



Te Tai o Poutini West Coast  
**REGIONAL SKILLS  
LEADERSHIP GROUP.**

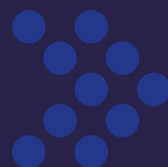
# Labour and Skills for Te Tai Poutini West Coast

Our Regional Workforce Plan | He Mahere mō te Ohu Mahi ā-Rohe  
**June 2022**



**People are our  
greatest resource**

He aha te mea nui  
o te ao – he tangata  
he tangata





## He Mihi

E noho ana i te tihi o Tūhua, whakarongo pīkari ai aku taringa, ki te Te Tai Poutini e āki mai ana ki uta nei. Ko te nohoanga tērā o te kaitiaki, o Poutini. Toro atu ai ia ki a Arahura, toro atu ai ia ki a Makaawhio, tāngata mai, pounamu mai, aotea mai, ko ia te āhuru mōwai.

Ko Aoraki te raukura, ko Tūtoko te pokapū o te rohe, ko ngā uho e tū whakahī mai nei. Hāngai atu ana ki a Tūhuru i Ngāti Waewae, hāngai atu ana ki a Kaipō i Ngāti Māhaki. Ko Ngāi Tahu, ko Ngāti Māmoe, ko Waitaha e mihi atu nei. Kei ngā ringa whero, kei ngā ringa raupā, koutou katoa e takatū mai nei, tēnā koutou.

Nā reira, rau rangatira mā, e rere tonu ana ngā mihi ki ngā mate maha o te wā, ā, ki a tātou e kawē tonu nei i ā rātou mahi, tēnā koutou, tēnā koutou, tēnā tātou katoa.

As I rest at the summit of Tūhua, I listen intently to Te Tai Poutini buffeting the shore. There is the dwelling of the guardian, Poutini. He travels through Arahura and Makaawhio and is a safe haven for both people, pounamu and aotea.

Aoraki is the treasure and Tūtoko is the core of the area, they are the prominent hearts that stand before us. I step across to Tūhuru in Ngāti Waewae, as I do with Kaipō in Ngāti Māhaki. It is Ngāi Tahu, Ngāti Mamoe and Waitaha that acknowledges you here.

To the noble and hardworking people, those who stand at the ready, I acknowledge you.

Therefore, our esteemed companions, we still acknowledge the many who have passed, and, to those of us who still further their aspirations, thank you very much.

### **mbie.govt.nz/tai-poutini-rslg**

This document reflects the views of the Te Tai Poutini West Coast RSLG. It does not reflect the views of the Ministry of Business, Innovation and Employment (MBIE) or any other agency, and is not government policy

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# Contents



## Te Ihirangi

Co-chairs Foreword	2
Introduction	3
Our Vision	4
Our Approach	5
Why we Need a Plan	6
Priority Groups	8
Key Sectors	12
Where will we Find our Future Workforce?	13
Actions	15
Te Tai Poutini RSLG Members Commitment	16
Our Action Plan	17
Policy and Funding Opportunities	28
Implementing the Action Plan	30
Appendix 1: Terms and Definitions	31
Appendix 2: Year 1 at a Glance	32
Appendix 3: Te Tai Poutini RSLG Members	34

# Co-chairs Foreword

## He kōrero whakataki nā ngā heamana takirua

### Tēnā koutou katoa

We are pleased to present our Te Tai Poutini West Coast Regional Workforce Plan. It aims to ensure everyone has access to the skills, education and training they need to find sustainable employment in our region, and that businesses have access to the people they need to thrive.

Across Te Tai Poutini West Coast there is a vibrant business community who are passionate about their employees, their region, and all it has to offer. Our region is a place full of potential and opportunity. This plan is about working together to capitalise on our advantages and helping our community fulfil their needs and aspirations in our labour market.

The Te Tai Poutini West Coast Regional Skills Leadership Group is one of 15 established by Government to identify and support better ways of meeting future skills and workforce needs. As part of a joined-up approach to labour market planning our role is to help ensure that our workforce, education, welfare, and immigration systems work together to better meet the differing skills needs for our region.

The purpose of the plan is to help project labour supply needs working alongside the Workforce Development Councils and contribute to meeting them. Our aim is to help ensure that Te Tai Poutini has the workforce it needs to seize local economic opportunities. In today's economy, it is more important than ever that support is provided to ensure our workforce have access to the right skills and training so that they can find jobs and meet future workforce demands. Maximising our economic prosperity and social wellbeing means improving our quality of life and ensuring that there are good employment

opportunities for our people.

Good employment outcomes are influenced by a range of factors. This plan aims to support more inclusive employment by focusing on a range of groups in our community that consistently experience poor employment outcomes. Our aim is to make sure that these groups succeed. When our children leave school and tertiary training, we want to ensure they have the basic skills and qualifications needed to secure decent jobs and build successful careers. With a relatively high number of youth/rangatahi not in education, employment, or training, we must work together to help support them. Our aim is to increase the supply and quality of skills training to all ages and backgrounds to meet our current and forecast labour demands. We will do this by working with our schools, tertiary education providers, our community, businesses, and government departments.

One of the main benefits of this document is that it not only brings together and helps to coordinate some of the mahi already underway, but it also identifies new opportunities. With multiple government departments and agencies involved in the region's economic activity and prosperity, the aim is for us to all be in one waka paddling in the same direction to achieve great outcomes for our people.

Finally, we would like to thank all those who contributed to this plan – everyone who provided their feedback, met with us, or who offered their experiences, and knowledge. We look forward to working with you and our partners to implement the collective actions set out in this plan to create a labour market which underpins a strong, inclusive, and competitive regional economy.



A handwritten signature in black ink, appearing to read 'Lisa Tumohai'.

**Lisa Tumohai**



A handwritten signature in black ink, appearing to read 'Graeme Neylon'.

**Graeme Neylon**

# Introduction



## He kōrero whakataki

**Te Tai Poutini West Coast Regional Workforce Plan (plan) is the region's first focused labour plan for improving training and employment outcomes and ensuring our businesses have the people with the right skills they need to thrive.**

This plan sets out our long-term vision, focus areas, priority groups and actions to build on the strengths of the current economy, with a focus on our regional labour force and future skills needs. It is aimed at supporting our people into training and work, as well as attracting and retaining talent within the region. It is also about encouraging businesses and employers, training providers, and others to work together to grow and support our workforce and economy. Effective workforce planning and development has never been more important, with a planned, rather than reactive approach required to respond to current and future challenges.

Our Vision is adopted from the outcomes of the Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy - the region's economic strategy. This plan fully supports and aligns with its actions in terms of achieving the best outcomes for our people, their wellbeing, and our labour market.

In developing our approach, we have carried out a comprehensive review of our current and forecast labour market including our economy, education levels, workforce demand, and skill requirements. Most of this data and information is included in our RWP Supporting Document which can be found on our RSLG webpage.

In terms of our economy, Te Tai Poutini West Coast has been doing well. It has grown, up 8.4% in the year to December 2021 compared to the national rate of 5.5%. Employment has increased over the same period, with over 680 new jobs created. The Government's funding, including, the Provincial Growth Fund, Jobs for Nature, Mayors Taskforce for Jobs, Covid-19 response and infrastructure investments have played an important role in keeping the economy buoyant by creating and saving jobs and attracting workers and families to the region.

In the plan we have identified five key focus areas that are directly linked to our action plan and policy opportunities. Cross cutting, they benefit all sectors and groups in our community.

They focus on ensuring that our people are aware of current and future job opportunities and have access to education and training.

To ensure that our plan represents all voices in our region, we have placed a spotlight on those groups that have traditionally found it difficult to fully participate in our labour market including Māori, youth, women, older persons, and disabled persons and/or persons with health conditions.

It is hoped this plan will help sectors, firms, and others to see their own roles more clearly in addressing their future skills and labour needs, including providing diverse, flexible, fairly paid, and decent work environments.

To be more productive our labour market needs to be capable of responding to change. It will require us to work smarter through innovation and the use of new technologies, whilst dealing with emerging issues and risks

Connection across the region, between the labour and education systems is important to ensure we can resolve issues and drive meaningful change. This plan is intended to inform government activities and decisions, including education, welfare, and immigration to ensure the right skills are developed and available to meet demand.

With a 10-year horizon, this plan is designed to be a living document that will evolve as actions are implemented, new opportunities arise, and our labour and skills requirements change.

The RSLG members see their role in this regional workforce plan as leaders and influencers of change through coordination and collaboration, as well as connection of the region with government.

This plan presents a genuine opportunity for Te Tai Poutini to look at what needs to be done, to take advantage of its natural West Coast strengths and to address some of our persistent challenges to create a labour market that works for everyone.



# Our Vision

## Tā Tātou Whakakitenga

An innovative and resilient economy delivering opportunities and high-paying jobs for our community/hapori. Caring for our people and our environment is part of who we are and what we are known for.<sup>1</sup>

*He ōhanga e hihiri ana, e manawaroa ana e kōkiri ana i ngā āheinga me ngā umanga whai rawa ki tō tātou hapori. He wāhanga nō mātou, kua hau hoki tō mātou rongō mō te kumanu i ō tātou tāngata, i tō tātou hapori anō hoki*

<sup>1</sup>. Our Vision originates from Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy



# Our Approach

## Tā Mātou Ara

This plan is for all people of Te Tai Poutini West Coast. The actions aim to help ensure that we enable the right skills and access to training and resources to meet our future workforce needs, and that our people can enjoy fulfilling and secure work.

As we have worked to understand our region's workforce and skills environment, we have heard from many people including iwi, employers, local and central government, industry groups, training providers, workers, communities, learners, and job seekers. Some of the challenges identified include:

- youth not always attracted back from study to work in the region
- low NCEA achievement rates, affecting job seeker's ability to meet employer requirements
- lack of information about career pathways and available jobs/future opportunities
- workplaces that lack inclusivity and flexibility
- Māori, women, and those with disabilities/ health issues are over-represented in lower skilled and poorly paid roles
- an aging workforce
- skills mismatches, where employers are looking for workplace experience/ soft skills
- shortage of housing and rental accommodation, public transport, childcare, health care, digital connectivity, and a lack of suitable work for other family members
- shortage of workers nationally, making it difficult to attract and recruit

 For more information, please see our **RWP Supporting Document**

Photo Jase Blair.

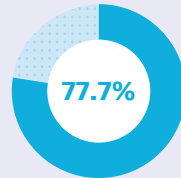


# Why we Need a Plan

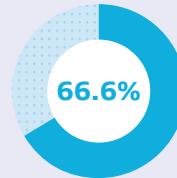
## Ngā take me whai mahere

### OUR AVAILABLE WORKFORCE<sup>2</sup>

TE TAI POUTINI  
WEST COAST  
TOTAL POPULATION  
**32,300**



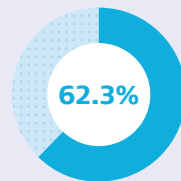
Working age population



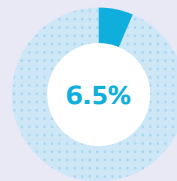
Total labour force



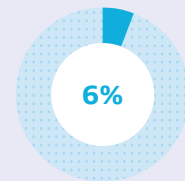
Not in labour force



Persons employed in labour force



Persons unemployed in labour force



Migrant workers

Migrant workers are predominately employed in residential care services (16%) and accommodation (15.8%),<sup>3</sup> and are mostly here on essential skills and skilled migrant visas.

### TOTAL UNDERUTILISATION

There are a number of people in our workforce that are currently underutilised that can help us meet our current and forecast labour demands.

We know that certain groups are overrepresented in these figures, and have generally poorer labour market outcomes, including income, mobility, and educational or training access and achievement.

#### TOTAL UNDERUTILISATION - 2,700



Total persons underemployed



Persons unemployed in labour force



Total potential labour force

### QUALIFICATIONS

Te Tai Poutini has a high number of people who have little or no qualifications, many of whom are experienced people with skills that are not officially recognised by national qualifications.

Research has shown that early education, training, and employment experiences have long lasting effects on wages later in life, adult employment, and life satisfaction. The successful transition from school to further education, work or training is a critical component of our future labour market.

#### Percentage of population with no qualifications



#### Percentage of population with NZ Qualifications Framework Level 7 (Bachelor's Degree and higher)



2. Statistic NZ Household Labour Force Survey Dec 2021 Quarter | 3. MBIE, Migrant Employment Data

## JOB VACANCIES

We currently have a high number of job vacancies that are difficult to fill.

Between 2020 and 2035, the number of jobs in the region is expected to grow by about **3,500** new (filled) jobs (Infometrics employment projections). This is in addition to replacement job openings where we will require more workers as people retire or leave the region.

SECTORS  
FORECAST  
TO HAVE THE  
LARGEST  
GROWTH IN JOB  
NUMBERS



Construction



Accommodation and food services



Health care and social assistance



Manufacturing

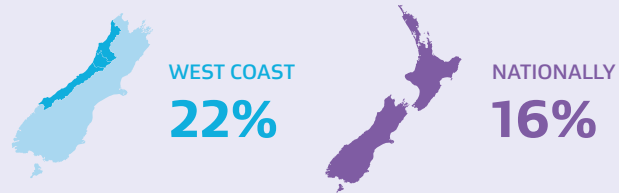
## AGE STRUCTURE

Te Tai Poutini West Coast currently has a relatively small population.

It has been relatively static and is forecast to decline by 2028.<sup>4</sup>

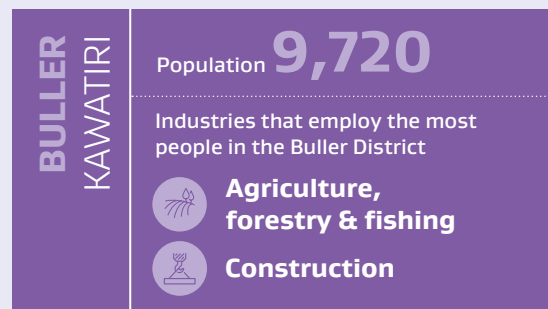
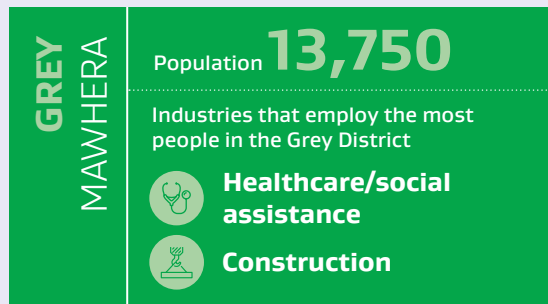
Compared to the rest of Aotearoa our age structure is significantly older.

Percentage of population aged over 65 years



## TĒ TŌIA, TĒ HAUMATIA

Nothing can be achieved without a plan, a workforce and a way of doing things.



4. Infometrics Employment Projections



# Priority Groups

## Ngā Rōpū me Hāpai

As highlighted in the Government's Employment Strategy, some of our people face poorer employment outcomes and opportunities.

