



# ***Complete Reinforcing***

*SUPPLY • FABRICATE • INSTALL*



**Steel Reinforcing  
Cadetship**

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## Introduction

Established in 2011 to supply and install reinforcing bar and mesh in the construction industry, Complete Reinforcing is a division of Euro Corporation. Euro Corporation's core business is steel reinforcing, concrete construction and wire fencing systems. The other divisions in the Group are Conslab and Summit Steel & Wire. Euro Corporation operates across New Zealand and is a market leader in the industries in which it operates. Part of the reason we are a market leader is that we invest heavily in the growth and development of our people. Complete Reinforcing's Steel Reinforcing Cadetship is a good example of this.

Complete Reinforcing's Steel Reinforcing Cadetship is a 2 year training programme that provides a pathway for a person with little or no work experience to become an industry trained Steel Fixer. As an industry trained Steel Fixer, you can build a rewarding career in a high demand role both in New Zealand and around the world.

As a Steel Fixer working for Complete Reinforcing, you are helping to grow and build a better New Zealand. Our Steel Fixers help build hospitals, stadiums, churches, train stations, energy stations and more. It's a tough job and our teams work hard, but it's also a job that pays well, is in high demand and opens up a tonne of other career paths in the Steel Reinforcing industry.

The Steel Reinforcing Cadetship programme is a collection of on the job learning and a range of training modules that will see you move through a 24 month learning experience. At the end of the 24 months, you will be a skilled and experienced Steel Fixer with a number of qualifications and licences gained from the Cadetship. Then once you have gained a couple of years' further experience, you can apply for our Steel Reinforcing Leadership programme and work towards a Team Leader or Foreman role, or you may become more interested in Steel Detailing or Estimating. Of course, you may just want to continue your role as a high performing Steel Fixer and there's nothing wrong with that!

## What is a Steel Fixer?

Almost every significant piece of infrastructure in New Zealand (and around the world) is built from steel and concrete. The steel provides the skeleton of a structure that is eventually covered in concrete. Steel Fixers typically work on a construction site and build the skeleton by shaping and fitting steel reinforcing bar and mesh. They read building plans to determine what materials are required and what the shape of the structure is.

### **A Steel Fixer will:**

- Set out and set up the work face following structural drawings
- Place and assemble reinforcing steel bar within millimetre tolerances using tie wire and fixings for a range of different elements including foundations, slabs, walls, columns, and more.
- Use a range of hand tools and equipment.

Being a Steel Fixer is a physically demanding job and heavy lifting is sometimes required. The work is often outdoors and sometimes involves working at heights.



## The Steel Reinforcing Cadetship

The Steel Reinforcing Cadetship has been designed to meet modern workplace requirements. It is more than simply showing people how to tie steel. There are four stages in the Steel Reinforcing Cadetship; each stage being approximately 6 months long. The Cadet will start as a Trainee Steel Fixer and then progress to Steel Fixer Level One, Steel Fixer Level Two and Steel Fixer Level Three.

## Cadet Levels

There are four levels in the Cadetship. Each Cadet will start as a Trainee Steel Fixer and then progress through each level as they master the different competencies of a Steel Fixer. Cadets will learn at different speeds, but it is expected that each level will take approximately six months to complete. The four levels are:

**Trainee Steel Fixer:** Trainee Steel Fixers will begin with an extensive induction into the business. When a Trainee Steel Fixer has completed their induction, completed required course work and understands the basics of tying steel, they will progress to Steel Fixer Level One.

