication provides stakeholders with information on workforce, training and industry trends relevant to Western Australia's construction sector. Drawing on data from the Australian Bureau of Statistics (ABS), the Department of Training and Workforce Development (DTWD) and CTF analysis, the Snapshot supports industry, training providers and government agencies to better understand workforce conditions, training activity and emerging skills pressures. The Snapshot is published biannually and made available through the CTF website.



Report on Operations

Actual results against budget targets

Financial Targets

	2025-26 Target ($000)[2]	2025-26 Actual ($000)	Variation[3] ($000)
Total cost of services (expense limit) (details from Statement of Comprehensive Income)	102,719	**77,095**	25,624
Net cost of services (details from Statement of Comprehensive Income)	(36,131)	**12,914**	(49,045)
Total equity (details from Statement of Financial Position)	89,694	**127,121**	(37,427)

[2] As specified in the Section 40 Estimates for 2025-26

[3] Further explanations contained in Notes to the Financial Statements

Summary of Key Performance Indicators

	2025-26 Target	2025-26 Actual	Result
Effectiveness indicators			
1.1 The number of apprentices and trainees employed in the building and construction industry as a percentage of the trade workforce in the industry.	12.0%	**12.7%**	✓
1.2 The number of subsidies issued for supplementary skills and work health and safety training or skills assessment as a percentage of the total workforce in building and construction.	10.0%	**9.0%**	✗
2.1 The proportion of workers surveyed who are satisfied with the quality of training supported by the CTF.	80.0%	**95.6%**	✓
2.2 The proportion of employers surveyed who are satisfied with the quality of training supported by the CTF.	80.0%	**90.4%**	✓
Efficiency indicators			
1.1 The total administration costs of the Building and Construction Industry Training Board as a percentage of the Construction Training Fund's total expenditure.	20.0%	**12.6%**	✓
1.2 The specific administration costs of the Building and Construction Industry Training Board represented as a cost per apprentice or trainee subsidised by the Construction Training Fund.	$69.00	**$89.62**	✗
1.3 The specific administration costs of the Building and Construction Industry Training Board represented as a cost per person supported by the Construction Training Fund to undertake skills training or vocational education.	$28.00	**$45.59**	✗

Additional information is provided in the Audited Key Performance Indicators section.

Operational Plan outcomes 2025-26

The 2025-26 Operational Plan invested in the following three key priorities for the Board's allocation of resources to improve the quality of training and increase the number of skilled persons in the building and construction industry.

Workforce development

Apprentice Attraction and Retention

Career Promotion



Levy Collection

Revenue

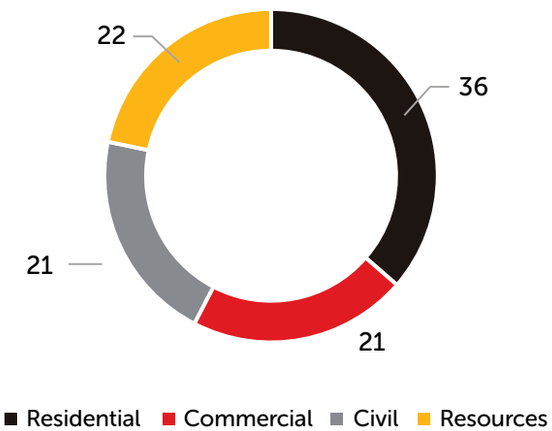
2025-26
$83.3 million ▲

2024-25
$76.7 million

The CTF collected $83.3 million in training levy revenue during the year.

The continued high volume of new construction activity contributed to the strength in revenue. Actions within the CTF's levy integrity strategy has improved project owners' compliance, reduced aged receivables and strengthened collections on final construction values.

Levy revenue by sector 2025-26 (%)



Residential construction yielded a total of 36 percent of revenue, 22 percent came from construction work in the resources sector, 21 percent from civil construction and 21 percent from construction in the commercial sector.

The volume of new construction work also shows the strength of the residential sector, with CTF processing a total of 38,023 levy payments from residential construction, from a sector-wide total of 47,646, an increase in volume of 8.27 percent over the previous financial year. This highlights the critical and ongoing need for skilled workers in residential construction.

Percentage of new construction activity (volume of levy receipts by sector)

Sector	2025-26	2024-25
Residential	79.8% ▲	79.39%
Commercial	14.67% ▼	16.8%
Civil	4.69% ▲	3.33%
Resources	0.84% ▲	0.49%



Compliance Activity

Under s21A of the Act, project owners can apply to pay the levy by instalment for projects with an estimated construction value more than $500 million. During the year, the Board did not receive any applications for payment of the levy by instalment. Two projects with an estimated construction value above $500 million made full levy payments without requesting to make payment by instalments.

The CTF is continuing to refine its compliance strategy and further developing partnerships with government agencies and service providers to improve compliance. The CTF successfully pursued 197 cases where levies had not been paid prior to construction commencing, and issued three statutory notices for further information. Two of these notices led to successful resolution and compliance and one remains under review. These compliance actions resulted in the collection of $720,971 of unpaid levies.

Workforce development

2025-26 Expenditure

$49.40 million

The CTF's priority with workforce development is to reduce the costs associated with training a workforce for the construction industry, and provide for its safety and health.

Employer Grants

Apprentices play an essential role in supporting the ongoing growth and sustainability of Western Australia's construction industry. For employers, taking on an apprentice helps build business capability and develop the next generation of skilled workers. However, this also requires a significant investment in on-the-job training, supervision and mentoring. The CTF's Employer Grant program defrays the costs of employing and training an apprentice or trainee in a recognised construction qualification. The grant is available to eligible employers in three milestone instalments over the life of the apprenticeship and includes a base grant and a range of supplements for employing an apprentice who is female, Aboriginal, mature-age or from regional WA.

During 2025-26, the CTF disbursed $36.2 million in Employer Grants.

The CTF processed milestone payments to 2,990 employers directly employing apprentices who remained in-training during the reporting period.

The Employer Grant program also supports employers that hire apprentices through group training organisations (GTO). During the year, the CTF had Funds Management Agreements with 22 GTOs, making monthly payments to each GTO to support the employment of apprentices deployed to hosts in the building and construction industry.

During the year, the CTF supported the employment of 6,606 apprentices and trainees in direct indenture and GTO employment models.

Total expenditure 2025-26	**$36.2 million**
Direct indenture employers	**2,990 (+22 GTOs)**
Apprentices supported	**6,606**

Mature Age Wage Gap Program

The CTF's mature-age wage gap program commenced in July 2021 as a pilot, and will conclude on 30 June 2027. The program provides employers with additional funding to reduce the wage costs incurred by employing an apprentice who is over the age of 21 at commencement. The subsidy covers the difference between the relevant award base rate for mature age apprentices and the award base rate for junior apprentices, which lessens with each year of the apprenticeship. Out of the 360 places available since the program launched, 27 mature-age apprentices remain in training towards completion of their qualifications.

Total expenditure in 2025-26	**$0.17 million**
Apprentices supported*	**27**

*Includes payments to both GTOs and direct indenture employers



Civil Construction Pilot Program

In September 2021, nine civil construction traineeships were converted into apprenticeships under the four-year Civil Construction Pilot Program (CCPP), which concluded in October 2025. The program was implemented to ensure that apprentices in the new qualifications were not disadvantaged by the reduction in wages resulting from the transition to the apprenticeship qualifications compared with the previous traineeships.

Over four years, this CTF program supported employers of junior civil construction apprentices (under 21 years at commencement) who paid their apprentice at or above the previous traineeship award rate.

The CTF Employer Grant, which provides financial support to Western Australian construction employers in hiring an apprentice, will continue to be available to civil construction employers.

Total expenditure 2025-26	**$0.1 million**
Apprentices supported	**40**

Work Health and Safety

The Work Health and Safety Program provides subsidies to eligible workers who complete training in a range of courses to enhance physical, mental and psychosocial health and safety in their work.

The CTF continued its Mental Health Support program, to raise awareness of the importance of positive mental health for the construction workforce. Four fully funded training courses are available under the new program, providing the opportunity for workers to access skills to manage mental health, suicide awareness and prevention, psychosocial hazards and business skills. The CTF expended $1.1 million across these four courses, as part of the overall expenditure for work health and safety training.

Total expenditure 2025-26	**$3.05 million**
People supported	**7,876**.

Supplementary Skills

The Supplementary Skills program provides subsidies to people who complete short training courses to enhance their knowledge, skills or qualifications and is available to existing industry workers, and unemployed persons wishing to re-enter the industry, who have recently worked in construction.

Both accredited and non-accredited training courses are included in the Supplementary Skills program, and all training must be delivered by a registered training organisation (RTO) to support quality outcomes.

The categories of courses supported in the Supplementary Skills Program are:

- Construction skills
- Industry skills
- Software skills
- Occupational licensing
- Higher qualifications.

Total expenditure in 2025-26	**$5.09 million**
Total number of workers supported	**7,061**

GTO Wage Subsidy

The State Government introduced the Group Training Organisation (GTO) Wage Subsidy to assist small to medium enterprises (SMEs) working on government projects in WA's building and construction sector, and on non-government residential construction projects in WA. The GTO Wage Subsidy assists small to medium enterprises by covering the average estimated award wage paid to apprentices and trainees working in the building and construction sector in WA.

In early 2024, the CTF committed to supporting 75 places in the program, and in October 2024 agreed to support an additional 175 places when the State Government expanded the program. The CTF is funding 100 of the additional places at 75% of the award wage, and 100% of the award wage for 75 places, reserved for employment of priority cohorts including women and Aboriginal people.

Out of the 250 apprentices recruited since the commencement of the program, 216 remain in training and are funded by the CTF.

Total expenditure 2025-26	**$4.38 million**
Total places	**250**



Capital Grants program

The Capital Grants Program supports strategic investment in training infrastructure that strengthens the capacity, quality and accessibility of construction industry training across Western Australia. Private RTOs apply through a criterion-led, open and competitive process, for funding that will assist industry-led projects to expand training capacity, improve training outcomes and address current and emerging workforce needs.

Now in its second year, the program continues to support investments aligned with the State's priorities, including housing supply, workforce growth, workforce diversity, regional development, clean energy transition and modern methods of construction. By enabling investment in modern facilities, specialised equipment and innovative training delivery models, the program helps ensure Western Australia has a skilled, safe and future-ready construction workforce capable of meeting the demands of major housing, infrastructure and energy projects.

Funding is awarded based on demonstrated need, anticipated workforce outcomes and alignment with Board's strategic objectives. Payments to recipients of the Capital Grants are made upon achievement of agreed project milestones.

2025-26

- Continued delivery of the $5 million Capital Grants Program for private RTOs across Western Australia.
- Approval for three new projects, with a total funding commitment of $4.11 million, representing more than 82 percent of the available funding pool.
    1. **College of Electrical Training (CET)** - $4.0 million to support the development of a new purpose-built training campus in Midland, increasing training capacity for Western Australia's electrical workforce.
    2. **AUSQ Training** - $57,050 to enhance access to industry training through the acquisition of specialised traffic management equipment, supporting workforce capability across metropolitan, regional and remote Western Australia.
    3. **Skypass Pty Ltd (Tom Price and Sons)** - $56,431 to expand specialised training infrastructure and strengthen delivery of high-risk work licence training.
- Supported projects focused on expanding training capacity, enhancing regional training access and addressing critical workforce shortages.

2025-26 Outcomes from Round 1 Recipients

Funding approved under previous rounds continued to deliver outcomes during 2025-26, including a mobile training unit for regional Western Australia (Australian Training Management, $147,800), training facility and simulator upgrades to increase training capacity and sustainability outcomes (Group Training South West, $274,911), and the ongoing refurbishment and expansion of electrical training facilities in Jandakot and Joondalup (Electrotechnology Training Institute, $3.09 million), expected to support more than 4,500 additional students over the next decade.

Total Expenditure 2025-26	**$ 0.28 million**
(milestone payments incurred against committed funds)	



Apprentice Attraction and Retention

2025-26 Expenditure

$16.2 million

The CTF has a long and successful history in promoting the career opportunities in the building and construction industry and has expanded its footprint with additional programs to support apprentices and trainees complete their training.



Try-A-Trade

The CTF launched the Try-a-Trade program in 2005 to support its No Limits career promotion initiative. Try-a-Trade offers students in WA secondary schools and other cohorts, with a hands-on experience of a range of construction trades from bricklaying to electrical, civil and rail to engineering and non-trade occupations including estimating and scheduling. The program includes valuable and practical information about training pathways for construction-related occupations and careers in the residential, civil, commercial and resources sectors. During 2025-26, 281 Try-a-Trade courses were delivered across metropolitan and regional WA.

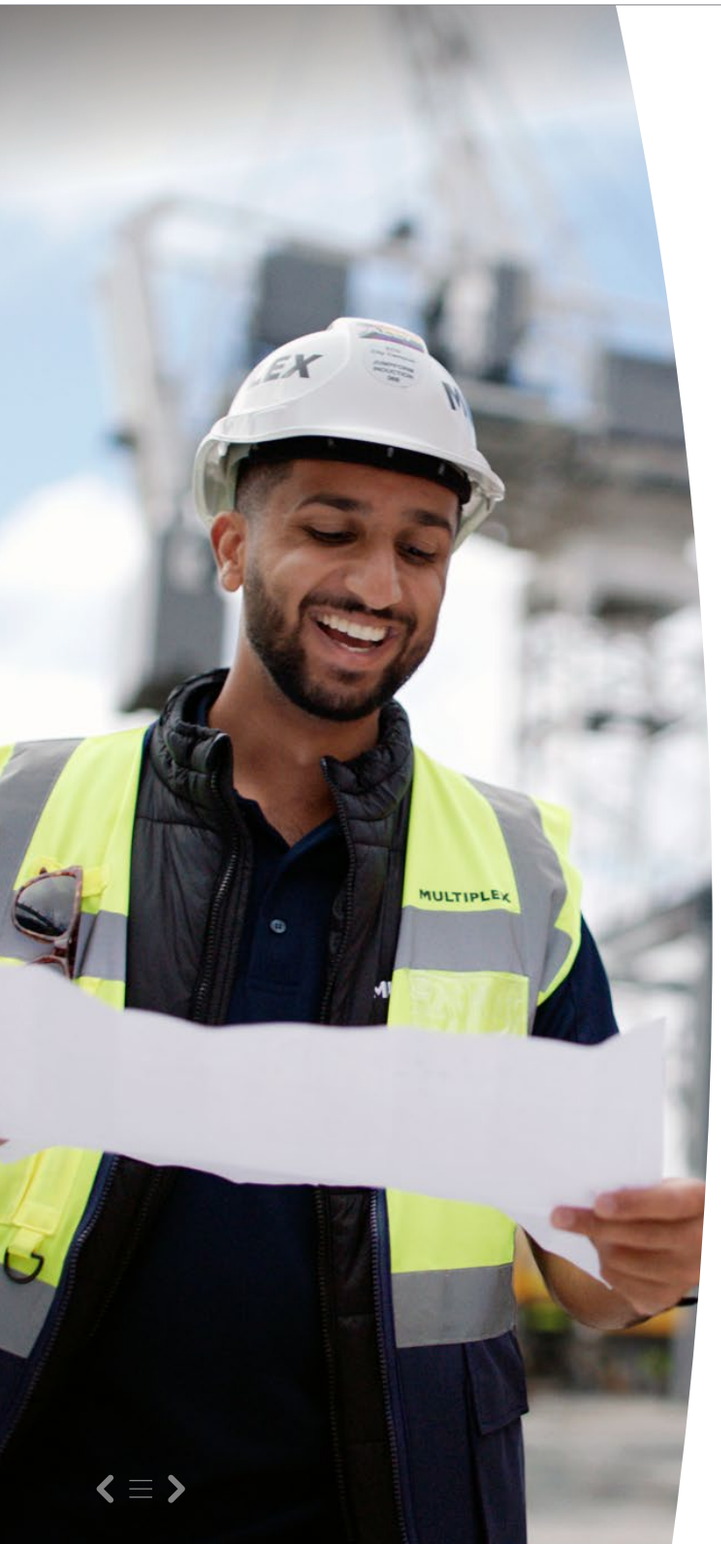
Total expenditure 2025-26	**$1.38 million**
Total number of participants	**3,476**

Scholarship

The CTF's Construction Careers Scholarship program commenced in 2017 as a response to industry's need for industry ready entrants, and demand from schools for students to complete a Certificate II in Building and Construction that included a dedicated work experience component. The Scholarship fully funds tuition costs, personal protective equipment, industry work placements, mentoring and other wrap-around services for students who have expressed a clear interest in a construction trade. Students in Years 11 and 12 apply for the Scholarship with support from their parents/caregivers and school, and are selected to participate in the program. Successful participants select from a suite of five Certificate II Building and Construction qualifications, completion of which can form part of their Western Australian Certificate of Education (WACE). The Scholarship program helps prepare students for employment as apprentices following graduation from high school.

