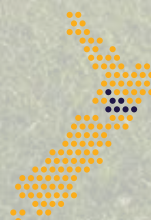


Manawatū-Whanganui Regional Workforce Plan Refresh 2023

Te Mahere ā-Rohe



Manawatū-Whanganui
**REGIONAL SKILLS
LEADERSHIP GROUP.**

Nau mai, haere mai

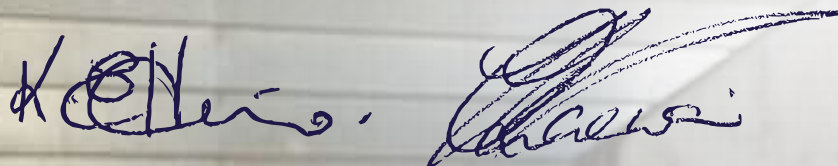
Kua tūtuki, kua ea tō mātou whakarewatanga tuatahi o te mahere ā rohe. E tū poho kererū ana mātou ki te whakaatu ou mātou whakaaro mātua ki te tautoko ki te hāpai hoki i te tipuranga me te whanaketanga o ngā rohe o Whangānui me Manawatū.

Ma ngā tohu o te taiao i arahina matou me ou mātou whakaaro mo ngā tini ahuatanga kei mua i a tatou. Ma tēna, me whai tatou i ngā tauratanga o te wa. Tihei Mauri Ora

Continuing from the successful launch of the first Regional Workforce Plan we are pleased to present the next set of priorities to support the growth and development of our collective region. These priorities are the Freight, Logistics and Warehousing sector and the Seasonal Elements of the Horticulture industry. Our work underlines the importance of coordinating a regional voice on skills and training needs.

Recent natural events have made us think differently about the effects that climate change has on our economic and social development outcomes. Our workforce needs to be adaptable to this change and this is our contribution.

Ehara taku toa, I te toa takitahi, engari he toa takitini E!



Katarina Hina and Oriana Paewai
Manawatū-Whanganui Regional Skills Leadership Group Co-Chairs



Labour Market Themes

Ngā Kaupapa Māketē Mahi

Manawatū-Whanganui is a wide-ranging region, from our expansive geography to the many sectors that underpin our success. Even with our achievements, there are elements of our labour market that need to change for prosperity to be achieved more widely, particularly for those historically vulnerable within our labour market. As a Regional Skills Leadership Group (RSLG) we have engaged with regional partners and analysed our regional labour market. Through this we identified the following four overarching themes across the desired changes identified by our regional communities:

Transitions Support. *Support development and awareness of pathways to entry-level training and employment.*

Our mokopuna and tamariki are the future of Manawatū-Whanganui. Ensuring that they are well-equipped to enter the workforce will always be a priority for the RSLG. Transitions support needs to be tailored to the individual and will likely look different across industries, districts, and ethnic groups. Where our people are succeeding in the workforce, our region is succeeding.

Localisation of provision. *Support development of provision that accounts for the needs of local learners and industry.*

Our region has seven distinct parts which, while connected, have different influencers and dependencies. Our mokopuna, rangatahi and kaimahi need to have access to the

training they need, where they want to access it. By reducing travel, or the need for digital dependency, we are empowering our people to make choices to increase their individual and whānau prosperity. The RSLG continues to support our people's right to suitable training in the area where they live.

Partnerships and collaboration. *Facilitate greater collaboration and information-sharing across the region.*

Partnerships and collaboration in a diverse region like Manawatū-Whanganui are critical for our success. Equity is a top priority for the RSLG and we continue to facilitate and recommend collaborative action across all seven of our districts, between different industries and between training providers. Where best practice exists, or can be developed to achieve our regional aspirations, this should always be progressed with importance.

Direction of national systems. *Ensure that national-level decision-making is aware of regional needs and intentions.*

Manawatū-Whanganui is a strong and ambitious region. We need to ensure that our national-level decision makers are aware of our regional needs; what our people, industries and communities need to prosper. We remain committed to advocating for our needs and ensuring that every district's unique voice is heard at a national-level.





