



Supporting people's futures

INSTITUTE OF CIVIL MANAGEMENT TRAINING MAGAZINE

GET on COURSE

EDITION 19 - December 23, 2019

IN THIS EDITION...

- *Future Skills Report & Fast facts*
- *Participant profile: Norman Walsh*
- *2020 Calendar now available*
- *In Focus - EBAs*
- *Featured course*
- *It's Time for Grading - Tips via video*



Merry Christmas to all 2019 Institute Members and course participants.

FROM THE CEO



With the Institute of Civil Infrastructure's inaugural learning year now complete, it's a good time to reflect on some of its key achievements and also crunch some numbers.

It's been a massive first year with no less than 64 different courses run over 10 months, February to November, for 180 Institute Members. That equates to six courses held per month.

Understandably, some courses proved more popular than others and we've tweaked our offerings accordingly for 2020.

All up, the Institute took 740 bookings in 2019 across courses, events and conferences.

What's more, after surveying our participants, the average course satisfaction rating – across course presentation, presenter and logistics – was over 95 percent.

It was certainly a big year first up and 2020 will be even bigger.

In no small part this has been due to the support of the NSW Government, who have supported the launch of the Program in the first year. I thank them.

However, we are looking to become even better at servicing your needs, and have some exciting news in the New Year.

On a personal level, I wish you and those you love and care about a safe, merry Christmas and happy New Year.

David Castledine, CEO - Institute of Civil Infrastructure

Fast Facts**ICI MEMBER WITH MOST COURSES COMPLETED**

Jason Collins & Mark Bootsma, both from TRN Group, completed six courses apiece. A further five ICI Members attended four courses or more.

CCF MEMBER COMPANY WITH MOST COURSE PARTICIPANTS

Riverina-based Ladex Construction Group had no less than 15 of their staff members participate in courses in 2019.

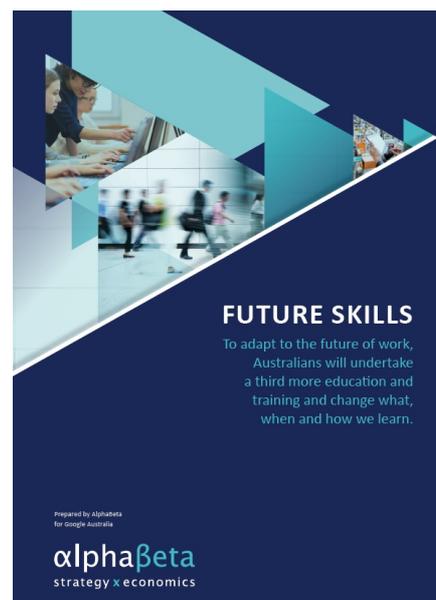
Future Skills report highlights changes to how adults learn

A report prepared by business data analytics consultancy AlphaBeta, and released this year on behalf of Google, provides some interesting insights into the changing way adults will learn in the coming decade.

The report, entitled 'Future Skills: To adapt to the future of work, Australians will undertake a third more education and training and change what, when and how we learn', provides the following illuminations:

- "Our analysis shows that Australians will need to more than double the time they spend on learning after the age of 21 compared to today."
- "Rather than accumulate additional degrees, workers will learn through short courses and on-the-job training which focuses directly on the specific skills they require."
- "Our analysis shows that Australians will need to more than double the time they spend on learning after the age of 21 compared to today"

These points reflects our experience with employers and individuals – short courses allow people to target specific skills gaps and interests in a low total cost model. The plus is they also act as samplers; stimulating the desire to learn – with some going on to longer VET or tertiary courses, others do not.

**ICI PARTICIPANT PROFILE - NORMAN WALSH****BACKGROUND**

Norman Walsh is new to the Institute of Civil Infrastructure, with his first course being held on the last day of Term 2, 2019. He attended the *Underground Services Leading Managers to Manage the Risk Every Time* course.

ABOUT NORMAN

"When I entered the industry about four and a half years ago, I was an operations manager for a water servicing co-ordinating company. I spent three years there, before, about 18 months ago, I moved across to Jonishan, where I work today, inspecting the works on behalf of Sydney Water to actually project managing the works."



Jen Tonjes

THE INSTITUTE EXPERIENCE

"I've just done my first course and it was very interesting. It was a good mix of real-life scenarios presented and legislation. The content was very applicable to my work, with lots of tips for me to take away and apply to my role. Being in the field I am in, it is obviously very important to understand the underground services. The company booked it online for me and then it was a case of turn up [to the Institute's Castle Hill base] and sit it."

WHY IS TRAINING IMPORTANT?

"It's important to have the knowledge, obviously. It's also important for career progression."

THE INSTITUTE'S CORE ADVANTAGE



Take advantage of the industry advised and recommended Core Learning Plans at each Learning Stage, and gain recognition and extra points towards your grading application. This is just part of the Institute's Core Advantage.

Why?

The purpose of the Core Learning Guidelines is to allow each Member – both the non-graded Entrant CIM and the graded CIM – to optimise their learning experience and strengthen employment options by focusing learning on a structured path, which is the industry's civil management standard.

