

## REGIONAL NEWS



**Tourism and Marlborough's new Destination Management Plan was the focus of the Regional Skills Leadership Group's (RSLG) 14 November meeting.** The plan identifies 18 key sub strategies, including development of local industry education and career path opportunities to address staff shortages; skill level; service delivery; and improving wage and salary issues in the sector. The RSLG will work together with Destination Marlborough to align work on the Destination Management plan and Regional Workforce Plan in 2023. The plans are complimentary with each including a focus on wine, seafood/aquaculture, aviation, workforce and skills.

**The future of aquaculture in Marlborough looks bright.** Sanford's Bioactives Innovation Centre opened in November and will produce high value nutraceuticals including greenshell mussel powder and Hoki skin collagen for nanofibre skin care products. It will also explore new marine extracts from more than 100 different species. The Bioactives Innovation Centre will create new land based career opportunities in science and technology. New Zealand King Salmon also recently received approval for New Zealand's first open ocean salmon farm. The open ocean farms help New Zealand King Salmon adapt to the impacts of climate change and provide opportunities for expansion. New jobs will be created both at sea and on land, since most operations can also be managed remotely.

## THE MARLBOROUGH REGION

The main road between Blenheim and Nelson (SH6) remains closed for emergency repairs. Marlborough Roads reports they are on track to reopen on 18 December.

Marlborough property prices hit a new record high median price of \$781,000, up 20.7 percent in the last 12-months. Nationally prices decreased 7.5 percent year-on-year

Marlborough's median age is 45.2 years, third oldest in NZ after West Coast (47.7) and Tasman (46.9). The national median age is 38 years.

Marlborough's population is estimated to be 51,900 people. Inline with Statistics NZ high growth population projection figures.

## ACTIONS UNDERWAY

- **Smart + Connected Aerospace will showcase careers in the industry at events in Marlborough early next year.** The Classic Fighters Omas Airshow in April 2023 will focus on engaging local school students. Aerospace also plans to have interactive stands at the Marlborough Future of Work Conference in June 2023.
- **"Unlocking Growth - the Path to the Magical \$3 Billion"** was the theme of a workshop run by Smart + Connected Aquaculture on 24 November in Blenheim. The workshop was attended by over 40 people, and sessions focused on efficiency and resilience; lifting production; driving value; innovation; and community and social responsibility - including jobs, careers and training.
- **A 2023 Census Regional Tour: Tatau Tātou – All of us count event** was held in Blenheim. It provided the RSLG with the opportunity to engage with Statistics New Zealand and advocate for Marlborough relevant data. Meeting attendees emphasised the need for good coverage of storm affected areas, including the Marlborough Sounds, with closed roads and limited or no internet access. Other issues discussed included the need to work with Recognised Seasonal Employers to support Pacific workers to complete the Census, the prospect of an early vintage, and the potential for a cruise ship in Picton on Census night.
- **"Our workforce – where to now?"** was the theme of a wine sector workshop in November. Wine Marlborough gave an update on regional workforce planning and presented a framework to plan the long-term needs of the Marlborough wine sector workforce. New Zealand Wine also announced that they will be releasing a Sustainable Workforce Development Plan 2022-2024 in December 2022.

## LABOUR MARKET ACTIVITIES

- **Recruitment for Vintage 2023 seasonal staff is underway across the wine industry.** Early indications show there is a lot of interest from potential staff offshore to work Vintage 2023 in Marlborough, and this is a positive sign after two years of border closures. Marlborough or New Zealand residents are estimated to make up 40 percent of all production staff for vintage 2023.
- **The Marlborough Economic Wellbeing Strategy 2022-2032 (MEWS) was officially launched by Marlborough District Council on 1 December.** The MEWS vision is: 'A thriving economy balanced with a flourishing environment and vibrant communities'. The Marlborough Regional Workforce Plan is strongly aligned with the MEWS, and they share priorities on Aquaculture, Aviation and Wine; along with shared goals around accelerating cross-collaboration to achieve efficiencies and increase productivity; and for Marlborough to be a recognised leader in Agritech solutions in Australasia – specifically in Wine, Viticulture, Aquaculture and the Blue Economy.
- **The first Multi-Employer Collective Agreement (MECA) in the local government sector** was negotiated by The Public Service Association Te Pūkenga Here Tikanga Mahi and Te Taihu | Top of the South Councils - Marlborough, Tasman and Nelson. The agreement increased pay rates ranging from 5 to 9.2 percent.
- **The Clubs of Marlborough went into liquidation in November with the loss of approximately 50 jobs.** Although the Clubs had been in financial difficulty for some time, the closure came as a shock to the community. Some employers have already reached out with job opportunities. With low unemployment and high demand for hospitality workers heading into the Summer season, hopefully there will be opportunities for employment.

