

TOP REGIONAL INSIGHTS

Iwi and Māori-led COVID-19 outreach initiatives are creating employment opportunities for Māori. In Porirua, Ora Toa is hiring around 70 staff across a range of healthcare roles. In Hutt Valley, Kōkiri Marae and Te Ātiawa are leading the manaakitanga response for Māori in Hutt Valley. In Kāpiti, Te Ātiawa ki Whakarongotai is recruiting 40 people to work alongside the community. Through this employment they plan to grow the skills, wellbeing and resilience for their Iwi.

Some Pacific students are leaving school to help earn money for their families affected by COVID-19, and putting family ahead of education. Although there is support available for families, they are often unaware of it.

Employers in the construction sector are seeing an increase in mental health problems among staff, especially younger workers. Small business owners feel ill equipped to respond and employers need more support to help provide pastoral care.

As Industry Training Organisations (ITOs) change under the Reform of Vocational Education (RoVE), employers are reporting they can't get answers or support for their staff. They've lost their points of contact in the Transitional ITOs and there's a sense of the buck being passed during this transition phase. Employers are not sure who is in charge or who to go to with questions.

People who are not vaccinated are facing new barriers to learning. People must be fully vaccinated to attend on-campus courses, and to sit driver's licences. Some planning is required to help retain apprentices choosing not to be vaccinated.

Local Iwi are driving meaningful training and employment for Māori that honours a Māori worldview. Priorities for Ngāti Toa are higher education and workforce training, with a focus on rangatahi and technology. They are establishing an iwi-led learning support hub on Whitireia campus. It will use a mauri ora model of practice to provide academic, pastoral and employment support. Te Ātiawa ki Whakarongotai also have significant employment projects underway that build Ātiawatanga. There is a need for work-based learning that is delivered in a wānanga style.

TRENDS AT A GLANCE



Total filled jobs increased by 3.3% from December 2020 to December 2021, equating to 8,280 more filled jobs. This is compared with a national increase of 3.9%.



Younger people are driving growth in filled jobs across the region. From December 2020 to December 2021 the three groups with the biggest change were:

- 15-19 years (2,250 filled jobs)
- 20-24 years (940 filled jobs)
- 30-34 years (1560 filled jobs)



The total number of jobseekers from December 2020 to December 2021 decreased by 2,880. This is a decrease of -13.8% compared to the same time last year. The national change over the same period was a decrease of -11.5%.

TOP LABOUR MARKET OPPORTUNITIES

1. **There has been a big increase in applications to study in Enrolled Nursing since fees free training was introduced through the Targeted Training and Apprenticeships Fund.** Enrolments have especially increased from Māori and Pacific students, and from former refugees and migrants. Whitireia Polytechnic has added a mid-year intake in response.
2. **On-the-job training is being promoted in the manufacturing sector at the moment.** A lot of apprenticeships are available and it is a good time for schools to link students and their families to these opportunities.
3. **There is growing demand for Māori staff from the region's government and private sectors.** Māori are being recruited to strengthen governance, lead iwi engagement and contribute to bicultural capability.
4. **Hutt Valley Chamber of Commerce, Upper Hutt and Hutt City Councils are engaging with the Valley's manufacturing and technology sector** to build collaboration and engagement. This will identify ways to support the sector's growth and build its workforce.
5. **As Omicron threatens to disrupt businesses and employment, Hutt Valley Ministry of Social Development (MSD), Chamber of Commerce and employers have joined forces to create a local solution.** MSD will help match employers and job seekers, and enable flexibility so that Jobseekers can take on short-term opportunities without disruption.

TOP LABOUR MARKET CHALLENGES

1. **Demand for skilled workers in the construction sector remains very high** and the labour market for plumbers, drainlayers and gasfitters is very tight. Qualified staff are impossible to come by, however the number of apprentices is increasing, and there are too few people who can supervise their work.
2. **Block courses and night classes have been replaced by online learning, yet many apprentices need the structure and support of face-to-face learning.** Some employers are coordinating site based classes to overcome this issue. One employer has sent their apprentice as far afield as New Plymouth to help them complete their training.
3. **Training problems in the plumbing, gas fitting and drain laying sector have become critical** and there is unrest in the industry because of it. Block courses for plumbers were stopped due to COVID-19 and recent training provision hasn't filled the gap. It will now take some apprentices 6-years to complete their apprenticeships.
4. **Lower skilled jobs are disappearing in the manufacturing sector as businesses introduce automation.** There is a clear need for upskilling to equip people for future roles in an automated environment.

THE WELLINGTON REGION

Kāpiti Coast District Council has adopted a workforce plan. The focus is effective pathways, better jobs and a resilient economy.

85 new Māori and Pacific apprentices placed through Ngāti Toa

'Youth 2 Work' is helping local employers create youth-friendly workplaces, with support from Wairarapa Chamber

Wellington CBD cafe, restaurant and bar revenue is down by as much as 40%.

Hutt City Council has gained Living Wage accreditation. The living wage is \$22.75

OUR FOCUS FOR THE NEXT 2 MONTHS:

- Preparing an action plan to address our region's workforce needs
- Finalising the draft regional workforce plan
- Engaging with our region to seek feedback on the draft plan