ACCESS TRADES

WORKFORCE DEVELOPMENT PLAN 2025

WAIHANGA ARA RAU
Construction and
Infrastructure
Workforce Development Council

About the quotes

The quotes featured throughout this publication are drawn from real interview participants in the industry voice research we conducted. To respect the anonymity of those who shared their experiences and insights, individual attributions have not been included. We value the honesty and authenticity of these voices, which reflect the diverse perspectives of the participants.

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ACCESS TRADES SECTOR VISION

To build a skilled, diverse, and resilient workforce within the Access Trades sector.

Through enhanced training, strategic data use, and targeted initiatives, we will empower industry stakeholders, attract and retain talent, and champion the regulatory reforms needed to future-proof the sector.

Our focus on innovation, inclusivity, and sustainability will ensure the workforce is adaptable and equipped for the challenges of tomorrow.
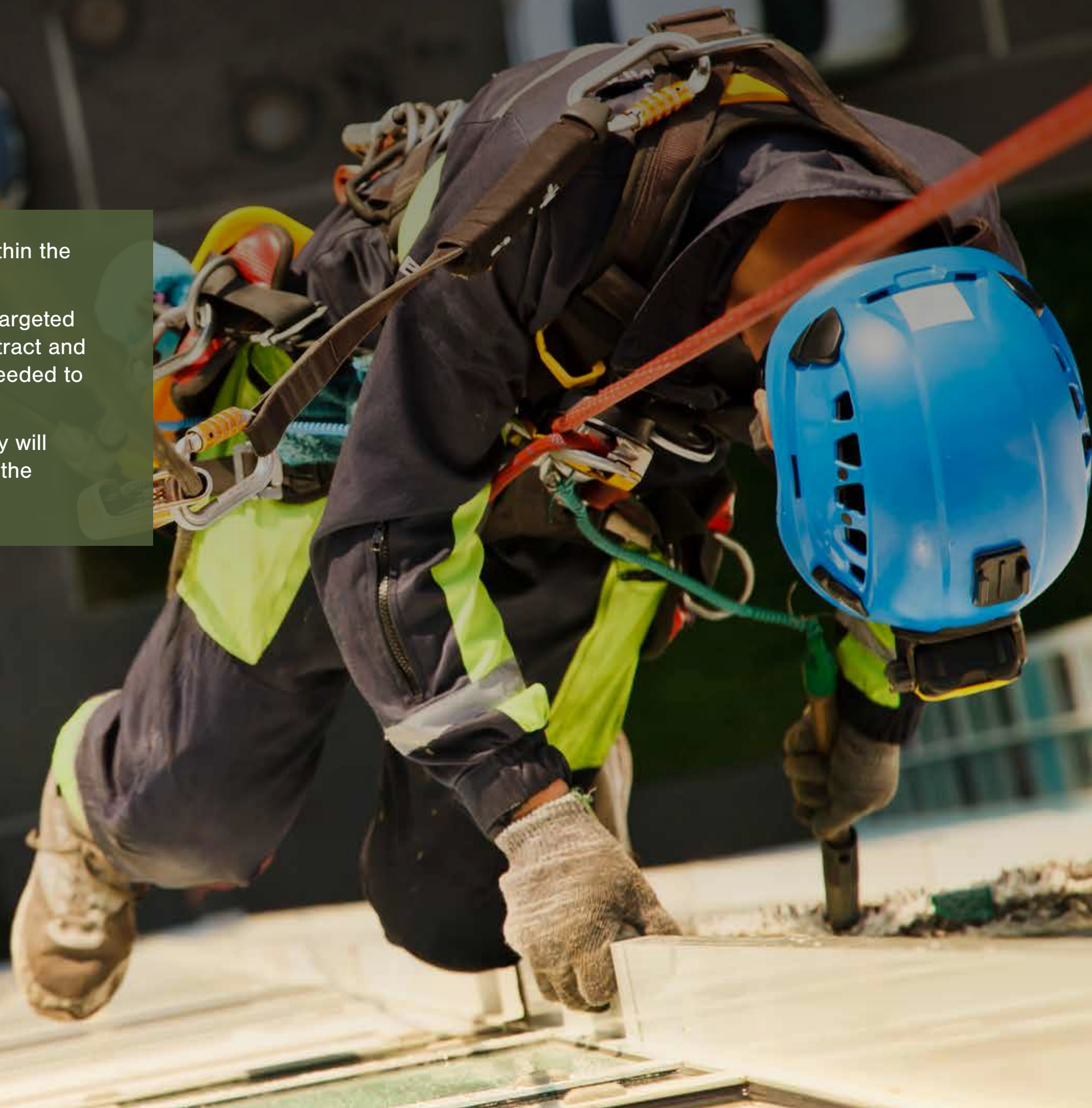
SETTING THE SCENE

Sector interviews conducted during 2022–2023 highlighted the challenges facing the Access Trades sector at that time. These discussions identified several key themes, which were subsequently captured in the Access Trades Sector Voice Report.

The key themes included workforce attraction, retention, upskilling, and enhancing diversity and inclusion. Additionally, the sector was found to require improved access to data, stronger relationships, and greater regulatory support to enable a proactive response to economic changes.

Based on these findings, a range of recommendations was developed, incorporating both long-term strategic actions and short- to medium-term activity. While the economic environment has since evolved, the key themes and recommendations remain highly relevant.

To ensure alignment with the shifting landscape, industry input and guidance from the Strategic Reference Group (SRG) have been integral to shaping the SRG Action Plan and priorities, addressing the sector's immediate and medium-term needs, while having an eye to the future.

CONSTRUCTION INDUSTRY
OVERALL PROJECT PIPELINE
$170.4 billion

Anticipated work put in place from Dec 2024 to Dec 2029
Workforce Information Platform | Project pipeline

ACCESS TRADES
WORKFORCE SIZE
2,320 people

Workforce Information Platform | Total workforce size
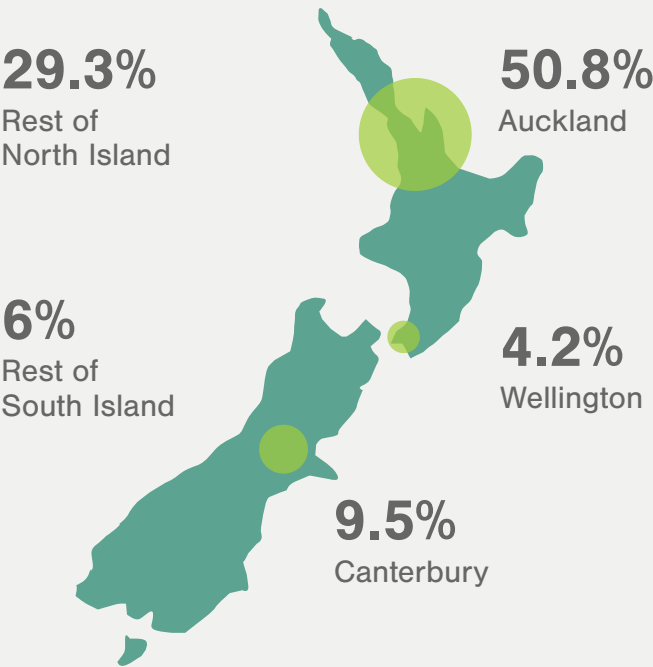
ACCESS TRADES
WORKFORCE SHORTAGE
17,844 people

