

# Developing a Skilled Civil Construction Workforce

Report Snapshot



**New Zealand has a critical civil construction worker shortage**

Industry and government must address this with trades training for people to enter the workforce and develop on the job



April 2022

# The big issues

Without clear entry points for new workers to start jobs and gain the trade skills they need before starting work, New Zealand will struggle to develop the skilled workforce it needs to carry out its infrastructure construction programme.



**Limited connection to the schools system**



**Lack of support for work-ready training and industry induction**



**High cost of training, limited supply of trainers**



**New entrants and employers have vastly different expectations**

# Opportunities

There are opportunities to use what has been learnt from pilots and company entry-level training programmes. To establish a functioning pathway for trades training, a consistent and accessible industry induction is needed to enable people to join the civil construction workforce with the skills and knowledge they need for a successful career in the civil trades.

**Use technology to overcome barriers posed by site safety requirements and equipment cost**

**Showcase the aspirational career path and inspire people to take up the tools of the civil trades**

**Invest in starting up long-term training programmes rather than short-term pilots**

**Template programmes that are working so they can be shared**

**Inform the Reform of Vocational Education**

**Truly understand social procurement**

# New ways of working

The civil construction industry has a set of challenges that require a paradigm shift in the ways we develop and grow talented people.

## From this

## To this

Educators are currently the only officially recognised trainers

Supervisors are recognised as trainers to provide on the job training

Immature industry apprenticeship system

A working apprenticeship model is developed and sustained

People enter the industry without practical skills

Practical, industry-specific skills are delivered prior to employment.

New entrants to the industry are turned away because they don't have the required skills

New entrants are sent to appropriate training to become work ready

Delivery of infrastructure-specific training is funded at a small scale

Delivery of training is funded consistently. Funding is accessible to the right trainers

Contractors primarily recruit skilled people, or use labour hire organisations to offset risk

Career pathways are clear and accessible to new entrants

Requirements for employment are poorly defined

A clear description of skills and knowledge requirements for entry

There is a critical skills shortage

A steady pipeline of talent is supported to enter the industry

# Key recommendations

CCNZ and the Civil Workforce Forum propose the following recommendations to address NZ's civil infrastructure construction workforce development challenges.



**Support long-term work readiness programmes**



**Government funding for industry-specific education**



**Clarify social procurement**



**CIVIL WORKFORCE FORUM**

**Civil construction workforce development leadership**



**On the job training**



**Support and embed Civil Trades certification**



**Connect industry with schools**

## About this project

- 25 visits to contractors and trainers in selected regions
- A half-day workshop
- A session at CCNZ National Conference
- More than 30 video conference meetings with stakeholders
- One webinar

This snapshot provides an overview of *Developing a Skilled Civil Construction Workforce*, a research project and report produced by the Civil Contractors New Zealand Civil Workforce Forum following widespread engagement across the civil construction industry and its supporters.

The full report is available at [www.civilcontractors.co.nz](http://www.civilcontractors.co.nz)

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