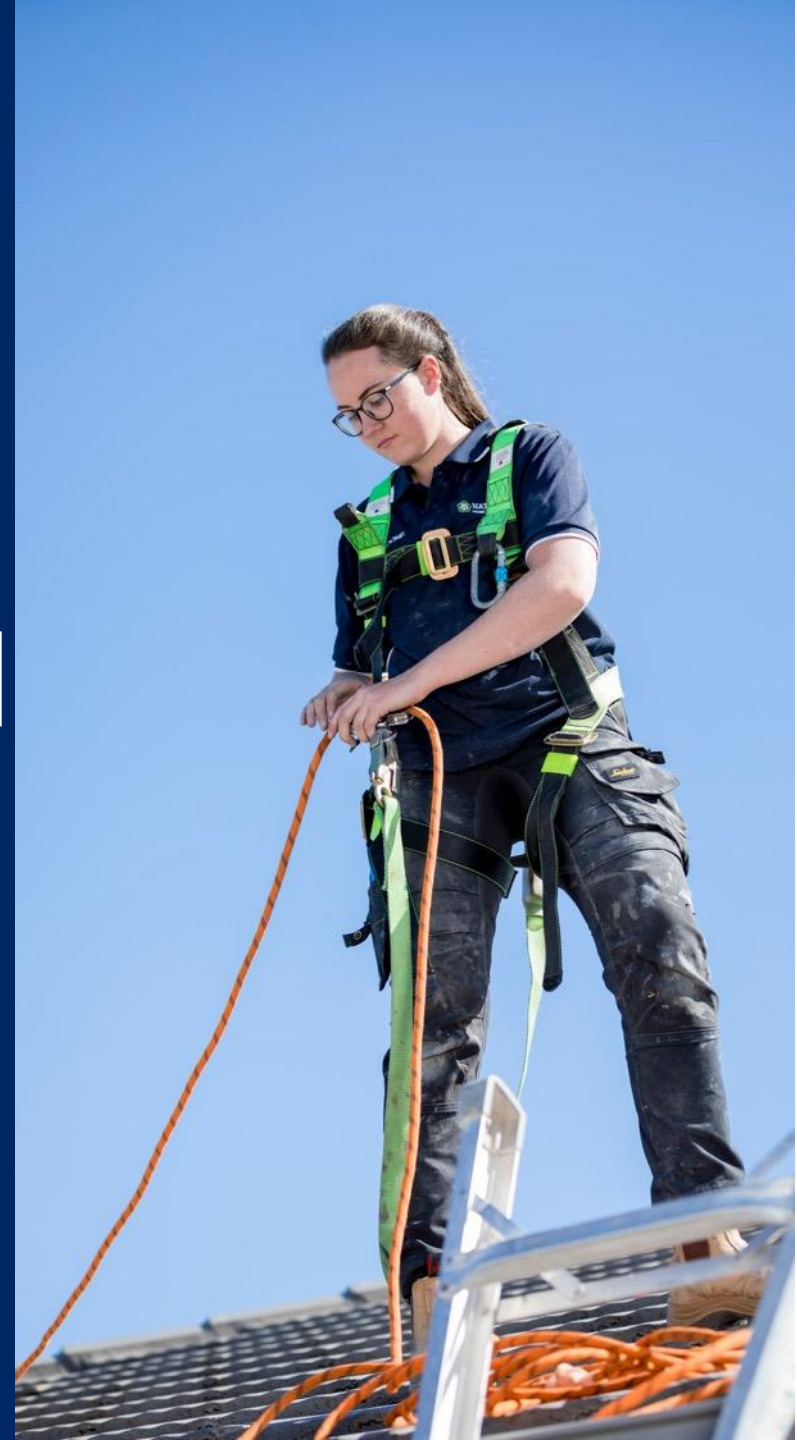


# ISLP Targets Explained

September 2023



# Infrastructure Skills Legacy Program (ISLP)

## Targets Explained



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# Infrastructure Skills Legacy Program (ISLP) Overview

Skills and  
Diversity  
Targets by  
contract  
value tiers

		Contract Value \$7.5m - \$10m	Contract Value \$10m - \$100m	Contract Value Over \$100m
	Apply the relevant Aboriginal procurement policy*			
	20% of the Trades Workforce to be Apprentices			
	2% of the Trades Workforce to be Women		 <small>(report only, no target applies)</small>	
	Report % of Women in Non-Traditional Roles		 <small>(report only, no target applies)</small>	 <small>(report only, no target applies)</small>
	20% of the Project Workforce to be Learning Workers			
	8% of the Project Workforce to be Young People			
	Report Local Employment Outcomes			