Projected shortage by June 2026
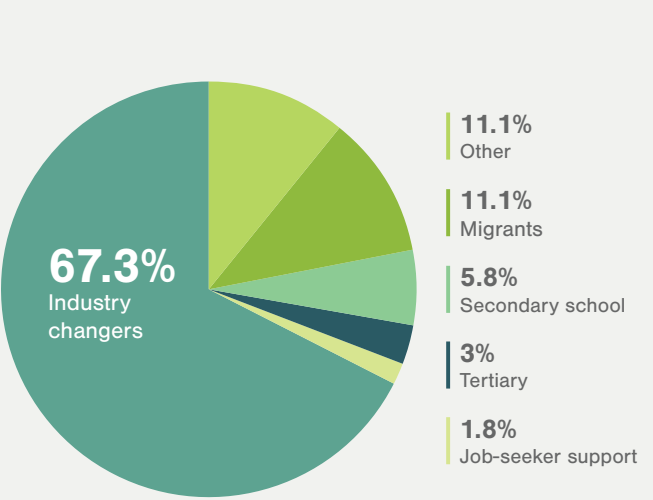Workforce Information Platform | Workforce gaps

STATE OF THE SECTOR

EMPLOYMENT BY REGION[1]

2023

29.3%
Rest of
North Island

50.8%
Auckland

6%
Rest of
South Island

4.2%
Wellington

9.5%
Canterbury

GENDER[2]

2023

82% Men

18% Women

AGE[3]

2023

15 to 24	**13.8%**
24 to 34	**22.9%**
35 to 44	**22%**
45 to 54	**20.3%**
55 to 64	**15.3%**
65+	**5.8%**

591

TOTAL NUMBER OF BUSINESSES[7]

2023

58

TOTAL NUMBER OF SOLE TRADERS[8]

2023

NEWCOMERS BY ORIGIN[4]

2023

67.3%
Industry
changers

11.1%
Other

11.1%
Migrants

5.8%
Secondary school

3%
Tertiary

1.8%
Job-seeker support

27.66% of newcomers left the
workforce within one year.[6]

ETHNICITY[5]

2023

%	Māori	Pacific	Asian	Euro.	MELAA	Other
	17.1	10.1	16.2	53.6	1.5	1.5

BUSINESS OWNERSHIP BY ETHNICITY[9]

2023

Asian	**0.5%**
Māori	**2.5%**
European	**24%**
Not identified	**73%**

1   Workforce Information Platform | Employment by region
2   Workforce Information Platform | Employment by gender
3   Workforce Information Platform | Employment by age
4   Workforce Information Platform | Newcomers by origin
5   Workforce Information Platform | Employment by ethnicity
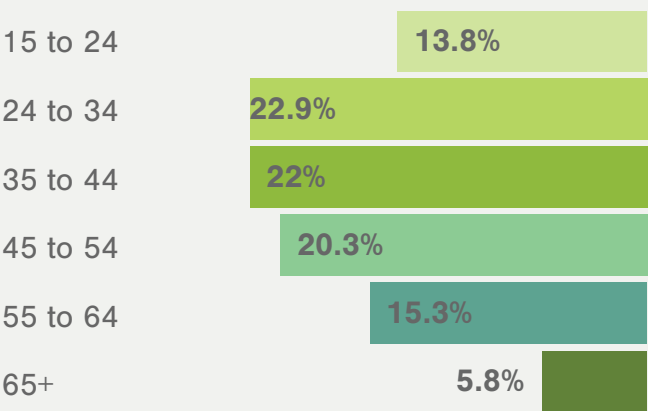
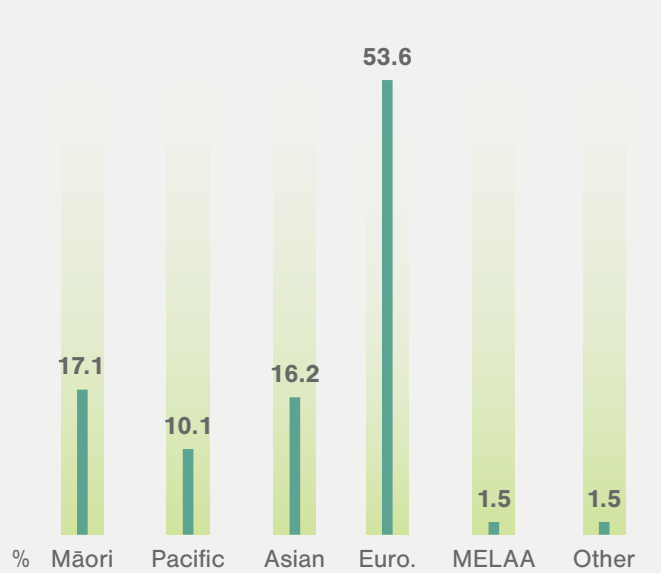6   Workforce Information Platform | Workforce tenure
7   Workforce Information Platform | Total number of businesses
8   Workforce Information Platform | Total number of sole traders
9   Workforce Information Platform | Ownership by ethnicity

ROADMAP FOR CHANGE

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

1.0

Enhance training and qualification standards to meet sector workforce needs while maximising accessibility.

- Apply a systematic approach to ensuring current training and qualification products effectively meet the sector's needs.
- Utilise research and data to guide provision advice and the development of new training products.
- Continue progressing towards standardised assessment, monitoring, and evaluation processes.

→ *View actions on pg 30*

2.0

Empower the sector with essential data and relationships to enable proactive responses to changes in the economic environment.

- Proactively seek or research emerging trends and technologies to anticipate the sector's evolving needs.
- Enhance the robustness of quantitative data within the sector to strengthen workforce and business decisions.
- Nurture and cultivate meaningful relationships within the sector.

→ *View actions on pg 32*

3.0

Develop robust strategies that promote the attraction and retention of a diverse workforce.

- Targeted initiatives that focus on addressing the significant skills shortage within the sector.
- Develop intentional initiatives that promote greater understanding of diverse backgrounds.
- Encourage industry funding investment to support workforce attraction and retention.

→ *View actions on pg 33*

4.0

Champion regulatory reform and policy support that align with sector priorities.

- Advocate and support for priority regulations, reforms, and policy.
- Promote authentic relationships and initiatives to foster the sector's meaningful partnership with Te Tiriti o Waitangi principles.
- Develop and support climate change initiatives

→ *View actions on pg 34*

INDUSTRY INSIGHTS

METHODOLOGY

We conducted a qualitative study to explore the challenges and opportunities in the Access Trades sector. Semi-structured interviews were carried out with members of the Strategic Reference Group, sector associations, business owners, and educational providers. These individual interviews, held both virtually and in person between late 2022 and early 2023, lasted 30–45 minutes.

The purpose of the interviews was to gather insights into workforce challenges, training and education, and diversity within the sector. Interview questions were shared with participants beforehand to ensure they had time to prepare.

In addition to the interviews, we drew on insights from previous engagements between Waihanga Ara Rau and the sector - including Strategic Reference Group discussions - to capture collective perspectives.

We applied thematic analysis to the qualitative data, transcribing, coding, and organising the information into themes that highlighted recurring patterns, challenges, and opportunities within the sector.

Ethical considerations were upheld throughout the study, including obtaining informed consent from all participants and ensuring confidentiality of their responses.

WHAT WE HEARD

Labour and skills challenges

The Access Trades sector, like many others, is grappling with significant challenges stemming from labour shortages. One of the most pressing issues is the shortage of skilled individuals, particularly experienced crane operators, which hampers productivity and leads to project delays. Without enough qualified professionals, the industry's growth potential is hindered, making it difficult to meet the increasing demands for services.

Retention of skilled workers is another major concern. At a local level, there are pay disparities and suggestions of 'poaching' across industries that require similar skill sets, posing challenges in retaining skilled workers. This aspect is becoming a growing concern for leaders in the sector, creating an environment where businesses that can afford to, distort market rates and impacting business', particularly smaller ones, ability to maintain financial viability. As one participant expresses "to get good staff you have to pay above and beyond."

