



POUTAMA

Pathways Forward

Empowering Māori and Pasifika Workforce Futures

ConCOVE Tūhura | Amotai | Poutama Trust

Poutama Trust Video



Ahakoā he iti he pounamu
The smallest things are the most precious

Why this matters

- Māori and Pasifika businesses = 14% of construction sector.
- Drivers: climate action, digital transformation, infrastructure pipeline
- Māori-owned businesses earn 88 cents in the dollar vs non-Māori.

Research Process



- Longlist: 54 emerging opportunities
- Multi-criteria analysis: growth, accessibility, training fit, cultural alignment
- Shortlist: 4 high-potential focus areas

Four Opportunity Pathways

1. Trenchless Technologies
2. Building Information Modelling (BIM)
3. Commercial Energy Retrofits
4. Renewable Energy Installations



Grounded Company HQ Ltd, Whanganui

Opportunity 1: Trenchless Technologies

- No-dig underground utilities → less disruption, lower carbon (59% less emissions)
- \$120–185B water infrastructure investment next 30 years
- Training pathways: NZ Certificate in Infrastructure Works, HDD micro-credentials

Opportunity 2: BIM for Trades

- Digital modelling → better coordination, less rework
- 48% subcontractors reported profit growth using BIM
- Barriers: software costs, awareness → overcome via short courses



Mr Box Installation, Christchurch

Opportunity 3: Energy Retrofits

- 80% of 2050 building stock already built → need retrofits
- Save businesses 20–25% energy costs
- Skills needed: HVAC, automation, energy audits, smart systems.

Opportunity 4: Renewable Energy Installations



Tū Mai Rā Energy, Tauranga

- Rooftop solar, batteries, small-scale wind = fastest-growing demand
- Only 2.6% NZ homes have solar vs 33% in Australia
- Upskilling pathways: SEANZ micro-credentials for electricians

Shared Barriers & Enablers

Barriers:

- Capital for equipment
- Training costs
- Regulation

Enablers:

- Micro-credentials
- Amotai procurement leverage
- Industry partnerships

Pathways Forward

- Practical, incremental upskilling
- Partnerships: industry, iwi, government
- Long-term vision: Māori & Pasifika businesses leading and participating in Aotearoa NZ's green transformation.

Closing

- He waka eke noa – we're all in this together.
- The future of construction is green, digital, and inclusive.
- Let's ensure Māori and Pasifika businesses can access, participate in the opportunities available.



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Pātai

Contact

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