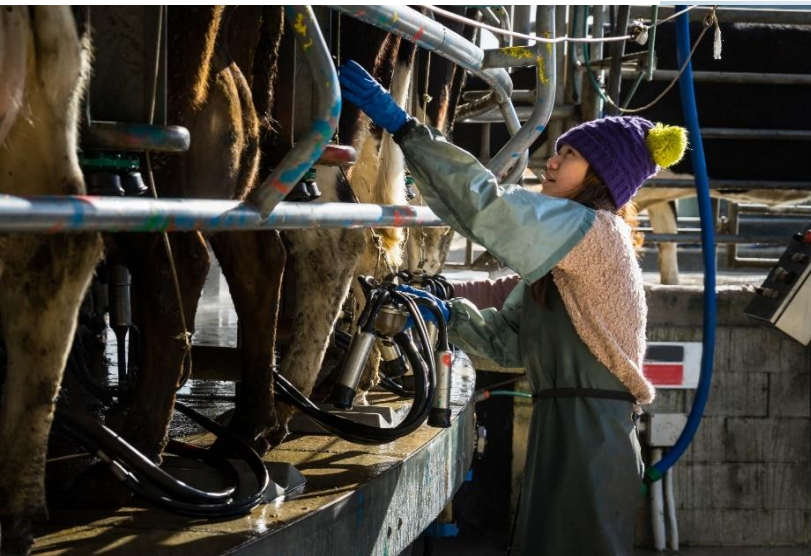


# Labour and Skills for Tai Poutini West Coast

## A Regional Workforce Plan

### Consultation Document

1 April 2022



## He Mihi

*E noho ana i te tihi o Tūhua, whakarongo pīkari ai aku taringa, ki te Te Tai Poutini e āki mai ana ki uta nei. Ko te nohoanga tērā o te kaitiaki, o Poutini. Toro atu ai ia ki a Arahura, toro atu ai ia ki a Makaawhio, tāngata mai, pounamu mai, aotea mai, ko ia te āhuru mōwai.*

*Ko Aoraki te raukura, ko Tūtoko te pokapū o te rohe, ko ngā uho e tū whakahī mai nei. Hāngai atu ana ki a Tūhuru i Ngāti Waewae, hāngai atu ana ki a Kaipō i Ngāti Māhaki. Ko Ngāi Tahu, ko Ngāti Māmoē, ko Waitaha e mihi atu nei.*

*Kei ngā ringa whero, kei ngā ringa raupā, koutou katoa e takatū mai nei, tēnā koutou.*

*Nā reira, rau rangatira mā, e rere tonu ana ngā mihi ki ngā mate maha o te wā, ā, ki a tātou e kawē tonu nei i ā rātou mahi, tēnā koutou, tēnā koutou, tēnā tātou katoa.*

As I rest at the summit of Tūhua, I listen intently to Te Tai Poutini buffeting the shore. There is the dwelling of the guardian, Poutini. He travels through Arahura and Makaawhio and is a safe haven for both people, pounamu and aotea.

Aoraki is the treasure and Tūtoko is the core of the area, they are the prominent hearts that stand before us. I step across to Tūhuru in Ngāti Waewae, as I do with Kaipō in Ngāti Māhaki. It is Ngāi Tahu, Ngāti Mamoe and Waitaha that acknowledges you here.

To the noble and hardworking people, those who stand at the ready, I acknowledge you.

Therefore, our esteemed companions, we still acknowledge the many who have passed, and, to those of us who still further their aspirations, thank you very much.

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## HAVE YOUR SAY

Welcome to Tai Poutini West Coast’s skills and labour plan. This is our regional workforce plan consultation document. It highlights the labour supply and demand trends for the region and identifies actions and changes needed to help us achieve a skilled and coordinated labour market.

Tell us what you think. We want to hear your views on the information presented and the proposed actions and changes for Tai Poutini’s future. Consultation is open from 1 April – 29 April 2022. More information on how to participate can be found on page 40 and on our RSLG website <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/west-coast/>



## Co-Chairs Foreword

Across Tai Poutini West Coast there is a vibrant business community who are passionate about their employees, their region, and all it has to offer. Our region is a place full of potential and opportunities, we in the Regional Skills Leadership Group are committed to ensuring that everyone has access to the skills, education and training they need to thrive, and that businesses have access to the people they need to thrive.

The Tai Poutini West Coast Regional Skills Leadership Group is one of 15 established by Government to identify and support better ways of meeting future skills and workforce needs. As part of a joined-up approach to labour market planning our role is to help ensure that our workforce, education, welfare, and immigration systems work together to better meet the differing skills needs for our region. To that end we were tasked with the role of developing a Regional Workforce Plan (Plan).

The purpose of the Plan is to project labour supply needs, and contribute to meeting them, to help ensure that Tai Poutini has the workforce we need to let us seize local economic opportunities. In today's economy, it is more important than ever that support is provided to ensure our workforce have access to the right skills and training so that they can find jobs and meet future workforce demands. Maximising our economic prosperity and social wellbeing means improving our quality of life and ensuring that there are good employment opportunities for our people.

This Plan aims to help ensure that when our children leave school, they have the basic skills and qualifications needed to secure decent jobs and build successful careers. With a relatively high rate of our youth/rangatahi not in education, employment or training, there is work for us to do. For our more mature workforce, there have been increased opportunities over the past several years to acquire new skills. For many however it can be difficult to step up and re-join the workforce. Our aim is to increase the supply and quality of skills training to all ages and backgrounds, working with our schools, tertiary education providers, our community, businesses, and many government departments.

There are a number of the actions identified in this Plan where work has already commenced. One of the main benefits of this document is that it not only brings together and helps to coordinate some of the work/mahi already underway, but also identifies new opportunities. With multiple government departments and agencies involved in the region's economic activity and prosperity, the aim is for us to all be in one waka paddling in the same direction to achieve great outcomes for our people.

We look forward to working with you and our partners to implement the collective ambitions set out in the Plan and create a skills system which underpins a strong, inclusive, competitive, and outward looking regional economy.



Graeme Neylon



Lisa Tumahai

# Executive Summary

*An innovative and resilient economy delivering opportunities and high-paying jobs for our community/hapori. Caring for our people and our environment is part of who we are and what we are known for.* Te Whanaketanga

Te Tai Poutini West Coast 2050 Strategy

The purpose of this Consultation Plan is to enable public participation in the development of the region's first workforce plan. The Regional Workforce Plan (Plan) is regionally led with a focus on finding regional solutions to Tai Poutini's workforce problems.

The Plan sets out a long-term vision to build on the strengths of the Coasts economy to achieve a sustained and inclusive labour market. It aims to address inequalities, support more people into education and work, improve work outcomes, and attract and retain talent.

Our vision, highlighted above, is taken from the outcomes of the Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy - the region's economic strategy. We have adopted this as our vision as it resonates with our mahi/work in terms of our people and workforce.

This plan has been designed with the needs of businesses and residents, the aims of Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy, and the changing nature of the economy and future job opportunities. It is also aimed at government departments and related entities to provide policy and funding opportunities to improve our labour market. This includes agencies, but not limited to, Workforce Development Councils, Tertiary Education Commission, Ministry of Social Development, and Immigration NZ.

In developing our approach, we have carried out a comprehensive review of our current and forecast labour market including education levels and skills. We have included much of this data for your information to help you understand our proposed focus areas and actions. Through our analysis we have identified the key challenges that we have to address and the opportunities that we must build up. In addition, we have consulted on the region's aspirations and issues.

Between 2020 and 2035, the number of jobs in the region is expected to grow by about 3,500 filled jobs. This means we need to ensure that are continuing to train and prepare people to fill these roles as well as job vacancies.

## Our Challenges and Opportunities

Te Tai o Poutini is a place full of potential. It has faced many trying times over the years, but the economy remains overall resilient. There are many opportunities for our people and for those that choose to make the Coast their home, to live, work and play.

There are also challenges. These range from a growing labour market and skills shortage through to an aging workforce, and attraction and retention of our youth. Issues such as housing, childcare, and connectivity also impact on the ability of workers to join and play a larger role in our workforce.

The plan sets out five key focus areas and related actions, our priority sectors and groups, and the RSLG members commitment to action. An action programme with targeted activity in years one to two is intended to start the process of addressing our short-term skills, education, and business needs, while in the medium to longer term a framework for activity is identified.

## Our Key Focus Areas

Five key focus areas have been identified to help us achieve our Vision. They link directly to our action plan and policy opportunities. Cross cutting, they benefit all sectors and groups in our community.

- 1) Supporting employment and training opportunities for our young people
- 2) Utilising our available workforce to meet regional demand
- 3) Building stronger connections between employers, educators, and workers
- 4) Building better workplaces so that they are more worker friendly, flexible, and inclusive
- 5) Ensuring Māori are supported to successfully participate in the labour market

Our key focus sectors and priority groups are listed below. These are the areas where focus is required to ensure we meet the current and intermediate workforce demands. The priority groups are those that consistently experience poor employment outcomes.

### Our Key Focus Sectors

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

### Our Priority Groups

- ❖ Māori
- ❖ Women
- ❖ Youth/Rangatahi
- ❖ Older Workers
- ❖ Disabled/Health and Mental Wellbeing

### Actions and Tai Poutini RSLG Commitment

The Plan lists outlines 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. The RSLG members have committed to champion and implement three of these activities over the next two years.

Te Tai o Poutini RSLG members commit to:

1. support and help establish a Tai Poutini Conservation and Biodiversity Academy/ Centre of Excellence
2. address barriers to our community obtaining drivers licences
3. support the development of employability and soft skills courses for those wishing to join and re-enter our labour market

### Policy and Funding Opportunities

In the Plan several policy and funding opportunities are highlighted. These are raised for government and related entities to consider and pursue.

- 1) **Conservation and Biodiversity Academy/ Centre of Excellence** - develop 'stackable' short courses/micro credentials for conservation work focused on education, training and employment
- 2) **Work ready skills** - develop 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
- 3) **Youth** - Support the extension of the Apprenticeship Boost scheme and funding for the DWC vocational coordinator beyond August and June 2022 respectively
- 4) **Digital Skills** - develop 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.
- 5) **Education to Employment** - extend eligibility criteria for "education to employment" programmes to all young people in our region and extend existing upskill programmes to key focus groups.
- 6) **Health** – develop courses to train non-clinical health workers and recognise overseas doctors and nurses' qualifications to allow them to practice in NZ
- 7) **Tourism/ Hospitality/Health**- support skilled hospitality, tourism and health workers to enter NZ to help fill the current labour and skills shortfall.
- 8) **Primary Industry** - develop 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
- 9) **Māori** - develop a tikanga-Māori-based employment framework to share with businesses

# Introduction

*The better skilled the workforce, the more prosperous our community will become*

The Tai Poutini West Coast Regional Workforce Plan (Plan) is the region's first focused labour plan for improving training and employment outcomes and ensuring our businesses have the people with the right skills they need to thrive.

This plan sets out our long-term vision, focus areas, and actions to build on the strengths of the current economy, with a focus on our regional labour force and future skills needs. It is aimed at supporting our people into training and work, as well as attracting and retaining talent within the region. It is also about encouraging businesses/ employers, training providers, and others to work together to grow our workforce and economy. Effective workforce planning and development has never been more important, with a planned, rather than reactive, approach required to respond to current and future challenges.

The Plan represents all voices in our region, especially those groups that may have traditionally struggled to fully participate in the labour market including Māori, youth, and women. The intent is to promote productivity by supporting employers to develop and make the best use of the skills of their current and future workforce. With a high ageing workforce and reliance in some sectors on overseas workers, recruiting and retaining skilled and qualified staff is a challenge for many. The workforce needs to be capable of delivering new services, responding to emerging issues and risks, and supporting people into chosen career pathways.

Connection across the region, between all players in the labour and education system is important to ensure we can resolve issues and drive meaningful change. The Plan is intended to inform Government activities and decisions, including education, welfare, and immigration to ensure the right skills are developed and available. As a result:

- education agencies, providers, and Workforce Development Councils will understand what skills are in demand regionally, meaning they can tailor programmes to provide the courses, apprenticeships, pre-employment training, and qualifications needed
- welfare systems can ensure that employment initiatives and funding move our people into long-term, fulfilling careers
- immigration systems provide extra skilled workers where needed, while continuing to prioritise jobs for New Zealanders.

In addition, the Plan will help sectors, firms, and others to see their own roles more clearly in addressing their future skills needs.

Although Tai Poutini has had its challenges, in many respects it is doing well. Over the past year the economy has grown, up 8.4% in the year to December 2021 compared to the national rate of 5.5%. Employment has also increased, with over 680 new jobs over the same period. Despite the international borders being closed Westland District experienced the highest employment growth rate in the country. The Government's funding, including, the Provincial Growth Fund, Jobs for Nature initiative, and Covid-19 response and infrastructure investments have played an important role.

This regional workforce plan presents a genuine opportunity for us to look at what needs to be done to both take advantage of our natural strengths and to address some of our persistent challenges to create a labour market that works for everyone.

*Tē tōia, tē haumatia Nothing can be achieved without a plan, a workforce and a way of doing things*

# Background

## About us –Regional Skills Leadership Group

Appointed by Government, the Tai Poutini West Coast Regional Skills Leadership Group's (RSLG) purpose is to identify and support better ways of meeting the region's future skills and workforce needs. Functioning independently, the RSLG is locally based and regionally enabled. Appointed in September 2021, there are currently 10 permanent members including representatives of regional industry leaders, iwi, workers, community members, the economic development agency, and government.

As one of 15 RSLG's set up across Aotearoa, the group is part of a joined-up approach to labour market planning to ensure that our workforce, education and immigration systems work together with regions and sectors to better meet the differing skills needs across the country.

## Workforce Development Council's and Training

Workforce Development Councils (WDCs) are six industry-led bodies that were set up as part of the recent government reforms of vocational education to develop and maintain a strategic view of the skills their industries need and ensure that these needs inform what the vocational education system delivers. Education and training providers will be expected to respond to these signals. The six WDCs cover Construction and Infrastructure; Community Health, Education and Social Services; People, Food and Fibre; Manufacturing, Engineering and Logistics; Services; and Toi Mai (includes a range of industries including technology, hair dressing, sports & recreation etc)

Te Pūkenga is a new entity which brings together the existing 16 Institutes of Technology and Polytechnics (ITPs) into one organisation, as part of the same set of reforms. Over time, it will develop the capability to support work-based, campus-based, and online learning as a unified system.

Both entities will be key partners for us in our work going forward. We'll need to work closely with them to consider how we best inform good decision making on the provision of tertiary education in our region. As we do more work on identifying specific skills needs that are important for our changing labour market, we will update this

Plan to inform both the Tertiary Education Commission (TEC) and Te Pūkenga.

## Our Approach

With a 10-15-year horizon, the Plan is designed to be a living document that will evolve as we review and refine it to take account of progress and reflect new opportunities, changing labour and skills requirements and new actions. There has been considerable engagement over the past two years and there will be ongoing engagement and dialogue to ensure the Plan remains current and that we have a coordinated labour market view. Ultimately, all the action and recommendations are aimed at supporting our people by providing access to quality education and skills pathways, leading to better jobs with better wages and a brighter future.

