



Regional Labour Market Overview

Prepared for the Waikato interim Skills Leadership Group

MBIE secretariat

Version September 2021



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI

1: COVID impact on Waikato demographic groups

COVID-19 has amplified existing regional inequities

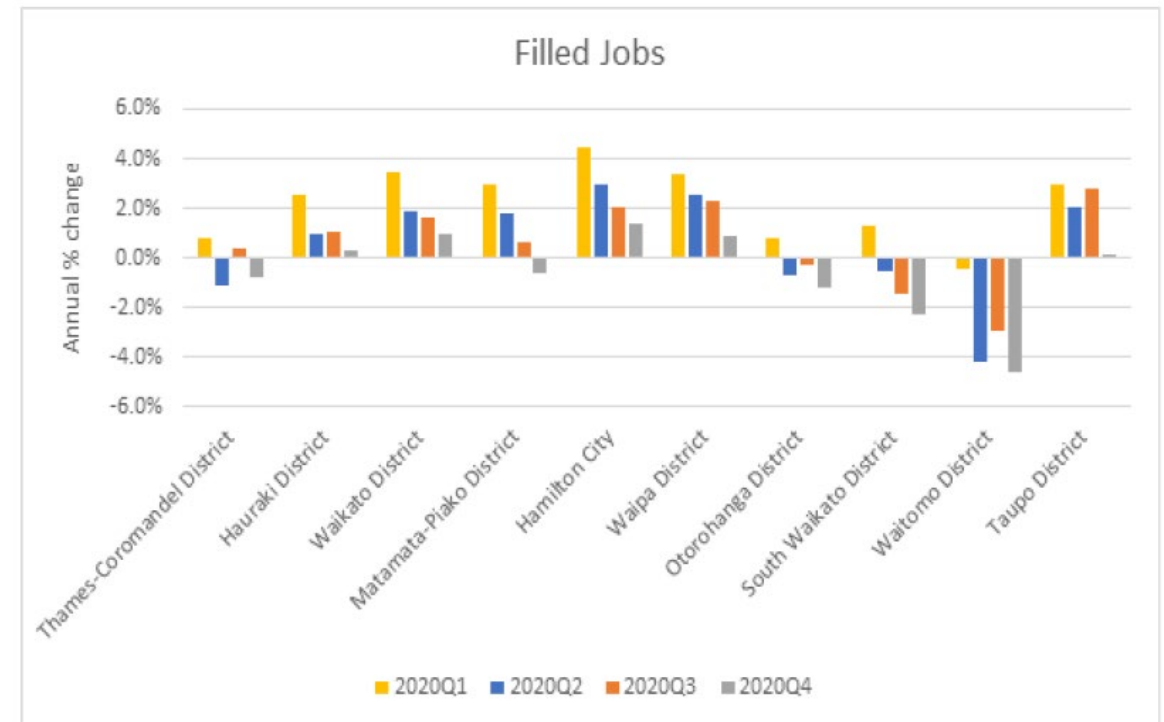
- COVID-19 highlighted disparities in health-related issues, with Māori and Pacific populations more at risk of complications due to higher rates of co-morbidity.
- Young people in the Waikato region have been greatly impacted by COVID-19, with a large increase in the rate of youth not in employment, education or training (NEET) seen since March 2020. The region saw a downturn for tourism, retail and hospitality - industries which traditionally offer employment opportunities for young people - preventing young people from taking up traditional employment choices.
- COVID's regional impact has been uneven. Job growth has been lower than expected for rural districts, while more densely populated parts of the region around Hamilton, Waikato and Waipa districts (and also the Hauraki district) saw increases in filled jobs in 2020. The rest of the region saw static or lower job numbers during 2020.
- Migrant workers in Hamilton were at risk of exploitation by employers during lockdown.

COVID impact - people remained in work, but on reduced hours

- The Waikato RSLG region had a lower underutilization rate than the total New Zealand rate in the March 2021 quarter (11.9 percent versus 12.2 percent respectively).
- However, the unemployment rate for the Waikato RSLG region was 5.4 percent in the March 2021 quarter (up 0.6 percentage points from the March 2020 quarter). This was higher than the total New Zealand unemployment rate of 4.7 percent. The Waikato region has a higher proportion of Māori than New Zealand as a whole, who are more likely to be unemployed.
- The Waikato RSLG region had the highest Māori unemployment rate nationally, in the March 2021 quarter, at 12.1 percent versus the total New Zealand rate of 8.7 percent. The Māori unemployment rate increased 1.9 percentage points between March 2020 and March 2021 quarters.

Fewer opportunities for rangatahi/young people to enter employment

- The rate of youth not in employment, education or training (NEET) for the Waikato RSLG region was 11.6% for the March 2021 quarter, the second highest rate of all RSLG regions. This represents an increase of 3.5 percentage points from the March 2020 quarter.



Source: Te Waka – Economic Radar April 2021

Definitions

NEET rate: The total number of youth (aged 15-24 years) who are not in education, employment or training (NEET), as a proportion of the total youth working-age population.

Unemployed: All people in the working-age population who, during the reference week, were without a paid job, available for work, and had either actively sought work in the past four weeks ending with the reference week, or had a new job to start within the next four weeks.

HLFS (Household Labour Force Survey): HLFS is a nationwide, quarterly survey and is the official measure of employment and unemployment in New Zealand. Data is collected from a sample survey, which is designed to represent the country as a whole.

Underutilisation rate: is the proportion of people who: are unemployed (do not have a job, but are available to work and are actively seeking employment); are employed part time (<30 hours a week) and who both want and are available to increase the number of hours they work; want a job but are not looking (available potential jobseeker); or who will be available to start work in the next month

Resources

Waikato RSLG Local Insights Reports, available at:

<https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/waikato/>

Stats NZ Labour Market Statistics – March 2021 quarter: <https://www.stats.govt.nz/information-releases/labour-market-statistics-march-2021-quarter>

Te Waka Economic Radar – April 2021

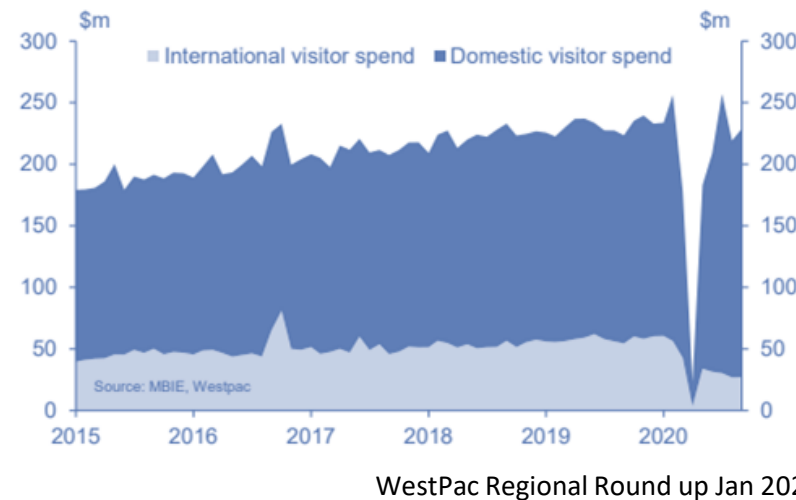
<https://www.waikato.com/news/article/2021/04/19/te-waka-economic-radar-april-2021>

2: COVID impact on key industries and sectors

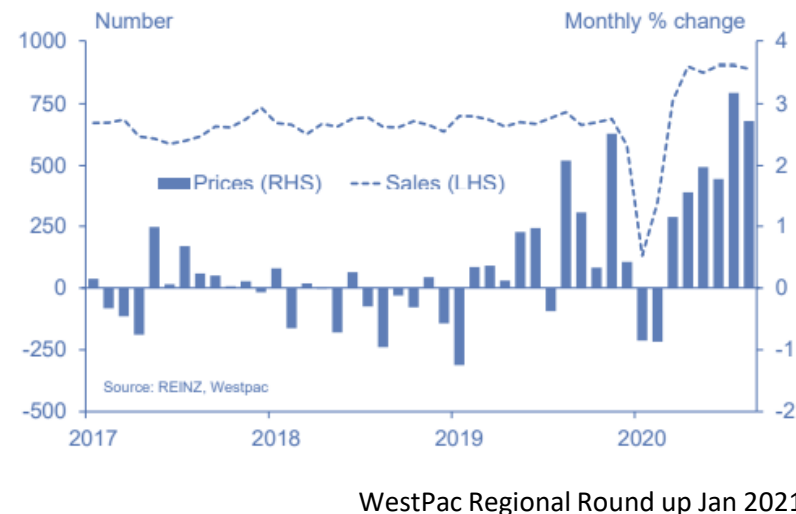
Current situation as of Jan 2021

- **Economic activity** in the Waikato has been heavily affected by Covid-19, but now is well on the path to recovery.
- The **agricultural sector continues to provide support** to the region's economy. Indeed, the region's dairy and meat farmers have both benefitted from the returning strength of the Chinese economy, which has helped to keep prices high and support farm gate incomes.
- **Skills shortages** in the primary sector has increased significantly from a year ago, in part due to border closures.
- The economic recovery underway in Waikato is also evident in sectors such as **ex-food manufacturing, and discretionary retail, both of which have kicked into gear** following lockdowns earlier in the year.
- **Spending in the Waikato is also likely to have increased** because of rising house prices. Underpinned by record low interest rates, house prices in the Waikato continue to power ahead, and are well up on the same time last year.
- **However, the region's tourism sector has struggled**, with a post lockdown pickup in spending from domestic visitors from other regions not lasting long enough to offset the loss of international visitor arrivals. The resulting closure of businesses in tourism related industries has led to some job losses, which in turn has contributed to rising unemployment in the region.
- **Residential building activity in the region also remains** a bit of a sticking point with approved consents still struggling to get back to pre-COVID levels. A further drop in approved building consents suggests weaker residential construction activity over coming quarters.

Waikato visitor spending



Waikato housing market



Outlook

Waikato's economic recovery should see it close the gap on other regions that have been less affected by Covid-19.

- For **Waikato there will be the ongoing success of agriculture in key export markets**. Both dairy and meat farmers in the Waikato region should benefit from a strong economic recovery in China over the coming year. Still elevated prices are likely to be reflected in farm gate incomes.
- Also important will be the **performance of the region's housing market**, with interest rates expected to lead to increases in house prices/reduced affordability, alongside a deficit of housing stock, estimated to already be 7,500 houses.
- By contrast, **weaker population growth and a constrained workforce is likely to slow construction** over the coming year, despite the need for 50,00 more homes by 2043.
- Still **favorable conditions in agriculture and a buoyant housing market** should translate into stronger domestic demand, and that signals better times ahead for the region's manufacturing sector. Improving global economic fortunes should also provide the region's exporting manufacturers with some cause for cheer.
- **Manufacturers in the region** should also benefit from new digital technologies, which are already helping to reengineer process flows and transform supply chains. Given the size, scale, and scope of business activities in Hamilton, **manufacturers in the region are better positioned** than most to benefit from resulting productivity gains.
- The region should also benefit from the **accelerated adoption of new digital technologies** in other ways. Retailing is continuing to move away from bricks-and-mortar showrooms towards internet sales and direct-to-consumer distribution, with retail positioning itself more as a lifestyle activity.
- **All up these factors should support household spending** in the region over coming quarters. That is likely to be welcome news for the Waikato's retailers and hospitality providers, although tempered by the uncertainty of the COVID environment.

Resources:

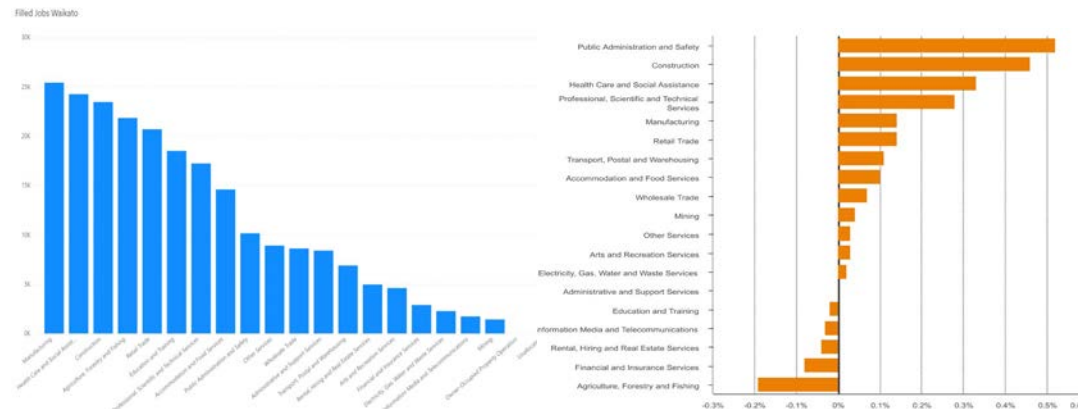
Infometrics Report: COVID-19's effect on industry and regional economic outcomes - May 2020
WestPac Regional Round up Jan 2021
Waikato regional housing initiative [Waikato Housing Initiative](#)

3: Economic and Labour Market Profile

LABOUR MARKET DEMAND PROFILE

The largest Waikato employers are manufacturing, healthcare and social assistance, construction, agriculture, forestry and fishing.

Job growth has been strongest in the government, construction, healthcare and social assistance, professional, scientific and technical sectors. Agriculture, fishing and forestry employment is declining, despite the importance of primary industries in the region.

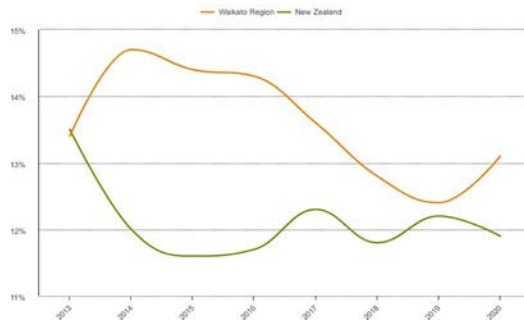


LABOUR MARKET SUPPLY PROFILE

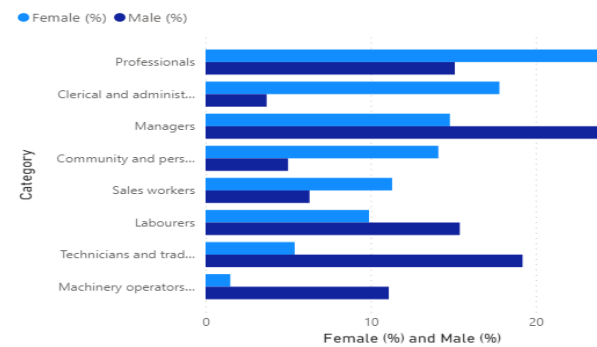
While the Waikato unemployment rate is lower than the rest of New Zealand, the underutilization rate is increasing. This suggests that workers have fewer hours of work but have remained in jobs.

