

Industry Capability Network, Victoria

Winning Work: Understanding Government Policy

23 August 2023





Welcome

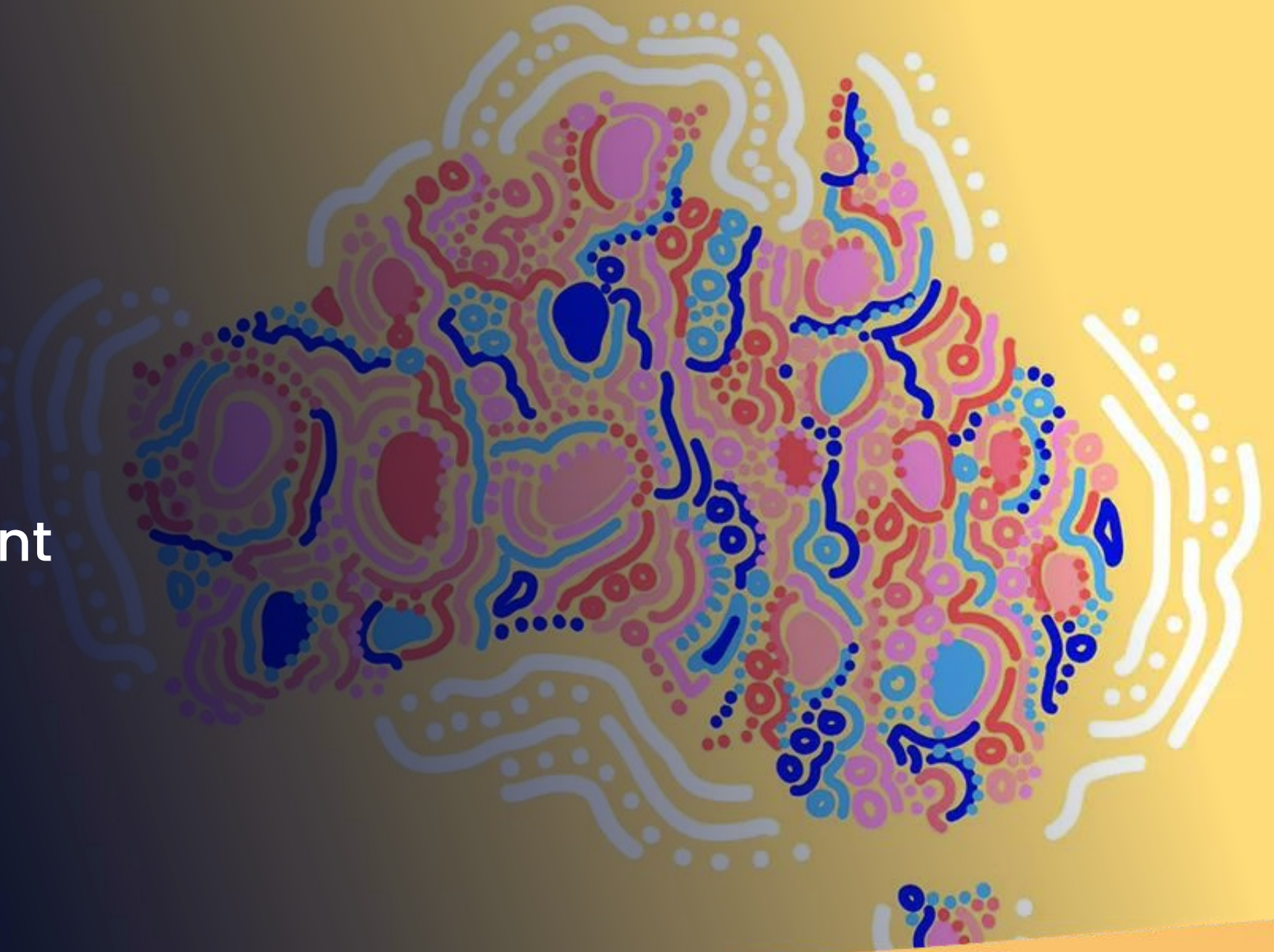
Tariro Makwasha

Customer Strategy &
Development Executive Manager

ICN Victoria



Acknowledgement of Country



Agenda

1. Social Procurement Framework
2. Building Equality Policy
3. Local Jobs First Policy
4. Reporting
5. Apprenticeship Victoria
6. Panel discussion & Q&A
7. Networking & Expo

Event Page





ICN Victoria

Our purpose

"To help local win."

