



Tāmaki Makaurau

**BUILDING THE WORKFORCE
FOR BETTER JOBS**

2022/23 PROGRESS

Tāmaki Makaurau
**REGIONAL SKILLS
LEADERSHIP GROUP.**

About Regional Skills Leadership Groups

The Government established independent Regional Skills Leadership Groups (RSLGs) to identify and support better ways of meeting the future skills and workforce needs of Aotearoa New Zealand's regions and cities.

RSLGs are connecting with stakeholders, gathering labour market information, and providing advice to decision-makers in regions and central government. Functioning independently, the groups are locally based and regionally enabled, and supported by a team of data analysts, advisors and workforce specialists at the Ministry of Business, Innovation & Employment.

Members of RSLGs include Iwi/Māori, regional industry leaders, economic development agencies, community and government representatives, who contribute their knowledge and local expertise.

www.mbie.govt.nz/tamaki-makaurau-rslg

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Regional Skills Leadership Group
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Nurture the seed and it will blossom

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MIHI



**Raro iho mai te kamokamo mai
o Matariki ka heke iho
Ki Pae Maunga,
ki Pae Moana ki te tai o Manukau
ki te riporipo o Waitematā,
ka tau iho ki Pae Ngaherehere,
ki Pae Whenua,
ki Tāmaki-Herenga-Waka, arā ko
Tāmaki-Makau-Rau e hora nei**

**Tēnei ra he mihi kau ana ki te
whakatau tēnei rautaki hei whai
i te mauri nui, te mauri roa, te
mauri e ora nei ki te hunga e whai
oranga, he oranga tāngata, he
oranga whānau, he oranga mō ngā
uri whakatupu kei te heke**

INTRODUCTION

Tāmaki Makaurau, Tāmaki Herenga waka, Tāmaki Herenga tāngata e

Tāmaki desired by the multitudes,
Tāmaki the gathering place of many waka,
Tāmaki the gathering place of many people
and cultures

The initial Regional Workforce Plan (RWP) of the Tāmaki Makaurau Regional Skills Leadership Group (RSLG) was published in July 2022.

It was published after two years of labour market turmoil brought about by the Covid-19 pandemic, the Auckland lockdowns and border closures. It was produced at a time of a tight labour market, chronic and acute skill shortages but also entrenched unemployment, underemployment and poverty wages amongst Māori, Pacific People, Disabled People and others disadvantaged in the labour market.

In our first report we established the direction of work for the RSLG and set targets and goals for dealing with the current and future labour market demands.

This, the first annual update of the RWP, is produced in a different but no less challenging time in Tāmaki Makaurau. Like the rest of the country, workers and businesses alike are having to contend with high inflation and cost of living increases and Tāmaki Makaurau was also impacted by severe weather events earlier in the year; the January flooding and Cyclone Gabrielle.

These events, on top of the ongoing post-covid pandemic period, have seen a continuation of economic and labour market disruptions in our region. We have seen acute jobs and skill shortages in the health, construction and hospitality sectors. But we have also seen hundreds of potentially skilled workers (especially in South and West Auckland) leaving school before gaining the qualifications that they need to undertake further Vocational Education and be our skilled workers of the future.

In our regular Insight reports we have advised central government of these issues and continue to work with agencies at a regional level to try and address them.

While these events have been happening, the Reform of Vocational Education (RoVE) of which RSLGs are apart has continued. Our RSLG continues to work together with the other streams of the reforms being Te Pūkenga (bringing together polytechnic and work-based training under one roof) and the Workforce Development Councils (finding out the skill requirements of business and learners on a national basis and developing the courses and qualifications required to meet these needs).

We have also advised and made submissions to the Tertiary Education Commission prior to its funding decisions for 2023 and 2024.

In this update we highlight (through some case studies) some of the positive work that has happened over the last year. This includes the great strides that have been made in the “ground up” Tāmaki 10,000 employment strategy. We also report on the progress that we have made on addressing the actions that we noted in our first report.

We thank our fellow members of the Tāmaki Makaurau RSLG for their work over the last year also the MBIE RSLG Team that has provided us with ongoing secretariat and research support.



A L Tamihere

Awerangi Tamihere
Co-Chair



Robert Reid

Robert Reid
Co-Chair


YEAR ONE: 2022/23 PROGRESS



Ehara taku toa i te toa takitahi, engari he toa takitini

Success is not the work of the individual
but the work of many



 Members of the Tāmaki Makaurau RSLG and MBIE

ACTIONS



In 2022, the RSLG developed the Regional Workforce Plan (RWP). This set out the future workforce and skills needs for Tāmaki Makaurau and a plan for regional coordination towards improving labour market outcomes. The RWP contains seventy actions which identify skills and workforce development priorities for the next three years. The dashboard on the right is a snapshot of year one. A detailed view of year one activity can be found at the end of this report in 'Actions progressed to date 2022/23'.



i View of Rangitoto island

	No. of Actions	Actions progressed 2022/23
Regional actions		
Tangata Whenua	4	4
Our people		
Pacific workforce	4	4
Rangatahi	6	4
Ethnic communities, former refugees and recent migrants	5	3
People with disabilities	4	1
Supporting older people	4	1
Women	3	0
Our economy, industry and business		
Construction	4	4
Health	4	4
Hospitality	3	3
Horticulture	5	1
Screen and creative	4	0
Manufacturing	3	3
Good skills for good jobs		
Vocational education	3	1
Good jobs and prosperity	1	0
Workforce mobility	1	1
Tāmaki Makaurau future workforce		
Digital skills	4	2
Resilient workforce	4	2
Circular economy and climate change	4	3

2022 – 2023 actions status

- Actions progress well underway with discussions held with key stakeholders
- Preliminary work undertaken on actions and initial stakeholder discussions started
- Initial meetings held, substantial work to commence over 2023/24 and 2024/25

REGIONAL HIGHLIGHTS



He aha te mea nui o te ao? He tangata! He tangata! He tangata!

What is the most important thing in the world? It is people! It is people! It is people!



i Tāmaki Makaurau RSLG member Katrina Felton with Whānau Ora rangatahi lay vaccinators at 2022 RWP launch

In this section we highlight case studies from some of our RSLG engagements, showcasing achievements made in the Tāmaki Makaurau labour market over the last year. These include:

Tangata whenua

- Tāmaki 10,000
- Whāriki and Te Pae Herenga o Tāmaki partnership

Our economy, industry and business

- Construction
- Hospitality
- Supporting the future healthcare workforce

Tāmaki Makaurau future workforce

- Tech Tāmaki Makaurau

TANGATA WHENUA HIGHLIGHTS



Mahia te mahi, hei painga mō te iwi

We strive every day to do the work,
for the betterment of the people

TE PAE HERENGA O TĀMAKI 'TĀMAKI 10,000'

A three-part framework underpins the RSLG's approach to the needs and aspirations identified by Māori for workforce and employment across Tāmaki Makaurau. In 2022, the RSLG endorsed Tāmaki 10,000 as part one of our Māori workforce strategy.

Born out of Te Pae Herenga o Tāmaki Collective's Māori Economic Summit in 2020, Tāmaki 10,000 is designed by Māori for Māori. The goal is to support 10,000 whānau in their journey towards economic prosperity, utilising three levers of change: education, employment, and enterprise. Support caters for whānau whether they are rangatahi entering the workforce, unemployed whānau seeking new opportunities, those looking for a career change, or Māori business owners looking to thrive in a changing economic environment.

In March 2023, RSLG co-chair Awerangi Tamihere brought together Te Pae Herenga o Tāmaki Collective and the RSLG to discuss progress made to date on the Tāmaki 10,000 strategy. See 'Tāmaki 10,000 2023 progress highlights'.

Tāmaki Makaurau RSLG/MBIE



i Te Pae Herenga o Tāmaki 'Tāmaki 10,000' presentation to the RSLG

Tāmaki Makaurau RSLG/MBIE



i Te Pae Herenga o Tāmaki with the RSLG

TĀMAKI 10,000 2023 PROGRESS HIGHLIGHTS

LEVERS OF CHANGE APPROACH

Tāmaki 10,000 is a unique Māori Strategy that propels a movement towards whānau economic prosperity. We are differentiated by our commitment to collective action and investment in ground up, localised initiatives that facilitate the economic resilience and prosperity of Whānau. Our localised approach is strengthened by our commissioning for outcomes model that coupled with our collective agility enables us to be singularly responsive to whānau needs and to pivot to deliver support mechanisms that are current and relevant. We:

- Procure and consolidate flexible funding streams that allow our partners to determine strategies and solutions for and with whānau
- Reindigenise systems to enable Māori to flourish
- Trailblaze innovative solutions

We apply 3 levers of change to ensure that we address holistic, long term and enduring economic change for whānau; These are: education, employment and enterprise.