We want to acknowledge the work that is completed or underway within our region. Our aim is not to replicate this work or over-engage to create stakeholder fatigue. We want to ensure our work is aligned with and supports the work of others and plans in place.

Looking across the various iwi, council, industry plans and economic plans including the recently endorsed WhanaketangaTai Poutini West Coast 2050 Strategy, there are many common priorities regarding our people and labour market.

- Optimisation of the available working population (including young people, women, and older workers)
- Building a workforce pipeline, and alignment of education with skills needs
- Partnerships with iwi and other key stakeholders



- Close collaboration between agencies, providers, industry, and employers
- Career upskilling and reskilling, as well as entry level skill development and work readiness
- Managing, supporting, and enhancing the transition from school to tertiary education and employment
- Working with businesses to support workers and retention

We have also looked at the Government's Employment Strategy and Action Plans which look to address long-standing employment and training challenges and inequities for groups that consistently experience poor employment outcomes. These priority groups include older workers (50+), Māori, youth, women, people with disability, Pacific peoples, and former Refugees, recent migrants and ethnic communities. The first five groups are also priority communities within this Plan.

The RSLG members see their role in this regional workforce plan as leaders and influencers of change at a regional level through coordination and collaboration, as well as to connect the region with government. The vision is that the plan will add strength to the work in our communities.

### Issues out of scope

During engagement with stakeholders there have been some consistent themes around barriers to employing people in Tai Poutini West Coast.

Although this Plan focuses on labour and skills, it is important to acknowledge that there are several key enablers that support and impact on local employment, influence attraction of new workers into the region and affect the ability to travel to work and work remotely. There are a diverse range of projects going on across Tai Poutini by agencies, government, and groups to address these issues.

The main enablers identified by stakeholders that are outside this Plan's scope include:

- \* Housing and affordable accommodation
- \* Aged care, childcare, and preschool facilities
- \* Public transport
- \* Rural connectivity
- \* Climate change and natural disasters
- \* Support for immigrant workers

Although climate change and natural disasters fall outside the scope of this Plan, these events do have a large impact on our workforce and economy. We will need to adapt to become a more resilient and productive workforce to cope with these events as well as changing technologies.

## Our Vision for Tai Poutini's Future

**An innovative and resilient economy delivering opportunities and high-paying jobs for our community/hapori. Caring for our people and our environment is part of who we are and what we are known for.**

Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy

## Our Key Focus Areas

To achieve this Vision, the RSLG has identified five key focus areas for action. These directly link to the Action Plan and Recommendations set out later in this document.

- 1) **Supporting employment and training opportunities for our young people** including:
  - a. Transition and connecting young people from school education to employment, education, and training to meet regional forecast job growth and employer needs
  - b. Showcasing and creating exciting career paths to well-paid jobs
  - c. Ensuring youth receive relevant and ongoing education and skills to meet regional forecast job growth and employer needs
  - d. Addressing non-skills barriers including life/soft skills
- 2) **Utilising our available workforce to meet regional demand.** Focusing on:
  - a. Our priority groups – Māori, Rangatahi/ Youth, Older Workers, Women and Persons with Disabilities or Health/Mental Wellness Issues
  - b. Underutilised people in Tai Poutini including our transitional workforce
  - c. Effective workforce planning to determine forecast demand for skills and labour
  - d. Facilitation of skills and job matching
  - e. Bringing partners, sectors, and stakeholders together to provide increased opportunity for quality local entrepreneurship, growth, and collaboration
- 3) **Building stronger connections between employers, educators, and workers**
  - a. Capitalising on the new vocational education system to ensure courses taught meet our current and future skills needs
    - Recognise, leverage and support access to the new Te Pūkenga network of in-work, on campus and online learning.
    - Ensure our education curriculum is closely aligned with our region’s future economy
  - b. Building connections and networks with local talent
  - c. A coordinated regional approach to support those working and learning on the Coast
- 4) **Building better workplaces so that they are more worker friendly, flexible, and inclusive** including:
  - a. Creating positive work environments
  - b. Reviewing job structures - flexible working conditions/ hours of work/ job sharing
  - c. Being inclusive and supportive of all ages, sexes, and cultures
  - d. Paying a living wage
  - e. Attracting and retaining staff by investment in training and incentives and supporting in work progression and promotion including masters and PHD study
  - f. Effective workforce planning to recruit and retain skilled workers including mid-career and older workers
- 5) **Ensuring Māori are supported to successfully participate in the labour market**
  - a. Māori are provided education and training opportunities and supported into meaningful employment - including employment pathways and business initiatives
  - b. Māori values and aspirations are recognised by businesses and employers
  - c. The opportunities and advantages of our rich culture, natural environment, and identity are highlighted and appreciated

## Our 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 or are anticipated to have a shortage of skills and labour.

Other sectors not listed below, including new and emerging industries are also important to Tai Poutini's economy. The actions identified in this Plan aim to benefit all sectors and businesses in our community.

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

More information about the key sectors above, including current workforce needs, training available and projected demand can be found in Appendix 1.

### Tai Poutini RSLG Members Commitment

Te Tai o Poutini West Coast RSLG has a pivotal role to play in achieving our vision and to make the actions set out in this Plan become a reality. In support, the RSLG Members have identified three actions that they commit to focus on and play a pivotal role in implementing over the next one to two years. These include:

1. **Establishing a Conservation and Biodiversity Academy/ Centre of Excellence across the Coast** Working with key stakeholders including the Department of Conservation, Poutini Ngāi Tahu, Tai Poutini Polytechnic, Development West Coast, local councils, and NGOs to establish a Conservation and Biodiversity Academy/ Centre of Excellence on the Coast. The RSLG Members commit to being part of the discussions and solutions to help determine the courses required, the location of the Academy, how it will function and how it will support programmes such as Jobs for Nature and Predator Free 2050.
2. **Overcoming driver licence barriers.** Working with the key agencies and driver licence providers, in Tai Poutini and nationally, to help overcome barriers to obtaining a driver licence. Not having a driving licence can limit employment and training opportunities. We intend to start this work in the second half of 2022.
3. **Addressing the current lack of work ready/ soft skills.** Working with Ministry of Social Development, schools, Ministry of Education, Tai Poutini Polytechnic, and industry to identify the skills and appropriate training required to develop employability/ soft skills for our youth and others in our community wishing to re-join the labour market and to do so successfully. This work is intended to start in the last quarter of 2022.

## Our Region

Te Tai Poutini West Coast is the narrow strip of land between the South Island's Southern Alps Ka Tiritiri-o-te-Moa and the Tasman Sea. As the longest region in Aotearoa, it covers over 2.2 million hectares of land west of the Main Divide, from Kahurangi Point in the north to Big Bay Tihei Mauri Ora in the south.

Public conservation lands make up almost 1.912 million hectares (84% of the total land area). The Tai Poutini Conservancy is one of the largest and most comprehensively protected in Aotearoa/New Zealand containing approximately one quarter of our protected lands.

The character of the people of the West Coast has been shaped by the landscape they inhabit. Many people live here because they value the lifestyle, the distinctive natural and cultural landscapes, and the opportunities these provide for tourism, recreation, and adventure.

Te Tai o Poutini West Coast brings together four local authorities: Buller District Council, Grey District Council, Westland District Council and West Coast Regional Council. The main centres are Westport in the north, Greymouth in the central West Coast, and Hokitika to the south. Fox, Franz Josef and Haast are also important towns and tourism centres.

## Our History

Ngāi Tahu first made their home in Te Waipounamu over 800 years ago. Ngāi Tahu means the 'people of Tahu', linking them to their ancestor Tahu Pōtiki.

Waitaha, the first people of Te Waipounamu, journeyed on the Uruao waka and settled in Kā Pākihi Whakatekateka o Waitaha – the Canterbury Plains. Ngāti Māmoe and then Ngāi Tahu followed. Ngāi Tahu established mana whenua or pre-eminence in the South Island. Sub-tribes/hapū became established around distinct areas and have become the Papatipu Rūnanga that modern day Ngāi Tahu use to exercise tribal democracy.<sup>1</sup>

The two Papatipu Rūnanga are Te Runanga o Makaawhio, and Te Runanga o Ngati Waewae. Te Runanga o Makaawhio's marae - Te Tauraka Waka a Maui is in Bruce Bay, south of Hokitika. They have a membership of over 1,200 people. Te Runanga o Ngati Waewae are based at Arahua marae near Hokitika with a membership in excess of 600 people.

The first written accounts of the West Coast by Europeans resulted from the explorations of Charles Heaphy and Thomas Brunner in 1846. Subsequent alluvial gold rushes of the 1860's brought upwards of 30,000 people to the Coast, many of whom remained as permanent settlers working across industries of gold mining, farming, sawmilling and coal mining. Much new country was explored by gold prospectors and later by surveyors.<sup>2</sup>

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<sup>1</sup> Te Runanga o Ngai Tahu

<sup>2</sup> West Coast Conservation Management Strategy 2010-2020



## Our People

Tai Poutini West Coast currently has a population of just over 32,000 people, with over 26,000 of those of working age (15+ years). The population has been relatively static and is forecast to decline by 2028 and become older.

Compared to the rest of Aotearoa our age structure is significantly older - where 22% of our population are aged over 65 years compared to the national average of 16%.

The Coast has historically mirrored the national unemployment rate. This changed in 2019, with unemployment reaching 4.8% compared to the national rate of 4.3%. This has since fallen back to 4% compared to the national rate of 3.2%.

There are people who live in Tai Poutini who would like to be more engaged with the labour market. An indicator of a tight labour market is the underutilisation rate. Our high underutilisation rate (13.5%)<sup>3</sup> suggests that there is untapped potential in our labour market.

### Our Priority Groups

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

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

While the RSLG recognises that the other priority groups identified in the Government's Employment Strategy (Pacific peoples, and former refugees, recent migrants and ethnic communities) are also an important part of the labour market, they are a relative minority section of the Coast's population. The Plan however will look to ensure that these groups have an equal opportunity to access education, training, and good work outcomes.

### Māori

Currently over 4,200 people living in Tai Poutini identify themselves as of Māori descent. By 2035, the proportion of Māori is predicted to increase to 13.3% of the population<sup>4</sup>. This increase is driven by migration and a younger Māori age structure. Latest population statistics

**Buller**  
9,600 people  
Agriculture, forestry & fishing -16%  
Construction – 11%

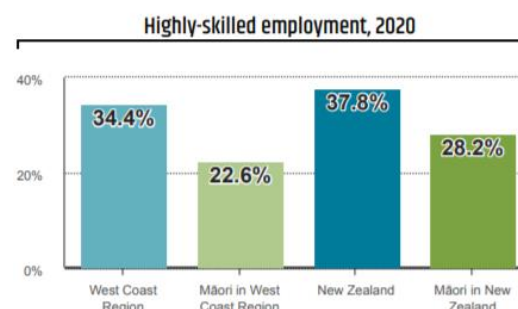
**Grey**  
13,800 people  
Health care & social assistance – 16%  
Construction – 11%

**Westland**  
8,900 people  
Accommodation & hospitality -18%  
Manufacturing – 16.5%

for show 9.7% of our Māori population is aged under five years of age, compared to 4.7% of our non-Māori population, making them an important part of our future workforce.

In 2020, the unemployment rate of Māori was nearly twice that for the general population (7.4% verses 4.0%). Māori on the Coast are also less likely to work in highly skilled roles than the general population.

Māori will make up a larger proportion of the working age population. They will need to have the access to the skills and training so that they can fully participate in the workforce. Employers and industry will also have a role to play in ensuring workplaces are inclusive, supportive, healthy, and productive.



Source: Infometrics

<sup>3</sup> Household Labour Force Survey, Stats NZ Dec 2021

<sup>4</sup> Infometrics forecasting data 2022

## Women in Work

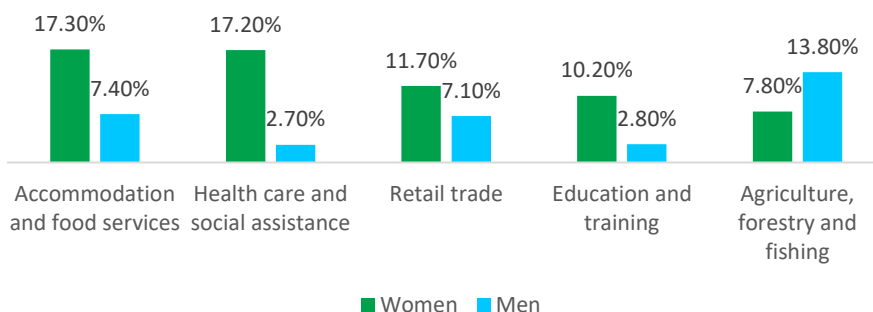
Women account for about half of the filled jobs on the Coast. However, women are:

- less likely than men to be in full-time employment (38.8% compared to 57.3%); and
- more likely to be employed part time (22.3% compared to 9.2%); and
- less likely to be in the labour force (35.9% compared to 30.1%).

These figures were generally the same for Māori women, who were slightly more engaged with the workforce than the total female population.

The main employing sectors for women (compared to the male participation) is shown in the graph below.

Women are more likely to be employed in service industries than men



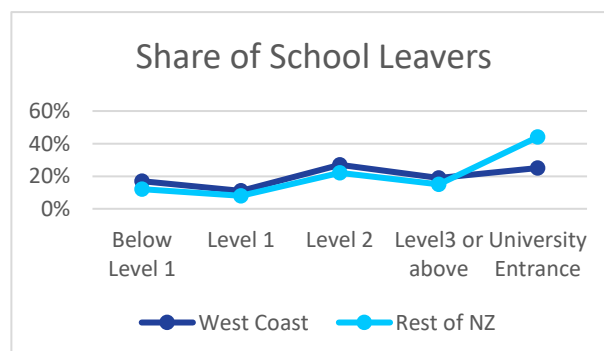
Due to the high prevalence of part-time work, women are more likely to be underemployed (working but wanting to work more hours) than men. Underemployment has been linked to negative life outcomes.

Women may be more likely to be underemployed for several reasons including lack of suitable childcare, other caring responsibilities, unwell, other impairments - meaning people can't work or work more hours, or because of the way a job is structured (only offering full-time hours or night shifts). Anecdotally, when workplaces offer school hours or provide job sharing, they have been able to attract parents back into the workforce.

## Rangatahi/Youth

As of 1 July 2021, there were about 3,300 school aged children on the Coast (years 1 to 13). In 2020, nearly 20% of those children identify as Māori, compared to 11.7% of the total Tai Poutini population.<sup>5</sup>

About 300 (11%) of our students leave secondary school each year. Approximately 17% (57) of our students leave with no qualifications.



<sup>5</sup> Census 2018

Of West Coast school leavers in 2020, 71.6% (235) attained at least NCEA Level 2; this compares to a national figure of 80.8%<sup>6</sup>. Controlling for decile, proportionately more West Coast school leavers have below Level 1 for Decile 4 and 5 schools, compared to the national average. They also lower levels of University Entrance attainment for decile 4, 5 and 6.

