

REGIONAL INSIGHTS



Ngāti Kahungunu's K3 Māori housing movement hosted representatives from the Construction Centre of Vocation Excellence (ConCOVE). ConCOVE has been travelling New Zealand (NZ) visiting iwi-led housing development programmes with a view to developing evidence-based projects that prove educational pathways. Project funding is available to initiatives aimed at improving vocational education and training in NZ's construction and infrastructure sectors and seeks to improve outcomes for Māori and make the construction and infrastructure sectors more accessible. ConCOVE want to invest in projects that aspire to grow thriving communities, and they were impressed with K3's holistic and future focussed view of housing development. While in Hawke's Bay, ConCOVE met with the RSLG and the Hawke's Bay Jobs and Skills Hub Manager to kōrero and share regional and sector insights. The RSLG has offered to support a breakfast session between ConCOVE and key regional stakeholders on their return visit in September.

Te Whatu Ora - Te Matau a Māui Hawke's Bay faces more challenges as workforce pressures impact delivery of services. In July, the International Accreditation of New Zealand (IANZ) suspended accreditation for radiology services at the Fallen Soldiers Memorial Hospital in Hastings. Concerns raised by IANZ include ageing equipment, unsuitable workspaces, long waits and workforce shortages. Acting head of Radiology Dr Richard Cooper has said 'we are not immune from the well documented world-wide health workforce shortage, and we have been doing the best we can for our patients'. Radiology services continue to operate as normal while the hospital works to address the concerns raised by IANZ. The local nursing workforce continues to voice their concerns over working conditions and patient care. A senior emergency department nurse quoted in a local BayBuzz media article shared 'I love my job, but I am feeling sad right now because I can't provide the nursing care I want to. I don't have time to tend to patients, checking in to see if they need a cup of tea, or if they're warm enough'. Over 300 local nurses attended a meeting to vote on the NZ Nurses Organisation (NZNO) strike action planned for 9 August. The 'stopwork' was subsequently cancelled after the NZNO accepted a revised collective agreement offer. In July, Te Whatu Ora released a national Health Workforce plan to meet the growing workforce needs of the healthcare sector. Many of the areas targeted in the strategy were identified by the Hawke's Bay RSLG as opportunities in the 2023 Regional Workforce Plan Refresh. They include but are not limited to growing Māori and Pacific workforces, growing rural and interdisciplinary training programmes and investigating earn-while-you learn and apprenticeship models.

CYCLONE GABRIELLE – REGIONAL RECOVERY

The Hawke's Bay Jobs and Skills Hub recently helped facilitate a one-week practical training programme for nine participants in Wairoa. The programme was pulled together with the help of the local Ministry of Social Development (MSD) office, the Wairoa Young Achievers Trust (WYAT) and Enabled Wairoa, with input from the Wairoa District Council. The programme has been designed to develop insulation, gibbing and plastering skills and provided participants with practical experience repairing a flood damaged home and cabin. The programme is a win-win for Wairoa, delivering repairs to cyclone damaged homes while at the same time upskilling whānau. The first day of the programme saw the participants sit their Site Safe certificate, followed by four days of practical training. Building supplies were provided by the Hawke's Bay Jobs and Skills Hub along with some donated supplies, and WYAT supported the delivery of training throughout the week with transport and kai.

Progressive Procurement a big focus for the region in the context of cyclone recovery. The Regional Economic Development Agency in its role as lead entity for the Regional Recovery Agency's 'Economic Growth' pou has bought together 16 Government agencies and local organisations to expedite the work already underway. The group acknowledged the constraints that have limited progress since the roll out of the five Councils' progressive procurement toolkit in 2021 – Council resourcing, monitoring of outcomes, complex tendering processes and lack of awareness – and have committed to progressing the mahi needed to overcome these barriers. Development opportunities identified by the working group include sharing best practice across NZ, developing a regional monitoring framework, growing and mapping resources and educating tier two and three contractors. Building this capability will ensure cyclone recovery procurement delivers social, economic, cultural, and environmental outcomes for the region. The Transport Rebuild East Coast (TREC) Alliance (Waka Kotahi and KiwiRail) are adopting an 'East Coast first approach' procurement model. The RSLG identified progressive procurement as an action in the 2022 Regional Workforce Plan and will continue to support and contribute to this mahi.



