

## Annex Two: Work programme status update

| KEY INITIATIVE                             | DESCRIPTION OF INITIATIVE  | CURRENT STATUS   | LEAD   |
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| <p>New Zealand Income Insurance Scheme</p> | <p>One of the expected effects of future of work trends is an increase in rate of job churn and worker displacement. We have also seen during the pandemic that one-off events can result in a significant level of displacement.</p> <p>Displaced workers may require access to active labour market programmes to help them find a suitable new job, and temporary income support while they are between jobs. The COVID-19 pandemic has highlighted the state of our current financial and non-financial support for displaced workers.</p> <p>The July 2020 Forum discussed options for financial support to displaced workers. In December 2020, the Governance Group agreed that the Forum would co-design options for social unemployment insurance for public consultation, and that this would be the Forum’s main priority in 2021. During 2021, a tripartite working group developed a social unemployment insurance scheme, which was endorsed by the Forum in September 2021. In October 2021, Cabinet agreed to release a discussion document on the scheme.</p> | <p>On 2 February public consultation on a proposed New Zealand Income Insurance Scheme (NZIIS) began, with the release of a comprehensive discussion document including specific questions about the proposals, a summary document, and a survey seeking views on the proposals. Submissions are due on 26 April 2022.</p> <p>As at 15 March 2022, we have received 54 submissions and 1,676 survey responses. Forty-one individuals or agencies have been approached for consultation meetings. A larger number of stakeholders have been approached with information and the offer to meet if desired.</p> <p>The NZIIS project team is also working with the Iwi Leaders Group to inform the scheme’s design and to co-develop an impact analysis of the scheme for iwi, The impact analysis will consider te Tiriti implications and possible legislative provisions as well as the:</p> <ul style="list-style-type: none"> <li>• impacts of the costs of scheme on whānau/hapū and Māori business</li> <li>• role of the scheme in facilitating transitions for iwi to future industries and occupations</li> <li>• impact of the scheme on health outcomes for iwi</li> <li>• broader impacts of increased workers’ income security for iwi</li> <li>• impact of the proposed inclusion of iwi/Māori in the governance of the scheme.</li> </ul> <p>It is expected that post consultation, Cabinet agreement to proceed or not with a proposal will be sought in May. If</p> | <p>MBIE/MSD/<br/>Treasury/IRD/<br/>ACC/CTU/<br/>BusinessNZ</p> |

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|                              |   | agreed, detailed decisions will be sought in June/July, with a view to introducing and passing legislation. The scheme could begin operating in 2023 at the earliest.   |      |
| Just Transitions Partnership | <p>Just Transitions Partnerships use strategic planning through multi-stakeholder partnerships to support communities to understand, plan and manage their transitions.</p> <p><b>Taranaki’s Just Transition</b></p> <p>The Government’s first Just Transitions Partnership was with Taranaki, in the wake of the decision to cease new offshore block offers, which is anticipated to impact Taranaki’s oil and gas sector. The focus has been to partner with Taranaki to support a just transition away from oil and gas through the 2050 Roadmap process. To this end, Venture Taranaki and MBIE are working together to plan Taranaki’s transition to a low emissions economy by 2050.</p> <p><b>Southland’s Just Transition</b></p> <p>In light of the eventual closure of the New Zealand Aluminium Smelter, now scheduled for the end of December 2024, the Government committed to supporting a just transition for Southland to a more resilient and sustainable regional economy and society.</p> <p>Southland’s just transition process is a regionally-led transition that seeks to address the issue of the region’s reliance on a single industry for employment, and ensure the transition to a more sustainable economy and society happens in a way that is fair and equitable.</p> <p>MBIE is focussed on delivering a joined-up response to supporting an inclusive and regionally-led transition for</p> | <p><b>Budget 2021</b></p> <p>Budget 2021 included \$14 million over four years to expand our just transition support for communities facing transitions. This initiative implements the Government’s manifesto commitment to increase support for communities facing transitions, enabling them to understand, plan and manage their transitions and build a productive, sustainable, inclusive and resilient future. It includes funding to empower community partners to lead through change and to accelerate just transition initiatives.