

# Hawke's Bay Regional Workforce Plan Refresh 2023

Te Mahere ā-Rohe



Hawke's Bay  
**REGIONAL SKILLS  
LEADERSHIP GROUP.**

# Nau mai, haere mai

*Kahungunu Mana! Kahungunu Tangata! Kahungunu Iwi! Kahungunu ki te ao mārama e! Nei rā te mihi ki a koutou ngā rangatira. Tihei Kahungunu e!*

Welcome to the second edition of the Hawke's Bay Regional Workforce Plan (RWP). This is a refresh of our first RWP published last year. It is an opportunity for us to update you on the mahi of the Regional Skills Leadership Group, what is happening in the local labour market and where the region needs to be focussing in the year ahead.

The devastation to our region after Cyclone Gabrielle in February 2023 has left many in our communities uncertain of their future. The entire infrastructure of our communities has been tested and from this adversity the strength of community, Iwi, hapū and whānau has been the muka that has held our region together.

As we move to a recovery and resilience stage, the mandate of RSLG becomes an even more important link in ensuring the people in our region can access the things that will support them to stay in our region. Our whānau need warm homes, accessible health and psychosocial services, employment opportunities and reliable infrastructure, and the RSLG priorities are now more important than ever before.

In the first RWP we acknowledged the important role the primary sector plays in our rohe by focusing on workforce challenges of the horticulture and the meat processing industries. We also recognised the changing workforce pressures of the construction sector. We gained an understanding of the demographics of our regional workforce and investigated opportunities to deliver outcomes for our rangatahi transitioning from school, as well as connecting wāhine and work ready jobseekers into the workforce. We remain committed to these priority groups as we move forward to support the recovery and building back better.

In this refresh of our RWP we have identified additional areas of priority which have become more pertinent: the cyclone recovery, driver licencing in schools and the healthcare workforce. We will use our role to inform and support the regional labour market challenges and work to ensure equitable opportunities exist within these focus areas for our diverse communities to thrive.

We aim to promote inclusive career pathways and foster cultural competency in our region's industries at every step. The continuing challenge to create an equitable space for Iwi, hapū and whānau will always be a key outcome we will strive to understand and improve.

RSLG has a key role in ensuring that the skills, training and workforce needs of the region are aligned with the localised and regional recovery plans. We will connect and inform wherever we can to ensure the workforce needs of our region support our communities to build back better and that our communities have the opportunity to create sustainable life pathways for themselves, their whānau and the tamariki traumatised by the events of February 2023.

This RWP would not be possible without the dedication of our members, the secretariat and the community we serve who contribute greatly to our successes.

Thank you for your time and your commitment to our mahi.



**Tania Eden & Erin Simpson**  
Hawke's Bay RSLG Co Chairs



# Labour Market Update

## Whakahoutanga ki te Māketē Tōhaunui

On 14 February 2023 Cyclone Gabrielle hit Aotearoa New Zealand bringing record levels of rainfall and flooding. Hawke's Bay was the hardest hit region, devastating whānau, homes, orchards, vineyards, farms, neighbourhoods and communities, from Central Hawke's Bay to Wairoa. As the region moves from the response to recovery phase, Te Matau a Māui Hawke's Bay Councils, Iwi leaders and government are working to ensure a coordinated rebuild that is locally led and underpinned by Te Tiriti o Waitangi principles of **partnership, participation and protection**. There will be mixed impacts on Hawke's Bay's labour market as a result of the cyclone and the RLSG will prioritise recovery activities that directly support affected kaimahi.

Our priorities from the Regional Workforce Plan (RWP) published in 2022 remain our focus as we commit to addressing the workforce opportunities and challenges of the cyclone recovery. There are five pou we are carrying forward:

### **Primary sector**

The Primary sector is of vital importance to our regional economy, with horticulture as one of the biggest contributing sub-sectors. The impact of Cyclone Gabrielle has been catastrophic, with lost production, clean up, repairs and re-establishment costs likely to exceed \$1.5 billion.