REGIONAL WORKFORCE PLAN – ACTIONS UPDATE



2022 ACTION 1: Undertake a current scope of pre-employment programmes available across the rohe

The RSLG has worked alongside the Hawke's Bay Youth Futures Trust and Hastings District Council to determine the breadth of the regional pre-employment support network. An understanding of the opportunities and challenges facing rangatahi and providers was also gained. Using this information, the RSLG were able to work with the Food and Fibre Centre of Vocational Excellence (FFCoVE) to complete a detailed stocktake of regional pre-employment programmes. The FFCoVE website displays the project information and provides a link to the data relating to the 74 pre-employment programmes currently operating in the rohe and will help stakeholders better understand this landscape – [FFCoVE Projects - Hawkes Bay RSLG Actions](#). In the 2023/24 year the RSLG will determine whether this mahi will be progressed in the form of a longitudinal project that identifies the success rates of the region's varied employment pathways. For an update on all 2022 actions please head to

<https://www.mbie.govt.nz/assets/hawkes-bay-actions-update.pdf>

FOCUS ON CENTRAL HAWKES BAY



The team at Central Hawke's Bay (CHB) Council's 'Jobs in Central Hawke's Bay - Turanga Mahi ki Tamatea' has once again been recognised at the LGFA Taituarā Local Government Excellence Awards. The team received a 'Highly Commended' in the 'Collaborative Government Action' category for their work in the

community connecting job seekers with employment opportunities. The team have engaged with over 897 local job seekers and 857 local businesses and supported 392 whānau into employment. The successes of Jobs in Central Hawke's Bay have been instrumental in the region achieving one of the lowest unemployment rates in To find out more about the programme scan the QR code and view the Excellence Awards entry.

A Civil Works Expo held in June has given 16 infrastructure businesses a platform to showcase job and career options and connect with local job seekers. The 40 members of public who attended the event organised by Jobs in Central Hawke's Bay appreciated the opportunity to connect directly with potential employers, ask questions and gain a better understanding of the local industry.



The event addressed the demand for infrastructure development in the region which is expected to grow as the cyclone recovery programme of works is determined and rolled out. CONNECT Drivers Licencing was also in attendance, providing job seekers with licencing and endorsement advice relevant to the sector. Feedback from both job seekers and employers has been positive making it likely the expo will become an annual fixture in the region.

Cyclone Gabrielle Recovery

An economic recovery workshop was held in Waipukurau in July to gather business specific input into the next iteration of the Tamatea – Central Hawke's Bay Cyclone Gabrielle Recovery and Resilience plan. Attended by local CHB businesses, the workshop has also helped to create a work programme for the business network and inform the future work plan:

Six focus areas were identified:

- Explore water security options
- Increase town centre vibrancy
- Support the development of social infrastructure
- Investigate and implement land use diversification
- Work collaboratively to secure big projects for CHB, with coordinated local procurement
- Support targeted skills/workforce development

Central Hawke's Bay District Council (CHBDC) are currently recruiting for an Economic Recovery Officer. Once appointed, the person in this role will support the business network to establish an action plan under these focus areas.

OUR FOCUS FOR THE NEXT TWO MONTHS

- Ongoing stakeholder engagements with industry, employers, kaimahi, councils and government agencies to determine cyclone related workforce impacts and mitigations.
- Development of the delivery plan for the 2023 [Hawke's Bay Regional Workforce Plan Refresh](#) and ongoing mahi on actions and recommendations outlined in the 2022 [Hawke's Bay Regional Workforce Plan](#).
- Stakeholder engagements to inform the RSLG advice to the Tertiary Education Commission due in November 2023.