

Manawatū-Whanganui Regional Skills Leadership Group Action Update

July 2023

Overview

It has been one year since we released our inaugural Regional Workforce Plan (RWP) in June 2022. Our 2022 RWP focused on the **Kaiāwhina Health Workforce** and **School Transitions**. These two areas emerged as natural priorities because health is our largest regional workforce and school leavers are our future regional workforce.

In this RWP we committed to delivering nine actions connected to our focus areas, which would create positive change within our region. The following update details the progress we have made in implementing these actions.

ACTIONS AND PROGRESS

1 ACTION: Draw on industry connections and local networks to identify regional kaiāwhina workforce needs to support the design and implementation of the new 'Entry to Healthcare' programme being developed by UCOL – Universal College of Learning.

PROGRESS: This action has been completed. The RSLG provided UCOL with an environmental scan to assist them in understanding what is offered regionally from a Kaiāwhina health perspective.

The entry to healthcare programme has now been developed at Level 3. It is worth 20 credits and will contribute towards the Certificate in Health and Wellbeing (Level 3). The programme will provide a taster across the sector, including mental health, disability and aged care components and is set to run for 10 weeks out of Te Whaioranga. Target learner numbers for the first course are 15 to 20. The intent is to expand this offering to Whanganui once the concept is proven (most likely from 2024).

2 ACTION: Collaborate with tertiary institutions across the region to:

- Develop level appropriate literacy provision for the kaiāwhina workforce
- Identify areas of learning that recognise prior kaiāwhina experience, minimising time out of mahi for kaimahi as they gain relevant health qualifications
- Deliver education training in a way that meets the needs of Māori health providers.

PROGRESS: The Manawatū-Whanganui RSLG will be carrying this action into 2024. Nationally, Te Whatu Ora and Te Aka Whai Ora have established a Kaiāwhina Workforce Working Group to identify initiatives that grow and support the development of the Kaiāwhina workforce across the sector. The Kaiāwhina Workforce Working Group is currently looking to appoint key experts to sub-working groups focusing on five workstreams: roles, data, qualifications, resources and support, and early actions. The RSLG supports the kaupapa of the rōpu (group) and will collaborate to ensure the best outcome for the region and avoid any duplication of effort when implementing this action.

3 ACTION: Work with Toitū te Waiora (Community, Health, Education and Social Services) Workforce Development Council, Te Mahau, District Health Boards, and Primary Health Organisations to support the *Creating Workforce Knowledge and Data priority* in their Kaiāwhina Plan at a regional level.

ACTIONS AND PROGRESS

PROGRESS: The Manawatū-Whanganui RSLG is collaborating with Toitū te Wairoa Workforce Development Council to deliver on this action. While the initial timeline for this was July 2023, as published in Toitū te Wairoa's Operational Plan for 2022/23, this has been pushed out due to data accessibility challenges. However, the Manawatū-Whanganui RSLG will continue to collaborate with Toitū te Wairoa to progress this shared action point.

4 ACTION: Support the formation of a partnership between UCOL, Toitū te Wairoa, and Nga Kaitataki Hauora Māori Iwi Health Providers Collective providers within the Te Ranga Tupua rohe. This will ensure that kaiāwhina related credentialing and programme development is reflective of the skills needs of the region and embeds Te Ao Māori as part of standard healthcare provision. Further, we will facilitate the partnerships UCOL wishes to form with additional iwi kaiāwhina or other providers to ensure regional nuances are identified and considered.

PROGRESS: The discussion of this action is on the agreed agenda for the upcoming Nga Kaitataki Hauora Māori Iwi Health Providers collective hui, scheduled for 23 June 2023. At the time of writing, this hui has not yet taken place. The RSLG has seen tangible progress on this action; Rangitāne o Manawatū reported that the Manawatū-Whanganui RSLG's focus area (Kaiāwhina Health) enabled their Māori Trade Training proposal "Palmy's Got Talent" to secure funding for 64 health workforce placements, each with a \$2,000 training expenses component.

5 ACTION: Lead the development of a regional directory of training opportunities by:

- Working with Economic Development Agencies (or equivalent), and Skills and Talent Action Groups (STAGs) to identify local training opportunities in each district,
- Consolidating district lists into a regional directory of training opportunities,
- Working with stakeholders to make the directory publicly available so that it is accessible to all interested stakeholders.

This directory will comprehensively cover regional skills and training courses with their relevant details.

PROGRESS: The Manawatū-Whanganui RSLG has engaged with stakeholders to identify district lists of training opportunities. A data specialist has been enlisted to assist with the creation and implementation of a pilot directory, which will initially focus on training provision data provided by the Tararua district. The directory will be housed on the MBIE website and promoted by the RSLG through all available communication channels, including Local Insights Reports and monthly newsletters.

6 ACTION: Invite the Chairs from STAGs across the region, as well as regional representatives of the labour market, to attend the Regional Skills Leadership Group meetings at least twice a year. This will enhance collaboration between the districts and influence information-sharing relating to regional labour market opportunities and challenges. Regional representatives of the labour market will include careers advisors, union representatives, iwi leaders, industry representatives and government agencies.

PROGRESS: This action has been completed for 2022/23 following STAG co-chair (or equivalent) attendance at the August 2022 and March 2023 meetings. The group has agreed that there has been enhanced collaboration between the districts and greater information sharing relating to regional labour market opportunities and challenges.

7 ACTION: Lead the development of a report that provides a journey analysis of school leaver cohorts in the region, through consultation with relevant organisations, and agencies who have access to the Integrated Data Infrastructure. This report will identify post-school journeys and intervention points where additional support might be needed.