Core Learning Plan - The Institute advantage

Just one advantage of this is the CIM will get additional points toward their grading application. By completing one of the three sections (**Technical**, **People** and **Business & Operations**) in each of the three Stages, the person gets a boost score towards their grading application.

Because the courses listed in the Institute's Core Learning Plans are linked to the new Institute of Civil Infrastructure industry standards, employers will understand that the applicant has undertaken practical, civil industry-specific training across a broad range of key learning areas.

This will set that applicant apart from those who have not completed the Core Learning Plan. Just another integral part of the Institute's Core Advantage.

[LEARN MORE](#)

Ladex Construction Group: Institute is "one of the greatest steps forward"

Ladex Construction Group's managing director Richard Pottie says there are very good reasons why so many of the Riverina company's staff completed courses in the Institute's first year.

"ICI is one of the greatest steps forward the civil industry has made for many years and I encourage all civil businesses, regardless of size to get involved and train their personnel for the betterment of the industry," Mr Pottie says.

Richard (right) even participated himself, via Webinar from the Wagga Wagga-based company's offices.



"I have found the courses provided to be well thought-out, very applicable and well presented. The small groups or one-on-one method of delivery is far more beneficial than a large group setting, with the presenters taking a genuine interest in our particular needs and requirements.

"As a company we have signed up around 20 of our staff to do various courses with similar comments coming back from each of the participants. We have seen a marked improvement across our supervisors and managers in a relatively short period of time."

IT'S TIME FOR GRADING

After joining the Institute, CIM Members can apply to be Graded.

Grading is a way to be nationally recognised for the experienced manager you are, and to clearly define your career path.

Grading is based on your work experience and the training you have done, which you enter into your work history in the Member portal. There are no exams or tests involved.

The Grading standards are set by the ICI Board on advice of the Grading Standards Committee, comprising a diverse range of industry participants. They ensure the Grades reflect a realistic pathway for individual career development, and will make the Grade-holder desirable to the industry.

With one exception, the timing of the Grading decision is up to you. It's your call when you do it, and how far you go through the Grades. The single exception reflects our Vision to improve the standard of civil management by encouraging the pursuit of continual professional development – we require all Entrant CIMs apply for at least one Grading within three years of joining the ICI.

We have set the system to ensure this is achievable for someone who is working in the industry for 2-3 years as a graduate or a Leading Hand.

It's very possible you will already have that experience when you apply. If that's the case we welcome you applying for a Grading straight away – there is no need to wait.

What else should I know about the Grading process?

- Each Grade has clear and transparent criteria measures.
- An experienced CIM may apply to be Graded immediately after joining.
- CIM Grades are not sequential – a new Member may join and apply for whatever Grade they are eligible for at any time. The system will tell you after you enter your work history.
- Some Members who apply for Grading may reach a high Grade with first application.
- A CIM can apply to be re-graded throughout her/his career journey.
- Should you wish to appeal the Grade, an appeals process exists.

So don't wait. Fast track your future by having your skills recognised.



AQF Review Report Released

The Federal Government has released an expert panel's report into their review of the Australian Qualification Framework. The release follows several years of research and consultation.

This is a very important paper and needs careful and thoughtful consideration. Its 150 plus pages are not light reading, but these are extremely complex issues.

Twenty-one (21) Key Recommendations have been made. The impacts on the AQF would be significant if adopted; and this infers it will not be a quick process, even if accepted by the Federal Government.

The paper, released on 24 October, can be found [here](#).

The paper has now been presented to the Federal Government and COAG for review.

2020 Calendar now online

The Institute of Civil Infrastructure's 2020 Learning Program calendar is now online.

The 2020 calendar features new courses created to meet the demands of the civil infrastructure industry. The Institute has already started receiving bookings for 2020 courses, so now is the time to view the calendar and reserve a spot.

View the calendar here: <https://www.iciaustralia.com/Calendar>

LEARNING PROGRAM CALENDAR

IN FOCUS - ENTERPRISE BARGAINING AGREEMENTS

Are you across the basics of an EBA?

Enterprise Bargaining Agreements or EBA's, as they are usually referred to, are commonplace in the civil infrastructure industry. For all businesses who have an EBA, knowing the law and ensuring correct process is critical.

Likewise, if you are looking to have an EBA set up, it becomes essential that you are across all the nitty gritty of the process. At the end of the day, it is a legislated process of negotiation between employers and employees and their bargaining representatives. Therefore, the need to follow the correct legal process cannot be overemphasised. Failure to do so may result in disputes that may or may not be resolved easily and this can strain project deadlines in an industry where time is extremely crucial.

The above reasons were enough for the Institute to ensure we offer a course that specifically addresses this. With this in mind, we put together the "*Understanding EBA's and their development process*" course which is delivered by an industrial relations lawyer.

If you are a *Site Manager, Project Manager, Contract Manager, Business Owner* or just interested in learning about the EBA's, then do go through this edition's Featured Course and book yourself in.

