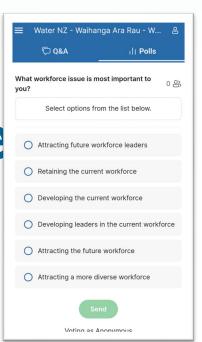


What workforce issue is most important to you?

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













Mark Williams – GM Strategy and Insights

Mike Grumball – GM Assurance

Workforce Development – A Waihanga Ara Rau Perspective









Waihanga Ara Rau

What do we do?







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

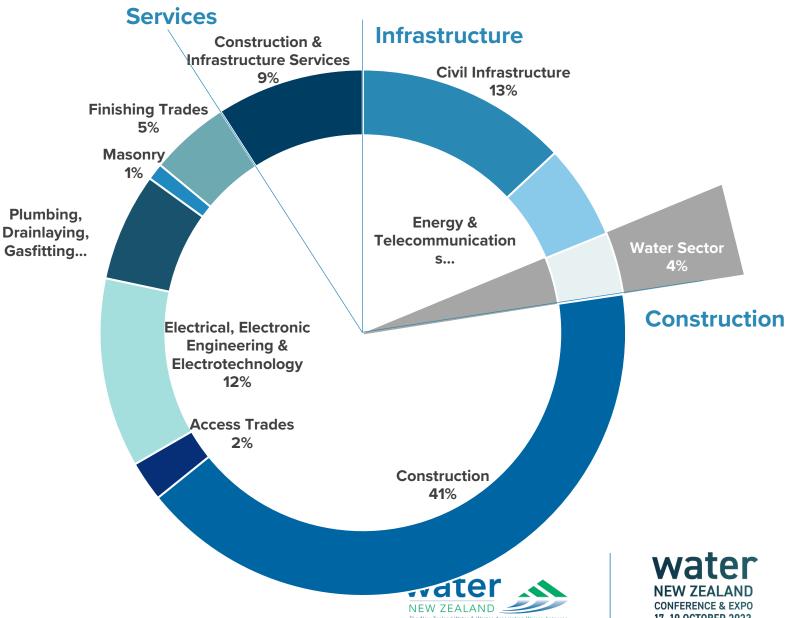






Industry Sectors

Percentage of people in the Waihanga Ara Rau scope of coverage by **Strategic Industry Sectors**







Industry Advisory Groups

Strategic

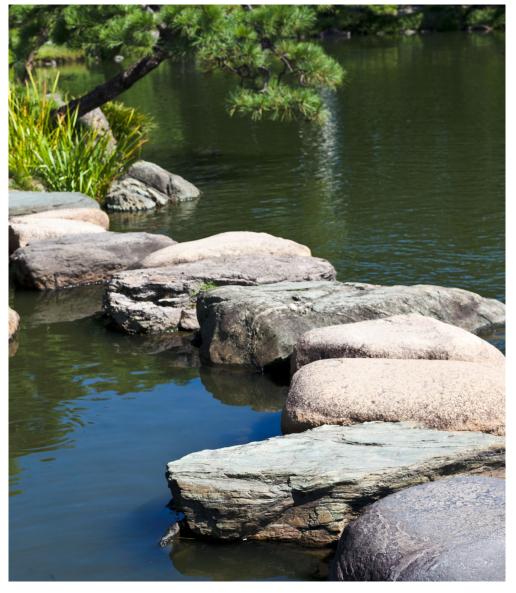
Provide strategic advice into workforce requirements and have a role in reviewing and endorsing advice to TEC and skills and workforce plans.

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.











Waihanga Ara Rau

How can you help?







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 <u>qualifications@waihangaararau.nz</u> or keep an eye on our website.

