



CIVIL CONTRACTORS
FEDERATION
VICTORIA
RTO ID 3704

Pathways»»

EMPLOYER GUIDE

Pathways»»»

SHAPING CAREERS

Reshaping Industry

“This program is delivering solutions by creating careers, empowering employers, and connecting communities. It is about providing a pathway to shape a career in civil construction particularly for women and first nations who are underrepresented in our industry.

The Civil Construction industry wants and deserves the benefits of a diverse and inclusive workforce. We need solutions to make this happen and our civil contractors need support during this culture transition, and this is why this program is shaping careers and reshaping our industry.”

Lisa Kinross, CEO
CCF Victoria



Jobs, Skills,
Industry
and Regions



Pathways >>>

CIVIL CONSTRUCTION PROGRAM

WHAT IS PATHWAYS?

The Pathways program is a newly developed initiative by CCF Victoria, funded by the Victorian State Government through a recently awarded grant. Commencing in June 2023, the program will lead up to 120 participants on a career journey within the civil construction industry, through employment placement and the completion of a recognised Apprenticeship. The program is delivered by Victoria's peak body for the civil construction industry, the Civil Contractors Federation of Victoria (Civil Train RTO ID: 3704), with support from the Victorian Government, along with industry partners and civil construction contractors and organisational partners including Protech, Country Elders and Ripple Affect.

CREATING CAREERS

Through the completion of a "Job Safe, Job Ready" program, participants are trained in a range of areas including site induction, culture preparedness and life skills. They will then complete RII30920 Certificate III in Civil Construction Apprenticeship whilst at a work-based placement with a potential employer.

A 'Buddy Program' accompanies student participants progressing to placement locations to assist with their growth and development, also accompanied by a range of targeted support mechanisms that enhance retention. All program completions are guaranteed interviews.

EMPOWERING EMPLOYERS

Throughout the Program, employers will have access to an Employer Support Program as well as a Coach on Call to assist with the development of their Apprentices and useful tools that support supervisors and work crews. Each placement employer also has the opportunity to complete the Culture Preparedness program which will assist in aligning their training processes with the relevant skills suitable for their individual workplace.

The program is set to empower Employers throughout the entire Pathways journey and grants the potential to employ their Apprentice upon completion.

CONNECTING COMMUNITIES

Throughout the entirety of the Pathways program, culture and the civil construction community comes together with the support of the state government and partnering organisations. From Apprentice to Employer, to broader industry partners - key relationships are formed and nurtured throughout the program journey in a variety of means including innovative real time technology.

DELIVERING SOLUTIONS

The Pathways program bridges key knowledge and training gaps, with real world industry training and endless opportunities for students and employers alike to benefit from the program. Each participant will be job ready and employable (or employed) upon completion of the program. The program doesn't just inject much needed pipeline that supports civil construction forecast growth, it shapes the careers of the individual participants, through its specialised training and partnerships. Pathways focus is to reshape the entire civil industry in Victoria as a whole with its wrap around products servicing all levels of workforce.

FIND OUT MORE

To find out more, register your interest to participate through the following links

www.ccfvic.com.au/pathways

LEARN MORE



ATTRACTION

RECRUITMENT

TRAINING

PLACEMENT

RETENTION

EMPLOYER REQUIREMENTS AND BENEFITS

The Pathways program is a new, industry-led, program for Victoria's civil construction industry that is designed to support employers to attract and retain women and/or first nations people into entry-level roles.

Employers can register their interest to participate, and, if selected, must be willing to commit to all the program requirements, including paying associated salary costs and releasing their employees to complete the program. The full program will take up to 24 months to complete depending on where participants start and finish the program. Some participants may also get recognition of current competency which may reduce some program requirements. Benefits to participating employers include:

✓ Find new talent for your business

Applicants will go through a rigorous selection process that involves screening for motivation as well as drug and alcohol screening, and other relevant employment checks and references.

Employers have an option of using a Group Training Model.

✓ Invest in growth, development and training of your business and people

Employers and participants will benefit from multiple training and development opportunities.

Participants will get access to a **3-week industry orientation and safety program**. The program will be delivered face-to-face and will cover important industry skills and knowledge. Successful completion of the industry orientation and safety program will help participants with relevant industry tickets, as well key units of competency that can count towards the Certificate III in Civil Construction.

