

Northpower

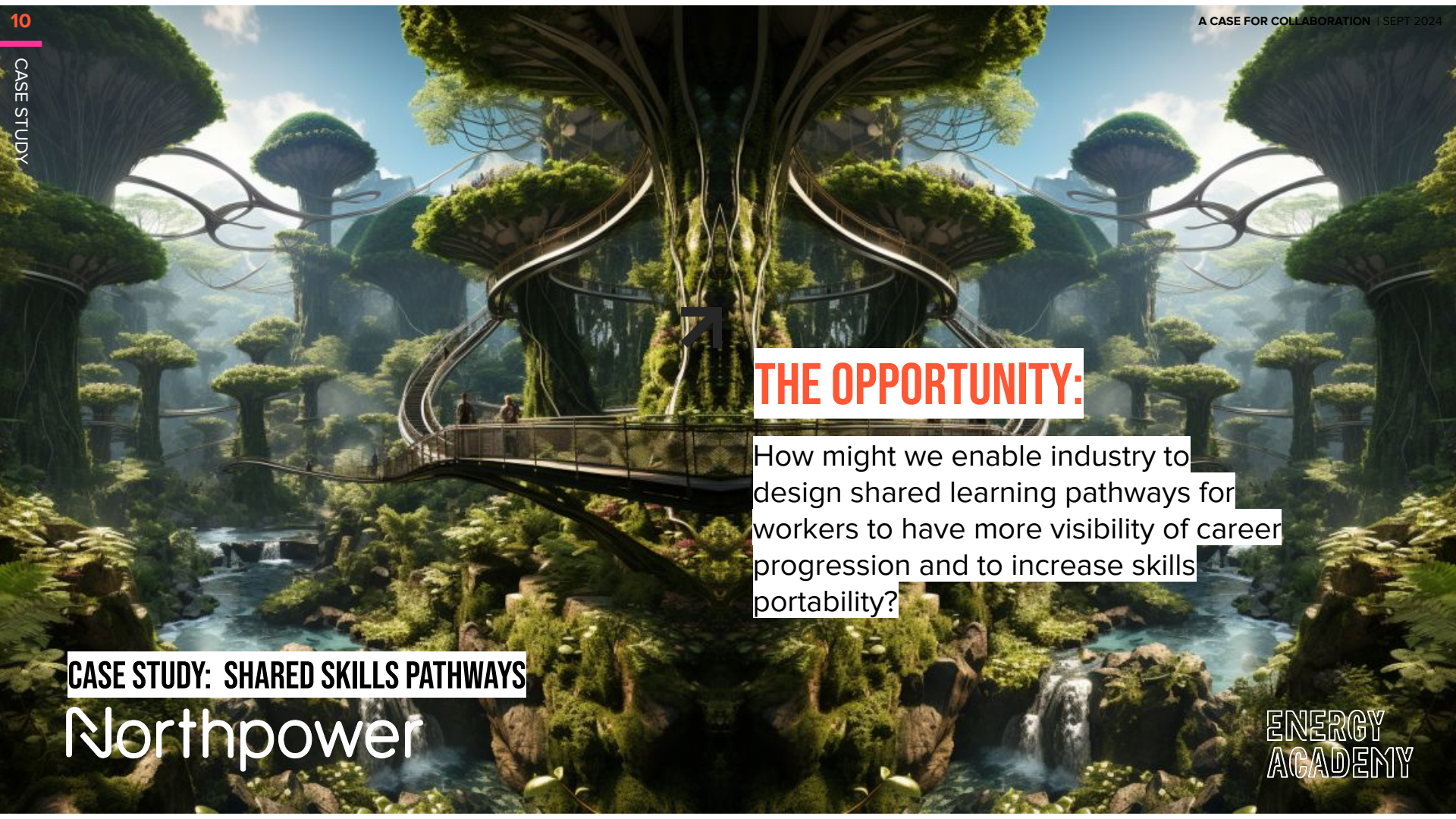
CASE STUDY:

SHARED SKILLS PATHWAYS

COMMUNITIES OF PRACTICE

➤ THE CHALLENGE:

- Northpower identified a need for an annual addition of 100 workers over a span exceeding a decade to meet asset management demands
- There is little visibility internally & externally in the ecosystem of career pathway and progression
- When workers move across the contractor network their training is unrecognised resulting in reduced productivity to re-train



THE OPPORTUNITY:

How might we enable industry to design shared learning pathways for workers to have more visibility of career progression and to increase skills portability?

