



TRANSPower

Our future workforce capability

Working together for a brighter future

2023



The challenge and opportunity of rapid growth

- We are in the early stages of ramping up of electricity demand. This is occurring at a time of unprecedented growth in infrastructure, and labour shortage
- Our work programme is growing due to increased electrification and our need to operate a safe, reliable and resilient grid.
- We have done a lot of work to understand what capability we need to support growth and plan to ensure we have the skilled people we need to deliver our services.



Our workforce planning aligns with our strategic priorities

Our Strategic Framework



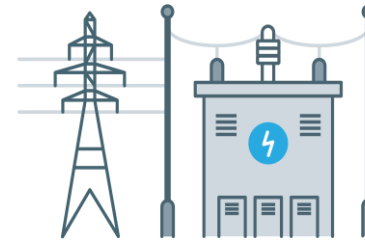
Enhance our social
licence to operate



Deliver services that
meet our customers'
needs



Facilitate delivery of an
optimised transition path
for Aotearoa New
Zealand's energy system



Accelerate electrification
through our asset
investments

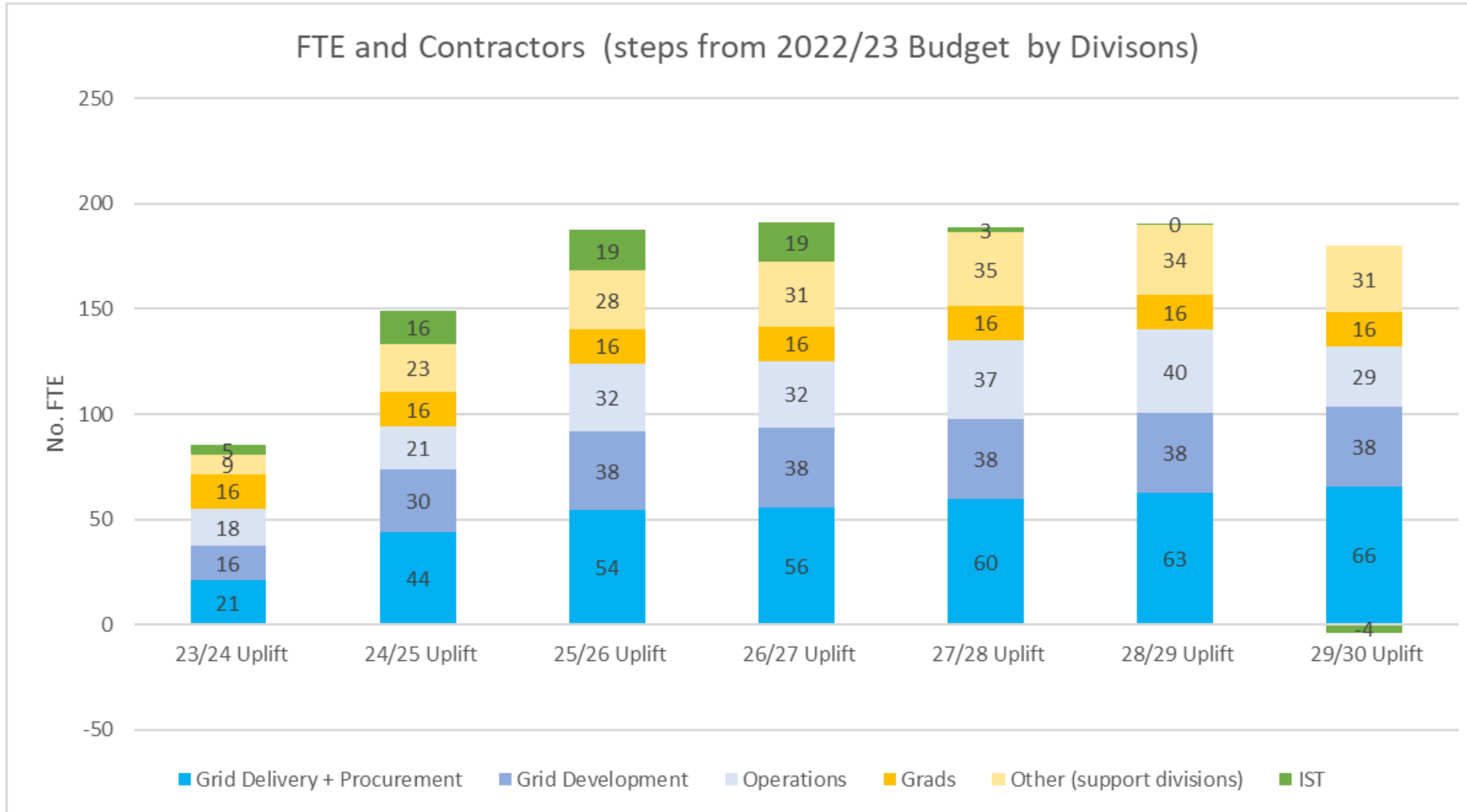


Advance our
organisational
effectiveness



To power the transition to a decarbonised future and continue our essential work of keeping the lights on, one of our biggest challenges is the need to grow our skilled workforce to support the transition to a low carbon economy