There are five priority groups identified in Te Tai Poutini who are an important part of our regional labour market supply. Many of the actions identified in this plan are designed to support these groups and help address the issues they face in successfully participating in our labour market.

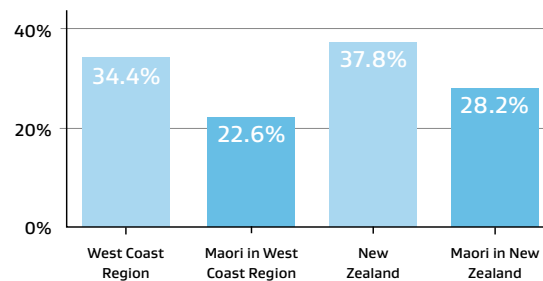
### Māori

**Our region's Māori population is increasing, and the median age of our Māori is getting younger. Currently over 4,200 people living in Te Tai Poutini identify themselves as of Māori descent.**

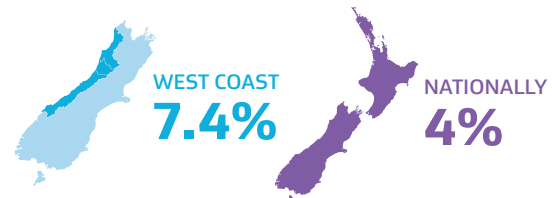
In 2020, the unemployment rate of Māori was nearly twice that for the general population. Te Tai Poutini Māori are also less likely to work in highly skilled roles than the general population.

Creating career pathways and training in key sectors for Māori will not only benefit Māori but also our region's future workforce. It will also ensure we include a younger skilled demographic in our aging workforce. Employers and industry will have a role to play in ensuring workplaces are inclusive, supportive, safe and healthy, productive and culturally sensitive.

**2020 Highly-skilled employment** Source: Infometrics



**2020 Unemployment rate for Māori**



"I particularly loved the connection to the West Coast. The training gave me the practical skills I needed, and I was motivated to turn that into a business. I now supply dozens of galleries around the country and my goal is to grow that to the point where I can make a living for myself and my family entirely through my business."

Flexible study options at Tai Poutini Polytechnic and a determination to succeed helped **Ana Krakosky** launch a successful jewellery business while still studying Jade and Hard Stone Carving.

## Women | Wahine

### Women account for about half of the filled jobs in Te Tai Poutini.

They are more likely to be employed in service industries than men – ie accommodation and food services, health care and social assistance and retail trade.

Due to the prevalence of part-time work, women may be more likely to be underutilised than men. Reasons include lack of suitable childcare, other caring responsibilities, health issues or other impairments - meaning they can't work or struggle to work more hours, or because of the way a job is structured (only offering full-time hours or night shifts).

Underemployment has been linked to negative life outcomes.

### Women are less likely to be in full-time employment



### Women are more likely to be employed part time



### Women are less likely to be in the labour force



## Older Workers | Ngā kaimahi kua tūnohunu

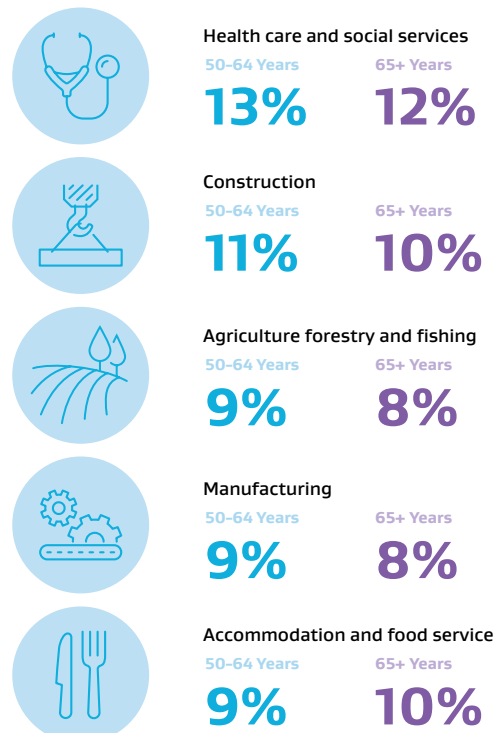
### Our older workers (people aged 50+ years) contribute to about 6,300 filled jobs in the region (35% of total filled jobs).

By the year 2038, 31% of our population is forecast to be aged 65 years and over, up from 22% in 2021.

While many of our older population are still engaged in the workforce, not all have positive outcomes. For example, when older people lose their jobs, it tends to take them longer than other groups to find new employment and they usually experience a wage drop. Our jobseeker numbers reflect this trend with about **940** people aged 55 to 64 years on a main benefit.

This age group represents the largest share of jobseekers and has increased by about **150** across the region since the emergence of the Covid-19 pandemic.

### Sector and age group representation - older workers





## Youth | Rangatahi

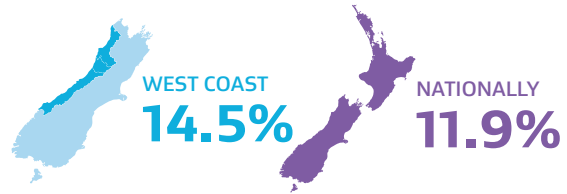
As of 1 July 2021, there were about **3,300** school aged children (years 1 to 13).

About **300** (11%) of our students leave secondary school each year. Approximately **17%** (57) of our students leave with no qualifications.

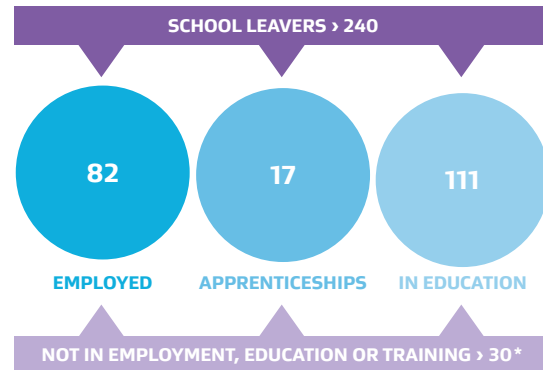
We have a high rate of youth not in employment, education, or training (NEET). As of December 2021, there were 270 people aged 18–24 years on a main benefit.<sup>5</sup> Nationally, this age group has one of the highest levels of unemployment and non-participation with education.

From a study completed in 2022, of the **1,140** students involved in the West Coast Pathways Programme - **901** had low confidence when considering choosing courses and a career that fitted with their interest. Another **629** were unsure of their proposed destination once they left school.

### 2020 Neet rates



### Te Tai Poutini 2021 school leavers



\*The NEET here is only in relation to 2021 school leavers and not regional rate



“At home I volunteered at the public library and at our school’s KickStart Breakfast Club and Barista Programme. This mahi and the ample opportunities available on the Coast have motivated me to return and work in the law profession on completion of my degree.”

**Scarlett Hamilton** was one of the worthy recipients of the Development West Coast Tertiary Scholarships in 2021. Designed to grow and retain talented youth, the scholarship offers summer work and guaranteed employment on the West Coast on completion of tertiary study. A former Buller High School student, Scarlett is studying towards a double degree in law and arts at the University of Canterbury.

