



Te Tai o Poutini West Coast
**REGIONAL SKILLS
LEADERSHIP GROUP.**

Te Tai o Poutini West Coast Regional Workforce Plan 2023

He Mahere mō te Ohu Mahi ā-Rohe
July 2023



Our Vision

Tā Tātou Whakakitenga

An innovative and resilient economy delivering opportunities and high-paying jobs for our community/hapori. Caring for our people and our environment is part of who we are and what we are known for.

He ōhanga e hihiri ana, e manawaroa ana e kōkiri ana i ngā āheinga me ngā umanga whai rawa ki tō tātou hapori. He wāhanga nō mātou, kua hau hoki tō mātou rongo mō te kumanu i ō tātou tāngata, i tō tātou hapori anō hoki.

mbie.govt.nz/tai-poutini-rslg

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Cover photography

Cheyenne Amai of Talley's Westport, ED Staff courtesy of Te Nikau Grey Hospital and Health Centre, Heifers photographed at Cape Foulwind courtesy of Pāmu Farms and carpentry students courtesy of Tai Poutini Polytechnic.

Contents



Te Ihirangi

| | |
|--|----|
| Co-Chairs Foreword | 2 |
| <i>He Kōrero Whakataki Nā Ngā Heamana Takirua</i> | |
| Introduction | 3 |
| <i>He Kōrero Whakataki</i> | |
| The Labour Market Environment | 4 |
| Regional Workforce Outlook | 5 |
| Highlights of our Region's Achievements | 8 |
| Conservation Training and Harnessing the Environment | 8 |
| West Coast Supported Learning | 9 |
| Youth Employability – Licence to Work Flipped | 9 |
| Working Together to Achieve Positive Employment and Training Outcomes | 10 |
| Priorities for the Next 12 Months | 11 |
| Regional Skills Needs – Tertiary Education Commission Advice | 12 |
| Putting our Plan into Practice | 14 |
| <i>Progress Update – RWP Year One Actions</i> | |
| Te Tai o Poutini RSLG Members | 21 |
| <i>Ngā Mema RSLG o Te Tai Poutini</i> | |

Co-Chairs Foreword

He Kōrero Whakataki Nā Ngā Heamana Takirua

Tēnā koutou katoa

On behalf of our Te Tai o Poutini Regional Skills Leadership Group (RSLG) we are very pleased to present the refreshed Te Tai o Poutini West Coast Regional Workforce Plan 2023. Twelve months ago, we launched our first regional workforce plan and much has happened since that time. The RSLG members, iwi, and our regional partners have been busy working on and implementing the actions we set out to achieve in Year one.

Although change does take time, we have been encouraged and inspired by the achievements and progress made in our region. We are proud of these combined efforts and look forward to what this year will bring.

Over the coming year we intend to build on that momentum to work collectively with our partners and community to support, influence, and improve our regional labour market. This year our focus is to implement our RWP Year two actions. There will be many opportunities as we continue our journey for conversations and partnerships,

and we strongly encourage you to reach out if you would like to be involved.

Our workforce plan remains a living document. It provides us with the flexibility to respond to emerging workforce needs and input from iwi, our partners and wider community. It builds on our work over the past year and looks to the future as to what we still need to do.

We thank our members and everyone who has worked with us on this journey. Without your help we could not have achieved the things we set out to do. The RWP actions are about working in partnership to realise better outcomes for our community. This includes ensuring our tamariki have the information they need to make informed career choices, that everyone has access to education and skills, and that people are supported into rewarding work. We look forward to continuing this mahi with you all as we build the skilled and sustainable workforce our region needs now and in the future.

Ngā mihi nui.



A handwritten signature in black ink, appearing to read 'Lisa Tumahai'.

Lisa Tumahai



A handwritten signature in black ink, appearing to read 'Graeme Neylon'.

Graeme Neylon

Me mahi Tahī Matou, mo te
oranga o te katoa.

**We shall work together for
the betterment of all.**

Introduction

He Kōrero Whakataki

Welcome to Te Tai o Poutini West Coast Regional Workforce Plan (RWP) 2023. This is the first annual review of our inaugural RWP 2022. This document does not replace the RWP 2022, but is designed to build on it.

In this plan you will find highlights from the last year that showcase some of our region's achievements, a list of actions we will focus on over the coming year, the advice we provided to the Tertiary Education Commission to help focus their funding decisions for 2024, and a complete list of progress against our Year one priority actions.

The data presented in this report draws primarily on Infometrics forecasts for the West Coast Region. Where this is not the case the data source is noted.

If you are looking for more information about our region's labour market, priority groups, key sectors, and a full set of actions, the **RWP 2022** and **RWP Supporting Document** remain the source documents to refer to. Until the 2023 Census data is analysed and released, the regional data and forecasts continue to be our most reliable information.

To ensure our Plans and work remain relevant, we will be undertaking another annual plan review next year, with a full review in 2025.



Paparoa Track, Great Walk | Photo Stewart Nimmo



The Labour Market Environment

Since our 2022 RWP was developed, there has been an improvement in the region's labour market. Overall the Te Tai o Poutini West Coast economy is performing well with GDP up 6.9% (March 2022) from the previous year.

Visitor spend has contributed to this performance, up to \$22.6 million in March 2023, compared to \$11.5 million in March 2022. This compares to \$20.4 million prior to Covid in March 2019¹.