Transpower Full Time Equivalent (FTE) growth projections



Our current focus

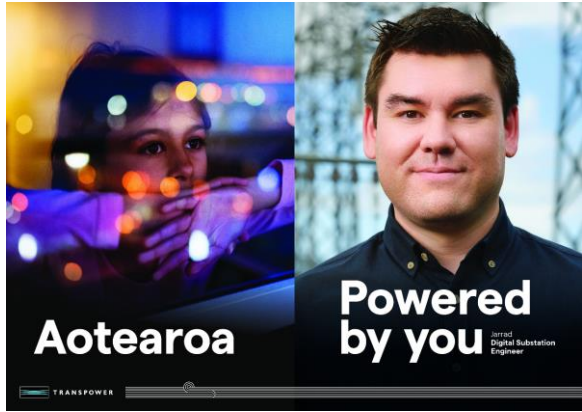
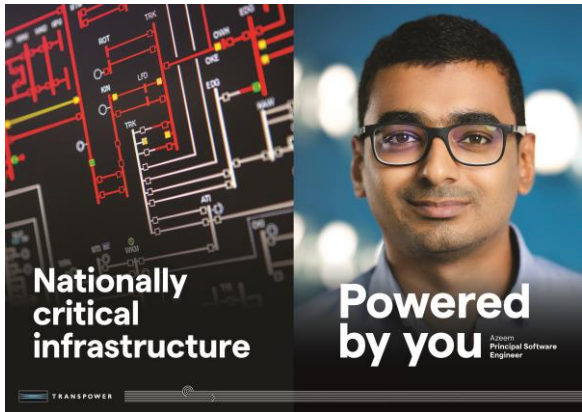
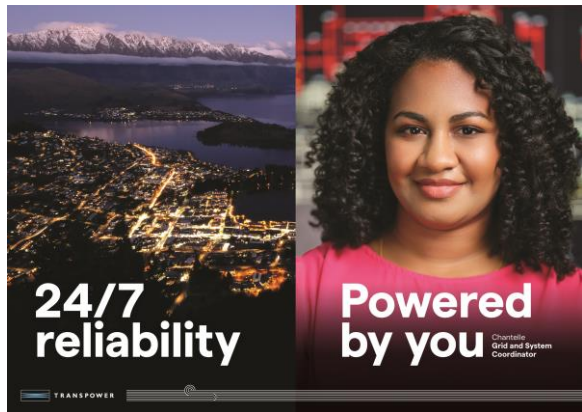
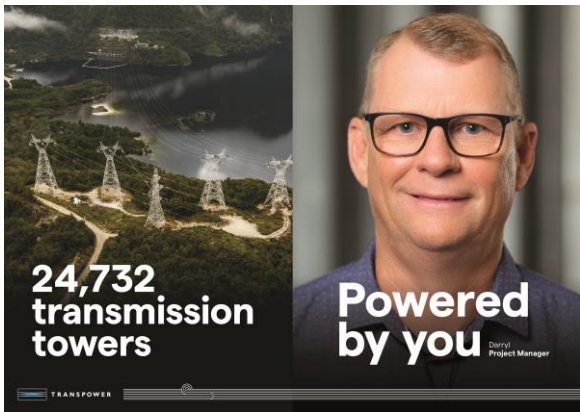
- Inspire the next generation to dream of working in the Sector
- Build greater employment brand awareness to attract diverse talent
- Generate more entry points, Graduate, Summer Internship, Cadet and Apprentice programmes
- Define career pathways to support progression & accelerate learning
- Design for greater diversity and inclusive organisation culture
- Collaborate as a sector to ensure we have a skilled future workforce
 - Service providers
 - Engineering consultants
- Tell our stories, celebrate our people and share our successes
- Ensure Transpower remains a great place to work





When you're a part of Transpower,

Build greater brand awareness: *When Transpower is your work, your mahi Aotearoa is Powered by you*



We are planning in partnership with others

Transpower

Grid asset strategy, asset management, asset planning, asset lifecycle management, and grid operations.

