



BCITO WORKFORCE DEVELOPMENT UPDATE 2018

CARPENTRY

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 carpentry workforce are in the table below. 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 carpentry workforce in the coming years.

WORKERS IN 2017	90,600
NEW AND REPLACEMENT DEMAND OVER THE NEXT FIVE YEARS	38,000
ADDITIONAL SKILLED WORKERS NEEDED EACH YEAR	4,000
TRAINEES AS AT 30 SEPTEMBER 2018	9,400
COMPLETIONS OCTOBER 2017 - SEPTEMBER 2018	1,431



DEVELOPING THE CARPENTRY WORKFORCE

1// GETTING THE RIGHT WORKFORCE

KEY THEMES FROM INDUSTRY

→ CREATE A GOOD BUSINESS AND TEAM CULTURE

- Organise regular staff catch-ups
- Involve people in the business

→ BE AN EMPLOYER OF CHOICE

- Deliver on promises/promotion
- Offer job permanence/security
- Offer people a variety of work
- Offer incentives to long term workers
- Recognise the whole employee

→ ACTIVELY DEVELOP STAFF

- Establish and promote career paths
- Provide mentoring opportunities
- Offer and promote training
- Offer personal development and celebrate achievement

→ CHANGE PERCEPTIONS ABOUT THE SECTOR, PARTICULARLY FOR INFLUENCERS

- Promotion of the sector, eg Not Your Average Shed
- More involvement with schools – from industry people, starting early, with more work experience

→ EMPLOY THE RIGHT PEOPLE

- Get better at being first employer
- Look at recruitment practices

KEY ACHIEVEMENTS IN 2017

→ A marketing plan specifically for carpentry 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.

→ Carpentry businesses hosted over 950 secondary students as part of the Big Construction Tour showing what being a carpenter is really like.

→ Regional events were held for senior school students and parents showcasing carpentry and other trade careers.

→ Projects are underway focusing on Māori, Pasifika, and Asian workers which aim to increase diversity in carpentry 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.

→ BCITO has worked with IAG who sponsor up to ten new carpentry scholarships per year.

→ Carpentry was promoted to career seekers as the sector of the week on the BCITO website in April 2018.

2// RUNNING BUSINESSES EFFECTIVELY

KEY THEMES FROM INDUSTRY

→ BUILD BASIC BUSINESS SKILLS IN ALL STAFF

- Identify people who have management/ leadership potential
- Provide leadership opportunities for staff who aren't managers

→ ESTABLISH FORMAL BUSINESS TO BUSINESS MENTORING

→ ACTIVELY PLAN WHAT SKILLS ARE NEEDED IN A BUSINESS

- Match staff goals to business goals
- Succession planning

→ BUILD MANAGEMENT CAPABILITY, PARTICULARLY AROUND PLANNING

→ ENCOURAGE BUSINESS PRACTICES THAT MAKE BUSINESSES ADAPTABLE

- Get better collective understanding of where work will be
- Ensure businesses do diverse work
- Make better use of technology

→ MAKE USE OF MANAGEMENT TRAINING THAT BEST MEETS SECTOR NEEDS

- Make use of existing training courses
- Create bite sized training opportunities
- Make use of whole tertiary sector and wider system

KEY ACHIEVEMENTS IN 2017

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

→ 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.

→ Russell Clark from Licensed Renovations was chosen as a My Boss Legend. A case study and video of Russell will be used to promote being a great carpentry employer.

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

→ 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

→ BUILD CULTURE OF ONGOING TRAINING AT ALL LEVELS

- Lead by example – managers train
- Provide opportunities for people to train for advanced skills
- Keep having apprentices
- Link training to pay and incentives
- Promote career and training pathways

→ ENSURE QUALIFICATIONS ARE A GOOD MATCH FOR SECTOR NEEDS

→ RAISE CUSTOMER AWARENESS ABOUT THE VALUE OF QUALIFIED CARPENTERS

- Promote having qualified staff
- Link to compliance/regulation
- Create a qualification based licence system
- Associations promote value of qualifications

→ INCREASE EMPLOYER KNOWLEDGE ABOUT THE COSTS AND BENEFITS OF TRAINING

- Raise awareness of risks of not training
- Promote return on investment in training
- Understanding options for training

KEY ACHIEVEMENTS IN 2017

→ BCITO continue to support apprentice of the year competitions to celebrate excellence in training and promote promising young tradespeople.

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

→ A group home builder's representative has joined the Carpentry National Advisory Group to provide input on training needs within this growing sector.

→ BCITO has been working with NZQA to have a programme approved for the NZ Certificate in Carpentry.

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

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.

→ The New Zealand Certificate in Carpentry is due for launch early 2019.

→ BCITO has supported various awards including NZIOB Young Achiever Award and RMBA Apprentice of the Year competition to highlight excellence in training.

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 carpentry 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 carpentry 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