

TOP REGIONAL INSIGHTS



A volunteer workforce has been established from public service agencies across the East Coast. Following the example of local Councils, the Regional Public Service group with support from the RSLG Regional Lead co-ordinated a volunteer workforce of public sector staff to support the frontline welfare delivery response. With Omicron exacerbating workforce pressures, the demand on community providers leading the COVID-19 response has intensified. Partners, including the Taiwhenua Hubs, NGOs, Pasifika providers, and the Multicultural Association are working hard to support affected whānau and the partnership with the public service volunteers is much appreciated.

Hawke's Bay are estimating they'll receive 1,600 new Recognised Seasonal Employer (RSE) visa workers arriving soon. They will be welcomed with open arms by fruit growers throughout the region, as they relieve some of the labour shortages in the horticulture sector. Hawke's Bay is still seeing a reduction in availability of this workforce however as many potential RSE workers do not want to leave their whānau due to the on-going affects COVID-19 is having on some island nations such as Vanuatu and Fiji. The Ministry of Social Development is providing great support to the industry to find workers, but there is ongoing concern that not all this season's crop will be picked.

The Wāhine Ora programme has had 90 wāhine through the programme over the last 18 months. It is being run out of the Te Taiwhenua o Te Whanganui ā Orotū, with most of these wāhine going on into quality employment outcomes, such as careers within the health industry.

TRENDS AT A GLANCE



Fruit and Tree Nut Growing saw the biggest increase in job creations from 2020 - 2021, with 399 new jobs, for a total of 4,627 jobs in the region. Accommodation services saw the biggest drop in jobs with a reduction of 117 jobs.



Health Care & Social Assistance hold the largest number of jobs filled. In 2021, there were 9,999 jobs filled, totalling 11.4% of the regions' jobs and 10% of all Health Care & Social Assistance jobs throughout New Zealand.



Rental, Hiring and Real Estate Services saw the largest industry growth from 2020 - 2021, with a growth of 7.1%, from \$621m to \$666m.

Source: Infometrics, Regional Economic Profile

TOP LABOUR MARKET OPPORTUNITIES

- 1. Pop-up sessions around Hastings are bringing the community together to try and assist the orchards and packhouses to find workers.** They are run in collaboration between Hastings District Council, Ministry of Social Development and NZ Apples & Pears. These initiatives came out of the Mayor's Taskforce for Jobs and was aimed at helping address the labour shortage to get Hawke's Bay fruit picked, packed, and exported around the world.
- 2. NZ Apples and Pears hosted a COVID-19 information sharing and 'contingency planning' meeting in conjunction with the DHB and MSD.** It aimed to ensure that RSE and horticulture employers understand the health and welfare responses, and processes for accessing support, for both NZ'ers and RSE workers. They also discussed ways employers can collaborate to redeploy workers from sites that have or may temporarily shut down operations to other employers who are still operating and not as effected by staffing shortages.
- 3. COVID-19 administration support and welfare response needs are creating opportunities for wāhine to enter the workforce due to the flexible work arrangements.** Allowing wāhine to work around their whānau needs whilst also offering pastoral support to help with a smooth transition back into employment works well. With the region's tight labour market, there is opportunity for more employers to operate this way to address their workforce demand needs.
- 4. Te Awanga could soon become the home of a new \$40 million film studio development.** The proposed site will employ about 70 staff permanently and during filming of a production there could be more than 350 more people on site.

TOP LABOUR MARKET CHALLENGES

- 1. Construction industry bodies have raised concerns about the Apprenticeship Boost programme coming to an end in December this year.** The industry wants to keep the scheme going as it is important for them to be able to plan for the long-term. They are also worried about losing staff to overseas opportunities when the borders open and feel that the Apprenticeship Boost scheme may help to offset the losses.
- 2. Stakeholder engagement has highlighted the influence that parents and family members inaccurate perceptions can have on a young person's career choice.** Understanding the best way to increase whānau and parents' knowledge about Internships, Cadetships, Apprenticeships and Vocational training options needs to be addressed. Increasing the awareness about regional job and career opportunities with whānau is vital to ensuring this does not limit a young person's future choices.
- 3. Meat processing plants are struggling to have enough workers to keep shifts open to be able to process the current demand.** As Omicron sweeps through the region, Industry is reporting that they have needed to combine day and night shifts to be able to have enough staff to operate one shift. One meat company currently has vacancies for 49 people. In other industry sectors, another big employer is at 25 percent reduced staffing, and the horticulture packhouses have 40-50 percent of their workforce affected by COVID-19. These effects are also being felt across the supply chain in areas such as shipping programmes, and stress and anxiety levels are high.

REGIONAL WORKFORCE PLAN

- The Hawke's Bay RSLG is continuing to develop the draft Regional Workforce Plan (RWP).** Extensive stakeholder engagement has taken place to ensure the region's skills and workforce needs are heard and considered. Case studies have also been drafted to bring a human centric approach to the RWP.
- Draft actions and recommendations are currently in development** and will be discussed and shared with the action owners to ensure a no surprises approach. There are both regional and national level actions and recommendations to address the opportunities and barriers identified through our stakeholder engagement.
- The Hawke's Bay Secretariat are currently preparing a 2-pager** document that will highlight where the actions and recommendations are focusing and who has been talked to through stakeholder engagement. This 2-pager is in addition to the 'First Steps' 2-pager developed late last year.
- Further information and progress on the development of the Regional Workforce Plan** can be found on the Hawke's Bay RSLG website. Scan the QR code to be taken directly to our website.



OUR FOCUS FOR THE NEXT 2 MONTHS:

- The draft Regional Workforce Plan will continue to be developed and refined as the RSLG start to socialise the Plan throughout the region and communities
- A workshop will be held to develop and assess the draft actions and recommendations to ensure they are plausible, doable and testable
- Consideration of the region's development of the Information Technology sector and its link to the RSLG's key focus areas