

While you're waiting try this slido....

What workforce issue is most important to you?

Follow the QR or join at slido.com with #2829642

A screenshot of a Slido poll interface. At the top, it says "Water NZ - Waihangara Ara Rau - W..." and "Q&A". The poll question is "What workforce issue is most important to you?". Below the question is a text box that says "Select options from the list below." and a list of six options, each with a radio button: "Attracting future workforce leaders", "Retaining the current workforce", "Developing the current workforce", "Developing leaders in the current workforce", "Attracting the future workforce", and "Attracting a more diverse workforce". At the bottom of the list is a green "Send" button. Below the button, it says "Voting as Anonymous".

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Mark Williams – GM Strategy and Insights

Mike Grumball – GM Assurance

Workforce Development – A Waihanga Ara Rau Perspective



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Waihanga Ara Rau

What do we do?



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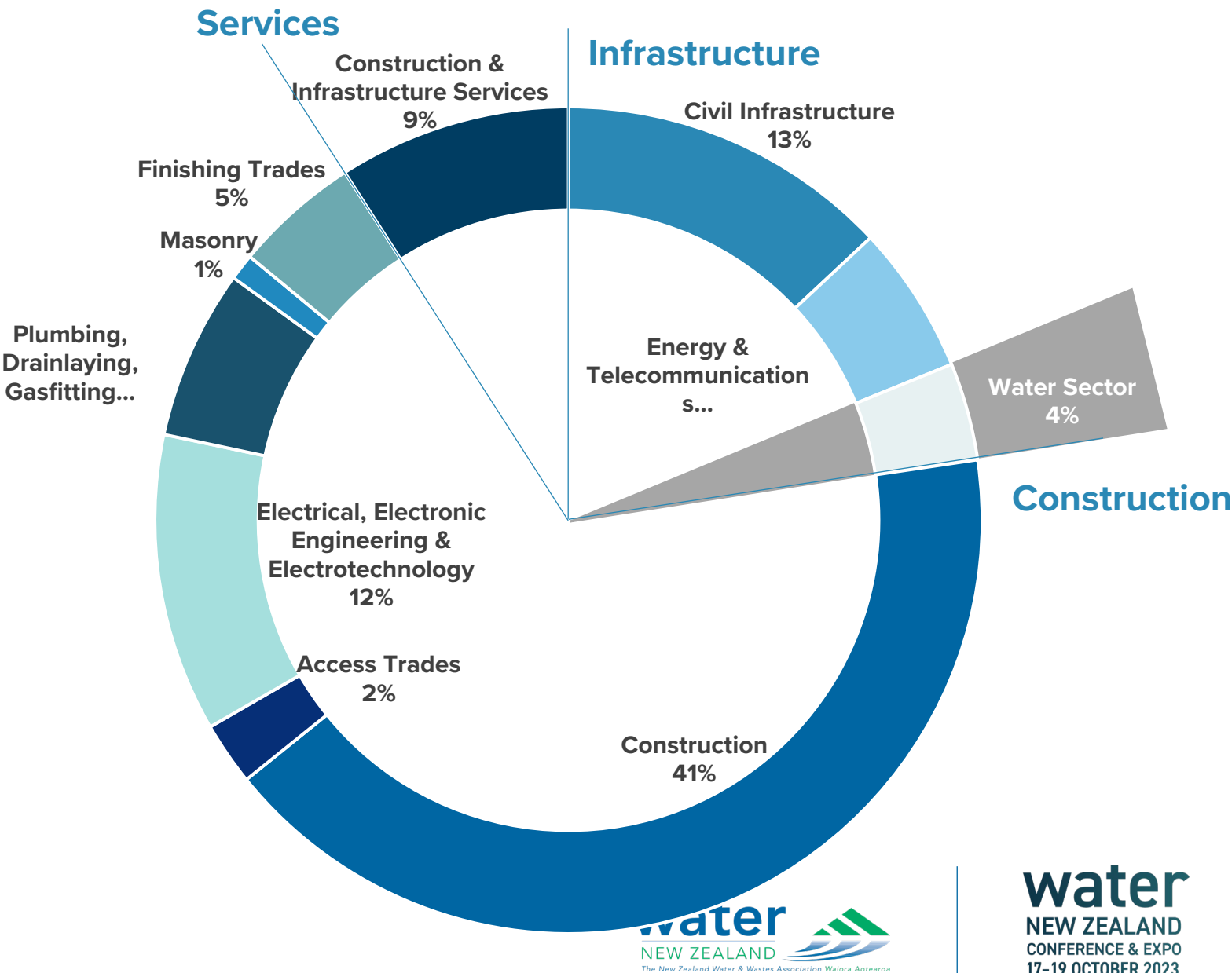
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What helps us to make a difference?

