



Energy News and ABB

New Zealand Electricity Survey

Our People

PART TWO – 2019 – SURVEY RESULTS

Our People

About ABB

ABB (ABBN: SIX Swiss Ex) is a pioneering technology leader in electrification products, robotics and motion, industrial automation and power grids, serving customers in utilities, industry and transport & infrastructure globally. Continuing a history of innovation spanning more than 130 years, ABB today is writing the future of industrial digitalisation with two clear value propositions: bringing electricity from any power plant to any plug and automating industries from natural resources to finished products. As title partner of Formula E, the fully electric international FIA motorsport class, ABB is pushing the boundaries of e-mobility to contribute to a sustainable future. ABB operates in more than 100 countries with about 135,000 employees.

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About Energy News

Energy News is New Zealand's online news and information service for the energy sector. The website was launched in 2008 and now boasts more than 5,000 readers every month from 300 subscribing organisations. Its readership consists of New Zealand energy sector organisations and service companies spanning the electricity, oil and gas, petroleum and alternative energy value chain.

The subscription-based site provides daily news, executive interviews, opinion and commentary. It also hosts a suite of information resources including two large databases of asset owners and energy resources. Other information includes 30-minute electricity prices, supply and demand monitoring, petroleum permit deadline summaries and an oil price monitor.



Highlights

Results from Part Two of the 2019 Energy News and ABB Electricity Survey are now in. We had more than 150 respondents complete the nine-question survey, providing an insight into the sector's thoughts on its own workforce.

Thanks to our industry advisory panel, who are helping to develop the surveys this year. Part Three is due to go live in September.

In response to Part Two of our survey, the sector thought:



The sector needs to upskill

Respondents think their organisations have the right people, but the workforce will need to build their skills to keep pace with new ways of working that tech will enable



Well-being is becoming a higher priority

Many respondents think the focus on employee well-being has got stronger in recent years



Representation is a mixed story

Respondents are split on whether their workplace represents the diversity of the general New Zealand population...

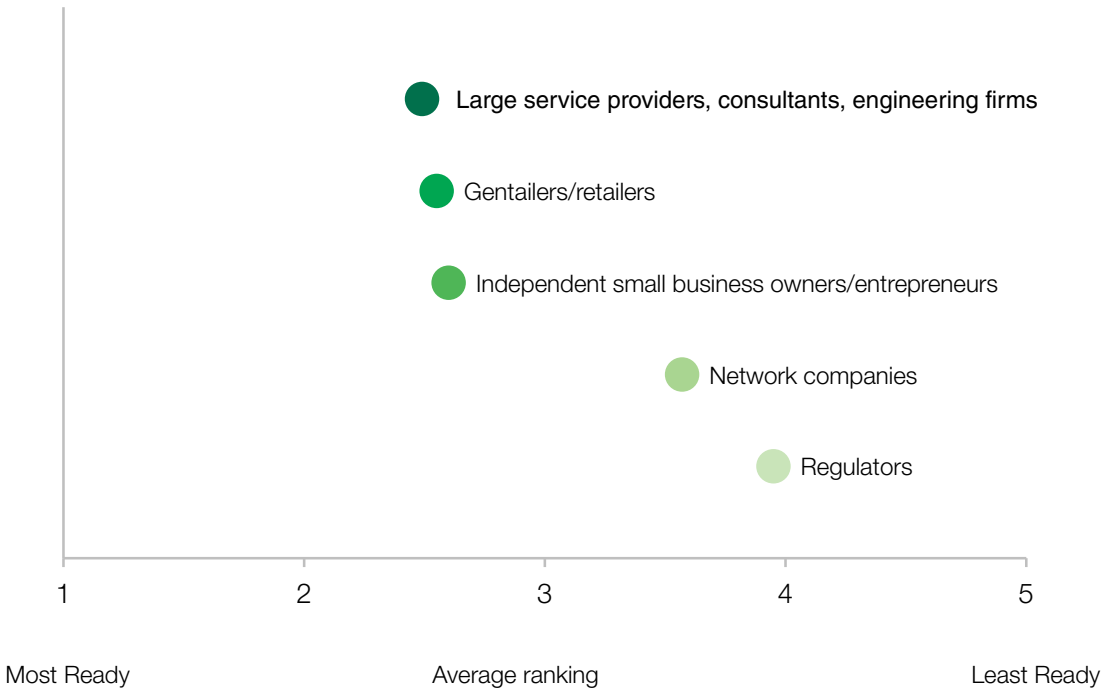


But that could be changing

...But most organisations with a lack of diversity have recognised this as something that needs to change