In the year to March 2023 employment increased to just over 15,000, with over 370 new jobs created in the region. This growth surpasses pre-pandemic levels, with nearly 280 more jobs than in March 2020². The industries that created the most jobs in 2022 were rail freight transport, hospitals and residential building construction, and we expect this to be similar for 2023.

The region is still however facing widespread skills and labour shortages, particularly in more highly skilled roles and senior roles that require experience. This is seen across a number of our priority sectors including education, and health care and social assistance.

The regional unemployment rate is currently 5.7%³, down 0.8% from last year. The proportion of people who indicate that they would like to do more paid work is 12.4%, also down, indicating more people are finding additional work. Although New Zealand's borders have reopened and there is a return of international workers to New Zealand, migration into the region remains low. Regional workforce demand forecasts significant gaps across the region, with considerable pressure across multiple industries.

Of the 335 West Coast school leavers in 2021, just over a quarter (27%) had their first enrolment in further study in our region⁴. That includes those who enrolled at Te Pūkenga | Tai Poutini Polytechnic, West Coast Industry Training Organisations, and extramural enrolments.

Other activities and programmes underway that will benefit our labour market

Aotearoa New Zealand's Employment Strategy (2019) has been refreshed and all seven Employment Action Plans have now been released. Together they are delivering a suite of actions to support improved labour market outcomes for key population groups.

The six Workforce Development Councils (WDCs) have each released operational/workforce development plans and in early May 2023 provided investment advice to TEC for the 2024 funding year. The WDCs' focus this year is on increasing industry engagement and reviewing and developing qualifications to help shape the vocational education curriculum.

Industry Transformation Plans are being created in partnership between business, workers, Māori, and Government. The purpose of the plans is to grow and transform sectors of the economy with significant potential to contribute to a high productivity, high wage, low emissions economy. Six of the eight industry plans have now been developed including Agritech, Construction, Forestry and Wood Processing, Advanced Manufacturing, Food and Beverage, and Fisheries.

1. *Development West Coast – MarketView data 2023*

2. *Statistics NZ Infoshare - Region by Variable*

3. *Statistics NZ Household Labour Force Survey March 2023*

4. *Ngā Kete, Secondary to Tertiary Transition, May 2023 data*

Regional Workforce Outlook

This is an update on the region's labour supply and demand for our RWP key focus sectors. Unless otherwise stated, the data is sourced from Infometrics - Industry data for the West Coast region.

Accommodation and Food Services

In 2022, approximately 1,500 people were employed across the region in accommodation and food services. This workforce is forecast to grow by around 350 people by 2028.

Total tourism expenditure on the West Coast increased by 37.7% in the year to March 2023, compared to a year earlier. This compares with an increase of 30.5% in New Zealand. Total tourism expenditure was approximately \$208m during the year to March 2023, up from \$151m a year ago⁵. Although more people are visiting the region, numbers have not returned to pre-pandemic levels. Many businesses are still unable to find the additional staff required to meet demand, including skilled workers such as chefs and managers.

Regionally there is a strong reliance on migrants and seasonal workers, particularly at peak times. This results in a low employee retention rate, with skilled labour hard to recruit.

The **Better Work Action Plan**, a component of the Tourism Industry Transformation Plan, and **Te Tai Poutini Destination Management Plan** contain actions to address some of these challenges and improve recruitment and staff retention.

Employment by Skill Level 2022

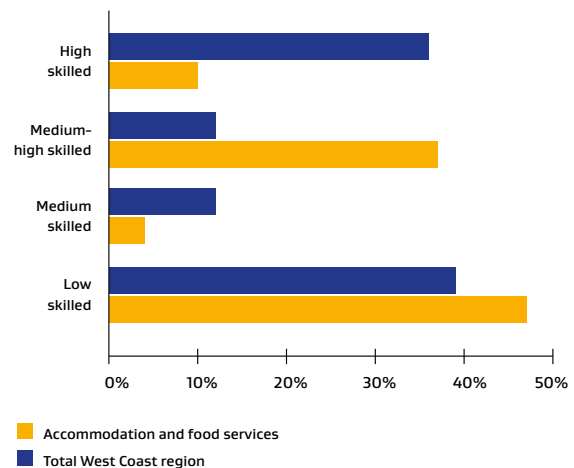


Photo Stewart Nimmo



Construction

There are around 1,700 filled jobs in the construction industry with approximately 25% of these self-employed. Within the region a number of significant projects are either underway or planned for the period 2023 to 2031 including a number of state highway upgrades, bridge safety improvements, the Greymouth to Westport cycleway and the Te Pounamu Pathway project. Civil construction contractors are currently experiencing delays in work locally, with technical roles often the most challenging to recruit, such as cable jointers, line mechanics and water treatment operators.

Residential construction remains steady. Although Waihanga Ara Rau WDC are projecting significant growth and there are some large construction projects planned, we do not anticipate that staff demand will grow in the region as much as currently forecast.

