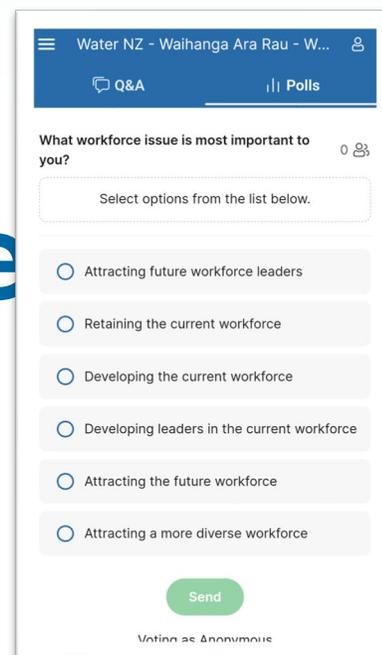




While you're waiting try this slido....

# What workforce issue is most important to you?

Follow the QR or join at [slido.com](https://slido.com) with #2829642



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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?

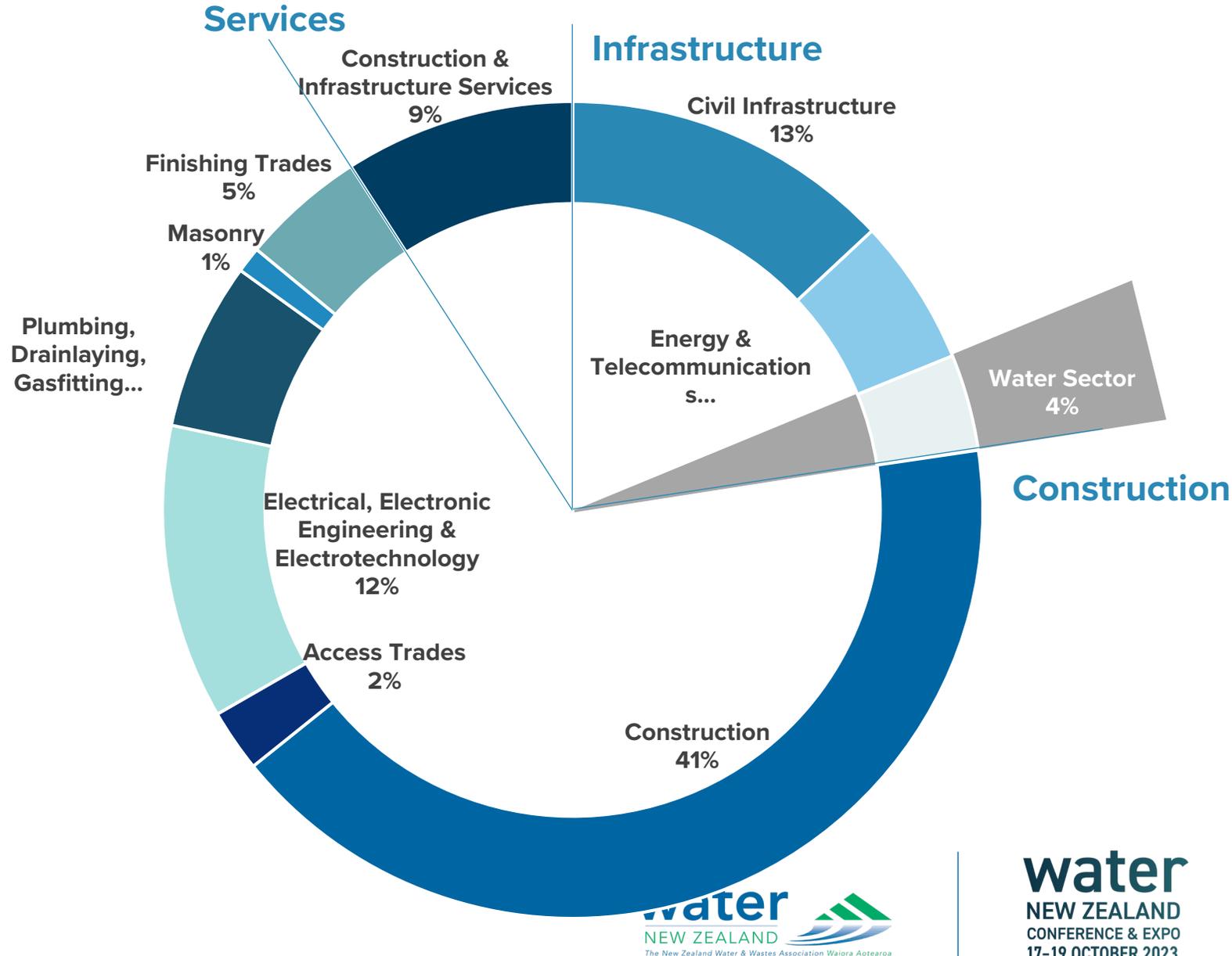


# What helps us to make a difference?

- 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.



