



EEI Industry Skills

A coordinated, sector-wide programme to attract, develop, collaborate on and retain the electricity supply industry's workforce.

*Action Plan
2026-2030*

A coordinated programme for the ESI workforce

The Industry Skills Action Plan (ISAP) sets out how the electricity supply industry will build the workforce Aotearoa needs for a resilient, reliable and affordable energy future. Finalised at the inaugural ESI Workforce Capability Summit on 28 May 2026, it organises the sector's collective effort across four strategic pillars and three delivery horizons. The ISAP is overseen by a Steering Group comprising senior leaders from industry, government and the tertiary sector, with EEA acting as Secretariat.

EEA acknowledges the valuable contribution of Energy Resources Aotearoa to Re-Energise 26, including the workforce insights that have helped shape this Action Plan. Ngā mihi mahana for your help building a skilled and resilient energy workforce for Aotearoa.

Four strategic pillars



Attract

Attract our future workforce through sustainable values, clear pathways, inclusivity and diversity.



Develop

Develop the capability of our current workforce and create clear training pathways for new entrants.



Collaborate

Build effective partnerships across industry, government and stakeholders to jointly develop initiatives.



Retain

Retain our people with strong leadership, progression plans and environments where they want to stay.

Priority one

Te mahi tautahi

The initial work programme

Fourteen projects make up the initial ISAP work programme - eight identified highest priorities plus six projects already underway. The ISAP Steering Group agrees project plans and funding, and monitors progress.



1. National energy careers platform

A national energy careers and pathways platform that clearly shows how roles, skills, training and career progression connect across energy resources, electricity supply and large energy users.

● Foundational work done

2. Gateway to Energy Programme

Leverage the existing Schools Gateway programme to coordinate Year 11-13 students into structured workplace learning across multiple energy companies, rather than single placements.

● Yet to start

3. Increase visibility of diverse role models

Increase visibility of diverse role models across the sector through coordinated communications, case studies and industry engagement activity.

● Yet to start

4. National internship and graduate visibility channel

Create a channel for better national visibility of internship and graduate opportunities across the sector.

● Planned 2027

Priority one

Te mahi tautahi



5. Champion and monitor the Common Competency Framework (CCF)

Champion and monitor national adoption of common competency frameworks across the sector.

Start imminent

6. Support shared, regional or cross-company supervisor, mentor and assessor models

Increase the availability and capacity of supervisors, mentors and assessors by supporting shared, regional or cross-company models.

Investigations underway

7. Energy Intern Accelerator Programme

Build on and expand intern development programmes into additional regions through a coordinated, sector-wide approach that complements employer-led initiatives and strengthens pathways into long-term energy careers.

Planning underway



8. Industry-led mechanism to review and align initiatives

An industry-led mechanism to collectively review workforce initiatives and provide a shared, accessible view of existing programmes - enabling groups to sense-check new initiatives, merge or align activity, and reduce duplication.

Underway

9. Embed workforce considerations in energy policy decisions

Ensure workforce considerations are embedded early in major energy policy, regulatory and infrastructure investment decisions, so workforce impacts, timing and capability requirements are addressed alongside technical, commercial and consenting considerations.

Yet to start



10. Annual ESI Workforce Capability Summit

Implement an annual ESI workforce capability summit to align the sector, share programmes and track collective progress.

Complete

11. Formal energy workforce coordination mechanism (ISAP Steering Group)

Establish a formal energy workforce coordination mechanism bringing together industry, government, the Industry Skills Board (ISB), education providers and workforce organisations to align priorities, sequencing and delivery.

Underway



12. Sector-wide supervisor and mentoring capability programme and network

Identify and develop future supervisors, mentors and assessors early through a coordinated sector-wide capability programme, supported by a network to share practice and sustain participation.

Yet to start

13. Retention strategies and workplace culture sharing channel

Share successful retention strategies and create channels for people and culture teams to connect and learn across the industry.

Yet to start

14. Knowledge transfer mechanisms

Develop an industry-wide approach for knowledge transfer from highly experienced senior workers, to reduce loss of valuable institutional knowledge.

Yet to start

Priority two
Te mahi taurua

Added as capacity arises – years 1-2

Second-tier priorities the Steering Group may add to the work programme as capacity allows. The Secretariat monitors and records progress of all Horizon 1 actions.



Attract

Design a targeted attraction approach for mid-career changers.

Partner with Māori to design culturally grounded pathways into energy careers.

Coordinate, align and scale investment to increase the participation of women.



Develop

Explore regional apprenticeship sharing schemes.

Embed AI, digital and critical-thinking competencies across energy curriculum.

Work with the ISB on fit-for-purpose competencies and qualifications (incl. work readiness).

Educate industry and align immigration settings for specialist and hard-to-fill roles.

Investigate the reduction in cable jointer and electrical maintenance intake.



Collaborate

Government recognition, support and funding for industry associations as delivery partners.

Priority three

Te mahi tauroru

Parked – years 3-4

Actions assessed as appropriate to revisit in Horizon 2, once foundational and priority work is underway.



Attract

Develop secondary-school curriculum content.

Align and expand Science, Technology, Engineering, Mathematics (STEM) outreach programmes.



Develop

Expand electrical engineering university capacity.

Improve vocational funding settings.

Increase visibility of Health, Safety, and Environment (HSE) role competency frameworks, and pathways.



Invest further in university-industry partnership programmes for work-ready training modules.

Collaborate

Create a funding mechanism for shared, standardised resources.

Identify priority areas for consolidation and alignment of initiatives.

Develop mechanisms to share workforce insights with industry and government.

Outside the ESI work programme

Six projects relate to findings specific to the Energy Resources sector and so sit outside the ESI prioritisation. They are recorded here for visibility and coordination.

1

Develop and implement a NZ-recognised Energy Skills Passport.

2

Work with government on regional transition planning (Taranaki).

3

Provide government-supported interim employment, reskilling and upskilling (Taranaki).

4

Enable short-term opportunities while longer-term projects progress (Taranaki).

5

Advocate for Institutes of Technology and Polytechnics' transition to standalone entities.

6

Coordinate regional workforce planning to improve visibility of project timing (Taranaki).

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