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Tasmanian Government

DEPARTMENT OF STATE GROWTH

RTI 26-27-33 - the following has been released in relation to a request for information regarding the High-Vis Learning Hub

Dept. Ref MR26/1790

Critical Date

MEETING BRIEF NOTE FOR MINISTER SKILLS & JOBS

SUBJECT: HIGH-VIS ARMY FUNDING

Minister's notation:

Meeting Date: 29 June 2026, 11:00am

Attendees: Jenna Cairney, CEO of Master Builders Tasmania

Ben Shaw, Tasmanian Manager National Electrical and Communications Association

Benjamin Price, Executive Director of Housing Industry Association of Tasmania

Andrew Winch, CEO of Civil Contractors Federation Tasmania

Angela Bennett, Executive Officer Master Plumbers Tasmania

Jack Milbourne Snr Adviser Skills & Jobs

Venue: Level 5, 4 Salamanca Place, Hobart

Address: Level 5, 4 Salamanca Place, Hobart

Meeting Purpose:

- To discuss th High-Vis Army Project.
- To discuss High Vis Army interactions with Keystone Group

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out of scope



Industry Partnership Program - Macquarie Point Stadium ($1 million)

- Skills Tasmania engaged Keystone Tasmania, in its ministerial advisory role, to assist in the preparation of a workforce planning and training needs assessment for the proposed multi-purpose stadium at Macquarie Poin

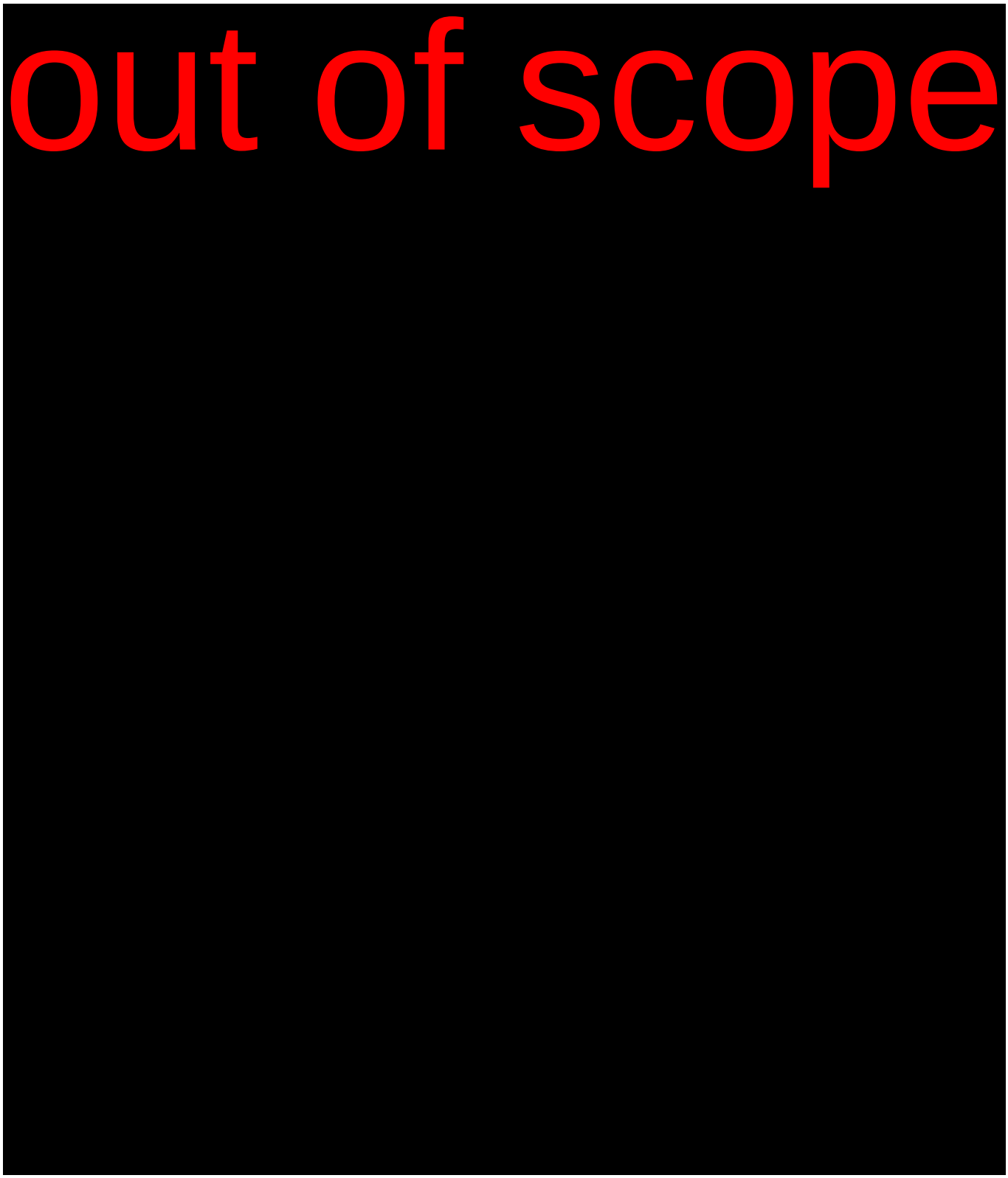
- The Workforce Planning and Training Needs Assessment was commissioned to ensure that the Government is well positioned to understand the training required to support the construction and operation of the Macquarie Point Stadium. It will also help inform prospective tenderers and the public of workforce opportunities.

