

***Mā wai te huarahi e hora?
Mā ngā ahumahi!***

*Who will pave the pathway forward?
Industry will!*



HANGA-ARO-RAU
Manufacturing, Engineering
and Logistics
Workforce Development Council



Benefits for our employers and industry

Mā wai te huarahi e hora? Mā ngā ahu mahi!
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What we do

Skills Leadership



Industry voice
(stakeholder engagement,
research and analysis,
change management and
strategic communications)



Relationships with
industry stakeholders
and influencers



Sector advisory groups
(may also be involved in
qualification development)



Provide **advice to TEC**
on investments in
vocational education

Standard Setting



Listen to industry and turn their skills needs into qualifications, micro-credentials, other products.



Collaborate with the provider networks to develop programmes that meet industry needs and the needs of Māori, Pacific peoples and underserved learners.



Work with NZQA to develop the qualifications framework for industry and all the graduates.

Quality Assurance



Pre-moderation of
provider assessment
material



Post moderation of
assessment activity



**Programme
endorsement** and
consent to assess



Deep dive into
provider performance

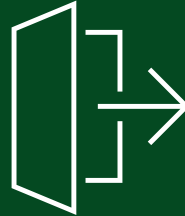
Logistics in Aotearoa New Zealand

The future of Logistics

Our 2023 research found:



Critical labour shortage in freight and logistics sector is set to widen from **4,700** to **18,000** workers by 2028 **without immediate intervention**

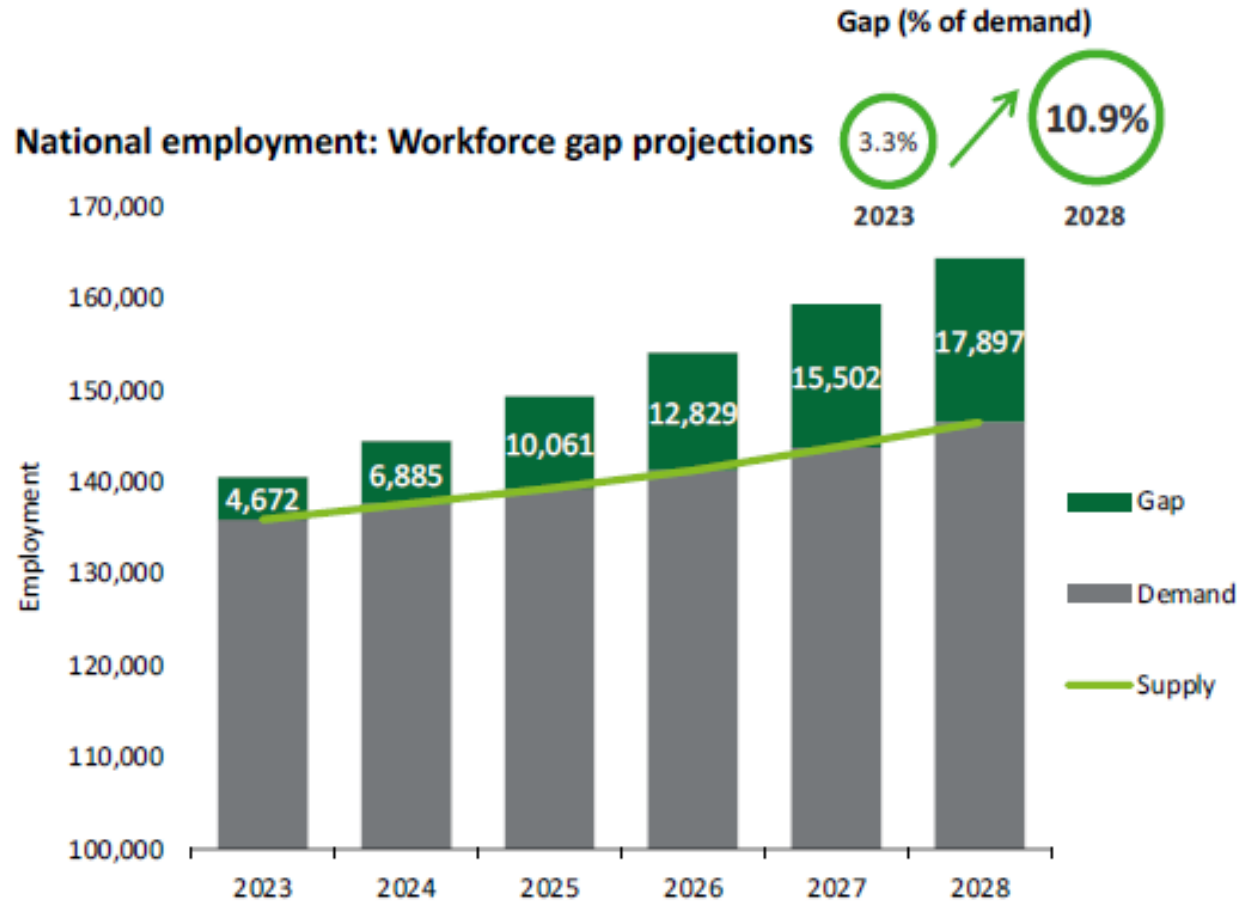


The **logistics workforce gap** is widening faster than the manufacturing and engineering sectors, with an exodus of over 4,600 workers (or 3.5% of the workforce) leaving the industry in the past two years



