

SEPTEMBER 2022

NATIONAL OFFICE MONTHLY REPORT

FROM THE CEO

September started with the Jobs & Skills 2-day Summit in Canberra with the National President, Simon Butt, only one of 140 people in attendance. The Summit produced some positive outcomes relating to resolving the shortage of skilled workers but some concerns with industrial relations, particularly EBA arrangements.

The Federal Government agreed to establish a building and construction forum to discuss cultural issues in the industry, but it is disappointing that industrial relations is unlikely to be included in terms of reference. We await further detail.



24-26 NOVEMBER

HUNTER VALLEY 2022

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2022 NATIONAL EXCELLENCE IN
BUILDING & CONSTRUCTION AWARDS**

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While the Summit was meeting in Canberra, the rest of the Board, Member Association CEOs and senior national staff met in Melbourne for Policy Forum and Board meetings, along with hosting the National Business Excellence Awards. Important discussions covered industrial relations, the stress in the industry

and the commencement of a leadership framework to set ESG goals for the industry. It was great to hear from the winners of the awards as to what makes a successful business that was backed up by guest speaker Mr Greg Ellis, CEO of major event sponsor MYOB.



Greg Ellis, CEO of MYOB.



Carlisle Homes, Winner of the 2022 Large Residential Building Business of the Year.



Edifice Construction, Winner of the 2022 Small Residential Building Business of the Year.



Guideline ACT, Winner of the 2022 Medium Civil Construction Business of the Year.



Manteena Commercial, Winner of the 2022 Large Commercial Construction Business of the Year.



Nulook Homes, Winner of the 2022 Medium Residential Building Business of the Year.



Ward Civil & Environmental Engineering, Winner of the 2022 Large Civil Construction Business of the Year.



Simbuilt, Winner of the 2022 Small Commercial Construction Business of the Year

We have met with a number of Ministers, Shadow Ministers, Senior Advisors and senior officials over the last month to discuss an array of issues, including safety, industrial relations, housing, skills & training, building regulation, and government procurement. The key meeting for the month was a lengthy discussion with the Treasurer, Jim Chalmers MP, the Housing Minister Julie Collins MP, and myself to discuss future housing needs.

It was great to speak at two Women in building and construction events in Sydney and Darwin to highlight the importance of encouraging and supporting more women in our industry. We were able to highlight the various programs from the Women Building Australia Project.

We released our updated industry forecasts that show a bumpy ride for housing but a steady improvement for commercial and civil. Forecasts have been made available at Member Association Offices.

All of this activity was reflected in media appearances, including an interview with Sarah Ferguson on the 7.30 Report, the Today Show, Seven News, numerous appearances on Sky News, and good coverage in both The Australian and the Australian Financial Review.



Master Builders Association of New South Wales, Florence Luncheon, Friday 16 September.

BYE BEN!

I cannot, of course, forget to mention that September saw the departure of Ben Carter, National Director of Media & Public Affairs/Partnerships & Events.

Ben commenced his role at the National Office, initially in Media & Public Affairs, over eight years ago. Ben was a critical part of the strategic change when I took over as CEO to significantly boost our communications and campaign tactics to ensure that decision-makers and influencers were very clear about what Master Builders stood for and what was important to the industry.

His leadership in undertaking 3 Federal Election Campaigns (2019 campaign receiving an international award), smaller industrial relations campaigns, and the Vaccination Campaign (also received an international award) was vital for the Master Builders brand to be where it is today - recognised as one of the top 5 national industry associations.

His commitment and loyalty to Master Builders have been outstanding, and no doubt this will continue in his role as CEO of Master Builders NT.

Thank you, Ben, and we wish you well in your new role.



NATIONAL ECONOMIC DATA SNAPSHOT

NON-RESIDENTIAL BUILDING

July 2022

2,903 non-residential building jobs valued at **\$3,715.7 million** were approved nationally.

\$1,279,946 average value of non-residential building jobs approved.

25.9% public sector share of non-residential building jobs approved.