- Industry Advisory Groups
- Workforce Development Plans
- TEC Advice
- Qualifications, New Zealand Programmes, Skill Standards, Micro-credentials
- Assurance
- Facilitation/Brokerage

Industry Sectors

Percentage of people in the Waihangara Rau scope of coverage by Strategic Industry Sectors



Industry Advisory Groups

Strategic

Provide strategic advice into workforce requirements and have a role in reviewing and endorsing advice to TEC and skills and workforce plans.

Tactical/Partnership

Provide support to specific projects, specific advice or representation, and work to address issues or opportunities for industry.

Technical

Provide technical input into the review and development of education products, assurance activities and programme endorsement.



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How can you help?



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Review of Qualifications and Standards

- The Review of the Water Sector qualifications and unit standards is starting in November.
- The Qualifications Team will seek expression of interest to join the Technical Advisory Group by November.
- If interested email qualifications@waihangaararau.nz or keep an eye on our website.

Sub-sector pathway				
Qualifications	Level 1 & 2	Level 3	Level 4	Level 5
		NZC Water Treatment (Small Scale Systems) with strands in Drinking-water and Wastewater	NZC Drinking-water Treatment (Level 4) with optional strand in Multistage Processes.	NZD Drinking-water Treatment
			NZC Wastewater Treatment with optional strand in Multistage Processes	NZD Wastewater Treatment
			NZC On-site Wastewater Management Systems Design (Level 4)	
			NZC Infrastructure Works (Pipeline Construction and Maintenance)	
			NZC Infrastructure Works Pipe Installation	

Waihanga Ara Rau

What have we been doing?

Ko Wai Tātau – We are Water

Workforce Development Strategy – Four Strategic Goals

1. Respect Māori Interests and Knowledge
2. Create Intuitive career pathways
3. Design for Career Progression
4. Design for Success



What is happening?



Māori case studies.

Create inspiration, knowledge and guidance for those organisations that want to do the right thing engaging with iwi, hapū and whānau.

Four case studies:

- Positive partnerships
- Entering work
- The interconnectivity of everything
- Procurement

ONE-DAY EXPERIENCE RUNSHEET		YEAR 2 TERTIARY / FRESH STARTERS	
The purpose of this one-day experience is to inspire capacity in the minds of tertiary students and fresh starters regarding the industry or digital, and assist them to actively plan out their next steps to enter the workforce. The day should be informative, inspiring the different roles available in the industry, the industry experts they may or have met, alternative digital or business roles, and with a challenge that gives both tertiary and industry representatives to actively engage with the day.			
WHAT	PURPOSE	SETTING	TIME OWNER
Meet and greet at the one-day experience location. Meet with all of the participants.	To make the attendees feel welcome, and confirm they are in the right place.	Large room capable of holding 400+ people. Refreshments and snacks on offer.	0900-0930 Industry Entry Mentor
Welcome to the one-day experience by host facilitator. Logistics of the day communicated, and required health & safety items explained. Introduction to the industry and setting of objectives for the day.	To reintroduce the industry's business, communicate how the day will run, and establish a safe environment for attendees to explore.	Large room capable of holding 400+ people. Refreshments and snacks on offer. Large screen projected for high-impact content.	0930-1000 Lead day facilitator
Different special assignments given to pre-assigned groups. Individual group members assigned their industry role for the day. Shared their relevant personal history story. They will share out assignments that will contribute to their group success throughout the day. Each team is assigned an industry entry mentor.	Allow the teams to get to know one another, and to experience teamwork and learn about the role they have been assigned. The special assignments are based on the day's focus (e.g., digital, health & safety, or sustainability). Each team is assigned an industry entry mentor.	Using the same room. Large screen projected for high-impact content. Breakout tables with pre-assigned team roles.	1000-1030 Lead day facilitator
Create a team assignment meeting group and industry entry mentor. This also means learning about each other's role and experience. These play in the special assignment.	To create a team meeting for the day to discuss their role in the special assignment. Each attendee can tell their role and get their role story on hand.	Using the same room and a separate large workshop room with standing tables and all with very clearly marked roles to ensure everyone is in the right place to do the job.	1030-1100 Industry Entry Mentor
Full group debriefs. Check in, a chance to ask any further questions.	Bring the group back together to share learnings and make sure everyone is aligned.	Back in original welcome room.	1100-1130 Lead day facilitator
Lunch and social time.	Put the group for the afternoon activities, and allow attendees to relax and build connections.	Full group with set lunch to separate meeting rooms with other day guests and group members to relax and build connections.	1130-1200 Lead day facilitator
Time to action the group plan and complete the tasks with real workers on site. The teams are seen to where they should complete role tasks to help for the 'real life case' assignment.	Let the attendees experience what it's really like to work in context.	Health and safety experience, attendance and role to enter the real life case, or simulated experience of a role.	1200-1230 Lead day facilitator
End presentations, prize giving, and show the big impact of what has been achieved in the afternoon group 'real life case' assignments.	Reveal group achievements and clearly define the real impact they have achieved in the real life case, or simply keeping in touch.	Back in original welcome room.	1230-1300 Lead day facilitator
Career social time with SMEs, mentors, and lead facilitator.	People in the afternoon to connect with the real life case, or simply keeping in touch.	Networking with pizza and refreshments.	1300-1330 Industry Entry Mentor

One-day experiences

EEA have funding from the Infrastructure trust to pilot the one-day experience within the Electricity Supply industry.

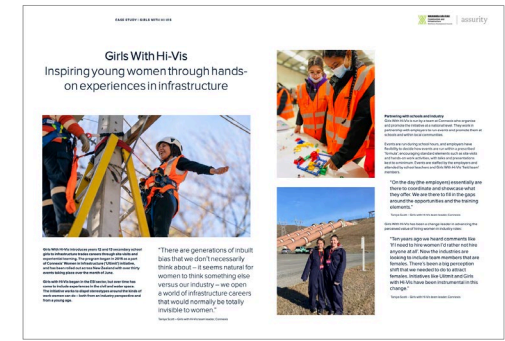
Project yet to be undertaken due to capacity. Looking at how industry can help.



Wonder Project

Water NZ are developing a Water based Wonder Project.

Transpower have developed a Wonder Project initiative for the Electricity Supply industry.



Role Profiles

Waihangara Ara Rau are developing role profiles that can be used across the Electricity Supply sector to promote careers.

Water NZ are developing role profiles that can be used across the Water sector to promote careers.

