

Creating Star Performers



**InfraTrain**  
**New Zealand**

# InfraTrain – helping the Roadmarking Industry work smarter

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# Introduction

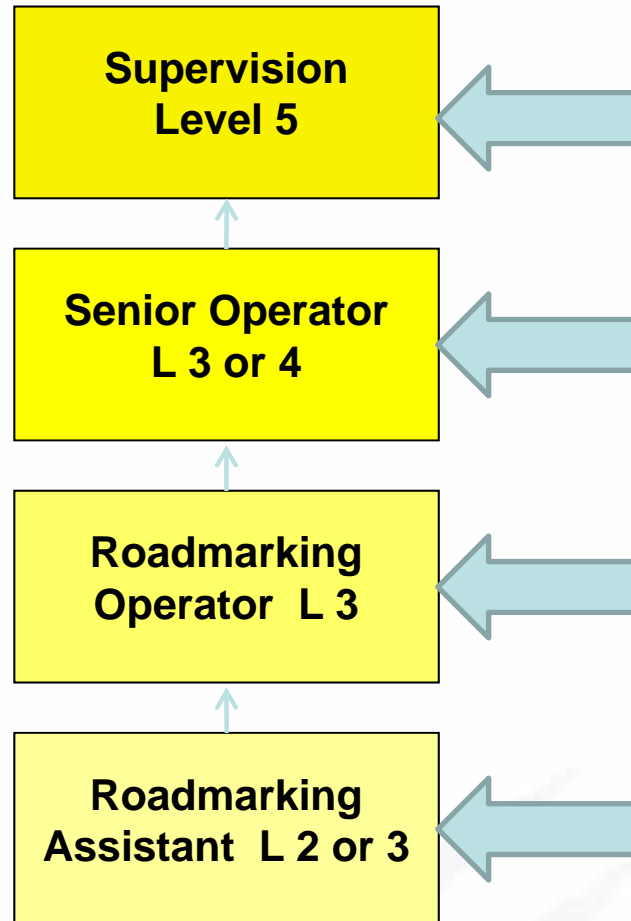
- InfraTrain is the ITO for the civil infrastructure sector - works closely with the roadmarking industry
- Helps companies to work smarter – through staff working safely, competently and in line with industry best practice
- Arranges and supports workplace learning
- Provides recognition of skills with national qualifications

# Recognition of Roadmarking Skills

- Qualifications developed with industry to meet its needs
- Three national certificates covering:
  - Roadmarking Assistant – Level 2 or 3
  - Roadmarking Operator – Level 3
  - Senior Operator – Level 3 or 4
- Can be entered at any level – also provide pathway
- Modern Apprenticeship available for 16-21 year olds

# Qualifications

New



# Qualifications – set skill standards

- Qualifications establish standards for skills and knowledge – reflect industry best practice
- Qualifications formalise, standardise and recognise training which industry already engages in
- Benefits for both councils/utility owners and roadmarkers in tendering
- Provide an assurance that the roadmarker has a recognised standard of technical competency

## How the qualification is achieved

- The roadmarking qualifications are competency-based
- Achieved through recognition of relevant work skills and knowledge as they are gained on the job
- Trainee collects 'evidence' of this in a Workbook – verified then assessed against the unit standards
- Most units standards achieved on-job

# The Workbook

- Workbook – contains information to guide the trainee through achieving the qualification
- Learning Notes for selected units
- Evidence collected – compiled in Workbook
- Trainee also compiles Job Record





# The industry's role

- A number of people play a key role in the trainee achieving the qualification:
- **Employer** – completion depends on commitment to provide time, training and support
- **Mentor** – provides support and guidance. May be a colleague, advisor or manager
- **Verifier** – observes and confirms workbook tasks completed by the candidate and ready to be assessed. Has industry experience, appointed by employer.
- **Assessor**

# InfraTrain support

- InfraTrain's regional staff provide support and guidance to the employer and trainee
  - Help plan training
  - Make regular progress reviews
  - Co-ordinate off-job training and assessment



# An industry perspective

- Wayne Rouse – Operations Manager, Roadmarkers New Zealand
- 20+ years experience in roadmarking industry, InfraTrain Registered Assessor, T12 tester
- Sees training having a good impact across a number of areas – both staff and company
- Also supported by recent InfraTrain research



# Training has a good impact

## Productivity

- More efficient workers – know what is expected and what they are doing
- Working smarter, not harder
- Investment in staff provides better productivity

## Staff Turnover

- Keen to retain skilled staff with knowledge
- Working with people who want a career rather than a job
- Staff taking ownership over their life, setting goals

# Training has a good impact

## Skills retention

- Staff keen to use skills & knowledge to help others
- Able to help others outside of work
- Builds better relationships

## New work opportunity

- HSNO & Spill training – advantage for environmental plan
- Fire fighting skills
- Skilled staff means company more versatile (STMS)

# Training has a good impact

## Competitive advantage

- Qualifying at a higher level (HS&E)
- Better attribute skills
- Better company CVs

## Safer working environments

- Extends own training regime – adds value
- Taking ownership of roles & responsibilities
- Feel good factor

# Training has a good impact

## Increased customer service

- Confident, able staff – opportunities for repeat work and clients recommendations for other work

## Increased self esteem/self worth

- Staff leading by example, not only at work, but at home
- Proud of own accomplishments
- Able to understand and discuss issues – rather than not participate – fear of looking like an “idiot”
- Brings staff out of shells – better able to communicate with peers and engineers

# Training has a good impact

## Management

- Convenience and savings – able to book all staff on a set course
- Contacts available for different training needs
- Better prepared with good systems everyone understands
- Able to lift game in a structured way
- Staff appreciate investment in them – see rewards through staff daily
- Has saved money



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