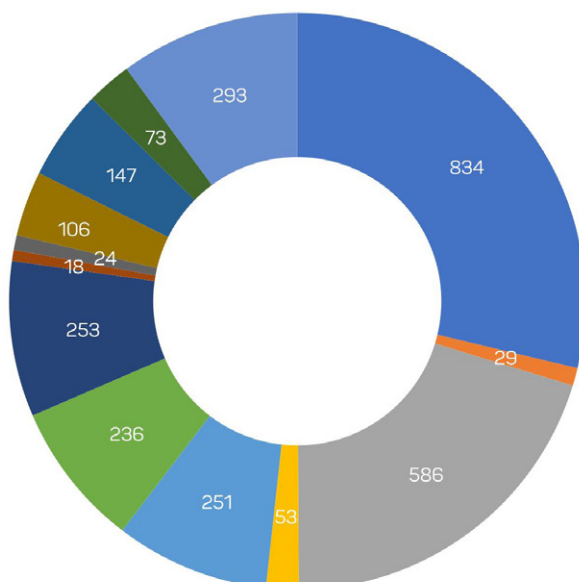
Non-residential building jobs approved

Building Product Inflation %



+17.3%

Year to
June 2022



- Retail & wholesale
- Transport
- Offices
- Factories
- Warehouses
- Agri/acquaculture
- Education
- Religion
- Aged care
- Health
- Entertainment
- Accommodation
- Other non-residential building projects

CIVIL CONSTRUCTION

Civil construction work June 2022 quarter (\$m)



\$21,662.1m
Works
started



\$26,984.5m
Works
done



\$87,537.4m
Works yet
to be done

Civil works by activity, June 2022 quarter (\$m)

	Started	Done	To be done
Bridges, railways and harbours	\$1,934.0	\$3,791.7	\$16,016.5
Roads, highways and subdivisions	\$4,852.6	\$6,614.4	\$23,210.4
Water storage and supply, sewerage and drainage	\$2,446.8	\$2,467.7	\$7,835.9
Electricity generation, transmission and distribution incl pipelines	\$3,349.2	\$4,797.7	\$10,992.7
Telecommunications	\$1,657.6	\$1,660.5	\$363.4
Heavy industry	\$5,644.1	\$5,659.1	\$27,470.7
Recreation & other	\$1,777.9	\$1,993.4	\$1,647.8
TOTAL	\$21,662.1	\$26,984.5	\$87,537.4

RESIDENTIAL BUILDING

House prices: year to August 2022



Capital city



Regional markets

Unit prices: year to August 2022



Capital city



Regional markets

Rental price changes in Australia

+0.7%
During
June 2022
quarter



+1.6%
Over year to
June 2022
quarter

Building approvals: July 2022



13,595

Total new home
building approvals
-25.9%
change on
July 2021



10,044

Detached houses
-17.2%
change on
July 2021



3,551

Units/apartments
-42.9%
change on
July 2021



\$1,012.7 million

Home renovations
-7.2%
change on
July 2021

Residential building work during March 2022 quarter

COMMENCED NEW HOMES

227,294

All dwellings

143,480

Detached houses

82,898

Apartments/units

COMPLETED NEW HOMES

177,774

All dwellings

114,775

Detached houses

62,999

Apartments/units

New homes still under construction on 31 March 2022



240,065

All dwellings

102,584

Detached houses

137,481

Apartments/units

New homes approved but not yet commenced as at 31 March 2022



30,122

All dwellings

13,043

Detached houses

17,079

Apartments/units

Lending indicators: July 2022

1,948

Loans to owner occupiers for
construction of new home
-29.9% change on July 2021

1,888

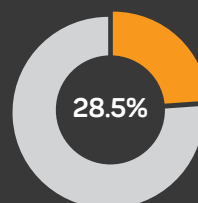
Loans to investors for construction
of new home
+24.1% change on July 2021

2,107

Loans to owner occupiers for
residential land purchase
-29.1% change on July 2021

