

Tairāwhiti CARE Regional Skills Leadership Group Action Update

July 2023

Overview

It has been one year since we released our first [Regional Workforce Plan \(RWP\)](#) in June 2022. Our 2022 RWP focused on the **Vertical Construction, Digital & Technology**, and **Manufacturing** sectors. In this RWP we committed to delivering 19 actions connected to these sectors, which would create positive change within our region. The following update details the progress we have made in implementing these actions.

1 ACTION: Work with local tertiary providers to map the current training provision for the East Coast to better understand the geographical coverage of training opportunities, with a specific focus on the key priority sectors.

PROGRESS: CARE-RSLG has worked closely with communities and local tertiary providers to (a) gain insights into the training needs of whānau and (b) map current training provision on the East Coast. Opportunities have been identified in Te Araroa and Wharekāhika to upskill workers in trades. CARE-RSLG has partnered with Te Wānanga o Aotearoa and community stakeholders to deliver training that fits the needs of small rural communities.

The East Coast is a large geographic area that is home to many small townships. It is important to acknowledge the unique character of each of these communities to avoid falling into the trap of a 'one size fits all' approach. CARE-RSLG has focused on identifying training delivery that is responsive to the specific skills requirements of each community. The intention is to work with locals to address local conditions.

2 ACTION: Work with local STEM (Science, Technology, Engineering, and Mathematics) related businesses in Tairāwhiti to establish a STEM scholarship to support local rangatahi to undertake STEM tertiary study and return to the region to work in the industry.

PROGRESS: CARE-RSLG has canvassed the region to get a clear picture of existing scholarship opportunities. This revealed a number of scholarship opportunities are available in the STEM area. The focus has shifted towards proving to rangatahi that returning to work in Tairāwhiti is a quality career option. We're now working to show our young people that coming back to work in Tairāwhiti can lead to rewarding careers. We know it's a big challenge because many factors influence career choices. We're in the early stages of making a 'best practice' guide to help local businesses and industry leaders show how their scholarships can open the door to great careers right here in Tairāwhiti.

3 ACTION: Engage local schools, training providers and industry to create a student-centred trades career pathway model within the construction sector that includes a focus on architecture, engineering, and other construction-related occupations.

PROGRESS: CARE-RSLG has been teaming up with local training providers to create a pathway model that fits our area. This will help guide our students towards fulfilling careers right here at home. Given the impact and recovery initiatives following Cyclone Gabrielle, our approach to this action has needed to adapt. As we navigate these changes, we need to keep working on this action to ensure we can fully address the evolving needs of our community.

ACTIONS AND PROGRESS

- 4 ACTION:** Increase in-region training provision in advanced manufacturing by working with local tertiary education providers and advanced manufacturing businesses to develop (or tailor) an advanced manufacturing qualification in line with the Advanced Manufacturing Industry Transformation Plan.
- PROGRESS:** CARE-RSLG has worked closely with local manufacturing businesses to understand what kind of training they need. We tried to partner with a local training provider, but it did not quite work out. However, local businesses have pointed out another training option, a Diploma in Engineering, which is not currently offered in Tairāwhiti. We are advocating strongly for this diploma course to be delivered in Tairāwhiti in 2024.
- 5 ACTION:** Work with training providers and industry to scope in-work training provision in numeracy and literacy.
- PROGRESS:** CARE-RSLG has started working with Literacy Aotearoa to figure out how they can offer on-the-job literacy and numeracy training in Tairāwhiti. We have already linked them with a local business to help their apprentices with basic literacy and numeracy skills. This is just the first step and we look forward to expanding these opportunities.
- 6 ACTION:** Work with industry and key stakeholders to determine the future tech needs across the key priority sectors to enable businesses and workers to respond to a rapidly changing world of work.
- PROGRESS:** CARE-RSLG has started talks with local companies to get a handle on what tech skills their workers need now and in the future. This understanding will help us shape our future actions and strategies. We also acknowledge how adaptation will be crucial to an agile workforce during the recovery from Cyclone Gabrielle.
- 7 ACTION:** Work with key stakeholders to develop a portal for capturing local workforce data.
- PROGRESS:** CARE-RSLG has identified the healthcare, social assistance, and freight sectors as possible areas to focus on for this project. We are in discussion with different groups about how we can collect and store this information securely, and how to use it in a way that benefits our region.
- 8 ACTION:** Work with local employers and other stakeholders to build more effective and sustainable pastoral care approaches.
- PROGRESS:** CARE-RSLG has been studying different models of pastoral care to identify what works best. Our aim is to partner with someone who can help us review all this information and create advice based on it. This work will be a major step in improving care for our workforce, especially as we recover from Cyclone Gabrielle.