

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 Employer Information Sheet

**Story:** Operational Workforce Gap

**Theme:** People and Culture

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A handout which includes information about the For Real employer process, the pre-employment courses available, a cost and value analysis for employers and some questions and answers.

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](http://www.scirtlearninglegacy.org.nz)

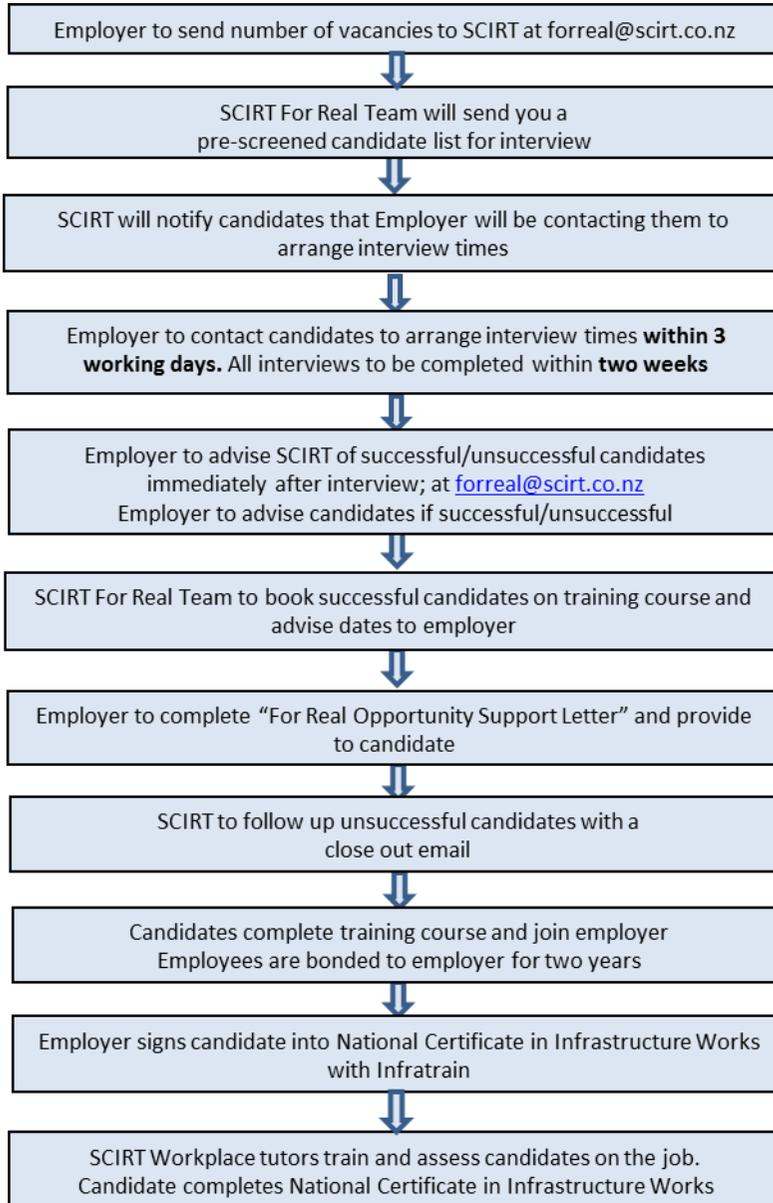


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## EMPLOYER PROCESS



## PRE-EMPLOYMENT COURSES

All pre-employment training courses cover the following skills:

- Wheels, Tracks and Rollers
- First Aid, Traffic Control and Site Safe
- Health & Safety onsite, Hazard ID and timesheets
- General knowledge of the industry
- Communication and attitude, Toolbox Sessions
- Numeracy and literacy skills for the workplace

Each provider below also includes additional areas of focus:

### **Tai Poutini: Civil Construction Worker (Drainage) with WTR - 8 weeks**

- Materials and trench compaction
- Protection and support systems for excavation
- Slinging and lifting with excavator and crane operations
- Basic trench set out and implications of dewatering

