

Bank of Civil Engineering Professionals Program

Application for Service

The **Victorian Civil Construction Industry Alliance (VCCIA)** is proud to announce the establishment of the Bank of Civil Engineering Professionals Program – a bank of Civil Engineers, Technical Officers/Works Officers dedicated to the facilitation of both the retention and return to the workforce of skilled, mature civil engineering professionals, to help combat the skills shortage in the civil engineering sector.

This solution provides Clients with help by way of a high-end mentoring and project assistance program, which utilizes qualified engineering retirees who want to remain in the industry and work on a part time or casual basis.

VCCIA has appointed two companies to partner in the Bank of Civil Engineering Professionals Program.

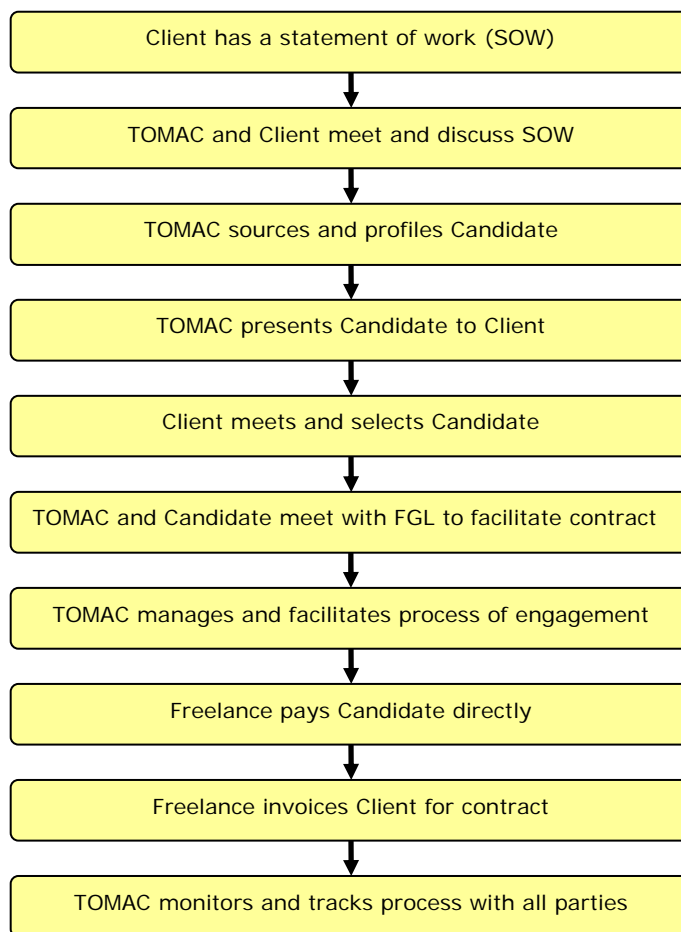
TOMAC Group will facilitate the matching of required skills to the Bank of Civil Engineering Professionals, and will work with all parties involved to project administer the program.

Freelance Global Ltd (FGL) will facilitate the full contract engagement. This will include the compliant contract (including insurances), payroll, the suite of services that manage the health and welfare of the individual and Freelance will also bill the Client for the service solution.

Together these two companies will effectively provide and manage a powerful solution to address your challenges for skills attraction and retention.

Please go to the link below to go directly to a web page where you can lodge your statement of work in brief and a Director of TOMAC will contact you for more detail.

<http://www.tomacgroup.com/machform/view.php?id=9>



Bank of Civil Engineering Professionals Program

Expression of Interest

The **Victorian Civil Construction Industry Alliance (VCCIA)** is proud to announce the establishment of the Bank of Civil Engineering Professionals Program – a bank of Civil Engineers, Technical Officers/Works Officers dedicated to the facilitation of both the retention and return of skilled, mature civil engineering professionals to the workforce, to help combat the skills shortage in the civil engineering sector.

Each year many of our skilled and experienced leave the industry early or retire taking with them a wealth of knowledge and expertise. VCCIA believes we need to capture this wherever possible and pass it to our less experienced workforce by way of leadership and mentoring.

The Bank of Civil Engineering Professionals Program will utilize qualified engineering retirees who want to remain in the industry and work on a part time or casual basis offering mentoring or project assistance. Many will be passionate about their craft and will be happy to pass on their expertise, whilst being paid for their time. These short-term assignments will range from several hours a day to a few days in a week or month.

VCCIA believes this is a strategically sound and valuable initiative. We want to support the younger generation as they grow and develop their skills by utilizing the wealth of expertise from our existing talent, which will create a stronger future for our industry.

This VCCIA program is dedicated to connecting organizations with prospective Civil Engineers, Technical Officers/Works Officers to deliver quantifiable outcomes to the Clients.

We, therefore, want to hear from you if you are contemplating retirement, are recently retired or seeking alternative professional options and if:

- You have a passion for the profession and want to stay involved
- The global financial crisis has impacted your decision to stay working, or to re-enter the workforce
- You feel you want to give something back to the sector

VCCIA has appointed two companies to partner in the Bank of Civil Engineering Professionals Program.

TOMAC Group will facilitate the matching of required skills to the Bank of Civil Engineering Professionals and **Freelance Global Ltd (FGL)** will facilitate the full contract engagement which will include the compliant contract (including insurances), payroll and the suite of services that manage the health and welfare of the individual.

Please go to the link below to go directly to a web page where you can lodge details of expertise in brief and a Director of TOMAC will contact you for more detail.

<http://www.tomacgroup.com/machform/view.php?id=10>

