MASTER BUILDERS
AUSTRALIA

Senate Economics Reference Committee

Inquiry into Australia's electrification efforts

September 2023

+61 2 6202 8888
+61 2 6202 8877

enquiries@masterbuilders.com.au
www.masterbuilders.com.au

Level 3, 44 Sydney Avenue
Forrest ACT 2603

PO Box 7170
Yarralumla ACT 2600

Attn: Senate Standing Committees on Economics
PO Box 6100
Parliament House
Canberra ACT 2600

Submitted via: economics.sen@aph.gov.au

Executive Summary

Master Builders Australia (Master Builders) provides the following response to the Inquiry terms of reference.

Section 1 of this submission provides background on Master Builders, the value of building and construction to the economy and the Master Builders Sustainability Goals. Section 2 responds to six of the Inquiry terms of reference with a focus on the areas most relevant to Master Builders.

More sustainable building practices and a commitment to achieve net zero is part of the Master Builders goal to reduce the environmental impact of the built environment.

The benefits of electrification and net zero residential buildings are widely published. The challenge in achieving goals in this space is fairly and equitably managing upfront costs. A balance must be made between policy reform and regulatory change and the capacity of the electricity network and building and construction industry to deliver.

Capacity needs to be better recognised in future planning for net zero transformation of the built environment.

Barriers can be overcome through actions that contribute to decrease cost and enable productivity. Change requires:

- a combination of considered and measured approaches towards regulatory intervention
- minimising construction timeframes
- effective incentives to ease cost burdens
- a clear view on the capacity and capability of the market to deliver
- effective information and education resources for energy consumers, property owners and industry to better understand and navigate requirements and outcomes.

The COVID-19 pandemic and subsequent economic shocks prove that we need to factor contingencies for these situations into long-term planning. There needs to be a broader acceptance that additional transition periods might be needed to navigate these types of circumstances.

The pressure of change fatigue needs to managed by reasonable sequencing of reform milestones and long term signalling. At the same time industry needs to be supported with tools for educating and upskilling for net zero transformation.

Effective strategies must be implemented by Government that attract new workers to the industry in current and emerging occupations.

Strategies must also retain existing workers and ensure they keep pace with evolving skills and knowledge. Simpler migration pathways for construction workers will play a role, but importantly, Jobs and Skills Australia together with BuildSkills Australia and other key Industry Skills Councils need to forecast skills needs, connect industry with opportunities to innovate and develop workforce capabilities.

New buildings have done the heavy lifting on energy performance. Government now needs to shift its focus to renewable energy connection and capacity as well as improving performance of existing homes.

While States and Territories are responsible for regulating change around renewable energy use and connection at the development stage of subdivisions for new homes it is best achieved in a coordinated way under national leadership. The approach adopted by the ACT and Victoria using regulation and incentives provide a model for other jurisdictions to consider.

To offset the cost of transition, governments are offering consumers low-cost finance to upgrade homes and banks are developing green finance products. There are mixed views about the effectiveness of these schemes. The success or otherwise of these incentives needs to be closely evaluated as they progress. The taxation system could be used more effectively to offset electrification costs and the transition to net zero.

A commitment from the Government to establish a Built Environment sector focus around energy transformation could help guide the implementation and capacity building process.

This process and the Government's commitment to updating the *National Trajectory Plan for Low Energy Buildings* and *Report for Achieving Low Energy Existing Homes* should form the basis of a national plan to guide the transition away from fossil fuels and to a renewable energy net zero system in the most cost-effective way.

Section 1: Industry Overview

About Master Builders Australia

Master Builders Australia (Master Builders) is the nation's peak building and construction industry association which was federated on a national basis in 1890. Master Builders' members are the Master Builder State and Territory Associations.

Over 130 years, the movement has grown to over 32,000 businesses nationwide, including the top 100 construction companies. Master Builders is the only industry association that represents all three sectors, namely residential, commercial and engineering/civil construction.

Australia's building and construction industry

Building and construction is one of the largest sectors of the Australian economy. Latest Australian Bureau of Statistics (ABS) figures indicate that the total value of building and construction over the year to June 2023 totalled $269.7 billion, an amount equivalent to 10.0 per cent of total GDP.

The building and construction industry employs 1.31 million people. About 86 per cent of jobs in the industry are full-time in nature – a far higher proportion than in the rest of the economy. Construction has consistently been the largest provider of full-time jobs over many decades.