Construction Filled Jobs 2022

| Occupation | Employed | % of total |
|-------------------------------------|--------------|-------------|
| Technicians and trades workers | 522 | 30.00% |
| Managers | 427 | 24.50% |
| Labourers | 245 | 14.10% |
| Machinery operators and drivers | 223 | 12.80% |
| Clerical and administrative workers | 153 | 8.80% |
| Professionals | 126 | 7.30% |
| Sales workers | 25 | 1.40% |
| Community, personal service workers | 18 | 1.00% |
| Total employment | 1,739 | 100% |



Manufacturing

Within this sector we are experiencing demand across the region for workers including middle management and people leaders. Food manufacturing companies have reported difficulties in attracting staff due to the lack of accommodation in the region, high wage expectations, and staff wanting flexible working conditions.

Approximately 90 new jobs are expected to be created between 2025 and 2028 (inclusive), with the greatest number expected in dairy product manufacturing (40% of forecast new jobs) and furniture manufacturing (33% of forecast new jobs).

In-house training is common across the manufacturing industry as training needs are often specific to bespoke machinery used by the business. Larger businesses are integrating digital technologies to improve productivity with training often provided by the companies that provide the machinery.

Total Forecast Job Openings 2028 (new and replacement) – top five industries



Dairy product manufacturing

Total job openings Total employed

33 **559**



Furniture manufacturing

Total job openings Total employed

15 **103**



Meat and meat product manufacturing

Total job openings Total employed

13 **259**



Log sawmilling and timber dressing

Total job openings Total employed

12 **184**



Bakery product manufacturing

Total job openings Total employed

8 **81**

Health Care and Social Assistance

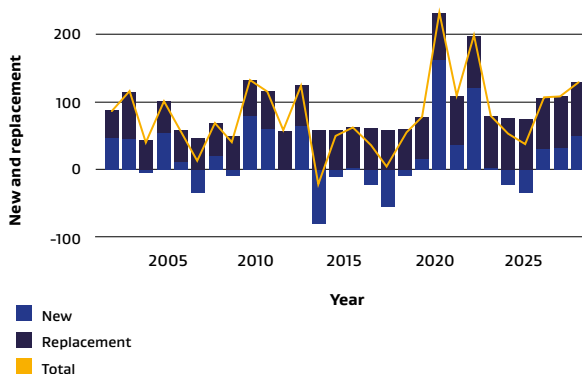
Approximately 1,800 people are employed across the region in the health care and social assistance industry including hospitals. Close to 300 of these positions are in the aged care residential services industry.

As at June 2023 there was in excess of 30 vacancies within Te Whatu Ora Te Tai o Poutini⁶, with a shortage of experienced, more senior staff across the region. Private health providers also have significant vacancies, as does much of allied health - physiotherapy, social work, occupational therapy, and laboratory services.

Māori and Pacific workforces are in great shortage, compromising access to healthcare in the region for these population groups.

Work is currently underway via a three year West Coast pilot programme **Takiwā Poutini** to improve health and wellbeing outcomes, particularly focused on Māori, Pacific peoples and people who experience disability.

Job Openings – Health Care and Social Assistance



Extractive Industries

There are around 600 filled jobs in the mining sector⁷. We expect demand for skilled workers in the extractive industry to increase in the short term. The underground gold related workforce is forecast to increase by approximately 60 people from 2024 and remain steady to 2026.

There has been a considerable surge in the projected workforce requirements for the mineral sands sector to support the demand for critical minerals. The industry is predicting the need for an additional 140 employees in the period 2024 to 2026. The workforce requirements for all other coal and aggregates is expected to remain steady.

Attrition of approximately 20% is projected as a result of retiring workers and employee movements. A total of 85% of all roles are likely to be operational requiring nationally recognised qualifications.

| Projected Workforce ⁸ | 2021 | 2022 | 2023 | 2024 | 2025 | 2026 |
|----------------------------------|------------|------------|------------|------------|-------------|-------------|
| Coal | 336 | 327 | 327 | 327 | 327 | 327 |
| Coal underground | | | | 40 | 40 | 40 |
| Alluvial gold | 160 | 160 | 160 | 160 | 160 | 160 |
| Quarries gravel and aggregate | 65 | 65 | 65 | 65 | 65 | 65 |
| Limestone | 16 | 16 | 16 | 16 | 16 | 16 |
| Underground gold | 40 | 50 | 60 | 120 | 150 | 160 |
| Mineral sands | | 20 | 60 | 150 | 250 | 344 |
| Reefton exploration | 20 | 20 | 40 | 40 | 40 | 40 |
| Totals | 637 | 658 | 728 | 918 | 1048 | 1152 |
| Projected attrition | | | 20% | 20% | 20% | 20% |
| New employees required | | | 216 | 374 | 340 | 334 |



6. Kiwi Health Jobs Mahi Hauora

7. Infometrics Industry Data – 2022 Job Openings and Jobs Filled

8. Minerals West Coast 2023



Highlights of our Region's Achievements

Since the launch of our plan, our focus has turned to implementation. Below are some highlights of our region's achievements over the past year. A more comprehensive list of progress on our Year one actions can be found in the [Putting our Plan into Practice](#) section on pages 14-20.

Conservation Training and Harnessing the Environment

We have supported Te Pūkenga | Tai Poutini Polytechnic to develop a new conservation training programme, supporting a regional initiative to boost economic growth through our environment.

The Certificate in Conservation (Operations) (Level 4) offers students hands-on learning in the use of machinery, pest, plant and animal control, and health and safety practices as well as covering conservation principles and policy. It prepares graduates for work on conservation projects in the region, supporting sustainability and biodiversity.