Meat processing is also a significant part of this sector, with six meat processing plants in the region. Some in the industry believe it may take up to five years for impacted farms to return to pre-cyclone productivity levels.

### **Construction**

Labour and skills shortages continue to challenge the construction and civil infrastructure sectors. The anticipated central and local government investment to re-establish cyclone damaged infrastructure will exacerbate these labour market pressures.

### **Wāhine in the Workforce**

Wāhine continue to be disadvantaged in our labour market. Of the nearly 8500 wāhine beneficiaries in our rohe over 35% have dependents and are recipients of a sole parent support benefit. There is concern the economic shock of Cyclone Gabrielle will disproportionately affect wāhine in the workforce, as demonstrated by the COVID-19 pandemic.

### **School (Kura) Transitions**

Rangatahi have told us they need more support to access and navigate careers information. They want schools to provide them with opportunities to develop life skills that prepare them for life beyond kura, including access to driver licencing training.

### **Work Ready Job Seekers**

There has been an 7.8%\* increase in the number of jobseeker support – work ready recipients since the cyclone and this number is expected to increase further. There are currently 74 providers in our region delivering pre-employment programmes. Providers that offer a mātauranga māori kaupapa continue to achieve good results.

As a regionally led advisory group we aim to showcase and honour our region's unique story. To support and affirm what we have heard from stakeholders across our region we have created a document comprised of quantitative data. Our 'Regional Data Snapshot' and the 'Actions Update' should be read alongside our Regional Workforce Plan to gain a comprehensive understanding of the story of our region. To access this information, please visit our website: <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/>

\*As at weekend-ending 16 June 2023.



# Focus Area: Cyclone Recovery

## Aronga: Te Whakaoranga i te Huripari

Together, Councils, Iwi/Māori Leaders and Government have agreed on a framework for our region's recovery from Cyclone Gabrielle. All recovery activities will be developed and delivered in genuine partnership with tangata whenua.

Recovery activities will be coordinated through six pou:

- Environmental Resilience
- Economic Growth
- Whānau and Community Wellbeing
- Primary Sector
- Resilient Infrastructure
- Recovery Transition

RSLGs identify and support ways to meet future long-term skills and labour needs, however, the anticipated impact of the cyclone on the labour market requires flexibility and a focus on the immediate needs of the region. Workforce development is a key component of the regional recovery programme.

The RSLG advocate strongly for significant investment in the local skills system to support the cyclone recovery. Hawke's Bay needs workforce redeployment and retraining initiatives to be funded and delivered at pace to meet the estimated \$2b construction and infrastructure programme of works. The rohe intend to maximise this unique situation to grow a skilled and resilient workforce, ensuring those most in need of sustainable mahi will have the ability to take up these opportunities.

The cyclone recovery and rebuild programme is an opportunity for central and local government to embed progressive procurement and will be instrumental in delivering outcomes for Māori businesses in our rohe. The RSLG will continue to support our partner organisations working with Māori businesses to uptake opportunities that will grow their business and workforce through the recovery.

The RSLG acknowledges the impact of the cyclone on the nearly 20,000 small to medium enterprises (SMEs) that are the backbone of the Hawke's Bay economy. The demand for the Cyclone and Flood Recovery Fund targeted at SMEs in the aftermath of the cyclone well exceeded the initial funding allocated, reflecting their need for assistance. Through our networks, we will ensure SMEs are well supported to overcome recruitment and retention challenges.

Responsive training provision is vital to meet the needs of cyclone recovery activities. Ninety percent of EIT – Te Pūkenga's campus in Taradale was damaged by flood water and silt and does not anticipate reopening there until February 2024. The RSLG is supportive of the repair and rebuild of EIT's buildings so ākonga (students) can return to their studies on campus and EIT can prioritise training required for the rebuild.

### Action | Taumahi

Contribute to the Economic Growth and Whānau and Community Wellbeing pou of the Recovery Framework by:

- Working collaboratively with partners and industry to shape sustainable solutions that retain, retrain, and redeploy local kaimahi, and which provide transferrable skills that give them the confidence to move between sectors.
- Supporting jobs and skills hub models across the region using the knowledge we have built to meet the workforce needs of the cyclone recovery.

