

# Turning point: Transformational pathways

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Te Māramatanga ki ngā Tukanga

Tūhura: Insights to Actions

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"I use all of the ConCOVE projects in some way to build and develop the foundations of my work.

The trainer projects, the workplace training reports, micro credentials, training advisors, - all were read and used in some way little or big."

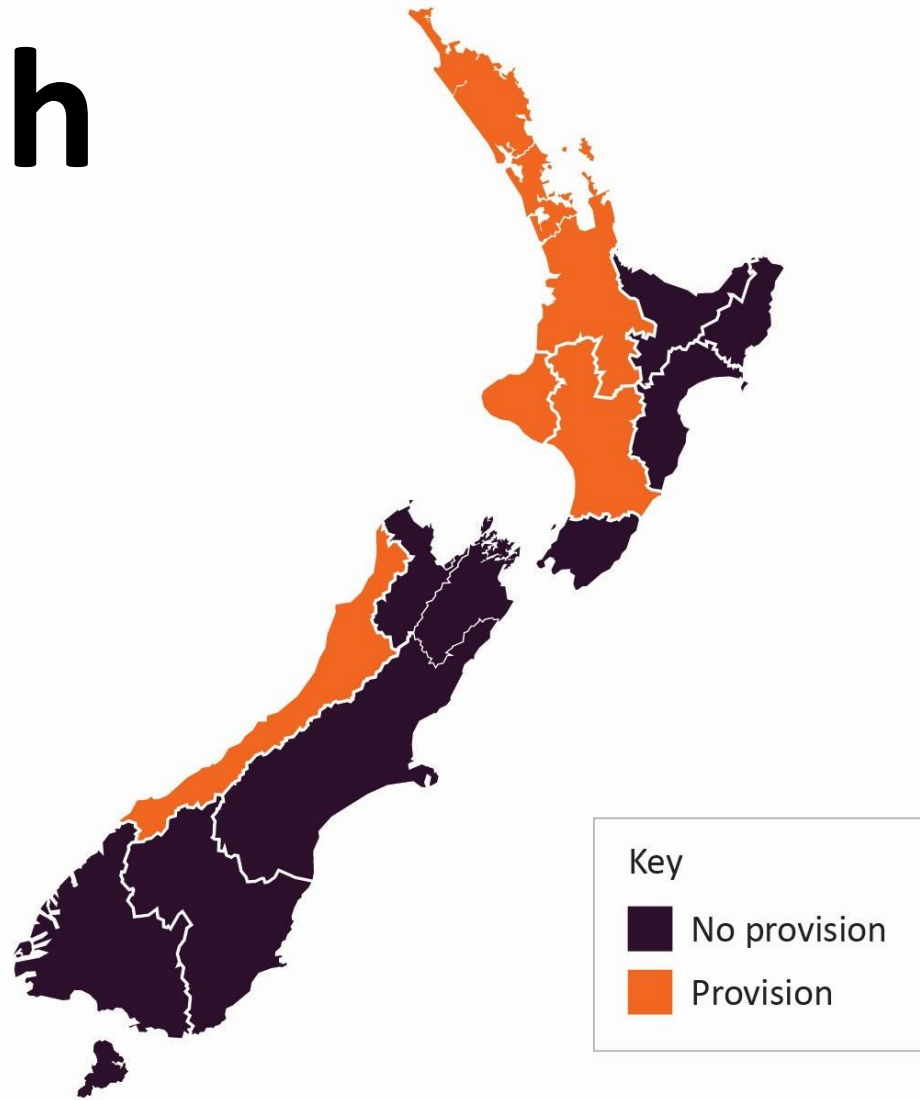
**Marcia Hintz**

**Education and Events Manager**

**New Zealand Certified Builders Association**



# Mismatch



# Potential



## **Main observation**

We shouldn't have to rely on emergency situations to drive high performance and faster pace in the building of our critical infrastructure. We need to adopt the consenting, client and alliancing approaches recognised in this report, without compromising design standards or the quality of the structure.

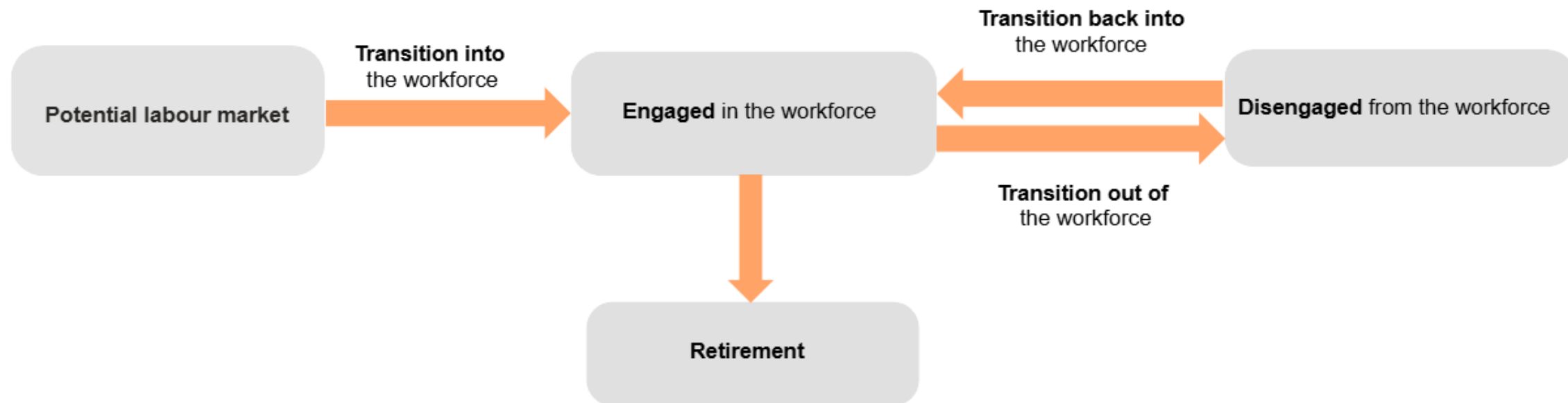
Images Waka Kotahi  
Observation: SH25a Taparahi Case Study Infrastructure NZ

