

Powering The Pipeline: Turning Interest Into Industry Talent



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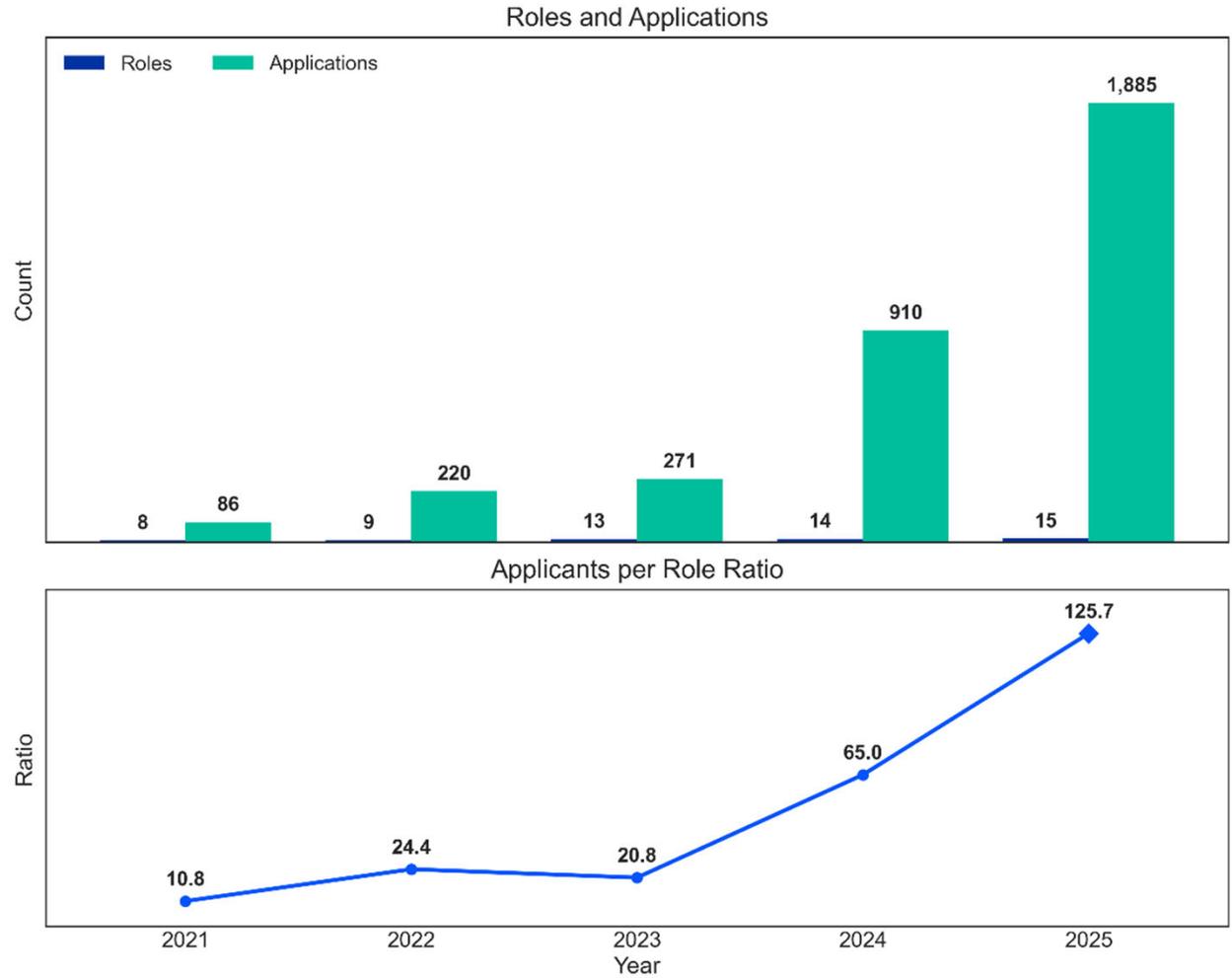
Why This Matters

- Electricity sector = critical for sustainability & resilience
- People are the foundation of success
- Demand for skilled professionals is growing fast