\* Please refer to the definition of Aboriginal Procurement Policy in the Training Management Guidelines

# ISLP Targets

1.0 Apprentices	Target Definition and Calculation						
<p><b><u>ISLP Minimum Target</u></b></p> <p>20 per cent of all trades positions on a project to be made up of apprentices</p> <p>(one apprentice for every four tradespersons)</p> <p><b><u>Definition</u></b></p> <p>A person employed in a recognised trade vocation and who has entered into a training contract with their employer under the NSW Apprenticeship and Traineeship Act 2001.</p> <p>Apprentices may be engaged directly by the contractor or subcontractors, or by a GTO.</p>	<p><b><u>Calculation</u></b></p> $\frac{\text{Apprentice Hrs worked}}{\text{Apprentice Hrs worked} + \text{Trades workforce Hrs worked}} \times 100 = \% \text{ of Apprentices on the Project}$ <p><b><u>Example</u></b></p> $\frac{161,428 \text{ Apprentice Hrs wkd}}{161,428 \text{ Apprentice Hrs wkd} + 574,753 \text{ Trades Hours wkd}} \times 100 = 21.9 \%$						
<p><b><u>Measurement (Recommended)</u></b></p> <p>Measured using hours worked.</p> <p>Calculated as a percentage of the Apprentice Hours worked divided by the total trade hours worked (ie sum of the Apprentice and Trades Hours worked)</p>	<table border="1"> <thead> <tr> <th data-bbox="1011 911 1396 946">Variable</th> <th data-bbox="1396 911 2165 946">Description</th> </tr> </thead> <tbody> <tr> <td data-bbox="1011 982 1396 1018">Apprentice Hours Worked</td> <td data-bbox="1396 982 2165 1039">All hours worked by apprentices (including school based) on the project</td> </tr> <tr> <td data-bbox="1011 1075 1396 1110">Trades Workforce Hours Worked</td> <td data-bbox="1396 1075 2165 1218">Includes all hours worked by employees who have completed a contract of training as an apprentice and who hold a certificate of proficiency in that trade and are working in that occupation on the project. Please note that Apprentice Hours Worked are not included and are reported separately.</td> </tr> </tbody> </table> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	Variable	Description	Apprentice Hours Worked	All hours worked by apprentices (including school based) on the project	Trades Workforce Hours Worked	Includes all hours worked by employees who have completed a contract of training as an apprentice and who hold a certificate of proficiency in that trade and are working in that occupation on the project. Please note that Apprentice Hours Worked are not included and are reported separately.
Variable	Description						
Apprentice Hours Worked	All hours worked by apprentices (including school based) on the project						
Trades Workforce Hours Worked	Includes all hours worked by employees who have completed a contract of training as an apprentice and who hold a certificate of proficiency in that trade and are working in that occupation on the project. Please note that Apprentice Hours Worked are not included and are reported separately.						

# ISLP Targets

2.0 Women in Trades	Target Definition and Calculation								
<p><b><u>ISLP Minimum Target</u></b></p> <p>Double the number of women in trades (up from the NSW average of one to two per cent of trades in construction)</p> <p>PBD 2023-01 includes mandatory reporting for all NSW Government infrastructure contracts over \$10M (target % does not apply to contracts below \$100M)</p> <p><b><u>Definition</u></b> Women employed as a qualified tradesperson and those undertaking an apprenticeship, in a construction related trade (including but not limited to all trades in general construction, civil construction, metals and engineering or electrical).</p> <p>A list of all trades in NSW may be found by using the Apprenticeship search: <a href="https://online.training.nsw.gov.au/vtu/vto/vtoEnquiry.do?command=goToVTOSearch">https://online.training.nsw.gov.au/vtu/vto/vtoEnquiry.do?command=goToVTOSearch</a></p> <p><b><u>Measurement (Recommended)</u></b></p> <p>Measured using hours worked.</p> <p>Calculated as a percentage of the Total Women in Trades (including Apprentices) divided by the sum of the Apprentice and Trades Workforce Hours worked.</p>	<p><b><u>Calculation</u></b></p> $\frac{\text{Total Women in Trades hours worked}}{\text{Apprentice Hrs worked} + \text{Trades workforce Hrs worked}} \times 100 = \% \text{ of Women in Trades on the Project}$ <p><b><u>Example</u></b></p> $\frac{128,079 \text{ Women in Trades Hours worked}}{405,463 \text{ Apprentice Hrs wkd} + 2,218,402 \text{ Trades Hrs wkd}} \times 100 = 4.9 \%$ <table border="1" data-bbox="1014 882 2165 1282"> <thead> <tr> <th>Variable</th> <th>Description</th> </tr> </thead> <tbody> <tr> <td>Women in Trades Hours Worked</td> <td>All hours worked by women employed or training in a trade vocation on the project i.e., includes women in apprenticeships</td> </tr> <tr> <td>Apprentice Hours Worked</td> <td>All hours worked by apprentices (including school based) on the project</td> </tr> <tr> <td>Trades workforce Hours Worked</td> <td>Includes all hours worked by employees who have completed a contract of training as an apprentice and who hold a certificate of proficiency in that trade and are working in that occupation on the project.</td> </tr> </tbody> </table> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	Variable	Description	Women in Trades Hours Worked	All hours worked by women employed or training in a trade vocation on the project i.e., includes women in apprenticeships	Apprentice Hours Worked	All hours worked by apprentices (including school based) on the project	Trades workforce Hours Worked	Includes all hours worked by employees who have completed a contract of training as an apprentice and who hold a certificate of proficiency in that trade and are working in that occupation on the project.
Variable	Description								
Women in Trades Hours Worked	All hours worked by women employed or training in a trade vocation on the project i.e., includes women in apprenticeships								
Apprentice Hours Worked	All hours worked by apprentices (including school based) on the project								
Trades workforce Hours Worked	Includes all hours worked by employees who have completed a contract of training as an apprentice and who hold a certificate of proficiency in that trade and are working in that occupation on the project.								

