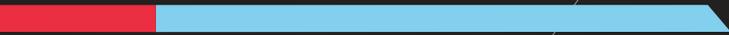


**CONNEXIS**  
ANNUAL REVIEW  
2025



## ANNUAL REVIEW 2025

### Who we are/what we do:

Connexis is proud to be New Zealand's leading infrastructure training provider for the Civil, Energy, Telecommunications and Water industries.

Our expertise covers more than 25 years of experience in industry training.

Working across every region in the country, our dedicated team of 77 staff develop and deliver training programmes backed by strong industry partnerships. We evaluate assessments, and support our learners to obtain nationally recognised qualifications through NZQA apprenticeships and traineeships. We also promote pathways into training and employment through initiatives such as Girls with Hi-Vis®, Gateway programmes and Annual Connection.

Our training is multi-modal offering on-job, campus and online training delivery. Supported by agile learner success plans, our aim is to grow individuals and the infrastructure workforce

We are passionate about creating a sustainable infrastructure workforce for New Zealand, which keeps New Zealand communities connected, safe and prosperous.





## EXECUTIVE DIRECTOR REPORT

As we look back on our achievements for 2025, I'm incredibly proud of all that we have achieved to support our learners, employers, industry associations and our staff, in the face of changes through the redesign of vocational education and training (VET) within New Zealand. The Energy and Infrastructure ISB is a holding place for Connexis as we exited the NZIST, providing time for industry to take back ownership and leadership of industry training.

In 2025, our broader strategic objectives were to:

- 1. Support**
- 2. Deliver**
- 3. Transition and evolve**

We continued to strengthen our commitment to ensure every learner has the support they need to thrive. Our approach to learner success is guided by learner and employer journey mapping, insights from the voice of our learners and employers and, data-driven analysis to strengthen support where it matters most. Over the year, we reviewed our Learner Success Plan and took meaningful steps to enhance support, particularly for learner retention in the workplace.

A key initiative in 2025 included additional out of work-hour support groups, 1-2-1 mentoring and our dedicated learning support team reaching nearly 500 learners this year. We continue to wrap support around learners with literacy, numeracy needs and provide supports for our neuro-diverse community.

We continued our diversity work through Girls with Hi-Vis®. Female participation in New Zealand's infrastructure workforce is now nearly 20%, with the number of Connexis female learners at an all-time high. This is double what it was 10 years ago!

Held in Christchurch, Connexis wrapped up another incredibly successful Annual Connection 2025, the iconic Electricity Supply Industry competition that spotlights the skilled workforce and rewarding careers available.

Connexis also announced a new cohort of recipients for the Connexis Outward Bound and Whenua Iti leadership scholarships. We are incredibly proud to offer these scholarships each year, as they provide our future industry leaders with incredible skills they can carry into all areas of their life.

We're pleased to have completed our digital CRM upgrade into a cloud-based platform this year, with improved functionality giving learners a better customer journey within a more secure environment.

Finally, I'd also like to focus on the life-changing pilot training programme Connexis has been running in partnership with Corrections NZ at Whanganui Prison. This programme puts prisoners through training for the NZ Certificate of Infrastructure Works (level 3). At Connexis we are strong believers in the power education and training can have in changing people's lives. It's about giving people from all backgrounds the opportunity to obtain a qualification, feel successful, and take with them tools that will positively impact their future, and the communities they live in.

**Kaarin Gaukrodger**  
EXECUTIVE DIRECTOR,  
CONNEXIS



## OUR STRATEGIC PILLARS

### Transition and Evolve

Our approach is to support the transition of industry training to be industry owned and industry led. We continue to advocate for and proactively work to develop and deliver a transition plan that enables our industry and learners to continue with their industry training uninterrupted with programmes and training delivery that is fit-for-purpose.

### Deliver

Our key operational focus is on learner success and outcomes delivered through our business plan. We also focus on building and maintaining a customer service organisation that delivers a skilled workforce to meet industry needs now and into the future, with an unwavering commitment to learner success.