Question 1

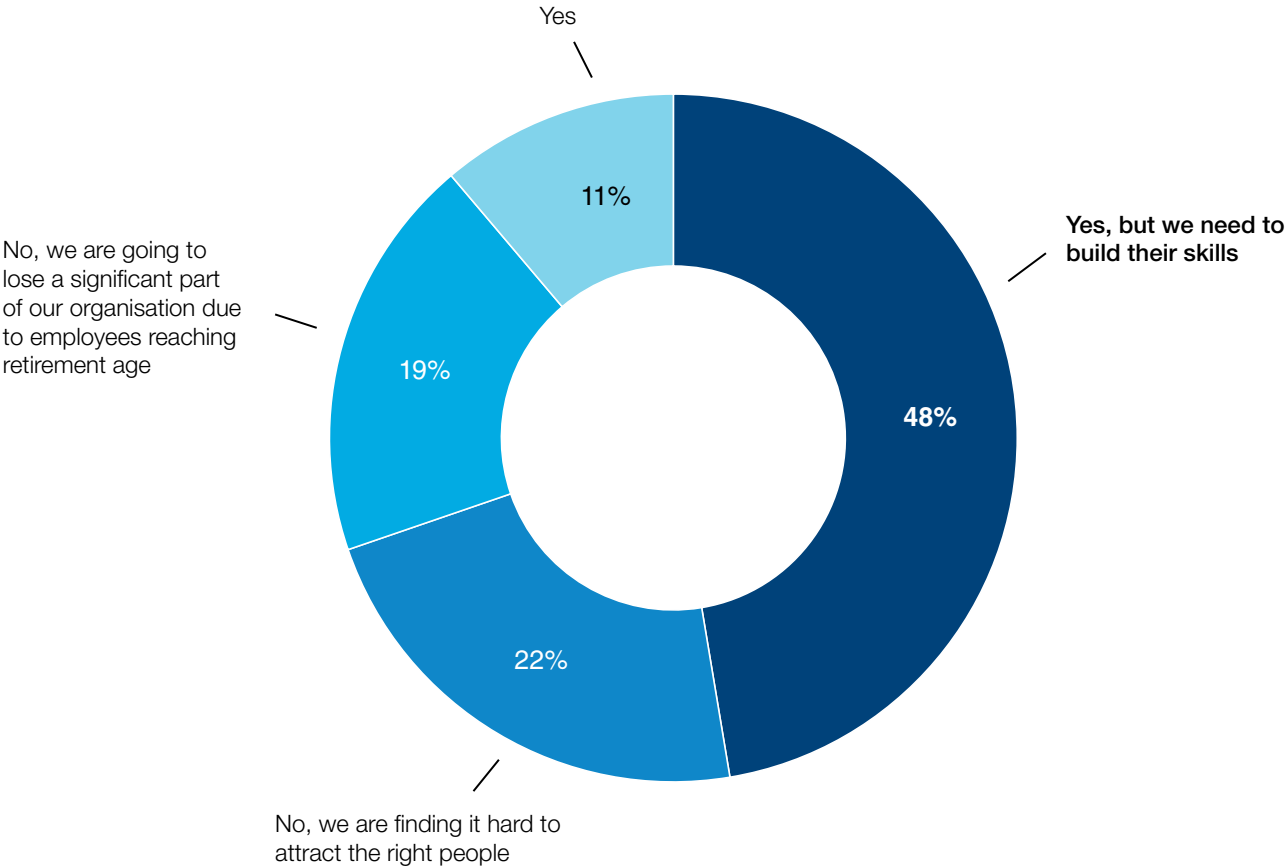
How ready is each part of the sector to prepare for the new energy future and adapt their organisation to benefit from the changes to come?
Please rank the below in order of most ready to least, with 1 being the most ready:



- Large service providers, consultants, engineering firms – 2.49
- Gentailers/retailers – 2.55
- Independent small business owners/entrepreneurs – 2.60
- Network companies – 3.57
- Regulators – 3.95