The initiative is the result of a partnership between us, Te Pūkenga | Tai Poutini Polytechnic, and Development West Coast who jointly identified a gap in the workforce for skilled operational workers ready to get involved in conservation projects. It also aims to provide a pathway for ākongā who have built a strong set of foundational skills through the Papa Taio school-based programme.

Te Pūkenga | Tai Poutini Polytechnic plans to leverage off the Te Pūkenga network to bring the qualification to the West Coast in partnership with other education providers who deliver it elsewhere. Te Pūkenga | Tai Poutini Polytechnic's Director Strategic Initiatives, Vikki Roadley, says the project is a great example of West Coast agencies working together to meet the needs of the region.

"We are lucky on the West Coast to live in one of the most stunning environments in the world. By working together with other agencies on initiatives like this new training programme, we aim to harness that wonderful environment to boost regional growth, create jobs and benefit our wider community."

The programme supports the regional initiative to develop a West Coast Conservation Centre of Excellence.



Hiking on Old Ghost Road | Photo Richard Rossiter

West Coast Supported Learning

Patrick Green enjoys getting up every day to study at Te Pūkenga | Tai Poutini Polytechnic and his parents say the West Coast's first-ever supported learning programme is giving him more confidence and maturity.

Patrick, 26, has Down Syndrome and lives at home with his parents in Hokitika. He keeps busy doing odd jobs and helping out in the community, but until now has never had the opportunity to study at a tertiary level.

Identifying a need in the community and working alongside health agencies and families to develop the programme, the Te Pūkenga | Tai Poutini Polytechnic launched the Training Scheme in Hospitality Supported Learning (Level 1) this year. For the first time on the West Coast, students with learning disabilities can now seek tertiary training to prepare them for West Coast hospitality jobs.

His dad says that, since starting the training, he can see his son growing in maturity and self-confidence.

“Patrick has always been very sociable and enjoys being involved in the community. We can see a positive difference in him this year since starting at the Polytech. He enjoys the challenge and variety of experiences during the course and is proud to complete the



Photo: Tai Poutini Polytechnic

tasks and achieve the credits. We hope that this course will enable Patrick to get some hospitality work in the future.”

Te Pūkenga | Tai Poutini Polytechnic worked closely with parents, whānau, educators and support services to develop the programme.

Students learn the basics of customer service, presentation and health and safety in a hospitality environment. The programme aims to prepare students for an entry-level position in the hospitality industry; it also supports the development of social and life skills and the ability to interact with the local community.

Disabled people and people with health conditions are a priority group in our RWP. We support this programme and have signalled to TEC in our 2024 funding advice the ongoing training need.

Youth Employability – Licence to Work Flipped

Westland's Youth Employability Programme (YEP) is like no other – it's been flipped!

The programme now includes a range of skill-building and work experience opportunities encompassing a 'West Coast flavour' including outdoor skill development, site visits, and nationally recognised qualifications delivered by local providers.

Supported by the RSLG as part of developing work ready and soft skills for youth, the programme is delivered by Westland Mayors Task Force for Jobs. The action-packed 10-week part-time programme aimed at youth aged 16-24 supports young people gain employability skills.

Youth have the opportunity to gain a range of essential work-ready / soft skills such as communication, self-management, self-

awareness, resilience, leadership and financial literacy. Other benefits include work experience, skill-building, introduction to local workplaces, health and safety, drivers licence support Class 1-5, first aid training, curriculum vitae building, and outdoor leadership.

“The Youth Employability Programme empowers rangatahi to gain the insight, confidence and skills to get work, keep work and create careers” says Pascale Geoffrion, Mayors Task Force for Jobs Youth Facilitator.

Youth gain a 'Licence to Work' certificate on completing the programme which demonstrates to employers that they are work ready.

“Meeting the employers in a casual setting takes the fear out of applying for jobs.” Abbey, youth participant

Working Together to Achieve Positive Employment and Training Outcomes

Over the past three years, Government-funded initiatives have achieved positive employment and training outcomes for job seekers and employers across the region.

The following local and government agencies have joined forces to get New Zealanders into sustainable and suitable work: Ministry of Social Development, Development West Coast Upskill programme (PGF / Kanoa – MBIE) funded through Te Ara Mahi, and the Mayors Taskforce for Jobs – Community Resilience Programme run by the Buller, Grey and Westland District Councils (funded by MSD).

There are three rules that all these organisations and agencies use to lead this work - collaboration, probity (no duplication of funding for the same purpose) and keeping the candidate at the centre.

Because of their combined efforts, a range of supports on the West Coast are available to help local candidates and employers provide wage subsidies and help to buy work clothes and tools; training, drivers licensing and pastoral care.

The feedback from employers indicates these options and opportunities have allowed them take on additional staff over the last few years.

Roles have been filled from a range of industries including manufacturing, engineering, construction, primary, social assistance, and food services.

The partnership has also created a number of opportunities to collaborate on events, share networks, learn together and achieve the best outcomes for the West Coast community.



Photo Tai Poutini Polytechnic

Priorities for the Next 12 Months

Our RWP 2022 remains relevant and well targeted and continues to be valid. As a living document we anticipate that some of our proposed activities may be amended or deferred to future years – especially as circumstances change, opportunities arise, or other higher priorities emerge.

