

## **Construction Plus Programme**

### **Growing local capabilities through training and employments**

#### **What is Construction Plus Programme?**

A Kāinga Ora programme- a partnership framework that supports community, the education sector, and industry to develop their capability in relation to lifelong learning, training and employment in the urban development sector. Within Kāinga Ora, Construction Plus has a Programme Manager who manages the delivery of the programme and an Education Coach, who facilitates and coordinates all school engagements. The training, employment and industry support aspect of the programme is contracted out to Kaea Group.

#### **How does the Construction Plus Programme relates to the Development Agreements?**

Clause 16.8 and Schedule 14 of your Development Agreement require Kāinga Ora development partners to support the Construction Plus Programme by utilising their abilities, whenever it can and in good faith to:

- Maximise the creation of employment opportunities to local people in Owairaka
- Maximise the creation of training opportunities
- Commit to funding, creating or undertaking of initiatives that contribute to the growth and sustainment of the community.

#### **How can you support the Construction Plus Programme?**

By committing to provide one or more of the following employment or training opportunities:

##### **1. Permanent employment opportunities:**

###### **How:**

Employment opportunities from local people within developer's business- professional services, entry level jobs and apprenticeship roles in trade specific roles.

Employment opportunities for priority groups\* through social and economic outcome clauses in developer's contracts with main and sub-contractors.

###### **What do we want to achieve?**

The developer will include employment outcomes in its contracts to its main and sub- contractors.

The employment outcomes in the contracts will include:

**6 x entry level roles, each includes a minimum of 40 hours per week.**

**3 x apprenticeship roles, each including 40 hrs of work.** This could be opportunities to graduates of pre- trade training qualifications- building & construction, plumbing, electricians etc.

It is anticipated that 50% of these roles are from priority groups \*

### ***How are we getting there?***

#### ***Entry Level Roles***

The developer with its main contractors and sub-contractors will work collaboratively with Kāinga Ora's Construction Plus programme relating to the provision, selection and retention of new entrants engaged on the project. Construction Plus will work with pipelines from schools, communities, trade training, social service organisations as per **process chart 1 below**.

Kāinga Ora will broker support and guidance for developers when identifying social and economic outcome contract clauses for contractors and sub-contractors if needed.

#### ***Apprenticeship:***

Once main/ sub-contractors will make a decision to progress entry-level candidates to apprenticeship opportunities, Construction Plus can support and navigate the employer to a relationship with the relevant ITO, if a relationship does not exist.

Construction Plus team can support and navigate the employer to gain available funding through MSD Mana in Mahi funding, apprenticeship boost and fee free apprenticeship scheme if needed.

Construction Plus will provide pastoral and mentoring support to the apprentices to ensure he/she maintains a balance between work, studies and wellbeing.

## **2. Training and transition to work opportunities**

### ***How:***

- a. Work experience opportunities- from School gateway/ trade academy programmes for least of 10 weeks, 1-2 days a week work experience. This can be a casual paid work experience or weekly allowance.
- b. Cadetships / internship opportunities for students from training institutes offered during summer break or aligning with end of semester (normally in June) These opportunities can be with the developer's business- professional services, site roles, office and admin roles, and trade specific roles. This can be fixed term paid role or a weekly allowance paid.
- c. Internship – offered to students coming to their end of formal training or study and serves as a stepping-stone to their career. This can be offered during summer break or for a 3 months period, Internships can be fixed term agreement or an allowance paid
- d. Graduate programmes- for graduates from universities or trade training institutes. Some organisations have graduate programmes. Graduate programmes are fixed term roles, involving elements of training with an intention to progress through to a full time position within the developer's business.

### ***What do we want to achieve?***

The developer will work to include work experience opportunities in its contracts to its main and sub- contractors.

The work experience outcomes will include:

- ***5 x work experience roles – (duration and scope -to be discussed with developer or contractor).***

Cadetship/internship outcomes will include:

- ***1 x cadetship opportunity with developer.***
- ***1 x internship opportunity with developer.***

Graduate Programme outcomes

- ***Construction Plus will be informed of any intake of graduate programme within developers***

It is anticipated that 50% of these roles are from priority groups \*

### ***How are we getting there?***

#### ***Work experience:***

The developer with its main contractors and sub-contractors will work collaboratively with Kāinga Ora's Construction Plus programme (Education Advisor) to facilitate work experience opportunities. Construction Plus will work with pipelines from schools, as per **process chart 2 below**.

