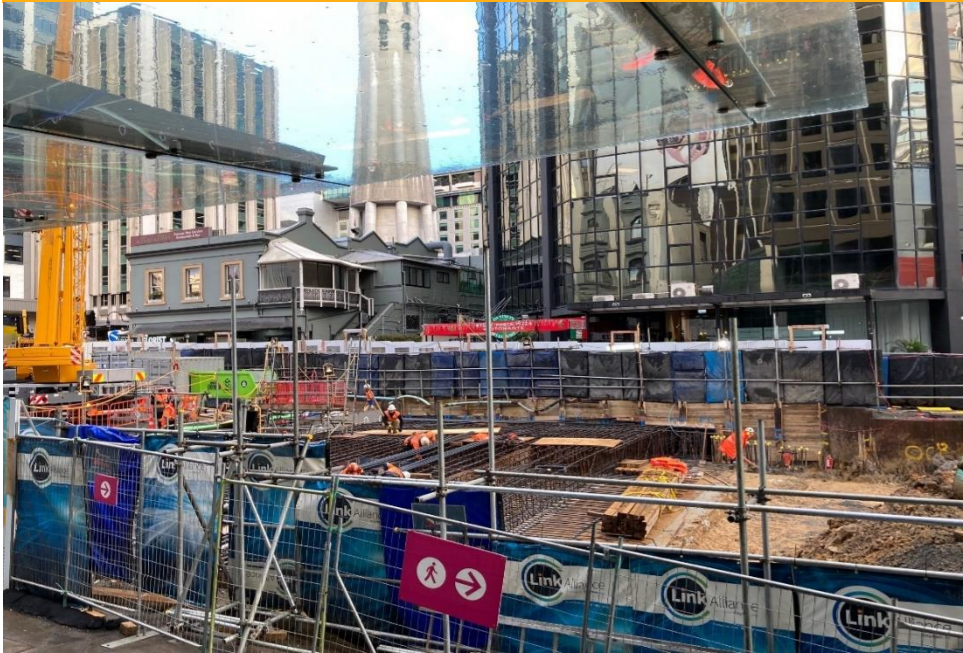


TOP REGIONAL INSIGHTS



A regional hui will be held in July 2021 for ‘Youth at risk of long-term limited employment’ outcomes (YARLE’s). A joint invitation from three public sector Chief Executive’s will be sent to key stakeholders to discuss issues affecting this cohort, which from a 2015 data capture appeared to be around 40,000 within the Auckland region. This cohort includes those that are at risk of not being in education, employment, or training (NEET); as well as those that “churn” between low level tertiary education, and part-time or casual work. YARLE’s are likely to be in low wage, limited or no employment for much of their lives.

A whole new set of skills is required as a result of COVID-19. Employers/businesses are signing up for leadership training to gain the skills they need to manage the current situation and their support workers. Much more pastoral care is required for employees now as there is increased intensity at work, more dynamic family needs, and limited time to recover and relax as working from home has increased the difficulty in managing work/life balance in some ways. Some people who are currently unemployed need additional support to take on a job, eg skills training, digital upskilling, or pastoral care. MSD is looking at how they can deliver services differently for different populations, eg Māori, Pacific, and women.

Shifting labour markets are encouraging employers to do things differently in order to attract workers. MSD Job Seeker (18-64 years) numbers declined from January (72,630) to May (66,300) 2021, while wage growth is being seen in some sectors in response to the difficulty in attracting workers (eg Tech). Hospitality is citing severe skill shortages impacting on employer and staff wellbeing, and business viability.

TRENDS AT A GLANCE



39% of people migrating into NZ between 1st August 2020 and 9th January 2021 have settled in Auckland (survey weighted to reflect total 31,500 national arrivals)
(Source: MBIE, The Survey of NZ arrivals, June 2021)



0.4% The increase in the number of people employed in Auckland between March 2020 and March 2021
(Source: Auckland Council – Auckland Economic Update July 2021)



-5.6% The decrease in Auckland’s real Gross Domestic Product (GDP) between March 2020 and March 2021
(Source: Auckland Council – Auckland Economic Update July 2021)

TOP LABOUR MARKET OPPORTUNITIES

- 1. Lets get Typsy.** Hospitality New Zealand has launched an online knowledge hub ([Typsy](#)) to support employees and employers. It recognises the importance to respond to skill shortages by providing upskilling within the Hospitality sector. Key to this is a learning passport that highlights skills and achievements of employees helping them to develop within the sector.
- 2. Of all people employed in the creative sector in NZ 49% are based in Auckland** (based on 2019 data). An Auckland Council report, [“Industry snapshot and trends – November 2020”](#), showed the most promising sub-sectors in Auckland appear to be design, digital media, and film and video production.
- 3. Future employment trends will reflect population growth and development in the technology sector.** Forecasts show growth across most industries with particular acceleration in construction, professional services, health care, food services, and education. The largest occupational growth will be for professionals, managers, and for technicians and tradespeople.

TOP LABOUR MARKET CHALLENGES

- 1. Government procurement settings are exacerbating financial pressures for contracted SME’s.** Some report difficulties in meeting their monthly outgoings and building capability and capacity, when it is often three months before first payments are received.
- 2. People are struggling to cope and ‘languishing’ in the context of COVID-19.** RSLG members note a worrying trend around mental health and reduced wellbeing in the population, along with concerns there is insufficient Government support. With the COVID-19 situation likely to last for the next 2-5 years, there will be on-going issues with long-term effects (similar to Christchurch earthquake). Data indicates people are struggling across the country, with the hospitality industry the most affected. This is underpinned by financial insecurity, and increasingly driven by workload amidst high growth and staff attraction pressures.
- 3. Education is seeing worrying trends with people dropping out of, or deferring, courses due to stress.** This had not previously been seen, and in turn this has an impact on funding. The way education is funded can also limit pastoral care that can be offered to learners.
- 4. Tāmaki Makaurau has been particularly affected by the repeated COVID-19 lockdowns.** The RSLG members would like the region to be recognised as being disproportionately impacted, and have a coordinated effort around the recovery. It is also concerned about the Provincial Growth Fund reset, particularly that there is little to no support for urban Māori businesses.

THE TĀMAKI MAKAUURAU REGION

RATIO OF JOBS TO WORKING AGE POPULATION - 2020



OUR FOCUS FOR THE NEXT 2 MONTHS:

This interim group is looking forward to the appointment of a full Regional Skills Leadership Group in July. It will look to present the incoming group with a ‘Summary Report’ to support them with their future work as they look to develop and publish a ‘Regional Workforce Plan’ by June 2022.

The summary report will discuss the work undertaken from our formation in July 2020, where we have looked at the impacts of COVID-19 in our region on our labour markets. We saw that there was an uneven effect across the region in industry sectors and population cohorts. Construction related labour markets had a slight impact, more so at the high skill level roles due to border restrictions. By comparison, visitor experience and hospitality related labour markets were severely affected. Population cohorts such as Women, Māori, Pacific and Youth were the most affected. Underlying, and growing in voice and visibility, are the mental wellbeing impacts across all participants in the labour market.