For the next 12 months we will continue to work on some of our Year one actions, and continue to foster solutions, build relationships, bring stakeholders together and share our labour market insights.

The new actions we intend to work on this year are:

| OUR KEY FOCUS AREAS | ACTIONS |
|--|--|
| <p>1 Young people have the skills they need to meet regional forecast job growth and employer needs</p> | <p>Action 1: Help ākonga to discover, explore, and connect to the world of work through initiatives that enable meaningful connections with employers from our priority sectors.</p> |
| <p>2 Maximising Te Tai o Poutini’s workforce to meet our current and future skills and labour demands</p> | <p>Action 2: Encourage and support employers to understand their current and anticipated future workforce skill sets and needs that are required to be high performing organisations.</p> <p>Action 3: Identify business strategic human resource advice and support needs and potential service providers. Provide information and support to help employers.</p> |
| <p>3 Connecting our employers, educators, and workers to future-proof our labour market</p> | <p>Action 4: Promote the sharing of ideas and learnings between sectors and businesses for improved labour market outcomes.</p> |
| <p>4 Enabling workplaces to be more worker friendly, flexible and inclusive.</p> | <p>Action 5: Actively engage with older workers to understand what information, support and training they need to successfully participate in our labour market.</p> <p>Action 6: Assist employers with the implementation of wellbeing strategies that benefit both the employee and employer.</p> |
| <p>5 Māori have the skills and knowledge to succeed at all stages of their careers</p> | <p>Action 7: Understand the training and support needs that are required for Māori to successfully participate in our labour market.</p> <p>Action 8: Promote to whānau the diverse career opportunities and pathways available to their rangatahi.</p> |



Regional Skills Needs – Tertiary Education Commission Advice

The RSLG provided this advice to the Tertiary Education Commission (TEC) in May 2023 to help guide its investment process and decisions for 2024 funding for the Tai o Poutini West Coast region.

To shape the recommendations we consulted a wide cross section of stakeholders including central and local government, industry, employers, Māori/iwi, unions, WDCs, and other key community representatives. This advice reinforces training and skill needs in our RWP 2022 priority sectors.

We also noted in our advice that the training provision must honour Te Tiriti o Waitangi and meet the needs of our changing workforce including those population groups that are underrepresented. The modes of training delivery also need to be flexible and learner focused with better provision for rural communities, industry workforces, and learners.



Accommodation and food services

- Hospitality and tourism training with a focus on chef training
- Training that incorporates or focuses on local story telling
- Micro-credential for employability and soft skills that creates a pathway onto further study and can be offered across industries.



Conservation and Biodiversity

- Certificate in Conservation Skills (operations) Level 4
- Certificate in Pest Management Level 3
- Project Management Skills
- Geographic Information Systems
- Conservation Field Skills Training Scheme
- Regenerative Destination Management
- Pest and Predator Control Technologies
- Cultural Capability for Māori Tourism Guides
- Conservation Leadership.



Food and Fibre (Agriculture, Horticulture, Forestry, Aquaculture)

- Introductory micro-credentials that incorporate soft/transferrable skills that can also be delivered in schools to create a pipeline and pathway for students into the industry
- Micro-credentials that support compliance requirements
- Micro-credentials that support the use of technology on farms to improve business processes
- Training for migrant workers for 'essential service' industries.



Health care and social assistance

- Micro-credentials and/or qualifications/units for registered and administrative staff
- Training offered at high schools to enable a pathway into tertiary study, e.g., micro-credentials
- Pre-health science papers delivered regionally
- Programmes that support the kaiāwhina workforce
- Training that enables the ability to complete distance learning. The Bachelor of Nursing, Enrolled Nursing, Return to Nursing and the two-year master's pathway are opportunities to ensure education and training can be completed at, or close to a student's home
- Earn while you learn for nursing that could mean TEC-funded transition placements
- Distance learning options for all tertiary qualifications. Studying at distance removes one of the major financial barriers to education and enables access to remote learning
- Enabling access for rural and remote populations for existing qualifications that cannot be delivered in the region. This could include ring fencing positions for people who come from rural and remote locations
- A local hub to ensure support for employers and students. Competence assessment programmes and Allied Health Return to Work, particularly Physiotherapy Return to Work could be streamlined
- Pastoral care - Peer support for students not always available if only 1 student here on placement away from their colleagues
- Initiatives that address attrition rates for Māori and Pacific people and enable success
- Change of classification of programme related and student related costs to allow for travel, food, and accommodation to be covered for programme placements.



Construction

- Micro-credentials with learner-focussed modes of delivery
- Initiatives that remove barriers to further study
- Driver licence training in schools
- Plant operator training (including licence and endorsements).



Manufacturing

- Micro-credentials that support the manufacturing industry
- Initiatives that remove barriers to further study
- Training that supports digital technologies
- Leadership and management training.



Emerging Industry – Renewable Energy

Renewable energy is an emerging industry on the West Coast. The **Te Tai Poutini West Coast Renewable Energy Strategy** identifies and advances opportunities in hydro, biomass, geothermal, green hydrogen, and other energy opportunities with a focus on viable outcomes that create jobs.

- Recommend investment in training that supports the renewable energy strategy including engineering and research science.