## OUR FOCUS FOR THE NEXT 6 MONTHS:

The focus for the Marlborough RSLG is implementing *Te Mahere Ahumahi ā-Rohe o Te Taihu o Te Waka-a-Māui | Marlborough Regional Workforce Plan* [[Link to Regional Workforce Plan](#)].  
The Region's RWP six-monthly progress update is provided on the next page.



The Marlborough RSLG launched *Te Mahere Ahumahi ā-Rohe o Te Taihū o Te Waka-a-Māui | Marlborough Regional Workforce Plan (RWP)* on 08 July 2022. Actions for each of the six focus areas and five focus sectors have been identified through to 2026. A progress update on the Year 1 (2022-23) actions can be found below.

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 review our work and make sure we are heading in the right direction.

## Ō mātou whāinga ā-rāngai | Our focus sectors

**Tautiakitanga noho kāinga | Aged residential care.** 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. Aged Residential Care providers see the work on **He wāhi mahi Te Taihū o te Waka e tino whāia ana | 1. 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. Work on health training options is ongoing.

**Ahumoana | Aquaculture.** Aquaculture New Zealand received funding for their Workforce Action Plan. The funding will assist the aquaculture industry to initiate the first stage of the action plan to develop a skilled, qualified, and diverse workforce. The Marlborough RSLG is collaborating with the Nelson-Tasman RSLG to take a Te Taihū | Top of the South approach to the aquaculture sector. The Government's Aquaculture Strategy has a goal of \$3 billion in annual sales by 2035 and to achieve this the number of workers is predicted to double. Smart + Connected Aquaculture ran a workshop to address these challenges (see also the *November Local Insights Report* on the previous page).

**Ahumairangi | Aviation.** An aviation sector group has been formed in Marlborough. Airports, aviation engineering, training providers, airlines and other stakeholders collaborated with Marlborough District Council and the RSLG to form a Smart + Connected Aerospace group. The group is also building links with Ringa Hora (the workforce development council for aviation), and Aviation NZ (the national industry body). Four shared priorities: Low Emission Leadership, Unlocking Marlborough Airport's potential, Leveraging Marlborough's Unique aviation visitor experiences, and Marlborough as the Aerospace Training Hub. Nelson Marlborough Institute of Technology | Te Pūkenga's aviation engineering programme is unique to Marlborough and the only course of its kind in New Zealand. Marlborough aspires to be *the* Aerospace Training Hub in the Te Pūkenga network.

**Ngā mahi hanganga | Building and construction.** The RSLG worked with Waihangā Ara Rau, the Workforce Development Council for Construction and Infrastructure on the *Marlborough Regional Construction Workforce Planning and Development Report*. The RSLG has also engaged on the large construction projects in Marlborough: Te Tātoru o Wairau | Blenheim Schools Rebuild, Summerset Retirement Village and Waitohi Picton Ferry Terminal Redevelopment (see also **Ngā tūhononga i waenganui i ngā kura me te ao ahumahi | 4. Connections between schools and industry**).

**Te rāngai waina | Wine.** The wine industry has made rapid progress on regional workforce planning in 2022. The industry led steering group has a framework to plan the long-term needs of the Marlborough wine sector workforce. The RSLG is supporting the development of the plan (see also the *November Local Insights Report* on the previous page).

## Ngā aronga matua | Key focus areas

**He wāhi mahi Te Taihū o te Waka e tino whāia ana | 1. Marlborough as an attractive place to live and work.** Research is underway with recent arrivals and local employers to understand what attracts people to Marlborough. A RSLG sub-group is working with HR Professionals, Destination Marlborough, and Council encouraging collaboration between employers. The Live & Work section of Marlborough's official website is being updated to attract more workers.