### Support

It is critical that we actively provide support to our people on a continuous basis, especially in the ongoing environment of change and uncertainty. For us to be successful in servicing our industry we need to enable our people to be successful in their roles through providing a supportive environment along with robust systems and processes that are maintained and worked to. Our people need to feel connected and a part of the industries we service, and each person should understand the important role they play to help us deliver value to our customers.

**CONNEXIS PEOPLE  
LIVE OUR TORK VALUES**

*work as a team*

**TEAM**

*take ownership*

**OWN**

**tork**

**CONNEXIS**

**REAL**

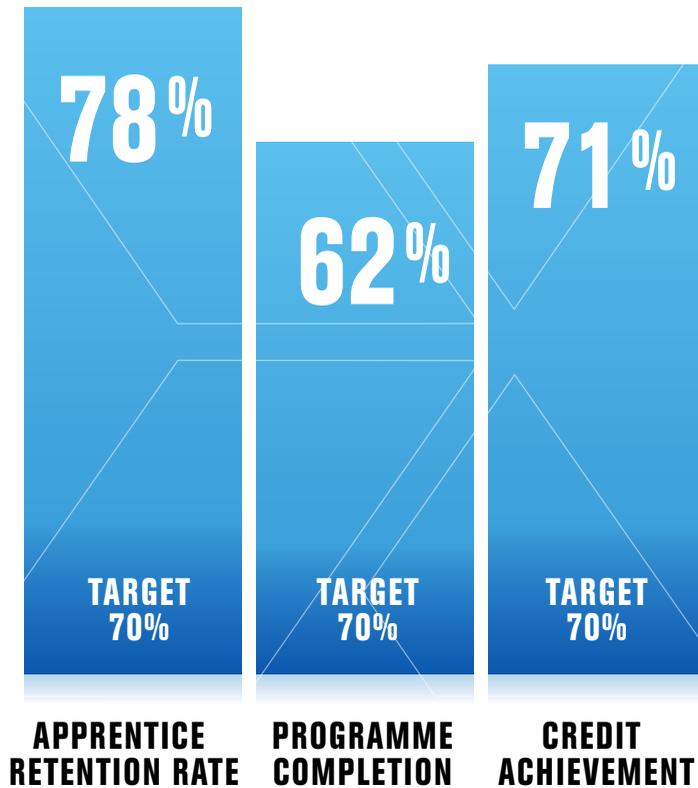
*be real and realistic*

**KIND**

*be kind and respectful*

**EDUCATION  
PERFORMANCE  
INDICATORS**

A CORE FUNDING FOCUS FOR 2025



Survey results showed overwhelming support for Connexis to become a Private Training Establishment (PTE).