</p> <p>This commitment builds on and will work alongside the Government’s \$200 million Regional Strategic Partnership Fund to support locally-led regional economic development. We are currently working with Ministers to establish the strategic direction and operating model to implement this programme.</p> <p><b>Taranaki’s Just Transition</b></p> <p>MBIE is continuing to support Ngā Kaiwhakatere o Taranaki to progress the Taranaki 2050 Roadmap and develop a consolidated narrative and action plan that integrates the 2050 Roadmap with Tapuae Roa and Taranaki’s COVID-19 Recovery Plan and Iwi Development Plan.</p> <p>MBIE has invested \$200,000 to help develop Taranaki 2050 Roadmap’s community led proposals and business cases. JTP has worked with Venture Taranaki (VT) and Kānoa to identify priorities, and has co-funded VT with \$195k to continue the programme. JTP has also co-funded 8 iwi as a collective to develop a web-based jobs and skills hub.</p> | MBIE |

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|                                     | <p>Southland, with a particular focus on enabling a leadership role for local iwi in the transition.</p>   | <p><b>Southland’s Just Transition</b></p> <p>The goal of the just transition process is to:</p> <p><i>Help Southland build its economic, environmental and social resilience through and beyond the planned closure of the New Zealand Aluminium Smelter in December 2024.</i></p> <p>JTP has supported stakeholders in Southland to co-develop a just transition work plan. Southland’s Just Transition Work Plan was launched in early February 2022.</p> <p>JTP has funded the Murihiku Regeneration Collective to lead key streams in the work plan, has funded E Tu to support worker participation in the process, and has funded Great South to refresh Southland’s long-term plan in line with the JT. A number of other agreements are being negotiated with regional partners.</p> <p>An Enduring Governance Group has been established with representatives from local government, Rūnanga, central government, education, business, unions, the community and agriculture sectors.</p> |                 |
| <p>Māori and the future of work</p> | <p>At its December 2020 meeting, the Governance Group expressed an interest in having a Forum discussion on Māori and the future of work. That Forum discussion took place on 8 November 2021.</p> <p>As agreed at the 8 November 2021 Forum, a Māori Sub-group is being established to explore issues shaping the future of work for Māori, identify and provide advice on specific actions that would help Māori to prosper in the face of changing workplaces – particularly changes emerging from climate change, globalisation, workplace automation, and the recovery from COVID-19.</p> | <p>The Governance Group considered a draft Terms of Reference for the Māori sub-group at its meeting on 7 March. Potential members from a broad cross-section of Māori interests on the future of work have been identified. The group will be established by the end of March 2022. A final report with recommendations will be presented at the November 2022 Forum.</p>   | <p>MBIE/TPK</p> |

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| <p>Industry Transformation Plans (ITPs)</p> | <p>Industry Transformation Plans (ITPs) are a key mechanism for delivering to the Government’s Industry Strategy. They are a high intensity, high investment, partnership-based approach to industry policy, with a focus on transforming key industries toward a high value, high wage, low emission future.</p> <p>ITPs bring together all relevant parties around an industry to agree a long-term (i.e. 20-30 year) vision for the industry, understand the opportunities and challenges for the industry looking to the future, and identify the short- and medium-term actions that can be taken by industry, government and others to support step changes toward that vision.</p> <p>There are eight Industry Transformation Plans in progress (Agritech, Advanced Manufacturing, Construction, Digital Technologies, Fisheries, Food and Beverage, Forestry and Wood Processing, and Tourism). These are industries with significant potential to contribute to our future economy. This might be through shifting an existing industry to high value growth, shifting the performance of large, interconnected industries, or scaling up high potential industries to be a larger part of our future economy.