Sub-sector pathy	vay			
	Level 1 & 2	Level 3	Level 4	Level 5
		NZC Water	NZC Drinking-water	NZD Drinking-
		Treatment (Small	Treatment (Level 4)	water Treatment
		Scale Systems) with	with optional	
		strands in Drinking-	strand in	
		water and	Multistage	
		Wastewater	Processes.	
Qualifications			NZC Wastewater	NZD Wastewater
			Treatment with	Treatment
			optional strand in	
			Multistage	
			Processes	
			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 RUNSH				
The purpose of this one-day experience is to inspire curiosity in the minds of tertiary students an state of the state of the work force. The day should be informative, outlining the different raise available the deep end with a challenge that stress testes both distinctes and industry representatives to lid	in the sector's, the positive impact the industry has on	sist them to actively plan out their next Astearoe. Attendees should be thrown into	TIME OF YEAR Experience Day: April Advertising Start. February	
WHAT	PURPOSE	SETTING	TIME	OWNER
Meet and greet at the one-day experience location Take role of all registered attendees	To make the attendees feel welcome, and confirm they're in the right piece	Large room capable of holding 40+ pax Refreshments and snacks on offer	0900	Industry Entry Mentor(s)
Afficience to the one-day experience by lead facilitator. Logistics of the day communicated, and required health 8 safety forms signed. Introduction to the industry and letting all effendees know about the key things they need to do to make the most out of the day.	To re-introduce the industry's purpose, communicate how the day will run, and establish a safe environment for attendoes to explore	Large room capable of holding 40+ pax. Refreshments and snacks on offer Large screen projector for high impact content	0930 1015	Leed day facilitator
Different special assignments plans to pre-assigned groups. Individual group members assigned their industry solds for the day - likeful or bethe without assignment tool gave day result. They will easily such acide assignments that will contribute to their group success throughout the day. Each team is assigned an industry entry member.	Allow the teams to get to know one enother, and to introduce themselves and learn about the role they have been ecologied. The special assignments are 'real life crisis' events (i.e. major flood, black-outs) that spen all roles in the industry, showing the role the industry plays to fix the problem.	Using the same room. Large screen projector for big impact content. Break out tables with pre-assigned team lists.	1015 1045	Leed day facilitator Industry Entry Mentor(s)
Cheete a clear assignment strategy with groups and industry entry mentor. This also means reaming about each other's role and the importance these play in the special assignment	To create a clear strategy for the team to achieve success in the special assignment. Each attendee can visit their role station to get further clarity on tasks.	Using the same room and a separate large workshop room with standing stations set up with role details. SME needy to present informally 15 and in small groups	1045 1200	Industry Entry Mentor(s) 10 x Role SME's bulgari netar expent)
Full group milestone check in; a chance to ask any further questions	Bring the group back together to share learnings and make ours everyone is aligned	Back in original welcome room	1200 1230	Lead day facilitator
Lunch and social time	Fuel the group for the effermoon activities, and allow effendees to socialise and build connections	Full group with set lunches in separate catering room with natural light and great views of sector assets - ie water plant	1230 1330	Leed day facilitator
Time to action the group plans and complete the tooks with real workers on site. The teams are sisten to where they should complete role tooks to help fix the heal-life crisis' assignment.	Let the ettendees experience what it's really like to work in rate(s)	Health and safety-dependent, attendees are taken to either the direct role mechinery, or simulated experience if unsafe	1330 1530	Leed day facilitator 10 x Bule SME's Industry Entry Mentorial
End presentations, prize giving, and show the big impact of what has been achieved in the different groups' 'real-life crisis' assignments.	Reward group achievements and clearly define the next steps if they are interested in pursuing a role in the sector(s) or simply keeping in touch	Back in original welcome room	1530 1530	Lead day facilitator
Catered social time with SMEs, mentors, and lead facilitator	Enable the ellimidees to celebrate what they have learnt in the day, connect more with people they met and ask further questions with SMEs, mentors, and lead facilitation.	In catering room with picas and refreshments	1630 1720	Industry Entry Menton(s)