ACTIONS AND PROGRESS

PROGRESS: Access to the appropriate data set within the Integrated Data Infrastructure (IDI) has been challenging due to protocols designed to protect data sovereignty and maintain privacy. The Manawatū-Whanganui RSLG is exploring new avenues to access this data through the Secretariat's Insights and Strategy team.

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ACTION: Support the development of partnerships between Mayor's Taskforce for Jobs, regional Chambers of Commerce and organisations who have developed 'Youth Ready' employer programmes, such as Talent Central and Taranaki REAP. This partnership will ensure that the programmes are disseminated to a wide range of local businesses across the region, giving the opportunity to become accredited 'Youth Ready' employers.

PROGRESS: The Manawatū-Whanganui RSLG has been gathering insights on regional youth readiness initiatives for employers. Further coordination is required between stakeholders for the sharing of these initiatives to improve equitability across the rohe.

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ACTION: Work with Te Mahau, Iwi Education & Employment Services, Connected, Get-Go, Talent Central and 100% SWEET to increase opportunities for regional secondary school students to get a range of careers advice and provisions to pathway into employment. The provision of equitable advice across the region ensures that rangatahi are equipped for success.

PROGRESS: Collaboration has occurred mainly through the Skills and Talent Advisory Groups (STAGs) or equivalent. This successful collaboration led to a better provision of careers opportunities. For example, a joint 10 week pilot programme was run in Palmerston North for rangatahi. The programme was jointly partnered and funded by the Ministry of Education, CEDA, Te Whatu Ora, and Whakapai Hauora. It offered a chance to connect all schools in with Whakapai Hauora and Palmerston North hospital. Since it was pitched at Year 10s it offered students an insight into the health sector prior to the selection of their NCEA level subjects.

Manawatū-Whanganui Regional Workforce Plan Refresh 2023

ACTION PLAN

Overview

Continuing from the successful launch of the first Regional Workforce Plan, the Manawatū-Whanganui RSLG has confirmed two new focus areas for the 2023 Regional Workforce Plan Refresh: **Freight Logistics and Warehousing**, and **the Seasonal Elements of the Horticulture sector**. The following update includes two new actions for each focus area and the next steps we have identified for each of them. These next steps have been agreed to by the RSLG at our June hui.

1 ACTION: Pilot an 'Educators and Enterprises' session whereby career advisors are connected with industry in the district to showcase the breadth of opportunities for akonga. The development of this pilot will need to be at a district-level and be in collaboration with economic development agencies, iwi, schools, training providers, Ministry of Education, and industries.

NEXT STEPS: The RSLG are looking to identify a district to pilot the programme. We will take into account the Freight, Logistics and Warehousing workforce numbers in each locality, as well as projected growth and related labour market data to support the decision. The RSLG will then undertake stakeholder engagements with career advisors, schools, and industry leaders to confirm availability. Finally, we will engage with industry to support the sessions, map out the content, and plan the delivery model.

2 ACTION: Continue to support Regional Economic Development Agencies (EDAs) in their strategic workforce planning for Manawatū-Whanganui to create linkages between projected skill and the wider Manawatū-Whanganui labour market. This will include but is not limited to projects such as Te Utanganui (Central NZ Distribution Hub) and the Palmerston North hospital upgrade. Playing a role in workforce planning for regionally strategic projects will allow for a better understanding of future skills across the rohe and what training is needed to support our kaimahi, employers, whānau and mokopuna.

NEXT STEPS: The RSLG have attended hui with Te Whatu Ora and the Sector Workforce Engagement Programme team to ensure workforce planning and development are appropriately assessed and considered. We have also been engaging with the Central Economic Development Agency (CEDA) to ensure alignment in workforce planning. This has resulted in a more joined up approach to regional skills and talent development which will be carried forward into planning for significant regional projects. We will continue to work with the CEDA to outline a work programme for implementation in the Palmerston North Hospital upgrade and Te Utanganui projects. Establishing a network of skills and talent stakeholders associated with these projects will be a key component of this action. We will engage with Te Ahu a Turanga Alliance to gain a better understanding of what has worked well in the region in the past and draw from this to inform the work programme. The RSLG will work with Te Whatu Ora and Palmerston North City Council, drawing on all relevant information, to identify and support the skills and workforce needed for these projects.

3 ACTION: Coordinate a pilot programme between Farm Strong, Sport Whanganui, and Land Based Training to ensure that a distinct focus on physical wellbeing is incorporated into the NCEA Level 2 Vocational Pathway in Primary Industries (Horticulture) course. By taking a more holistic approach to training provision, akonga will be better set up for success when entering the industry.

NEXT STEPS: The RSLG held a meeting with the above stakeholders to discuss the location to run the pilot and to identify a target 'cohort' of learners to participate in the programme. We were presented with a number of options available for delivery and are currently determining which district will work best for this pilot. We will meet with stakeholders again in July to confirm location, funding availability, learner cohort, and commitment from relevant businesses to help run the programme. Launch of the programme is anticipated to be August 2023 to align with, and prepare learners for, the kiwifruit harvest in Autumn 2024.

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ACTION: Create partnerships to coordinate a regionally specific calendar that identifies periods and locations where different opportunities for training are possible within the horticulture industry in Manawatu-Whanganui. This calendar will highlight opportunities for training between the horticulture seasons, as well as on-the-job training during the seasons, for each district. By offering district-specific training opportunities, kaimahi can upskill complementary to seasonal mahi and move onto higher paying, more productive roles each season.

Next Steps: The RSLG will engage with Ministry for Primary Industries, Vegetables New Zealand and Horticulture New Zealand to ensure the calendar is accurate and comprehensive. To avoid duplication of mahi we will also look into whether a seasonal calendar has been produced elsewhere, which could be tailored to Manawatu-Whanganui. We will then identify the best way to communicate, promote and maintain this resource to use as a reference to highlight training opportunities for kaimahi during and in between seasons.