1,005

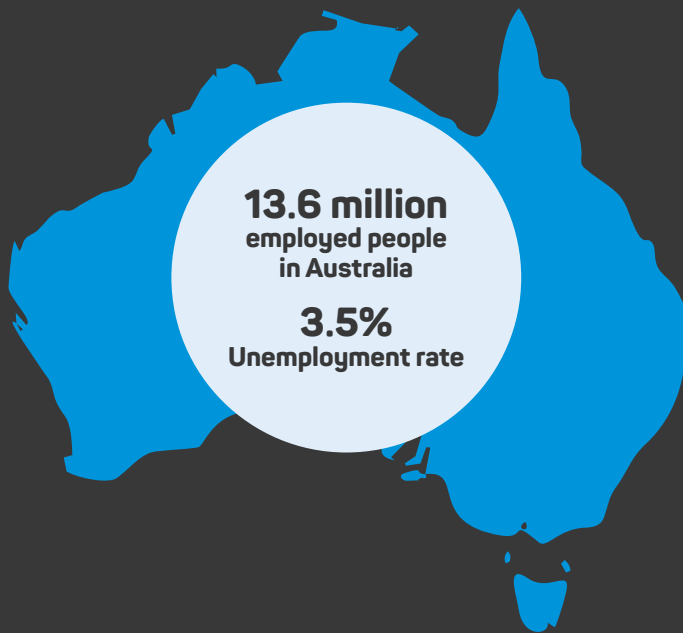
Loans to investors for residential
land purchase
-10.3% change on July 2021



First Home Buyers
share of loans

LABOUR MARKET

August 2022



CONSTRUCTION WORKFORCE



1,239,260
People employed in
construction in Australia

332,752 Resi/commercial
builders

118,364 Civil construction
builders

788,144 Resi/commercial
subcontractors



Of Australian
jobs are in
construction



Account for women
working in Australian
construction

CONSTRUCTION BUSINESSES

410,763

Construction Businesses
(at 30 June 2021)

Number of workers



232,111	0
172,925	1-19
5,519	20-199
208	+200

Turnover



20.9%
turnover <\$50,000

1.4%
turnover >\$10m

CONSTRUCTION INDUSTRY APPRENTICES AND TRAINEES

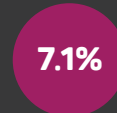
111,670

Construction apprentices in-training
(at 31 December 2021)



50,475 new starts
(year to December 2021)

19,695 completions
(year to December 2021)



Female share of construction
apprentice commencements
(year to December 2021)



5,257
apprentice carpenters
in training



3,134
apprentice plumbers
in training

PRIORITY POLICY ISSUES

POLICY AREA	KEY ACTIONS	ISSUES PROGRESSING
Building Regulation	<p>Standards Australia</p> <p><u>Waterproofing Committee meeting</u></p> <ul style="list-style-type: none"> Revise AS 4654.2:2012, Waterproofing membranes for external above-ground use Part 2: Design and installation (very out of date) Merge AS 4654.1:2012, Waterproofing membranes for external above-ground use Part 1: Materials with AS/NZS 4858:2004, Wet area membranes (RECONFIRMED IN 2020) Revise AS 3740:2021, Waterproofing of domestic wet areas (not perfect but workable) Modified adoption of BSI 8102:2022, Protection of below ground structures against water ingress. Code of practice (higher order or priority for MBA – Max). BD-038 is keen to work with the NSW Building Commissioner's office to know what they would like improved in the current AS 3740 or other existing Standards. <u>Pool Barriers Committee</u> <ul style="list-style-type: none"> Continuing to work through the pool barrier standard. <u>External Insulation Committee</u> <ul style="list-style-type: none"> Represented on this committee by Tony Mitchell MBQ. <u>Green Building Council engagement regarding</u> <ul style="list-style-type: none"> A guide to energy efficient renovations. <p>Australian Building Codes Board</p> <p><u>Condensation Mitigation</u></p> <ul style="list-style-type: none"> Stage 3 technical working group meeting. <p>Department of Climate Change, Energy, Environment and Water</p> <ul style="list-style-type: none"> Residential Energy Efficiency Disclosure Initiative (REEDI) Governance Forum <p>Department of Climate Change, Energy, Environment and Water</p> <ul style="list-style-type: none"> National Rental Framework Stakeholder Session – draft Framework <p>RMIT - Race for 2030</p> <ul style="list-style-type: none"> H2 –ENHANCING HOME THERMAL EFFICIENCY - workshop 	<p>Standards Australia</p> <ul style="list-style-type: none"> Waterproofing, pool barriers and external insulation. <p>Australian Building Codes Board</p> <ul style="list-style-type: none"> Condensation Energy Efficiency Waterproofing Weatherproofing Beter quality performance solutions

Contracts

Standards Australia - General Conditions of Contract

- The review of AS4000 continued this month with the National Office attending another full-day meeting of the technical committee tasked with its review.

