

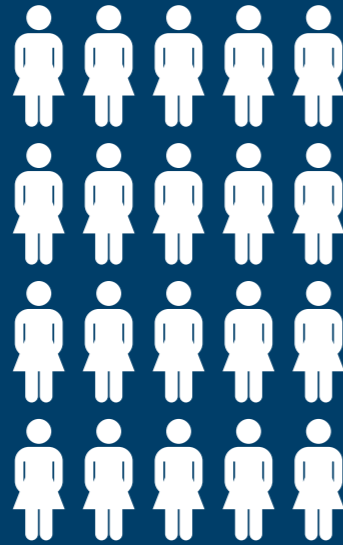
Program Summary

20
participants in 2022

7 week program

3 weeks of theory

4 weeks practical



Participating Operations Units

2022 saw the largest intake since the WIC program commenced, with participants from every operations unit.



Participants per unit:

- Cairns **3**
- North QLD (Townsville) **3**
- Mackay **1**
- Central QLD (Rockhampton) **2**
- Wide Bay **2**
- Sunshine Coast **2**
- Brisbane **2**
- Downs South West **3**
- Gold Coast **2**

Participant Statistics

50% of participants identified as 'youth' (under 24 years)



35% of participants identified as indigenous



Participant Outcomes



All participants completed:

6 core units of competence in the Certificate III in Civil Construction (identical to CTDP staff)

4 weeks practical work placement with Operations Units (any stream or crew, business has full management)

11 continued in their Traineeship under Group Training Organisation (GTO), Protech

7 were engaged via labour hire (also with Protech, only SOA provider on both SOA GTO and SOA Labour Hire)

18
Participants were kept on post program

There is an expectation from RoadTek Leaders of the program, that there will be ongoing engagement for 6 months. This is dependant on attendance, attitude, motivation, willingness to learn, etc.



Trainee 01 pay rate per hour

\$ 19.89/hr

Trainee +21 pay rate per hour (if over 21 years)

\$ 28.57/hr

Participants are initially signed up into a Traineeship (Certificate III Civil Construction) under existing SOA GTO.

Program Positives



RoadTek and Protech treat like BAU and continue to tweak the program and improve each year



Location of Kallibr in relation to training venue was ideal



2022 was Kallibr's first year as the Registered Training Organisation (RTO) and the safe-sandpit next to the classroom was an excellent feature



Flexibility for the business to engage as labour hire, or to continue Traineeship with the same provider (Protech)

Challenges

COVID-19



4 participants tested positive for COVID-19

15 close calls which were not positive cases

COVID-19 risk processes developed and implemented. Participants were able to complete theory through Microsoft Teams.

Floods



South East Queensland floods caused the largest rainfall in a decade.

Participants who were unable to travel were able to complete theory through Microsoft Teams.

Funding

CSQ

Lack of funding confirmation from Construction Skills Queensland (CSQ).

Communication



There is a need for only one point of contact from each of the key stakeholders—RoadTek, Protech, Kallibr.

There were minimal visits face-to-face, however there were plenty of texts and phone calls.

Vaccinations



30-35% of all applications were **not** able to be selected due to TMR's Vaccination Policy (over 500 received).

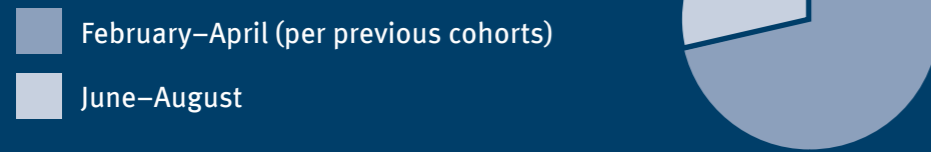


Resource Manager Feedback

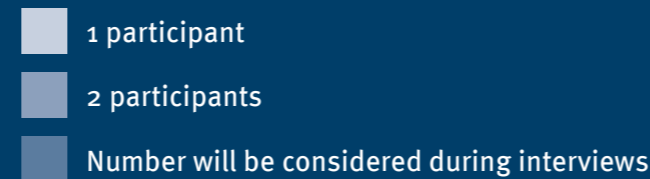
What would you rate the recruitment and onboarding process by Protech in 2021/2022?



When would you prefer WIC #8 to be held in 2023?



How many participants are you likely to take if you participate in WIC #8?



What would you rate the WIC#7 program overall for 2021/2022?



For a full summary of feedback from RoadTek's Resource Managers, please [click here](#).

Participant Feedback

What are your overall thoughts of the Women in Construction program? (General comments, suggestions, improvements)

"I think it is a great program that gives you plenty of skills so that you are prepared for your placement."

"Kallibr was amazing! Craig and Graeme were awesome teachers. Kept us up to date and we're happy to lend a hand when they could. Enjoyed being in the class room with them."

"Amazing. It's actually really good you get to meet new people and learn new things like EVERYDAY! Especially with someone that hasn't got or didn't have any experience in this type of industry..."

"I think there needs to be more recognition for the trainers as they helped up through and were so patient with us."

"Best thing that's ever happened for myself."

"An amazing opportunity with a great bunch of girls and a good support system behind us. Trainers at Kallibr were awesome too."

"Really enjoyed this program. It's great for people who have never gotten a start. Would definitely recommend it."

Is the RoadTek / Protech / Kallibr WIC Program a good investment for the Qld Government?



For a full summary of feedback from the Women in Construction participants, please [click here](#).

Improvements for 2023



90% of program needs to be run the same

- Program is in it's 6th year, will be the 8th Cohort
- Creating a BAU feel in the Ops Units

More practical on Kallibr's safe-sandpit

Get 'dirty' more often, for longer

Ensure hysteria of labour hire vs Traineeships is squashed and explained at length early in the program

RoadTek Work Ready training to be completed when back in Ops Unit—not enough time to complete 6x units and a full schedule)

Statewide RM meeting before the selection process to explain key elements of the Program (traineeship status)

Each WIC participant visited in their Ops Unit by CD Team (BB or MB) during 4-week placement and also to visit the RMs

Timely responses from Ops Unit:

- Week 2, by COB Friday – location for 1st day in Week 4, supervisor details, location to attend and roster
- Week 6, by COB Friday – decision communicated by RM as to ongoing engagement with labour hire, continue Traineeship or WIC participant not required

Proposed for 2023



Funding application has already been sent to CSQ by Protech



RTO (Kallibr) has confirm they are ready to go in 2023



Cost modelling being completed for 20 participants (request for 11 already received from Resource Managers)



February 2023 commencement



Brisbane

The proposed 2023 program will seek participants from across the state, with all operations units indicating early interest to participate, depending on candidate quality.

As per previous cohorts, the target audience for the program is women of any age group and/or cultural background, with the preference to Indigenous (target 30%) and youth (under 24 years, target 50%).

RoadTek would like to thank:

