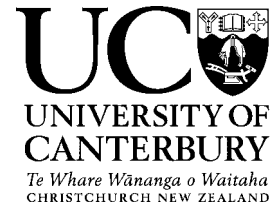


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Construction Careers Pathway project Information Sheet for participants

Kia ora

You are invited to participate in a research study investigating career pathways in the New Zealand construction industry. This study is being led by Dr Kathryn Davies from the University of Canterbury | Te Whare Wānanga o Waitaha (UC) together with Pamela Bell from the New Zealand Institute of Building (NZIOB). The study is being carried out with funding from the Building and Construction Training Fund (BCTF) and the Ministry of Business, Innovation and Employment (MBIE).

What is the purpose of this research?

This research aims to develop a framework to define and map roles, competencies, and career pathways within New Zealand's construction industry. It is intended to address several critical challenges facing the industry: high workforce turnover, skills shortages, and the emergence of new roles in digital engineering and sustainable construction. The project will create a centralised resource that clearly outlines career development opportunities and required competencies, helping both new entrants and existing professionals make informed career decisions while assisting employers in understanding and defining roles.

Why have you received this invitation?

You have received this invitation because you have valuable experience and insights as a construction professional that will help us develop the career pathways framework. There are two parts to the project, and you may be requested to contribute to one or both elements:

- Roles definition: We are looking for information to help us define the key roles and responsibilities within each discipline in the industry, including what skills and competencies are crucial for different roles, and how emerging areas such as digital engineering and sustainable construction are changing industry needs.
- Career stories: We want to understand how professionals like yourself navigate their careers in construction—we know that real career paths often don't follow "textbook" linear progressions, and want to illustrate some of the many and varied ways that people are able to move through and between roles in the industry.

What is involved in participating?

An interview will be arranged with you at a time and location to suit (or via Teams, if necessary) to meet with a member of the research team. This will be within your normal working hours, unless you request otherwise. The interview will begin with the researcher introducing themselves, answering any questions you have, and confirming your consent to participate. Then, they will ask you questions about roles in your discipline and/or your career story. We estimate that an interview will take around 60 minutes.

Will the interview be recorded?

The interview will be audio recorded, using a portable recorder. Written notes will also be taken. We will transfer the recording to a password-protected file on UC's computer network and delete from the recording device as soon as practical. The recording will be used to create a written transcript of the discussion which we will analyse as part of the research. Automated transcription functions in Teams and/or Word will be used to support transcription. These tools use AI (artificial intelligence) processes but do not store the recording or transcript for external use.

Are there any potential benefits from taking part in this research?

We do not expect any direct benefits to you personally from participating in this research, although a potential benefit is that you will develop further understanding of construction careers and opportunities in New Zealand. The information gathered will potentially benefit your organisation and the wider industry.

Are there any potential risks involved in this research?

We do not believe that there are any risks associated with this research.

If you participate in the roles definition element of the research, the focus is on industry roles and career progression generally, and is not personal to your own experience.

If you engage with the career stories element of the research, you will be asked to provide detail about your own career pathway, including education and training, time spent in different roles, and periods out of work or working in other industries. We understand that there may be factors that have affected your career path such as unemployment, illness or family issues that you may be unwilling to discuss, so we ask that you share only as much as you are comfortable with.

What will happen to the information you provide?

All study data will be stored in password-protected files on the University of Canterbury computer network. Recordings will be destroyed on completion of the study. Kathryn Davies will be responsible for making sure that your data is only used by members of the research team for the purposes mentioned in this information sheet.

If you have contributed to the career stories element of the project, you will be given a draft copy of your story to approve. As well as being used to help develop the career pathways framework, selected career stories will be used in presentations and published materials for industry audiences. With your permission, we would like to use your name and photograph alongside your story to personalise it for the readers; you will be given an approval form along with the draft of your story to indicate your preference for how the story is used.

What if you change your mind during or after the study?

If you have contributed to the roles definition part of the research, you are free to withdraw from the project at any point within two weeks of the interview. If you have contributed to the career stories element of the project, you will be able to choose how your story is used when you are given the draft of your career story, or withdraw altogether at that point. In either case, you may end the interview at any point, or let the researchers know afterwards that you wish to withdraw.

How will the results of the study be published?

The results of this research will be published via the NZIOB website, as well as articles in industry publications. Results may be published in peer-reviewed, academic journals. Results will also be presented during conference or seminars to wider professional and academic communities.

Who can you contact if you have any questions or concerns?

If you have any questions about the research, please contact:
Kathryn Davies kathryn.davies@canterbury.ac.nz ph 021 809 312; or
Pamela Bell pamela@nziob.org.nz ph 021972635

This study has been reviewed and approved by the University of Canterbury Human Research Ethics Committee (HREC). If you have a complaint about this research, please contact the Chair of the HREC at human-ethics@canterbury.ac.nz.