

## TOP REGIONAL INSIGHTS



**Central Hawke's Bay District Council's Mayor's Taskforce for Jobs team partnered with local industry representatives to host a 'Have a Go Day' in December.** The day presented close to 80 rangatahi with hands-on opportunities within the civil infrastructure industry and a chance to discover and become exposed to roles as they begin to explore their future career options.

**Café and restaurant owners are struggling to keep their doors open 7-days a week due to staff shortages.** Although they have been advertising through the new 'Serve the Bay' website and Trade Me, they are getting no applications. This has left them no other option but to reduce their opening hours. Baristas, front of house managers, and chefs are the toughest roles to fill - with roles being vacant for up to 3-months with no applications.

**Omicron is at the front of mind for most employers, with concerns that their workforce will have to isolate, and they will be unable to continue operating.** Employees are feeling a lot of pressure, working excessive hours and overtime. Some employers are dividing their workforce into set teams, in anticipation that when there is an outbreak half of their workforce will be able to continue to work. The wine sector is even having to put their winemakers into their own separate bubble so as not to risk these staff becoming unwell at the critical vintage period.

## TRENDS AT A GLANCE



**Currently there are 16,510 people receiving main benefits,** up from 14,820 in November last year. It is expected that this figure will decrease until post-harvest ends in July/August as a number of people enter into seasonal work opportunities.



**Females receive 57.6% of total working age benefits** in Hawke's Bay, with males receiving 42.6% of benefits. Females are overrepresented in benefit numbers as they were affected by COVID-19 to a greater extent than males.



**The largest age group receiving benefits are aged between 25-29 years (2,127 recipients),** closely followed by those aged 20-24 years (2,076 recipients).

Source: Ministry of Social Development (MSD) Benefit Data, January 2022

## TOP LABOUR MARKET OPPORTUNITIES

- Hastings Boys' High School students will spend this high school year building a three-bedroom home during class time.** This will be the region's first building academy on school grounds and will allow for 14 students to gain practical hands-on experience as they build the home. The students will learn valuable skills such as site safety, first aid, and working with heights; as well as obtaining a forklift licence.
- Forty new graduate nurses have been welcomed to Hawke's Bay DHB to help fill the gap in staff turnover.** Although the DHB is ecstatic to recruit these new nurses, there is concern as they will still require years of support and guidance from more experienced nurses. These nurses will have their skills and capabilities tested as they are replacing nurses with years of experience
- Employers have an opportunity to engage with people receiving Sole Parent Support to try and fill the current labour shortage.** They are offering flexible working options that work with their childcare needs. Currently there are 3,490 people receiving the Sole Parent Support, and this has increased up from 2,820 pre-COVID (March 2020).
- Silver Fern Farms are exploring new ways for improving staff retention.** This includes providing new starters with lunch, and all the required work gear. They are also creating a buddy training system that supports the employee for all aspects in their life, rather than just an on-the-job training buddy.

## TOP LABOUR MARKET CHALLENGES

- Concerns are growing as access to Driver Licensing is not being classed as an essential service.** A Vaccine Pass is required for driver licensing in an 'Orange' and 'Red' traffic light setting, raising concerns that it has created another inequity balance within the licensing system.
- The horticulture industry is struggling to get enough workers for the upcoming harvest.** In previous years there have been around 48,000 people on Working Holiday visas throughout the country, but currently there are only around 4,800 of them left. Although the industry is working on their own innovative attraction campaigns, there is concern about where they are going to source the required labour without these working holiday visitors.
- Passengers have been left frustrated as 'GoBay' has cancelled 21 scheduled bus trips in two weeks because of a driver shortage.** The driver shortage has been increasing over time as there is a greater awareness of the need to isolate if unwell. The main services affected runs between Hastings and Napier causing difficulty for people to get to work on time.
- The significant regional shortage of Class-5 truck drivers will be exacerbated by the affect Omicron will have on workforce numbers.** Regional leaders and business owners are working together to help address this challenge however the knock-on effects will be felt across the supply chain.

## REGIONAL WORKFORCE PLAN

**The Hawke's Bay RSLG has begun to draft the Regional Workforce Plan (RWP).** The RSLG are engaging with stakeholders in the region to understand the current opportunities and barriers to skills development. The Regional Workforce Plan is for the region, and we need to ensure that we have consulted with community partners along the way.

**The Hawke's Bay RSLG has completed an initial RWP 'first steps' two-pager outlining the focus areas.** RSLG are focusing on 5 Pou – Primary Sector and Construction (with a cross-cutting lens on Wāhine in the Workforce, School Transitions, and Work Ready Job Seekers).

**Further information and progress on the development of the Regional Workforce plan can be found on the Hawke's Bay RSLG website.** Scan the QR code to be taken directly to our website.



## OUR FOCUS FOR THE NEXT 2 MONTHS:

- Stakeholder engagement with training providers, businesses and employees will continue as the Hawke's Bay Regional Workforce Plan continues to be developed
- Further drafting of content for the Regional Workforce Plan to be completed by 31 March