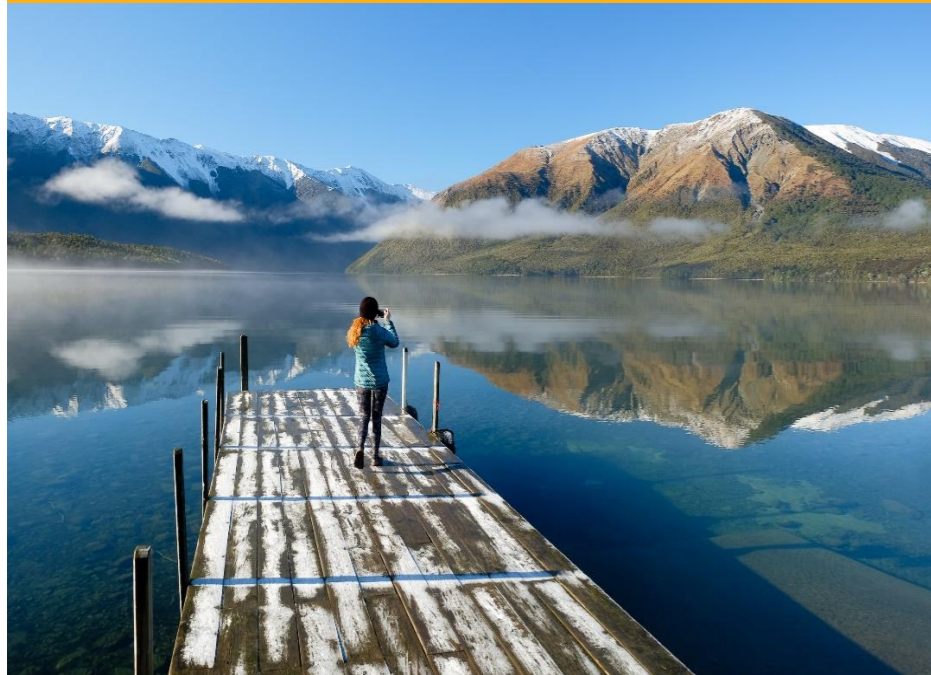


## TOP REGIONAL INSIGHTS



**The region is showing two distinct halves as time at higher Alert Levels goes on.** Those businesses and sectors, such as online delivery services, that adapted their businesses models after previous lockdowns are generally doing well or thriving. Others that rely on traditional trading practices, such as hospitality outlets, feel this is the last straw as ongoing overheads and exhausted cash reserves challenge their business viability.

**There is a state of “languishing” across the community, and many sectors and businesses.** Although they are not totally in depression, they are far from elation as the adrenalin that enabled businesses and workers to function in the 2020 lockdown was not sustainable. Many are now approaching the lockdowns with a longer term work-life balance mind-set by ensuring down time and remaining committed to weekends and switching off.

**Change and uncertainty is causing concern in the general community.** The short periods between different announcements of Alert Level lockdowns is harder for businesses to adapt to than knowing upfront it will be a long lockdown period. The uncertainty limits being able to pre-plan, and keeps people’s minds questioning how long they will be restricted for.

## TRENDS AT A GLANCE



Recent Business Employment Data shows uneven change in the number of filled jobs in Tasman District compared to Nelson City:

**1.2%/540** increase in Tasman District

**-0.03/-10** decrease in Nelson City

**0.8%** average increase across New Zealand

(Source: Stats NZ, Business Employment Data, June quarter 2021 compared to June quarter 2019 (pre-COVID)).



**-7.9%/297** The decrease in the number of people in the region receiving the Jobseeker Benefit, compared to the decrease nationally of -2.4%.

(Source: MSD, Monthly Reporting, August 2020 and August 2021)



**5.8%/51** The increase in the number of people on Employer Assisted Temporary Work visas, compared to the increase of 0.1% nationally.