Māori are much more likely to leave school with no qualifications than their non-Māori peers. For every 100 Māori school leavers, 19 have no qualifications, compared to only nine of every 100 non-Māori. There is also a disproportionate number of rangatahi Māori leaving school after completing NCEA Level 2, to go on to Level 3 certificates at private training establishments. Those that do so will earn significantly lower wages by age 25, than those rangatahi who stayed longer at school (*Business and Economic Research Ltd, BERL, Waikato-Tainui, Southern Initiative TSI, Te Rūnanga o Ngāi Tahu (2019) He Awa Ara Rau: A Journey of Many Paths*).

EDUCATION

The Educational Lever provides innovative support systems that remove educational barriers and encourage our young people to dream big and make choices that facilitate their aspirations. These extend to supporting Pakeke (adults) to acquire and develop valuable skill sets, that will enable greater career choices, mobility and pathways. Central to this is

- The development of the Whānau Ora Diploma to a Level 6 Accreditation, and planning for level 7. This is the only for Māori, By Māori qualification offered in Aotearoa.
- Our partnerships that invest in Māori Trades Training. They enable a critical resource shifting the dial for Māori entering trades and tackling skills shortages across the Tāmaki Makaurau region.



EMPLOYMENT

The Māori unemployment rate is the highest in Aotearoa and well above the national unemployment rate. This is particularly high for rangatahi and wāhine. This trend continues when we consider underutilisation of Māori in the labour market. More Māori were employed in low skilled than unskilled occupations, but they remain lower when compared to all workers. (*Māori labour market trends | Ministry of Business, Innovation: <https://www.mbie.govt.nz/other-labour-market-reports>*).



Indigenised, innovative pastoral and employment specific programming provided to:

- Remove employment barriers
- Accelerate employment opportunities
- Propel Māori career advancement

Key to the employment lever is consolidating and aligning funding to streamline service delivery that is localised, fit for purpose and benefits whānau, community and society

Māori owned small businesses employ more Māori and prioritise community and environmental impacts at a greater rate than non-māori owned businesses. They also face greater barriers to accessing seed funding and investments.

ENTERPRISE

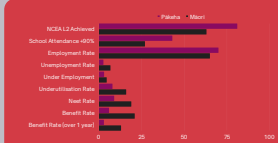
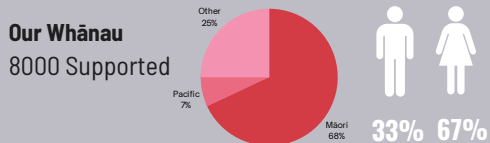
Advance the development of Māori economic success by:

- Providing a platform for Māori entrepreneurial excellence; enabling Māori to flourish as Māori and realise their potential with mana
- Identifying and working in partnership/s to secure funding, share networks and resources to promote, accelerate For Māori, By Māori, To Māori, With Māori initiatives that facilitate the development of Māori entrepreneurship and economic success.



TE PAE HERENGA O TĀMAKI DATA

2022-23



The majority of employment equity funding goes to non-Māori organisations

Māori businesses are employing **11% less** workers than in 2010, compared to **42% more** for non-Māori businesses

Only **31.7%** Māori gain University Entrance compared to **57.2%** Pakehā

EDUCATION

He Maara Hou

Intensive In-School Support Pilot

138
Rangatahi



48%



52%

NCEA Pass Rate



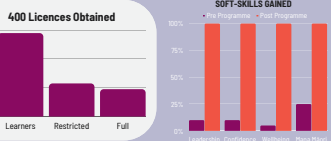
TUAKANA SUMMIT AT TE POUNGA

18 tuakana who displayed leadership potential throughout their He Maara Hou journey were invited to a Tuakana Summit at Te Pounga Marae, Kaiwaka. This video captures the essence of our kaupapa, ko te whakawhānaungatanga.



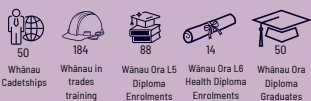
Investment: Tupuranga

WORK READINESS



100% engaged rangatahi supported to identify future pathway

TERTIARY



EMPLOYMENT

Whānau Enablement



3

Local Employment Expos



500

Whānau supported to define long term aspirations



500

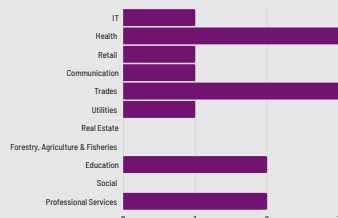
Whānau supported to access resources required to secure mahi



400

Whānau supported to access mahi

Sector Relationships

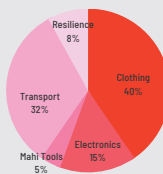


RANGATAHI EMPLOYMENT

4 in 5 Engaged rangatahi are on the journey towards their aspirations



Investment: Mahi



Direct Whānau investment has been provided by our partners. A focus on improving overall whānau wellbeing that increases capacity to work and resilience and equipping whānau with the necessary work related materials.

A key focus remains on our Rangatahi, supporting mental wellbeing and purchasing devices to finalise studies and seek employment.

ENTERPRISE

Enterprise Environment



347
Māori businesses are Whakotipu - Growing



22%
of Māori businesses are based in Tāmaki



40%
of current businesses are whānau-owned

If just **3** Māori are employed each year by existing Māori businesses, we will **drastically reduce the most negative of social outcomes for whānau**

Data sourced from Whānau Business Network

Our Whānau



145
Pakihi Māori direct support and mentorship

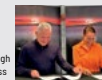


30
Resilience Workshops

Whāriki Partnership

3386+

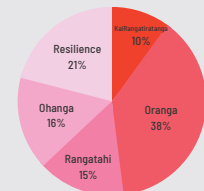
Pakihi Māori businesses connected through Whāriki Business Network



Te Pae Herenga o Tāmaki have entered a partnership with Whāriki Māori Business Network. Our community connections and whānau support coupled with their extensive business membership and networks extends our reach and impact.

Investment: Pakihi Māori

To commission seed funding and provide wrap around support for the start up of micro enterprise and business



WHĀRIKI AND TE PAE HERENGA O TĀMAKI PARTNERSHIP

Through the Progressive Procurement Policy introduced in 2020, around 150 government agencies are required to award at least 8% of annual contracts to Māori businesses. This presents a significant opportunity for the RSLG to champion the work of our Māori workforce partners and ensure visibility of their mahi across central government.

Whāriki is the largest Māori business network in Aotearoa. Part two of the RSLG's three-part Māori workforce strategy is supporting Tāmaki 10,000 and Whāriki to work together to explore workforce opportunities for Māori and support outcomes for Māori small to medium enterprises. In April 2023 both parties came together to sign a first of its kind memorandum of understanding (MOU). In the MOU, both parties committed to sharing resources and networks to promote, accelerate and fund initiatives that advance the development of Māori economic success. The MOU signed by Te Pae Herenga & Whāriki will provide a platform for Māori entrepreneurial excellence; enabling Māori to flourish as Māori and realise their potential with mana.

“Our whānau will be able to secure sustainable, mana-enhancing employment within Māori businesses; this is the ultimate embodiment of mā mātou, mō tatou for us, for all of us. Alongside Te Pae Herenga we're committed to growing Māori entrepreneurial excellence, enabling our people to flourish, and advancing Māori economic success at all levels.”

TRINA TAMATI, CEO WHĀRIKI.

“This improves our access to the Tāmaki Māori business sector which automatically becomes advantageous to local entrepreneurs and it's a win-win from there. Whāriki have the same business nous as we do with the same timeline, and now we have shared resources and networks to promote, accelerate and fund initiatives that facilitate the development of Māori economic success.”

JOHN TAMIHERE, CEO, WHĀNAU ORA.



Te Pae Herenga o Tāmaki

i Whāriki and Te Pae Herenga o Tāmaki MOU signing, April 2023



Hapatia te ara tika, pūmau ai te rangatiratanga mō ngā uri whakatipu

Foster the pathway of knowledge to
strength, independence and growth for
future generations

Tāmaki Makaurau RSLG/MBIE



i Members of RSLG and MBIE visit the
City Rail Link project

CONSTRUCTION AND REAL TIME WORKFORCE DEMAND

Recent investment in large 5–20-year construction and infrastructure projects has made this sector a regional priority.