CASE STUDY: SHARED SKILLS PATHWAYS

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ENERGY
ACADEMY

➤ THE EXPERIMENT

Rather than tertiary designing qualifications, we experimented with industry designing accredited learning pathways utilising gaming methodologies.

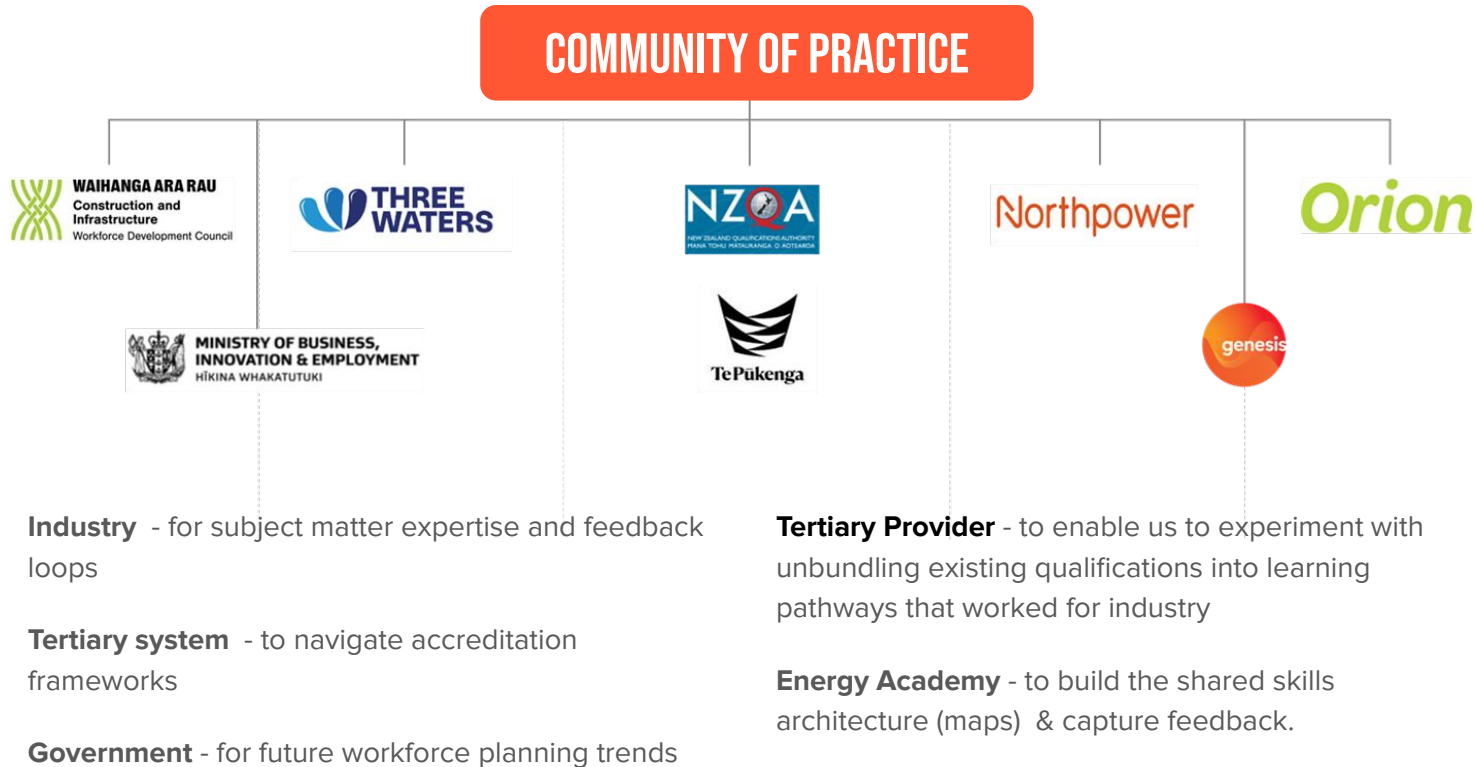
This involved experimenting with tertiary provider to enable us to unbundle their programmes into revised, smaller products for a new market.

