

# Automotive Engineering

WORKFORCE  
DEVELOPMENT  
PLAN



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

REVISED EDITION JULY 2025



The automotive engineering sector employed 69,600 in 2024, with a highly diverse workforce. Forecasting shows that the sector will need to fill over 22,900 job openings over the next five years to 2030, an average of 4,600 per year, to meet the industries' need to grow and ensure continued productivity (Infometrics 2024). Our industries face global talent competition, particularly in areas of technical skill.

This sector includes: Heavy Automotive Engineering, Light Automotive Engineering, Automotive Parts and Wholesaling, Collision Repair, Forklift (Powered Industrial Lift Trucks)

## **What matters to industry matters to us**

Hanga-Aro-Rau engages with the sector through our Industry Stakeholder Group (ISG) and National Industry Advisory Group (NIAGs), composed of industry leaders from around the country. This is supported by regular site visits and engagements with sector associations, business owners and key stakeholders annually. We have heard what issues this sector is facing specifically and below have outlined our planned actions to address each priority.

Outcome	Details	Hanga-Aro-Rau Actions	NIAG Actions	Timeline
To have an Electric/Hybrid vehicle level 3-4 <u>or</u> level 4 only, qualification on the framework	<p>There are an ever-increasing number Electric/Hybrid vehicles on the road and no apprenticeship for technicians to enrol in.</p> <p>Industry have concerns that if there is a fatality from someone incorrectly working on these vehicles, that enforcement or licencing may be forced on the industry, without proper industry consultation and feedback or support with ruling.</p>	<ul style="list-style-type: none"> <li>Industry Manager to scope enough New Product intelligence to prepare potential EV qualification <b>and/or</b> micro-credentials <b>and/or</b> unit standards for ISB transition so development and advisory groups can start as soon as ISBs are stood up</li> </ul>	<ul style="list-style-type: none"> <li>Help fill in any gaps needed to move this action to the next stage</li> </ul>	31 December
To have a 'Train the Trainer' resource for industry	<p>There are no industry resources to help train/upskill technicians to support them in training other technicians.</p> <p>Some of the larger organisations in this sector have good internal processes and training and are happy to support something more generic for the wider industry to be able to use.</p>	<ul style="list-style-type: none"> <li>Support NIAG to help promote and share an industry resource for this gap</li> <li>If a qualification is required for this, Hanga-Aro-Rau to ensure that it is highlighted as a priority as part of their hand over to Industry Skills Boards</li> </ul>	<ul style="list-style-type: none"> <li>NIAG members to help identify the most important things that need to be included in this resource</li> <li>To support potential providers with resources to support the learning content needed to build the training programme, if a qualification is developed</li> </ul>	31 December
To identify what qualifications are outdated and urgently need review	<p>Qualifications need to be reviewed more frequently than the mandated, five-year cyclical period, particularly due to the speed and frequency that technology improves in the Automotive sector.</p>	<ul style="list-style-type: none"> <li>Develop a short template/questionnaire for industry to justify what qualifications are currently outdated and need urgent review</li> <li>Promptly respond to any questions that industry have regarding outdated qualifications</li> <li>Where outdated qualifications are identified, determine the priority for review and ensure that this information is included as in-flight work when Industry Skills Boards (ISBs) are established</li> </ul>	<ul style="list-style-type: none"> <li>NIAG members to use their networks to answer the questionnaire to support why specific qualifications needs an urgent review</li> </ul>	31 December

What has been actioned over the last 12 months	What will be actioned to Dec 30 2025
TEC advice to support automotive apprenticeship funding	
Forklift unit standard review complete and waiting for NZQA approval	
Outdoor Power Equipment qualification and unit standard review, including all unit standards to be replaced with new skills standards	<ul style="list-style-type: none"> <li>• Version update for Outdoor Power Equipment Level 4 qualification</li> <li>• All unit standards replaced with new skills standards</li> </ul> <a href="#">Qualification change report</a> <a href="#">New skills standards change report</a>
Automotive Parts and Accessories qualification and unit standard review, including the creation of a new level 4 qualification and replacing expiring unit standards with new skills standards	<ul style="list-style-type: none"> <li>• Level 3 qualification credit value decreased from 140 to 120 credits</li> <li>• Graduate Profile Outcome 4 wording was amended to reflect automotive parts and accessories operations more accurately. Credit value was decreased from 30 to 25 credits</li> <li>• Graduate Profile Outcome 3 credit value was decreased from 40 to 25 credits</li> <li>• A new 120 credit Level 4 qualification developed</li> <li>• Some changes made to relevant unit standards</li> <li>• Some expiring unit standards replaced with new skill standards</li> </ul> <a href="#">Qualification change report</a> <a href="#">Unit standard change report</a> <a href="#">New skill standard change report</a>
Extended the last date of assessment from Dec 2024-Dec 2027 for six automotive qualifications	<a href="#">Last date of assessment extensions for automotive qualifications change report</a>
Automotive Reglazing unit standard review, including an extension for the last date of assessment from Dec 2024-Dec 2056 for the Automotive Reglazing Level 3 qualification and relevant unit standards	<ul style="list-style-type: none"> <li>• Last date of assessment changes for nine specific unit standards</li> <li>• Last date of assessment for Automotive Reglazing Level 3 qualification</li> </ul> <a href="#">Last date of assessment extension for Automotive Reglazing unit standards</a> <a href="#">Last date of assessment extension for Automotive Reglazing Level 3 qualification</a>
Extended the last date of assessment from Dec 2024-Dec 2027 for unit 31993 in Collision Repair Level 5	<a href="#">Last date of assessment extension for unit standard 31993</a>

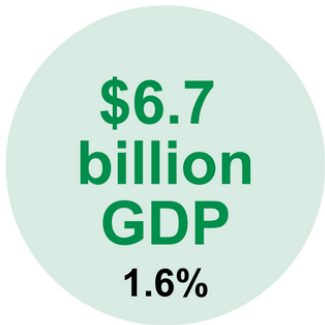
# NIAGs tabled for the ISB to pick up post 31 December

'Train the Trainer' qualification	If industry want their resource recognised on the framework as a qualification, this will need to transition to an Industry Skills Board as in-flight work
Advocacy	NIAG to advocate for continuation of this group in an ISB setting
Electric/Hybrid vehicle qualification	
For the vocational education system to be able to respond quicker to advances in industry, particularly with the ongoing, rapid changes in technology being used in the automotive industry	



# Sector snapshot

## Size of the sector



GDP: In 2024, the automotive sector contributed \$6.7 billion, which is 1.6% of the total economy.



Automotive Engineering = 67% of industry

No. of businesses (2024): 15,000, with automotive engineering 67%, collision repair 17% and automotive parts and wholesaling 14%.



**7.5%**

Māori-owned businesses (2021): The sector had 497 or 7.5% (in 1/3 where ownership data was available).



**2030 forecast 75,300**

Employment: Continues to grow and is forecast to reach around 69,600 in 2030, around 5,700 more than 2024.



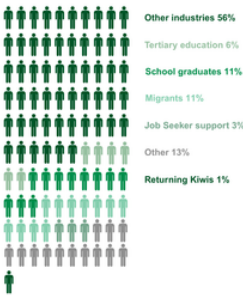
**11%**

No. of Māori employed (2023).

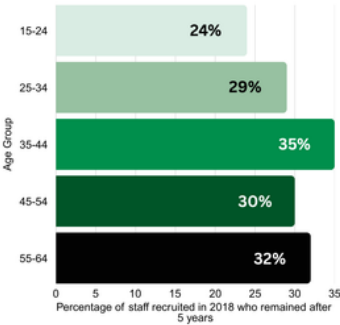


Ethnicity data for sector (2023). Total response ethnicity allows multiple ethnicities for each individual.

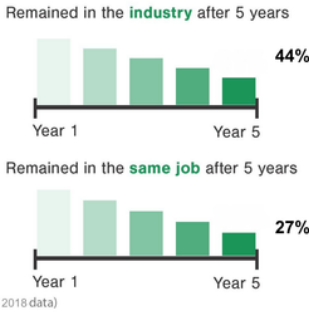
## Trends and forecasts



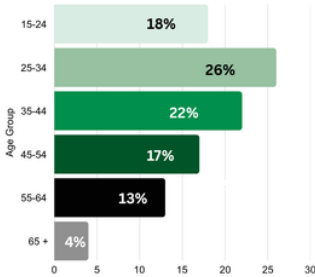
New entrants: From 11,300 to 14,100 between 2015 and 2023. Most from other industries, showing opportunity for attraction.