# ISLP Targets

3.0 Women in Non-Traditional Roles	Definition and Calculation						
<p><b><u>ISLP Minimum Target</u></b></p> <p>There is no mandatory ISLP minimum target for this measure.</p> <p>PBD 2023-01 includes mandatory reporting for all NSW Government infrastructure contracts over \$10M (Reporting only, no target % applies). Reporting only requirement continues for contracts over \$100M.</p> <p><b><u>Definition</u></b></p> <p>Women employed in both the non-trade and trade occupations/roles where women represent less than 25% of the occupational workforce and where most of their time is spent on site or site-related activities, including off-site construction activities contributing to the project. For example, drafting, environmental or construction management, or professional occupations such as civil engineers. Includes women undertaking and employed in non-traditional traineeships and apprenticeships.</p> <p>Note: Women working as traffic controllers are not considered a non-traditional role.</p> <p><b><u>Measurement (Recommended)</u></b></p> <p>Measured using Hours Worked and calculated as a percentage of the Total Women in Non-Traditional Roles Hours Worked divided by the Total Project Workforce Hours Worked</p>	<p><b><u>Calculation</u></b></p> $\frac{\text{Total Women in Non-Traditional Roles Hrs Worked}}{\text{Project Workforce Hours Worked}} \times 100 = \text{\% of Women in Non Traditional Roles on the Project}$ <p><b><u>Example</u></b></p> $\frac{170,606 \text{ Women in Non-Traditional Hours Worked}}{2,337,062 \text{ Project Workforce Hours Worked}} \times 100 = 7.3 \%$ <table border="1" data-bbox="1001 882 2165 1213"> <thead> <tr> <th data-bbox="1001 882 1388 943">Variable</th> <th data-bbox="1388 882 2165 943">Description</th> </tr> </thead> <tbody> <tr> <td data-bbox="1001 943 1388 1063">Women in Non-Traditional Roles Hours Worked</td> <td data-bbox="1388 943 2165 1063">All hours worked by women employed in non-traditional roles on the project</td> </tr> <tr> <td data-bbox="1001 1063 1388 1213">Project Workforce Hours Worked</td> <td data-bbox="1388 1063 2165 1213">Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).</td> </tr> </tbody> </table> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	Variable	Description	Women in Non-Traditional Roles Hours Worked	All hours worked by women employed in non-traditional roles on the project	Project Workforce Hours Worked	Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).
Variable	Description						
Women in Non-Traditional Roles Hours Worked	All hours worked by women employed in non-traditional roles on the project						
Project Workforce Hours Worked	Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).						

