

A large red arrow pointing to the right, with a grey outline, serving as a background for the text.

COMMITMENT TO  
TRAINING AND SKILLS  
DEVELOPMENT  
2024 SUBMISSION



## COMMITMENT TO TRAINING AND SKILLS DEVELOPMENT (EMPLOYER) 2024 ENTRY FORM

Name of Nominated Business: Hazell Bros Group Pty Ltd

Name of Nominator (Self Nomination Permitted): Hazell Bros Group Pty Ltd

Nominator's Phone No and Email: Steve Hyland (0420 310 989) [Steve.Hyland@hazellbros.com.au](mailto:Steve.Hyland@hazellbros.com.au)

All the requirements in the following checklist must be met for entry to be valid (please tick to confirm):

- Nominated business was a financial CCF Contractor, Associate or Stakeholder Member on 31st March 2024. Membership No 0247.
- Nominator has attached supporting documentation, for example testimonials from clients, employees or training organisations, media articles or external recognition of identifiable positive business outcomes due to commitment to training and skills development. (max 5 pages) Number of pages attached:  
Refer to Attachment I of Hazell Bros submission
- Employer invests in training which has resulted in identifiable positive business outcomes  
Refer to Section 2.1 of Hazell Bros submission for further information.
- Nominator has briefly identified up to three examples of training achievements:  
Refer to Section 2.2 of Hazell Bros submission for further information.
- Nominator has described in 200 words or less why this employer's commitment to training and skills development stands out from other employers (attach additional page if required):  
Refer to Section I of Hazell Bros submission for further information.

*Entries can be submitted email to [kira.atkinson@ccftas.com.au](mailto:kira.atkinson@ccftas.com.au)*

*Please contact CCF if you do not receive acknowledgement that the entry has been received, or if you have any questions.*

***Entries close at 5pm on Friday 21-28 June 2024***

## HAZELL BROS COMMITMENT TO TRAINING AND SKILLS DEVELOPMENT STANDS OUT FROM OTHER EMPLOYERS (200 WORDS OR LESS)

Hazell Bros Group Pty Ltd is a family owned, diversified construction and resources group of companies, that takes pride in its people and has a strong focus on developing all our employees.

Hazell Bros actively invests in our personnel through continual development and training, which in turn ensures the foundation for our continued company success through vertically integrated construction activities throughout Tasmania.

