

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.

## A SCIRT Living Legacy – May 2016 Board Presentation

**Story:** Positive Influence: Training Advisory Group

**Theme:** People and Culture

---

A presentation prepared for the SCIRT board which outlines the need to pursue the establishment 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](http://www.scirtlearninglegacy.org.nz)



This work is licensed under a [Creative Commons Attribution 3.0 New Zealand License](#).

The authors, and Stronger Christchurch Infrastructure Rebuild Team (SCIRT) have taken all reasonable care to ensure the accuracy of the information supplied in this legacy document. However, neither the authors nor SCIRT, warrant that the information contained in this legacy document will be complete or free of errors or inaccuracies. By using this legacy document you accept all liability arising from your use of it. Neither the authors nor SCIRT, will be liable for any loss or damage suffered by any person arising from the use of this legacy document, however caused.

# SCIRT leaving a legacy of an improved training framework for trades...

## *a SCIRT Living Legacy*

11 May 2016  
Mason Tolerton

# Background

## Alliance Objective:

“Purposefully lift the capability of the Sector Wide Workforce”

## Board Vision June 2013

“Develop a Trades Regime with Mana”



# Progress towards a Civil Trade

- A Civil Trade Project Manager seconded from SCIRT - Jan 2015.
- SCIRT fast-tracks the development of recognition of current competency products for Trade Launch in December 2015.
- A three year Apprenticeship Qualification towards Civil Trade recognition is scoped and development is underway.





# Progress towards a Civil Trade with Mana

- Some improved Connexis products through direct SCIRT input.
- Connexis agrees in principle to add trainer resources to their Products.
- 3 of 7 learning products produced viewed by SCIRT Training as 5/10.



# Our learnings

## “Develop a Trades Regime with mana”

- There is significant work still to do in learning resource development for Civil Trade products – currently still ‘backward learning.’
- Connexis responds when direct intervention occurs, eg: Civil Trade Project Manager, spreadsheet for product delivery.
- Gap between an industry view of competency and Connexis’ view that NZQA assessment of units bring capability needs to be bridged.



# Recommendations

- SCIRT enables a CCNZ Industry Training Board.
- A SCIRT Board Member nominated to support the leadership conversation.





# CCNZ Training Advisory Board

**Chair Person**

**Operational Leaders x 3**

(Superintendent / Construction Manager)

Role: Provides current technical feedback.

**Learning**

**Representatives x 3**

Role: Provides best practise learning advice and direction.

**HSEQ Representative x 2**

Role: Provides best practice HSQE advice.

**CCNZ Representative**

(SME Owner)

**Advises, reviews content and influences approach and direction**

**Supports through championing learning outcomes and learning products timeline oversight**

**Aligns and supports**

## Industry Training Organisations

### Representatives:

- Connexis
- NZIHT
- Other PTEs and Civil Training Organisations

## Civil Trade Board

## Construction Companies

**&**

## Industry Safety Organisations

- Construction Safety Council
- Construct Safe
- Site Safe