Question 2

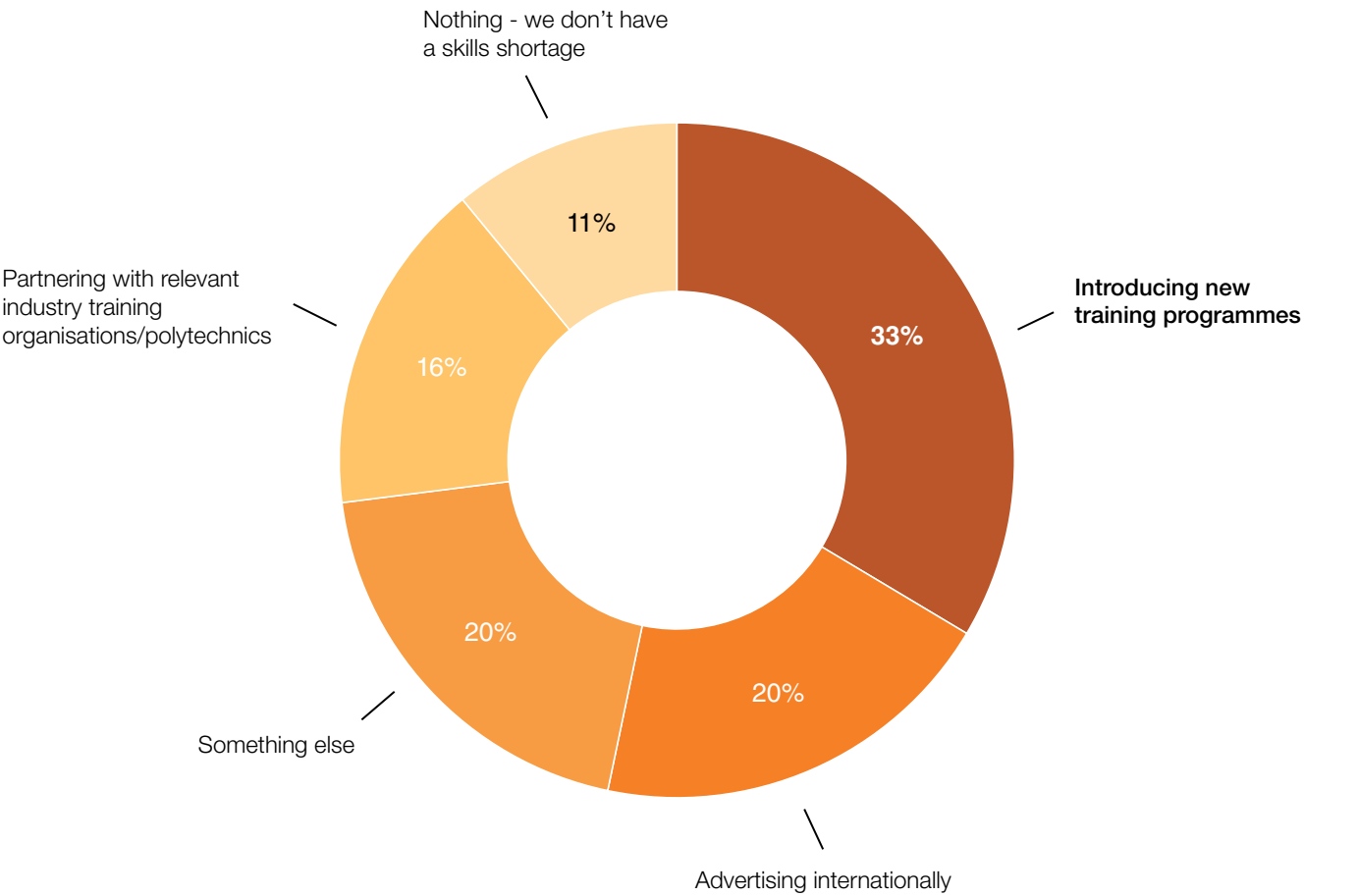
Do you think your organisation has the right people it needs for what it wants to achieve in the next 10-20 years? Choose one option you most agree with:



- **Yes, but we need to build their skills for the new ways of working that tech will enable – 48%**
- No, we are finding it hard to attract the right people in a competitive environment – 22%
- No, we are going to lose a significant part of our organisation due to employees reaching retirement age – 19%
- Yes – 11%

Question 3

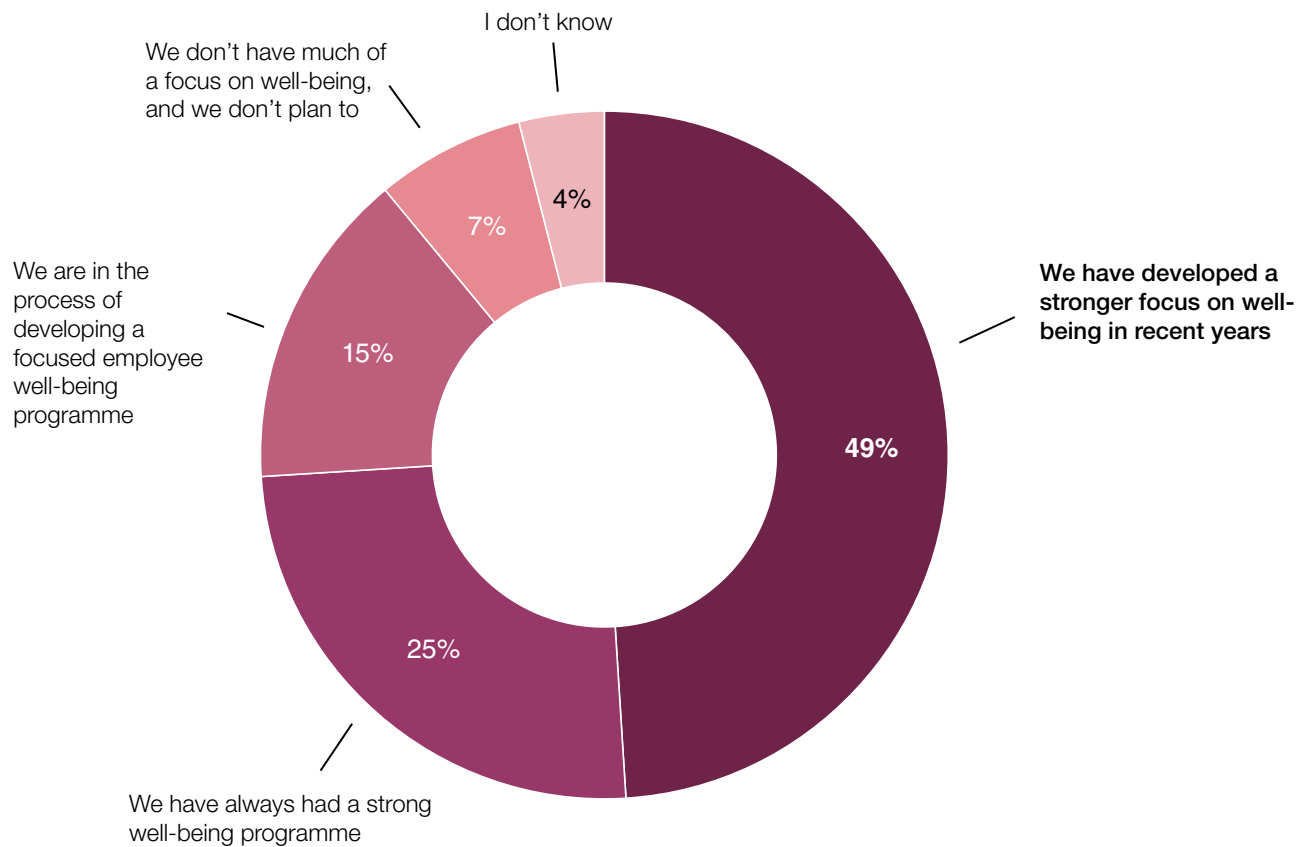
For the area of your business with the greatest skills shortage, what is your organisation doing about it? Choose one option you most agree with:



- Introducing new training programmes for existing staff – 33%
- Advertising internationally – 20%
- Something else – 20%
- Partnering with relevant industry training organisations/polytechnics – 16%
- Nothing - we don't have a skills shortage – 11%

Question 4

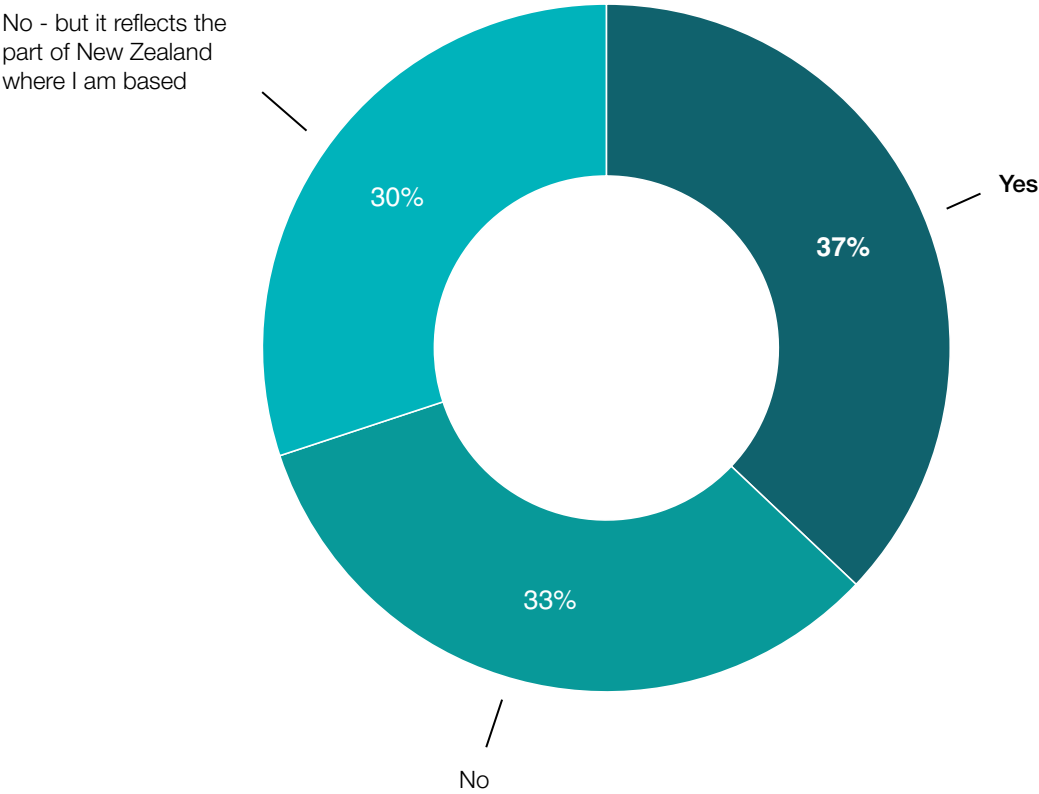
Has your company's focus on employee well-being increased in recent years? Choose one option you most agree with:



- **We have developed a stronger focus on well-being in recent years – 49%**
- We have always had a strong well-being programme that aligns with the ethos of our organisation – 25%
- We are in the process of developing a focused employee well-being programme – 15%
- We don't have much of a focus on well-being, and we don't plan to – 7%
- I don't know – 4%

Question 5

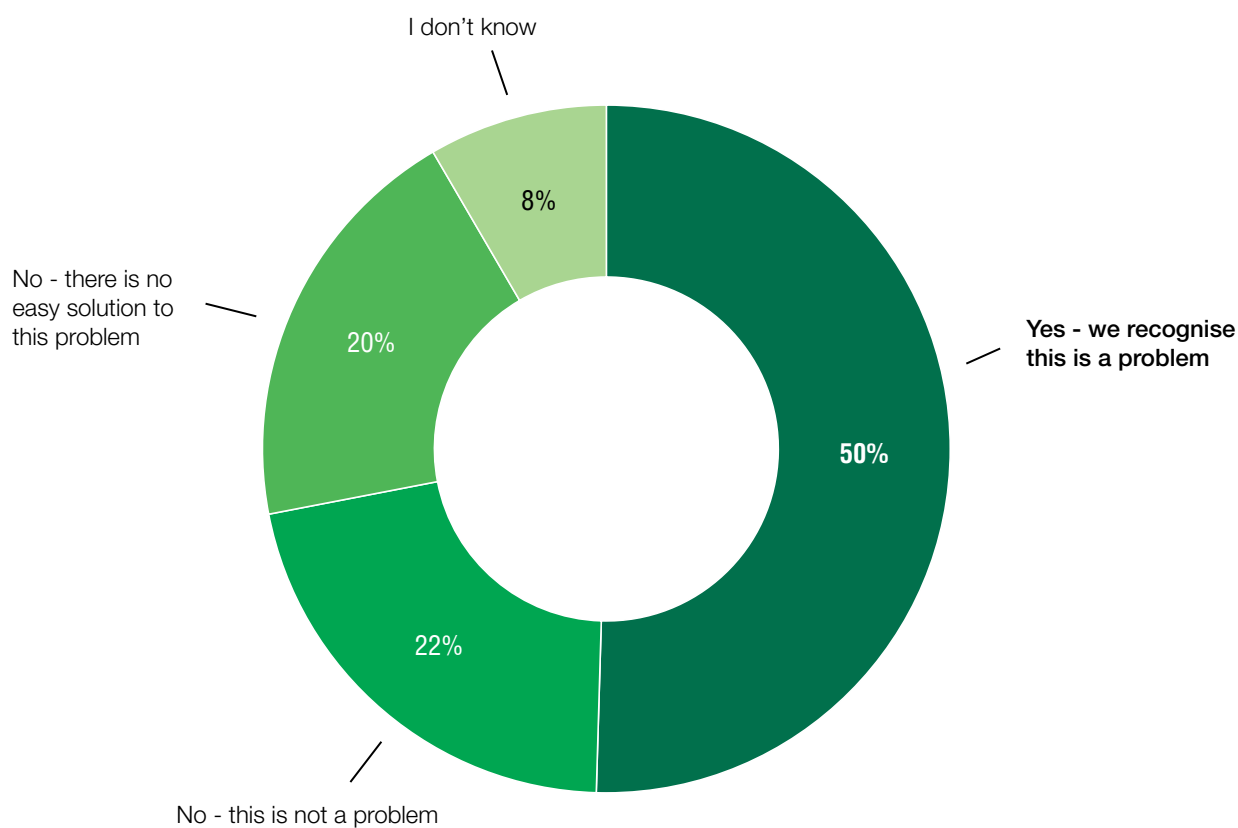
Do you think the make-up of your organisation accurately reflects the diversity of the general New Zealand population? Choose one option you most agree with:



- Yes – 37%
- No – 33%
- No - but it reflects the part of New Zealand where I am based and the diversity of people who have the skills we need – 30%