- The Keystone Macquarie Point Stadium Workforce Training Plan is available on the Skills Tasmania website. Key points from the Plan include:

    - Construction of the proposed Macquarie Point stadium represents a transformative op ortunity to strengthen Tasmania's building and construction workforce and establish a long-term pipeline of skilled workers.
    - Estima es th t over 600 workers will be needed to build the proposed stadium, with a peak requirement of approximately 450 workers.
    - The Macquarie Point Economic Impact Analysis calculated the need for approximately 1,510 and 3,299 FTE using "job years," an economic metric that multiplies the number of jobs by the number of years each job is expected to last. In contrast, the Plan assumes the same workers will remain on the project throughout its duration.
    - Depending on availability of skilled and employment ready workers, over 50 per cent of the workforce could be comprised of local labour.
    - It is estimated that up to 150 apprenticeships or traineeships will be required but completion of these apprenticeships or traineeships through the proposed stadium project will be limited by the project's duration and, more specifically, the duration of individual work packages and their respective contracting arrangements.

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- In response to the opportunities outlined in the report, it was determined a program fund for the stadium workforce for up to $1M be planned, to fund the delivery of identified building and construction training skill sets providing additional stadium-focused pre-vocation work readiness training.



Attachments:

Attachment 1 - Macquarie Point Stadium Workforce Training Plan (106940/7/18/1)

From: Milbourne, Jack
To: Minister Ellis
Subject: FW: HVA Learning Hub a Stadium Legacy
Attachments: image001.png
image002.png
The HVA Learning Hub a Stadium Legacy - Final v4.0.pdf

Hey [redacted]

Can we get a minute from Skills on this please?

Jack

From: Andrew Winch [redacted]@ccftas.com.au>
Sent: Thursday, 23 July 2026 10:41 AM
To: Milbourne, Jack [redacted] @dpac.tas.gov.au>
Cc: Jenna Cairney [redacted]@mbatas.org.au>
Subject: Fwd: HVA Learning Hub a Stadium Legacy

Hi Jack

This is the final version I found a small error in the hard copy I gave you yesterday.

Cheers
Winchy

ANDREW WINCH
CHIEF EXECUTIVE OFFICER

CIVIL CONTRACTORS FEDERATION TASMANIA LIMITED
ABN 64 619 501 898

297 Elizabeth Street, North Hobart TAS 7000
P: [redacted] **M:** [redacted]
E: [redacted]@ccftas.com.au www.ccftas.com.au

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The High Vis Army

A Tasmanian Government Initiative

Macquarie Point High Vis Army Learning Hub

A learning space focused on the building and construction industry

MASTER BUILDERS TASMANIA

Master Plumbers Tasmania

CCF CIVIL CONTRACTORS FEDERATION TASMANIA

HIA

neca national electrical and communications association

Keystone TASMANIA

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High Vis Army Learning Hub

A building and construction industry collaboration

High Vis Army Learning Hub at Macquarie Point

A workforce growth proposal to build on the stadium legacy, delivered by the High Vis Army partnership: Civil Contractors Federation Tasmania (CCFTas), Master Builders Tasmania (MBT), Housing Industry Association Tasmania (HIA), Master Plumbers Tasmania (MPT), National Electrical and Communications Association Tasmania (NECA) and Keystone.

Developed by Andrew Winch and Jenna Cairney on behalf of the High Vis Army partners July 2026. Prepared for Skills Tasmania.

A learning space focused on the building and construction industry

The High Vis Army seeks government support for the construction of the infrastructure that forms the basis of a learning hub legacy, as well as the continued resourcing for the duration of the Macquarie Point Stadium build.

