

CADET PROGRAM MANUAL

Renascent

FITOUT
REFURBISHMENT
CONSTRUCTION

Renascent



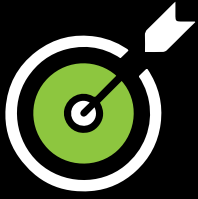
**Operating nationally,
we are leaders in quality
refurbishments, fitouts
and construction.**

Renascent

CONTENTS

1.	Objectives	4
2.	Responsibilities	4
3.	Program Duration	5
4.	Hiring of Cadets	6
5.	Allowing Time for Study and Class Attendance	7
6.	Exam Preparation	7
7.	Cadet Training Competency Framework	8
8.	Reviews and Assessment of Competencies	10
9.	Career Progression	10

01. OBJECTIVES



Our cadetship program is designed to give all candidates the tools, skills and knowledge necessary to thrive in the construction industry.

At Renascent we know that firsthand experience is one of the best ways to learn, and our cadetship will bring you just that. Through on-the-job learning, we provide direct industry experience and with this, the knowledge to become leaders within construction.

From Estimating through to Project Delivery, you'll get a structured and supportive environment, and gain experience across all facets of the industry. And upon completion, there will be clear career paths available, with direction for progression and understanding of how to get to where you want to be.

This process all happens within a balanced environment, enabling you to also complete your formal studies without impacting your homelife.

02. RESPONSIBILITIES



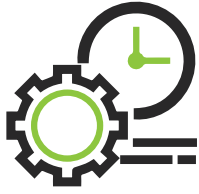
Our cadetship takes a partnership approach. Renascent provides structure, access to knowledge and industry exposure, and in return cadets are committed and self-motivated to deliver.

You will have complete ownership over your progress and program, and the opportunity to drive your own development. This will happen with the support of the relevant project and program leaders, ensuring your program is aligned with the Cadet Management Plan.

There are a number of learning outcomes that need to be achieved during this process, which are presented to you formally when you start your Cadetship Program. You will work with project teams to develop a strategy to meet the requirements. This strategy will balance the knowledge you require with the current projects available.

By giving you the opportunity to own your own development, you will be able to learn to lead and self-manage, a skillset integral to future success.

03. PROGRAM DURATION



The duration of our program is typically three years.

These timings are flexible and are generally dependent on individual circumstances. Your previous work experience, the availability of projects, along with personal abilities will all factor into the pace you move through the program.

In consultation with managers and HR, you will be able to create a timeline that is most suited to your current circumstance.



Having joined Renascent with no prior industry experience, the cadetship has provided me with a strong foundation through hands-on site exposure"

James Heenan
Cadet,
Renascent, Sydney



04. HIRING OF CADETS



Our cadets come from a range of backgrounds, but most are studying with tertiary education providers, including TAFE and a range of universities.

Most often candidates come from a construction related course, such as Construction Management, Engineering or Design which will naturally feed into the cadetship content. However, we also recognise the value of diverse knowledge and backgrounds, so we have the flexibility to incorporate a wide range of study options.

Students in their second year of study generally gain the most from this program, with a minimum of three years remaining. We want those entering the program to have a solid base of knowledge to work from, but also enough time remaining to make the most of the range of experience available.



“

My experience at Renascent has allowed me to apply university concepts in a real world environment. It has strengthened my knowledge, improved my communication skills, and given me confidence working within live construction projects.”

Daman Kaur
Cadet,
Renascent, Sydney

05. ALLOWING TIME FOR STUDY AND CLASS ATTENDANCE



Whilst on-the-job experience has a lot to offer in learning, we recognise that formal study has an equally important role to play. So, our program is structured to support this success.

You will have the freedom to manage and timetable your semester to avoid subject conflicts and to ensure you are available for the hours your projects require.

To make this as easy as possible, each cadet has the following time allowances to complete their studies:

- One day per week (Monday – Friday); and
- One half day per week for afternoon classes (e.g., 2:00pm for a 3:00pm class).

Alongside this, you will need to attend work for 3.5 days of the remaining week, including Saturday, if required.

Your schedule is to be submitted to management and HR for approval prior to enrolment, and during holidays and mid-semester breaks, cadets are expected to work full-time.

Any concerns can be discussed with the relevant manager or HR, early in the process.

06. EXAM PREPARATION

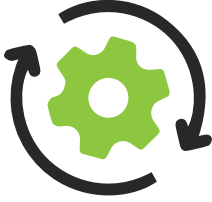


Supporting your exam success is an important part of our program. To help you succeed, one full day of study leave is available in the week prior to every major exam.

Arranging and scheduling this will be discussed with the relevant Project Manager and HR, and outside of the study leave allocation, you will work full-time during this period.

If additional study days are required, these can be taken as annual leave.

07. CADET TRAINING COMPETENCY FRAMEWORK



The Renascent Cadetship Program is comprehensive and covers the end-to-end construction process. This process is broken down into 12 main modules, starting with Estimating, and then through to Project Handover and Defects.

Within each of these modules there are a number of core competencies that need to be achieved.

These competencies measure the knowledge, skills, abilities, behaviors, and other characteristics that demonstrate successful completion of all tasks the module demands.