Waihanga Ara Rau

Strategy and Insights



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Workforce Supply



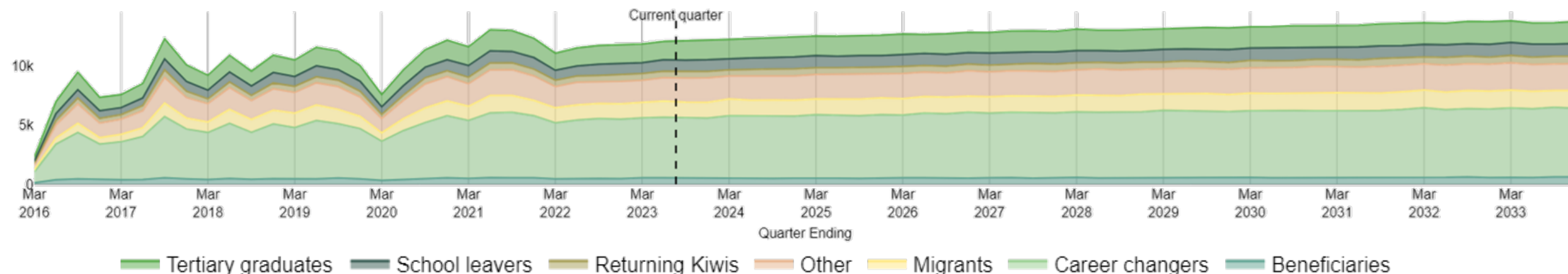
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Where does the S&I workforce come from?

National construction & infrastructure workforce Supply Channels over time



National construction & infrastructure workforce Supply Channels % by sector total new entrants 2021 81,263 in 2021

Infrastructure
12,402 (2021)



Services
9,029 (2021)

Construction
59,832 (2021)



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New entrant source

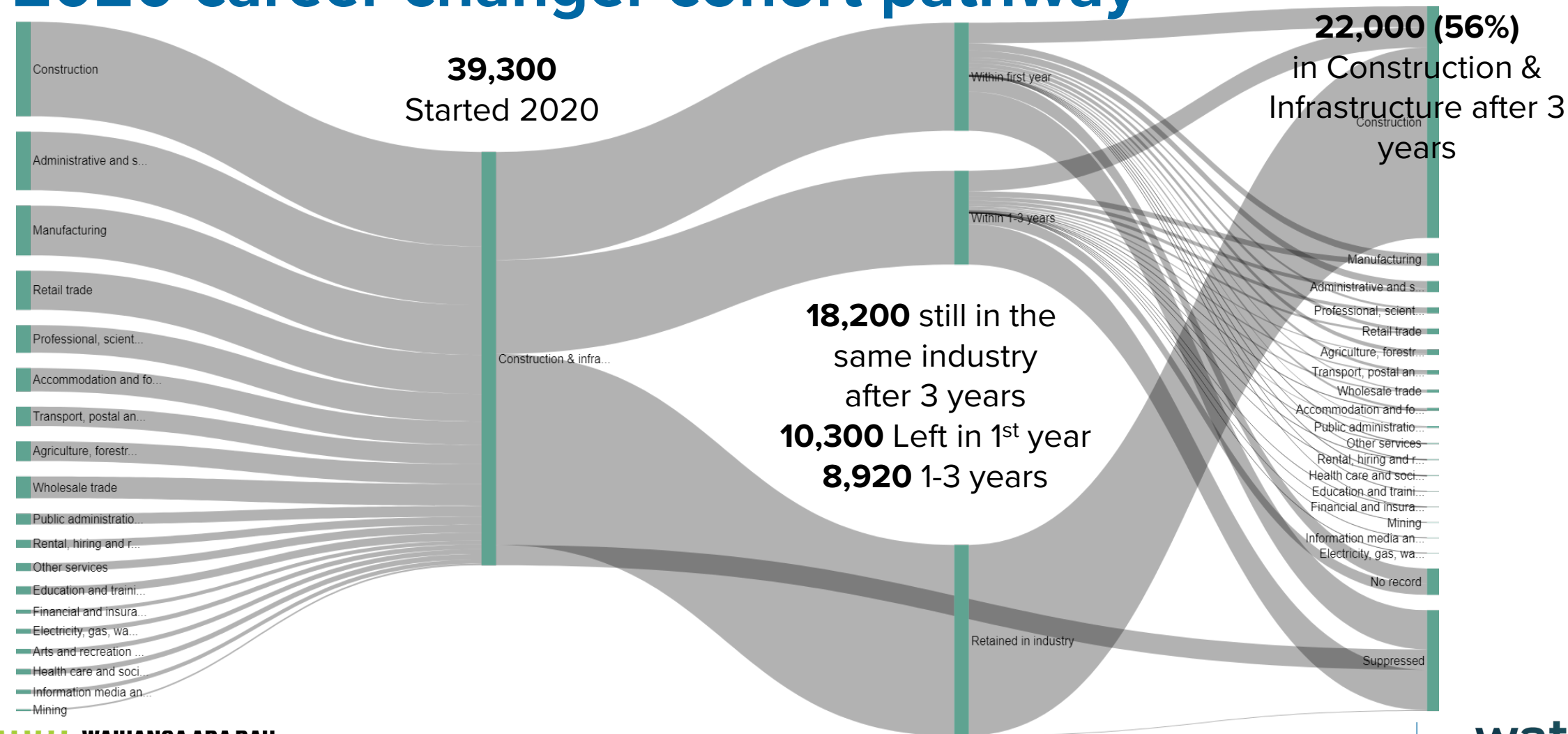
Industry changer Tertiary Secondary Overseas Beneficiaries Other



