

TOP REGIONAL INSIGHTS



"Futureopoly" - using a 'gameboard approach' to give students an interactive career pathways experience.

A Hawke's Bay Graeme Dingle Foundation initiative, Futureopoly has become a popular way for high school students to explore vocational pathways. Formatted along the lines of the well-known board game, each 'square' is a space which has a local employer from a different sector within the Hawke's Bay. Evaluation by the Graeme Dingle Foundation shows that students leave with the confidence to make informed choices about their own career path. It found that 95 percent of students increased their awareness of local career opportunities and 85 percent increased their motivation to take steps towards their future career. The session in May was attended by nearly 500 rangatahi from Napier and Hastings schools and alternative education providers, and more than 30 local employers across multiple sectors.

A rangatahi NGO is observing the negative consequences that pressure on the construction workforce is having for whanau. The urgent need for workers is driving some to view rangatahi as a potential workforce that needs to be expedited into employment – however, this needs to be balanced against a young person's entitlement to determine their career pathway according to their developmental needs and timeframes. The rampant competition for workers is also being seen to create massive movement across employers. There are fears that the drive for higher salaries and better working conditions is at the expense of training and upskilling, and that this could affect the workers long-term career development.

Union advocates are keeping a watchful eye on temporary wage increases. A number of collective agreements are currently being renegotiated with clauses that temporarily raise wages for a twelve-month period due to increased living costs. Although this is a welcome improvement in the first instance, unions are concerned that after the set period wages will default back to the initial rate causing problems for workers and setting a poor precedent. Workers say that high inflation rates negate wage increases so lowering wages later is likely to have a bigger negative effect when it impacts whanau in twelve months' time.

Photo credit:
Hawke's Bay Graeme Dingle Foundation

TRENDS AT A GLANCE



The jobs filled by women in Hawke's Bay has increased. From May to June 2022, this has increased by 188 which is a 0.5% improvement. Over the past 12 months (June 21 to June 22) the increase has been 712 which is a 1.9% improvement. *



The total jobs filled for Hawke's Bay has decreased slightly over the past month by -416 which is a -0.5%. However, over the past 12 months there has been an increase of 2220 which is a 2.8% improvement. *



The number of jobseekers has reduced over the past month by -132 which is a decrease of -2.2%. Over the past 12 months this decrease has been -972 which is an improvement of -14.2%**

Source: * Statistics NZ, Monthly Employment Indicators / **MSD monthly benefit update (workready + health & disability)

TOP LABOUR MARKET OPPORTUNITIES

- Two of [Central Hawke's Bay District Council's \(CHBDC\) projects](#) have been recognised for their significant contribution to better employment and social outcomes, with one of the projects winning the **Martin Jenkins Excellence Award for Economic Wellbeing**. The local government NZ (LGNZ) Excellence Awards 2022 has acknowledged:
 - The CHBDC 'Broader Outcomes in Action' programme provides locals with new jobs (working on council projects) but also provides them with targeted training and development opportunities. It focuses on how to make a positive impact on the lives of those in its community through increasing local employment opportunities. The 'Jobs in Central Hawke's Bay' team assists Council contractors to engage with prospective employees.
 - The Mayors Taskforce for Jobs '[Jobs in Central Hawke's Bay – Turanga Mahi ki Tamatea](#)' project is a community partnership programme linking jobseekers, government partners, community and businesses. This project won the LGNZ Economic Wellbeing excellence award. This project exceeded targets by engaging with more than 742 local job seekers and supporting 337 of them into employment. It also engaged with more than 770 local businesses and community organisations. The *Jobs in Central Hawke's Bay* project models how working alongside community and tailoring the approach to their needs results in successful collaboration and greater outcomes for the community.

TOP LABOUR MARKET CHALLENGES

- The Hawke's Bay Disability sector are concerned about the lack of staff available to service community needs. The Disability Network East Coast group is largely made up of representatives from non-government disability services, and other representatives that advocate in the disability space. The Disability Network originally convened as part of the COVID response. Many providers have identified staffing is one of their biggest issues. MSD are partnering with Presbyterian Support East Coast (PSEC) Enliven Disability Services on a cadetship programme to give a small cohort of MSD clients the chance to pursue a rewarding career in care. Cadets will gain the Level 2 Certificate in Health and Wellbeing on completing the 12-week programme. It is expected that cadets will then obtain full-time employment in Enliven Disability Services and the post cadetship starting hourly rate will be \$24.06. Both PSEC and MSD are excited about the opportunity for MSD clients with further prospects for career progression and an ability to upskill.
- Wairoa opened a new driving school, but whanau still have to travel away for testing. McInnes Driver Training Ltd, a Gisborne based business, has extended their services to Wairoa in response to the ongoing struggles that many whanau have when going for their driver's licence. However, concerns remain for the high number of people without licences who can't get jobs, and those who break the law driving without a licence and subsequently find themselves disadvantaged. This additional education resource is welcome, but locals point out that the fact they have to travel to Gisborne to sit their tests is still a significant barrier. McInnes Driver Training Ltd and Wairoa Young Achievers Trust have spoken with Waka Kotahi to raise the testing problem and are hopeful that they can secure at least a couple of testing days a week due to the level of demand. If they can provide testing in Wairoa, including for things like truck driving and forklifting, the region will be able to lift employment opportunities.

REGIONAL WORKFORCE PLAN

The Regional Workforce Plan was officially launched on 11 July 2022 at Te Taiwhenua o Te Whanganui ā Orotū, in Napier. The launch was attended by Hon Carmel Sepuloni, Minister for Social Development and Employment. The event was very well attended with subsequent media coverage in this article in the Hawke's Bay Today newspaper '[Plan revealed to fill 'skill gaps' in workforces throughout Hawke's Bay](#)'. A key message from Co-Chair Erin Simpson was the important role that engagement with community plays in shaping the RSLG's advice.

The Hawke's Bay Regional Skills Leadership Group has now moved to progressing the actions identified by the Regional Workforce Plan. Since the launch, the group has:

- Identified sponsors and key actors for each of the actions
- Established a timeline for progressing the actions
- Set out how to capture evidence and formulate recommendations

Further information and progress on the implementation 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:

- Progressing actions from Regional Workforce Plan, working in collaboration with regional partners