5. Characteristics of working-age recipients of main benefits -WCRC, Dec 2021

**Disabled People and/or People with Health Conditions**  
**Te Hunga Whaikaha, te Hunga hoki/rānei kua Pāngia e T/ētahi Mate Hauora**

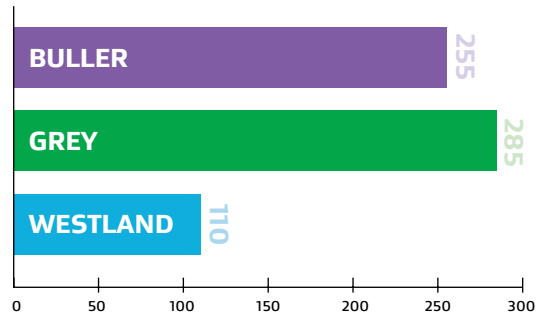
Nationally, about 1 in 4 people are limited by a physical, sensory, learning, mental health or other impairment. Census data tells us that 9% of people locally have an activity limitation.

Nationally, those people with disabilities or health conditions have a much lower labour force participation (47% vs 82.1% for non-disabled) and are twice as likely to be underutilised and earn about \$150 less per week.

Since the start of the Covid-19 pandemic the region has seen an increase in the number of people receiving job seeker health and disability up from about 430 to 650. More than half are receiving support due to psychological or psychiatric conditions.

In addition, there are 910 people who receive Supported Living Payments. These are payments for people who have or are caring for someone with a significant health condition, injury or disability meaning that suitable work is unlikely within the next 2 years.

Number of people receiving job seeker health and disability by region\*



\* MSD data 2022.

National labour force participation



“As a part of the West Coast’s new Education to Employment Pathways programme I now feel like someone is listening to me and trying to help me. For once, I feel that I am being heard and not judged, not pushed aside anymore. Instead, I am finally getting the help that I need and deserve. Just because I’m different and have disabilities, doesn’t make me any less important. I just need to be given the chance so that people can see me for the things that I can do.”

**West Coast Rangatahi**



# Key Sectors

## Ngā Rāngai Matua

There are several key sectors that are important for Te Tai Poutini's economy and labour market.

They include sectors where we know that significant gains can be made and where we currently or are anticipated to have a shortage of skills and labour.

The sectors forecast with the largest growth (in job numbers) are:

- 
**Accommodation and food services**
- 
**Health care and social assistance**
- 
**Construction**
- 
**Manufacturing**

We know that other sectors are also important to the region's economy and currently have or are forecast to experience a shortage of workers. These include but are not limited to our food and fibre (agriculture/horticulture/forestry/aquaculture etc), tourism, conservation/biodiversity, retail, mining/energy, engineering, digital/ IT, education/ training, and professional sectors as well as new and emerging industries.

The Workforce Development Councils will be providing more information on each of their sectors in terms of the labour and skills their industries will require now and in the future.

 For more information, please visit [www.ohumahi.nz](http://www.ohumahi.nz)



**Jacob** received the TPP Cave Creek Excellence Award in 2020 in recognition of his achievements during the programme. He has since gone on to work in a guiding business in Milford Sound and plans to work with for his former high school guiding and supporting outdoor programmes.



"I had some experience in rock climbing, tramping and kayaking and my high school tutors all recommended TPP as the place to go to learn more.

There's no doubt TPP's outdoor education programme is really well-regarded in the industry. I rocked up to Greymouth and found out why: it was more like a family in every sense. It's more than just becoming a practical outdoors guide, it's about reflecting practice, putting that into play in everyday situations and learning how to adapt and overcome the challenges thrown at you."



# Where will we Find our Future Workforce?

To future proof our region we must ensure that we have people with the right skills for the estimated 3,500 new jobs that will be created by 2035. We will also need skilled workers to replace those who exit our regional labour market.

There are several potential pools of labour where we can look to find these workers.

**i** For more information, please see our **RWP Supporting Document**

## SOURCES OF SKILLS AND LABOUR

- **New entrants to the workforce** (school leavers and new graduates, tertiary educations; people from outside the labour force, e.g., who have been undertaking other responsibilities such as unpaid caring for others.)
- **Re-entrants to the workforce** (after an extended time out of the labour market, for reasons such as unemployment, health issues, and caring responsibilities)
- **The existing workforce** (whether already in an industry or occupation or outside, including the underemployed and underutilised)
- **Migrants** (to augment the domestic workforce where there is real need or advantage)





## WHAT IS ALREADY UNDERWAY

There are a number of activities and programmes underway in Te Tai Poutini to help improve our labour market. Funded by government and private investors they have arisen as an immediate response to the economic disruption caused by Covid-19, while others are longer term solutions.

### **Te Whanaketanga Te Tai Poutini 2050 Strategy**

The region's economic development strategy. It sets out several priority projects and actions, many of which align with this plan.

### **The Mayors Taskforce for Jobs**

Assisting small to medium sized businesses with recruitment, training, and subsidies, it helps them to take on both young workers and workers displaced due to the impact of Covid-19. As at May 2022, the Mayors had supported over 500 people across the three districts into apprenticeships, jobs and training, with nearly 90% of those still employed in their original positions.

### **Upskill West Coast**

A recruitment/ employment, and training scheme that targets skills shortages areas across the region. Upskill has assisted over 200 employers with over 300 placements in the last two years, many of which are NZ residents into essential skilled roles.

### **Jobs for Nature | Mahi mō te Taiao**

Benefiting both the Te Tai Poutini environment and local people, it has kept 200 workers engaged within the Westland workforce and provided upskilling through conservation-based training.

### **Development West Coast Tertiary Scholarships**

Offered to first time tertiary students to attain tertiary qualifications and return to Te Tai Poutini West Coast to live and work. In 2022 there were five recipients, who each will receive \$22,500 over a three-year degree course.

### **Wahine Toa**

A five-week development course piloted in Te Tai Poutini. Organised by Connected from the Greymouth Work and Income office, 23 women have graduated with more than 90% going on to study and into employment.

## OTHER INITIATIVES UNDERWAY THAT WILL BENEFIT OUR LABOUR MARKET

### **Government's Employment Strategy and Action Plans**

These look to address long-standing employment and training challenges and inequities for groups that consistently experience poor employment outcomes. This includes the Food and Fibre Skills Action Plan 2019-2022.

### **Workforce Development Councils (WDCs)**

Six industry-led bodies that will develop and maintain a strategic view of the skills their industries require to ensure that vocational training provides the right mix of training to support current and future industry skill needs.

### **Local Government Plans and Strategies**

Including Long Term Plans, regional plans and economic strategies that set out the region's strategic direction, policies, rules including the new combined Te Tai o Poutini district plan.

### **Te Pūkenga**

The new entity which brings together the existing 16 Institutes of Technology and Polytechnics into one organisation, including Tai Poutini Polytechnic (TPP). The new structure will support work-based, campus-based, and online learning as a unified system.

### **Provincial Growth Fund**

Over \$270 million worth of funding has been received to support a range of projects from the construction of new bridges, roads, and port redevelopment through to the development of new tourism attractions and the protection and restoration of the Arahura River. As a large region with a small population and rating base, this funding has been critical to progress several infrastructure and roading projects that have would have otherwise been unaffordable for the community.

# Actions

Ngā Mahi Whānui

**This is the start of our journey towards achieving our region's vision.**

These actions will support all people who want to work or have sustainable employment that fulfils their needs and aspirations and contributes to their overall wellbeing. This action plan focuses on our five priority groups who are at risk of poorer labour market outcomes.

For each of the key focus areas and actions there are a series of specific activities that together form a detailed action plan. The tables bring together many activities that are already going on across the region, allowing our efforts to be coordinated and prioritised.

