

Labour and Skills for Tai Poutini West Coast

Consultation on Regional Workforce Plan

*Feedback form – Have your say*

We’ve talked with business, local communities, councils, iwi and many other stakeholders to gather information, views and insights and build a good picture of the West Coast’s labour market – and the kind of workforce required to achieve a long-term vision that aligns with *Te Whanaketanga Te Tai Poutini West Coast Economic Development Strategy 2050*.

Our Regional Workforce Plan Consultation Document outlines what we have found out over the past year about the region’s workforce challenges and opportunities, and the key areas to focus on. It sets out some actions and activities we can take as a leadership group that we think will make a real difference – working with others to complement what’s already happening in the region.

We’ve put these ideas into our draft Regional Workforce Plan and we would really like to know what you think of it. Have we got the focus right? Will the actions make a difference? Your feedback will be invaluable as we finalise the plan.

There are several ways for you to provide feedback, including at our online meetings (details are on our webpage at the link below).

*To submit your feedback online please use the link available on our webpage at:* <https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/west-coast/>

*If you prefer to submit your feedback via email or post, please use this feedback form and email it to:*

[**westcoastRSLG@mbie.govt.nz**](mailto:westcoastRSLG@mbie.govt.nz)

*or post to:*

**Tai Poutini West Coast Regional Workforce Plan feedback,**

**P O Box 180, Nelson**

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

***Thank you for your interest - we look forward to hearing from you***

**OVERALL**

1. **Do you agree that Tai Poutini West Coast needs to actively plan to ensure our businesses have the workers they’ll need in future?**

* Strongly disagree
* Disagree
* Neither agree nor disagree
* Agree
* Strongly agree
* Don’t know

*Please comment further on your answer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*

1. **What do you think are the main reasons why Tai Poutini West Coast employers are experiencing skills and labour shortages?** *[Mark as many as you like.]*

* Not enough people in the West Coast region with the required skills
* Not enough people in New Zealand with the required skills
* Hard to attract people with the right skills to the region
* People don’t want to do the type of work on offer
* No/ not enough suitable training in the region
* The available training doesn’t equip people with what they need to do the job
* Hard to keep people who have trained here in the region after they finish training
* Wages in this region can’t compete with those elsewhere
* Working arrangements don’t suit enough people (eg hours, shifts, flexibility)
* Employers aren’t looking widely enough for workers (eg to recruit from more communities and people in a wider ranges of circumstances)
* Employers aren’t doing enough to retain the workers they have
* Prospective workers can’t afford to live here, or can’t find accommodation
* Transport to/ from work is an issue for people
* Difficulty accessing schools, childcare or other caring services (eg because of unavailability, transport or cost)
* Work options in the region are too limited for other household members
* Something else *[please specify]*:
* Don’t know

1. **If we don’t act now, what do you think will be the most important occupational skills gaps in the future Tai Poutini West Coast workforce?**
2. **What actions do you think would make the most difference to addressing the future workforce challenges in the region?**

**KEY FOCUS AREAS**

The RSLG has identified five key focus areas for action to achieve the *Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy*vision. These link directly to the action plan and policy opportunities set out in the consultation document. These focus areas are cross-cutting and will benefit all sectors and groups in our community. *(See page 10 of the consultation document for more detail.)*

1. **Have we identified the right areas to focus on in this first regional workforce plan?**

*Please tell us how much you agree or disagree with each focus area by marking the corresponding boxes below:*

| **Key Focus area** | **Strongly disagree** | **Disagree** | **Neither agree nor disagree** | **Agree** | **Strongly agree** | **Don’t know** |
| --- | --- | --- | --- | --- | --- | --- |
| **Supporting employment and training opportunities for our young people** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| **Utilising our available workforce to meet regional demand** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| **Building stronger connections between employers, educators and workers** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| **Building better workplaces so that they are more worker friendly, flexible and inclusive** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| **Ensuring Māori are supported to successfully participate in the labour market** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |

**KEY SECTORS**

There are several key sectors that are particularly important for Tai Poutini West Coast’s economy and labour market. They are areas where we know that significant gains can be made and where we currently have or are anticipated to have a shortage of skills and labour. *(See page 11 of the consultation document for more detail.)*

1. **Have we prioritised the right sectors in this first regional workforce plan?**

*Please tell us how much you agree or disagree with prioritising each sector by marking the corresponding boxes below:*

| **Priority sector** | **Strongly disagree** | **Disagree** | **Neither agree nor disagree** | **Agree** | **Strongly agree** | **Don’t know** |
| --- | --- | --- | --- | --- | --- | --- |
| ***Building and construction*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Conservation and biodiversity*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Health/ Aged care*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Hospitality/ Tourism*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Manufacturing - Mining, energy & engineering*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Primary industry (agriculture, forestry, fishing)*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |

1. **If you think we should be prioritising other sectors**, *please tell us which one(s) and why*:
2. **What sorts of skills or occupations do you think will be in high demand in these priority sectors in the future?**

| **Priority sector** | **Skills or occupations in high demand in future** |
| --- | --- |
| ***Building and construction*** |  |
| ***Conservation and biodiversity*** |  |
| ***Health/ Aged care*** |  |
| ***Hospitality/ Tourism*** |  |
| ***Manufacturing - Mining, energy & engineering*** |  |
| ***Primary industry (agriculture, forestry, fishing)*** |  |

1. **Please indicate whether you agree or disagree that the training facilities/ training opportunities currently available in the Tai Poutini West Coast region will be sufficient to support the workforce needs of these priority sectors in the future:**

* Strongly disagree
* Disagree
* Neither agree nor disagree
* Agree
* Strongly agree
* Don’t know

*Please tell us why you gave that answer:*

1. **Please indicate whether you agree or disagree that the training facilities/ training opportunities currently available across Aotearoa New Zealand will be sufficient to support the workforce needs of these priority sectors in the future:**

* Strongly disagree
* Disagree
* Neither agree nor disagree
* Agree
* Strongly agree
* Don’t know

*Please tell us why you gave that answer:*

1. **In what ways does the current local training provision for skills or occupations in these priority sectors need to change?** *[Mark as many as you like.]*

* Type (eg “classroom”; online; on-the-job; mixture)
* Quantity (eg places available; number of providers)
* Quality (how effective the training is)
* Content (whether the training provides what’s needed for the jobs)
* Level (with respect to the range from entry level through to post-degree level)
* Location (where the training is delivered)
* Cost and/or who pays
* N/A, current training provision is sufficient to meet future needs

*Please tell us more:*

1. **Which sectors did you have in mind when responding to the previous question (question 11)?** *[Mark as many as you like.]*

* Building and construction
* Conservation and biodiversity
* Health/ Aged care
* Hospitality/ Tourism
* Manufacturing - Mining, energy & engineering
* Primary industry (agriculture, forestry, fishing)
* Other sector(s) *[please specify]*:

**PRIORITY GROUPS**

The RSLG has identified five priority groups or communities that consistently experience poorer employment outcomes in general. These groups are among those highlighted in the Government’s *Employment Strategy* and employment action plans. *(See page 13 in the consultation document for more detail.)*

1. **Have we prioritised the right groups or communities for this first Regional Workforce Plan?**

*Please tell us how much you agree or disagree with our prioritising these groups by marking the corresponding boxes below:*

| **Priority group** | **Strongly disagree** | **Disagree** | **Neither agree nor disagree** | **Agree** | **Strongly agree** | **Don’t know** |
| --- | --- | --- | --- | --- | --- | --- |
| ***Disabled people/ people with health conditions*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Māori*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Older workers*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Women*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Youth/ rangatahi*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |

1. **If you think we should be prioritising other groups of people in this first Regional Workforce Plan**, *please tell us which one(s) and why:*
2. **What do you think are the main challenges for these groups in gaining and sustaining good work that suits them?**
3. **What actions do you think would make the most difference to addressing the employment challenges for these priority groups?**

**ACTIONS**

There are already many workforce-related initiatives underway or planned in the region and the Tai Poutini West Coast RSLG has a pivotal role to play in helping those to become a reality. The RSLG members will act in a supporting role for the actions listed in the consultation document, but in addition there are three commitments that the group will focus on over the next two years. (Please see page 30 in the consultation document for more detail.)

1. **The RSLG members have committed to three top actions to focus on for the next two years.**

*Please tell us how much you agree or disagree with the RSLG committing to focus on each action by marking the corresponding boxes below:*

| **RSLG commitment** | **Strongly disagree** | **Disagree** | **Neither agree nor disagree** | **Agree** | **Strongly agree** | **Don’t know** |
| --- | --- | --- | --- | --- | --- | --- |
| ***Support and help establish a Tai Poutini Conservation and Biodiversity Academy/ Centre of Excellence*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Address barriers to our community obtaining driver licences*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |
| ***Support the development of employability and soft skills courses for those wishing to join and re-enter our labour market*** | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 | 🞎 |

1. **What do you think about the other actions in the consultation document?** (Please see *pages* 31-36.)

**ROLES**

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.