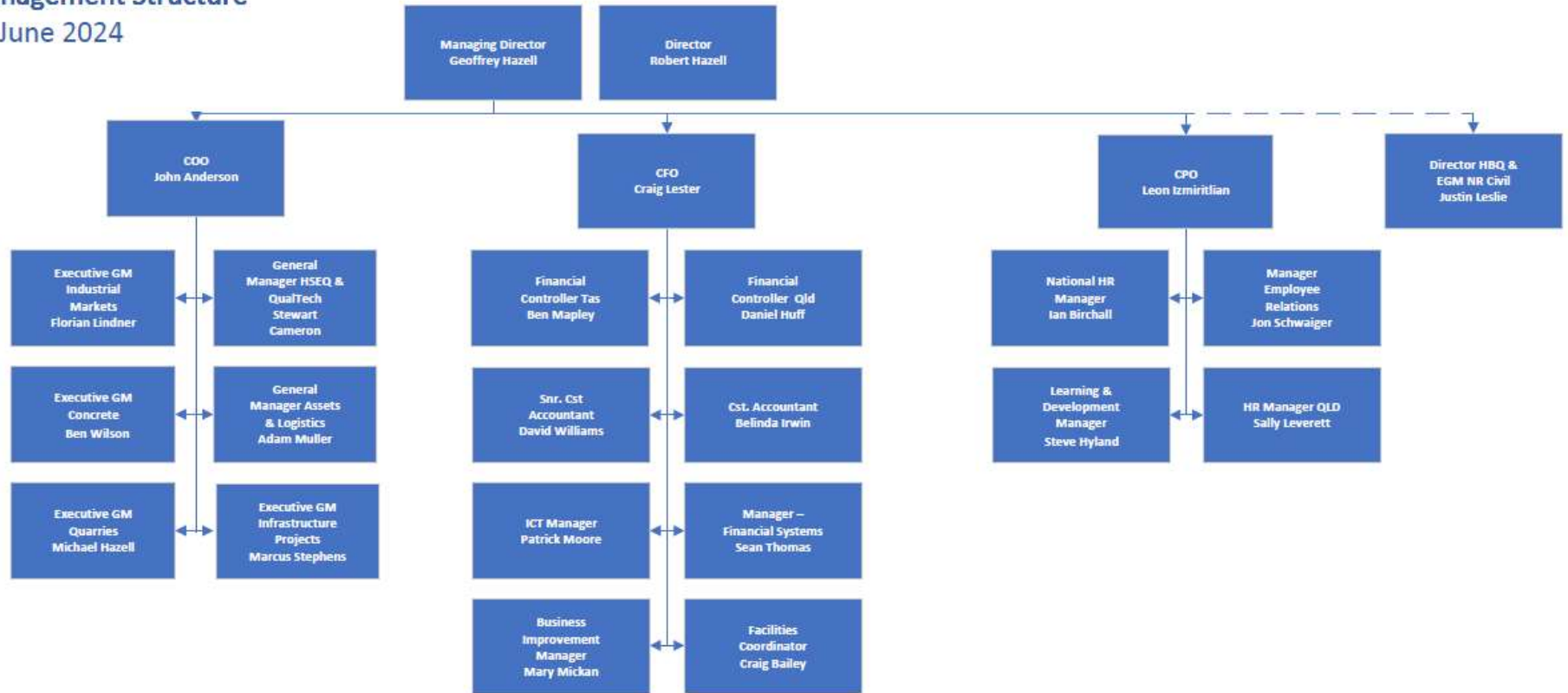
Our employee experience road map aims to build employee careers through, increased professional development initiatives, greater focus on internal promotions, investment in learning technology and supporting employees in being able to drive their career progression through our vertically integrated business model.

Hazell Bros has recently created the role of Learning and Development Manager, who reports to the Chief People Officer, demonstrating our commitment to our employee training and skills development employees who are the mainstay of the business, and upholding the *Safety First Always Works* philosophy and culture based on family values and initiative.



- |  |  |   |   |
|--|--|---|---|
| 1 <b>Burnie Office &amp; Workshop</b><br>18-34 Massy-Greene Drive<br>South Burnie 7320 | 8 <b>George Town Batch Plant</b><br>Bell Bay Road<br>Bell Bay 7253                 | 13 <b>Tunbridge Quarry</b><br>78 Tunbridge Tier Road<br>Tunbridge 7120          | 18 <b>HBMI Quarry</b><br>Leslie Road<br>Leslie Vale 7054          |
| 2 <b>Burnie Batch Plant</b><br>22 River Road<br>Wivenhoe 7320                          | 9 <b>Scottsdale Sand &amp; Gravel</b><br>Jensens Road<br>North Scottsdale 7260     | 14 <b>Mangalore Quarry</b><br>Black Brush Road<br>Mangalore 7030                | <b>Leslie Vale Batch Plant</b><br>Leslie Road<br>Leslie Vale 7054 |
| 3 <b>Ulverstone Pre-Cast Yard</b><br>10b Industrial Drive<br>Ulverstone 7315           | 10 <b>Long Hill Quarry</b><br>Dan Road<br>Elizabeth Town 7304                      | 15 <b>Bridgewater Batch Plant</b><br>8 Crooked Billet Drive<br>Bridgewater 7030 |   |
| 4 <b>Devonport Batch Plant</b><br>174 Story Rise Road<br>Stony Rise 7310               | 11 <b>Rocherlea Office &amp; Workshop</b><br>73-79 Lilydale Road<br>Rocherlea 7248 | 16 <b>Head Office</b><br>14 Farley Street<br>Glenorchy 7010                     |   |
| 5 <b>Latrobe Batch Plant</b><br>16 Port Sorell Road<br>Latrobe 7307                    | <b>Rocherlea Batch Plant</b><br>73-79 Lilydale Road<br>Rocherlea 7248              | <b>Lampton Ave Workshop</b><br>8B Lampton Avenue<br>Derwent Park 7009           |   |
| 6 <b>Shearwater Batch Plant</b><br>28 Burgess Drive<br>Shearwater 7307                 | 12 <b>Raeburn Quarry</b><br>835 Hobart Road<br>Breadalbane 7258                    | <b>Lampton Ave Batch Plant</b><br>8B Lampton Avenue<br>Derwent Park 7009        |   |
| 7 <b>Beauty Point Sand Quarry</b><br>40 Torneys Road<br>Beauty Point 7270              | <b>Raeburn Batch Plant</b><br>835 Hobart Road<br>Breadalbane 7258                  | 17 <b>Cambridge Batch Plant</b><br>Loop Road<br>Cambridge 7170                  |   |