Youth aged 16 to 24 not in employment, education or training (NEET) is higher. While the NEET rate decreased significantly it is now on the rise after the impact of COVID.

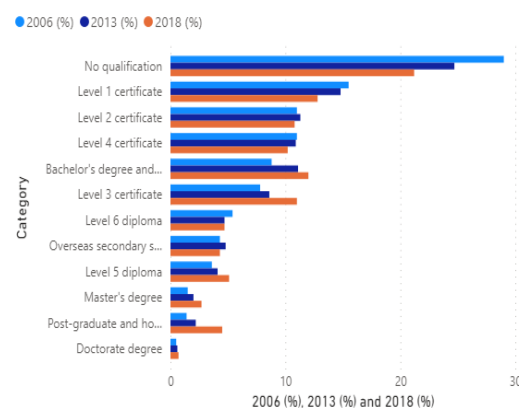
Males are more likely to be employed full-time while females are more likely to not be in the labour force; or employed part-time or unemployed. A larger proportion of females are in professional occupations which is generally a high skilled category. The dominance of females in sales and clerical, administration function are generally considered lower-skilled for both Māori and all ethnicities in the Waikato. There are more males as managers (highly-skilled) and technicians and the trades (skilled) and labourers (low skill).



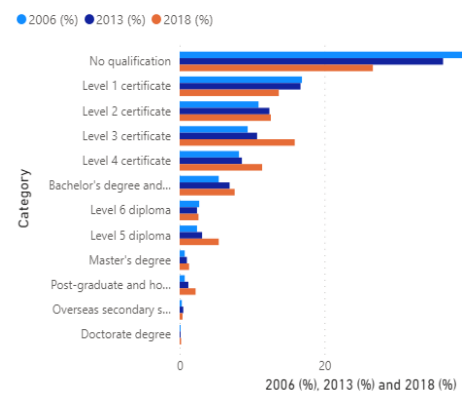
Occupation by sex Waikato (Source Census 2018)



Qualifications All People Waikato



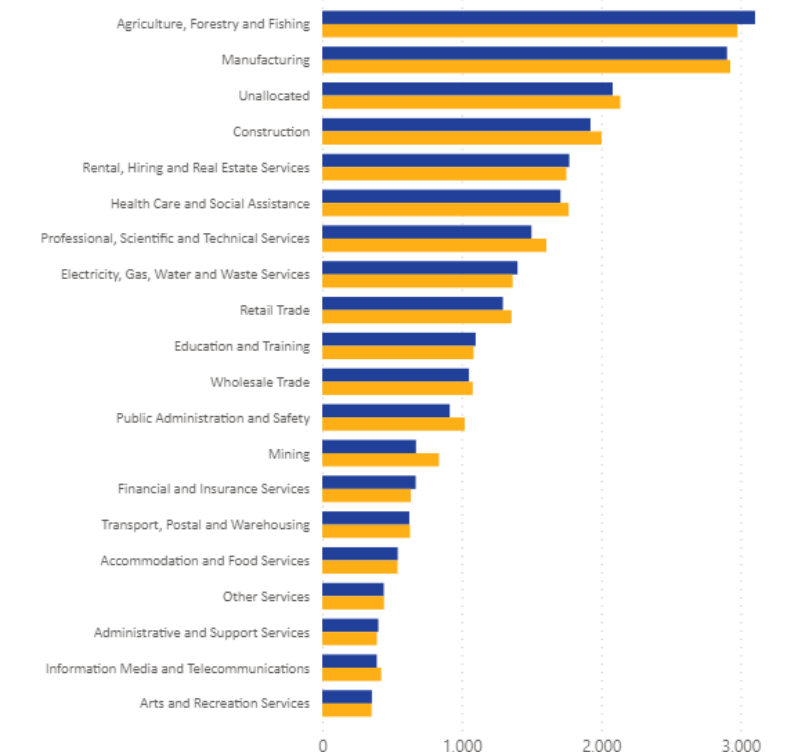
Qualifications Maori Waikato



A higher proportion of Waikato residents have no formal qualification, than the rest of New Zealand, however the proportion of people with no qualifications is declining. More Waikato residents are gaining formal qualifications, with notable attainment increases for Māori at levels 3, 4, and 5, and increases in level 5, bachelors and post-graduate study for all people in the Waikato.

ECONOMIC PROFILE FOR THE REGION

● GDP 2019 (\$m) ● GDP 2020 (\$m)



Sub-regional characteristics at the district level:

- Thames-Coromandel has many food and beverage service employers, which have been more affected by COVID lockdowns and border closures – hospitality is worth \$30m to the district economy. However this is offset by Forestry, Fishing, Mining, Electricity, Gas, Water and Waste Services which is 9% of GDP and also the fastest growing .
- Hauraki, Waikato district, Matamata-Piako, South Waikato, Ōtorohanga, are areas heavily engaged in Agriculture and some associated manufacturing and are experiencing COVID labour shortages.
- Population growth has led to growth in the construction sector in Hamilton City and Ōtorohanga. And in Hamilton City health care and social assistance remains a frequent and large business activity.
- Both Waitomo District and Taupo have a lot of activity in 'Forestry, Fishing, Mining, Electricity, Gas, Water and Waste Services'. This is 25% of GDP, compared to 6% for New Zealand as a whole for Waitomo and 24% for Taupo.

Definitions

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HLFS (Household Labour Force Survey): HLFS is a nationwide, quarterly survey and is the official measure of employment and unemployment in New Zealand. Data is collected from a sample survey, which is designed to represent the country as a whole.

Resources

Stats NZ Census 2018 <https://www.stats.govt.nz/tools/2018-census-place-summaries/waikato-region#education-and-training>

4: Waikato region secondary and tertiary education profile

Secondary educational attainment below national levels, especially for youthful Māori population

- The 2018 census showed that Hamilton City had the youngest median age (32.2 years) of all the cities and districts nationally.
- While the region's population growth is slightly higher than the national average (1.2 percent compared to 0.9 percent), natural growth is coming from the Waikato's youthful Māori population.
 - Over the last thirty years, Māori grew from 19 to 23.5 percent, of the region's population.
 - 57% of Maori are less than 30 years old, and 64% are less than 35 years old. ([WRC](#))
- The Waikato has lower NCEA Level 3 attainment than the rest of New Zealand as a whole; attainment levels vary across the region for example, Matamata-Piako and Hamilton City have higher attainment rates than the Waikato average (see spider charts).
- Māori educational achievement will be important for the region's future, but **Māori students are currently less likely to:**
 - Leave with at least a level 2 qualification (76.8 compared to an average of 83.7 percent, in 2018) see chart).
 - Remain at school until their 17th birthday, with the region having fewer 17-year-olds remaining at school than nationally.
 - Go on to further education at a university – recognising that more needs to be done to attract and retain Māori students into university pathways and promote Science, Technology, Engineering and Mathematics (STEM) as career opportunities.