Further to this, wage increases, particularly in response to minimum wage policies, put a strain on businesses. Balancing the need for fair compensation for employees with the ability to generate sufficient revenue becomes increasingly difficult in an environment of rising living costs and wage demands. Organisations that can afford to pay their workers above the local market rates face a significant wage gap on an international scale, particularly in comparison to countries like Australia where "you can't compete with other countries that offer nearly twice the amount that you could offer." There is a consensus within the sector that a substantial portion of the departing workforce consists of "young talent".

The industry also faces the pressing issue of an aging workforce. Many experienced workers reach a point where they can no longer perform physically demanding tasks, creating a need for alternative career pathways. However, limited opportunities for older professionals to utilise their expertise can lead to financial instability or a reluctance to retire. As one participant highlighted:

> " ... when you get to that age, you have no career pathway.... you then see the aged workforce not wanting to put their tools down and their bodies are suffering and it's sad to see because they need the money and there's no career opportunity for them when they've worked so hard pretty much their whole life ... you can't put the tools down because then you don't earn the money.

It is crucial to develop strategies that leverage the wisdom and experience of the aging workforce by offering roles such as trainers and mentors, allowing them to pass on their knowledge to the next generation while remaining financially stable.

To ensure the long-term sustainability of the Access Trades sector, effective succession planning and knowledge transfer strategies are vital. Leveraging the experience and wisdom of the aging workforce through pathways that allow them to become trainers and mentors ensures the preservation and transfer of valuable skills. Additionally, offering better compensation for their training efforts can motivate the aging workforce to actively participate in knowledge transfer, ensuring a smooth transition to the next generation.

The role of migrant workers cannot be overlooked in meeting the labour and skill demands of the sector. Skilled migrant workers bring valuable expertise, specialised knowledge, and cultural

diversity, enhancing the sectors capabilities and contributing to its long-term success. However, regulatory considerations, training programmes, and funding challenges hinder their integration. There is a trend among large companies towards Verification of Competency (VOC) which involves on-site assessments to confirm workers' ability to perform their trained tasks. Employers are placing greater emphasis on regular inspections of the quality of work rather than just relying on background training. The migrant workforce, especially those from the Philippines are actively participating in these VOC processes.

Moreover, the sector faces challenges related to funding for migrant workers. In particular, scaffolding, an industry heavily reliant on migrant labour, is not included in the government's sector agreement for immigration. This exclusion places unnecessary financial strain on employers, who are required to cover the costs of qualifications for their migrant workers. Inclusion of scaffolding in sector agreements and equitable access to funding are necessary to support the growth and development of the industry, and sector.

Lastly, the sector struggles with limited training options. Specifically, the crane industry lacks diverse training programmes and courses, making it challenging to attract and develop new talent. Expanding and diversifying training opportunities is essential to bridge the skills gap and provide individuals with the necessary expertise to contribute effectively to the industry. Collaboration between companies, industry associations, and educational institutions is vital to address this issue and ensure a continuous supply of skilled workers.

Sub-themes

Shortage of skilled individuals
The access trades sector is facing significant challenges due to a shortage of skilled individuals, particularly experienced crane operators, which leads to productivity issues, project delays, and hinders the industry's growth potential.

Competition for skilled workers locally
Retaining skilled workers is a major concern in the industry, as pay disparities and "poaching" across industries with similar skill requirements make it difficult to keep them. "To get good staff you have to pay above and beyond", which creates a situation where market rates may be slightly distorted, impacting the financial viability particularly of smaller businesses.

Wage disparity internationally
NZ has significant wage disparities internationally, particularly compared with Australia where NZ businesses "... can't compete with other countries that offer nearly twice the amount that you could offer."

Succession planning and knowledge transfer
"Industry needs to consider succession planning for the aging workforce. The challenge is finding and developing new leaders to replace retiring leaders." Effective succession planning and knowledge transfer strategies are vital. Leveraging the experience and wisdom of the aging workforce through pathways that allow them to become trainers and mentors ensures the preservation and transfer of valuable skills and"... look at paying the aged workforce better in turn for them to pass on their knowledge and wisdom to new people starting out in the industry."

Role of migrant workers
"Culture plays a big role in an industry as diverse as ours." We need to ensure that as we bring in talent from around the globe, we're also fostering an environment of mutual understanding and appreciation. "Skilled migrant workers play a crucial role in meeting the labour and skill demands of

the sector, bringing valuable expertise, specialised knowledge, and cultural diversity." However, regulatory considerations, training programmes, and funding challenges hinder their integration, emphasising the need to address these barriers and foster mutual understanding and appreciation.

Funding challenges for migrant workers
"Migrant workers, particularly from the Philippines, bring invaluable skills to the table. But scaffolding is not included in the government's sector agreement for immigration." The exclusion of scaffolding, a migrant labour-reliant industry, places financial strain on employers who must cover the costs of qualifications for their migrant workers. Inclusion of skilled within the sector, initially for scaffolding, in sector agreements and equitable access to funding are necessary to support the growth and development of the sector.

Limited training options
The sector, notably the crane industry faces challenges with limited training programmes and courses, making it difficult to attract and develop new talent. Expanding and diversifying training opportunities is essential to bridge the skills gap and provide individuals with the necessary expertise to contribute effectively to the industry. Collaboration between companies, industry associations, and educational institutions is vital to address this issue and ensure a continuous supply of skilled workers.

Employment and career progression

As mentioned earlier, the lack of available workers and skills in the sector contribute to various challenges it faces. These challenges include the absence of clear career pathways. This, in turn, hampers the sector's ability to attract new talent, as it is often perceived as unappealing and less well-known compared to other industries. Efforts are underway to promote career exploration programmes in secondary schools, encouraging students to plan their careers early on. Developing stronger partnerships between schools,

kura, employers, and other organisations will help the sector leverage existing support initiatives already in place.

Moreover, data is suggesting that there is a lack of interest from young individuals in construction and infrastructure (C&I) trades, further exacerbating the labour shortage. Even for those who do enter the Access Trades sector, some view it as a temporary steppingstone to other C&I sectors, rather than a long-term career choice. As a spokesperson emphasised, "the establishment of clear employment and career pathways is necessary to attract and retain workers". While pathways exist for various roles, there is a need for greater clarity and visibility of these while also addressing obstacles that impede career progression, employee recognition, and leadership development within the sector. Several industry leaders and businesses are already exploring solutions and, in some cases, are piloting initiatives aimed at addressing the identified concerns.

Qualitative research also reveals that a significant number of Māori and Pacific individuals hold skilled positions like crane operators, but a smaller proportion advance to supervisory and management roles. Addressing this underrepresentation requires intentional strategies, specialised training programmes, and initiatives that empower these individuals to assume leadership positions. However, a major obstacle in these efforts is the lack of robust industry-related data, including demographic information, which would guide and inform such initiatives.

Employers are encouraged to foster supportive work environments that promote the growth of the workforce. However, for some particularly experienced workers, there may be little interest in management positions, preferring to "remain in hands-on, non-management roles" for many different reasons. Nevertheless, it is still important to create effective pathways for individuals to leverage their qualifications and experiences, even for those not seeking formal

leadership positions. Many have suggested the implementation of improved mentorship programmes across the sector to facilitate career advancement, address complex issues faced by learners and workers of all ages. These programmes, if properly designed, provide guidance, instil valuable habits, and highlight the value of skills beyond technical expertise.

Lastly, limited recognition of the skills held by many individuals in the Access Trades industries, particularly those without formal qualifications can delay or hinder career progression for many individuals. As one sector leader expressed:

> "
> The recognition of one's mana is important especially for those who are highly skilled in what they do, but they don't have formal qualifications, and there needs to be some type of acknowledgement of their skills.

It would be worth considering how the sector can apply mechanisms, like those being applied in Scaffolding and Plumbing industries, that strikes the balance between formal qualifications and focusing on individual recognition of skills.