Te Tai o Poutini continues to have a relatively high rate of youth not in employment, education or training (NEET). In 2020 the NEET rate was 14.5% compared to the national average of 11.9%. As of December 2021, there were 270 people aged 18-24 years on a main benefit<sup>7</sup>. Nationally, this age group has one of the highest levels of unemployment and non-participation with education.

Young people are a group that are most likely to be underutilised. Some examples of reasons for this include:

- Youth not knowing what they want to do – lack of career information and opportunities available
- Lack of work experience
- A skills gap - not having the right skills and qualifications for the available vacancies
- Lack of public transport and driver's licence - meaning people can't get to work
- Lack of life skills



<sup>6</sup> Source: Ministry of Education: Education Counts

<sup>7</sup> Characteristics of working-age recipients of main benefits - WCRC, Dec 2021

<sup>8</sup> Includes Job Seeker support, sole parent support and supported living including health and disability

## Older Workers

Our older workers (people aged 50+ years) contribute to about 6,300 filled jobs in the region (35% of total filled jobs).

Older workers are an important part of our workforce, and as our population ages it will be increasingly important to retain their talents, skills and experience.

By the year 2038, 31% of our population will be aged 65 years and over, up from 19% in 2018. This means we will need to change the way we work and employ to keep our older workers engaged within the workforce for longer and to attract our younger workforce. This is especially as our older workers needs change, including wanting to work fewer hours and undertake roles that are less physical.

While many of our older workers are still engaged within the workforce, not all have positive outcomes. For example, when older people lose their jobs, it tends to take them longer than other groups to find new employment and they usually experience a wage drop. Our jobseeker numbers reflect this trend with about 940 people aged 55 to 64 years on a main benefit<sup>8</sup>. This age group represents the largest share of jobseekers and has increased by about 150 since the emergence of the Covid-19 pandemic.

Employment across our older workers roughly aligns with the industry composition of our total workforce<sup>9</sup>. The percentage represents the number of people of that age group that work in each sector.

<sup>9</sup> Industry and work status by age group & sex, for the employed census usually resident population count aged 15 yrs and over, 2006, 2013, and 2018 Censuses (RC, TA, DHB)

|                                  | 50-64 years | 65+ years |
|----------------------------------|-------------|-----------|
| Health care and social services  | 13%         | 12%       |
| Construction                     | 11%         | 10%       |
| Agriculture forestry and fishing | 9%          | 8%        |
| Manufacturing                    | 9%          | 8%        |
| Accommodation and food service   | 9%          | 10%       |

### Persons with Disabilities and/or Health and Mental Wellness Issues

We are unable to get reliable data on the number of people who have a disability including health and mental wellness in Tai Poutini. Nationally, about 1 in 4 people are limited by a physical, sensory, learning, mental health or other impairment. Census data tells us that 9% of people locally have an activity limitation.

Locally, we are also seeing the effects of post event stress, especially in our young people. Related to the severe flooding experienced in Buller and the impacts of Covid-19, secondary school principals are reporting a 70-80% attendance rate of children, with some non-attendance beginning as young as intermediate age. This statistic is concerning as it can have long term effects for children.

Nationally, those people with disabilities have a much lower labour force participation (47.0% vs 82.1% for non-disabled) and are twice as likely to be underutilised and earn about \$150 less per week.

Since start of the pandemic we have seen an increase in the number of people receiving job seeker health and disability, up from about 430 to 650. Broken down into the districts this includes 255 in Buller, 285 Grey

and 110 in Westland. More than half are receiving support due to psychological or psychiatric conditions.

As a solo mother of a neurodiverse child, it is so easy for them to slip through the cracks in the schooling system or be put in the too hard basket. And that is exactly what happened to my eldest. After finishing high school at the end of year 14, with only level 1 NCEA, I was feeling very alone and overwhelmed by what the future might look like for my child.

In addition, there are 910 people who receive Supported Living Payments. These are payments for people who have or are caring for someone with a significant health condition, injury or disability meaning that suitable work is unlikely within the next 2 years.

‘Working Matters’ released by government in 2020, focuses on assisting disabled people and people with health conditions to have equal opportunity to access employment. It includes several actions to support and increase good work opportunities for disabled people and people with health conditions.

As part of Development West Coast’s new Education to Employment Pathways programme it has personally felt like the someone is listening to me and trying to help me. For once, I feel that I am being heard and not judged, not pushed aside anymore. Instead, I am finally getting the help that I need and deserve. Just because I’m different and have disabilities, doesn’t make me any less important. I just need to be given the chance so that people can see me for the things that I can do.



## Our Economy

### Overall

Tai Poutini has a relatively small economy, with a GDP of \$2,170million in 2021 with mean earnings just under \$60,000 per capita. There are about 3,700 businesses in Tai Poutini.

Following the national pattern, the largest share of our businesses (58%) do not employ any staff, 27% of businesses have 1-5 employees and approximately 4% employ over 20 people.<sup>10</sup>

In addition, we have just over 3,200 people who are self-employed. The largest share of self-employed people is in the Agriculture, Forestry and Fishing (25% of the self-employed) and Construction (13% of the self-employed) sectors.

Tai Poutini West Coast's economy is largely centred around use of the land and its natural resources. Traditionally a mining (coal and gold) region, dairy farming also plays a significant role in the economy. The processing of dairy farm products is a significant contributor to regional employment and income. Many engineering and other support businesses exist because the mining and farming activity, and related value-added activities, creates the demand for their products and services.

Over the past 10 years the extraction of coal from the Coast has declined and along with it jobs, from over 1300 filled jobs in 2012 to just over 300 in 2021. This level of employment is expected to remain constant for the next 5 – 10 years. With an aging workforce, natural attrition and worker replacement will become a growing issue. With transferable skills, transitioning this workforce into other sectors such as

construction and climate resilience will offer increased opportunities.

Other industries based on our natural resources include forestry, fishing (including whitebait), extraction of other minerals such as iron sands and garnets, horticulture, sphagnum moss harvesting, and food production as well as a thriving arts industry using pounamu, gold, wood, stone and copper. Aggregate extraction and production are important for the construction, operation, and maintenance and upgrading of infrastructure and for broader economic activity across Tai Poutini within the building and construction sectors. The manufacturing and construction sectors, through heavy and light engineering industries, have developed to service these primary sectors and play an important role in the regional economy.<sup>11</sup>

Approximately 84% of the regions total land area is in public conservation land (1.9 million hectares), the largest proportion of any region in New Zealand. Economic activity from tourism arising in relation to the conservation lands makes a significant contributor to the Coast's economy. Due to recent investment by government in pest and weed management on our conservation lands the natural biota has flourished. This coupled with a movement away from synthetic pharmaceuticals is anticipated to provide high value, nature led jobs for the region.

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<sup>10</sup> Stats NZ business demography, as of February 2020

<sup>11</sup> West Coast Regional Council Regional Policy Statement 2020

Pre the Covid pandemic, tourism was a strong economic performer and significant employer. Given the border closure and loss of the international visitor market, the sector has seen a significant decline. South Westland whose target market was international visitors has been the worst impacted. The increase in domestic visitors to the region has increased over the past two years and has helped to buoy the local economy.

The Coast's economy is also supported by several other important sectors including retail trade, and healthcare. Innovation within the region is also creating new opportunities for employment and growth. For example, the implementation of the Predator Free 2050 strategy, has identified opportunities within the bio-health sector on the Coast.

### **The Māori Economy**

Ngāi Tahu has a proud history of commerce and trade reaching back hundreds of years. Prior to colonisation Ngāi Tahu underpinned the inter-tribal pounamu trade and later embraced international commerce through strong involvement in New Zealand's early whaling and agricultural industries. As one of the first iwi to settle under the Treaty of Waitangi, (Ngāi Tahu Claim Settlement Act 1998), Ngāi Tahu has prospered with assets worth collectively around \$1.2 billion, concentrated across a range of portfolios including forestry, seafood, tourism, farming and property. Annually, Ngāi Tahu contributes over \$200m to the South Island economy through job creation, purchasing and spending profits locally.

While accounting for a relatively small proportion of the population, Māori are playing an increasingly important role in Tai Poutini's economy. The two Ngāi Tahu Papatipu Rūnanga - Makaawhio and Ngati Waewae together known as Poutini Ngāi Tahu

are significant investors and developers in the region. The Pounamu Vesting Act 1996 vested the ownership of Pounamu in Ngāi Tahu. Poutini Ngāi Tahu jointly manage culturally and commercially pounamu within Tai Poutini region, other tribally own assets are managed by Ngāi Tahu Holdings Ltd. Ngāi Tahu Holdings has several commercial interests and is a key player in tourism and forestry in the region. Mawhera Incorporation whose main shareholders are local Māori also has strategic commercial assets in Greymouth and Westport. Ownership of the Arahura River and all the pounamu within the catchment is also vested with the Mawhera Incorporation.

In Tai Poutini there is a large young and growing Māori population with the skills and experience inherent in matauranga Māori as well as the language and strong hapū and whānau ties.

Iwi are working hard to provide better opportunities and achieve better outcomes for their people. These outcomes are broader than just economic and include cultural, social and environmental. There are many initiatives and economic opportunities underway that are being managed by the Papatipu Rūnanga funded through the Provincial Growth Fund. Many of the projects are centred around providing skills and workforce development by iwi for iwi.

### **Te Whanaketanga 2050 Strategy**

Te Tai Poutini West Coast Whanaketanga 2050 Strategy is the regions economic strategy, developed by Development West Coast in 2021 and endorsed by iwi and local government. It sets out a plan to deliver on its vision and outcomes through the identification of three mission statements, each of which is supported by several priority projects and actions. The mission statements are to Build Confidence, Strengthen and Diversify the Economy, and Strengthen Communities. This Plan supports



and builds on several of the actions included in the 2050 Strategy, including conservation, energy, healthcare, engineering and manufacturing.

### **Covid 19 and Government Funding**

Covid-19 has had a varied impact on the lives of people within Tai Poutini. For some, it has been negative, with people losing their jobs or having their work hours reduced. For others, constraints in the labour market have resulted in more favourable work conditions. With the Delta Covid outbreak, initially those most affected by jobs losses were our older and younger workers. In the year to January 2021 the number of people on the Jobseeker Support benefit increased by 30.8%. At its peak in October 2021, around 150 people across the Coast were receiving the Covid Income Relief Payment.

With closed borders and loss of international visitors, hospitality and tourism were heavily impacted. Total tourism GDP in Tai Poutini was down \$83 million between 2019 and 2021, with the loss of nearly 400 jobs in South Westland during the first year of Covid. For parts of the region, a refocus on domestic visitors has been successful with the overall GDP in Buller District increasing by 1.3% between 2020 and 2021.

### **Overview of our Labour Market**

Like many other rural regions in Aotearoa, Tai Poutini's economy is dependent on its primary industry. Dairy cattle farming is currently the largest employer with over 1,100 (5.9%) filled jobs, followed by accommodation, and hospital workers.

The Coast has the highest share of people working in accommodation in New Zealand (5.6% compared to the national share of 0.8%). Our workforce is a mix of both highly skilled (35%) and low skilled (39%) workers. This is reflected in our education levels and income.

### **We currently have about 16,500 filled jobs with over 60% concentrated in six industries**

In 2021, our largest contributors to filled jobs were<sup>12</sup>

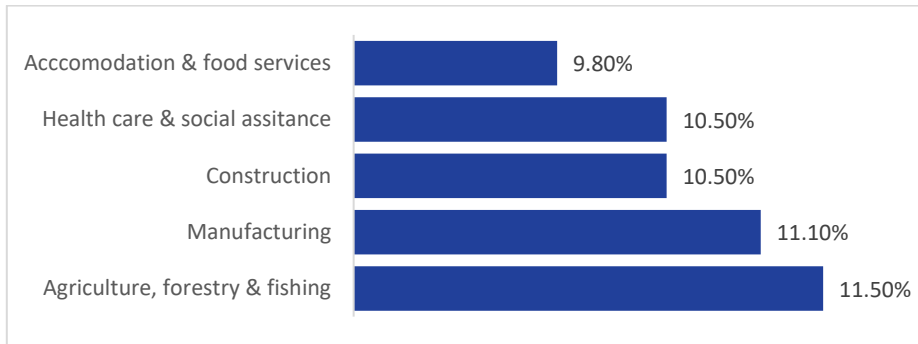
Prior to the pandemic the region received significant Government funding via the Provincial Growth Fund initiative. With investment of over \$270 million, projects ranged from the construction of new bridges, roads and port redevelopment to the development of new tourism attractions including the Pounamu Pathway project.

In mid-2020, the Jobs for Nature Mahi mō te Taiao programme was established by Government as part of the Covid-19 response programme. It was designed to benefit the environment and provide employment in regions adversely affected by the pandemic. Tai Poutini has secured over \$22.95 million of this funding spread across 12 projects. The funding has helped to keep over 200 workers engaged within the South Westland workforce and provided upskilling through conservation-based training.

The Mayor's Taskforce for Jobs has also been a great success across Tai Poutini. The programme has assisted small to medium sized businesses with recruitment, training and subsidies, to help them take on both young workers and workers displaced due to the impact of Covid-19.

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<sup>12</sup> Household Labour Force Survey December 2021

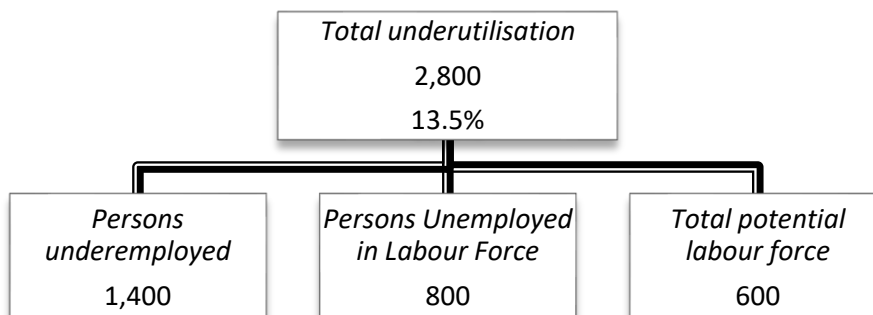
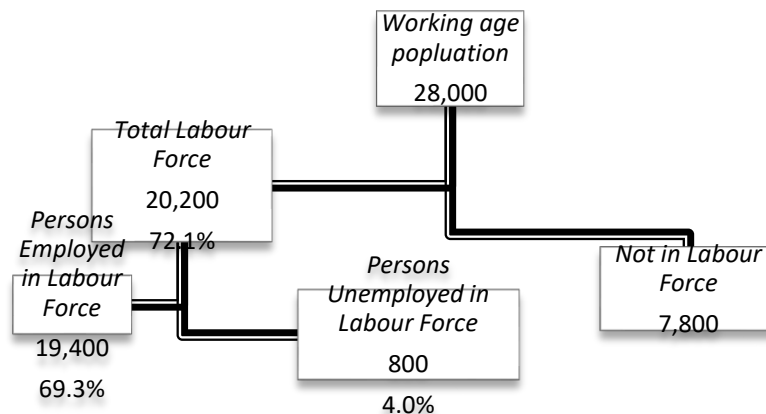


**Māori** - Manufacturing is the top employing sector for Māori (14.6%). This is followed by accommodation and food services (14.1%), agriculture, forestry and fishing (9.2%), retail trade (9%), and health care and social assistance (9%).<sup>13</sup>

**As well as filled jobs, we also have about 3,200 people who are self employed**

Twenty five percent of those who are self-employed work in agriculture, forestry and fishing and 14% in construction.