### **UBUILD4REBUILD: "Civil Construction Worker (Roads) with WTR – 8 weeks**

- Self Confidence, Life skills, teamwork, attitude and health
- Maintain small machinery
- Operation of plate compactor and hand tools

### **CPIT: Civil Construction Worker (Roads) with WTR - 8 weeks**

- Understanding materials used in roading
- Calculations and plan reading
- Paving and concreting work
- Compaction of base course, levelling and slope

### **He Toki "Māori Leadership Course" 10 weeks**

Includes CPIT course with two weeks of Maori culture, leadership and mentoring

## COST & VALUE ANALYSIS

|                                          | RECRUITMENT                                                                              | Pre-employment training Course Investment                                                                  | On-job Training National Certificate                                                                                    | Total Employer Contribution                  | Advantages                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------|------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| For Real Trainee<br>8 Weeks @ 40 hours   | Employer Investment<br>Living Allowance:<br>\$1080 - \$2720                              | SCIRT: \$1500<br>Government: \$1800<br>Course includes:<br>Traffic Control, WTR<br>Site Safe and First Aid | Employer Investment<br>National Certificate \$600<br>SCIRT Investment<br>Tutor training & assessment<br>50 hrs @ \$4900 | \$1680 - \$3320                              | \$8000 compliance training, provider, tutor training and assessment<br>Less time off job due to "Workplace Tutors" training on site<br>No recruitment or temp costs<br>Trainees bonded for two years due to financial investment<br>Attraction campaign, prescreened candidates, interview guides and For Real template<br>National Certificates for Candidates, tender attributes for employers<br>Significant return on investment, candidate care for 1 year |
| Temp Agency Staff<br>8 Weeks @ 50 hours  | Wages: \$8592                                                                            | N/A                                                                                                        | Potential Compliance Costs:<br>WTR \$400<br>First Aid \$200<br>TC \$250<br>Site Safe \$150                              | \$8,592<br>Potential Compliance Costs \$1000 | PPE is supplied by Temp Agency<br>May get some compliance skills with temporary staff<br>Good option for short term work, good bridging option<br>Low risk                                                                                                                                                                                                                                                                                                      |
| Recruited Employee<br>8 Weeks @ 50 hours | Advertising:<br>Print: \$276 per week<br>Seek: \$250<br>Wages: \$6800<br>(\$17 per hour) | N/A                                                                                                        | Potential Compliance Costs:<br>WTR \$400<br>First Aid \$200<br>TC \$250<br>Site Safe \$150                              | \$7,326<br>Potential Compliance Costs \$1000 | Control the complete process<br>Increase brand name                                                                                                                                                                                                                                                                                                                                                                                                             |

## QUESTIONS AND ANSWERS

### ***How long does the "For Real" and on-job training take?***

With the pre-employment course and individual on-job SCIRT Workplace Tutors; candidates will usually complete in half the time. The time to complete will now be between 6 – 9 months.

### ***What is the living allowance? Why are employers investing in this?***

The living allowance is a commitment from the employer to the candidate. This support allows the candidate to live while in training. SCIRT training providers and government are investing in the For Real program. The living allowance is the employer contribution to the \$8000 training investment in the candidate.

### ***The candidates are "Pre-Screened" under what criteria and by whom?***

Pre-screening occurs by the HR Hub. (Staff from industry and providers with knowledge of civil construction needs). Screening involves questions around attitude, motivation, experience, physical fitness and industry fit. A recommendation of the most suitable course is also part of the screening.

### ***What if none of the candidates on the list fit my company requirements?***

If none of the "Pre-screened Candidate List" you have received fit your company, please request another candidate list for the SCIRT For Real Team.

### ***What if I want to change the recommended training course for one of my candidates?***

The For Real Opportunity has been set up for candidates and their employers. Please notify us and we will alter the training provider to fit.