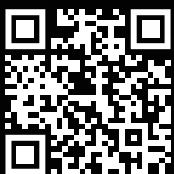




2023 IN REVIEW

INFRASTRUCTURE
TRAINING & APPRENTICESHIPS



CIVIL | ENERGY | TELECOMMUNICATIONS | WATER





INFRASTRUCTURE INDUSTRY TRAINING

HISTORY

Connexis Infrastructure Industry Training Organisation (IITO) was formed in 2013 as a merger of the Electricity Supply Industry Training Organisation (ESITO) and the Civil Industry Training Organisation (InfraTrain). In 2016 Connexis acquired the gazetted coverage of the 3Waters industry from Primary ITO joining the other industries of Civil Infrastructure, Electricity Supply and Telecommunications.

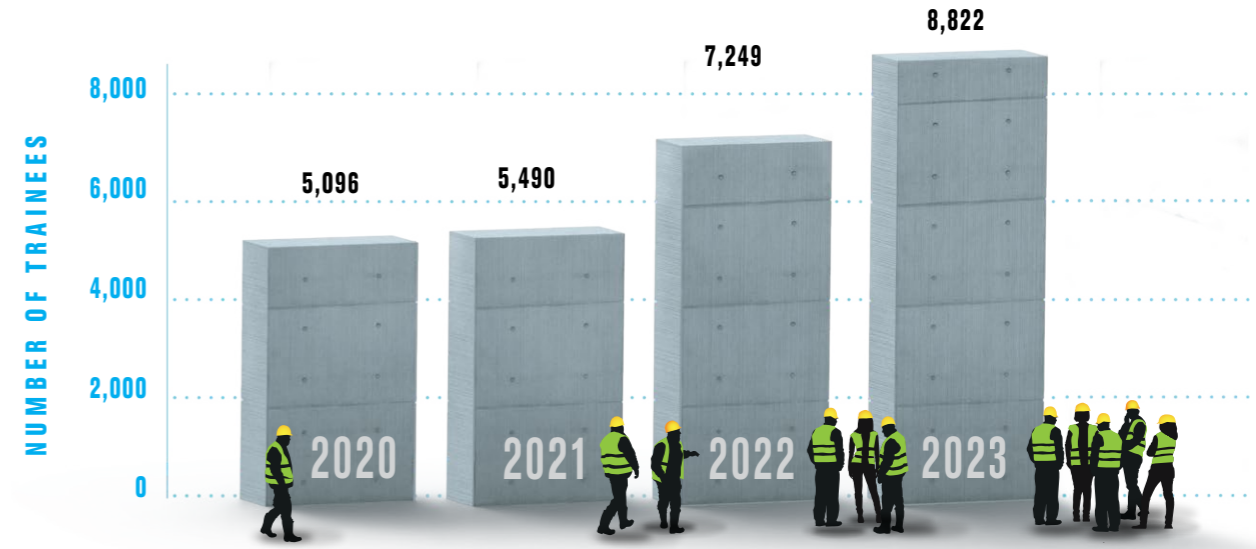
In 2021, through the Reform of Vocational Education (RoVE), the standard setting functions of Connexis moved to the new Waihanga Ara Rau Construction and Infrastructure Workforce Development Council (CIWDC). A number of the Connexis qualifications and quality team members also transitioned into CIWDC providing continuity to the work required.

The Connexis business was “lifted and shifted” into Work Based Learning Subsidiary of Te Pūkenga. The transfer agreement between IITO and Te Pūkenga stated that Connexis would operate as a standalone division of Te Pūkenga until the confirmation of the operating model and subsequent implementation plan.

While the enabling function teams of Digital, Finance and People Culture, and Wellbeing have been transitioned into the current Te Pūkenga structure, the team members themselves have remained on their Connexis contracts and within their same roles servicing the Connexis division, albeit with a different reporting line into Te Pūkenga leadership.

Connexis has continued to develop and maintain training programmes to service the infrastructure industries. The national field team enrol learners and support them through their training programmes with employers to assist growing the capability of their teams.

