



BCITO WORKFORCE DEVELOPMENT UPDATE 2018

FRAME & TRUSS

BCITO has been leading a significant project focused on workforce development in construction over the past three years. This work ensures that the sector is proactively driving change in our workforce rather than reacting to change.

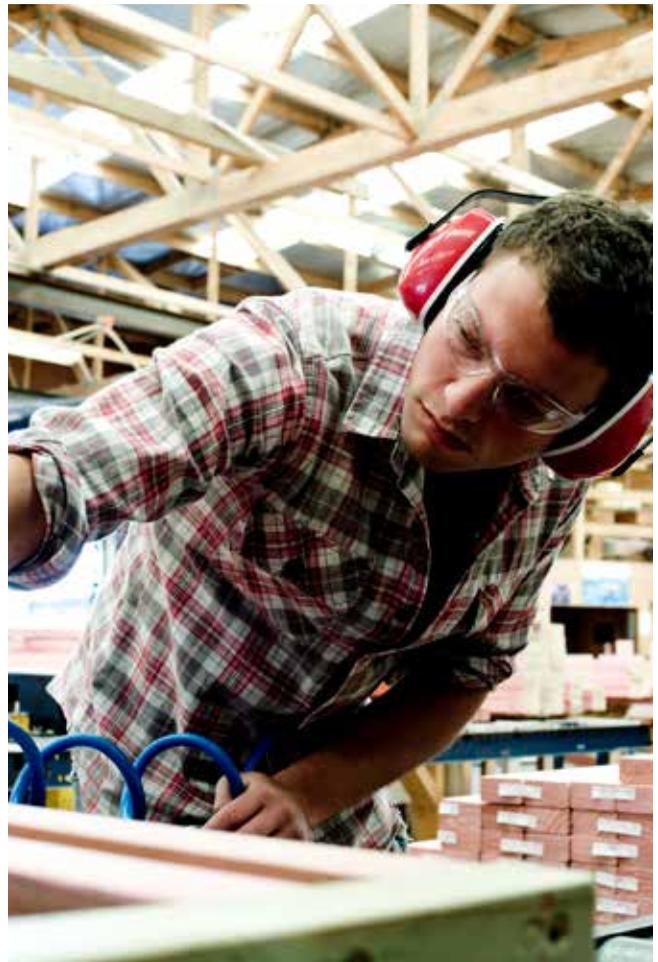
Actively developing the workforce is critically important due to continued skill shortages and the changing nature of the workforce.

The landscape of the construction sector has changed considerably in the last year. Demand for building work has continued at historic highs while factors such as Kiwibuild, the Government's Construction Skills Action Plan and the collapse of several major building contractors have put further pressure on the system.

At the same time, a number of previously emerging trends in the workforce have really started to be felt this year. Topics including gender equality, workplace flexibility, expectations of youth, and workplace relations have all had significant attention in the media and society in 2018.

While these changes have been occurring, one thing that hasn't changed is that skill shortages have remained acute. Across construction we need at least 80,000 more people in the next few years to meet demand.

Some key metrics about the frame and truss workforce are in the table opposite. The following pages highlight some of the workforce development initiatives that have happened over the past two years and outline how we can continue to develop the frame and truss workforce in the coming years.



TRAINEES AS AT
30 SEPTEMBER 2018

67

COMPLETIONS OCTOBER
2017 - SEPTEMBER 2018

38

DEVELOPING THE FRAME & TRUSS WORKFORCE

1// GETTING THE RIGHT WORKFORCE

KEY THEMES FROM INDUSTRY

→ KNOW WHAT TO LOOK FOR WHEN RECRUITING STAFF

- Focus on quality instead of quantity
- Encourage more women to enter the sector
- More targeted promotion

→ BUILD A GREAT TEAM AND BUSINESS CULTURE

- People feel valued, wanted, respected
- Culture starts from the top
- Celebrate workers successes and achievements
- Involve people in the business

→ BE A GOOD EMPLOYER- GO BEYOND THE MINIMUM

- Quality of environment – safety conditions
- Adding value to staff – opportunities for learning, development
- Offer and promote training
- Offer people a variety of tasks and work
- Pay and incentives
- Develop career path – transferable skills

→ RAISE PROFILE AND PERCEIVED VALUE OF SECTOR

- Change perceptions about the sector, particularly for influencers
- Promote positive, unique aspects of sector
- Promote careers in the sector to customer base
- Work more closely with schools

KEY ACHIEVEMENTS IN 2017

→ A marketing plan specifically for frame & truss has been drafted. It will be implemented in 2018 following sector consultation.

→ myBCITO is a new digital portal that secondary students, career seekers, apprentices, and employers will use to get engaged and stay engaged with construction careers and training.

→ Frame and Truss Manufacturing Association members, BCITO frame & truss employers and regional branches in the supply chain have been surveyed to provide sector workforce data.

→ Four frame & truss businesses hosted secondary students as part of the Big Construction Tour, showing young people what working in frame & truss is really like.

→ Projects are underway focusing on Māori, Pasifika, and Asian workers which aim to increase diversity in frame & truss and the wider construction sector.

→ The Women in Trades research project has been established which aims to increase the participation and success of women in construction and engineering trades.

KEY ACHIEVEMENTS IN 2018

→ myBCITO was launched to schools in February 2018 and has over 4,500 registered students. The digital portal was then released to job seekers in April.