1. **What do you think are the most important and valuable roles for the Tai Poutini West Coast RSLG in helping address the workforce issues for the region?** *[Mark as many as you like.]*

* Publicising/ promoting/ communicating
* Influencing/ advocating/ endorsing
* Facilitating/ coordinating/ connecting
* Collaborating with others
* Leading initiatives
* Identifing issues
* Something else *[Please tell us what]*: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Don’t know

1. **Many other organisations, entities, enterprises, agencies and people have vital roles to play in addressing the workforce issues in Tai Poutini West Coast. Which do you think are the most important of these, and what are their main roles in meeting workforce needs?**

|  |  |  |
| --- | --- | --- |
|  | *Who (eg organisation, entity, enterprise, agency, person etc)* | *Main role in addressing workforce issues* |
| 1 |  |  |
| 2 |  |  |
| 3 |  |  |
| 4 |  |  |
| 5 |  |  |

**ANY OTHER COMMENTS?**

1. **Is there anything else you’d like to say about the Regional Workforce Plan Consultation Document or the first Regional Workforce Plan for Tai Poutini West Coast?**

**ABOUT YOU**

1. **Which Tai Poutini West Coast District do you work in, or if not in work, which district do you live in?**

* Buller District
* Grey District
* Westland District
* Te Tau Ihu/Top of the South
* Outside the West Coast and Te Tau Ihu
* Prefer not to say

1. **What industry or sector do you work in or represent?** *[Please choose the main one]*

* Accommodation and food services
* Administrative and support services
* Agriculture, forestry and fishing
* Arts and recreation services
* Construction
* Education and training
* Electricity, gas, water and waste services
* Financial and insurance services
* Health care and social assistance
* Information media and telecommunications
* Manufacturing
* Mining
* Professional, scientific and technical services
* Public administration and safety (includes central and local government)
* Rental, hiring and real estate services
* Retail trade
* Transport, postal and warehousing
* Wholesale trade
* Other services
* Not-for-profit organisation {*please tell us the focus of this organisation):* \_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Not currently working and responding on your own behalf
* Prefer not to say

1. **If you are responding specifically from the perspective of a group(s) included in the Government’s *Employment Strategy***, *please tell us which group(s):*

* Disabled people and people with health conditions
* Former refugees, recent migrants and ethnic communities
* Māori
* Older workers
* Pacific peoples
* Women
* Youth
* Prefer not to say

1. **If we need to clarify your comments, may we contact you about your feedback?**

* No, thank you
* Yes, you can contact me at this email address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Would you like us to send you a summary of the feedback we receive through the consultation process?**

* No, thank you
* Yes, please send it to this email address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **Would you like to subscribe to updates from Tai Poutini West Coast RSLG?**

* Yes, please use this email address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name (optional): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Organisation (optional) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* No, thank you

**A few notices before you go**

***Not government policy***

“Labour and Skills for Tai Poutini West Coast: A Regional Workforce Plan Consultation Document” (1 April 2022) reflects the views of the Tai Poutini West Coast Regional Skills Leadership Group. It does not reflect the views of the Ministry of Business, Innovation and Employment (MBIE) or any other agency, and is not government policy.

***Official Information Act***

We do not intend to proactively release any feedback, but we may include the information or feedback provided in the final version of the plan. Feedback will remain subject to request under the Official Information Act 1982. Please state clearly in the covering email or letter accompanying your feedback, or in the space for any other comments in the feedback form or online survey, if you have any objection to the release of any information or feedback you provide. In particular, please specify which parts you consider should be withheld, together with the reasons for withholding the information. MBIE will take such objections into account and consult with respondents where possible when responding to requests under the Official Information Act 1982.

***Private information***

The Privacy Act 2020 establishes certain principles with respect to the collection, use and disclosure of information about individuals by various agencies, including MBIE. Any personal information you supply to MBIE in the course of providing feedback will only be used for the purposes of assisting in the development of the Tai Poutini West Coast Regional Workforce Plan, following up with you if you have agreed that we may do so, or adding you to the RSLG subscriber list if you have asked us to do that. Feedback will be aggregated for analysis so individuals are not identified, and any comments you have provided as part of your feedback that are quoted in the plan will be unattributed unless you have agreed to be contacted about your feedback and have provided your consent to have your comments attributed to you.

Please clearly indicate in the cover letter or e-mail accompanying your feedback, or in the space provided for any other comments in the feedback form or online survey if you do not wish your name, or any other personal information, to be included in any summary of feedback that MBIE may publish.

***Thank you very much for your time and interest in our work – we greatly appreciate it.***

***Please email this form by 5pm on Friday 29 April 2022 to:***

[**westcoastRSLG@mbie.govt.nz**](mailto:westcoastRSLG@mbie.govt.nz)