Connexis has continued to have a quality assurance team that manages and trains the Connexis assessors, moderators and contracted training providers, along with undertaking moderation. Connexis continues to support industry with a connection into the industry associations, attending CIWDC strategic reference group meetings, and supporting the CIWDC with industry engagement, standard setting and research. Growing a skilled workforce remains a key focus and Connexis continues to promote careers in infrastructure through key events and activities such as Annual Connection, Girls with Hi-Vis®, Gateway, CATE conference, industry events and school trades expos.



ACTIVE ENROLMENTS BY REPORTING YEAR

INFRASTRUCTURE TRAINING

2549 TRAINEES GRADUATED WITH A NATIONALLY RECOGNISED INFRASTRUCTURE INDUSTRY QUALIFICATION - 2023

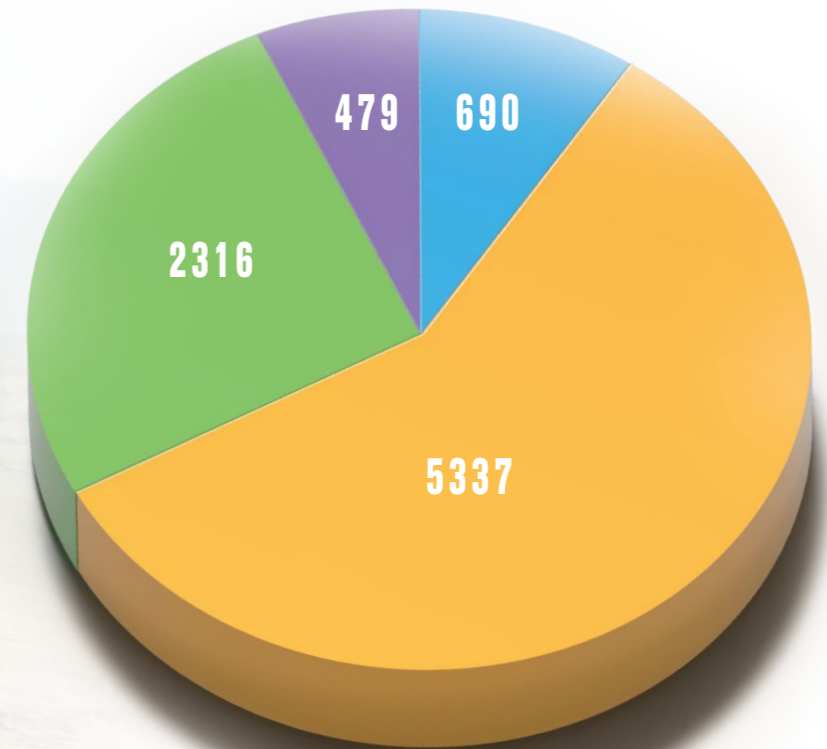
Over the past two years, significant growth has been experienced in the number of trainees enrolled in nationally recognised infrastructure qualifications. This growth came out of the government response to the COVID-19 challenges. A number of initiatives were launched to support businesses, and the economy, and these were focussed on retention of trainees and apprentices.

One of these initiatives was the Targeted Training and Apprenticeship Fund (TTAF), launched in July 2020, providing free trades training. This was targeted for trainees in industries aligned with government priorities. Given the importance of Infrastructure, all Connexis programmes were eligible for TTAF.

This resulted in a significant boost in trainee and apprenticeship numbers in 2022 and 2023 as the table above highlights. There was a leap in over 1700 trainees between 2021 and 2022 and a further further 1573 increase in trainee numbers in 2023.

This has provided a solid platform for the infrastructure industry to build off in terms of increasing the skilled local workforce. Civil industry continues to have the most trainees per year, in line with the size of the workforce, followed by the Electricity Supply Industry.