**19,535**

FORMAL CSAM VISITS  
WITH LEARNERS

ASSESSORS LOGGED OVER

**41,000**

UNIT STANDARD RESULTS

CONNEXIS ENGAGED  
WITH OVER

**900**

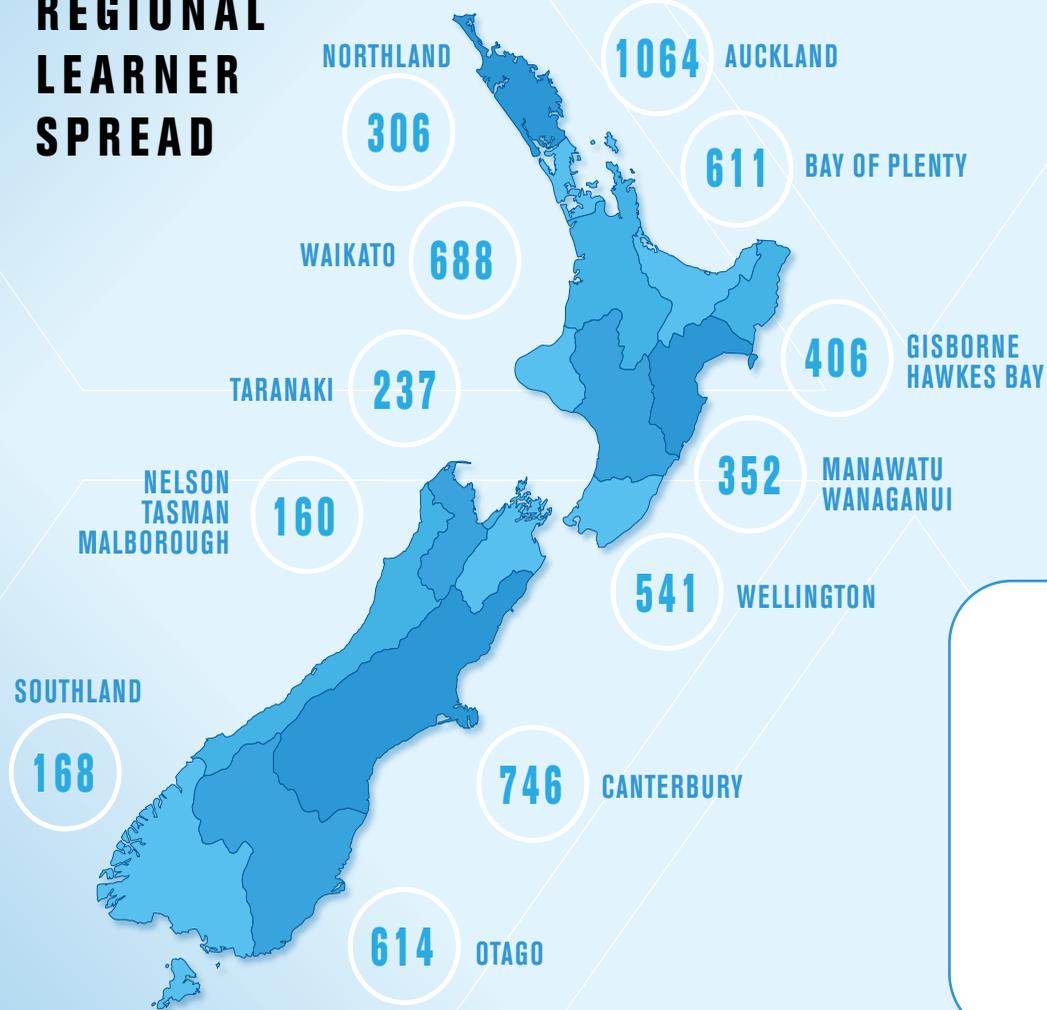
EMPLOYERS ACROSS NZ

**287,000**

LEARNERS CREDITS  
ACHIEVED



**REGIONAL LEARNER SPREAD**



**5887** ACTIVE LEARNERS

INDUSTRY SECTOR	AGE GROUP	LEARNERS ETHNICITY GROUP	
CIVIL	24-	NEW ZEALAND EUROPEAN	2831 48%
	25-30	MAORI	1355 23%
ENERGY	30-40	PACIFIC ISLANDS	327 6%
	40+	OTHER	1374 23%
TELCO			
WATER			

