

Progress update

- **45 interviews now completed with individuals from a range of experience levels** from early-career to senior management. Including representation from:
 - Architecture and design
 - Project management (client and construction-side)
 - Property management
 - Quantity surveying
 - Construction management
 - Compliance roles
 - Digital specialists across engineering, architecture and construction
- Additional insights gathered from HR, recruitment specialists and industry organisations
- Framework development progressing, with preliminary structure in progress

Insights from interviews

- **More movement observed from construction-side roles to client-side than vice versa**
 - Professionals moving from consultant roles to construction typically need to step back for site experience before regaining seniority
 - Creates potential "experience bottlenecks" that could be addressed through targeted industry programmes
- **Client-side project managers show most diverse training backgrounds (architecture, engineering, construction, QS)**
 - Limited specialised project management qualifications in NZ contribute to this diversity
 - Breadth of knowledge particularly valuable in these roles
- **International mobility patterns emerging:**
 - Professionals emigrating to NZ typically take an initial step back in seniority while gaining experience with local standards and practices - career progression after this adjustment period can be rapid
 - Could be value in creating transition programmes to accelerate integration of overseas professionals, particularly in times of skills shortage
 - NZ professionals gaining overseas experience benefit from exposure to larger, more diverse projects, accelerating career development upon return
- **Digital roles in NZ appear to be embedded within disciplines rather than existing as separate pathways** (contrasting with the Singapore model which portrays it as a separate industry strand)
 - Digital competencies need to be integrated across all professional training
- **Professional registration and qualification requirements influence different progression patterns**
 - Registered roles (architects, engineers) show more structured early career progression
 - Non-registered roles demonstrate more varied entry points and career paths
 - Framework needs to accommodate both structured and flexible progression models



Construction Careers Pathways Project UPDATE

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Get in touch at hello@buildinginstitute.nz

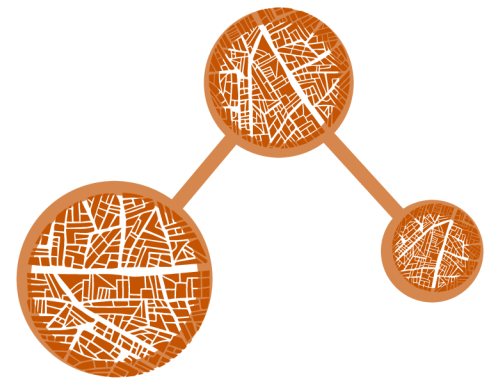
Framework development

The preliminary framework organises construction career pathways into four basic categories:

1. Planning and development
2. Design and consultancy
3. Construction
4. Operations and maintenance

Within this structure, there are several relationship patterns:

- Distinct professional roles within categories (e.g., architect, engineer within the design and consultancy category)
- Parallel roles in different categories with different requirements and progression (e.g., Project manager within design and consultancy vs Project manager within construction; QS within design and consultancy vs QS within construction)
- Divergent specialisation paths as careers develop (e.g., from site manager there could be progression to project manager or specialisation into specialised site management, safety, quality management roles)
- Cross-category roles spanning multiple sectors (e.g., compliance positions)



Coming up

Next steps

- Complete remaining interviews and analysis
- Finalise draft framework and case studies
- Carry out industry review

How can you help?

While our interview phase is nearing completion, we're still seeking:

- Feedback on our preliminary framework concepts
- Suggestions for how the framework might be used in your organisation:
 - Recruitment and professional development
 - Career planning guidance
 - Training programme development

