

INFRASTRUCTURE READY PROGRAM

FREQUENTLY ASKED QUESTIONS

BACKGROUND

The Office of Major Transport Infrastructure Delivery (OMTID) is partnering with industry and key training departments in a new initiative designed to create a sustainable civil construction industry and provide opportunities and pathways for the unemployed to be part of Western Australia's major transport infrastructure boom.

The Infrastructure Ready SkillSet program is aiming to develop a pipeline of 'job-ready' employees, by teaching basic measurement and calculation skills relevant to construction, industry standard safety practices and the ability to operate small plant and equipment used on construction projects. The training program will include a one week supervised work placement with a civil contractor, which may lead to an offer of an apprenticeship/traineeship and/or further employment.

The four-week training program will begin in late October 2020 with the first round of 'job-ready' students given the opportunity to gain entry-level positions with construction contractors from the civil construction industry by early 2021.

Key industry partners include the Civil Contractors Federation (CCF), the Construction Contractors Association (CCA) and the Construction Training Fund (CTF). Employers interested in signing up to this program can register their interest by emailing irp@dtwd.wa.gov.au.

How does the new Federal announcement fit in with this initiative?

The Federal Government recently announced employers could receive Federal Government subsidies of up to \$28,000 for each new trainee or apprentice employed between 5 October 2020 and 30 September 2021. Refer www.employment.gov.au/boosting-apprenticeship-commencements. The apprentice or trainee must be undertaking a Certificate II or higher qualification and have a State Government training contract. The wage subsidy is available for a maximum of \$7,000 per quarter per eligible trainee/apprentice.

This initiative dovetails into the Civil Construction Industry Employment Sustainability initiative, such that participants completing the Infrastructure Ready Skill Set Program can complete their Certificate II (or higher qualification) and enter into a State Government training contract with a civil construction contractor. The civil construction contractor can claim the subsidy should the trainee or apprentice come from the Infrastructure Ready Skill Set program, as they would do for someone outside of it.

How many participants will be initially enrolled in the Infrastructure Ready program?

It is expected 250 students will participate in the training program pilot and be 'job ready' upon completion of the four-week program. The first intake will commence in late October 2020 through the metropolitan TAFE Colleges, with additional intakes to commence shortly after through a number of publically funded training providers.

What accreditations and experience will the course equip the participants with?

The four-week Infrastructure Ready Skill Set program comprises three core components including industry standard health and safety training, theory inclusive of basic measurement and calculation skills relevant to construction. In addition, there is a practical component that involves participants spending time on metropolitan Perth sites where they will learn the necessary skills to operate small plant and equipment used on construction projects.

When will the first cohort of Infrastructure Ready participants be available for work?

The first cohort of participants will begin the 4-week program on 26 October 2020 and following completion of the course will be available to enter the workforce in late November 2020.

How will the Infrastructure Ready participants be allocated to construction contractors?

In the initial weeks of the program, the Department of Training and Workforce Development will collate information from construction contractors, in collaboration with OMTID, CCF and CCA industry associations. This will include locations, dates and capacity of construction contractors to host a work placement and identify potential employment opportunities. This information will be shared with TAFE and other approved training organisations delivering the program. These training organisations will make contact with construction contractors directly to arrange work placements.

Alternatively, details of training organisations involved in the Infrastructure Ready program will be distributed to construction contractors, who can initiate contact and actively seek work placements or graduates from the program as required. Construction contractors can register their interest by emailing irp@dtwd.wa.gov.au.

Can construction contractors leverage other job ready programs or just the Infrastructure Ready Program?

The Infrastructure Ready Skill Set program is unique in its approach because it provides construction contractors with an opportunity to host participants on work placements, with the possibility to offer future employment.

Participants successfully completing of the the program will be capable of carrying out their work in line with industry safety standards and will possess the basic skills to be productive from day one on the job.

Can students be accessed from other accredited courses?

Yes. There are a number of current programs delivered by RTOs, which are considered equivalent (or higher qualification) to the Infrastructure Ready Skill Set program.

- Work in Civil Construction Skill Set
- Work Safely in Construction Skill Set
- RII20715 Certificate II in Civil Construction
- RII30919 Certificate III in Civil Construction

TAFE and training providers involved in delivering the Infrastructure Ready program conduct a range of accredited courses relevant to the civil construction industry. Construction contractors may contact these organisations directly to provide information to graduates on employment opportunities as required.

Is a job guaranteed once the 4-week program is completed?

Upon completion of the program, a participant will receive a Statement of Attainment and a Skillset Certificate that outlines the skills that have been obtained during the Infrastructure Ready Skill Set program. Their work placement supervisor will also provide a written report, which will be useful to support a job seeker's efforts to obtain future employment.

Upon completion of the program, participants may articulate into a civil construction apprenticeship or traineeship and be employed directly by construction contractors or be placed in pool via a job matching platform waiting further job opportunities.

It is however anticipated that there will be a significant number of jobs created, and many of the program participants will gain employment from the program either directly with the company at which they complete their work placement, or with another civil construction company.

What are the benefits for industry construction contractors to take on the participants?

This training program is unique in its approach and intends to equip participants with skills relevant to the civil construction industry and exposure to current key projects, to confidently enter the workforce, as a 'job-ready' employee.

The Infrastructure Ready Skill Set program has been developed to ensure employment sustainability is enabled in line with the current pipeline of industry projects. Offering employment to successful participants from this program provides construction contractors with an opportunity to have students consider long term employment with the company, and inevitably create employment sustainability for the wider industry.

Construction contractors will be provided with incentives to employ and retain 'job-ready' person(s) in line with current policies.

If you interested in hosting a work placement participant through the Infrastructure Ready Skill Set Program, please register your interest at IRP@dtwd.wa.gov.au or phone (08) 6551 5049.

