

REVISED EDITION JULY 2025



Aotearoa New Zealand is rich in precious metals, minerals, and plentiful underground reservoirs. We are fortunate to have an extractives sector that can harness these resources, many of which contribute to and enhance the quality of our daily lives. The sector contributes positively to the country socially and economically, providing employment, domestic and export earnings, and the minerals that are key components in electronics, cars, refrigerators and more. The sector employed 11,600 in 2024, with a highly diverse workforce. Forecast shows the sector will need to fill over 2,918 job openings over the next 5 years to 2030, an average of 600 per year, to meet the industry's need to grow and ensure continued productivity (Infometrics 2024). Our industries face global talent competition, particularly in areas of technical skill.

This sector includes: Mining, Quarrying, Drilling

## **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.

Objective	Outcome	Hanga-Aro-Rau Actions	NIAG Actions	Timeline
<b>Completion of Extractives Review</b>	Full completion of Extractives qualifications.	<ul style="list-style-type: none"> <li>Ensure this is completed by the time of ISB handover</li> </ul>	<ul style="list-style-type: none"> <li>NIAG members involved in the review, and putting forward staff to attend as well</li> </ul>	December 2025
<b>Simplify and clarify the vocational education system to make obtaining qualifications and Certificates of Competency (CoC) more straightforward, efficient, and accessible for individuals in the sector</b>	The system is clear and easy to navigate with clear career pathways. This needs to include a clear pathway to build on starting on lower levels of learning.	<ul style="list-style-type: none"> <li>The career pathway is clear and easy to follow, WDC, ISBs etc are understood in the vocational education world for learners, trainers and employers</li> </ul>	<ul style="list-style-type: none"> <li>Approved pathway document</li> <li>Advocate for WDCs/ISBs</li> </ul>	December 2025
<b>Balance the emphasis on obtaining Certificates of Competency (CoCs) for safety compliance with the ongoing review and updating of qualifications to ensure they remain current and relevant within the sector</b>	Quals and CoCs are fully encapsulated within the qualification, also to include the use of continuous professional development towards qualification and career development.	<ul style="list-style-type: none"> <li>A focus during the qual review is that quals are aligned with CoCs and current</li> </ul>	<ul style="list-style-type: none"> <li>Once new quals completed ensure uptake within industry and work with Providers to ensure consistent delivery</li> </ul>	December 2025
<b>Ensure qualifications in the Extractives sector are continuously reviewed and updated to keep pace with technological advancements and evolving industry practices, maintaining their relevance and effectiveness</b>	Regular updates and reviews of CoCs and qualifications to so workers have the correct and up to date skills and knowledge.	<ul style="list-style-type: none"> <li>Develop an updated workforce plan, looking at the workforce development pipeline (including upskilling and progression of the current workforce, attraction, retaining and reskilling), and workforce diversity</li> </ul>	<ul style="list-style-type: none"> <li>Feedback to WDC/ISB on current and upcoming changes</li> </ul>	December 2025

2024 WDP Action	What's been actioned over the last 12 months (Mar 25)	What will be actioned to Dec 30 2025
Extractives qualification review	<ul style="list-style-type: none"><li>• 5 Qual reviews complete and approved by NZQA</li><li>• 20 Unit standards reviewed and approved with NZQA</li><li>• 23 Unit standards submitted</li><li>• 4 Skills standards developed</li><li>• 3 Micros approved (named)</li></ul>	<ul style="list-style-type: none"><li>• Mines Rescue qual to be reviewed</li><li>• More unit standards to be reviewed</li><li>• 3 New skills standards under development</li><li>• 7 Micros to be approved</li><li>• 1 Micro under development</li></ul>
Many individuals in the sector find it difficult to understand and navigate the vocational education system  Obtaining qualifications and CoCs can be confusing and time-consuming	With the current Extractives review, CoCs are included in qualifications/micros, so they are fully encapsulated and not side by side	
There has been a prioritisation of obtaining CoCs for safety compliance within the sector meaning Quals have taken a backseat, with some not being updated for several years	Work has been underway in the qualification review to align the CoCs with the qualification so they can be completed hand-in-hand	Due to the high number of CoCs and requirements, this will be ongoing

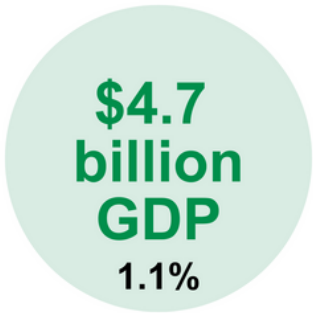
NIAGs tabled for the ISB to pick up post 31 December 2025