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# 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 [qualifications@waihangaararau.nz](mailto:qualifications@waihangaararau.nz) or keep an eye on our website.

Sub-sector pathway				
	Level 1 & 2	Level 3	Level 4	Level 5
<b>Qualifications</b>		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	
<b>WHAT</b>	<b>PURPOSE</b>	<b>SETTING</b>	<b>TIME OF YEAR</b>
Meet and greet at the one day experience location. Meet with all engagement partners.	To make the attendees feel welcome, and confirm they are in the right place.	Large room capable of holding 400 people. Refreshments and drinks on offer.	Autumn/ Winter (April - September)
Welcome to the one day experience to host facilitator. Logistics of the day confirmed, and support health & safety forms signed. Introduction to the industry and why all attendees have about the key things they needed to know the rest of the day.	To introduce the industry's business, communicate how the day will run, and establish a safe environment for attendees to engage.	Large room capable of holding 400 people. Refreshments and drinks on offer. Large event support for high impact content.	Lead day facilitator
Different special assignments given to pre-assigned groups. Individual group members assigned their industry role for the day. Attendees meet relevant partners to see their work. They will share out all 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 another, and to introduce themselves and their business to the rest of the day. The special assignments are laid out for attendees to see. Large food trucks are available for attendees to eat. The industry plans to be the products.	Using the same room. Large event support for high impact content. Break out tables with pre-assigned team roles.	Lead day facilitator
Create a team assignment strategy with group and industry entry member. This also means learning about each other's role and how requirements these play in the special assignment.	To create a clear strategy for the work to achieve success in the special assignment. Each attendee is assigned their role and given their own copy of the tasks.	Using the same room and a separate large workshop area with catering options. All work is done in a large room. Refreshments and drinks on offer.	Industry Entry Member Marketing The day's support
Put group members check in, 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.	1000-1200 Lead day facilitator
Lunch and social time.	Put the group for the afternoon activities, and allow attendees to network and build connections.	Put group with set lunches to separate networking event. Attendees are split into groups. Refreshments and drinks on offer.	1200-1300 Lead day facilitator
Time to reflect the group plans and complete the tasks with real workers on site. The teams are seen to where they should complete the tasks for the 'real life case' assignment.	Let the attendees experience what it's really like to work in the field.	Health and safety dependent, outdoors. All work is done in the field. Refreshments and drinks on offer.	1300-1500 Lead day facilitator The day's support
End presentation, 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 are responsible for creating in the sector/ or simply thank in touch.	Back in original welcome room.	1500-1600 Lead day facilitator
Cancel social time with SMEs, members, and lead facilitator.	Provide the attendees to introduce what they have learnt in the day, connect them with people they met and ask further questions with SMEs, members and lead facilitator.	Leaving room with pizza and refreshments.	1600-1700 Industry Entry Member

## One-day experiences

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

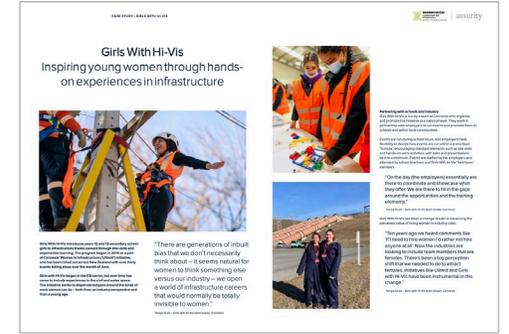
Project yet to be undertaken due to capacity. Looking at how industry can help.



## 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



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# Workforce Supply



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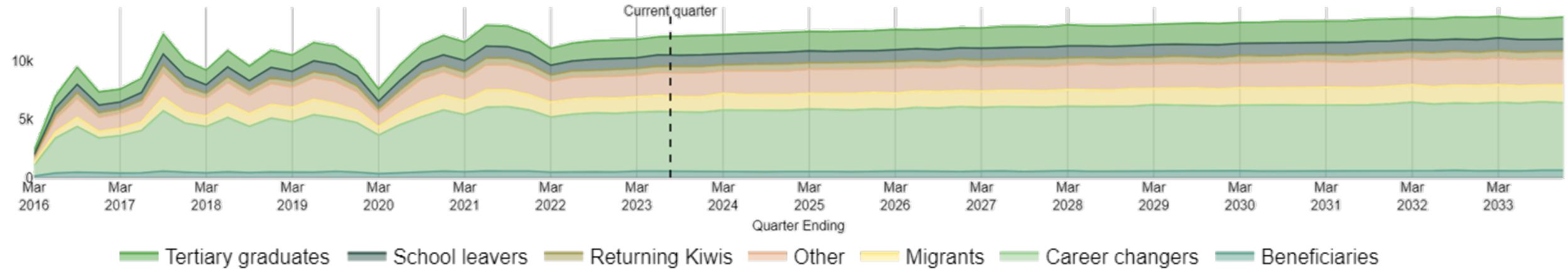
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# Where does the S&I workforce come from?