The Scholarship program is delivered across eleven locations in metropolitan Perth and the South West. The 2025-26 financial year expanded engagement with additional cohorts including mature age students in Acacia prison and cohorts of mature age women from culturally and linguistically diverse (CaLD) backgrounds.

Total expenditure 2025-26	**$2.47 million**
Total student participation	**645**



Mentoring

Mentoring is offered as an opt-in service for students enrolled in CTF's Scholarship program. Delivered by professional networks specifically engaged to support apprentices in training, the program focused on pastoral care issues that were presenting as barriers to completion of coursework, mental health support and employability skills.

Total expenditure 2025-26	**$0.78 million**
Students supported	**241**

Driver's Licence Support Program

The CTF identified that the lack of a current and valid driver's licence is a barrier for young people to entering into an apprenticeship in the construction industry. In 2022, CTF introduced its Driver's Licence Support for students in the Scholarship program. The initiative provides driving lessons, supervision and specialised training for the construction environment such as towing, safe management of vehicle loads, vehicle maintenance and driving in sand.

Total expenditure 2025-26	**$0.45 million**
Students supported	**86**

Pre-apprentice Award

Pre-apprenticeships provide an important entry pathway for people considering a career in Western Australia's building and construction industry. Through an approved group of Certificate II pre-apprenticeship qualifications, students can explore a trade area, build foundation skills and gain practical insight into the industry before committing to a full apprenticeship. These courses may be completed full-time after school or as part of a school-based program.

The CTF provides a $500 award payment to eligible students who successfully complete a recognised construction pre-apprenticeship. The award has been in place for more than 15 years and was increased from $250 to $500 in 2024 to further encourage participation and completion of construction pre-apprenticeship qualifications.

In 2025-26, the program supported 1,074 students. This continued growth reflects strong interest in construction careers and the impact of continued promotional activity encouraging people to consider training and employment pathways in the industry. Expenditure was above the estimated budget due to higher-than-anticipated participation.

Total expenditure 2025-26	**$0.54 million**
Students supported	**1,074**

Apprentice Tool Allowance

The Apprentice Tool Allowance supports eligible apprentices and trainees with the cost of essential work-related tools and safety equipment. Apprentices and trainees who commenced their training contract on or after 1 July 2024 may claim reimbursement of up to $1,000 for approved purchases.

Eligible apprentices and trainees who complete their training contract on or after 1 July 2024 may also claim a second reimbursement of up to $1,000, recognising their progression through to completion.

By helping to offset these upfront and ongoing costs, the program makes apprenticeships more accessible and supports safer, better-equipped participation in the workplace. Access to appropriate tools and safety equipment is also important for skills development, trade proficiency and workplace readiness.

Total reimbursements 2025-26	**$3.1 million**
Total apprentices claimed	**3,621**



Apprentice Support Bonus

The Apprentice Support Bonus provides annual financial assistance to eligible apprentices and trainees to support their progression through training and encourage completion of their qualification.

Introduced from 1 July 2024, the program provides a $1,000 payment to eligible apprentices and trainees on each anniversary of the commencement of their apprenticeship or traineeship. The payment recognises the ongoing costs associated with training and provides practical support at key points throughout the training journey.

The program is designed to help apprentices and trainees remain engaged in their training by easing financial pressure and reinforcing the value of completing a construction qualification.

In 2025-26, the Apprentice Support Bonus supported a significant number of apprentices and trainees across Western Australia's building and construction industry. Reported figures reflect the number of apprentices supported, noting that financial data accounts for accruals of apprentices who became eligible in 2024-25, but whose payments were processed in 2025-26.

Total expenditure* 2025-26	**$6.9 million**
Apprentices supported	**11,691**

* Total payments of $11.7 million were made in 2025-26, including $4.8 million relating to Apprentice Support Bonus entitlements accrued in 2024-25.

Travel and Accommodation Allowance

The CTF's Travel and Accommodation Allowance provides a subsidy to eligible apprentices, trainees and industry workers who travel more than 70km (round trip) to a training provider to attend recognised training courses.

The Travel and Accommodation Allowance is available to:

- Eligible apprentices and trainees who travel more than 70 kms (round trip) to complete off-the-job training.
- Current regional construction workers and regional apprentices who travel to attend supplementary skills or work health and safety training that is not available at their location.
- Regional school groups attending the CTF's Try-A-Trade program.
- Eligible Certificate II Pre-apprenticeship students travelling to attend training for their qualifications.

Apprentices completing qualifications can claim the CTF Travel and Accommodation Allowance rebate in addition to any rebates offered by the Department of Training and Workforce Development (DTWD).

Total expenditure 2025-26	**$0.44 million**
Apprentices supported	**586**

Career Presentations and Expos

The CTF's team of four Industry Training Advisors (ITAs) provide a variety of stakeholder advice and field support relating to the CTF's programs. In addition, they promote construction careers and apprenticeship and traineeship pathways in the WA building and construction industry with the view to increasing the number of skilled people in the construction industry.

Throughout 2025-26, the ITAs made 20 trips to regional WA, attending 73 events, which involved school, trade and community expos, industry information evenings, Clontarf employment forums and career conversation events coordinated by the Department of Education as well as visiting employers, apprentices and builders located in the region visited.

Total number of career events	**367**
Total regional events attended	**73**

ITA - Regional Visits

Goldfields	1
Great Southern	5
Kimberley	3
Mid-West	3
South West	7
Wheatbelt	1




CTF

Research and Development

The CTF continued to undertake research, consultation and workforce analysis to support workforce development, training quality and future skills planning across Western Australia's construction industry.

During the year, a new research project was commissioned to investigate the availability, accessibility, effectiveness and cultural appropriateness of work health and safety (WHS) training for migrant workers in the Western Australian construction industry. The project aims to identify practical opportunities to improve workforce capability and training accessibility through initiatives aligned to the functions of the CTF and Construction Industry Training Council (CITC).

The CITC also participated in a national research project examining the current and emerging impact of artificial intelligence (AI) across the construction workforce. Western Australia contributed through governance participation, stakeholder roundtables, industry interviews and case studies, helping to ensure WA workforce and training perspectives are represented within the project.

Industry consultation undertaken through the WA Jobs, Education and Training (WAJET) process continued to provide valuable intelligence regarding workforce demand, training availability, migration, regional challenges and emerging skills needs across construction occupations. These findings informed workforce planning activities and helped identify both occupation-specific and cross-sector workforce issues.

The conclusion of the Civil Construction Pilot Program (CCPP) provided an opportunity to evaluate apprenticeship outcomes and review broader workforce and training considerations affecting the civil construction sector. The evaluation report captures lessons from the pilot and incorporates feedback from industry stakeholders regarding training pathways, delivery models, assessment arrangements and workforce development opportunities.

Research and consultation activities also informed several workforce development initiatives. This included ongoing work to support future delivery of the Advanced Diploma of Building Surveying in Western Australia, and investigation of declining trades and heritage skills development opportunities. Consultation undertaken across these projects identified workforce and training challenges, supported engagement with key stakeholders and informed future training pathway discussions.

Industry consultation was also undertaken to better understand workforce, occupational and training issues within the Heating, Ventilation and Air Conditioning (HVAC) sector. This work has improved understanding of the sector's workforce composition, training requirements and occupational boundaries, and will help inform future discussions with industry regarding workforce development priorities.

Construction Futures Centre

Launched by the CTF in 2018, the Construction Futures Centre (CFC) is an exhibition venue, combining technology, virtual reality (VR) and physical exhibits that showcase the variety of occupations and career pathways available across the residential, civil, commercial and resources sectors in WA's building and construction industry.

In 2025-26, the CFC welcomed 3,592 visitors across 199 group bookings. One in three of the bookings resulted from a previous visit to the CFC, and around one in five bookings was from regional WA. 96 percent of visitors reported that they enjoyed their experience.

Continued investment in new and upgraded exhibits, including the Electrical VR experience, online career quiz and Tradie Ute display, ensures the CFC remains a contemporary and engaging gateway to construction careers.

During July – December 2025, visitors to the CFC were surveyed on the trade areas of their interest. The top five trending construction trades identified through the survey:

1. Electrical
2. Carpentry
3. Boilermaker
4. Plumber
5. Bricklayer

2025-2026

3,592 visitors

199 groups

The CFC experience is also offered under the State Government's Career Taster Program, launched in 2022 and managed by the Department of Training and Workforce Development. The Career Taster provides Year 9 students with key insights into the vocational and professional occupations across industry areas. The CFC's regional outreach program, which includes virtual reality experiences for schools in regional WA, also contributes to the government's Career Taster program.





Marketing and Communications

During 2025-26, the CTF's marketing campaigns and communications initiatives delivered the key messages to the community that building and construction is the foundation of WA's economy, and that there are multiple opportunities for all people to view the industry as a place to build and develop a sustainable career.

The CTF's *Work, in Progress* campaign continued, lifting the profile of the WA construction industry and demonstrating how the CTF helps build the industry that builds WA.

The key message for *Work, in Progress* is that WA's construction industry workforce is supported by the CTF, to be skilled and sustainable to enable the diversification of the state's economy.

Two strands within the campaign served to engage CTF's core audiences and customers:

- The *Funding Training, Building Skills* campaign promoted the CTF's support programs to construction apprentices, employers, trades, and industry stakeholders.
- The *Find Your Future in Construction* campaign targeted those considering a career in the construction industry such as school students, and the important influencers around them (including parents, teachers, and careers advisors). This campaign promotes the variety of exciting construction careers available and educates students, parents and schools on the programs and support available through CTF to help them discover their ideal role in construction.

Content about specific CTF programs and initiatives further supported these campaigns, designed to inspire conversations and drive actions such as making claims to the CTF, visiting the Construction Futures Centre or inquiring about programs such as the Try-a-Trade and Scholarship.

Sponsorship

The CTF supports the building and construction industry and the WA community through sponsorship of activities and events that align with our values and provide opportunities to communicate our vision that the construction industry is a career of choice for all and is safe, skilled, and sustainable.



Industry Sponsorship

The CTF sponsored a range of building and construction industry events during the year, to assist the industry's exploration of important topics and driving thought leadership.

Sponsorship funding	**$0.12 million**
Number of events supported	**14**

Community sponsorships

The CTF's community sponsorships during 2025-26 embraced initiatives that promoted, supported and celebrated diversity, as well as promoting the long-term career opportunities available within the industry.

Sponsorship funding	**$0.19 million**
Community initiatives supported	**3**

Excellence Awards

Our Awards for Excellence program supports events that recognise and reward participants in WA's building and construction industry, such as apprentice award and graduation events, usually run by group training organisations, registered training organisations and industry associations. Members of the CTF team also participated in the assessment and judging of applications for these awards.

Sponsorship funding	**$0.07 million**
Awards events sponsored	**14**









Information and Communications Technology

During the year, the CTF continued development of its information and communications technology (ICT) environment to support secure, reliable and contemporary service delivery and optimise operations.

Work progressed across cyber security, infrastructure modernisation and business systems improvement, including continued monitoring and maintenance of Essential Eight Maturity Level 1, collaboration with the Office of Digital Government on security uplift activities, and support for privacy, responsible information sharing and records management initiatives. Investment in core systems also continued, with improvements focused on the platforms that support grant disbursement, levy collection, customer portals, reporting and business process automation.

A significant focus for the year was strengthening ICT service delivery and future capability through structured procurement and contract planning. CTF completed procurement for a new ICT services contract covering service delivery, application support and maintenance, project delivery, and security and compliance, with the intent of improving operational stability, governance, reporting and cost control. This work was supported by procurement planning for related initiatives, including eDRMS capability, and positioned CTF well to manage business-critical systems while supporting new grants, levy improvements, the Construction Futures Centre technology refresh, and future digital transformation priorities.

A new five-year ICT Strategic Plan covers strategic leadership, governance and assurance, stakeholder engagement and innovation. The plan aims to strengthen capability and capacity within the CTF, and to optimise vendor services.

The CTF also finalised development of an Information Management Governance Framework, designed to support the CTF's governance, management, storage, protection and use of information to effectively meet its statutory functions, regulatory obligations and public accountability responsibilities.

Total Expenditure 2025-26	**$2.0 million**

Construction Industry Training Council

The Construction Industry Training Council (CITC) is recognised by the State Training Board as an industry training advisory body under the *Vocational Education and Training Act 1996*. The CITC provides industry advice on workforce development and vocational training priorities for Western Australia's building and construction sector, helping to ensure training system settings reflect current and emerging industry needs.

Key achievements in 2025–26 included delivering quarterly industry intelligence to the State Training Board and the Department of Training and Workforce Development, supporting workforce planning, and providing input on training product reform and emerging skills priorities.

The CITC renewed membership of the Construction Industry Training Council Committee, bringing together senior representatives from civil, commercial, residential, resources, specialist trades, employer associations, unions and First Nations business perspectives to strengthen balanced, industry-led advice.

It also strengthened the evidence base for decision-making through the bi-annual Construction Industry Snapshot and targeted consultation on priority areas including apprenticeship and traineeship pipelines, regional training access, work readiness, training quality, specialist skills shortages, civil construction, building surveying, signwriting, heritage skills, HVAC occupations and work health and safety training.

Through these achievements, CITC connected industry intelligence with training system reform and the CTF's strategic investment, ensuring Western Australia's construction industry was represented in state and national skills discussions.



Significant Issues Impacting the Agency

The CTF operates within a rapidly evolving economic, social and regulatory environment. As the agency responsible for supporting workforce development and administering levy-funded initiatives for Western Australia's building and construction industry, the CTF must continually assess emerging trends and their implications for workforce capability, program delivery, strategic investment and organisational performance. Maintaining responsive programs, informed decision-making and effective stewardship of levy funds remains critical to achieving the CTF's statutory objectives.

Current and Emerging Economic Trends

The Western Australian building and construction industry continues to experience strong demand across residential, commercial and civil construction sectors. Changing construction methods, technologies, materials and greater integration between manufacturing and construction are reshaping workforce capability requirements.

These developments are increasing demand for technical and transferable skills while raising expectations regarding quality, productivity, compliance and workforce capability. Competition for skilled workers and changing occupational requirements require the CTF to continually assess whether workforce development priorities and training investments remain aligned with industry needs and capable of delivering the greatest benefit.

The CTF undertakes extensive engagement with employers, industry associations, unions, government agencies, training providers, industry advisory groups, research partners and other stakeholders to identify emerging workforce priorities and skills needs. This information plays an important role in informing funding decisions, training product development activities, workforce initiatives and strategic priorities.

As workforce demands become increasingly diverse, the CTF continues to evaluate its programs and investments to ensure levy-funded resources remain targeted, relevant and effective. The CTF also monitors factors affecting levy revenue and long-term investment planning, including construction activity, project timing, economic conditions and workforce availability, particularly following recent changes to levy arrangements.

Current and Emerging Social Trends

The composition and expectations of Western Australia's construction workforce continue to evolve. Increasing participation by women, Aboriginal Australians, culturally and linguistically diverse communities, migrant workers and mature-age entrants remains an important priority. The CTF must ensure its programs, training pathways and incentives remain accessible and responsive to a diverse workforce while addressing barriers to participation.

Industry expectations regarding workplace culture, wellbeing and worker support continue to evolve, with greater emphasis on psychosocial health, cultural safety and respectful workplaces. There are increasing expectations that the CTF will support initiatives that contribute to safer and more inclusive workplace environments.

Stakeholder feedback also highlights changing expectations among younger workers entering the industry. Employers continue to identify challenges relating to work readiness, retention and the transition from education to employment. These issues will continue to influence workforce development priorities and inform programs and initiatives supporting workforce attraction and long-term participation.

