

Wellington Regional Workforce Plan

2023





The tohu used in this plan was created for the Wellington Regional Workforce Plan by Manukorihi Winiata (Ngāti Raukawa, Te Ātiawa, Ngāti Awa, Ngāti Tūwharetoa).

*The whakatauki is represented by two circles interweaving together – Whero and Pango coming together to get the task complete. Circles are used in this context to communicate oneness, protection and diversity. **Kotahitanga.***

*The blocked sections within the interwoven circles create a sense of multiple pathways, building opportunities throughout the five sub-regions. **Manaakitanga.***

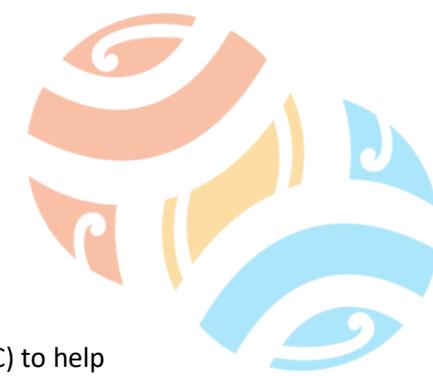
*The koru around the edges represents guidance – an acknowledgment to the training and guidance provided by the Wellington Regional Workforce. **Kaitiakitanga.***



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Our context

Welcome to the Wellington Regional Workforce Plan (RWP) 2023. This is the first annual review of our [inaugural RWP 2022](#). This document is designed to build on the RWP 2022. In this Plan you will find highlights from the last year that showcase some of our region's achievements, actions we will focus on over the next year, the advice we provided to the Tertiary Education Commission (TEC) to help focus their funding decisions for 2024, and a complete list of progress against the Year One priority actions.

Our vision

“We work in partnership for a skilled and inclusive workforce doing quality work to cultivate innovation, prosperity, and resilience for all in our region. Mā pango, mā whero, ka oti ai te mahi”.

Focus areas in our regional plan



Maximising the available workforce to meet regional demand. This means actions that will help fill current and anticipated skill shortages in the region from our local population, including people in our priority communities. It could include actions that open doors for people, increase hours for people who want them and see people step up into better paid jobs.



Improving awareness of, and access to, relevant skills development. This means actions that improve equitable access to skills development (such as better knowledge and information of opportunities and options for training delivery) and to the development of skills that are relevant to our region's current and future needs, including consideration of mātauranga Māori. These actions will begin to build clearer pathways to a skilled workforce.



Building connections between employers, educators, and workers. This means actions that bring labour market participants together to increase communication, build collaboration and foster solutions to current and future workforce challenges.



Building workplaces that are worker-friendly, inclusive and where workers thrive. This means actions that influence awareness and understanding of the diverse workers in our workforce, worker voice, worker well-being and retention.



Supporting employment initiatives for young people. This means actions that target the particular needs of rangatahi and young people up to the age of 30. It recognises the importance placed on supporting rangatahi in existing iwi and community plans.

Foreword from our co-chairs Daphne Luke and Glenn Barclay

Tēnā koutou, i ngā tini āhuatanga o te wa.

As co-chairs of the Wellington Regional Skills Leadership Group (RSLG) we are pleased to release this Regional Workforce Plan (RWP) 2023. It is almost a year since we developed and launched our first RWP following consultation with employers, iwi, unions, local government and communities across the region. We are encouraged and heartened to see our communities and stakeholders' engagement with the plan in a region with many interested parties who have overlapping interests with us. We have set up the platforms that will enable us to deliver on many of the actions, such as stakeholder groups in our priority sectors. These groups should enable us to effectively deliver on our actions. It is exciting and we look forward to it.

We have received active support to progress activities from partners, including WellingtonNZ, Te Matarau a Māui, the Regional Leadership Impact Group, the programme office of the Wellington Regional Leadership Committee, and the Wairarapa Primary Sector Advisory Group. This refreshed RWP outlines the progress we've made so far, particularly in building partnerships in the region for better outcomes. We have also strengthened relationships with and between Te Pūkenga, Workforce Development Councils, employers, economic development teams and Chambers of Commerce.

It is the RSLG's role to take a strategic approach to the labour market in this varied region of ours. Our main lever is to use our connections to influence decision-makers across the region and to help inform government decisions and shape regional solutions. Our advice to the TEC on their funding decisions in the region is another important function that we have delivered on this year for the first time.

