

Tairāwhiti Regional Workforce Plan Refresh 2023

Te Mahere ā-Rohe



Tairāwhiti CARE

**REGIONAL SKILLS
LEADERSHIP GROUP.**

Co-Chair Introduction

Kei te tai whakarunga, kei te tai whakararo o te Tairāwhiti whānui, tēnei ka mihi ake.

Ahakoā ngā taumahatanga kei runga i a tatou i ngā marama kua pahure, ngā mihi mahana, ngā whakaro pai ki a tatou katoa.

Kei te Tā hou, e Pāpā Herewini, nei rā Te Tairāwhiti e ngunguru nei i a koe!

Tu mai, Tu mai, Tu mai rā!

The Tairāwhiti CARE-RSLG continues to support and advocate for the skills and workforce development needs in our region. We have produced two workforce plans and efforts continue to execute actions in those plans. This has been a challenging task and we know there is more to be done. However, we are encouraged by the critical successes we have made in advocating for increased in-region delivery of training to better support whānau, kaimahi, and local industry. Increasing local training provision options, improving access for whānau and kaimahi, and meeting local industry needs is even more important as the region works through the cyclone recovery process. With that in mind, we are pleased to present the next set of focus areas which aim to build our region's capability to respond to immediate challenges as well as preparing for the future.



Alex Hawea

Co-Chair CARE-RSLG



Richard Searle

Co-Chair CARE-RSLG



Labour Market Themes

We believe in a prosperous Tairāwhiti, where wellbeing, equity, and better living standards are promoted across our diverse, geographically spread-out region.

We support initiatives that help overcome barriers to employment and retain local talent. This is crucial as we respond to the needs of our region which is facing a significant rebuild after the impacts of Cyclone Gabrielle. Facilitating a sustainable rebuild means listening to the voices of our community. Our work is underpinned by the following themes drawn from our engagements across Tairāwhiti.

Future Workforce Development and Opportunities: We want to help workers find meaningful jobs, support employers to grow their businesses, and encourage our people to take advantage of quality work opportunities. Preparing for this future involves things like capturing workforce data and exploring better delivery of pastoral care. There are new opportunities shaping the future of work such as technology developments and we want to be well positioned to take advantage of these.

Regional Collaboration and Advocacy: Collaboration and advocacy are important ways that we can contribute to regional success. We will continue to advocate for locally delivered training because our

communities are saying that they do not want to leave to get the skills they need. We will continue to talk to local tertiary training providers about getting training delivered across Tairāwhiti, especially for whānau living in rural isolated communities.

Empowering and supporting rangatahi: Our rangatahi are the future of Tairāwhiti, and we are committed to nurturing them. It is important that the right jobs are available to encourage rangatahi to stay in Tairāwhiti. We also need to foster our ongoing conversations with our community, so they stay connected with the challenges that rangatahi face when it comes to transitioning from school to employment and their ongoing training needs.

Enhancing Training and Skill Development: We stay committed to the idea of Tairāwhiti training for Tairāwhiti locals. We aspire to be a region where whānau are confident to navigate life and work here. This means that CARE-RSLG continues to collaborate with local providers, businesses, and stakeholders to promote training opportunities that are accessible, relevant, and tailored to the needs of whānau. This also includes having discussions with kaimahi and employers to support the design of qualifications that build capabilities.





Taiao

What we've heard:

Whenua is more than just a commodity, it is our place to stand, it nourishes our physical, mental, spiritual and social wellbeing. The Mahi mō te Taiao – Jobs for Nature initiative returned many people 'to the whenua.' From a Te Ao Māori perspective this mahi was about 'growing people' and the new skills that people acquire can be considered a taonga that CARE-RSLG plays a role in helping Tairāwhiti to nurture. In a nutshell, to help facilitate new career pathways off the back of groundwork laid in Mahi mō te Taiao.

Mahi mō te Taiao employers provide on-the-job training and formal qualifications as part of their project funding. Formal qualifications offered include conservation work, trapping and planting, project management, administration, and Mātauranga Māori. The development of soft skills is also considered important. Tairāwhiti had twenty-five projects totalling approximately \$40m investment funded through Mahi mō te Taiao. This programme supports New Zealand's economic recovery from the impacts of COVID-19.

Around half of the projects have already ended with the remaining due to end in 2024, 2025 and 2026. Approximately 371 people will have been employed across the lifetime of these projects. We note that sixteen of the twenty-five projects have stated that capability development is a key outcome.

