



ARE YOU LOOKING FOR AN EXCITING CAREER PATH IN CIVIL?

Here's how!

A unique training and employment opportunity is now available to step into a growing and innovating industry.

Full training plus a support program is provided with employment opportunities on completion. The program runs from June 2023 until November 2024.

To find out more, scan the QR code or contact us to discuss further.



Pathways >>>

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ccfvic.com.au/pathways

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SHAPING CAREERS

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INVITATION FROM THE CEO

I warmly invite you to join one of Victoria's biggest and most exciting industries – the Victorian civil construction industry!

The Pathways Program is your opportunity to shape a new career in Victoria's civil construction industry with the numerous opportunities that a career in this industry can bring.

The civil construction industry wants and deserves the benefits of a diverse and inclusive workforce, and we want more women and first nations people to consider this industry as their industry of choice.

The Pathways program is creating careers and delivering solutions for industry, and we want you to be a part of that!

Lisa Kinross, CEO
CCF Victoria



ABOUT THE PATHWAYS PROGRAM

The Pathways program is a new, industry-led, program for women and/or first nations people seeking to join, or grow their careers, in Victoria's exciting civil construction industry.

The Pathways program will give you the opportunity to:

- > Gain knowledge about Victoria's civil construction industry
- > Undertake real world, on-the-job, industry training and experience
- > Get paid while you train with an employer
- > Get support to complete the program
- > Gain valuable industry networks
- > Gain a recognised industry qualification to kick start, or grow your career – the Certificate III in Civil Construction
- > Gain valuable industry tickets along the way

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.

ELIGIBILITY AND COMMITMENT

The Pathways program is open to women and/or first nations people who may be:

- > Exploring a new career in Victoria's exciting civil construction industry
- > Motivated to get working in civil construction
- > Already working in civil construction and are looking for opportunities to grow, progress and create a new career pathway.

The program is fully funded and does not cost participants anything. However, places are limited and applicants who are successfully accepted into the program will be required to commit adequate time and effort to complete all the relevant program components.

The full program will take up to 24 months to complete depending on where you start and finish the program. Some participants may also get recognition of current competency which may reduce some program requirements.

PATHWAYS PROGRAM COMPONENTS

RECRUITMENT AND SELECTION PROCESS

This is the start of your journey. We will work with you to identify and match your desire with the opportunities available in the civil construction industry. As safety is of critical importance in this industry, applicants may also be required to undertake medical, and drug and alcohol assessments as required.

3-WEEK INDUSTRY ORIENTATION AND SAFETY PROGRAM

Successful participants will then undertake a 3-week industry orientation and safety program. The program will be delivered face-to-face and will cover important industry skills and knowledge through the following three components:

✓ Job Ready, Job Safe training

The Job Ready, Job Safe training will get you started in the industry. It includes training on how to use hand and power tools, operate small plant and equipment, communicating and working in teams, safety, and other important aspects of working safely in the industry.

✓ Culture Preparedness

The Culture Preparedness program will cover important cultural, life and work skills required to work and navigate this exciting industry. This is great for people newly joining civil construction who want to gain an insight into the industry, as well as for those already working in civil who want to improve how they operate within the industry.

✓ Industry tickets

Successful completion of the industry orientation and safety program will help you get started in the industry with relevant industry tickets, as well key units of competency that can count towards the Certificate III in Civil Construction.

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 could be your opportunity to upskill within a structured, industry-led program.

EMPLOYER MATCHING AND APPRENTICESHIP OPPORTUNITY

Participants will also have the opportunity to be matched with potential employers to undertake industry-based employer placements and/or on-the-job training. This can include undertaking an apprenticeship to kick off your career in civil construction.

BUDDY PROGRAM

You will also get trained to participate in a 'Buddy Program' where you will buddy up with other participants to support each other on your journey. This will be an opportunity to develop skills and practice what you learnt in the Cultural Preparedness program. This will include regular check-ins with a coach to see how you and your buddy are going.

COACH-ON-CALL PROGRAM

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 on your new journey.





CIVIL CONTRACTORS
FEDERATION
VICTORIA
RTO ID 3704

YOUR PATHWAY TO AN EXCITING INDUSTRY



ABOUT CCF VICTORIA AND YOUR CAREER OPPORTUNITIES

If you want a motivating career, that provides the rewards of job satisfaction, excellent income potential and working in teams of people, then Civil Construction is for you.

The Civil Contractors Federation of Victoria (CCFVictoria) is a pathway to this wonderful industry. We are part of a national federation of peak bodies representing Australia's civil construction industry and represent more than 2,000 contractor and associate members nationally, with approximately 500 contractor and associate members operating in Victoria alone.

Our members are responsible for the construction and maintenance of Australia's infrastructure, including roads, bridges, pipelines, drainage, ports, and utilities.

Our members also play a vital role in the residential and commercial building industry, providing earthmoving and land development services, quarrying demolition, and plant hire, including the provision of power, water, communications, gas, and industrial facilities.

Our contractor members employ over 45,000 workers across the State and are responsible for \$22.5 billion of Victoria's civil construction annually.

Whether you enjoy working outdoors, operating plant and equipment, caring for the environment, planning and designing infrastructure projects, and looking out for the health safety and wellbeing of team members and yourself, there are roles and career paths for everyone.

It's an industry that is diverse, essential, and growing. There are general entry level and specialist technical skills, as well as project and people management skills required. The Pathways Program is a great way to get started in this industry.

REGISTER YOUR INTEREST NOW!

Take your next step in Victoria's civil construction industry through the Civil Contractors Federation of Victoria Pathways program! Register your interest at www.ccfvic.com.au/pathways.

LEARN MORE

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A CCF Victoria and Victoria State Government Initiative