**Our Available Workforce**



<sup>13</sup> Stats NZ census 2018



### Tai Poutini’s occupation profile has remained roughly the same

Over the last 15 years the composition across occupations for non-Māori and Māori has remained static except for a slight decrease in labourers and an increase in professionals and managers. It is comparable to the rest of Aotearoa.

| Occupation                      | Māori | Non-Māori |
|---------------------------------|-------|-----------|
| Managers                        | 15%   | 20%       |
| Labourers                       | 25%   | 17%       |
| Professionals                   | 12%   | 15%       |
| Technicians and trades          | 12%   | 12%       |
| Community and personal services | 13%   | 11%       |
| Clerical and admin              | 7%    | 9%        |
| Sales and office workers        | 8%    | 8%        |
| Operators and drivers           | 9%    | 9%        |

Occupation Profile (2020)<sup>14</sup>

### Our qualification levels are improving

People in our region are becoming more qualified. This follows the national trend towards a more highly educated population. Qualification levels for Māori are below the overall West Coast rates but have also improved over the past 15 years.

Qualification levels are often an indicator of life outcomes. At a high level, research undertaken by the Ministry of Education has found that people with less than level 4 qualifications are more likely to be unemployed, earn less and have negative life outcomes.<sup>15</sup>

| Qualification                       | Tai Poutini | Tai Poutini Māori | Total NZ |
|-------------------------------------|-------------|-------------------|----------|
| No qualification                    | 27.1%       | 29%               | 17%      |
| Levels 1-3 (certificate level)      | 34%         | 43.8%             | 30.3%    |
| Level 4-6 (certificate and diploma) | 18.9%       | 18.9%             | 17.4%    |
| Level 7+ (degree plus+)             | 11.3%       | 7.8%              | 23.3%    |

Qualification levels (2018)<sup>16</sup>

### How much are we getting paid?

As of 2021, the living wage in Aotearoa was \$22.75 per hour (compared to the minimum wage of \$20 per hour). The median wage in Tai Poutini is \$48,580<sup>17</sup> compared to the national median wage of \$48,600. For comparison Southland Mirihiku has a median wage of \$48,000 while the Tasman is \$41,090. Overall earnings without self-employed included for Tai Poutini is \$47,650 compared to NZ at \$48,620

### Median wage across all earnings 2020<sup>18</sup>

Except for Retail Trade and Health Care and Social Assistance all our main employing sectors pay more than the national median wage. These figures exclude self-employed earnings.

<sup>14</sup> MBIE Detailed Regional Employment Estimates (DREE)

<sup>15</sup> Education Indicator- the Income Benefits of Education, Ministry of Education, 2020

<sup>16</sup> Stats NZ, Highest qualification and ethnic group (grouped total responses) by age group and sex, for the census usually resident population count aged 15 years and over, 2006, 2013, and 2018 Censuses

<sup>17</sup> Stats NZ - Main earnings source, by industry (NZSIOC) *Median wage is simply the middle number – i.e., half of people earn less than this and half earn more.*

<sup>18</sup> Source: Main earnings source, by industry (ANZSIC06) 2020, Wages and Salaries, Median Earnings

| Sector                              | Tai Poutini West Coast | Aotearoa |
|-------------------------------------|------------------------|----------|
| Agriculture, Forestry and Fisheries | \$40,810               | \$30,300 |
| Accommodation and Food Service      | \$21,750               | \$20,780 |
| Manufacturing                       | \$60,410               | \$55,090 |
| Mining                              | \$86,810               | \$84,000 |
| Construction                        | \$62,200               | \$56,110 |
| Retail Trade                        | \$36,600               | \$34,790 |
| Health Care and Social Assistance   | \$49,100               | \$50,450 |

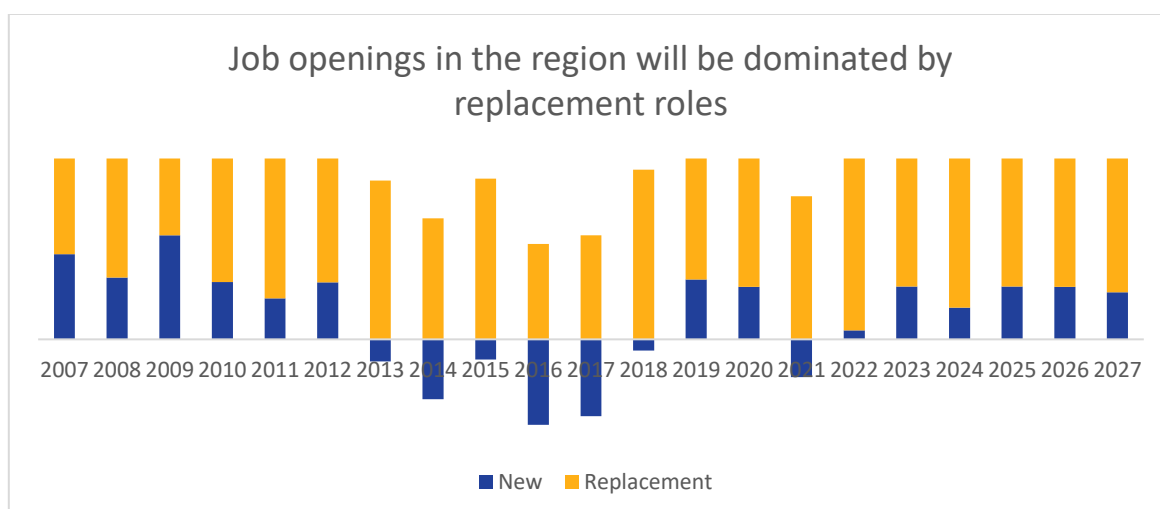
## What Workforce will we need in the Future?

### Growing Sectors

Between 2020 and 2035, according to Infometrics Employment projections, the number of jobs in the region is expected to grow by about **3500** filled jobs.

Growth will be concentrated around a mix of semi-skilled and skilled sectors. This means we need to ensure that are continuing to train and prepare people to fill these roles.

As well as growth in job numbers, we will also need to ensure that we have the workforce to fill jobs vacancies (especially where they are due to retirement or someone leaving the region).

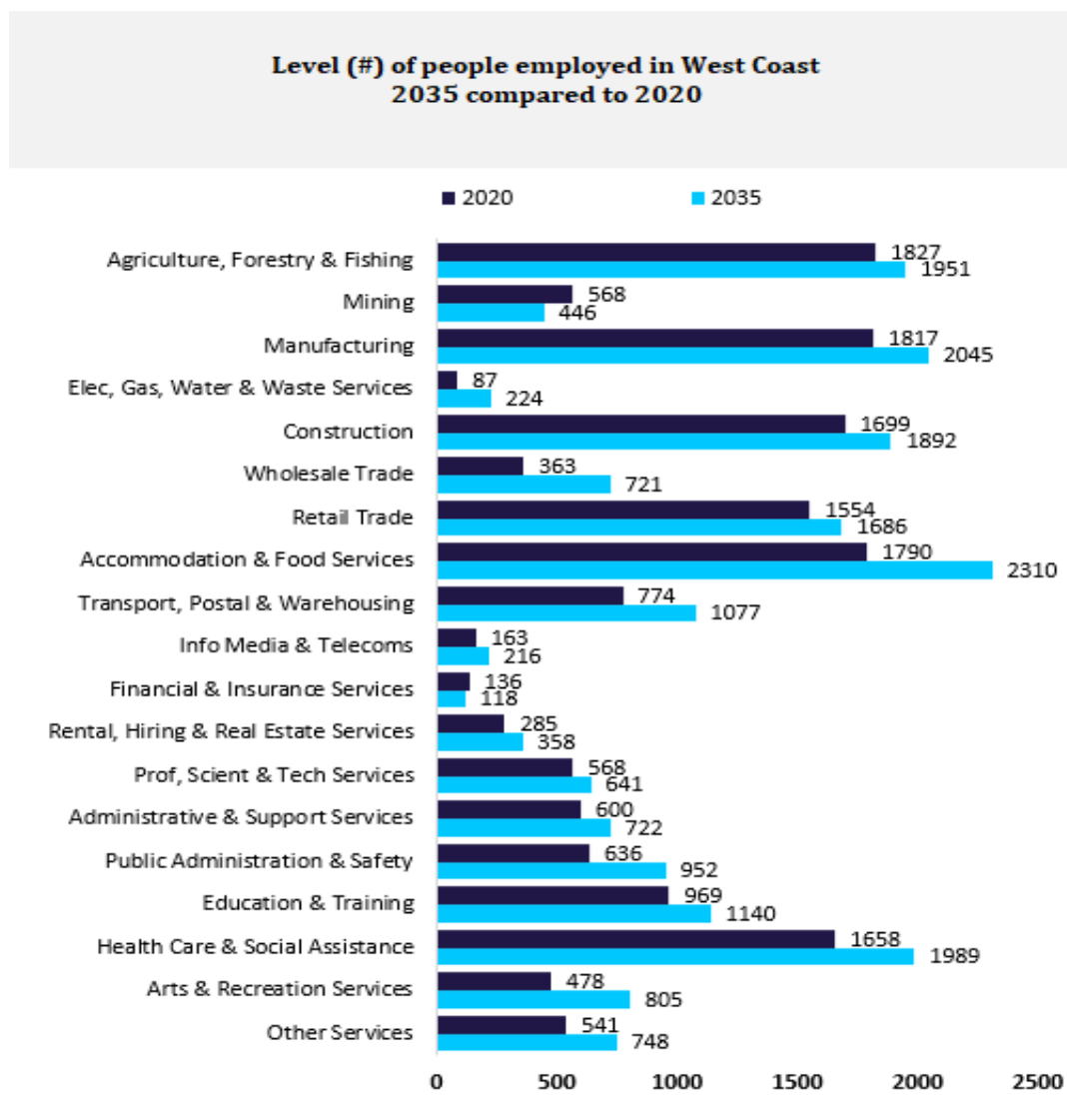


### The number of jobs to increase over the next 15 years

The sectors with the largest growth (in job numbers) will be:

- Accommodation and food services
- Health care and social assistance
- Construction
- Manufacturing

**Accommodation and food services** are predicted to account for our biggest growth in job numbers, especially in our food and beverage service areas. This is based on the reopening of the borders and the return of international visitors. This sector includes a mix of highly skilled (e.g., chefs) and low skilled workers (cleaners, waiters etc), and includes many part time roles.



**Healthcare and social assistance** is the next biggest growth sector. With one hospital in Greymouth, the West Coast DHB also manages two other medical centres in Westport, and Reefton and five general practices across the Coast. There are also privately run healthcare facilities. While Covid-19 has put considerable pressure on our health services and severely limited access to overseas talent for the sector, longer term the pressure will come from an aging population. Nursing, and aged care

roles (especially kaiāwhina) are particularly affected by worker shortages. The Governments health system reforms currently underway will also drive demand for an increased workforce especially non-clinical workers to support communities and provide in-home care.

**The Construction** industry is an important employer and has grown rapidly over the last few years. It is experiencing considerable skills shortages across a range of roles, and

the demand for workers is high and forecast to continue. This demand has been exacerbated by the loss and destruction of homes in the recent floods in Buller and the housing shortage across the Coast. This sector partly includes infrastructure and commercial construction, and infrastructure are also significant in driving workforce demand. Major new infrastructure is planned and underway across the region, including the Provincial Growth Funded projects. In addition, existing infrastructure, particularly water and wastewater, needs significant ongoing maintenance. This activity is driving even higher demand for workers in construction and infrastructure sector. Work is underway to identify the workforce needs for our underground infrastructure – water/wastewater etc.

**Manufacturing** includes a wide variety of occupations, many in skilled roles. The

biggest area of growth will be in food product manufacturing followed by wood product manufacturing and furniture making.

**Agriculture, forestry and fishing**, our largest employing sector, will grow but this will be muted, with growth mostly in supporting services.

As well as new jobs, a large proportion of advertised roles are for jobs that already exist. As people shift industries, leave the region or exit the labour market, we will need to ensure that we have the people with the right skills to replace them.

Addressing existing shortages of skills and labour (long-standing in some industries and occupations, including construction and some health roles) will also form part of the challenge of finding our future workforce.

## Other factors affecting workforce demand and skills required

In addition to growth (and contraction) in sectors, a range of other factors will also influence the shape of the workforce Tai Poutini will need in future. Some of the ones we know about include the following.

*Existing skills and labour shortages* together with future demand mean that our workers will need to meet both the current and the future demand for skills.

Even within existing roles there will be shifting skills needs as *technology changes*, e.g., resulting from an increase in electric vehicles, new farming and manufacturing practices. Digital and IT skills are a requirement for a growing number of jobs and with that comes the need for better connectivity.

*An aging population.* Tai Poutini's population is ageing, and some occupations will see a lot of experienced people retire over the next few years. These workers will need to be replaced (or retained).

A *changing climate* will not only have implications for where and how people live

and work, and how they move between the two, but responses to it (e.g., decarbonisation) will affect the jobs available and the skills needed to do them.

Our work with sectors has identified a need for *non-technical* or work ready skills that our young workers don't always have, and "soft" skills that are increasingly needed but not always acquired through training or even on the job.

We know that technology and the advanced digital sector are going to be an increasingly vital feature across all sectors. We also know that the nature of work and the kinds of jobs available will continue to change. We need to be ready with a workforce that is smart, adaptable, agile and resilient

# Where Will We Find Our Future Workforce?

## Sources of Skills and Labour

We need to ensure that we have people with the right skills for the 3,500 new jobs to be created across Tai Poutini by 2035 and to replace those workers who exit our labour market.

There are several potential pools of labour

- 1) New entrants to the workforce (school leavers and new graduates, tertiary educations; people from outside the labour force, e.g., who have been undertaking other responsibilities such as unpaid caring for others.)
- 2) Re-entrants to the workforce
- 3) The existing workforce (whether already in an industry or occupation or outside, including the underemployed)
- 4) Migrants (to augment the domestic workforce where there is real need or advantage).

## New entrants into the workforce

A number of people enter the regional workforce for the first-time each year.

Of the 300 West Coast school leavers in 2020, 71.6% attained at least NCEA Level 2; this compares to a national figure of 80.8%<sup>19</sup>. This is important because early education, training and employment experiences have long lasting effects on wages later in life, adult employment and life satisfaction. The successful transition from school to further education, work or training is a critical component of our labour market.