TRAINEES BY INDUSTRY 2023





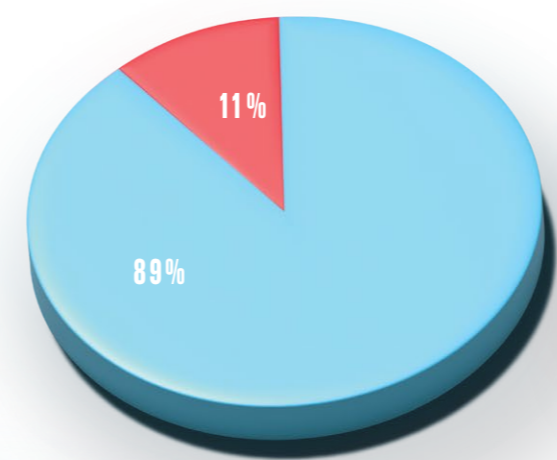
TRAINEE STATS

In 2023 Connexis serviced 8822 industry trainees and apprentices. The graphs opposite show the demographics of the learners with 11% being female and a 22% Māori representation and 6% Pasifika.

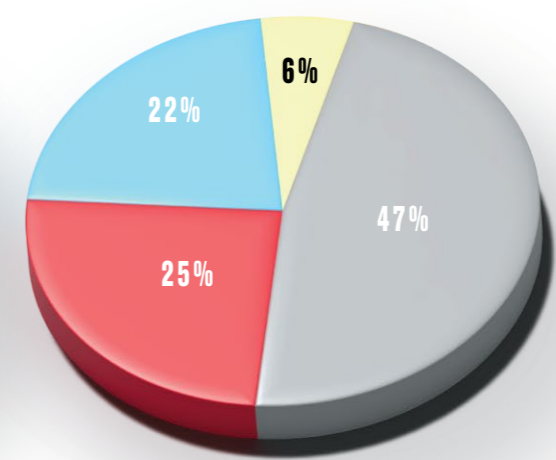
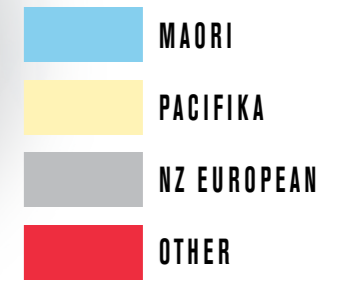
Another key initiative that the government launched in 2020 was the Apprenticeship Boost scheme. This scheme subsidised employers who had an apprentice enrolled in their first or second year of their apprenticeship.

The below table illustrates the split between apprenticeship and New Zealand certificate enrolments. While apprenticeship numbers have grown from 2020, the increase in NZ Certificate enrolments (as shown as Trainees in below table) is larger, and that indicates infrastructure employers took advantage of a wider variety of training under the TTAF Free Trades Training scheme.

