

What is it?

- A collaborative industry project to create a career pathways framework for professional roles in commercial construction
- Will provide clear role definitions, capability requirements, and career progression routes across the commercial construction sector
- Based on successful international models but tailored for NZ context
- Coordinating with other similar work being carried out by Civil Contractors, Waihanga Ara Rau and BRANZ in other sectors within the construction industry

Why now?

- The construction industry is experiencing significant changes with new roles emerging, especially in sustainability, digital and design management
- Over 50% of people entering construction come from other sectors - need clear guidance on transferable skills and opportunities within construction
- Over 60% of people in construction leave the NZ industry within 3 years – huge benefit to the industry if we can retain their experience and skills by redirecting them into other industry roles
- Industry downturn creates opportunity to focus on workforce development and future capability



Construction Careers Pathways Project UPDATE

December 2024

What's new?

- Taking into account the 'messiness' of actual career pathways - careers often don't follow neat, linear progressions, and roles and responsibilities frequently overlap or blend between defined position descriptions
- Considering key requirements for steps in progression, including qualifications & training, experience, capabilities and other attributes
- Sketching out new and emerging roles or career pathways, particularly around digital and sustainability

Progress so far

- Project framework established
- Literature review underway
- Ethics approval in process
- Initial stakeholder engagement begun

Next Steps

- Interviews with subject matter experts
- Interviews to collect career journey stories
- Develop draft framework
- Industry consultation phases planned for mid-2025

Who's involved?

Key partners:

- Building and Construction Training Fund (BCTF)
- NZ Institute of Building (NZIOB)
- Building Innovation Partnership (BIP) at University of Canterbury

With input from:

- Industry associations across design, engineering, construction and project management
- Industry training and education providers, support and development groups
- Industry professionals

Who's it for?

- School leavers and graduates exploring construction careers
- Career changers looking to enter the industry
- Construction professionals planning their next career move
- Employers and recruiters, especially in SMEs needing role guidance

Be part of the project

We're seeking industry professionals* to:

- Share career journey experiences
- Review draft frameworks
- Provide feedback during consultation phases

*We would like to hear from people across the sector particularly those with a strong BIM or digital component to their roles.

Contact us at info@nziob.org.nz to:

- Register your interest in participating
- Learn more about the project
- Sign up for project updates
- Share your career pathway story



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