## Senior Management Structure June 2024



## SUBMISSION COMMITMENT TO TRAINING AND SKILLS DEVELOPMENT

### 1.1. Investment in Training and Training Achievements

Hazell Bros invests heavily in training across a broad range of training and development areas, both internally and externally. The opportunities we provide for our teams can range from short courses through to Apprenticeships, Traineeships and other bespoke training needs as they arise, to suit the ever-changing needs of our business.

From July 2023 to mid-May 2024, Hazell Bros has invested in excess of \$750,000.00 in our employees, for external training opportunities alone.

#### 1.1.1. Internal training

In addition to external training, our internal training programs have included (but not limited to):

**Standardised Corporate Induction** for all new employees.

**Business Unit Specific Inductions** for all new employees.

**Environmental Awareness** for all new employees.

**Understanding Workplace Behaviours Laws** for all new employees.

**Site Specific Inductions**, ensuring our *"Safety 1st Always Works"* is more than a slogan, it is the cornerstone of our safety culture.

Ensuring all employees have **basic first aid** skills.

**Safety Initiatives** such as:

- **Fit for work fit for life**, supports employees to take ownership and increasing awareness of their overall health and wellbeing. Hazell Bros in partnership with the Cancer Council of Tasmania and BUPA deliver its Fit for Work – Fit for Life program. These initiatives include free skin cancer checks, free health checks, free flu vaccinations.
- **Stop and Think**, a campaign that focuses on common risk factors, empowering workers to take time out to manage the hazards and risks of their working environment and job tasks. *Stop and Think* includes:
  - Assess the area
  - Body limits,
  - Line of fire,
  - Eyes on path
  - Eyes on hands



- **Life Saving Choices**, established to focus on our principles, to create a common safety culture and prevent injuries. Each Life Saving Choice addresses a behaviour that can have serious and even fatal consequences. They are based on an analysis of safety incidents within the HB business in recent years.



**Risk Management**, using Pre-Starts and Toolboxes, additional training in the preparation and use of Take 5's, Safe work Method Statements (SWMS), Task Hazard Analysis (THA) and Field Task Observations (FTO).

**Apprentice Exchange**, which enables apprentices to gain a great breadth of experience across various business units, with Jacob Tomlison and Drew Myler recently completing the exchange (refer to Attachment 1).

1.1.2. Other Training Initiatives

**Domestic Abuse Awareness**, delivered through Lifeline across whole of business. Hazell Bros is the only construction company that Lifeline is partnering with. (refer to Attachment 1).

**Mental Health First Aid**, delivered through Lifeline - providing employees awareness of the risk factors and the skill and knowledge to identify and support those in need.

**Graduate Training Programme**, this programme rotates new engineers through the various Hazell Bros business units and works with all engineers in the business.

**Engineering Workforce Credentialing Partnership (EWC)** to achieve the Certified Practicing Engineering (CPEng) with Engineers Australia. Meg Lillico, Jack Hamilton and Ada Espiritu are the most recent engineers to achieve certified status (refer to Attachment 1).

**Professional growth through:**

- **Partnering with Engineers Australia (EA)**, for site tours of EA members, enabling knowledge share with the broader engineering fraternity showcasing innovation and precision (refer to Attachment 1).
- **Partnering with UTAS for Profession-Ready Industry-Merged Engineering Degree program (PRIMED)**, an initiative that seamlessly integrates real-world industry experiences into the entire Bachelor of Engineering degree program, with a strong focus on preparing students for the workforce. A range of Hazell Bros employees present and participate in the program to educate and support the next generation of engineering professionals. We

also offer site visits for undergraduates and work placement opportunities for undergraduates as part of our commitment to the program.