Putting our Plan into Practice

Progress Update – RWP Year One Actions

We have made good progress across the nine actions we set out to achieve in Year one. The actions address all five of our key focus areas. These include support for our young people, building connections, maximising our available workforce, building better workplaces, and supporting Māori.

Key Milestones and Activities

1

KEY FOCUS AREA

Young people have the skills they need to meet regional forecast job growth and employer needs

Action 1: Support the establishment of a Conservation and Biodiversity Academy/Centre of Excellence across the West Coast

- › We have connected and engaged the key stakeholders involved in establishing the Academy including Development West Coast, the Department of Conservation and Te Pūkenga | Tai Poutini Polytechnic.
- › We explored academy models including reaching out to the Energy Academy to gain insights and learnings from the establishment of the Energy Academy to help guide the establishment of a conservation academy/centre of excellence on the West Coast.
- › We formed a Tertiary Education work group. Key activities included:
 - Working with key stakeholders to identify demand for conservation training in the region.
 - Compiling a stock take of current provision available on the West Coast, exploring provision options and mapping against industry needs.
 - Identified suitable tertiary provision – with a focus on delivery for 2023. Tertiary providers are now underway with development and approvals (as required).
 - Identified micro-credentials. Work is underway by a local tertiary provider on developing stackable micro-credentials in track building / maintenance.
 - Establishing relationships with Workforce Development Councils.
- › We have worked with schools, education providers, and industries to support:
 - Experiential education programmes that provided opportunities for youth to gain insights into a range of nature related training.
 - Workplace visits that connected youth and industry.
 - The extension of conservation and earth care pathways available to students enrolled in secondary schools on the West Coast.
 - The launch of two new Year 2 and 3 offerings through the West Coast Trades Academy to help meet industry skills shortages.

Action 2: Address and overcome barriers to our people obtaining driver licences

- › We have connected and engaged the key stakeholders to establish a project team – the West Coast drivers licence stakeholder group.
 - A hui of key stakeholders was held to discuss barriers, initiatives, and next steps.
 - Additional funding for the Salvation Army Drivers Licence programme and a driving simulator was secured for the Coast.
- › The RSLG Raukawa Secretariat compiled a drivers licence research report with a focus on licensing; as a barrier to training, education, and employment. The West Coast drivers licence stakeholder group reviewed this report.
- › We engaged with key stakeholders including Waka Kotahi, the Ministry of Education, Ministry of Social Development, and the NZ Police to gain insights into trials/pilots, initiatives, and research/data.
- › We mapped West Coast driver licence provision, providers, and referrers with input from the West Coast drivers licence stakeholder group.
- › We met regularly with the Drivers Licence Implementation Programme (DLIP) Team from Waka Kotahi to stay abreast of progress to reduce barriers and enabling better access to driver licencing in New Zealand.
- › The Driver Licence Training and Support Programme tender: We identified gaps in priority of provision in driver education in schools. A co-ordinated approach to tendering was established with the group supporting BullerREAP and WestREAP in their tender submissions to cover the West Coast.

Action 3: Investigate and build programmes and initiatives to develop work ready / soft skills for youth

- › We held a hui of key stakeholders, developed a project plan, and identified project leads.
- › We completed research into soft skills and employability including Investigation into the courses available on the West Coast for youth.
- › We canvased research available on work ready / soft skills including meeting with Dr Mandy McGirr who shared her learnings with us from her 'Know your soft skills and signals' research.
- › The RSLG Raukawa Secretariat completed two reports:
 - The first sets out the range of Government investment in education and skills. The report provides visibility of projects that have been funded by Central Government and helps to identify funding opportunities.
 - The second report was on Careers Guidance and Pathways which provides a comprehensive list of support available across the Raukawa area.
- › We have supported new courses that encompass ready / soft skills offered by local providers. For example, YEP Flipped and the Certificate in Supported Learning.
- › We supported the West Coast Trades Academy to secure funding for oversubscribed places in 2023 enabling access to youth that would not have otherwise been able to undertake trades academy training.
- › We worked with key stakeholders to enable 'Pathway Advisors in West Coast Schools' project to be extended for an additional 6 months, providing valuable pathways support to rangatahi.
- › We have engaged with WDCs aligned with our RWP, including the Ringa Hora Future Skills Project which includes the development of a micro-credential that includes core transferrable essential skills.
- › We engaged with Māwhera Kāhui ako to learn more about their vision and strategic plan, discuss alignment with the RWP and explore future projects we could undertake. Next steps include engaging with Westland and Buller Kāhui ako.
- › We participated in several NCEA implementation hui with the community and schools.



Wahine Toa Celebrate a Year Shaping the Landscape

All eight members of an all-women weed control crew working with MBC Environmental Solutions on a Jobs for Nature project have celebrated a year of killing invasive plants on the West Coast.

The first three members of the crew were graduates of the Ministry of Social Development's (MSD) December 2021 Wahine Toa programme – an all-female employment skills course based at Te Pūkenga | Tai Poutini Polytechnic in Greymouth. The course was designed and delivered by the MSD and Connected teams on the Coast, using a Te Ao Māori approach to learning, and building participants' confidence to re-enter the workforce. Te Pūkenga | Tai Poutini Polytechnic provided facilities, support and has offered scholarships to last year's cohort of course graduates.