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

Waihanga 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









Workforce Supply

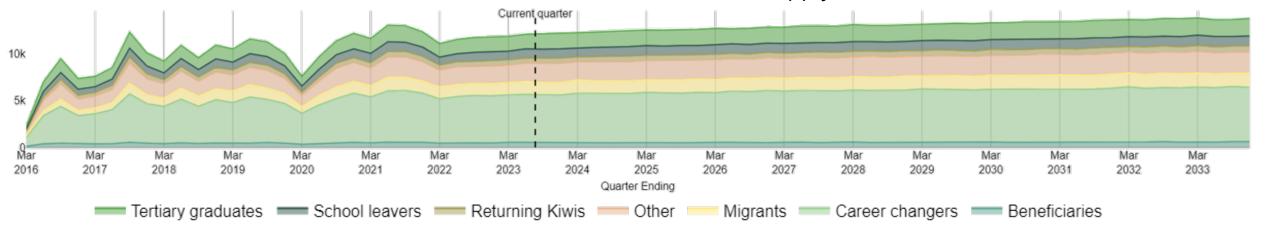




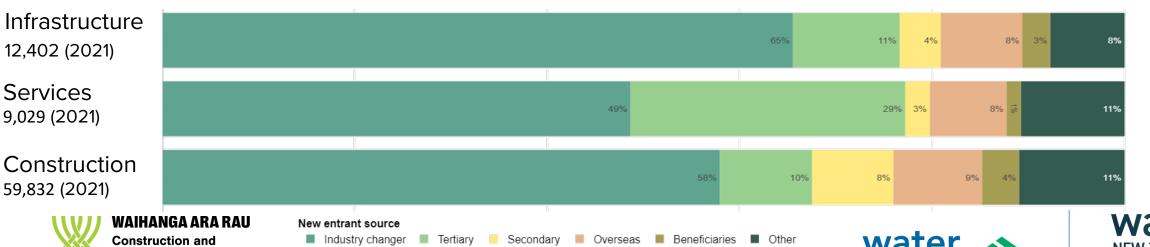


Where does the S&I workforce come from?

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

Workforce Development Council





2020 career changer cohort pathway 22,000 (56%) in Construction & 39,300 Construction Within first year Infrastructure after 3 Started 2020 years Administrative and s. Manufacturing Manufacturing dministrative and s... Retail trade **18,200** still in the Professional, scient... Professional, scient. same industry Agriculture, forestr... Construction & infra. Transport, postal an... Accommodation and fo. after 3 years Accommodation and fo... Transport, postal an. **10,300** Left in 1st year Agriculture, forestr. **8,920** 1-3 years Health care and soci Wholesale trade Education and traini Financial and insura formation media an. Electricity, gas, wa.. No record Financial and insura Electricity, gas, wa Retained in industry Arts and recreation Suppressed Health care and soci











Workforce Demand







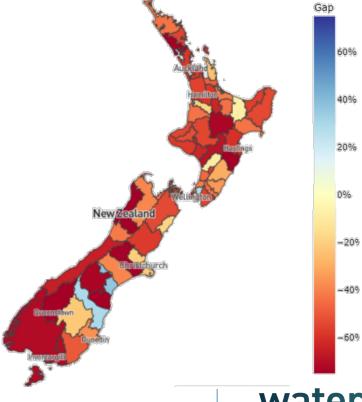
40 Water Sector projects \$100M+

Project name	Current status & value	2021	2026	2031	2036
Waimea Community Dam	Under construction (\$\$\$)		Today		
Central Interceptor Programme - Western Springs to Mangere	Under construction (\$\$\$\$)				
Clarks Beach New Waste Water Treatment Plant	In procurement (\$\$\$)				
Drinking Water network renewals	Under construction (\$\$\$)				
Installation of New Conveyance Sewer - Warkworth to Snells	Under construction (\$\$\$)				
Wastewater network renewals	Under construction (\$\$\$)				
Wastewater Treatment Plant Upgrade - Snells Beach	Under construction (\$\$\$)				
New North Harbour Number Two Watermain	In procurement (\$\$\$\$)				
New Watermain Connecting Woodlands Park Reservoirs to Gre	In procurement (\$\$\$\$)				
Southwest Conveyance Phase 2b	In procurement (\$\$\$)				
Te Maunga WW Treatment Plant Programme	Under construction (\$\$\$)				
Waikato Water Treatment Plant A Raw Water Intake	In procurement (\$\$\$)				
Infrastructure Acceleration Funding	In planning (\$\$\$)				
Western Isthmus Point Erin Tunnel	In procurement (\$\$\$)				
Huia Water Treatment Plant Upgrade (Planning)	In planning (\$\$\$\$)				
NZ Battery	Under construction (\$\$\$)				
Hingaia Pump Station upgrade and Rising Main to Manurewa	In planning (\$\$\$\$)				
New Sludge Conditioning Process Construction - Mangere	In planning (\$\$\$\$)				
Orewa Number 3	In planning (\$\$\$)				
Pump Station and Rising Main Upgrade - Stanmore	In planning (\$\$\$)		-		
Rosedale Sludge Conditioning	In planning (\$\$\$)		_		
Upgrades of Separation and Wastewater Pipes to Reduce Wet	In planning (\$\$\$)				
Wairau Valley Diversion	In planning (\$\$\$)				
Wastewater Treatment Plant Upgrade - Army Bay	In planning (\$\$\$)				
Wastewater Treatment Plant Upgrades stage 1 - Beachlands	In planning (\$\$\$)				
Construction of Pipe Tunnel - Newmarket	In planning (\$\$\$)				
Upgrades of Separation and Wastewater Pipes to Reduce Wet	Early planning (\$\$\$)				
Biogas and Co-generation Expansion - Mangere	Early planning (\$\$\$)				
Flood Control / Drainage scheme - Heretaunga Flood Control Sc	Early Planning (\$\$\$\$)				
${\sf Flood\ Control\ /\ Drainage\ scheme-\ Upper\ Tukituki\ Flood\ Control\}$	Early Planning (\$\$\$)				
Flood Control / Drainage scheme - Warioa Flood Control Schem	Early Planning (\$\$\$)				
Local Wastewater Network Renewals	Early planning (\$\$\$)				
WWS Upper Nihotupu Raw Watermain Replacement	Early planning (\$\$\$)				
Pukekohe Upgrade Stage 3	Early planning (\$\$\$)				
Construction of Reservoir Storage - Woodlands Park Reservoir	Early planning (\$\$\$)				
Mangere Precinct Stormwater Bundle	In Planning (\$\$\$)				
Helensville Wastewater Servicing Strategy	Early planning (\$\$\$)				
Waikato A Stage 1 - to 225 MLD	Early planning (\$\$\$)				
			-		





