



# Te Mahere Ahumahi ā-Rohe o Te Tauihu o Te Waka-a-Māui

## Marlborough Regional Workforce Plan

We have worked with the local community, businesses, local government and education providers to develop Te Mahere Ahumahi ā-Rohe o Te Tauihu o Te Waka-a-Māui, our first Regional Workforce Plan.

The Plan sets out some of the challenges and opportunities in meeting Marlborough's labour and skills needs, both now and in the future. From our engagement, we have identified labour and skills shortages across the region, at a variety of skill levels and some sectors rely heavily on migrant labour to meet seasonal demand. However, we have a similar number of people who could be better engaged with the labour market. This indicates a mismatch between skills and working conditions.

Despite this, training is not available locally for all of our key roles which means we often need to attract people to the region to fill them. The Plan sets out what we think needs to be done to address some of these underlying challenges and to ensure that we are well placed to meet the demands of our changing workforce.



You can read the full plan at:  
[www.mbie.govt.nz/marlborough-rslg](http://www.mbie.govt.nz/marlborough-rslg)

### Our focus areas

- Marlborough as an attractive place to live and work
- Career and education pathways
- Perceptions of industries and careers
- Connections between schools and industry
- Everyone in the region is aware of career and training opportunities
- Enabling equitable outcomes for Māori through education and work

### Our focus sectors

- Aged care
- Aquaculture
- Aviation
- Building and construction
- Wine



**REGIONAL SKILLS  
LEADERSHIP GROUPS.**



## Year 1 actions (2022 – 2023)

### Marlborough as an attractive place to live and work

**Action 1.1** Undertake research with people who have made decisions about moving to, or staying in Marlborough in the last 1 – 5 years, to understand how they perceived Marlborough, and what influenced their decisions, in order to identify expectations and gaps.

### Career and learning pathways

**Action 2.1** Identify best practice examples for sharing career and learning pathways including the potential for the creation of a centralised careers advisory service in Marlborough.

### Perceptions of industries and careers

**Action 3.1** Undertake research into best practice examples of industries that have taken actions to improve perceptions of their industry and career opportunities.

### Connections between schools and industry/education providers

**Action 4.1** Communicate analysis and insights from available data on workforce and skills issues to help our local schools, industry and central government understand the regional priorities through Local Insights Reports, an updated Marlborough environmental scan and stakeholder engagement.

**Action 4.2** Research best practice examples of connections between schools and industries that inform young people about career opportunities and facilitate the pathway from school to employment.

**Action 4.3** Support the Education to Employment broker, schools and industry to establish industry relevant academies in Marlborough secondary schools.

### Everyone in the region is aware of career and training opportunities

**Action 5.1** Research best practice examples of industries that have taken actions to communicate career and training opportunities.

**Action 5.2** Advocate for local data collection, presentation and insights that are relevant to Marlborough.

### Enabling equitable outcomes for Māori through education and work

**Action 6.1** Connect to the Te Tauihu Intergenerational Strategy and the ngā mahi matua (our actions) for Pūtea (Economy) – Oceans Economy Strategy by collaborating with the Nelson-Tasman RSLG on Aquaculture.

**Action 6.2** Advocate to central and local government for Māori/iwi data for Te Tauihu to ensure that there is an evidence base for interventions to inform planning and to identify gaps in service provision e.g. consistent data sets across agencies.

**Action 6.3** Advocate for Mā Māori, Mō Māori, ki a Māori solutions to workforce and skills issues.

