

Lessons learned from one of New Zealand's most challenging civil engineering projects: rebuilding the earthquake damaged pipes, roads, bridges and retaining walls in the city of Christchurch 2011 - 2016.

February 2014 Board Paper - SCIRT Support to Civil Trades Training

Story: Developing a Civil Trade Qualification

Theme: People and Culture

A paper for the SCIRT Board which requests that the Board provide support to SCIRT's Training Team with assisting to develop a civil trade qualification.

This document has been provided as an example of a tool that might be useful for other organisations undertaking complex disaster recovery or infrastructure rebuild programmes.

For more information about this document, visit www.scirtlearninglegacy.org.nz



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To:	SCIRT Board Members
Date:	Tuesday, 4 February 2014
Prepared by:	Mason Tolerton and Belinda de Zwart
Agenda Topic:	SCIRT involvement in Civil Trade

PURPOSE

The purpose of this paper is to outline the suggested road map that SCIRT should take to assist the enabling of quality Civil Trades training and to outline the proposed leadership role the SCIRT Board will take.

Supporting industry to achieve shared training resources that add to the validity of the Trades Certification is a clear legacy link that SCIRT can impact with support from the Board, thus further realising the Alliance Objective of “Purposefully lifting the capability of the sector-wide workforce”.

BACKGROUND

The SCIRT Board on 12 June 2013 discussed how to give “mana” to the SCIRT training outcomes with a trade qualification for the civil construction industry. The action from this was that “NOP Board members to go to industry organisations proposing that SCIRT is willing to support and develop a civil construction trade qualification programme.”

On 8 November 2013 Belinda de Zwart (HRM SCIRT) and Mason Tolerton (Training Manager SCIRT) met with Chris Olsen (Chief Executive, Roading New Zealand) who is working with Contractors Federation and InfraTrain on a Trades Certification Establishment Board (TCEB) to develop a Civil Trade in a proposed timeframe of late 2014. As a result of the meeting SCIRT drafted Terms of Reference outlining possible support that SCIRT could give to the Civil Trade’s development and this was presented at the February TCEB meeting.

The timing of the TCEB push for a skilled trades environment could not be better. In the National Construction Pipeline report (December 2013), unprecedented growth in building and construction was predicted for the next five years - \$9 billion per quarter which is 40% higher than the peak of 2007. Andrew Reding from the Productivity Partnership posed the following challenge: “The question for industry is how are we going to meet that demand without compromising quality?”. The need to attract, train and retain people in our industry has never been stronger. A Trades environment will certainly assist, but we also need to take advantage of the opportunity to make it one linked to quality industry-wide training resources. A business case for investing in training by “NZ Inc” at this time should be hard to argue against.

With a new CEO at the helm of the Infrastructure Industry Training Organisation (IITO) who has touted that they will be more industry and customer focused, the IITO also has made a commitment with SCIRT via a Memorandum of Understanding (August 2012) to develop an improved training framework for industry. The challenge for the IITO will be in obtaining funding for people to pull quality training resources together. There is also an opportunity to align the IITO’s qualification review timeline (2015) with the TCEB timeline for a Trades environment (2014).

Appendix A shows the current state of skills training in our industry. With SCIRT working with the IITO to develop training resources for the Introduction to Infrastructure (level 2 - entry level) qualification and working with the SCIRT NOP companies with an aim to develop competency based training resources, what has become clearly evident is that there is an industry and IITO focus on assessing and compliance rather than educating and training. What also appears to be lacking is a shared industry view of what 'best practice' training resources look like.

EXECUTIVE SUMMARY

Since the challenge proposed by the SCIRT Board in June 2013, and the subsequent establishment of discussions with the Civil Trade Establishment Board, the SCIRT HR team has set some "breakthrough goals" in relation to supporting the enablement of a quality Civil Trades qualification. These are to:

- Work with IITO to produce a shared industry Training Resource that links to the Trades Qualification.
- 10 SCIRT Team members (1 from each NOP and 5 from key SCIRT sub contractors) receive Trades Certification by December 2014, via an RPL (recognition of prior learning) process.
- 10 SCIRT Team members (as per above) receive Trades Certification via the new training pathway.

To enable those goals, a high level, one page Road Map has been constructed by SCIRT for how we will get there (see Appendix B).

Following are the risks to achieving this Road Map:

- The NZQA Training Review of Qualifications (TroQ) timing is not aligned with the TCEB timeline and needs of industry.
- The potential of the IITO restructuring to be a distraction to getting focus on Trades Certification Training.
- Funding for resources to produce quality shared training resources not being made available.
- Lack of Industry buy in for Trades Certification.
- The NZQA component of the Trade pathway is only focused on assessment and does not allow for industry agreed structured training and learning based on capability.

These risks can be addressed through actively working with the TCEB, the IITO and following the Road Map in Appendix B. Key to enabling these is SCIRT Board enrolment and action.

RECOMMENDATION

The following leadership support is requested from the SCIRT Board:

- Endorse the SCIRT approach to supporting the Trades Certification Training.
- Nominate two SCIRT Board members to participate in the SCIRT Trades Training Working Group.
- Nominate a SCIRT Board member to be included in the TCEB.
- Assist in the alignment of the IITO and Central Government to invest in a shared industry view of training resources for the Trade.