Secure Australian Jobs Code / Buy Australian Plan/Better Deal for Small Business

- We have continued our engagement with the Department of Finance as the Government settles its strategy to deliver on a raft of procurement-related election commitments.

Government tables Unfair Contract & Competition Law changes

- Late this month, the Government introduced the *Treasury Laws Amendment (More Competition, Better Prices) Bill 2022*.
- The Bill contains a number of long-foreshadowed changes to Unfair Contract ('UCT') Laws including; an increase in the penalty provisions and small business threshold (from 20–100 employees), an expansion of what is considered a standard form contract and a broadening of the powers of the courts under the regime.

National Contracts Advisory Committee

- The NCAC met on the 28th September and discussed a number of issues including; The AS 4000 Review, potential implementation issues arising from the Government's Payment Times Reporting Scheme, the ALP's election commitments and associated roll-out and the impending UCT changes.

- The Review is continuing at a cracking pace and, given its reasonably limited scope, will likely result in publication of an updated AS 4000 mid 2023 and then the ultimate withdrawal of AS 2124.
- The National Office will continue to be actively engaged in the review process to ensure the best possible outcomes for builders who are a party to the contract.
- We will continue to work with the Department, with a view to identifying issues and assisting at these early stages, so as to minimise implementation problems on the ground.
- The National Office is currently reviewing the changes in more detail and, in consultation with the NCAC, considering any broader ramifications which might arise from the proposed amendments.
- A face-to-face meeting of the NCAC will also be scheduled for the coming months.

Economic & Productivity

Latest economic forecasts published by Master Builders

- The latest Master Builders Australia forecasts for building and construction activity out to 2026 were published over recent weeks. The forecasts cover all eight states and territories and provide yearly projections for ten segments of the industry across residential building, non-residential building and engineering construction.
- Since our 2021 forecasts, the economic landscape has seen major changes as we emerge from the pandemic. Interest rates increased for the first time in over a decade, inflation is surging, and unemployment is at its lowest in nearly 50 years. Events of the past few years have also exposed our dependence on overseas manufacturing and international supply chains and a renewed focus on deepening domestic capacity.
- Over the forecast horizon, residential activity won't get back to a reasonable base of 200,000 starts until 2026, with medium/high rise residential hardest hit. After a decline in activity in 2023, non-residential and engineering building and construction activity will increase steadily from 2024 but will cost taxpayers more because of the abolition of the Australian Building and Construction Commission.

Federal budget submission

- The federal budget is set to be unveiled by Treasurer Jim Chalmers on Tuesday, 25th October next. In advance of this, Master Builders is preparing a set of policy proposals to be presented to the federal government in advance of this.
- Our industry currently faces several challenges with respect to the supply of labour and materials. Demand for building and construction projects has been buffeted by the unexpectedly fast series of interest rate increases since the start of the year as well as poor sentiment amongst businesses and consumers.
- Our pre-budget submission will focus on expanding the supply of new workers to our industry as well as proposing interventions to boost our industry's productivity performance. We will also demonstrate how the incentives for private sector expenditure on building investment can be enhanced and why the role of government-led projects in social housing and public building is so important at the current time.

CPA Australia set to meet with NEPC

- The next meeting of the National Economics & Productivity Committee is scheduled for Wednesday, 19th October. As part of this, two representatives of CPA Australia will present to the group in relation to their proposals on construction insolvencies and business turnover. According to the CPA, these proposals will expand the set of options available to businesses in financial difficulty and allow greater scope for them to continue trading on through their difficulties, potentially allowing for a successful turnaround.

Master Builders calls for beefed up tax incentives

- Master Builders Australia recently presented submission to the federal Treasury relating to the design of two small business tax incentives included in March's federal budget. The first of these, the Skills & Training Boost, allows eligible small businesses a 20 per cent 'bonus' tax deduction on expenditure related to external training provided to its employees and staff.
- The second tax incentive is entitled the Technology Investment Boost and provides a 20 per cent bonus tax deduction for expenditure related to the digitising of their business operations.
- Over recent years, productivity in the construction industry has not kept pace with the rest of the economy and both of these tax incentives are welcome from the point of view of enhancing the productivity of those employed across our industry.
- In our submission to Treasury, we called for safeguards to ensure that those businesses without employees are guaranteed eligibility for the schemes. This is important because more than half of all construction businesses do not have any employees, typically structured as sole traders or partnerships. Our submission also called for both tax incentives to be extended out to 30th June 2025.