Upon successful completion of the industry orientation and safety program, participants will have the opportunity to undertake the **RII30920 Certificate III in Civil Construction (General)**. This is a great opportunity for those newly joining the industry to gain an industry recognized qualification, and for those already working in the industry, this is an opportunity to upskill within a structured, industry-led program.

Participation in the training is free to participants and their employers, however employers will be required provide participants with relevant leave to complete all training requirements.

✓ Get support and coaching for you and your employee

Employers and participants will also have access to a coach for one-to-one guidance and support. This is an opportunity to unpack learning from the Cultural Preparedness program in an individualised session and look at how you can use your strengths and resources to address issues you may face in supporting your employee.

✓ Retain aspiring Female and First Nations talent within your business

Employers can also nominate to put through existing employees through the program as a retention strategy.

In some cases, your nominated employees may also get recognition of current competency which may reduce some program requirements.

✓ Access an Employer Cultural Preparedness, Digital Toolboxes, and Checklist Program

Participants will undertake a Cultural Preparedness program as part of their 3 week industry orientation and safety program that will cover important cultural, life and work skills required to work and navigate in industry. Likewise, employers will also get access to a one-day Cultural Preparedness supporting program that is designed to build skills to support your employee.

Employers will also get access to a Digital Toolbox Program that will be delivered throughout the program that will help reinforce and build on key skills and training delivered through the Cultural Preparedness program.

Additionally, employers will get access to a Cultural Preparedness Checklist that can be used to prepare your organisation for success.

✓ Diversify thinking and skills in your organisation, whilst also addressing Victorian Government and subcontracting requirements

Employing a diverse workforce fosters creativity and innovation, enhances decision-making, and improves company culture, all of which can substantially contribute to organisational success. Additionally, participation in the program will count towards Victorian Government and subcontracting requirements such as:

- Major Project Skills Guarantee
- Social Procurement and Building Equality Policy requirements
- Aboriginal workforce participation requirements.

THE CIVIL CONTRACTORS FEDERATION OF VICTORIA – SHAPING CAREERS, RESHAPING INDUSTRY.

The Civil Contractors Federation of Victoria (CCF Victoria) is an industry-led advocacy and training body representing the civil construction industry in the state of Victoria. We serve a critical role in liaising between contractors, stakeholders, and government, offering a united voice for the industry.

The Pathways Program is one of the many CCF Victoria led industry initiatives designed to positively shape the future of Victoria's civil construction industry and create tangible benefits for our members and the broader industry.

Apart from participating in the Pathways Program, joining CCF Victoria also provides you with numerous additional benefits including:

REPRESENTATION AND ADVOCACY

Membership with CCF Victoria provides a collective voice for civil contractors. We advocate on behalf of members to the government and other stakeholders on issues affecting our industry.

NETWORKING OPPORTUNITIES

Events, meetings, and seminars offer members the chance to connect with peers, industry leaders, and potential business partners, fostering a sense of community and collaboration within the industry.

BUSINESS SUPPORT SERVICES

CCF Victoria provides our members with a range of Business Support Services through our network of associates and consultants. These might include legal advice, industrial relations support, safety standards guidance, and more, aimed at helping members navigate challenges and run their businesses more effectively.

TRAINING AND DEVELOPMENT

We provide members with access to industry-designed and delivered training programs and professional development opportunities to enhance your skills and meet industry standards.

INFORMATION AND UPDATES

CCF Victoria also keep its members informed about the latest industry trends, regulatory changes, and potential business opportunities.

CCF CODE

Members can also access the CCF Code at a discounted rate. The Code is a comprehensive JAS-ANZ accredited Integrated Management System, that draws together elements of quality, workplace health and safety, and environmental management, into one, easy-to-use system.

CIVILHQ - MOBILE AND WEB INDUSTRY ENGAGEMENT PLATFORM

CivilHQ is CCF Victoria's new online community platform for members and stakeholders to connect, engage and learn across the civil construction industry in Australia.

It offers a user-friendly forum via mobile or web browser for members to ask questions and provide answers in a positive and supportive environment, including experiencing real-time conversations, learnings and discussions plus gaining exclusive access to industry related communities including women in civil, safety, circular economy, leadership plus more.

FIND OUT MORE

To find out more information about joining CCF Victoria, please visit:

www.ccfvic.com.au/membership/why-join/

For more information about the Pathways program and to register your interest, please visit:

www.ccfvic.com.au/pathways

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