However, there are still major people and skill gaps. The RSLG has committed to advocating for construction and infrastructure training to be effectively delivered and tailored to the future regional needs. To achieve this, an intergenerational approach will be required to develop the pipeline of education and training, and to create opportunities for sustainable, long-term, skilled employment for the local workforce.

Large projects in Tāmaki Makaurau

Auckland Harbour Bridge Crossing

The multi-billion-dollar construction of a second Waitematā crossing commencing in 2029 is set to address persistent congestion in Tāmaki Makaurau. While a number of jobs will be filled by local workers, experts have noted that the project will require specialist skillsets. Based on current supply, recruitment of skilled migrant workers will be required to meet project needs.

Auckland Airport

Auckland Airport is set to open its multi-billion-dollar terminal integration redevelopment in 2028-2029, which will create 2,000 additional jobs at the height of construction. Additionally, the RSLG is engaged with Ara, the airport jobs and skills hub, which is supporting South Auckland workers to transition into employment and build skills through apprenticeships.

Auckland Light Rail:

The Auckland Light Rail project is the future expansion of Auckland's mass transit system. The costs are estimated to be \$14 billion over the delivery of the project. The bulk of workforce demand will be in general labour, followed by management level skills to oversee a mechanical, engineering, rail works, plumbing, fire systems, station controls, lifts and escalators, tunnelling, testing and commissions, and finishing trades workforce.

City Rail Link (CRL)

CRL is the largest transport infrastructure project ever to be undertaken in New Zealand. It will better connect Auckland's entire rail network and double its capacity through construction of a new underground metro, two new inner-city train stations and redeveloping two existing stations. Construction is due to finish in November 2025 with an estimated cost of \$5.49 billion – creating thousands of jobs and procurement opportunities. CRL's main works are being delivered by Link Alliance which has inducted over 9,000 people onto the project since 2019 and currently has a team of over 2,000.

Over the last year, the RSLG engaged with Waihangā Ara Rau and industry stakeholders to better understand and support workforce participation, skills transition, improved workplace learning experiences. These engagements have helped the RSLG to understand what good looks like, in terms of effective recruitment, as well as delivery of training and skills development programmes tailored to future regional needs. One example of this is with the Link Alliance who run CRL's Progressive Employment Programme

Link Alliance



Atarangi from the City Rail Link project at Karangahape Station

(PEP). PEP is an industry-led, tailored training programme committed to supporting the pipeline of young talent into the industry and creating opportunities for sustainable, long-term, skilled employment for the local workforce.



CRL CASE STUDY

Atarangi started with the CRL project in 2019 as one of six pioneers on the Progressive Employment Programme (PEP). At that time, she was living in Pukekohe and had to catch the 5.15am train to Papakura and then to Waitematā (Britomart) to arrive just in time to start work at 7am.

After graduating from the PEP, Atarangi was employed by Downers and seconded to the Link Alliance. She started as a member of the Procurement team and spent a year learning the foundations of procurement. Atarangi then mentored and trained another young PEP intern to take over her role, enabling her to transition into the Environmental and Sustainability team.

Atarangi has been providing support at the Karanga-a-Hape and Te Waihorotiu work sites for two years and in July of 2022 enrolled in a Bachelor of Environmental Science. She is completing two papers a semester while maintaining excellent standards in her full-time role as an Environmental Assistant.

HOSPITALITY

“Chefs, chefs, chefs! Virtually impossible to find anyone. We’ve given up on trying to find chefs and have accepted that we’ll have to think outside the square with kitchen staff. Really hard to find anyone who is trained.”

- **Auckland Restaurant Owner, February 2023 Restaurant Association of New Zealand member survey.**

Auckland’s hospitality sector has expressed concerns regarding the labour shortage in the sector, particularly for trained chefs. Stakeholders have shared their struggles to recruit and retain sufficient workers in a tight labour market, citing significant increases in wages and competition. This is reflected in data from the Restaurant Association of New Zealand workforce dashboard (February 2023):

- 82% of respondents say they are not fully staffed.
- 78% have been recruiting for high level roles over the past 2 months.
- 88% of employers are saying it is Difficult or Extremely Difficult to recruit for senior roles.

The RSLG has worked closely with the Restaurant Association New Zealand to support the implementation of Future of Hospitality Roadmap goals. One outcome of this mahi is the launch of the HospoCred program. HospoCred is an industry-led accreditation developed to improve working conditions, to recognise and

maintain best practice and good business; and signals outstanding hospitality employers to government, employees, consumers and other businesses. Over the past year, 230 businesses have signed up to the programme. The RSLG is pleased to see HospoCred is now included in the Tourism Better Work Action Plan, and accredited businesses are recognised and automatically included in the Tourism and Hospitality Accord. A second outcome of the Roadmap goals has been the launch of the hospitality industry Rangatahi Project/Youth Council. The RSLG has engaged closely with Restaurant Association who, with Ringa Hora (Services Workforce Development Council) are kicking off this industry-led initiative. It is aimed at engaging youth to help shape strategy that addresses the skills shortages. The focus is on training and skills pipelines for the industry, raising the sector’s attractiveness, and promoting sustainable career pathways and other key areas for the industry.

IMPACTS OF JANUARY-FEBRUARY 2023 ADVERSE WEATHER EVENTS ON THE INDUSTRY:

The cumulative effects of the adverse weather events and COVID-19 restrictions cannot be overlooked. Pockets of the hospitality industry located in the coastal areas and Auckland’s CBD continue to experience hardship. While many businesses sustained minor damage and were quickly able to re-open, others in the industry are facing a long journey to recovery.



Marisa Bidois, RSLG member and CEO of Restaurant Association of New Zealand (RANZ) along with her team sourced feedback from their Restaurant Association members to gauge the ‘Impact of Cyclone Gabrielle’ in Auckland (February 2023):

“After two years of COVID, this is the nail in the coffin. We are a seasonal business needing to make money in summer to survive winter, but we are way down.”

- **Business owner, RANZ member survey.**

“This is far more devastating than COVID. At least there was financial assistance and wage subsidies straight away. Right now, I do not know how to pay [staff]. Money is going out, but nothing is coming in.”

- **Business owner, RANZ member survey.**

Following the adverse weather events, Restaurant Association NZ ran a cyclone relief fundraising campaign ‘Cooking up a Storm’ with Chef Al Brown and over 150 restaurants around the country. This initiative raised \$400,000. Proceeds were divided amongst the Mayoral Relief Funds and \$130,000 was paid out to impacted hospitality businesses.

SUPPORTING THE FUTURE HEALTHCARE WORKFORCE

Tāmaki Makaurau has an ageing population, who will require more healthcare services in the future.

Infometrics Regional Skills Outlook (2023) forecasts that 26,806 Health Care & Social Assistance workers will be needed in Tāmaki Makaurau between 2023 and 2028. The region requires immediate action to increase the supply of kaiāwhina and health care assistants in order to meet the future needs of the population and to replace retiring healthcare workers. Over the last year, the RSLG has engaged regularly with Te Whatu Ora, Toitū te Waiora Workforce Development Council and MIT-Te Pūkenga to better understand student barriers to completing studies and look at how the sector might be more responsive to supporting the pipeline of Māori and Pacific health students.

CASE STUDY



Te Ara Oranga partnership between Te Whatu Ora Counties Manukau and MIT Te Pūkenga


Māori and Pasifika who are passionate about health and want to make a difference to their communities' health are supported in their studies by the Te Ara Oranga Health Workforce Development Project. Te Ara Oranga (TAO) is a partnership between Te Whatu Ora Counties Manukau and MIT- Te Pūkenga. This collaboration aims to support 1,000 Māori and Pasifika students into the health workforce by December 2025. Te Ara Oranga Health Workforce Development Project and a committed team of helpers support Māori and Pasifika health students through their entire journey, from enrolment to graduation and beyond. The programme offers:

- 'Kai and Kōrero' pop up sessions with year 2 and 3 students so that new students can talanoa (discuss) study and to ask for help and clarification.
- Help with getting vaccinations so that students can go on placement.
- Resume assistance to support students into jobs

- #Stand Tall initiative which has supported 65 students with the cost of regalia so that they could attend graduation and receive the honors they have worked so hard for.

As a result of this programme, 59 per cent of students completed their health qualifications (481 out of the 811 registered students). Of these 481 students, 337 of these are now employed in the workforce and 124 are continuing on with further studies at MIT – Te Pūkenga. In total, 454 students are currently studying with MIT – Te Pūkenga.



 Te Whānau o Waipareira Lay Vaccinator

TĀMAKI MAKĀURAU FUTURE WORKFORCE - TECH TĀMAKI MAKĀURAU

According to the Auckland Tech Sector (TIN200) Insights report, Tāmaki is home to 112 of Aotearoa’s top 200 tech companies in 2022.

These are made up of high-tech manufacturing, ICT and biotech companies which contribute 6.4 per cent to the country’s GDP and employ 51 per cent of the 70,000 tech industry workforce in New Zealand. With tech companies growing at five times the rate of the rest of the Auckland economy, and average annual salaries of \$88,660 (compared to the regional average of \$75,550), the technology sector has the potential to lift the prosperity of many Aucklanders looking to enter this sector. Government and industry collaboration on the Advance Manufacturing Industry Transformation Plan (ITP) indicates developing and attracting a diverse, highly skilled and high wage workforce as a key priority. Digital Technologies ITP has received increased funding to support initiatives to attract more women, Māori and Pacific peoples into the industry.

Ensuring equitable access to the sector’s skills and workforce development opportunities is a key focus for the RSLG. The RSLG supports the development of career pathways that collaborate with industry. Regional pathways to the sector initiatives such as Pūhoro STEM Academy and the cybersecurity program at Te Pukenga are good examples of building awareness of the opportunities available in tech, particularly for rangatahi and Māori communities.

RSLG has supported Te Au Hangarau commission for research to understand the factors influencing greater participation and success of Māori graduates in the tech industry and to develop qualitative research (interviews) to hear and share the experiences of Māori in higher education and employment within the tech sector.



CASE STUDY



The RSLG supports the Tech Tāmaki Makaurau programme by Tātaki Auckland Unlimited as a local tech workforce initiative. “Tech Tāmaki Makaurau is a three-year programme of action to grow Auckland’s technology industry, to create jobs and to attract talent and investment to the region”¹. The strategic framework focuses on:

- **Manaakitanga:** creating a tech ecosystem that is a beacon for home-grown and international talent.
- **Kaitiakitanga:** developing a tech industry that delivers a sustainable and equitable future for all. And;
- **Kotahitanga:** growing Tāmaki Makaurau as a globally connect, inclusive and collaborative tech city.

There are currently ten actions, including increasing the number employed in the tech industry, particularly Māori, Pasifika, youth and women. And to increase and scale tech career pathway programmes.

Tātaki Auckland Unlimited

REGIONAL DEEP DIVE: GREEN SKILLS AND JOBS FOR A CIRCULAR ECONOMY WORKFORCE



Kia kotahi te tū, kia kotahi te hoe

Stand as one and work together



Tāmaki Makaurau RSLG/MBIE

GREEN SKILLS AND JOBS FOR A CIRCULAR ECONOMY WORKFORCE

This year, Tāmaki Makaurau has been severely affected by global climate change issues.

The region experienced significant environmental and economic damage following the region's most severe flooding and cyclone events in recent history. This has intensified the urgency to build climate-resiliency through upskilling of green skills and preparing the region's workforce for the green transition.

The RSLG has committed to working with industry to support workforce upskilling for green skills and prepare the workforce for the green transition owing to climate change impacts. In the 2022 RWP, the RSLG set out the definition of green jobs as jobs that cannot be performed without extensive knowledge of green skills. Green skills are defined as skills that enable the environmental sustainability of economic activities. Green transition is the process of evolution towards a green economy to support the goals of the Paris Agreement to deliver net-zero emissions to limit climate change to 1.5 degrees

The RSLG noted the importance of prioritising key industries and sectors where green skills and green jobs must be developed in order to transition towards a net zero carbon economy. The RSLG is working closely with Tātaki Auckland Unlimited and Climate Connect Aotearoa to understand climate-related risks and opportunities (R&O) that can help prepare the workforce for the transition. It includes building a better understanding of the changes required for the workforce to respond to climate change, identifying the skills associated

with these changes, preparing the workforce to adapt to these changes and attracting appropriately skilled workers to Auckland from outside the region.

This work is guided by Te Tāruke-ā-Tāwhiri: Auckland's Climate Plan. Initial research has commenced on the cost of transitioning to a low carbon economy, with further modelling in progress to better understand the baseline and trajectory of green, circular and regenerative jobs and skills needs in Tāmaki Makaurau. The RSLG will continue connecting with industry on this kaupapa and share insights into industry and workforce needs as they become available.

For more details, see Annex 6: Tātaki Auckland Unlimited – The Transition to Low Carbon'.



CASE STUDY



Te Taiwhana Rangatahi

If Tāmaki Makaurau wants to grow a circular, regenerative, and decarbonised economy, it is important to capture insights for attracting and retaining the future workforce in these green jobs.

The RSLG has worked closely with The Southern Initiative to support the voice of rangatahi via Te Taiwhana Rangatahi (TTR). TTR is a rangatahi-led design and innovation lab based out of Auckland Council. TTR utilises indigenous design and systems thinking to explore and share the perspectives of rangatahi from South Auckland. The RSLG attended workshop engagements with TTR to explore the topic of increasing the number of Māori and Pasifika rangatahi into high-value green career pathways. The TTR group presented their Taiwhanga Rangatahi Report to the RSLG. Insights suggested linking into government and industry processes, including influencing the public and private sector in policy and systems affecting them, and testing how to include rangatahi that would not normally get to take leadership roles. The RSLG is continuing this work with Tātaki Auckland Unlimited. This will help us to ensure we embed equity, te ao Māori, and a strong rangatahi voice into our climate response and understand how we can better support workforce enablement.

TĀTAKI AUCKLAND UNLIMITED - CLIMATE CONNECT

According to Pam Ford, RSLG member and Director of Investment and Industry at Tātaki Auckland Unlimited, recent flooding and Cyclone Gabrielle have emphasised the need for Tāmaki Makaurau to adapt and tackle climate concerns head-on with new technology.²

Climate Connect Aotearoa is a collaborative innovation hub brought to life by Tātaki Auckland Unlimited, the region's economic and cultural agency. This kaupapa aims to accelerate the uptake of innovative solutions to support Te Tāruke-ā-Tāwhiri: Auckland's Climate Plan, and its target to decrease emissions 50% by 2030. It also supports the region's ability to adapt to climate impacts and produce a resilient, low carbon and regenerative economy.

Climate Connect Aotearoa leads challenge programmes across the energy, food, built environment and transport sectors, by forming partnerships with organisations across the climate ecosystem, so that demand-led scalable solutions can be facilitated. For example, the delivery of the first energy challenge has seen the hub join forces with Ara Ake, New Zealand's future energy centre. Ara Ake was founded in 2020 and its goal is to facilitate the development and commercialisation of low-emissions energy technologies.

Climate Connect Aotearoa also supports building capacity and capability by creating and sharing accessible resources on the Knowledge Hub and He Kete Mātauranga platforms. Recent work has focussed on a just transition, modelling the implications of climate policy for the Auckland region. Climate Connect Aotearoa will use this learning to support and enable organisations and their workforce to prepare for the changes we face.

“We are certain this collaborative approach will help enable a climate-resilient and sustainable future for our region, its economy and its people”³

**NICK HILL, CHIEF EXECUTIVE,
TĀTAKI AUCKLAND UNLIMITED.**



² Project Auckland: Thriving on innovation - NZ Herald

³ <https://aucklandunlimited.com/news/tataki-auckland-unlimited-launches-climate-innovation-hub>

MAPPING ACHIEVED ACTIONS




Ko te tangata e kai ana i te mātauranga nōna te ao

Those who seek wisdom and knowledge,
the world is yours



Tāmaki Makaurau RSLG/MBIE

 RWP launch 2022

ACTIONS PROGRESSED TO DATE 2022/23

REGIONAL ACTIONS

KEY MILESTONES

ANTICIPATED OUTCOMES

Our People – Tangata whenua – Māori Workforce

- The RSLG has endorsed Tāmaki 10,000 as a Māori Regional Labour Market Strategy.
- The RSLG will support Tāmaki 10,000 and Whāriki- Māori Business Network to work together to explore workforce opportunities for Māori and support outcomes for Māori small to medium enterprise.
- The RSLG will advocate for foundational incentives to be developed for employers and kaimahi Māori as lifelong opportunities to upskill, learn, develop and maintain employability through economic periods of growth and disruption.
- The RSLG will stand by programmes and initiatives that address both pay equity and pay parity for Māori in the workforce and support industry sectors and businesses that promote good pay for the right skills and career development.