The industry is actively taking steps to address the identified issues. However, further exploration and collective efforts are needed to accelerate progress. Strategic partnerships between the industry and key stakeholders, such as training organisations, should be emphasised to establish appropriate career pathways aligned with the industry's needs. These partnerships ensure access to resources, funding, and skill development opportunities. Some industry professionals have suggested the introduction of a 'trainee' certificate as an entry point to employment, allowing individuals to work while pursuing further qualifications.

Sub-themes

Perception of the sector
The sector is perceived as less appealing when compared to other industries, which emphasises the need for efforts to promote career exploration programmes and establish stronger partnerships to leverage existing support initiatives. There may be a perception that it serves as a temporary steppingstone, highlighting the need for clear employment and career pathways, as well as addressing obstacles related to career progression, employee recognition, and leadership development.

Underrepresentation and leadership development
There is underrepresentation of Māori and Pacific individuals in supervisory and management roles. This emphasises the need for intentional strategies, training programmes, and initiatives, while also highlighting the lack of industry-related data that could inform these initiatives.

Workforce growth and career advancement
It is important to foster supportive work environments that cater to the needs of individuals, including experienced workers who may prefer hands-on roles, while also providing pathways to leverage qualifications and experiences, along with implementing improved mentorship programmes for career advancement.

Recognition of skills and qualifications
The importance of fostering supportive work environments and recognising the issue of limited recognition for skills without formal qualifications, thereby emphasising the need for acknowledgement and recognition of these skills while also considering the balance between formal qualifications and individual skill recognition.

Industry efforts and partnerships
The industry has taken significant steps to address the identified issues, including implementing collective efforts and forming partnerships to drive progress.

There is a particular emphasis on establishing partnerships with training organisations to enhance skill development and create appropriate career pathways. Additionally, it was mentioned whether the sector need to explore a 'trainee certificate', which would serve as both a means of employment and a pathway for individuals to pursue further qualifications.

Training and programme gaps

In recent years, the sector has voiced concerns regarding the effectiveness of training programmes in adequately preparing individuals for 'real-world' tasks. A key issue is the overemphasis on academic-focused training at the expense of practical experience, creating a gap between theoretical knowledge and practical skills.

Improved cooperation between industry-led programmes and providers is imperative. Currently, there are communication and alignment gaps between industry-led programmes and providers such as Te Pūkenga, which seem to prioritise general training instead of catering to specific industry demands. It is crucial for training programmes to better align with industry-specific requirements and equip learners with the appropriate skills and knowledge for their chosen career paths.

The industry acknowledges the progress made in training programmes and qualifications over time. However, the current training mix lacks balance, as certain aspects like health and safety are redundantly covered in different unit standards. It could be advantageous to shift these aspects, along with more theory-based learning, to an online platform, as is already happening.

Online training options have proven beneficial, particularly in reducing expenses. Nevertheless, there is a growing recognition that practical and hands-on training should be conducted in person to ensure skill verification. However, challenges arise in smaller regions where limited resources and facilities hinder the effectiveness of online training.

Furthermore, there is a scarcity of block courses, and training primarily relies on employers or external trainers providing on-site instruction. This shortage limits individuals' access to comprehensive training programmes, especially in regions where block courses are not easily accessible. In certain cases, off-site training locations may be necessary, especially when on-site locations present safety risks. However, it is essential to upgrade learning resources, facilities, and ensure compliance with safety standards to establish a safe and conducive learning environment.

Inconsistencies in the delivery and moderation of assessments among different providers further compound the challenges faced by the industry. These inconsistencies can result in variations in the quality and reliability of training outcomes, undermining the effectiveness and credibility of the likes of apprenticeship programmes. Reviewing and improving the governing body responsible for establishing consistent and appropriate delivery and assessment practices is necessary. Maintaining the integrity and quality of qualifications relies on conducting assessments consistently and fairly across all training providers.

Training providers are facing their own set of challenges, primarily stemming from funding, capability, and capacity challenges, namely a shortage of trainers and assessors. The recruitment of new trainers with the required subject matter knowledge and credibility is proving to be a formidable task, putting strain on training providers ability to offer comprehensive and specialised training that align with industry needs, and ultimately impacting the overall competency and preparedness of apprentices.

To build and sustain the capabilities of trainers and assessors, ongoing support and resources are necessary. This includes providing training materials, assessment materials, comprehensive training programmes, appropriate training collateral, and access to suitable training sites. Additionally, acknowledging and appreciating trainers who go above and beyond the prescribed assessment

structure is essential. These dedicated trainers invest extra time and effort to ensure apprentices grasp the practical aspects of their training, enhancing their competency and readiness for real-world scenarios.

Lastly, before the recent 2023 Government Budget announcements, there were significant concerns about the possibility of government support funding being withdrawn from apprenticeship programmes. These concerns revolved around the potential decrease in apprenticeship opportunities and the resulting impact on the sector's ability to meet evolving skill requirements and address demands in the labour market. The recent announcement has mitigated some of these concerns. Nevertheless, there is an increasing demand for the sector to expand its funding sources beyond the current heavy dependence on government support. One suggested solution is to establish partnerships with the sector, often referred to as "angel's money." Industry partnerships can provide alternative funding streams that offer greater flexibility and fewer restrictions. This enables the sector and training providers to foster innovation, adapt to evolving industry requirements, and deliver high-quality training programmes.

Sub-themes

Gap between theoretical knowledge and practical skills
The overemphasis on academic-focused training creates a gap between theoretical knowledge and practical skills necessary for real-world tasks.

Need for improved cooperation between industry-led programmes and providers
Communication and alignment gaps between industry-led programmes and providers hinder the ability to cater to specific industry demands and align training with industry-specific requirements.

Balance in training mix and online learning
The current training mix lacks balance, and shifting certain aspects, along with more theory-based learning, to an online platform could be advantageous.

Challenges in smaller regions and limited resources
Limited resources and facilities in smaller regions hinder the effectiveness of online training, and the scarcity of block courses limits access to comprehensive training programmes.

Inconsistencies in delivery and moderation of assessments
Inconsistent delivery and moderation of assessments among different providers undermine the quality and reliability of training outcomes.

Challenges faced by training providers
Training providers struggle with funding, capability, and capacity challenges, including a shortage of trainers and assessors.

Concerns about government support funding
The possibility of government support funding being withdrawn from apprenticeship programmes raised concerns about the sector's ability to meet evolving skill requirements and address demands in the labour market, highlighting the need for alternative funding sources.

Honouring te Tiriti o Waitangi

Understanding and implementation of te Tiriti o Waitangi

The understanding and implementation of Te Tiriti o Waitangi in the Access Trades sector varies considerably. While some organisations demonstrate commendable practices aligning with Te Tiriti principles, others have significant gaps in knowledge and application, with a clear need for further progress. Several industry leaders emphasise the need for a true partnership between Māori and non-Māori in the Access Trades sector, where there is mutual respect for each other's values. They expressed that the concept of "Protection" in the Treaty of Waitangi context encompasses the creation of a supportive and inclusive environment. This includes creating an environment that welcomes and respects Māori culture and language.

The industry discussed the importance of practices such as karakia, understanding and respecting Tikanga, Māori customs, values, and grieving processes, and the role these play in retaining skilled workers.

> "
> It is being able to have a balance between Māori and non-Māori, getting the partnership correct.

Opportunities for partnership

Māori leaders in the industry express pride in their cultural identity, viewing it as a strength both in their personal and professional lives. Despite facing systemic issues, they remain optimistic about the future, foreseeing positive societal changes ahead. Industry leaders across the sector are eager to establish partnerships with Māori communities, several leaders recognised the value of previous collaborations with Iwi, hapū and Māori immersion schools. They believe that these partnerships are essential to support Māori aspirations and achievements. The industry appreciates the contributions made by Māori and seeks to foster connections with Māori organisations. They underline the importance of diversity in the workforce and aim to create an inclusive environment where everyone feels a sense of belonging.