# ISLP Targets

4.0 Learning Worker	Target Definition and Calculation						
<p><b><u>ISLP Minimum Target</u></b></p> <p>20 per cent of the total project workforce to be made up of 'learning workers'</p> <p><b><u>Definition</u></b></p> <p>Includes trainees, apprentices, SBATs and workers who need to update their qualifications to meet the needs of the infrastructure project.</p> <p>Once defined as a learning worker, the worker maintains this status for the duration of the project and are only counted once as a learning worker</p> <p>Training must be accredited vocational education and training (VET), including both full or part qualifications, or project endorsed non-accredited micro-credential.</p> <p>A worker who has already commenced learning prior to starting on the project (such as an apprentice) is counted towards the learning worker target</p>	<p><b><u>Calculation</u></b></p> $\frac{\text{Learner Workers Headcount}}{\text{Project Workforce Headcount}} \times 100 = \% \text{ of Learning Workers on the Project}$ <p><b><u>Example</u></b></p> $\frac{108 \text{ Learner Workers}}{407 \text{ Project Workforce}} \times 100 = 26.5 \%$						
<p><b><u>Measurement (Recommended)</u></b></p> <p>Measured using Headcount</p> <p>Calculated as a percentage of the Learner Worker Headcount divided by the Total Project Workforce Headcount</p>	<table border="1"> <thead> <tr> <th data-bbox="1011 911 1352 946">Variable</th> <th data-bbox="1352 911 2165 946">Description</th> </tr> </thead> <tbody> <tr> <td data-bbox="1011 982 1352 1011">Learning Worker Headcount</td> <td data-bbox="1352 982 2165 1068">The number of individual workers who have undertaken accredited vocational education and training (VET) and endorsed non-accredited microcredentials while employed on the project</td> </tr> <tr> <td data-bbox="1011 1103 1352 1132">Project Workforce Headcount</td> <td data-bbox="1352 1103 2165 1218">All individual staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).</td> </tr> </tbody> </table> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	Variable	Description	Learning Worker Headcount	The number of individual workers who have undertaken accredited vocational education and training (VET) and endorsed non-accredited microcredentials while employed on the project	Project Workforce Headcount	All individual staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).
Variable	Description						
Learning Worker Headcount	The number of individual workers who have undertaken accredited vocational education and training (VET) and endorsed non-accredited microcredentials while employed on the project						
Project Workforce Headcount	All individual staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).						

# ISLP Targets

5.0 Aged Under 25	Target Definition and Calculation						
<p><b><u>ISLP Minimum Target</u></b></p> <p>At least 8 per cent of total project workforce is aged less than 25 years at the time of employment</p> <p><b><u>Definition</u></b></p> <p>A person under 25 years from the first day employed on the project.</p> <p>For reporting purposes, 'under 25' status is retained for the period the person is engaged on the project.</p>	<p><b><u>Calculation</u></b></p> $\frac{\text{Workers Under 25 yrs Hours Worked}}{\text{Project Workforce Hours Worked}} \times 100 = \% \text{ of Workers Under 25 yrs on the Project}$ <p><b><u>Example</u></b></p> $\frac{267,299 \text{ Under 25 yrs Hours Worked}}{2,337,062 \text{ Project Workforce Hours Worked}} \times 100 = 11.4 \%$						
<p><b><u>Measurement (Recommended)</u></b></p> <p>Measured using Hours Worked</p> <p>Calculated as a percentage of the Workers Under 25 Hours worked divided by the Total Project Workforce Hours Worked</p>	<table border="1"> <thead> <tr> <th data-bbox="1014 911 1439 946">Variable</th> <th data-bbox="1439 911 2168 946">Description</th> </tr> </thead> <tbody> <tr> <td data-bbox="1014 982 1439 1011">Worker Under 25 yrs Hours Worked</td> <td data-bbox="1439 982 2168 1011">All hours worked by Under 25 workers employed on the project</td> </tr> <tr> <td data-bbox="1014 1075 1439 1103">Project Workforce Hours Worked</td> <td data-bbox="1439 1075 2168 1189">Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).</td> </tr> </tbody> </table> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	Variable	Description	Worker Under 25 yrs Hours Worked	All hours worked by Under 25 workers employed on the project	Project Workforce Hours Worked	Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).
Variable	Description						
Worker Under 25 yrs Hours Worked	All hours worked by Under 25 workers employed on the project						
Project Workforce Hours Worked	Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).						