- The Tāmaki Makaurau RSLG has endorsed Tāmaki 10,000 and there is an agreement in principle that both organisations collaborate on regional relationships.
- The focus of the RSLG is working in partnership with iwi, urban Māori and Māori providers across Tāmaki Makaurau who make up the Te Pae Herenga o Tāmaki (TPHoT) collective. TPHoT is a collective of urban Māori and iwi Whānau Ora organisations driving the charge to support Māori in Tāmaki Makaurau to make aspirational change.
- The RSLG hosted TPHoT and lessons learnt during COVID-19 were shared, including the impacts of employment and economic disparity for Māori.
- RSLG supports the initiative on seeking new and devolved funding that fosters sustainable and meaningful employment benefiting whānau, the organisations they own and work in, communities and the economy.
- Tāmaki 10,000 and Whāriki- Māori Business Network achieved the milestone signing of a memorandum of understanding committing to sharing resources and networks to promote, accelerate and fund initiatives that facilitate the development of Māori economic success.
- RSLG also works closely with the Whāriki Business Network to better understand the challenges faced by Māori employers' businesses and how best they can be supported in the region to flourish

- To capitalise a significant regional opportunity for future growth and whanau prosperity for Māori in Tāmaki Makaurau.
- To accelerate and scale-up Māori-owned enterprises, through Tāmaki 10,000 and Whāriki Business network
- To accelerate more Māori into well-paying jobs here in Tāmaki Makaurau.

Our People – Pacific Workforce

- The RSLG will support Pacific workforce upskilling initiatives, led or facilitated by Pacific communities that will help Pacific people through education, micro- credentials, digital and tech, as well as literacy and numeracy projects e.g., Project Ikuna.
- The RSLG will support initiatives that close the gap in pay for Pacific in the workplace and supports industry and sector businesses that promote good pay for the right skills and provide opportunities for career development e.g., Pacific Pay Gap Inquiry.
- The RSLG will advocate through its networks and relationships to connect Pacific businesses with support and resources (delivered by key regional stakeholders) to build resilience and growth.
- The RSLG will support career information and advice initiatives that have reach with Pacific people in relevant aiga and groups.

- The RSLG is working closely with Project Ikuna which is a 4-year programme developed by Tātaki Auckland Unlimited in conjunction with and co funded by MBIE. Project Ikuna achieves this by development and delivery of micro credentials through the workplace (3450 creds delivered to date) credential domains include digital skills money management and leadership skills.
- The RSLG has engaged with The Southern Initiative's Social Procurement, Amotai, Uptempo, Pacific Peoples Workforce Challenge, Mori, and Pacific Trades Training programmes, all which support improving labour market outcomes for Pacific people.
- The RSLG advocates to connect Pacific businesses with support and resources delivered by key regional stakeholders to build resilience and growth. The RSLG is working closely with business leaders and industry including the Pacific Business Trust and Ministry of Pacific people to support Pacific businesses and employees to achieve wider reach and employment outcomes.
- The RSLG is working closely with Ministry of Education and TEC, to help reach Pacific community and young learners in terms of retention, transitions and to support learning outcomes.

- To accelerate career development and upskilling of Pacific workforce currently in low skilled, low paid work.
- To ensure Pacific workers and the Pacific business community are well-connected to networks and resources that support business growth, increase resilience and improve labour market outcomes for the Pacific community.
- To work with Pacific community leaders to improve retention, learning outcomes and transitions support for young learners.

REGIONAL ACTIONS**KEY MILESTONES****ANTICIPATED OUTCOMES****Our People – Rangatahi – Ensuring sustainable and equitable education and employment outcomes for the region’s youth**

- ❖ The RSLG will advocate secondary schools, vocational education institutions, Ministry of Education and Māori and Pacific to address the crisis of large numbers of south Auckland rangatahi leaving school without qualifications during the COVID-19 pandemic.
- ❖ The RSLG supports secondary schools to prototype initiatives that encourage young people across Tāmaki Makaurau to stay and complete secondary school before moving into high-quality tertiary education, employment or enterprise. (EDAP 3.1.4).
- ❖ The RSLG promotes enhancing careers delivery pathways beginning at school while acknowledging the region’s people are on a career continuum and face-to-face post-school learning is vital with a focus on regionally led solutions and career job support and pastoral support.
- ❖ The RSLG advocates for strengthened careers advice and bringing stakeholders together to design and implement a purpose-built careers advice ecosystem for Tāmaki Makaurau including ‘by and for’ structures for Māori and other groups disadvantaged in the labour market.
- ❖ The RSLG supports Māori-led delivery of support and pastoral care to rangatahi and whānau to make subject and employment pathway choices, understanding future workforce opportunities.
- ❖ The RSLG will review the recommendations from the Youth Employment Action Plan and will incorporate these, where appropriate, into the ongoing work of the RSLG.

- The RSLG is closely working with the Regional Public Sector Commissioner (RPSC) as part of the Ministry of Education - Youth Attendance and Engagement Working Group to support initiatives to help youth return to education. The NCEA Change Programme is enhancing learning by promoting equitable access for all students, and ensuring literacy and numeracy are now co-requisites to gaining an NCEA qualification.
- The RSLG is engaged with Selwyn College Auckland to better understand paradigm shifts in the way schools can support learners and help them transition from secondary school into employment, and how we can collectively support ākonga with being present, participating and progressing in school.
- RSLG has engaged with Kainga Ora on self-sustaining Trade Academies inside high school being piloted at Massey High School in collaboration with Kainga Ora to give students access to build houses. The students can sell those houses to their local community, which helps them build on a values-based notion of serving the community, and the profits are reinvested in the trade academy.
- The RSLG is supporting MIT and its School of Secondary – Tertiary Studies.
- The RSLG has been working closely with TEC, MoE, Te Pūkenga-MIT and has provided specific advice for supporting young learners in Auckland, bringing stakeholders together through the “Connect” meetings to support a careers advice ecosystem for Tāmaki Makaurau. This includes ‘by and for’ structures for Māori and other groups disadvantaged in the labour market
- The RSLG has engaged with Restaurant Association who, with Ringa Hora are kicking off a Rangatahi Council for the Hospitality industry – the key purpose for this is addressing the skills shortage, looking at training and skills pipelines for the industry, perception and other key areas for our industry.

- The RSLG will advocate for secondary schools, vocational education institutions, Ministry of Education and Māori and Pacific - to address the large numbers of South Auckland rangatahi leaving school without qualifications during the COVID-19 pandemic.
- The RSLG aims to support secondary schools to prototype initiatives that encourage young people across Tāmaki Makaurau - to stay and complete secondary school before moving into high-quality tertiary education, employment or enterprise.
- The RSLG promotes enhancing careers delivery pathways beginning at school. It also acknowledges the region’s people are on a career continuum and face-to-face post-school learning is vital with a focus on regionally led solutions and career job support and pastoral support.

Our People – Ethnic communities, former refugees and recent migrants, fostering the region’s potential future workforce

- ❖ The RSLG advocates workplaces to make the most of Auckland’s increasingly diverse workforce by establishing practices of pay equity, recognition of prior education and work experience and most of all, freedom of cultural expression, fairness and human dignity across workforce operations and supply chains.
- ❖ The RSLG promotes skills and entrepreneurial support initiatives, including career guidance to be given to former refugees, recent migrants and ethnic communities for enhanced labour market participation.
- ❖ The RSLG supports more accessible opportunities for English language courses for ethnic communities and migrants.
- ❖ The RSLG will review the recommendations of the Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan and incorporate those, where appropriate, into the ongoing work of the RSLG.
- ❖ The RSLG supports community and government-led initiatives, including recognition of relevant skills and experience, and support for the recently Ministry of Business Innovation and Employment report on eliminating worker exploitation.