# Focus Area: Driver licencing in Schools

## Aronga: Ngā raihana hautū i ngā Kura

A driver's licence is a tool that reduces inequities and increases social inclusion, but of the 28 secondary kura in our region, only four currently offer a driver licencing programme. In New Zealand it is estimated that between 70,000 and 90,000 rangatahi face barriers in obtaining a licence which include cost, time, navigating the system, whānau support, identification documents, restriction breaches, learning challenges and a lack of confidence. These challenges are disproportionately affecting the vulnerable rangatahi in our communities.

The RSLG recognises the social and employability benefits of holding a driver's licence. A licence means improved job opportunities and less reliance on the benefits system. In New Zealand two-thirds of all jobs advertised require a minimum of a restricted licence. It is a way of getting to mahi, important for all, but especially our rural whānau who do not have access to public transport. Rangatahi with a licence are less likely to get driving fines, convictions and custodial sentences, resulting in less engagements with, and interventions by government agencies.

There is a nationwide push to address issues in accessing driver's licence support in schools. The national Driving Change Network is calling for equitable access to driver education, training and licencing across Aotearoa New Zealand. Regionally, the Matariki Driving Licencing Collective has been working with partners to increase the number of whānau with driver's licences. Pre-employment providers are utilising government and charity funding to support their rangatahi to gain their driver's licence.

Schools currently offer two driver licence unit standards on the NZQA framework and can provide pastoral and careers support to pathway rangatahi into driver licence programmes. There are secondary schools and organisations in the region that deliver driver licencing programmes to ākonga. Connect, William Colenso College with Got Drive Trust and Wairoa Young Achievers Trust are operating successful models that we can look to as exemplars, but for many secondary schools funding is a barrier. The costs associated with test fees, professional lessons, and internal staff resourcing often means driver licencing programmes in schools are not feasible.

Rangatahi gaining a driver's licence has many positive impacts, not only for themselves, but for their whānau, their community and Aotearoa New Zealand as a whole. The RSLG recommends that funding of driver licencing support for secondary schools is prioritised by government agencies for the key social investment return it will provide.

### Action | Taumahi

Work in collaboration with government agencies, such as the Ministry of Education, local government, and Matariki Driving Licencing Collective to achieve a funding model that supports free, accessible and tailored driver licencing programmes in Hawke's Bay high schools.

### Recommendation | Tūtohunga

Government agencies and local government ensure secondary schools and kura are resourced sufficiently to provide tailored support to ākonga to attain their driver's licence whilst at school. This will require a change in agency policy to fund licencing for ākonga in schools and commitment from schools to support programmes.

# Focus Area: Healthcare

## Aronga: Tautiaki Hauora

Equitable access to quality healthcare means a Hawke's Bay where individuals, communities and economies can thrive. To ensure the wellbeing of our whānau we need a resilient workforce that feels valued and resourced to deliver uncompromising care.

New Zealand, and Hawke's Bay, is facing an unprecedented healthcare crisis. Population growth, increased life expectancy, increasing rates of disease, mental illness and addiction, and COVID-19 are all contributors to previously unseen levels of demand on the healthcare system and workforce.

Hawke's Bay has many dedicated health professionals and support kaimahi but we know from engagements with the sector that we do not have a sufficient local labour force to meet current and future healthcare workforce needs. High attrition rates due to pay and working conditions have contributed to persistent staff shortages across the system.

The RSLG supports all efforts, nationally and regionally, to grow and strengthen the healthcare workforce. We will be focussing on three areas of the healthcare workforce in our rohe facing significant obstacles. Te Whatu Ora Hawke's Bay's nursing and Allied Health departments account for six of the ten highest vacancy rates across their workforce. Kaiāwhina play a critical role servicing the significant and growing number of aged related residential care (ARRC) facilities in our rohe.

