

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.

CCNZ Training Advisory Diagram for the April 2016 Board Report

Story: Positive Influence: Training Advisory Group

Theme: People and Culture

A diagram which illustrates the proposed structure of an industry-wide training advisory board.

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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CURRENT STATE of SKILLS TRAINING IN OUR INDUSTRY - 2016

Trades Certification Establishment Board (TCEB)	Connexis (Industry Training Organisation)	SCIRT	Industry	NZ Inc.
Aim:				
<p>To establish a Trades Certification process with the aim of raising the profile and attractiveness of the industry. A collaborative effort by Civil Contractors NZ (CCNZ) and Connexis.</p>	<p>“We provide nationally recognised qualifications developed with industry, for industry.</p> <p>Our aspiration is to be the “ITO of choice” for employers in infrastructure. We aim to ensure great foundations for New Zealand with qualifications that count, training that works and service that’s superior.” from Connexis website.</p>	<p>“Purposefully lift the capability of the Sector Wide Workforce” (Alliance Objective)</p> <p>“Develop a Trades Regime with mana” (SCIRT Board 2013)</p> <p>Guiding Principles:</p> <ul style="list-style-type: none"> • Competency Based • Learner Centric • On Job Training BEFORE Assessment 	<p>To have safe and skilled team members to meet operational and compliance requirements.</p>	<p>The National Construction Pipeline report (Dec 2013) predicts unprecedented growth in building and construction in NZ to the beginning of 2019 - \$9 billion per quarter – 40% higher than 2007.</p>
Reported State – Feb 2014				
<p>First meeting held 6th Aug 2013. Business Planning in process; funding being sought from MBIE and NZTA</p> <p>Projected to be in place by Dec 2014</p>	<p>Currently working with Industry to review the National Qualification Pathway for Civil. Proposed qualifications at Level 4 will align with the Trades Certification Process.</p> <p>Projected to be in place by mid 2015</p>	<p>SCIRT Training Centre with 6 Workplace Tutors working on job to achieve the alliance objective.</p> <p>Have a MoU with Infratrains (Aug 2012) to develop an improved Training Framework for the industry</p> <p>Have co-developed with Infratrains a Training resource for Introduction level (Level 2). Poised to do more.</p>	<p>Each business has their own way of training, assessing and own resources (even their own version of Connexis resources)</p> <p>Surface view - focus is on competency assessment for compliance rather than training for skills.</p> <p>What is the shared industry view?</p>	<p>“The question for industry is how are we going to meet that demand without compromising quality?” Andrew Reding – Productivity Partnership.</p> <p>The Built Environment Skills Strategy was developed in 2011</p>
Current State and SCIRT support				
<p>SCIRT seconded a project manager to this Board which was key to progress the Trade rollout over 2015.</p> <p>SCIRT Board Members have played an influential role on the Trade Establishment Board.</p> <p>A Civil Trade Pilot Group of 14 Graduated via RCC in December 2015.</p> <p>Connexis has been appointed the ‘Registrar’ function for the Civil Trade.</p> <p>Of the three pathways to the trade only one is completely available (RCC).</p> <p>Some discussions have occurred about a training advisory board being set up but these have not formalised.</p>	<p>Connexis has passed 3 of 8 Trade related qualifications for initial SCIRT Review. Three new streams are projected for development in mid-2016 and five qualifications have not been presented for review by SCIRT.</p> <p>Timelines have been hard to ascertain and have consistently slid.</p> <p>While technical feedback from SCIRT may have been partially integrated (final products not seen) the learning methodology has not been integrated at this juncture.</p> <p>RCC packages have been developed to assess Civil Trade Competency with SCIRT input.</p> <p>Finding a sufficient number of capable and available Civil Trade assessors in particular in the North Island has been a challenge.</p> <p>Connexis has acquired responsibility for the water sector, including water reticulation and water and waste water treatment workers.</p>	<p>The SCIRT Training Centre has been recognised as a good model for upskilling industry. Uptake of practical Civil Industry specific training has demonstrated an industry willingness to move away from ‘backward learning.’</p> <p>The vision of a Civil Trade with Mana has been partially delivered. There is a trade framework but the ‘mana’ of its learning qualifications and products is yet to be determined with the majority of learning products still incomplete and Connexis not yet delivering resources completely that align with SCIRTs feedback.</p> <p>A new MOU with Connexis was implemented in September 2015 seeking to encourage greater and ongoing engagement.</p>	<p>The Roading New Zealand and Civil Contractors Federation merger has assisted in bringing a collaborative approach.</p> <p>Businesses are committed to the Civil Trade in principle but this is not fully integrated into their L&D and Operational planning.</p> <p>Businesses are looking to utilise wider bodies like the Construction Safety Council, CCNZ and Construct Safe to benchmark their competency frameworks against legislative requirements.</p> <p>Businesses are beginning to work towards shared competencies with safety groups and demonstrate a willingness to collaborate on safety and training.</p>	<p>A greater focus on safety from Govt NZ alongside a continuing growth in construction and initiatives to recognise the trades such as ‘Got a Trade Got it Made’.</p> <p>Government Departments are taking a leading role and supporting pan-industry initiatives like the Construction Safety Council.</p>