By creating conversations and connections on:

- ◆ Implementation of procurement policies
- ◆ Identifying capability & facilitating connections
- ◆ Providing insights
- ◆ Customer support & strategies



Janelle Williams

Building Equality Policy Industry
Adviser

ICN Victoria

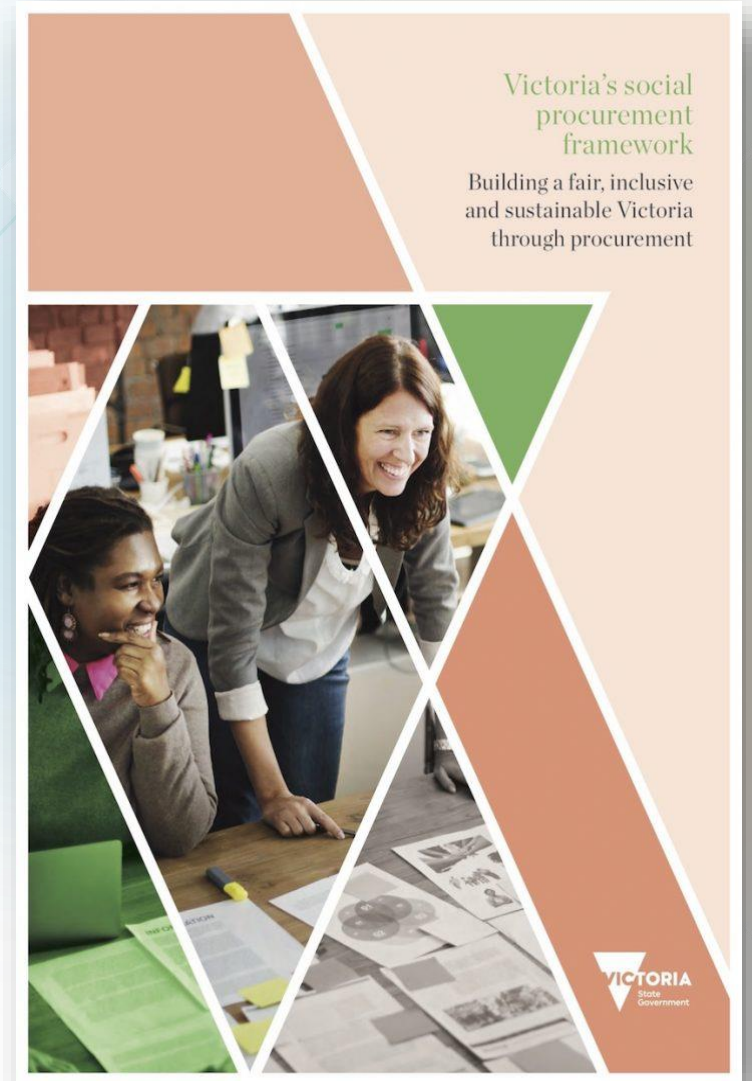
What is Social Procurement?

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Social procurement is when organisations use their buying power to generate social and/or sustainable value above and beyond the value of the goods, services, or construction being procured.

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The Social Procurement Framework applies to all government procurement.