The success of this project is a brilliant example of agencies and community coming together to create employment opportunities, including MSD, Te Pūkenga | Tai Poutini Polytechnic, Development West Coast, Department of Conservation, and employers.

MBC Environmental Solutions says the work has made a huge contribution to conservation on the Coast and the women themselves report that working on the project has been nothing short of "life changing".

Photo MBC Environmental Solutions



Inspire to Aspire

The second Inspire to Aspire event, created by Westland Mayor's Taskforce for Jobs and held in Hokitika during February 2023, attracted exhibitors from across New Zealand. It included 1,200 visitors including at least 800 secondary school students from South Westland to Greymouth. The event showcased training and career opportunities available with exhibitors providing hands-on activities to encourage engagement in discussion with youth, also allowing them to develop their interpersonal skills. Development West Coast provided funding for transport to ensure students could attend.



“

“Inspire to Aspire was awesome. There was so much to see and do. We got to talk to people about different careers and find out what we need to do at school to get into them.”

Sophie and Grace

Key Milestones and Activities

2

KEY FOCUS AREA

Maximising Te Tai o Poutini's workforce to meet our current and future skills and labour demands

Action 4: Build a more detailed regional picture of current and future labour and skills needs for Te Tai o Poutini

- ▶ Our work this year has focused on connecting and developing relationships with the key sector leaders, employers, and WDCs. This has helped us to gain insights into regional current and future skills and labour supply and demand.
- ▶ We ran a workshop with key stakeholders to confirm our action and identify a project lead.
- ▶ We reviewed our future labour and skills needs and included it in the advice we provided to TEC.
- ▶ We have ensured that a regional voice is maintained through RSLG engagement with WDCs that are aligned with our RWP. We have also played a role encouraging stakeholders to participate in WDC engagement and workstreams.
- ▶ We supported WDCs with regional engagement.
- ▶ Along with Development West Coast, Upskill West Coast, Te Pūkenga | Tai Poutini Polytechnic, and Mayors Task Force for Jobs - Grey, Buller and Westland, we have co-created and distributed a survey to West Coast businesses to gain insights into challenges and also opportunities to support businesses in the region.
- ▶ We have been actively engaging in industry transformation workstreams, industry organisations, and groups that are aligned with our RWP.

Action 5: Support initiatives to retrain and redeploy workers into new businesses and industries

- ▶ We have been busy forming strong relationships with key stakeholders and partners who have a role in retraining and redeploying workers into new businesses and industries. This has included Upskill, Mayors Task Force for Jobs (Grey, Westland and Buller Districts), MSD, Connected, Development West Coast, local education providers and support services.
- ▶ Through our connections with tertiary providers, we supported Upskill to provide information to West Coast businesses and apprentices on financial support available.
- ▶ We connected with authors of the E tū report 'A just transition for Taranaki: views from workers and employers' to gain insights and learnings.
- ▶ We have supported a range of West Coast initiatives, programmes and events over the year including West Coast VR Job Expos, Hospitality and Tourism Recruitment Expo, Primary Partners West Coast Networking Evening, West Coast Pathways Roadshow, Inspire to Aspire, Conservation Volunteers NZ Work Skills Programme, Wahine Toa, All in Uniform event, Jobs for Nature, and Co-starters. Stakeholders have partnered with us on several of these events.
- ▶ We participated in workshops including the Equitable Transitions Strategy workshops.



Key Milestones and Activities

3

KEY FOCUS AREA

Connecting our employers, educators, and workers to future-proof our labour market

Action 6: Support the regional Education to Employment broker to coordinate engagement between careers advisers and employers in our priority sectors

Action 7: Encourage local employment through business mentor programmes and in-school talks by businesses to showcase industries/career opportunities and highlight skills employers are looking for

- › We have successfully established a working group who have a project plan in place and a lead appointed. The group (West Coast Education to Employment Stakeholder group) meets fortnightly and is focused on identifying new events across the region, ways of working smarter, and best ways to share the learnings.
- › The Raukawa RSLG Secretariat compiled a report highlighting transitions and pathways for students across the four Raukawa regions.
- › We supported the regional Education to Employment broker to coordinate engagement between careers advisers and employers in our priority sectors through a variety of initiatives, including:
 - Industry visits - Youth (up to 24 years of age) visiting sites and attending presentations showcasing the variety of pathways and career options available on the West Coast. This included visits to Ngai Tahu Forestry, Fulton Hogan, IPL, Bathurst Mines, Westland Milk Products, West Co Lumber, Cranley Farms, Department of Conservation, Jeff Evans Plumbing, Henry Adams Contracting.
 - Events across the region including the Science Tour, Great Future Start Here - Inspiring Futures with guest speaker Dion Waller BCITO and Hannah Wilson (Hairdresser and Make-Up Artist who also recently appeared on Master Chef), TPP Trades Tasters. Follow-up industry visits undertaken over May and June 2023 have included JP2 year 10, Westland High Māori Students year 10 visit to TPP, and West Coast Renewable Energy Activity (STEM engagement) to engage Rangatahi.
- › The RSLG partnered with Development West Coast, Ministry of Education and CATE to co-design the 'West Coast Pathways Leadership Lunch' on 13 June 2023. The event brought together industry leaders and school leadership to explore ways of forging stronger connections between local businesses and schools, ultimately benefiting our rangatahi.