> "
> It's just the same as respect, we need to respect their values and they need to respect ours.

Challenges navigating partnerships with Māori and iwi

Industry leaders acknowledge the difficulties in initiating and navigating partnerships with Māori communities. There is a concern among middle management regarding the lack of knowledge and understanding of Mātauranga Māori (Māori knowledge) and the challenges in identifying the appropriate Iwi entities for partnership. Several Industry leaders have expressed there is apprehension regarding unintentional offenses during partnership discussions and the need for guidance and support from cultural mentors or advisors.

Successful implementations of Te Tiriti in Access Trades

Certain organisations within the industry have made strides in honouring Te Tiriti principles. These successful leaders (Māori and non-Māori) recognise the importance of genuine partnerships with Māori communities, aligning their operations with Māori values, principles and methodologies. They create inclusive environments that welcome and respect Māori culture and language. These organisations have integrated Māori perspectives into their strategies, fostering a sense of belonging among Māori employees and thereby increasing staff retention.

Challenges and gaps

Despite these positive examples, other industry leaders (Māori and non-Māori) struggle to navigate the intricacies of Te Tiriti o Waitangi. Often, the challenges lie in a lack of cultural competency and awareness, leading to difficulties in initiating and navigating partnerships with Māori communities. This gap in understanding often stems from the insufficient training provided to staff members, especially middle management. The consequences are multifaceted, including underrepresentation of Māori in supervisory

or managerial roles and the perpetuation of systemic issues, such as casual racism and power dynamics. As more organisations actively pursue cultural competency, the Access Trades sector can anticipate increased collaboration, mutual respect, and partnership with Māori communities. This will ultimately contribute to a more diverse, inclusive and harmonious working environment for all.

Māori in industry and training

> "
> Incorporating or integrating te Tiriti o Waitangi and Māori & Pacific supportive frameworks in organisations, I think the best step for us is to just have a look to see who is doing it well.

Interviewees highlighted the importance of culturally relevant and sensitive training programmes for Māori. A high demand for such programmes in the industry was indicated, signifying increased cultural awareness and inclusion from leaders in industry. There was acknowledgment from numerous leaders around the variation in cultural competency across training sessions and the need for cultural elements.

> "
> Within some of our other minority work groups it's different again and they learn different ways. We've got massive cultural differences in how people take on instructions. Some of it really surprised me. We need to try and embrace that difference.

An interviewee acknowledges that there is variation in cultural competency among trainers, noting that some trainers make genuine efforts to integrate cultural elements and focus on whakawhanaungatanga, which is the Māori concept of building relationships, at the outset of training sessions. They believe that beginning with this and acknowledging cultural aspects creates a more conducive and comfortable learning environment.

However, the interviewee also points out that not all trainers share this approach. Some trainers might not have the awareness or see the importance in incorporating cultural competency into their training. This can also be reflective of the company's values and priorities; certain companies may not recognise the significance of cultural competency or may not allocate resources towards training their trainers in cultural sensitiveness. This scenario presents a missed opportunity for some companies and trainers. Fostering cultural competency in training sessions is not only respectful to the diversity of participants but can also enhance the effectiveness of training. When participants feel that their culture is acknowledged and valued, they are likely to be more engaged and receptive to the training content.

It is essential to acknowledge that the success and progression of Māori in the Access Trades sector greatly depend on the availability and accessibility of tailored training programmes. This involves creating educational resources that respect, acknowledge, and incorporate the cultural backgrounds and unique experiences of these communities.

Retention for Māori

It was apparent that organisations that place a high priority on whānau values, teamwork, and support for all employees achieve remarkable success in retaining staff. The low turnover rate observed within organisations serve as a clear indication of the effectiveness of this approach. A positive organisational culture, prioritising whānau values,

cultural sensitiveness, teamwork, and support for all employees was deemed important for attracting, retaining and progressing Māori employees.

Protection and kaitiakitanga

Kaitiaki - Guardians: A kaitiaki is a person or group that is recognised as a guardian by the Tangata whenua (tribal group with authority in a particular area). For instance, a hapū (sub-tribe) may be the kaitiaki for a lake or a forest.

An industry leader referred to the similarities between cultural values such as kaitiakitanga (guardianship) and environmental management. This speaker refers to protection in regard to Te Tiriti o Waitangi as creating an environment where Māori have the space to be authentic, respected and acknowledged when incorporating tikanga practices on site. They propose that micro-credentials could be a way to foster protection by encouraging kaitiakitanga and stewardship over land, waterways, and the environment.

> "
> Some sites do it very, very well. They're culturally very respectful. They engage the local iwi. They have a kaumātua down and they will bless the site. They will corner off areas of significance that's got flax and natives, or they will very carefully lift them and place them where they're going to be very early on. They really do it well.

Sub-themes

Variations in understanding and implementation of te Tiriti o Waitangi

The understanding and implementation of Te Tiriti o Waitangi, the Treaty of Waitangi, vary considerably in the Access Trades sector. Some organisations

demonstrate commendable practices aligning with Te Tiriti principles, while others have significant gaps in knowledge and application.

Importance of partnership and respect
Industry leaders emphasise the need for a true partnership between Māori and non-Māori in the sector, with mutual respect for each other's values. The concept of "Protection" in the Treaty of Waitangi context involves creating a supportive and inclusive environment that welcomes and respects Māori culture and language.

Opportunities for partnership and engagement
Industry leaders recognise the value of establishing partnerships with Māori communities and organisations to support Māori aspirations and achievements. They appreciate the contributions made by Māori and aim to create an inclusive environment where everyone feels a sense of belonging.

Challenges in navigating partnerships
Industry leaders acknowledge the difficulties in initiating and navigating partnerships with Māori communities, including a lack of knowledge and understanding of Māori knowledge (Mātauranga Māori) and identifying appropriate Iwi entities for partnership. Apprehension regarding unintentional offenses and the need for guidance and support from cultural mentors or advisors is also highlighted.

Underrepresentation of Māori
There are recognised issues with the underrepresentation of Māori in supervisory or managerial roles in the Access Trades sector. Recruitment processes and the availability of career advancement opportunities are identified as potential causes of this issue.

Cultural competency in training
There is a demand for culturally relevant and sensitive training programmes for Māori in the industry. Variation in cultural competency among trainers is noted, with some trainers integrating cultural elements

and focusing on building relationships at the outset of training sessions. However, not all trainers share this approach, indicating a missed opportunity for fostering cultural competency and enhancing training effectiveness.

Importance of organisational culture and support
Organisations that prioritise whānau values, teamwork, and support for all employees are successful in retaining staff. A positive organisational culture that values cultural sensitiveness and support for Māori employees.

Successful implementations of te Tiriti
Certain organisations within the industry have made strides in honouring Te Tiriti principles by fostering genuine partnerships with Māori communities, aligning their operations with Māori values, and integrating Māori perspectives into their strategies. These efforts contribute to increased staff retention and a sense of belonging among Māori employees.

Challenges and gaps
Despite positive examples, some industry leaders struggle to navigate the intricacies of Te Tiriti o Waitangi, often due to a lack of cultural competency and awareness. This can lead to underrepresentation, perpetuation of systemic issues, and difficulties in initiating partnerships with Māori communities. Increased focus on cultural competency is needed to address these challenges.

Anticipated collaboration and inclusivity
As organisations actively pursue cultural competency, the Access Trades sector expects increased collaboration, mutual respect, and partnership with Māori communities. This will contribute to a more diverse, inclusive, and harmonious working environment.