- Lack of English language training and drivers’ licences continue to be a barrier to obtain work in Tāmaki Makaurau for ethnic communities, former refugees, and recent migrants. The RSLG has been working with regional government officials to support secondary school transitions into employment and developing a proposal for driver licencing to be available as a future offering in the secondary schools Gateway programme. Driver licencing and language training would complement the work readiness training toolbox for Gateway students and provide ‘work ready’ offering in terms of increased labour market mobility.
- The RSLG has arranged a number of immigration policy related webinar and information sessions for RSLG members and key stakeholders to better understand relevant policies.
- The RSLG has also identified that the construction and infrastructure industry employ a significant number of migrant workers. There is a need to help improve their English in the workplace and ensure translation of health and safety resources for new migrant workers. The RSLG recognises a need to engage with employers on employment best practice for their migrant workers.
- RSLG has identified that ethnic groups in Auckland have very different employment and salary rates. Solving this discrepancy is crucial to ensuring that everyone has access to Auckland’s opportunities and that it attracts.

- To provide these communities with the capabilities to easily enter the region’s workforce
- To support employers and ethnic communities, former refugees and recent migrants to better understand working rights, and immigration policies.
- To ensure that employers are aware of their legal obligations for migrant workers and ensuring trade unions, ethnic communities, former refugees and recent migrants are resourced to support and advocate for migrant worker rights.
- To ensure pay transparency legislation goes towards closing the gender, Māori, Pacific, and other ethnic pay gaps.

Our Future Workforce – Circular Economy – Creating shared prosperity for the region’s workforce through the circular economy especially for South and West Auckland

- ❖ The RSLG supports the workforce to identify the critical green skills required for Tāmaki Makaurau to develop a sustainable and circular economy model supported by its workforce.
 - ❖ The RSLG supports a large-scale endeavour like the Eco Park to create green economy workforce opportunities in South Auckland, especially for the Māori and Pacific workforce.
 - ❖ The RSLG advocates working with industry to support workforce upskilling for green skills and prepare the workforce for the green transition owing to climate change impacts.
 - ❖ The RSLG promotes a worker-enabling and responsive public transport system where workers across Auckland are able to reach their workplace efficiencies using public transport, especially reaching those areas of concentrated high employment.
- The RSLG will work closely with Tātaki Auckland Unlimited and Climate Connect Aotearoa to understand climate-related risks and opportunities (R&O) that can help us prepare the workforce for the transition. This includes building a better understanding of the changes required for the workforce to respond to climate change, identifying the skills associated with these changes, preparing the workforce to adapt to these changes and attracting appropriately skilled workers to Auckland from outside our region.
 - Tātaki Auckland Unlimited and Climate Connect Aotearoa are guided by Te Tāruke-ā-Tāwhiri: Auckland’s Climate Plan, to embed equity, te ao Māori, and a strong rangatahi voice in our climate response. The RSLG will work with Tātaki Auckland Unlimited and Climate Connect Aotearoa on how we can support workforce enablement for this work.
- To enable the region to identify the critical green skills required for Tāmaki Makaurau to develop a sustainable and circular economy model supported by its workforce through initiatives such as Climate Connect Aotearoa.
 - To support workforce upskilling for green skills in collaboration with industry and prepare the workforce for the green transition owing to climate change impacts.
 - To ensure successful delivery of climate change and workforce programmes in south and west Auckland

Our Economy, Industry and Business – Construction and Infrastructure

- ❖ The RSLG supports the building of visible and sustainable career pathways, with a focus on:
 - System-wide commitment to building visible and sustainable career pathways
 - Drawing on the skills and knowledge of the senior workforce, including supporting mentoring and coaching skills to develop the future workforce, and supporting career next steps.
 - Promoting upskilling within the casual labour workforce, coupled with mentoring and pastoral care.
 - Encouraging rangatahi/youth and whānau through work exposure/experience, internships and cadetships, graduate recruitment, apprenticeships, and campaigns such as EPIC, Waihangā Ara Rau, CSA Beacon Projects
 - Encouraging women and girls including initiatives such as Diversity Works (partnership with CSA), Diversity Agenda, National Association of Women in Construction, Women in Trades, Women in Infrastructure
 - Skilled migrant attraction (Level 6 and above) to meet immediate needs, and to share knowledge (role modelling, mentoring, coaching).
 - ❖ The RSLG advocates construction and infrastructure training is effectively delivered and tailored to future regional needs:
 - Investigate an industry-wide regional platform to align workforce education and training provision, from compulsory to in-work upskilling, using the Construction Centre of Vocational Excellence Career Framework (Te Pūkenga, universities, wānanga PTEs etc.)
- The Group is engaging with industry and the Workforce Development Council to understand what training is being delivered in the sector to meet the future skills regional needs and how to further enhance effective delivery. Via these stakeholders, the group is also keeping informed of intelligence gathering and gaps in training provision, and evidence of skills shortages in new or emerging subsectors of the construction skills environment
 - The RSLG is engaging with the Workforce Development Council to work with the New Zealand Certified Builders (NZCB) on the Employer Support Programme for those employers who need extra assistance to help their apprentices through their learning journey. NZCB has indicated that they are looking to fund programs in these areas through possible pilot programmes.
 - The RSLG has engaged with industry stakeholders, education providers and employees in several hui to better understand how the industry is using the Workforce Information Platform (WIP) platform owned by Waihangā Ara Rau – previously with BCITO. If the tool is helping the industry to address the future skills demand and gaps.
 - The RSLG has participated in regional hui with the WDC and Construction Sector industry stakeholders to better understand and support workforce participation and skills transition, making workplace learning function better especially within small to medium sized businesses or within clusters of these businesses. This has primarily involved leveraging relationships with companies who have successful recruitment/training/skills development programmes as exemplars of current practice. Engagements include iconic Auckland projects such as City Rail Link.
 - The RSLG has collaborated Kāinga Ora by encouraging building developments to utilise Māori and Pasifika subcontractors and recruitment of people living in the local community where construction is an increasing practice. For example, Kāinga Ora has social wellbeing and broader outcomes goals in its construction and maintenance work programme and are now committed to community being active participants in build projects by offering opportunities for skills training and employment locally. Kāinga Ora is now also actively promoting recruitment of more women, Māori and Pacific people, as well as engaging with social housing tenant’s whanau/aiga to promote opportunities for whanau to access employment and sign-on as apprentices and cadets, attached to project builds happening in their own community. For new large tenders, 50% of apprentices for these projects must come from these priority groups.
- To develop a current understanding of the workforce and skills pipeline for the region and to build sustainable career pathways in this sector.
 - Attract rangatahi into their workforce with a foundation of knowledge and skills to build from.
 - To better connect rangatahi and employers/industry better to enable transitions from secondary school into skilled work and support greater spread of regional training that meets industry needs, businesses and worker needs including provisions for in-house training (earn-while-you-learn).
 - To work in partnerships with Waihangā Ara Rau and NZCB on supporting potential pilots in the region. Ensuring that employers are equipped with fit for purpose new advice and support for apprentices during their training. Also, to support clear career pathway information and development of new provision (e.g., micro-credentialling) in the sector that that can be applied regionally.
 - To work with mentioned stakeholders in reducing any barriers in relation to workforce participation in C&I to improve the following outcomes:
 - Attracting and retaining staff through skills development and support a sustainable skills pipeline

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REGIONAL ACTIONS

Continued from previous page

- Align and communicate the construction workforce forecast on the Workforce Information Platform with regional education and training sectors.
- Support employer connections to trades academies, so that academy graduates can move directly into further training and employment.
- ❖ The RSLG promotes the use of the Workforce Information Platform to inform the region of future employment and skill requirements in the construction and infrastructure sector.
- ❖ The RSLG supports initiatives to grow future Māori and Pacific industry leaders and businesses in Tāmaki Makaurau.

KEY MILESTONES

- The RSLG is working with the Workforce Development Council Waihanga Ara Rau and set up a strategic reference group to consider the development of workforce development plans in relation to industries identified in the WDC's Statement of Strategic Direction and identified in the Regional Workforce plan.
- RSLG and WDC working with New Zealand Certified Builders on the Employer Support Programme for those employers who need extra assistance to help their apprentices through their learning journey. NZCB has indicated that they may fund something in this area – possibly a pilot programme. There is nothing nationwide – if piloted may be developed into a micro credential in the future and will be able to garner funding. To increase women's access to construction sector employment, RSLG is also working to support the Industry Equity project in conjunction with Hanga-Aro-Rau and BCITO. An online toolkit and equity directory launched in July and has had over 3400 visits to date. Resources include The Women's Toolbox - Get a Career in the Trades – Trade Careers. The Wāhine on the Tools web series launched 29 September 2022, with over 146,472 views to date.
- The RSLG has been working closely with The Southern Initiative (TSI) to support the Māori and Pacific Trades Training Programme aims to create quality employment opportunities for graduates who have gone on to work mainly in the construction and infrastructure sector. As part of this initiative, TSI tested a wraparound employment brokering service where the team worked with a proportion of graduates over 13 months to ensure they had the licences, equipment, and relational support to connect to quality jobs, that prioritised their professional development and paid meaningful wages. Additionally, the TSI are working with a mix of private sector professionals, public sector professionals working in employer, education, training and rangatahi to collaborate on Green Jobs and Skills (including opportunities in Construction and Infrastructure).