#### ***Cadetship/ Internships-***

Once a cadetship, internship or graduate opportunities arise within the developer's business, Construction Plus will be consulted for any possible candidates to apply for the roles. The Construction Plus team will work with the employer to provide local suitable candidates where possible for cadetship/ internship opportunities

## **3. Other initiatives that contribute to the growth and sustainment of the community**

### ***How are we getting there?***

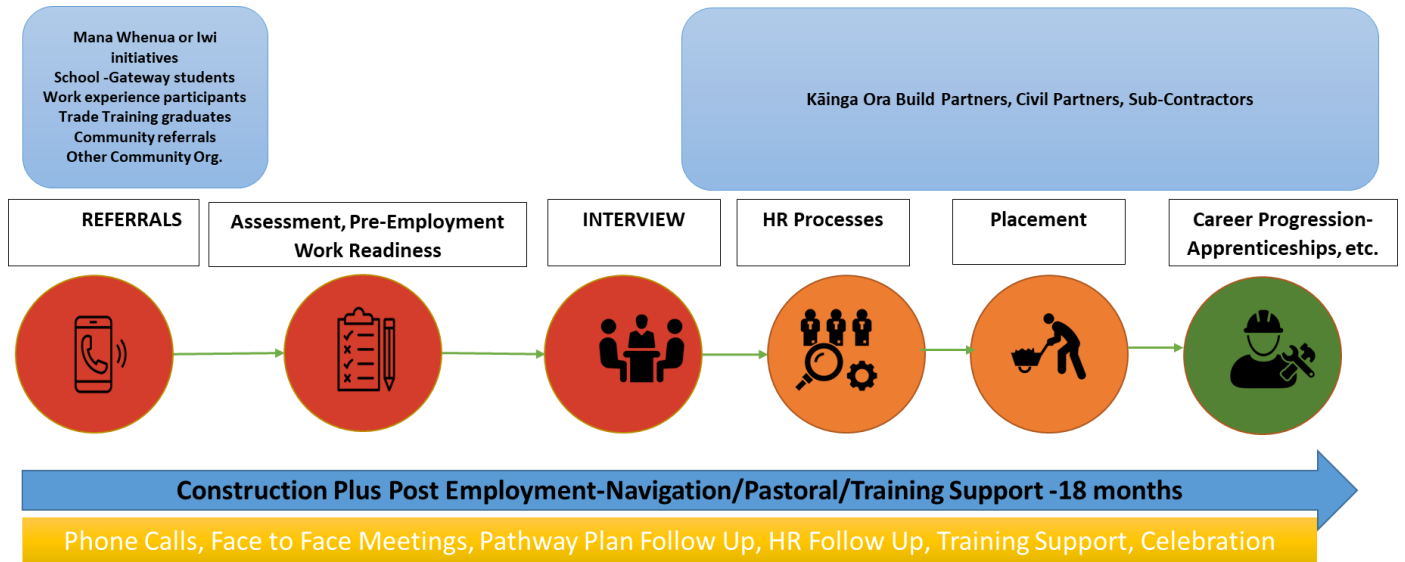
1. Support extraordinary learning, for example small construction projects / demonstrations in local schools, e.g work with Construction Plus Education Advisor.
2. Reduce, recycle and reuse materials wherever possible, e.g. Work to support initiatives like Ara Jobs and Skills hub, House Project.
3. Promote construction careers, for example through mentoring, regular sites visit from local schools, installation of hoardings to communicate various construction skills, e.g work with Construction Plus Education Advisor to participate in Junior Construction Plus Career Days, Career Days with secondary schools.

4. Work with the community for example, creating and maintaining community gardens, sponsoring local sports teams to the end and intent that such community initiatives both grow and encourage them to become self-sustaining, funding local community organisations, e.g Construction Plus will connect developer and its main and sub-contractors to the community development and place-making teams.

