

Civil Construction Workforce Development

Alan Pollard
Chief Executive
Civil Contractors NZ





Issues

Shortage of skilled workers is the number one issue

Massive pipeline of essential work – BUT

Low awareness, unclear pathways for people to enter the industry

Gap between when people want to work and when they are considered work-ready for civil trades work (outside degree/diploma)



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

Educators are currently the only officially recognised trainers

Immature industry apprenticeship system

People enter the industry without practical skills

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

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

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

Requirements for employment are poorly defined

There is a critical skills shortage

To this

Supervisors are recognised as trainers to provide on the job training

A working apprenticeship model is developed and sustained

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

New entrants are sent to appropriate training to become work ready

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

Career pathways are clear and accessible to new entrants

A clear description of skills and knowledge requirements for entry

A steady pipeline of talent is supported to enter the industry

Report recommendations

- R1 - Civil workforce development leadership
- R2 - Create a templated programme to deliver civil skills at schools that connects with industry
- R3 – Government must fund civil-specific training programmes
- R4 – Establish incentives for on-job training
- R5 – Embed Civil Trades as an aspirational career
- R6 – Clarify social procurement
- R7 – Support appropriate industry induction and work readiness programmes, scale up programmes with long-term benefit





01. BUILD INDUSTRY AWARENESS

EPIC ■



02. ATTRACT AND RETAIN THE RIGHT PEOPLE

EPIC ■



03. DEVELOP A MORE DIVERSIFIED WORKFORCE

EPIC ■

EPIC



Thank you

Contact:
Alan Pollard, Chief Executive
Civil Contractors New Zealand
Alan@civilcontractors.co.nz
www.civilcontractors.co.nz