Changes in written law

Implementation of the *Privacy and Responsible Information Sharing Act 2024* (WA) remains a significant focus for the CTF. The Act introduces new requirements for information collection, management, use and sharing across the public sector, creating ongoing governance and compliance obligations.

The CTF has continued to strengthen its readiness and compliance through policy development, governance arrangements, staff training, awareness initiatives and review of information management practices. Ensuring the CTF maintains secure, compliant and effective information management processes will remain an ongoing operational priority.

The CTF also monitors broader policy and regulatory developments that may influence workforce development priorities, training demand and industry participation, including changes to occupational classifications, vocational education and training frameworks, and licensing arrangements.





Disclosures and Legal Compliance

Financial Statements

The CTF has pleasure in presenting its audited general purpose financial statements for the reporting period ended 30 June 2026 which provides users with the information about the agency's stewardship of resources entrusted to it. The financial information is presented in the following structure:

Contents:

- Certification of financial statements
- Notes to the financial statements
  - Basis of preparation
  - Use of our funding
  - Our funding sources
  - Key assets
  - Other assets and liabilities
  - Financing
  - Financial instruments and contingencies
  - Other disclosures
  - Explanatory statements



Certification of Financial Statements

For the year ended 30 June 2026

The accompanying financial statements have been prepared in compliance with the provisions of the *Financial Management Act 2006* from proper accounts and records to present fairly the financial transactions for the financial year ended 30 June 2026 and the financial position as at 30 June 2026.

At the date of signing, we are not aware of any circumstances which would render the particulars included within the financial statements misleading or inaccurate.

Karen Ho
Board Chair

24 August 2026

Stan Liaros
BCITB Member

24 August 2026

Shubha Bohra
Chief Finance Officer

24 August 2026

Auditor General

INDEPENDENT AUDITOR'S REPORT
2026
Building and Construction Industry Training Board

To the Parliament of Western Australia

Report on the audit of the financial statements

Opinion

I have audited the financial statements of the Building and Construction Industry Training Board (Board) which comprise:

- the statement of financial position as at 30 June 2026, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended
- notes comprising a summary of material accounting policies and other explanatory information.

In my opinion, the financial statements are:

- based on proper accounts and present fairly, in all material respects, the operating results and cash flows of the Board for the year ended 30 June 2026 and the financial position as at the end of that period
- in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions.

Basis for opinion

I conducted my audit in accordance with the Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my report.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of the Board for the financial statements

The Board is responsible for:

- keeping proper accounts
- preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards (applicable to Tier 2 Entities), the *Financial Management Act 2006* and the Treasurer's Instructions
- such internal control as it determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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In preparing the financial statements, the Board is responsible for:

- assessing the entity's ability to continue as a going concern
- disclosing, as applicable, matters related to going concern
- using the going concern basis of accounting unless the Western Australian Government has made policy or funding decisions affecting the continued existence of the Board.

Auditor's responsibilities for the audit of the financial statements

As required by the *Auditor General Act 2006*, my responsibility is to express an opinion on the financial statements. The objectives of my audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control.

A further description of my responsibilities for the audit of the financial statements is located on the Auditing and Assurance Standards Board website. This description forms part of my auditor's report and can be found at https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf.

Report on the audit of controls

Opinion

I have undertaken a reasonable assurance engagement on the design and implementation of controls exercised by the Board. The controls exercised by the Board are those policies and procedures established to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property, and the incurring of liabilities have been in accordance with the State's financial reporting framework (the overall control objectives).

In my opinion, in all material respects, the controls exercised by the Board are sufficiently adequate to provide reasonable assurance that the controls within the system were suitably designed to achieve the overall control objectives identified as at 30 June 2026, and the controls were implemented as designed as at 30 June 2026.

The Board's responsibilities

The Board is responsible for designing, implementing and maintaining controls to ensure that the receipt, expenditure and investment of money, the acquisition and disposal of property and the incurring of liabilities are in accordance with the *Financial Management Act 2006*, the Treasurer's Instructions and other relevant written law.

Auditor's General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the suitability of the design of the controls to achieve the overall control objectives and the implementation of the controls as designed. I conducted my engagement in accordance with Standard on Assurance Engagements *ASAE 3150 Assurance Engagements on Controls* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements and plan and perform my procedures to obtain reasonable assurance about whether, in all material respects, the controls are suitably designed to achieve the overall control objectives and were implemented as designed.

An assurance engagement involves performing procedures to obtain evidence about the suitability of the controls design to achieve the overall control objectives and the implementation of those controls. The procedures selected depend on my judgement, including an assessment of the risks that controls are not suitably designed or implemented as designed. My procedures included testing the implementation of those controls that I consider necessary to achieve the overall control objectives.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Limitations of controls

Because of the inherent limitations of any internal control structure, it is possible that, even if the controls are suitably designed and implemented as designed, once in operation, the overall control objectives may not be achieved so that fraud, error or non-compliance with laws and regulations may occur and not be detected. Any projection of the outcome of the evaluation of the suitability of the design of controls to future periods is subject to the risk that the controls may become unsuitable because of changes in conditions.

Report on the audit of the key performance indicators

Opinion

I have undertaken a reasonable assurance engagement on the key performance indicators of the Board for the year ended 30 June 2026 reported in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions (legislative requirements). The key performance indicators are the Under Treasurer-approved key effectiveness indicators and key efficiency indicators that provide performance information about achieving outcomes and delivering services.

In my opinion, in all material respects, the key performance indicators report of the Board for the year ended 30 June 2026 is in accordance with the legislative requirements, and the key performance indicators are relevant and appropriate to assist users to assess the Board's performance and fairly represent indicated performance for the year ended 30 June 2026.

The Board's responsibilities for the key performance indicators

The Board is responsible for the preparation and fair presentation of the key performance indicators in accordance with the *Financial Management Act 2006* and the Treasurer's Instructions and for such internal controls as the Board determines necessary to enable the preparation of key performance indicators that are free from material misstatement, whether due to fraud or error.

In preparing the key performance indicators, the Board is responsible for identifying key performance indicators that are relevant and appropriate, having regard to their purpose in accordance with Treasurer's Instruction 3 Financial Sustainability – Requirement 5 Key Performance Indicators.

Auditor General's responsibilities

As required by the *Auditor General Act 2006*, my responsibility as an assurance practitioner is to express an opinion on the key performance indicators. The objectives of my engagement are to obtain reasonable assurance about whether the key performance indicators are relevant and appropriate to assist users to assess the Board's performance and whether the key performance indicators are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. I conducted my engagement in accordance with Standard on Assurance Engagements *ASAE 3000 Assurance Engagements Other than Audits or Reviews of Historical Financial Information* issued by the Australian Auditing and Assurance Standards Board. That standard requires that I comply with relevant ethical requirements relating to assurance engagements.

An assurance engagement involves performing procedures to obtain evidence about the amounts and disclosures in the key performance indicators. It also involves evaluating the relevance and appropriateness of the key performance indicators against the criteria and guidance in Treasurer's Instruction 3 - Requirement 5 for measuring the extent of outcome achievement and the efficiency of service delivery. The procedures selected depend on my judgement, including the assessment of the risks of material misstatement of the key performance indicators.

In making these risk assessments, I obtain an understanding of internal control relevant to the engagement in order to design procedures that are appropriate in the circumstances.

I believe that the evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

My independence and quality management relating to the report on financial statements, controls and key performance indicators

I have complied with the independence requirements of the *Auditor General Act 2006* and the relevant ethical requirements relating to assurance engagements. In accordance with ASQM 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, the Office of the Auditor General maintains a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Other information

The Board is responsible for the other information. The other information is the information in the entity's annual report for the year ended 30 June 2026, but not the financial statements, key performance indicators and my auditor's report.

My opinions on the financial statements, controls and key performance indicators do not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, controls and key performance indicators my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements and key performance indicators or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I did not receive the other information prior to the date of this auditor's report. When I do receive it, I will read it and if I conclude that there is a material misstatement in this information, I am required to communicate the matter to those charged with governance and request them to correct the misstated information. If the misstated information is not corrected, I may need to retract this auditor's report and re-issue an amended report.

Matters relating to the electronic publication of the audited financial statements and key performance indicators

This auditor's report relates to the financial statements and key performance indicators of the Board for the year ended 30 June 2026 included in the annual report on the Board's website. The Board's management is responsible for the integrity of the Board's website. This audit does not provide assurance on the integrity of the Board's website. The auditor's report refers only to the financial statements, controls and key performance indicators described above. It does not provide an opinion on any other information which may have been hyperlinked to/from the annual report. If users of the financial statements and key performance indicators are concerned with the inherent risks arising from publication on a website, they are advised to contact the Board to confirm the information contained in the website version.



Mark Ambrose
Senior Director Financial Audit
Delegate of the Auditor General for Western Australia
Perth, Western Australia
2 September 2026

Building and Construction Industry Training Board

Statement of comprehensive income

For the year ended 30 June 2026

	Notes	2026 ($000)	2025 ($000)
COST OF SERVICES			
Expenses			
Employee benefits expenses	2.1(a)	4,864	5,021
Grants and programs	2.2	66,019	70,313
Supplies and services	2.3	5,203	8,859
Accommodation expenses	2.3	368	351
Depreciation and amortisation expenses	4.1, 4.2	366	385
Finance costs	6.3	11	7
Other operating expenses	2.3	264	685
Total cost of services		**77,095**	**85,621**
Income			
BCIT Levy	3.1	83,304	76,687
Interest revenue	3.2	4,983	4,553
Other income	3.3	1,722	715
Total income		**90,009**	**81,955**
NET COST OF SERVICES		**12,914**	**(3,666)**

Building and Construction Industry Training Board

Statement of comprehensive income (continued)

For the year ended 30 June 2026

	Notes	2026 ($000)	2025 ($000)
Income from State Government			
Resources received	3.4	13	12
Total income from State Government		13	12
SURPLUS/(DEFICIT) FOR THE PERIOD		**12,927**	**(3,654)**
OTHER COMPREHENSIVE INCOME			
Items not reclassified subsequently to profit or loss			
Changes in asset revaluation surplus		157	-
Total other comprehensive income		157	-
TOTAL COMPREHENSIVE INCOME/(LOSS) FOR THE PERIOD		**13,084**	**(3,654)**

The Statement of comprehensive income should be read in conjunction with the accompanying notes.

Building and Construction Industry Training Board

Statement of financial position

As at 30 June 2026

	Notes	2026 ($000)	2025 ($000)
ASSETS			
Current assets			
Cash and cash equivalents	6.1	8,330	3,094
Restricted cash and cash equivalents	6.1	-	25
Financial investments	6.2	109,000	104,000
Receivables	5.1	14,246	10,973
Other current assets	5.2	239	389
Total current assets		**131,815**	**118,481**
Non-current assets			
Receivables	5.1	-	3,412
Property, plant and equipment	4.1	10,132	8,525
Right-of-use assets	4.2	129	135
Total non-current assets		**10,261**	**12,072**
TOTAL ASSETS		**142,076**	**130,553**
LIABILITIES			
Current liabilities			
Payables	5.3	3,387	2,166
Employee related provisions	2.1(b)	926	752
Lease liabilities	6.3	29	29
Other provisions	5.4	10,225	13,219
Total current liabilities		**14,567**	**16,166**

Building and Construction Industry Training Board

Statement of financial position (continued)

As at 30 June 2026

	Notes	2026 ($000)	2025 ($000)
Non-current liabilities			
Employee related provisions	2.1(b)	280	240
Lease liabilities	6.3	108	110
Total non-current liabilities		**388**	**350**
TOTAL LIABILITIES		**14,955**	**16,516**
NET ASSETS		**127,121**	**114,037**
EQUITY			
Reserves		157	-
Accumulated surplus		126,964	114,037
TOTAL EQUITY		**127,121**	**114,037**

The Statement of financial position should be read in conjunction with the accompanying notes.

Building and Construction Industry Training Board

Statement of changes in equity

For the year ended 30 June 2026

	Notes	Contributed equity ($000)	Reserves ($000)	Accumulated surplus ($000)	Total equity ($000)
Balance at 1 July 2024		-	-	117,691	**117,691**
Surplus/(deficit)		-	-	(3,654)	**(3,654)**
Other comprehensive income		-	-	-	**-**
Total comprehensive income for the period		**-**	**-**	**(3,654)**	**(3,654)**
Balance at 30 June 2025		**-**	**-**	**114,037**	**114,037**
Balance at 1 July 2025				114,037	**114,037**
Surplus/(deficit)		-	-	12,927	**12,927**
Other comprehensive income		-	157	-	**157**
Total comprehensive income/(loss) for the period		**-**	**157**	12,927	**13,084**
Balance at 30 June 2026		**-**	**157**	**126,964**	**127,121**

The Statement of changes in equity should be read in conjunction with the accompanying notes.

Building and Construction Industry Training Board

Statement of cash flows

For the year ended 30 June 2026

	Notes	2026 ($000)	2025 ($000)
Cash flows from operating activities			
Receipts			
Levy received from project owners		83,577	85,404
Interest received		4,636	4,471
GST receipts from taxation authority		1,342	1,246
Other receipts		198	-
Payments			
Employee benefits		(4,626)	(4,814)
Grants and program payments		(67,247)	(61,882)
Supplies and services		(5,354)	(7,222)
Accommodation		(365)	(361)
Finance costs		(11)	(7)
Other operating payments		(306)	(405)
GST payments on purchases		(1,344)	(1,421)
Net cash provided by operating activities		**10,500**	**15,009**

Building and Construction Industry Training Board

Statement of cash flows (continued)

For the year ended 30 June 2026

	Notes	2026 ($000)	2025 ($000)
Cash flows from investing activities			
Payments			
Purchase of financial investments		(5,000)	(18,000)
Purchase of non-current assets		(258)	(466)
Net cash used in investing activities		**(5,258)**	**(18,466)**
Cash flows from financing activities			
Payments			
Principal elements of lease payments		(31)	(31)
Net cash used in financing activities		**(31)**	**(31)**
Net increase/(decrease) in cash and cash equivalents		5,211	(3,488)
Cash and cash equivalents at the beginning of the period		3,119	6,607
Cash and cash equivalents at the end of the period	6.1	**8,330**	**3,119**

The Statement of cash flows should be read in conjunction with the accompanying notes.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

1. Basis of preparation

The Building and Construction Industry Training Board (the Board) is a self-funded entity of the Western Australian State Government.

A description of the nature of its operations and its principal activities have been included in the '**Overview**' which does not form part of these financial statements.

These annual financial statements were authorised for issue by the Accountable Authority of the Board on 21 August 2026.

Statement of compliance

The financial statements are general purpose financial statements which have been prepared in accordance with Australian Accounting Standards - Simplified Disclosures, the Conceptual Framework and other authoritative pronouncements issued by the Australian Accounting Standards Board (AASB) as modified by Treasurer's instructions. Some of these pronouncements are modified to vary their application and disclosure.

The *Financial Management Act 2006* and Treasurer's instructions, which are legislative provisions governing the preparation of financial statements for agencies, take precedence over AASB pronouncements. Where an AASB pronouncement is modified and has a significant financial effect on the reported results, details of the modification and the resulting financial effect are disclosed in the notes to the financial statements.

Basis of preparation

These financial statements are presented in Australian dollars applying the accrual basis of accounting and using the historical cost convention. Certain balances will apply a different measurement basis (such as the fair value basis). Where this is the case the different measurement basis is disclosed in the associated note. All values are rounded to the nearest thousand dollars ($'000).

Accounting for Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of goods and services tax (GST), except that the:

(a) amount of GST incurred by the Board as a purchaser that is not recoverable from the Australian Taxation Office (ATO) is recognised as part of an asset's cost of acquisition or as part of an item of expense; and

(b) receivables and payables are stated with the amount of GST included.

Cash flows are included in the Statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

Contributed equity

Interpretation 1038 *Contributions by Owners Made to Wholly-Owned Public Sector Entities* requires transfers in the nature of equity contributions, other than as a result of a restructure of administrative arrangements, as designated as contributions by owners (at the time of, or prior to, transfer) be recognised as equity contributions. Capital appropriations have been designated as contributions by owners under TI 8 - Requirements 8.1(i) and have been credited directly to Contributed Equity.

