

Taranaki Regional Workforce Plan Refresh 2023

Te Mahere ā-Rohe



Taranaki
**REGIONAL SKILLS
LEADERSHIP GROUP.**

Nau mai, haere mai

Tēnei ka mihi ake ki a koutou. Tēnā koutou, tēnā koutou.

E mihi ana, otirā, e tangi ana i ō tātou mate. Kia uia te pātai: e taea te pēhea? Ko te tao rākau, e taea te karo, ko te tao a aituā, e kore rawa e taea te karo. Heoti anō, kia poroporoakina ō tātou mate katoa. Haere, haere! Haere ki Paerau, ki te kāpunipunitanga o te tipua, o te tawhito, oti atu ki te pō.

Me hoki mai anō ki a tāua te hunga kua mahue mai ki te ao tūroa nei, tēnā koutou, tēnā koutou, tēnā anō tātou katoa.

Kia whakataukītia i konei: He kai kei aku ringa.

Welcome to this 2023 update of Taranaki's Regional Workforce Plan. This should be considered an addition to, rather than a replacement of, our first Workforce Plan, published a year ago.

In our first Regional Workforce Plan we focused on the energy sector and the food, fibre and whenua sector. In this update, we've done a deep dive on the health and construction sectors. Between these four sectors we have covered some of the largest sectors in our economy – nearly 40 per cent (36.9 per cent) of the Taranaki workforce.

In this plan, we commit to a further three actions. Given limited resources, we have strategically focused on actions that address key issues and gaps in the health and construction sectors – these are developing the kaiāwhina health workforce and hauora and wellbeing in the construction workforce.

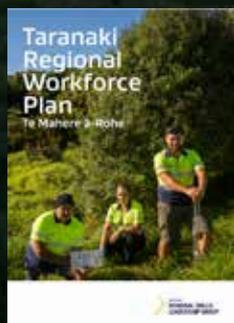
With all these actions we've looked for regional solutions to regional challenges, and to meet our role of helping to guide, support and co-ordinate Taranaki's regional labour market.

Our first plan included 19 actions and we have been busy progressing these across our region. A progress update is available on our website. You can also access an insight report there that supplements this Regional Workforce Plan.

This Plan would not be possible without the dedication of our members, the secretariat and the deep and genuine engagement from all those we've spoken to. Thank you for your time and your commitment to our mahi.

William Edwards *Charlotte Littlewood*

Will Edwards and Charlotte Littlewood
Taranaki Regional Skills Leadership Group Co-Chairs



2022 Regional Workforce Plan

<https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/taranaki/regional-workforce-plan/>

¹ Taranaki Regional Economic Profile. (2022). Infometrics.

Labour Market Themes

In the last year, we've focused on labour market planning for two of the largest sectors in the Taranaki economy – health and construction. However, we've also identified four important cross cutting themes that impact that entire labour market. We've applied these lenses to the health and construction sectors and the themes below will be a continued focus of our mahi.

Embedding Te Ao Māori, tikanga and Mātauranga Māori into training provision

We continue to hear from many tangata whenua, kaimahi (workers) and businesses of the benefits of embedding te ao Māori, tikanga and Mātauranga Māori (Māori knowledge) and sponsoring a Te Ao Māori approach to training provision. We are a vibrant region that flourishes under our tupuna maunga (ancestral mountain), and the lessons we can all take from enhancing our training provision in this way will increase the ability for everyone in our region to see their brighter future in Taranaki. The concept of honouring tikanga and mātauranga Māori in training aims to affirm identity and supports holistic growth and validates ways of knowing and being.

Obtaining formal recognition for the skills kaimahi have learnt on-job

Formal training and qualifications remain the most effective way to demonstrate knowledge and competency. However, there are many kaimahi who have a wealth of experience and skills they have developed on the job. It is often challenging for them to demonstrate their capability and the transferability of their skills. The variability between enterprises' own bespoke training can exacerbate these challenges. Creating avenues for on-job training to be reliably and fairly transferred to the formal environment creates benefit for both kaimahi and employers; kaimahi are able to seamlessly move between industries and sectors, while employers are given confidence in the consistency of the

workforce when recruiting. Moreover, employers can be assured all their kaimahi have the skills and knowledge that meets (or exceeds) industry standards.