ANTICIPATED OUTCOMES

- Facilitating positive shifts in the mindsets of students so they can see themselves in C&I, thus strengthening a school to industry worker pipeline.
- Increase awareness and connections between future workforce and industry and employer-led action especially with Link Alliance members.

Our Economy, Industry and Business – Health

- ❖ The RSLG advocates removing barriers and fast-tracking local and migrant training.
 - Support removal of barriers for Māori and Pacific students to complete their studies.
 - Endorse alignment and career stair-casing from unregulated, enrolled nursing, registered nursing, nurse practitioners and across to other medical roles
 - Support options to allow step-on, step-off studying while being able to work in the sector at their current level.
 - Endorse and support 'earn as you learn' option for all fields of nursing and a fees and support structure that at least matches male dominated sectors.
- ❖ The RSLG supports immediate actions to increase the broader health workforce.
 - Support affirmative action to retain and train the COVID-19 surge workforce.
 - Take affirmative action to fast-track migrant and existing domestic students and resident workforce at this time of acute shortages, especially in nurse-led practitioner roles.

Immediate actions to increase the broader health workforce:

- Te Whatu Ora advised their strategy is to grow the Enrolled Nursing workforce. The Group engaged with EET (Employment, Education and Training) Minister through letters and made recommendations in their RWP (Regional Workforce Plans) published in July 2022 and in discussion with Te Whatu Ora and Immigration NZ. The RSLG sought to immediately increase the health workforce at a time of acute labour shortages and crippling demand due to Covid-19. Broadly the Group recommended that (a) Nurses are aided to return to their profession (b) The number of migrant nurses was increases (c) time for nursing to be freed up by making more use of allied (non-registered) health professionals.
 - The Te Whatu Ora 'Return to Nursing Workforce Support Fund' was stood up to support domestic and Internationally Qualified Nurses to gain their annual practising certificate (APC). As of 22 September 2022, after two rounds 225 applicants had been approved for funding. After the first round 65 nurses successfully got access to the funds with 47 from the aged care sector.
 - The RSLG engaged with Immigration New Zealand in the settings for the Immigration Rebalance and Care Sector Agreement that increased the numbers of L3 and 4 Health Care Assistants allowed in for 2 years and the exemptions to be paid below the medium wage. The Group strongly supported continuing education and training of the entire workforce and placing Registered Nurses on the Green List on the work-to-residence pathway was a starting point for encouraging overseas workers.

- Encourage more Māori into the sector and to better meet the health needs of Māori by supporting Māori Health Providers focus on embedding a Mātauranga Māori approach for Health Care Assistants/Kaiāwhina training.
- Advice to TEC is agreed upon and focusses on improving the levels of cultural competency across L1 to 4 for Kaiāwhina shortages.
- Our health care providers are enabled in developing a micro-credential that recognises the skills developed by the COVID-19 surge workforce and puts them on a pathway to a Kaiāwhina role.
- Advice to TEC is agreed upon and supports a review across the scope of practises in all areas of the Nursing pipeline, including the "step on, step off" initiatives for Enrolled Nurses.

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REGIONAL ACTIONS

Continued from previous page

- Take action to recruit peer support for mental health from those with lived experiences but ensure there are clear career pathways.
- Work with Tāmaki 10,000 to support and engage whānau and communities and workforce to have good jobs and a meaningful career in the industry.
- Work with MSD and DHBs to support people into employment via the employment pipeline, and look at the volunteer workforce to support MSD flexi-wage projects in the community.
- ❖ The RSLG promotes utilisation of the comprehensive data and forecasts existing in the sector to validate investment in workforce development.
- Support the streamlining of contracted services by DHBs so that expiry and timing does not lead to pay inequity and retention issues for some in the sector.
- Partner with Toitū te Waiora – WDC to better understand the skills deficit in the sector and the capability gaps to meet industry needs and provide works with clear pathways to employment and career progress within the sector.
- ❖ The RSLG will support more joined up pathways for career progression with professional categories.
- Career progression is generally expected to occur within the same professional category but even within the same broad area there it is a disjointed journey from vocational education and training to tertiary training that the Review of Vocational Education (ROVE) has not addressed.

KEY MILESTONES

- The RSLG engaged with Te Whatu Ora and Toitū te Waiora with the purpose of advocating for alignment and career stair-casing from unregulated, enrolled nursing, registered nursing, nurse practitioners and across to other medical roles, leading a flexible and agile workforce.
- The RSLG regularly engaged with Te Whatu Ora and Toitū te Waiora through-out 2022/23, supporting and advocating for a ‘step-on, step off’ approach to study, to enable students to work in the sector at their current level. This will allow those that exit the Bachelor of Nursing programme or who do not achieve professional registration to use their skills within the Health Sector. Toitū Te Waiora, in support are reviewing the scope of practise for the Health and Wellbeing Certificate (Qualification for Kaiāwhina role) in the context of the Enrolled Nursing Diploma scope of practise. This review will also have regard to the Bachelor of Nursing including Bachelor of Māori Nursing.

Removing barriers

- The RSLG is aware that many aspects of study act as major barriers to study completion. Some barriers include difficulty accessing financial support via Studylink, some students are not able to continue with part-time employment that can accommodate practicum schedules, and placements incurring extra cost for child-care and travel. Te Whatu Ora are planning a change to the way practicum or placements are managed and timed across a year.
- The Nursing Pipeline Project (Te Whatu Ora) started a new programme of work in alignment with recommendations from the RSLG’s regional workforce plan. They are currently looking to find the reasons students are not completing studies and how the sector might be more responsive to Māori and Pacific Nursing students. The scope includes student allowances for mature students (45 plus), earn as you learn/ salaried training programmes and a proposal to have study grants/support to prevent student attrition.
- The RSLG attended Te Rau Ora ‘Tini ngā hua maha ngā huarahi/Hauora and Education Ecosystem’ workshop with the aim to connect across the system to understand and support the removal of barriers for Māori and Pacific students to complete their studies.
- With ongoing recruitment of migrant workers, the RSLG supports the Migrant Action Trust in advocating for free yearly English training in the workplace to remove barriers for nurses.

Better understanding skills deficit

- The RSLG partnered with Toitū te Waiora – WDC to better understand the skills deficit in the sector and the capability gaps to meet industry needs and provide works with clear pathways to employment and career progress within the sector. MSD and Te Whatu Ora are now partnering on a national basis to recruit from MSD client lists and to foster inclusion in the many pastoral care programme that MSD have available.
- Toitū te Waiora and Odyssey House, Auckland have worked together to significant effect to create the first micro-credential ‘Peer Support 101 – Introduction to Lived Experience Peer Support in Addictions’, a level 3 qualification taken up by 200 people across New Zealand. Toitū te Waiora and Odyssey House, Auckland have advanced this priority. Over the next 6-months RSLG supports ensuring a career pathway for these practitioners.

ANTICIPATED OUTCOMES

- To ensure through advocating for a ‘step-on, step-off’ approach that no training or education investment by a student is wasted, and there are many ways to remain working and upskilling in the health sector and meet critical workforce.
- Continued education and training of the entire workforce and placement of Registered Nurses on the Green List on the work-to-residence pathway.

