

## TOP REGIONAL IMPACTS



Photo credit: FOTW

**Concerns are growing that the current vaccination mandate is creating another inequality within the labour market.** Now that workers in health and disability, education, correctional, and early childhood services have to be vaccinated to work, there are growing concerns for the workers that are choosing not to be vaccinated and what financial and employment support they can be offered.

**Napier Port became the first port to voluntarily implement mandatory vaccinations across their 330 strong workforce.** From mid-November the Port will also start surveillance testing using Saliva PCR tests to add an additional layer of protection to help reduce the spread of COVID-19.

**The 'Mates 4 Life' initiative was launched in October 2021, spanning from Wairoa to Dannevirke.** It is a workplace suicide awareness and prevention training programme that provides a long-term, sustainable, no barriers approach that is specific to the needs of workplaces and communities within Hawke's Bay.

**The 'Building Futures' initiative at Tumu Timbers is onto their third intake of rangatahi.** To date they have placed 12 rangatahi into work experience, and currently have another eight enrolled in the third intake. The initiative helps them to work through a range of complex issues that can otherwise result in them failing in the workplace, and it is proven this help enables them to a greater chance of success.

## TRENDS AT A GLANCE



**2.1% (down 4.7pp)** The decrease in the regional unemployment rate compared to the same time last year.  
*Source: Household Labour Force Survey (HLFS) September 2021.*



**7,400** The number of recipients of the Jobseeker benefit. Nearly all the growth in benefit numbers has been in the Jobseeker category in Hawke's Bay. About 700 of this growth has been in jobseekers who are unwell, but most of the growth (1,500 people) has been in fit and able jobseekers.  
*Source: MSD, Monthly Reporting, October 2021.*



**30%** of all benefit recipients in the Hawke's Bay are Jobseeker work ready clients. Within this cohort the ethnicity spread is not even across all ages. Anecdotally, European recipients tend to be in the older age bracket, while Māori and Pacific Peoples population is skewed much more to the younger end of the population range.  
*Source: MSD, Monthly Reporting, October 2021.*

## TOP LABOUR MARKET OPPORTUNITIES

- Hawke's Bay's 'Serve the Bay' initiative will be launching their new website with **Go Tourism in November.** It will help employers and jobseekers to connect to fill local staff shortages in the hospitality and tourism sectors. This initiative is part of a broader taskforce response involving Eastern Institute of Technology (EIT), Ministry of Social Development (MSD), the RSLG, and Hastings District Council.
- The **hospitality taskforce is assisting with redeployment of 70 Splash Planet staff over summer,** after the recent announcement that it will not be opening over summer due to COVID-19. The hospitality taskforce is trying to connect these people with alternative hospitality or tourism work opportunities to help ease demand.
- The **Aged Related Residential Care (ARRC) and Home and Community Support Services (HCSS) working group are developing a communications plan to promote the industry and what it has to offer.** Presbyterian Support East Coast is leading this work, coordinating communications support across representatives in this area. They aim to attract people to work in the ARRC and HCSS sectors and to help them understand the careers it can offer them.
- **There is plenty of regional demand for staff in the hospitality, administration, health, and aged care sectors.** The RSLG has identified the potential to work with local partners to develop a pathway to support underutilised wāhine into these employment opportunities. This will focus on enabling them to balance work with the needs of their whānau by way of job-sharing, part-time roles, and school hours shifts.

## TOP LABOUR MARKET CHALLENGES

- **Glengarry Heritage Life Care sent a letter to whānau saying they are closing 13 hospital beds at the Wairoa facility due to a lack of workforce.** An immediate response plan has been initiated to support and address the potential suspension of hospital level care at Glengarry.
- **There are calls for the Eastern Institute of Technology (EIT) to reinstate the NZ Certificate in Study and Career Preparation Level 4 after the course was recently cancelled.** This course would support potential workers into nursing, social work and health pathways, and help future-proof Wairoa's need for aged care workers and nurses. There were 15 women ready to start training this year and hopefully they will re-enrol if a way can be found for the training to go ahead. The RSLG and Tertiary Education Commission (TEC) are collectively looking into any options to mitigate the current lack of this training provision for Wairoa.
- **Engagement with MSD jobseekers can be a challenge for employers, despite the good efforts from MSD staff.** Businesses are trying to connect with these clients, but when the meeting day arrives there are far fewer people than expected. For example, an employer will be expecting to present in front of 20 jobseekers, but on the day only 4-5 are turning up, causing frustration for the employers. To help mitigate this problem, MSD have altered their seminar delivery so that it is provided by community partners and this has proven to be more successful. Clients are more comfortable attending in those community settings, rather than at a MSD office.

## REGIONAL WORKFORCE PLAN

- **The Hawke's Bay RSLG will embed Te Tiriti into their mahi and take an ongoing partnership approach to ensure that the needs of our regional labour market and regional whānau are addressed.** The group is taking a holistic approach that supports the mental health and wellbeing of employers, employees and job seekers; particularly with respect to the face of the future workforce and the challenges many rangatahi face.
- **In Year 1 the RSLG is likely to focus on horticulture and construction (including housing and infrastructure)** with a view to include cross cutting themes of 'school to workplace' transitions, and MSD job-seeker work ready clients, to support filling the regional labour demand shortages. These labour supply gains may also help mitigate the demand in other regional priority sectors such as health, aged care, and meat processing; as well as at Napier Port.
- **The RSLG secretariat are currently developing a 2-pager to reflect the work that the RSLG has agreed to focus on,** and to establish the next steps going into 2022. This material will also help support the wider stakeholder engagement on the Regional Workforce Plan.

## OUR FOCUS FOR THE NEXT 2 MONTHS:

- Continue development of 2-pager summary of the first phase of the Regional Workforce Plan
- Confirm approach to working with stakeholders and partners to share and seek feedback on regional aspirations and priorities
- Further RSLG engagement with Kānoa team
- Launch the hospitality and tourism employers/employees' jobs website
- Support delivery of the Aged Care promotional work