# Te Tai Poutini RSLG Members Commitment

## Te Whakaūnga a ngā Mema RSLG o Te Tai Poutini

Te Tai Poutini West Coast RSLG has a pivotal role to play in helping to achieve the plan's vision and making the actions become a reality. The RSLG members have identified three actions that they will focus on and play a pivotal role in implementing over the next year.

### TE TAI POUTINI WEST COAST RSLG MEMBERS COMMIT TO:

#### ➤ **Support the establishment of a Conservation and Biodiversity Academy/ Centre of Excellence across the Coast**

Members will work with key stakeholders including the Department of Conservation, Poutini Ngāi Tahu, Tai Poutini Polytechnic, Development West Coast, local councils, and NGOs to establish a Te Tai Poutini Conservation and Biodiversity Academy/ Centre of Excellence. The RSLG Members commit to being part of the discussions and solutions. We intend to start this work in the second half of 2022.

#### ➤ **Address and overcome barriers to our people obtaining driver licences**

Working with the key agencies, driver licence providers and schools in Te Tai Poutini and nationally, members will help overcome barriers to obtaining a driver licence. Not having a driving licence and/or access to a vehicle can limit employment and training opportunities. We intend to start this work in the second half of 2022.

#### ➤ **Address the current lack of work ready/ soft skills**

Members will work with the Ministry of Education, local schools, pathway advisors, Ministry of Social Development, Tai Poutini Polytechnic, WestREAP, BullerREAP and industry to identify the skills and training required to develop employability/ soft skills for our youth and others in our community who want to join the labour market and to do so successfully. This work is intended to start in the last quarter of 2022.

# Our Action Plan

## Tā Tātou Mahere Mahi

To achieve our Vision and address the labour market challenges, we have identified five key focus areas. They affect every sector in Te Tai Poutini West Coast and directly link to our Action Plan.

We have proposed 14 key actions to cover our five focus areas, each with a set of activities, potential lead agency, partner and outcomes. Of those activities we have identified nine that will be prioritised over the next year, including the three RSLG member commitments. The remaining actions are also important, and we have categorised these into years 2-3 and year 4 onwards.

### Our Key Focus Areas

- 1 Young people have the skills they need to meet regional forecast job growth and employer needs
- 2 Maximising Te Tai Poutini's workforce to meet our current and future skills and labour demands
- 3 Connecting our employers, educators, and workers to future-proof our labour market
- 4 Building better workplaces to be more worker friendly, flexible, and inclusive
- 5 Māori have the skills and knowledge to succeed at all stages of their careers

## 1 KEY FOCUS AREA

# Young people have the skills they need to meet regional forecast job growth and employer needs

These are actions that target the needs of our youth/rangatahi. It recognises the importance of youth for our future labour market.

### › Year 1 Priorities (2022/2023)

Action: Supporting employment and training opportunities for our rangatahi/youth	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Support the establishment of a Conservation and Biodiversity Academy/Centre of Excellence across the Coast.	<b>RSLG/DOC/iwi</b> supported by DWC, TPP/Te Pūkenga MSD/Connected, Schools/MOE, BullerREAP, WestREAP, local government
Address and overcome barriers to our people obtaining driver licences.	<b>RSLG/Youth and Pathway Advisors</b> supported by TPP/Te Pūkenga, MSD/Connected, iwi, NZ Police, Schools/MOE, BullerREAP, WestREAP, West Coast Trades Academy, Waka Kotahi, Salvation Army
Investigate and build programmes and initiatives to develop work ready /soft skills for our youth - e.g., work ethic, dress code, punctuality, and banking/budgeting.	<b>RSLG/MSD/Connected</b> supported by Education to Employment broker TPP/Te Pūkenga, local government, iwi, Schools/MOE, BullerREAP, WestREAP, Upskill West Coast, West Coast Trades Academy

### › Years 2-3 (2023-2025)

Action: Connect and support young people into training and employment	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
In our schools, increase connection with our priority sectors through initiatives such as: on-job placements and internships, gateway programmes, site visits, and low-cost experiences.	<b>Coordinator and Education to Employment Pathways Advisors</b> supported by Schools/MOE, TPP/Te Pūkenga, WestREAP & BullerREAP, Upskill West Coast, MSD/Connected, Local government/MTFJ, WDCs and Industry
Enhance the services focused on transition and connecting young people to education and employment including improved advertising of jobs, access to local career information, career pathways and work experience opportunities.	
Action: Address work ready employability barriers to employment	
Encourage educators and businesses to educate young workers about their employment rights, obligations, and employer expectations.	<b>Upskill West Coast</b> supported by MBIE, BullerREAP & WestREAP, Businesses, NZ Police, TPP/Te Pūkenga, Schools/MOE,
Action: Whānau engagement and pastoral care	
Provide support to parents and caregivers through better access to information to help youth navigate their choices of education and learning/ career pathways.	<b>TEC</b> supported by Schools/ careers advisors, MOE, TPP/Te Pūkenga, BullerREAP and WestREAP, Iwi, Education to Employment Advisors, WDCs



### › Years 4-10 (2025 – 2032)

#### Action: Connect and support young people into training and employment

##### ACTIVITIES

Support TPP/Te Pūkenga with the new learning model to promote a seamless transition for school leavers into work based, campus, and online learning.

Actively support the promotion of apprenticeships, and the work others are doing in this area eg MTFJ, Think Rural Campaign, Upskill West Coast and Connected (Mana in Mahi, Apprenticeship Boost etc).

##### SUGGESTED LEAD AND PARTNERS

**Coordinator and Education to Employment Pathways Advisors**  
supported by Schools/MOE TPP/Te Pūkenga WestREAP & BullerREAP West Coast Trades Academy MSD/Connected Local government/MTFJ Businesses WDC's

#### Action: Address work ready employability barriers to employment

Investigate existing work ready schemes (such as the MSD run 'Training for Work' Programme) to adapt for youth/rangatahi and other priority groups.

**Upskill West Coast** supported by Businesses NZ Police TPP/Te Pūkenga Schools/MOE BullerREAP & WestREAP

#### Action: Whānau engagement and pastoral care

Adopt a whānau centric approach to youth engagement and transition and develop a mentoring programme for youth.

Promote existing pastoral care support and services to provide wrap around support to young people to achieve sustainable employment.

**TEC** supported by Schools/ parents MOE TPP/Te Pūkenga BullerREAP and WestREAP Iwi Education to Employment Advisors WDCs

### › Outputs and Outcomes

- Greater awareness and uptake of existing and the new services under Te Pūkenga model that support education to employment transition
- More locally responsive education and training system
- Youth understand potential career pathways to well paid jobs
- Improved connections between employers, education and training providers and communities
- Increased support to address non-skills barriers including driver licencing and work readiness
- Long term reduction in NEET rates
- Improved pastoral care for young people entering education, training, and the labour market

## 2 KEY FOCUS AREA

# Maximising Te Tai Poutini's workforce to meet our current and future skills and labour demands

These are actions that will help fill the region's current and future skills and labour shortages from our local population, including our priority groups.

### › Year 1 Priority (2022/2023)

Action: Utilising our available workforce to meet regional demand	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Build a more detailed regional picture of current and future labour and skills needs for Te Tai Poutini.	<b>WDCs</b> supported by RSLG, Upskill West Coast, Business NZ, businesses/sector leaders, iwi, DWC, local government/MTFJ, MBIE, MSD/Connected, DOC
Support initiatives to retrain and redeploy workers into new businesses and industries.	

### › Years 2-3 (2023-2025)

Action: Employment of our priority groups and underutilised people	
Provide information to help employers develop, upskill, and reskill existing employees including: <ul style="list-style-type: none"> <li>• making our priority communities visible to employers</li> <li>• education around appropriate &amp; inclusive recruitment practices</li> <li>• sharing good practice stories</li> </ul>	<b>Upskill West Coast</b> supported by Businesses/industry, TPP/Te Pūkenga, MOE/ Schools, MSD/Connected, MBIE/RSLG
Action: Workforce planning - forecasting demand for skills and labour	
Encourage and support employers to develop workforce plans -including an assessment of current workforce age spread, skill levels, and anticipated future skills needs.	<b>Upskill West Coast</b> supported by Education to Employment Advisors, WDCs, Businesses and Sector leaders, MBIE, MPI
Action: Facilitate skills and jobs matching	
Support and encourage business showcasing opportunities across the Coast – e.g., Youth Employment Success, speed dating, on the job training, and work experience.	<b>Vocational Coordinator</b> supported by pathway advisors, Upskill West Coast, Businesses/Sectors, MSD/Connected. MBIE/SWEP, TPP/Te Pūkenga / schools, Local government/MTFJ, BullerREAP and WestREAP
Action: Bringing parties together for increased opportunities	
Explore opportunities for group training to create efficiencies and cost savings for employer supported training and development.	<b>Upskill West Coast</b> supported by Byte Mawhera and Epic Hub, DWC, TPP/Te Pūkenga, Businesses/industry associations, MBIE/SWEP, MSD/Connected
Identify potential funding sources for new activities, including government funding, employer investment and philanthropic support.	





Photo Jase Blair.

## › Years 4-10 (2025 – 2032)

### Action: Employment of our priority groups and underutilised people

Promote new ways of employment to keep our older workers engaged within the workforce for longer – eg work fewer hours, less physical roles.

**Upskill West Coast** supported by Businesses/ industry associations, TPP/Te Pūkenga, MOE/ Schools, MSD/Connected, MBIE

### Action: Workforce planning - forecasting demand for skills and labour

Encourage businesses to share workforce plans to inform future employment opportunities and skills requirements.

**Upskill West Coast** supported by Education to Employment Advisors, WDCs, Businesses & Sector leaders, MBIE, MPI

### Action: Facilitate skills and jobs matching

Encourage schools to respond to workforce planning insights.  
Support businesses to have an online presence including career opportunities and pathways including promotion of programmes such as Youth Employment Success, MTFJ, Think Rural and Upskill West Coast.

**Vocational Coordinator** supported by Education to Employment Advisors, Upskill West Coast, Businesses/Sectors, MSD/Connected, MBIE/SWEP, TPP/Te Pūkenga /schools, Local government/MTFJ, BullerREAP and WestREAP, West Coast Trades Academy, Byte Mawhera and Epic Hubs

### Action: Bringing parties together for increased opportunities

Promote models of successful collaboration to grow employment.  
Develop an innovation and R&D hub to support key economic drivers and assist sectors dealing with real world problems and opportunities.

**Upskill West Coast** supported by MBIE/SWEP, Byte Mawhera and Epic Hub, DWC, TPP/Te Pūkenga, Businesses/industry associations, MSD/Connected

## › Outputs and Outcomes

- Improved workforce planning processes and increased understanding of training and skills needs
- Overall reduction in workforce skills gaps and vacancies
- More opportunities and employment for our priority groups
- Reduction in number of underutilised people
- Clear career pathways
- Enhanced support for jobs and skills matching services



### 3 KEY FOCUS AREA

## Connecting our employers, educators, and workers to future-proof our labour market

These activities focus on things that we can do to bring labour market participants together to increase communication, build collaboration and foster solutions to current and future workforce challenges.

### › Year 1 Priorities (2022/2023)

Action: Building stronger connections between employers, educators, and workers	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Support the regional Education to Employment broker to coordinate engagement between careers advisers and employers in our priority sectors.	<b>DWC</b> supported by WDCs, RSLG, MSD/Connected, Schools/MOE, BullerREAP, WestREAP, West Coast Trades Academy.
Encourage local employment through business mentor programmes and in school talks by businesses to showcase industries/career opportunities and highlight skills employers are looking for.	<b>TEC</b> supported by MOE, DWC, WDCs, TPPP/Te Pūkenga, local government, iwi, MDS/Connected, Schools, BullerREAP, WestREAP, West Coast Trades Academy.

## › Years 2-3 (2023-2025)

Action: Building connections and networks with local talent	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Promote career pathways within growth sectors so that employees, schools, and youth understand opportunities to secure and progress employment in Te Tai Poutini West Coast.	<b>TEC</b> supported by MOE Vocational Coordinator, Local businesses, TPP//Te Pūkenga, MSD/Connected, West Coast Trades Academy, WDCs
Identify potential funding sources for new activities, including government funding, employer investment and philanthropic support.	
Action: A coordinated regional approach to support workers and learners	
Promote the cross pollination of ideas and learnings between sectors and businesses for improved labour market outcomes.	<b>Upskill West Coast</b> supported by DWC, TPP/Te Pūkenga, MSD/Connected, MBIE, Businesses & Sector leaders, West Coast Trades Academy
Support those looking to change careers, progress in or re-join the workforce with upskilling and retraining opportunities to support job vacancies.	
Action: Create specific sector groups (or affiliate with existing groups including youth) to build a strong regional system for workforce planning	
Establish and/or join with multi-stakeholder sector workforce groups for our priority sectors and new emerging sectors: › Health (Kaiāwhina to nursing)    › Mining/Energy › Construction/ Infrastructure    › Tourism/Hospitality › Conservation/Biodiversity    › Food and Fibre › Manufacturing    › Advanced Digital Technologies › Primary Industry    › High Value Engineering and Innovation	<b>Upskill West Coast</b> supported by DWC, TPP/Te Pūkenga, WDCs, MSD/Connected, MPI, DOC, MBIE/Tourism/Just Transitions/ INZ/SWEP, Businesses & Sector leaders, West Coast Trades Academy, WCDHB.
Partner with and support work underway by DWC to implement Te Whanaketanga 2050 Strategy priorities.	

## › Years 4-10 (2025 – 2032)

Action: A coordinated regional approach to support workers and learners	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Work with employers to develop and implement cross-sector training for staff and new recruits.	<b>Upskill West Coast</b> supported by DWC, TPP/Te Pūkenga, MSD/Connected, MBIE, Businesses & Sector leaders, West Coast Trades Academy
Encourage employers to work together across industries to adopt the living wage.	

## › Outputs and Outcomes

- Improved coordination and sharing of information between sectors and stakeholder groups
- Identification of specific industry skills requirements and demand
- Identification and promotion of business models that maximise efficiency and utilisation
- Improved understanding of and accessibility to future employment opportunities
- Promotion of living wage
- Availability of quality jobs and opportunities for career progression
- Increase in investment to support implementation of employment and skills initiatives
- Reduced duplication, increased coordination, and sustained investment in successful initiatives

## 4 KEY FOCUS AREA

# Building better workplaces to be more worker friendly, flexible, and inclusive

These activities focus on improving employer awareness and understanding of the diversity of workers in our workforce, how to improve retention and worker wellbeing, and attract workers.

### › Year 1 Priorities (2022/2023)

Action: Building better workplaces for our community	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Explore and implement programmes to assist employers to develop skills in good employment practices.	<b>MBIE</b> supported by Upskill West Coast, TPP/Te Pūkenga, Business NZ, businesses/sector leaders, iwi, local government, MPI, MBIE, TPK, MSD/Connected

### › Years 2-3 (2023-2025)

Action: Creating positive work environments and job structure	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Educate and support employers and businesses about the benefits of adopting flexible working conditions/ hours of work/ job sharing.	<b>Upskill West Coast</b> supported by MBIE, WorkSafe, DWC, Business/industry associations, TEC, WDCs, Local government
Action: Inclusive workplaces supportive of all ages, sexes, and cultures	
Assist employers to create a workplace that fosters worker well-being by helping build skills and cultural capability to manage and include a diverse workforce.	<b>MBIE/TPK/MCH</b> supported by DWC, Businesses/industry associations, Business NZ, iwi, Local government/MTFJ
Action: Attraction and recruitment of skilled workers	
Support and investigate collaborative funding for Upskill West Coast to enable the ongoing provision of its current recruitment service to attract and match skilled workers with local businesses.	<b>Upskill West Coast</b> supported by DWC, MSD/Connected, MBIE/RSLG, Businesses/industry associations, Local government/MTFJ
Promote the 'Think Rural' campaign to attract skilled workers to the region. <a href="https://thinkrural.co.nz/inspire-rural/the-amazing-west-coast/">https://thinkrural.co.nz/inspire-rural/the-amazing-west-coast/</a>	



Photo Jase Blair.

### › Years 4-10 (2025 – 2032)

Action: Creating positive work environments and job structure	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Create an environment where good practice stories and tools can be shared between sectors and businesses.	<b>Upskill West Coast</b> supported by MBIE, WorkSafe, DWC, Business/ industry associations, TEC, WDCs, Local government
Action: Inclusive workplaces supportive of all ages, sexes, and cultures	
Assist employers to create a workplace that fosters worker well-being by: <ol style="list-style-type: none"> <li>providing information about programmes and services such as disability/ health and wellness confidence</li> <li>Investing in training and incentives to support employee development and promotion.</li> </ol>	<b>MBIE/TPK/MCH</b> supported by DWC, Businesses/industry associations, Business NZ, Iwi, Local government/MTFJ

### › Outputs and Outcomes

- Modern workplaces that support all workers to thrive
- Common understanding among businesses of good workplace practices
- Recruitment of skilled labour into Te Tai Poutini
- Recruitment and support of a diverse workforce - including our priority communities.



**5 KEY FOCUS AREA**

## Māori have the skills and knowledge to succeed at all stages of their careers

These activities focus on things that we can do to support Māori in our education system and in the workforce.

### › Year 1 Priorities (2022/2023)

Action: Ensuring Māori are supported to successfully participate in our labour market	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Develop and share information with businesses about how workplaces can be more inclusive for Māori and their values.	Iwi and TPK supported by DWC, MBIE, MSD/Connected, local government, TPP/ Te Pūkenga

## › Years 2-3 (2023-2025)

Action: Whānau engagement and support	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Educate and inform parents about the diverse career opportunities and pathways available to their rangatahi.	<b>Te Puni Kōkiri (TPK)</b> supported by Iwi, MSD/Connected, MBIE/RSLG, Schools / MOE, TPP/Te Pūkenga
Action: Māori values and aspirations acknowledged	
Support businesses to implement policies and practices that enable Māori to thrive in the workplace.	<b>TPK</b> supported by MBIE, Iwi, DWC, MSD/Connected, Businesses/Business NZ,
Action: Māori are valued members and contributors to Te Tai Poutini's economy	
Work with and support iwi to understand their skill development priorities.	<b>TPK</b> supported by Iwi, Businesses/ Business NZ, MBIE, MSD/Connected, DWC, TEC, WDCs
Encourage collaboration between large employers and local iwi.	

## › Years 4-10 (2025 – 2032)

Action: Whānau engagement and support	
ACTIVITIES	SUGGESTED LEAD AND PARTNERS
Adopt a whānau centric approach to rangatahi engagement to help iwi successfully transition from school into education, training, and work.	<b>Iwi and TPK</b> supported by TEC, MSD/Connected, Schools /MOE, TPP/Te Pūkenga
Advocate resourcing of community and/or iwi led strengths-based programmes that provide wrap-around support to rangatahi to achieve sustainable employment.	
Action: Māori values and aspirations acknowledged	
Take account of iwi plans and provide support to iwi to achieve specific labour market outcomes.	<b>Iwi and TPK</b> supported by MBIE, DWC, MSD/Connected, Businesses/Business NZ
Support iwi to educate businesses/industry about the opportunities and advantages of our cultural identity and natural environment.	
Action: Māori are valued members and contributors to Te Tai Poutini's economy	
Build stronger pathways and support for Māori/iwi entrepreneurs and businesses – by Māori for Māori.	<b>Iwi and TPK</b> supported by Businesses/ Business NZ, TEC, DWC, MBIE, MSD/Connected, WDCs

## › Outputs and Outcomes

- Improved access to education and training pathways for Māori
- Higher participation rates of Māori in skilled jobs
- Businesses understand and value te reo Māori and Māori culture
- Māori feel supported and valued in workplaces
- Māori have parity in pay and employment outcomes
- Increase in Māori/iwi businesses
- Māori are provided with the skills and support to lead their own development



# Policy and Funding Opportunities

## Ngā Āheinga ā-Kaupapa Here, ā-Tahua Hoki

Listed below are the identified policy and funding opportunities for consideration by government and related entities. These are based on what the RSLG members have learnt through stakeholder and community engagement as well as the data and information available for the region.

The primary audience for these opportunities includes agencies such as the Workforce Development Councils, Tertiary Education Commission, Ministry of Social Development, Te Puni Kōkiri, Ministry of Business, Innovation and Employment, and Immigration NZ.

KEY SECTORS/GROUPS	POLICY AND FUNDING OPPORTUNITIES
<b>Conservation and Biodiversity</b>	Funding is approved to TPP to establish a Conservation and Biodiversity Academy/ Centre of Excellence focused on education, training, and employment in our natural environment. This includes the development of 'stackable' short courses/ micro credentials for conservation work – chainsaw, planting, track development/ maintenance, predator trapping, technology, people and team skills, species protection to support on the job training etc.
<b>Health</b>	Funding is approved to develop and train non-clinical health workers.
<b>Health</b>	Support work underway by Immigration NZ to recognise qualified migrant health and social service providers (eg doctors and nurses living in Aotearoa to allow them to practice here).
<b>All Priority Groups</b>	TPP is funded to develop work-ready micro credential courses targeted at youth/ rangatahi and those wishing to re-enter the workforce including self-management, communication and social skills, work ethic, budgeting, and finances etc.
<b>Youth</b>	Include Te Tai Poutini West Coast in the national Education to Employment Brokerage programme (this is a funded contract through MSD on behalf of MSD and MOE).
<b>Youth</b>	Support the extension of: <ul style="list-style-type: none"> <li>the Apprenticeship Boost scheme beyond August 2022</li> <li>Mayors Taskforce for Jobs with ongoing funding</li> <li>The West Coast Vocational Coordinator beyond June 2022 (this directly links to the above opportunity to include Te Tai Poutini in the education to Employment Brokerage programme).</li> </ul>
<b>All Priority Groups</b>	Funding for MSD to undertake more programmes to upskill Te Tai Poutini West Coast people within our key focus groups to be job ready (Māori, women, older persons, disabled persons, or those with health issues, and youth/rangatahi).