Climate change

In the rapidly evolving landscape of the Access Trades sector, climate change has emerged as a pressing concern, presenting both challenges and opportunities. Many participants emphasise the significance of recognising climate change as one of the most significant trends for the sector, given its direct influence on the industry's work and sustainability. Notwithstanding this, there is uncertainty and a lack of knowledge regarding the specific impact of climate change on the sector and its associated industries.

> "
> Climate change has become a major concern in our industry. We have witnessed an increase in the frequency and severity of extreme weather events, which has a direct impact on the work we do. Storms, floods, and land slips create a high demand for geotechnical work and repairs. It's challenging but also presents an opportunity for us to showcase our expertise in dealing with such situations and providing essential services for the community.

The impacts vary across industries within the sector. While some industries face immediate and tangible consequences, such as damage from extreme weather events, the specific impacts on others may be less immediate or apparent. However, changes in weather patterns can disrupt project schedules, affect worker safety, and complicate logistical operations.

One of the primary issues identified is the surge in regulatory changes and audit processes related to environmental sustainability. With growing pressure to comply with sustainability standards and monitor environmental performance, businesses in the Access Trades sector find themselves allocating significant resources to meet these requirements.

This often involves investing in new technologies and training, resulting in increased operating expenses. Moreover, the absence of government support in terms of policies or incentives further complicates the financial landscape for these businesses.

Industry leaders note that "climate change has had a direct impact on our industry and workforce dynamics." The demand for specialized work, such as geotechnical repairs, is increasing, but finding skilled workers remains a challenge. To address this, industry players are investing in internal training programmes and exploring recruitment strategies to attract and retain qualified individuals. They recognise the importance of adapting to changing dynamics and creating an inclusive environment where everyone feels valued and included.

Maintenance for longevity and sustainability is another critical aspect recognised by industry participants. They emphasise the importance of regular cleaning and maintenance activities to extend the lifespan of structures, reduce the need for replacements, and minimise the environmental impact of manufacturing and construction. This focus on proactive maintenance aligns with sustainability goals and contributes to environmental stewardship.

Water resource management has also emerged as a key concern raised by industry leaders. They acknowledge the need to adapt cleaning practices to prioritise water conservation, especially in the face of increasing water scarcity in certain regions. Exploring alternative cleaning methods that minimise water consumption and discharge while maintaining service quality and effectiveness is deemed crucial.

Furthermore, as mentioned in Honouring Te Tiriti o Waitangi section, industry leaders draw parallels between kaitiakitanga (guardianship) and environmental stewardship. By embracing the principles of kaitiakitanga and tikanga, the sector acknowledges its responsibility to care for the land, waterways, and environment; going beyond legal obligations and showing respect for cultural significance and preserving native plants.

Sub-themes

Impact of extreme weather events
The frequency and severity of extreme weather events, such as storms, floods, and landslips, are highlighted as having a direct impact on the industry's work. This sub-theme focuses on the challenges and opportunities arising from these events.

Uncertainty and lack of knowledge
There is a recognition of uncertainty and limited understanding regarding the specific impact of climate change on the sector and its associated industries. This sub-theme emphasises the need for further research and knowledge to address the challenges posed by climate change.

Regulatory changes and environmental sustainability
The text mentions the surge in regulatory changes and audit processes related to environmental sustainability. Compliance with sustainability standards and monitoring environmental performance are identified as key issues, leading to increased operating expenses for businesses in the Access Trades sector.

Skilled workforce and training
The demand for specialized work, such as geotechnical repairs, is increasing, but finding skilled workers remains a challenge. The industry is investing in internal training programmes and exploring recruitment strategies to address this issue.

Maintenance for longevity and sustainability
Regular cleaning and maintenance activities are emphasised as important for extending the lifespan of structures, reducing the need for replacements, and minimising the environmental impact of manufacturing and construction. This sub-theme highlights the proactive approach to maintenance aligned with sustainability goals.

Water resource management
Water conservation is recognised as a key concern, particularly in regions facing increasing water scarcity.

Exploring alternative cleaning methods that minimise water consumption and discharge while maintaining service quality is deemed crucial.

Cultural respect and environmental stewardship

The principles of kaitiakitanga (guardianship) and tikanga are mentioned, emphasizing the sector's responsibility to care for the land, waterways, and environment. Cultural respect, engagement with local communities, and preserving native plants are highlighted as important aspects of environmental stewardship.

Compliance, regulation and policy

Sector leaders have expressed growing concerns over the lack of effective oversight and regulatory inspections within the industry. These concerns highlight potential risks to safety standards and compliance measures, and the urgent need for regulatory bodies and the government to step up their efforts.

A central point of contention raised by industry leaders is the startling absence of inspections by New Zealand's regulatory body, Worksafe, in specific regions. With some areas having gone without an inspection for years, industry experts are sounding the alarm, as the access trades industry involves high-risk operations where safety should be paramount. This lack of regulatory oversight creates a worrying environment where some operators may be tempted to cut corners on essential training and compliance measures.

> "
> Frankly speaking, the absence of Worksafe's inspections in certain areas is alarming. For an industry like ours, where safety is paramount, this lack of regulatory oversight might tempt some operators to skimp on training and compliance.

The consequences of skimping on training and compliance within the access trades industry are twofold. Not only does it jeopardise the safety of workers, but it also compromises the quality of work being carried out. To ensure a safe and responsible industry, industry leaders emphasise the critical need for robust regulatory oversight that enforces stringent safety protocols, maintains high standards of training, and ensures compliance with safety regulations.

Another pressing concern voiced by industry leaders relates to government policies and support.

> "
> One of the major setbacks is the sluggish visa processing times for skilled migrant workers. We're in a race against time, and Australia is taking the lead. We need the government to step up its game and recognise the importance of attracting global talent.

Participants expressed apprehension regarding the government's level of understanding and support for the specific needs of the Access trades Sector. Of particular concern is the lengthy visa processing times for skilled migrant workers compared to Australia, which has created a talent drain from New Zealand. The prolonged visa processing times, averaging around six to eight weeks, contrasted with Australia's swift seven-day processing, have prompted skilled workers to choose opportunities across the Tasman Sea. Industry leaders urge the government to recognise the significance of attracting skilled workers and take swift action to streamline visa processes.

Furthermore, the forum shed light on the importance of health and safety practices within the sector. Industry leaders identified several critical challenges that must be addressed. Inadequate resources, non-compliant equipment, and administrative issues affecting apprentices' progression emerged as key concerns.

To mitigate these challenges, continuous training and updating of knowledge and skills were highlighted as essential. Industry professionals stressed the need for trainers to stay up to date with the latest safety regulations, industry best practices, and technological advancements to ensure a safe working environment.

Employer accountability was also a prominent issue raised during the forum. Instances were shared where employers failed to release workers for training, resulting in apprentices missing crucial blocks of instruction. This lack of employer accountability not only hampers apprentices' progression but also incurs financial implications, such as extended apprenticeship fees. Industry leaders assert that employers must take greater responsibility for supporting apprentices' training and development to maintain a skilled and competent workforce.

The issues brought to the forefront highlight the urgent need for effective regulatory oversight, improved government support, and adherence to safety standards within New Zealand's access trades industry. Stakeholders are urging regulatory bodies like Worksafe and the government to take immediate action to address these concerns and ensure a safe and responsible industry that upholds high training standards, compliance measures, and worker well-being. Failure to act promptly could perpetuate risks to worker safety and compromise the industry's integrity.

Sub-themes

Lack of regulatory oversight

The absence of inspections by New Zealand's regulatory body, Worksafe, in certain areas of the access trades industry is alarming. This raises concerns about companies cutting corners on training and compliance, potentially compromising safety and quality.