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2020 career changer cohort pathway



Workforce Demand

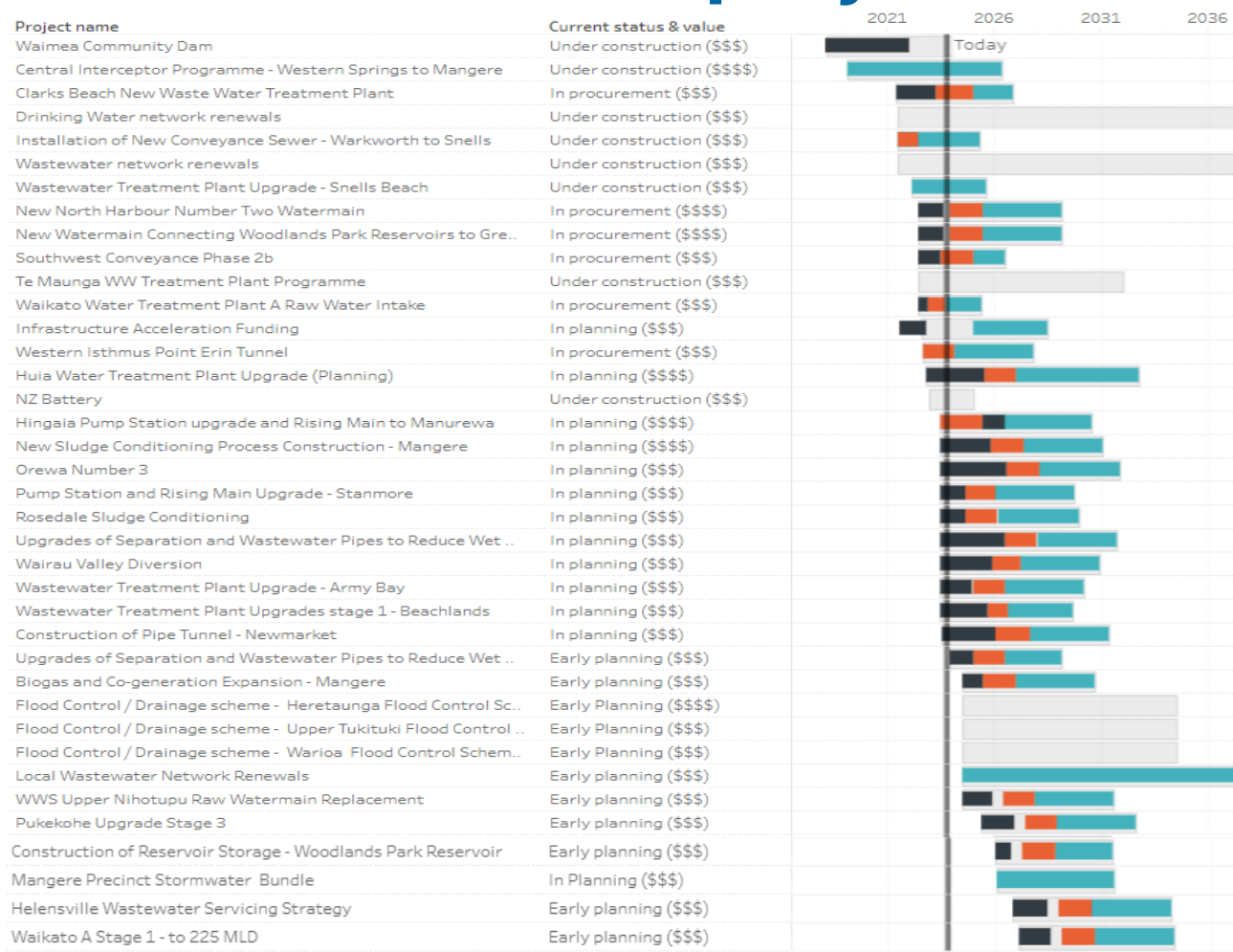