Freight, Logistics & Warehousing

Utanga, Whakakaupapa, Whare Pūkainga

What we've heard

- Manawatū-Whanganui is the Freight, Logistics and Warehousing hub of the central North Island. With increasing levels of sector investment and growth, as well as far-reaching workforce coverage throughout the rohe, this sector continues to be vital to the economy. Several key distribution centres are located in our region, including Toyota NZ and Foodstuffs, and we are host to one of the three national airports that can transport freight around the clock. Expansion is also planned within the rail industry, which is expected to grow substantially through projects such as the KiwiRail Regional Freight Hub, Marton RailHub and the Te Utanganui Central New Zealand Distribution Hub.
- Given the scale of influence this sector has on and around the rohe, as well as a wealth of opportunities for growth, the RSLG has decided to focus on the Freight, Logistics and Warehousing sector as part of this Regional Workforce Plan refresh. We need to ensure that our kaimahi, employers, whānau and mokopuna have access to the training needed to take advantage of these opportunities in the future.
- As the RSLG, our understanding of the current and future skills demand helps ensure a resilient labour market for our people. Kōrero we held with those currently working in the sector, including employers, kaimahi, and training providers has highlighted various challenges, barriers, and opportunities for skill attainment and needs identification. While each district has distinct challenges, many of our findings were consistent across the rohe. Key messages that emerged were:
 - Career pathways into the sector need to improve. Exposure to the sector for school students should begin in Year 10 and be followed by more intensive Trade Academy and work experience opportunities for Year 12 and 13 learners. *"Kids aren't being guided towards a career in freight and logistics. We can't get young people to work here as they're only getting limited exposure to the industry at school"* Stephen Hansen, PTS Logistics Ltd.
 - Disparities between parts of the region in driver licensing training provision sees many kaimahi traveling outside of their district to gain their licence (including forklift and class 1-5). Recent announcements from Waka Kotahi around the establishment of new regional roles are intended to alleviate these disparities. However, as the system currently stands there are major accessibility barriers for kaimahi. *"Our drivers need to travel all the way to Palmerston North [from Dannevirke] to access theory training and testing for their Class 2-5. This is costly for us as it means a lot of time away from work."* – Lina Day, Dannevirke Carriers.
- There is demand for increased provision of 'micro-credentials' as a tool to supplement full qualifications to enable learners to upskill and reskill at different stages of their lives. Tailoring a micro-credential to the Freight, Logistics and Warehousing sector to respond to the evolving needs of industry, particularly to technological changes, needs to be a priority.
- Given the importance of the sector, it would be beneficial to enhance the collaboration of skills planning across the region. With large scale projects underway and on the horizon a widened strategic approach to skills and workforce planning is necessary. This will ensure that employers have access to kaimahi with the appropriate skills, which in turn lends itself to a thriving regional economy.



Seasonal Elements of the Horticulture Sector

Ngā Āhua ā-Tau o te Ahumāra



What we've heard

Our regional workforce is diverse. Our economy is supported by full-time, part-time, casual roles, as well as kaimahi in fixed-term positions. Similarly, the type of mahi undertaken and sought varies, often between districts but also by kaimahi of different ages. Full-time employment (where desired) has widespread benefits for individuals, whānau and communities. Many kaimahi (and ākonga) in parts of our region undertake seasonal mahi, such as those cultivating strawberries in Whanganui, meat processing across the region, or brassica crops (cabbage, broccoli and cauliflower) harvesting in Horowhenua.

Sustainable, inclusive, and meaningful employment is a cornerstone of RSLG considerations. Coupling this with the breadth of the Food and Fibre sector in Manawatū-Whanganui, the RSLG decided to focus on the seasonal elements of the horticulture industry as part of this Regional Workforce Plan refresh.

While engagements were targeted to those offering seasonal mahi, or training and support to those in this area, the RSLG wants to acknowledge that there are many common challenges facing seasonal workers, and this is where the focus of our actions remains.

“Investment into employees to upskill beyond their seasonal work arrangements is a challenge. Once the season is completed there is no further work and people move on to the next opportunity.” — Linda Balle, Balle Brothers Ltd.

Key messages that emerged were:

- There has been a distinct move away from the Level 2 Horticulture Qualification. “The training tended to not be fit for purpose. The best way to meet our needs is to upskill workers on farm” – Emma Clarke, Woodhaven Gardens. Despite this finding, there are more classroom-based programmes than workplace-based programmes. Thus, an increase in workplace-based programmes would be beneficial.
- Demand for local partnerships for “complimentary industries” exists, which would allow for a continuation of employment for kaimahi. While we do already see some segments of the labour force shift from one industry to another in terms of “seasonal work”, building this into a plan and removing barriers such as transport will allow for further job-sharing schemes to be developed.
- People are entering the horticulture sector without adequate preparation. This preparation is often lack of physical ability and conditioning, but also awareness of the mahi and employer expectations.
- Given the need for workers for fixed periods of time only, many seasonal employers have a mix of migrant and local kaimahi. Recognising and supporting the cultural diversity of the industry is important to ensure supportive workplaces are provided for all kaimahi.

Seasonal Elements of the Horticulture Sector Actions

The Manawatū-Whanganui RSLG will:

- 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, ākonga will be better set up for success when entering the industry.
- 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 Manawatū-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



Check out our supporting documents

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 real voices right across 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 fullest and 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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Manawatū-Whanganui — Regional Workforce Plan Refresh 2023
ISBN: Print - 978-1-991092-14-4 Online - 978-1-991092-15-1

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