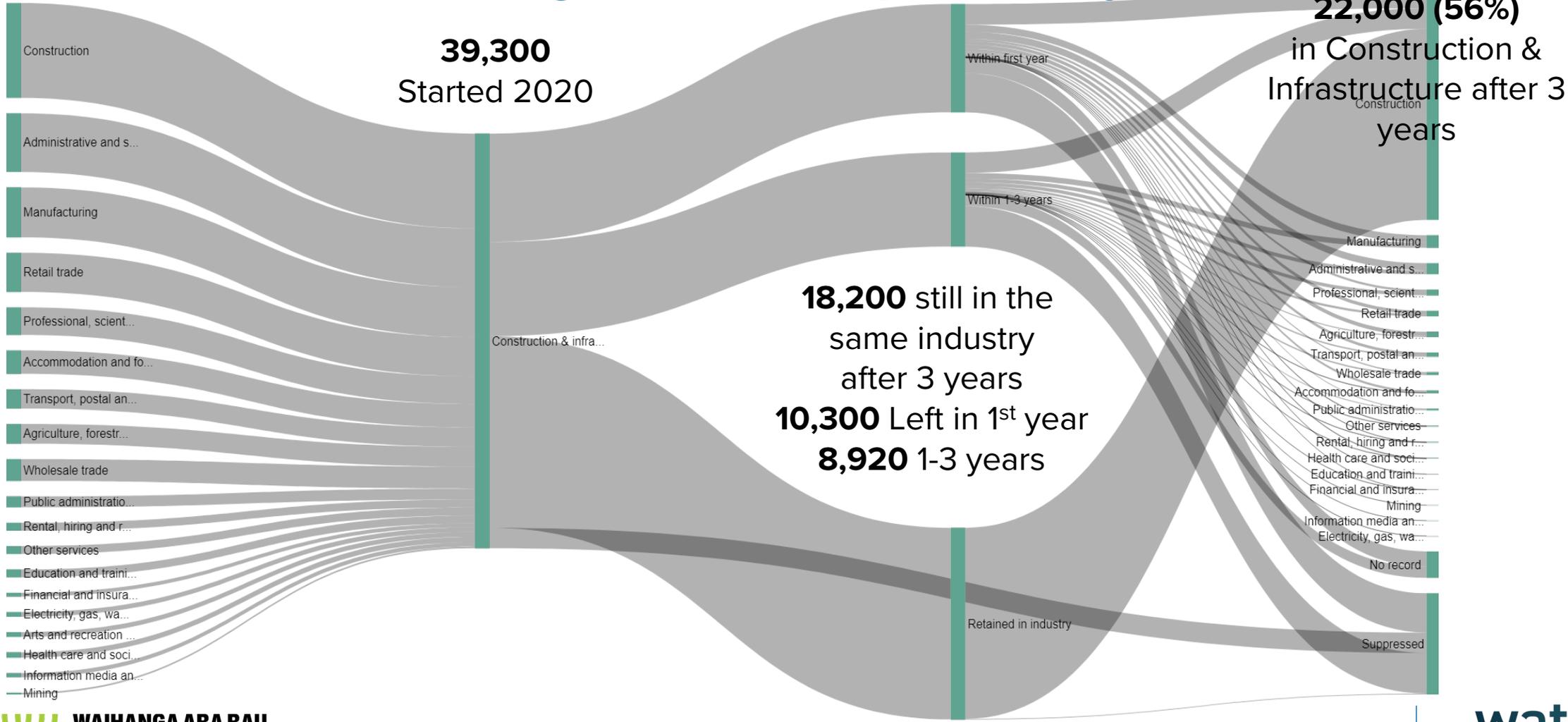
National construction & infrastructure workforce Supply Channels over time