The most recent ABS data indicates that at 30 June 2023, there was a total of 444,419 construction businesses in operation across Australia. This is more than every other sector. The overwhelming majority (98.7 per cent) are small businesses with fewer than 20 employees. More than half of construction businesses (58.0 per cent) have no employees at all, typically operating as sole traders or partnerships.

The small size of construction businesses is reflected in their pattern of turnover. The majority (57.2 per cent) turn over less than $200,000 per year. Just 1.4 per cent of building and construction businesses have annual revenues in excess of $10 million.

The structure of construction activity means that the support it provides to other parts of the economy is strong. This is because there is a high domestic content to the industry's inputs including building materials, labour and professional services. As a result, it is estimated that for every one million dollars' worth of residential building activity the entire economy is better off to the tune of three million dollars. In addition, one million dollars' worth of building and

construction activity is estimated to support a total of nine full-time jobs across Australia's economy – including three jobs in sectors outside building and construction.

In terms of outputs, about $121 billion of civil and engineering construction was undertaken over the year to June 2023. In addition to this, residential building work totalled $90.5 billion over the same period with $58.3 billion in non-residential building activity.

Latest figures show that work started on approximately 179,600 new homes over the year to March 2023, of which 1113,920 were detached houses (63 per cent). Over the same period, about 174,838 new homes were completed and became available to live in for the first time.

This means that a roof was put over the heads of an additional 454,000 Australians.

Over the year to March 2023, building work began on 3,300 new units of public housing. At just 1.8 per cent, the share of new home building accounted for by the public sector is quite low by historic standards and this represents a key challenge going forward.

Master Builders Sustainability Goals

Master Builders released the Building and Construction Industry Sustainability Goals 2050 in July 2023. These goals outline Master Builders' commitment to fostering a more robust and sustainable industry.

By addressing critical issues affecting business performance, minimising risks, and maximising opportunities through an Environmental, Social, and Governance (ESG) framework, we aim to shape a sustainable future for businesses, workers and communities.

The Sustainability Goals are set to be achieved by 2050, with specific milestones set for 2030. Supporting these goals are three-year action plans, ensuring accountability and progress towards a sustainable future.

The specific ESG Goals include:

Environment

Net zero built environment

Buildings built to enable net zero emissions.

Resilient built environment

Building laws, standards, and performance are at an appropriate level to meet the health and wellbeing needs of our future population and contribute to better building outcomes.

Circular economy

The building and construction industry minimises its environmental footprint by reducing its quantum of waste, adopting best practice recycling programs, and minimising its water usage.

Social

Fair and safe workplace conditions

To achieve a sustained and ongoing reduction in fatalities and injuries within the building and construction industry.

Equality, diversity and inclusion

That the building and construction workforce reflects the Australian population.

Mental health

To ensure the building and construciton industry is known as a sector that fosters and supports positive workplace mental health and has eliminated (or substantially reduced) the incidence of suicide amongst industry participants.

Governance

Business conduct

The structures, frameworks and relationships in the industry supply chain reflect a profitable and sustainable outcome for all.

Community engagement

That the industry has developed and implemented best practice standards in community engagement.

Section 2: Response to Inquiry Terms of Reference

(a) The economic opportunities of household electrification, including but not limited to

(i) Long-term reduction of energy price inflation

When assessing the benefit of reforms in regard to delivering housing net zero targets, the focus is often on the wider economic, social and environmental factors. These include lower energy costs, avoided network investment, new job opportunities, healthier homes that are more resilient to extreme weather and reduced greenhouse gas emissions.

The Australian Sustainable Built Environment Council's (ASBEC) Built to Perform report shows that setting strong energy standards for new buildings could reduce energy bills by up to $29 billion, cut energy network costs by up to $13 billion and deliver at least 78 million tonnes of cumulative emissions savings across Australia.

ASBEC's Unlocking the Pathway report notes that electrifying the built environment could deliver $49 billion in energy saving nationally between 2024 and 2050 compared to business as usual and 199 million tonnes of avoided CO2-e emissions.

Realising these benefits requires increased upfront cost regarding the energy network and the building industry and supply chain transformation.

The immediate challenge is balancing policy reform and regulatory settings with electricity network and sector capacity to bring about change in a more affordable and effective way.

The Australian Energy Market Operator (AEMO) *2022 Integrated System Plan for the National Electricity Market (NEM)* identifies a path to support rapid network transformation for meeting significant demands for electricity as homes, vehicles and industrial applications transition. It includes trebling firming capacity from alternatives to coal, adapting networks and markets and installing more than 10,000 km of new transmission.

