

Introducing the Civil Workforce Forum

Established by Civil Contractors New Zealand and supported by the Ministry of Social Development and Ministry of Business, Innovation and Employment, the Civil Workforce Forum provides an avenue for NZ's civil construction companies to discuss and evolve the pathways to employment for people looking to join the industry.

The Forum will initially focus on how the industry gets people to the start line and helps them get the skills they need to start work, whether this be through 'industry induction' or pre-trades training.

The initial project will last six months, from April to September. The concept is based around a stocktake of current pre-trades skill delivery that provides people with the skills and knowledge to do the work required of them as a new entrant to the civil construction workforce.

CCNZ believes members already know the answers to the challenges the industry faces in bringing new employees on board, but these answers are known in isolation and a lot of time and resource is spent in developing very similar programmes to introduce people to the industry.

The project will also establish a forum to provide employer feedback on workforce development initiatives and wider support structures, such as regional skills hubs recently established by the government to connect people with training and employment.

The project is led by CCNZ Communications Manager Fraser May, supported by Peter Silcock and project consultant John Bryant. It is currently in progress, with initial working group meetings, meetings with training specialists, case studies, an introductory launch webinar and face-to-face workshop events underway.

Deliverables

A stocktake of current workforce entry points and the training available to people who want to join the industry. This would provide clarity and transparency for industry, government and career seekers around available training.

- An industry agreed position on the skills required for both entry level and pre-apprentice levels. This will assist industry entrants and training providers.
- Establish the industry's appetite for supporting well-resourced training and development hubs which are used by all key industry members (including large companies, private trainers and SME's).
- A roadmap of civil construction career entry points and career pathways from these points in terms of time spent on the job and qualifications required.
- Check alignment of programmes with central and local government procurement
- Provide a clearer pathway from entry level to the Civil Trades Apprenticeships.
- A survey of social procurement across local and central government contractors.
- A feasibility test of the creation of an ongoing Workforce Development Manager position within CCNZ, who would act on the findings of the project to coordinate the workforce intake needs of the civil construction industry on an ongoing basis, interfacing with government, industry and trainers.

CCNZ is eager to work with trainers and workforce specialists within civil construction companies to better understand how the industry can work together to help bring people on board. For more information and to get involved, email Fraser@civilcontractors.co.nz.