→ BCITO's Trade Up campaign encouraged young people to aspire to trades careers in construction by highlighting a variety of trades across a range of different media platforms.

→ BCITO completed research with successful trades' women, women who withdrew from training and employers. Research publication, marketing, resources and support will roll out in 2019.

→ Frame & truss was promoted to career seekers as the sector of the week on the BCITO website and social media in August 2018.

→ BCITO has surveyed all current frame & truss employers with apprentices to establish base line data about employment in the sector.

2// RUNNING BUSINESSES EFFECTIVELY

KEY THEMES FROM INDUSTRY

→ IDENTIFY AND DEVELOP NEW AND POTENTIAL MANAGERS

- Recognise talent and progress them on a path
- Succession planning
- Develop career paths for people and the whole business

→ BUILD MANAGEMENT CAPABILITY

- Build culture of ongoing skill development at all levels of the business
- Mentoring
- Build capability around planning

→ ENCOURAGE PRACTICES THAT MAKE BUSINESSES MORE RESILIENT

- Better information about what's happening
- Better planning of how many people you need
- Do diverse work so better able to meet cycles
- Work with Government and other large companies procuring work to smooth work flows

KEY ACHIEVEMENTS IN 2017

→ Daniel Howe from Akarana Timber was chosen as a My Boss Legend. A case study and video of Daniel will be used to promote being a great frame & truss employer.

→ An employer's toolkit has been launched on the BCITO website with resources, templates and links to build employer capability in the sector.

→ Good business practices were encouraged by featuring articles in sector updates on business owners who create a dynamic company culture and lead by example.

→ Three pilots of online supervisory, project and business management training programmes have been run in 2017 with 78 past apprentices and employers from seven industries participating.

→ BCITO exhibited a purpose built "Growth Hub" at the BuildNZ/Designex industry trade event to promote using training and retention to grow businesses.

KEY ACHIEVEMENTS IN 2018

→ The My Boss Legend campaign showcased a series of videos and examples which promoted being a great employer.

→ BCITO rolled out Advanced Trade Supervisor Skills Training "Bites of Learning". These skills packages enable tradespeople to develop supervisory skills as part of a qualification or as a standalone course.

→ BCITO Upskill project went live, with resources, courses and support for bookkeeping, accounting, administration, technology, mentoring, health & safety, leadership, supervisory, and project management.

→ BCITO has created additional resources for the small to medium employers toolkit.

→ Sector emails have focused on business development with themes including diversity, personal development, and being a good employer.

3// DEVELOPING SKILLS AND VALUING QUALIFICATIONS

KEY THEMES FROM INDUSTRY

→ DEVELOP A TRAINING CULTURE WITHIN A BUSINESS, LED FROM THE TOP

- Develop internal training systems
- Link training to pay and incentives
- Provide ongoing training opportunities for staff at all levels
- Regular, dedicated time for training
- Show career and training paths
- Celebrate milestones
- Display certificates/qualifications

→ RAISE THE PERCEIVED VALUE OF DETAILERS WITH BUILDERS

- Promote having trained and qualified staff
- Promote professionalism
- Promote work on Return on Investment in training
- Link qualifications to licencing and regulations

→ INVESTIGATE THE POSSIBILITY OF A LEVEL 5/6 DIPLOMA

KEY ACHIEVEMENTS IN 2017

→ BCITO is trialling "micro-credentials" with pilots in five sectors, including frame & truss, over the next six months. These training packages are highly focused and complement full qualifications.

→ Articles in trade publications have been used to raise sector awareness about the value of qualifications in frame & truss and the wider sector.

→ BCITO staff have been working with individual frame & truss employers to help industry better understand the role they play in the apprenticeship journey.

KEY ACHIEVEMENTS IN 2018

→ BCITO has actively contributed to the government's Construction Skills Strategy and current set of education reviews, as well as preparing a briefing for new ministers.

→ Micro-credentials have officially been launched by NZQA. As part of this, BCITO is undertaking a pilot of managed traineeships and continuing to work with NZQA and TEC around implementation.

→ BCITO and the NZ Council for Educational Research are researching factors that underlie success and failure for apprentices and building a tool to foresee risk factors.

→ Outward Bound scholarships were offered to frame & truss apprentices to further develop the skills of future leaders in the sector.

→ BCITO spoke at the Frame & Truss Manufacturing Association Conference to reinforce the benefits of training and skills.

A CHANGING LANDSCAPE



As the construction sector continues to evolve the businesses that will be the most successful are those that can adapt their workforce to meet future needs. Actively planning the future workforce will set up individual businesses and the sector as a whole to be prosperous and meet changing demand.

WHAT NEXT?



In 2019 BCITO will be reviewing our workforce development programme to ensure that it continues to meet the needs of our sector. This will involve reviewing what is most important to the frame and truss sector and agreeing actions and initiatives. We are also investigating developing a digital platform which will connect a much larger number of employers with workforce development initiatives.

WHAT YOU CAN DO



To effectively develop the frame and truss workforce we need businesses to actively think about their own workforce needs and also those of the wider sector. We also need sector leaders who take the lead, promote positive practice, and encourage other businesses to actively engage in workforce development. We look forward to working with you to drive real change in the construction workforce and ensure it meets future needs.

CALL BCITO ✖ TODAY

0800 4 BCITO (422 486) OR VISIT BCITO.ORG.NZ