

# LENDLEASE

CASE  
STUDY

MARCH 2018



**TAFE**NSW

**ENTERPRISE**





## CUSTOMER PROFILE

**Company:** Lendlease

**HQ:** Sydney, Australia

**Industry:** Property and Infrastructure Development

**Products and Services:** Building, construction and development of innovative and sustainable property and infrastructure.

**Employees:** 12,741

**Website:** [www.lendlease.com](http://www.lendlease.com)

A global property and infrastructure business, Lendlease is synonymous with sustainable construction, development and investment.

As part of their commitment to leaving a positive legacy, Lendlease joined forces with the NSW Government and TAFE Enterprise in 2012 to create the Barangaroo Skills Exchange (BSX) for the Barangaroo South precinct, Sydney's largest urban renewal project since the 2000 Olympics, with a remaining end value of \$3.5 billion. The objective of the BSX partnership is to offer onsite skilling and training to construction workers, ranging from construction trades and skill sets to safety, leadership, apprentice mentoring and skills gap training for mature aged workers. The unique feature of the program was the integration of literacy and numeracy support, including digital literacy.

Coordinated by TAFE Enterprise, and initially commencing with one part-time teacher, relationships were built with construction managers, the safety team, project staff, apprentices and some 600 sub-contractors. Skills gaps were identified and training delivered.

Over three years, the BSX partnership generated \$78.5 million in socio economic benefit, had 8,963 site workers attending training, skilled over 840 apprentices including 64 Indigenous apprentices and supported an apprentice completion rate of 84%.

The success of this industry partnership and the positive impact on individuals led to Lendlease asking TAFE Enterprise to open a second skills exchange to service the redevelopment of the Darling Harbour precinct in 2015.



The industry partnership was so successful that it was also recognised for a number of awards including:

- Winner - 2016 Western Sydney Leadership Dialogue - Productive Partnerships
- Winner - 2016 Property Council of Australia, Innovation and Excellence Awards - Innovation
- Winner - 2016 NSW State Training Awards - Industry Collaboration
- Winner - 2016 Australian Training Awards - Industry Collaboration
- Winner - 2014 NSW State Training Awards - Industry Collaboration
- Winner - 2014 NSW Premiers Awards - Industry Partnerships

With 40% of site workers having never accessed accredited training before, TAFE Enterprise has begun to build genuine career paths in this sector that will lead to life-long learning, education and economic engagement and lift capability to benefit the construction industry.



20,462 accredited training programs



824 apprentices supported and mentored  
84% completion rate



145 unemployed young people enrolled



212 Indigenous workers supported

## THE BRIEF

- Accredited training. From apprentices to the mature aged workforce.
- Build a green-skilled workforce. Employees to learn capability in renewable energy, sustainable materials, energy efficiency, green buildings, sustainable water systems and waste recycling.
- To offer onsite training that is fit-for-purpose, flexible, targeted and relevant. Including the 'drop in' Foundation Skills environment with specialised language, literacy and numeracy teachers on hand to assist.
- Trainers with technical expertise. To produce a skilled workforce and create a project legacy.
- To be a trustworthy partner that can provide end-to-end service and deliver quality and consistent levels of training.

## WHY TAFE ENTERPRISE?

- TAFE Enterprise worked with Lendlease on a number of commercial and infrastructure projects across Sydney. TAFE Enterprise collaborated with Lendlease during the bid phase for the \$6 billion Barangaroo South Urban Regeneration Project, to develop a world class social sustainability value proposition.
- TAFE Enterprise is identified as a provider of choice and continues to work with Lendlease to develop its staff and the capabilities into the future.
- Build onsite training facility, including 'drop in' Foundation Skills environment.



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## RESULTS

- Over 4,000 workers have received support with English language, literacy or numeracy.
- Almost 11,000 workers gained 20,462 accredited training outcomes ranging from skill sets to advanced diplomas.
- Over 824 apprentices, including 64 Indigenous apprentices have been supported and mentored through the BSX Apprentice Mentoring program.
- Apprentice completion rates at Barangaroo are at (84%) compared to NSW average (47%) - the flow on benefit being a significant increase in earning potential for apprentices' transition to work as qualified tradespeople, and supply of trades people to market. Apprentice mentoring, skills apprentices and directly assists in supporting higher completion rates.
- A further 212 Indigenous workers have also been supported.
- Another 20,020 social and awareness outcomes delivered to support the wellbeing of individuals. These include Drug and Alcohol Awareness, Mental Health and Suicide Awareness, Quit Smoking, Healthy Eating, Incident and Injury Free, and Asbestos / Hazardous Materials Awareness sessions.
- More than 3,000 workers have studied and gained licences from external accrediting authorities such as SafeWork NSW to operate plant and equipment, or work in high risk situations such as confined spaces, working at heights, or working in contaminated areas.
- 85 mature aged workers have received re-training at the BSX to transition to new work roles.
- 145 unemployed young people have enrolled in pre-vocational construction programs learning basic skills to work in the construction and building industries.





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The Barangaroo Skills Exchange will leave a legacy beyond its boundaries and will become an example of how great partnerships between government, industry and the training sector can effectively deliver sustainable learning and skilling programs. In addition to the partnership, the BSX is making real life changes for large numbers of individual workers which is having a profound impact on the construction industry in Australia.

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Lendlease Corporation



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