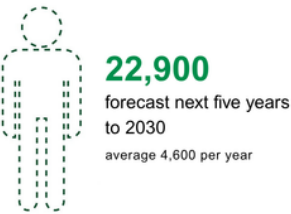
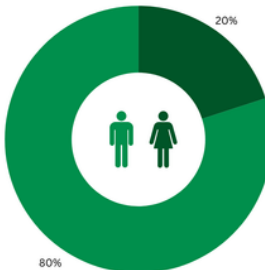
Retention of new entrants: Of the 2018 new entrants, the proportion of each age group who remained after 5 years.



Overall retention: Of the 2018 workforce, 44% remained in the industry after 5 years and 27% were in the same job after 5 years.



Age breakdown: 15-24-year-olds increased from 15% to 18% (2015-2023), 55+ age group grew from 15% to 17% over the same period.



Forecast: 22,900 openings over the next 5 years (average 4,600 p/a), 23% due to growth and 77% due to workers leaving/retiring.



Employment: History and forecast



# Cross-Sector Action Plan

The below forms part of HAR actions until 31 December 2025 and will be tabled to the new ISB for future actions

Objective	Outcome	Hanga-Aro-Rau Actions	NIAG Actions	Timeline
<b>Qualifications and Recognition</b>  To address challenges with Recognition of Prior Learning, current skills and experience in our sectors	<p>The vocational education system effectively recognises and validates prior learning and experience, enhancing upward mobility, transferability, and transparency of current skills.</p> <p>The result will be formalising skills and knowledge through qualifications.</p>	<p>Actively advocate for Recognition of prior learning as a programme of work/conversations all WDCs are having with NZQA and providers.</p>	<p>Support and endorse actions taken by Hanga Aro Rau to address objective.</p>	<p>31 December</p>
<b>Advocate for funding gaps to recognise Prior Learning in Manufacturing, Engineering and Logistics (MEL)</b>	<p>Adequate funding is secured for the formal recognition of prior learning and experience in manufacturing, engineering and logistics for the benefit of employers and learners to help alleviate financial burden.</p>	<p>HAR has responded through our Advice to TEC function.</p>	<p>Support and endorse actions taken by Hanga Aro Rau to address objective.</p>	<p>31 December</p>
<b>Better streamline qualification development to address delays in sector training</b>	<p>The development and implementation process for qualifications, programmes, and unit standards in the MEL sectors is expedited and efficient.</p>	<p>HAR have worked across the vocational education system with TEC, NZQA, and Providers to address the systemic challenges that slow things down by:</p> <ul style="list-style-type: none"> <li>• Early signalling to providers by giving early notice of upcoming reviews</li> <li>• Tighter project management</li> <li>• Shared language and expectations</li> <li>• Proactive engagement with system agencies</li> <li>• Early and deep industry involvement</li> <li>• Expanding our provider network.</li> </ul>	<p>Support and endorse actions taken by Hanga Aro Rau to address objectives.</p>	<p>31 December</p>

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Objective	Outcome	Hanga-Aro-Rau Actions	NIAG Actions	Timeline
<b>Ageing Workforce</b>  <b>Providing Transition support for retaining the older workforce in Hanga-Aro-Rau Industries</b>	<p>Transition support is provided to experienced older workers to move into less physically demanding positions and to transition and retain senior workers into leadership and training roles.</p> <p>Employers will be able to develop and maintain succession planning and attract and retain talent.</p>	<p>We keep industry updated on quantifiable data and new research on the ageing workforce giving industries the opportunity to respond.</p>	<p>Support and endorse actions taken by Hanga Aro Rau to address objective.</p>	<p>31 December</p>
<b>Acknowledging the skills gap for older workers in a rapidly evolving technological environment</b>	<p>Older workers receive the necessary training and support to adapt to new technologies and processes, ensuring they can effectively keep pace with rapidly evolving sector advancements.</p> <p>Industry retains the skills and knowledge of older workers.</p>	<ul style="list-style-type: none"> <li>Promote the Level 3 digital skills qualification and the development of a Level 4 qualification.</li> <li>Incorporation of new technology skills into our qualification reviews.</li> </ul>	<p>Support and endorse actions taken by Hanga Aro Rau to address objective.</p>	<p>31 December</p>