Service providers

Our grid service providers undertake field work and support lifecycle delivery for all grid assets and facilities.

Engineering Consultants

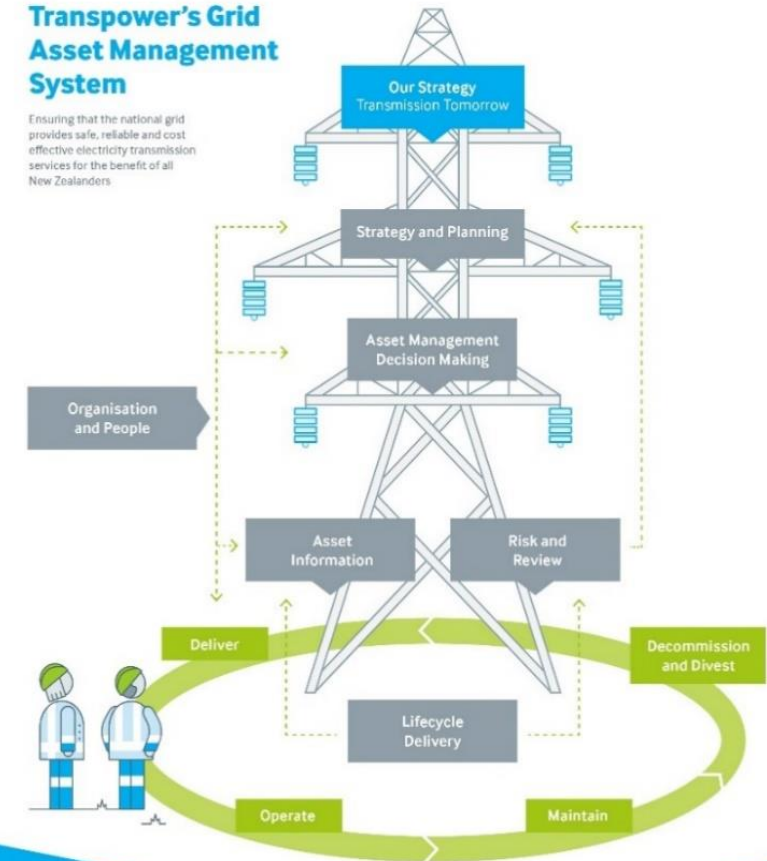
Provide engineering design and innovation services, supporting the delivery of grid assets.

Aligning our asset management

with our strategic priorities
and performance areas

Transpower's Grid Asset Management System

Ensuring that the national grid provides safe, reliable and cost effective electricity transmission services for the benefit of all New Zealanders



Consumer Value

Whakamana i te mauri hiko ki mai Aotearoa
Empowering the energy future for New Zealand






Enable service provider growth

Supporting Service Provider growth

- Incentivise investment in trainees
- Expand our Grid Skills course offering
- Modify course structure to provide micro credentials
- Increase training throughput capacity
- Explore introduction of n additional member to the heavy wiring panel
- Leverage offshore labour for niche areas

Category	Total growth (percent)	Total growth (number of people)	Months to 'Ready to Work'
Line Mechanics	60 to 80 percent	~175 to 230	18
Power Technicians	45 to 50 percent	~30 to 35	42
Substation maintainers	45 to 50 percent	~80 to 95	18
Tower Painting	45 percent	~80	18
Maintenance Switcher	To grow in line with other trades		18



A woman with long dark hair, wearing a black long-sleeved shirt, is pointing with a red marker at a whiteboard. She is looking up at the board with a focused expression. A man with short dark hair, wearing a blue blazer over a white shirt with a blue floral pattern, is standing next to her, looking at a tablet he is holding. The background is a blurred office environment with a yellow safety vest hanging on a rack. The text "Evolving our work with engineering consultants" is overlaid in white at the bottom of the image.

Evolving our work with engineering consultants



Inspire the next generation: Wonder Project Power Challenge



Tell our stories, celebrate our people and share our successes





Thank you

TRANSPower.CO.NZ

