

TOP REGIONAL INSIGHTS



Industry is looking at how the successes of the “Pick Nelson Tasman” campaign can be used to recruit staff for Seafood Processing. The short-term focus is on roles in the upcoming hoki season.

The trans-Tasman bubble poses opportunities and threats. The hospitality sector look forward to demand picking up, but worry about accessing Skilled Staff such as trained Chefs and Front of House staff. The Construction industry fears workers will move to Australia for the higher pay rates, and the perception of 12-month Working Holiday Visas.

Serious concerns about staff recruitment pose an increasing risk for a significant number of planned Construction projects. As noted this is exacerbated by the offer of higher wages in Australia attracting construction workers.

There is opportunity to align the significant number of youth activities and providers in a shared and more accessible location. This will minimise duplication, create efficiencies and make the services more readily accessible to young people.

Businesses are innovating and adapting how they operate in order to recruit and retain staff. These changes include altering of standard hours to allow split shifts and school hours in the seafood sector, and increased automation and technology in wood processing.

TRENDS AT A GLANCE



520 – the increase in filled jobs compared to the same time the previous year. 90% of this increase were jobs held by males. People aged 35-39 years made up the greatest increase (5.2%).
(Stats NZ, February 2020 to February 2021)



- 120 – the decrease in people receiving the JobSeeker benefit between January and February 2021. The downward trend continues from September 2020, however the total number receiving this benefit is still up 990 compared to February 2020.
(Ministry for Social Development)



16.9% - the growth in the number of Employer Assisted Temporary Work Visa holders that work as ‘Labourers’. This is contrary to the national trend which has seen a -70% reduction over the same period.
(Immigration New Zealand, April 2020 to March 2021)

TOP LABOUR MARKET OPPORTUNITIES

- 1. Businesses are changing work practices to appeal to a wider labour market.** Seafood processing are trialling school hour shifts to enable parents to take up work. Split shifts are enabling super-annuitants to share jobs. Automation investment is being explored in Wood Processing plants.
- 2. Hospitality Sector is encouraged by the trans-Tasman bubble.** Businesses in the hospitality sector are looking forward to increased demand from an Australian tourist market, but do note this will exacerbate the challenge faced finding skilled staff.
- 3. Alignment of Tertiary education provision with industry needs through the iRSLG.** Nelson Marlborough Institute of Technology’s [NMIT] strategy looks to meet the needs of the regions key food and beverage sectors, and Industry Transformation Plans. It also aims to adapt to the maturing student age demographic and blended learning delivery models being introduced through the Reform of Vocational Education [ROVE]. The iRSLG will continue to liaise with NMIT to ensure connection with sectors and the community.
- 4. The iRSLG is investigating how to support Māori and iwi employment objectives.** The iRSLG is in discussions with the Te Kotahi o te Taihu Charitable Trust to support their Whiwhi Mahi hoe, and their participation on the permanent RSLG.

TOP LABOUR MARKET CHALLENGES

- 1. Labour demand for projected construction projects is a major concern.** Work is underway with the BCITO to forecast the labour and skills needed to complete planned projects across the next 10-15 years and enable the region to find ways to meet that demand.
- 2. Competition for labour with Australia is challenging a number of sectors.** Perceived or real higher wage rates in Australia is reported as attracting experienced construction workers to leave New Zealand. The Seafood Processing sector reports Working Holiday Visa [WHV] holders believe they will be offered 12-month visas and would travel to Australia for work as soon as the trans-Tasman bubble opens. The higher wages and longer WHV employment conditions are also believed to affect the tourism and hospitality sector.
- 3. The loss of international students is causing a downstream economic impact on businesses.** Further work is being undertaken to assess the economic impact to the region from the loss of international students on businesses such as Home Stay providers and supporting services. It is also looking at the likelihood of attracting students and their families back to the region.

THE NELSON-TASMAN REGION



OUR FOCUS FOR THE NEXT 2 MONTHS:

Focus on the overall aspiration for the Regional Workforce Plan. This includes how that aligns with New Zealand’s vision and the region’s key strategies such as Te Taihu Intergenerational Strategy, councils Long Term Plans, Project Kokiri, and Te Kotahi o Te Taihu Charitable Trusts Whiwhi Mahi.