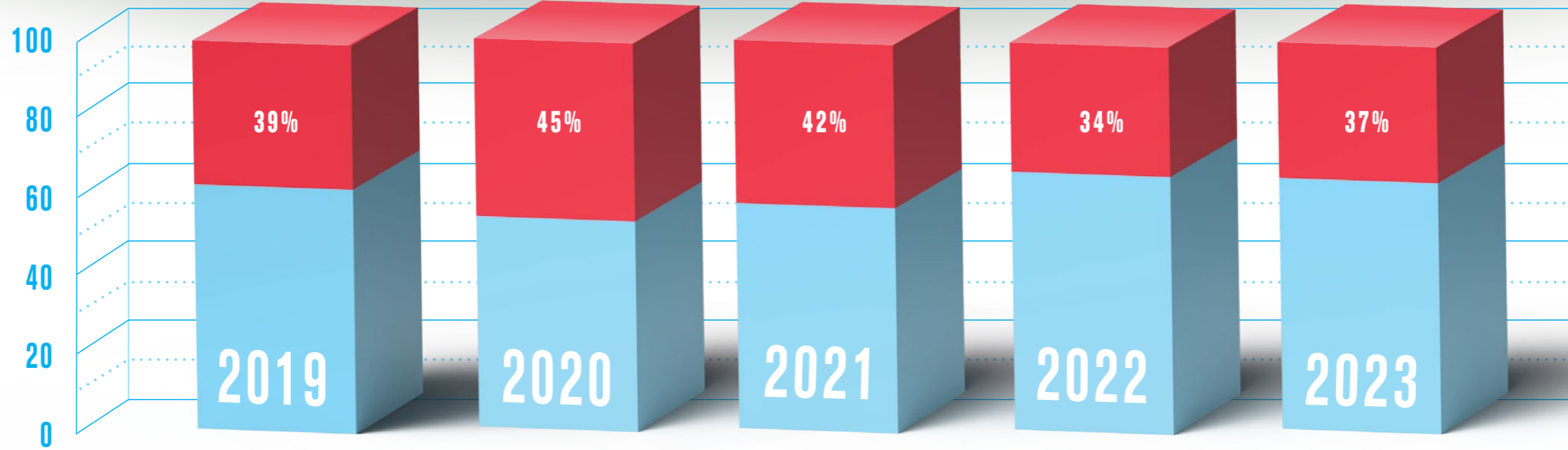
TRAINEES BY GENDER 2023



TRAINEES BY DEMOGRAPHIC 2023



PERCENTAGE OF APPRENTICES VS TRAINEES



2023

KEY PROJECTS AND BUSINESS ACTIVITY

2023 Industry Training Awards celebrated the success of our graduates and those involved in training through the Annual Connection Excellence Awards, Civil Contractors Training Awards and Water Industry Operators Group Awards – it is always rewarding to see our people thriving and inspiring others.



QUALITY ASSURANCE

Connexis has a dedicated quality assurance team that undertake the management of assessor capability, capacity and moderation.

In 2023, the team managed 688 registered assessors undertaking management of quality and consistency through an internal moderation plan and assessor forums. The team also developed and released a new assessor manual to assist with consistency of practice.

24 Assessor Forums were run across the country and online. The purpose of the forums is to reinforce good assessment practice and share knowledge to promote sound assessment evidence-based decisions.

TOTARA ELEARNING APP

Connexis implemented eLearning at the end of 2020 using the Totara Learning Management System (LMS) to support learners. In 2023 we launched our free eLearning app to support learners on-the-go! With the Totara app, trainees can quickly and securely access their eLearning programmes, courses, and assessment activities on their mobile, allowing them to continue their training whenever and wherever it suits them. This will allow trainees to better manage their downtime to get through a quick session of learning whether it is before work, on their lunchbreak or in their out-of-work hours. The benefits include:

- Accessible on any mobile device including smartphones, tablets and ipads
- Available free via the Apple App Store or Google Play Store
- Compatible with other phone apps and features, such as speech-to-text and text-to-speech
- Modules can be downloaded for offline learning
- eLearning app and website sync so learners can work between phone, computer, online and offline as needed
- Easily upload evidence for online assessments (e.g. photographs, videos or other files) straight from the phone

Totara was launched with access to the Infrastructure Works L3, Plant Operations L3, Civil Bulk Earthworks L3 and Wind Farm Maintenance Level 3. These were quickly followed by Infrastructure Procurement Procedures L6, Infrastructure Works L2 and Gateway for Schools programmes including Electricity Supply and Civil Infrastructure L2.

All eLearning programmes developed by Connexis since that time have been made available via the Totara app. There are now 17 programmes accessible via Totara.

ADVANCED PORTFOLIO ASSESSMENT PROCESS

Connexis formalised the advanced portfolio of assessment methodology which provides a more flexible form of assessment utilising the collection of naturally occurring evidence that is not prescriptive as per a formally developed assessment process. This supports trainees to gain a nationally recognised trade qualification through their skills gained through on-job training and experience. This method is particularly advantageous for career changers and adult trainees.

The trainee develops a portfolio of evidence, supported by a Connexis field team member, and is then assigned a Connexis trained assessor. The assessor works through the evidence along with undertaking a professional conversation and reference checks with qualified industry representatives who work in the field with the trainee.