Comparative information

Except when an Australian Accounting Standard permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements. AASB 1060 provides relief from presenting comparatives for:

- Property, Plant and Equipment reconciliations;
- Intangible Asset reconciliations; and
- Right-of-Use Asset reconciliations.

Judgements and estimates

Judgements, estimates and assumptions are required to be made about financial information being presented. The significant judgements and estimates made in the preparation of these financial statements are disclosed in the notes where amounts affected by those judgements and/or estimates are disclosed. Estimates and associated assumptions are based on professional judgements derived from historical experience and various other factors that are believed to be reasonable under the circumstances.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

2. Use of our funding

Expenses incurred in the delivery of services

This section provides additional information about how the Board's funding is applied and the accounting policies that are relevant for an understanding of the items recognised in the financial statements. The primary expenses incurred by the Board in achieving its objectives and the relevant notes are:

	NOTES
Employee benefits expense	2.1(a)
Employee related provisions	2.1(b)
Grants and programs	2.2
Other operating expenditure	2.3

2.1(a) Employee benefits expense

	2026 ($000)	2025 ($000)
Employee benefits	4,264	4,415
Superannuation – defined plans	490	477
Other employee related expenses	110	129
Total employee benefits	4,864	5,021
Add : AASB 16 Non-monetary benefits (not included in employee benefits expense)	11	12
Less : Employee contributions (per note 3.3 Other revenue)	(5)	-
Net employee benefits	4,870	5,033

Employee Benefits: include salaries, accrued and paid leave entitlements and paid sick leave, and non-monetary benefits recognised under accounting standards other than AASB 16 (such as cars and free or subsidised goods or services) for employees.

Superannuation: the amount recognised in profit or loss of the Statement of Comprehensive Income comprises employer contributions paid to the West State Super, GESB Super, or other superannuation funds.

Other employee related expenses: payments for fringe benefits tax, uniforms, training and employee wellness programs.

AASB 16 Non-monetary benefits: non-monetary employee benefits, relating to the provision of vehicle benefits that are recognised under AASB 16 and are excluded from the employee benefits expense.

Employee Contributions: contributions made to the Board by employees towards employee benefits that have been provided by the Board. This includes both AASB-16 and non-AASB 16 employee contributions.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

2. Use of our funding continued

2.1(b) Employee related provisions

	2026 ($000)	2025 ($000)
Current		
Employee benefits provisions		
Annual leave	537	277
Long service leave	389	475
Total current employee related provisions	926	752
Non-current		
Employee benefits provision		
Long service leave	280	240
Total non-current employee related provisions	280	240
Total employee related provisions	1,206	992

Provision is made for benefits accruing to employees in respect of annual leave and long service leave for services rendered up to the reporting date and recorded as an expense during the period the services are delivered.

Annual leave liabilities are classified as current as there is no right at the end of the reporting period to defer settlement for at least 12 months after the reporting period.

The provision for annual leave is calculated at the present value of expected payments to be made in relation to services provided by employees up to the reporting date.

Long service leave liabilities are unconditional long service leave provisions and are classified as current liabilities as the Board does not have the right at the end of the reporting period to defer settlement of the liability for at least 12 months after the reporting period.

Pre-conditional and conditional long service leave provisions are classified as non-current liabilities because the Board has the right to defer the settlement of the liability until the employee has completed the requisite years of service.

The provision for long service leave is calculated at present value as the Board does not expect to wholly settle the amounts within 12 months. The present value is measured taking into account the present value of expected future payments to be made in relation to services provided by employees up to the reporting date. These payments are estimated using the remuneration rate expected to apply at the time of settlement, and discounted using market yields at the end of the reporting period on national government bonds with terms to maturity that match, as closely as possible, the estimated future cash outflows.

Employee on-costs: involve settlements of annual and long service leave liabilities giving rise to the payment of employment on-costs including workers' compensation insurance. The provision is the present value of expected future payments and payroll tax. In the 2024 reporting period, the Commissioner of State Revenue determined the Board operates for a charitable purpose and is exempt from payroll tax.

Employee on-costs, including workers' compensation insurance premiums are not employee benefits and are recognised separately as liabilities and expenses when the employment to which they relate has occurred. Employment on-costs are included as part of 'Other operating expenses', note 2.3 (apart from the unwinding of the discount (finance cost)) and are not included as part of the Board's 'employee benefits expense'. The related liability is included in 'Employment on-costs provision'.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

2. Use of our funding continued

Key sources of estimation uncertainty – long service leave

Key estimates and assumptions concerning the future are based on historical experience and various other factors that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

Several estimates and assumptions are used in calculating the Board's long service provision. These include:

- expected future salary rates;
- discount rates;
- employee retention rates; and
- expected future payments.

Changes in these estimations and assumptions may impact on the carrying amount of the long service leave provision. Any gain or loss following revaluation of the present value of long service leave liabilities is recognised as employee benefits expense.

2.2 Grants and programs

	2026 ($000)	2025 ($000)
Recurrent		
Apprentice & trainee employer incentives	40,774	47,970
Apprenticeship attraction and retention programs	12,086	9,801
Supplementary skills	5,086	4,957
Occupational health & safety training	3,050	3,064
Awards, Sponsorships and Expos	522	448
Capital / Innovation Grants	489	2,277
Apprentice & Trainee support payments	4,012	1,796
Total recurrent grants and programs	66,019	70,313

Grants and Programs are transactions in which the Board provides goods, services, assets (or extinguishes a liability) to another party without receiving approximately equal value in return are categorised as 'Grant or program expenses'. These payments or transfers are recognised at fair value at the time of the transaction and are recognised as an expense in the reporting period in which the claim is made or a provision is recognised when an eligible claim is identified but not yet submitted.

Apprentice & trainee employer incentives are general purpose grants made by the Board to employers to reduce the employment costs of apprentices and trainees within the building and construction industry. Claims are recognised upon receipt of an application. As these grants have eligibility criteria, the Board estimates the number of claims that will be found eligible. The provision for apprentice & trainee employer incentives is disclosed in note 5.4 Other provisions.

Apprenticeship attraction and retention programs includes scholarships, mentoring and try a trade programs funded by the Board and delivered by Registered Training Organisations. These program expenses are recognised in the reporting period the program was delivered. Where the Board makes a general purpose grant payment such as apprentice support bonus to an apprentice they are recognised in the reporting period when the claim is lodged.

Supplementary skills grants are specific purpose grants provided by the Board to reduce the cost for the construction and building industry workforce to attend approved training courses. The Board recognises an expense in the reporting period when the claim is lodged.

Occupational health & safety training grants are specific purpose grant payments made by the Board that subsidise health and safety training courses, including mental health programs to improve health and safety skills within the building and construction industry. The Board recognises an expense in the reporting period when the claim is lodged.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

2. Use of our funding continued

2.2 Grants and programs continued

Awards, Sponsorship and Expos are funded by the Board to promote careers in the building and construction industry. This includes industry engagement, career expos and funding awards for excellence. These program are recognised as an expense in the reporting period are incurred.

Capital / Innovation grants are Board's initiative to support expanding and improving training in the construction and building industry.

Apprentice and Trainee Support Payments are apprenticeship and traineeship assistance funded by the Board through targeted initiatives designed to enhance participation, promote diversity, and support the practical needs of apprentices throughout their training journey. These include allowances such as rebates for tools and safety equipment, travel and accommodation and subsidised drivers training as well as other specialised programs. These payments are recognised as an expense in the reporting period in which they are incurred.

2.3 Other operating expenditure

	2026 ($000)	2025 ($000)
Supplies and services		
ICT expenses	1,998	4,244
Consultants	1,099	1,892
Professional services	789	672
Subscriptions	93	118
Administrative expenses	104	84
Marketing and Communications	989	1,623
Travel	42	103
Communications	48	49
Industry events and seminars	41	74
Total supplies and services	5,203	8,859
Accommodation expenses		
Cleaning	211	197
Energy, water and rates	80	59
Repairs and maintenance	77	95
Total accommodation expenses	368	351
Other operating expenses		
Board costs	253	252
Expected credit losses	94	198
Write (back)/offs	(144)	77
Employment on-costs	41	41
Other expenses	20	117
Total other operating expenses	264	685

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

2. Use of our funding continued

2.3 Other operating expenditure continued

Supplies and services expenses are recognised as an expense in the reporting period in which they are incurred.

Accommodation expenses are recognised as an expense in the reporting period in which they are incurred. Where an accommodation expense relates to the replacement of a significant component of an asset, the cost is capitalised and depreciated.

Other operating expenses generally represent minor costs incurred in normal operations.

Expected credit losses is recognised for movement in allowance for impairment of trade receivables. Please refer to note 5.1 for more details.

Employee on-cost includes workers' compensation insurance and other employment on costs. The on costs liability associated with the recognition of annual and long service leave liabilities is included at note 2.1(b) Employee related provisions. Superannuation contributions accrued as part of the provision for leave are employee benefits and are not included in employment on-costs.

3. Our funding sources

How we obtain our funding

This section provides additional information about how the Board obtains its funding and the relevant accounting policy notes that govern the recognition and measurement of this funding. The primary income received by the Board and the relevant notes are:

	Notes	2026 ($000)	2025 ($000)
Building and Construction Industry Training Levy	3.1	83,304	76,687
Interest revenue	3.2	4,983	4,553
Other income	3.3	1,722	715
Total income		90,009	81,955
Income from State Government	3.4	13	12
Total income from State Government		13	12

3.1 Building and Construction Industry Training Levy

	2026 ($000)	2025 ($000)
Building and Construction Industry Training Levy	84,543	82,929
Levy refunds	(1,239)	(6,242)
Total Building and Construction Industry Training Levy collected	83,304	76,687

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

3. Our funding sources continued

3.1 Building and Construction Industry Training Levy continued

The **Building and Construction Industry Training Levy** is recognised as income upon issuance of a levy notice to the project owner as the value can be reliably measured.

Where the Board has appointed a collection agent, an estimate of funds held by agents at the end of the reporting period is recognised as accrued income for the period see note 5.1.

3.2 Interest revenue

	2026 ($000)	2025 ($000)
Interest	4,983	4,553
Total interest revenue	4,983	4,553

The Board receives interest from funds held in term deposits.
Interest revenue is recognised as it accrues.

3.3 Other income

	2026 ($000)	2025 ($000)
Revaluation increments (reversing prior expensed decrement)	1,524	715
Prior year program recoup	198	-
	1,722	715

3.4 Income from State Government Appropriation received during the period:

The Building and Construction Industry Training Board is funded through the collection of the Building and Construction Industry Training levy and receives no State Government appropriation.

Resources received from other public sector entities during the period:

	2026 ($000)	2025 ($000)
State Solicitors Office – legal advice	13	12
	13	12

Resources received from other public sector entities is recognised as income equivalent to the fair value of assets received, or the fair value of services received that can be reliably determined and which would have been purchased if not donated.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

4. Key assets

This section includes information regarding the key assets the Board utilises to gain economic benefits or provide service potential. The section sets out both the key accounting policies and financial information about the performance of these assets:

	Notes
Property, plant and equipment	4.1
Right-of-use assets	4.2

4.1 Property, plant and equipment

	Land ($000)	Buildings ($000)	Exhibits ($000)	Furniture & fit outs ($000)	Computer hardware ($000)	Works in progress ($000)	Total ($000)
1 July 2025							
Gross carrying amount	3,190	5,638	3,205	729	14	355	**13,131**
Accumulated depreciation	-	(1,128)	(2,928)	(536)	(14)	-	**(4,606)**
Carrying amount at start of period	**3,190**	**4,510**	**277**	**193**	**-**	**355**	**8,525**
Additions	-	-	-	-	-	290	**290**
Transferred to / from works in progress	-	-	409	-	133	(542)	**-**
Disposals	-	-	-	-	-	-	**-**
Reclassification	-	-	-	-	-	(32)	**(32)**
Revaluation increment [(a)]	640	1,041	-	-	-	-	**1,681**
Depreciation	-	(141)	(122)	(41)	(28)	-	**(332)**
Carrying amount at 30 June 2026	**3,830**	**5,410**	**564**	**152**	**105**	**71**	**10,132**
Gross carrying amount	3,830	6,981	3,412	691	147	71	**15,132**
Accumulated depreciation	-	(1,571)	(2,848)	(539)	(42)	-	**(5,000)**

(a) $1.524M recognised in surplus of the Statement of comprehensive income and relates to a revaluation increment reversal of a revaluation decrease of the same asset previously recognised in surplus/(deficit) for the period. The remaining $157k surplus is recognised as a reverse in Other comprehensive income.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

4. Key assets continued

4.1 Property, plant and equipment continued

Initial recognition

Items of property, plant and equipment and infrastructure, costing $5,000 or more are measured initially at cost. Where an asset is acquired for no cost or significantly less than fair value, the cost is valued at its fair value at the date of acquisition. Items of property, plant and equipment and infrastructure costing less than $5,000 are immediately expensed direct to the Statement of Comprehensive Income.

Subsequent measurement

Subsequent to initial recognition of an asset, the revaluation model is used for the measurement of:

- land; and
- buildings

Land is carried at fair value.

Buildings are carried at fair value less accumulated depreciation and accumulated impairment losses.

Land and buildings are independently valued annually by the Western Australian Land Information Authority (Landgate). The effective date was at 1 July 2025, with valuations performed during the year ended 30 June 2026 and recognised at 30 June 2026.

In undertaking the revaluation, fair value was determined by reference to market values for land: $3,830,000 (2025: $3,190,000) and buildings: $5,410,000 (2025: $4,510,000). As at 30 June 2026, there were no indications of impairment to property, plant and equipment.

Useful lives

All infrastructure, property, plant and equipment having a limited useful life are systematically depreciated over their estimated useful lives in a manner that reflects the consumption of their future economic benefits. The exceptions to this rule include assets held for sale and land.

Depreciation is calculated on a straight line basis, at rates that allocate the asset's value, less any estimated residual value, over its estimated useful life. Typical estimated useful lives for the different asset classes for current and prior years are included in the table below:

Asset	Useful life
Buildings	40 years
Exhibits	3 - 5 years
Furniture & fit outs	5 - 10 years
Computer hardware	3 years

The estimated useful lives, residual values and depreciation method are reviewed at the end of each annual reporting period, and adjustments are made where appropriate.

Land, which is considered to have an indefinite life, is not depreciated. Depreciation is not recognised in respect of these assets because their service potential has not, in any material sense, been consumed during the reporting period.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

4. Key assets continued

4.1 Property, plant and equipment continued

Impairment

Non-financial assets, including items of infrastructure, plant and equipment, are tested for impairment whenever there is an indication that the asset may be impaired. Where there is an indication of impairment, the recoverable amount is estimated. Where the recoverable amount is less than the carrying amount, the asset is considered impaired and is written down to the recoverable amount and an impairment loss is recognised.

Where an asset measured at cost and is written down to its recoverable amount, an impairment loss is recognised through profit or loss.

Where a previously revalued asset is written down to its recoverable amount, the loss is recognised as a revaluation decrement through other comprehensive income to the extent that the impairment loss does not exceed the amount in the revaluation surplus for the class of asset.

If there is an indication that there has been a reversal in impairment, the carrying amount shall be increased to its recoverable amount. However, this reversal should not increase the asset's carrying amount above what would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised in prior years.

4.1.1 Depreciation and impairment charge for the period

	2026 ($000)	2025 ($000)
Depreciation		
Exhibits	122	183
Buildings	141	127
Furniture & fit outs	41	42
Computer hardware	28	-
Total depreciation for the period	332	352

All surplus assets at 30 June 2026 have either been classified as assets held for sale or have been written-off.

4.2 Right-of-use assets

Year ended 30 June 2026	Vehicles ($000)	Office Equipment ($000)	Total ($000)
Carrying amount at beginning of period	129	6	135
Additions	28	-	28
Depreciation	(32)	(2)	(34)
Net carrying amount	125	4	129

The Board leases vehicles and a photocopier.
The lease contracts are typically made for fixed periods of 1-6 years.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

4. Key assets continued

4.2 Right-of-use assets continued

Initial recognition

At the commencement date of the lease, the Board recognises right-of-use assets and a corresponding lease liability for most leases. The right-of-use assets are measured at cost comprising of:

- the amount of the initial measurement of lease liability;
- any lease payments made at or before the commencement date less any lease incentives received; and
- any initial direct costs.