Of 2019 school leavers, 66% entered tertiary education within one year after leaving school, and a third of these stayed in the region. About 27% went on to study at a degree level (Level 7+), 8% enrolled in Level 5 or 6 courses, 35% at Level 4 (which includes apprenticeships) and 24% at Levels 2 and 3. Those who enrol at university mostly leave to attend Canterbury and Otago Universities.

For West Coast school leavers, the most popular fields of study are engineering and related technologies; mixed field programmes; food, hospitality, personal services; and society and culture.

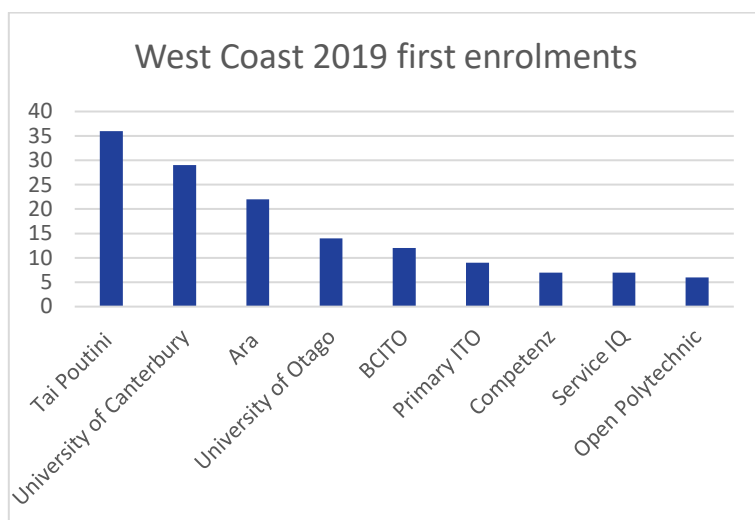


Scarlett Hamilton was one of the lucky recipients of the Development West Coast Tertiary Scholarships this year. Designed to grow and retain talented youth, the scholarship offers summer work and guaranteed employment on the West Coast on completion of tertiary study. A former Buller High School student, Scarlett is studying for a double degree in law and arts at the University of Canterbury.

*“At home I helped volunteer at the local SPCA and public library. I really enjoyed working in our community and I am very motivated to come back and work as a lawyer. I see Tai Poutini as a place of opportunity unlike anywhere else.”*

<sup>19</sup> Source: Ministry of Education: Education Counts





Brody Martyn-Frewin always wanted to work on cars. After studying through the trades academy at high school he went straight into the Tai Poutini Polytechnic automotive programme and, from there, straight into a job and apprenticeship.

*"I really knew what I wanted to do so it made sense to enrol with the Polytechnic. Cars are cool, trucks are cool and it's really good working on them, solving a problem and getting the job done. The training really helped me get a foot in the door"*

In 2020, 12% of young people (aged 15 -24) were in employment. While this figure is low, young people may be out of the workforce because they are still at school or studying. In 2020 there were 340 people engaged in apprenticeships. Key focus areas were engineering and related technologies (135 apprenticeships), building (70), and agriculture (55).

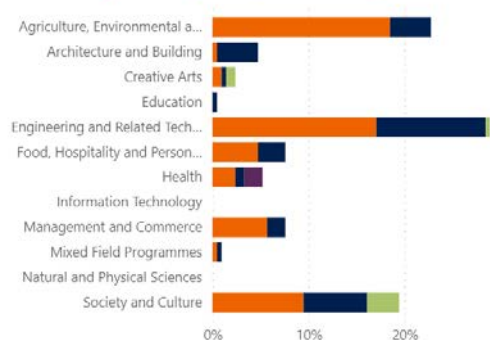
The key employing sectors for 15–24-year-olds on the Coast are:

- accommodation and food services – 20%
- retail - 15%
- agriculture, forestry and fishing - 12%
- manufacturing - 12%

### West Coast Region

Qualification completions (2019-27)

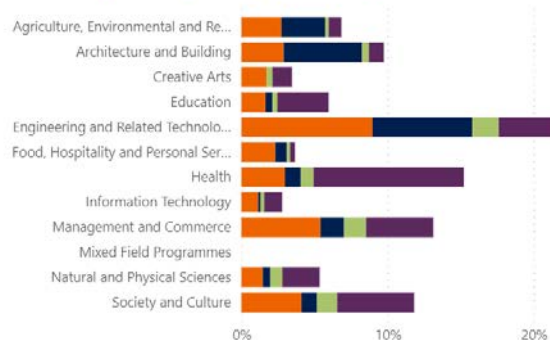
Qualification ● Cert L1-3 ● Cert L4 ● Cert/Dip L5-7 ● L7+



### Total job openings

Job openings by qualification completions (2020-21)

Qualification ● Cert L1-3 ● Cert L4 ● Cert/Dip L5-7 ● L7+



### Re-entrants into the workforce

Each year a number of people re-enter the workforce. This is usually from an extended time out of the labour market, for reasons

such as unemployment, health issues and caring responsibilities. In Tai Poutini there are about 7,800 people who are not in the labour force. A share of these will be retired with no plans to work in the future, but this

still represents a large group of people who could be utilised to meet current and future labour and skill needs.

We need to ensure that these people are supported to retrain or upskill, if required, to help them to find work. This means that education and employment initiatives should focus on learners from all stages, rather than just school leavers. Some of these potential workers will be receiving benefits through the Ministry of Social Development and will be able to get assistance through the welfare system to gain suitable and sustainable places in the workforce.

### The existing workforce

In our region we have about 2,800 people who are unemployed, underemployed, or available to work and not looking, or not available and looking. This figure does not include those who are already working 30 hours and would like to work more hours. We know that certain groups of the population are overrepresented in these figures, and have generally poorer labour market outcomes, including income, mobility and educational or training access and achievement.

If we are to meet our labour requirements it is essential that we look at how to better utilise these people, especially those who are skilled. This could include job shaping to

offer jobs that fit around school hours or offering flexible working arrangements.

For a range of reasons, we expect to see more older workers staying longer in the workforce. There are opportunities for utilising their experience to boost mentoring and provide training and supervision. Making the most of these experienced people may require more mid-career reskilling, and suitable ways to do this. If employers are to retain these workers, their skills and experience in their firms, it will be necessary for them to make work more attractive, manageable, and flexible.

### Migrants

Migrants make up about 6% of our workforce. Te Tai o Poutini has a lower level of reliance on migrant labour than most other regions in Aotearoa. Migrant workers are predominately employed in residential care services (16%) and accommodation (15.8%)<sup>20</sup>, and are mostly here on essential skills and skilled migrant visas.

Looking to the future, as the border reopens and the immigrant rebalance takes place, some roles and sectors will continue to need imported highly skilled labour. However, we are likely to see fewer immigrants available for less -skilled roles, particularly in the visitor sector (where there is the highest reliance on migrant labour).



Flexible study options at Tai Poutini Polytechnic and a determination to succeed helped Ana Krakosky launch a successful jewellery business while still studying Jade and Hard Stone Carving.

*“I particularly loved the connection to the West Coast. The training gave me the practical skills I needed, and I was motivated to turn that into a business. I now supply dozens of galleries around the country and my goal is to grow that to the point where I can make a living for myself and my family entirely through my business.”*

<sup>20</sup> MBIE, Migrant Employment Data

## Key Labour Market Challenges and Opportunities

As we've worked to understand our region's workforce and skills environment, we have heard from many people including iwi, employers, local and central government, industry groups, training providers, workers, communities, learners and job seekers about the challenges and opportunities in the region's labour market.

### Challenges impacting employers

- a) We have a growing labour and skills shortage that is difficult to fill
- b) With a small population we have an insufficient supply of workers to meet the current and forecast demand
- c) When young people leave the region to study, they are not always attracted back for work
- d) Our workforce is aging. Older people want to work less and undertake fewer physical roles. Other factors include health issues and carer responsibilities that limit their capacity to work full time or without adaptation
- e) We have traditionally relied on migrant workers to meet skills and labour demands in some sectors - especially in the seasonal tourism and hospitality areas
- f) It is hard to attract people to the Coast with negative perceptions about our weather, remoteness and opportunities for school education
- g) Nationally there is a shortage of workers, making it difficult to attract and recruit
- h) Availability of housing, public transport, childcare, health care, connectivity, and a lack of suitable work for other family members
- i) Skills mismatches, where employers are looking for workplace experience. Workers with technical and soft skills are not readily available
- j) Growing requirement for flexibility around hours, shifts etc
- k) Low wages for some and general working conditions including health and safety and work culture
- l) The capacity of businesses to train and mentor new entrants
- m) Poor reputation, negative perceptions and misconceptions about industries, types of jobs or firms

### Challenges for job seekers

- a) A disconnect between our schools and our labour market sectors with opportunities within the region not always evident
- b) A lack of an effective career information/ pathways and advice and guidance, limiting the ability to upskill / reskill and progress into work
- c) Low NCEA achievement rates, affecting job seeker's ability to meet employer requirements
- d) People with disabilities, women and Māori are over-represented in lower skilled and poorly paid roles and underrepresented in higher skilled and better paid jobs across the region.
- e) For youth, a lack of life/soft skills including CV and interview readiness, punctuality, work etiquette/behaviour, and dress standards
- f) A lack of public transport and people without driver licences restricting access to education, training, and employment
- g) The availability of accommodation for workers and their families in Tai Poutini is already challenging. With the lower cost of real estate compared to many other parts of the country, many homes have been purchased by non-residents and are not available for rental accommodation.

- h) The cost and access to childcare posing a significant obstacle to parents - particularly women accessing education and employment opportunities
- i) Lack of flexibility in the way jobs are structured – especially for caregivers and older workers, who are looking for school hours, job sharing, less physical etc
- j) It can be hard for many people to successfully make the transition to paid work from education or being out of the workforce.
- k) For older people who have lost their jobs, it takes them longer to find employment and they are more likely to take on lower skilled and lower paid work when they return to work
- l) Growing anxiety amongst our youth and its impact on the ability for them to participate in the labour market
- m) Those people who have been out of work long-term find it difficult to re-enter the labour market and can experience discrimination.

### **Challenges across the labour market**

There is a lack of connection between key actors and stakeholders. This connection is crucial and includes connections between schools, tertiary institutions and employers, between community groups and employers, and central and local government, and is directly related to many of challenges listed above. The RSLG was created to help build and maintain these connections.

Covid-19 is affecting supply chains, business sustainability (especially small businesses and the self-employed), access to skills, and job security. It is also placing pressure on or shifting business models for some firms as they adapt to these challenges. The different ways of doing business (e.g., retailing online and operating remotely) can impact workforce requirements.

### **Opportunities**

Although the Coast does have its challenges in the labour market space, Te Tai o Poutini is a place full of potential. It has faced many trying times over the years ranging from the downturn of its key industries to natural hazards to Covid-19. However, the economy has been remarkably resilient. There are many opportunities for our people and for those that choose to make the Coast their home, to live, work and play. These are the things that we can capitalise on to help address some of our labour and skills shortages.

- 1) Our natural environment, conservation, and biodiversity
- 2) The many job opportunities and situations currently vacant – including local government, primary sectors, retail, construction, health, and hospitality/tourism
- 3) Career opportunities and progression that people don't necessarily have access to in the bigger towns and cities
- 4) A great lifestyle, people love to live here for the outdoor and recreational opportunities, heritage and cultural experiences, families, and welcoming communities -
- 5) Our local tertiary educators and training providers are focused on meeting the needs of some of our often highly specialised industries
- 6) Strong iwi/Māori opportunities including the Government funded Pounamu Pathway and Arahua Marae conservation project
- 7) Our aging population, as older workers are generally easy to assist into work because they offer experience, motivation, and reliability. The benefits of employing older workers, include knowledge and skills transfer
- 8) Under the new Te Pūkenga education network, learners on the Coast will be able to study courses from a range of open polytechnics across the country with support from our local polytechnic.

## Our Action Plan

Although we have many challenges, this plan represents a real opportunity to address some of the overarching issues to deliver enhanced labour market outcomes for all communities and residents. This is the start of our journey towards achieving our region's vision

*"An innovative and resilient economy delivering opportunities and high-paying jobs for our community/hapori. Caring for our people and our environment is part of who we are and what we are known for."*

## What we need to do

For each of the key focus areas and actions there are a series of specific activities that together form a detailed action plan. These are set out in the following tables, together with the suggestions of key partners and a potential **lead**. The tables bring together many actions that are already going on across the region allowing efforts to be coordinated.

In the short term (1-3 years) we have identified actions to solve some of the region's immediate labour market and skills challenges. Over the medium to longer term (3-15 years) the actions identify things we should start planning for and implement longer term to address future workforce requirements.

### RSLG Commitment

Te Tai o Poutini RSLG also has a pivotal role to play in helping to make these actions become a reality. The members will act in a supporting role for the actions listed, but in addition there are three actions that we will focus on over the next two years

Te Tai o Poutini RSLG commits to:

- 1) Support the establishment of a Tai Poutini Conservation and Biodiversity Academy/ Centre of Excellence by working with the Department of Conservation, Tai Poutini Polytechnic, Development West Coast, local councils, and other key interested organisations. Although this work/mahi is already underway, we commit over the next year to being part of the discussions and solutions to determine the courses required, location of the Academy and how it will function and support programmes such as Jobs for Nature and predator free.
- 2) To overcome the barriers for our people in obtaining a driver's licences by working with the key agencies and driver licence providers. Not having a driving licence can limit employment and training opportunities. We intend to start this work in the second half of 2022.
- 3) To develop appropriate short skills training courses to support the development of employability/ soft skills for our youth and those wishing to re-join the labour market to do so successfully. This work is intended to start in the last quarter of 2022.