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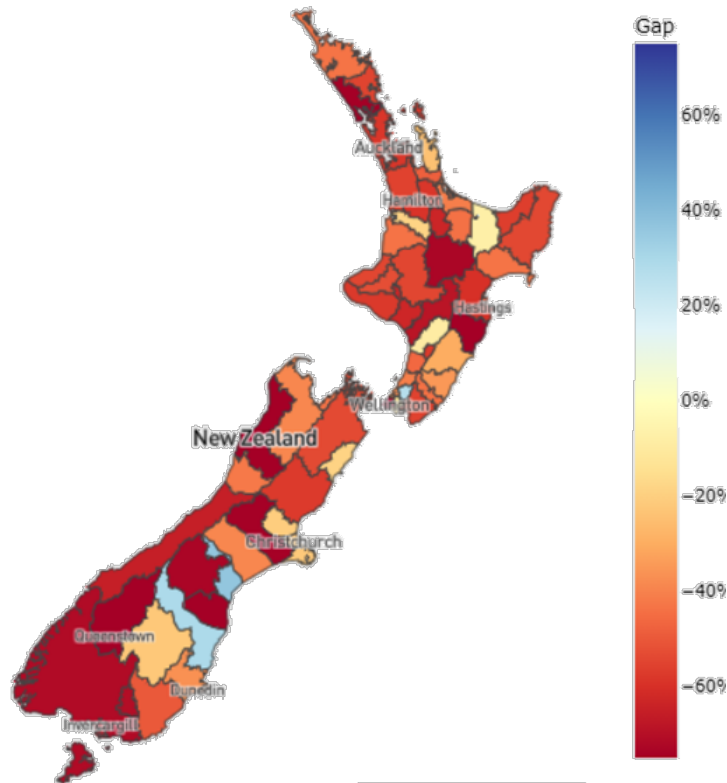


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40 Water Sector projects \$100M+