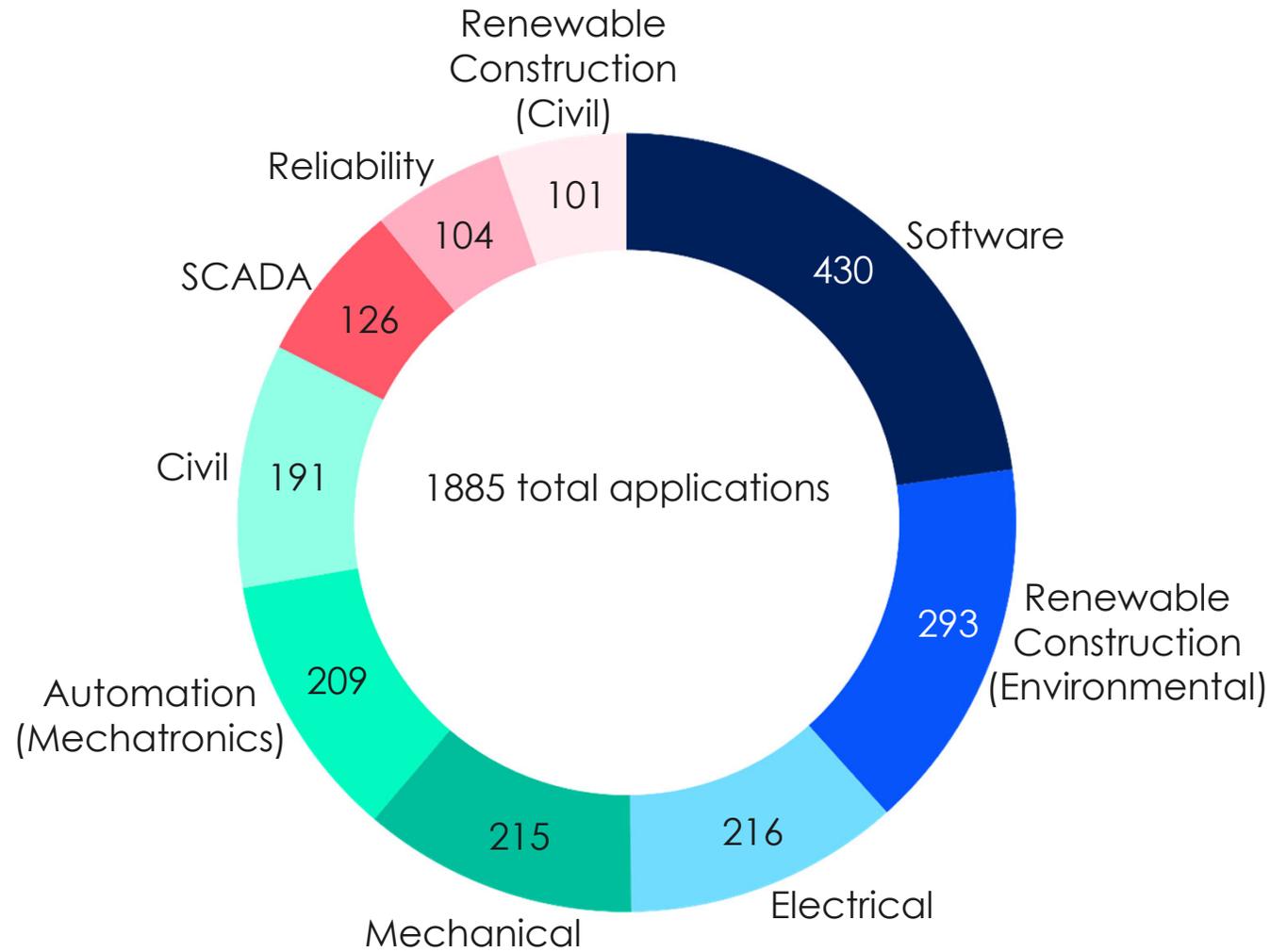


Recruitment Trends

- Meridian Energy: 1,875 applications for 15 intern roles
- Strong increasing trend in interest
- Looks positive but challenges remain



