

### TOP REGIONAL INSIGHTS



**Hawke's Bay Age-Related Residential Care (ARRC) will be unable to meet labour force requirements with the existing regional labour pool if current trends continue.** This includes growth in the aging population, along with the desirability of Hawke's Bay as a retirement location.

**Increasing demand from the aging population, including Māori/Pasifika, and the aging workforce are contributing to labour force issues in the ARRC sector.** This will further escalate labour force issues in the medium to long-term.

**The current education and training model is not working adequately to meet the demand for care-workers and nursing staff in ARRC.** Higher skill levels are increasingly required in the provision of care to the vulnerable ARRC populations, as residents have complex health issues.

**Staffing is the most important issue facing ARRC organisations in Hawke's Bay.** This includes difficulty attracting younger employees into the industry, and attracting employees to re-locate to Hawke's Bay. The current ARRC workforce is overwhelmingly female, older than the average worker, and increasingly foreign-born.

**Mental health and addiction issues are significant concerns in our community.** They are predicted to surpass heart disease as the largest long-term condition category, and are significant drivers of health inequity for Hawke's Bay.

**Prevention and early intervention provide the most effective methods to manage mental health and addictions.** This work is led by community service providers in the region however, given the demands and the level of social need experienced by both clients and workers, burn out is high.

### TRENDS AT A GLANCE



The average wage for a registered nurse in aged residential care is \$30.33/hr and for a registered nurse working at the DHB is \$36.02/hr.



The Napier City Council regional population that is 85+ is projected to increase by 201% between 2013-2038. The Māori population of that age is projected to increase by 483%.



Staff shortages exist in the community workforce, especially those with qualifications. The five largest providers currently have 15 vacancies.



The community sector tends to be small to medium employers. Delivering in-house training is not efficient, and going to market constantly is too costly.

### TOP LABOUR MARKET OPPORTUNITIES

- **The ARRC sector need improved recruitment and retention efforts.** This sector will likely require specific labour migration programmes as there is little evidence from the Organisation for Economic Co-operation and Development (OECD) that policies aimed at increasing recruitment and retention of employee groups have achieved any significant success.
- **Professional development programmes may be required to ensure ARRC staff skills are continuously updated.** Higher skill levels in this sector are increasingly required to manage the increasingly complex health issues.
- **In ARRC, there is a need to improve job quality and focus on attraction and retention of employees.** This will reduce high turnover, reduce the perception of low quality work and address low pay inequalities.
- **The mental health and addiction community services sector is keen to join up as a collective to focus on addressing workforce challenges.** The sector is solution focused and have made some progress, but need support to develop a baseline regional picture, strategic framework and action plan.
- **There is a need to develop a cohesive mental health and addiction workforce plan with sector providers.** This should include improved skills training and clear career pathways.

### TOP LABOUR MARKET CHALLENGES

- **Negative perceptions of nursing in ARRC leads to high turnover rates, increasing the difficulty in recruiting nurses.** This results in staffing shortages which causes the nurses to become fatigued and experience burnout, therefore exacerbating the high rates of staff turnover.
- **Lack of applicants, including experienced applicants, are the most common reasons why the ARRC sector is finding it difficult to fill roles.** The ARRC sector does not appear to be an attractive option for local labour, relative to other health care employment options.
- **Since COVID-19, and the subsequent border closures, there is now a shortfall of Filipino nursing staff** who requalified at the local tertiary provider on arrival before going on to work in the region.
- **Low rates of pay compared to other health industry roles/sectors are causing more staff to pursue other opportunities with better pay.** These opportunities can be in different parts of the same industry - for example, DHB pay rates are higher than those offered in the ARRC sector.
- **The mental health and addiction community-based workforce can often be people with personal mental health/addiction life experience and little or low-level formal training.** This places pressure on employers to ensure they are providing professional services, skill building opportunities and the supervision/personal support required.

### THE HAWKE'S BAY REGION

In the Napier City Council region 92.3% of those aged 65+ are currently New Zealand European

Low wages are an issue, reducing the attractiveness of the work in ARRC, and creating financial instability for workers

50% of roles in aged residential care take between 1-3 months to fill in Hawke's Bay

The age-related care industry in Hawke's Bay is dominated by for-profit providers. Only six not for profit providers remain.

Overall, the aged care sector (measured by GDP) is growing significantly faster (x1.8) than any other industry in Hawke's Bay generally

### OUR FOCUS FOR THE NEXT 2 MONTHS:

- To work with the Hawke's Bay DHB, MSD and service providers to: examine the possibility of a baseline sector survey to quantify the full extent of the workforce need in the mental health and addictions sector; develop a cohesive workforce plan; and to start on an ARRC 'care associates' workforce solution with local providers. With the Hawke's Bay DHB, bring ARRC sector stakeholders together to engage them in developing a workforce plan.
- Support the development of the Hawke's Bay Horticulture Workforce Transition Plan.
- Alongside Matariki Pou 2, develop the regional construction action plan for presentation to the Matariki Executive Steering Group.
- Work with BCITO to deliver their industry engagement workshop on regional opportunities in the construction sector in June.
- Consolidating work to date and looking at support services and barriers such as drivers licensing.
- Begin to focus on technology & digital skills and workforce development.