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We use feedback systems for multiple stakeholders within an ecosystem to provide transparent commentary.

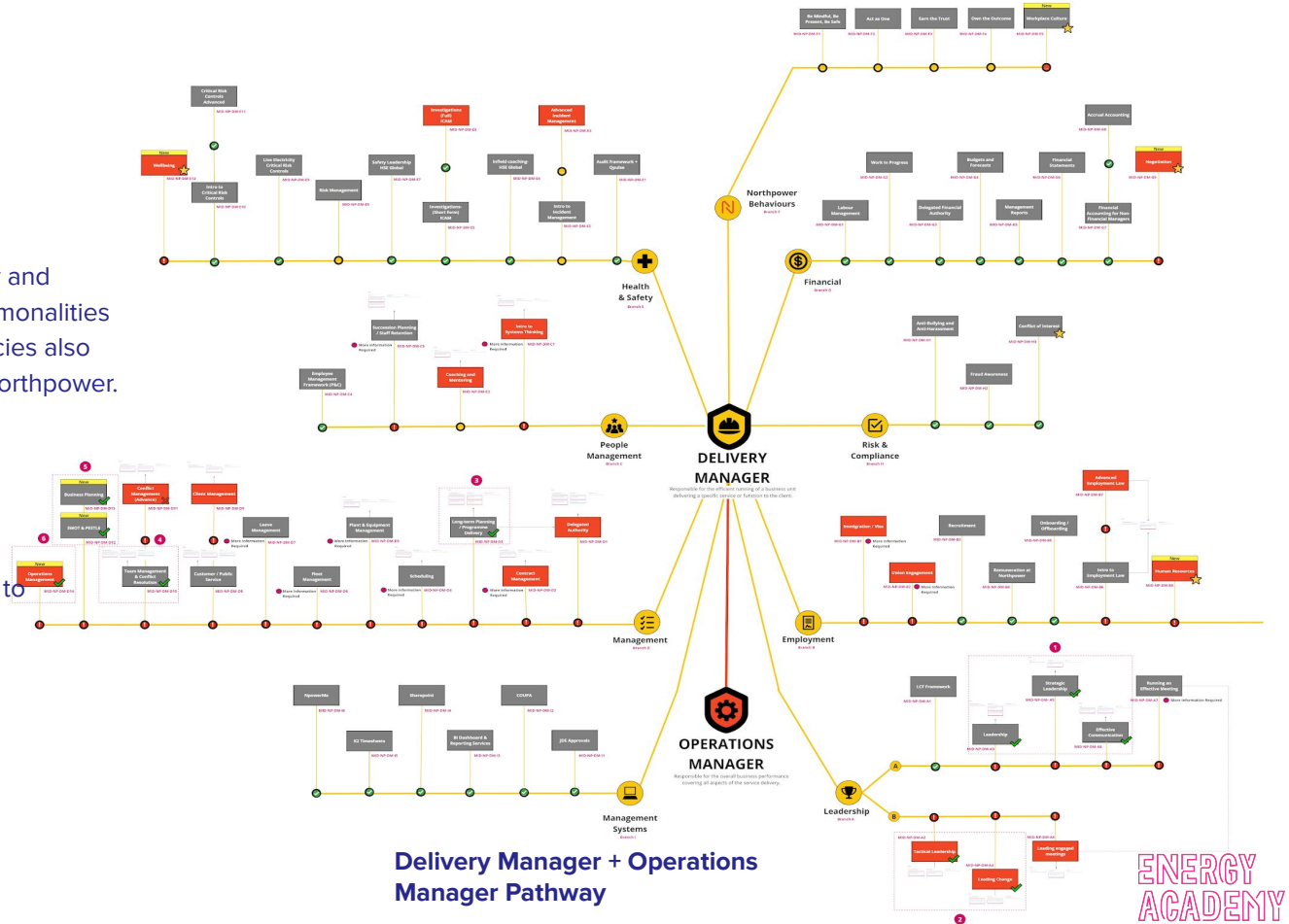


STAGE 1 DEFINE COMPETENCIES

We identified 69 competencies (grey and orange boxes) & highlighted the commonalities between two roles. These competencies also relate to a dozen other roles within Northpower.