Managing energy price inflation should not come at the expense of increased construction costs. The Government's to establish a built environment sector focus around energy transformation should help guide the implementation and capacity building process. Details of what this looks like are yet to be established.

This process and the Government's commitment to update the *National Trajectory Plan for Low Energy Buildings* and *Report for Achieving Low Energy Homes* should form the basis of a national plan to guide the transition away from fossil fuels and to a renewable energy net zero system in the most cost-effective way.

(ii) Long-term employment opportunities

There is an urgent need to boost workforce capacity in the building and construction sector. The transition to net zero adds more employment pressures and new opportunities going forward for current and emerging occupations, retraining existing workers and ensuring they can keep pace with evolving skills and knowledge. This cannot be achieved without investment in the workforce and the education and training that underpins it.

To boost workforce capacity, Jobs and Skills Australia (JSA), BuildSkills Australia and other key Industry Skills Councils must play a role in forecasting skills needs, connecting industry with opportunities to innovate and developing workforce capabilities.

Currently, building and construction needs half a million workers by 2026 to replace existing attrition rates in traditional areas of work.

In Master Builders' Future Proofing Construction: A Workforce Blueprint we estimate 486,000 workers will be needed and that half of these workers will be in technician and trade roles, the vast majority of which enter through trade apprenticeships.

This does not account for the additional workers who will be needed to achieve net zero.

National Skills Commission (now JSA) projections to November 2026 show project employment growth for construction over this period increasing by 5.8 per cent. Construction is the fifth fastest growing industry after the care industry; professional, scientific and technical services; education and training; and accommodation and food.

For the clean energy industry, the International Energy Agency estimates around 30 million new skilled clean energy jobs will be required worldwide by 2030.

In Australia, the Clean Energy Council notes the sector employs 30,000 people across large-scale renewable energy construction operation and maintenance and small-scale roof top solar PV design and installation. If the anticipated renewable energy generation projects proceed, an additional 50,000 jobs will be needed.

The recently released Employment White Paper identifies that the clean energy workforce will need to increase by around 30 per cent by 2033 to deliver net zero transformation ambitions. This represents an increase of around 213,000 workers. The clean energy supply workforce alone is projected to increase by around 127 per cent.

JSA defines the clean energy supply workforce as the workers whose employment relates directly to the generation of renewable energy and includes hydro-electricity generation, hydrogen, offshore wind generation, wind generation and solar generation.

(iii) The scaling up of domestic capacity

In its submission to the Inquiry, ASBEC identifies the need for a national electrification plan to support the scaling up of domestic capacity. Such plan would provide the market with the signals appropriate to ensure a smooth transition of the existing building stock to all electric and the roll-back of gas delivery systems.

ASBEC also identifies that a national approach has the potential to offer economic benefits in terms of consistency, economies of scale, market certainty, increased investment, job creation, export opportunities, reduced energy costs, and environmental benefits. This approach can provide a more comprehensive and coordinated approach to address the economic aspects of transitioning to clean energy and improving sustainability, compared to a fragmented jurisdiction-by-jurisdiction approach.

A roadmap is required to guide the implementation of net zero processes that recognises industry capacity needs so objectives can be effectively and affordably delivered.

The scale of the need to reach net zero emissions by transitioning away from fossil fuel energy is only matched by the significance of the effort and impact of transition. Several reports have been released that demonstrate the scale of this, including:

- The Property Council and Green Building Council *Every Building Counts* report which notes that to transition 85% of homes off gas by 2040 requires retrofitting 5,000 homes per week until 2040, starting in 2023.

- The Grattan Institutes *Getting Off Gas* report identifies around 5 million households across Australia are on gas. It goes on to say that Victoria will need 200 homes to come off gas every day until 2045 to achieve net zero.

The scale of the retrofitting need, combined with a shortage of electrical workers and other trades is a clear example of the practical challenges of energy transformation. Each project to remove gas and replace with electricity in an existing building will require estimators, lawyers, builders, electrical workers and more.

As we start working on new buildings it may also become apparent that there are building defects that need to be addressed. This highlights the need for whole of life building and maintenance plans for apartments and units in particular, so people are better informed about the quality of an existing building, where it is in its lifecycle and have better information to determine whether retrofit or knock-down rebuild is the best course of action.