18-year-olds with a minimum of NCEA level 2 or equivalent (2016-2018)

Group	Below level 2			Level 2 or above			Percentage with level 2 or above		
	2016	2017	2018	2016	2017	2018	2016	2017	2018
Female	409	376	373	2,390	2,496	2,496	85.4	86.9	87.0
Male	525	518	586	2,478	2,497	2,427	82.5	82.8	80.6
Māori	472	456	467	1,311	1,479	1,546	73.5	76.4	76.8
Pacific	69	72	67	253	240	298	78.6	76.9	81.6
Asian	33	27	41	347	348	404	91.3	92.8	90.8
MELAA	28	19	21	101	102	87	78.3	84.3	80.6
Other	2	7	9	26	32	22	92.9	82.1	71.0
European/Pākehā	422	429	476	3,260	3,354	3,201	88.5	88.7	87.1
Total	934	894	959	4,868	4,993	4,923	83.9	84.8	83.7

Percentage of school leavers staying at school until at least their 17th birthday (2018-2020)

Group	Left before 17th birthday			Stayed until 17th birthday			Percentage staying until at least 17th birthday		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
Female	512	544	503	2,363	2,287	2,273	82.2	80.8	81.9
Male	784	814	809	2,236	2,119	2,230	74.0	72.2	73.4
Māori	606	660	646	1,387	1,292	1,410	69.6	66.2	68.6
Pacific	79	81	90	318	283	301	80.1	77.7	77.0
Asian	29	31	17	399	422	450	93.2	93.2	96.4
MELAA	15	12	10	81	73	82	84.4	85.9	89.1
Other	4	6	7	13	19	21	76.5	76.0	75.0
European/Pākehā	760	803	781	3,039	2,955	2,977	80.0	78.6	79.2
Region Total	1,296	1,358	1,312	4,599	4,406	4,503	78.0	76.4	77.4
New Zealand Total	9,869	10,336	9,945	51,168	49,667	50,384	83.8	82.8	83.5

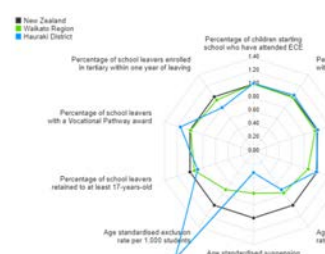
Heading???

- Residents in the Waikato region are less likely to be degree level qualified (14.2 percent) than nationally (16.1 percent) (Census 2013)
- School leavers who go on to further education are most likely to go to a university and polytechnic. However the picture is significantly different for those student who identify as Māori – they are more likely to go to a polytechnic and a private training organisation rather than university.
- A number of schools in the region are providing good pathways into vocational education, and are tailoring their provision to student needs, to accommodate work and study commitments – for example Fraser High

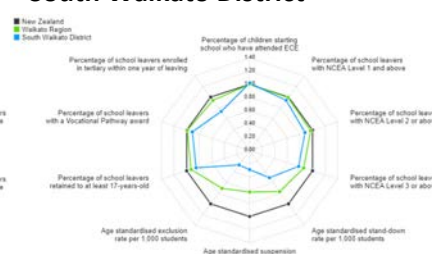
Waikato has a range of tertiary/vocational pathways

- The Waikato University has four divisions which in 2020 catered to a student population of just over 13,000:
 - Arts, law, psychology and social sciences
 - Education
 - Health engineering, computing and science
 - Management
- Wintec (4,200 equivalent full time students in 2020), identified 8 focus sectors in its most recent investment plan (2020)
 - Agri technology/primary sector
 - High value manufacturing, engineering and trades
 - Business and finance
 - Health and social services
 - Creative, digital, and design industries
 - Energy
 - Supply chain management and logistics
 - Information and communication technology
- Beyond these two large institutions, key providers include Te Wananga o Aotearoa (Te Awamutu head office), and private training establishments such as Activate, Axiom (formerly AMS)

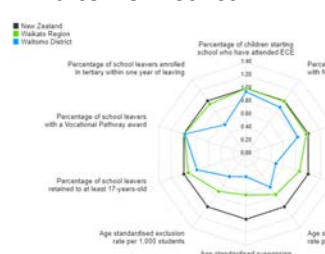
Hauraki District



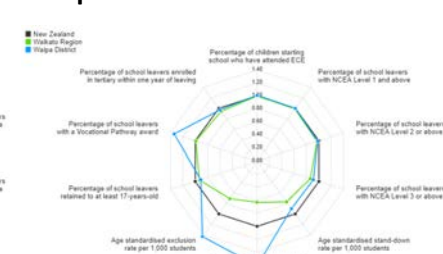
South Waikato District



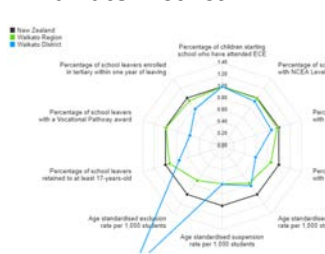
Waitomo District



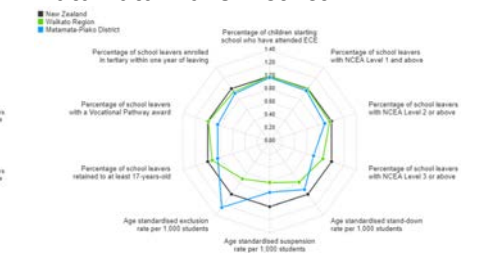
Waipa District



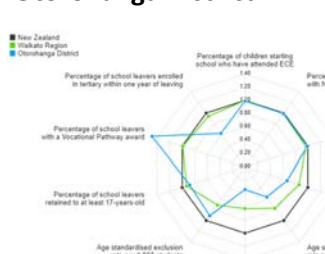
Waikato District



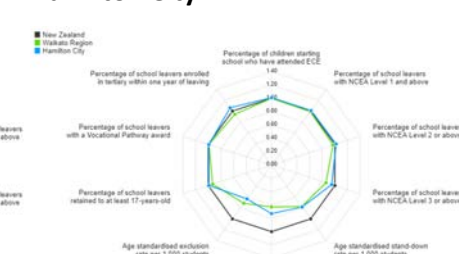
Matamata-Piako District



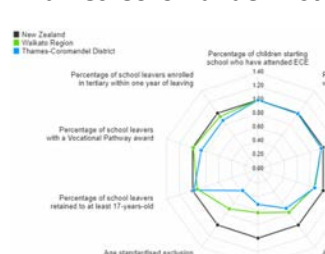
Ōtorohanga District



Hamilton City



Thames-Coromandel District



Resources:

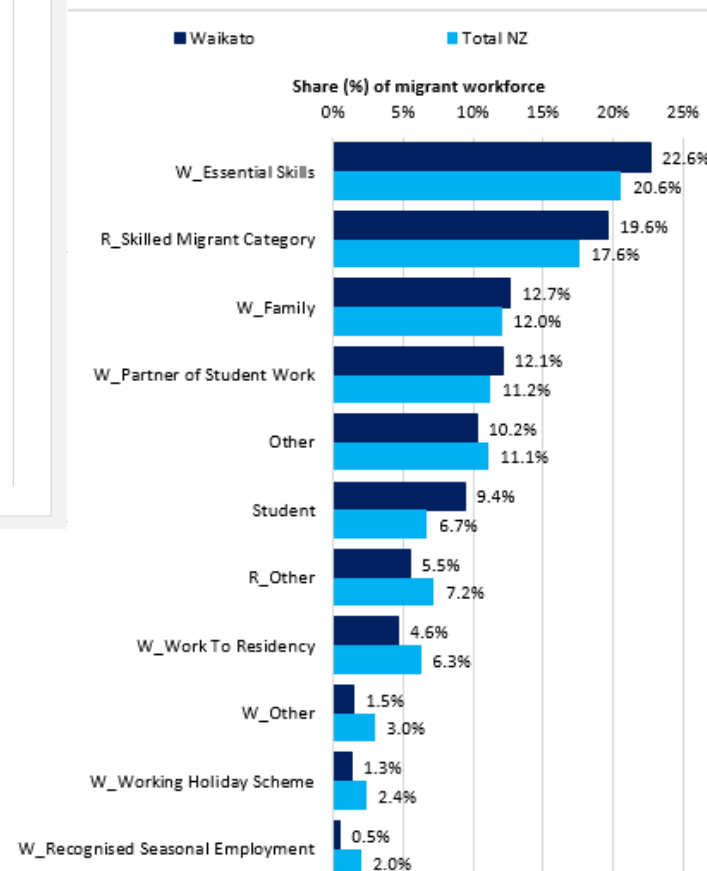
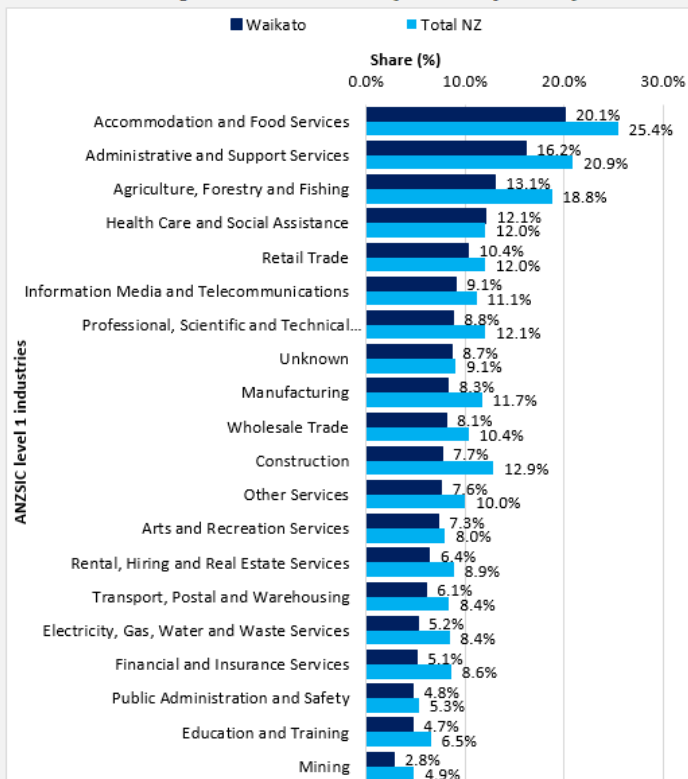
- Infometrics Report: COVID-19's effect on industry and regional economic outcomes - May 2020
- Education Counts, Sept 2021 [Waikato Region: Region Summary | Education Counts](#)
- WestPac Regional Round up Jan 2021
- Waikato regional housing initiative [Waikato Housing Initiative](#)

5: Immigration and migration profile

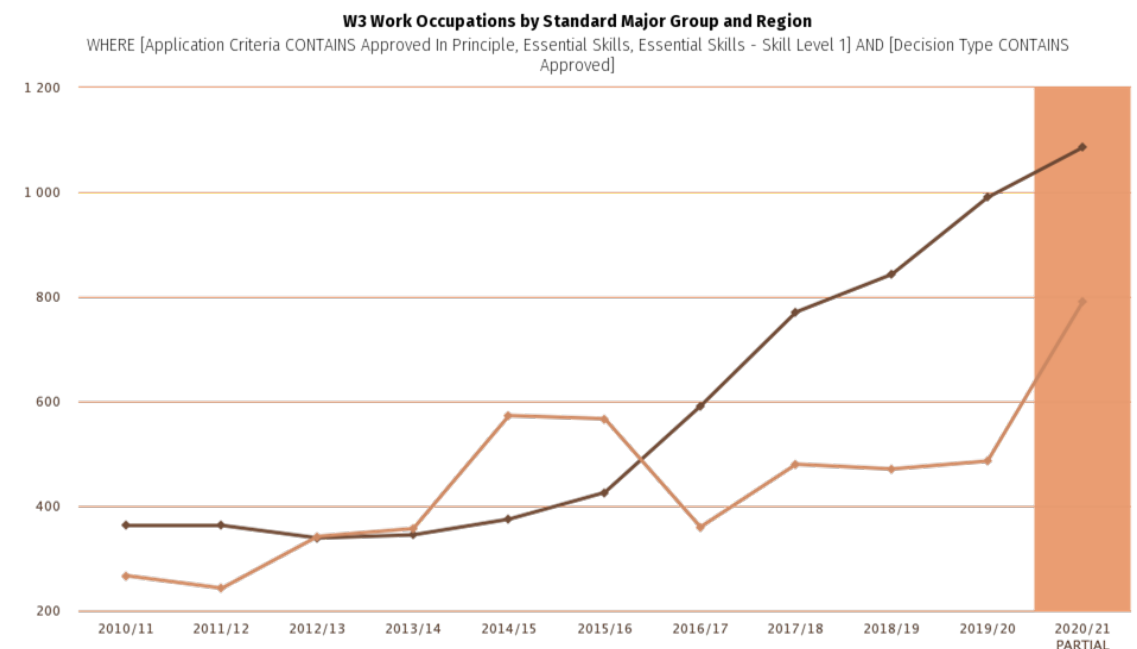
- Migrant make up approximately 13 percent of Waikato's workforce, with the proportion growing over the past decade. Temporary
- Demand for temporary migrant workers is seasonal, with highest demand during December.
- The top three industries with a demand for temporary work visas are the accommodation and food services sector; agricultural forestry and fishing and retail trade

The share that migrants make up of the total Waikato workforce (migrant + citizen) compared to Total NZ as at September each year		
Year	Waikato	Total NZ
2012	6.7%	9.7%
2013	6.7%	9.8%
2014	6.5%	10.0%
2015	6.6%	10.7%
2016	6.9%	11.7%
2017	7.5%	12.3%
2018	8.6%	13.0%
2019	9.4%	13.6%
2020	10.2%	13.4%
2021	#N/A	#N/A

The share (%) of each ANZSIC Level 1 industry total workforce that are migrants v citizens in Waikato compared to Total NZ (as at May 2021)



Essential Skills Applications Approved - Technicians and Trades Workers – Waikato
Essential Skills Applications Approved Managers – Waikato