## Young people have the skills they need to meet regional forecast job growth and employer needs

**Table 1: Supporting employment and training opportunities for our rangatahi/youth**

These are actions that target the needs of our youth/rangatahi. It recognises the importance of youth for our future labour market

| Actions  | Activities   | Suggested Partners  | Timing  | Outcomes  |
|--|--|---|---------|---|
| <b>Connect and support young people into training and employment</b> | 1. Enhance the services focused on transition and connecting young people to employers including improved advertising of jobs, access to local career information, career pathways and work experience opportunities | <b>DWC</b><br>Schools/MOE<br>TPP/Te Pūkenga<br>WestREAP<br>BullerREAP | 1-3 yrs | <ul style="list-style-type: none"> <li>a) Greater awareness and uptake of existing and the new services under Te Pūkenga model that support education to employment transition</li> <li>b) More locally responsive education and training system</li> <li>c) Youth understand potential career pathways to well paid jobs</li> <li>d) Improved connections between employers, education and training providers and communities</li> <li>e) Increased support to address non-skills barriers including drivers licencing and work readiness</li> <li>f) Long term reduction in NEET rates</li> <li>g) Improved pastoral care for young people entering education, training, and the labour market</li> </ul> |
|  | 2. In our schools, increase connection with our priority sectors through initiatives such as: On-job placements and internships, gateway programmes, site visits, and low-cost experiences                           | West Coast<br>Trades Academy<br>MSD/Connected<br>Businesses           |         |   |
|  | 3. Support TPP with the new learning model to promote a seamless transition for school leavers into work based, campus, and online learning.   |   |         |   |
|  | 4. Actively support the promotion of apprenticeships, and the work others are doing in this area   |   |         |   |
| <b>Address work ready employability barriers to employment</b>       | 5. Coordinate Tai Poutini driver licencing agencies to address barriers faced and provide solutions  | <b>RSLG</b><br>MSD  | 1-2 yrs |   |
|  | 6. Build programmes and initiatives to develop work ready /soft skills for youth - e.g., work ethic, dress code, punctuality, and banking, budgeting.  | NZ Police<br>TPP/Te Pūkenga   |         |   |
|  | 7. Review MSD's 13 week 'Training for Work' Programme to adapt for youth/rangatahi and other priority groups   | Schools/MOE<br>BullerREAP   |         |   |
|  | 8. Encourage educators and businesses to educate young workers about their employment rights and obligations   | WestREAP  |         |   |
| <b>Whānau engagement and pastoral care</b>                           | 9. Adopt a whānau centric approach to youth engagement and transition and develop a mentoring programme for youth  | <b>MOE</b><br>Schools/ parents  | 2-4 yrs |   |
|  | 10. Promote existing pastoral care support and services to provide wrap around support to young people to achieve sustainable employment   | Iwi<br>TPP/Te Pūkenga   |         |   |
|  | 11. Provide support to parents and caregivers through better access to information to help youth navigate their choices of education and learning/career pathways  | BullerREAP<br>WestREAP  |         |   |

## Maximising Tai Poutini’s workforce to meet our current and future skills and labour demands

**Table 2. Utilising our available workforce to meet regional demand**

These are actions that will help fill the region’s current and future skills and labour shortages from our local population, including our priority groups

| Actions  | Activities  | Suggested Partners   | Timing  | Outcomes  |
|--|---|--|---------|---|
| <b>Employment of our priority groups and underutilised people</b>    | 1. Provide information to help employers develop, upskill and reskill existing employees including: <ul style="list-style-type: none"> <li>making our priority communities visible to employers</li> <li>education around appropriate &amp; inclusive recruitment practices</li> <li>sharing good practice stories</li> </ul> | <b>DWC</b><br>Businesses<br>TPP/Te Pūkenga<br>Schools<br>MOE<br>MSD/Connected<br>MBIE                  | 1-2 yrs | a) Improved workforce planning processes and increased understanding of training and skills needs<br>b) Overall reduction in workforce skills gaps and vacancies<br>c) More opportunities and employment for our priority groups<br>d) Reduction in number of underutilised people<br>e) Clear career pathways<br>f) Enhanced support for jobs and skills matching services |
|  | 2. Promote new ways of working /employment to keep our older workers engaged within the workforce for longer – eg work less hours, undertake less physical roles  |  |         |   |
| <b>Workforce planning - forecasting demand for skills and labour</b> | 3. With WDC’s, sector groups, youth, iwi and existing research build a more detailed regional picture of current and future skills needs for the Coast  | <b>DWC</b><br>WDC’s<br>Businesses<br>Sector leaders<br>MBIE  | 2-5 yrs |   |
|  | 4. Encourage and support employers to develop workforce plans - including an assessment of current workforce age spread, skill levels, and anticipated future skills needs  |  |         |   |
|  | 5. Encourage businesses to share workforce plans to inform future employment opportunities and skills requirements  |  |         |   |
| <b>Facilitate skills and jobs matching</b>                           | 6. Support and encourage business showcasing opportunities across the Coast – e.g., speed dating, on the job training, work experience  | DWC<br>Employees<br>Businesses<br>Sector groups<br>MSD/Connected<br>TPP/Te Pūkenga<br>Local government | 1-3yrs  |   |
|  | 7. Coordinate engagement between careers advisers and employers in our priority sectors   |  |         |   |
|  | 8. Encourage schools to respond to workforce planning insights  |  |         |   |
|  | 9. Support businesses to have an online presence including career opportunities and pathways  |  |         |   |
|  | 10. Market the ‘Think Rural’ campaign. <a href="https://thinkrural.co.nz/inspire-rural/the-amazing-west-coast/">https://thinkrural.co.nz/inspire-rural/the-amazing-west-coast/</a>  |  |         |   |

| Actions  | Activities   | Suggested Partners  | Timing   | Outcomes |
|--|--|---|----------|----------|
| <b>Bringing parties together for increased opportunities</b> | 11. Explore opportunities for group training to create efficiencies and cost savings for employer supported training and development<br>12. Promote models of successful collaboration to grow employment<br>13. Develop an innovation and R&D hub to support key economic drivers<br>14. Identify potential funding sources for new activities, including government funding, employer investment and philanthropic support | <b>DWC</b><br>Mawhera and Epic Hub<br>TPP/Te Pūkenga Businesses<br>MBIE | 2-4 yrs. |          |

## Connecting our employers, educators, and workers to future proof our labour market

**Table 3 - Building stronger connections between employers, educators, and workers**

These activities focus on things that we can do to bring labour market participants together to increase communication, build collaboration and foster solutions to current and future workforce challenges. Several of the activities outlined in Tables 1 and 2 above also address this key focus area.

| Actions  | Activities  | Suggested Partners  | Timing | Outputs and Outcomes   |
|--|---|---|--------|--|
| <b>Building connections and networks with local talent</b>             | <ol style="list-style-type: none"> <li>Promote career pathways within growth sectors so that employees, schools and youth understand opportunities to secure and progress in employment</li> <li>Encourage local employment through business mentor programmes and in school talks by businesses to showcase industries/career opportunities and highlight skills employers are looking for</li> </ol>  | <b>MOE</b><br>DWC<br>Local businesses<br>TPP<br>MSD/Connected                 | 2-3yrs | <ol style="list-style-type: none"> <li>Improved understanding of and accessibility to future employment opportunities</li> <li>Promotion of living wage</li> <li>Availability of quality jobs and opportunities for career progression</li> </ol>  |
| <b>A coordinated regional approach to support workers and learners</b> | <ol style="list-style-type: none"> <li>Work with employers to develop and implement cross sector training for staff and new recruits</li> <li>Encourage employers to work together across industries to adopt the living wage</li> <li>Promote the cross fertilisation of ideas and learnings between sectors and businesses for improved labour market outcomes</li> <li>Support those looking to change careers, progress or re-join the workforce with upskilling and retraining opportunities to support job vacancies</li> </ol> | <b>DWC</b><br>TPP/Te Pūkenga<br>MSD/Connected<br>Businesses<br>Sector leaders | 2-5yrs | <ol style="list-style-type: none"> <li>Increase in investment to support implementation of employment and skills initiatives</li> <li>Reduced duplication, increased coordination and sustained investment in successful initiatives</li> <li>Improved coordination and sharing of information between sectors and stakeholder groups</li> </ol> |

## Building better workplaces to be more worker friendly, flexible, and inclusive

**Table 4 - Building better workplaces for our community**

These activities focus on improving employer awareness and understanding of the diversity of workers in our workforce, how to improve retention, worker wellbeing, and attract workers. Several of the activities outlined in the tables above also address this key focus area.

| Actions   | Activities  | Suggested Partners  | Timing | Outputs and Outcomes  |
|---|---|---|--------|---|
| <b>Creating positive work environments and job structure</b>            | <ol style="list-style-type: none"> <li>1. Explore programmes to assist employers develop skills in good employment practices</li> <li>2. Create an environment where good practice stories and tools can be shared between sectors and businesses</li> <li>3. Educate and support employers and businesses about the benefits of adopting flexible working conditions/ hours of work/ job sharing</li> </ol>  | <p><b>DWC</b><br/>Business owners<br/>TEC<br/>WDCs</p>          | 2-5yrs | <ol style="list-style-type: none"> <li>a) Modern workplaces that support all workers to thrive</li> <li>b) Common understanding among businesses of good workplace practices</li> </ol> |
| <b>Inclusive workplaces supportive of all ages, sexes, and cultures</b> | <ol style="list-style-type: none"> <li>4. Assist employers to create a workplace that fosters worker well-being by:               <ul style="list-style-type: none"> <li>• helping build skills and cultural capability to manage and include a diverse workforce</li> <li>• providing information about programmes and services such as disability/health and wellness confidence</li> <li>• Investing in training and incentives to support employee development and promotion</li> </ul> </li> </ol> | <p><b>DWC</b><br/>Business<br/>Business NZ<br/>Iwi<br/>MBIE</p> | 2-4yrs |   |



## Māori have the skills and knowledge to succeed at all stages of their careers

**Table 5: Ensuring Māori are supported to successfully participate in the labour market**

These activities focus on things that we can do to support Māori in our education system and in the workforce

| Actions   | Activities   | Key Partners   | Timing | Outcomes  |
|---|--|--|--------|---|
| <b>Whānau engagement and support</b>                                      | 1. Adopt a whānau centric approach to rangatahi engagement to help them successfully transition from school into education, training, and work                 | <b>TPK</b><br>Iwi<br>MSD/Connected<br>Schools /MOE<br>TPP/Te Pūkenga | 1-3yrs | a) Improved access to education and training pathways for Māori<br>b) Higher participation rates of Māori in skilled jobs<br>c) Long-term reduction in Māori NEET rates<br>d) Reduction in Māori beneficiary numbers<br>e) Businesses understand and value te reo Māori and Māori culture<br>f) Māori feel supported and valued in workplaces<br>g) Māori have parity in pay and employment outcomes<br>h) Increase in Māori/iwi businesses |
|   | 2. Educate and inform parents about the diverse career opportunities and pathways available to their rangatahi   |  |        |   |
|   | 3. Advocate resourcing of community and/or iwi led strengths -based programmes that provide wrap around support to rangatahi to achieve sustainable employment |  |        |   |
| <b>Māori values and aspirations acknowledged</b>                          | 4. Develop and share information about how workplaces can be more inclusive for Māori and their values   | <b>TPK</b><br>Iwi<br>DWC<br>MSD/Connected                            |        |   |
|   | 5. Support businesses to implement policies and practices that enable Māori to thrive in the workplace   |  |        |   |
|   | 6. Take account of iwi plans and provide support to achieve specific labour market outcomes  |  |        |   |
|   | 7. Educate businesses about the opportunities and advantages of our cultural identity and natural environment  |  |        |   |
| <b>Māori are valued members and contributors to Tai Poutini's economy</b> | 8. Encourage collaboration between large employers and local iwi   | <b>TPK</b><br>Iwi<br>Businesses<br>DWC<br>MBIE                       | 2-5yrs |   |
|   | 9. Work with and support iwi to understand their skill development priorities  |  |        |   |
|   | 10. Build stronger pathways and support for Māori/iwi entrepreneurs and businesses   |  |        |   |

## Policy and Funding Opportunities

Listed below are the identified policy and funding opportunities for consideration by government and related entities. These are based on what the RSLG has learned from stakeholder engagement and the data and information available for the region. The primary audience for these includes agencies such as the Workforce Development Councils, Tertiary Education Commission, Ministry of Social Development, Te Puni Kōkiri, Ministry of Business, Innovation and Employment and Immigration NZ.

| Key Sectors/Groups                   | Policy and Funding Opportunities  |
|--------------------------------------|---|
| <b>Conservation and Biodiversity</b> | Funding is approved to TPP to establish a Conservation and Biodiversity Academy/ Centre of Excellence focused on education, training and employment in our natural environment. This includes the development of ‘stackable’ short courses/micro credentials for conservation work – chainsaw, planting, track development/maintenance, predator trapping, technology, people and team skills, species protection to support on the job training etc. |
| <b>Health</b>                        | Funding is approved to develop and train non-clinical health workers  |
| <b>Health</b>                        | Support work underway by Immigration NZ to recognise qualified overseas doctor and nurses to allow them to practice in Aotearoa/New Zealand   |
| <b>All Priority Groups</b>           | TPP is funded to develop work ready micro credential courses targeted at youth/rangatahi and those wishing to re-enter the workforce– including self-management, communication and social skills, work ethic, budgeting and finances etc  |
| <b>Youth</b>                         | Extending the eligibility criteria for the MSD run “education to employment” programme to make it available to all young people in our region   |
| <b>Youth</b>                         | Support the extension of: <ul style="list-style-type: none"> <li>• the Apprenticeship Boost scheme beyond August 2022</li> <li>• funding for the DWC vocational coordinator beyond June 2022</li> </ul>   |
| <b>All Priority Groups</b>           | MSD undertakes more programmes and extends its training to upskill all people within the key focus groups to be job ready (e.g., Wahine Toa Connected)  |

| Key Sectors/Groups                | Policy and Funding Opportunities  |
|-----------------------------------|---|
| <b>All Sectors/Groups</b>         | Funding for TPP to run develop short digital literacy and ICT /specialised software courses for students, those that require on the job upskilling and businesses to enable an online presence including career opportunities and pathways  |
| <b>Hospitality/ Tourism</b>       | Funding for TPP to develop short courses to upskill people already in the industry  |
| <b>Hospitality/Tourism/Health</b> | Ensure that skilled hospitality, tourism and health workers can enter NZ where there is a proven case of need to help with labour and skills shortages.   |
| <b>Primary Industry</b>           | Establish links to Massey University, and if needed develop short courses, to support upskilling of farmers on soil nutrient management, developing and auditing farm management and farm environment plans - including the use of Overseer |
| <b>Primary Industry</b>           | Work with Ministry of Primary Industries and fund TPP to develop short courses/micro credentials for farmers to support them to meet their employment obligations.  |
| <b>Māori</b>                      | Develop a tikanga-Māori-based employment framework to share with businesses   |

## Next Steps

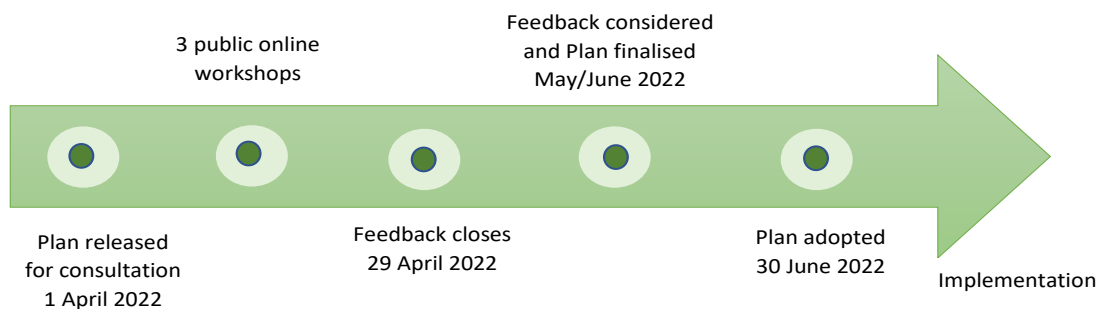
There is still much to be done before this Plan is adopted in June 2022. Once we have heard from you, we will summarise the feedback received and finalise any changes.

The next phase will include the development of a monitoring and reporting framework. This will enable us to measure the success of our Plan, including the outcomes from our actions and the overall labour market benefits to our region.