APA IS CURRENTLY AVAILABLE FOR THE FOLLOWING

- Agrichemical Application (Level 4)
- Cable Jointing (Level 4)
- Fault Response (Level 4)
- Network Control (Level 4)
- ES Operation with optional strand in Hydro (Level 4)
- Traction Line (Level 4)
- Line Mechanic (Level 4)
- Forestry Earthworks (Level 4)
- Bitumen Surfacing (Level 4)
- Civil (Level 4)
- Pipe Installation (Level 4)
- Site Supervision (Level 4)
- Infrastructure Works (Level 3)
- Piling (Level 4)
- Pipeline Construction & Maintenance (Level 4)
- Roadmarking (Level 4)
- Telco (Level 3)
- Traffic Incident Management (Level 3)
- Wind Farm Maintenance (Level 3)
- Wind Farm Maintenance (Level 4)

LEARNER SUPPORT

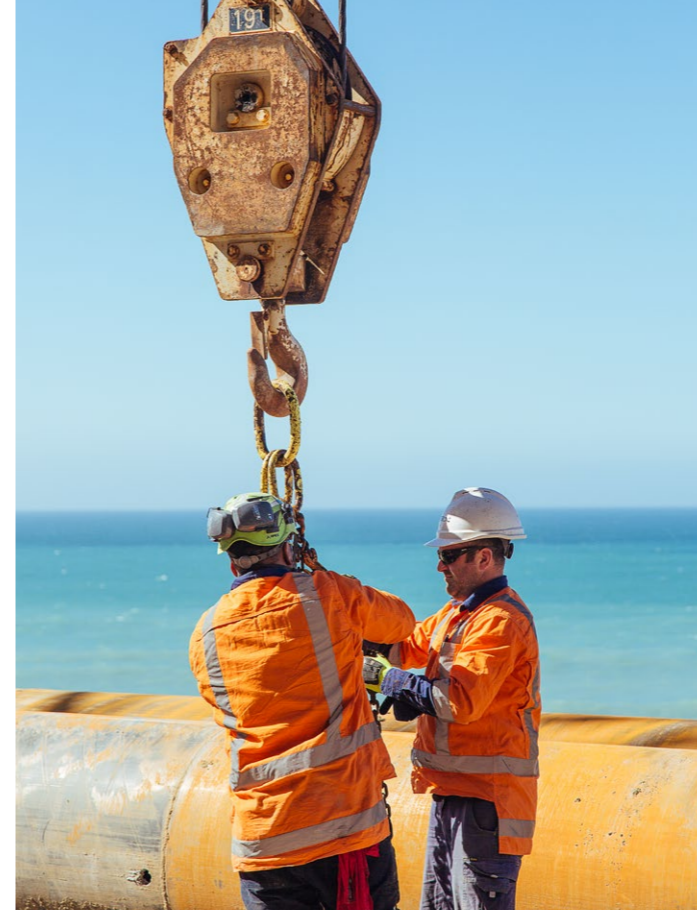
Connexis stepped up literacy and numeracy support to all trainees. Any trainee identified as possibly requiring extra support with their learning by the field team or employer at the time of enrolment (or during their programme) is provided specialist literacy and numeracy support. Currently, all level 2 and level 3 trainees complete a literacy and numeracy test on enrolment to identify those that may need increased support through their training programme. This will be extended to all level 4 trainees in 2024.

2023 was a financially tough year throughout New Zealand due to weather conditions and the rising cost of living. Through Te Pūkenga Manaaki Hardship Fund and the Infrastructure Industry Training Trust, Connexis was able to provide financial support to 105 trainees.

As well as the hardship fund and part of Connexis' aim to increase the leadership capability of the infrastructure workforce, nine trainees were sponsored through the Outward Bound Leadership programme. This was made possible thanks to a grant from the Infrastructure Education & Training Charitable Trust Grants (funds provided through former IITO, Connexis).



17 Programmes accessible via the App.



CONNEXIS

INDUSTRY PROMOTION

Growing a skilled infrastructure workforce remains a key priority for Connexis. On top of getting workers qualified, Connexis also works with employers and industry to promote industry careers and pathways into industry.

As well as attending school careers/trade days, the Careers and Transition Education (CATE) Conference, providing an Infrastructure Careers toolkit to schools throughout New Zealand each year, and utilising our infrastructure ambassadors to promote the industry, Connexis also manages the annual Girls with Hi-vis® events. In June each year, infrastructure employers open their doors to female school students to provide them a hands-on experience of what working in infrastructure is like, promote the diversity of career offerings and to meet females who are currently working within the industry.