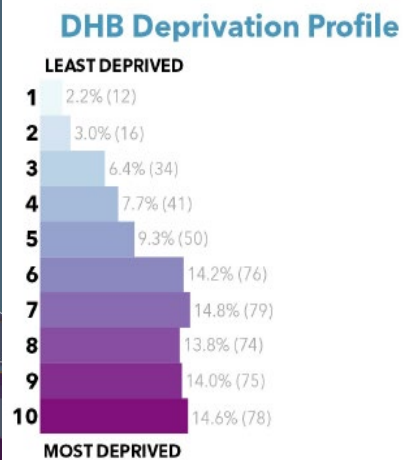
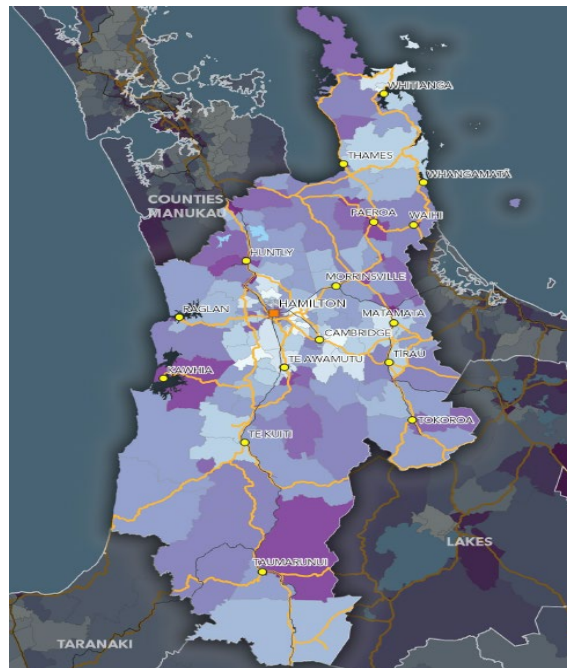


Resources:
MBIE Labour Market Contributors , Regional Fact Sheet June 2020
Resources: https://mbienz.shinyapps.io/migration_data_explorer/#
RSLG evidence pack

Task 6: The region's welfare profile

The Waikato region has a high level of deprivation

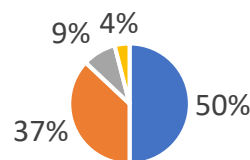
- According to the University of Auckland's Index of Multiple Deprivation (IMD18) the Waikato DHB area ranks 16 out of 20 DHBs nationwide for overall deprivation (1= least deprived, 20 = most deprived). Waikato ranks 17/20 for housing and 15/20 for health. However, levels of deprivations are not equal across the region.



New deprivation measure

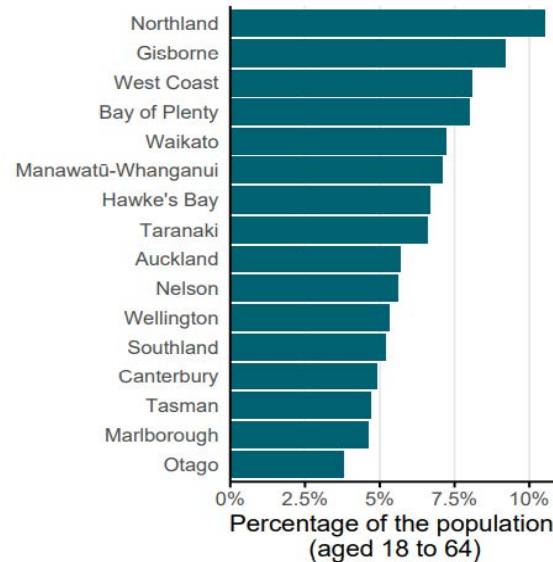
Accommodation supplement numbers rose toward the end of 2020 in the Waikato region, and have not declined in any period over the last year, continuing to rise month to month. However, due to the increased use of emergency housing (EH) nationally since 2016, EH is now being used as a deprivation measure in place of the accommodation supplement. In Waikato, 624 households/whanau (1,451 people total) are currently receiving support with EH (as at July 2021).

Waikato Emergency Housing by Family Unit ending July 2021

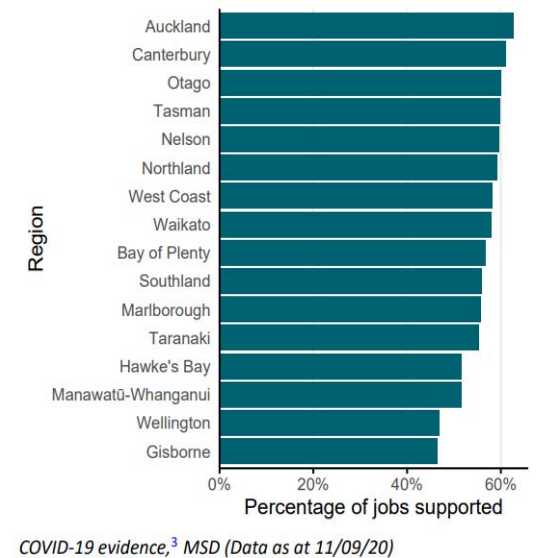


■ Single with kids ■ Single adult ■ Couple with kids ■ Couple, no kids

Jobseeker benefit recipients by region



Proportion of jobs supported by wage subsidy schemes



Numbers accessing MSD main benefits have increased since COVID-19

Main benefits: Waikato Ministry of Social Development (MSD) region currently have 30,586 clients aged 18-64 years old that receive a main benefit, a 1% increase from July 2020.

Jobseeker: Seven per cent of those beneficiaries are receiving Jobseeker Support Benefit. 9,578 clients who are receiving the Job Seeker benefit are ready to move into full-time employment. As at June 2021, MSD have supported 9,423 clients/whanau in Waikato into full-time employment in the year.

COVID-19: 58% of jobs in the Waikato were supported by the wage subsidy, with the construction industry having highest uptake.

Definitions

IMD18: The 2018 Index of Multiple Deprivation (IMD18) comprises 29 indicators grouped into seven domains of deprivation. These are mapped for data zones that have an average population of 761. The IMD provides a rich view of area level deprivation in New Zealand.

Resources

The University of Auckland: 2018 New Zealand Index of Multiple Deprivation (IMD18) - Waikato DHB

<https://www.fmhs.auckland.ac.nz/assets/fmhs/soph/epi/hgd/docs/2018DHBmaps/Waikato.pdf>

MSD Benefits fact Sheets

<https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/statistics/benefit/index.html>

MBIE monthly labour market fact sheet

<https://www.mbie.govt.nz/business-and-employment/employment-and-skills/labour-market-reports-data-and-analysis/monthly-labour-market-fact-sheet/>

MSD Wage subsidy report

<all-wage-subsidy-reports-131120.pdf> (msd.govt.nz)

Task 7: Key enablers and barriers to labour market participation

Enablers

- Access to quality, safe and affordable housing near to employment or training opportunities;
- Drivers license and/or access to transportation;
- Strong and supported school leaver transitions and pathways;
- Jobs and skill hubs – information about available opportunities;
- Access to appropriate training and education; courses that meet the specific needs of the learner;
- Funding for training; vocational, in-work, tertiary;
- Pastoral care for learners, job seekers or workers, and involving the wider whanau/aiga/family in the process;
- Higher level qualifications (for example at level 4 or above – see figure);
- Digital literacy and Financial literacy;
- Possessing the social or ‘soft’ skills that employers seek, eg. ‘the right attitude’;
- In-work learning that allows people to train while they earn;
- Formal recognition of micro-credentials or in-work learning;
- Government wage subsidies for COVID-impacted jobs;
- Flexible working conditions to accommodate family responsibilities or training, and;
- Case management for long-term welfare dependent.
- Access to healthy and affordable housing is key to retaining and attracting workers to the local workforce.