For each action the RSLG will initiate meetings of the key partners where the task will be to agree on a champion/ lead, determine an implementation pathway and timeframe, set milestones and deliverables, and determine how to measure success.

As a living document, we intend to review this plan annually with a full revision every three years. As the actions and activities are successfully implemented, new opportunities emerge, and circumstances change, the plan will be amended to reflect those changes.

## Timeline



## Your Submission

You can make a submission on any part or all of this Consultation Document. Tell us what you think of our key focus areas, and proposed actions and activities. Either make your submission online at <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/west-coast/> or use the form on our website to fill in your feedback.

You can email your feedback to [WestCoastRSLG@mbie.govt.nz](mailto:WestCoastRSLG@mbie.govt.nz) or post it to us: Tai Poutini West Coast Regional Workforce Plan feedback, P O Box 180, Nelson.

**Please note** all feedback will be summarised and made available on our website.

We must receive your feedback by **5pm Friday 29 April 2022**.

### RWP Public Meetings

- Thursday 07 April 2022, 5-6pm
- Tuesday 12 April 2022, 1-2pm
- Wed 13 April 2022, 9-10am

# Appendix 1 - Summary of our key sectors

The following sets out information about our key sectors including the roles and skills

## Conservation and Biodiversity

|   |  |
|---|--|
| <b>Number of employees</b>              | <p>People are employed across the Department of Conservation, Local Councils, and other conservation/biodiversity providers</p> <ul style="list-style-type: none"> <li>Currently there are 249 DOC filled jobs in Nature Reserves and Conservation Parks Operations and over 100 filled jobs across the other organisations involved in conservation work on the West Coast</li> </ul>   |
| <b>Skill level of roles</b>             | This ranges across the various work areas from unskilled to highly skilled workers.  |
| <b>Defining characteristics</b>         | Many are outdoor related opportunities including hands on skills. For example, track and hut development and maintenance, predator trapping and weed free work   |
| <b>Regional training</b>                | <p>Training is available locally for staff via NZCA, which provides on job training (level 2-4).</p> <p>TPP offers short courses in outdoor skills, guiding and leadership, small equipment safety and use, vehicle safety and use</p> <p>Industry training in Predator control (plant and animal)</p> <p>skills training to support career development in environmental management</p>  |
| <b>What do we know about the future</b> | Demand for workers in the sector is expected to increase. Between years 2000 and 2020 there was an annual average growth rate of 3%. Between 2020 and 2035, jobs are expected to grow at 3.9% with the workforce expected to almost double over this period. Jobs for Nature funding has or will create 330 FTEs across Tai Poutini.   |
| <b>Challenges and opportunities</b>     | <p>Conservation Biodiversity Centre of Excellence/Academy</p> <p>Mō Mahi mō te Taiao /Jobs for Nature, Predator and Weed Free programmes</p> <p>Job sharing opportunities with businesses especially seasonal tourism ones</p> <p>To increase the diversity of recreational opportunities for visitors and build resilience to the impacts of climate change on the region</p>   |
| <b>Relevant plans</b>                   | <p><a href="https://www.doc.govt.nz/contentassets/cf2bf2f877544dc29594442365ca797c/kotahitanga-mo-te-taiao-strategy.pdf">https://www.doc.govt.nz/contentassets/cf2bf2f877544dc29594442365ca797c/kotahitanga-mo-te-taiao-strategy.pdf</a></p> <p><a href="https://www.doc.govt.nz/contentassets/f299bf1d706f4c928b5b0c770d46e403/westland-tai-poutini-draft-npmp.pdf">https://www.doc.govt.nz/contentassets/f299bf1d706f4c928b5b0c770d46e403/westland-tai-poutini-draft-npmp.pdf</a></p> <p><a href="https://www.doc.govt.nz/about-us/our-policies-and-plans/statutory-plans/statutory-plan-publications/conservation-management-strategies/west-coast/">https://www.doc.govt.nz/about-us/our-policies-and-plans/statutory-plans/statutory-plan-publications/conservation-management-strategies/west-coast/</a></p> |



## Construction and Infrastructure

|  |   |            |                   |
|--|---|------------|-------------------|
| <b>Number of filled jobs and self-employment</b> | 2,000 filled jobs representing 10.2% of filled jobs <sup>21</sup><br>About 400 people are self-employed (16% of self-employed)  |            |                   |
| <b>Main roles</b>                                | <ul style="list-style-type: none"> <li>• 15% or 290 people are construction, distribution and production managers</li> <li>• 8% or 160 people are mobile plant operators</li> <li>• 5% or 100 people are engineering professionals</li> <li>• 5% or 100 people are construction labourers</li> <li>• 5% or 100 people are brick layers &amp; carpenters and joiners</li> </ul>  |            |                   |
| <b>Qualification level of the workforce</b>      |   | West Coast | Total New Zealand |
|  | Other   | 5.9%       | 10.7%             |
|  | No Qualification  | 22.4%      | 14.0%             |
|  | Levels 1-3  | 35%        | 34.1%             |
|  | Levels 4-6  | 33.1%      | 31.0%             |
|  | Levels 7+   | 3.4%       | 10.2%             |
| <b>Skill level of roles</b>                      | Unskilled   | 3.0%       |                   |
|  | Low skilled   | 24.0%      |                   |
|  | Semi-Skilled  | 30.2%      |                   |
|  | Skilled   | 10.6%      |                   |
|  | Highly skilled  | 32.2%      |                   |
| <b>Regional training</b>                         | <p>TPP/ Te Pūkenga: Level 3 NZC carpentry course (full time 40 weeks) – Greymouth</p> <p>TPP/Te Pūkenga Level 3 NZC Infrastructure Works (Plant Operation)</p> <p>ITO apprenticeship training</p> <p>ITABs Apprenticeship Training</p> <p>In 2020 there were 70 building apprentices<sup>22</sup></p> <ol style="list-style-type: none"> <li>1. 35 in Carpentry and joinery</li> <li>2. 20 in electrical engineering</li> <li>3. 26 ITABs Carpentry.</li> </ol> |            |                   |
| <b>Migrant workforce</b>                         | 10 workers about 0.9% of the workforce  |            |                   |
| <b>What do we know about the future</b>          | <p>Between 2000 and 2020 there was large growth in construction 3.3%.</p> <p>Expected annual average growth of 0.7% per annum 2020-2035. (N.B. this does not correlate with the WIP projections:</p> <p>There is a current and future labour and skills gap.</p> <p>By the second half of 2024 there is estimated to be shortfall of about 2,000 workers across a variety of trades.</p>  |            |                   |

<sup>21</sup> MBIE Detailed Regional Employment Estimates (DREE)

<sup>22</sup> Apprentices by organisation, field of study and location of employment in 2020

|                                 |   |
|---------------------------------|---|
|                                 | <p>Demand is expected to fluctuate across a variety of trades</p> <p>E.g., peak of on extra 200 carpentry workers and an extra 400 electricians in the second half of 2024</p>  |
| <b>Opportunities</b>            | <p>TPP/Te Pūkenga working on process to remove duplication and support transition of students into apprenticeships.</p>   |
| <b>Defining characteristics</b> | <p>Workforce is predominately male (15.6% vs 2.6%)<sup>23</sup></p> <p>In 2017 there were about 35 new entrants into the workforce – 56% of these were people changing careers.<sup>24</sup></p> <p>The age profile of the industry roughly matches the age profile of employees across the Coast, with 46.1% of employees over the age of 50. And 19.7% below the age of 30 years.</p> |
| <b>Relevant Plans</b>           | <p>Construction Accord: <a href="https://www.constructionaccord.nz/transformation-plan/">https://www.constructionaccord.nz/transformation-plan/</a></p>   |

## Health/Aged care

| <b>Number of filled jobs and self-employees</b> | <p>There are 1,780 filled jobs across the health care and social assistance industry. This represents 9.1% of filled jobs on the West Coast.</p> <p>There are 290 filled jobs in aged care residential services.<sup>25</sup></p> <p>About 70 people are self-employed (2% of self-employed)</p>   |          |  |  |            |          |                     |      |      |                  |       |      |            |       |       |            |       |       |
|---|--|----------|--|--|------------|----------|---------------------|------|------|------------------|-------|------|------------|-------|-------|------------|-------|-------|
| <b>Roles within the workforce</b>               | <p>Of the aged residential care workforce:</p> <ul style="list-style-type: none"> <li>• About 39% or 140 personal careers and assistants</li> <li>• 18% or 60 Nurses</li> <li>• 11% or 40 health and welfare support workers</li> <li>• 6% 20 cleaners and laundry workers</li> <li>• 4% or 15 Food preparation assistants</li> <li>•</li> </ul>   |          |  |  |            |          |                     |      |      |                  |       |      |            |       |       |            |       |       |
| <b>Qualification level of workforce</b>         | <p>Note: data is only at health care and social assistance industry level</p> <table border="1"> <thead> <tr> <th></th> <th>West Coast</th> <th>Total NZ</th> </tr> </thead> <tbody> <tr> <td>Other qualification</td> <td>5.2%</td> <td>7.1%</td> </tr> <tr> <td>No qualification</td> <td>10.6%</td> <td>8.0%</td> </tr> <tr> <td>Levels 1-3</td> <td>27.8%</td> <td>21.1%</td> </tr> <tr> <td>Levels 4-6</td> <td>24.4%</td> <td>19.1%</td> </tr> </tbody> </table> |          |  |  | West Coast | Total NZ | Other qualification | 5.2% | 7.1% | No qualification | 10.6% | 8.0% | Levels 1-3 | 27.8% | 21.1% | Levels 4-6 | 24.4% | 19.1% |
|   | West Coast   | Total NZ |  |  |            |          |                     |      |      |                  |       |      |            |       |       |            |       |       |
| Other qualification                             | 5.2%   | 7.1%     |  |  |            |          |                     |      |      |                  |       |      |            |       |       |            |       |       |
| No qualification                                | 10.6%  | 8.0%     |  |  |            |          |                     |      |      |                  |       |      |            |       |       |            |       |       |
| Levels 1-3                                      | 27.8%  | 21.1%    |  |  |            |          |                     |      |      |                  |       |      |            |       |       |            |       |       |
| Levels 4-6                                      | 24.4%  | 19.1%    |  |  |            |          |                     |      |      |                  |       |      |            |       |       |            |       |       |

<sup>23</sup> Stats NZ census 2018

<sup>24</sup> <https://wip.org.nz/supply-channels/> accessed 2/2/2022

<sup>25</sup> MBIE Detailed Regional Employment Estimates (DREE)

|   |   |       |       |
|---|---|-------|-------|
|   | Levels 7+   | 32.1% | 44.6% |
|   | Overall, the workforce has a lower qualification level than the NZ rate.  |       |       |
| <b>Skill level of roles</b>             | Unskilled   | 2.7%  |       |
|   | Low skilled   | 6.9%  |       |
|   | Semi-skilled  | 19.2% |       |
|   | Skilled   | 8.2%  |       |
|   | Highly skilled  | 63.1% |       |
| <b>Defining characteristics</b>         | <p>Employees are more likely to be female (17.2% compared to 2.7% male)<sup>26</sup></p> <p>The age profile for the workforce is significantly older, 59% of the workforce is over the age of 50, compared to 43.3% of the total workforce. As people age out of the workforce there will be a growing need to replace them (either with new entrants, migrants or people moving within NZ to the area)</p> |       |       |
| <b>Regional training</b>                | <p>TPP/ Te Pūkenga looking to offer Health and Wellbeing levels 3 and 4 courses. – online delivery</p> <p>ITO training (Careerforce): in 2020 there were 35 apprentices within the sector<sup>27</sup></p> <p>25 of these were in community client care.</p>  |       |       |
| <b>Migrant workforce</b>                | 130 workers or 7.8% of the workforce.   |       |       |
| <b>What do we know about the future</b> | <p>Growth in jobs in healthcare and social services will remain at a similar level (1% between 2000-2020 and 1.2% between 2020 and 2035).</p> <p>Growth will be driven by Residential Care Services (300-520 filled jobs).</p>  |       |       |
| <b>Challenges and opportunities</b>     |   |       |       |
| <b>Relevant plans</b>                   | Kaiāwhina Workforce Plan: <a href="https://kaiawhinaplan.org.nz/">https://kaiawhinaplan.org.nz/</a>   |       |       |

<sup>26</sup> Stats NZ census 2018

<sup>27</sup> Apprentices by organisation, field of study and location of employment in 2020

## Primary Industry

|   |  |            |                   |
|---|--|------------|-------------------|
| <b>Number of filled jobs and self-employment.</b> | <p>2,280 filled jobs</p> <p>11.16% of filled jobs</p> <p>About 740 people are self-employed or 24% of self-employed.</p>   |            |                   |
| <b>What type of roles people are doing</b>        | <ul style="list-style-type: none"> <li>• 50% or 1100 are farmers and farm managers</li> <li>• 20% or 460 are farm, forestry and garden workers</li> <li>• 5% or 100 people are labourers</li> </ul>  |            |                   |
| <b>Qualification level</b>                        |  | West Coast | Total New Zealand |
|   | Other  | 8.4%       | 10.7%             |
|   | No Qualification   | 23.1%      | 19.4%             |
|   | Level 1-3  | 44.2%      | 38.3%             |
|   | Level 4-6  | 18.0%      | 19.1%             |
|   | Level 7+   | 6.4%       | 12.5%             |
|   | <b>(Agriculture, forestry and fishing)</b>   |            |                   |
| <b>Skill level of roles</b>                       | Highly skilled   | 57%        |                   |
|   | Skilled  | 3%         |                   |
|   | Semi-skilled   | 4%         |                   |
|   | Low skilled  | 12%        |                   |
|   | Unskilled  | 24%        |                   |
| <b>Defining characteristics</b>                   | <p>Most jobs are in dairy cattle farming (about ½ of the filled jobs for agriculture, forestry and fishing)</p> <p>Males overrepresented in employment (13.8% of males work in the sector compared to 7.8% of females).<sup>28</sup></p> <p>Age profile of the workforce is slightly younger than the regional profile with 42.2% of employees being under the age of 40 compared to 37% regionally.</p>   |            |                   |
| <b>Regional training</b>                          | <p>On the job training offered through Primary ITO which offers apprentice training across a wide variety of primary industries.</p> <p>In 2020 there were 55 apprentices in agriculture – animal husbandry<sup>29</sup></p> <p>TPP in partnership with the PITO offer a pilot Agriculture training: Agriculture (Dairy Farming) (Level 3): covers basics of farm and animal management, including operating farm machinery, key maintenance jobs like fencing, and a strong focus on health and safety on the farm.</p> |            |                   |
| <b>Growth</b>                                     | <p>Between 2000 and 2020 the number of people employed in the sector declined by an annual average of negative 0.2%.</p>   |            |                   |