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



# 2020 career changer cohort pathway



# Workforce Demand



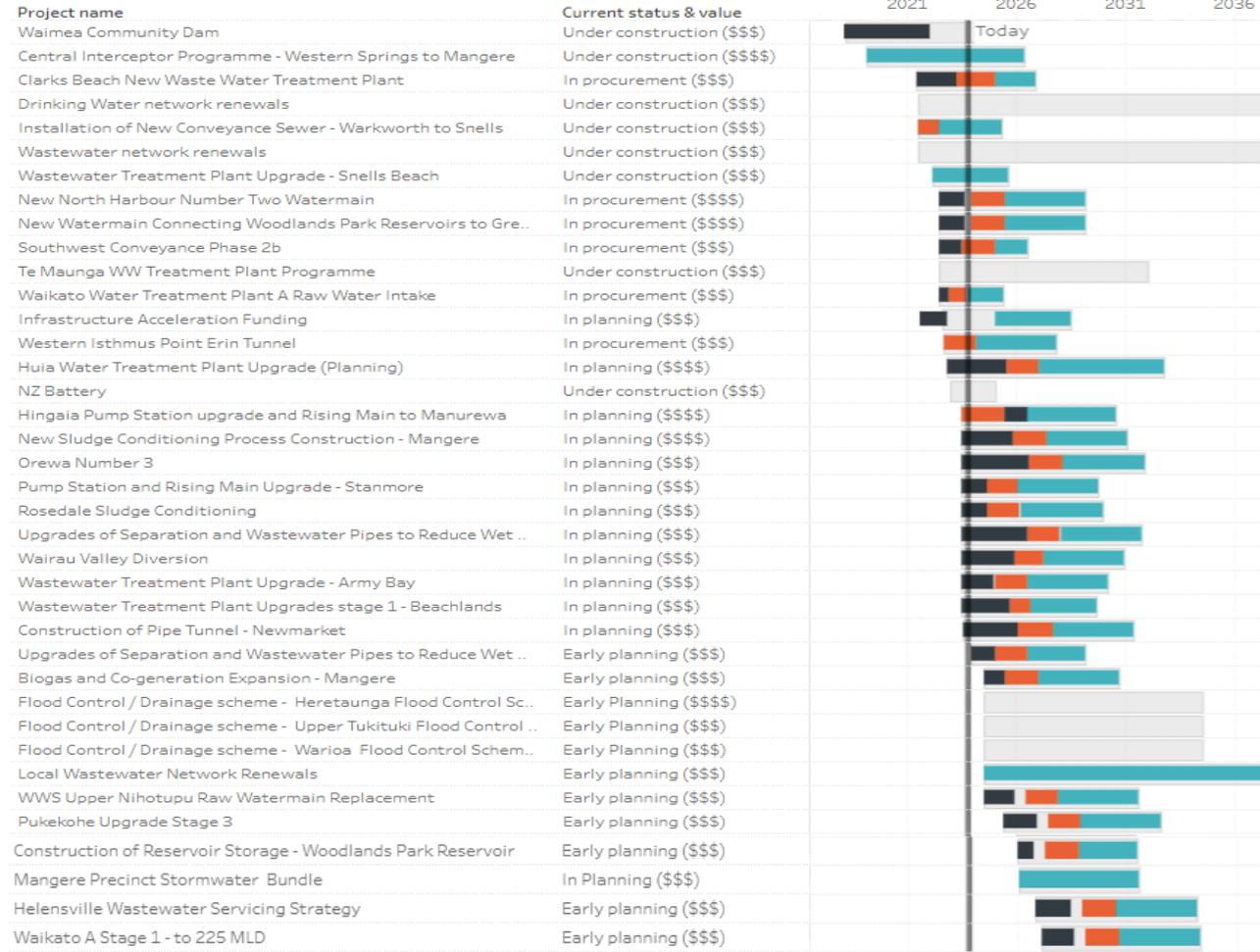
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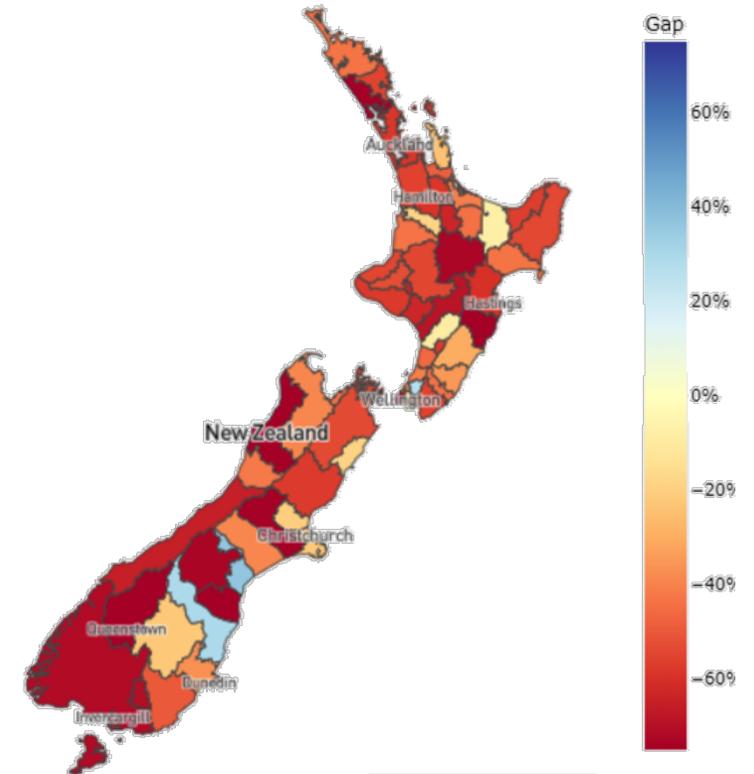
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# 40 Water Sector projects \$100M+