In Year 1 of the RWP the RSLG wanted to identify examples of 'best practice' from other programmes and regions. This helps to avoid duplication and provides an evidence base about what works before moving to solutions. The Raukawa | Cook Strait RSLG team that works with the Marlborough, Nelson-Tasman, West Coast and Wellington RSLGs have produced a report on *Careers Guidance and Pathways*. This report will help inform multiple focus areas: **Te whai mahi me ngā huarahi ako | 2. Career and learning pathways, Ngā tirohanga ki te ao ahumahi, whai mahi hoki | 3. Perceptions of industries and careers, Ngā tūhononga i waenganui i ngā kura me te ao ahumahi | 4. Connections between schools and industry, E mārāma ana te katoa ki ngā āheninga ahumahi, whakangūngū hoki | 5. Everyone in the region is aware of career and training opportunities.** The RSLG will communicate the insights from the report in 2023 (refer to Action 4.1 in the RWP).

An example of an industry led initiative that relates to **Te whai mahi me ngā huarahi ako | 2. Career and learning pathways** is the Marine Farming Association's new Careers Portal. It provides opportunities to investigate careers, training, jobs and current industry vacancies in aquaculture. The Portal is aimed at youth and school leavers investigating their careers choices, and helps introduce individuals to areas they may not have otherwise considered.

**Ngā tūhononga i waenganui i ngā kura me te ao ahumahi | 4. Connections between schools and industry.** A new construction academy is being developed at Queen Charlotte College, in partnership with Kāinga Ora. The academy, scheduled to be up and running in 2023, will enable local students to gain new skills and kick start careers in the construction industry. A key partner of the project is the Marlborough Chamber of Commerce through their Ministry of Social Development-funded education-to-employment broker, Chris Shaw. See also **Ngā mahi hanganga | Building and construction focus sector.** The Smart + Connected Aerospace group is also making plans to showcase careers in the industry and engage local school students at events in Marlborough in 2023 (see also the *November Local Insights Report* on the previous page).

**Ngā putanga toharite ki a ngāi Māori mā roto i te mātauranga me mahi | 6. Enabling equitable outcomes for Māori through education and work.** A RSLG sub-group to advocate for local data collection and for Māori/iwi data for Te Taihū | Top of the South has developed a plan and are working towards implementation. Next steps include determining what data to prioritise and developing a data access engagement plan, including for Census 2023. See also **Ahumoana | Aquaculture** which relates to Action 6.1 in the RWP.

## Milestones and highlights

- Aquaculture New Zealand received funding for their Workforce Action Plan. The funding will assist the aquaculture industry to initiate the first stage of the action plan to develop a skilled, qualified, and diverse workforce.
- Aviation sector stakeholders collaborated with Marlborough District Council and the RSLG to form a Smart + Connected Aerospace group. Marlborough aspires to be *the* Aerospace Training Hub in the Te Pūkenga network.
- The Marlborough Wine industry has made rapid progress on regional workforce planning in 2022.
- A new construction academy is being developed at Queen Charlotte College, in partnership with Kāinga Ora and the Marlborough Chamber of Commerce through their Ministry of Social Development-funded education-to-employment broker, Chris Shaw.
- A report on *Careers Guidance and Pathways* produced by the Raukawa | Cook Strait RSLG team will help inform multiple focus areas. The RSLG will communicate insights from the report in 2023.
- The RSLG advocated to Te Pūkenga for Marlborough to be part of a whole of Te Waipounamu/South Island regional entity.

## Future actions and related activities

- The RSLG has been exploring the role of immigration as part of Marlborough's future workforce. The Productivity Commission met with the RSLG and shared insights from their immigration inquiry. Their advice is to look at immigration as part of an overall Marlborough population strategy. This aligns with RWP Action 1.2 *Collect data from industry on how many people are required and the necessary skills and attributes. Year 2 (2023 -24).*
- An Agritech Ecosystem Hui was held in Marlborough in September. Marlborough District Council has a goal for Marlborough to be a recognised leader in Agritech, especially in wine, viticulture, and aquaculture. The Marlborough Economic Wellbeing Strategy 2022-2032, RWP and Te Taihū Intergenerational Strategy all see Agritech as important to innovation and increasing productivity in the region.
- The Prime Minister opened Te Pokapū Wāina o Aotearoa | The New Zealand Wine Centre in Blenheim on 29 September. The new facility brings together industry, science and students at the new Marlborough Research Centre facility on the Nelson Marlborough Institute of Technology | Te Pūkenga Blenheim campus. A new Experimental Future Vineyard will help winegrowers protect the environment and mitigate the impacts of climate change.