With rapid advancements in technology and changes in industry practices, qualifications within the Extractives sector require regular review and updating to remain relevant  Updating CoCs and micros to stay current	Constant engagement with industry to ensure information is accurate up to date.
Provider Delivery	Work with Providers to ensure consistent delivery
Advocacy	NIAG to advocate for continuation of this group in an ISB setting

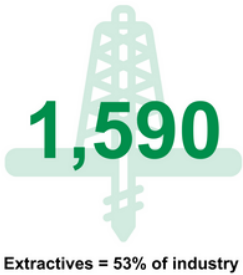


# Sector snapshot

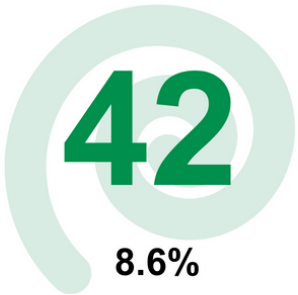
## Size of the sector



GDP: In 2024, the sector contributed \$4.7 billion, which is 1.1% of the total economy.



No. of businesses (2024): 1,590, with extractives 53%, Non-Metallic Mineral Manufacturing 28%, and Petroleum and Coal Manufacturing 18%.



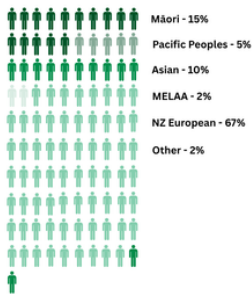
Māori-owned businesses (2021): The sector had 42 or 8.6% (in ½ where ownership data was available).



Employment: Continues to grow and is forecast to reach around 12,300 in 2030, around 700 more than 2024.

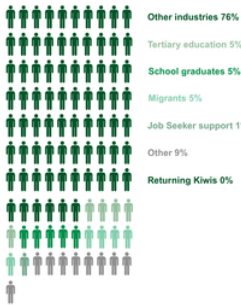


No. of Māori employed (2023).

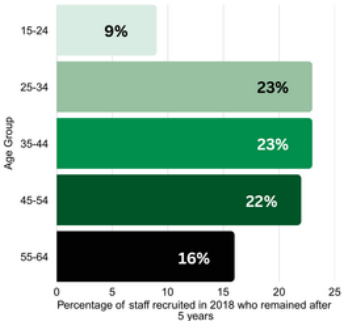


Ethnicity data for sector (2023). Total response ethnicity allows multiple ethnicities for each individual.

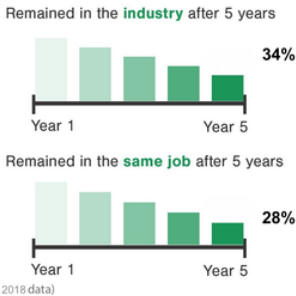
## Trends and forecasts



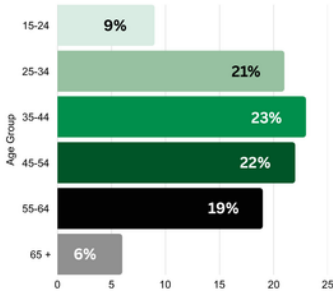
New entrants: From 2,400 to 2,800 between 2015 and 2023. Most from other industries, showing opportunity for attraction.



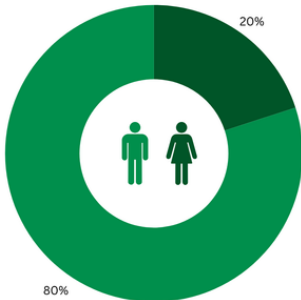
Retention of new entrants: Of the 2018 new entrants, the proportion of each age group who remained after 5 years.



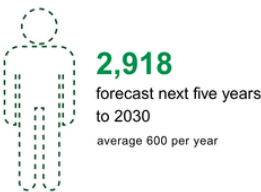
Overall retention: Of the 2018 workforce, 34% remained in the industry after 5 years and 28% were in the same job after 5 years.



Age breakdown: 15-24-year-olds increased from 8% to 9% (2015-2023), 55+ age group grew from 24% to 25% over the same period.



Gender split (2024): 20% of the workforce is female, up from 19% in 2015.



Forecast: 2,918 openings over the next 5 years (average 600 p/a), 18% due to growth and 82% 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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<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)