A commitment from the Government to establish a Built Environment sector focus around energy transformation can help guide the implementation and capacity building process. Details of what this looks like are still to be established. This process and the Government's commitment to update the *National Trajectory Plan for Low Energy Buildings* and *Report for Achieving Low Energy Existing Homes* should form the basis of a national plan to guide the transition away from fossil fuels and to a renewable energy net zero system in the most practical and cost-effective way.

(b) The macro-barriers to increasing the uptake of home electrification

The electric and net zero transformation is happening at the same time Australia is struggling with the cost of doing business and living; and while we are seeking to build more affordable housing.

Cost and industry capacity to deliver are the main barriers to increasing the electrification uptake.

Actions that contribute to bringing down cost and enabling productivity are key to the pace and effectiveness of transformation. This requires:

- a combination of considered and measured approaches towards regulatory intervention
- minimising construction timeframes
- effective incentives to ease costs
- a clear view on the capacity and capability of the market to deliver
- effective information and education resources for energy consumers, property owners and industry to better understand and navigate change.

While the bulk of home building costs are generated by labour and materials, the burden of regulation and indirect costs is considerable and has a detrimental impact on the capacity of the industry to deliver affordable homes.

While regulation can encourage faster change, there must be clarity about the practical realities of doing so and have a better plan to manage Australia's capacity to reach net zero. So often this is where we fail in the change process, which results in a loss of confidence and a fragmented reform process.

The disparate nature of the adoption by states and territories of 7-Star and whole of house energy efficient measures for residential buildings in the 2022 National Construction Code (NCC 2022) is evidence of these implementation challenges.

Although the federation of Building Ministers had broadly agreed on a small transition period to accommodate industry and government capacity issues, closer to the time of adoption of the new NCC, respective jurisdictions extended transition timeframes and have specified particular/different requirements for adoption. This could have been avoided if the Australian Building Codes Board (ABCB) had recommended to Building Ministers a longer transition, which is something Master Builders advocated for in preliminary consultation on the NCC 2022.

The COVID-19 pandemic and subsequent economic shocks proved we need to factor contingencies for these situations into long-term planning. There needs to be a broader acceptance that additional transition periods might be needed to navigate this type of change.

It is important that regulatory interventions are minimised and carefully considered. The NCC is already driving change in new buildings, with requirements aimed at reducing need for heating and cooling and for use of more energy efficient appliances. There have been advances in the quality, efficiency and availability of electrical appliances and their associated technologies, largely underpinned by a national product rating system. This has supported a positive uptake by consumers and shift to more efficient electrical equipment.

Energy performance improvements in new buildings have been implemented over the past 23 years. This continues through ongoing regulatory changes in building codes and standards. In 2003 there commenced a focus on thermal performance. Provisions for water heating, water pumps and lighting were introduced in 2010 and more recently further thermal stringency increases (6- to 7-Star NatHERS). A whole-of-house energy performance budget and electric vehicle-ready (EV) requirements have been introduced in the NCC 2022.

More thought is required regarding access to and requirements for EV charging. While the convenience of charging in your own home is preferable, there are challenges in respect of safety, space and complexities of implementation for apartment buildings. By way of example, we do not have petrol bowsers in our own homes/apartments, which raises the question of whether it is appropriate to mandate EV charging in buildings. A combination of capacity to charge in the home and through charging stations needs to be developed further in a more considered plan regarding future requirements for safe EV charging.

The next focus for improving housing performance should be on retrofitting existing buildings. Seventy per cent of existing housing stock is more than 20 years old and the average star rating for existing homes is 1.7 compared with newly built 6-star homes and future homes shifting to 7-star.

The introduction of national mandatory disclosure schemes for the energy performance of buildings is being progressed by Government. This will raise consumer awareness and drive demand for better performing homes. It should be made an urgent priority.

In regard to network capacity, a review of energy market regulation is needed to ensure barriers to investment in electricity upgrades don't exist in legislative frameworks.

While States and territories are responsible for regulating change around renewable energy use and connection at the development stage of subdivisions for new homes it is best achieved in a coordinated way under national leadership. The approach adopted by the ACT and Victoria using regulation and incentives provide a model for other jurisdictions to consider.

(c) The total upfront cost and longer-term benefits of household electrification and alternative models for funding and implementation

Master Builders, while supportive of the objective for net zero-ready buildings, acknowledges that risks involved with a regulatory shift need to be clearly established, quantified and where possible minimised for reforms to be effective.

