



**MCILWAIN
CIVIL**

Creating Community Assets

WORKFORCE DEVELOPMENT POLICY



**MCILWAIN
CIVIL**

Creating Community Assets

The Directors and Management of McIlwain Civil Engineering Pty Ltd are committed to being Australia's leader in the creation of outstanding community assets by encouraging and supporting continuous learning and skills development for all employees. At all times McIlwain Civil will exceed project requirements and industry benchmarks for training compliance to build enterprise capability and capacity.

As an organisation we intend to meet the following objectives;

- Workforce Development processes and procedures to be embedded across all business operations and integrated into the McIlwain Civil Engineering Management System.
- Develop, maintain and continuously update a company wide training needs analysis.
- Create skills matrices and individual development plans for all employees including skills assessments and gap training.
- Provide appropriate project specific mentoring, training and skills development.
- Maintain a minimum of 10% of our total workforce in formal Apprenticeships and/or Traineeships.
- Partner with Registered Training Organisations (RTO) to deliver Prescribed Occupation training and assessments.
- Provide ongoing continuous professional development (CPD) opportunities for all management, professional and para-professional staff.

Keith A McIlwain - General Manager