2025 Application Boom Breakdown



Authenticity vs AI

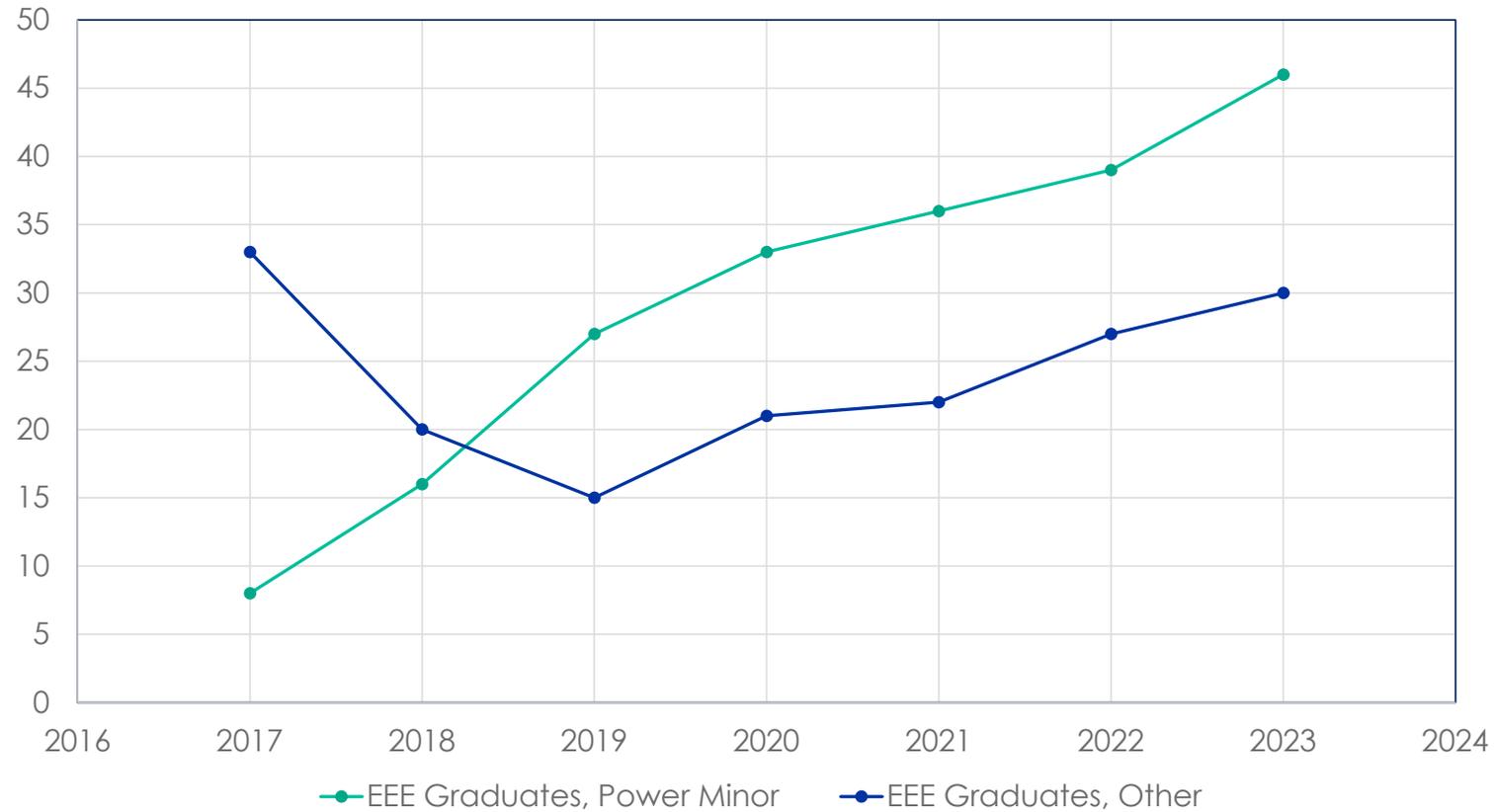
- Many applications showed AI-generated content
- Polished but lacked genuine enthusiasm
- Authentic, slightly imperfect applications stood out
- Question: How do we balance AI efficiency with human connection?



Enrolment Growth

- Electrical engineering enrolments at full capacity for 2 years
- Strong recovery since Christchurch earthquake dip
- Indicates growing interest in energy careers

University of Canterbury, Electrical Engineering Graduates



Internship Bottleneck

- Students need 2 internships (800 hours) to graduate
- Limited placements → delayed graduations
- Bottleneck despite high interest in the field



Why This Matters for Resilience & Sustainability

- Workforce shortages = risk to:
 - Reliability
 - Sustainability
 - Innovation
- AI can help, but human creativity is irreplaceable



Solutions & Collaboration

- Expand internship programs
- Rethink recruitment: prioritise authenticity
- Industry + academia partnerships
- Engage students early in energy careers



Summary

- Interest and passion exist, but barriers remain
- Remove bottlenecks, rethink recruitment
- Let's work together to power the future



Questions?

