



CIVIL INFRASTRUCTURE

Advice to the Tertiary Education Commission
for training investment in 2026

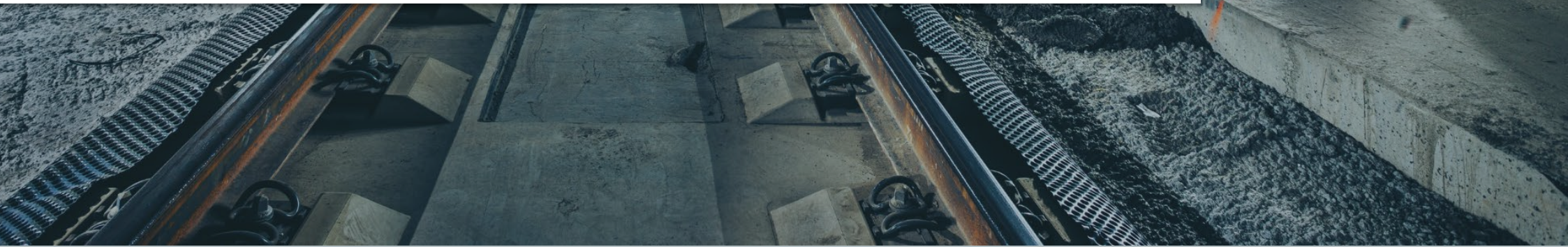
November 2024



WAIHANGA ARA RAU

Construction and
Infrastructure

Workforce Development Council



KEY INFORMATION - 2026 TEC INVESTMENT ADVICE

This information is part of a suite of documents relating to the Waihanga Ara Rau advice to the Tertiary Education Commission (TEC) for investment in training for 2026 it should be read in conjunction with the following:

- ▶ **Introduction to the Waihanga Ara Rau advice to TEC for investment in training for 2026.**

This document includes the methodology behind the learner forecasts and industry narrative, including context and themes related to the advice.

- ▶ **The sector-specific advice summaries for the other 11 strategic industry sectors.**

These documents include sector data snapshot, industry-specific context information, learner number profiles, and 2024 Learner and Provider snapshot.

- ▶ **The complete Waihanga Ara Rau advice to TEC for investment in training for 2026.**

INDUSTRY SNAPSHOT

60,000+
workforce

5,287
businesses

2,240
learners
7,310 (if C&I #s included)

\$42B
5-year project
pipeline WIP

\$147B
Total Project Value
as at June 2024
Infrastructure Commission - Te Waihanga

CIVIL INFRASTRUCTURE NARRATIVE

In June, the Government released the final Government Policy Statement on Land Transport 2024 (came into effect on 1 July 2024), which sets out how funding for land transport will be invested, including \$22Billion into the transport network over the next three years. The GPS reintroduces RONS and introduces the Roads of Regional significance as well as a number of major public transport projects.

This is clear signalling from the government around secure funding for the transport system. The Minister for Transport has stated that they expect an increased focus on performance and efficiency, and to that effect, has stated that NZTA are expected to identify how they and all road agencies will:

- ▶ Increase the capability and capacity of the transport sector.
- ▶ Improve asset management practices across the sector.

This is clear signalling from the government around secure funding for the transport system that reinforces our infrastructure context set out above, pointing to greater certainty for increasing workforce and training needs across the country. If announcements and prioritisation of this work will have an impact on training investment in 2026, we will provide supplementary advice.

Key Insights from the Civil Infrastructure Strategic Reference Group (SRG)

- ▶ The sector needs multiple pathways for training to be delivered so training can meet people where they are so they can learn when they are ready. This has the flow-on benefit that people will be optimally placed to enter or transition into the workforce when projects start. This includes on-the-job, face-to-face, extramural, gateway or in-school programmes. The key is more choice in provision for learners and employers.
- ▶ Upskilling in leadership and management remains a very clear message from the sector. The sector continues to want to consider how to train its future leaders better. Ringa Hora has leadership qualifications within its ambit. Waihanga Ara Rau can look to consider the inclusion of that work within its advice to TEC. However, more consideration would need to be given to tailoring for construction and infrastructure before a clear message could be formulated for our sectors, etc.
- ▶ Diversity remains a key issue. The Civil SRG has two key aspects, one is around the low numbers of female representation and flagging that the mahi is far from over in improving attraction of women into the workforce and two, that incidentally, the sector needs to continue that work as well as around neuro-diverse and disabled communities.