We would like to give our thanks to our RSLG members for their work so far. Some members will be stepping down at the end of June and we thank them for their contributions. Our thanks also to our partners who play a critical part in the successful delivery of our workforce plan and achieving our vision for the future of the Wellington region.





The labour market environment

There has been little change in the Wellington's labour market since the Regional Workforce Plan was developed in 2022. The region is experiencing widespread skills and labour shortages. Our regional unemployment rate is 3.4%¹, and the proportion of people who indicate that they would like to do more paid work² is 9.7%³. Domestic migration into the region remains low. A profile of regional workforce demand forecasts significant demand across the region⁴. It shows considerable pressure across multiple industries.

We have recently worked with the six Workforce Development Councils to provide advice to TEC. Their focus on industry engagement and the review and development of qualifications will align the needs of industries for skilled labour with relevant and impactful vocational education and training.

There are many plans for the region that will create demand for skilled labour. Important projects and developments will drive ongoing demand for a broad range of roles across the seven strategically significant sectors within the Regional Workforce Plan: construction, infrastructure, health (kaiāwhina to nursing), digital technologies, manufacturing, visitor sector and the primary sector.

There are opportunities in each of our subregions: Kāpiti, Porirua, Wairarapa, Hutt Valley and Wellington city for sustainable and resilient employment.

¹ Statistics NZ Household Labour Force Survey March 2023

² Referred to as the underutilisation rate

³ Statistics NZ Household Labour Force Survey March 2023

⁴ Regional Workforce Demand Profile, Infometrics Industry employment projections for 2028





Highlights from the last year

Since completing and launching our plan in August 2022, our focus has turned to implementation. Here are some highlights of our work so far. A comprehensive list of our progress can be found on [pages 16-18](#).

Building support for young people in our region

Wellington RSLG has joined forces with Wellington's Regional Leadership Impact Group to build better support for young people in our region as they make the transition from secondary education into employment.

This project leads to the implementation of Action 6 in the RWP to better coordinate, align, and develop pathways and services for young people.

The Regional Leadership Impact Group is a collective of regional leaders from central government agencies, local government and the region's iwi, convened by the Regional Public Service Commissioner and RSLG member, Roy Sye. Together they have the expertise and resources to act to improve support for young people in our region.

This group of regional leaders supports cross-agency communication and collaboration on initiatives and actions that work to meet regional and national priorities. One of the current regional priorities is to support Education to Employment across Greater Wellington. We welcome the contribution of the Regional Leadership Impact Group as delivery partners for our RWP.



A new Jobs and Skills Hub for Hutt Valley

Wellington RSLG backed a proposal for a Jobs and Skills Hub in Hutt Valley. The establishment of a Jobs and Skills Hub directly relates to priorities identified in our workforce plan. It will open skills development and employment opportunities for Māori, Pacific peoples, disabled people, former refugees, and other priority communities in our region.

The Hub is being established alongside the RiverLink project to connect the Hutt community with the many opportunities that RiverLink and future developments will bring to the region. The hub is a practical way to bring employers and workers together to fill new jobs, and to support skills development for roles in construction and infrastructure. The creation of the Hub is a good example of regional coordination and partnership in action.

A catalyst for better connection and coordination in our region

Wellington RSLG teamed up with WellingtonNZ to bring together peers from our region's councils to share economic development and workforce planning initiatives.

People came from Kāpiti, Porirua, Hutt, Wairarapa, WellingtonNZ, Te Matarau a Māui and the Regional Council. Since then, several council teams have joined forces to advance local activities. The group will continue to meet quarterly, with Kāpiti District Council hosting the next meeting.

Building connections is a focus of our RWP, which includes actions that bring labour market participants together to increase communication, build collaboration and foster solutions to current and future workforce challenges.





Regional workforce outlook for our priority sectors

This is an update on labour supply and demand in our region. It provides a workforce outlook for the RWP priority sectors: construction and infrastructure, manufacturing, health (kaiāwhina to nursing) digital technology, primary sector, and the visitor sector. This analysis informed our advice to the Tertiary Education Commission (TEC) to help focus their 2024 funding decisions.

Construction and Infrastructure

Wellington’s construction and infrastructure sector continues to grow with approximately 3,000 job openings expected between 2025 and 2028⁵. For some areas of construction, particularly for plumbers, gasfitters and drainlayers, the changes in the vocational education system are being felt. There are delayed apprentice completions, increased costs, insufficient block courses and on-site verification. This is as we experience acute shortages in supply and plumbers are added to the immigration Construction and Infrastructure Skill Shortage List.