The High Vis Army peak bodies are ready to work with stakeholders from the moment of the contractor's appointment, to design the activation, engage with the community, develop training programs, and to do the heavy lifting on the schools.

Access to a once-in-a-generation project

The Macquarie Point Stadium is the largest single building project in Tasmania's modern history. Keystone's workforce plan estimates that completion of the project will need more than 600 workers, with a peak on-site workforce of around 450. It is a landmark job for whoever builds it. For the Tasmanian building and construction industry, it is both an opportunity and a risk.

The risk comes from the potential to consume the current workforce, pulling scarce trades away from the state's building sites, delaying the construction of the homes the state urgently needs, as well as commercial buildings, roads and everyday infrastructure projects, while driving up labour costs across every other construction project in Tasmania.

Conversely, the opportunities are presented by the chance to develop Tasmania's workforce, growing it bigger and stronger and drawing attention to construction as a career for a whole new generation. A project of this scale showcases feats of engineering, complex environmental considerations, and community and social engagement and impacts, as well as the extensive range of construction career pathways to deliver a large public space.

This is an opportunity to showcase – in real time – the working realities and excitement of such a project. Its location in the state's capital city provides proximity for many people and this enables access to many: students, potential workers, and the community.

The future of the Tasmanian construction workforce

It is widely acknowledged that with the pipeline of work ahead of us, workforce development has never been more important for the building and construction industry.

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Tasmania needs to grow its construction workforce from around 29,000 today to about 40,000 by 2033, while new apprentice numbers are going backwards (down 17.7% year on year in the September 2025 quarter), Master Builders Tasmania has reported. According to Master Builders Tasmania industry forecasts, roughly $6.98 billion of other non-residential building and $16.5 billion of engineering construction is required over five years and the same workers cannot build all of it.

The CCF Tasmania Workforce Development Plan notes that the civil construction industry is "facing significant growth over the next five years, with the Tasmanian Government's 10 Year Infrastructure Pipeline identifying $13.3 billion of infrastructure spending from now to 2030 … The projects in this substantial pipeline of work will require significant input from the civil construction industry and a significant strengthening of its workforce."

According to the HIA 2026 Small Business Conditions Survey, "skills shortages continue to be a major constraint" and 67% of builders surveyed report difficulty finding or keeping skilled workers.

The report by Keystone on workforce requirements for the stadium suggests that over 50% of the workforce could be comprised of local labour, but this figure will be influenced by the availability of skilled and employment-ready workers.

The only durable answer is to grow the pool of workers.

The stadium is the most visible construction project Tasmania will see in a generation. Used well, it is the perfect hook to pull the next generation of Tasmanians into the trades, for the commercial and residential markets as well as for the stadium itself.

The Plan: The High Vis Army Learning Hub

The proposal to build workforce capacity and engage a new generation of budding employees is launched with the High Vis Army Learning Hub: an industry-led school-to-trade program for Tasmanian construction, delivered by the whole industry on one shared calendar.

It will be delivered via an on-site industry HVA Learning Hub built at Macquarie Point development: a demountable facility, fitted out with tools and training equipment, that every Tasmanian student in Years 9 to 12 has the chance to visit during construction.

The HVA Learning Hub (a true shared resource representing all High Vis Army partners) will be resourced by a 1.3 FTE, so it is always accessible and staffed, and specialist presenters from stakeholders and industry partners will be coordinated through that role.

Visitors to the HVA Learning Hub will experience a real site tour and have the opportunity to undertake micro-credentials recorded on a statewide Construction Skills Passport, a work-readiness module, a brokered pathway into work experience and, ultimately, an apprenticeship with a local employer. When the stadium is finished, the HVA Learning Hub is demountable and can move to the next major project, such as the proposed housing development at Dowsing Point, so the legacy outlives the build.

The HVA Learning Hub provides an accessible learning centre for VET students, as well as students in other disciplines (such as business studies, environment and economics), the community, professional bodies, other workforce development programs and RTOs.

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Training will be delivered through the on-site industry HVA Learning Hub and, away from the site, through industry RTOs that are already supported by government funding.

A potential drawcard and student-based activity for consideration is that as part of the visit, alongside the main contractor, school students could make pavers that are laid into the stadium itself. Tasmanian kids will be able to walk into the finished building for the rest of their lives and stand on something they contributed to the whole.

> *The activation ensures that the stadium does not draw down the Tasmanian workforce, rather it visibly builds it, with a legacy that will impact thousands of Tasmanian students.*

This type of educational approach aligns with findings in Keystone's careers in schools research that found that all stakeholders agree on an approach that prioritises funding towards **real-world learning experiences** in order to draw students and young people into the industry.