**2285**

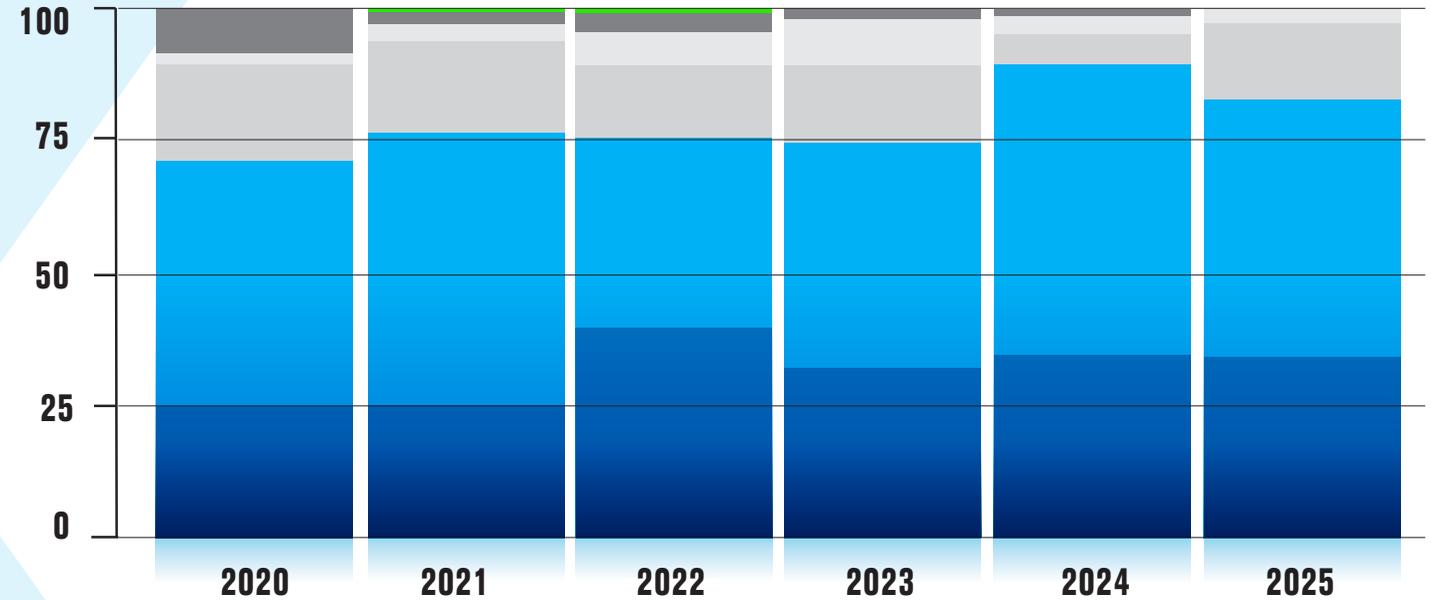
**LEARNERS COMPLETED PROGRAMMES**

CIVIL	1436
ENERGY	672
TELCO	29
WATER	144

**2626**

**NEW LEARNERS ENROLLED**

**EMPLOYER SATISFACTION WITH CONNEXIS**



**83%**

would recommend Connexis services to others



*Most employers feel Connexis met overall needs*

*It's brilliant, I don't think I could ask for a better service, our local Connexis rep in Whanganui/Taranaki is awesome.*

CENTRAL NORTH ISLAND

*Connexis has been a long-standing partner of ours; their programmes are a huge support in ensuring workplace learning happens well.*

SOUTH ISLAND

*Just seeing the growth in my team after completing their training is all I needed to promote Connexis. Also, through my own journey with Connexis, I learnt so much about myself, and it helped me become a much better leader.*

UPPER NORTH ISLAND

*My CSAM is realistic but keeps the candidates on track in a very grounded way. She provides additional practical support to the guys studying, which is invaluable and doesn't make them feel like they're back at school.*

SOUTH ISLAND

# INDUSTRY PROMOTION AND PATHWAYS

Promoting, rewarding and recognising workforce skills, expertise and training



## ANNUAL CONNECTION

Managed by Connexis and running for 20 years, Annual Connection is a unique three day event, bringing together cable jointers, line mechanics and industry stakeholders from across New Zealand. The event consists of competitions, a supplier's expo, and closes with the Connexis Excellence Awards.

Key objectives are to:

- Promote, recognise, and reward workforce skills, expertise and training.
- Attract more people to join the industry.
- Promote best practice in health and safety.
- Showcase new technologies and innovation.

We believe this competition serves as an invaluable opportunity to spotlight our industry, underscore the importance of electricity safety, and encourage young students to explore careers in the electricity supply sector.

## 2025 Highlights:

- Around 6 thousand people attended the 3-day public event
- 16 companies from around NZ put forward competitors - up 66% from 2024
- 64 individuals competed
- Introduced 2 new competitions:
  - Supply Industry Electrical apprentice competition
  - Trainee Cable Joints competition
- 40 industry exhibitors attended
- 158k October views social media
  - up 646% on previous month
- This year saw women involved in every element of the competition for the first time:
  - Judging
  - Managing
  - Competing
- 113 students from 12 schools attended





## PATHWAYS TO EMPLOYMENT AND TRAINING

Connexis partnered with the Department of Corrections to provide training to select prisoners who were about to be reintegrated into the community. The prisoners undertook training toward the New Zealand Certificate in Infrastructure Works (Level 3).