<sup>28</sup> Stats NZ census 2018

<sup>29</sup> Apprentices by organisation, field of study and location of employment in 2020

|                                     |   |
|-------------------------------------|---|
|                                     | <p>The sector is expected to have modest growth between 2020 and 2035 of 0.4%. Growth is expected in aquaculture, forestry and logging, fishing, hunting and trapping and support services.</p> <p>Employment in agriculture is expected to decline slightly.</p>   |
| <b>Migrant workforce</b>            | <p>110 workers</p> <p>9% of the workforce</p>   |
| <b>Challenges and opportunities</b> | <p>Labour demands over the next few years for key projects.</p> <p>How to train or bring people in- issues with housing.</p> <p>TPP/Te Pūkenga working on process to remove duplication and support transition of students into farm-based training and employment.</p> <p>Growing number of new regulations – farm management plans etc</p>  |
| <b>Key plans</b>                    | <p><a href="https://www.mpi.govt.nz/dmsdocument/41031-Fit-for-a-Better-World-Accelerating-our-economic-potential">https://www.mpi.govt.nz/dmsdocument/41031-Fit-for-a-Better-World-Accelerating-our-economic-potential</a></p> <p><a href="https://www.mpi.govt.nz/dmsdocument/45445-Fit-for-a-better-world-2021-progress-update">https://www.mpi.govt.nz/dmsdocument/45445-Fit-for-a-better-world-2021-progress-update</a></p> |

## Mining/Energy

| <b>Number of filled jobs and level of self-employment</b> | <p>585 filled jobs<sup>30</sup></p> <p>3% of filled jobs</p> <p>About 40 people are self-employed, or 1%</p>   |  |                   |                   |       |                  |       |                                      |       |
|---|--|--|-------------------|-------------------|-------|------------------|-------|--------------------------------------|-------|
| <b>Types of roles</b>                                     | <p>About 33% or 200 people are some form of plant operators</p> <p>10% or 60 people are labourers.</p>   |  |                   |                   |       |                  |       |                                      |       |
| <b>Skill level</b>  | <table border="0"> <thead> <tr> <th></th> <th style="text-align: right;"><b>NZQA Level</b></th> </tr> </thead> <tbody> <tr> <td>Operational (81%)</td> <td style="text-align: right;">2 - 4</td> </tr> <tr> <td>Leadership (10%)</td> <td style="text-align: right;">4 - 6</td> </tr> <tr> <td>Technical (Engineers/Geos etc) (9 %)</td> <td style="text-align: right;">6 - 8</td> </tr> </tbody> </table> |  | <b>NZQA Level</b> | Operational (81%) | 2 - 4 | Leadership (10%) | 4 - 6 | Technical (Engineers/Geos etc) (9 %) | 6 - 8 |
|   | <b>NZQA Level</b>  |  |                   |                   |       |                  |       |                                      |       |
| Operational (81%)   | 2 - 4  |  |                   |                   |       |                  |       |                                      |       |
| Leadership (10%)  | 4 - 6  |  |                   |                   |       |                  |       |                                      |       |
| Technical (Engineers/Geos etc) (9 %)                      | 6 - 8  |  |                   |                   |       |                  |       |                                      |       |
| <b>Defining characteristics</b>                           | <p>4.4% of males are employed in the sector, compared to 0.4% of females.</p> <p>Workforce is older than the regional workforce profile 52.7% of the workforce is over the age of 50, compared to 43.3% regionally.</p>  |  |                   |                   |       |                  |       |                                      |       |
| <b>Regional training</b>                                  | <p>TPP/Te Pūkenga Level 3 NZC Infrastructure Works (Plant Operation).</p> <p>Most of the specialist training provided to the New Zealand Minerals and Tunnelling industries is provided from the West Coast by either TPPTPP/Te Pūkenga or Mines Rescue.</p>   |  |                   |                   |       |                  |       |                                      |       |

<sup>30</sup> MBIE Detailed Regional Employment Estimates (DREE) 2021

|  |   |                         |     |                    |     |                            |     |                    |    |
|--|---|-------------------------|-----|--------------------|-----|----------------------------|-----|--------------------|----|
| <p><b>What do we know about the future</b></p> | <p>Between 2000 and 2020 the number of jobs grew in the mining industry, at an average annual rate of 1%.</p> <p>The industry has advised that the forecast number of jobs is expected to increase by 21% over the next five years as known projects come online. Alongside this due to the ageing workforce and physical nature of the work, worker attrition is predicted to run a 20% over the that period.</p> <p>Therefore, it is predicated that the West Coast Extractives industry will require 921 new people over the next 5 years.</p> <p>The industry is anticipating these workers will be recruited from:</p> <table border="0"> <tr> <td><b>Other Employment</b></td> <td>50%</td> </tr> <tr> <td><b>Job Seekers</b></td> <td>12%</td> </tr> <tr> <td><b>Training Programmes</b></td> <td>32%</td> </tr> <tr> <td><b>Immigration</b></td> <td>6%</td> </tr> </table> <p>Note: This differs from the Infometrics forecasting data, which has the industry jobs declining by 1.6% per annum - mostly attributed to the reduction in coal mining.</p> | <b>Other Employment</b> | 50% | <b>Job Seekers</b> | 12% | <b>Training Programmes</b> | 32% | <b>Immigration</b> | 6% |
| <b>Other Employment</b>                        | 50%   |                         |     |                    |     |                            |     |                    |    |
| <b>Job Seekers</b>                             | 12%   |                         |     |                    |     |                            |     |                    |    |
| <b>Training Programmes</b>                     | 32%   |                         |     |                    |     |                            |     |                    |    |
| <b>Immigration</b>                             | 6%  |                         |     |                    |     |                            |     |                    |    |
| <p><b>Challenges/opportunities</b></p>         | <p>Development of a West Coast Energy Strategy and new and emerging products</p> <p>The increasing need of the modern world for ‘Green Minerals’ to supply climate change initiatives.</p> <p>The West Coast has an abundance and easy access to New Zealand’s premium minerals.</p> <p>Mining, tunnelling and extractive training providers in TPP/Te Pūkenga and Mines Rescue Trust are both based on the West Coast.</p> <p>Climate change and Zero Carbon targets including reduction of net greenhouse emissions by 50% by the year 2030</p>   |                         |     |                    |     |                            |     |                    |    |
| <p><b>Relevant plans</b></p>                   | <p>Tai Poutini West Coast Growth Study 2016<br/> <a href="https://www.growregions.govt.nz/assets/uploads/tai-poutini-west-coast-growth-opportunities-report.pdf">https://www.growregions.govt.nz/assets/uploads/tai-poutini-west-coast-growth-opportunities-report.pdf</a></p>  |                         |     |                    |     |                            |     |                    |    |

## Hospitality/Tourism

|   |   |
|---|---|
| <p><b>Number of filled jobs and self-employment</b></p> | <p>2,165 filled jobs in accommodation and food services<br/>         11% of filled jobs – second highest contributor to filled jobs<br/>         About 260 people are self-employed, or 8%.</p>   |
| <p><b>Type of roles</b></p>                             | <ul style="list-style-type: none"> <li>• 22% or 270 are hospitality managers</li> <li>• 15% or 320 people are accommodation &amp; hospitality managers</li> <li>• 13% or 300 people are cleaners and laundry workers</li> <li>• 12% or 260 people are food trade workers</li> </ul> |



|   |   |            |          |
|---|---|------------|----------|
| <b>Qualification level</b>              |   | West Coast | Total NZ |
|   | Other   | 15.2%      | 20.6%    |
|   | No qualification  | 20.6%      | 11.1%    |
|   | Levels 1-3  | 39.0%      | 36.3%    |
|   | Levels 4-6  | 14.6%      | 16.5%    |
|   | Lever 7+  | 10.4%      | 15.6%    |
| <b>Skill level</b>                      | Retail trade and accommodation  |            |          |
|   | Unskilled   | 11.4%      |          |
|   | Low skilled   | 21.2%      |          |
|   | Semi-skilled  | 5.3%       |          |
|   | Skilled   | 5.185      |          |
|   | Highly skilled  | 10.3%      |          |
| <b>Defining characteristics</b>         | <p>The largest share of women works in this sector (17.3%) compared to 7.4% of males.</p> <p>The workforce is younger with 34.1% aged 30 years, compared to 21% of the workforce.</p>   |            |          |
| <b>Regional training</b>                | <p>Tai Poutini Polytechnic offers the following courses:</p> <ul style="list-style-type: none"> <li>• Level 3 Tourism</li> <li>• Level 3 Food and beverage for hospitality</li> <li>• Level 4 cookery</li> <li>• Hospitality short courses</li> <li>• Outdoor education and adventure</li> <li>• Service IQ offer on the job apprenticeship training for tourism and hospitality</li> </ul> <p>In 2020, 30 people were enrolled in Food and Hospitality apprenticeships</p> |            |          |
| <b>What do we know about the future</b> | There is an expected annual growth of 1.7% per annum over the next 15 years   |            |          |
| <b>Challenges/opportunities</b>         | <p>Covid 19 pandemic, closed borders and loss of international visitors</p> <p>Time it will take to achieve previous visitor numbers</p> <p>To upskill and train locals and NZ'ers to fill the jobs required.</p> <p>Job sharing with Jobs for Nature programme</p>   |            |          |
| <b>Relevant plans</b>                   | Tai Poutini Destination Management Plan – work in progress  |            |          |

## Appendix 2 – Tai Poutini RSLG Members

**Co-Chairs** - Lisa Tumahai and Graeme Neylon



### RSLG Members



Heath Milne



Craig Churchill



Rachael Forsyth



Katie Milne



Latham Martin



Ben Smith



Peter O'Sullivan



Michael Stevenson

**Mā whero, mā pango, ka oti te mahi – with many hands the work will be done**

## Appendix 3 –Frequently Asked Questions

| Questions  | Answers   |
|--|---|
| <b>Why do we need a regional workforce plan?</b>   | By bringing people and actions together we have a better opportunity to address our skills and labour challenges in a system-wide and joined-up approach, and to make sure that decision-making by employers, workers, learners, educators, schools and agencies is better co-ordinated and aligned.  |
| <b>Is this aligned with Whanaketanga 2050 Strategy – the region’s economic development plan?</b> | The plan supports the implementation of some of the priority projects and actions in the Strategy. The CEO of Development West Coast is a member of the RSLG, so we are ensuring that our work closely aligns and compliments the Strategy’s work programme.  |
| <b>How have you made sure the iwi and Māori voice has been heard in this plan?</b>               | The RSLG currently has two iwi representatives including a co-chair who have been nominated by our region’s iwi. The iwi members advise the RSLG on iwi initiatives and aspirations and provide a te ao Māori perspective on actions and decisions we make.   |
| <b>Who’s the main audience for this plan?</b>  | <p>This plan is for all our community - iwi, employers, workers, industry groups, training providers, schools, learners, unions and representatives of priority community groups.</p> <p>Government agencies are also important readers of this plan and include (but are not limited to) the Tertiary Education Commission (TEC); Ministry of Education, Ministry of Social Development, Te Puni Kōkiri, Ministry of Business, Innovation and Employment (MBIE), the new Workforce Development Councils (WDCs) and Te Pūkenga.</p>   |
| <b>How will the plan be implemented? What levers and resources does the RSLG have?</b>           | <p>The RSLG has two key levers.</p> <ol style="list-style-type: none"> <li>1. We provide real-time, regional feedback to Government on workforce related issues.</li> <li>2. We can coordinate and make connections to ensure the right people are talking to each other, that good practice is shared, we don’t reinvent the wheel, and that gaps are identified and addressed. We also have a fulltime secretariat supporting work on the implementation of the plan.</li> </ol>  |
| <b>How will government agencies use the plan?</b>  | <p>Education, welfare, and immigration agencies, along with other government departments looking at workforce issues, will use RSLG plans and reports to help them understand our region’s future workforce needs.</p> <p>The Tertiary Education Commission will take the regional workforce plans into account when making investment decisions on what training is needed, how will it be delivered, where, and to whom. The Ministry of Social Development will look at the plans in targeting employment support and training. MBIE immigration policy will use the plans to help see where extra skilled workers are needed, while continuing to prioritise jobs for New Zealanders.</p> |

|   |   |
|---|---|
| <p><b>How will Te Pūkenga and other providers use this plan?</b></p>            | <p>This plan will help inform Te Pūkenga on its strategy. It will help to inform what kind of provision happens, where, and for whom. It will also form a way of providers connecting with employers, school and other partners</p>   |
| <p><b>I'm an employer – how is the plan useful for me?</b></p>                  | <p>The plans will help provide employers with a common view of skill development needs in the region and can help them to connect and maximise resources to offer employer-led training opportunities. They will gain more insight into the working conditions that they are expected to offer to make their roles attractive to potential employees. For example, the plans can offer insights into barriers to employment, including limited rural transport, lack of driver licences, childcare hours, and facilities.</p> |
| <p><b>What is the RSLG role in implementing and supporting the plan?</b></p>    | <p>The RSLG will be responsible for overseeing, facilitating, and encouraging the implementation of the plan through its network of relationships with local and national stakeholders, from both the demand and supply sides of the labour market. The RSLG members have also committed to champion three actions as outlined in the Plan.</p>   |
| <p><b>How often will you update the plan?</b></p>                               | <p>The plan will be reviewed annually with a full review every three years. As actions and activities are completed, and as priorities change, the plan will be updated to ensure it is relevant.</p>   |
| <p><b>Will you let us know what feedback you receive from consultation?</b></p> | <p>We will provide a summary of the feedback received. We will make this available on the West Coast RSLG webpage.</p>  |
| <p><b>How will you monitor and measure progress?</b></p>                        | <p>Once the final plan is adopted, we intend to develop an evaluation and measurement framework. We intend to ensure that the measures are useful for businesses, iwi, and government agencies as well as to inform our work as we continue to update and review the plan.</p>  |

## Appendix 4 –Terms and Definitions

**Construction:** The Construction sector includes above-ground commercial and residential building and civil construction such as hospitals, schools, prisons, parks, libraries and community buildings. It covers a wide range of businesses and occupations across the sector.

**Employment:** Seasonally adjusted, number of people in employment in the working-age population.

**Full-time:** 30 hours per week or more.

**Infrastructure:** Here this refers to our economic infrastructure – our energy, telecommunications, transport, waste and water infrastructure. See p.20 of the New Zealand Infrastructure Strategy.

**Labour force participation rate:** Seasonally adjusted, total labour force/working age (15+) population.

**NEET:** People aged 15-24 not in employment, education or training (includes those caring for children or others).

**Skilled occupation rate:** Number of people employed in a skilled occupation (ANZSCO level 1-3)/ total number of employed people. These estimates are prepared using 2013 Census data and are not comparable to previously published estimates.

**Underutilisation:** Includes people who:

- do not have a job, but are available to work and are actively seeking employment – unemployed
- are employed part-time (fewer than 30 hours a week) and who both want and are available to increase the number of hours they work – underemployed
- want a job and are available to work, but are not currently looking for a job – available potential jobseeker
- are unavailable to start work but are looking for a job as they will be able to start work within the next month – unavailable jobseeker.

**Unemployment:** Some who has no paid job, is working age, is available for work, and has looked for work in the past four weeks or has a new job to start within the next four weeks.





# Labour and Skills for Tai Poutini West Coast

## A Regional Workforce Plan

### **Consultation Document**

**April 2022**

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