Our Economy, Industry and Business – Hospitality

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| <ul style="list-style-type: none"> ❖ The RSLG supports the implementation of the industry-led Future of Hospitality Roadmap Goals with a focus on raising the attractiveness of the sector by providing better working conditions, ensuring decent employment practices, and changing the image of the sector to ensure good jobs through HospoCred. ❖ The RSLG advocates a thriving hospitality sector that offers better working conditions, based on a strong employer duty of care for its service workforce. ❖ The RSLG promotes a hospitality workforce that can share manaakitanga with manuhiri, or guests, while representing this home with heart, soul and mana. | <ul style="list-style-type: none"> • The RSLG has worked closely with the Hospitality industry to better understand workforce issues and support better working conditions in the sector. An important outcome of this mahi is the launch of the Hospo Cred program by the Restaurant Association of New Zealand. It was developed in 2022 to create a platform for recognising standards within the hospitality industry. 230 businesses have signed up so far. Businesses with this accreditation have demonstrated a commitment to best practice, to ongoing development of their workers and businesses and to increasing their impact. Any businesses that have HospoCred will automatically be included in the accord/accreditation. • Hospitality sector has expressed concerns about a labour shortage in the sector, with businesses struggling to recruit sufficient workers under the current pay and conditions. The RSLG has worked closely with industry leaders to better understand the specific skills shortages in the region and Chefs was identified as a key shortage in the region. This analysis has been shared at many fora as well as with immigration colleagues including Hospitality and Tourism Wananga. Immigration New Zealand is also progressing a significant number of hospitality workers under the AEVV which also include chefs. The current chef qualification requirements for the AEVV such as the New Zealand Certificate in Cookery (Level 4) or equivalent. • The RSLG has also connected the hospitality industry with programs being run locally such as those by Tātaki Auckland Unlimited to support youth working in services sector through programs such as Youth Employer Pledge Network and Tū Mai Ambassador program to allow the hospitality industry to develop the soft skills that represent the soul and mana of the industry. • The RSLG is working with the Toi Ma Workforce development council to better understand how a sustainable pipeline of hospitality workers can be developed locally and we are able to provide sustainable career pathways to our region's youth to thrive in this sector. • The RSLG is working with Ringa Hora (Services) Workforce Development Council and has participated in workshops with Ringa Hora and key stakeholders to raise the sector's attractiveness, ensuring sustainability, productivity, and resilience for the workforce address the issues raised through this engagement, and are the framework for collaborative action. | <ul style="list-style-type: none"> • To ensure sustainable and fit for purpose workforce innovations such as HospoCred are adopted and recognised as industry-leading best-practice. • Through implementation of HospoCred, Hospitality Fair Pay Agreement initiative of Unite Union and similar initiatives, the industry is recognised as a source of good employment conditions and career prospects. • To work with Immigration New Zealand and the sector on a robust solution for demarcating qualifications of workers to ensure a more accurate match against industry need. |
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Our Economy, Industry and Business – Manufacturing and Logistics sector

- ❖ The RSLG supports skills development for Manufacturing sector workers.
 - ❖ The RSLG promotes skilled Māori workforce in the sector. There is an opportunity for the Manufacturing sector to grow its presence in Tāmaki Makaurau with Tāmaki 10,000 engaging Māori communities, whānau, hapū and iwi to become more proactively involved in the sector, both as employees and employers.
 - ❖ The RSLG supports growing productive and customer-focused manufacturing firms
- The RSLG is collaborating with Hanga-Aro-Rau as part of the research project “Post COVID-19 Workforce Development Needs in New Zealand’s Manufacturing and Engineering Industries” – funded through the TEC Covid Response Fund. The RSLG is working with the WDC to establish a working group to work through the actions based on the research findings.
 - The RSLG is also working closely with Hanga-Aro-Rau to help support the development of a Māori Workforce Strategy currently. This will be a 5-year plan with annual action plans. Hanga-Aro-Rau and Waihangā Ara Rau have a collaborative industry equity project: <https://www.tradecareers.co/>.
 - The RSLG has commenced regular engagements with Hanga-Aro-Rau work leads in the region. Collaboration includes support to Hanga-Aro-Rau WDC with its TEC COVID-19 Relief Fund research project, and support of upskilling initiatives such as Project Ikuna, a micro credentialling initiative that are delivered in work and support Pacific manufacturing sector employees to upskill rapidly through credentials gains in domains such as digital literacy and team leadership. Hanga-Aro-Rau are in the process of establishing a working group to collaborate on RWP actions, supported by research – providing further basis for collaboration with RSLG on projects of mutual interest going forward. Hanga-Aro-Rau is also developing a Pacific Workforce Strategy and are inviting input from the RSLG on its development, this will be a 5-year plan with annual action plans.
 - RSLG is also working closely with Hanga-Aro-Rau as they develop a Pacific Workforce Strategy to provide insights and workforce challenges. Tāmaki Makaurau region is the largest in terms of the number of Pacific employees in the manufacturing sector and have a significant number of Pacific employers in the manufacturing sector. The Secretariat engage regularly with employees and industry bodies to better understand labour market issues impacting Pacific workers and sharing these findings across. Key issues identified have been digital skills and soft skills. The Secretariat has engaged on the following to make connections for the industry on these workforce issues:
 - MAKE NZ, Hanga-Aro-Rau Workforce Development Council and The Learning Wave are working alongside other manufacturing stakeholders to develop and pilot a 2nd step in the pathway for Digital Skills in Manufacturing; building on the Digital Skills in Manufacturing Micro-credential developed at Competenz (now Te Pūkenga) which is currently available. This is an industry led and funded project targeted at up-skilling team leaders in manufacturing to support the increasing digitalisation of processes especially the Pacific workforce in the region.
 - The RSLG have also made linkages with the Hanga-Aro-Rau and Waihangā Ara Rau on the collaborative industry equity project: <https://www.tradecareers.co/> and have connected RSLG members engaged in the sector.
 - Acknowledging that Tāmaki Makaurau hosts major national logistic hubs, the RSLG is working with Hanga-Aro-Rau and FIRST Union to comprehensively map and audit skill requirements of the industry and promote good jobs, training and career progression for workers in the sector.
- To accelerate the Manufacturing sector’s workforce development by ensuring the RSLG continues engaging with Hanga-Aro-Rau’s work and by providing a regular regional input on labour market and workforce issues for Hanga-Aro-Rau to consider and include where appropriate.
 - Support workforce development initiatives that seek to improve the capabilities and livelihoods of Māori workers within the Manufacturing sector
 - Continue to collaborate with Industry and WDCs to improve productivity across the sector.
 - To influence an increase in quality jobs and opportunities via collaboration with the private sector and public sector.
 - Ensure a strong workforce pipeline, including staircase training and job progression for especially young, Māori and Pacific Peoples for the large and growing logistic sector in Tāmaki Makaurau especially around the airport hub in Māngere.

REGIONAL SKILLS LEADERSHIP GROUP

Co-Chairs



Robert Reid

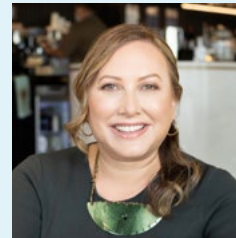


Awerangi Tamihere

Members



Michael Barnett



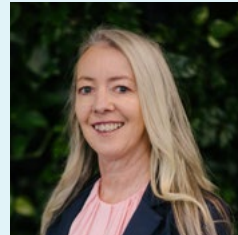
Marisa Bidois



Beatrice Faumuina
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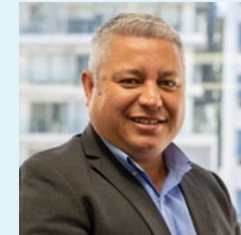
Katrina Felton



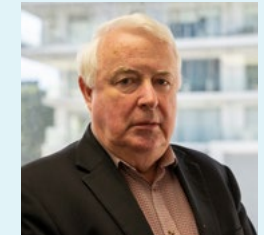
Pam Ford



Sarah Hardman



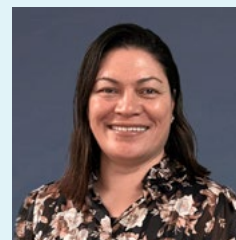
Heta Hudson



Paul Jarvie



Angela Lim



Jules Lynch



Amie Maga



Shazeea Salim

APPENDICES



All appendices that support this report are accessed from: www.mbie.govt.nz/tamaki-makaurau-rslg

Foundational Documents:

- Cabinet Paper establishing RSLGs
- Letter of Expectations (from Minister of Employment, Hon Carmel Sepuloni RSLG Co- Chairs)

Supporting Information:

- Annex 1: MBIE working report to RSLG on the Regional Workforce and Skills Priorities
- Annex 2: MBIE working report to Detailed progress update towards completing all actions
- Annex 3: MBIE working report to Sector based roles and qualification details for Auckland
- Annex 4: Workforce and Skills Challenges for Hospitality
- Annex 5 – Tāmaki 10,000
- Annex 6 – Tātaki Auckland Limited Green skills

“The technology industry of Tāmaki Makaurau Auckland is dynamic and growing, and has the potential to support greater productivity, prosperity, and wellbeing for our communities”

**TECH TĀMAKI MAKĀURAU,
AUCKLAND UNLIMITED.**