### **Outcome:**

At least one of the prisoners was placed in civil construction work on release and is undertaking to complete their qualification.

### **Trainee feedback:**

*"What I liked about this course (IWL3) is the variety of skills I have learnt, and the self-confidence I gained from in doing the work in the Civil Construction area. Doing this course has given me a better chance of Release to Work (RTW) and gaining employment once released."*

*"I felt good (after completion) because I want to skill myself up for when I get released, so I can give myself a better chance of getting employment on the outside. I now have three different qualifications in different fields of work. So, I have more chances to get employed. Thank you for giving me the opportunity to participate in this course. I very much appreciated it."*

Corrections Principal Industry Instructor, Richie Campbell describes the pilot programme as a huge success. He says it coincides well with the facility's approach of providing programmes that help give the prisoners a strong foundation for safely settling back into the community upon release.

# MAXIMISING LEARNER SUCCESS, EQUITY AND WELLBEING

## CONNEXIS TE ARA TAUTOKO – SUPPORT PATHWAY

This initiative recognises that Connexis learners undertake their training programme while working full time and in roles that can have long hours and require work six days a week. Connexis has ongoing commitment to support learner progression and success in their training journey through the Te Ara Tautoko – Support Pathway initiative. This initiative provides additional training workshops giving access to trainers, mentors and assessors to help learners who have stalled in their training due to barriers that may involve time constraints, and/or needing support in understanding where to focus and what is required within their assessments.

Connexis delivered nationwide Support Pathway Workshops over the past five months, providing mentoring and practical support for apprentices.

- Example: Rotorua workshops in partnership with Rotorua Lakes District Council; two successful sessions led by the mentor.
- Positive learner feedback: improved confidence, ability to complete multiple units in one day, and clearer understanding of requirements.

### **Additional Support:**

**Implemented** 1:1 technical support and mentoring for learners needing extra pastoral care.

**Impact:** Higher success and retention for learners accessing extra support.

### **Connexis feedback:**

#### **Amy Young**

CONNEXIS CUSTOMER  
SERVICES ACCOUNT MANAGER

*“The Te Ara Tautoko workshops have played a vital role in helping apprentices build technical skills and receive valuable support. These dedicated group sessions create opportunities for local apprentices to connect, share knowledge, and collaborate, fostering both learning and momentum in their training journey. The impact of these workshops is clear through positive apprentice feedback, improved progression, and growing confidence among trainees.”*

### **Learner feedback:**

*“Having a few more courses during the year will be beneficial for everyone – I was able to complete multiple units in one day.”*

*“The tutor made every question easy to understand, which made each workbook easy to complete.”*

*“The workshops helped me understand the requirements and shorten my answers – I feel more confident moving forward.”*



# STORY HIGHLIGHTS

## DIVERSE WORKFORCE CONNEXIS GIRLS WITH HI-VIS®

Connexis has been leading the work on increasing gender diversity in trade and technical roles within the Infrastructure workforce through partnering with employers involved in the Ultimit – Women in Infrastructure projects since 2008.

In 2015, Infrastructure employers asked Connexis to help them attract females to their workforce and this is where the Girls with Hi-vis® (GWHV) initiative came from.

### Impact:

When GWHV was launched in 2015, Connexis had 8% of all trade or technical learners as females. This had increased from 3% since the Ultimit projects commenced in 2008. In 2025 Connexis is now at an all-time high with 16% females across all 2025 learners, up 5% from 2024. This can be anecdotally attributed to the ongoing work of Girls with Hi-Vis®.

### Girls with Hi-Vis® 2025 events:

91 schools participated with 533 female students attending events across New Zealand.

These events are unique as they connect female school students with local employers in the infrastructure industries and provide onsite hands-on experience of what careers and training are available. The students also get to meet female apprentices currently training so they can see themselves in these roles and know that if they want to undertake an infrastructure skilled trade career, it is possible.