STAGE 2 MAP VISIBLE PATHWAY

Mapping in this way enables workers to visualise learning pathways and the opportunities they may unlock.



Delivery Manager + Operations Manager Pathway

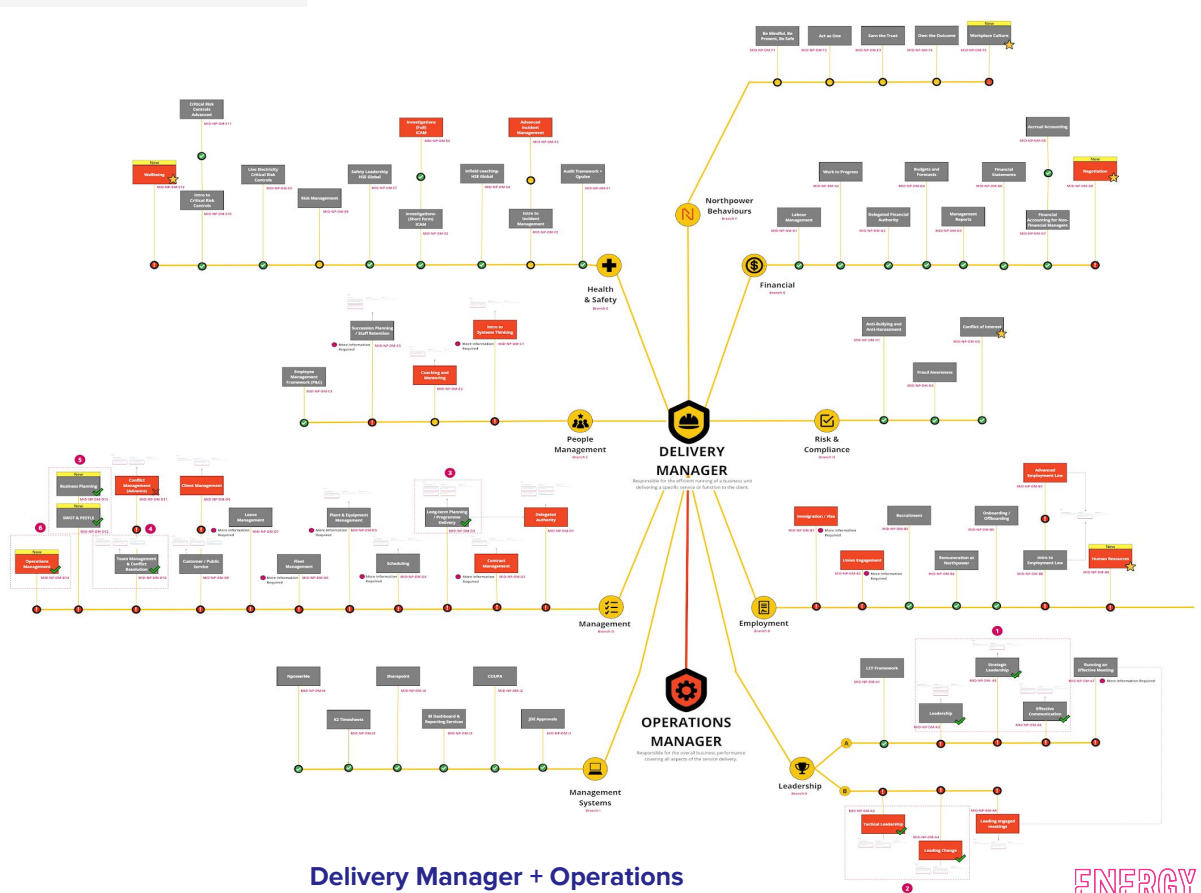


STAGE 3: GAP ANALYSIS

Northpower wanted to explore the latent potential in their own learning and development materials.