**\*Priority groups include the following:**

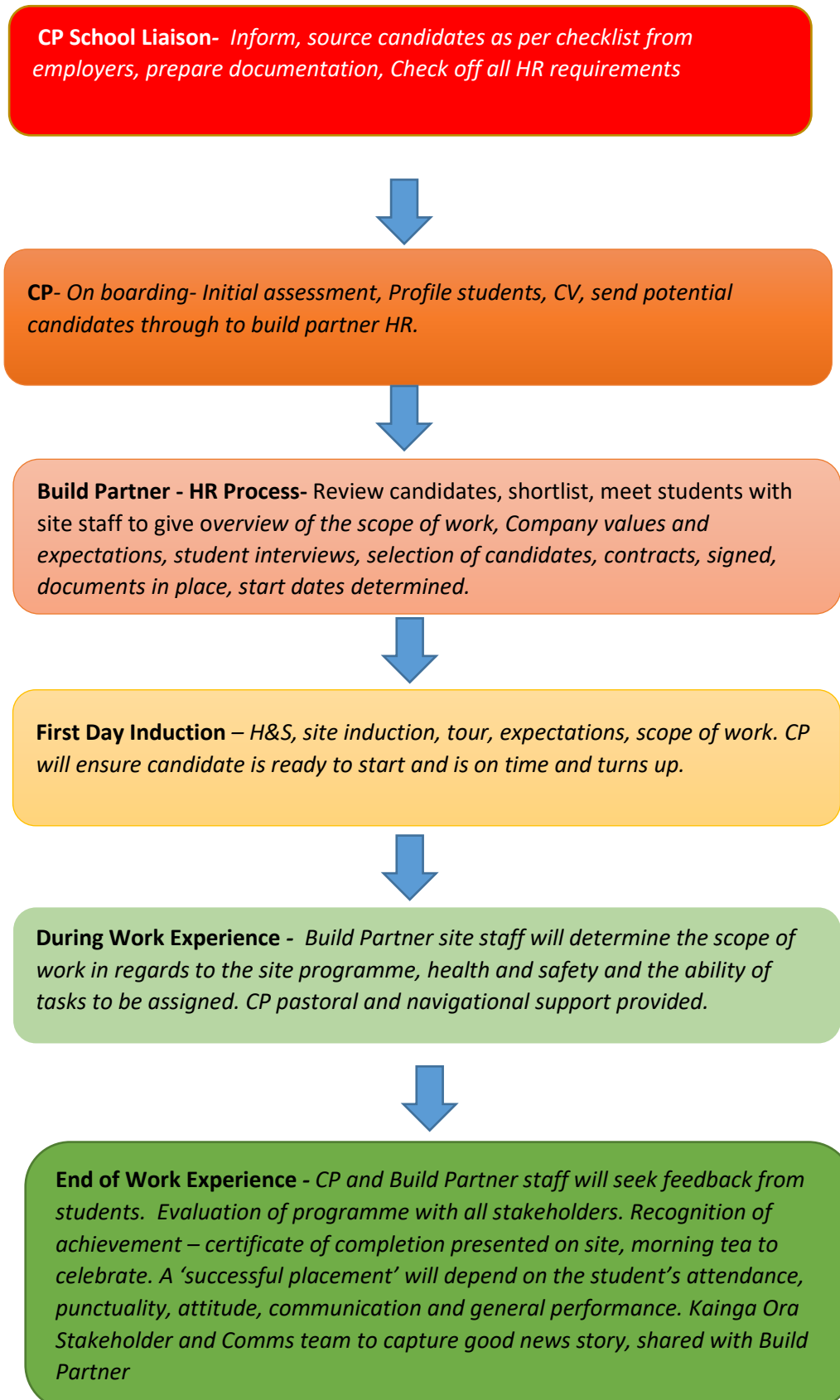
- Māori and Pasifika peoples;
- Women in construction;
- People that are not in education, employment or training (NEET), particularly young people;
- People who have experienced long-term or cyclical joblessness;
- People re-entering the workforce from childcare commitments, ill-health, injury or a correctional sentence;
- Older workers transitioning from other sectors in the workforce; and
- People who are underemployed or under-utilised.

**Process Chart 1- New Entrant**



## Process Chart 2- Work Experience

### The Process:



**Process Chart 3: Apprenticeship**