# Workforce journey indicators overview

## Introduction

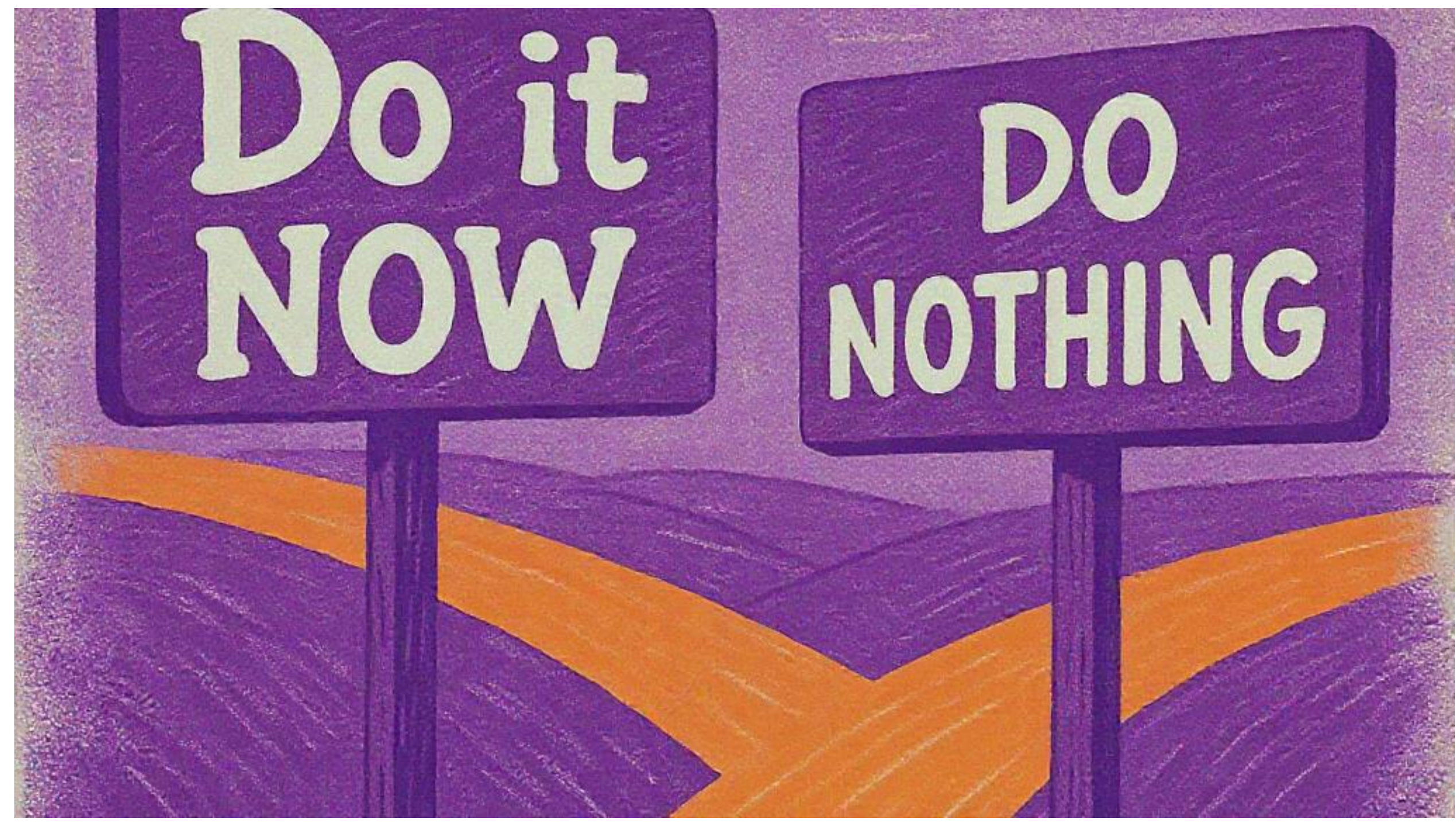
This dashboard is a part of the ConCOVE workforce journey indicators project, focusing on the way that people navigate into, through and out of the workforce. We aim to understand and quantify workforce journeys, which would allow us to identify where investment could improve outcomes for the workforce, particularly for priority and disadvantaged groups.

Please note that the data displayed in the dashboard is still in the process of refinement and will undergo further enhancements in the future.



Do it  
NOW

DO  
NOTHING





Up to **375,000** skilled construction and infrastructure workers needed

Up to **50%** shortfall in workforce needs in some industries

**40–60%** apprenticeship non-completion rates and rising

**50%** of small businesses have no workers in apprenticeships or training

programmes and **25%** say they don't have the right resources to train and mentor staff

Disjointed pathways in leave talent behind

More young Kiwis leaving

The system is perfectly designed to get the results it gets.



**Clear, navigable, equitable, inclusive career pathways**

**High-quality, supported apprenticeships**

**Regionally aligned and agile systems**

**A future-ready workforce, driving productivity and a strong, high-wage economy**

**Retain our workforce for a bright career in New Zealand**

***“We’ve come to the end of our funded journey,  
but this is not the end of the work.”***