1,303 Projects in total

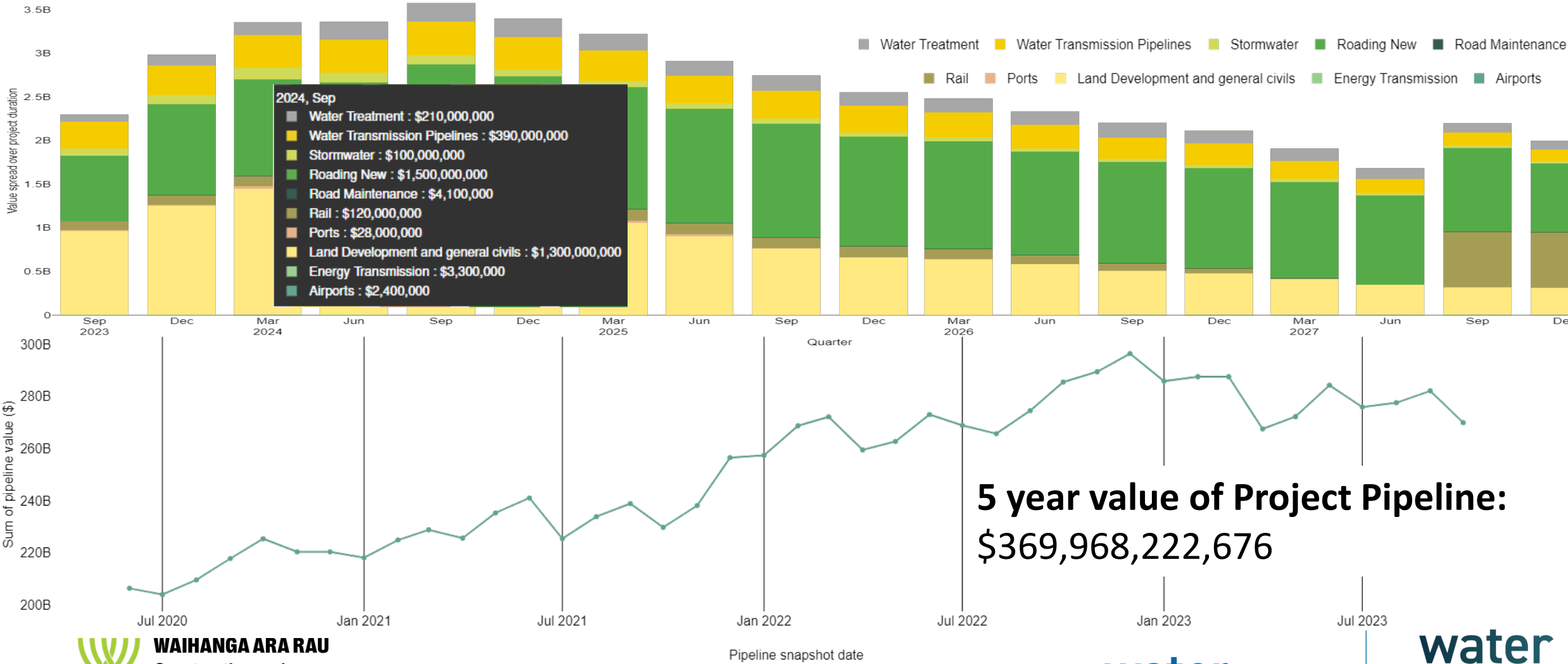


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Mind the Gap



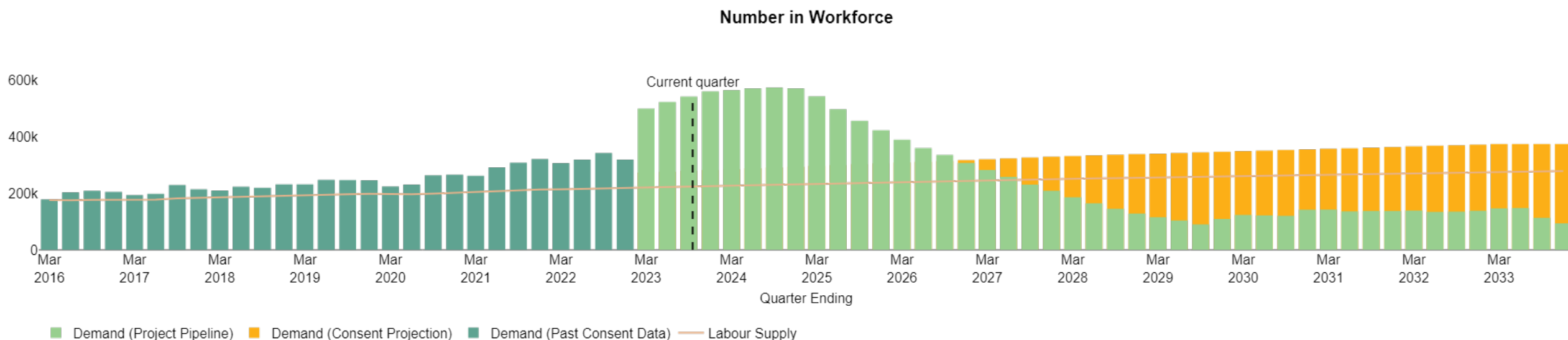
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What's the supply Vs Demand gap for C&I?

