



Hawke's Bay Regional Workforce Plan

Te Mahere Ohu Mahi ā-Rohe o
Te Matau-a-Māui

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CO-CHAIRS MIHI

Te mihi a Ngā Toihau Takirua

Kahungunu Mana! Kahungunu Tangata! Kahungunu Iwi! Kahungunu ki te ao mārama e! Nei rā te mihi ki a koutou ngā rangatira. Tihei Kahungunu e!

He maimai aroha ki ngā mate tuatini kua whetūrangitia. Hoki wairua atu rā ki tua o Paerau, whakangaro mōnenehu atu ki te huinga o te Kahurangi, moe mai, moe mai, moe mai.

Ka hoki mai ki a tātou, ngā uri, ngā waihotanga e pupuri nei i te mauri o ngā kōrero o tuawhakarere. Nā rātou, ngā mātua me ngā tūpuna i whakapōhatutia ngā kōrero me ōna tikanga ki roto i te ngākau, me te wairua o te hunga ora e pae nei, kia kore ai e ngaro. Tūturu ā-whiti, whakamaua kia tina! Tina! Haumi e, hui e, taiki e!

We are delighted to present the Hawke's Bay Regional Skills Leadership Group (RSLG) Regional Workforce Plan (RWP). Our group has worked collaboratively across the region to understand the skills needed to build a workforce for the future. This marks the beginning of a shared understanding to the labour market needs of the region through a Co-Governance model with Iwi, Mana Whenua, Industry, Economic Development groups, local and central government and our community.

We are about improving the wellbeing of our people and supporting our whānau to improve access to education, training, sustainable employment opportunities and career paths. Listening to the needs of Industry, business and whānau has highlighted many challenges, differences and opportunities to ensure we build a platform to meet the growing demands the labour market has presented us.

Our purpose is to strengthen our region's labour market and to identify education and training needs across the region. It draws on Te Tiriti principles, experiences of kaimahi, employers, education providers, students, rangatahi and whānau. The RWP is intended to support and facilitate ongoing discussions and actions across the region and align elements of our community that need more support and cultural interventions to build sustainable employment and career outcomes.

Our workforce is changing, and the demographics tell us that we need to focus on rangatahi, wāhine and those not engaged in the labour market to adapt to different roles, hours of work, varying workplaces and skillsets. Working with schools is a key focus and we have identified school transitions as a pathway to building our future workforce and filling the labour market demands coming our way.

The RSLG has an important role to play in the broader reform of vocational education, being able to understand the skills required by industry and then combine this information with the needs of community and the programmes of learning available through local providers.

The RWP is an important first step in prioritising skill gaps for the region and making recommendations around what training provision would benefit industry and community. The need to prioritise is vital to the long-term vision of the Hawke's Bay RSLG and progressively the RWP will work with the Tertiary Education Commission, Workforce Development Councils, Industry and Community to focus on broader regional issues.

In collaboration with Mana Whenua, Matariki and the new Hawke's Bay Regional Economic Development Agency we will work across the region to build, develop and accelerate a strong future focussed workforce. We will continually review, update and adapt to changing labour market conditions and future growth industries. Building stronger pathways, programs and working collaboratively with our people will be critical to ensuring transformational change meets our future labour market needs and workforce development requirements.

Nō reira, mokori anō te tangi ki ō tātau tīpuna kua wehe atu i tēnei ao, ā, ka mihi ki te mātauranga me ngā taonga i waiho mai e rātau,

Nō reira, haere, haere, haere atu rā.



Erin Simpson and Tania Eden – Co Chairs RSLG Hawke's Bay

EXECUTIVE SUMMARY

Whakarāpopototanga Matua

The Hawke's Bay Regional Skills Leadership Group (RSLG) has prepared this Regional Workforce Plan (RWP) for our rohe (region). This Plan reflects the current and future labour market skill needs in our rohe and is the start of a collaborative journey to increase the wellbeing of our people. It provides a common starting point and supports a shared understanding of the mahi (work) that needs to be done to improve the skills of kaimahi (worker) and increase regional productivity.