As we tackle the rebuild from the impacts of Cyclone Gabrielle, we are aware of calls from the region to continue funding these projects. This is reflected in the recommendations from the Ministerial Inquiry into Land Use and the recovery planning process (Cyclone Gabrielle) which have advocated for the continuation of funding for the Mahi mō te Taiao projects.

We have already started preparing for the end of these projects by assessing the impacts on workers, project coordinators, and communities. Our contribution to managing these impacts is to work with Mahi mō te Taiao funders and fund recipients to understand how to facilitate the transfer of kaimahi to other job opportunities. The first step in this transition process is to identify the skills and qualifications of nature-based workers. This will be the key action of this regional workforce plan refresh for CARE-RSLG.

Nature-based workers possess unique skills and qualifications relating to conservation, land management, and environmental education. These skill sets prepare workers to move into industries like agriculture, forestry, and fishing which suggests that this is where redeployment could be likely.

Taiao-related training in Tairāwhiti is delivered by two organisations, Te Pūkenga and Tūranga Ararau, who provide qualifications at levels 3 and 4. The indications are that our region needs more of this type of training provision. We have been told that a lack of training programmes and clear pathways into Taiao roles results in rangatahi having to leave the region.

However, several local providers have expressed interest in expanding their training offerings. Examples for potential areas for growth include moving towards higher-level qualifications in things like planning, Resource Management Act, urban development, spatial management, land-use capability, and long-term regional planning for environmental management.

There are existing opportunities in Tairāwhiti to transition Mahi mō te Taiao participants to further employment opportunities. Based on the experiences of the projects and the participants in them the opportunities to transition people to new employment follows a stepped approach:

- **Identify skills and qualifications:** The first step is to gain an understanding of the skills and qualifications that the Mahi mō te Taiao kaimahi have gained through the funded programmes.
- **Match skills to new job requirements:** The next step is to match the skills of nature-based workers to new job requirements. This involves looking for jobs in conservation, land management, forestry, environmental education, and other related fields.
- **Commit to a coordinated approach:** To effectively transfer skills and qualifications, a coordinated approach is needed. This involves supporting career development and recognising the skills used in these projects.
- **Expand skills through training:** In addition to previous training, workers may need to expand their skills to aid in transitions. For example, habitat restoration workers could take courses in urban forestry to supplement their existing knowledge.

Taiao Action

Action: Work with key regional stakeholders to identify the skills and qualifications of nature-based workers from the Mahi mō te Taiao projects.



Health

What we've heard:

The health of our whānau in Tairāwhiti is paramount. Talking with kaimahi reinforces how much this means to our wellbeing as a region. These conversations have emphasised the crucial role that health plays in our ability to participate in society and enjoy a quality lifestyle. Lifting ongoing training for our health workforce will support our ambition for a prosperous and healthy Tairāwhiti.

When looking at this workforce, there are significant gaps that are difficult to fill, ranging from highly specialised professionals to support roles. Doctors and nurses were in highest demand, followed closely by other roles like physiotherapists and anaesthetists. The other areas that have high demand are midwives and healthcare assistants.

Te Pūkenga is the only tertiary provider who delivers health related training in Tairāwhiti, and their offering is limited to foundation programmes in nursing, health and wellbeing. They also deliver the Bachelor of Nursing and post-graduate nursing programmes.

Feedback from stakeholders show low completion rates for those people who start training and that learners struggle in areas like maths and science. This is driving the call for an increase in the provision of foundational courses to address these struggles.

A solid foundation for health workforce development in Tairāwhiti is to focus on workers like kaiāwhina and Healthcare Assistants. Emphasising developing and uplifting skill levels of existing staff, making it as easy as possible for people to progress within the health system itself. For example, a Healthcare Assistant could progress to becoming a nurse by seamlessly accessing the training and in work development to make that shift. This would take a well-coordinated effort underpinned by a culture of developing people already employed in health.

Te Whatu Ora are also focussing on encouraging rangatahi into careers in the health sector. They are advocating for the development of a foundational programme which will give tairā an introduction to several health disciplines before pathwaying them into their preferred role.

Health Action

Action: Work with Te Whatu Ora to build a pathways programme in Tairāwhiti to progress workers in allied workforce and medical clinical care roles.



Photo Credit: Te Whatu Ora Tairāwhiti

Check out our supporting documents

As a regionally led advisory group we aim to showcase our region's unique story. To support and affirm what we have heard from people throughout our region we have created an insights document comprised of quantitative data and further supplementary qualitative data. Our Supporting Insights (and Actions Update) should be read alongside our Regional Workforce Plan to gain the most comprehensive understanding of the story of our region. To access our Supporting Insights and Action Update documents, please visit our website:

<https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/>

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