Cadet Competencies

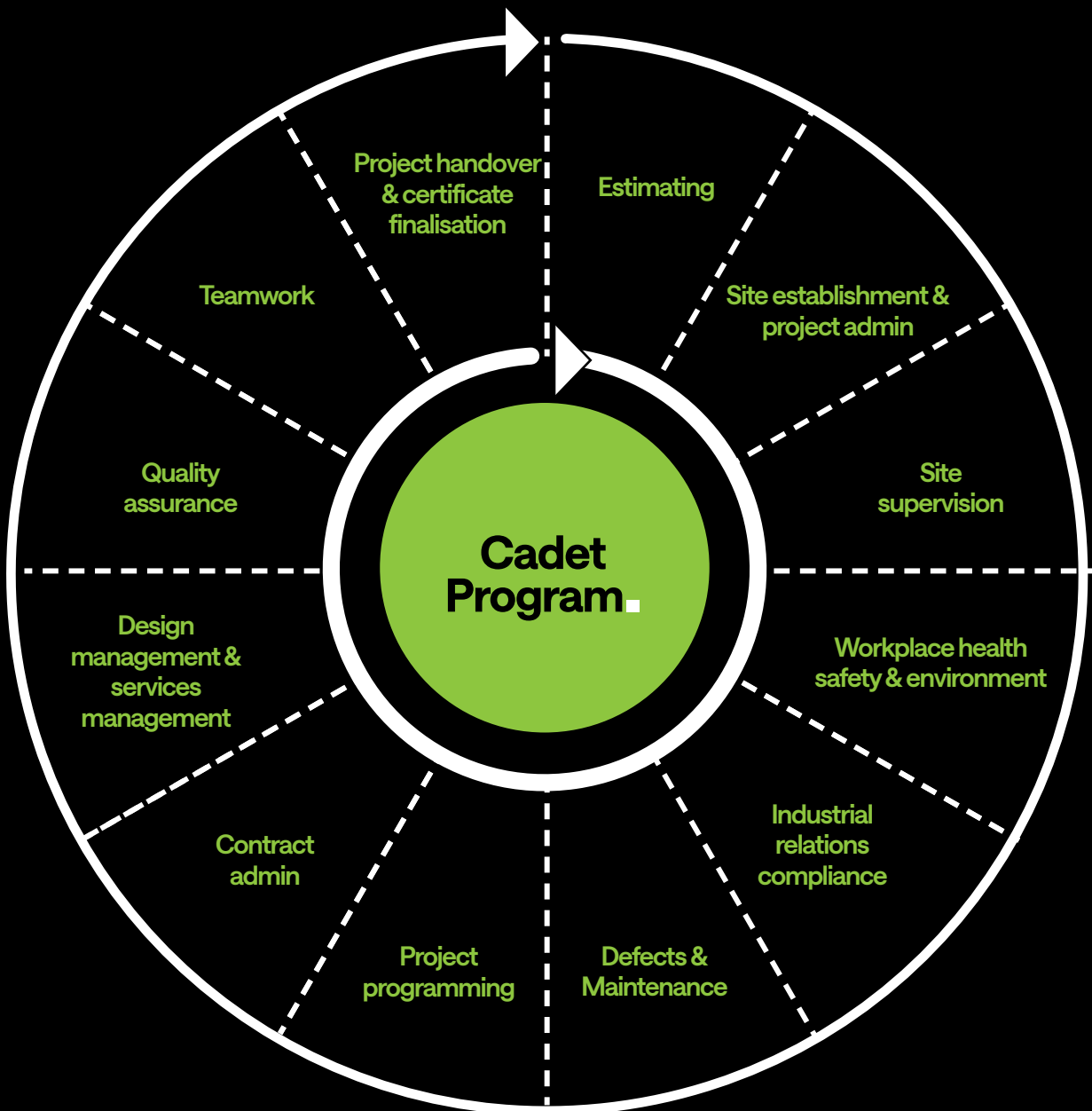
The core competencies have been identified and developed by the program leaders, through their knowledge of what the industry demands (**refer to fig. 1**).

Diverse experience is essential, and each project you'll be involved in offers the opportunity to develop different skills. Gaining experience across all 12 modules takes time and commitment, which is why we structure the program to take place over three years.

The full matrix of core competencies for every module can be found within the appendix.

Fig.1.

Cadet Training Module Flow Diagram:



Note: The model is designed for cadets who have come straight from high school or university education without any previous working experience in the construction industry. For cadets hired who have worked for other construction companies, an assessment is to be made on their current level of progression and the model adjusted to suit their individual requirements.

08. REVIEWS AND ASSESSMENT OF COMPETENCIES



All our cadets get full support as they make their way through these core competencies. Both project and general managers will be available for regular assessment of progress, both formally as part of performance reviews, but also informally during ad-hoc catchups.

These assessments will offer guidance and feedback on how you're tracking to date, giving you the opportunity to both adjust where necessary, but also gain credit where you're excelling.

The assessment will also highlight competencies yet to be developed, so your next projects can be aligned with these missing skills.

The review also gives you the opportunity to raise concerns or discuss areas you'd like to develop.

Once all competencies are ticked off and finished, the program will be complete. From here, depending on areas of interest and particular success it's time to move into full time employment in your chosen discipline.

09. CAREER PROGRESSION



At the completion of the program, there are a number of career paths available for graduates, and we're committed to being part of this future success. The next steps are varied, with a number of different opportunities across roles available.

These career paths include:

- a) Project Management
- b) Contract Administration
- c) Project Co-ordination
- d) Site Management
- e) Estimating
- f) HSEQ
- g) Design Management

Over the course of the program, cadets will have learnt which roles they enjoy and which they have a particular ability in. We recognise the importance of finding the best fit for every graduate and know how different this looks from person to person.

So, the final stage of our program is offering the guidance and resources for you to take the next steps in your career, and where possible the offer of fulltime work within the Renascent business.

ARE YOU OUR NEXT CADET?



For more information please contact HR:

t. (02) 9882 6588 **e.** hr@renascent.com.au



Jennifer Drennan
National HR Manager



Des Le
HR Coordinator

**FITOUT
REFURBISHMENT
CONSTRUCTION**

Renascent