Barriers

Poor awareness early on of opportunities available. Without early awareness of training and career opportunities, youth/young people are ill-equipped to make good choices, for example; the need to take STEM classes at school toward a career in health;

Little or no digital access – large barrier to participation in employment or training, especially during lockdowns;

Unclear/difficult transition pathways from secondary to tertiary education;

Oversubscription of certain vocational education courses, potentially limiting access to training for school leavers;

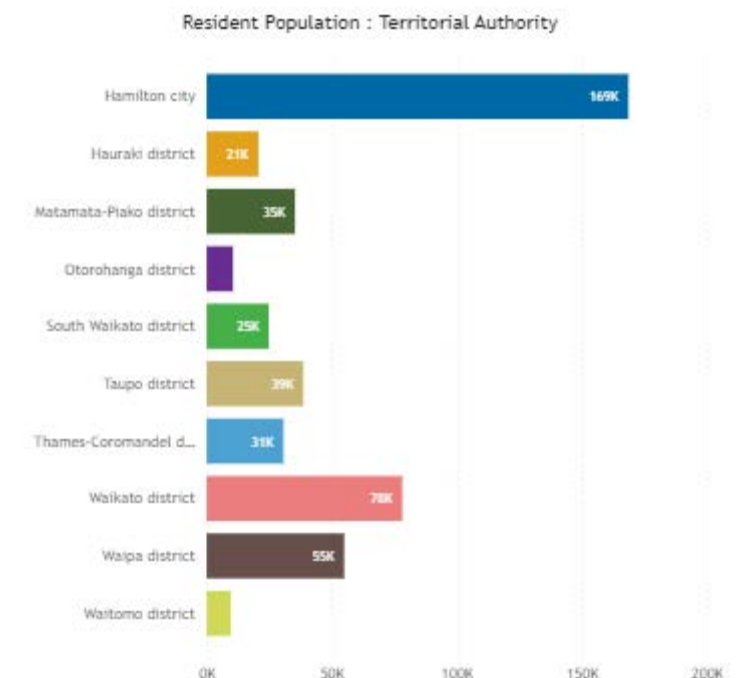
Lack of system or wrap-around support for learners or job seekers;

Limited access to employment advice;

Lack of cultural competency in employers;

Health concerns, for example; growing pressure in some industries causing mental health concerns and high attrition rates, and;

Poor training culture in businesses/ reduced on-the-job training opportunities, especially post-COVID.



Task 8: Skills Profile



Current workforce capacity and capability

There are shortages of workers across the Waikato and it is mostly concentrated in higher skilled roles.

In construction and trades there is a shortage of higher skilled professions like engineers but a surplus of labourers. There are also shortages of tanker drivers and general truck drivers.

While in the agricultural there are shortages of both highly skilled (farm managers) and lower skilled workers (farm workers).

Across the health sector there is a shortage of registered nurses across many domains – aged care, child and family health, community health, developmental and disability, medical and mental health.

And there is an oversupply of lower skilled workers from the tourism sector (cafes, accommodation etc), and from administration roles (stock clerks, call centre operators, general administration etc).

Future workforce capacity and capability

As one of the major sectors in the Waikato, agriculture (including horticulture, forestry and fishing) remains a major focus. Based on the Primary Sector Council's 10-year roadmap that seeks to boost export earnings by \$44 billion in the next decade, there is a requirement for 10,000 more New Zealanders in the next four years and 10% more New Zealander into the food and fibre sector by 2030.

Increasing the attractiveness of pathways in the primary sectors including support industries such as farm advisory as well as seeking to retrain the recently unemployed with a focus on Māori and women are just part of the programme to meet future needs.

The AgriTech industry is also calling for people with technical knowledge and bio-systems knowledge to meet demand for automation and mechanization across the sector.

Spotlight Dairy

The skills required across the sector as it positions it's self for the future are;

- More market and product skills
- Business and management skills in risk management, food safety and quality assurance systems
- Higher-level farm production skills including farm system information management , resource use, financial efficiency, soft skills to manage local and migrant workers.
- Increased science and technical support skills particularly researchers on resource use and reducing environmental effects
- More accredited rural professionals and providers to transfer new techniques and knowledge to farmers

(Source: [MPI.govt.nz/people-power-building-capabilities \(2014\)](https://mpi.govt.nz/people-power-building-capabilities))

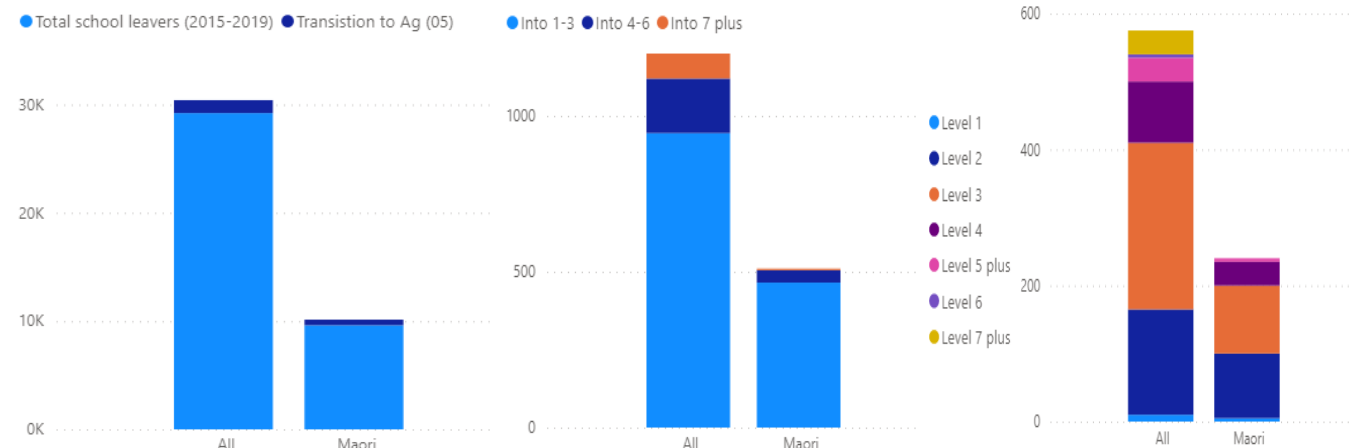
By 2025 the dairy industry is expected to need:

- A net increase of 2,300 workers
- 8,300 more with qualifications
- 6,000 fewer worker without post-school qualifications
- An additional 25,700 trained workers to replace natural attrition within the industry

Only 4% or 1,200 school leavers from the Waikato studied Agriculture

And the majority studied at level 1-3 (low skill) and for the majority this was their highest qualification

4% or 1,200 school leavers from the Waikato in ... And the majority went on to study at 1-3 lev... And for the majority Level 3 was the highest level c...