Work is beginning on several major housing and infrastructure developments including a very large housing development in Porirua East (Kāinga Ora), the RiverLink building and roading project in Lower Hutt, Wellington Water projects, aged residential care and housing developments in Kāpiti, the Ōtaki – Levin highway extension, and earthquake strengthening. In Wairarapa, skilled labour is needed for housing developments, Matua Pā and an iwi-owned energy initiative.

There is an important opportunity for skills development and employment for Māori and Pacific peoples in communities with construction and infrastructure developments. Broader outcomes are included in associated procurements to leverage these opportunities. Local Jobs and Skills Hubs have been established in Porirua East and Hutt Valley to build supply by recruiting and developing the local workforce.

There is a growing need for highly skilled professionals who can apply new and emerging technologies to drive productivity gains such as information modelling for buildings created in the Cloud.



⁵ Infometrics ‘Industry Employment’ projections for the Wellington region ANZSIC L1, Construction, Electricity, Gas Water and Waste Services

Manufacturing

There is demand for welders, fabricators, and associated staff such as detailers, computerised drawing experts, supervisors, project managers, quantity surveyors and estimators. Local employers are relying on skilled migrants to fill immediate shortages at all levels, and on outsourcing to third parties in other regions. Demand will remain strong to service and supply the construction and infrastructure projects in the region. Approximately 3,000 job openings are expected between 2025 and 2028, with the greatest number expected in Food Product Manufacturing (29% of forecast job openings) and Fabricated Metal Product Manufacturing (14% of forecast job openings)⁶.

Robotics and automation are areas of emerging growth. Local manufacturers are preparing for ‘the fourth industrial revolution’ ([Industry 4.0](#)), by undertaking audits of their manufacturing processes. This highlights the opportunities to harness converging technologies (data collection, communications technologies, robotics) to lift productivity. This is set to drive the uptake of new technologies with a move away from manual to digital operations.

Health (Kaiāwhina to nursing)

The RWP is focused on kaiāwhina pathways and progression to other roles, including nursing. Approximately 11,000 people are employed in the region as ‘Health and Welfare Support Workers’ or ‘Personal Carers and Assistants’. This workforce is forecast to grow by around 1,000 people by 2028⁷.

During the Covid response, iwi and Māori health providers rapidly established teams of kaiāwhina health and welfare support workers with Māori and Pacific peoples making up most of this workforce. These roles contributed to pro-equity outcomes and provided positive experiences for whānau and communities. Now there is an opportunity to do more to grow and support opportunities for Māori and Pacific peoples in the region’s health workforce. This requires investment in training that values Māori approaches to health, that is locally accessible and includes ‘earn as you learn’ options and builds the cultural capability of the workforce to be more inclusive of diverse perspectives in healthcare.

Currently an estimated 7,200⁸ people are employed as nursing professionals in Wellington region, including nurse managers.



Image: courtesy of Te Pūkenga | Whitireia WelTec

⁶ Infometrics Industry Employment Projections for the Wellington Region Manufacturing ANZSIC Level 2

⁷ Infometrics projections for the Wellington region by occupation (ANZSCO Level 3) accessed 24 February 2023

⁸ Infometrics projections for the Wellington region by occupation (ANZSCO Level 3) accessed 24 February 2023

Digital Technologies Sector

Wellington's digital technologies sector is focused on digital products, services or solutions, such as data processing services, computer system design and software publishing, in screen (post-production and digital workshops) interactive media and gaming, financial and health technology, digital technology for agriculture, artificial intelligence and Software as a Service (SaaS). It is a high value, high growth sector of the regional economy. People with advanced digital skills are also widely employed outside the digital technologies sector. It is estimated that 17,000⁹ people are employed in digital technology businesses across the region, mostly in Wellington city and Hutt Valley. Wellington city is a centre of excellence in the sector with 6% employment compared with a national average of 1.69%¹⁰. Currently there are significant shortages of people with advanced digital skills to meet regional demand. The region immediately needs more people with skills in coding, web design, software development, end to end web development, programming languages and software development platforms, data analysis, user experience and design, content management, cloud computing and cloud-based solutions.

Skills are also required to integrate developments in augmented and virtual reality, artificial intelligence, block chain machine learning, and the Internet of Things (IoT) into an array of applications. Cybersecurity professionals are needed to secure digital systems and networks and integrate best security practices into development processes and applications. The region's digital professionals also need awareness of Māori data sovereignty and the ability to apply this in their work.