Almost a **quarter** opted for offshore opportunities where wages are significantly higher

Skills gap in logistics is increasing rapidly

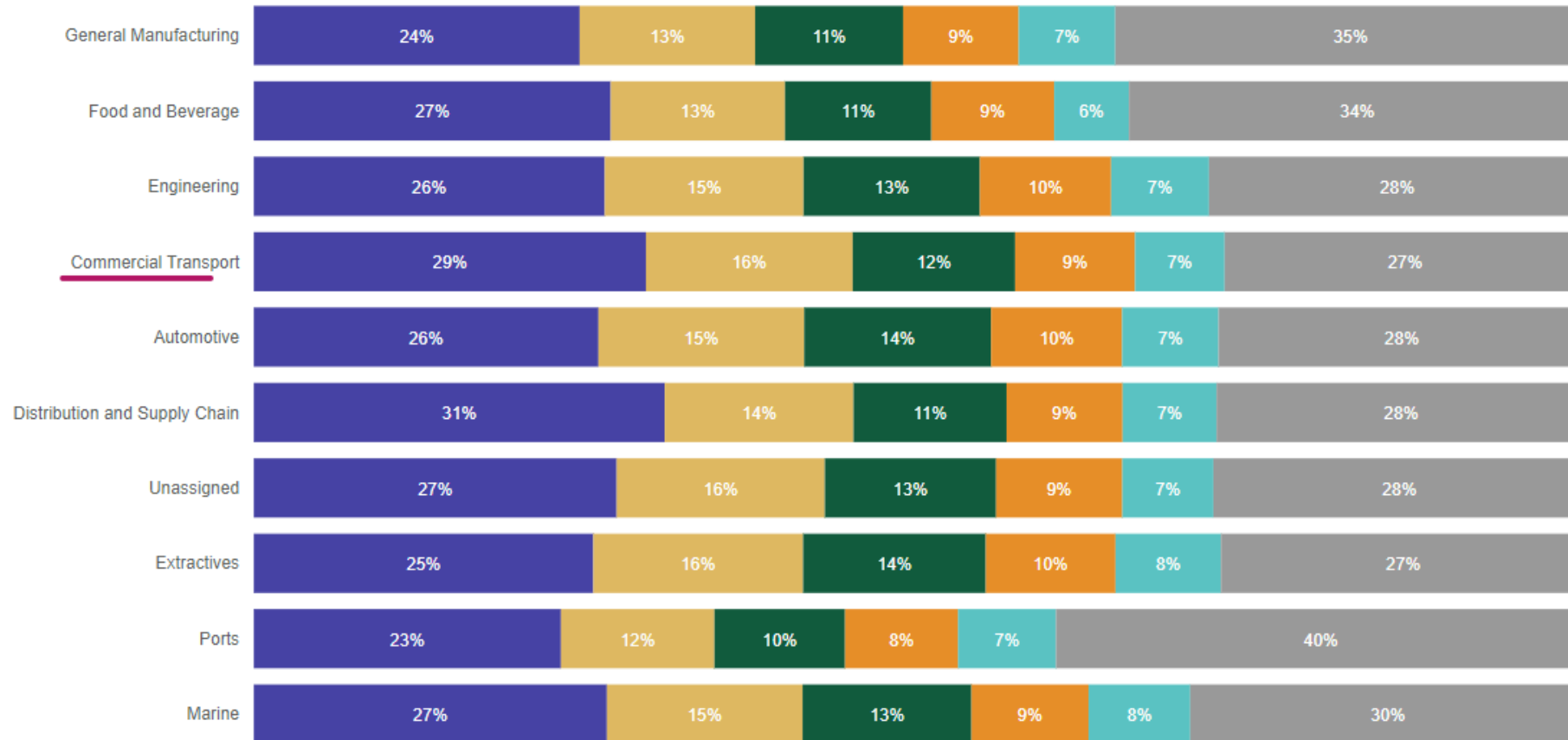


Source: Statistics NZ, Deloitte Access Economics

Commercial Transport workforce retention

Job tenure

● 1 to 11 months ● 12 to 23 months ● 24 to 35 months ● 36 to 47 months ● 48 to 59 months ● more than 60 months

