

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.

For Real Candidate Profiles

Story: Operational Workforce Gap

Theme: People and Culture

A promotional flyer which describes the experiences of four For Real recruits.

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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NEW ENTRANTS TO THE INDUSTRY

GREGORY PARKER

Gregory Parker had his life all mapped out, and has done so for the past 31 years. Like many, he lived through the 2010 and 2011 earthquakes, he picked up the pieces of his life and carried on best he could. Now he's part of the horizontal rebuild.

Until very recently, Gregory was a long serving employee in the food industry. For three decades he'd be at work before dawn and worked his way up from floor sweep to baker within the same organisation. The day he resigned to take up the opportunity with For Real, his employer of more than 30 years cried.

Gregory lives by the philosophy of a good honest day's work. He knows what it is to graft and he understands that if you prove yourself in the trenches, you will climb the rungs of the ladder.

MacDow snapped up Gregory during the very early stages of his For Real training programme at CPIT has gone onto full time employment as part of the MacDow team after having completed the practical training component of the course.

Caroline Gilhuus-Moe and Greg Wichman from MacDow both regard Gregory Parker as having 'stand out' qualities '...he's got a proven track record of hard work, loyalty and commitment. When we saw him he was just one of those guys that stand out in a crowd and you just know that he'll be a leader.' And from their perspectives, such qualities can only enhance the MacDow culture and the long-term performance of the company in the Christchurch Rebuild.



Final days of training for Gregory Parker

MATT FLANAGAN

Matt Flanagan has no previous link with Christchurch. He's just a regular hard working kiwi guy who saw the For Real programme as an opportunity to change direction and carve out a new career for him and a new life for his wife and children.

So he's come from Waipukururu, in the Hawkes Bay, to take his chances. Decisions like this aren't taken lightly; it takes a lot of thinking through and a certain maturity that has been amassed by life's lessons. If it all works out, the family will follow.

Matt has recently completed his drainage construction training through Tai Poutini and is now an employee of Fletchers. Reece Bryan is Matt Flanagan's course tutor who, having had a contracting business himself, knows what it takes to succeed. "It takes a bit of smarts to be good in this game and Matt is just one of those guys who will have a long-term career in this business. He's not just a one-track pony – he's got a building background, he thinks ahead and he doesn't think the world owes him any favours".

Now an employee of Fletchers, Matt Flanagan is assured to be an asset to the company. If Reece Bryan would '... employ him in a heart beat...' then all should go well with the Fletcher team. As Arnold Louw from Fletchers highlights, "our company mantra is 'Pride of Place'. So we look for guys who buy into that and work as a team player to achieve the end result".

Matt is one of five who have secured a spot with Fletchers post the For Real training programme. And good news - there's more like Matt coming through.

"It takes a bit of smarts to be good in this game and Matt is just one of those guys who will have a long-term career"

- Reece Bryan, tutor at Tai Poutini



First week on the job for Matt Flanagan



Charmaine King enjoys a joke with workmate Dennis Cassey

CHARMAINE KING

Yes, she's a woman, yes she's young and yes, she's proving she's got what it takes to make it in the Civil Construction industry. Working on the rebuild as part of the SCIRT Fulton Hogan Delivery Team, Charmaine King is here to make a difference to the community, her employer and to herself.

It's openly acknowledged that women think differently to men, but what's not often appreciated is that their ability to multi-task and approach things from a different perspective adds a useful dimension to the workplace. Charmaine's workmates, many of whom have been in the industry for more than 20 years, acknowledge that she's taught them a thing or two about how to approach a job and that she can handle a shovel as well as any man. Stereotypes aside, Charmaine is proving that as a person, she's a real fit for the industry.

Having gone through the Taua Mahi youth employment transition programme in 2012, Charmaine has completed a number of courses including Site Safe, TC and STMS. Once Charmaine has gained her full license, Fulton Hogan have shoulder tapped her for further training, with a view to her becoming a crane operator.

Dennis Casey, Foreman for Fulton Hogan, sees Charmaine as having a real future within the industry. "She's proven herself as having the stickability that the industry demands. She's worked on some pretty shitty jobs and hasn't once complained; she's still turning up and working hard and without fault. Let's face it, there's a long way to go in rebuilding this city."

JON BAKER

More than willing to do anything he's asked, often before its asked, makes Jon Baker a highly valued member of the Worthington Contracting team. Five months into the job and Jon has just had his first performance review and it looks like he'll be staying on.

James Worthington, owner of Worthington Contractors, says, "Jon is a new comer to this industry but he's showing promise. In a relatively short time he's demonstrated that he's reliable – he turns up on time and buckles down. He doesn't like to be caught standing around; if he can see that there's something that needs doing then he just gets on and does it."

More than ticking off the base requirements, however, Jon has demonstrated an interest in developing his bent for working with heavy machinery. A product of the U Build 4 the Rebuild training programme, Jon came to Worthingtons with a full set of compliance courses including his Wheels Tracks and Rollers endorsements. He's now working on his Class 2 and with ongoing study his goal is to gain further heavy trade licenses.

Worthingtons has committed to a development plan for this young man that can only be a win-win. "Jon has proven that he's prepared to start on the shovel and work for a modest wage. We'll now provide a pathway for his future. He planted the seed, we helped water it and we'll both reap the benefits". Says James Worthington.

Robyn Laurenson project manager for U Build 4 the Rebuild says "Jon showed an interest in the whole machinery side of things right from day one. We worked with that and provided him with the basic tools to enable him to head down a certain path that was potentially advantageous not just to Jon but to any future employee".

"...the course gave me the confidence to make a go of it and set myself on a good career path"
- Jon Baker, first For Real recruit at Worthington Contractors



Jon Baker digs his new job

From Jon's perspective, the initial training programme provided him with some basic skills he could use to invest in a future. "Aside from everything else, the course gave me the confidence to make a go of it and set myself on a good career path. Worthingtons is really looking after me and I now enjoy getting up for work in the morning."

For further information about the For Real training and recruitment programme, contact Sarah - Sarah.Edwards@SCIRT.co.nz

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