

# Canterbury Regional Skills Leadership Group

## **2022 REGIONAL WORKFORCE PLAN: SIX-MONTH PROGRESS UPDATE**

*Prepared December 2022*

This document contains key progress highlights of the 2022 Canterbury Regional Workforce Plan, which was launched 14 July 2022.

The update is not a full account of activities on each action.

Regional Workforce Plan Action (or group of actions/action themes)	Anticipated/Aspired Outcome	Progress over the past six months	Looking forward to the next six months
Action 1 – Cross Cutting: Migration settings	Influence migration decisions made at central government level.  Have a well-balanced and better performing labour market.	Working with local partners to determine a regional position to inform migration decisions made at central government level.  RSLG working with key partners, like MBIE’s Immigration Policy team to create a suitable framework.	RSLG to confirm a Canterbury migration position for inclusion in the 2023 RWP and identify key areas of need.  Future RSLG meeting will aim to cover migration as a key topic.
Action 2 – Cross Cutting: Promote Canterbury	To attract more workers to Canterbury both nationally and internationally.	Engaging with industry and industry bodies on initiatives that the RSLG can support.	Regional stakeholders meeting to map and understand respective mandates in this space.
Action 3 – Cross Cutting: Workplace diversity	To understand what is underway, how it is being delivered and who we need to promote the opportunities to.	Undertaking research on the different diversity programmes and opportunities available in Canterbury. So far have engaged with Diversity Works and have had them present to RSLG to understand how we can best work with them.	Explore opportunities for how we can share best practice workplace diversity stories.
Action 4 – Cross Cutting: Training pathways	Facilitate the development and uptake of new training pathways that provide ways of recognising prior learning, upskill new or returning staff and support meeting immediate training needs in a cost-effective way.  These include: Apprenticeship schemes, Module learning, Micro Credentials, Marae-based training.	Engaged with Hanga Aro Rau to explore ideas to progress this action.  Development work on a micro credentials pilot programme with local businesses.  Working regionally to understand training needs and how they are different by sub region etc.	Collate case studies from different sectors (and possibly internationally) about different pathway/training and succession models.  Work with selected sub regions to research, and possibly implement an internship program within their local council.
Action 5 – Cross Cutting: Up to date training	Facilitate closer connections between training providers and industry to ensure training courses are up-to-date, use relevant tools and methods, build current worker capability, and develop work-ready graduates.	Engaging with Toi Mai to understand how we can work together in this space.  Exploring creation of an industry specific advisory group to be a conduit for education providers to get sector input for future training provision.	Potential engagement with industry on specific advisory group to be a conduit for education providers to get sector input for future training provision.
Action 6 – Cross Cutting: Best practice workplaces	Research and map best practice workplaces that foster supportive environments and a positive culture	Researching what is available locally and nationally with particular interest in evidence-based models.	Meet with local businesses that have been identified as employers with good practices to understand their

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	among staff, where diversity and safety in the workforce is valued.	Engaged with living wage accreditation group on what makes a good employer.  Engaged with Diversity Works.	approach and potentially use them as local case studies.
Action 7 – Cross Cutting:  Sector perceptions	Work with focus sectors and industries to educate and change outdated perceptions, promote why they could be a good employment choice, and the diversity and range of opportunities available in them.	Engaging with industry on programmes currently underway seeking to change perceptions.  RSLG member spoke on perceptions at CATE conference.	Research piece on how people engage with job adverts and how this can influence their views of sectors.  Look at the role of careers advisors and industry in shaping views of young people looking at sectors as potential careers.
Action 8 – Rangatahi:  Career development support	Increased visibility, access and consistency to a range of career and education pathways.  Better connecting community and whānau to career support schemes.  Support and promote the mahi of CATE and CDANZ.  Support ongoing career development support for rangatahi after leaving high school.	Mapping regional activity currently underway in this space in schools and RSLG representatives meeting with local school Principals to discuss objectives.  Discussions with schools on National Education and Learning Priorities (NELP) objective 4 (Future of learning and work) and its implementation.	Organising a series of regional insights breakfast (alongside local partners) with schools to help improve their labour market and workforce knowledge.  Share NELP objective 4 knowledge and learnings regionally to help improve its uptake.
Action 9 - Rangatahi:  NCEA achievement variance	Procure data to understand differences in NCEA achievement (by subregion, gender and ethnicity) within Canterbury, and what barriers might be influencing this.	NCEA data covering the last 10 years was procured.  Data has been reviewed to identify and understand issues on achievement by sub region, gender, ethnicity and other relevant factors.	A report on more detailed findings of the data set to be prepared to see how it may inform future action in the NCEA and school achievement space in future Regional Workforce Plans (RWP).
Action 10 – Rangatahi:  Support Māori rangatahi	Support and explore ways to identify and engage with rangatahi Māori who are not in employment, education or training (NEET) and connect them with support services (Te Whai Mahi Māori).	Researching national and regional Māori NEET programmes and initiatives that are having success.  Engagement with key stakeholders and partners such as Whitiōra to understand their work in this space.	Connect with key players in this space such as TEC to better understand their iwi engagement model and see how Canterbury can be connected in.