</p> | <p>The Construction Sector and the Agritech ITPs are in the implementation stage and progressing well. Launch of the draft Digital Technologies, Advanced Manufacturing, and Forestry and Wood Processing ITPs for wider public consultation is expected during the first half 2022. Remaining ITPs continue to progress through the development stage.</p> <p>Though partners’ engagement remains high across the programme, there is a potential risk of disruption to the programme during a widespread Omicron outbreak as industry and staff may be required to prioritise COVID-19 response. We are keeping a watching brief and developing contingency plans.</p> <p>Recent milestones or engagements include:</p> <ul style="list-style-type: none"> <li>• <b>Advanced Manufacturing:</b> The fifth meeting of the Advanced Manufacturing ITP Steering Group took place in December 2021 to discuss the initial draft of the ITP.</li> <li>• <b>Agritech:</b> Work to develop the business case for the Horticulture Technology Catalyst is progressing (this is one of the three high impact projects of the ITP). AgriTechNZ ran a second engagement roadshow for the ITP in November 2021.</li> <li>• <b>Digital Technologies:</b> Cabinet approved the release of the draft Digital Technologies ITP in December 2021, and it was released in February 2022. Feedback is welcome before 31 March 2022. The final ITP will be confirmed in May 2022.</li> <li>• <b>Construction:</b> The Accord hosted and sponsored the Beacon Awards at the Infrastructure NZ Conference in November to promote good practice. Planning for a refresh/next phase of the ITP is underway.</li> </ul> | <p>MBIE</p> |
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|   |  | <ul style="list-style-type: none"> <li>• <b>Food and Beverage:</b> Six workstreams have been developed to identify high-impact actions for the ITP action plan. Research is underway to build the evidence base to guide discussions about actions.</li> <li>• <b>Forestry and Wood Processing:</b> Drafting of the ITP is underway. Consultation on the draft ITP is expected to occur during Q2 2022.</li> <li>• <b>Tourism:</b> The Minister of Tourism announced the initial focus and scope of the ITP (Better Work) at Go with Tourism’s Workforce Wānanga in November 2021. The draft Better Work Action Plan is expected to be delivered in mid 2022.</li> <li>• <b>Fisheries:</b> Scoping and governance arrangements for the ITP are in progress. These are expected to be agreed in Q1 2022.</li> </ul> |      |
| Protection for Non-Standard Workers               | <p>MBIE undertook public consultation on options for protecting vulnerable contractors, which closed on 14 February 2020.</p> <p>The Labour 2020 manifesto included a commitment to introduce statutory protections for dependent contractors during this term of Government.</p>  | <p>In 2021, the Minister for Workplace Relations and Safety convened a tripartite working group to consider the issues raised by the 2020 consultation and make recommendations to the Government. The working group included representatives from the Council of Trade Unions and BusinessNZ, alongside government officials, and was facilitated by Doug Martin.</p> <p>The tripartite working group delivered its report to the Minister in December 2021. The Minister is now considering next steps.</p>  | MBIE |
| Facilitate In-Work Training and lifelong learning | <p>To better understand the status quo of in-work training in New Zealand, the Forum requested MBIE undertake a research project to better understand how and why firms are engaged in training their staff.</p> <p>This project started in January 2020, and six interviews were conducted with firms and union representatives. In February 2020, all further interviews were cancelled due to COVID-19. The findings from this small selection of</p> | <p>This project is currently on hold due to resource constraints. The next steps for this work will be considered in due course.</p>   | MBIE |

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|  | interviews were written into a report in September, which was sent to BusinessNZ and the Council of Trade Unions for their feedback.   |  |              |
| The impact of climate change on the future of work     | <p>Climate change, and our efforts to mitigate and adapt to it, will significantly impact on the economy, and by extension the labour market.</p> <p>At its December 2020 meeting, the Governance Group expressed an interest in this issue, and agreed to a separate session on it in 2021, including a presentation by the Chair of the Climate Change Commission (CCC's).</p> <p>On 31 May, the CCC presented its final advice to the Government on the first three emissions budgets, and an emissions reduction plan for the first budget period (2022-2025).</p> | <p>The Future of Work Forum had an online discussion on climate change and the future of work on Monday 28 June. Officials have worked closely with BusinessNZ and the CTU to seek input in the development of the Emissions Reduction Plan. This has included workshops in August and October 2021 to develop a shared view of the key challenges and opportunities that are likely in the first emissions budget period (2022-2025) and to identify actions that can be deployed to manage the impacts of the transition for firms, Māori, workers, households and/or communities.</p> <p>Follow-up discussions were held in October 2021 (focusing on an initiative to support proactive workforce planning) and in February 2022 (seeking input on a draft Terms of Reference for a forward Equitable Transitions Strategy).</p> | MBIE/MSD/MoE |
