• WHY
• WHAT
• WHO
• HOW
• WHERE
• NEXT
WHY

Civil Skills Cadetship Program
Victorian Treasurer Tim Pallas said the Victorian Government was investing into the future of the state.

“Right across Victoria, we’re delivering projects that are adding value to the state economy, local economies and Victorian lives,” he said.

“Our unprecedented pipeline of major infrastructure projects means a booming construction industry and tens of thousands of jobs – all working on building a better Victoria for us all.”

WHAT

Civil Skills Cadetship Program
Develop the capacity of entry level worker to confidently commit to the Certificate III in Civil Construction. Gain sustainable employment as an apprentice with a civil industry employer.

Develop the capacity of all stakeholders involved, explore and deliver blended approaches to training and upskill industry representatives to take on the role as mentor.

Distribute and facilitate briefing sessions introducing the CSC Program Implementation Kit (product) to regional areas (TAFEs) where there is need for skilled entry level construction workers.
• Founded on core competencies of the Certificate III in Civil Construction (General)

• Incorporates units identified by civil industry as “must have” entry level competencies

• Fast tracked approach to gain foundation entry level competencies towards Certificate III in Civil Construction (General)

• Emphasis on Recruitment and Selection
• Blended approach
  • building on traditional delivery models for training
  • creating communities of practice
  • integrating theory and practicals
  • incorporating industry and specialist speakers
  • And wrap around support services

• Onsite practical assessments

• Staged approach with exit points
Civil Skills Cadetship Program
CSC Program Participants

- Transitioning
- Indigenous
- Disadvantaged mild disability
- Early School Leavers
- Unemployed
- Community Corrections

Participants Transitioning Indigenous Disadvantaged mild disability Early School Leavers Unemployed Community Corrections
HOW

Civil Skills Cadetship Program
70 - Experience
Experiential Learning
- New and Challenging Experiences
- Helping Workers Solve Problems
- Reflective Practice

20 - Exposure
Social Learning
- Communities, Networks and Sharing
- Coaching and Mentoring
- Feedback

10 - Education
Formal Learning
- Structured Courses and Programs
Stage One
Prework & Information Session

Stage Two
Orientation & Induction

Stage Three
Works Site Ready

Stage Four
Industry Mentor Support
WHERE

Civil Skills Cadetship Program
Get an interview

Get a foot in the door
Here is a short summary of my experiences with the CCF Cadetship program, so where do I start?

• Is at starting with Phillip Knight (Brotherhood of Saint Lawrence) saying he has been involved in the employment industry for 23 years and has NEVER seen such a good concept of a program like this one before???? (That single statement spoke volumes to me it was the first of my light bulb moments.)

• Is it hearing industry screaming out for workers like The West Gate Tunnel project is, creating 6,000 jobs plus level crossing and rail, water sewerage works and ???

• Is it hearing every facilitator saying how good this program is ??

• Is it watching a girl from Egypt, for whom English as her second language, taking on this male dominated industry—such an inspiration to me.

• Or a really quiet and shy kid from Pakenham just blossom with stature and maturity in such a positive way as the program went on.

• I think that word ‘positive’ has been the under lying word through this whole journey. The other term you will hear often is ‘hierarchy of hazard control’.

• Cheers, thank you for this opportunity to share my experiences with you.

• Shane Martin