# ISLP Targets

6.0 Workforce Living in Local Area	Target Definition and Calculation						
<p><b><u>ISLP Minimum Target</u></b></p> <p>Report employment outcomes for people from the local region (local region as defined in the contract).</p> <p><b><u>Definition</u></b></p> <p>Determined by the agency in the contract and may include permanent residential addresses within a specified radius of a project; within specified local council areas; or within a list of postcodes.</p>	<p><b><u>Calculation</u></b></p> $\frac{\text{Local Worker Hours Worked}}{\text{Project Workforce Hours Worked}} \times 100 = \% \text{ of Local Workers on the Project}$ <p><b><u>Example</u></b></p> $\frac{1,512,079 \text{ Local Worker Hours Worked}}{2,337,062 \text{ Project Workforce Hours Worked}} \times 100 = 64.7 \%$						
<p><b><u>Measurement (Recommended)</u></b></p> <p>Measured using Hours Worked</p> <p>Calculated as a percentage of the Local Worker Hours worked divided by the Total Project Workforce Hours Worked</p>	<table border="1"> <thead> <tr> <th data-bbox="1014 911 1396 946">Variable</th> <th data-bbox="1396 911 2168 946">Description</th> </tr> </thead> <tbody> <tr> <td data-bbox="1014 982 1396 1011">Local Worker Hours Worked</td> <td data-bbox="1396 982 2168 1011">All hours worked Local workers employed on the project</td> </tr> <tr> <td data-bbox="1014 1075 1396 1103">Project Workforce Hours Worked</td> <td data-bbox="1396 1075 2168 1189">Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).</td> </tr> </tbody> </table> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	Variable	Description	Local Worker Hours Worked	All hours worked Local workers employed on the project	Project Workforce Hours Worked	Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).
Variable	Description						
Local Worker Hours Worked	All hours worked Local workers employed on the project						
Project Workforce Hours Worked	Total hours worked by all staff who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW).						

# ISLP Reporting Definitions

A.1 Full Time Equivalents (FTE)	Definition and Calculation								
<p><b><u>Definition</u></b></p> <p>A full-time equivalent (FTE) is a unit of measurement used to determine the number of full-time hours worked by all employees on the project. For example, if the project has a 38 hour full-time work week, then an employee working 38 hours per week would have an FTE of 1.0. Refer to the relevant industrial agreement or award for the number of hours worked for each occupation.</p> <p>Calculating FTE includes all workers employed by the principal contractor and all subcontractors, as well as those working off-site on prefabrication in NSW and contributing to the project.</p>	<p><b><u>Calculation</u></b></p> $\frac{\text{Reported Hours}}{\text{Working days} \times (\text{Hours per working day})} = \text{FTE number}$ <p><b><u>Example</u></b></p> $\frac{1,519 \text{ Reported Hours}}{25 \text{ Working days} \times 7.6 \text{ Hours per working day}} = 8 \text{ FTE}$								
<p><b><u>Measurement (Recommended)</u></b></p> <p>Measured using Hours Worked, Working days and Hours per working day</p>	<table border="1"> <thead> <tr> <th data-bbox="1011 911 1350 949">Variable</th> <th data-bbox="1350 911 2165 949">Description</th> </tr> </thead> <tbody> <tr> <td data-bbox="1011 978 1350 1016">Reported Hours Worked</td> <td data-bbox="1350 978 2165 1016">Total Hours worked by workforce group for the reporting period</td> </tr> <tr> <td data-bbox="1011 1045 1350 1083">Working Days</td> <td data-bbox="1350 1045 2165 1083">Number of days in that reporting period excluding weekends and public holidays</td> </tr> <tr> <td data-bbox="1011 1112 1350 1150">Hours per working day</td> <td data-bbox="1350 1112 2165 1150">Hours based on the specified award rate for that job classification or an average of 7.6 hours/working day in the reporting period</td> </tr> </tbody> </table> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	Variable	Description	Reported Hours Worked	Total Hours worked by workforce group for the reporting period	Working Days	Number of days in that reporting period excluding weekends and public holidays	Hours per working day	Hours based on the specified award rate for that job classification or an average of 7.6 hours/working day in the reporting period
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Working Days	Number of days in that reporting period excluding weekends and public holidays								
Hours per working day	Hours based on the specified award rate for that job classification or an average of 7.6 hours/working day in the reporting period								

# ISLP Reporting Definitions

A.2 Hours Worked	Definition
<p><b><u>Definition</u></b></p> <p>Total hours worked by workers within the relevant target group who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW) during the reporting period.</p> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	
A.3 Headcount	Definition
<p><b><u>Definition</u></b></p> <p>The number of individual workers within the relevant target group who conduct work as a contributor to the project; are employed by the contractor or subcontractor in any occupation e.g. construction or business services; and who work onsite or offsite (within NSW) during the reporting period. Each worker should only be counted once for headcount in the life of the project within the relevant target group.</p> <p>When providing headcount data for each reporting period only provide account of new workers to the project during that period. The sum of all the reporting period headcount should be the total number individual workers in that category for the project life to date.</p> <p>Note. Please refer to the Training Management Guidelines for comprehensive descriptions of Common Terms and Definitions</p>	