Question 6

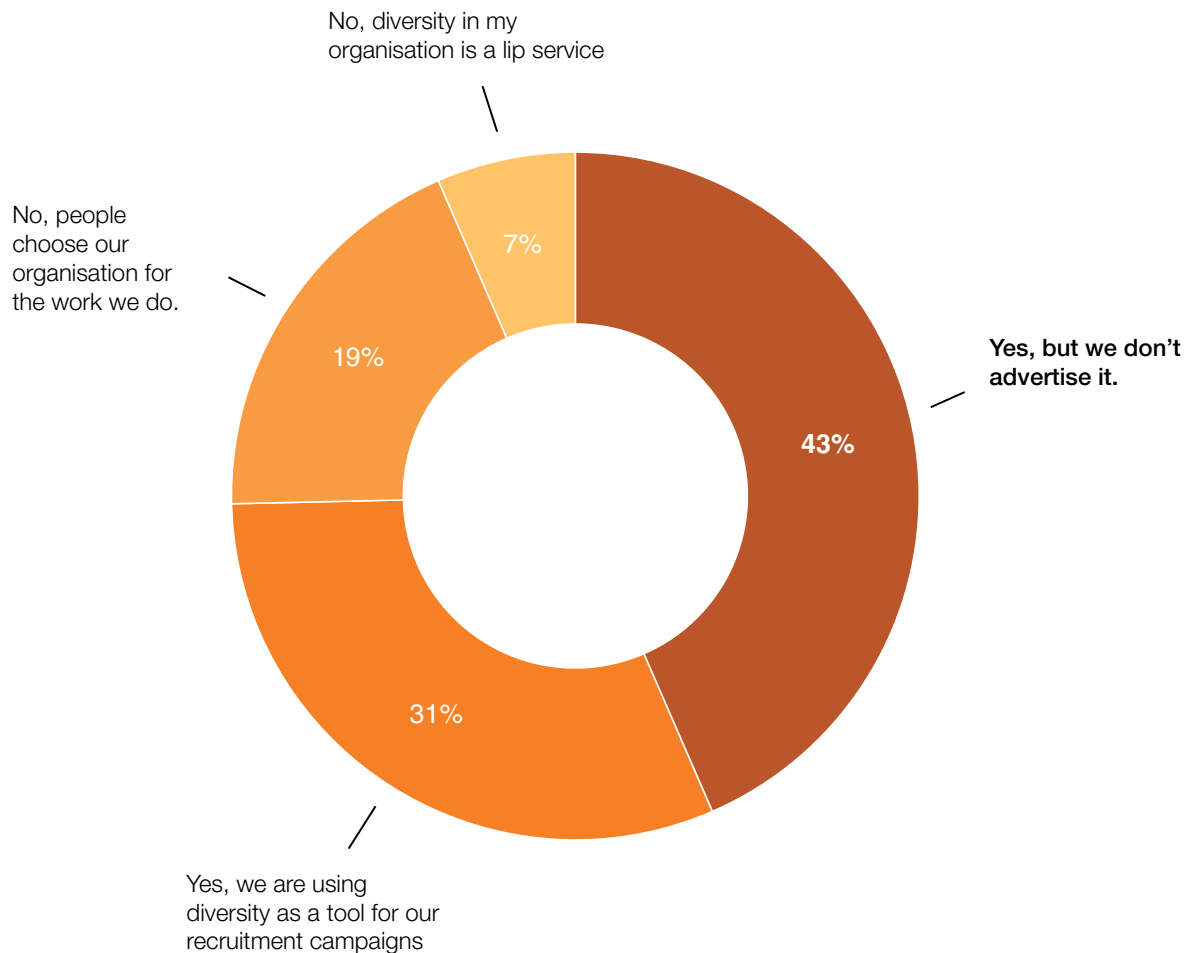
If you answered 'no' to Question 5, is your organisation doing anything to change this? Choose one option you most agree with:



- Yes - we recognise this is a problem – 50%
- No - this is not a problem – 22%
- No - there is no easy solution to this problem – 20%
- I don't know – 8%

Question 7

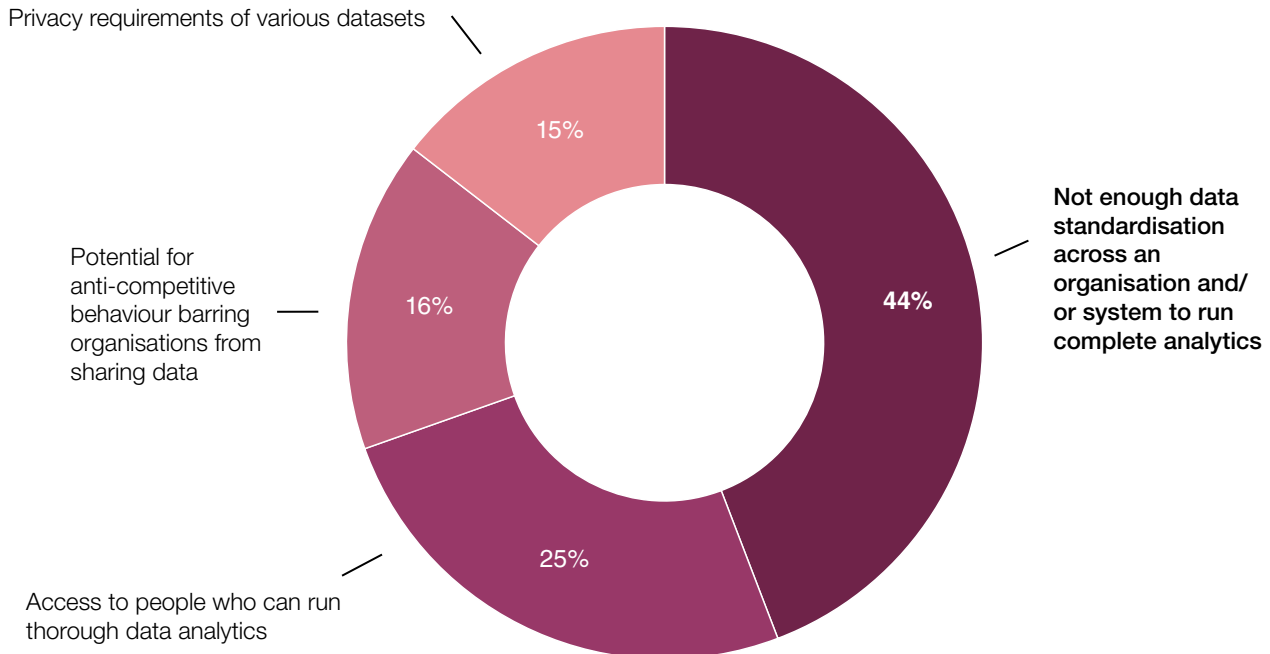
Do you think that having diversity in your organisation will attract further talent to work there? Choose one option you most agree with:



- **Yes, but we don't advertise it, diversity is a strongly anchored value in our organisation – 43%**
- Yes, we are using diversity as a tool for our recruitment campaigns – 31%
- No, people choose our organisation for the work we do, not how we behave – 19%
- No, diversity in my organisation is a lip service – 7%

Question 8

This question is brought to you in partnership with Eagle Technology: What are the biggest challenges or barriers for organisations wanting to use thorough data analytics as part of their decision-making? Choose one option you most agree with:



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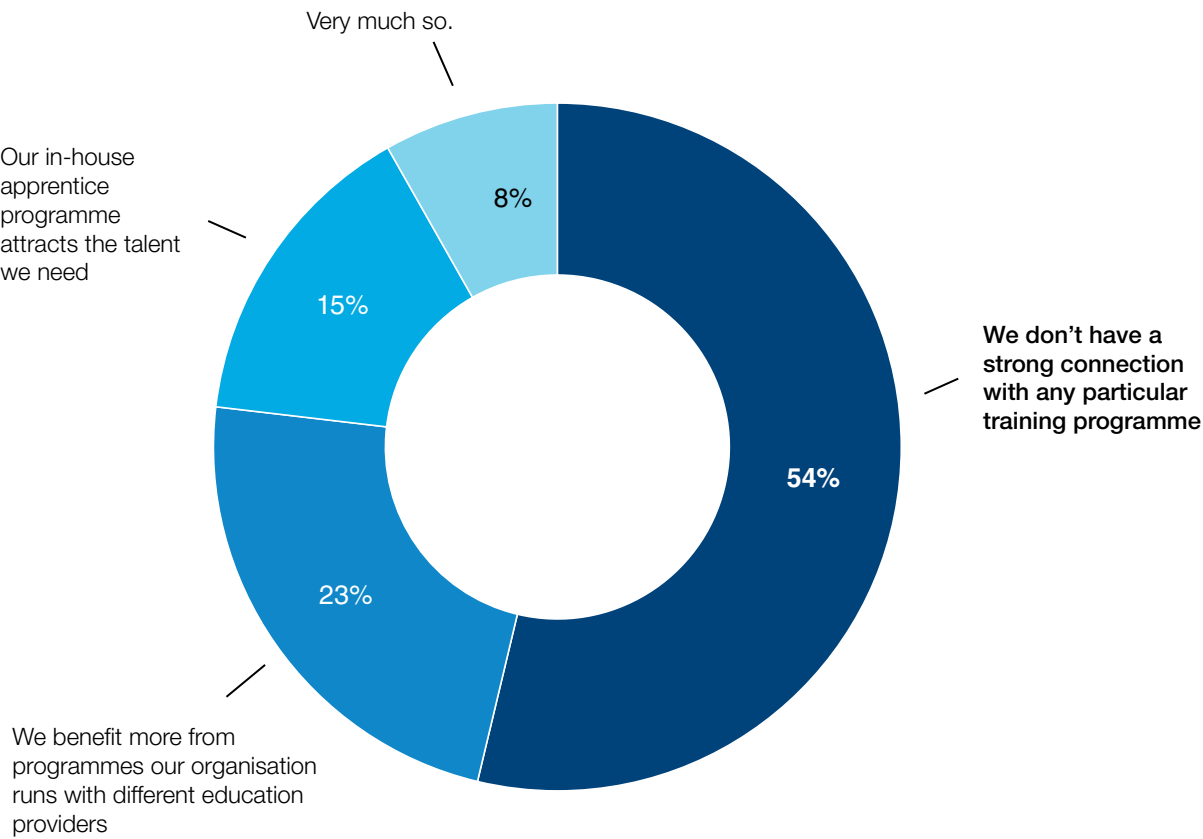
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Question 9

To what extent does your organisation benefit from the education and training programmes that operate to attract new talent? Choose one option that you most agree with:



- We don't have a strong connection with any particular training programme – 54%
- We benefit more from programmes our organisation runs with different education providers – 23%
- Our in-house apprentice programme attracts the talent we need – 15%
- Very much so. We'd be lost without our connection to the relevant education provider – 8%

Further thoughts

Thanks to those who provided further thoughts on the survey's theme. Here are some of your comments below:

"Employees tend to reflect the diversity of those graduating from particular apprenticeships and engineering schools. This highlights that the real issue is in secondary schools and poor subject guidance ruling out many of the under-represented groups from expanding the tertiary qualified pool available for the labour market."