Industrial Relations

Jobs and Skills Summit - Actions Arising & Engagement with Government

- Following last month's Jobs and Skills Summit, the National Office has been directly engaged in ongoing and detailed discussions with DEWR and others as the Government seeks to implement its related agenda.

Industry-specific issues

- Over the last month, the National Office has to engage with key politicians regarding the impact of the 2016 Code changes and the ramifications for industry.

- To date the Government has prioritised implementation of the remaining Respect@ Work Report recommendations and has indicated it will continue to pursue changes to "reinvigorate bargaining".
- We will continue to advocate against any reform that gives rise to sector-wide bargaining and the (misguided) view that the rules need to be tightened around agreement terminations.
- Master Builders will continue to press the Government as to how it will address the significant misconduct of building unions as well as advocate for an industry-specific regulatory solution in the absence of the ABCC.

Family and Domestic Violence Bill

- This Bill was introduced into the Senate this month, which would create an entitlement to 10 days paid family and domestic violence leave in the National Employment Standards.
- The entitlement to family and domestic violence leave would arise as a result of conduct of a current or former intimate partner of an employee, or a member of an employee's household.

Respect at Work

- Late this month, the Attorney General introduced the *Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Bill 2022* into the House of Representatives.
- The Bill implements the legislative recommendations remaining from the Respect@Work Report, including amendments to sex discrimination and human rights legislation which would:
 - Make subjecting another person to a hostile workplace environment unlawful;
 - Impose a positive duty on employers and PCBUs to take all reasonable steps to prevent offending conduct; and
 - Confer new powers on the Australian Human Rights Commission to conduct inquiries and issue compliance notices.
- As part of other work arising from the Report, the National Office was also consulted by the Attorney General's Department this month on a draft *"Good Practice Indicators Framework for Preventing and Responding to Workplace Sexual Harassment"*.
- The intent of the Framework is to provide employers with guidance on how to better prevent, respond and measure their efforts to address workplace sexual harassment.

- The Bill was the subject of a debate and will likely be put to a vote in either this sitting period, or the next to be held in late October.
- If the Bill passes, the National Office will provide further guidance to the State/Territory Associations as to the detail of the changes.
- MBA has been feeding into consultations about the implementation of the remaining recommendations under both the last Government and with the new Government as they have prepared this legislation.
- The Bill has been referred to a Senate Committee who are due to hand down their report and recommendations in November.
- We sought clarification from AG's as to what force the Framework would have, if any, or if its purpose would be for guidance only.
- We also raised concerns that some of the terminology was inconsistent with existing workplace legislative frameworks, and that some of the KPIs were not scalable for small or micro businesses.
- In terms of participation targets, we stressed that while we strongly supported the overall objective of improving workplace gender balance and diversity across organisations, this aspiration needed to be tempered depending on the realities of labour force challenges attributable to particular industries such as the BCI.

Fair Work Commission

- The FWC continues to keep the National Office busy, handing down a number of significant decisions and statements this month. This included:
 - Final determinations issued in the long-running National Training Wage ('NTW') Schedule proceeding.
 - A statement outlining significant proposed changes to annual shut-down provisions in all relevant awards (including the Construction Awards);
 - A statement and draft determinations issued proposing to delete Part-day Public Holiday Schedules in all modern awards and amending the public holiday provisions to include a reference to part-day public holidays; and
 - The commencement of a new proceeding to review superannuation clauses in all modern awards to ensure they are compliant with recent legislative changes, such as 'stapling'.

Other engagement

- The National Office attended a meeting this month of the FWC's Small Business Reference Group ('SBRG').

National Industrial Relations Advisory Committee

- Although NIRAC did not meet formally this month, it was updated and consulted on a number of current IR-related matters out of session.

- In terms of the NTW matter, we were pleased that the Commission agreed with Master Builders' submissions to include a broader range of training packages within the On-Site Award Schedule.
- The remaining three matters, however, raise various concerns despite them being about proposed changes of the Commission's own motion.
- Written submissions and/or directions hearings are either due, or scheduled for, later this month. The National Office will be engaged in both matters to ensure that optimum outcomes are achieved for our members.