The corresponding lease liabilities in relation to these right-of-use assets have been disclosed in note 6.3.

The Board has not entered any lease liabilities for short term leases (with a lease term of 12 months or less) or low value leases (with an underlying value of $5,000 or less).

Subsequent measurement

The cost model is applied for subsequent measurement of right-of-use assets, requiring the asset to be carried at cost less any accumulated depreciation and accumulated impairment losses and adjusted for any re-measurement of lease liability.

Depreciation and impairment of right-of-use assets

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the underlying assets.

If ownership of the leased asset transfers to the Board at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset.

Right-of-use assets are tested for impairment when an indication of impairment is identified. The policy in connection with testing for impairment is outlined in note 4.1.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

5. Other assets and liabilities

This section sets out those assets and liabilities that arose from the Board's controlled operations and includes other assets utilised for economic benefits and liabilities incurred during normal operations.

	Notes
Receivables	5.1
Other assets	5.2
Payables	5.3
Other provisions	5.4

5.1 Receivables

	2026 ($000)	2025 ($000)
Current		
Levy receivables	10,932	7,854
Allowance for impairment of levy receivables	(94)	(198)
Accrued levy income	992	1,218
Interest receivable	2,054	1,707
GST receivable	362	360
Other receivables	-	32
Total current receivables	14,246	10,973
Non-current		
Levy receivables	-	3,412
Total non-current receivables	-	3,412

Levy receivables arise when the Board issues a levy notice to the project owner with the objective of collecting a contractual cash flow, which is recognised at the value of the levy notice. Where the Board has entered an instalment agreement with the project owner, the value of instalments collected more than 12 months after the reporting date is classified as **non-current levy receivables**.

For levy receivables, the Board recognises an **allowance for impairment** measured at the lifetime expected credit losses at each reporting date. The Board has established a provision based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment. Please refer to note 2.3 for the amount of ECLs expensed in this reporting period.

Accrued levy income represents funds held by collection agents but not yet remitted.

Other receivables are recognised at original invoice amount less any allowances for uncollectible amounts (i.e. impairment). The carrying amount of net trade receivables is equivalent to fair value as it is due for settlement within 30 days.

5.2 Other assets

	2026 ($000)	2025 ($000)
Current		
Prepayments	239	389
Balance at end of period	239	389

Prepayments represent payments in advance of receipt of goods or services or that part of expenditure made in one accounting period covering a term extending beyond that period.

5.3 Payables

	2026 ($000)	2025 ($000)
Current		
Accrued expenses	3,134	1,955
Payables	253	211
Balance at end of period	3,387	2,166

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

5. Other assets and liabilities continued

5.3 Payables continued

Accrued expenses represents the amount due to eligible grant applicants and suppliers but are unpaid at the end of the reporting period. Accrued expenses are generally settled within a month of being authorised by the Board.

Payables are recognised at the amounts payable when the Board becomes obliged to make future payments as a result of a purchase of assets or services. The carrying amount is equivalent to fair value as settlement is generally within 20 days.

5.4 Other provisions

	2026 ($000)	2025 ($000)
Current		
Apprentice & trainee employer incentive	9,165	7,050
Levy refund	1,060	1,360
Apprentice Support Bonus	-	4,809
Total other payable provisions	10,225	13,219

The **apprentice & trainee employer incentives provision** represents the Board's best estimate for training contract incentive payments where a claim is due however the lodgement of the claim, eligibility assessment and settlement may occur after the reporting date. The estimate has been made on the historical experience of claims that are ultimately approved.

The **levy refund provision** represents Board's best estimate of the future economic outflows that will be required under the Fund's obligation to refund or cancel levies. The estimate has been made on historical trends and the analysis of the status of the projects.

The **Apprentice Support Bonus provision** reflects the Board's commitment to a four-year incentive program concluding on 30 June 2028, designed to encourage retention in apprenticeships within the building and construction industry. Eligible apprentices receive annual milestone payments as part of this initiative and are available up to 12 months after the anniversary date. Estimates have been made on the claim rates using historical data from comparable apprentice programs.

5.4.1 Movement in each class of provision during the period

2026	Apprentice & trainee Employer incentive ($000)	Levy refunds ($000)	Apprentice Support Bonus ($000)
Carrying amount at start of period	7,050	1,360	4,809
Utilisation of provision	(7,050)	(1,360)	(4,809)
Reversal of provision	0	0	0
Additional provision recognised	9,165	1,060	0
Carrying amount at end of period	9,165	1,060	0

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

6. Financing

This section sets out the material balances and disclosures associated with the financing and cashflows of the Board.

	Notes
Cash and cash equivalents	6.1
Financial investments	6.2
Lease liabilities	6.3

6.1 Cash and cash equivalents

	2026 ($000)	2025 ($000)
Current		
Operating account	8,330	3,094
Balance at the end of the period	8,330	3,094
Current restricted cash and cash equivalents		
World skills account	-	25
Balance at the end of period	-	25
Total cash and cash equivalents	8,330	3,119

For the purpose of the statement of cash flows, cash and cash equivalent (and restricted cash and cash equivalent) assets comprise cash on hand and short-term deposits with original maturities of three months or less that are readily convertible to a known amount of cash and which are subject to insignificant risk of changes in value.

6.2 Financial investments

Held-to-maturity financial assets are:	2026 ($000)	2025 ($000)
Current		
Term deposits	109,000	104,000
Total financial investments	109,000	104,000

6.3 Lease liabilities

	2026 ($000)	2025 ($000)
Not later than one year	29	29
Later than one year and not later than five years	106	99
Later than 5 years	2	11
	137	139
Current	29	29
Non-current	108	110
Total lease liabilities	137	139

At the commencement date of the lease, the entity recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments are discounted using the interest rate implicit in the lease. If that rate cannot be readily determined, the Board uses the incremental borrowing rate provided by Western Australia Treasury Corporation.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

6. Financing continued

6.3 Lease liabilities continued

Lease payments included by the Board as part of the present value calculation of lease liability include:

- fixed payments (including in-substance fixed payments), less any lease incentives receivable;
- variable lease payments that depend on an index or a rate initially measured using the index or rate as at the commencement date;
- amounts expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options (where these are reasonably certain to be exercised);
- payments for penalties for terminating a lease, where the lease term reflects the Board exercising an option to terminate the lease; and
- periods covered by extension or termination options are only included in the lease term by the Board if the lease is reasonably certain to be extended (or not terminated).

The interest on the lease liability is recognised in profit or loss over the lease term so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. Lease liabilities do not include any future changes in variable lease payments (that depend on an index or rate) until they take effect, in which case the lease liability is reassessed and adjusted against the right-of-use asset.

Variable lease payments, not included in the measurement of lease liability, that are dependent on sales, an index or a rate are recognised by the Board in profit or loss in the period in which the condition that triggers those payments occurs.

Subsequent measurement

Lease liabilities are measured by increasing the carrying amount to reflect interest on the lease liabilities; reducing the carrying amount to reflect the lease payments made; and remeasuring the carrying amount at amortised cost, subject to adjustments to reflect any reassessment or lease modifications.

This section should be read in conjunction with note 4.2.

Lease expenses recognised in the Statement of Comprehensive Income

	2026 ($000)	2025 ($000)
Lease interest expense	11	7
Total lease expense	11	7

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

7. Financial instruments and contingencies

This note sets out the key risk management policies and measurement techniques of the Board.

	Notes
Financial instruments	7.1
Contingent assets and liabilities	7.2

7.1 Financial instruments

The carrying amounts of each of the following categories of financial assets and financial liabilities at the end of the reporting period are:

	2026 ($000)	2025 ($000)
Financial assets		
Cash and cash equivalents	8,330	3,119
Financial assets at amortised cost [(a)]	119,932	111,886
Total financial assets	128,262	115,005
Financial liabilities		
Financial liabilities at amortised cost [(b)]	3,524	2,305
Total financial liabilities	3,524	2,305

(a) The amount of Financial assets at amortised cost excludes GST recoverable from the ATO (statutory receivable).
(b) The amount of Financial liabilities at amortised cost excludes GST payable to the ATO (statutory payable).

7.2 Contingent assets and liabilities

Contingent assets and contingent liabilities are not recognised in the statement of financial position but are disclosed and, if quantifiable, are measured at the best estimate.

Contingent assets and liabilities are presented inclusive of GST receivable or payable respectively.

7.2.1 Contingent assets

No contingent assets exist for the year ending 30 June 2026.

7.2.2 Contingent liabilities

No contingent liabilities exist for the year ending 30 June 2026.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

8. Other disclosures

This section includes additional material disclosures required by accounting standards or other pronouncements, for the understanding of this financial report.

	Notes
Events occurring after reporting date	8.1
Key management personnel	8.2
Related party transactions	8.3
Related bodies	8.4
Affiliated bodies	8.5
Special Purpose Account	8.6
Remuneration of auditors	8.7
Supplementary financial information	8.8

8.1 Events occurring after reporting date

There have been no significant events occurring since the reporting date.

8.2 Key management personnel

The Board has determined key management personnel to include cabinet ministers, senior officers of the Board and personnel part of the executive management. The Board does not incur expenditures to compensate Ministers and those disclosures may be found in the Annual Report on State Finances.

The total fees, salaries, superannuation, non-monetary benefits and other benefits for senior officers of the Board for the reporting period are presented within the following bands:

(a) For the accountable authority:

Compensation band ($)	2026	2025
50,001 - 60,000	-	1
40,001 - 50,000	-	-
30,001 - 40,000	1	-
20,001 - 30,000	7	7
10,001- 20,000	2	1
1 - 10,000	-	-

	2026 ($000)	2025 ($000)
Total compensation for the accountable authority	248	252

The total compensation includes superannuation expense incurred by the Board.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

8. Other disclosures continued

(b) For Key Management Personnel, who were part of the executive management of the authority:

Compensation band ($)	2026	2025
300,000– 350,001	1	-
250,001 – 300,000	1	1
200,001– 250,000	2	1
150,001 – 200,000	-	-
100,001 – 150,000	-	2
50,001 – 100,000	2	2
0 – 50,000	-	3

	2026 ($000)	2025 ($000)
Total compensation for the executive management team	1,134	1,014

8.3 Related party transactions

The Board is a wholly owned public sector entity under the control of the State Government of Western Australia.

Related parties of the Board include:

- all Cabinet ministers and their close family members, and their controlled or jointly controlled entities;
- all members of the accountable authority (Board) and their close family members, and their controlled or jointly controlled entities;
- all members of executive management and their close family members, and their controlled or jointly controlled entities;
- other agencies and statutory authorities, including related bodies, that are included in the whole of government consolidated financial statements (i.e. wholly-owned public sector entities);
- associates and joint ventures of a wholly-owned public sector entity; and
- the Government Employees Superannuation Board (GESB).

Material transactions with related parties

Outside of normal citizen type transactions with the Board, there were no other related party transactions that involved key management personnel and/or their close family members and/or their controlled (or jointly controlled) entities.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

8. Other disclosures continued

8.4 Related bodies

There are no bodies associated with the Board which would constitute that of a related body according to the disclosure requirements of the *Financial Management Act 2006*.

8.5 Affiliated bodies

There are no bodies associated with the Board which would constitute that of an affiliated body according to the disclosure requirements of the *Financial Management Act 2006*.

8.6 Special Purpose Account

World Skills account

The purpose of the account is to hold funds on behalf of the now deregistered Tilers WA Inc on agreement that the Board apply the funds for the sole benefit of assisting tiling apprentices to meet expenses related to the World Skills Championship competitions.

	2026 ($000)	2025 ($000)
Balance at start of period	25	37
Receipts	1	2
Payments	(26)	(14)
Balance at end of the period	-	25

8.7 Remuneration of auditors

Remuneration paid or payable to the Auditor General in respect of the audit for the current financial year is as follows:

	2026 ($000)	2025 ($000)
Auditing the accounts, financial statements, controls, and key performance indicators	68	71

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

8. Other disclosures continued

8.8 Supplementary financial information

(a) Write-offs

During the financial year, $0.05 million (2025: $0.17 million) was written off from the Board's accounts receivables ledger under the authority of the accountable authority after the debt was considered uncollectible under Section-48 of *Financial Management Act* where companies were in or about to be in liquidation or the ABN no longer exists.

(b) Losses through theft, defaults and other causes

During the financial year, nil (2025: nil) losses of public money and public and other property resulted from theft, default or other causes.

(c) Forgiveness of debts

During the financial year, nil (2025: nil) debts were forgiven.

(d) Gift of public property

During the financial year, nil (2025: nil) gifts of public property were made.

9. Explanatory statement

9.1 Explanatory statement (controlled operations)

This explanatory section explains variations in the financial performance of the Board undertaking transactions under its own control, as represented by the primary financial statements.

All variances between annual estimates (original budget) and actual results for 2026, and between the actual results for 2026 and 2025 are shown below. Narratives are provided for key major variances which vary more than 10% from their comparative and that the variation is more than 1% of the dollar aggregate of:

1) Estimate and actual results for the current year:

- Total Cost of Services of the annual estimates for the Statement of comprehensive income and Statement of cash flows; and
- Total Assets of the annual estimates for the Statement of financial position.

2) Actual results between the current year and the previous year:

- Total Cost of Services of the previous year for the Statement of comprehensive income and Statement of cash flows; and
- Total Assets of the previous year for the Statement of financial position.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

9. Explanatory statement continued

9.1 Explanatory statement (controlled operations) continued

9.1.1 Statement of comprehensive income variances

	Variance note	Estimate[1] 2026 ($000)	Actual 2026 ($000)	Actual 2025 ($000)	Variance between actual and estimate ($000)	Variance between results for 2026 and 2025 ($000)
Expenses						
Employee benefits expenses	1	5,810	4,864	5,021	(946)	(157)
Grants and programs	2	85,140	66,019	70,313	(19,121)	(4,294)
Supplies and services	3,a	11,032	5,203	8,859	(5,829)	(3,656)
Accommodation expenses		372	368	351	(4)	17
Depreciation and amortisation expenses		365	366	385	1	(19)
Finance costs		-	11	7	11	4
Other operating expenses		-	264	685	264	(421)
Total cost of services		102,719	77,095	85,621	(25,624)	(8,526)
Income						
BCIT Levy	4	62,913	83,304	76,687	20,391	6,617
Interest revenue	5	3,675	4,983	4,553	1,308	430
Other income	6,b	-	1,722	715	1,722	1,007
Total income		66,588	90,009	81,955	23,421	8,054
NET COST OF SERVICES		**(36,131)**	**12,914**	**(3,666)**	**49,045**	**16,580**
Income from State Government						
Resources received		-	13	12	13	1
Total income from State Government		-	13	12	13	1
SURPLUS/(DEFICIT) FOR THE PERIOD		**(36,131)**	**12,927**	**(3,654)**	**49,058**	**16,581**
OTHER COMPREHENSIVE INCOME						
Items not reclassified subsequently to profit or loss						
Changes in asset revaluation surplus		-	157	-	157	157
Total other comprehensive income		-	157	-	157	157
TOTAL COMPREHENSIVE INCOME/(LOSS) FOR THE PERIOD		**(36,131)**	**13,084**	**(3,654)**	**49,215**	**16,738**

1. These estimates are published on the Board's website.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

9. Explanatory statement continued

9.1 Explanatory statement (controlled operations) continued

9.1.1 Statement of comprehensive income variances continued

Major estimate and actual (2026) variance narratives

1) Employee benefits expenses is $0.9 million (16.3%) below the estimates due to vacant budgeted positions.
2) Grants and Programs is $19.1 million (22.5%) below the estimates due to lower than anticipated claim rates across Apprentice and Trainee Employer Incentives.
3) Supplies and Services is $5.8 million (52.8%) below estimates due to a number of initiatives progressing slower than originally anticipated with expenditure either deferred or lower than anticipated.
4) Levy Revenue is $20.3 million (32.4%) above the estimate due to significantly higher construction activity than anticipated within the residential sector.
5) Interest Revenue exceeded the estimate by $1.3 million (35.6%) due to the investment of higher than anticipated surplus levy receipts.
6) Other Income is $1.7 million (100%) above the estimate due to the reversal of a previous valuation decrement of the land and building recognised on the Statement of Comprehensive Income.

