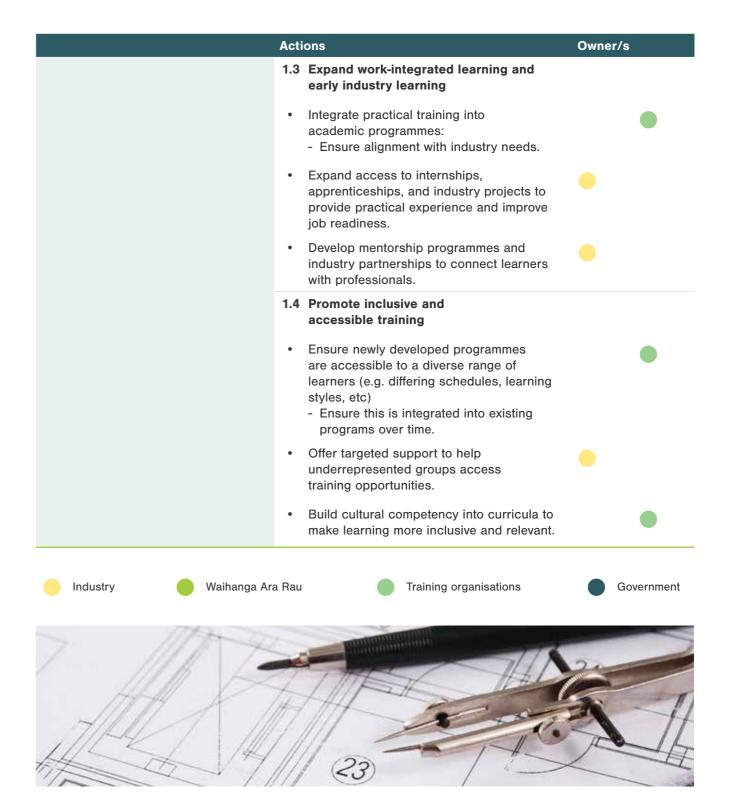
## **TURNING INSIGHTS INTO ACTION**

Insights from industry and analysis of sector trends have highlighted three key priorities for workforce development:

- → Industry-aligned, accessible, and practical training
- → Talent retention, development, and diversification
- → Strategic workforce development and collaboration.

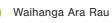
The following recommendations aim to support the future of Construction and Infrastructure Services by addressing these priorities and assigning suggested owners to each action.

Priority	Actions	Owner/s
	1.1 Ensure industry-aligned training products	
1.0	<ul> <li>Ensure industry needs are adequately represented during review of qualifications.</li> </ul>	• •
Industry-aligned, accessible, and practical training.	<ul> <li>Assess the feasibility of creating accredited training pathways, including those for project management and architectural technology roles.</li> </ul>	
	<ul> <li>Identify and develop targeted training programmes to address skill shortages in critical high-demand sectors.</li> </ul>	•
	1.2 Integrate digital and technical skills	
	<ul> <li>Identify gaps in training for industry- specific software and tools.</li> </ul>	•
	<ul> <li>Explore opportunities to embed digital literacy and emerging technologies into curricula.</li> </ul>	•
	<ul> <li>Explore approaches for ensuring training remains responsive to technological advancements.</li> </ul>	
	<ul> <li>Explore ways to support businesses in promoting continuous professional development in digital and technical skills.</li> </ul>	•
Industry Waihanga Ar	ra Rau Training organisations	Government



Priority	Actions	Owner/s
	3.1 Strategic policy advocacy	
3.0 Strategic workforce	<ul> <li>Establish a mechanism that empowers the industry to influence key policies essential for sector workforce growth:         <ul> <li>Regulatory compliance processes.</li> <li>Immigration policies</li> <li>Workforce development policy and planning</li> </ul> </li> </ul>	
development and collaboration.	<ul> <li>Ensure immigration policies and any relevant 'green lists' prioritise roles that address critical sector workforce gaps.</li> </ul>	•
	<ul> <li>Advocate for incentives that recognise businesses excelling in workforce development.</li> </ul>	
	3.2 Enhance sector data for better decision-making	
	<ul> <li>Identify and collaborate with key quantitative data organisations to ensure the sectors data is comprehensive and current:</li> <li>Create feedback loops to improve data relevance.</li> </ul>	
	<ul> <li>Provide tools and resources to empower business owners and sector to leverage workforce and project data for informed decision-making.</li> </ul>	
	3.3 Foster partnerships and collaboration	
	<ul> <li>Facilitate cross-sector knowledge-sharing to address skill gaps.</li> </ul>	
	<ul> <li>Partner with key lwi and Māori organisations to ensure sector planning respectfully incorporates a Te Ao Māori worldview.</li> </ul>	
	<ul> <li>Strengthen collaboration with Māori and Pacific communities and organisations, with a focus on raising sector awareness.</li> </ul>	• • •
	<ul> <li>Intentional partnerships with key organisation who are critical to address the sectors workforce challenges.</li> </ul>	

Industry







WAIHANGA ARA RAU