Apprenticeship Boost: The government recently announced that Civil apprenticeships have been excluded from Apprentice Boost. Given there is signalling around funding for infrastructure projects, the sector's view is that excluding the sector from the scheme will make it more difficult to scale up its workforce to meet demand when infrastructure projects begin to come on stream. that reinforces our infrastructure context set out above, pointing to greater certainty for increasing workforce and training needs across the country.

TEC INVESTMENT ADVICE

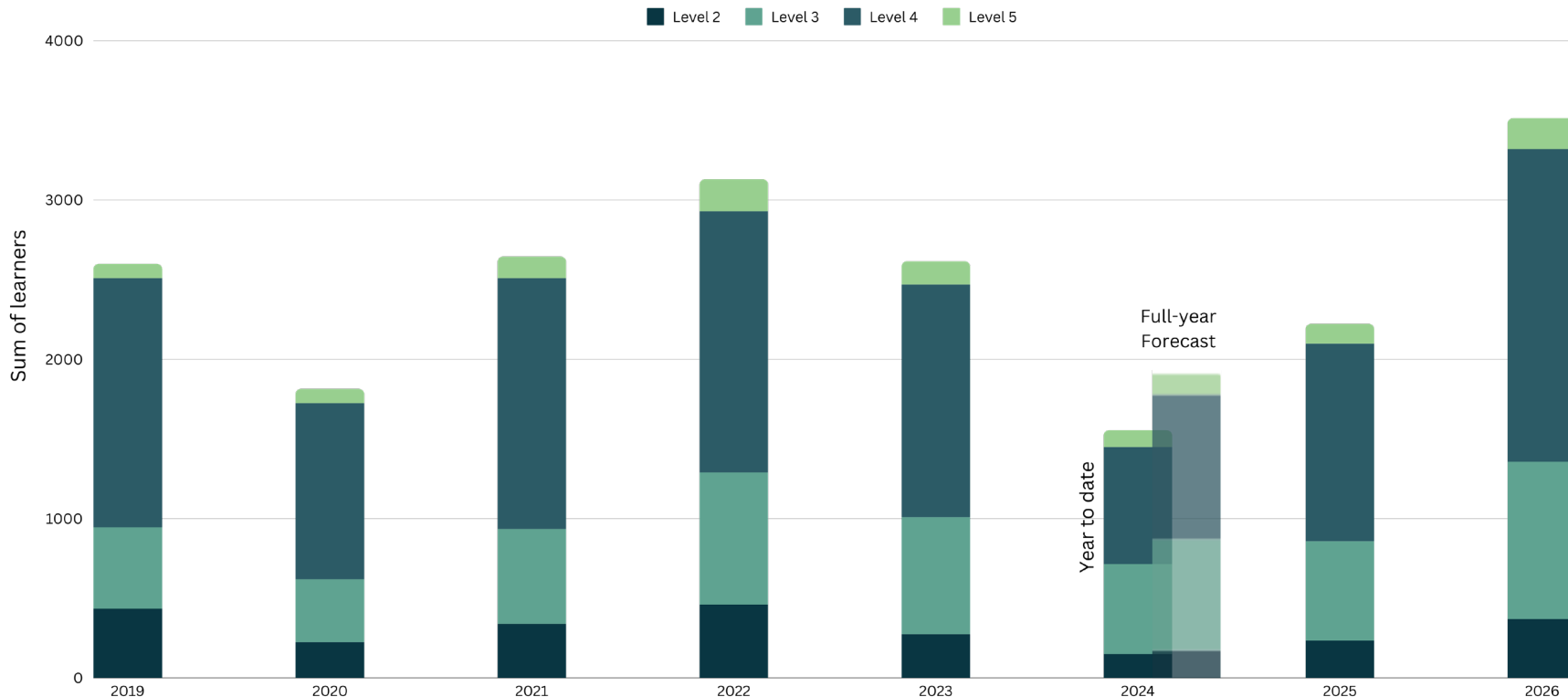
What is the five-year trend and three-year forecast for learner numbers?

