

Developing the civil construction workforce

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CIVIL WORKFORCE FORUM

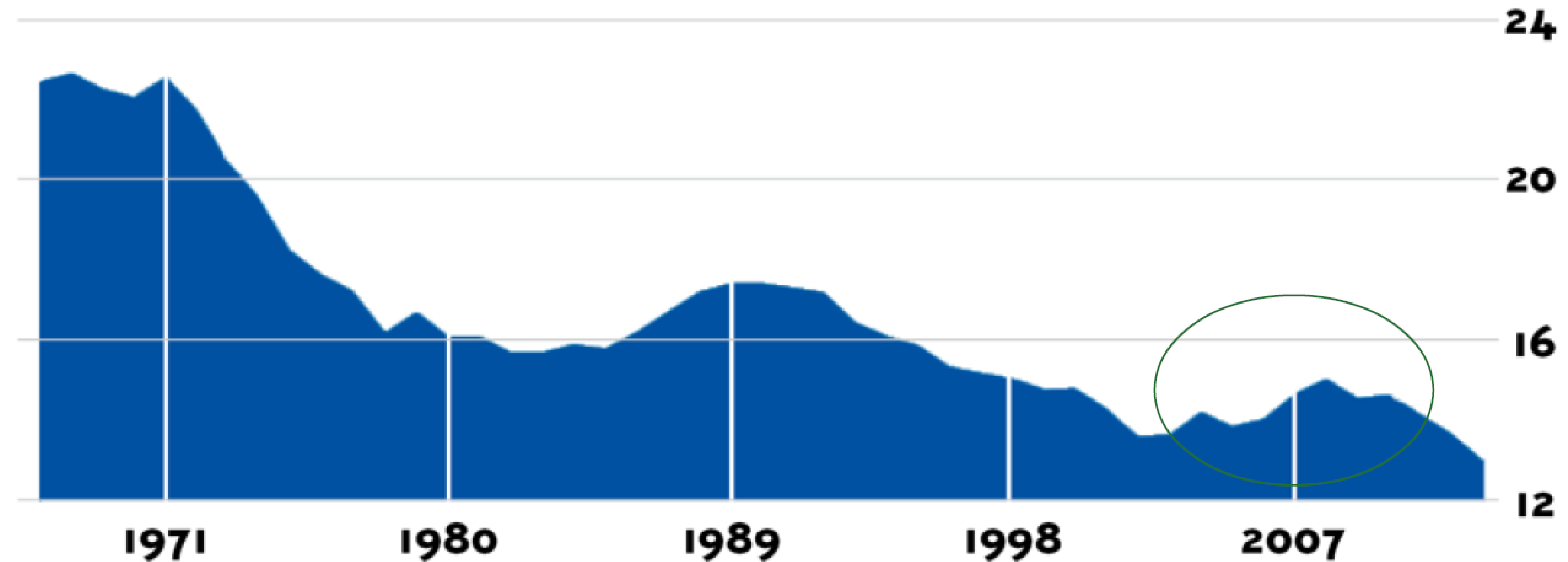


Background

- New challenges around recruiting overseas workers
- Government emphasis on developing people within NZ
- Entry level training delivery rests with employers, mostly unfunded