**Nurses** are the largest regulated health workforce in New Zealand and provide care across a diverse range of healthcare settings, but the nursing workforce is in crisis. We have consistently heard that more must be done to improve working conditions and attract and retain kaimahi, especially in our rural communities and aged related residential care (ARRC) facilities. The RSLG is in support of initiatives that grow the local nursing workforce. Partnerships like the one between Wairoa Hospital and Te Whare Wānanga o Awanuiārangī provide opportunities to staircase ākonga to higher education, in this example, a Bachelor of Māori Nursing.

**Kaiāwhina** in the health and disability sector 'embody the core essence of a workforce that is passionate, resilient, diverse, skilled and committed to supporting hauora (holistic wellbeing) outcomes of all in Aotearoa New Zealand' (Kaiāwhina Workforce Plan 2020-2025). The ARRC and Home Care Support Services (HCSS) in Hawke's Bay require a significant kaiāwhina workforce but pay, conditions and the perception these roles are of lower status make it hard to attract and retain kaimahi. Availability and quality of care is suffering as a result. The RSLG recognises the recent reforms and allocation of funding by Te Whatu Ora and Te Aka Whai Ora Māori Health Authority that prioritises providers and their kaiāwhina serving our Māori and rural communities in Wairoa.

The **Allied Health** workforce is made up of 43 professions working across the healthcare system and includes medical laboratory scientists, psychologists, dietetics and occupational therapists. These practitioners have specialist skills that impact the timeliness of care delivery and perform key functions in proactive and predictive healthcare activities. Acute shortages in these professions must be addressed to deliver on the priority areas identified in Te Pae Tata, the Interim New Zealand Health Plan.

## Opportunities | Ngā Ara Wātea

The following opportunities have been identified through consultation and engagement with regional stakeholders:

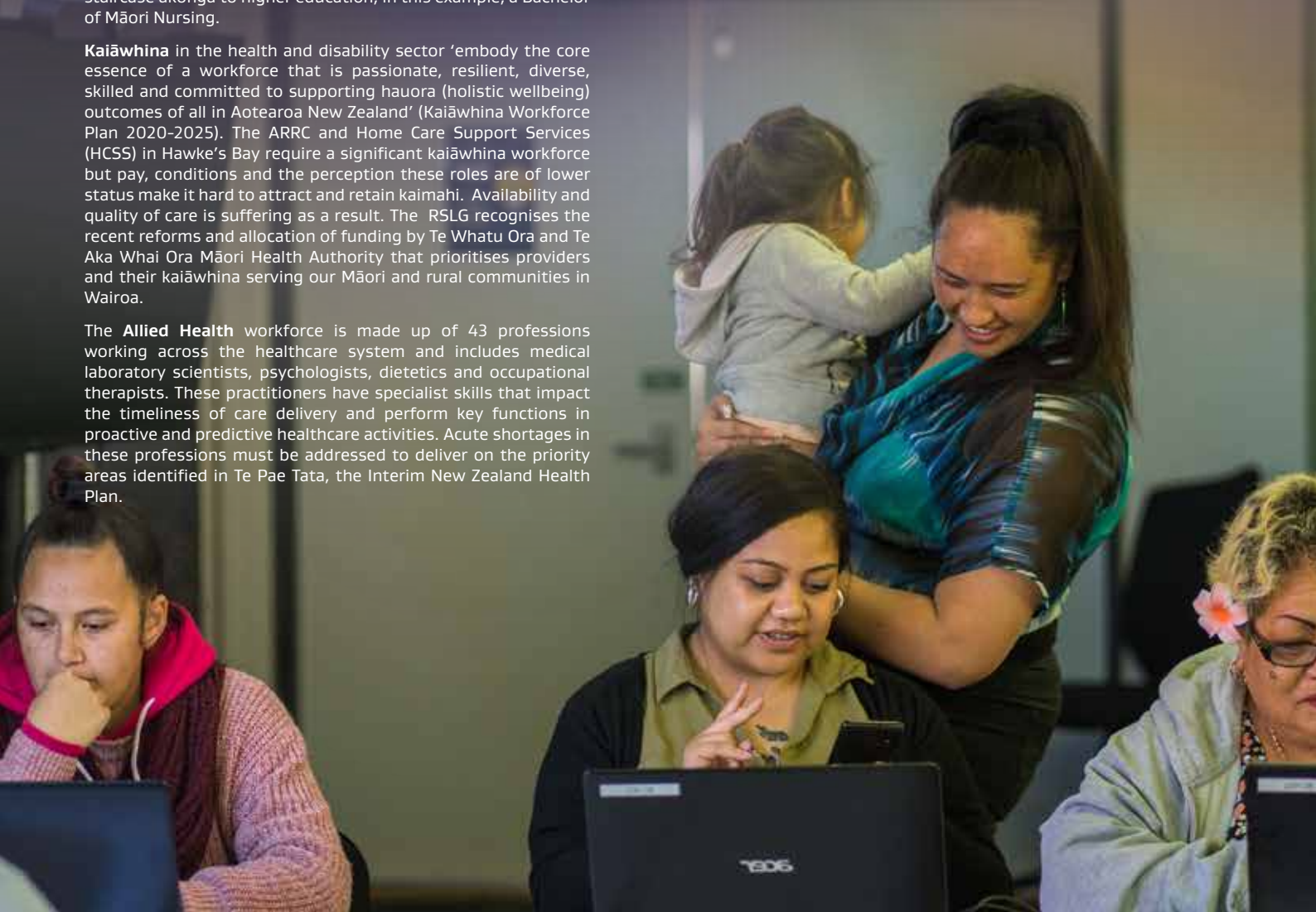
- Investigate earn-while-you-learn and apprenticeship models for nursing, mental health and allied health workforces. These models reduce the financial barrier to study and in turn grow a more diverse workforce.
- Identify and focus on second-chance learners who are looking for a career change or to re-enter the workforce.
- Provision of culturally appropriate education and training programmes developed by, or in partnership, with community. This will support an increase in the number of Māori and Pacific healthcare kaimahi and grow a workforce that reflects their communities.
- Promote pathways that staircase kaimahi to higher skilled roles.
- Encourage workforce innovation such as the development of interdisciplinary workforces.
- Work with partners to develop a workforce strategy and plan to assure a workforce available to build and staff the planned redevelopment of the hospital.