We are using **2023 learner numbers as our baseline**, as this is the latest full-year training data.

While training interventions such as apprenticeship boost and fees free were still influencing learner numbers and the five-year pipeline of work was only just coming off its all-time high of approx. \$300B total in December 2022 and Infrastructure peak of \$64B in February 2023, learner numbers were starting to fall during 2023. Learner numbers in most industry sectors have continued to fall in 2024, but we anticipate government investment indicators, and a falling Official Cash Rate (OCR) will see 2024 as the bottom of the training volume trough in both the civil infrastructure and construction sectors with enrolments building in 2025 (*Note: civil infrastructure has seen an increase in enrolments recently due to discounted enrolment fees from Te Pukenga Connexis*).

The 2026 projected learners numbers reflect the 12% infrastructure project pipeline increase between 2023-26, as highlighted on page 3. Please note that the Qualification codes and corresponding qualifications are shown in the *Investment Advice table* below.

Actual and forecast learner numbers to September 2024 year to date and three-year forecast training numbers based on workforce indicators.



Investment Advice table

Code	Qualification or credential name	Mode	Region	2023 Learners (Baseline)	2026 Advice Provision
2522	New Zealand Certificate in Infrastructure Works (Level 2)	Mixed mode but Preference for WBL <i>However, industry feedback is all options must stay on the table: including On Campus and Extramural</i>	National <i>Consider recent regional learner split as a baseline for regional allocation</i>	275	308
2617	New Zealand Certificate in Infrastructure Works (Single Site Supervision) (Level 4)			145	162
2618	New Zealand Certificate in Infrastructure Works Contract Management (Level 5)			90	101
2619	New Zealand Certificate in Infrastructure Works Projects (Level 5)			55	62
2725	New Zealand Certificate in Infrastructure Works (Civil) (Level 4) with strands in Earthworks, Road Construction, and Road Maintenance			225	252
3236	New Zealand Certificate in Road marking (Level 4) with optional strand in Testing			5	6
3775	New Zealand Certificate in Infrastructure Works (Bitumen Surfacing Construction) (Level 4)			15	17
3856	New Zealand Certificate in Infrastructure Works (Level 3) with optional strand in Plant Operation			385	N/A
3966	New Zealand Certificate in Infrastructure (Piling) (Level 4)			65	73
4263	New Zealand Certificate in Traffic Incident Management (Level 3)			35	39
4436	New Zealand Certificate in Infrastructure Plant Operations (Level 3)			40	45
4439	New Zealand Certificate in Civil Infrastructure Bulk Earthworks (Level 3)			35	39
4440 ¹	New Zealand Certificate in Infrastructure Works (Level 3) – Ref:4440 replaced Ref:3856 see footnote 13			855	1,390
4441	New Zealand Certificate in Infrastructure Works Pipe Installation (Level 4)			35	39
4416	Horizontal Directional Drilling (Level 4) (Micro-credential)	<i>Suppressed number meaning less than 5 learners</i>	10		
3782	New Zealand Certificate in Infrastructure (Forestry Earthworks) (Level 4)		10		
3234	New Zealand Certificate in Road marking (Level 2) with optional strands in Piloting, and Raised Pavement Markers		10		
3235	New Zealand Certificate in Road marking (Level 3)		10		
2692	New Zealand Certificate in Civil Engineering Laboratory (Level 4) with strands in Aggregate, Asphalt, Bitumen, Concrete, Field Investigations, and Soil		10		

¹ Ref:4440 replaced Ref:3856 The last date for assessment for the replaced qualification is 31 December 2023 however in 2023 there were 385 learners in Ref:3856 and 855 in Ref:4440 equating to 1,240 learners. The scale of change is based on the aggregation of Ref:4440 and Ref:3856 learners in 2023 as the baseline for Ref:4440 in 2026 and the +150 scale of change is in addition to this leading to a total of 1390.