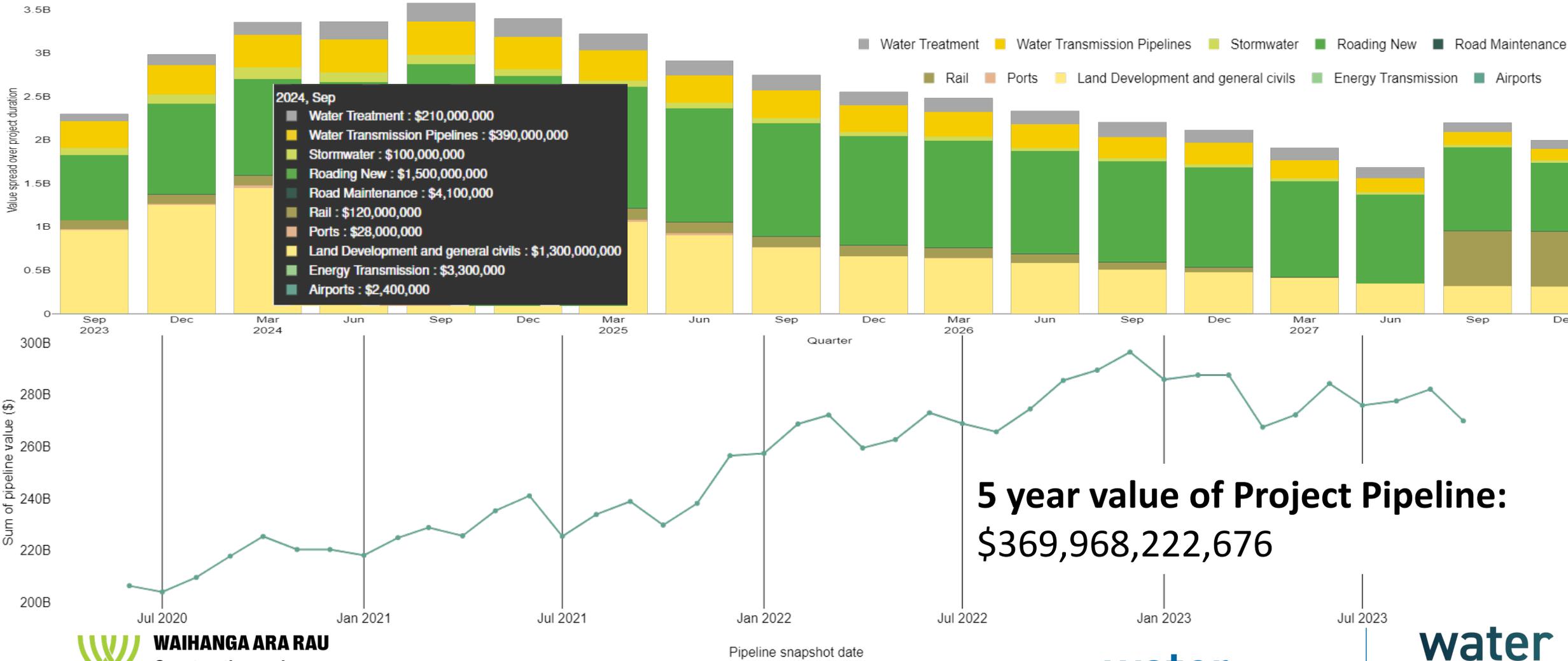


1,303 Projects in total



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# Ko Wai Tātau – We are Water



# Mind the Gap



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# 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



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