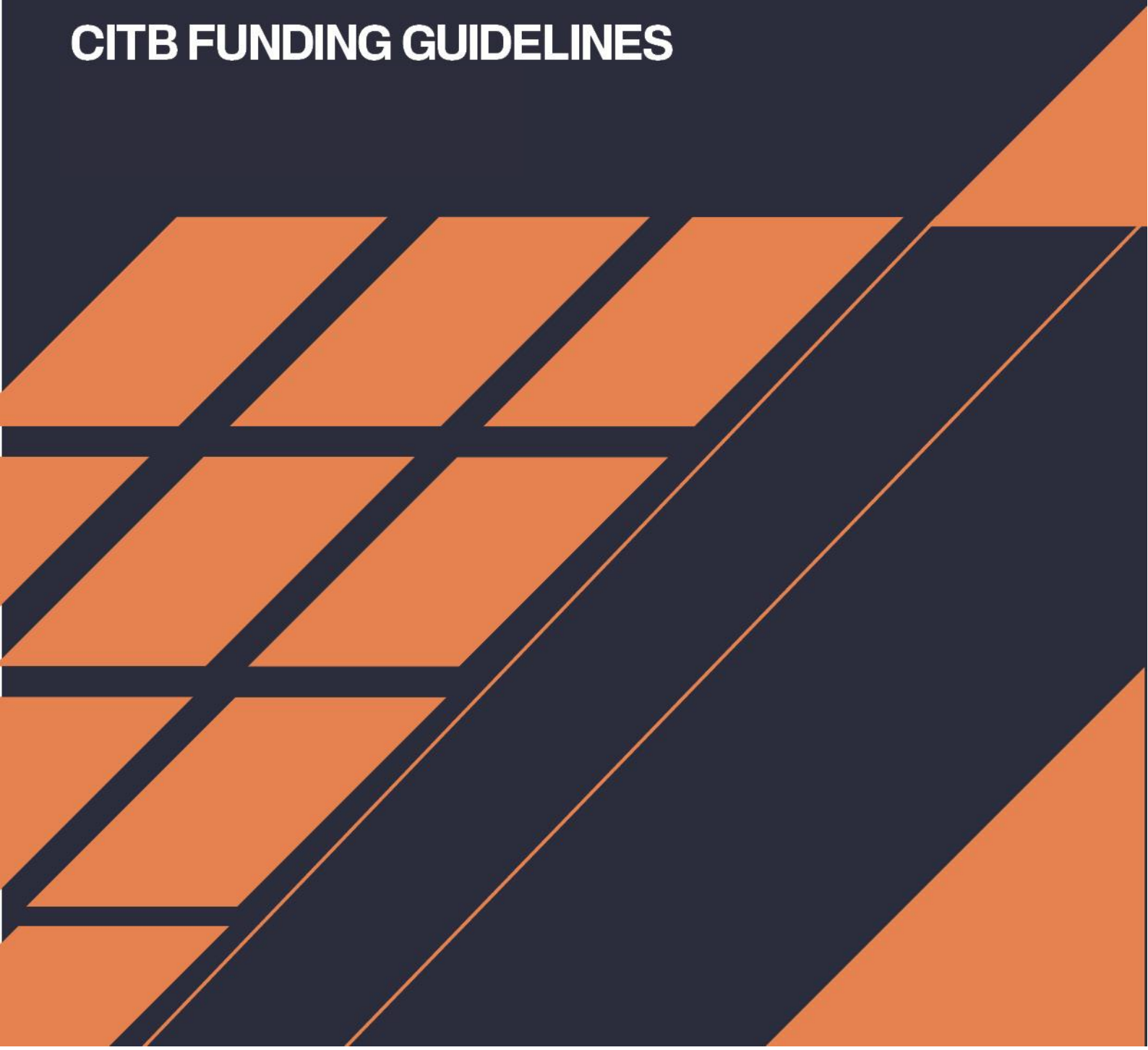




THE FUTURE IS  
YOURS TO BUILD

# D2C INDUSTRY IMMERSION PROGRAMS

## CITB FUNDING GUIDELINES



## D2C Industry Immersion Programs (Immersion Programs)

D2C Industry Immersion Programs provides a platform for industry to facilitate students learning about careers in construction and to support SA Government's Career Education and Pathways Strategy (CEPS).