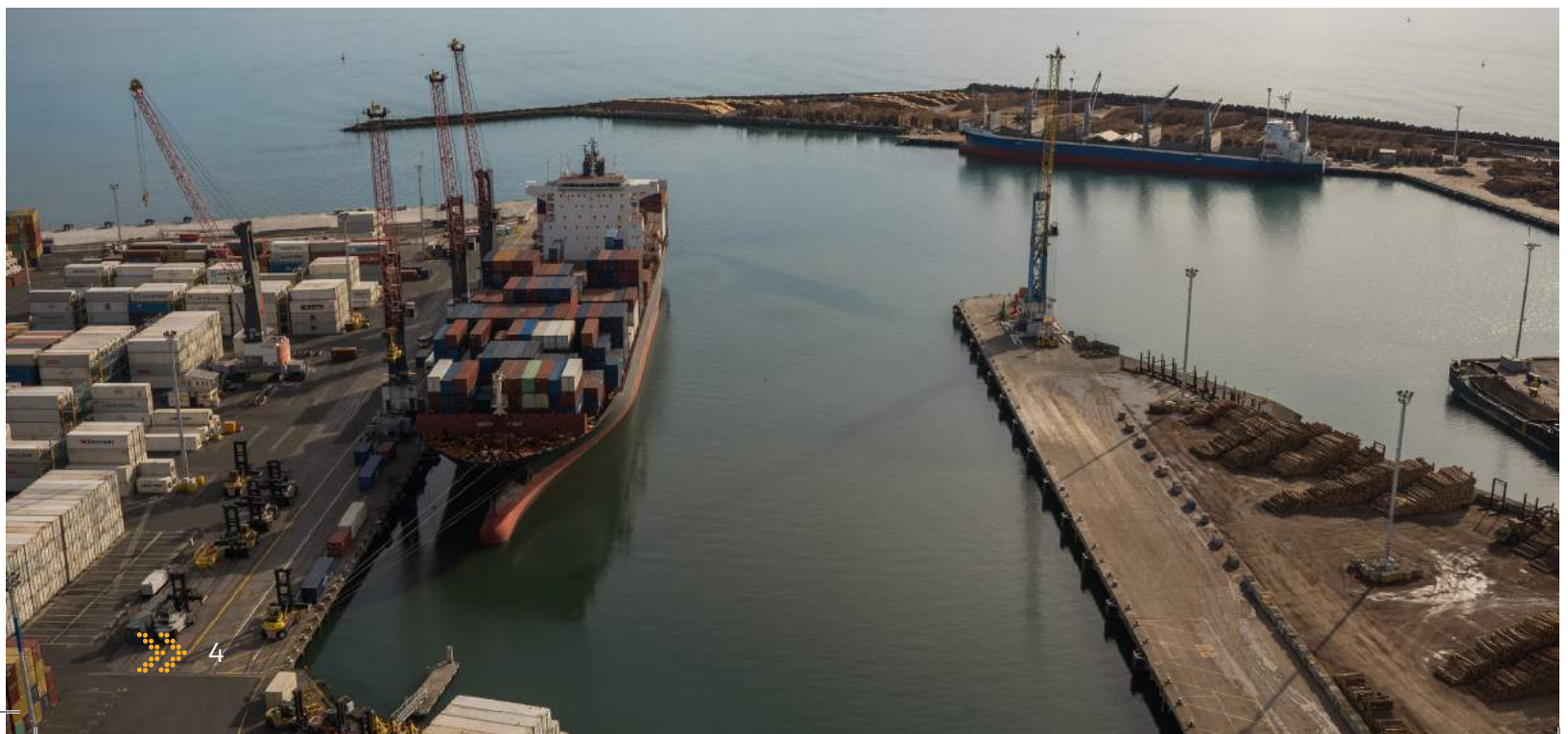
The RWP has five key aspirations founded on the principles of Te Tiriti o Waitangi (The Treaty of Waitangi): **an active treaty partnership** (Our mahi is always done in partnership and whānau are intrinsic to decisions and conversations); **a balancing principle** (Economic drivers are balanced against the holistic needs of people – our conversations and decisions consider all dimensions); **a 'present versus future' principle** (As a group we respond to what is happening today and at the same time we consider what this means tomorrow); **a foresight principle** (We consistently cast our thoughts towards the future so that our communities are prepared and equipped to flourish), and **sustainable and productive employment** (Kaimahi deserve decent work and respectable workplaces).

This RWP will focus on five pou (pillars):

- **Primary sector**
- **Construction sector**
- **Wāhine in the Workforce**
- **Rangatahi and School Transitions**
- **Work Ready Job Seekers.**

Engagement across the rohe and available data, have informed where we have chosen to focus our mahi. We have deliberately drawn on insights from engagements with our people to develop the actions set out in this RWP.

For our actions and recommendations to be successful, it is vital for industry to work in partnership with Iwi and Mana Whenua including Post Settlement Governance Entities (PSGEs), Taiwhenua, Ngāti Kahungunu Iwi Incorporated, Matariki partners, including local and central government, and community providers. Our mahi seeks to improve coordination across the training provision within our rohe to improve outcomes for rangatahi, wāhine, and work ready job seekers. We also support the development of Te Ōhanga Māori (Māori economy) with better linkage into social procurement and building Māori industry and businesses.





To support better outcomes across our rohe, the Hawke's Bay Regional Skills Leadership Group will:

- **undertake a current scope of pre-employment programmes available across the rohe.** We will provide evaluative endorsement from which the Tertiary Education Commission (TEC) can concentrate funding to programmes that best support skill development and cultural safety for all different threads of the community. This will be done in collaboration with Iwi, PSGEs, Muka Tangata (People, Food and Fibre Workforce Development Council), Waihanga Ara Rau (Construction and Infrastructure Workforce Development Council), local government, Ministry of Social Development (MSD), Te Puni Kōkiri, and other relevant parties.
- **lead the development of a co-lab Hub in collaboration with regional and national agencies, Iwi, PSGEs, Taiwhenua organisations, providers, and employers to ensure consistency, collaboration and effectiveness of resources, funding, and advice.** The Hub will provide a place where job seekers, rangatahi, wāhine and employers can connect and access skills and job support. This will be based on Te Tiriti o Waitangi foundation principles and centred on the concept of lifelong learning. The Ministry of Education curriculum, STEM (Science, Technology, Engineering, and Mathematics), Trade Academies and transitions from school to employment or further education will be included in the scope of the Hub.
- **source current local, national, and international best practice resources and advice to enable a distinct regional needs analysis to be published annually,** through active engagement with Iwi, the Regional Economic Development Agency (REDA), local government, and relevant providers.
- **develop a better understanding of Te Ōhanga Māori (Māori economy), including the identification of Māori businesses, to support them to engage in a wider range of social procurement opportunities.** This will include increasing access to more relevant and accessible training and development for kaimahi. This will be achieved through working with local and central government, Iwi, PSGEs, Taiwhenua, regional business associations, Hawke's Bay Chamber of Commerce, and other interested parties.
- **scope leadership development programmes in the primary and construction industries to identify where opportunities and gaps are, especially those which support the Māori workforce.** This will be achieved in conjunction with the REDA, industry associations, and industry themselves.

The Hawke's Bay RSLG recommends that:

- The Workforce Development Councils (Ohu Mahi) support the RSLG to inform TEC to fund culturally and gender appropriate pre-employment programmes in the Hawke's Bay rohe that will enable all whānau to access safe and focussed support from which to enter the workforce of their choice.
- Ohu Mahi work with the RSLG to define and further develop pre-employment programmes that are fit for purpose against Te Tiriti o Waitangi principles. This work will consider the regional demographics and data analysis put forward by employers, Iwi, PSGEs, Taiwhenua and local support agencies, along with best practice pedagogy and those exemplars of excellence that currently exist within the Hawke's Bay rohe.



OUR ROHE

Tō Mātau Rohe

The people of our rohe are the central focus of the Hawke's Bay RSLG and this RWP. Hawke's Bay has an estimated population of around 181,500¹ people which continues to grow year on year. Our rohe has a growing workforce that currently sits around 85,000 people and is expected to increase to around 102,000 people by 2035². Hawke's Bay is situated on the East Coast of the North Island and consists of four districts: Wairoa, Napier City, Hastings, and Central Hawke's Bay. Ngāti Kahungunu is the Iwi for Hawke's Bay and has a number of Post Settlement Governance Entities representing mana whenua and Taiwhenua representing Marae. We are committed to working in partnership with Iwi and Mana Whenua in the rohe to ensure that the principles of Te Tiriti o Te Waitangi are upheld and operational in our Regional Workforce Plan and mahi through a Co-Governance model.

The Hawke's Bay RSLG are committed to working in with other existing regional strategic plans such as the Matariki Regional Economic Development Strategy and Action Plan, and Ngāti Kahungunu Iwi Annual Plan, Post Settlement Governance and Taiwhenua workforce development plans. This RWP aligns with the region's Matariki vision that "Every whānau and every household is actively engaged in and benefitting from growing a thriving Hawke's Bay economy" and as such is endorsed by the Matariki network.

An ongoing partnership between the RSLG and Matariki is vital to ensure delivery on the action plan is coordinated as we support each other's mahi going forward. We are committed to working in alignment with the Te Mahere Whai Mahi Māori - the Māori Employment Action Plan. This plan aims to remove barriers and create opportunities for Māori to exercise rangatiratanga to create intergenerational wellbeing through work. Hawke's Bay has a high number of rangatahi Māori (57% of the Māori population in our rohe was under the age of 30 in 2018³) creating opportunities to improve outcomes for Māori through alignment with this plan and focusing on investing in rangatahi programs to build our future workforce.

¹Hawke's Bay Regional Economic Profile. (2021). Infometrics.

²Infometrics Regional Forecasting Analysis provided to MBIE, 2022, unpublished

³2018-Census-Place-Summaries. (2018). Hawke's Bay Region <https://www.stats.govt.nz/tools/2018-census-place-summaries/hawkes-bay-region>

REGIONAL ASPIRATIONS

Ngā Tūmanako o te Rohe

The RWP has five key aspirations underpinned by the principles of Te Tiriti o Waitangi (The Treaty of Waitangi):

1. **An active treaty partnership:** Our mahi is always done in partnership and whānau are intrinsic to decisions and conversations.

Honouring Te Tiriti o Waitangi principles underpinned the Hawke's Bay RSLG's approach to the development of the Regional Aspirations. Recognising the importance of embedding Te Tiriti into the mahi, the group agree that a partnership approach is the most appropriate way to ensure that the needs of the regional labour market and regional whānau are addressed.

2. **A balancing principle:** Economic drivers are balanced against the holistic needs of people – our conversations and decisions consider all dimensions.

The group is taking a holistic view that supports the mental health and wellbeing of employers, kaimahi, and job seekers, particularly with respect to the challenges many rangatahi face. To upskill our community, we need look beyond the first steps of just getting people into work.

3. **A 'present versus future' principle:** As a group we respond to what is happening today and at the same time we consider what this means tomorrow.

A two-pronged approach is intended, with a short-term focus on supporting local initiatives through actions and recommendations and a medium-to-longer term focus on stronger relationships between employers, education providers, central and local government agencies and kaimahi.

4. **A foresight principle:** We consistently cast our thoughts towards the future so that our communities are prepared and equipped to flourish.

This aspiration includes a future focussed workforce where every whānau in the rohe is thriving, through employment, education, health and wellbeing. Coordinating regional partnerships to educate employers about the future workforce to help solve our regional skills issues over the longer term.

5. **Sustainable and productive employment:** Kaimahi deserve decent work and respectable workplaces.

Decent work delivers a fair income while ensuring the kaimahi and employers wellbeing are valued and supported. Maintaining the employer's own wellbeing is also important to ensure they are best able to provide the necessary support for their staff. Communities and whānau will also value the jobs and businesses in their community for what they do for households and for the wellbeing of their region.





REGIONAL PRIORITIES

Ngā Whakaarotau o te Rohe

Primary and Construction sectors are our focus for this RWP. We acknowledge the workforce needs of other sectors such as Health Care, Tourism and Hospitality, and cannot underplay the significance of these sectors and the impacts they have in our rohe. Our action plan will help pre-employment for rangatahi, wāhine and work ready job seekers to enter the health care, tourism, and hospitality sectors as well. There is scope in year two to delve further into these other sectors and work with Matariki partners to support this.

POU 1 PRIMARY SECTOR *Te Rāngai Ahumahi*

The primary sector consists of many sub-sectors. This first iteration of the RWP will focus on two prominent industries: Horticulture and Meat Processing. Other primary industries such as viticulture, forestry, and fishing may be in scope in later iterations of the RWP.

HORTICULTURE *Ahuone*

As an industry mainstay its contribution to the regional economy and the workforce is substantial. The horticulture industry can no longer rely on migrant labour and needs to focus on attracting New Zealanders who can see it as a career that provides on-going skill development and progression. It is crucial that whānau, hapū and Iwi have a say in how local talent is developed. The RSLG will ensure that these voices shape this process through active partnership.

The industry lacks sufficient existing workers with fundamental horticulture skills and knowledge. This creates a constraint with fewer people who can train on the job and help develop wider skill sets. When looking further into the future, the industry is preparing for new technologies such as robotic harvesting. This evolution will drive a need for more specialised skills that will require training providers to teach people about robotics. Stakeholders have identified a lack of tutors and training programmes that are equipped to teach in this specialised area.

It is likely that the future workplace will have to adjust to support learners with softer skills including design thinking, problem solving, collaboration, cognition, and cultural connection. Industry is anticipating a need for more middle management positions to support all of this.

When imagining a workplace which is shaped by new technology (including undiscovered technology), the RSLG is committed to keeping whānau, hapū and Iwi in the conversation. Improving our human capital as a rohe can only be done in partnership and with the ongoing views and experiences from all communities, tangata whenua, and taura (students) alike.

Fruition is a training provider in our rohe focussed on ensuring that the required horticulture skills are being delivered to new entrants. The case study below showcases what Fruition can deliver to local learners:

*The Tū Te Wana programme
Te hōtaka o Tū Te Wana*

The Tū Te Wana programme, run by Fruition Horticulture, focuses on the needs of rangatahi in the rohe. Te Whare Tapa Whā underpins the delivery of the programme, making a big difference to the outcomes for the rangatahi. Rangatahi graduate with a driver's license, horticultural industry knowledge, and the soft skills required to effectively participate in the labour market. Tū Te Wana teach rangatahi the foundations for a horticulture pathway, but also provides the skills relevant for other industries, such as construction and transport.

Tū Te Wana focuses on the pastoral support that is provided throughout the programme. The journey for each rangatahi starts with a two to three day noho (overnight stay), followed by four weeks of learning about themselves, their peers, and their whenua. "Tū Te Wana is not restricted by decile level, ethnicity or sex, we take them all".

Reviews of the course have identified that rangatahi living in emergency housing struggle to have stability in their lives, as the motel set up is not an environment for rangatahi to study and learn. The instability of accommodation, having to move motels all the time and not being able to go to the same kura (school) affects their ability to stay enrolled in a course, to learn at kura and go into employment. "We need increased support for our rangatahi that are struggling".

Haumako, the Tātau Tātau o Te Wairoa horticultural subsidiary subcontracted the Tu Te Wana programme for delivery in Wairoa. This from, for and by Wairoa approach actively supported by Wairoa Young Achievers Trust and Fruition showed true partnership in action. All twelve rangatahi started full time employment with Haumako and have completed their Level 2 qualification as well as first aid, GrowSafe and moving one up in their driver licensing as well as working on Haumako's first commercial apple development in Wairoa. Full wrap around support of these rangatahi to remove the barriers to entry to work and learning has been critical in the success of this cadetship.

This te ao Māori approach is a positive example of how the RSLG can support whānau centred solutions to engaging with employment. Facilitating meaningful connections to whakapapa and whenua gives rangatahi the strength to address barriers that prevent them from entering the workforce and pursuing careers.

MEAT PROCESSING MAHI MĪTI

Our rohe has a rich history in meat processing and many households can tell stories about raising whānau as meat workers. In 2021, the Meat and Meat Processing industry contributed \$200 million to our regional Gross Domestic Product (GDP).⁴ Hawke's Bay has six meat processing plants, stretching from Wairoa through to Central Hawke's Bay. The peak season demand for all meat processing plants requires around 2,500 kaimahi. Engagement with industry has identified significant challenges in meeting peak labour demand. This worker shortage results in a decrease of productivity as plants are unable to run at desired capacity.

Employers struggle with negative perceptions of the industry and people are unaware of the quality careers available and they can also be put off by negative word of mouth. The historical provision of "seniority" across the Meat Processing industry means that upskilling opportunities for newer staff can be hindered, resulting in dissatisfaction, boredom and potentially employee churn.

Whilst some flexibility has been introduced around seniority and training, this needs to continue to evolve in order to meet the job satisfaction expectations of the new generation of meat process worker and also enable the industry to grow its high skill base. To encourage people to start their career in the meat industry, the association body has launched the "Meat Your Career" website to help promote the career opportunities such as scholarships and apprenticeships.

A significant technology and automation shift is difficult as it is fairly limited in the red meat industry, due to the variation in the size of the animals and the money it takes to invest in automation. Industry does not expect a big shift to happen in the short-medium term but understand the importance of technology and automation for future developments and workforce requirements.

⁴Hawke's Bay Regional Economic Profile. (2021). Infometrics.

POU 2 CONSTRUCTION

Te Hangahanga

The construction industry contributed 6.7% to the regional GDP and employed 7,600 people in 2021⁵. Our rohe has roughly 1,400 Licenced Building Practitioners, but this number needs to double to meet current demand. Industry has advised that they have absorbed as much inexperienced labour as they can without compromising on health and safety or quality. Place based training providers have commented they have limited capacity to significantly increase throughput in the short-term and upscaling is at best a medium to long-term solution.

It is anticipated that our rohe will see a vast amount of financial spend from local and central government on regional construction contracts over the next ten years. Social procurement should play a significant factor in this mahi to enable outcomes which will produce regional growth, both social and economic.

Stakeholder engagement has highlighted the need for broader apprenticeship schemes so apprentices can see that a career in construction has many pathways. Developing pre-trade experience would be a good way to prepare

rangatahi with basic life skills to enable them to be ready for a career in the construction sector.

In 2020 (pre-COVID) a Combined Trades Group event which included Engineers, Plumbers, and Builders introduced students to the 'trades world' alongside education on sport, fitness and nutrition. This collaborative approach by industry signalled how rangatahi need to be prepared for an industry with strong connections between occupations. The Hawke's Bay RSLG is well placed to facilitate an 'all of construction' dialogue to consider creating a common occupation ecosystem. This will allow rangatahi to see the full breadth of opportunity in construction.

A holistic approach to the needs of kaimahi is becoming increasingly important in our rohe. A te ao Māori approach emphasises the need for kaimahi and employers to look at issues beyond the workplace. The RSLG is committed to working with Iwi, hapū and whānau, to ensure they have a voice in the development of skills and training models.

CASE STUDY — BUILDING FUTURES AND TE ARATIKA ACADEMY

Mātai Take – Te Waihanga Anamata me Te Wānanga o Te Aratika

There is value in building confidence and developing foundational skills in a supportive environment. Building Futures, Te Aratika Academy, and Te Aratika Industry Training programmes provide opportunities for successful and quality outcomes through support and encouragement, fostering a sustained work ethic, and building resilience. These programmes teach skills including first aid training, driver licensing, budgeting, nutrition and virtual interviews. These skills and support to move into employment following training is invaluable.

Te Aratika Academy, with Te Aratika Industry Training provision ensures that te ao Māori is embedded throughout their programme with the addition of a residential facility for those rangatahi who need that extra support.

One taura (student) said "the culture and environment at Te Aratika gave me the motivation to be productive and taught me new, positive habits." He also commented on the importance of creating a comfortable environment, "a good support team at home is vital and I loved being at Te Aratika as it was like home."

Other feedback provided was that "Building Futures gave me a solid foundation and opened up more options, such as my current construction job and I am now signing up for an apprenticeship too" and that "Building Futures provided a good opportunity to build friendships, get out and build self-confidence."

⁵Hawke's Bay Regional Economic Profile. (2021). Infometrics.



CASE STUDY — WĀHINE ORA PROGRAMME, TE TAIWHENUA O TE WHANGANUI A ŌROTU

Mātai Take – Te hōtaka o Wāhine Ora, Te Taiwhenua o Te Whanganui a Ōrotu

The Wāhine Ora Programme supports wāhine Māori to transition into sustainable employment through mentoring, personal and professional development workshops, pastoral care and training, education, and employment pathways. The key to the program's success is working with wāhine and providing pastoral support from the nannies from the eight marae of the Taiwhenua throughout Ahuriri, Napier. The Taiwhenua links with industry and businesses to provide opportunities for wāhine in:

- Administration
- Health
- Social Services
- Aged Care
- Education
- Horticulture and Te Taiao.

Over the last two years the program has focussed on wāhine impacted by COVID-19. Many wāhine were displaced and needed help to re-enter the workforce. Other issues the Taiwhenua has focussed on is ensuring workable 'mummy hours' for wāhine with tamariki.

During the course of the last 18 months, the Wāhine Ora programme has helped over 90 wāhine into sustainable employment outcomes and continues to work on training and placing wāhine into employment. Many young wāhine have undergone training in self-development, administration, building confidence and working towards achieving goals. A young 23-year-old wāhine on the program said "I want to change to something more fulfilling, not just be doing any job". She had good customer service experience and was interested in health, social services, community mahi and aged care. "I want to be true to my family story by following in my Nan's footsteps". The support of the Wāhine Ora programme resulted in her being offered mahi in a Whānau Engagement Administrator position.

This Program has provided the help required and gave her the confidence to pursue a fulfilling career pathway. "The Taiwhenua really helped me, and I wouldn't be where I am today without the support of the Taiwhenua".



POU 3 WĀHINE IN THE WORKFORCE

Ngā Wāhine ki te Ohu Mahi

Our rohe has an opportunity for business to benefit from increased labour and skills by being more inclusive and flexible to the needs of wāhine as kaimahi. This includes assisting their skill development as well as support to overcome any challenges they may face. These challenges can include a lack of self-confidence, childcare responsibilities, and the need to update skillsets.

The Development Hub – Wāhine Toa Programme is a holistic initiative supporting wāhine into the workforce within our rohe. Through helping over 150 wāhine into decent employment they have identified common major barriers to employment as:

- Inadequate housing
- Substance abuse (drugs or alcohol)
- Family and gender-based violence
- Economic barriers
- Lack of positive social connectedness
- Mental health and wellbeing issues.

The programme coordinators identified that there is far more needed to support wāhine back into work than just an offer of employment. "The need for employment is the drawcard, getting individuals through the door, and only once someone feels connected can we begin to address some of the other challenges they face."



POU 4 SCHOOL (KURA) TRANSITIONS

Ngā Whakawhitinga mai i te Kura

Kura Transitions provide a pivotal opportunity to support rangatahi to transition from kura to decent employment and training.

The experience of rangatahi is at the centre of this kaupapa. Communities have a stake in the decisions that rangatahi make and their overall wellbeing.

Information provision is central to rangatahi making informed decisions regarding local career and training choices. The importance of starting a coordinated relationship between kura and employers as early as possible holds the key to rangatahi achieving a successful transition to employment. Anecdotally there is more mahi that needs to be done to clarify local career options and

to do everything possible to make sure rangatahi have a fair opportunity to make an informed choice. One frustration is the lack of relevant industry aligned career advice and provision. Rangatahi might be more interested in mahi if they can see where the opportunities and growth areas are in their rohe.

Gateway coordinators in the kura play a role in linking rangatahi in education to employment. Current programmes are often not matching the actual interest of rangatahi or local job opportunities. Local employers need support to actively engage with kura so that partnerships are forged with kura and with rangatahi themselves.

CASE STUDY — HASTINGS BOYS HIGH SCHOOL AND PATTON ENGINEERING

Mātai Take – Te Kura Taitama Tuarua o Heretaunga me Patton Engineering

Hastings Boys High School (HBHS) trades academy offers exposure to four trades (engineering, carpentry and product design, carpentry and pathways classes, product design and computer-aided design). Rangatahi learn valuable real-world skills, while exploring the pathway to see if it is for them and increases their chances to secure an apprenticeship or employment. Located in the High School, it gives rangatahi early exposure to different trades and mahi experience before they leave kura.

Partnered with Patton Engineering for over three and a half years, they provide workplace experience for rangatahi interested in engineering. They also offer four rangatahi an apprenticeship each year. Rangatahi who do not secure one of the apprenticeships are likely to get another one elsewhere due to the networks developed through Patton.

One rangatahi who secured an apprenticeship in Year 12 with Patton Engineering came through HBHS and the trades academy. His kura experiences had not been positive and he started getting into drugs and going down a bad path. He flourished in the Trades Academy and with the skills he learnt, he secured an apprenticeship at Patton Engineering and saw it as an opportunity to do something better with his life. “HBHS were the only people who cared about what I wanted to do. They were good and they pushed me to do better.”

During his struggles, the kura tried to bring in social workers to help talk to him, but this made no difference and he felt that the kura was not teaching the right skills for him. “Some of the stuff at school isn’t relevant to real life. Better to teach them things like tax, financial planning, banking, driver licencing”. He felt that the kura need to bring someone in who has similar lived experiences and understands all the issues that these boys are going through.



POU 5 WORK READY JOB SEEKERS

Ngā Kairapu Mahi e rite ana ki te Mahi

Gaining a better understanding of who is work ready and willing to work will maximise the opportunity for employers to target this cohort when recruiting. Connecting these job seekers to the right employers is key, as this offers the job seeker opportunities to upskill in their preferred industry. Conversations with stakeholders indicate that pastoral support for these job seekers is the biggest influence to determining success in their role.

Job seekers that receive quality wraparound support and mentoring have greater employment success. Stakeholder engagement has identified that most employers are willing to provide the support and the training to teach the job seeker the skills they need for the role. However, it is reported that finding someone who is reliable and willing to do the mahi is often the issue.

The RSLG encourages a wider use of te ao Māori approaches to support whānau centred solutions to engaging with employment. Facilitating meaningful connections to whakapapa and whenua may provide some insights to understanding the barriers that prevent people from entering the workforce and pursuing careers.

The Ministry of Social Development (MSD) offers extensive support for work ready job seekers and provides them with the support required to help them into the workforce. Wairoa Young Achievers Trust is a provider of youth services, contracted by MSD to deliver the Youth Parent Payment and Youth Payment, support for NEETs (Not in education, employment or training), He Poutama Rangatahi and Mayors Taskforce for Jobs to 16-24 year olds in Wairoa. With a focus on driver licences, training to employment and apprenticeships they are a one stop shop for youth who need support.



CASE STUDY — WORK READY JOB SEEKERS

Mātai Take – Kairapu Mahi e rite ana ki te Mahi

The following case study highlights the journey of one wahine and her transition off the Work Ready Job Seeker benefit.

As a single mother in Central Hawke's Bay this wahine started receiving the Sole Parent Support as she had to stop working to look after her unwell tamariki.

She was a determined job seeker who worked with her case manager who helped understand her situation, provide advice and support when applying for jobs. "My case manager went above and beyond to support me, but this isn't always the case with other case managers".

With support from her case manager, she was able to secure a full-time job. The need for good transition advice when moving from benefit into employment and knowing upfront what additional financial support she was entitled to help with balancing her mahi and care for her tamariki. Support from her employer and manager also made a big difference with helping her transition into employment as she said they are understanding of her whānau responsibilities. "It is important to have the right manager at work – mine is a huge help and it helps she's a mum too as she understands what it can be like to juggle everything".



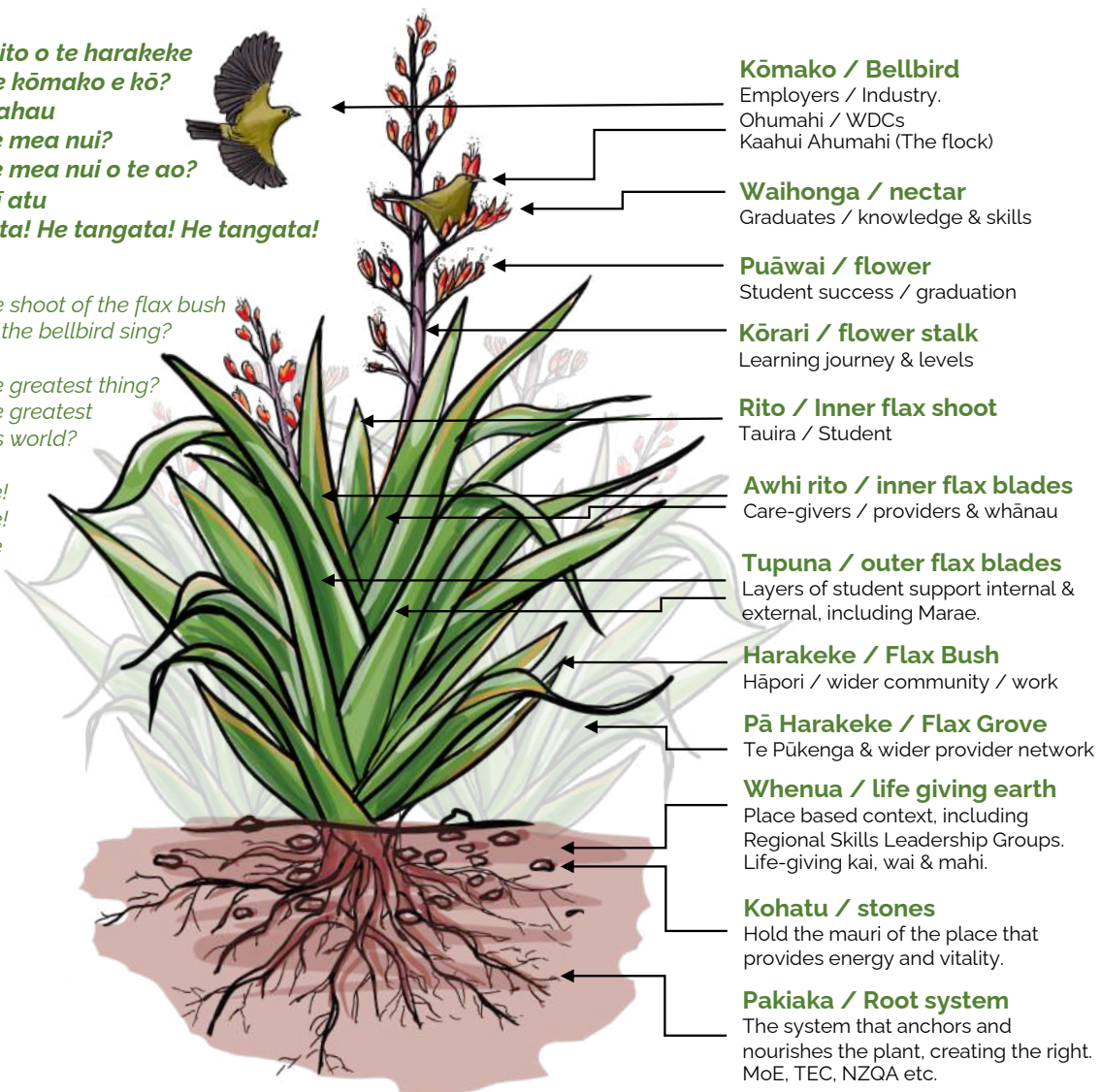
THE FLAX GROVE

Te Pā Harakeke

The Regional Skills Leadership Groups identify and support better ways of meeting future skills and workforce needs in our rohe and cities. They are part of a joined-up approach to labour market planning which will see our workforce, education and immigration systems working together to better meet the differing skills needs across the country. They are a key part of the Reform of Vocational Education (RoVE). The Te Pā Harakeke below demonstrates an eco-system view of Vocational Education and shows how the RSLGs link into the wider RoVE network.

*Hutia te rito o te harakeke
Kei hea te kōmako e kō?
Kī mai ki ahau
He aha te mea nui?
He aha te mea nui o te ao?
Māku e kī atu
He tangata! He tangata! He tangata!*

*Pull out the shoot of the flax bush
Where will the bellbird sing?
Say to me,
What is the greatest thing?
What is the greatest
thing in this world?
I will say
The people!
The people!
The people*



Pā Harakeke describes a village of **Harakeke** plants, a habitat or living eco-system. Within each **Harakeke** plant itself, within an individual fan, the names relate to the consecutive shoots being the **rito** inner shoot of new growth, protected within the shelter of the **awhi rito** or parents, then **tupuna** grandparents and so on. Within a vocational educational context you might look at taura / students as the **Rito**, within the care and shelter of the provider and whānau as the **awhi rito**, with each fan representing a programme and **Kōrari** representing a learning pathway. The **Puāwai** the flower, represents the flowering of the taura - the pinnacle moment of their success. The **Kōmako** or Korimako (bellbird) represents the employers, and the flock the wider industry, coming to feed on the **waihonga**, the nectar, the knowledge and skills our graduates hold to nourish their employer and industry. **Whenua**, means both land and placenta, representing the life-giving properties of our land and location. **Whenua** is also the basis of whakapapa and connects us to place, our whānau, marae, hapū, iwi and community whose needs also guide the system through the RSLGs. The **Pakiaka**, the shoots or roots of the Harakeke source the nutrients to feed the plant and anchor it, providing stability. This is the entire education system and funding. **Kohatu**, or stones in the soil hold the mauri, the life-force that energises and enlivens the system. How we look after the whole system is guided by Tikanga, actions aligned with principles of care and protection as kaitiaki of the system.



THE HAWKE'S BAY REGIONAL SKILLS LEADERSHIP GROUP MEMBERS

Ngā Mema o Te Rōpū Ārahi Pūkenga ā-Rohe o Te Matau-a-Māui

This document has been produced with the members below and through regional stakeholder engagement. The RSLG members have provided their knowledge and insights from their respective organisations but note that they are not commenting on behalf of the entire industry.



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For more information on the Hawke's Bay Regional Skills Leadership Group, and to keep up to date on our mahi, please visit: mbie.govt.nz/hawkes-bay-rslg

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