Connect with



Unlocking business for good



The Building Equality Policy

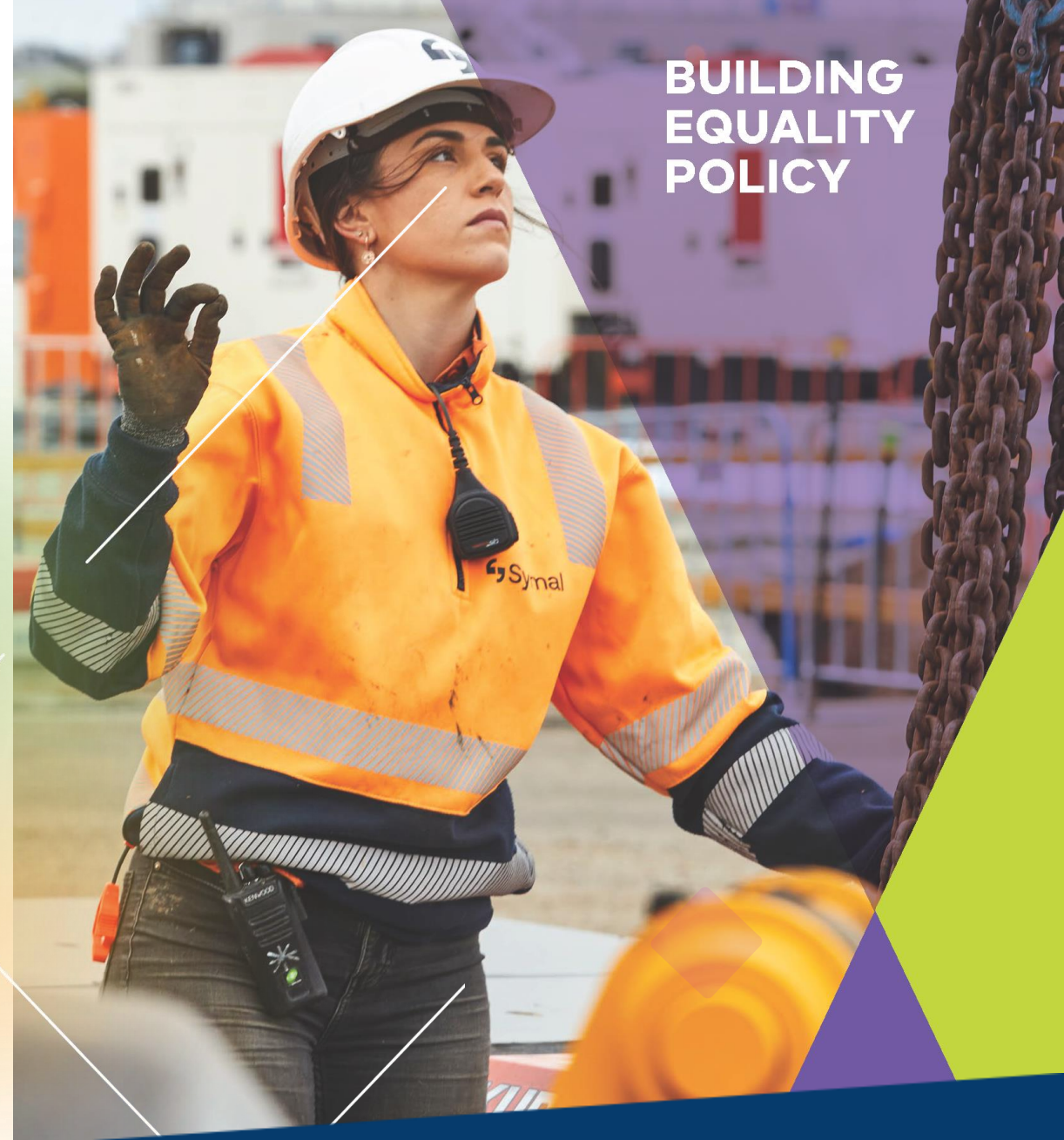
Seeks to:

- Address the gender imbalance in the construction industry
- Increase training and employment opportunities for women

Applies to:

- All publicly funded construction projects valued at \$20 mill (ext GST) or more

✓ Fact: The policy review is considering what else is needed to support implementation.



Targets

Targeted engagement of women on construction projects

Action 1

3% of the estimate labour hours for **each** trade labour positions

For example:

- Electricians
- Bricklayers
- Carpenters
- Painters

7% of the estimate labour hours for **each** non-trade labour positions

For example:

- Concreters
- Forklift operators
- Riggers
- Traffic controllers

35% of the estimate labour hours for **each** management/supervisory and specialist labour positions

For example:

- Construction Forewomen
- Construction Managers
- Site Managers
- OHS/Safety Personnel

Action 2

Apprentices and trainees to undertake 4% of the contract works' total estimated labour hours.

Action 3

Project Specific Gender Equality Action Plans

Building Equality Policy Program



CAPABILITY



CONNECTIONS



INSIGHTS

Connect with





Local Jobs First Policy

“

Victorian businesses and workers by mandating that SMEs are given full and fair opportunity to compete for government contracts

“

A portion of total hours must go to our future workforce

”

Connect with



Monitoring and Reporting

- Lead contracts are required to report outcomes in the Victorian Management Centre (VMC)
- Subcontractors must provide data to lead contractors to facilitate reporting

VMC

*Email address

*Password

Log In

[FORGOT YOUR PASSWORD?](#) [SIGN UP](#)

Big Build Apprenticeships Model

Subcontractor Engagement

John Graves, Major Projects Unit, Demonstration Project Manager

Apprenticeships Victoria (AV) Overview

Who we are and what we do

Apprenticeships Victoria (AV) is a division within the Department of Jobs Skills Industry and Regions (DJSIR).