KEY SECTORS/GROUPS	POLICY AND FUNDING OPPORTUNITIES
<b>All Sectors/Groups</b>	Working with Digital Boost, DWC and TPP funding the development and teaching of short digital literacy and ICT /specialised software courses for students, those that require on the job upskilling and businesses to enable an online presence including career opportunities and pathways.
<b>Hospitality/ Tourism</b>	Funding for TPP to develop short courses to upskill workers already in the tourism/ hospitality industry.
<b>Hospitality/Tourism/ Health</b>	Ensure that skilled hospitality, tourism, and health workers can enter NZ where there is a proven case of need to help with labour and skills shortages.
<b>Primary Industry</b>	Work with TPP/Te Pūkenga to establish links to agricultural courses run elsewhere, and if needed develop short courses through TPP, to support upskilling of farmers on soil nutrient management, developing and auditing farm management and farm environment plans - including the use of Overseer.
<b>Primary Industry</b>	Work with the Ministry for Primary Industries (MPI) and fund TPP to develop and deliver short courses/micro credentials for farmers and farm managers to support them to meet their employment obligations.
<b>Māori</b>	Work with Te Punk Kokiri (TPK) and iwi to develop a tikanga-Māori-based employment framework to share with businesses.



Photo Jase Blair.



# Implementing the Action Plan

## Te Kōkiritanga o te Mahere Mahi

### ➤ Tracking Progress

We will develop a monitoring approach by the end of 2022 to track the progress on our actions and specific activities. Monitoring will form the basis of regular reviews of the plan to make sure they are having positive impacts, and/or to identify where adjustments should be made.

We intend to ensure that the measures are useful for businesses, iwi, local and central government, and the education sector. It will also inform our work as we continue to update and review the plan.

### ➤ Resourcing the Plan

The implementation of the actions identified in this plan will be resourced through existing workstreams. If further funding is required, the RSLG, lead, and partners will work together to determine potential funding options.. We anticipate that resourcing and funding requirements may also change as actions and activities are implemented and developed.

### ➤ A Living Plan

The plan is a snapshot in time and developed during the Covid-19 pandemic, which has impacted our community and labour market in different ways. We will be reviewing the plan annually with a full review every three years. As actions and activities are completed, priorities change and new opportunities arise, the plan will be updated to ensure it is kept relevant for the people of Te Tai Poutini West Coast and our labour market.

Photo Jules Anderson.



# Appendix 1: Terms and Definitions

## Ngā Kupu me ngā Tautuhinga

### **Construction**

The Construction sector includes above-ground commercial and residential building and civil construction such as hospitals, schools, prisons, parks, libraries, and community buildings. It covers a wide range of businesses and occupations across the sector.

### **DWC**

Development West Coast

### **Employment**

Seasonally adjusted, number of people in employment in the working-age population.

### **Full-time**

30 hours per week or more.

### **Infrastructure**

Here this refers to our economic infrastructure – our energy, telecommunications, transport, waste and water infrastructure. See p.20 of the New Zealand Infrastructure Strategy.

### **Labour force participation rate**

Seasonally adjusted, total labour force/working age (15+years) population.

### **MSD**

Ministry of Social Development

### **NEET**

People aged 15-24 years not in employment, education, or training (includes those caring for children or others).

### **Skilled occupation rate**

Number of people employed in a skilled occupation (ANZSCO level 1-3)/ total number of employed people. These estimates are prepared using 2013 Census data and are not comparable to previously published estimates.

### **TPK**

Te Puni Kōkiri - Ministry of Māori Development

### **Underemployed**

People working part-time (someone who works fewer than 30 hours per week), who would like to work more hours, and are available to do so.

### **Underutilisation**

Includes people who:

- do not have a job, but are available to work and are actively seeking employment – unemployed
- are employed part-time (fewer than 30 hours a week) and who both want and are available to increase the number of hours they work – underemployed
- want a job and are available to work, but are not currently looking for a job – available potential jobseeker
- are unavailable to start work but are looking for a job as they will be able to start work within the next month – unavailable jobseeker.

### **Unemployment**

Some who has no paid job, is working age, is available for work, and has looked for work in the past four weeks or has a new job to start within the next four weeks.

# Appendix 2: Labour and Skills for Te Tai Poutini West Coast

## Our Regional Workforce Plan - Year 1 at a Glance

### OUR VISION

An innovative and resilient economy delivering opportunities and high-paying jobs for our community/hapori. Caring for our people and our environment is part of who we are and what we are known for.

*He ōhanga e hihiri ana, e manawaroa ana e kōkiri ana i ngā āheinga me ngā umanga whai rawa ki tō tātou hapori. He wāhanga nō mātou, kua hau hoki tō mātou rongo mō te kumanu i ō tātou tāngata, i tō tātou hapori anō hoki*

*Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy*

### OUR KEY FOCUS AREAS

To achieve our Vision and address the labour market challenges, we have identified five key focus areas. They affect every sector in Te Tai Poutini West Coast and directly link to our Action Plan.

1

Young people have the skills they need to meet regional forecast job growth and employer needs

2

Maximising Te Tai Poutini's workforce to meet our current and future skills and labour demands

3

Connecting our employers, educators, and workers to future-proof our labour market

4

Building better workplaces to be more worker friendly, flexible, and inclusive

5

Māori have the skills and knowledge to succeed at all stages of their careers

### OUR KEY FOCUS SECTORS

There are several key sectors that are important for Te Tai Poutini's economy and labour market. They are areas where we know that significant gains can be made and where we currently or are anticipated to have a shortage of skills and labour.



Accommodation and food services



Health care and social assistance



Construction



Manufacturing



## Te Tai o Poutini West Coast REGIONAL SKILLS LEADERSHIP GROUP.

### OUR YEAR 1 PRIORITIES (2022/2023)

We have proposed 14 key actions to cover our five focus areas, each with a set of activities, potential lead agency, and partners, and outcomes. Of those activities we have identified nine that will be prioritised over the next year, including the three RSLG member commitments.

- › Support the establishment of a Conservation and Biodiversity Academy/ Centre of Excellence across the Coast
  - › Address and overcome barriers to our people obtaining driver licences.
  - › Investigate and build programmes and initiatives to develop work ready /soft skills for our youth - e.g., work ethic, dress code, punctuality, and banking/budgeting.
- › Build a more detailed regional picture of current and future labour and skills needs for Te Tai Poutini
  - › Support initiatives to retrain and redeploy workers into new businesses and industries.
- › Support the regional Education to Employment broker to coordinate engagement between careers advisers and employers in our priority sectors.
  - › Encourage local employment through business mentor programmes and in school talks by businesses to showcase industries/career opportunities and highlight skills employers are looking for.
- › Explore and implement programmes to assist employers to develop skills in good employment practices.
- › Develop and share information with businesses about how workplaces can be more inclusive for Māori and their values.

### OUR PRIORITY GROUPS

With a key focus on more inclusive employment outcomes and opportunities, we have identified five priority groups within our community.



**Māori**



**Women  
Wahine**



**Older Workers  
Ngā kaimahi kua  
tūnohunu**



**Youth  
Rangatahi**



**Disabled People and/  
or People with Health  
Conditions**

Te Hunga Whaikaha, te Hunga hoki/rānei kua Pāngia e T/ētahi Mate Hauora



# Appendix 3: Te Tai Poutini RSLG Members

## Ngā Mema RSLG o Te Tai Poutini

### CO-CHAIRS

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Graeme Neylon



Lisa Tumahai

### MEMBERS

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Craig Churchill



Rachael Forsyth



Latham Martin



Heath Milne



Peter O'Sullivan



Ben Smith



Michael Stevenson



Katie Milne





**Mā whero, mā pango, ka oti te mahi**

*With many hands the work will be done*