The Girls with Hi-Vis® (GWHV) initiative introduced over 620 female students from 69 schools to infrastructure careers through 30+ events hosted by 20+ employers across New Zealand. GWHV is part of the Ultimit Women in Infrastructure brand, which promotes careers through Ultimit Ambassadors.

In 2023, we celebrated the first Ultimit all-female Line Mechanic crew at the 2022 Annual Connection event, who placed second overall. Showcasing that women excel in physically challenging careers alongside men.

ANNUAL CONNECTION

Annual Connection, now in its 21st year, is an annual weeklong event managed by Connexis in partnership with the Electrical Supply Industry. As well as a series of skills-based competitions for line mechanic crews and cable jointers, the event also has a suppliers expo and annual industry Excellence Awards, along with a schools programme.

For the first time, PowerNet hosted an extremely successful event in Invercargill. The weather provided numerous challenges for the logistics team, competitors and suppliers. 12 teams and 12 cable jointers competed from Auckland, Te Kuiti, Te Awamutu, Hamilton Hawke's Bay, Levin, Christchurch, Dunedin, Timaru, Ashburton, and Invercargill. Annual Connection offers a chance to celebrate and promote industry best practice and recognise the skills and talent of the future leaders of New Zealand's

ROADMARKING QUALIFICATION PATHWAY

The New Zealand Certificate in Roadmarking (Level 3)
Released in 2023 and offers workers the opportunity to have their skills recognised, while offering newcomers an important entry point into civil infrastructure careers.

With **Roadmarking Level 2 and Roadmarking Level 4** already available, this new qualification, offered through Connexis, gives learners a complete training pathway to gain national recognition for their skills, knowledge and abilities.

PROGRAMME DEVELOPMENT AND MAINTENANCE

Programme+ Pipeline Construction & Maintenance Programme

This programme supports the further upskilling of people who already have an NZQA qualification in Pipeline Construction and Maintenance (PCM) or equivalent. With Programme+, learners gain NZQA recognised unit standards for additional skills in Pipeline Construction and Maintenance. These could be extra elective units they want to complete on top of their PCM programme or equivalent, or it might be new compulsory unit standards that weren't available when they completed a previous equivalent national certificate.

WIND FARM PROGRAMMES

With wind recognised as a key source of renewable energy in New Zealand, a significant number of new wind farms are expected to be built over the next 30 years with forecast capacity increasing from 940 megawatts in 2022 to 6500 MW by 2050. With an average wind farm capacity of 100 MW, that's around another 55 wind farms. To support the increasing capacity, Connexis released two new wind farm programmes.

The NZ Certificate in Wind Farm Maintenance (Level 3)

Focussing on the servicing aspects of wind farm maintenance.

The NZ Certificate in Wind Farm Maintenance (Level 4)

Focussing on wind farm diagnostic and repair maintenance activities.

WATER PROGRAMME DELIVERY

Updated Drinking Water & Wastewater Treatment Delivery.

New delivery was released in 2023 toward the New Zealand Apprenticeships in Drinking Water Treatment and Wastewater Treatment qualifications, with strands Multi Stage Processes. These updates focused on legislative changes and improved learning experiences.

The training programmes were developed through working closely with Water New Zealand, Water Industry Operations Group NZ (WIOG), and key industry stakeholders. The qualifications and training programmes were developed following the Havelock North outbreak, and learnings from the tragic incident have been integrated into the programmes to enable operators to respond more quickly and effectively to adverse operating conditions. The programmes are for people who are responsible for the day-to-day operation of water/wastewater treatment plants and will replace the National Certificates in Water and Wastewater Treatment (Level 4).

NEW MICRO-CREDENTIALS

Erosion and Sediment Control Plans Horizontal Directional Drilling (HDD) CTV Inspection of Water Services Assets

Three New Micro-Credentials Launched In 2023. In response to industry feedback that formal credentials were required to recognise learners working in specific areas, Connexis launched three micro-credentials.

SKILL-UP



**NEW ZEALAND'S LEADING SUPPLIER
OF INFRASTRUCTURE
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