| The impact of digital technology on the future of work | <p>The advance of digital technology has been the main driver of the growing interest in the “future of work”. At its December 2020 meeting, the Governance Group expressed interest in a discussion on digital technology, in the context of the Government’s emerging digital work programme, being coordinated by the Minister for the Digital Economy and Communications.</p> <p>The Minister is currently leading the development of a Digital Strategy for Aotearoa, which was out for public consultation during October and November.</p>                      | <p>The Minister for the Digital Economy and Communications gave a presentation on the Digital Strategy for Aotearoa at the September Forum. The Forum invited the Minister back for a further discussion after the public consultation, and this took place on 9 December. MBIE can share a draft Digital Strategy document with Forum members in April 2022 if there is interest prior to Cabinet’s consideration.</p>  | MBIE         |
| Review of active labour market programmes (ALMPs)      | <p>In October 2019, Ministers agreed to the scope and timing of a First Principles Review of Active Labour Market Policies. This work was prompted by a recommendation from the Welfare Expert Advisory Group to establish</p>   | <p>The first briefing on the review of ALMPs was presented to EET Ministers on 23 September 2021. This included an agreed working definition of ALMPs, findings from a literature scan about effectiveness, a stocktake of ALMPs</p>   | MBIE/MSD/MoE |

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|  | <p>effective employment services and to revamp ALMPs across government (recommendations 35 and 36).</p> <p>In 2021, Employment, Education and Training (EET) Ministers agreed to the objectives, scope and timeframes for a review of ALMPs. This review moves away from a first principles review to a short-to-medium term work programme that will enhance understanding of which ALMPs work well and for whom, to inform policy development and resource allocation going forward. Agencies are engaging with social partners at key milestones.</p> | <p>across agencies and insights from related work programmes such as the employment action plans.</p> <p>The second briefing on the review of ALMPs was provided to EET Ministers on 16 December 2021. This included advice about gaps in ALMPs and which of these gaps should be addressed, and initial advice on draft principles to guide effective spending on new and existing ALMPs across government.</p> <p>The third briefing on the review of ALMPs will be provided to EET Ministers in June 2022. <span style="background-color: #cccccc;">Redacted under section 9(2)(f)(iv)</span></p> <p><span style="background-color: #cccccc;">[REDACTED]</span></p> <p>Officials are developing the scope and workplan for this next phase of work and will engage with the social partners (BusinessNZ and Council of Trade Unions), Pou Tāngata Iwi Leaders Group, and the Coalition of Disabled Peoples Organisations in March 2022 to discuss the scope and approach.</p> |                |
| <p>Reform of Vocational Education (RoVE)</p> | <p>The Reform of Vocational Education (RoVE) aims to create a strong, unified, sustainable vocational education and training (VET) system that is fit for the future of work and delivering the skills that learners, employers and communities need to thrive. RoVE comprises seven key changes:</p> <ul style="list-style-type: none"> <li>• six new Workforce Development Councils (WDCs) to give industry greater leadership</li> </ul>  | <p>RoVE implementation is underway following enactment of the Education (Vocational Education &amp; Training) Amendment Act on 1 April 2020. This is a complex transition programme overseen by an interagency RoVE governance board. Key elements of the transition process are noted below:</p> <ul style="list-style-type: none"> <li>• The WDC Establishment Unit closed as planned on 31 October 2021, and the <a href="#">six WDC's</a> have been operational since 4 October. WDCs are now working to develop a draft work programme in 2022/2023 for submitting to</li> </ul>  | <p>TEC/MoE</p> |