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Objective	Outcome	Hanga-Aro-Rau Actions	NIAG Actions	Timeline
<b>Stronger Workforce Pipeline</b>  <b>Attracting young talent and improving the industry profile</b>	<p>Improved visibility of MEL sectors to attract younger talent, ensuring they are well-informed about the career opportunities available within the MEL sectors.</p>	<ul style="list-style-type: none"> <li>HAR has delivered the TEC <b>Inspiring the Future</b> (ITF) programme and continues to support the development of the Tāhātu Career Navigator website. ITF events seek to break down barriers and stereotypes, especially for young Māori and Pacific students.</li> <li>HAR works with other organisations like Chambers of Commerce, Economic Development agencies and AMA to promote and attract talent.</li> <li>HAR will develop and publish qualification pathways.</li> <li>Communicate and publish case studies.</li> </ul>	<p>Support and endorse actions taken by Hanga Aro Rau to address objective.</p>	<p>31 December</p>
<b>Overcoming Literacy and Numeracy Barriers: Enhancing Training and Advancement Opportunities</b>	<p>Industry is more aware and has better access to literacy and numeracy support, ensuring that all individuals could receive future training and advancement.</p> <p>This approach promotes equitable access to education and career growth, enabling a more skilled and capable workforce.</p>	<ul style="list-style-type: none"> <li>HAR advocate in this space through our TEC advice and by advising employers of the various literacy and numeracy programmes to engage.</li> <li>Supporting digital literacy awareness by promoting Level 3 digital skills qualification and the development of a Level 4 qualification.</li> <li>Broker introductions between industry and providers for specialist support.</li> </ul>	<p>Support and endorse actions taken by Hanga Aro Rau to address objective.</p>	<p>31 December</p>



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Objective	Outcome	Hanga-Aro-Rau Actions	NIAG Actions	Timeline
<p><b>Enabling a strong economy, including a strong Māori economy</b></p>	<p>Employers successfully engage, attract, and retain a diverse workforce, including Māori, Pacific, Women, and Disabled Peoples, by looking beyond traditional employment pools. This approach addresses labour shortages and fosters an inclusive, dynamic, and skilled workforce that meets the evolving needs of the sector.</p> <p>Industry successfully embeds Te Tiriti o Waitangi principles and embraces Te Reo Māori, creating a supportive environment for the growing Māori workforce.</p> <p>This approach enables the estimated 50,000 Māori entering the workforce over the next five years are well-supported, helping to address labour shortages and fostering a more inclusive and culturally aware industry.</p>	<p>HAR advocate the importance of the growing Māori workforce.</p> <p>We're identifying workforce gaps and leveraging opportunities to enhance access for Pacific Peoples within MEL sectors. Through engagement of <b>Lumana'i o Tangata Moana, Hanga-Aro-Rau Pacific Peoples Workforce Development Action Plan</b>, we're working to ensure strengthened outcomes within the vocational education system, empowering Pacific learners and workers to thrive.</p> <p>Empowering Disabled Individuals: Our Disability Research Project Report, informed by extensive engagement and research, identified barriers and opportunities to enhance support for disabled individuals in training and employment. <b>Let's level up</b> disability project launched to promote potential of disabled workforce to meet skill needs of the sector.</p>	<p>Support and endorse actions taken by Hanga Aro Rau to address objective.</p>	<p>31 December</p> <p><a href="#">White Paper: Unlocking the potential of Māori and the Māori economy</a></p> <p><a href="#">Mahere Whanake Māori Plan</a></p> <p><a href="#">White Paper: Unlocking the potential of Pacific Peoples</a></p> <p><a href="#">Lumana'i o Tangata Moana</a></p> <p><a href="#">White Paper: Unlocking the potential of the disabled workforce</a></p> <p><a href="#">Let's level up</a></p>

# We want to hear from you

These Workforce Development Plans are our functions in action and remain agile to changing Industry and VET sector needs. We encourage and seek continual feedback, so if you would like to contact our team, please email [info@hangaarorau.nz](mailto:info@hangaarorau.nz)