There is a lack of diversity in the sector with Māori, Pacific peoples and women under-represented. From a Māori perspective this lack of diversity limits the development of culturally responsive technologies.

To build the capability and capacity of companies to innovate and adapt to changing trends, the industry needs people with 'soft skills', such as communication, problem-solving, teamwork, cultural competence and creative thinking.



⁹ Infometrics 2024 Occupation Employment projections for ANZSCO Level 3 and Level 4

¹⁰ [Draft Digital Technologies Industry Transformation Plan](#)

Primary Sector

The primary sector has been identified in the Wellington Regional Economic Development Plan¹¹ as an area of economic growth. It is largely land-based and located in Wairarapa with primary production also in Kāpiti and Upper Hutt. It is characterised by red meat and wool, dairy, and arable farming plus horticulture, viticulture, apiculture, and forestry. Agricultural contracting services are also important in the region's primary sector.

Emerging trends are sustainable land management¹² and practices that draw on mātauranga Māori and adaptation to climate change¹³. Many large properties are also being sold for forestry and carbon harvesting, and potentially long-term horticulture. These changes may be accompanied by an increase in farm advisory roles.

The sector is currently experiencing skilled labour shortages. To encourage recruitment, investment is needed in pathways from school to work and in the pipeline from farm assistant to farm manager. Practical foundation skills, such as fencing, calf-rearing, chainsaw operation, planting and pruning, quad bike operation and health and safety are required for the primary sector.

Visitor Sector

The RWP focus is on the hospitality, food, and accommodation sector. It is strategically important in all parts of our region and there are destination management plans in place across our five sub-regions that emphasise the importance of hospitality.

Local developments are expected to increase demand for skilled labour. For example: Tākina Wellington Convention and Exhibition sector, Lane Street Studios, Te Wānanga Taiao projects in Wairarapa, Porirua Adventure Park, and the Kāpiti Food and Beverage Cluster.

Skilled labour is a challenge to meet both current and future demand in all parts of the sector with a notable shortage of qualified chefs. The number of forecast job openings in accommodation and food services is approximately 6,000 between 2025-2028¹⁴. The impact of Covid 19 on the hospitality sector is significant and full recovery will take some time. The [Better Work Action Plan](#), a component of the Tourism Industry Transformation Plan, contains actions to meet some of these challenges and improve recruitment and retention of staff.



¹¹ [Wellington Regional Economic Development Plan](#) pp 36-40; the scope of the plan includes food processing

¹² See the [Wellington Regional Economic Development Plan](#)

¹³ See the [Wairarapa Economic Development Strategy](#) - Land Use Focus

¹⁴ Infometrics 2025-2028 Industry Job Openings Projections for the Wellington Region for ANZSIC Level 1 'Accommodation and Food Services'.



Our recommendations to the TEC

The RSLG made the following specific recommendations to the TEC in April 2023 to help focus their funding decisions for 2024 delivery.

Construction and Infrastructure

- ❖ Continue investment in the development of trades skills for construction.
- ❖ Increase investment in skills development for infrastructure development in engineering programmes from levels 2-6, especially for water, electrical, civil and roading engineering skills and heavy machinery operations.
- ❖ Invest in skills for supervision, management, and project management.
- ❖ Maintain investment in plumbing, gas fitting and drain laying apprenticeships and increase investment in support for delivery that accelerates delayed apprenticeships, e.g., block courses and /or workplace assessment.
- ❖ Increase investment in programmes that enable upskilling and reskilling to support career changers within the industry, including distance learning.
- ❖ Invest in degree-level programmes that develop high level digital and technical skills for building information modelling.
- ❖ Increase investment in work-based learning to enable workers, young people, re-entrants and careers changers, to earn while they learn.
- ❖ Invest in careers information that promotes career opportunities as a professional specialising in construction technologies, such as digital modelling.

Health (Kaiāwhina to Nursing)

- ❖ Continue investment in training programmes and work-based learning opportunities for kaiāwhina that enable progression from levels 2 to Level 6 and beyond.
- ❖ Increase investment in mātauranga Māori programmes and programmes developed by Māori for Māori.
- ❖ Invest in programmes that build cultural capability in the kaiāwhina workforce.