- **Participation Women in in Civil Mentor program** an initiative by the CCF, to increase participation of women in the civil construction industry. A range of Hazell Bros employees have signed up in the role of Mentee and Mentor.
- **Partnership with Swinburne University of Technology** an initiative and pilot program to develop more effective training programs tailored to the learners and work environment of complex civil construction industry. Hazell Bros approached Swinburne to discuss the challenges and the failure of existing learning approaches. Hazell Bros focussed on their commitment to developing a cross-skilled operational workforce, considering the challenges posed by an ageing workforce, skill shortages in heavy industrial plant, equipment, and machinery operators. The program designed, developed, and delivered an accredited training program aimed at internal Verification of Competency (VOC) Verifiers in the civil construction industry.
- **Broader Professional Networks.** Hazell Bros encourages their employees to participate in a broad range of industry related Industry Advisory Committees and boards, fostering their professional growth, this includes:
  - Tasmanian Energy and Infrastructure Workforce Advisory Committee (TEIWAC) – Kathryn Browne Committee Member
  - Civil Contractors Federation – Jo Gregg Board Member and Chair of Women in Civil Committee



## 1.2. Investment in Pathways

In addition to training employees, Hazell Bros invests in creating pathways to work for Tasmanians facing a disadvantage. Hazell Bros does this in a number of ways including:

### **Partnering with Centacare Evolve and St Joseph Affordable Homes - Build Up Tassie.**

Hazell Bros provides support through: donation of Personal Protective Equipment (PPE) for apprentices, donation of construction materials and concrete, guest speakers and site visits. (refer to Attachment 1). We have also partnered with Build Up Tassie for their Civil Program and provide a significant investment of time and resources to support the program as well as 8-week work placements for participants graduating from the program.



### Civil Program

Delivered in partnership with Hazell Bros, this program opens doors to the civil construction industry. Build Up Tassie Civil provides industry awareness and exposure as well as individual coaching to get you ready for a career in civil construction. Participants work together on a project to gain practical skills and give back to the community. Licenses and short courses are included such as access to driving lessons, Work Health and Safety courses, operating small plant and equipment, First Aid, and Working at Heights.

[APPLY NOW](#)

**Partnering with Glenorchy Jobs Hub**, providing guest speakers to those who are interested in joining the Construction Industry. (refer to Attachment 1).

### **Work placement for secondary, college and tertiary students.**

Hazell Bros currently hosts students from St Virgil's College, Ulverstone Secondary College and UTAS.

We are currently exploring work placement opportunities with Guilford Young College Glenorchy to support their Certificate I or Certificate II in Automotive Vocational Preparation programs that they run for Years 11 and 12 students.



We will continue to broaden to other educational institutions in both government and private education systems.

**UTAS Scholarships for UTAS Engineering Faculty.**

We are currently working on enhancing our UTAS scholarships with UTAS for the engineering faculty. We will look to support 2x year 3 and 2 x final year engineering students on a rolling cycle.

### 1.3. Positive Business Outcomes

The investment in training motivates and develops talent, and has contributed to the following positive business outcomes:

- the lead indicator of employee turnover rates, has seen a significant reduction of 8% over a rolling 12month period.
- the recent national employee engagement survey, has had high participation with over 500 responses, representing 63% of employees participating. From a commitment to training 70% of our employees believe that:

*Hazell Bros is a great company for me to improve my knowledge, skills and career.*

In additional, Hazell Bros has been recognised externally through the following independent bodies:

**Employers of Choice** are recognised by the Tasmanian Government for demonstrating contemporary workplace practices and outstanding support for their staff and providing opportunities for employees to build an effective work-life balance. Hazell Bros was first recognised as an Employer of Choice in 2008 and is proud to have maintained that status since.