## Action | Taumahi

Undertake a current scope of nursing, kaiāwhina and Allied Health workforce programmes across the rohe. This mahi will allow us to identify where there are opportunities to develop programmes that grow Māori and Pasifika workforces.

## Action | Taumahi

Work in collaboration with Te Whatu Ora, Toitū te Waiora, and local training providers to improve workforce pipelines and address critical staffing shortages to grow a resilient health workforce.



# Progress Update

## *Whakahoutanga ki ngā Kokenga*

The RSLG has been working to progress the 2022 RWP actions. Below are some examples of the work to date:

- Worked alongside the Hawke's Bay Youth Futures Trust and the Food and Fibre Centre of Vocational Excellence (FFCoVE) to scope the breadth of regional pre-employment programmes. The results of the stock take have been published on the FFCoVE website as well as shared with the wider RSLG network and other stakeholders.
- Partnered with the FFCoVE to investigate the most suitable co-lab models options for the region. This has been shared on the FFCoVE website as a resource to assist other groups and organisations looking to develop co-lab models.
- Supported the Ministry of Social Development Jobs and Skills Hub and will continue to do so as they develop their kaupapa to meet the needs of the residential build and cyclone recovery and re-build programme of works.
- Commissioned the FFCoVE to produce a report that outlines the workforce planning methodologies that would achieve quality regional analysis for our rohe. The report has been published on the FFCoVE website.
- Gained a strong understanding of progressive procurement and associated initiatives in our rohe. With this knowledge and established linkages with Amotai, the Hawke's Bay Regional Economic Development Agency and Te Puni Kokiri, we recognise the important role this will play in the cyclone recovery and are actively supporting this mahi.

The RSLG's partnership with the FFCoVE is in response to the first three actions in the 2022 Regional Workforce Plan and will support and inform ongoing mahi relating to regional jobs and skills hub models. These hubs support the priority groups in the Regional Workforce Plan - wāhine, school leavers and work ready job seekers.

### Disclaimer

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