Task 9: Key Regional Strategies

Strategy	Owned by...	Details
The Waikato Plan	The Waikato Plan is governed by a Joint Committee, the Waikato Plan Leadership Committee, of representatives from local government, iwi, business, community and government agencies.	The Waikato Plan is the overarching strategic plan for the whole region. It was developed by the region’s leaders to address the challenges the region faces. It provides an action plan to support the integrated development of the region for the next 30 years. https://waikatoplan.co.nz/
Waikato Housing Initiative	A work stream of the Waikato Plan	The purpose of the Waikato Region Housing Initiative Working Group is to help facilitate the development of a region-wide housing stocktake, a framework to assist in developments, and responses required to close the gaps. https://www.waikatohousinginitiative.org/
Youth, Training, and Employment	A work stream of the Waikato Plan	The Youth, Training, and Employment workstream vision is that everyone can access opportunities for employment and/or education or training in our diverse Waikato. The way we see this being achieved is by working collaboratively, listening to communities, and clearing barriers. https://waikatoplan.co.nz/projects/youth-and-employment/
Waikato Wellbeing Project	WEL Energy Trust and Waikato Regional Council	The Waikato Wellbeing Project is a regional initiative to achieve a more environmentally sustainable, prosperous and inclusive Waikato region by 2030. https://www.waikatowellbeingproject.co.nz/#
Te Waka Anga Whakamua Waikato (Te Waka)	A workstream of the Waikato Plan, EDA	The 2019 Regional Labour Market Strategy was designed in partnership with business leaders, local and central government agency partners to refine the region’s understanding of labour market challenges and prioritise opportunities for delivery. https://www.waikato.com/about-us/projects/waikato-regional-labour-market-strategy
Māori Economic Development Strategy - Waikato	Te Waka and Te Puni Kōkiri	Waikato Region Māori Economic Action Plan and Agenda (Te Whare Ohaoha) provides a foundation for Māori Collectives, Whānau Enterprise and Rangatahi Māori to work towards a common agenda for regional Māori economic development. The plan captures the potential of the current and emerging Waikato Māori economy through a Te Ao Māori (Māori worldview) and Te Ao Hurihuri (contemporary worldview) lens. The plan provides a roadmap towards developing prosperous communities across the region. https://www.waikato.com/about-us/projects/m%C4%81ori-economic-development
Waikato Pasifika 2030 Strategic Action Plan	K’aute Pasifika and Ministry of Pacific Peoples	The purpose of the Waikato Pasifika 2030 Strategic Action Plan (“Strategic Action Plan”) is to address key aspects/pillars impacting the wellbeing for our Pasifika communities including but not limited to – health, education, economic development (i.e. entrepreneurship, business and employment), community (i.e. housing, churches, the not for profit and voluntary sector), culture/language and the environment. Supported by MSD as part of the COVID Community Response Fund.

Task 10: Stock take of initiatives

Initiative	Delivered by...	Details
NXTSTEP	NXTSTEP	<p>Waikato NxtStep is a free job-matching platform where businesses can list vacancies, and job seekers can register their skills and apply for jobs. This is especially important post COVID-19 with a large demand for redeployment for displaced workers. It's the result of a project involving Hamilton City Council, Wintec, Cambridge Chamber of Commerce and Te Waka, the regional economic development agency.</p> <p>NxtStep</p>
Get Kiwis on Farm	Federated Farmers and MSD	<p>Federated Farmers is working with the Ministry of Social Development to get more Kiwis into work on the land. Federated Farmers is going the extra mile providing employment contracts and have teamed up with Kiwi owned and operated Kaiwaka Clothing to provide gear to those new to the farming sector. Our stocks are limited so it's first-in first-served.</p> <p>National strategy but heavy involvement in the Waikato</p> <p>Get kiwis on farm Federated Farmers</p>
WORKit	South Waikato District Council	<p>The WORKit programme is one of a number of Community Recovery Programme projects throughout the country funded by MSD through the Mayors Taskforce For Jobs (MTFJ), a nationwide network of Mayors working towards the vision of all young people under 25 being engaged in appropriate education, training, work or other positive activity in their communities.</p> <p>Home - WORKit</p>
SmartWaikato	Mary Jensen	<p>SmartWaikato collaborates with schools and local employers to run programmes in schools that expose students to potential vocational education and career avenues.</p> <p>www.Smartwaikato.co.nz</p>

Task 11: Key Regional Stakeholders

Group	Purpose	Link with RSLG yes/no	Overlaps and opportunities for collaboration with RSLG
Tainui Waka Alliance	Ngati Maniapoto, Hauraki Iwi collective, Waikato Tainui, Ngati Raukawa	Yes – through Co-chair	Demand for skills/workers within region
Waikato Chamber of Commerce	The Waikato Chamber of Commerce sits within the New Zealand Chambers of Commerce network as part of the northern region. Successful business ensures strong and successful communities, the Chamber contributes to this through information sharing and promoting Waikato business; support through training courses, as well as advocacy through research and policy analysis. The Waikato Chamber of Commerce is a membership-based organisation. Other Waikato chambers include Cambridge, Morrinsville, Raglan and Te Awamutu.	Yes – through RSLG members being members of the Chamber	Demand for skills/workers within region
Te Waka Anga Whakamua Waikato (Te Waka)	Te Waka is Waikato's economic development agency. Te Waka is based in Hamilton and are tasked with making a difference for the Waikato region through action and impact-focused economic development.	No – a vacancy remains following the resignation of the Te Waka representative from the iRSLG	Economic development, attracting skills
Waikato Pacific Business Network	The Waikato Pacific Business Network (WBPN) launched on the 1 st May 2018 with the vision to build more sustainable and profitable pacific owned businesses; whilst developing pacific professionals in the Waikato region. With Pacific people making up 30% of the Waikato population and still growing today; the Network provides a platform, service, connections and tools for Pacific businesses and professionals to utilize and prosper.	Yes	Pacific business, demand for workers
Workforce Development Councils (WDCs)	Established under the Reform of Vocational Education (RoVE) to give industries greater leadership and influence across vocational education. The six WDCs will set standards, develop qualifications and help shape the curriculum of vocational education to ensure it meets their industries' needs. Will become operational on 4 October 2021.	Yes – New Co-chair	Skills and training, demand for workers, industry needs.
Te Pūkenga	Te Pūkenga is New Zealand's largest tertiary education provider and is based here in Hamilton on the Wintec campus. Te Pūkenga will ultimately have the national and regional reach to become a long-term skills training partner for firms and industries, enabling learners to move between workplaces and other educational offerings and locations as their needs change.	Yes	Skills and training, demand for workers, industry needs.
Waikato Regional Council and all 10 local district councils	The Waikato Regional Council governs the region covering the Waikato District , Waipa District , Matamata-Piako District , South Waikato District and Hamilton City , as well as Hauraki , Coromandel Peninsula , the northern King Country , much of the Taupō District , and parts of Rotorua District	Yes – through RSLG member	Economic development, attracting skills, barriers and enablers for labour market participation, etc.
Federated Farmers	Dairy exports account for 60% of Waikato's exports and 20% of New Zealand's total exports. Federated Farmers is New Zealand's leading independent rural advocacy organisation. Federated Farmers consists of 24 provinces and associated branches giving farmers a collective voice at both a national and provincial level. Policy is member driven. Members' views are canvassed by staff and elected representatives who formulate submissions to help local and central government decision making.	Yes – through the RSLG member	Skills and training, demand for workers, industry needs.