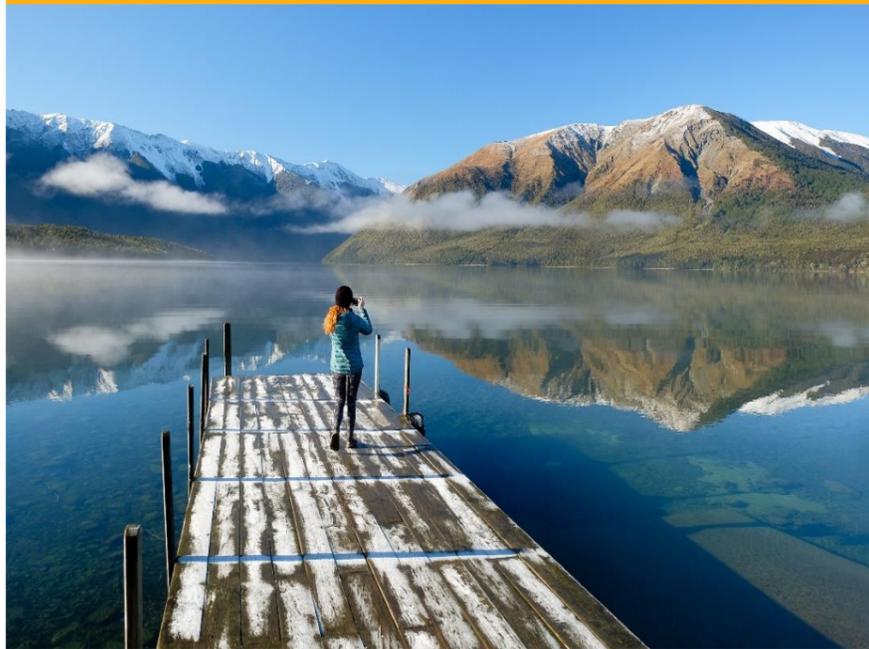


TOP REGIONAL INSIGHTS



The region is supportive of the RSLGs priorities for development of the Regional Workforce Plan – that it should be long-term focused; take into account the macro environment; and be aligned to the region’s aspirations and strategic economic priorities. The RSLG will continue to build on this collaborative, and shared systems thinking that has formed.

Underemployment continues to provide the greatest opportunity to fill the workforce labour demand across the region. This includes regional action to attract more people into full time positions, and supporting employers to identify ways to remove/reduce barriers to broaden their pool of potential workers. Actions include changes such as reshaping roles (eg school hours shifts; job sharing) and rethinking business models (eg enabling regular working days rather than a ‘four on four off’ model). This is a key area of focus, particularly in light of the low unemployment rate (3.6% in June 2021), and the large (and increasing) proportion of ageing population.

The RSLG in partnership with BCITO are running the third in a series of workshops on the Construction Sector labour demand forecast. The workshop on 24 August will focus on progressing recommended solutions to address the forecasted labour shortfall. The two preceding workshops have been well supported by employers, and the RSLG will ensure the findings of the workshop series are well integrated within the Regional Workforce Plan

The RSLG and Ministry of Education (MoE) are leading the delivery of the Vocational stream of the ‘NCEA Changes’ regional plan. The current focus is on planning and facilitation of workshops to build awareness among the regions key employers/industry clusters and help them understand how the changes will affect relevant qualifications and study pathways.

TRENDS AT A GLANCE



The majority of growth in filled jobs between July 2020 to July 2021) has been at each end of the age range:

10.3%/330 the increase in filled jobs held by workers aged 60 years and over

18.3%/550 the increase in filled jobs held by workers aged 24 years and under

(Source: Stats NZ, Monthly Employment Indicators,



15.3% the increase in median house price in Nelson

25.4% the increase in median house price in Tasman

(Source: REINZ Monthly Property Report (year-on-year to June 2021)



6.2%/54 the increase in the number of people working on Employer Assisted Temporary Work visas from July 2020 to July 2021, compared to the national decrease of -1.6% over the same period.

(Source: Immigration NZ)

TOP LABOUR MARKET OPPORTUNITIES

- Labour shortages across the regions hospitality sector are changing employers perceptions of the value of staff.** This is being recognised with increased pay rates; creative solutions to build the skills of existing staff (such as the ‘Tipsy’ online training video tool); and more promotion to build positive perceptions of the careers, training and development available in the sector.
- A collaborative approach to address opportunities for the Older Workforce is being developed** with Nelson City Council, Nelson Marlborough Institute of Technology, Nelson Regional Development Agency and the RSLG. This will be a key theme within the Regional Workforce Plan.
- More and more employers are starting to see the value of job-shaping, design and flexibility.** This awareness can be built on to enable development of employee career pathways and improved work conditions.
- The RSLG is continuing to work closely with the MBIE Regional Economic Development and Investment Unit (Kanoa)** to ensure that there is strong alignment in the Regional Workforce Plan and the region’s aspirations and strategic economic priorities.

TOP LABOUR MARKET CHALLENGES

- Hospitality businesses continue to face uncertainty as visitor numbers remain affected by the trans-Tasman bubble closures.** Employers are needing to look at all ways possible to attract new staff, and value and retain their existing staff. Many employers are recognising the need to provide more pastoral care to their workers, and are seeking ways to support their workers mental health and well-being - while also needing to maintain their own well-being.
- Housing availability and affordability continues to impact on employers ability to attract and retain staff.** Median property prices in Tasman hit 850k in May (up almost 150k on the same month last year), and in Nelson prices reached 700k (up from 580k). These increases have occurred alongside the largest drop in available housing stock in the country and is affecting home ownership, rentals, and short and long-term accommodation. This issue underlines the importance of ensuring economic priorities align with community priorities, to prevent social infrastructure needs such as housing not being addressed.
- The low unemployment rate (3.6%) does not account for the high level of people underemployed or Not In the Labour Force (NILF).** This means both employers and government agencies may overlook these groups when looking to attract and/or support people into their workplaces and meet their skills and labour shortages.

THE NELSON-TASMAN REGION

Recommendations to address the forecasted labour and skills demand for the Construction sector will be discussed at the end of the month

Hospitality careers are increasingly seen as important, with employers increasing pay rates and providing training/development opportunities

OUR FOCUS FOR THE NEXT 2 MONTHS:

- Induction for the permanent Regional Skills Leadership Group members and identification of aspirations for the Regional Workforce Plan
- Opportunities to engage, train, upskill, recruit and retain older workers will be progressed through collaborative action