We Identified the gaps in available training (red dots).

It was in the gaps we then pursued content externally.



Delivery Manager + Operations Manager Pathway

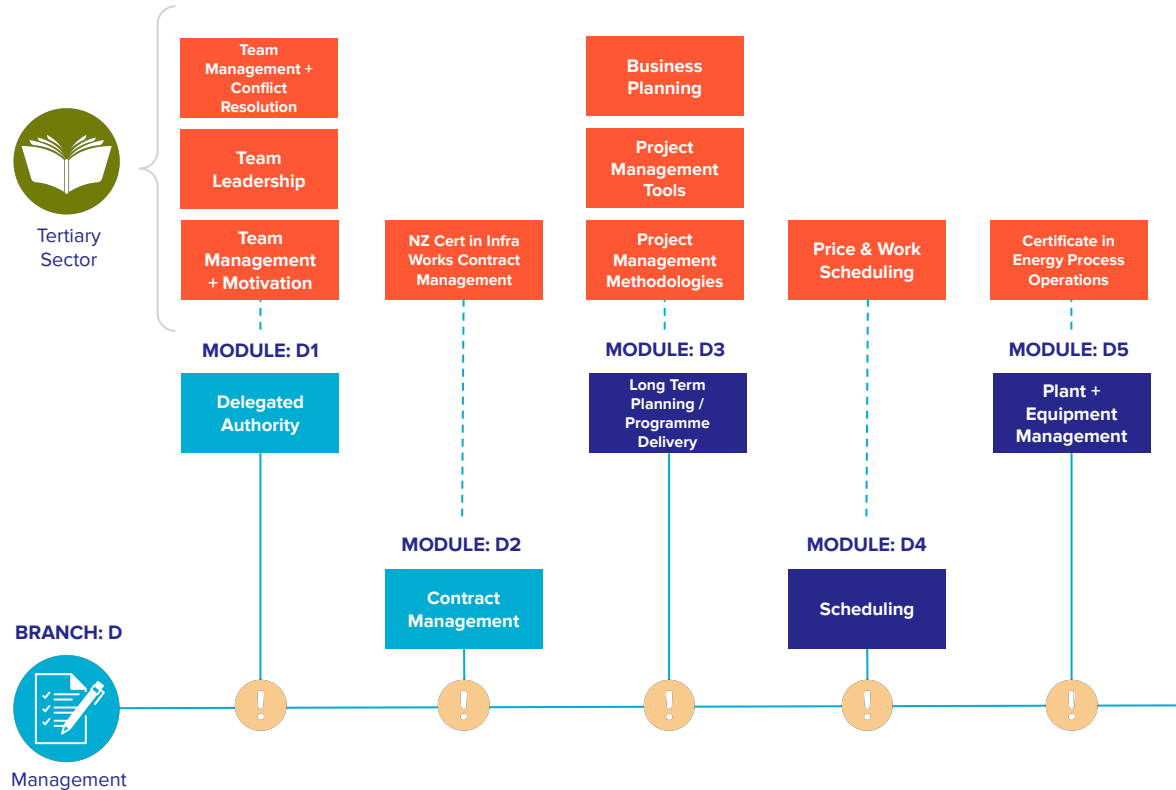


STAGE 4: EXISTING PROGRAMMES

We identified programmes within Te Pūkenga to unbundle and re-sequence to suit Northpowers pathways.

We also identified learning material within Northpower.

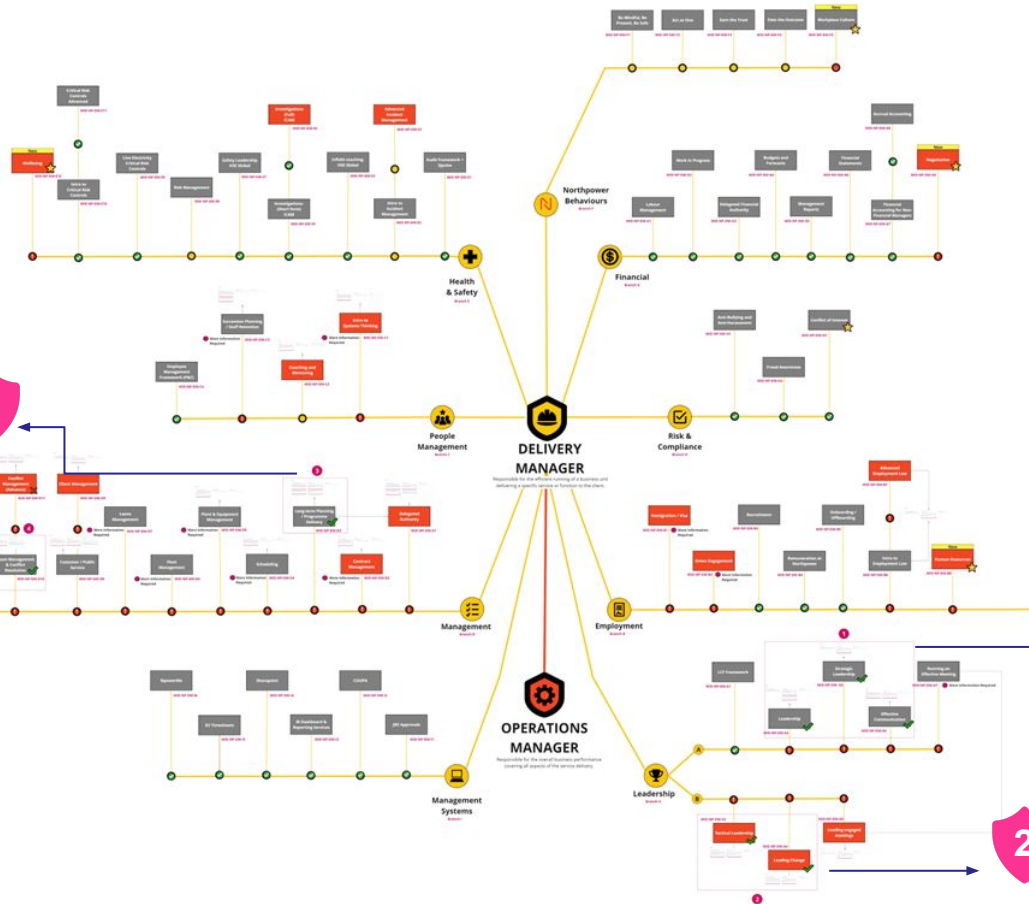
Course Mapping Example



STAGE 5: ADOPTION

The experiment produced
6 industry designed Micro Credentials

- Programme Delivery **3**
- Business Planning **4**
- Operations Management **5**
- Team Management & Conflict Resolution **6**



1 Leadership Part A

2 Leadership Part B



➤ CASE STUDY: SHARED SKILLS PATHWAYS

WHAT WE LEARNT

1. The Tertiary system is willing to experiment.
2. Communities of practice can accelerate our work.
3. The right facilitation can enable meaningful collaboration at pace.
4. Gaming methodologies can increase skills portability for workers.

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ACADEMY

PROJECT POTENTIAL

- One consistent industry endorsed method for skills mapping
- Accelerated way to endorse and share existing training material
- Enhanced skills portability for workers across sites, networks and businesses
- Workers to have visibility of career development pathways
- A market-place for learning content

The Northpower logo, consisting of a stylized white 'N' icon followed by the word "Northpower" in a white, sans-serif font. The logo is overlaid on a background image of a person standing on a wooden walkway in a futuristic, forest-like environment with tall, dark trees and glowing lights.

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