

TOP REGIONAL INSIGHTS



World wide changes and interrelated focus areas are shaping customer demand. This includes climate change, innovation, well-being, and inclusion. These factors impact on business and economic planning (including workforce planning), and include adaptations such as carbon neutral footprints being imbedded into business operations.

Partnerships between Government, regional groups and industry are promoting new concepts and frameworks. As the interim Regional Skills Leadership Group (iRSLG) transitions to the permanent group it will continue to promote effective partnerships that support the region's workforce, education, training, and employment.

Wellbeing and psychosocial health remain a concern for workers, employers, and business owners. It is especially noticed with Recognised Seasonal Employee visa holders who have now been away from their homes for many months.

There is insufficient supply of workers for critical roles such as building inspectors across both Nelson City and Tasman District to meet the number of construction projects planned for the region. Construction sector workforce concerns remain high as the current pressure to recruit for these critical roles is expected to continue to grow in order to meet the number of construction projects planned for the region.

TRENDS AT A GLANCE



-9,600 – the decrease in the working age population (aged 15 years & over) compared to the same time the previous year. This is an on-going trend after the region peaked in June 2019, and is driven primarily by changes in the Nelson City area.



- 7,600 – the decrease in people employed in the labour force. The Tasman District has remained relatively stable, while the Nelson City area has experienced the majority of the decrease.



-0.8% - the decrease in the unemployment rate. This is 800 less people unemployed than the same time the previous year.

(Stats NZ: Household Labour Force Survey, March 2021 quarter)

TOP LABOUR MARKET OPPORTUNITIES

- The “Catch a Job” campaign is kicking off through partnerships** across industry, Government and the local Regional Economic Development Agency. It is hoped the campaign will attract enough people to meet the Seafood Processing staffing needs across the Hoki season.
- The drop in International Education Students is not resulting in the job losses that had been forecast.** Instead it is resulting in greater job security and improved financial position for institutes and down stream businesses such as home stays.
- Regional workshops with Construction sector stakeholders are being planned by the BCITO and iRSLG for June-July.** The workshops will identify the staff and labour needs across the next 10-15 years; identify opportunities; and agree on strategies to prepare the workforce required.
- The region wants to be “Match Ready” to partner with government through the Regional Strategic Partnership Fund and Regional Workforce Plan.** This will enable identification of key strategic objectives that support and sustain an appropriate workforce.

TOP LABOUR MARKET CHALLENGES

- The Construction sector is voicing increasing concerns about the difficulties in attracting staff.** Existing recruitment pressures for specialist roles are being exacerbated as such roles require many years training. There is low visibility on the number of people being trained in these roles so it is hard to match supply with the demand pipeline.
- Pressure is building in the health and social sector** as wellbeing and psychosocial health challenges continue to cause concern for staff, employers, and the wider community. This includes RSE visa holders who have now been away from their homes for significant periods and their wellbeing is a concern.
- There is an emerging risk of businesses and employers returning to a ‘Business As Usual’ mind-set and losing momentum on efforts to implement business improvements.** With reduced concerns about COVID-19 and economic forecasts that are not proving as bad as had been expected there is concern that businesses and employers return to spending more time *“in the business”* rather than *“on the business”*.

THE NELSON-TASMAN REGION

Concern for the wellbeing of staff is increasing, especially for RSE workers

Construction sector staff concerns, especially roles requiring long training periods (eg Building Inspectors)

“Catch A Job” campaign kicks off to attract staff for the Hoki seafood processing season

OUR FOCUS FOR THE NEXT 2 MONTHS:

- Identifying and agreeing on the region's key strategic economic and workforce objectives
- Gathering and aligning information and the stakeholders required to prepare the Regional Workforce Plan (as the interim RSLG transitions to the permanent RSLG)