2693	New Zealand Certificate in Civil Engineering Laboratory (Level 5) with strands in Aggregate, Asphalt, Bitumen, Concrete, Field Investigations, and Soil				10
4164	Infrastructure - Erosion and Sediment Control Plans (Micro-credential)				10
4922 ²	NEW: Temporary Traffic Management Design (Micro-Credential)			New	100
4923 ²	NEW: Temporary Traffic Management Risk Assessment (Micro-Credential)			New	500
4924 ²	NEW: Underground Utility Location (Micro-credential)			New	110
Total				2,260	3,312
Related Qualifications captured in other sector advice					
3858	WATER SERVICES: New Zealand Certificate in Infrastructure Works (Pipeline Construction and Maintenance) (Level 4) with strands in Drinking-Water, Stormwater and Wastewater, and Trenchless Technologies.			680	0
4188 ³	ONSITE: New Zealand Certificate in Concrete Construction (Commercial and Civil Infrastructure) (Level 4) with optional strands in Premanufactured Elements, and Post-tensioned Concrete			320	426

Shaded cells in 2026 column represent changes to qualification provision which we reflected in our formal advice to TEC (see "Advice to TEC for construction and infrastructure training investment 2025").

2024 Learner Snapshot

Age		Region		Gender	
Under 25	23%	Canterbury	15%	Female	7%
25 – 39	51%	Auckland	28%	Male	93%
40 plus	26%	Wellington	10%		

² The new delivery for qualification codes **Ref: 4922, 4923 and 4924** is based on development of new micro-credentials in response to changes to the approach around Temporary Traffic Management (TTM). NZTA is working with its construction suppliers to roll out a risk-based approach to TTM at worksites on state highways. This work includes changes to contracts, a new way of training, and monitoring to ensure the new way of working meets both safety and cost efficiency outcomes. For more information see [link](#). These programmes are already being promoted and are either currently offered or soon to be offered by providers.

³ This qualification is included in On Site Construction advice document. The 426 (2026) includes 2023 learners from the previous qualification (NZQA Code 1634) plus an additional 12% in line with the infrastructure forecast.

NEW PROVIDERS

Qualification	Mode	Specific regions?	Rationale for inclusion (no more than 50 words)	Evidence status (already supplied, attached, available on request).
Ref:4922: Temporary Traffic Management Design (Micro-Credential)	Seeking a blended model of training. Industry is seeking hybrid model with blended training that is not just on the job and not just in class. Model that is already largely used in civil sector for training anyway. For employer to be recognised in the training process.	National	There is industry demand for more choice to meet defined employer/company needs in the TTM space. The market is therefore looking for a greater range of choices who can deliver on these needs via these qualifications.	The TMO and STMS warrant system will end on 1 November 2024. TMO and STMS warrants will be replaced by awarding unit standards or skill standards as they become available. This has the effect of opening up delivery of TTM micros to a wider range of providers without compliance with old CoPTTM. The flow on effect is an increased bandwidth of provision. This coupled with industry appetite means there is axiomatic evidence that there is a case for consideration of new providers for these qualifications.
Ref:4923: Temporary Traffic Management Risk Assessment (Micro-Credential)		National		
Ref:4924: Underground Utility Location (Micro-credential) – no providers for this qualification at the moment.		National		

NEW QUALIFICATIONS AND CREDENTIALS

Area of provision and/or qualification/ credential name (if known)	Level	Mode (if specific)	Qualification or micro-credential	Estimated date it will be available	Description
MC TTM Assist (L3)	TBC	TBC	Micro-credential	2025/26	Approved for development.
MC TTM Mobile Supervision	TBC	TBC	Micro-credential	2025/26	Approved for development.
MC TTM Advanced Design	TBC	TBC	Micro-credential	2025/26	Approved for development.
MC Low risk/Low impact TTM	TBC	TBC	Micro-credential	2025/26	In Development - Temporary Traffic Management.
MC TTM Knowledge	TBC	TBC	Micro-credential	2025/26	In Development - Temporary Traffic Management.
MC TTM Assist (L3)	TBC	TBC	Micro-credential	2025/26	Approved for development.