


Bridging the Gap:



Building Vocational Pathways into the Geothermal Sector

Why This Matters

- New Zealand is a global leader in geothermal energy
- Growing demand for skilled workers in a decarbonising economy
- Lack of nationally recognised vocational pathways into geothermal jobs
- Students and advisors have limited visibility of roles and career options

Current State of Pathways

- Some career exposure via Geothermal Week and school field trips
- University of Auckland offers postgraduate geothermal courses
- Limited secondary–tertiary integration
- No formal vocational qualifications or apprenticeships in geothermal roles

Challenges Identified

- Disconnected career awareness from school to tertiary
- Heavy reliance on internal on-the-job employer training
- No national skills/roles map for the geothermal sector

What Students and Career Seekers Need

- Clarity and visibility of job roles and pathways
- Understanding of required skills and qualifications
- Insights into career progression opportunities
- Accessible and regionally relevant vocational training options

Mapping Career Pathway

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- Develop a Geothermal Skills Map showing sector roles
- Include required skills, qualifications, and entry points
- Highlight progression from entry-level to advanced roles
- Use as a career planning tool for schools and tertiary advisors

Benefits to the Sector

- Clearer pathways increase local workforce participation
- Aligns training providers with industry workforce needs
- Reduces onboarding costs for employers
- Supports workforce planning and regional development

Next Steps

- Involve geothermal industry leaders and educators
- Partner with iwi, workforce agencies, and government
- Establish a NZ Geothermal Workforce Pathways Project in 2025
- Coordinate national effort to define and deliver vocational training

Pātai | Questions



TOI-OHOMAI

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Tēnā rawa atu koutou

Thank you all