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|  | <ul style="list-style-type: none"> <li>• fifteen Regional Skills Leadership Groups (RSLGs) to advise on regions’ skills needs and responses – see item below</li> <li>• Taumata Aronui to provide independent advice in shaping a tertiary system that is responsive to the needs of Māori learners and communities to improve learner outcomes.</li> <li>• Te Pūkenga NZ Institute of Skills &amp; Technology (NZIST), unifying 16 polytechnics as a national public VET system</li> <li>• shifting Industry Training Organisations’ (ITO) workplace learning roles to Te Pūkenga and other tertiary providers to integrate on-job and provider-based learning</li> <li>• new Centres of Vocational Excellence (CoVEs) working to boost quality across the system</li> <li>• developing a new unified funding system (UFS) for vocational education in all settings.</li> </ul> | <p>the TEC in March about their strategy, priorities and planned activity to support monitoring and performance measures.</p> <ul style="list-style-type: none"> <li>• Brendon Green and Dr Te Ahukaramū Charles Royal have been reappointed to Taumata Aronui. Maru Nihoniho MNZM stepped down from the rōpū at the end of December. Information on Taumata Aronui is available <a href="#">here</a>.</li> <li>• Engagement on <a href="#">Te Pūkenga’s proposed operating model</a> closed in November and over a thousand submissions were made. Submissions were positive and supported the direction of the model to ensure learners and their whānau are in the centre of the organisation. Te Pūkenga is now analysing the feedback and will continue to consult on aspects of the operating model to move towards a more detailed design.</li> <li>• The Education and Training Amendment Bill (No 2) which includes changes to simplify qualifications and other credentials is currently being considered by the select committee. The NZQA will consult on draft rules to support the proposed legislation changes in 2022. WDCs and NZQA are also leading the co-design of new educational products (skills standards and national curriculum) with a working group and output from this group will be consulted on later in the year. Further information on NZQA’s role in RoVE is available on the <a href="#">NZQA website</a>.</li> <li>• The two pilot CoVEs submitted their annual work programme for 2022 to the TEC on November 2021. The <a href="#">Construction COVE</a> proposes to continue their five project streams: (Disruption, Entry, Career Progression, Diversity, and Sustainability) with key deliverables expected to be completed before the end of the year. The <a href="#">Food and Fibre COVE</a> have three projects (Industry Stocktake, Tupu case and Te Ao Māori Level 3 cadetship)</li> </ul> |  |
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|   |   | <p>due to be completed early 2022 with seven further projects approved for delivery in 2022. The TEC continues to work with each CoVE to agree on some impact measures, to allow CoVEs to report against these for 2022 onwards. The annual reports for 2021 are expected to be received by 1 March 2022.</p> <ul style="list-style-type: none"> <li>• Six transitional ITOs (<a href="#">Competenz</a>, <a href="#">Connexis</a>, <a href="#">BCITO</a> and <a href="#">NZMAC</a>) have now completed the transition of their arranging training functions to private training establishments and/or Te Pūkenga. <a href="#">MITO's</a> transitioned almost all its arranging training functions to Te Pūkenga on 1 January with its industrial learners moving to <a href="#">MAST Academy</a> in January. <a href="#">Services IQ's</a> transition plan has been approved and is scheduled to transition in July 2022. The TEC is working with the remaining five transition ITOs to finalise their planning, with the view to all transitions being completed by 31 December 2022, the legislated deadline.</li> <li>• Cabinet approved the <a href="#">design of the new unified funding</a> system for VET in December 2021 with the transition to the new system starting from January 2023. The new approach will encourage more work-integrated learning to be available and will support more national and regional skills priorities including support for learners to access learning. The TEC will begin engaging with the sector around the changes and how these will be implemented in 2023. The funding rates under the new UFS system will be released in April 2022.</li> </ul> <p>Detailed updates are available on the RoVE project website at <a href="http://www.tec.govt.nz/rove/reform-of-vocational-education/">www.tec.govt.nz/rove/reform-of-vocational-education/</a></p> |      |