"Currently the energy sector does not have qualified electrical engineers."

"I feel that a big struggle is getting extra investment to resources. We won't necessarily create new roles until someone has left to make a vacancy. So our investment towards different ways of thinking in the industry rely on natural attrition of the existing ways rather than trying to jump at the change."

"The biggest challenge the sector faces is to understand where the most innovative and comprehensive industry changes are going to occur within the sector, ensuring that board and senior management are in lockstep on the point, and then devising a comprehensive and targeted strategy to match the right people with the challenges."

"It's not a skill shortage, it's a training, planning and industry structural problem."

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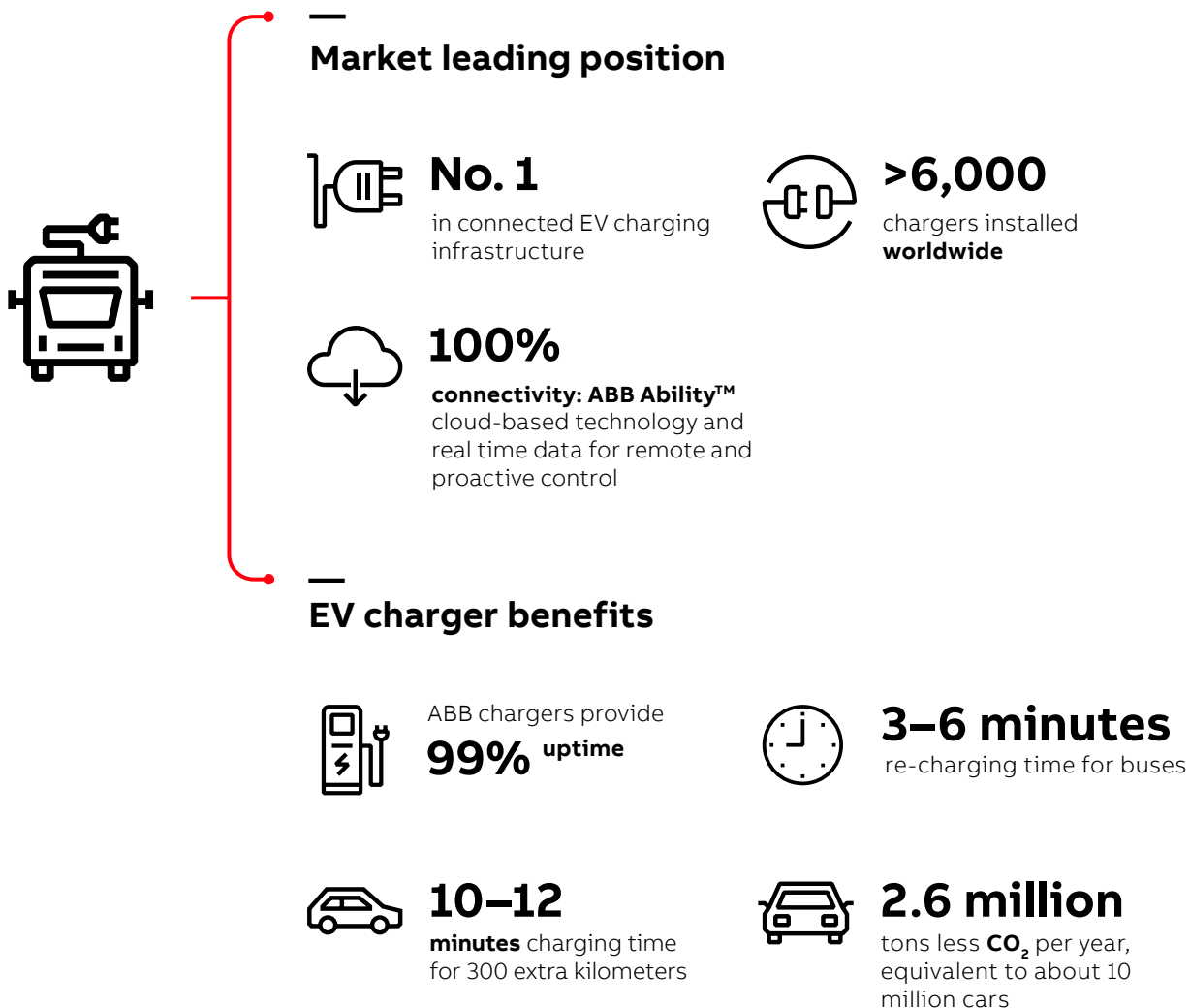


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