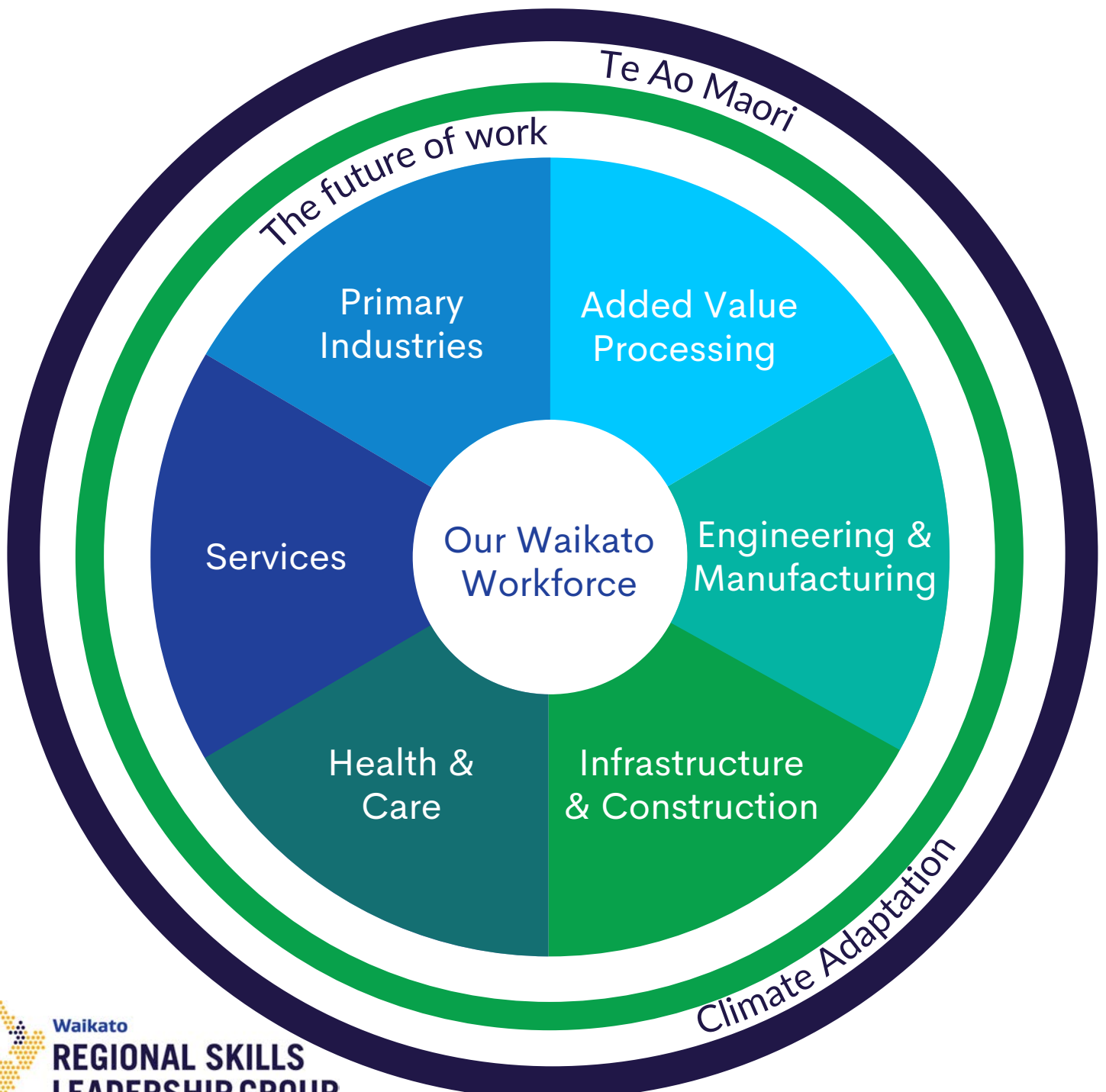


Waikato Regional Workforce Plan Draft Aspirations

The Regional Skills Leadership Groups identify and support better ways of meeting future skills and workforce needs in our regions and cities. They are part of a joined-up approach to labour market planning which will see our workforce, education and immigration systems working together to better meet the differing skills needs across the country.

The Waikato Regional Skills Leadership Group is tasked with preparing a Regional Workforce Plan, that will address what jobs our region will be creating and recruiting for, what skills we need for those jobs vs skills we have and are developing/attracting, what the gaps are and how can we remove barriers to maximise workforce needs of both employees and employers.

The first step we are taking is to define our 'aspirations'. To do this, our Group has considered the key labour market challenges ('what is the problem we are trying to solve') and the many existing interventions and actions ('what is already underway'). The Group has then refined this comprehensive scope to identify four overarching themes and six priority sectors that we can focus on as we develop our first Regional Workforce Plan for the Waikato.



