

TOP REGIONAL INSIGHTS



The Health sector workforce profile does not reflect patient ethnicities. COVID-19 amplified the disparity in health related issues with Māori and Pasifika populations more at risk due to having multiple, concurrent health challenges.

Farming is a significant regional industry employing more than 9,000 people, however labour shortages are impacting on sustainability. There are currently 1,200 vacancies nationally which is three times greater than the same time last year; 300 of those vacancies are in Waikato. Farmers are concerned about the effect these labour shortages will have on long-term viability of their businesses.

Manufacturing has an aging workforce, with more than 30% of workers aged 50 years and over. The industry needs support to transition senior employees into “on job” training roles.

Young people are being prevented from taking up traditional employment choices as many roles are no longer available as a result of COVID-19. Hospitality sector roles have traditionally been a common employment choice for younger workers. Young people have taken up other employment opportunities. Their success in these new roles may result in the hospitality industry struggling to find sufficient employees to maintain viable businesses when markets open up.

TRENDS AT A GLANCE



24,200

The number of Health Care and Social Assistance Services filled jobs in the region (11%).

5.6%

The long-term growth in filled jobs has been strong in this sector over the period from 2000 to 2018.



21,810

The number of filled jobs in the region in the Agriculture, Forestry and Fishing industry (10%).

0.9%

The long-term growth in filled jobs has been modest for this sector over the period from 2000 to 2018.



14,557

The number of filled jobs in the Hospitality sector (accommodation and food services) (6%).

5.3%

The long-term growth in the food services sector, with a slower growth rate of 2.8% for accommodation services over the same period (2000 to 2018).

TOP LABOUR MARKET OPPORTUNITIES

- The Māori unit of the Waikato DHB is scaling up a programme to attract rangatahi Māori into the Health sector.** It is a pipeline programme within 23 schools that engages with Year 9 students. It aims to encourage them to include Science and Health in their curriculum choices. The programme was piloted in 2018 and is now in its fourth year. The programme succeeded in engaging with 100 students in 2020, and aim to exceed this in 2021.
- The Ministry of Education, Ministry of Primary Industries and Ministry of Business Innovation and Employment are working on an initiative to attract high school students to Dairy Farming and other primary industries as career options.** The initiative will work to strengthen the relationships between young people and the sector. It will promote stair-casing young people from roles where they may only stay for 18-months, into roles where their skills will be valued.
- Farmers are considering adjusting their employment practices to include more flexible employment arrangements,** better suited to local employees who have other responsibilities. This will attract a wider pool of potential employees and diversify their workforce.

TOP LABOUR MARKET CHALLENGES

- Sciences are not being pursued by sufficient numbers of young Māori high school students.** Although the District Health Board works in schools to help with curriculum choices they need further support to influence Māori students to see the health sector as a viable career pathway. Sciences are the foundation and without these subjects they cannot smoothly transition into the future health workforce. Māori make up 23% of the population but only 3% of workers in this sector identify as Māori.
- A shift in employment practices is needed to support the changing workforce on farms.** Farmers have traditionally side stepped the complexities of employing locals by looking to recruit migrant labour who have a more singular focus on work.
- Farmers need support to communicate the diversity of career pathways available in order to attract and retain the local workforce.** Farming has presented itself as mainly a “whenua” based career path when there are in fact multiple pathways including export, finance, technology, science, transport and logistics, and climate change opportunities.
- Trades-based businesses need help with succession plans and developing mentoring models.** Being a good tradesperson does not always mean you have strong training skills. Most succession plans require senior employees to be skilled trainers who are able to support newer employees on their career path. With an aging and retiring workforce consideration will need to be given to how these trainer roles are resourced to minimize the effects on the future workforce.

THE WAIKATO REGION

Hospitality is currently working with Horticulture to share workforce

Field Days 2021 is confirmed for June 16-19 at Mystery Creek

485 high school students are registered with the DHB health pipeline programme

OUR FOCUS FOR THE NEXT 2 MONTHS:

- Manufacturing
- Construction and infrastructure
- Primary sector
- Transition to the permanent RSLGs