See below for more information.

FEATURED COURSE

THE INSTITUTE OF CIVIL INFRASTRUCTURE PEOPLE MANAGEMENT COURSE



ICI
INSTITUTE OF
CIVIL INFRASTRUCTURE

Supporting people's futures

**Understanding EBA's
and their development process**

Live Interactive Webinar or ICI Learning Center

OVER 70 CPD COURSES FOR THE AUSTRALIAN CIVIL CONSTRUCTION INDUSTRY

Understanding EBA's and their development process



DATE

TUESDAY 4 FEBRUARY, 2019

TIME

8:30 AM - 10:30 AM

VENUE

INSTITUTE'S TRAINING CENTER / WEBINAR

WHAT THIS COURSE COVERS

This course will explain Enterprise Bargaining Agreements and include:

- What they really are
- Who manages them from a regulatory point of view
- Bargaining parties
- The process for establishing them, and the critical importance of getting it right

- The pros and cons of having an EBA against the other options
- The ongoing management of an EBA
- Replacing an EBA
- Renewing an EBA

WHAT YOU SHOULD HOPE TO ACHIEVE

The participants will gain a good understanding of what an EBA is, along with what the process is for establishing, renewing and replacing one. The pros and cons of establishing and having one will also be explained.

WHO SHOULD ATTEND

This course is suitable for persons looking to understand how the Enterprise Bargaining Process occurs. It is an important learning element for site, project and contract managers, along with business owners.

PRESENTER

Liz Rooke

Liz is an industrial relations lawyer with more than 9 years' experience in both the construction industry and local government. She was admitted as a solicitor to the Supreme Court of NSW in 2009.

Liz provides members with strategic advice on discrimination, unfair dismissal, bullying, general protections (including adverse action), harassment and contractual issues.

Liz has appeared in a range of tribunals and courts, including Fair Work Australia, the NSW Industrial Relations Commission, the Australian Human Rights Commission, the NSW Civil and Administrative Tribunal, and the Federal Court.

Outside of work, Liz can often be found sailing across Sydney Harbour.

COST

Tickets

Member Price: \$218.00 Inc GST

Affiliate Price: \$246.00 Inc GST

Non-Member Price: \$355.00 Inc GST

Registration Closes: 21 January 2020

[BOOK NOW](#)

WHAT'S COMING UP ON THE LEARNING & EVENTS CALENDAR

*04 February 2020
Understanding EBA's and
their development
process*

*06 February 2020
WHS Management for
Leading Hands and
Supervisors*

*10 February 2020
WHS Management for
new graduates and
managers*

Course No: P0233 - 03
Time: 8:30 AM - 10:30 PM
Member price: \$218.00
Webinar & Learning Centre

BOOK COURSE

Course No: P0234 - 03
Time: 8:30 AM - 12:30 AM
Member price: \$223.00
Webinar & Learning Centre

BOOK COURSE

Course No: P0235 - 03
Time: 8:30 AM - 12:30 AM
Member price: \$223.00
Webinar & Learning Centre

BOOK COURSE

YOUR CIVIL CAREER



Can credentials give you civil industry credibility?

READ MORE



Reasons networking is important

- 1 You will discover opportunities**
Being available and around other people always opens new discoveries and new pathways
- 2 It is an expected skill**
You are now more and more held accountable for your own skills development.
- 3 It will benefit you over your career**
Being available and around other people always opens new discoveries and new pathways and long term relationships have value.
- 4 It builds a broader perspective**
It strengthens your understanding of the Civil industry as you meet other experts.
- 5 It starts your CPD process**
Continuous Learning or CPD is a useful strategy to achieve success through a lifelong focus on increased professional development.
- 6 It's good Karma!**
If you believe what goes around comes around, joining in and giving back will become its own reward.

Six reasons why networking is important

READ MORE

Should someone else be getting this email?

These types of email updates cover a number of topics and it would be a shame if someone in your organisation was missing out on vital training information or missed an invitation to a networking event in your area. Send an email to admin@iciaustralia.com or call 1300 424 287 with the names and emails of people in your business who should be receiving them to get more people aware of what ICI has to offer.

[JOIN OUR MAILING LIST](#)



LEARN MORE ABOUT THE INSTITUTE PROGRAMS

Institute of Infrastructure (ICI)
Unit 11/9 Hoyle Avenue, Castle Hill NSW 2154
PO BOX 7252 Baulkham Hills BC NSW 2153
02 9009 4000 iciaustralia.com

Copyright © 2019 Institute of Civil Infrastructure, All rights reserved.

You are receiving this email as a subscriber to an Institute of Infrastructure mailing list.

You can [\[\[UNSUBSCRIBE\]\]](#) from this list

INSTITUTE OF CIVIL INFRASTRUCTURE

T 1300 424 287 F (02) 9009 4050 Unit 11/9 Hoyle Avenue, Castle Hill NSW 2154

The Institute of Civil Infrastructure operates in partnership with the Civil Contractors Federation of NSW