Government policies and support

There are concerns about the government's understanding and support for the industry's needs. Lengthy visa processing times for skilled migrant

workers compared to Australia have led to a diversion of talent, negatively impacting the industry in New Zealand.

Health and safety

Ensuring the well-being and protection of workers is crucial in the access trades sector. Challenges include inadequate resources, non-compliant equipment, and administrative issues affecting apprentices' progression. Continuous training and updating of knowledge are emphasised.

Employer accountability

Some employers fail to release workers for training, causing apprentices to miss out on crucial blocks. This lack of accountability affects apprentices' progression and has financial implications, such as extended apprenticeship fees.

Equity considerations

The sector is aware of the importance of diversity and inclusion. However, achieving diversity in the sector faces a considerable challenge – many of the existing workforce's lack of interest in embracing diversification. Therefore, the pursuit of diversity and inclusion is not without challenges.

As mentioned in other themes, there are concerns regarding the underrepresentation of Māori and Pacific people in supervisory or managerial roles. Industry leaders emphasise the importance of providing equal opportunities and support for career advancement to diversify these roles. However, there is a prevalent lack of cultural competency within parts of the sector, particularly among the organisation's that consist of predominantly male, Pākehā aged 35 to 65. This poses a barrier to achieving genuine inclusivity. Organisations express its aspiration to enhance ethnic diversity within its senior leadership, councils and governance. Yet, these objectives sometimes encounter obstacles due to the limited cultural understanding. There appears to be a resistance to change with some and overcoming these challenges

requires concerted efforts to promote cultural sensitivity and inclusivity throughout the sector – a job that needs to be done by all.

It's important that the sector and supporting organisations, leverage existing resources and tools, to aid them on their journey. This includes resources and tools already developed within industry and the Construction Diversity Roadmap Report, published by the Construction Sector Accord and the associated tools.

Women are vastly underrepresented. In Scaffolding for example, nine out of an estimated 1,000 apprentices are women. This alarming disparity not only reflects a lack of diversity but also points to the absence of equal representation within the industry, further aided by the lack of good training providers promoting career paths for women within the sector. Career pathways need to be more visible and include roles that are not "on the tools". Outlining diverse career pathways, earning potential, and the lack of debt associated with training could be appealing factors.

Additionally, providing support systems for women in the form of mentorship and membership in associations like the National Association of Women in Construction (NAWIC) can be beneficial. An option is that "women who join trades should have a membership to NAWIC immediately paid by either the industry or the employer. $90 a year. Women need a mentor and support to help them with the ongoing issues."

Employers who have taken the progressive step of hiring female workers in the sector have been astounded by their exceptional performance. The satisfied employers have praised the work of female crane operators, noting that "they can do the work just as well (as men) and they get on with people and staff relatively easily most of the time." Yet, despite the apparent benefits of hiring women, they still "face ongoing barriers such as toilets, misogyny, and 'being touched' onsite by other male construction workers." There have been several industry leaders

who acknowledge that one of the main obstacles to attracting and retaining women into the industry stems from the behaviour of men, particularly the older generation, who continue to exhibit boisterous and disrespectful conduct. However, they also noted a positive trend among younger men, who are taking the lead and calling out inappropriate behaviour on-site. Leaders emphasise the need for collective action to address these issues and bring about transformative change.

Lastly, there is also needs to be thought given to how the sector can create more inclusive employment opportunities for individuals with disabilities The challenges faced by these individuals, known as Tangata Whaikaha, include difficulties in accessing transportation, lack of workplace support and supervision, limitations on benefits, discrimination and stereotyping, as well as limitations within existing systems and providers that discourage employment. Many businesses have been proactive with their approaches towards being inclusive, particularly with advancement in technology and as mentioned above, widening the scope to 'off-the-tools' roles.

Sub-themes

Lack of interest in embracing diversification
The existing workforce's lack of interest in embracing diversification poses a considerable challenge to achieving diversity in the sector.

Indigenous perspectives and cultural engagement
Many in the sector acknowledge the significance of Te Tiriti o Waitangi and Māori engagement.

Industry leaders emphasise the establishment of genuine relationships based on Māori values and principles. While cultural diversity commitment is recognised, there is a need to address systemic challenges to foster effective and meaningful partnerships. The industry aims to ensure that Māori perspectives and cultural values are integrated into the sector, creating an environment that respects and values indigenous knowledge and practices.

Support systems for women
Providing support systems such as mentorship and membership in associations like the National Association of Women in Construction (NAWIC) can be beneficial for promoting the inclusion and advancement of women in the sector.

Positive experiences of female workers
Employers who have hired female workers in the sector have observed exceptional performance and praised their abilities. However, women still face barriers such as inadequate facilities, misogyny, and harassment from male construction workers.

Utilising existing resources and tools
The sector and supporting organisations are encouraged to leverage existing resources and tools, including those developed within the industry and the Construction Diversity Roadmap Report, to aid in their journey towards diversity and inclusion.

Ethnic diversity
The underrepresentation of Māori and Pacific people in supervisory or managerial roles, lack of cultural competency, limited cultural understanding, resistance to change, and the need for cultural sensitivity and inclusivity.

Equal opportunities and support for career advancement
Industry leaders emphasise the importance of providing equal opportunities and support for career advancement to diversify supervisory or managerial roles, particularly for underrepresented ethnic groups.

Visibility of career pathways
Career pathways within the sector need to be more visible, showcasing diverse roles beyond traditional "on-the-tools" positions. This includes outlining earning potential and emphasizing the lack of debt associated with training, which could be appealing factors for attracting a more diverse workforce.

Inclusive employment for individuals with disabilities
Challenges faced by individuals with disabilities (Tangata Whaikaha), difficulties in accessing transportation, lack of workplace support and supervision, limitations on benefits, discrimination and stereotyping, limitations within existing systems and providers, proactive approaches by businesses, and widening the scope to 'off-the-tools' roles.

TURNING INSIGHTS INTO ACTION

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

→ Enhance training and qualification standards to meet sector workforce needs while maximising accessibility

→ Empower the sector with essential data and relationships to enable proactive responses to changes in the economic environment

→ Develop robust strategies that promote the attraction and retention of a diverse workforce

→ Champion regulatory reform and policy support that align with sector priorities

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

Priority	Actions	Owner/s
1.0 **Enhance training and qualification standards to meet sector workforce needs while maximising accessibility**	**1.1 Apply a systematic approach to ensuring current training and qualification products effectively meet the sector's needs.** • Actively take steps towards the integration of comprehensive safety training into the curriculum. • Ensure learning conditions are flexible and suitable for caregivers and learners with disabilities (physical and non-physical). • Incorporate relationship building (whakawhanaungatanga) and cultural capability into training delivery. • Ensure training products are streamlined to avoid duplication, prioritise essential skills, and incorporate compliance. If appropriate, stage the integration into training and qualification products by workforce need.	● (Training organisations) ● (Industry) ● (Training organisations) ● (Waihanga Ara Rau)

Actions	Owner/s
1.2 Utilise research and data to guide provision advice and the development of new training products. • Review existing products to determine whether new 'products' are required for the sector. Initial business cases should focus on Pre-Trade, apprenticeships, supervisory, and mentorship. • Seek strategic funding to develop priority sector qualifications and programmes. • Identify support required for delivery of sector training and qualifications in high demand regions. • Explore opportunities for micro-credentials that encourage kaitiakitanga and stewardship over land, waterways, and the environment.	● (Waihanga Ara Rau) ● (Training organisations) ● (Training organisations) ● (Waihanga Ara Rau)
1.3 Continue progressing towards standardised assessment, monitoring, and evaluation processes. • Explore standardised assessment processes to evaluate learners' competency, ensuring consistency across all training providers. • Establish a robust monitoring and evaluation system to assess training programmes effectiveness and quality. • Enable employers, learners, and industry stakeholders to actively contribute to assessing and evaluating training programmes, fostering continuous improvement.	● (Waihanga Ara Rau) ● (Training organisations) ● (Training organisations)

● Industry   ● Waihanga Ara Rau   ● Training organisations   ● Government

● Industry   ● Waihanga Ara Rau   ● Training organisations   ● Government

2.0

Empower the sector with essential data and relationships to enable proactive responses to changes in the economic environment.

