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Sector specific experiences of SSBs and knowledge sharing (Construction)

Philip Aldridge, CEO – Waihanga Ara Rau, Infrastructure and Construction Workforce Development Council.

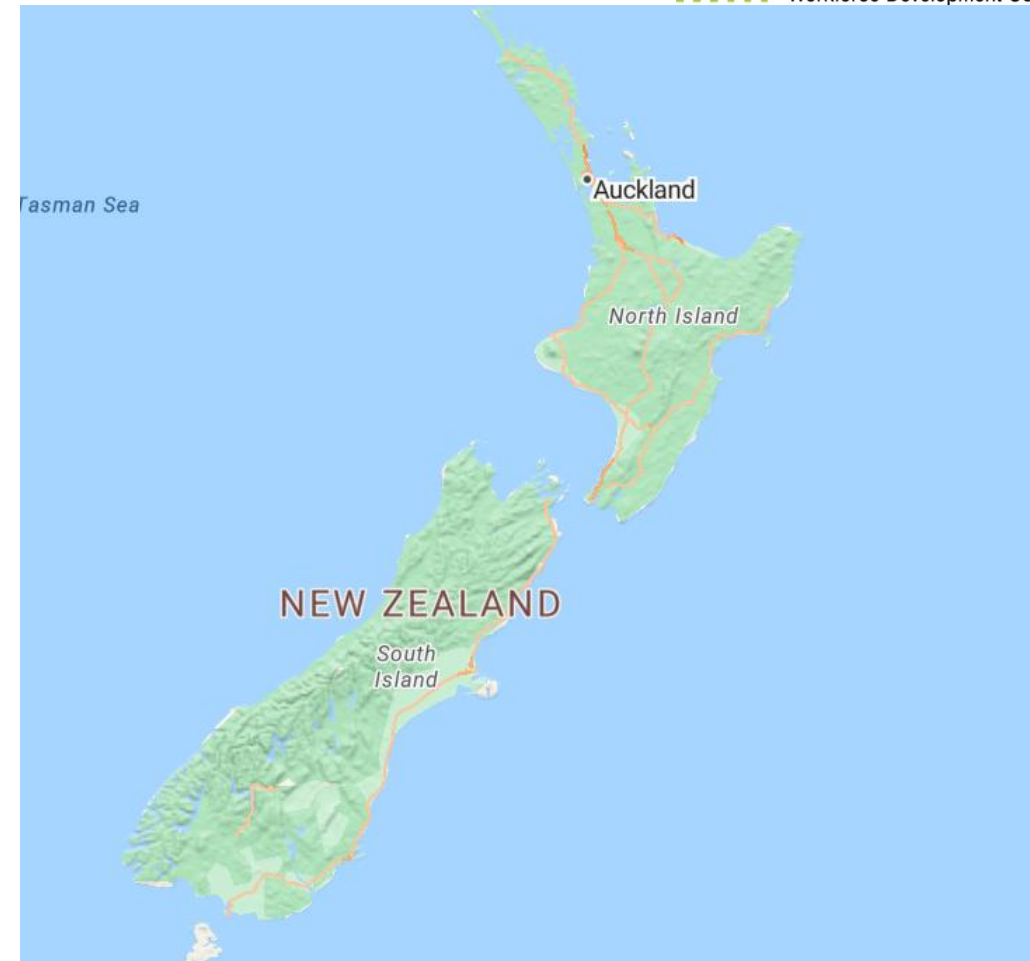


▶ **Global
Skills
Forum**

The Role of the Private Sector in Skills Development:
Driving Innovation and Impact

About New Zealand

- Australia is 3 ½ hours on a plane
- 5.5 million people
- Significant immigration
- 66% European. Large groups of Māori, Pacific and Asian
- GDP per capita of US\$49,000
- Government running operating deficits
- Construction “boomed” during Covid-19
- Last two years the Construction sector has been in a slump
- \$200Bn Infrastructure deficit



We ensure training aligns with industry via:

- ▶ **Skills Leadership** Identify industry skill needs & advocate for them to be met now and in the future
- ▶ **Quality Assurance** Oversee delivery by education providers and ensure high standards are maintained.
- ▶ **Advice** Provide advice to Government on investments in vocational education.
- ▶ **Qualifications** Develop qualifications to ensure they are delivered to a high standard, on a consistent basis, and shape curriculum on behalf of industry.
- ▶ **Endorsement** Endorse programmes that lead to qualifications.
- ▶ **Advocacy** Be the voice of industry and input to Government policies

Government Funded. Industry Lead

The industries we support

Infrastructure

Civil Infrastructure

Bitumen production, asset management, road construction and maintenance, contract and project management, road marking, temporary traffic management, deep piling and foundations, forestry earthworks, demolition.

Electricity Supply

Electricity supply, renewable energy.

Gas Infrastructure

Gas reticulation, gas transmission, gas distribution, gas conditioning, LPG storage and handling.

Water Services

Drinking water, stormwater, wastewater, water distribution networks.

Construction

Access Trades

Cranes, scaffolding, rigging, industrial rope access, lifting equipment and exterior cleaning.

Electrotechnology

Electrical engineering, electronic engineering, electronic security, electronics engineering technician, marine electrical, data cabling, radio transmission, industrial measurement and control, telecommunications.

Plumbing Gasfitting Drainlaying

Plumbing, gasfitting, drainlaying.

Off Site Construction

Concrete production, pre-cast and product manufacture, frame and truss manufacture, timber joinery, architectural aluminium joinery, offsite manufacturing.

On Site Construction

Concrete construction, carpentry, stonemasonry, brick and block laying glazing, roofing, demolition.

Finishing Trades

Painting and decorating, flooring, kitchen and bathroom design, floor and wall tiling, exterior plastering, interior plastering, interior systems.

Construction & Infrastructure Services

Construction & Infrastructure Services

Quantity surveying, architectural technology and design, asset management, surveying, building information modelling, procurement, building officials and inspection, construction management.

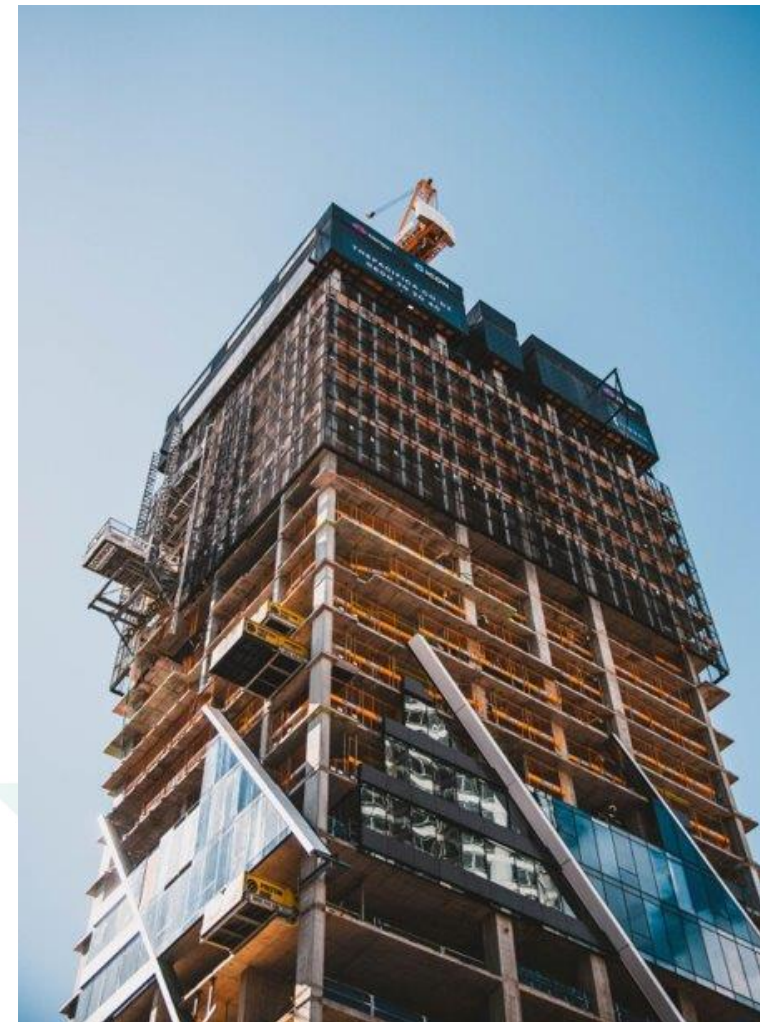
Workforce Development Councils (WDCs)

- ▶ Six WDCs established four years ago during vocational sector reform by previous Government
- ▶ Separated training delivery from skills leadership and assurance of education providers
- ▶ Improved longer term workforce planning and national consistency of training delivery
- ▶ Workforce Development Plans established in collaboration with each industry
- ▶ **Government funded. Industry Lead**
- ▶ More sector reform with WDCs being disestablished. Replaced by eight Industry Skills Boards.



Our Key Learnings

1. The importance of data and insights
2. A non-partisan and industry focused approach
3. Skilled and knowledgeable people are important. Build relationships with industry, undertake data analysis and implement workforce plans
4. Co-development with industry is key
5. Collaboration with Government is important





Engineering workforce long-term skills shortage

Action Plan 2025



2,000 ENGINEERS NEEDED!

Primary and Secondary



10% of 15-year-olds
are high performers in Maths.

Tertiary

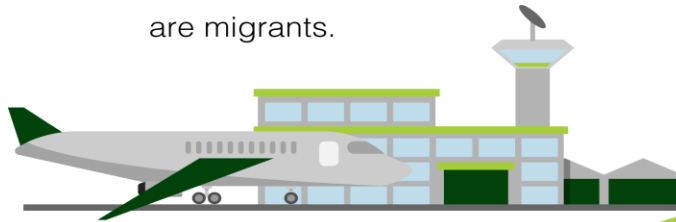
60% of students complete
their engineering qualification

(Note this includes degrees and diplomas.)



Migrants

30% of New Zealand's
engineering workforce
are migrants.



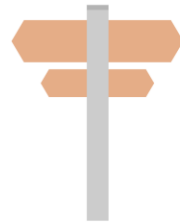
Workforce Gap

2,000
new engineers
are required annually.

Workforce

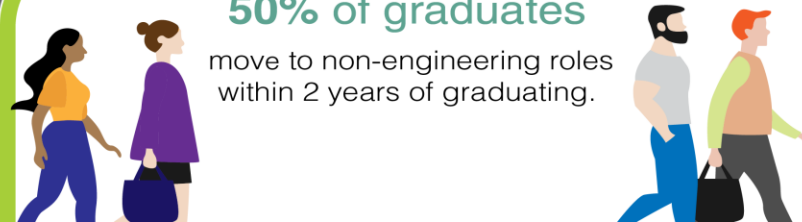


Graduate Pathways & Transitions



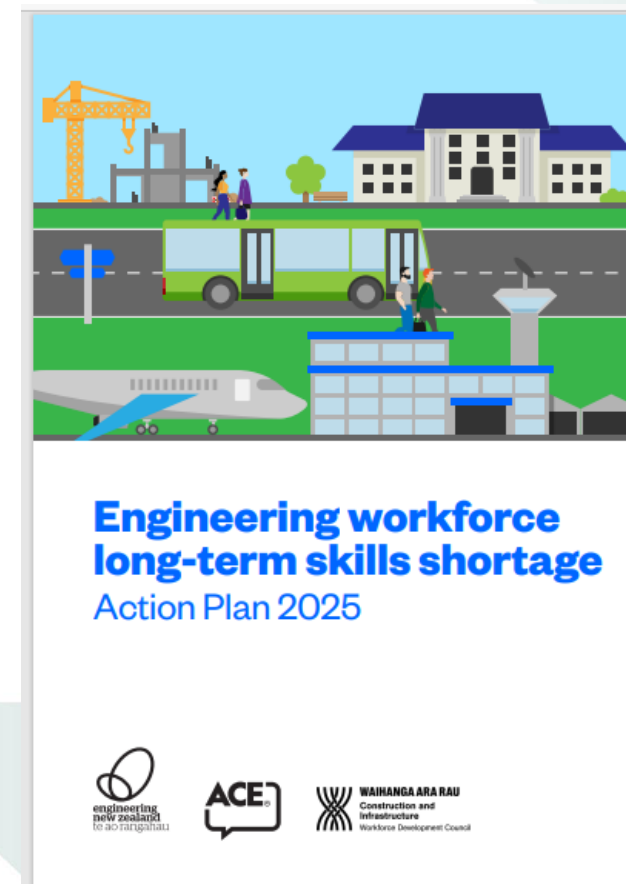
50% of graduates

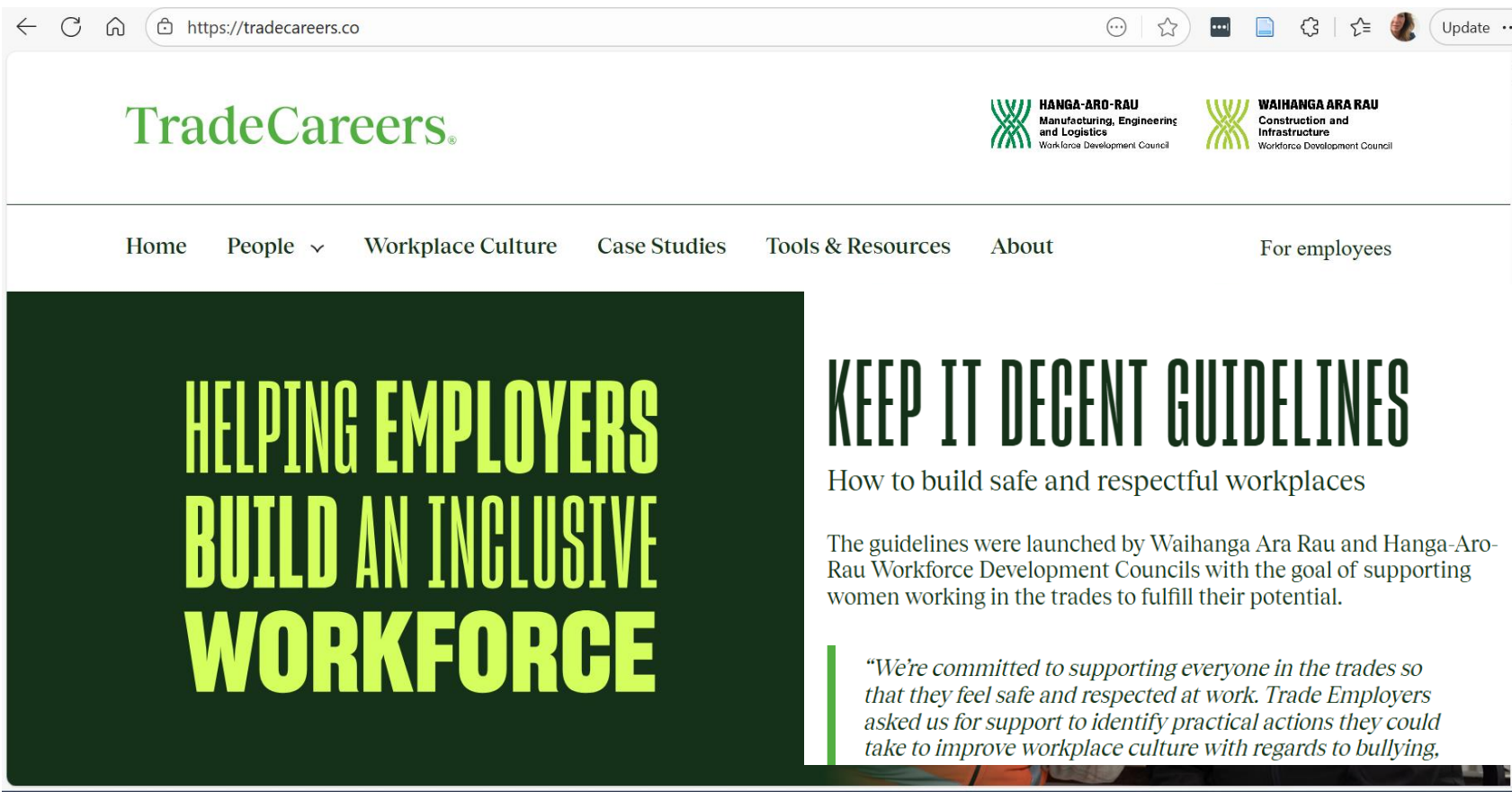
move to non-engineering roles
within 2 years of graduating.