Manufacturing

- ❖ Increase investment in mechanical engineering trades skills for manufacturing, especially welding and fabrication.
- ❖ Increase investment in pre-trades programmes to support entry into the industry and pathways into work-based learning.
- ❖ Invest in engineering and digital skills for greater automation in manufacturing.

Visitor Sector

- ❖ Invest in programmes and work-based learning that develops and recognises the service skills of workers and equips them for further training pathways within and outside the visitor sector.
- ❖ Maintain investment in training of chefs.

Digital Technologies Sector

- ❖ Invest in programmes that create points of entry into the sector for diverse learners and build pathways to higher level skills development, including through distance learning.
- ❖ Invest in programmes which build a foundation of skills in computer science and mathematics, including statistics, calculus, and linear algebra and data analytics.
- ❖ Invest in the development of a broad range of technical skills and programming languages.
- ❖ Invest in skills for end-to-end web development.
- ❖ Invest in the development of skills for cybersecurity.
- ❖ Invest in work-based learning opportunities.
- ❖ Invest in careers initiatives that attract Māori and Pacific peoples into tertiary training in advanced digital skills.

Primary Sector

- ❖ Increase investment in level 2 programmes and primary industry trades academy positions to build the pathway for new entrants into the primary sector in our region.
- ❖ Invest in programmes which provide practical skills for the primary sector and those advising the sector.
- ❖ Continue investment in work-based learning opportunities with increased investment at level 5.
- ❖ Invest in diploma programmes (levels 5-7) in primary sector management, including skills development in leadership and people management.
- ❖ Invest in programmes that build skills in mātauranga Māori for land management and environmental solutions.

The focus for the next 12 months

Our RWP 2022 remains relevant and well targeted and continues to be valid as a longer-term strategy plan. The plan is sufficiently agile to shift with changing pressures and conditions.

For the next 12 months the RSLG will continue to progress actions and activities already underway. There is active engagement and progress across multiple actions. We will continue building relationships, bringing stakeholders together, and sharing our insights.

The following will be added to our priorities for the coming twelve months:

- ❖ **Action 4:** Build awareness of careers in our region and coordinate engagement between careers advisers and employers in our priority sectors.
- ❖ **Action 5:** Explore ways to make training, upskilling and reskilling opportunities more widely known among Pacific communities. Encourage educators and organisations that serve our young people to help educate young workers about their employment rights and obligations.
- ❖ **Action 6:** Seek support for programmes that have achieved good employment outcomes for our priority communities. Extend and expand existing internship programmes and cadetships for Māori, Pacific peoples, young people, former refugees, and ethnic communities.





Progress update on Year One activities and next steps for the year ahead

We have made good progress across the nine actions of the RWP and the thirty-nine associated activities. We have been focusing on actions that help maximise the available workforce, build connections, and support our young people. In the coming year we will begin the activities listed above in ‘Our Focus for the Next Twelve Months’ and activities relating to our other focus areas of skills development and building thriving workplaces.

Action 1: Create specific sector and youth advisory groups (or affiliate with existing groups) to build a strong regional system for workforce planning in priority areas: Health, infrastructure and construction, primary, digital, manufacturing, visitor.	
Key Milestones and Activities	<p>1a) We have connected with the Wairarapa Primary Sector Advisory Group to attend its regular meetings. Planning is under way to convene a Construction and Infrastructure Workforce Group in July. Targeted stakeholder engagement has informed planning for a regional health sector group focused on the kaiāwhina pathway.</p> <p>1b) We partnered with WellingtonNZ to convene a workshop for peers in local government across the region who are involved in workforce planning. A second meeting is planned and it will be hosted by the Kāpiti Coast District Council.</p> <p>1c) We are working with the Wellington Regional Leadership Committee to bring a youth voice to regional planning, with benefits to the region. Participating young people will provide extra insight. We have sought advice about a caucus from a third party experienced in co-design for youth engagement. The RSLG and Wellington Regional Leadership Committee are part of the project group and will provide project oversight, contribute to operational decisions, and carry out agreed activities on behalf of each other.</p>
Next steps	<p>1a) Regular meetings in place for the next year to build connections in the region. An RSLG representative will attend Wairarapa Primary Sector Advisory Group meetings. The first meeting will be held in July 2023.</p> <p>Complete planning and set up a health sector stakeholder group. Digital, manufacturing and visitor sector groups will be established to complement and extend the sector groups already in place</p> <p>1b) The group will continue to meet regularly.</p> <p>1c) We will continue to work with the Wellington Regional Leadership Committee to achieve a well-designed youth caucus. We will use the advice from the third party in its design.</p> <p>A youth caucus is established and operating by September 2023.</p>

Action 2: Make information and support available to employers to source retain progress and upskill people from our priority communities.	
Key Milestones and Activities	We have received a report 'Communicating with Businesses' which identifies effective employer facing mechanisms and effective stakeholder communication. The report provides a framework to engage with employers.
Next steps	This preparatory work positions us well to take action with employers in the upcoming year.