(Source: Immigration NZ, August 2020 and August 2021)

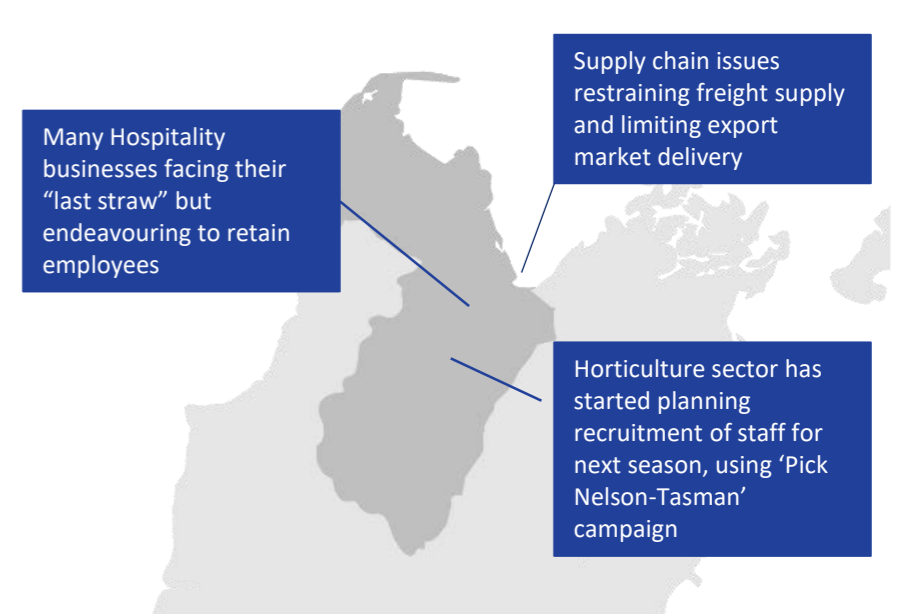
## TOP LABOUR MARKET OPPORTUNITIES

- 1. At this time of year the horticulture sector is thinking about labour supply for next season.** They are looking to build on the success of the last seasons Pick Nelson-Tasman campaign to attract labour, and are working collaboratively to be able to offer initiatives (such as accommodation) to attract people to the region.
- 2. Hospitality sector employers are working hard to retain and recruit employees by doing all they can to continue to employ them,** while also minimising the affects of the lockdown. Operating at L2 requires higher staff numbers and any return to L1 will also require more staffing levels.
- 3. The RSLG is looking at ways to contribute to decisions on the new national vocational education curriculum,** to ensure that resources are developed with regional relevance. This includes regionalisation of content, presentation and delivery so programmes relate to the relevant sectors and regional aspirations.
- 4. The RSLG is establishing an ‘Older Workforce’ Sub-Group.** This group will coordinate and steer actions to improve the retention, recruitment and development of older workers in the region. This will be a key focus of the Regional Workforce Plan due to the high proportion of older people that are already retired, or plan to retire, who would otherwise contribute to the regions possible labour supply.

## TOP LABOUR MARKET CHALLENGES

- 1. SMEs such as accommodation providers and many hospitality businesses are concerned about survival.** Ongoing overheads, limited or no income, existing debt, and lack of financial reserves is resulting in employers looking to hibernate, close, or sell businesses which causes uncertainty for their staff.
- 2. Supply chain costs, delays, and lack of refrigerated containers are causing delays on project delivery.** This is generating uncertainty and increasing levels of caution when planning future projects. The ripple effect is limiting export markets due to the inability to confirm supply to off-shore customers, and further raising concerns about the flow on affects to businesses and staff. This could affect current and future export opportunities, and the ability to obtain essential products such as nails, to complete construction projects.
- 3. Cancellations and postponements of events, festivals and conferences is limiting the region’s ability to secure future bookings.** This is affecting employment continuity for the many individuals and businesses that support these to occur.
- 4. Local councils and large employers are struggling to compete as remote working offers new opportunities to local workers.** In particular they are losing staff with strategy planning expertise as government agencies are recruiting them and allowing workers to remain in the region to work remotely.

## THE NELSON-TASMAN REGION



## OUR FOCUS FOR THE NEXT 2 MONTHS:

- Identification of key aspirations and priority focus areas for the Regional Workforce Plan
- Analysis of existing regional and national work that helps inform appropriate priority focus areas, and alignment with Kānoa’s Regional Strategic Partnership Fund priorities
- Establishment of a sub-group to focus on the Older Workforce