

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 Promotional Flyer

Story: Operational Workforce Gap

Theme: People and Culture

A promotional flyer which describes the For Real recruitment and training process.

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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Role of Candidates

- Bring a positive attitude and be prepared to work hard
- Attend pre-employment training
- Complete training
- Enter employment with a positive attitude
- Complete on-the-job training
- Bonded to employer for cost of training

Role of Providers

- Deliver quality training to candidates
- Work in partnership with SCIRT and employers

Role of Employers

- Recruit candidates in a timely manner
- Support candidates during pre-employment training, including provision of a living allowance (if applicable)
- Facilitate transition into employment
- Support on the job training

Role of SCIRT

- Attract and filter candidates
- Pay for pre-employment training of candidates
- Deliver on-the-job training programme
- Technical training
- Assess progress of candidates against standards

Role of InfraTrain

- Advise training pathways
- Work in partnership with SCIRT, employers, employees and providers
- Provide support and guidance
- Provide access to National Qualification



TRAIN
WORK
EARN

FOR
REAL

Opportunities

PROGRAMME
FUNDED BY:



New Zealand Government



**National Certificate in Infrastructure Works
 – Level 2**

Opportunities

| Register | Assessment | Candidates matched to employers | Pre-employment training | Employment and on-the-job training | Industry providers |
|--|--|---|--|---|--------------------|
| <p>Website www.chchforreal.co.nz</p> <p>Bus Register on kiosks</p> <p>SMS Text 'REAL' to 5885</p> | <p>Candidates recorded on FOR REAL database</p> <p>Candidates screened for industry fit by FOR REAL HR Hub</p> <p>Suitable candidates allocated to appropriate training course or directly to employment</p> | <p>SCIRT contracting companies register vacancies</p> <p>Candidates are matched to suitable employers</p> <p>Employers undertake recruitment process with candidates</p> <p>Candidates are employed by contracting company and allocated to pre-employment training or directly to employment</p> | <p>Candidates attend pre-employment training at one of five SCIRT approved providers</p> <p>Trainees supported with a living allowance as applicable</p> <p>All course work contributes towards the National Certificate in Infrastructure Works – Level 2</p> <p>Providers:</p> <ul style="list-style-type: none"> - Tai Poutini - CTC - CPIT - UBUILD4THEREBUILD - He Toki | <p>Candidates identified as suitably skilled move directly into employment</p> <p>Candidates completing pre-employment training move into employment</p> <p>Employers sign candidates into further training once in full-time employment</p> <p>Employees complete National Certificate in Infrastructure Works – Level 2</p> | |