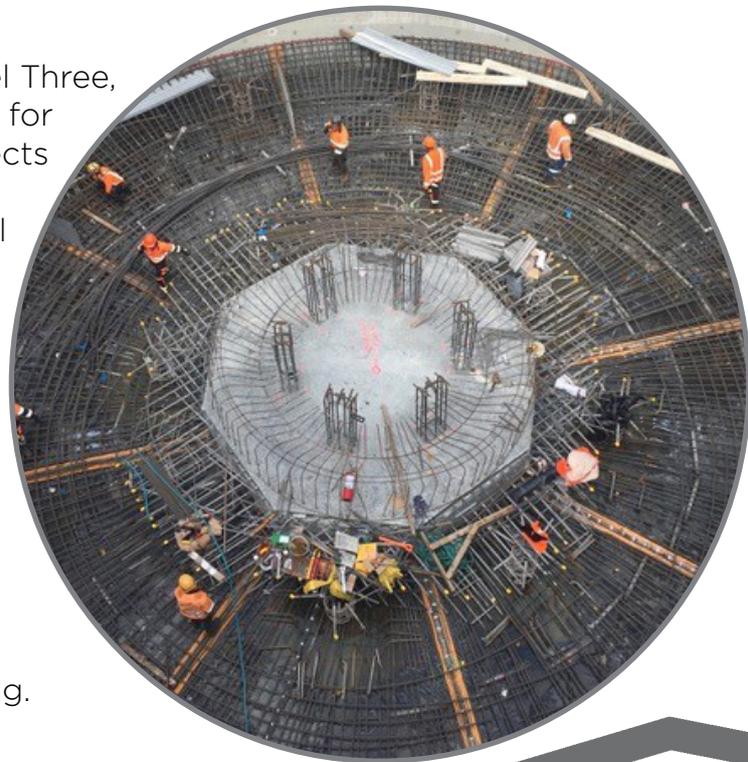
**Steel Fixer Level One:** At Steel Fixer Level One, Cadets will develop their ability to work with steel and start to complete some technical training. Cadets will begin learning how to read plans and detail sheets, as well as continuing to advance their health and safety skills (for example, learning what a SSSP is)

**Steel Fixer Level Two:** At Steel Fixer Level Two, Cadets will focus on the same areas as Steel Fixer One, but at a more advanced level.

**Steel Fixer Level Three:** At Steel Fixer Level Three, Cadets will complete the final requirements for the Cadetship. Level Three will include aspects of leadership such as running a toolbox meeting. After completing Steel Fixer Level Three, Cadets are considered to be skilled and experienced Steel Fixers.

Each Cadet will be provided with a Cadet Passport. The Cadet Passport will contain all of the requirements for each of the four core areas of learning.

As Cadets master each requirement, their passport is signed off by an Assessor. The passport will serve as your record of learning.



## Four Core Areas of Learning

The Steel Reinforcing Cadetship is made up of four core areas of learning

**1. Induction.** Each Cadet will receive an extensive induction that covers the role of a Steel Fixer, an introduction to Complete Reinforcing and Euro Corporation, and what our Core Beliefs are.

**2. Health and Safety.** We work in an industry where the risks are real. We take health and safety seriously and work hard to ensure our people keep safe on the job. Our Cadets receive a range of health and safety training including:

- Site Safe – Foundation Passport
- First Aid Certificate
- Mental Health First Aid
- General Safety Awareness

**3. Job Skills. Steel Reinforcing Cadets will receive ongoing training on the technical aspects of Steel Fixing.** This will include:

- Tying steel
- Using machinery and equipment
- Understanding job plans and detail sheets
- Job set up
- Planning and organising a job
- Using technology

**4. Personal Attributes.** We will only be employing Cadets who are positive, enthusiastic and hard working. The Steel Reinforcing Cadetship will further develop these strengths in our Cadets through coaching and mentoring by senior team members. Cadets will also complete our five day Stepping Up programme which focuses on communication, motivation, attitude and healthy living.



## Buddy System

Each Cadet is assigned a “buddy”. Buddies are skilled and experienced Steel Fixers who partner up with a Cadet to support their on the job learning. Cadets can ask buddies for support or advice. Our buddies have been chosen because they have the skills and experience, but also because they are approachable, supportive and encouraging.

## Qualifications/Courses

As well as a significant amount of on the job learning, the Steel Reinforcing Cadetship includes a number of short courses or qualifications. These include:

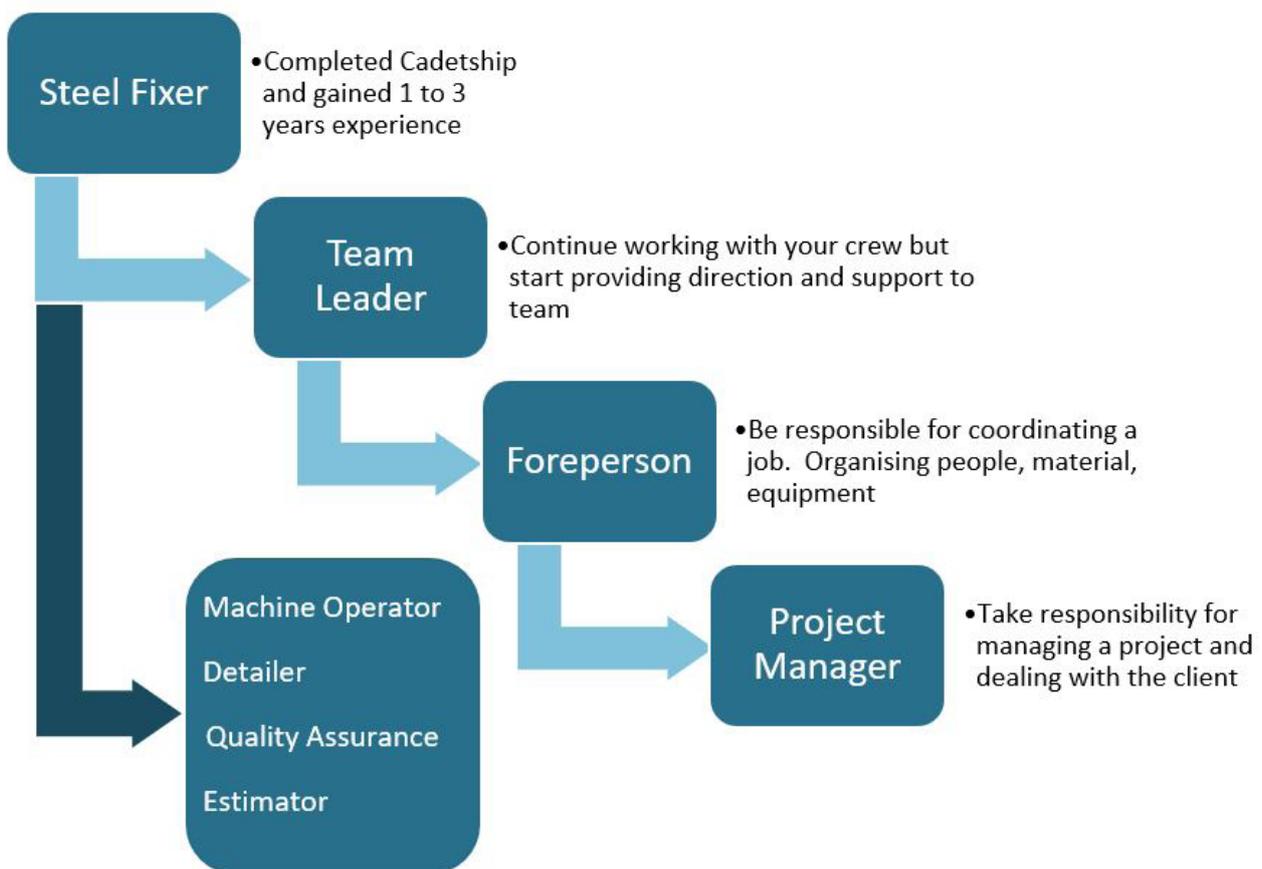
- Crane training
- Health and Safety - Frontline
- Site Safe Passport
- Stepping Up programme
- First Aid Certificate
- Detailing - Essentials
- Detailing - Intermediate
- Engineering - Essentials
- Skills Shift Certificate (technology in the workplace)
- General Awareness Training (Mental Health)
- Site specific training

## Wage Bands

A Trainee Steel Fixer will start on an hourly rate of \$22.00 per hour. As Cadets complete each level of learning, they will receive a significant increase in pay. This means that a Cadet will receive a pay increase every six months as they complete their learning. Wage bands for each level are reviewed regularly.

## Future Opportunities

The purpose of the Steel Reinforcing Cadetship is to grow our number of skilled and experienced Steel Fixers. We hope that our Cadets will have long and satisfying careers in the steel reinforcing industry. This can take many forms. Many Cadets who have completed the Cadetship will enjoy long and rewarding careers as Steel Fixers. Others will want to progress to leadership roles and become a Team Leader, Foreperson or Project Manager, and may apply for a place in Complete Reinforcing's Stepping into Leadership Programme. Others may wish to branch out into different roles using the skills they have learned from their Cadetship (for example a Detailer or Quality Assurance role).



Whatever path you take, the skills you take out of the Steel Reinforcing Cadetship will set you up for a long and rewarding career in the Steel Reinforcing industry.