#### **Deloitte Australia's 2023 Best Managed Companies awards.**

Hazell Bros is pleased to announce that it has again been named one of the nine leading private Australian companies recognised for outstanding business performance in Deloitte Australia's 2023 Best Managed Companies awards.

Hazell Bros is honoured to have the hard work we have put into our strategy, approach to innovation, and capabilities recognised externally by Deloitte and the Best Managed Companies judges in this way.



The Best Managed Companies program identifies and celebrates privately owned and managed companies across Australia that set high standards of business performance and shines a light on the power of private businesses as innovators and major contributors to Australia's economy. The program's independent judges challenged and evaluated the strengths of the applicants across four key pillars: strategy; culture and commitment; capabilities and innovation; and governance and financials.



### 1.4. Training in Numbers

Currently Hazell Bros employs 63 Apprentices and Trainees across all business units in Tasmania, the table below shows the breadth of qualification and the split across Male/Female. Hazell Bros is unique in that we offer our employees the opportunity to be Dual Trade qualified.

Current Qualification	Nos Apprentices	Male	Female	Dual trade
Fabrication / Welding	9	7	2	
Fitting and Machinist	3	3		1
Auto Electrical	0	0		
Light Vehicle Mechanic	3	3		
Heavy Vehicle Mechanic	11	10	1	
Heavy Vehicle Mobile Plant	3	3		2
Automotive Spray Painting	1	1		
Automotive Panel Beating	1	1		1
Carpentry	7	7		
	<b>No. Trainees</b>			
Civil Construction Plant Operations	1	1		
Civil Construction Roads	9	7	2	
Civil Construction General	3	3		
Civil Construction (Structures)	3	3		
Manufactured Minerals (Concrete)	2	2		
Surface Extractions	6	5	1	1
Laboratory Technician	1	1		
	<b>No. Professional</b>			
Undergraduates / Vocational Employment	1			
Graduates	7			

SUMMARY TABLE OF KEY TRAINING ACTIVITY	
Reporting Period	July 2023 to May 2024
No of Scheduled Training (short courses only)	1004
No of Bookings for contactors – JV projects	77
Short Course Estimated Hours <sup>#</sup>	8178
<sup>#</sup> does not include apprentice/trainee hours.	

## ATTACHMENT 1: TESTIMONIALS AND SUPPORTING DOCUMENTATION

### **Ricki Dodge**

#### **Southern Workshop Manager**

*I first joined Hazell Bros back in 2002 as a mature age diesel mechanic apprentice, I was initially hosted to Hazell's through a training organisation "Work and Training". Towards the end of my apprenticeship in 2005, I was successful in obtaining a role in Field Service which is when I officially joined HB as a fulltime employee (on the books). During my four year apprenticeship I was able to complete a second trade which gave me both the road transport and the mobile plant qualifications.*

*During the 22 years I have been with Hazell Bros I have had many opportunities in different roles which are,*

- Apprentice Mechanic
- Field Service mechanic
- Field Service & Workshop support (off the tools assisting two different supervisors in the office)
- Field Service Supervisor
- Workshop Supervisor
- Workshop Manager

*The training opportunities at Hazell Bros are endless, which over the years has allowed me to grow and take on the different position opportunities. Some of the training I have been able to undertake are:*

- Cert 3 Heavy Road Transport
- Cert 3 Mobile Plant
- Cert 3 Automotive Specialist
- Cert 4 Front Line Management
- Automotive air conditioning license
- Conflict resolution
- Time management
- White Card
- Chain of Responsibility
- HSEQ ICAM lead investigator.
- HSEQ conduct health & safety investigations.
- HV licence
- High risk forklift and non-slew crane licence
- Working at heights
- Confined Space
- First Aid
- Domestic abuse awareness
- OEM specific training (various manufactures and courses)

*I am now able to utilise my skills and leadership to support and grow the next cohort of apprentices and tradespeople through their career journeys with Hazell Bros.*

### **Calypso Ayres**

#### **People Administrator**

*I began my journey with Hazell Bros in late 2020 as a weighbridge operator, where I learned the ropes of the quarry industry and gained valuable operational and administrative experience.*