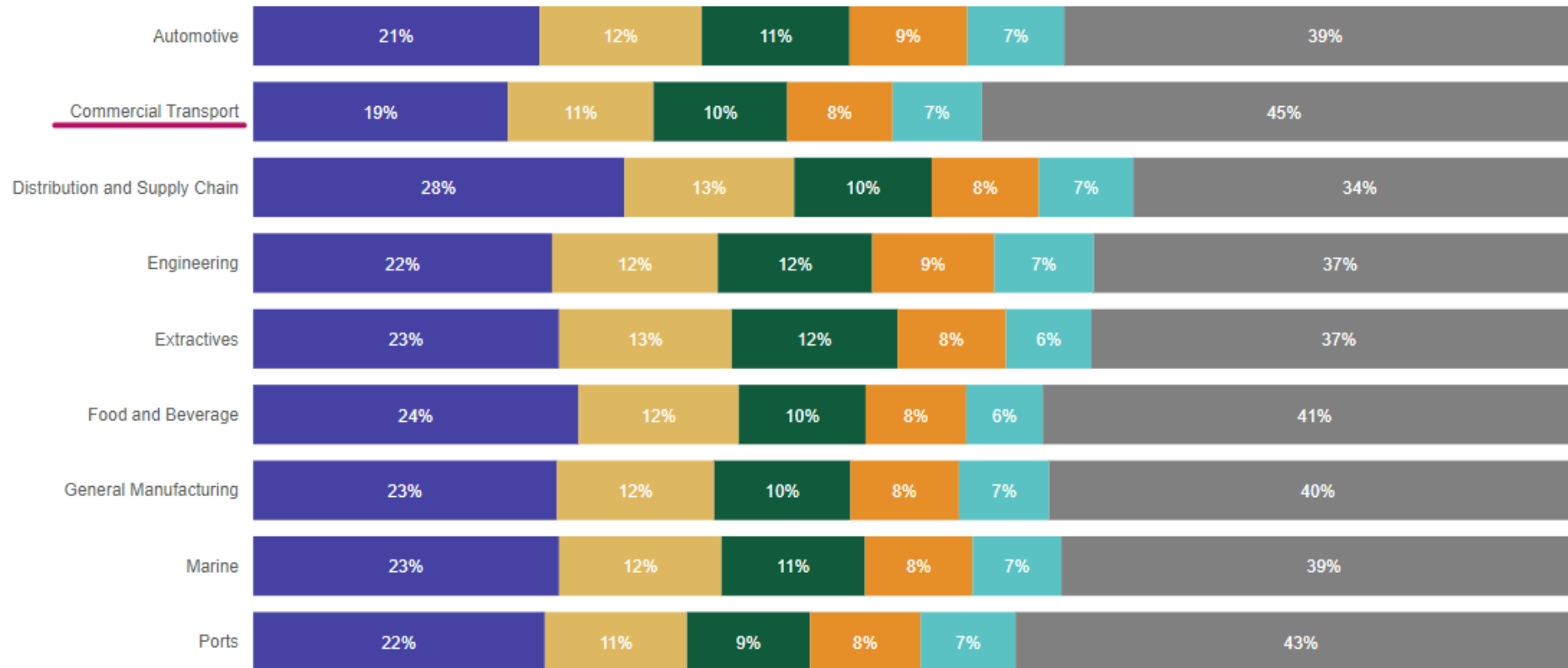


Job tenure shows that 27% of the CT workforce stay in the same job for more than 5 years

Commercial Transport workforce retention

Industry tenure

● 1 to 11 months ● 12 to 23 months ● 24 to 35 months ● 36 to 47 months ● 48 to 59 months ● more than 60 months



Industry tenure shows that 45% of the CT workforce stay in the industry for more than 5 years

Commercial Transport National Industry Advisory Group (NIAG)

What is a National Industry Advisory Group (NIAG)?

The Commercial Transport NIAG is one of nine NIAGs that we have set up across our industries.

They are:

a sounding board to test our thinking of new concepts and initiatives for their industries and help validate workstreams

an important way for us to engage with industry

inclusive – members are small voices as well as the big players who have traditionally had their voices heard. We need a good mix around the table



CRT qualifications and standards review



- CRT Level 3, Level 4 and Level 5 qualifications
- 73 Unit Standards in scope to review
- 10 new Micro-Credentials being developed
 - Waste transport driver operations and safety
 - Heavy vehicle recovery skills
 - Offroad heavy vehicle driving skills
 - Advanced communication skills
 - Data management
 - H&S
 - Intro to logistics for dispatch operations
 - Driver trainer - non-license aspects of driver training



www.hangaarorau.nz



LinkedIn
[hanga-aro-rau-wdc](https://www.linkedin.com/company/hanga-aro-rau-wdc)

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