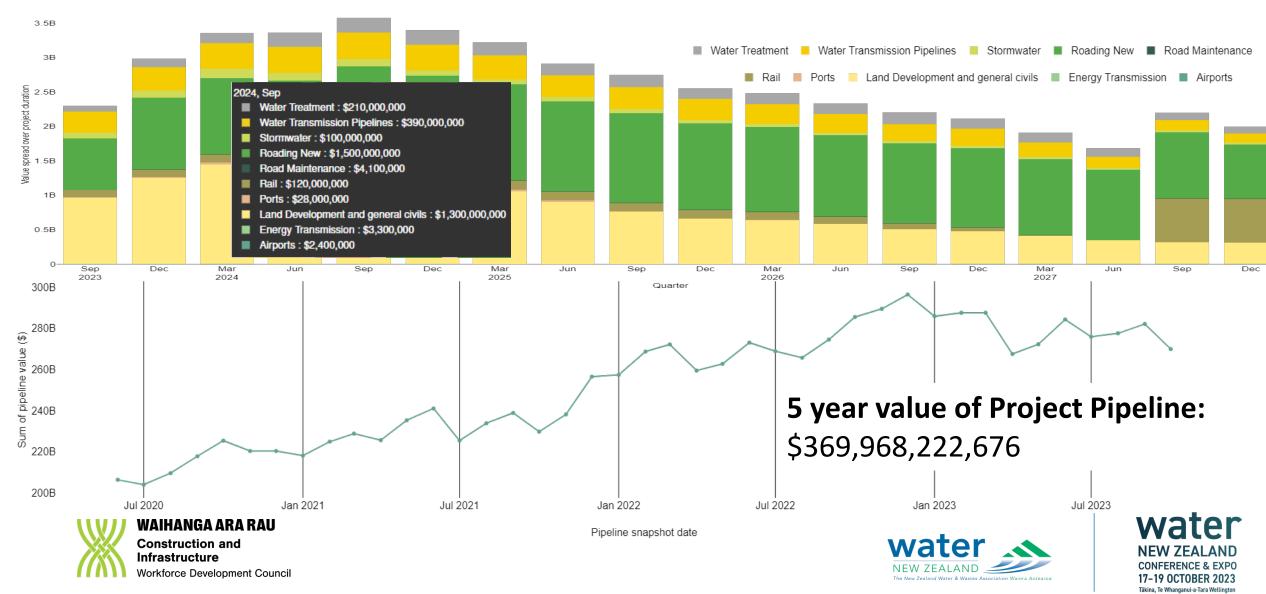
1,303 Projects in total







Ko Wai Tātau – We are Water





Mind the Gap









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

Number in Workforce











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