Let's build this together: collaboration is the key to success

The High Vis Army has been working, growing and learning since its inception in 2021, and this proposal is the result of the collective wisdom gained so far on the journey.

A true partnership: The ongoing success of this proposal is based on collaboration across a range of stakeholders and partners, and we embrace the opportunity to work together to deliver workforce of the future.

Our key collaborative partners

- High Vis Army industry partners: we are proud of our existing track record of success in building workforce capacity and confident in it continuing in the delivery of this exciting project.
- Strong relationship with the contractor: we aim to establish a solid working relationship with the appointed contractor from the outset and ensure that we work with them to develop and grow the potential outcomes of this proposal.
- Macquarie Point Development Corporation: as the statutory authority responsible for the site it is vital that we collaborative with, and seek support from, Mac Point.
- Industry: engagement with industry will ensure that other potential opportunities and uses are identified and utilised.
- Keystone Tasmania: maintaining a strong working relationship with Keystone Tasmania will support alignment with industry workforce priorities, training initiatives and funding opportunities, while ensuring this project complements and strengthens broader workforce development efforts across the construction sector.
- Schools and DECYP: building a strong rapport, and even potentially becoming part of the curriculum, will drive the success of this project.
- Existing school programs, such as Beacon, so we collaborate instead of duplicate our efforts

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Funding allocation

High Vis Army Learning Hub costings

Item	EXCL GST
Prefab High Vis Army Learning Hub	$300,000.00
Site Services/Hook up to Existing/Lighting/AC	$150,000.00
Portable Amenities Facility x 4 DDA	$150,000.00
Training Equipment/IT/Tools/Safety Equipment	$150,000.00
Staffing: HVA Learning Hub Director & support (3 years)	$750,000.00
Mobile HVA Learning Hub (Regional activation)	$250,000.00
Total	**$1,750,000.00**

High Vis Army Partners

SIGNED for and on behalf of **Civil Contractors Federation Tasmania by Andrew Winch, CEO**

out of scope

SIGNED for and on behalf of **Master Builders Tasmania by Jenna Cairney, CEO**

out of scope

SIGNED for and on behalf of **Housing Industry Association by Benjamin Price, Executive Director, Tas**

out of scope

SIGNED for and on behalf of **Master Plumbers Tasmania by Angela Bennett, Executive Officer**

out of scope

SIGNED for and on behalf of **NECA Tasmania by Ben Shaw, Executive Director**

out of scope

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From: secretariat <secretariat@building.tas.gov.au>
Sent: Tuesday, 22 September 2026 4:33 PM
To: Minister Ellis
Subject: RE: **OVERDUE** MIN26/38378 (MR26/2271) - SKILLS & JOBS - Macquarie Point HVA Learning Hub - Stadium Legacy [SEC=OFFICIAL]

Hi [redacted]

I can't see a record of anyone having replied to this email so apologies if this is a double up, but please see the following advice from Skills:

Since the Briefing request this matter has been discussed at Premier/Minister level and is ongoing.

Our advice was to request close/NFA and should the matter progress beyond current status then the MO can re-issue a request for briefing. Noting that the proposal may have changed in the intervening weeks also.

The Director and GM are well across this matter and are in touch regularly with Minister Ellis' advisor about it.

Kind regards

[redacted]

From: Minister Ellis
Sent: Tuesday, 8 September 2026 1:43 PM
To: secretariat
Subject: **OVERDUE** MIN26/38378 - SKILLS & JOBS - Macquarie Point HVA Learning Hub - Stadium Legacy [SEC=OFFICIAL]
Importance: High

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Hi Team

Can you please advise when this Minute will be provided.

Cheers
[redacted]

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From: Minister Ellis
Sent: Friday, 24 July 2026 10:01 AM

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To: secretariat@building.tas.gov.au
Subject: MIN26/38378 - SKILLS & JOBS - Macquarie Point HVA Learning Hub - Stadium Legacy

Hi Team

Can BT please prepare a Minute for Minister Ellis re High Vis Army proposal, MacPoint.

Due 31 August – Please advise if you require more time.

Cheers
out of scope

out of scope
Executive Support Officer

Office of the Hon Felix Ellis MP
Minister for Police, Fire and Emergency Management
Minister for Business, Industry and Resources
Minister for Skills and Jobs
Minister for Innovation, Science and the Digital Economy
Liberal Member for Braddon

Level 5, 4 Salamanca Place, Hobart TAS 7000
03 6165 9405
out of scope@dpac.tas.gov.au

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