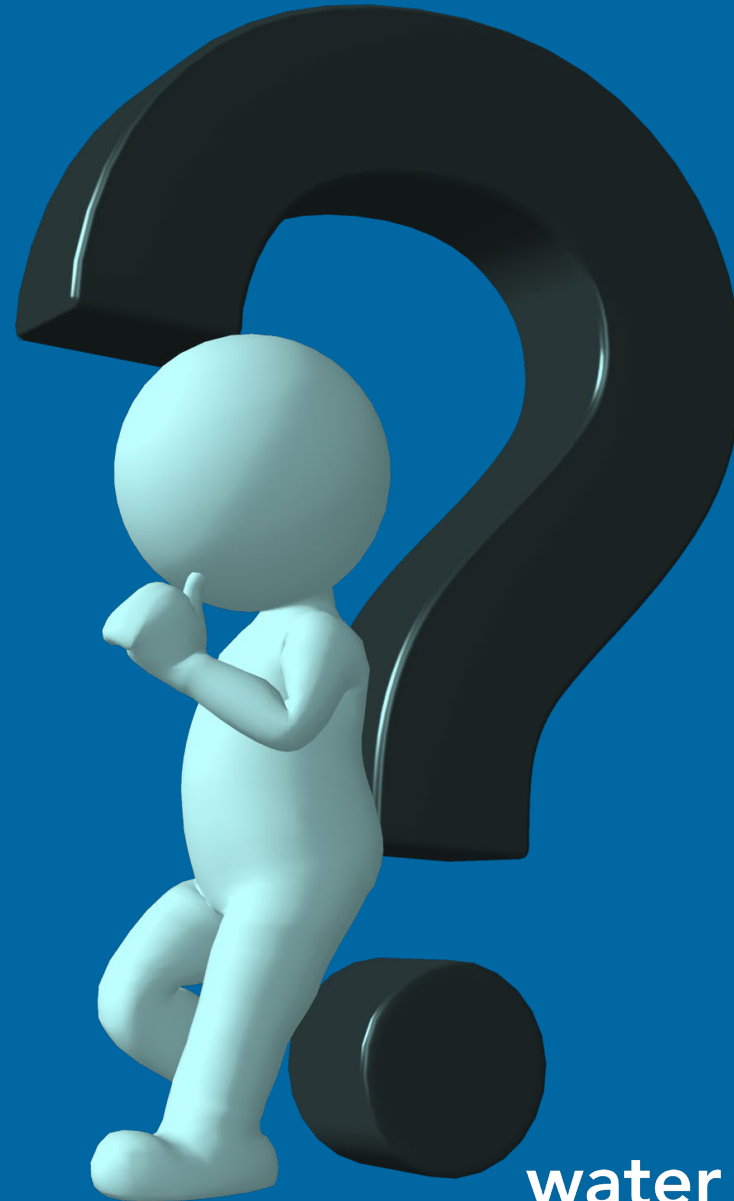


What workforce issue is most important to you?

- Attracting the future workforce
- Attracting a more diverse workforce
- Attracting future workforce leaders
- Retaining the current workforce
- Developing the current workforce
- Developing leaders in the current workforce



Questions



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