### Immersion Program Objectives

The objectives of the Immersion Programs are:

- 1. Exposure to Career Paths and Employers:** Provide firsthand exposure to various construction apprenticeship pathways through real life experiences and industry collaboration, including trades with limited apprenticeship uptake. Achieve a positive change in student sentiment towards a career in construction.
- 2. Preparation for D2C:** Equipping students with skills for future success in the industry while meeting VETRO requirements for D2C FIPs and Advanced Skills Programs.
- 3. Promoting Diversity and Inclusion:** Promote diversity through initiatives like Women in Construction and First Nations Programs, welcoming students from all backgrounds, including those from regional and remote communities, to ensure equitable access to opportunities and support.
- 4. Building Collaborative Networks:** Foster collaborations among schools, students, Registered Training Organisations (RTOs), Group Training Organisations (GTOs), employers, and industry associations, establishing a robust network for future careers in construction.
- 5. Pipeline of Skilled Workforce:** Increase student participation in doorways2construction and facilitate a smooth transition into school-based apprenticeships and apprenticeships.

## Immersion Program Criteria

Immersion programs that CITB will fund **must** include hands-on activities, be interactive and connect with industry (see below). Additionally, immersion programs will meet the following criteria:

Program Type	Year Level	Program Length	Non-Accredited Training	Accredited Training	White Card
<b>Discover Construction</b> A short VET Taster that is a broad and exciting introduction to construction.	7 to 10	3 to 6 hours	✓	✗	✗
<b>Introduction to Construction (multiple trades)</b> Program that exposes students to a minimum of two trades/pathways that align to D2C FIPs and assist students with subject selection.	10 to 12	2 to 5 days	✓	✗	✓
<b>Trade Specific FIP Enhancer (one or more trades)</b> Programs that provide opportunities for students to practice and apply skills they have learned throughout their FIP. Enhance students' interest in Advanced Skills Cluster or school-based apprenticeship or apprenticeship opportunities.	FIP	3 to 5 days	✓	✗	✓

## Connect with Industry

Connection with industry is a vital component of industry immersion programs. This means students can hear firsthand what it is like to work in industry and make informed decisions about their future pathways.

By interacting with industry experts helps students understand the opportunities, demands and challenges faced by the construction industry. This insight is invaluable when choosing specific career paths or skill specialisations. Students can align their education and training with industry needs, making them more marketable to prospective employers.

Some opportunities to connect with industry may include:

### Industry speakers

Born to Build – Cassandra Green and Chris Blowes  
[cgreen@mbasa.com.au](mailto:cgreen@mbasa.com.au) | [cblowes@mbasa.com.au](mailto:cblowes@mbasa.com.au)

*The Born to Build program is designed to promote the variety of career pathways and options within the building and construction industry. A joint initiative between Master Builders SA and the South Australian state government, Born to Build aims to deliver the next generation of tradies by providing apprenticeship opportunities to South Australians who want to earn a wage while learning a trade.*

*Our Born to Build Field Coordinators work closely with independent, catholic and public schools, sporting clubs, community organisations and associations to promote the exciting and diverse career opportunities available in the building and construction industry. We do this by presenting to students using real life tasks so students can gain an insight into the various trades and provide resources.*

Brickstart SA – Leanne Cameron  
[leanne.c@brickandblock.org.au](mailto:leanne.c@brickandblock.org.au)

*The 'Brickstart SA' campaign is an essential component of the state's efforts to address the skills gap. The primary goal of this campaign is to bolster and empower the brick and blocklaying sector by creating new employment opportunities. A highly dedicated Industry Engagement Officer provides unwavering support and assistance in achieving this goal.*

### Group Training Organisations

Group Training Organisations often employ qualified tradespeople in field operations roles and can play a key role in supporting students in their employment pathways.

CITB endorsed Group Training Providers are listed on our website at [citb.org.au/help-resources/recruiting-apprentices](http://citb.org.au/help-resources/recruiting-apprentices).

### Capital Works

Schools often have capital building works and we strongly suggest you contact these businesses to connect with students to enhance your Immersion Programs.

