

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.

Memorandum of Understanding - SCIRT and Connexis 2015

Story: SCIRT Training Centre

Theme: People and Culture

A revised memorandum of understanding that sets out how SCIRT and Connexis planned to work together to build an industry training framework and skilled workforce.

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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Memorandum of Understanding

between

**Stronger Christchurch Infrastructure Rebuild
Team (“SCIRT”)**

and

Infrastructure ITO Inc. trading as Connexis

1 PARTIES TO THE MEMORANDUM

- 1.1 This Memorandum is between SCIRT and Connexis.

2 BACKGROUND

- 2.1 The 2010 and 2011 earthquakes have substantially damaged the horizontal infrastructure in Canterbury. It is estimated that rebuilding the horizontal infrastructure in the city will cost \$2.2 billion to complete.
- 2.2 The Stronger Christchurch Infrastructure Rebuild Team (SCIRT) is an entity that has been established to plan, manage and rebuild the horizontal infrastructure of Christchurch by 2016. The head contractual agreement within SCIRT is an alliance between owner participants (CERA; the Christchurch City Council and the New Zealand Transport Authority) and non-owner participants (CityCare; Downer; Fletcher; Fulton Hogan and McConnell Dowell). Over 80 other organisations will come under the umbrella of SCIRT to complete the programme of work.
- 2.3 Connexis is mandated under the Industry Training Act 1992 as the Industry Training Organisation (ITO) for the civil infrastructure and engineering sectors. Its statutory responsibilities are:
- 2.3.1 To design qualifications listed on the NZ Qualifications Framework and run moderation systems to ensure fair, valid and consistent assessment against national standards.
- 2.3.2 To arrange for the delivery of industry training that enables trainees to attain these standards.
- 2.3.3 To provide leadership to their industries on skill and training matters, identify current and future skill needs, and work with employers and employees to meet those needs.
- 2.4 The two parties have been working together to plan for the training and up-skilling of the human resources required to meet the demands of an expected rapid increase in work and to take advantage of the industry training opportunity that the Alliance Agreement creates. The parties have determined to formalise their working arrangements and relationship under this MOU.
- 2.5 Horizontal infrastructure includes roads, fresh water, wastewater and storm water systems.

MOU PURPOSE

- 3.1 To provide a framework and outline the roles and responsibilities for SCIRT and Connexis to work in partnership to achieve key objectives around the development of an industry training framework and skilled workforce that is sustainable beyond the rebuild. These will be based on a national framework of training and development to benefit employees, companies, and up-skill the sector.

4 TERM

- 4.1 This Memorandum replaces the existing Memorandum due to changes resulting from the projects progress, the development of a Civil Trade which both SCIRT and Connexis are party to and change in personnel in key roles.
- 4.2 It commences on the date of signing and ends on 30 December 2016, unless a specified extension is agreed by all parties
- 4.3 Either party may terminate their participation in the MOU by giving the other party three month's written notice.

5 OBJECTIVES

- 5.1 The parties will work together to achieve the resources objective of the SCIRT Alliance Agreement : "Purposefully lift the capability of the sector wide workforce". This includes lifting the capability of all sub contractors, establishing greater capability of current specialist infrastructure activities, doing something meaningful to reduce the level of unemployment in Christchurch and delivering a new wave of skilled resources into the market. The new entrants will have a net effect of reducing the average age of those in the industry.

The parties will also take the opportunity that the rebuild has provided to improve current training frameworks and models so that they are more in line with industry requirements and those of the learner who is attracted to our industry.

This will be achieved by the parties jointly:

- 5.1.1 seconding a project manager from, and funded by, SCIRT, to Connexis until January 2016 to Project Manage the Civil Trade development on behalf of the Civil Contractors New Zealand Civil Trade Certification Board;
- 5.1.2 developing and evaluating the Infrastructure Works levels two to four, Plant and Equipment, and Apprenticeship learning and assessment resources that the entire industry can use to train their workforce to an industry wide standard of Civil Trade competence;
- 5.1.3 developing and implement a flexible, on-the-job learning approach for the Infrastructure qualifications and resources that will allow infrastructure workers to learn effectively on the job;
- 5.1.4 supporting the SCIRT model of using on-job trainers and assessors as a beneficial model for industry to adopt beyond SCIRT and collaborate to prove the value of this to wider industry;
- 5.1.5 encouraging sub-contracting companies to take-up training programmes and up-skill their workforce;
- 5.1.6 developing funding proposals and other requests to Government agencies (where appropriate) for assistance to address barriers to progress;).
- 5.1.7 marketing the career opportunities in the infrastructure sector arising from the Christchurch rebuild work; and

- 5.1.8 working to progress the SCIRT operational team members through the Civil Trade assessment process using both Recognition of Current Competency and delivered qualifications in order to realise the benefit of SCIRTs wider industry representation across New Zealand in the Trade's formative phase.

6 COMMITMENTS

- 6.1 To liaise with industry stakeholders to ensure:
 - 6.1.1 Industry needs are fully understood.
 - 6.1.2 Industry stakeholders understand how they will benefit from the proposed training programmes
- 6.2 To cooperate fully and make all reasonable endeavours to apply the resources required to ensure that the objectives described in this MOU are achieved.
- 6.3 To identify and declare any issues that may affect the operation of this MOU as soon as they arise.
- 6.4 SCIRT to second and manage tutors that will provide on-the-job training, assessment and support to trainees and companies.
- 6.5 Connexis to resource the revised delivery and assessment approach to its qualification to meet the needs of industry and SCIRT. The new approach will focus on naturally occurring evidence and assessment – with much less requirement for written documentation.
- 6.6 To make available to industry all Intellectual Property and resources (apart from Learner and Assessor Guides) that are developed during the SCIRT Training Centre on the Connexis website.
- 6.7 To treat all potentially sensitive information relating to the parties as being confidential to the parties.
- 6.8 To agree a communications plan including protocols on key communication releases, to keep stakeholders of the parties updated.

7 RELATIONSHIP MANAGEMENT

- 7.1 The parties, through the Executive General Manager SCIRT, and CEO of Connexis, or their designated alternate(s) agree to meet regularly to discuss issues relating to this MOU.
- 7.2 The parties agree to work together to promptly resolve any issues that arise relating to the implementation of this MOU.

8 DISPUTE RESOLUTION PROCESS

- 8.1 If any dispute arises between the parties concerning the matters covered by this MOU, the parties will use their best endeavours to resolve the dispute promptly.
- 8.2 If a dispute can not be resolved by the parties promptly it will be referred to independent mediation.

9 SIGNATURES

SIGNED by Ian Campbell, Executive General Manager, SCIRT

Date:

SIGNED by Roger McRae, SCIRT Board member , Civil Trades Establishment Board member, Managing Director, McConnell Dowell

Date:

SIGNED by Andrew Stevens, SCIRT Board 'Our Team' Representative, GM Fletcher Construction Infrastructure

Date:

SIGNED by Helmut Modlik, Chief Executive, Connexis NZ

Date:
