

## Strategic Goal 1

### ATTRACTION

**Attract our future workforce through sustainable values, messaging and diversity.**

#### OBJECTIVES

1. Inspire tamariki and rangatahi future talent into energy by engaging with schools, kura and wānanga.
2. Create gainful employment pathways for Māori into the Energy Sector.
3. Create desirable pathways to encourage more women into the sector.
4. Accelerate future energy opportunities to attract talent from New Zealand universities.
5. Facilitate the development of career pathway information materials for wider community interested in a career in the energy sector.

## Strategic Goal 2

### DEVELOPMENT

**Develop a future workforce whilst supporting the existing workforce to transition to a low emissions economy via investment and support through training and development.**

#### OBJECTIVES

1. Keep and excite our existing workforce to stay and be part of New Zealand's energy transition.
2. Identify supply and demand for training programmes for the sector and develop and support new training initiatives alongside training providers.
3. Support new apprenticeship and entry level pathways into industry.
4. Maximise opportunities for local employment in future energy projects (lifecycle from build new to decommission).

## Strategic Goal 3

### COLLABORATION

**Collaborate to form strong and purposeful partnerships between industry, stakeholders and government to develop diverse skill and workforce opportunities.**

#### OBJECTIVES

1. Support the Western Institute of Technology at Taranaki in its quest towards becoming a training center of excellence for Energy.
2. Build partnerships with appropriate organisations to better understand the current workforce (iwi, local government, government, stakeholders, economic development agencies, training providers etc.).
3. Provide opportunities to grow diversity within the sector through industry/government/stakeholder collaboration.
4. Continue to collaboratively build a better understanding and evidence of future skills needs to support New Zealand's transition to a low emissions economy.

## Strategic Goal 1 Attraction

**Objective 1:** Inspire tamariki and rangatahi future talent into energy by engaging with schools, kura and wānanga.

### ACTION ITEM

Continued promotion and support of science and engineering fairs for primary and secondary schools.

Identifying new and supporting current STEM programmes for schools.

Increase the use of existing programmes and resources through sharing of information and encouraging more participation from the energy sector (e.g., Nano girl Labs, House of Science, Curious Minds, Taranaki futures).

Investigate feasibility of developing an energy curriculum for years 9-10 for energy production and use in society.

**Objective 2:** Create gainful employment pathways for Māori into the energy sector.

### ACTION ITEM

Increase the accessibility for Māori to engage with the sector directly.

Provide community roadshows, specifically for Iwi groups to encourage Māori to consider pathways into the energy sector.

Target and provide a support network to facilitate Māori participation annually to train in specific training programmes (target a pilot programme to commence this initiative – possible the certificate in energy process operations).

**Objective 3:** Create desirable pathways to encourage more women into the sector.

### ACTION ITEM

Utilise the proposed Women in Energy network to:

Facilitate mentoring opportunities between future talent and women in the industry.

Manage an undergraduate woman in energy scholarship/s for local Taranaki students.

Increase female participation in operations training programme.

**Objective 4:** Accelerate future energy opportunities to attract talent from New Zealand universities.

### ACTION ITEM

Grow the annual university student programme introduction to energy (site tours, new emerging energy, professional networks, development opportunities).

Attend University careers days with a coordinated Taranaki energy brand. Marketing energy/engineering/science internships/scholarships/university student programme.

Deliver energy fundamentals programme to all energy Taranaki interns as part of their internship over summer.

**Objective 5:** Facilitate the development of career pathway information materials for wider community interested in a career in the energy sector.

### ACTION ITEM

Collaborate with Careers NZ to update and include a section on jobs in the energy industry.

Develop a social media campaign for energy and energy pathways to employment.

## Strategic Goal 2 Development

**Objective 1:** To keep and excite our existing workforce to stay and be part of New Zealand's energy transition.

### ACTION ITEM

Work with Employers to build employee's skills to manage through change and to assess personal workplace value in a low emissions workforce. Proposed industry consistent 'Personal Resilience' programme, available for all people working in energy.

Stay and Join the Journey - Build awareness of the exciting energy future for Taranaki and Aotearoa. Provide regular region/sector wide updates, – take it to people & offer virtually.

Map high level transferability of skills (from current into new energy).

Encourage energy businesses (including the service sector) to collaboratively re-invest in training and formal skill building of own resources and talent. This can reduce reliance on immigration and inter-industry head hunting.

Build links with Energy Academy and explore opportunities to experiment with 'Competency Mapping' workstream and LABS (sharing across entities).

Work with unions to ensure interventions appropriately support energy workers through transition.

**Objective 2:** Identify supply and demand for training programmes for the sector and develop and support new training initiatives alongside training providers.

### ACTION ITEM

Develop a new and revitalized Certificate in Energy, Process Operations Training Programme. Incorporating a wider industry work-placement programme along with renewable energy modules.

Assess the relevance of development of an Electrical and instrumentation training programme delivered in Taranaki.

Undertake an Asset integrity qualification review to assess relevance and efficiency of existing registration and asset risk assessment talent pathways.

Broaden the Fundamentals of Energy resource to appeal to a wider audience – investigate avenues to deliver a condensed version of this resource into schools/iwi/community.

**Objective 3:** Support new apprenticeship and entry level pathways into industry.

### ACTION ITEM

Undertake further investigation and clarification of demand for apprenticeships in energy in Taranaki.

Make apprenticeships easier for industry to support – such as pre-apprenticeship energy industry schemes.

Investigate an energy industry coordinated programme for industry to align and work with Gateway to establish early pathways into the sector.

**Objective 4:** Maximise opportunities for local employment in future energy projects (lifecycle from build new to decommission).

### ACTION ITEM

Support and challenge the sector to pro-actively demonstrate use of local New Zealand content, skills and capability as part of any new development proposals.

Build local expertise by collaborating / developing relationships with international and New Zealand organisations demonstrating best practice in energy skills transition.

## Strategic Goal 3 Collaboration

**Objective 1:** Support the Western Institute of Technology at Taranaki and its quest towards becoming a training center of excellence for Energy.

### ACTION ITEM

Support WITT to become the preferred provider for pre-employment vocational training for energy.

Provide support and information/knowledge to WITT on energy capability assessments/resourcing requirements as and when appropriate.

Provide resource to WITT on future programme development that will provide strong value proposition for industry.

**Objective 2:** Build partnerships with appropriate organisations to better understand the current workforce (Iwi, local government, government, stakeholders, Economic Development Agencies, training providers etc.)

### ACTION ITEM

Form a methodology to obtain ongoing workforce data such as workforce numbers, demographics, movement.

Align with relevant organisations to ensure resourcing for regional industry projects are accessible for marketing/development/awareness activities.

**Objective 3:** Provide opportunities to grow diversity within the sector through industry/government/stakeholder collaboration.

### ACTION ITEM

Design and develop a "Women in Energy" programme to encourage networking between the wider energy sectors.

Support and work with the women in energy network and People & Culture teams in energy to develop further responses designed to grow change and build cultures that will attract and retain a more diverse workforce in future. For example, annual reporting of representation to measure progress, learning interventions for leaders, awareness programmes etc.

**Objective 4:** Continue to collaboratively build a better understanding and evidence of future skills needs to support New Zealand's transition to a low emissions economy.

### ACTION ITEM

Support WITT and its quest towards a center of excellence for Energy for the Taranaki region.

Support new energy projects through collaboration, providing advice, knowledge and resource to new projects/initiatives that reflect positively towards our sector and the Taranaki region.