A future with highly efficient electrified homes, workplaces and industry using efficient appliances and equipment that are all powered by a reliable, affordable and renewable grid comes at a cost that needs to be delivered in an equitable way.

ASBEC's Unlocking the Pathway report notes that electrifying the built environment could deliver $49 billion in energy saving nationally between 2024 and 2050 compared to business as usual and 199 million tonnes of avoided CO2-e emissions.

ASBEC's Built to Perform report showed that setting strong energy standards for new buildings in the NCC could, between now and 2050, reduce energy bills by up to $29 billion, cut energy network costs by up to $13 billion and deliver at least 78 million tonnes of cumulative emissions savings across Australia.

The ABCB regulatory impact assessments identify where the immediate cost pressures will be as a result of NCC 2022 changes. The Consultation Regulatory Impact Statement identified that wholesale energy costs would have to increase and housing upgrade costs decrease to break even in its cost-benefit analysis. The analysis indicated that there would be a net societal cost for the options it presented.

The variability of costings in regulatory impact assessments needs to be better recognised. In the right circumstances, costs of improving energy performance can be minimal but there are

also cases where costs are quite substantial. This applies to the private market as well as social and community housing.

Master Builders – in its submission to the 2019 ABCB scoping study on proposed NCC 2022 residential energy efficiency changes – identified that costs were in the range $5,000 to $20,000 per home. This estimate did not include costs for administration, redraws, processing and assessments, time delays, retraining, use of expert consultants and condensation-related risks.

Misunderstood impacts of implementation are not effectively costed. There needs to be a more realistic view about the capacity of industry to change and government to bring about that change.

There are builders like Arden Homes leading the transition to electrification. They offer 100 per cent carbon neutral homes at no extra cost to the consumer, despite there being a cost to electrify. The costs associated with electrification in this case relate to installation of three phase power ($700), induction cook-tops and ovens ($1,200), heat pumps for water ($2,400), reverse cycle electric heating and cooling ($8,500), which in total is $12,800. Arden Homes identifies for a total electric house with solar, gas bill savings of up to $2,000 per year; and that consumers never need to use gas again. This could equate to a reduction in greenhouse gas emissions of up to one tonne.

In addition, the NCC is driving change around better performing buildings through improvements to thermal fabric and adoption of more energy efficient appliances. There have been advances in the quality, efficiency and availability of electrical appliances and their associated technologies, underpinned by a national product rating system. This has supported a positive uptake by consumers and a shift to high quality electrical equipment.

The ongoing three-year cycle of NCC amendments continues to raise the bar on cost and human capital with a prolonged cycle of changing construction methods and practices. Even before previous Code changes have been applied and embedded in construction processes, new and substantial Code changes are being developed and implemented for the next iteration of the Code. Changes are effectively becoming redundant quickly, and education is not keeping pace with changes. The pressure of change fatigue needs to be managed by reasonable sequencing of reform milestones and long term signalling. At the same time industry needs to be supported with tools for educating and upskilling for net zero transformation.

To offset the cost of transition, governments are offering consumers low-cost finance to upgrade homes and banks are developing green finance products. There are mixed views about the effectiveness of these schemes. The success or otherwise of these incentives will need to be evaluated in the future.

The taxation system could be used more effectively to offset electrification costs and the transition to net zero. The current design of the taxation system means that the financial incentives for making improvements to rental accommodation are very small, with capital works only deductible over a 40-year horizon. One way which this could be remedied is by providing more favourable tax treatment to capital spending targeted at improving the quality and performance of rental stock. This might include capital works which enhance the energy efficiency and accessibility of homes on the rental market.

(e) The optimal timeline for household electrification accounting for the likely timing of decarbonising electricity

All Australian State and Territory governments are committed to net zero emissions by 2050 or earlier and all industries have a part to play in contributing to reducing emissions as part of this commitment. In 2019, the *Trajectory for Low Energy Buildings* and *Report for Achieving Low Energy Existing Homes* were produced by government. These reports outline a pathway towards achieving net zero energy (and carbon ready) buildings to 2030 through ongoing increments of change in the NCC. The Federal Government has committed to updating these plans.

Master Builders, while supporting the objective of net zero ready buildings, acknowledges that the risks involved with a regulatory shift need to be clearly established, quantified and where possible minimised for reforms to be effective.

Good consultation on a renewed trajectory plan for low energy buildings and low energy existing homes will be critical to getting the plan right. Moderation of different perspectives in a realistic and workable plan will be needed for future changes.