TE AO MĀORI

Our mahi recognises a Māori world view. We work alongside iwi, mana whenua, Māori enterprises and organisations focused on creating better education, training and employment outcomes for Māori across the Waikato rohe. Māori investment in industry is increasing rapidly, and social procurement policies empower Māori entities to secure projects that employ and train rangatahi.

THE FUTURE OF WORK

Increasing automation, robotics, AI and Industry 4.0 are transforming the way many of our industries work across the Waikato rohe. Covid-19 has seen remote working, flexible working and distributed workforces become the norm, and this trend will continue to impact on our workforce. The roles of the future will look quite different to what is available now - our young people need to be ready; and our existing workers need to be supported to retrain, adapt or adopt new ways of working.

OUR WAIKATO WORKFORCE

Our workforce is at the centre of our mahi. We need to ensure sustainable, decent and rewarding employment is available for our current and future residents. Our community is changing, with migration patterns impacting on our sub-regional communities as well as our cities. We need training programmes & enabling services to ensure our workforce are not only 'work-ready', but inspired by career opportunities across the Waikato, and supported to explore these opportunities through fresh approaches to career counselling. To achieve sustained economic growth across the Waikato, we need a balanced approach between our local and migrant workforce. We also need to empower under-served groups to have greater access and pathways into the labour market equally across the rohe.

CLIMATE ADAPTATION

The Waikato can be world leaders in climate tech development and application, and lead New Zealand's progress towards climate adaptation targets. Introduction of new energy sources like hydrogen and further investment in geothermal, sector-led adaption strategies, and a purpose-led emerging workforce will combine to create a global competitive advantage for the Waikato and create opportunities for innovation, new entities, qualifications and highly skilled work.

PRIMARY INDUSTRIES SECTOR

The Waikato is the agricultural heart of Aotearoa. The industry is growing and adaptive, with significant new technology emerging to change traditional practices. High growth sectors like horticulture and aquaculture create further opportunities across the region. By increasing productivity, we can reduce climate impact - and our future workforce will need to bring new skills and expertise to drive this transition.

- RWP potential focus areas:**
- Agritech Academy development
 - Attraction and retention of workforce
 - Partner on DairyNZ's Workforce Transition Plan

ADDED VALUE PROCESSING SECTOR

The wider 'Added Value Processing' industry provides sustainable and decent jobs across the Waikato. The ability to access local labour to reduce production costs makes the Waikato an appealing location for new large-scale plants. These companies, whether lumber, pulp & paper, dairy or meat processing provide high volumes of low/semi skilled roles.

- RWP potential focus areas:**
- On the job training / micro-credentials available to workers
 - Workforce develop universal skills that are transferable

ENGINEERING & MANUFACTURING SECTOR

As a significant employer and contributor to GDP, the engineering and manufacturing sector is a critical enabler of industry across the Waikato, who require skilled and qualified staff at all levels. With an ageing workforce, new ways of recruiting, training and retaining workers is essential for sustained sector growth. Apprentice/cadet programmes are widespread in engineering career pathways and emerging in the manufacturing sector. The approach to skills training, certification and on the job learning requires rejuvenation and new models of targeted delivery.

- RWP potential focus areas:**
- Train the Trainers (transition skills - older workers to newer staff)
 - Apprenticeship and Cadetship programme development

INFRASTRUCTURE & CONSTRUCTION SECTOR

There is vast opportunity to increase capacity and capability to meet the increasing investments in civic and private infrastructure and construction projects, across the Waikato. Taking a collaborative approach, the greater infrastructure & logistics industries are enabled to develop people capacity across all levels of industry.

- RWP potential focus areas:**
- Freight & Logistics licencing and sector appeal
 - Considering gender and age factors
 - Construction Sector Transformation Action Plan

HEALTH & CARE SECTOR

Waikato communities must have access to timely, affordable, culturally appropriate and responsive healthcare services, that are provided by a suitably skilled and well resourced health & care workforce. The increasing demand for services across the whole of the Waikato creates a clear need to recruit and retain skilled workers and there are significant opportunities to for new workers to join at all levels.

- RWP potential focus areas:**
- Lack of rural GPs and nurses
 - Unregulated health workforce opportunities through micro-credential development
 - Mental Health training & services



- 1 Thames-Coromandel District
- 2 Hauraki District
- 3 Waikato District
- 4 Matamata-Piako District
- 5 Hamilton City
- 6 Waipa District
- 7 South Waikato District
- 8 Otorohanga District
- 9 Waitomo District

SERVICES SECTOR

The services sector is a key gateway into work for many across the Waikato, providing a unique opportunity to learn essential and beneficial soft-skills that can then be transferred into other work. Workers learn generalist skills as a base and specialist skills honed for each service industry. The tourism sector leads regenerative transformation across the Waikato.

- RWP potential focus areas:**
- Attraction and retention of workforce
 - Micro-credential development to earn while you learn & work
 - Alignment to the National Tourism Accord actions