## Funding

### Training Subsidy:

\$20.00 per hour per student

Cap: \$1,800.00 per day (this is based on 15 students and is equivalent to \$20.00 per student/hour).

Funding will be adjusted if minimum student numbers are not reached by \$120.00 per student.

With prior notification, flexibility on numbers may be considered for programs delivered regionally or to diversity groups.

### Regional Subsidy:

This support is a contribution only and is not intended to cover the total travel and accommodation costs of a provider.

#### Travel:

0.40c per km for providers travelling over 80km from their registered premises to deliver immersion programs.

**Cap: \$500 each way.**

#### Accommodation:

\$150 per night

**Cap: 5 nights (one trainer only)**

#### Example 1:

Happy Training, in Albert Park, are planning to deliver a three day immersion program to Port Lincoln High School.

A return trip from Port Lincoln to Albert Park is 1,290km.

Total subsidy eligible:

Travel to: 645 km x 0.40c = \$258.00

Travel from: 645 km x 0.40c = \$258.00

Total travel subsidy = \$516.00

Accommodation for three nights: 3 x \$150 = \$450

\$516 + \$450 = \$966

#### Example 2:

Happy Training, in Albert Park, are planning to deliver a five day immersion program for students in Whyalla. Happy Training also have a campus in Port Augusta.

A trip from Port Augusta to Whyalla is 76 km.  
This is not eligible for any regional subsidy.

### GST:

GST is included in CITB funding. This will be defined within the agreement.



Non accredited training



White card



Regional travel subsidy

### Conditions:

Funding recipients must:

- Be registered with CITB as an Endorsed Training Provider or Group Training Organisation.
- Provide a certificate of participation to students that acknowledges the support of CITB (template can be provided by CITB).
- Facilitate students to complete a post-program survey (CITB will provide a paper or online option)
- Acknowledge the support of CITB with the words “Proudly subsidised by CITB” and the doorways2construction logo on any promotional or marketing material.

### Approval Criteria:

Considerations in application approvals include:

1	Previous Performance	Evaluation of the applicant's past performance and achievements.
2	Duplication	Ensuring students/schools do not receive identical training from multiple sources.
3	Geographical Spread	Consideration of the distribution of programs across the state to ensure equal access and opportunities for students in various regions.
4	Industry Partnerships and Engagement	Assessment of the applicant's commitment to engaging industry stakeholders in the delivery of their program.
5	Promotion of Diversity and Inclusion	Provide opportunities for students from diverse backgrounds and ensuring equal access to the program for all.

## Application Process:

### Preparation

Applicant to consult with partner school/s and or alliances/cluster schools, DfE Pathway Advisors (if applicable), identify potential industry partners to support your programs.

### Submission

Applicant to complete an application form (current training providers that deliver D2C FIPs are provided this template, otherwise contact [citb@citb.org.au](mailto:citb@citb.org.au)) and submit the form to CITB.

### Review and Approval (2 weeks) | After receipt of application

Applications will be reviewed by considering alignment with our application criteria and available budget.

Successful applicants will be notified of the funding approval and any specific terms and conditions associated with the funding confirming:

- funding subsidy total
- program reference numbers for each program
- invoicing requirements

Approvals may be impacted by CITB closure/skeleton staff between Christmas and early January.

### Additional Programs

Throughout the year providers may wish to apply for funding to deliver additional programs. Additional Programs will be limited to available budget.

## Acronyms/Definitions

### **ATP**

#### **Annual Training Plan**

The ATP outlines CITB's annual funding commitment and must be approved by the Minister for Education, Training and Skills each financial year.

### **CEPS**

#### **Career Education and Pathways Strategy**

Part of Department for Education's efforts to improve the education, training and skills outcomes for South Australian students.

### **CITB**

#### **Construction Industry Training Board**

A whole-of-industry led organisation that provides support to attract, train and retain South Australian building and construction workers by providing leadership in training and skills development.

### **D2C**

#### **doorways2construction**

The support provided by CITB for construction in schools programs and initiatives.

### **VETRO**

#### **Vet Readiness Orientation**

An upfront assessment, induction and orientation to VET carried out by an RTO.