Supporting sector involvement in training provision and pathway development

Tangible change starts from the ground-up. We support and applaud the involvement of sectors and industry in training provision and pathway development. Where our sectors have identified, developed and shared pathways for their kaimahi, we want to support the empowerment that this creates. Appropriate training provision and pathway development provides greater transparency for kaimahi and ākonga (learners) to understand what is required of them to succeed in their roles and achieve growth.

Supporting exposure to careers and skills needs in the region

Our mahi is for our people. We support the exposure of future careers and skills needs in our region so that our people can take advantage of these opportunities. Our taiohi (youth) are our future, and through career exposure we can have positive impact by working to give them the chance to succeed in careers of their choice. We know that early exposure to a range of careers allows taiohi to both discover new opportunities or begin pursuing their interests early and can increase educational motivation. Career and skills exposure is also relevant for our kaimahi; through our support for just transitions, we must continue to look after our people regardless of circumstance and stage of life.



Kaiāwhina Health

What we've heard:

Health underpins the vitality of our people and without a well-functioning health system, our whānau, communities, and economy suffers. Ensuring we have an effective, resilient health workforce demands that all members of the sector are supported. This workforce is typically associated with registered professionals such as nurses and doctors. However, we acknowledge that there is an opportunity to alleviate some of the pressure on this sector by investing in and upskilling our Kaiāwhina' workforce. As New Zealand's population grows and ages, it is vital that Kaiāwhina kaimahi continue to be developed and supported to achieve their full potential.

According to the national Kāiāwhina Workforce Plan 2020-2025:

The term 'kaiāwhina' is a taonga (treasure) – a term that embodies the core essence and nature of a workforce that is passionate, resilient, diverse, skilled, and committed to supporting hauora (holistic wellbeing) outcomes... [Its] origins... stem from a desire to create a term to replace demeaning labels such as the 'non-regulated' or 'unregulated' workforce.

The RSLG recognise that Kaiāwhina undertake a very broad range of tasks and need to have a wide skillset base. A deeper understanding and formal recognition of the skills and training required for Kaiāwhina has therefore been a key aspect of our mahi. As such, our engagements focused on the current and future skills needs, challenges and areas of opportunity facing the Kaiāwhina workforce. Key messages that emerged were:

Underpinning the broad skillset and tasks Kaiāwhina undertake is a need for basic understanding of Tikanga, as well as high levels of interpersonal and emotional skills necessary to effectively support the individuals and whānau they work with.

Kaiāwhina roles are often seen as entry-level positions in the health sector. However, they play a vital role in supporting patients and staff and can be a stepping-stone to other health-related careers. Promoting awareness to the broad range of

'According to the national Kaiāwhina Plan "Kaiāwhina is the over-arching term to describe non-regulated roles in the health and disability sector".

occupations and career pathways in health and social services, as well as providing mentoring support and linkages to local training options, can help to ensure that the talent pipeline for the sector is strong.

Solutions by the community, for the community are crucial. Training should align with the requirements of the community and address the needs of Māori.

Organisations need to be able to access appropriate and timely training with enough advance notice to plan staff coverage to support and encourage training.

Breaking down accessibility barriers will be key to building the workforce. This includes lifting the visibility of, and alignment to, career staircasing across all health roles for Taranaki. This visibility could be lifted by "mapping out" the career pathway prospects from school throughout the life course to surface gaps.

Acknowledging prior learning and highlighting career pathways for youth and family members who have undertaken care of whānau will create entry pathways for them.

Kaiāwhina Health Actions

The Taranaki RSLG will:

Work with regional stakeholders such as Why Ora, WITT Te Pūkenga and other providers connected to Kaiāwhina training, to lift the visibility of career staircasing across Kaiāwhina roles for Taranaki. This will be achieved through producing a regionally specific road map of health training provision and provision gaps aligned with the Kaiāwhina Workforce Plan.

Kaiāwhina Health Recommendations

The Taranaki RSLG recommends that:

The government continue to support the uptake of apprenticeships in the health sector through ongoing investment in trades training programmes, for example, the Targeted Training and Apprenticeship Fund and the Apprenticeship Boost. Health apprenticeships that incorporate a Mātauranga Māori approach should be a particular focus for targeted funding.