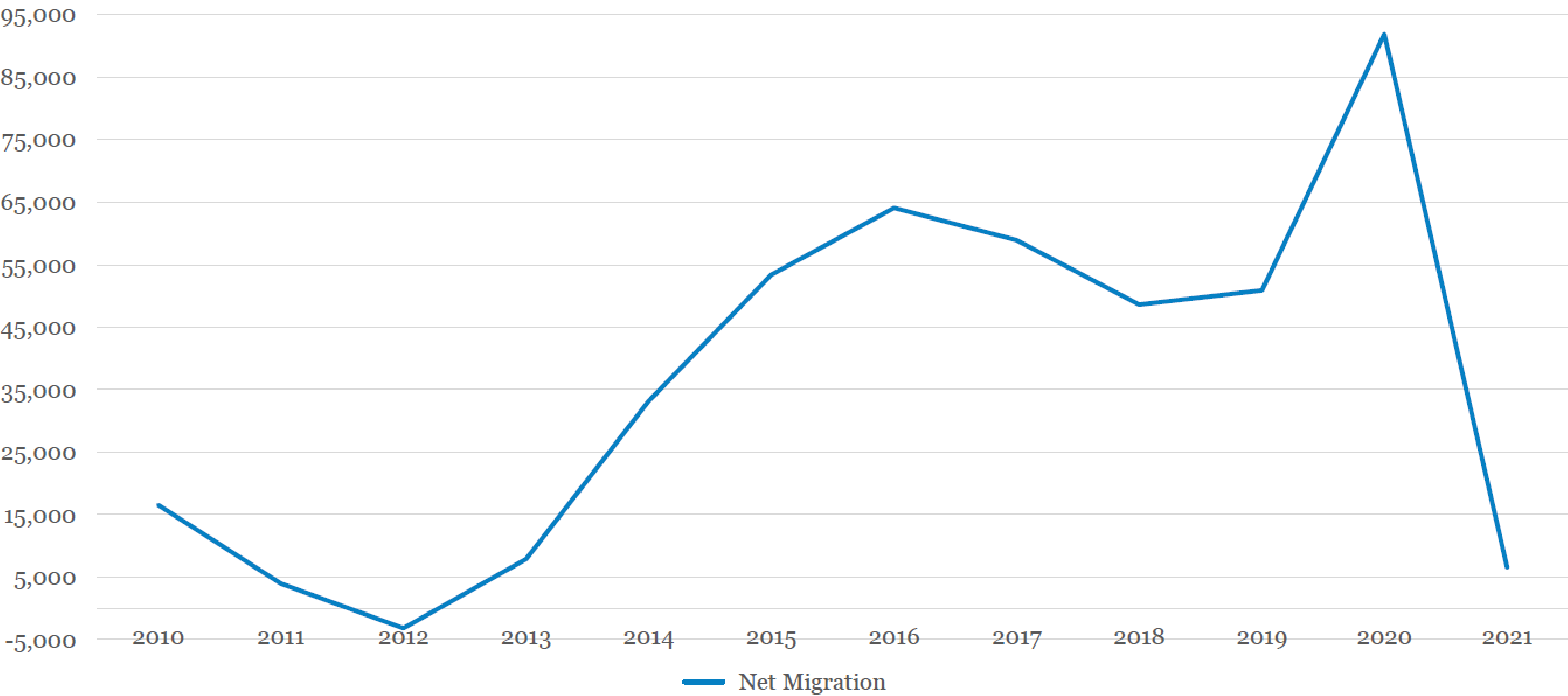


Te mimiti haere o te puna tangata | A shrinking pool of people



NZ births per 1,000

Te hekenga tapeke | Net migration



Infrastructure Skills Centre – Christchurch pilot

- A six-week of foundation skills training





What is Civil Trades?

A certification owned and operated by CCNZ (with support from Connexis) to recognise competent tradespeople

- Developed by Civil Contractors New Zealand (CCNZ), Connexis ITO and the Stronger Christchurch Infrastructure Rebuild Team (SCIRT).
- Now owned and operated by CCNZ, with support from Connexis
- Nearly 700 people certified, more than 900 enrolled



How does it work?

- Level 4 trade qualification (approx. 4,000 working hours)
- Demonstration of specific competencies to gain experience and prove skills (approx. 4,000 hours)
- **Application to Civil Trades Board to be assessed for certification**
- **Certification awarded, if requirements are met**

Three areas for civil trade certification

1

Road Construction & Maintenance

- Earthworks
- Road Construction
- Road Maintenance
- Non-Structural Concrete
- Forestry Earthworks

2

Pipeline Construction & Maintenance

- Trenched
- Trenchless
- Water
- Wastewater & Stormwater

3

Road Surfacing

- Bituminous Mixes
- Chipseal
- Slurry
- Binder Manufacturing
- Bituminous Mixing Operation
- Bituminous Spraying Operation

**CCNZ CAREERS
PROMOTION**



WHAT'S THE SITUATION?

**Nationwide talent shortfall identified
as the single biggest challenge
facing our industry.**



01. BUILD INDUSTRY AWARENESS

EPIC ■



02. ATTRACT AND RETAIN THE RIGHT PEOPLE

EPIC ■



03. DEVELOP A MORE DIVERSIFIED WORKFORCE

EPIC ■

EPIC

PROJECTS



An aerial photograph of a coastal landscape during sunset. A multi-lane highway and a railway line run along a steep, forested hillside that meets the ocean. The sun is low on the horizon, creating a strong golden glow over the scene. The word "OUTLOOKS" is written in large, white, sans-serif capital letters across the middle of the image, partially obscuring the road and the sea.

OUTLOOKS



SPIRIT

A man with a beard, wearing an orange safety vest over a dark shirt, is working on a piece of industrial machinery in a dark, dimly lit environment. A bright, warm light source, possibly a lamp or a part of the machine, is positioned above him, casting a strong glow and creating a lens flare effect. The background is dark and filled with various mechanical components and cables. The word "TECHNOLOGY" is overlaid in large, white, bold, sans-serif capital letters across the center of the image.

TECHNOLOGY

An aerial photograph of a construction site. In the center, the word "DIFFERENCE" is written in large, white, bold, sans-serif capital letters. The ground is a mix of dark, loose soil and lighter, compacted areas with visible tire tracks. Various pieces of heavy machinery are scattered around the site. On the left side, there are several yellow excavators and a large yellow dump truck. On the right side, a long line of yellow dump trucks is parked. At the bottom of the frame, two yellow bulldozers are visible. The overall scene depicts a busy construction environment.

DIFFERENCE

SO WHAT'S THE STRATEGY?

Give career seekers and those who influence career decisions inspiring insights about working in civil construction

Encouraging engagement and willingness to share positive stories and successes amongst civil construction workers

Managing direct contact from career seekers, leading to people with the right skills and attitude joining the workforce

Connecting career seekers with opportunities to upskill and work in civil construction

Publishing engaging content on social media and sharing inspiring images and stories through digital channels and partner organisations

Creating meaningful opportunities to share success stories





Questions