

Labour and Skills for Tai Poutini West Coast

A REGIONAL WORKFORCE PLAN | SUMMARY | APRIL 2022

Our Key Focus Areas

To achieve our vision, Te Tai o Poutini RSLG has identified five key focus areas for action. These directly link to the action plan and the 45 listed activities to achieve our vision.



Our Actions

Outlined below are the actions for each key focus area. Te Tai o Poutini RSLG has a pivotal role to play in helping to make our actions become a reality.

- 1** Connect and support young people into training and employment
 - Address work-ready employability barriers to employment
 - Whānau engagement and pastoral care
- 2** Employment of our priority groups and underutilised people
 - Workforce planning – forecasting demand for skills and labour
 - Facilitate skills and jobs matching
 - Bringing parties together for increased opportunities
- 3** Building connections and networks with local talent
 - A coordinated regional approach to support workers and learners
- 4** Creating positive work environments and job structure
 - Inclusive workplaces supportive of all ages, sexes, and cultures
- 5** Whānau engagement and support
 - Māori values and aspirations acknowledged
 - Māori are valued members and contributors to Tai Poutini's economy

Policy and Funding Opportunities

Listed below are the identified policy and funding opportunities for consideration by government and related entities.

SUPPORT...

- The extension of the **Apprenticeship Boost Scheme** and funding for the **DWC vocational coordinator** beyond August and June 2022 respectively
- Eligibility criteria for **"education to employment"** programmes to all young people in our region and extend existing upskill programmes to key focus groups
- Skilled hospitality, tourism and health workers to enter NZ** to help fill the current labour and skills shortfall

DEVELOP...

- 'Stackable' **short courses/micro credentials** for **conservation work** focused on education, training and employment
- Work ready micro credential courses for youth** and those wanting to re-enter the workforce including self-management, communication, social skills, work ethic, budgeting etc
- Short digital literacy and ICT courses/specialised software for students**, those that require on the job upskilling and businesses to enable an online presence including career opportunities
- Courses to train non-clinical health workers** and recognise overseas doctors and nurses' qualifications to allow them to practise in NZ
- Short courses and/or links to Massey University to support soil nutrient management courses**, writing and auditing farm management, develop environment plans and understand employment obligations
- A tikanga Māori-based employment framework** to share with businesses







OUR PRIORITY GROUPS

With a key focus on more inclusive employment outcomes and opportunities, we have identified four priority groups within our community.

- ▶ **Māori**
- ▶ **Women**
- ▶ **Youth/Rangatahi**
- ▶ **Older Workers**
- ▶ **Disabled/Health and mental wellbeing**

OUR KEY FOCUS SECTORS

There are several key sectors that are important for Tai Poutini's economy and labour market. They are areas where we know that significant gains can be made and where we currently have or are anticipated to have a shortage of skills and labour.

-  **Conservation and Biodiversity**
-  **Health /Aged Care**
-  **Construction and Infrastructure**
-  **Hospitality/Tourism**
-  **Primary Industry (agriculture, forestry, and fishing)**
-  **Manufacturing (including Mining, Engineering and Energy)**

TE TAI O POUTINI RSLG COMMITMENT

The Plan lists actions under each key focus area to achieve our vision. There are 45 activities listed, many of which are underway but need more support and focus. Te Tai o Poutini RSLG members have committed to champion and implement three of these activities over the next two years.

1 Support and help establish a **Conservation and Biodiversity Academy/Centre of Excellence**

2 Address barriers to our community obtaining **driver licences**

3 Support the development of **employability and soft skills courses** for those wishing to join and re-enter our labour market