

Comment – Constructionarium Australia

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Please consider this feedback in the context of working together to uplift the capability and capacity of the construction skills for Queensland.

Submission to the Queensland Productivity Commission Interim Report

Construction productivity inquiry form - Queensland Productivity Commission

11 August 2025

To whom it may concern:

Re: Opportunities to Improve Productivity of the Construction Industry – Interim Report

Background

Constructionarium Australia welcomes the Queensland Productivity Commission's interim report and strongly supports its emphasis on improving labour market operation, training pathways, and industry capability.

Constructionarium Australia is a not-for-profit organisation, operating since 2016, and lead by the founding female CEO, Nicky Vaisey.

Constructionarium Australia delivers intensive, hands-on construction experiences where participants build scaled replicas of real infrastructure projects (e.g. bridges, buildings, rail assets) over 8 days. The program is designed to simulate real-world conditions, including:

- Site safety protocols and WHS compliance
- Budgeting, scheduling, and procurement decision-making
- Multidisciplinary teamwork across trades, engineering, and consulting
- Engagement with clients, regulators, and community stakeholders

Participants include early-career professionals, career changers, university students, and apprentices. The Constructionarium 8-day immersive program creates a dynamic learning environment that reflects the diversity and complexity of the construction industry.

Constructionarium Australia has consistently demonstrated measurable outcomes in:

- **Industry readiness:** Graduates transition more smoothly into site-based roles, reducing onboarding time and supervision needs.
- **Innovation adoption:** Exposure to Modern methods of construction (MMC), digital tools, and collaborative contracting practices fosters a mindset of continuous improvement.
- **Workforce retention:** Participants report increased confidence and commitment to completing their training.

Additionally, Constructionarium Australia received the National Association of Women in Construction (NAWIC) Diversity Award in 2021 and 2023, and is the lead training organisation for

the Construction Skills Queensland sponsored *Construct Her Future* program for year 11 female school students. We remain committed to increasing female participation in construction professions and trades, which remains at 15% and 4% respectively, and as noted in the findings is a lever to unlocking additional workforce capacity.

Opportunity

As a not-for-profit organisation, we rely on sponsorship and placements, existing purely for the benefit of the construction industry and its emerging workforce. We can see the value and alignment with the challenges presented in the interim report and respectfully propose that the Constructionarium Australia program is considered for ongoing sponsorship as a proven, scalable solution to address the skills, productivity, and innovation challenges identified in the report; particularly in relation to experiential learning, workforce retention, and industry readiness.

The Constructionarium program directly supports several reform directions and preliminary recommendations outlined in the interim report:

| QPC Reform Area | Constructionarium Contribution |
|---|---|
| Training & Apprenticeships (Reform Direction 10) | Immersive, project-based learning that complements formal training and accelerates job-readiness. |
| Workforce Capability | Builds multidisciplinary skills across trades, engineering, and project management. |
| Innovation & Productivity | Encourages collaborative problem-solving, MMC, and real-time decision-making. |
| Regional Workforce Development | With additional funding, virtual learning and scaled programs could be delivered in regional hubs to support local talent and reduce geographic barriers to training. |

In order to progress towards a capable workforce with capacity to deliver on infrastructure needs for Queensland, we would invite a conversation with the Queensland Government to discuss the following options:

1. **Recognise Constructionarium as a strategic workforce development initiative** under the collaborative process proposed in Reform Direction 10.
2. **Fund pilot programs in priority regions** to support apprenticeship completion, mature-age entry, and industry transition pathways.
3. **Embed Constructionarium into procurement and training policy frameworks**, including the Queensland Building and Construction Training Policy and Group Training Organisation initiatives.

4. **Partner with industry and unions** to co-design modules that address WHS, MMC, and site productivity challenges identified in the interim report.
5. **Utilisation Constructionarium as a pathway for overseas qualified workers** by allowing them experience and learn about Australian construction sites and project approaches in addition to theoretical assessments.

We consider there to be a unique opportunity for the Queensland Government to trial this initiative on the Beerburrum to Nambour Rail Upgrade Stage 1 coastline rail build, which is being led by the John Holland Queensland Seymour Whyte Joint Venture. Both of these contractors, along with the Department of Transport and Main Roads have been long term supporters of Constructionarium Australia and ideal partners to pilot of such an initiative.

The outlay would be a small investment in a new build kit similar to the version below that exists in Victoria pictured below and that includes a scaled train station, complete with a platform, access ramps, rails, signalling, seating, and station signage. This would provide a much-needed regional opportunity for rapid capability uplift onsite, with the ability to expose multiple discipline areas to the entire lifecycle of a project through a proven, practical and immersive program.



Constructionarium Australia stands ready to support the Queensland Government's efforts to restore construction productivity and build a resilient, future-ready workforce. We welcome the opportunity to contribute further to the Commission's final report and to collaborate with stakeholders across government, industry, and education.

For further information or to arrange a site visit at our Sailsbury location, please contact us at info@constructionarium.com.au.

Yours sincerely

Nicky Vaisey
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