AV was established to :

- strengthen high-quality career pathways and earn and learn opportunities for apprentices and trainees
- ensure there are enough skilled workers now and in the future
- create opportunities for Victorians traditionally underrepresented in the trades.

Building a culture of co-investment

To do this, AV works with procuring agencies, major project contractors and subcontractors, Group Training Organisations (GTOs) in partnership with the Apprenticeship Employment Network (AEN) and the Victorian TAFE network.

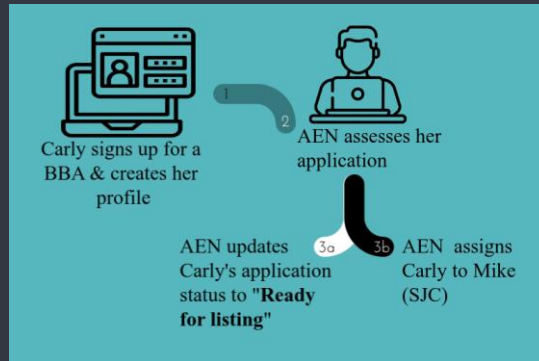
Big Build Apprenticeships (BBA) - GTO leveraged employment

- BBA is an innovative approach to help contractors and subcontractors meet their MPSG, SPF and BEP requirements
- The GTO is the legal employer of the apprentice / trainee. This is a game changer for major projects, providing job security and training continuity for apprentices and trainees and flexibility for host employers
- This GTO approach is supported by data showing completion rates in Victoria on average 10% higher when a GTO is used compared to direct hire (NCVER 2019)
- Ensures the Government's infrastructure investment leads to jobs for Victorians and provides a skills legacy and pipeline of workers for future projects