*Over time, I became fascinated not only with the operational side of our business but also with the people who make it all possible. My supervisor one day said to me, "have you ever thought about a career in human resources?" This led me to explore opportunities in human resources, and with the support of the business, I started Certificate IV in Human resources with TasTafe. For a year I juggled study with working full time at the weighbridge, selling between 2500 to 4500 tonnes of product a day.*

*The support and encouragement from Hazell Bros and especially from my colleagues, supervisors and the people team has been invaluable; guiding and encouraging me, and ensuring I have the resources needed to succeed. The people team would also take opportunities to include me in Human Resource events, such as AHRI workshops.*

*Three months ago, I was offered a position in the people team as people administrator, and so I transitioned from quarry life to corporate life.*

*I have been able to apply my understanding of our workforce and our operational needs from working on the floor to bring ideas to our people team and help recruit and develop talented individuals. Working now in human resources has allowed me to interact with employees at all levels and areas of the organisation, understanding their needs and aspirations. It's fulfilling to know that I now play a part in creating a positive work environment where everyone feels valued and supported. I am very grateful to Hazell Bros for recognising my potential and offering me the chance to grow professionally within the company.*



To whom it may concern,

I am writing this letter to support Hazell Bros' nomination for the Commitment to Training and Skills category in the Civil Contractors Federation's award program in 2024.

Lifeline Tasmania's Training and Support Program is very pleased to partner with Hazell Bros in the delivery of training for the Domestic Abuse Awareness.

Initially Hazell Bros engaged with Lifeline to deliver our "DV-alert" program to senior management. This is a nationally accredited training to help frontline workers recognise the signs of domestic and family violence and know what to do next.

This initiated conversation around broader training and awareness to whole of staff.

Why HB decided to embark on this training:

- As a response to the national crisis of women and children killed each year due to domestic abuse.
- 1 in 4 Australian women (1 in 18 men) have experienced violence from an intimate partner.
- 23% of women (14% of men) have experienced emotional abuse from a cohabiting partner.
- Ending violence against women is everyone's responsibility and is preventable.
- By training everyday people to understand and recognise signs of domestic abuse, to respond confidently and respectfully, we can create the opportunity for people to be empowered to act – and to keep everyone safe.

Lifeline Tasmania approached several constructions industry partners to deliver Domestic Abuse Awareness, and in particular male dominated industries.

Hazell Bros, to date are the only construction company to adopt this important training act as leaders in this space at a time when this issue is a national emergency. We applaud Hazell bros for taking the lead in such an important social and safety issue.

In addition to the above, Hazell Bros have consistently had their staff attend Mental Health First Aid and refresher courses. These courses provide participants with the skills to provide initial support to someone who is experiencing a mental health problem or crisis.

Hazell Bros commitment, having rolled out the training across all their Business Units, reaffirms their commitment to training and upskilling their people, and upholding their culture based on family values and initiative.

Regards

**Tracey Groombridge**

**Acting Manager Training and Support, Lifeline Tasmania.**





17<sup>th</sup> June 2023

To Whom It May Concern,

**Subject: Letter of Support for Hazell Bros - Commitment to Training Award**

We are writing to express our support for Hazell Bros in their application for the Commitment to Training Award. Operating under Centacare Evolve Housing, Build Up Tassie is a free work readiness program aimed at helping young people who are experiencing barriers to employment. Build Up Tassie operates in two phases: a nine-week work readiness orientation followed by an eight-week work placement program. Build Up Tassie is dedicated to empowering young people through individual and client-centred coaching, wellbeing support, skill development, and industry exposure, primarily within the construction sector.

Since 2023, Hazell Bros has been a vital partner in our Civil Construction Orientation Program, demonstrating a commitment to nurturing the next generation of professionals. Their engagement spans every phase of our program, significantly enhancing the learning and development opportunities we offer.

Hazell Bros has contributed immensely by:

- Having their employees attend program as guest speakers, providing our participants with invaluable advice and industry insights.
- Facilitating comprehensive tours of their facilities and work sites, including the impressive operations at the Leslie Vale Quarry and their workshop in Derwent Park.
- Providing personnel to conduct mock interviews with participants, which greatly assist our participants in gaining confidence and practical interview skills.
- Attending graduation ceremonies, showing genuine support and encouragement for our participants' achievements.

