

## TOP REGIONAL INSIGHTS



The Central Hawke's Bay District Council is taking key services to rural settings through its community service roadshow. The roadshow gives rural whanau the opportunity to engage directly with services that they would normally have to travel to. This includes the Jobs in Central Hawke's Bay initiative, which is a community led recovery programme that connects the business community with local people seeking meaningful employment. The first event was held in Takapau, where 18 services connected with over a hundred locals. Those in attendance commented on the benefits of a coordinated collaborative approach. The Council intends to run the same initiative every 2-3 months in our other rural settings such as Porangahau, Otane, Tikokino and OngaOnga.

The cessation of the Trades Training and Apprenticeship Fund (TTAF) on 31 December 2022, is generating enquiries from employers looking to compensate for the shortfall this will create. Although it is acknowledged that TTAF was a temporary injection of funds in response to the impacts of COVID-19, it has created a successful apprenticeship model that plays an important role in essential skills development in the Central Hawke's Bay. A major employer in Central Hawke's Bay (approximately 100 staff) is concerned the cessation will negatively impact their apprenticeship model, which is likely to have flow on effects within their small community. In an effort to keep the model going, the Hawke's Bay RSLG has brokered discussions with the Tertiary Education Commission (TEC) to explore ways to fill the gap with other similar programmes. Other suitable options include Apprenticeship Boost and the Fees Free Tertiary Education and Training Fund. The next steps are to bring the regional TEC representative and RSLG together with the employer and relevant training providers to walk through navigating these programmes and ensure they are suitable. This issue recognises that managing the compliance and administration involved with these types of programmes can be complicated for employers and support is required to ensure the transition is smooth.

## REGIONAL WORKFORCE PLAN UPDATE

A major focus of our mahi has been collaboration. Through our planning during monthly meetings or through our sub-group workshops, it has become clear that progress relies on active partnership with key regional actors. This expanding influence allows us to have a broad view of labour market issues which provides a high degree of confidence that our actions will have maximum benefits.



### Collaboration

- We are working with the Food and Fibre Centre of Vocational Excellence (FFCoVE) to understand common pre-employment needs across the region and identify exemplars of support which will inform best practice for providers working in this space.
- We have brokered an arrangement with the Hawke's Bay Youth Futures Trust, Ministry of Social Development, and Ministry of Education, and Hastings District Council to create a regional map of pre-employment service provision across Hawkes Bay. This work will form the foundation for our planned wananga series with industry bodies to gain employer insights.
- This series of wananga (Central Hawke's Bay, Hastings, Napier, Wairoa) are planned to facilitate community level dialogue around improving pastoral support and work-readiness training for transitioning into work and maintaining employment.



### Planning

- We have embarked upon an engagement campaign to enhance the region's understanding of the scale and influence of Te Ōhanga Māori (Māori Economy) in Hawke's Bay. Meetings have been held with Te Puni Kōkiri and Amotai, and planning is underway to engage other key actors.
- Amotai (Aotearoa's supplier diversity intermediary), has agreed to meet with us monthly to help unlock the potential benefits of progressive procurement for Māori businesses in Hawke's Bay. This will include future engagements with local and central government agencies to assess current approaches.
- In September, we will speak at several high schools to engage directly with students about their views on career pathways and challenges to getting into the jobs and careers they want.
- The RSLG secretariat are working with the Ministry of Education, the Ministry of Social Development, Connected NZ, Enliven and Workbridge to present to the region's high school careers advisors on the local labour market opportunities for students.



### Upskilling

- The RSLG secretariat team supported the Graeme Dingle Foundation as mock interviewers with Year 12 and 13 students from Hastings Girls High School to improve their job interview skills.
- At the 24 August RSLG meeting, Toitu Te Waiora Workforce Development Council (Community Health Education & Social Services) explained their role in upskilling people through qualification development. The RSLG was particularly interested in the discussion around micro credentials, seeing the value this type of qualification has for their community.

## REGIONAL ACTIVITIES

### EVENTS/UPDATES

The first Hawke's Bay Pasifika Pathways & Careers Fono was held on 10 August at the Hawke's Bay Cook Islands Community Centre in Flaxmere. Te Whatu Ora - Te Matau a Māui Hawke's Bay has collaborated with the Ministries of Education and Social Development to tailor a Pasifika Pathways & Careers Fono event. It focussed on encouraging and empowering families to engage in the education, employment, and career pathways with their children. The Fono featured a local Pasifika guest panel from different career industries including farming, horticulture, police, trades, sport, education, law, nursing, and creative arts. The panel shared their own career journeys and gave advice to attendees. A total of 25 stalls were represented as an 'open village' to encourage students and families to engage effortlessly, with majority of stallholders being Pacific locals who were excited and passionate about giving back to their community.



### OPPORTUNITIES/CHALLENGES

There is concern that some communities will be disadvantaged by VTNZ not accepting cash under the current COVID-19 Orange level. Although the 'no cash' policy will be lifted when the country moves to the Green alert level, there is still a concern that people may be unnecessarily disadvantaged in the meantime. It presents a barrier to certain groups who typically can only use cash as payment. These groups tend to already be disadvantaged because they have low incomes or are an ethnic minority whose transaction practices deal in cash only. Drivers' licences are required for many jobs, so this presents a significant problem to employment. The Hawke's Bay Regional Development strategy group, Matariki, is working with the Hawke's Bay RSLG to assess the impacts of this.