Major actual (2026) and comparative (2025) variance narratives

a) Supplies and Services is $3.7 million (41.3%) below the prior year due to lower ICT costs after significant ICT infrastructure upgrades last year.
b) Other Income is $1.0 million (140.8%) above the prior year due to a higher increase in valuation of the land and building.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

9. Explanatory statement continued

9.1 Explanatory statement (controlled operations) continued

9.1.2 Statement of financial position variances

	Variance note	Estimate [1] 2026 ($000)	Actual 2026 ($000)	Actual 2025 ($000)	Variance between actual and estimate ($000)	Variance between results for 2026 and 2025 ($000)
ASSETS						
Current assets						
Cash and cash equivalents		9,320	8,330	3,094	(990)	5,236
Restricted cash and cash equivalents		37	-	25	(37)	(25)
Financial investments	1	70,688	109,000	104,000	38,312	5,000
Receivables		6,928	14,246	10,973	7,318	3,273
Other current assets		398	239	389	(159)	(150)
Total current assets		87,371	131,815	118,481	44,444	13,334
Non-current assets						
Receivables		-	-	3,412	-	(3,412)
Property, plant and equipment	2,a	8,037	10,132	8,525	2,095	1,607
Right-of-use assets		103	129	135	26	(6)
Total non-current assets		8,140	10,261	12,072	2,121	(1,811)
TOTAL ASSETS		**95,511**	**142,076**	**130,553**	**46,565**	**11,523**
LIABILITIES						
Current liabilities						
Payables		4,955	3,387	2,166	(1,568)	1,221
Employee related provisions		660	926	752	266	174
Lease liabilities		9	29	29	20	-
Other provisions	3,b	-	10,225	13,219	10,225	(2,994)
Total current liabilities		5,624	14,567	16,166	8,943	(1,599)

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

9. Explanatory statement continued

9.1 Explanatory statement (controlled operations) continued

9.1.2 Statement of financial position variances continued

	Variance note	Estimate [1] 2026 ($000)	Actual 2026 ($000)	Actual 2025 ($000)	Variance between actual and estimate ($000)	Variance between results for 2026 and 2025 ($000)
Employee related provisions		129	280	240	151	40
Lease liabilities		64	108	110	44	(2)
Total non-current liabilities		**193**	**388**	**350**	**195**	**38**
TOTAL LIABILITIES		**5,817**	**14,955**	**16,516**	**9,138**	**(1,561)**
NET ASSETS		**89,694**	**127,121**	**114,037**	**37,427**	**13,084**
EQUITY						
Reserves		-	157	-	157	157
Accumulated surplus		89,694	126,964	114,037	37,270	12,927
TOTAL EQUITY		**89,694**	**127,121**	**114,037**	**37,427**	**13,084**

1. These estimates are published on the Board's website.

Major estimate and actual (2026) variance narratives

1) Financial investments is $38.3 million (54.2%) above the estimate due to higher than anticipated construction activity leading to higher levy revenue and lower than anticipated claim rates across Grants and Programs and slower progress across a number of initiatives resulting in deferred or lower Supplies and Services expenditure.

2) Property, plant and equipment is $2.1 million (26.1%) above the estimate due to reversal of previous valuation decrement of the land and building.

3) Other Provisions is $10.2 million represents potential future obligations for employer grants subject to the achievement and claiming of eligible milestones.

Major actual (2026) and comparative (2025) variance narratives

a) Property, plant and equipment increased by $1.6 million (18.9%) above the prior year, due to increase land and building valuation.

b) Other Provisions decreased by $3.0 million (22.6%) below the prior year, due to the reversal of the Apprentice Support Bonus from the previous year.

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

9. Explanatory statement continued

9.1 Explanatory statement (controlled operations) continued

9.1.3 Statement of cash flows variances

	Variance note	Estimate [1] 2026 ($000)	Actual 2026 ($000)	Actual 2025 ($000)	Variance between actual and estimate ($000)	Variance between results for 2026 and 2025 ($000)
Cash flows from operating activities						
Receipts						
Levy received from project owners	1	75,738	83,577	85,404	7,839	(1,827)
Interest received	2	3,675	4,636	4,471	961	165
GST receipts from taxation authority	3	300	1,342	1,246	1,042	96
Other receipts		-	198	-	198	198
Payments						
Employee benefits	4	(5,768)	(4,626)	(4,814)	1,142	188
Grants and program payments	5	(85,190)	(67,247)	(61,882)	17,943	(5,365)
Supplies and services	6,a	(11,144)	(5,354)	(7,222)	5,790	1,868
Accommodation		(372)	(365)	(361)	7	(4)
Finance costs		(5)	(11)	(7)	(6)	(4)
Other operating payments		(60)	(306)	(405)	(246)	99
GST payments on purchases	7	(300)	(1,344)	(1,421)	(1,044)	77
Net cash provided by operating activities		(23,126)	10,500	15,009	33,626	(4,509)
Cash flows from investing activities						
Receipts						
Proceeds on sale of financial investments		-	-	-	-	-
Payments						
Purchase of financial investments	8,b	-	(5,000)	(18,000)	(5,000)	13,000
Purchase of non-current assets		(500)	(258)	(466)	242	208
Net cash used in investing activities		(500)	(5,258)	(18,466)	(4,758)	13,208

Building and Construction Industry Training Board

Notes to the financial statements

For the year ended 30 June 2026

9. Explanatory statement continued

9.1 Explanatory statement (controlled operations) continued

9.1.3 Statement of cash flows variances continued

	Variance note	Estimate [1] 2026 ($000)	Actual 2026 ($000)	Actual 2025 ($000)	Variance between actual and estimate ($000)	Variance between results for 2026 and 2025 ($000)
Cash flows from financing activities						
Payments						
Principal elements of lease payments		(24)	(31)	(31)	(7)	-
Net cash used in financing activities		(24)	(31)	(31)	(7)	-
Net increase/(decrease) in cash and cash equivalents		(23,650)	5,211	(3,488)	28,861	8,699
Cash and cash equivalents at the beginning of the period		9,357	3,119	6,607	(6,238)	(3,488)
Cash and cash equivalents at the end of the period		(14,293)	8,330	3,119	22,623	5,211

1. These estimates are published on the Board's website.

Major estimate and actual (2026) variance narratives

1) Levy receipts from project owners is $7.8 million (10.4%) above estimate due to significantly higher construction activity than anticipated.
2) Interest received is $0.9 million (26.1%) above target due to investing additional levy collections in term deposits.
3) GST receipts is $1.0 million (347.3%) above estimate due to higher-than-anticipated training claims applicable to GST.
4) Employee benefit payments is $1.1 million (19.8%) below estimate due to vacant budgeted positions.
5) Grant and Program payments is $17.9 million (21.1%) below estimate due to lower than anticipated claim rates across Apprentice and Trainee Employer incentives.
6) Supplies and Services payments is $5.8 million (52%) below estimate due to a number of initiatives progressing slower than originally anticipated with expenditure either deferred or lower than anticipated.
7) GST payments on purchases is $1.0 million (348%) above estimate due to higher-than-anticipated training claims applicable to GST.
8) Purchase of financial investments was $5.0 million (100%) above the estimate due to unanticipated levy payments resulting in cash balances being in excess of operational requirements.

Major actual (2026) and comparative (2025) variance narratives

a) Supplies and Services is $1.9 million (25.9%) below the prior year due to significant ICT infrastructure upgrades the previous year.
b) Purchase of financial investments was $13.0 million (72.2%) below 2025 due to less surplus funds resulting from higher grants payments and lower levy receipts than the previous period.


GOVERNMENT OF
WESTERN AUSTRALIA
BOOM
CTF
CONSTRUCTION
FUTURES
CENTRE
CTF



Certification of Key Performance Indicators

For the year ended 30 June 2026

I hereby certify that the key performance indicators are based on proper records, are relevant and appropriate for assisting users to assess the Construction Training Fund's performance, and fairly represent the performance of the Agency for the financial year ended 30 June 2026.

Karen Ho
Board Chair

24 August 2026

Stan Liaros
Board Member

24 August 2026

Additional information in support of Key Performance Indicators

Mission

In collaboration with our stakeholders, we offer initiatives to develop and sustain an agile construction workforce; and to advocate construction as a career for all.

Government Goal

WA Jobs Plan: Diversifying the WA economy, creating local jobs for the future.

Agency level Government desired outcomes

- The CTF's programs support an increase in the number of persons in the building and construction industry with the skills required to meet the industry's workforce needs.
- The CTF's programs support an improvement in the quality of training for the construction industry.

Key Performance Indicators – Effectiveness

Outcome 1: Programs support an increase in skilled workers in the industry.

KPI 1.1

The number of apprentices and trainees employed in the building and construction industry as a percentage of the trade workforce in the industry.

Number of apprentices and trainees		2025-26 Actual	2024-25 Actual	2023-24 Actual	2022-23 Actual
Apprentices and trainees in training[1] *(May each year)*		**11,488**	11,109	11,015	10,134
Number of tradespeople		**2025-26 Actual[2]**	2024-25 Actual	2023-24 Actual	2022-23 Actual
Tradespeople in industry[3] *(includes electricians)*		**90,799**	90,643	89,543	78,601
	Target	**2025-26 Actual**	2024-25 Actual	2023-24 Actual	2022-23 Actual
Training Rate[4]	12.0%	**12.7%** ●	12.3%	12.3%	12.9%

Note: all percentages are rounded to one decimal point

[1] Department of Training and Workforce Development, May 2026
[2] Worker numbers calculated using the method noted in Changes to the Calculation 2025-26
[3] Australian Bureau of Statistics, CTF Mid-Quarter Month Spreadsheet -Aug 2025, Nov 2025, Feb 2026
[4] Training Rate in 1.1 is the ratio of apprentices to tradespeople

Why is this a key indicator of CTF's Performance?

Under the *Building and Construction Industry Training Fund and Levy Collection Act 1990* one of the Board's primary objectives is to increase the number of skilled people employed in the building and construction industry. The effectiveness of the Board's policies is represented through measuring, and as a proportion of the trade workforce within the building and construction workforce, the number of persons in the industry undertaking a traineeship or apprenticeship.

How is this indicator calculated?

This effectiveness indicator is calculated by dividing the number of building and construction industry apprentices and trainees as identified in the West Australian Apprentice Management System (WAAMS) by the total number of trades people in the building and construction industry sourced from the Australian Bureau of Statistics.

Changes to the calculation in 2025-26

The ABS advised that the ABS Quarter Trades Reports bespoke for the CTF ceased with the February 2026 release, and that some detailed labour force outputs will transition to other ABS releases during and after the Labour Force Survey modernisation process sometime in 2026.

For 2025-26, a model was developed to project the full-year four-quarter average from the current three-quarter average from available data and uses the historical percentage uplift from the three-quarter average to the four-quarter average over the past three years.

What does this indicator show?

In May there were 11,488 apprentices or trainees employed in the building and construction industry in Western Australia. This is 12.7% of the overall trade workforce which meets CTF's target and is consistent with previous financial years.

Key to ratings of KPIs

- ● Achieved
- ● Monitor
- ● Not Achieved

KPI 1.2

The number of subsidies issued for supplementary skills and work health and safety training or skills assessment as a percentage of the total workforce in the building and construction industry

Number of people		2025-26 Actual	2024-25 Actual	2023-24 Actual	2022-23 Actual
CTF subsidies issued to workers in the industry[5] *(June-May each year)*		**14,937**	20,285	16,188	14,355
Number of workers		**2025-26 Actual[6]**	**2024-25 Actual**	**2023-24 Actual**	**2022-23 Actual**
Number of workers in the industry[7]		**165,828**	153,456	148,889	140,397
	Target	**2025-26 Actual**	**2024-25 Actual**	**2023-24 Actual**	**2022-23 Actual**
Training Rate[8]	**10.0%**	**9.0%** ●	13.2%	10.9%	10.2%

Note: all percentages are rounded to one decimal point

[5] CTF Dynamics 365 database, 12 June 2026
[6] Worker numbers calculated using the method noted in Changes to the Calculation 2025-26
[7] Australian Bureau of Statistics, Labour Force, Australia Detailed, Table 5, Feb 2026
[8] Training Rate in 1.2 is the ratio of workers trained to industry workers

Why is this a key indicator of CTF's Performance?

Under the *Building and Construction Industry Training Fund and Levy Collection Act 1990* one of the Board's primary objectives is to increase the number of skilled people employed in the building and construction industry. The Board supports all workers in the building and construction industry through subsidising supplementary skills and workplace health and safety training or a skills assessment. The effectiveness of the Board's policies is represented by the number of subsidies provided as a proportion of the total workers in the industry.

How is this indicator calculated?

This effectiveness indicator is calculated by dividing the number of subsidies for supplementary skills and work safety and health training or skills assessment issued by the Board by the number of workers in the building and construction industry. The number of subsidies issued is determined by counting the number of apprentices, trainees or construction workers who attended training and subsequently benefited from a CTF subsidy. The Board's data set is collated from its customer relationship management system. The total building and construction workforce number is sourced from Australian Bureau of Statistics.

Changes to the calculation in 2025-26

The ABS advised that the report Labour Force, Australia, Detailed ceased with the February 2026 release, and that some detailed labour force outputs will transition to other ABS releases during and after the Labour Force Survey modernisation process sometime in 2026.

For 2025-26, a model was developed to project the full-year four-quarter average from the current three-quarter average from available data and uses the historical percentage uplift from the three-quarter average to the four-quarter average over the past three years.

What does this indicator show?

In 2025-26, CTF issued 14,937 subsidies for supplementary skills, work health and safety training or skills assessment to workers in the building and construction industry. This represented 9.0% of the total industry workforce, below the 10% target and lower than the rates achieved in 2024-25 and 2023-24, although broadly comparable with the 2022-23 result. The outcome reflects a lower number of subsidies issued against a larger estimated workforce and indicates that, while CTF continued to support a significant volume of industry training, the proportion of workers accessing subsidised training fell below the expected level for the year.

Outcome 2: Programs support an improvement in the quality of training.

KPI 2.1

The proportion of workers surveyed who are satisfied with the quality of training supported by the Construction Training Fund.

# surveyed[9]	# responses	Very Satisfied or Satisfied	2025-26 Target	**2025-26 Actual**	2024-25 Actual	2023-24 Actual	2022-23 Actual
8,391	455	435	**80%**	**95.6%** ●	92.2%	95.3%	92.6%

[9] CTF Dynamics365 Customer Voice, July 2026

Why is this a key indicator of CTF's Performance?

Under the *Building and Construction Industry Training Fund and Levy Collection Act 1990* one of the Board's primary objectives is to improve the quality of training in the building and construction industry. By surveying workers undertaking subsidised training the Board can determine the overall quality of training based on receiving a valid sample of responses.

How is this indicator calculated?

This effectiveness indicator is calculated through a single question survey to determine overall satisfaction with training, across the total population sample of workers in receipt of supplementary skills and workplace health and safety rebates. The calculation is the proportion of workers surveyed who are satisfied or very satisfied with the quality of training supported by the CTF.

Workers are defined as apprentices, trainees or construction workers who have undertaken a subsidised supplementary skills or workplace health and safety training course within the financial year. It also includes those that made an individual claim or were part of a claim by an employer or a registered training organisation. A valid sample is determined in reference to the Australian Bureau of Statistics advice on Sample Design for Various Population Sizes.

What does this indicator show?

In 2025-26, 95.6% of workers surveyed reported that they were satisfied or very satisfied with the quality of training supported by CTF, exceeding the 80% target and remaining broadly consistent with satisfaction levels achieved in previous years. The result indicates continued strong confidence in the quality of CTF-supported training among workers who received supplementary skills or work health and safety training subsidies. The number of workers surveyed has increased year by year, reflecting the higher volume of grants processed and the expanded population of workers eligible to provide feedback.

KPI 2.2

The proportion of employers surveyed who are satisfied overall with the quality of training supported by the Construction Training Fund.