- The SBRG provides Master Builders with a unique channel of communication to review, interrogate and be directly consulted on FWC initiatives, statistics and reports.

- The National Office will continue to work with the committee to develop, and advocate for, agreed national positions on key workplace policy areas.

Jobs & Skills

National Jobs & Skills Committee

- The Committee met on 6 September. The Committee received updates from Federal Government agencies on the ANZSCO occupation classification review, National Careers Institute information and from ACCI on the Jobs and Skills Summit.

Industry Clusters

- Clusters will advise on workforce strategy, skills needs and training products.
- The Master Builders led industry bid has been shortlisted. MBA is in discussion with the Department of Employment about next steps.
- The government hopes Clusters will commence by 1 January 2023.

Jobs and Skills Summit

- The Summit in early Sept from the skills perspective canvassed collaboration across sectors, limitations & needs in skills and training, integrated work and learning, influence of technology, increasing participation (diversity).
- The government announced an additional \$1 billion for fee free TAFE in 2023; lift the permanent migration cap for 2022 to 195,000 (from 160,000), and provide age pensioners with temporary upfront credit - \$4000, to allow them to work and earn more before impacting pension payments.
- The government will establish a tripartite National Construction Industry Forum to constructively address issues such as mental health, safety, training, apprentices, productivity, culture, diversity and gender equity in the industry.
- A Jobs and Skills Outcomes Paper was issued after the Summit with more detailed information:
- Jobs-and-Skills-Summit-Outcomes-Document.docx (live.com)
- The Summit is a precursor to an Employment White Paper, both of which will focus on wages, productivity, job security, skills, migration, climate jobs, the gender divide, and VET.

Jobs and Skills Australia Bill

- Master Builders lodged a Senate submission on the interim Jobs and Skills Australia Bill. The Greens are holding up the Bill in Parliament because they are seeking more investment in social housing before they will support passage of the Bill.
- We support passage of the Bill, noted the good work of the Skills Commission to date, and called for action to address current and future workforce needs.

CPC Qualifications

- Training providers and industry are in contact with ASQA regarding teach out extensions for CPC qualifications to ensure students, employers and RTOs impacted by covid delays do not face unintended consequences.

Work Health & Safety

Safe Work Australia

- The National Office continued its close engagement on SWA matters, with Members meeting earlier this month to discuss a number of BCI-related issues. This required the National Office to provide detailed feedback on:
 - A review of the Incident Notification provisions within the WHS Laws;
 - The Crane Licensing Review and arising recommendations;
 - Whether photo ID should be required on White Cards;
 - A proposed Model Code of Practice to prevent Sexual Harassment & harmful behaviours; and
 - Prevention of occupational hearing loss in high-risk industries.

Meeting of WHS Ministers

- Although originally scheduled to take place in mid-September, the meeting of State/Territory WHS Ministers did not occur this month due to the Commonwealth Minister no longer being available.

Psychosocial risk

- Despite publishing draft Model Regulations and a Code of Practice for managing psychosocial hazards in the workplace, it still remains unclear which jurisdictions (if any) will adopt the model changes.
- The National Office continued its representation on a number of safety-related standards committees including those relating to pre-fabricated concrete, scaffolding and WHS management systems (SF-001).

- Despite the plethora of work being undertaken at the National level, we maintain our concern that the States/Territories are increasingly failing to consistently adopt Model Codes and Laws. This is only leading to further confusion amongst members and (we fear) ultimately poorer safety outcomes.
- We will advocate for the Minister to re-schedule the meeting as a matter of urgency to prioritise a review of the State/Territory inter-governmental agreement.
- As noted in previous updates, the continuing divergence from the Model Laws is creating increasing confusion and complexity which compromises safety outcomes.
- The IGA review would seek to address this issue and provide stakeholders, such as Master Builders, with the opportunity to articulate our related concerns.
- The National Office will continue to highlight that this is yet another example of the States/Territories trying to set themselves apart on safety-related matters, to the detriment of industry.
- We raised significant concerns this month that Standards Australia failed to adhere to its own protocols and processes by proposing the adoption of the ISO Guidelines to manage psychosocial risks.
- We have argued that for the international standard to be adopted in Australia, Standards Australia needs to be satisfied that the standard is not inconsistent with local laws and regulations.
- Given the state of flux the current regulatory framework is in across the country with respect to psychosocial risk, we have said the proposal should not be considered at this time.