Master Builders continues to support a broad aspirational trajectory plan. A shared commitment to effectively working up and testing options should be the driver of the reform process, alongside theoretical targets.

(h) Solutions to the economic barriers to electrification for low-income households

The Australian Council for Social Services (ACOSS) has developed a plan of actions for delivering higher performing homes for vulnerable households. This blueprint provides an overview of minimum energy efficiency standards for rentals and goes into detail about the scope, models and assessments for standards, certification and compliance requirements, incentives, renter protections, and governance. It also provides suggestions and recommendations from the community sector, based on a set of overarching principles.

In addition, the taxation system could be used more effectively to offset electrification costs and the transition to net zero. The current design of the taxation system means that the financial incentives for making improvements to rental accommodation are very small, with capital works only deductible over a 40-year horizon. One way which this could be remedied is by providing more favourable tax treatment to capital spending targeted at improving the quality and performance of rental stock. This might include capital works which enhance the energy efficiency on the rental market.

The ACOSS report recommendations and tax reform incentives should be considered further in a national plan for electrification of buildings.

Government's commitment to a built environment sector focus on energy transformation and update of the National *Trajectory Plan for Low Energy Buildings* and *Report for Achieving Low Energy Existing Homes* form the basis of a national plan to guide the transition away from fossil fuels and to a renewable energy net zero system in the most cost-effective way.

(i) The effectiveness of existing Australian Federal, state and local government initiatives to promote and provide market incentives for household electrification

New buildings have already done the heavy lifting on energy performance and adoption of more efficient electric appliances and systems. Government now needs to shift its focus to renewable energy connection and capacity to service demand for electrification as well as initiatives to incentivise improving performance of existing homes.

While States and territories are responsible for regulating change around renewable energy use and connection at the development stage of subdivisions for new homes it is best achieved in a coordinated way under national leadership. The approach adopted by the ACT and Victoria using regulation and incentives provide a model for other jurisdictions to consider.

The taxation system could be used more effectively to offset electrification costs and the transition to net zero. The current design of the taxation system means that the financial incentives for making improvements to rental accommodation are very small, with capital works only deductible over a 40-year horizon. One way which this could be remedied is by providing more favourable tax treatment to capital spending targeted at improving the quality and performance of rental stock. This might include capital works which enhance the energy efficiency on the rental market.

The capacity of the electricity network and the building and construction sector to bring about change in a more affordable way needs to better recognised in future planning for net zero transformation of the built environment.

As part of a national plan for electrification and to coordinate efforts around the transition to net zero, a roadmap is needed to manage the implementation process and the capacity of industry to effectively and affordably deliver net zero objectives.

Good consultation on a renewed trajectory plan for low energy buildings and low energy existing homes will be critical to getting the plan right. Moderation of different perspectives in a realistic and workable plan will be needed to deliver an effective plan for future changes.

The COVID-19 pandemic and subsequent economic shocks prove we need to factor contingencies for these situations in long term planning. There needs to be a broader acceptance that additional transition periods might be needed to navigate change.

The pressure of change fatigue needs to be managed by reasonable sequencing of reform milestones in future plans for electrification and net zero transformation. At the same time industry needs to be supported with tools for educating and upskilling.

A commitment from the Government to establish a built environment sector focus for energy transformation can help guide the implementation and capacity building process for the building and construction sector. Details of what this looks like are still to be established. This process and the Government's commitment to update the National *Trajectory Plan for Low Energy Buildings* and *Report for Achieving Low Energy Homes* should form the basis of a national plan to guide the transition away from fossil fuels and to a renewable energy net zero system in the most cost-effective way.

Effective strategies need to be implemented by Government that support attracting new workers into the industry for current and emerging occupations, retaining existing workers and ensuring they can keep pace with evolving skills and knowledge. The work of newly formed industry skills councils and simpler migration pathways for construction workers will play a key role in this.

To support boosting workforce capacity, Jobs and Skills Australia together with BuildSkills Australia and other key Industry Skills Councils need to play a key role in forecasting skills need, connecting industry with opportunities to innovate and developing workforce capabilities.

Contact

For further information on this submission, please contact Ms Alex Waldren, National Director Industry Policy (alex.waldren@masterbuilders.com.au).

Master Builders Australia Limited
ABN 68 137 130 182
Level 3, 44 Sydney Avenue, FORREST ACT 2603
T: +61 2 6202 8888, F: +61 2 6202 8877, enquiries@masterbuilders.com.au, www.masterbuilders.com.au