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Action 11– Rangatahi: Rangatahi voice	Provide a forum for the voice of rangatahi to contribute to career, workplace and workforce redesign conversations to help build workplace environments where they feel included, supported and safe.	Conducted an environmental scan to identify what resources, programs and services already exist in this space.  Organised and facilitated a rangatahi focus group to better understand what issues are a priority for them.	Engage with identified organisations that are working in this space and see how the RSLG can work with them on shared goals.  Engage with Rangatahi users to further understand their needs and issues.
Action 12 – Health Care and Social assistance: Map mental health system	Co-ordinate the mapping of the mental health workforce eco-system to understand labour market barriers and enablers in the sector.	Connected in with Toitū Te Waiora on work they have underway in this space.  Discussions to understand Te Whatu Ora’s position.  Engaged with Rata Foundation to understand work they may have completed.	Connect with Health NZ to understand what work is underway/complete.  Explore establishing a cross agency group to undertake this work if there is nothing suitable already in this space.
Action 13 – Health Care and Social assistance: Rangatahi mental health	Support the development of a holistic mental health plan for rangatahi, encompassing principles like Te Whare Tapa Wha.	Researching government initiatives underway currently with a rangatahi mental health focus.	Examine environmental differences rangatahi face when accessing services - e.g. visibility of services, less likely to be able to queue-jump with health insurance or private practice.  Review list of initiatives to understand availability of culturally safe, inclusive and recognised programmes.
Action 14 – Health Care and Social assistance: Health and disability system review	Promote benefits of the Health and Disability System Review – Final Report – Pūrongo Whakamutunga, March 2020 -- particularly with regard to initiatives that will improve services within the mental health sector	Analysed mental health aspects of the report to understand relevant actions and insights.  Reviewed actions for gaps and opportunities for a Canterbury voice/perspective.	Monitor and receive updates on implementation of the health and disability system review. Input RSLG views and support where appropriate.
Action 15 – Digital Technology: Digital Technology workforce diversity	Support and align programmes that look to specifically increase diversity in the advanced digital workforce. Specifically, with Kanorau ioio/neuro diverse community.	Working with Canterbury Tech on the Canterbury Tech Skills Pilot Programme.  Researching examples of successful campaigns in this space for lessons learned.	Stay connected with Canterbury Tech and look for ways the Canterbury RSLG can help boost the visibility of any initiatives that are released to help address diversity issues in this space.
Action 16 – Digital Technology: Digital Technology perceptions	Support a sector-wide approach to specifically changing the perception of	Researching tech programmes looking to change sector perceptions.	Look for opportunities to enable engagement with young people to correct any outdated or inaccurate perceptions.

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	working in advanced digital, promoting the sector's diversity.	Engaging with Toi Mai on work underway in this space.	
Action 17 – Manufacturing: Manufacturing workforce diversity	Support programmes that look to specifically increase diversity in the manufacturing workforce. In particular, in groups such as women, Māori and Pacific peoples.	Reached out to the sector for some programs currently underway - in particular for woman, Māori and pacific peoples.  Engaged with Hanga-Aro-Rau to see what work is underway.	Refresh demographics data.  Research and find sector partners to support the development of good practice case studies for Canterbury.
Action 18 - Manufacturing: Manufacturing productivity and innovation	Facilitate the mapping of existing vocational and tertiary learning modules for the sector and their uptake.  Assist in the exploration of new learning and upskilling opportunities for the sector.  Business development and capability building is enhanced and leaders are encouraged to explore more innovation and investment.	Facilitated mapping of existing vocational and tertiary learning modules (Hanga-Aro-Rau have begun).  Have kept manufacturing focus group informed on progress and sought feedback.  Work with business on new opportunities.  Discuss links with South Canterbury Food Manufacturing group.	Engage with industry to enhance business development and capability building and encourage more innovation and investment.  Explore new learning and upskilling opportunities.  Connect with the work of the Industry Transformation Plans (ITPs).