Moreover, their team has been exceptionally welcoming, providing a level of comfort and ease for young people who often face significant barriers to employment. Hazell Bros has also collaborated with our key staff in a highly professional and respectful manner, reflecting their positive culture and commitment to community engagement.

During the work placement phase, Hazell Bros has not only provided opportunities to participants but has done so with meticulous planning to ensure all learning opportunities are fully utilised. Their managers and staff have shown a commitment to this initiative, ensuring that each participant receives the attention and guidance needed to succeed.

Safety, a critical aspect of construction work, is evidently prioritised and taught rigorously to our participants by the Hazell Bros team.

We are proud of our ongoing partnership with Hazell Bros and eagerly anticipate continued collaboration. Their dedication not only supports our mission but also enriches the lives and futures of the young individuals we serve. We wholeheartedly support their nomination for the Commitment to Training Award and commend their exemplary contributions to training and community engagement.

Should you require any further information, please do not hesitate to contact us.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Rebecca Woolley', is written over a white background.

Rebecca Woolley  
Manager  
Build Up Tassie  
0456269285



**NEWS**

### TAS/QLD Apprentice Exchange

Published 6/12/2024



The Hobart and Queensland workshops recently exchanged apprentices for a two-week period, providing both workers with exposure to different workloads and environments.

While in Hobart, Jacob Tomlinson, QLD 2nd year apprentice, was tasked with replacing an engine in a Volvo tipper. Jacob worked alongside a tradesman with Jacob taking the lead in the repair. In between times Jacob also attended several field repairs at HBM quarry and Bridgewater batch plant, all rugged up with his newly acquired HB beanie.

For Drew Myler, TAS 3rd year apprentice, a typical work day in Hobart would involve predominantly working on the truck fleet consisting of agitators, tippers, prime movers and trailers. QLD provided Drew a two-week experience working on all types of plant in both the workshop and the field, enjoying his time in the sun.

Both workers took full advantage of this opportunity, experiencing different aspects of the business and equipment to work on.

Steve Wilson in QLD and Ricki Dodge in TAS would like to extend their thanks to Jacob and Drew, who, in their short time in each location, quickly became part of the team.



Jacob Tomlinson working in the Hobart workshop.

Photo taken by Drew Myler, working in the field in QLD.

**Hazell Bros Group**  
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Earlier this month, three of our civil construction engineers were awarded their Chartered Engineer status at the **Engineers Australia** Chartered Engineers Breakfast in Hobart.

The Chartered credential is the highest available technical credential for an engineering professional. It's nationally and internationally recognised as a measure of excellence and signifies a certain level of skill, talent and experience.

Congratulations Meg, Jack and Ada - great effort! 🎉

[#hazellbros](#) [#engineering](#) [#charteredengineer](#) [#civilconstruction](#)





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**FREE INDUSTRY SESSION**

Join us on 28 February from 3pm - 4.30pm for a free Construction Industry Session. With guest speakers from The Civil Contractors Federation Tasmania, Master Builders Association Tasmania and **Hazell Bros**. The session will cover residential, civil and commercial construction and provide valuable insight into the industry 🏗️

Spaces are limited, to secure your spot contact us via email [jobshub@gcc.tas.gov.au](mailto:jobshub@gcc.tas.gov.au) or phone 1300 084 307 📞

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28 February (Sun - 4)



**TasPorts**

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**Project QuayLink construction showcases innovation and precision**

This week, TasPorts hosted members from [Engineers Australia, Tasmania Chapter](#), at the Project QuayLink construction site, East Devonport.

Participants were provided with project update by Project Manager, Pieter Goldie.

Works continue to progress, from fender blocks to raker piles, with principal contractors [Hazell Brady Joint Venture \(Brady Marine & Civil and Hazell Bros Group\)](#) on track to complete the main package of work by June 2024.

Temporary works design by [PSA Consulting Engineers](#) and [Brady Marine & Civil](#)

Fender block castings by [TasSpan - Civil Contracting](#) and [Hazell Bros Group](#)

