

Tairāwhiti CARE Regional Skills Leadership Group

The Tairāwhiti CARE Regional Skills Leadership Group (CARE-RSLG) has been established to identify and support better ways of meeting future skills and workforce needs in the region. It is one of the 15 RSLGs in Aotearoa.

Cabinet designated the CARE (Commitment, Action, Reciprocity resulting in Employment) forum as the Regional Skills Leadership Group for Tairāwhiti. This designation acknowledged the many RSLG functions CARE was already fulfilling, including the production of the Tairāwhiti Workforce Development Plan 2021.

As the CARE-RSLG work towards producing their next Regional Workforce Plan (RWP) by June 2022, their initial sectors of focus will be Vertical Construction, Manufacturing and Digital & Technology with consideration of support for NEETs and the impacts of Covid-19.



Vertical Construction

- In 2021 there were 367 people employed in House Construction (*MBIE Detailed Regional Employment Estimates*).
- Projections show that in June 2022 Tairāwhiti will require approx 744 workers in residential & commercial construction (BCITO)
- *Baseline skill achievement level to be a Bricklayer, Carpenter & Joiner is a NZQF Level 4 Qualification (Stats NZ)*
- Gateway and EIT are the primary pathways into the construction industry.

Manufacturing

- In 2021 there have been 116 people employed in sawmills and 116 people employed in veneer & plywood manufacturing regionally | (*MBIE Detailed Regional Employment Estimates*).
- Reports of a lack of both technicians and entry level workers | (*MBIE interview with Tairāwhiti Employers*)
- Baseline skill achievement level for entering manufacturing is a NZQF Level 4 Qualification, or at least 3 years of relevant experience;
- Plants are not at optimal capacity due to labour constraints.

Digital & Technology

- Regionally there is a general lack of all digital & technology skill sets.
- Baseline entry requirement for entering the sector is a NZQF Diploma level 5 or 6
- The region has invested significantly outside of mainstream education to support youth understanding, engagement, skills and capability to better support employment opportunities in digital technology.
- Exploring innovative training, such as regional initiatives working with the DEV Academy in Wellington.
- A regional digital-technology strategy is being developed to support an action plan to grow digital-technology in the region.

What we've heard

Manufacturing:

- Focusing on attracting highly skilled technicians. The first choice for employers is creating local apprenticeships which are matched to a bespoke industry qualification.
- Making work sites a rewarding place for entry level workers to explore the industry and consider career options.

Digital & Technology:

- Focusing on how technology can unlock opportunities and create efficiencies across all sectors.
- Creating a pipeline connecting tech skills to industry, providing tech solutions but also with an eye on things like logistics and machine learning.
- Increasing participation of disadvantaged people in employment.

Vertical Construction:

- Highlighting a need to prepare people for the realities of the workplace.
- Keen to see changes to the apprenticeship scheme to cater for a new generation.
- Employers are suggesting that apprenticeships should be rethought to improve work readiness.

Where we're heading

Work with regional partners to ensure vaccination rates support ongoing employment and productivity throughout the region.

Establish a clear and productive interface between CARE-RSLG and relevant Workforce Development Councils, as well as the Tertiary Education Commission. This will influence better labour market outcomes in Tairāwhiti.

We will create a strong rangatahi voice so that young people shape the future of work and are ready to participate fully.

We will generate regional communications and reporting to make sure workers and employers have the right training, in the right places, for the right jobs.

Pivot for Covid

In response to the Delta outbreak, CARE-RSLG have focused on the regional 'call to action' to urgently and significantly lift the rates of vaccination amongst Tairāwhiti workers.