

## TOROA | CAREER NAVIGATOR



The Graeme Dingle Foundation (GDF) hosted a visit by the Regional Skills Leadership Group (RSLG) to learn more about the Toroa | Career Navigator programme for 15-24-year olds who are not in work or training. Toroa helps young people build confidence, learn new skills and prepare effectively for the world of work. The programme provides an intensive programme of workshops and mentoring to help them find a meaningful job pathway. Mentors provide support during the transition to work, increasing chances of success in their new roles as shown in this [video](#).

Whānau, mentors and referring agencies told RSLG members young people in the programme had improved wellbeing, social and community engagement. Three Toroa graduates spoke about their experiences. All three are now working and one has returned to school to complete their education. The support from GDF and the mentors had changed their lives for the better and they were doing well and had plans for the future.

Funding for the programme has come from central government and the RSLG supported the GDF funding application. The precarious nature of government funding is a significant concern as highlighted in the [April 2023 report](#). This is a successful and much needed programme in the region and the RSLG supports continuation of the programme.

For rangatahi not in work or training, it addresses [Career and learning pathways](#) and [Everyone in the region is aware of career and training opportunities](#) which are two focus areas in [Te Mahere Ohumahi ā-Rohe o Te Taihū o Te Waka-a-Māui | Marlborough Regional Workforce Plan](#) (RWP).

The RSLG also met with careers teachers from Queen Charlotte, Richmond View, Marlborough Boys' and Marlborough Girls' colleges. Early exposure to jobs and careers, informing whānau and providing teachers with opportunities for contextual learning through local industries were the main requests.

## WINE WORKS - EMPLOYMENT & HOUSING



Wine Works Marlborough hosted the RSLG on a tour of their bottling, warehouse and logistics facility. The RSLG saw the end-to-end process from the receipt of the wine, bottling, sealing with screwcaps, labelling, packaging, warehousing and distribution for export or the domestic market. A high degree of automation is used in the process.

Sustainability is a significant focus and Wine Works have a partnership to ensure 80 percent of trucks carrying bottles and dry goods from Port Nelson to WineWorks return with bottled wine for storage and eventual export through QuayConnect. This aligns with the outcomes in the RWP for a [resilient, sustainable economy and workforce that supports carbon net zero by 2050](#). WineWorks employs 250+ staff and is constantly recruiting. They use a range of recruitment techniques including incentivising staff to recruit friends and family. Housing is the greatest challenge for hiring staff from outside the region.

Marlborough's house prices increased sharply as prices fell elsewhere. The Real Estate Institute's (REINZ) September figures showed Marlborough's median house price increased 25.4 percent to \$740,000 - the largest annual increase of any region. Nationally there was a 3.1 percent decrease in the

median sale price year-on-year. Marlborough also had the highest increase in sales, up by 66.7 percent year-on-year compared to 5.1 percent nationally.

A lack of affordable [housing was identified in the RWP as one of three inhibitors](#) impacting people's desire and ability to live and work in Marlborough, along with Health and Education. Local media reported that the [Picton property market to become 'pressure cooker' during port rebuild](#) as more than 200 people were needed for the Waitohi Picton ferry terminal redevelopment before the arrival of new hybrid ferries in 2025.

## RECRUITMENT & SKILLS SHORTAGES

Recruitment and skills was a focus of the second Marlborough Regional Business Insights Survey for Q3 2023, conducted by the Marlborough Chamber in collaboration with Marlborough District Council.

The most difficult positions to fill are:

- Technical/specialist skills (53%)
- Entry-level roles (36%)
- Mid-level management / team leadership (24%).

Issues identified by prospective employees (especially those from outside Marlborough) are:

- Housing issues (46%)
- Lack of social / recreational opportunities (16%)
- Schooling issues (11%)
- Tertiary / vocational education issues (6%).

For organisation who were recruiting from outside the region International employees (21%) were the largest proportion followed by Other South Island (17%), and Other North Island (15%). The major metropolitan areas of Auckland, Christchurch and Wellington accounted for 12%, 12% and 7% respectively.

Most employers (58%) said the skills they need are not freely available in Marlborough. The greatest skills shortages were in technical, professional and trade-related, with Management / leadership skills not far behind (see below).



Measures implemented to address skills shortages include:

- Out-of-region recruitment (48%)
- Local recruitment (46%)
- Internal training / upskilling existing staff (40%)
- International recruitment (26%)
- Apprenticeships (19%).

Training and/or capability development activities over the next year were focused on short courses / micro-credentials (49%) and seminars / workshops (47%).