Hauora and Wellbeing in Construction

What we've heard:

The physical, mental and spiritual health of our people is non-negotiable. When our people thrive, whānau, communities, businesses and our region thrive. Construction kaimahi spend a large proportion of their weeks on job sites, often in stressful environments. We recognise the importance of supporting and nurturing the holistic wellbeing of kaimahi, as when our people are well, they can take advantage of opportunities and have better outcomes for themselves, their whānau and their communities. With the construction sector nationally losing nearly one person a week to suicide, focusing on the hauora and wellbeing in this sector was an obvious choice for us.

Organisations such as Building Wellness Taranaki have been established in the region to provide support, leadership and advocacy for the hauora and wellbeing of kaimahi. Rather than duplicate existing programmes, we seek to use their influence and coordination efforts to increase the uptake and widen the breadth of offerings throughout the rohe (region). A holistic stance to hauora and wellbeing needs to be taken, rather than just the wellbeing of the kaimahi between 7am-5pm. We cannot easily divide one aspect of a person's life from another – we can't (and shouldn't) tackle wellbeing at work without also thinking about wellbeing at home, and vice versa.

We have a large pipeline of mahi expected in the region, from Project Maunga (Taranaki Base Hospital Redevelopment) to offshore wind opportunities. Prioritising the wellbeing of our kaimahi is vital to being able to complete these works and have our people returning to their whānau and communities each day. Through our focused engagements around supporting hauora and wellbeing in the Construction sector, what we heard was:

While many businesses are happy to fund formal qualifications for those who ask, there is a heavy impetus on the worker to do this in their own time and without a lot of 'business' support. Coupling this with the large technological transformation in the sector, digital literacy concerns are more prevalent, particularly for older kaimahi.

The precarious or vulnerable younger workers are coming through with more complex issues than previous generations. For example, some younger workers are coming through lacking strong role models and

communication skills, such as managing conflict and leadership.

Many new business owners would benefit from business mentorship and support to learn how to plan, budget, forecast costs and navigate changing prices due to inflation. This would ensure that they do not overextend themselves and take on more work than they have the time or resources to manage. In situations where this does happen it raises many mental health concerns related to the undue stress and pressure about falling behind and not meeting goals and deadlines.

Mental health and wellbeing issues in the workplace are increasingly affecting our kaimahi. Increased access to services that support and increase individual capability are needed to enhance wellbeing; businesses are increasingly looking to develop wellbeing models and to implement modules for mental health practices.

Hauora and Wellbeing in Construction Actions

The Taranaki RSLG will:

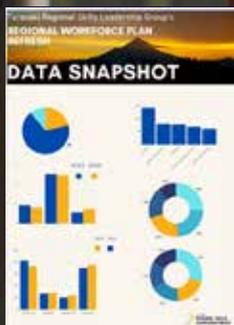
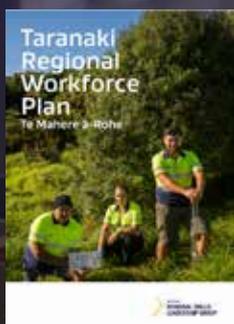
Work with Building Wellness Taranaki Trust (BWT) to increase the uptake of the Buddies and Leading Wellbeing programmes, so that 164 buddies (around five percent of BWT members in the construction workforce) have participated in a Building Wellness Workplace-focused training. Completion of this action will require joint industry support including, but not limited to, memberships, funding contributions, programme promotion and strategic partnership creation.

Work with Waihanga Ara Rau, WITT Te Pūkenga, Vertical Horizons and other related local stakeholders to help connect providers, industry representatives and subject matter experts to create more culturally responsive delivery models for apprenticeship programmes that take into account the physical, mental, spiritual and cultural health and wellbeing of the ākonga (learners).

Check out our supporting documents

As a regionally led advisory group we aim to showcase and honour our region's unique story. To support and affirm what we have heard from real voices right across our region we have created an Insights document comprised of quantitative data and further supplementary qualitative data. Our Regional Data Snapshot and Action Update should be read alongside our Regional Workforce Plan to gain the fullest and most comprehensive understanding of the story of our region. To access our Data Snapshot and Action Update documents, please visit our website:

<https://www.mbie.govt.nz/business-and-employment/employment-and-skills/regional-skills-leadership-groups/>



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For more information on the Taranaki Regional Skills Leadership Group, and to keep up to date on our mahi, please visit: mbie.govt.nz/taranaki-rslg

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