| Regional Skills Leadership Groups (RSLGs) | RSLGs have been established to identify and support better ways of meeting future skills and workforce needs in our regions and cities. The groups are made up of 12-15 individuals per region from regional industry leaders, economic development agencies, iwi, communities, | RSLGs are working towards developing Regional Workforce Plans (RWPs) by the end of June 2022. RWPs will identify labour supply needs, highlight local activity that addresses  | MBIE |

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|   | <p>workers and government organisations. They are part of a joined-up approach to regional economic development and labour market planning which will see our welfare, education and immigration systems working together to better meet labour force needs across the country.</p> | <p>these, and inform the related activities of regional stakeholders and central government.</p> <p>Each RSLG has completed the first phase in developing the RWP, setting out the workforce aspirations for its region. To support this work, permanent RSLGs were provided with an overview of the current labour market opportunities and challenges in their region, drawing on the intelligence gathered by the interim RSLGs prior to August 2021.</p> <p>RSLG co-chairs met in November 2021 to share their regional workforce aspirations and identify cross-regional commonalities. A number of common themes and linkages between regions were highlighted; these formed the basis for a discussion between a subset of RSLG co-chairs and the Minister for Social Development and Employment in December 2021.</p> <p>Enabling opportunities for RSLGs to share thematic insights across regions is a key focus for the MBIE secretariat for RSLGs in 2022. We are also exploring ways for RSLGs to directly communicate insights to Ministers. One such example of this is a sub-set of RSLG co-chairs recently meeting with Employment, Education and Training Ministers to discuss youth transitions, which has been a recurring, cross-regional theme.</p> <p>In addition to the RWPs, RSLGs continue to produce Local Insights Reports (LIRs), which are intended to provide timely, qualitative labour market information that is not currently collected systematically by central government. LIRs are available on the RLSG page of the MBIE website.</p> |  |
| <p>High Performance<br/>High Engagement</p> | <p>High Performance High Engagement (HPHE) is an approach to engage workers and their representatives to improve the quality of working life and thereby improve organisational performance.</p>  | <p>Te Kawa Mataaho and the Public Service Association are undertaking work to develop a framework for exemplar engagement and building a community of practice to</p>   | <p>Te Kawa Mataaho<br/>Public Service Commission</p> |

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|   | <p>Three agencies are involved in the “set-up” phase of HPHE (Department of Conservation, Corrections, Ministry of Social Development) as a workplace partnership, based on the idea that people closest to problems are engaged on solutions.</p>   | <p>support ongoing development through 2022. This work will involve public service agency representatives.</p>  |             |
| <p>Asia-Pacific Economic Cooperation (APEC)</p> | <p>APEC’s primary goal is to support sustainable economic growth and prosperity in the Asia-Pacific region. New Zealand hosted APEC in 2021.</p> <p>APEC has a number of workstreams that are relevant to, or focus on, the future of work e.g.</p> <ul style="list-style-type: none"> <li>• The Economic Committee’s Economic Policy Report for 2021 will focus on “Structural Reform and the Future of Work”</li> <li>• New Zealand initiated a project on social dialogue as a tool to address labour market challenges (with the Forum as a practical example).</li> </ul> | <p>The APEC Economic Policy Report on Structural Reform and the Future of Work was endorsed by the Senior Officials Meeting on 6 November. The report and factsheet are now published on the APEC website.</p> <p>AEPR report:<br/> <a href="https://www.apec.org/publications/2021/11/2021-apec-economic-policy-report">https://www.apec.org/publications/2021/11/2021-apec-economic-policy-report</a></p> <p>Fact sheet:<br/> <a href="https://www.apec.org/publications/2021/11/fact-sheet-2021-apec-economic-policy-report">https://www.apec.org/publications/2021/11/fact-sheet-2021-apec-economic-policy-report</a></p> <p>An issues paper on social dialogue in the APEC region has been completed. MBIE hosted an online event on 1 and 2 March 2022 on Social Dialogue as a Tool to Address Labour Market Challenges, at which Paul MacKay and Richard Wagstaff spoke about the Forum.</p> | <p>MBIE</p> |