Engineering Action Plan – Addressing the gap

1. **Schools.** Raising awareness of STEM careers. Improve curriculum and teacher training.
2. **Tertiary Education.** Address financial barriers, improve student support, and expand work placements and degree apprenticeships.
3. **Workforce.** Better support, mentoring and career pathways for new graduates.
4. **Migrant engineers.** Improve international accreditation, increase support and improve language skills.
5. **Improve Diversity.** Attract and retain woman and underserved learners.



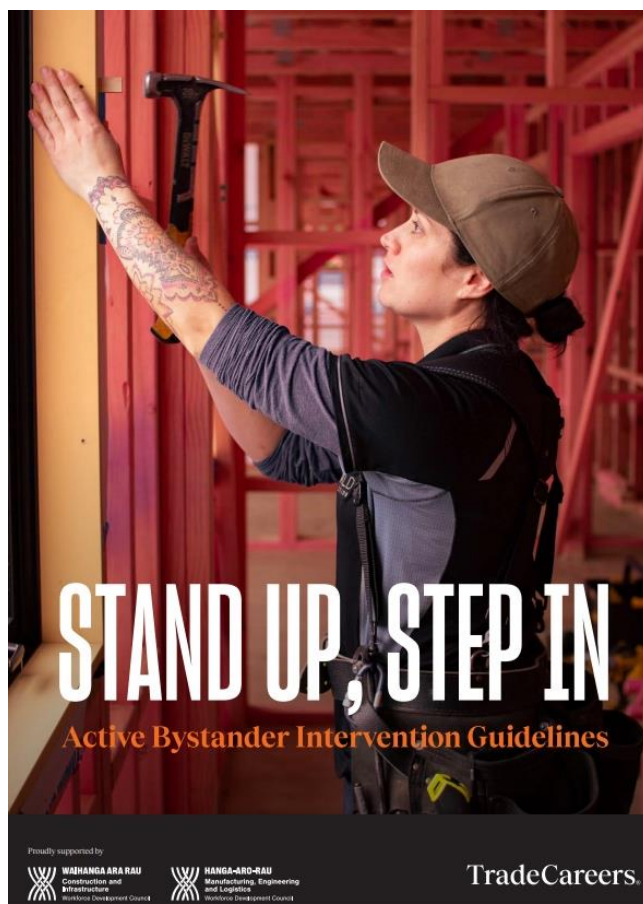


The screenshot shows the TradeCareers.co website. The browser address bar displays 'https://tradecareers.co'. The website header includes the 'TradeCareers' logo and two logos for Workforce Development Councils: 'HANGA-ARO-RAU Manufacturing, Engineering and Logistics' and 'WAIHANGA ARA RAU Construction and Infrastructure'. The navigation menu contains links for Home, People (with a dropdown arrow), Workplace Culture, Case Studies, Tools & Resources, About, and For employees. A large green banner on the left reads 'HELPING EMPLOYERS BUILD AN INCLUSIVE WORKFORCE'. The main content area features the title 'KEEP IT DECENT GUIDELINES' with the subtitle 'How to build safe and respectful workplaces'. Below this, a paragraph states: 'The guidelines were launched by Waihangara Rau and Hanga-Aro-Rau Workforce Development Councils with the goal of supporting women working in the trades to fulfill their potential.' A quote follows: '“We’re committed to supporting everyone in the trades so that they feel safe and respected at work. Trade Employers asked us for support to identify practical actions they could take to improve workplace culture with regards to bullying,’

Available resources

- [Stand Up, Step In: Active Bystander Intervention Guidelines](#)
- [Keep it Decent: Guidelines for Safe and Respectful Workplaces](#)
- [A3 Poster Keep it Decent: Guidelines for Safe and Respectful Workplaces](#)

Bystander Guidelines



**We all have a part to play in making
our workplaces safe, supportive and
respectful for everyone.**

It takes all of us - bosses, managers, employers,
staff, contractors - to create safe, supportive
and respectful work environments.

Together we can do better.

This means that if we see or hear something that is
not okay, we have the opportunity to do something
to change the situation.

It's called active bystander intervention.



Diversity, equity and inclusion in action

