

Hawke's Bay Regional Workforce Plan

First Steps

The Hawke's Bay Regional Skills Leadership Group (RSLG) is part of a joined up approach to labour market planning which will see our workforce, education and immigration systems working together to better meet the differing skills needs across the country. The group will provide independent advice that the region, employers and government agencies can act on.

As the Hawke's Bay RSLG work towards producing their first Regional Workforce Plan (RWP) by June 2022, their initial focus will be on working across the region to identify and support training and development opportunities for wāhine, school leavers, and work ready jobseekers to develop the skills and competencies necessary for successful entry into, and careers with, the construction industry and across the primary sector. The mahi will look to work with employers, NGO's, education and training providers, iwi and individuals to identify and share what is working well.

Pou 1 - Primary

- The primary sector employs a large number of people every year through permanent and seasonal opportunities. In 2021 there were;
 - 14,100 people employed in agriculture, forestry and fishing,
 - 4,950 people in food product manufacturing (meat, seafood, dairy, fruit and vegetable processing),
 - totalling 3279 employers.
- Attracting and retaining workers has always been difficult in the primary sector. Influencing factors range from the perception of the industry, visible career pathways and a lack of specific training in schools to support the different skill sets required in the future.

Pou 2 - Construction

- The construction industry is approximately 4,400 trades people short and unable to meet the current workforce demand, resulting in \$2.7 billion worth of projects being unable to be delivered on desired timelines.
- An additional 1,000 carpentry workers and 710 painters & decorators are required to meet current demand. The capacity to train these skills is limited due to not enough skilled tradespeople able to provide on the job training.
- In 2020, there were 546 students enrolled in carpentry and joinery courses at EIT and BCITO in the region.

Disclaimer: Civil construction projects are currently excluded from the demand model



Pou 3 - Wāhine in the workforce

- Wāhine in the workforce involves supporting skill development of women returning to the workforce after a period (likely extended period) of time out of the workforce.
- There are opportunities to support wāhine to enter the workforce while balancing family and commitments through more flexible work and training opportunities.

Pou 4 - School Transitions

- Focusing our efforts on the proportion of young people that do not go onto tertiary education (university, EIT, PTE's). There is a need to support these students to transition into meaningful work and training opportunities, growing and developing their skills.
- On average there are 2,230 school leavers per year, with approximately 44% of them not enrolling in tertiary education in 2021, offering labour supply options to help ease the current demand pressures.

Pou 5 - Work Ready Job Seekers

- Gaining a better understanding of who is work ready and willing to work, in order to maximise the opportunity for employers. Connecting these jobseekers to the right employer to offer them opportunities to upskill in their preferred industry.
- Amongst these job seekers there were 4,698 Jobseeker - Work Ready recipients, in September 2021.

What we've heard...

The horticulture industry can't get workers with the right skills. Workplace training cannot deliver the new skills as they require more off-job classroom learning.

In the construction sector there is a shortage of skilled labour and the sector is seeing the highest number of vacancies in five years.

Māori continue to be significantly disadvantaged in terms of the sustainability of employment.

Although most schools have career pathway options some appear to be more effective than others. Some schools are providing great transitional support for rangatahi, but this is variable across the region.

Wāhine have been most displaced from the workforce due to impact of COVID-19.

Engagement with MSD jobseekers can be a challenge for employers, despite the good efforts from MSD staff.

Opportunities

Supporting the 'Building Futures' construction initiative to continue to upskill and train young Rangatahi to transition them into employment

Support the National Apples & Pears and Hawke's Bay Horticulture Industry Transformation Plan

Working with Matariki Pou 2 and the Aged Related Residential Care and Home and Community Support Services to establish industry led working groups to address the workforce demand and skill issues, opening opportunities for wāhine to be reabsorbed into the workforce

Working collectively with TEC and HBDHB on the provision of training to support potential workers into nursing, social work and health pathways, and help futureproof Wairoa's need for aged care workers and nurses

Working with the hospitality industry working group on "Serve our Bay" initiatives, providing opportunities for high school students to pursue.

Where we're heading...

The RSLG are taking a holistic approach to the Regional Workforce Plan that supports the mental health and wellbeing of employers, employees and job seekers, particularly with respect to the face of the future workforce and the challenges many rangatahi face.

The RSLG will embed Te Tiriti into the mahi and take an ongoing partnership approach to ensure the needs of our whānau are addressed within the labour market and are prioritised to remain a focus.

Key stakeholders and industry groups have been identified within the priority sectors, which the RSLG will engage with to gather information on the future and desired states of each sector.

Barriers and enablers for skills attainment and development will be explored, with initiative owners and contributors identified within the region. Pursue the opportunity to develop a regional case study on wāhine in the Hawke's Bay workforce.

Begin drafting the Regional Workforce Plan from stakeholder engagements and regional insights to ensure that the skill and workforce needs of the region are addressed for the short, medium and long term.