

## **How to accelerate decarbonisation in a skills-short world**

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Aotearoa New Zealand faces a critical shortage of the skills needed to address our infrastructure deficits and create the Government's desired "Just Transition to a climate-resilient, sustainable and low-emissions economy while building back from Covid-19".

If we are to meet those targets in the Government's Wellbeing Budget in a globally competitive market for the scarce skills we need, we must lift the skills of the people we have – and fast.

Multiple government reports on climate change, three waters, the environment and infrastructure repeatedly reference terms like skills, training, capability, capacity, workforce, skills and education. But does this guarantee that the experts who can grow our local capability and capacity are supported to do that? No, not yet.

Why? The Government's focus is on the reform of vocational training to deliver the new workforce skills we need, while the universities are doing their best with their own pipeline of students.

This is problematic: it takes several years for these two tertiary pipelines to deliver their graduates, and it takes several more years of workplace mentoring for them to grow into their skills. But in the meantime, the professional development needs of experienced practitioners are being overlooked – yet they can be met much more rapidly.

The quickest and most cost-effective way to bridge our skills gaps is to focus on the continuing professional development (CPD) of the experienced and expert professionals already in our industries, on the topics they already know they need. Then they can pass these skills on to their peers and new graduates, building industry capability and capacity at the same time.

This presentation sets out a simple and cost-effective partnership-based framework for this train-the-trainer CPD process, including a method of measuring and monetising the outcomes of this training across the four wellbeings. This helps to build the business case for Government to fund targeted professional training towards its climate change, infrastructure and other sustainability goals.