Industry Visits for Rangatahi

Rangatahi are exposed to career pathways available on the Coast through industry visits co-ordinated by the regional Education to Employment broker. Key focus sectors identified in the RWP have been targeted for site visits. This initiative builds on the RWP key focus area of supporting young people to ensure they have the skills they need to meet regional forecast job growth and employer needs.



“One of the key benefits of visits is it allows students to be exposed to a wide range of career options and pathways they might not have previously considered. They are provided opportunities to learn from workers already in the roles, who can share their experiences and provide valuable insights into what skills are needed and what it takes to succeed in their field.”

Jade Mahuika
Education to Employment Broker



Photo Development West Coast

“

“I really enjoyed visiting IPL; it was cool to see lots of women working in the factory.”

Natalia

“My favourite part of our visit to Fulton Hogan has to be watching and learning about how asphalt is made as it was really interesting.”

Nick

Key Milestones and Activities

4

KEY FOCUS AREA

Building better workplaces to be more worker friendly, flexible, and inclusive

Action 8: Explore and implement programmes to assist employers to develop skills in good employment practices

- › We have engaged with employers and key stakeholders to gain insights into good practice and to understand training and support needs and we have considered how this can be shared with other businesses.
- › The Raukawa RSLG Secretariat compiled a research report titled ‘Communicating with Businesses’. It provides background information on how to enhance communication and effectively engage and share information with businesses. This research includes sources of information about employment rights for employers and employees.
- › Along with Development West Coast, Upskill West Coast, Te Pūkenga | Tai Poutini Polytechnic and Mayors Task Force for Jobs - Grey, Buller and Westland we have co-created and distributed a survey to West Coast businesses to gain insights into challenges and identify opportunities to support businesses in the region.
- › We are supporting a business capability workshop series led by Development West Coast where workshops covered topics such as succession planning, human resources and recruitment, finance and cashflow, sustainability, marketing – brand and strategy, and regional opportunities.
- › DWC is offering business 1:1 sessions across the West Coast to help connect businesses with the right support and resources to aid them on their journey of continual improvement or to help them overcome specific challenges.
- › We supported the West Coast Professional Women’s network in the planning and implementation of several events including International Women’s Day Breakfast and Inspiring Local Leaders Breakfast. The West Coast Professional Women’s Network is an open group set up to share stories and ideas, providing a networking opportunity for West Coast women.
- › We supported Te Whatu Ora and Master Builders West Coast with the implementation of the Workwell programme to support construction businesses on the West Coast.



Key Milestones and Activities

5

KEY FOCUS AREA

Māori have the skills and knowledge to succeed at all stages of their careers

Action 9: Develop and share information with businesses about how workplaces can be more inclusive for Māori and their values

- › We met with representatives from Te Rūnanga o Ngāti Waewae and Te Rūnanga o Makaawhio to discuss the RWP with attention on Focus Area 5 – Māori have the skills and knowledge to succeed at all stages of their careers.
- › Several agencies and partners were invited to provide input and information with regard to current practices and initial thoughts on new ways of working.
- › We have explored workplace inclusiveness practices for kaimahi Māori including recruitment processes, unconscious bias, and training and development initiatives.
- › We have established a working relationship with Te Puni Kōkiri who attended one of our formal RSLG hui to provide an update to members on their West Coast activity.
- › We are using the two Raukawa RSLG Secretariat reports on government funding, and communicating with businesses, as background information to help progress this action.
- › We have scheduled a hui with representatives from Te Rūnanga o Ngāti Waewae, Te Rūnanga o Makaawhio to understand how the RSLG can support iwi/Māori in the labour market.
- › Work has started on the development of a survey which will be sent to Māori employers on the Coast to gather their feedback to help develop meaningful priorities and actions to assist iwi/Māori.



Pounamu carving on the beach | Photo Juergen Schacke

Te Tai o Poutini RSLG Members

Ngā Mema RSLG o Te Tai Poutini

CO-CHAIRS

- › **Graeme Neylon**
Ward Councillor Buller District Council, Board of Trustee West Coast Primary Health Organisation
- › **Lisa Tumahai**
Iwi Māori, Kaiwhakahaere (Chair) Te Rūnanga o Ngāi Tahu

MEMBERS

- › **Craig Churchill**
Regional Public Service Commissioner, Regional Commissioner Ministry of Social Development
- › **Heath Milne**
Chief Executive Development West Coast
- › **Michael Stevenson**
Union representative, General Secretary and Chief Executive NZ Post Primary Teachers' Association
- › **Rachael Forsyth**
Iwi representative, Te Rūnanga o Makaawhio
- › **Latham Martin**
Community Engagement Advisor Statistics NZ
- › **Peter O'Sullivan**
Trustee Minerals West Coast, Manager Teaching and Learning Trades Te Pūkenga | Tai Poutini Polytechnic
- › **Ben Smith**
Director Circular Solutions Ltd
- › **Katie Milne**
Board member Todd Foundation and Predator Free 2050, Vice President World Farmers Organisation
- › **Sarah Gilsean**
Nurse Director Workforce Development Te Waipounamu/Te Tai o Poutini West Coast, Te Whatu Ora – Health New Zealand



Mā whero, mā pango, ka oti te mahi

With many hands the work will be done