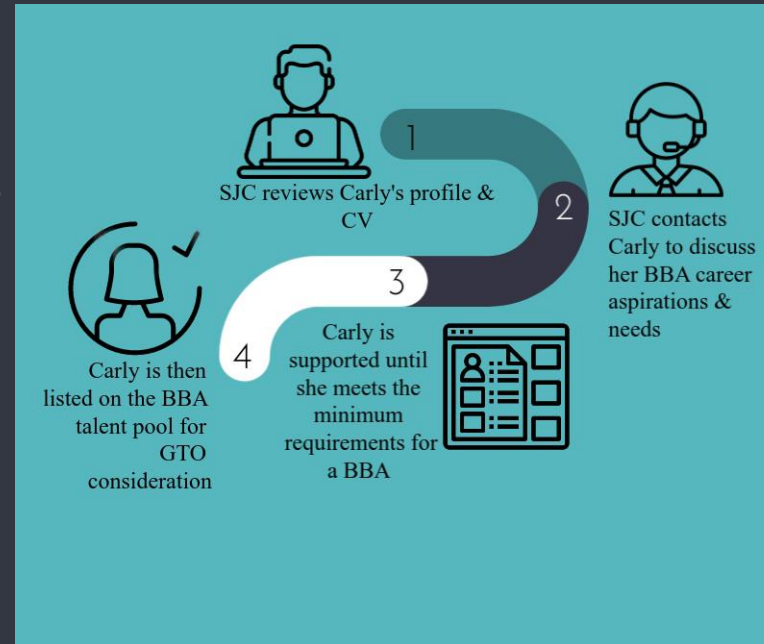


BBA EOI applicant journey

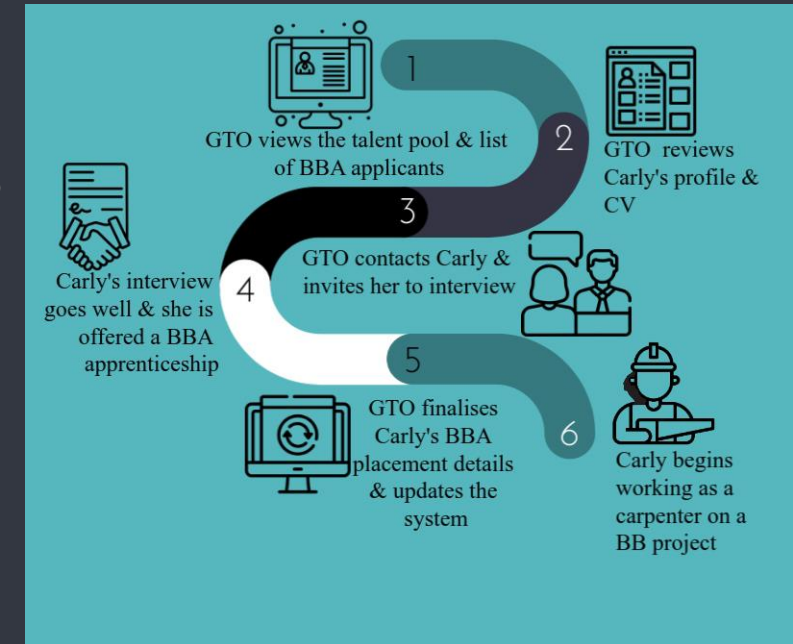
Sign up and assess



1 Support (Skill and Job Centre)



2 Employ and skill



Carly – prospective BBA

- ✓ Completed a pre-app
- ✓ A self-starter and does her own research
- ✓ Positive about her future and has fairly clear career aspirations

Great recruitment, selection and induction outcomes

Group Training Organisations improve access to Apprentices & Trainees:

- who are available on demand
- who have been assessed, inducted and are work ready
- that match your business and project needs
- with broad industry experience
- that meet social procurement targets.

Reduced administrative burden

“A 2015 study found that every \$1 spent by employers on GTOs generated \$1.70 in value. Research suggests that the most significant additional costs associated with employing apprentices lie in increased workplace supervision, personal support and turnover” (Social Outcomes, 2022)



Reduced administrative burden

Group Training Organisations save you time and money by:

- reducing the cost of employing Apprentices & Trainees – host employers only pay for the time Apprentices & Trainees are on the job
- removing barriers for sub-contractors to employ Apprentices & Trainees
- managing recruitment, induction, employment, training and support processes
- reducing costs associated with attrition.

Rotation not risk

Group Training Organisations:

- reduce the risk for employers – host employers are not locked into a full apprenticeship contract
- help meet demand – Apprentices & Trainees can be employed when the work is available, for specific phases of projects, and continue training on other projects
- work with host employers if their business needs change – Apprentices & Trainees can be transferred to alternative workplaces if the fits not right
- are responsible for employment obligations and regulatory compliance
- provide continuity of employment and support to improve completion and employment outcomes.



APPRENTICESHIPS VICTORIA

Improved completion rates

Group Training Organisations improve completion rates as they:

- provide additional mentoring, support, and performance management
- have priority cohort expertise and networks
- help host employers become employers of choice
- provide trainees with additional help to complete their studies
- monitor workplace performance and conduct of Apprentices & Trainees
- provide feedback to the host employer and Apprentices & Trainees
- work with Apprentices & Trainees and their supervisor to address any performance gaps.

Apprenticeships Victoria role – project delivery

Apprenticeships Victoria senior staff members support this work across the life of the project to ensure that the workforce skills and training needs of the project are realised.

Apprenticeships Victoria will provide support and assistance in the coordination of the training and skills activities which may involve:

- Contractors/Subcontractors
- Group Training Organisations/AEN
- TAFEs
- Procuring Agency.

Contact details

John Graves

Demonstration Project Manager

E: John.Graves@ecodev.vic.gov.au

P: 0487 090 332

Developing
the people
that power
Victoria's
Big Build.



APPRENTICESHIPS VICTORIA

Panel

Facilitated by

Tariro Makwasha – Customer Strategy & Development Executive Manager, ICN Victoria

Joe Piascki – Social Procurement Manager, Spark North East Link

David Campbell – Senior Project Manager Social Sustainability, Building Lendlease

Bernie Nolan – Team Nolan Team leader, Hutchinson Builders Victoria

John Graves – Major Projects Unit, Demonstration Project Manager, Apprenticeships Victoria

Janelle Williams – Building Equality Policy Industry Adviser, Industry Capability Network Victoria

Thank you.



Helping Local Win

General:
info@icnvic.org.au
+61 3 9864 6700



Janelle Williams
vicspteam@icnvic.org.au

icnvic.org.au

Feedback Survey

We appreciate your feedback

Please complete our short survey