## Ideal Candidates

The Steel Reinforcement Cadetship has been designed for young men and women with no or little work experience who are interested in an exciting career in the construction industry. Cadets are likely to be recent school leavers or people new into the workforce. While experience is not important, attitude is critically important. We will only take on Cadets who can demonstrate a positive attitude, excellent work ethic and a willingness to learn.

Cadets will need to be committed to our Core Beliefs. Our Core Beliefs are the values and behaviours that all of our people aspire to.



Steel Fixing is tough work. Cadets need to be physically fit, able to lift heavy loads and comfortable working outdoors. They also need to be drug free.

Other attributes and requirements that we look for in a candidate include:

- At least 17 years of age
- A character reference (could be a teacher, a coach, a church leader)
- Can work as part of a team
- Good communication skills
- Vaccinated against Covid-19

## How to Apply

To apply for a place in the Steel Reinforcing Cadetship, complete the online form and we will be in touch. Visit [www.completereinforcing.com/steel-reinforcing-cadetship](http://www.completereinforcing.com/steel-reinforcing-cadetship)

## Important Dates

Applications for the Steel Reinforcing Cadetship can be submitted from 1 November 2021. We will be conducting interviews with potential candidates in December 2021. Cadet intakes are done annually with the next group starting in February 2022.

## Profiles of current and former Steel Fixers



### Oliver Lagasi

I started Steel Fixing in the 90s in the Philippines. When I came to New Zealand, I started as a Steel Fixer and then got promoted to Team Leader and Foreman roles. A few years ago, I moved into the Detailing side. Detailers create the drawings that Steel Fixers use to build steel structures. My strong background in Steel Fixing helps me to do create drawings that are practical for the teams to build. For me, Steel Fixing became a gateway to advancing my career in the reinforcing industry. Complete Reinforcing is one of the main players in the construction industry and is a great place for passionate people who are keen to build a career.



### Corneliu Vaipan

After working in London for many years as a Steel Fixer and Foreman, I came to New Zealand a couple of years ago and started with Complete Reinforcing as a Site Supervisor. I enjoy the work environment here, and it's a great place to learn and improve your knowledge. The Cadetship will give people a clear pathway to follow while they earn a good wage, and you'll get a chance to work on some really interesting projects.



### **Shane Bellingham**

I'm the Branch Manager for Complete Reinforcing in Auckland. My first job in the steel reinforcing was on a night shift while studying. I was lucky to learn my job from some great people in the industry who were really passionate about young people starting their journey. I'm really keen to provide the same opportunity that I got, to some young keen people who want to build a future for themselves. For anyone starting out in our industry, I recommend you learn the basics, take pride in your work and look for opportunities where you can continue to advance your skills. Complete Reinforcing is the perfect place for that to take place!



### **Ott Tera**

I came to New Zealand from a small island called Aitutaki in the Cook Islands in the mid 90s. I got a start in the steel construction industry and never looked back. I'm now a Project Manager with Complete Reinforcing and am currently working on Auckland's City Rail Link. The thing I love most about steel fixing is the problem solving. I've learned that I'm pretty good at looking at a problem and then working with my team to find a solution that works for everyone, especially the customer. Steel fixing is a great way to build a career that will take you into some of New Zealand's biggest projects. I look forward to sharing my industry with others who are keen to be a part of it.



### **Dillon Furrage**

I started with Complete Reinforcing about 5 1/2 years ago as a Trainee Steel Fixer. I enjoy the balance of physical and mental work. It's a busy hands-on job but you also get a chance to be creative in finding new ways to plan and build things. I love going past different structures that I have worked on and reminding my family that I helped build it. My family then remind me that I have told them this many times before. Complete Reinforcing is a great company and they looked after us well during the pandemic. In the future, I'm planning to shift into a Project Manager role.



### **Patrick Cooper**

I've been part of the Complete Reinforcing team for 11 years now. I'm currently a Foreman but I started out as a Tie Hand, which is kind of like a trainee steel fixer. I've worked mostly in Auckland but also Christchurch and Cromwell where I helped set up new branches for Complete Reinforcing and worked on the Christchurch rebuild. I really enjoy my work, especially seeing a finished structure that I have helped build. And you meet some great people in the industry, as well as a few interesting characters. In the future, I'd like to shift more into detailing and BIM modelling.