Participants that fall into and of the below categories, will be eligible to enroll in the course free:

- Under 24 years of age (not at school);
- Currently receiving the JobSeeker or JobKeeper payment;
- Currently receiving Youth Allowance, AUSTUDY or ABSTUDY;
- Currently hold a pensioner concession card, Health Care Card or a Repatriation Health Benefits Card issued by the Department of Veterans' Affairs;
- A dependent of persons who are inmates of a custodial institution.

Course costs and resource fees apply for participants who do not meet the above criteria.

Are there any immediate outgoings required to take on the participants?

No. All participants in the program will be required to have their own PPE including safety boots (ankle laced steel capped), long sleeve hi-viz shirt, and work gloves prior to undertaking the training.

Travel and food costs whilst on the course, and while on work placement with construction contractors, are at the participants own expense.

Will construction contractors be reimbursed to take on these students?

Yes, initially. Government will be funding the additional costs associated with work ready person(s) via the contract mechanisms to compensate for the initial lower productivity of inexperienced workers under new employment.

Will the initiative cost the government more money?

No. All procurements, including those which have social benefit requirements are built upon best value for money principles. When Main Roads' assesses value for money, the best outcomes for the community are considered, as well as price and other non-price factors, such as quality.

Will the initiative cost construction contractors more money?

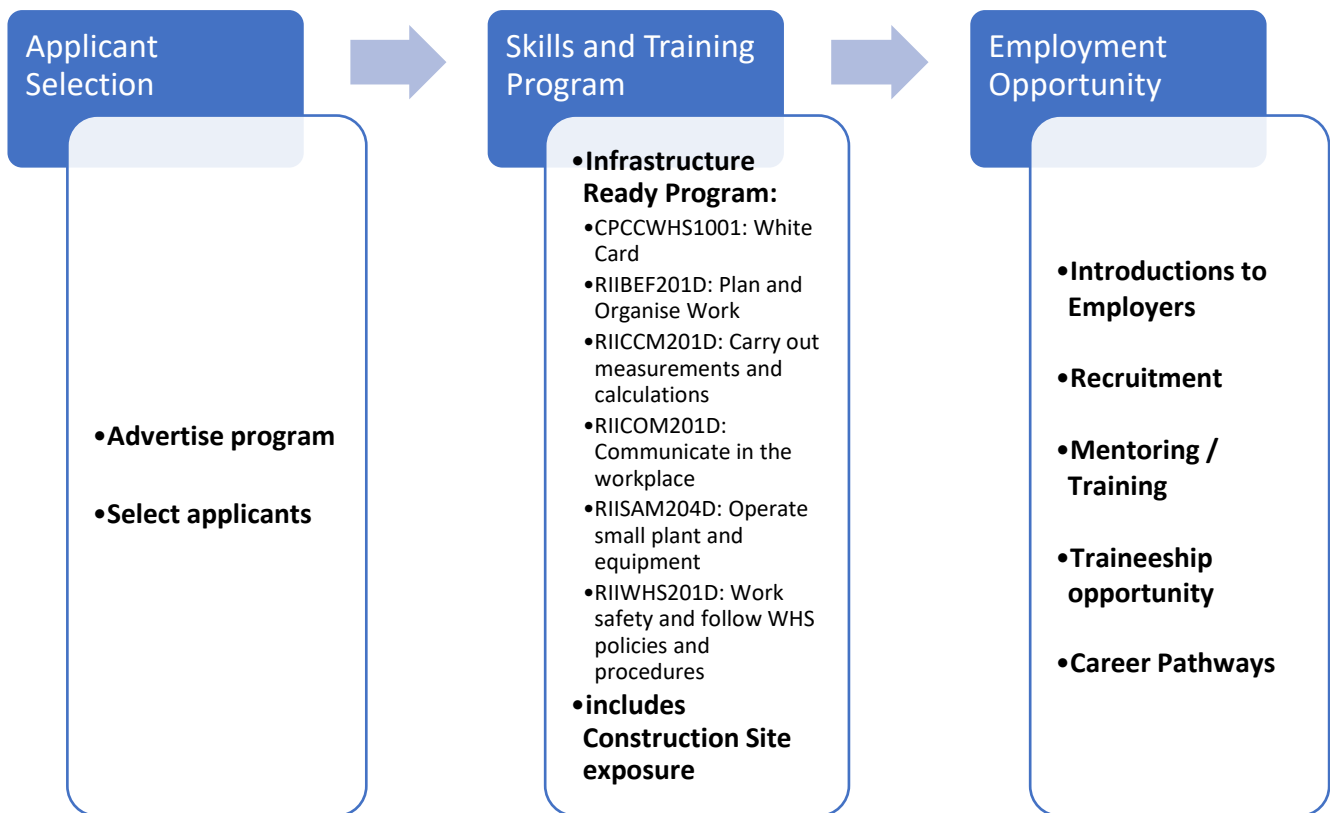
No. Government will be funding the additional costs associated with job-ready person(s) via the contract mechanisms to compensate for the initial lower productivity of inexperienced workers under new employment. All major construction contracts in the civil construction industry will be required to achieve the mandated minimum of 10% of the total work hours target for job-ready employees.

Will there be someone overseeing the participants throughout their placement that construction contractors and sub-contractors have a direct line of contact to?

Yes. A program director, with support from a wider team across government agencies, will be overseeing the program from recruitment through to placement and employment held during the pilot. Upon the placement of a participant within your organisation, contact details will be provided of the placement support person.

ATTACHMENT

CIVIL CONSTRUCTION INDUSTRY "INFRASTRUCTURE READY" PROCESS



Updated 30.9.20