

**TOP REGIONAL INSIGHTS**



Credit: MarlboroughNZ

**A project to identify building and infrastructure projects for the next 10-years is underway in Marlborough**, and it aims to identify gaps in the workforce needed to complete them. In 2022 there is expected to be a 30% labour gap in construction. The Building and Construction Industry Training Organisation (BCITO) and the interim Regional Skills Leadership Group (iRSLG) will use the information to forecast and plan for the training and workforce needed.

**A Youth Hui in February identified COVID-19 has not changed the key issues for rangatahi in Marlborough.** These include employment; public transport; and access to mental health, drug and alcohol support services. Transition to employment is key, and rangatahi want courses teaching life skills, and information evenings about applying for jobs or tertiary education.

**The Maataa Waka Ki Te Tau Ihu Trust's Whanau Tūhono (Community Connector) service is working with whanau impacted by COVID-19.** They provide a Kaupapa Maori wrap around service to assist clients to take up work and training. A number of clients are struggling to move forward after losing their jobs or having hours reduced.

**Job Connection Marlborough clients that are impacted by COVID-19 are experiencing issues with mental health (isolation); drugs and alcohol; and literacy and numeracy.** They report that Marlborough's job opportunities are not necessarily what people want. A lack of training, especially in hospitality and construction, mean some people are having to leave the region in order to train or work.

**SPOTLIGHT: AGED RESIDENTIAL CARE**



**There is increasing demand for skilled aged residential workers** as the sector grows to meet the needs of Marlborough's ageing population e.g. Summerset village new 6 hectare site.



**There is an existing shortage of local aged care workers**, as 39% of Registered Nurses and 25% of Caregivers are on visas<sup>1</sup>. Many Caregivers are on temporary work visas with no pathway to residence. They will be required to leave NZ in the coming years.



**Career opportunities are growing in the aged residential care sector.** Jobs are challenging, but also rewarding. Full-time positions are typically 32 hrs per week and the majority of Caregivers (52%) are part time, so underemployment may be an issue.

<sup>1</sup> Percentage for the Nelson-Marlborough District Health Board area.

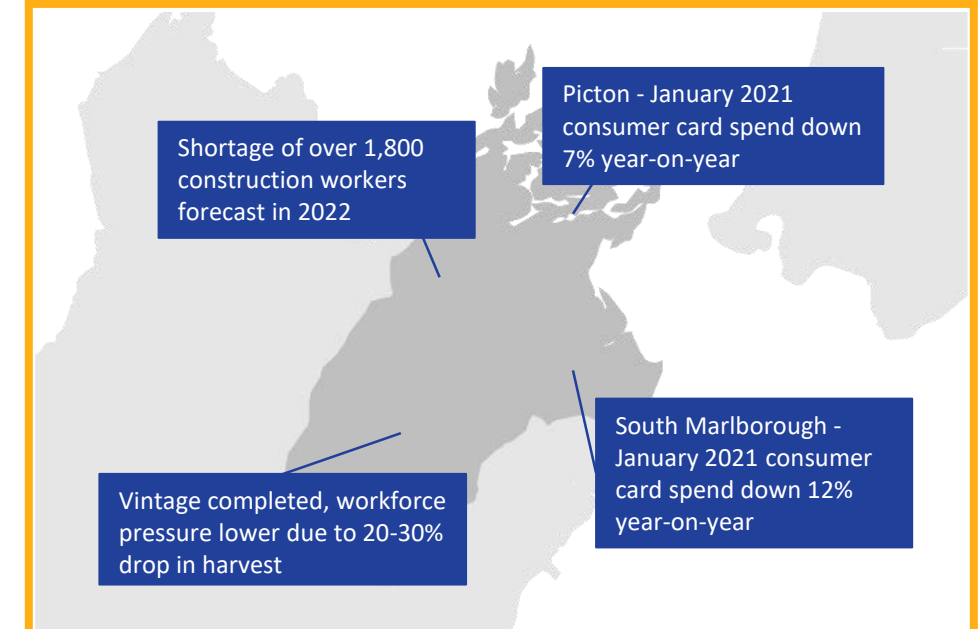
**TOP 3 LABOUR MARKET OPPORTUNITIES**

- 1. Strong demand for courses at NMIT.** Fifteen trainees will start at the PGF funded Ngati Kuia kānuka nursery at Pelorus Bridge in May. Aquaculture students working in Marlborough are studying online and attending block courses in Nelson to support their learning - this programme now has four intakes each year. Cellar Operations continues to grow, with 44 learners and new applications for the March cohort. Otago Polytechnic is running apiculture programmes at NMIT's Blenheim campus.
- 2. Marlborough employers are recruiting with job opportunities across a range of sectors.** There are a significant number of vacancies (~350 across Seek and Trade Me as at 12/04/2021). Marlborough has the third lowest MSD jobseeker benefit recipients as a percentage of the population aged 18 – 64, and Marlborough's filled jobs are down approximately 0.5%.
- 3. Multiple projects are underway to improve the perception of careers in primary industries.** The Marlborough Smart+Connected Labour & Skills Group has a project to improve the perception of primary industries; MSD is investigating primary industry cadetships; and employers are joining up seasonal work, eg. vintage staff transitioning into winter grapevine pruning.

**TOP 3 LABOUR MARKET CHALLENGES**

- 1. Wine industry forecasts significant shortage of skilled labour for Winter pruning.** Some good news with employer partnerships bringing approximately 1,100 of the recent national intake of 2,000 RSE workers to Marlborough. Industry is concerned about the wellbeing of RSE workers who have been in the country for an extended period of time, and pastoral care is changing in response. There is a need for continuity planning across the seasons (eg. planning for summer needs now), and being proactive rather than reactive.
- 2. Drought conditions continue for Eastern Marlborough despite the recent rain.** Weatherwatch describes it as a 'green drought' when the grass might be green due to recent showers but the ground and waterways are dry. The full impact of these dry conditions will be realised in the months to come.
- 3. Demand for skilled workers is high.** When Marlborough experiences underemployment and unemployment at higher than usual levels there are ongoing challenges finding local staff with the right skills and experience. A shortage of skilled professionals has already delayed some of Marlborough District Council's complex infrastructure projects. Employers report difficulty finding skilled staff to fill vacancies, and low levels of rental accommodation continues to impact the ability to bring in skilled workers from outside the region.

**THE MARLBOROUGH REGION**



**OUR FOCUS FOR THE NEXT 3 MONTHS:**

Underemployment will be the overarching focus for the group over the next 3-months including related issues such as:

- 'sunshine wages'
- casualisation of jobs
- seasonality