# surveyed[10]	# responses	Very Satisfied or Satisfied	2025-26 Target	**2025-26 Actual**	2024-25 Actual	2023-24 Actual	2022-23 Actual
8,324	1,158	1,047	**80%**	**90.4%** ●	91.7%	88.0%	87.2%

[10] CTF Dynamics365 Customer Voice, July 2026

Why is this a key indicator of CTF's Performance?

Under the *Building and Construction Industry Training Fund and Levy Collection Act 1990* one of the Board's primary policy objectives is to improve the quality of training in the building and construction industry. By surveying employers receiving a Board payment for an employee receiving training the Board can determine the overall quality of training based on receiving a valid sample of responses.

How is this indicator calculated?

This effectiveness indicator is measured through the results of a single question survey issued across the total population of employers receiving a milestone payment for an apprentice or trainee within the financial year. The calculation is the proportion of employers surveyed who are satisfied or very satisfied with the quality of training supported by the CTF. A valid sample is determined in reference to the Australian Bureau of Statistics advice on Sample Design for Various Population Sizes.

What does this indicator show?

In 2025–26, 90.4% of employers who responded to the survey reported that they were satisfied or very satisfied with the quality of training supported by CTF. This exceeded the 80% target and remained broadly consistent with satisfaction levels achieved in recent years. The result indicates that employers continue to report strong satisfaction with the quality of CTF-supported training for apprentices and trainees.

Following implementation of the new Employer Grant Program administration system in October 2025, employer surveys were not issued at the point claims were assessed and paid. This was identified in June 2026, and surveys were issued retrospectively to employers who had received a milestone payment. While the response sample remained valid, the retrospective survey process should be considered when comparing the 2025–26 result with prior years because the timing of the survey differed from previous years and may affect response behaviour.

Key Performance Indicators – Efficiency

KPI 1.1

The total administration costs of the Building and Construction Industry Training Board as a percentage of the Construction Training Fund's total expenditure.

2025-26 Target	2025-26 Actual	2024-25 Actual	2023-24 Actual	2022-23 Actual
20.0%	12.6% ●	15.3%	18.7%	21.7 %

Why is this a key indicator of CTF's efficiency?

The key objective of the *Building and Construction Industry Training Fund and Levy Collection Act 1990* is for the Board to reinvest the levy it collects into the industry to enhance the quality of training and increase the number of skilled individuals in the building and construction sector. The efficiency of the Board in returning these funds to the industry is measured by the percentage of administrative costs that represent the Board's total expenditure during the reporting period.

How is this indicator calculated?

This efficiency indicator is calculated by dividing the Board's administration cost by the total cost of services, as disclosed on the Statement of Comprehensive Income. Administrative costs are defined as all expenditures, excluding grants and programs.

What does this indicator show?

The Board has demonstrated robust financial governance and operational efficiency, with administration costs maintained at 12.6% of total expenditure, well below the established target threshold. This outcome reflects the Board's strategic commitment to maintaining streamlined operations while maximising the reach and impact of its programs and services.

In recent years, the proportion of total expenditure allocated to administrative functions increased, reaching a peak in 2022–23. This upward trend was a planned and considered result of targeted investments aimed at enhancing the organisation's long-term capacity and effectiveness. Key initiatives included significant upgrades to ICT infrastructure, the expansion of service delivery capabilities, and the establishment of the Construction Futures Centre. These investments were designed to strengthen stakeholder engagement, improve service delivery, and enable scalable, future-focused operations.

The benefits of these strategic investments are now being realised. Grants and subsidies have increased significantly, extending support across a broader segment of the building and construction industry. This growth reflects the Board's proactive approach to strengthening its service delivery and industry engagement. Despite the expansion in grants and program activity, administrative costs have been maintained at a relatively low proportion of total expenditure, highlighting the Board's ability to balance strategic growth with financial discipline.

KPI 1.2

The specific administration costs of the Building and Construction Industry Training Board represented as a cost per apprentice or trainee subsidised by Construction Training Fund.

2025-26 Target	**2025-26 Actual**	2024-25 Actual	2023-24 Actual	2022-23 Actual
$69.00	**$89.62** ●	$118.77	$77.73	$110.01

Why is this a key indicator of CTF's efficiency?

The majority of the Board's grant and program expenditure is dedicated to subsidising the costs associated with employing apprentices and trainees. Evaluating the cost to process each claim enables users to gauge the Board's efficiency in assessing, authorising, and facilitating payments for each apprentice or trainee claim submitted.

How is this indicator calculated?

This efficiency indicator is calculated by dividing the administration cost of managing or processing apprentice and trainee subsidies by the headcount of the supported apprentices and trainees.

Administration costs are determined by surveying staff to allocate the portion of time spent managing or processing programs that subsidise apprentices or trainees. A weighted average based on employee remuneration is then applied to the Board's administrative costs.

The headcount of apprentices and trainees is determined by counting individuals whose payments were recorded against the Board's customer relationship management system.

What does this indicator show?

The Board fell short of its target of $69.00 expense per subsidised apprentice or trainee, with the administrative cost of each subsidy costing $89.62.

Despite exceeding the target by $20.62 (29.9%), the specific administration costs per apprentice or trainee funded by the Construction Training Fund saw a significant reduction ($29.15, down by 24.5%) compared to the previous period. This outcome was due to the Board's overall decrease in administrative expenses and a 23.5% rise in the number of apprentices and trainees supported by the Board reflecting the improved efficiency in managing and processing claims.

KPI 1.3

The specific administration costs of the Building and Construction Industry Training Board represented as a cost per person supported by the Construction Training Fund to undertake skills training or vocational education.

2025-26 Target	**2025-26 Actual**	2024-25 Actual	2023-24 Actual	2022-23 Actual
$28.00	**$45.59** ●	$96.66	$67.93	$60.69

Why is this a key indicator of CTF's Performance?

A primary objective of the Board is to provide subsidies for ongoing training in the Building and Construction Industry to encourage the workforce to enhance their skills. Understanding the cost involved in processing each skills training claim helps users gauge the board's efficiency in evaluating, approving, and reimbursing supplementary skills training or vocational education claims.

How is this indicator calculated?

The efficiency indicator is calculated by dividing the administration cost of managing or processing supplementary skills training and vocational education claims by the headcount of persons supported.

Administration costs are determined by surveying staff to allocate the portion of time spent managing or processing programs that subsidise supplementary skills training and vocational education. A weighted average based on employee remuneration is then applied to the Board's administration costs.

The headcount of apprentices and trainees is determined by counting individuals against whom payments were recorded within the Board's customer relationship management system.

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What does this indicator show?

The Board did not achieve its desired $28.00 target threshold per apprentice or trainee subsidised, with an actual result of $45.59.

Despite exceeding the target by $17.59 (62.8%), the specific administration costs per construction worker supported by the Construction Training Fund saw a significant reduction ($51.07, down by 52.8%) compared to the previous period. This outcome was due to the Board's overall decrease in administrative expenses reflecting the improved efficiency in managing and processing claims.



Other Statutory Information

Ministerial Directions

No Ministerial directives were received during the financial year.

Other Financial Disclosures

Pricing policies of services provided

The Board does not charge users fees for goods or services provided.

Capital works

CAPITAL PROJECTS COMPLETED

No capital projects were completed during the 2025-26 period.

CAPITAL PROJECTS INCOMPLETE

No capital projects were left incomplete in 2025-26.

Employment and Industrial Relations

Staff Profile	2025-26	2024-25
Full-time permanent	27	28
Full-time contract	5	8
Part-time measured on an FTE basis	2	1
On secondment to the CTF	0	2
	34	**39**

Staff development

The CTF has a commitment to the development of its employees. Our strategy is to build a highly skilled, professional, and fair workforce with the ability to adapt to changing business technology and the environment it operates in.

During the financial year, the CTF team received 350 hours of professional development training including Accountable and Ethical Decision Making; Health and Safety Refresher Training, First Aid and CPR, Lean Six Sigma Green Belt, Writing for Government and Contract Management. During the year, all CTF staff completed internal Privacy and Responsible Information Sharing (PRIS) training modules and many team members attended non-mandatory Microsoft training modules, offered by the Office of Digital Government.

Workers Compensation

The CTF received no (zero) compensation claims during the 2025-26 financial year.

Governance Disclosures

The Board paid $13,032.80 to indemnify any director (as defined in Part 3 of the *Statutory Corporations (Liability of Directors) Act 1996*) against a liability incurred under sections 13 and 14 of that Act.

Information Statement

The CTF publishes a standalone Privacy and Information Statement. This is provided to the Office of the Information Commissioner and is available on the CTF website.

Under the *Freedom of Information Act 1992*, no application fee or charges apply if seeking personal information, where charges do apply the CTF use those set out under Schedule 1 of the *Freedom of Information Regulations 1993*.

The Board is committed to sharing information by making Agency information more accessible. It is our aim to make information available promptly and where possible provide documents outside of the Freedom of Information process.

Workforce inclusiveness

The CTF is dedicated to fostering substantive equity by integrating the Substantive Equality Framework into its organisational practices. The CTF actively addresses unconscious biases through cultural awareness and training, ensuring that staff are well informed about the challenges faced by diverse groups. By eliminating systemic discrimination and promoting sensitivity to the varied needs of its clients, the CTF aims to provide equitable opportunities and outcomes for all. The executive and leadership teams play a crucial role in assessing and monitoring the impact of policies and programs, ensuring they meet the diverse needs of Western Australians. Through these comprehensive efforts, the CTF aligns with the WA Government's 2004 'Policy Framework for Substantive Equality'. The CTF is committed to a diverse and inclusive workplace.



Other Legal Requirements

Credit Cards

Some CTF officers hold corporate credit cards where their duties require them to do so.

While cardholders are reminded annually of their obligations under the CTF Credit Card Policy, there were seven instances during the year where a WA Government Purchasing Card was inadvertently used for personal expenditure.

In each case, the personal expenditure was identified and fully reimbursed within five working days of Business Services becoming aware of the transaction. No matters were referred for disciplinary action, as the CFO noted the prompt disclosure and reimbursement of the amounts involved, and determined that the transactions were immaterial in nature and representative of genuine administrative errors.

No amounts remained outstanding as at 30 June 2026.

Advertising, market research, polling, and direct mail

In accordance with section 175ZE of the *Electoral Act 1907*, the following table reports our expenditure on advertising agencies, market research organisations, polling organisations, direct mail organisations and media advertising organisations.

Expenditure	Organisation	Amount ($)
Media Advertising		**257,133**
	Carat Australia Media Services Pty Ltd	42,501
	Marketforce Pty Ltd	214,632
Advertising		**681,743**
	Carat Australia Media Services Pty Ltd	348,282
	Google Australia Pty Ltd	62,475
	Initiative Media Australia	73,678
	LinkedIn Singapore PTE. LTD	40,220
	Meta Platforms Ireland Limited	90,391
	Taboola Australia Pty Ltd	22,493
	TikTok Australia Pty Ltd	42,203
	CFMEU	2,000
Direct Mail		**1,295**
	Marketforce Pty Ltd	1,295
Grand Total		**940,170**

Disability Access and Inclusion Plan outcomes

Under the *Disability Services Act 1993* the CTF is required to have a Disability Access and Inclusion Plan. The CTF, through its Culture, Diversity and Inclusion Committee, has developed the *CTF Disability Access and Inclusion Plan 2023–28.*

Progress against the outcomes is detailed at right:

Outcome		2025-26 Achievements
1.	People with disability have the same opportunities as other people to access the services of, and any events organised by, the CTF.	When selecting a venue for a CTF event we will always ensure there is access for people with disability. All individual claims are made through the CTF portal (or via an online form) with the opportunity to talk to staff in WA for support if needed. Students with disability are participating in Try-a-Trades programs and are enrolling in and completing the Construction Futures Scholarship Program. Visitors to the Construction Futures Centre continue to have access to the centre through the use of the lift and exhibits are accessible for people with disability.
2.	People with disability have the same opportunities as other people to access the buildings and other facilities of the CTF.	The CTF had an external consultant undertake a full accessibility audit of the CTF premises including the Construction Futures Centre. Feedback about access to CTF facilities is welcomed and through the feedback process acted upon in a timely manner. All building works at the CTF premises comply with the Building Code of Australia (BCA) and the requirements of the *Disability Discrimination Act 1992* (DDA) as detailed in the *Disability (Access to Premises – Buildings) Standards 2010*.
3.	People with disability receive information from the CTF in a format that will enable them to access the information as readily as other people.	The CTF website has been reviewed during 2025-26 and meets the Web Content Accessibility Guidelines 2.2 (WCAG) Level AA. All CTF video content features closed captions. Downloadable content from the website is available in formats that can be printed. Printed CTF collateral can be provided upon request.
4.	People with disability receive the same level and quality of service from employees of the CTF as other people.	Staff training is underway for frontline staff to provide quality services to people with disability.
5.	People with disability have the same opportunities as other people to make complaints to the CTF.	Complaint procedures are available on the CTF website and provide various channels for making a complaint and providing feedback.
6.	People with disability have the same opportunities as other people to participate in any public consultation by the CTF.	In-person consultation with the public are held at venues that are accessible to those with disability. During consultation processes, multiple options are provided for stakeholders to be able to participate.
7.	People with disability have the same opportunities as other people to obtain and maintain employment with the CTF.	Equal opportunity employment principles are used in recruitment processes. When onboarding a new staff member one of the mandatory training sessions is the Diverse WA Culture awareness training. All policies and procedures are reviewed and updated on a regular basis, such as the Diversity and Inclusion Policy.

Compliance with Public Sector Standards and Ethical Codes

The *Public Sector Management Act 1994* provides the principles of conduct for all public sector bodies and employees. These include compliance with any legislation governing conduct, Public Sector Commissioner's Instructions, Public Sector Standards and Code of Ethics.

The CTF's Code of Conduct prescribes mandatory standards of behaviour, conduct and integrity which is expected of all its employees. The Code places an obligation on all employees to take responsibility for their own behaviours, conduct and integrity, to work cooperatively with stakeholders, and to establish a safe and healthy workplace and culture.

The CTF has completed reporting to the Public Sector Commission through the Integrity and Conduct Annual Collection and the Boards and Committees Annual Collection.

Breaches of Standards Review

- Number of breaches lodged – 0
- Number of breaches found – 0
- Number of multiple breaches – 0
- Number still under review – 0

Public Sector Ethics, Integrity and Corruption prevention

The CTF is committed to compliance with the best practice requirements of the Public Sector Standards in Human Resource Management, the Public Sector Code of Ethics, and our Staff Code of Conduct. As required under section 31 (1) of the *Public Sector Management Act 1994*, the CTF complies with the requirements of the Public Sector Standards and the Western Australian Public Sector Code of Ethics.

Human Resources (HR) policies and procedures were reviewed in 2025-26, updated and/or amended. Changes are communicated to all staff at team events. The Code of Conduct and HR policies and procedures are provided to all new staff on commencement via the intranet. The CTF Code of Conduct is required to be read, understood, and signed by each employee upon commencement.

As of 30 June 2026, 94% of permanent and contract staff had completed the Accountable and Ethical Decision Making (AEDM) training.

Public Disclosure

The *Public Interest Disclosure Act 2003* came into effect on 1 July 2003, requiring the agency to:

- Facilitate the disclosure of public interest information
- Provide protection for those making disclosures
- Provide protection for those who are the subject of a disclosure.

The Agency has one Public Interest Disclosure Officer and has published internal policies and procedures relating to its obligations. There were no public interest disclosures in 2025-26.

Recordkeeping Plans

In accordance with **State Records Commission Standard 2, Principle 6**, the Construction Training Fund (CTF) confirms its ongoing compliance with its approved Recordkeeping Plan (RKP).

- The CTF's five-year Recordkeeping Plan was submitted to the State Records Office in accordance with Section 28 of the *State Records Act 2000* in June 2024 and was approved in December 2024.
- Actions from the Recordkeeping Plan to address efficiency findings are being implemented, with further system enhancements scheduled for 2026–27.
- The plan includes opportunities to strengthen metadata consistency, disposal processes and user guidance with the introduction of an EDRMS.
- The organisation will be introducing a record keeping training program in 2026-27. It intends that training is delivered through a combination of induction sessions, refresher briefings, guidance materials and ad hoc support.
- The CTF's induction program is currently being refined and will look to address employee roles and responsibilities in regard to their compliance with organisations policies and procedures, record keeping plan and information management frameworks.