Action 3: Encourage use of social procurement arrangements by large organisations in the region to increase sustainable employment for our priority communities.	
Key Milestones and Activities	We have engaged with local leaders of social procurement and gathered key information to plan for greater use of social procurement in our region. We have also completed a summary of regional arrangements for social procurement as a foundation for informed planning. We took part in a significant social procurement event hosted by Te Matarau a Māui to enhance opportunities for Māori businesses and Māori employment through procurement.
Next steps	Continue work to enhance regional partnerships and coordination for effective use of social procurement arrangements in the region. Promote Living Wage criterion in social procurement requirements.

Action 6: Seek support for programmes and initiatives that are achieving good employment outcomes for our priority communities.	
Key Milestones and Activities	6a) We are working in partnership with Workbridge to increase employment opportunities for disabled people in local government in our region. 6e and f) We have partnered with the Wellington Regional Leadership Impact Group around education to employment initiatives across the region. The group is undertaking a project to better coordinate, align, and develop education to employment pathways and services for young people with accountability to the Regional Public Service Commissioner.
Next steps	6a) Work together with Workbridge to develop a joined-up approach to engagement with local government. 6e and f) This project will continue. The Regional Public Service Commissioner (RPSC) will monitor progress and report this to the RSLG. The RPSC has partnered with a local organisation to fund a new role to give effect to this action. This is a 12 month fixed term role for an Equity Coordinator.

Action 8: Take account of iwi development and local workforce plans and provide support to achieve specific outcomes.

Key Milestones and Activities	<p>Regular meetings with Kāpiti Coast District Council staff to keep abreast of progress in the development of a local education to employment hub.</p> <p>A summary report captures the RSLG’s current understanding of iwi priorities for skill development.</p> <p>We have received a driver licensing report with Wellington data that confirms the most significant barriers to obtaining a driver’s licence and identifies initiatives that provide solutions.</p>
Next steps	<p>Maintain awareness of hub developments in Kāpiti and future plans in Wairarapa to identify avenues of support for these as required.</p> <p>Summary report of iwi priorities for skill development to be updated on a regular basis.</p> <p>Most significant barriers to obtaining a driver’s licence in Wellington to be explored.</p>

Action 9: Make data and information available to assist decision making.

Key Milestones and Activities	<p>Data has been effectively used for decision making: Infometrics data, TEC data via Ngā Kete, other data available via RSLG Insights and Strategy, other RSLG reports and data, WDC data.</p>
Next steps	<p>Regularly monitor and report on data.</p>

Current Wellington RSLG members

Daphne Luke (Co-Chair, Iwi Māori), Managing Director, and founder, Te Arahanga o Ngā Iwi Ltd

Glenn Barclay (Co-Chair), Former National Secretary, NZ Public Service Association Te Pūkenga Here Tikanga Mahi

John Allen, Chief Executive, WellingtonNZ

Anthony Carter, Lead Manager Central Pacific Collective

Mihirangi Hollings, Iwi representative, Rangitāne o Wairarapa; Pou Whakahaere, Rangitāne o Wairarapa Inc

Justin Lester, Government Director, Dot Loves Data

Danny Mareko, Manager Communities and Strategy, Whānau Manaaki Kindergartens

Dan McGuinness, Director, LT McGuinness

Chris Molenaar, Managing Director, Petone Engineering and Food Manufacturing Services (FMS)

Pattie O'Boyle, Director, Marangai Ltd

Tania Parata, Iwi Representative, Te Ātiawa ki Whakarongotai

Roy Sye, Regional Public Service Lead/Regional Public Service Commissioner

Colleen Upton, General Manager/Director, Hutt Gas & Plumbing Systems Limited

Jenishavorne Waipuka, Iwi Representative, Ngāti Kahungunu ki Wairarapa

This document reflects the views of the Wellington RSLG. It does not reflect the views of the Ministry of Business, Innovation and Employment or any other agency and is not government policy.

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o Aotearoa**
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