## XCELERATE TRAIN THE TRAINER RESOURCES

- Developed and introduced trainer resources to help onsite supervisors/trainers to better support and train learners while enhancing their understanding of akonga and their training needs

## DRIVING ENGAGEMENT THROUGH DIGITAL INNOVATION

- In 2025 Connexis strengthened its digital capability, better connecting to both current apprentices and future learners, launching new tools and platforms through the IMX platform.
- The optimised CRM platform enhances CSAM visibility, reporting, learner progressions/goals, and transparency throughout the learning journey

## ASSISTIVE TECHNOLOGY

- Advertised, disseminated assistive technology
- C-pens and overlays designed to remove barriers enable learner to complete their programmes

## TE REO INTEGRATION

Acknowledging that 1/4 of our learners are Māori, we're increasing te reo and tikanga within Connexis learning material to provide an inclusive learning environment where Māori learners feel they belong and in turn can bolster engagement and success in learning outcomes. As part of this initiative Connexis has partnered with Heamata (preferred Ministry of Education supplier), to redesign our training resources to increase the use of te reo and inclusion of cultural identity.

**Outcome:** Kicking off in 2025, the first set of updated trainee notes is in production for Civil core competency standard units and scheduled to go live within the next month. Further programme development will follow throughout the 2026 year.



CIVIL ENERGY TELCO WATER

ANNUAL REVIEW 2025

## WORKFORCE SUSTAINABILITY EMPOWERING THE LEADERS OF TOMORROW

### CONNEXIS OUTWARD BOUND AND WHENUA ITI COURSES:

Connexis is committed to partnering with employers to futureproof the infrastructure workforce by building future leaders through helping our learners reach their full potential.

#### During 2025, Connexis sponsored:

- 2 learners on Outward Bound Course. A five-day programme structured for current and aspiring leaders of any industry.
- 8 learners on the Whenua Iti course. The Rangatira Development course is a five-day programme designed for emerging leaders.

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#### Outcomes/Feedback:

**Levi Edwards,**  
WHENUA ITI PARTICIPANT  
ASHFORD CONTRACTING

*"Whenua Iti taught me the importance of listening rather than just doing; remembering that everyone's opinion is valid and in the workplace there's always going to be differences so it's important to listen to everyone before you just go in and do what you want to do. That's something I've definitely applied back in my job."*

**Cathryn Schwalger, 28**  
OUTWARD BOUND PARTICIPANT  
HV TRAINEE ELECTRICIAN, OMEXOM.

*"I learned the importance of taking risks and seizing opportunities to challenge myself and grow my comfort zone. I am a very quiet, observant person which was noticed by the instructors and they gave me advice on how to enhance my skills in terms of being a leader. These are all things I would love to apply in my work life: speaking up, challenging myself and enhancing my skills to grow my leadership."*

# OUR PEOPLE DELIVERED

## PROGRAMME DEVELOPMENT:

- 8 WDC working groups for qualification and skill development
- 20 programme approvals
- Programme of study template developed for 2026
- 25 audits via new desktop audit process

## PROGRAMME DELIVERY:

- Strengthened provider relationships through on-site & online engagement
- Assisted Cook Islands learners to achieve level 4 Water Treatment Certificate (drinking water)

## LEARNING TEAM:

- 70 paper-based trainee notes
- 67 pre-moderator approvals
- Maintenance on 1687 resources
- 350 re-templated materials

## E-LEARNING:

- 27 e-learning courses (inc IW3)
- Revised TTM Risk assessment MC to be more user friendly
- Responded to 3,500 LMS queries from learners
- Totara upgrade e-learning platform enabled increased visibility for the field team to better support learners

## OTHER PROJECTS:

- Water Level 4 audio-explainers
- Advanced portfolio assessment APA explainers
- Employer guide
- Te reo integration work

## PRODUCT OPERATIONS:

- 11 products launched

## QUALITY ASSURANCE:

- 17 Assessor forums focussed on upskilling assessment across all age ranges



THE TEAM 2025

**CONNEXIS**  
INFRASTRUCTURE TRAINING



**CONNEXIS**  
INFRASTRUCTURE TRAINING

ANNUAL REVIEW 2025