CTF will continue to monitor and improve its recordkeeping practices to ensure ongoing compliance with legislative and regulatory requirements.

Government/Additional Policy Requirements



Work Health and Safety, and Injury Management

The CTF is committed to providing a safe work environment, educating staff members to minimise risk, prevent incidents and incorporate an injury management approach to working.

The Construction Training Fund Work Health and Safety, First Aid and Wellness Committee met four times during the 2025-26 year. There are currently eleven members on the committee, which constitutes 31% of the total staff of the CTF and one member is a trained workplace health and safety representative.

Achievements for 2025-26 include:

- WHS related policies and procedures were reviewed, updated, and uploaded to the CTF's WHS intranet.
- A Psychosocial Risk Management Framework was developed for the CTF.
- The Emergency Assembly Point has been relocated to a safer location.
- Evacuation diagrams have been renewed and replaced throughout the CTF building.
- The WHS Representative undertook a yearly refresher course in May 2026.
- An Office Lighting Assessment was undertaken in March with one of the outcomes suggesting a comprehensive lighting redesign to be developed to assist with staff wellbeing. The Executive is reviewing all the Assessment outcomes.
- A new CTF risk assessment criteria was implemented early in 2026 to undertake routine and extraordinary workplace inspections in line with the WA Code of Practice of both inside and outside the perimeters of the CTF. Inspections conducted were to:
  - Identify hazards and unsafe conditions.
  - Assess risk and verify controls are effective.
  - Comply with duties under the *Work Health and Safety Act 2020* (WA).
  - Prevent injuries, illness and incidents.

  A report highlighting the outcomes was provided to the Audit, Risk and Performance Committee with assurance that WHS policy and practice within the Construction Training Fund is compliant with relevant legislation, policy and guidelines.
- The CTF's Wellness program continues to be implemented.
- The WHS Committee has incorporated Sustainability into its agenda. The CTF is participating in the state government's program to achieve Carbon Net Zero targets, and will be assisting with tracking the CTF's carbon footprint.

Measures	Results – Base year	Results – Prior year	**Results – Current reporting year**	Targets	Comments about outcome
Number of fatalities	0	0	**0**	0	
Incidence of work-related injury or illness	0	0	**0**	Reduce by 2% per year and 15% by 2033 compared with 2023	
Incidence rate of serious claims with one or more weeks' lost time	0	0	**0**	Reduce by 2.5% per year and 20% by 2033 compared with 2023	
Incidence rate of claims resulting in permanent impairment	0	0	**0**	Reduce by 2% per year and 15% by 2033 compared with 2023	
Incidence rate of work-related respiratory disease	0	0	**0**	Reduce by 2.5% per year and 20% by 2033 compared with 2023	
Managers and supervisors trained in: 1. work health and safety as relevant to the PCBU's risk profile; and	2	3	**1**	Greater than or equal to 80% of cohort trained within last two (2) years	
2. injury management	0	0	**0**	Greater than or equal to 80% of cohort trained within last five (5) years	
Percentage of workers returned to work on full duties and hours (i) within 13 weeks	0	0	**0**	No target	
Percentage of workers returned to work on full duties and hours (ii) within 26 weeks	0	0	**0**	Greater than or equal to 70% returned to work within 26 weeks	
Agency has a WHS management system that has been independently assessed in last five years	No	No	**No**	Yes	
Consultative systems: 1. Number of health and safety representatives 1. in total; 2. who have attended HSR training; 3. shown as a percentage of workers; 4. shown as a ratio to the number of workplaces occupied by the Agency; and 2. Name/s of health and safety committees and sub-committees	1.1 – 1 1.2 – 2 1.3 – 15% 1.4 – 2:1 2. CTF WHS Committee	1.1 – 1 1.2 – 3 1.3 – 8% 1.4 – 3:1 2. CTF WHS Committee	**1.1 – 1** **1.2 – 1** **1.3 – 3%** **1.4 – 1.1** **2. CTF WHS Committee**	No target – intended for agency trend information	

Board and Committee Remuneration

Building and Construction Industry Training Board

The Board is a body corporate, responsible for the administration of the training levy and operations of the CTF. The Board has nine members, drawn from key stakeholder bodies prescribed under Section 10(1) of the *Building and Construction Industry Training Fund and Levy Collection Act 1990*.

The Minister appoints all Board members.

There was a total of six (6) board meetings held during 2025-26. Two were held in regional Western Australia – Broome and Northam. One meeting was hosted at North Metropolitan TAFE's Balga campus and the remainder were held at the CTF offices in Belmont.

The following table shows the period of membership for the financial year.

Position title	Member Name	Type of remuneration *	Period of membership **	Term of appointment/ tenure ***	Base salary/ sitting fees ****	Gross/actual remuneration for financial year
Chair	Karen Ho	Sitting fee	8 months	3 years	$45,357	$27,080
Chair	Reg Howard-Smith	Sitting fee	2 months	6 years 6 months	$45,357	$11,339
Member	Michael Buchan	Sitting fee	12 months	9 years	$24,946	$24,072
Member	Emma Doyle	Sitting fee	12 months	6 years	$24,946	$23,930
Member	Stan Liaros	Sitting fee	12 months	9 years	$24,946	$24,072
Member	Kerrie Matthews	Sitting fee	12 months	6 years	$24,946	$23,389
Member	Steve McCartney	Sitting fee	12 months	6 years	$24,946	$25,088
Member	Dean O'Rourke	Sitting fee	12 months	8 years	$24,946	$23,503
Member	Rocky Slater	Sitting fee	12 months	3 years	$24,946	$23,551
Member	Dylan Ogilvie	Sitting fee	8 months	3 years	$24,946	$14,894
Total ($)						**$220,918**

* If applicable include sessional payment per meeting, half day or annual.
** Refers to Board member membership during reporting period, not entire tenure on Board or committee. Period of membership should correlate with respective remuneration received in the financial year.
*** Refers to term of appointment/tenure (if relevant) or appointment type, for example sessional or full time.
**** Excludes superannuation.

Position title	Member Name	Type of remuneration*****	Gross/actual remuneration for financial year
Past Board Member	Cheng Rolfe	Historical underpayment	$336
Past Board Member	Michael McLean	Historical underpayment	$992
Past Board Member	Paula West	Historical underpayment	$520
Past Board Member	Sandra McInnes	Historical underpayment	$2,894
Total ($)			**$4,742**

***** Historical remuneration discrepancies relating to Board appointments and cessations were identified and corrected during the year.



Audit, Risk and Performance Committee

The independent chair of the CTF Audit, Risk and Performance Committee receives remuneration because of their membership.

There was a total of four (4) Audit, Risk and Performance Committee meetings held during 2025-26. The following table shows the period of membership for the financial year.

Position title	Member Name	Type of remuneration*	Period of membership *	Term of appointment/ tenure **	Base salary/ sitting fees	Gross/actual remuneration for financial year
Chair (Independent)	Ben Arnold	Hourly	12 months	3 years	$190 per hour	$3,800
Member (BCIT Board Chair)	Karen Ho	Not eligible	8 months	12 months	$0	$0
Member (BCIT Board Chair)	Reg Howard-Smith	Not eligible	2 months	6 years 6 months	$0	$0
Member (BCIT Board member)	Stan Liaros	Not eligible	12 months	3 years	$0	$0
Member (Independent)	Chris Corless	Not eligible	11 months	3 years	$0	$0
Total ($)						**$3,800**

* Refers to Board membership during reporting period, not entire tenure on board or committee. Period of membership should correlate with respective remuneration received in the financial year.

** Refers to term of appointment/tenure (if relevant) or appointment type, for example sessional or full time.



WA Multicultural Policy Framework

The CTF advocates for diversity and inclusion and celebrates the contribution of people from Culturally and Linguistically Diverse (CaLD) backgrounds who have been pivotal in the development of the robust and vibrant Western Australian multicultural community we all enjoy today.

A clear policy direction of the CTF is ensuring people from CaLD backgrounds can participate and thrive within the organisation and the broader Western Australian construction sector.

The CTF has an industry awareness campaign that promotes the diversity of workers in the construction industry. The campaign features a range of real life construction workers including people from different cultures and ethnicities. The campaign aims to encourage a more diverse range of people to enter the industry and normalise people from all backgrounds working in construction.

The CTF is committed to Substantive Equality which is defined in the Western Australian Multicultural Policy Framework as achieving equitable outcomes as well as providing equal opportunity. It highlights the need to sometimes treat people differently to achieve equal results.

The CTF is committed to combatting racism and discrimination at the individual, institutional and systemic levels and has a zero tolerance approach to these harmful behaviours.

The CTF recognises that unconscious bias exists in all communities in the form of stereotypes that shape individual and community beliefs. Unconscious bias includes categorising various people by social and identity groups. Often this process is not evaluated at a cognitive level and is applied at an unconscious level. The CTF is committed to continually training its staff, through cultural awareness programs, to recognise and combat unconscious bias.

The CTF Multicultural Plan 2025-28 was developed in consultation with the Office of Multicultural Interests by the Culture, Diversity, and Inclusion Committee and commenced in July 2025. The CTF has targeted the 22 actions that augment the progress already made by the organisation and build on the success achieved over previous years.

Some notable achievements in the 2025-26 period were:

- Multiple articles on the benefits of multicultural workplaces presented through CTF published media and social media platforms.
- CTF advertising materials promoted greater diversity and inclusivity in the construction sector with a substantial emphasis on CALD participation.
- CALD workers, students and apprentices were nominated for various training awards across industry sectors.
- Training is ongoing and mandated for topics including diversity, inclusion, unconscious bias, discrimination and harassment.
- Induction for new staff joining the CTF is implemented 100% of the time.
- The Culture, Diversity, and Inclusion Committee has 43% CaLD members who have provided a range of fantastic ideas, experiences and guidance for the group.
- Research commenced into the safety of CALD workers in the WA building and construction industry.
- The CTF continues to engage the Translating and Interpreting Services (TIS National) and has information on the CTF website to encourage anyone needing an interpreter to use the service.
- The CTF staff includes 36% CALD employees.



Section 40 Estimates for 2026-27

The annual estimates for the 2026-27 financial year are included in the Annual Report in accordance with section 40 of the *Financial Management Act 2006* and Treasurer's Instruction 9 – Financial Statements. These estimates do not form part of the financial statements and are not subject to audit.

The Board continues to benefit from strong levy revenue driven by sustained activity across the residential, commercial, civil and resources sectors of the Western Australian construction industry. Levy revenue is forecast to increase to $102.5 million, contributing to total income of $107.4 million for 2026-27.

To support workforce development and address ongoing skills shortages across the industry, the Board has allocated $98.3 million to grants and programs during 2026-27. This represents approximately 86% of total expenditure and an increase of approximately 15.4% compared with the 2025-26 allocation, reflecting the Board's continued commitment to increasing workforce capacity, supporting apprentices and trainees, and upskilling the existing workforce.

Increased planned expenditure reflects the additional resources required to support continued growth in Western Australia's building and construction workforce, ongoing investment in training capacity and the increasing demand for workforce development initiatives across the industry.

Workforce Development programs remain the Board's largest area of investment, with funding of $81.9 million in 2026-27. These programs include direct wage subsidies, support for registered training organisations and initiatives designed to increase the number of skilled workers available to the industry. This represents an increase of approximately 45.2% compared with the 2025-26 Operational Plan allocation

The allocation supports continued investment in Employer Grants, Capital Grants, the Group Training Organisation (GTO) Wage Subsidy Program, Supplementary Skills training, Work Health and Safety programs and Future Skills Innovation Grants. The increased funding reflects projected workforce growth, the Board's investment in expanding training capacity across the State, and improvements to ICT systems that enable the Construction Training Fund to administer and process grants and subsidy claims more efficiently. The allocation also includes $12.2 million for the GTO Wage Subsidy Program, which continues to play a significant role in supporting apprenticeship and trainee commencements and strengthening workforce capacity across the building and construction industry.

The Board has allocated $13.8 million to Apprentice Attraction and Retention initiatives in 2026-27. These programs are aimed at attracting and retaining apprentices in the building and construction industry and supporting a steady pipeline of skilled workers for the future. Direct financial support to apprentices through the Apprentice Support Bonus, Apprentice Tool Allowance, Travel and Accommodation Allowance and Pre-Apprentice Award represents approximately 63% of this funding allocation.

Additional investment in scholarships, mentoring, Try-a-Trade initiatives and the Driver's Licence Program supports recruitment, participation and completion of training pathways. Funding for these programs has been aligned to the expected demand for these services and contributes to the Board's objective of increasing the number of skilled workers entering and remaining in the Western Australian building and construction industry.

Career Promotion and Sponsorship initiatives have been allocated $2.6 million in 2026-27 to continue promoting careers in the building and construction industry through advertising campaigns, sponsorships, industry engagement activities, presentations, workshops and awareness initiatives. Funding is also provided for industry and apprentice excellence awards that recognise achievement and excellence across the sector. These activities support the Board's objective of positioning the construction industry as a career of choice and ensuring industry participants are aware of the programs, grants and services available through the Construction Training Fund.

The Board's 2026-27 expenditure program aligns with the priorities identified in the interim Strategic Plan and supports its vision of a construction industry that is safe, skilled, sustainable and a career of choice for all. Through continued investment in workforce development, apprentice support and training innovation, the Board aims to ensure Western Australia has the skilled workforce required to meet future construction demand.

Section 40 Estimates for 2026-27

Statement of Comprehensive Income

	Budget Estimate 2026-27 (000s)
INCOME	
BCIT Levy	102,542
Interest Revenue	4,826
TOTAL INCOME	107,368
EXPENSES	
Employee Benefits Expense	5,805
Grants and programs	98,289
Supplies and Services	9,151
Accommodation Expenses	391
Depreciation and Amortisation	393
Finance Costs	11
Other expenses	127
TOTAL EXPENDITURE	114,167
DEFICIT FOR THE PERIOD	-6,799

Section 40 Estimates for 2026-27

Statement of Financial Position

	Budget Estimate 2026-27 (000s)
ASSETS	
Current assets	
Cash and cash equivalents	11,377
Investments	109,386
Restricted cash and cash equivalents	0
Receivables	162
Other current assets	1,730
Total Current Assets	122,655
Non-current assets	
Property, plant and equipment	8,829
Right-of-use assets	133
Total Non-current Assets	8,962
TOTAL ASSETS	**131,617**
LIABILITIES	
Current Liabilities	
Payables	211
Employee related provisions	752
Lease liabilities	42
Other provisions	15,304
Total current liabilities	16,309

Section 40 Estimates for 2026-27

Statement of Financial Position (continued)

	Budget Estimate 2026-27 (000s)
Non-current liabilities	
Employee related provisions	240
Lease liabilities	105
Other provisions	0
Total Non-current Liabilities	**345**
TOTAL LIABILITIES	**16,654**
NET ASSETS	**114,963**
EQUITY	
Contributed equity	114,963
TOTAL EQUITY	**114,963**

Section 40 Estimates for 2026-27

Statement of Cash Flows

	Budget Estimate 2026-27 (000s)
CASH FLOWS FROM OPERATING ACTIVITIES	
Receipts	
Levy receipts from project owners	102,542
Interest receipts	5,189
GST receipts from taxation authorities	300
Payments	
Employee benefits	-5,740
Grants and programs	-98,289
Supplies and services	-9,193
Accommodation	-391
Finance costs	-11
Other operating payments	-85
GST payments on purchases	-300
NET CASH USED IN OPERATING ACTIVITIES	**-5,978**

Section 40 Estimates for 2026-27

Statement of Cash Flows (continued)

	Budget Estimate 2026-27 (000s)
CASHFLOWS FROM INVESTING ACTIVITIES	
Payments	
Purchase of non-current assets	-500
NET CASH USED IN INVESTING ACTIVITIES	**-500**
CASH FLOWS FROM FINANCING ACTIVITIES	
Payments	
Principal elements of lease payments	-31
NET CASH USED IN FINANCING ACTIVITIES	**-31**
Net decrease in cash and cash equivalents	-6,509
Cash and cash equivalents at the beginning of the period	127,272
CASH AND CASH EQUIVALENTS AT THE END OF THE PERIOD	**120,763**


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GO IT ONCE
DO IT RIGHT

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