Priority	Actions	Owner/s
	2.1 Proactively seek or research emerging trends and technologies to anticipate the sector's evolving needs.	
	• Identify, collaborate or undertake targeted research projects that help understand the emerging trends that will impact the Access Trades sector.	Industry, Waihanga Ara Rau
	• Identify and refine the current and future industry and sector skill needs.	Industry, Waihanga Ara Rau
	2.2 Enhance the robustness of quantitative data within the sector to strengthen workforce and business decisions.	
	• Advocate and support updating relevant industry and occupation codes to better reflect sector activities.	Industry, Waihanga Ara Rau, Training organisations, Government
	• Research and gather industry-related data: Support and accelerate robust research to fill data gaps.	Industry
	2.3 Nurture and cultivate meaningful relationships within the sector.	
	• Establish partnerships with schools, Polytechnics, and training organisations to promote Access Trade careers and provide industry expertise.	Industry
	• Develop a sector platform that promotes, supports, and raises awareness about forums, working groups, conferences, etc. A key focus should be facilitating the exchange of ideas, sharing best practices, and collectively addressing common challenges.	Industry
	• Drive active and authentic engagement and collaboration between the Strategic Reference Group and key organisations that can advocate for the sector's needs.	Waihanga Ara Rau

3.0

Develop robust strategies that promote the attraction and retention of a diverse workforce.

Priority	Actions	Owner/s
	3.1 Targeted initiatives that focus on addressing the significant skills shortage within the sector.	
	• Implement formal mentorship initiatives within businesses that support and accelerate career advancement and skill development.	Industry
	• Use existing research to develop targeted initiatives to attract skilled individuals with transferrable skills.	Industry
	3.2 Develop intentional initiatives that promote greater understanding of diverse backgrounds.	
	• Encourage sector leaders to be intentional with the career progression of individuals from diverse backgrounds to improve the leadership representation gap.	Industry
	• Engage in partnerships with community organisations to promote diversity and inclusion collectively.	Industry, Waihanga Ara Rau, Training organisations, Government
	• Develop, implement, and enforce comprehensive diversity, harassment and discrimination strategies and policies within industry organisations.	Industry
	3.3 Encourage industry funding investment to support workforce attraction and retention.	
	• Identify and review existing financial support and incentives for employers and apprentices to determine funding gap.	Industry
	• Diversify funding sources by exploring industry partnerships, grants, and sponsorship opportunities to reduce reliance on government support, aiming to attract investment from industry partners.	Industry
	• Develop, offer or scale up sector scholarships and financial incentives.	Industry

Legend: ● Industry ● Waihanga Ara Rau ● Training organisations ● Government

Priority	Actions	Owner/s
4.0 **Champion regulatory reform and policy support that align with sector priorities.**	**4.1 Advocate and support for priority regulations, reforms, and policy.**	
	• Prioritise policy advice that supports the development of specialised vocational pathways, apprenticeships, and work-based learning opportunities.	🟡
	• Explore improved funding support for migrant workers, particularly in areas such as scaffolding where their contribution is significant.	🟡
	• Launch campaigns to educate the public, policymakers, and stakeholders about the importance of safety standards and regulatory oversight in the access trades industry, garnering support for necessary changes and reforms.	🟡 🟢 🟩 🔵
	4.2 Promote authentic relationships and initiatives to foster the sector's meaningful partnership with Te Tiriti o Waitangi principles.	
	• Support the development and delivery of culturally competent training programmes: specifically, those that are designed to increase understanding and implementation of Te Tiriti o Waitangi principles	🟡 🟢 🟩 🔵
	• Establish genuine partnerships with Māori communities can help support the aspirations and success of the Māori workforce and businesses.	🟡 🟢 🟩 🔵
	• Review recruitment processes, particularly at mid and senior levels, to ensure greater opportunities for Māori.	🟡

	Actions	Owner/s
	4.3 Develop and support climate change initiatives	
	• Connect academia with industry so the workforce and businesses can gain practical experience and knowledge relevant to climate change challenges.	🟢
	• Implement Climate Change Risk Assessments: Access Trades businesses can conduct comprehensive climate change risk assessments to identify vulnerabilities, potential impacts, and opportunities associated with climate change.	🟡
	• Promote Sustainable Entrepreneurship programmes: The establishment or expansion of entrepreneurship programmes that focus on sustainable practices within the Access Trades sector.	🟡 🟢 🟩 🔵

🟡 Industry   🟢 Waihanga Ara Rau   🟩 Training organisations   🔵 Government

🟡 Industry   🟢 Waihanga Ara Rau   🟩 Training organisations   🔵 Government

SUPPORTING INFORMATION

Access Trades is one of 11 strategic groups within construction and infrastructure identified by Waihanga Ara Rau.

The ANZSIC codes and occupations below align with this sector, helping to define its subsectors and job types while highlighting workforce needs and opportunities.

Common occupations

People are commonly employed in the following occupations within the Access Trades sector:

Crane operators including advanced and specialist

Dogman

Operators of cab-controlled overhead crane, pendant-controlled overhead crane, self-erecting tower crane and truck loader crane

Crane supervisors

Riggers, structural steel riggers, oil work riggers, construction rigging and telecommunication tower riggers

Piling rig operators, rigging technicians and rigging supervisors

Scaffolders and leading hand scaffolders

Proprietary suspended scaffolders or a crew lead

Advanced scaffolders, scaffolding supervisors and operations managers

Specialist crane erection

Rope access technicians, electricians with rope access, and industrial abseilers

Industrial rope access jobs leads

Designers and managers planning advanced rope access activities

ANZSIC code

The following ANZSIC code identifies the industry which represents the Access Trades sector:

L663100 Heavy Machinery and Scaffolding Rental and Hiring

Learners and qualifications

Qualification		Learners 2023
2355	New Zealand Certificate in Rigging (Level 3)	5
2358	New Zealand Certificate in Industrial Rope Access (Level 3)	155
3708	New Zealand Certificate in Scaffolding (General) (Level 3)	135
3709	New Zealand Certificate in Scaffolding (Proprietary Suspended) (Level 3)	10
3730	New Zealand Certificate in Cranes (Level 3) with strands in Cab-Controlled Overhead Crane, Dogman, Load Lifting Rigging Production, Pendant-Controlled Overhead Crane, Self-Erecting Tower Crane, and Truck Loader Crane	55
2359	New Zealand Certificate in Industrial Rope Access (Level 4)	25
3710	New Zealand Certificate in Scaffolding (Trade) (Level 4)	1,875
3731	New Zealand Certificate in Cranes (Level 4) with strands in Advanced Dogman, Crawler Crane, Mini Crane, Mobile Crane, Non-Slewing Articulated Crane, and Tower Crane	15
2363	New Zealand Certificate in Scaffolding (Level 5)	125
2356	New Zealand Certificate in Rigging (Level 4) with optional strands in Construction Rigging, and Telecommunications Rigging	0
2357	New Zealand Certificate in Rigging (Level 5)	0
2360	New Zealand Certificate in Industrial Rope Access (Level 5)	0
3732	New Zealand Certificate in Cranes (Advanced Crane Operation) (Level 5)	0
5064	**NEW:** Tube and Coupler Scaffolding Under Five Metres (Micro-Credential)	0
	Total learners	**2,400**

Data source: Ngā Kete (Tertiary Performance - ITR)