Silica Regulations

- In addition to our recent and extensive work undertaken as part of the regulatory impact assessment process to consider proposed changes to the Model WHS Regulations for working with silica, we also wrote to the ACT Government warning against the consequences of implementing changes that would mandate the wet-cutting of silica-containing materials in all circumstances.
- This was extremely important work given that the changes proposed are impracticable, not based on sound evidence and will create additional safety hazards.
- Pending industry feedback, there is currently a moratorium on the amendments being applicable to general construction until mid-October.

OFSC

- We have continued to seek further clarification as to how the OFSC's function will be maintained and potentially broadened following the foreshadowed repeal of the BCIP Act.
- Regardless of its remit, we will continue to work closely with the agency with a view to achieving ongoing safety improvements on construction sites across the country.

ASEA

- This month the National Office review draft guidance produced by ASEA to assist local governments in combatting illegal dumping and improper disposal of asbestos.
- In providing feedback on the guide, we reiterated the importance of local governments prioritising measures to address the risks faced by DIY renovators and to provide greater accessibility to accredited waste facilities.

National Work Health and Safety Committee

- The NWHSC met on 15th September and discussed a number of issues including: current SWA projects and regulatory developments, proposed amendments to High-Risk licensing arrangement and on-going scaffolding issues.
- The Committee also assisted in circulating a business WHS survey conducted by ACCI, which each year is key in obtaining data from members to assist in Master Builders' advocacy.
- The Committee's agenda continues to grow as governments collectively roll-out significant WHS reform. The importance of advocacy at the State/Territory level is key with the ongoing diversion from the Model Laws continues.

KEY DATES IN OCTOBER

Mon 3 Oct	PUBLIC HOLIDAY (ACT)
Tues 4 Oct	Fortnightly Executive Directors Meeting
Thurs 6 Oct	National Board Monthly Meeting
Thurs 13 Oct	National Risk Management Committee Meeting
Tues 18 Oct	Fortnightly Executive Directors Meeting
Wed 19 Oct	National Economics & Productivity Committee Zoom
Thurs 20 Oct	National Finance Committee Meeting

WOMEN BUILDING AUSTRALIA

It has been an active month for Women Building Australia. We were a part of the Master Builders New South Wales Florence Luncheon and had the opportunity to meet with some amazing women from the NSW Building and Construction industry. WBA invited a few of its Champions of Change Ambassadors and Influencers to the event as well. Denita Wawn provided a keynote address which included details of the NSW Construction industry and its forecast, she also highlighted that women can be part of the solution to the current skills and labor shortages that the industry is facing. Key initiatives of the WBA program were showcased to advance women within the industry.

The Women in Construction Forum hosted by MBNT was another event that WBA was associated with this month. Keynote speakers included Denita Wawn, Federal Member for Lingiari Marion Scrymgour and Louise McCormick Infrastructure Commissioner NT. This one-day forum encouraged engagement and participation of women in the building/construction industry and provided women with an avenue to develop technical and personal knowledge in an engaging and inclusive environment. Denita provided a national and state view on the workforce's gaps, opportunities in the industry, inclusion and diversity, and the rising costs of construction.



L-R: Jessica Wills, Kim Taylor, Denita Wawn, Rosa Olcayto, Victoria Waring, Ozge Fettahlioglu



Women Building Australia was a part of the Western Australian Newspapers' Recruitment edition. A full page was dedicated to WBA, including an interview with Paula West, GM of Inspired Homes, and WBA Champions of Change Ambassador along with two ads highlighting WBA's Female Led Business Register and the WBA Business Resilience Training.

Be sure to follow us on our social media handles for timely updates on all WBA Activities at the below links:

 [@WomenBuildingAustralia](https://www.facebook.com/WomenBuildingAustralia)

 [@womenbuildingaustralia](https://www.instagram.com/womenbuildingaustralia)

 [@women-building-australia](https://www.linkedin.com/company/women-building-australia)