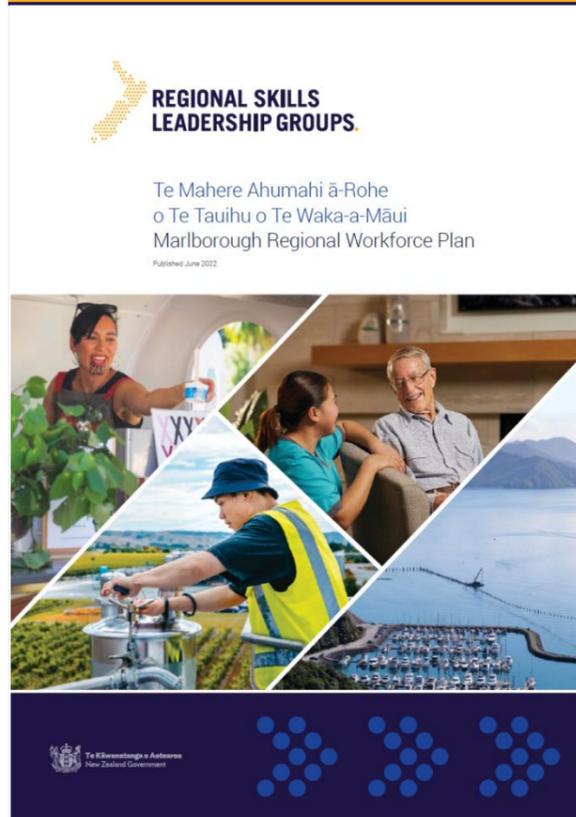


TE MAHERE AHUMAHĪ Ā-ROHE O TE TAUĪHU O TE WAKA-A-MĀUI



The Marlborough RSLG launched *Te Mahere Ahumahi ā-Rohe o Te Tauīhu o Te Waka-a-Māui | Marlborough Regional Workforce Plan (RWP)* on 08 July. The report is available [here](#).

Tē tōia, tē haumatia - nothing can be achieved without a plan, a workforce and a way of doing things. The Plan sets out some of the challenges and opportunities in meeting Marlborough's labour and skills needs, both now and in the future.

In the course of our stakeholder engagement we identified six focus areas that affect the ability of every sector in Marlborough to attract and retain staff, and also limit career opportunities for people.

1. Marlborough as an attractive place to live and work
2. Career and education pathways
3. Perceptions of industries and careers
4. Connections between schools and industry
5. Everyone in the region is aware of career and training opportunities
6. Enabling equitable outcomes for Māori through education and work.

For the 2022 RWP we have also identified five focus sectors to work with to support the development and implementation of workforce plans for Marlborough:

1. Aged Residential Care
2. Aquaculture
3. Aviation
4. Building and Construction
5. Wine.

Actions for each of the six focus areas and five focus sectors have been identified through to 2026. A summary of the 11 Year 1 (2022-23) actions can be found on the one-page [Marlborough Regional Workforce Plan summary](#).

This is our first plan, and we will be refreshing the RWP on an annual basis with a full review every three years. This will give us the opportunity to bed in our work and make sure we are heading in the right direction.

BUILDING & CONSTRUCTION

Building and construction is a priority sector in the RWP, employing 10 percent of our people in Marlborough. Almost one in five Māori men work in construction. Large projects in Marlborough include Te Tarou o Wairau | Blenheim Schools Rebuild (\$100+ million), Summerset Retirement Village Blenheim (\$100+ million) and Waitohi Picton Ferry Terminal Redevelopment (\$360 million see [June LIR](#)).



\$1.77 Billion Pipeline of construction and infrastructure projects in Marlborough next 5 years.



2,058 Gap in labour demand versus maximum labour supply of 1,763 people forecast for June quarter 2023.



17 Estimated number of school leavers in Marlborough joining the building and construction industry in December 2022.

"For the foreseeable future we expect to have a tight labour market with almost all sectors competing for people to join their businesses and sectors. This leads us to the realisation that as an industry we must look at ways to achieve more with fewer people." [Marlborough Regional Construction Workforce Planning and Development](#) - Waihanga Ara Rau

Source: <https://wip.org.nz/>

ACTIONS UNDERWAY

- **Wine Marlborough is making good progress with the development of a Workforce Action Plan.** A steering group has been established and consultation is underway to inform the plan. The RSLG is supporting the development of the plan.
- **An aviation sector group is being formed in Marlborough.** Airports, aviation engineering, training providers and airlines are working with Marlborough District Council and the RSLG to form a Smart + Connected group.
- **Aged Residential Care providers met with the RSLG in July to continue the mahi started in 2021.** The shortage of registered nurses continues but providers are now experiencing shortages of all staff types from health care assistants to cooks. This group see the work on 'Marlborough as an attractive place to live and work' as a priority for collaboration - particularly relating to employment opportunities for spouses/partners of new recruits.
- **'Marlborough as an attractive place to live and work'** is also a focus for the HR Professionals group, Destination Marlborough, Marlborough District Council and the RSLG. The Live & Work section of Marlborough's official website is being updated to attract more workers.

LABOUR MARKET CHALLENGES

- **Staffing is the biggest challenge facing Blenheim CBD businesses.** Two in five businesses mentioned staffing as their biggest challenge, ahead of stock availability, customers and rent in a Blenheim Business Association survey in July.
- **With the creation of Te Whatu Ora - Health NZ it is no longer clear where to source health workforce data for Marlborough.** Previously the Nelson Marlborough DHB reported figures on vacancies and recruitment efforts.
- **Capital is still available for start-ups but investors are more cautious.** There is greater emphasis on start-up businesses hitting milestones. In some cases businesses are making the difficult decision to restructure staff.
- **Spending was down 0.9 percent for the July month compared to 2021** according to Marketview card spend data, even though some international spend is returning. Blenheim CBD was down 9 percent and Picton CBD 7 percent.
- **Potential hires have high expectations of remuneration and conditions.** In addition to recruitment challenges, Marlborough businesses report new hires expect flexibility, including location (nationally and internationally), have high remuneration expectations, and expect other conditions such as relocation assistance.

THE MARLBOROUGH REGION

July 2022 was the wettest July and wettest month since records began with 220.6 mm recorded. The rain caused slips, surface flooding and road closures. The rainfall was spread across the month with five significant rain events.

It remains to be seen what effect if any this record rainfall will have on Spring pasture and primary industries with potential flow on effects for farms and staff.

Queen Charlotte Drive and the Kenepuru road, still recovering from the July 2021 flood, were damaged further disrupting businesses as mentioned in previous LIRs.

Waihopai valley, Awatere valley, Northbank and Port Underwood roads were damaged and in need of repair disrupting access to farms and businesses in these areas.