



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

Regional Workforce Plan Supporting Document

Te Tai Poutini West Coast
June 2022

**People are our
greatest resource**

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



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Introduction

This document supports our Te Tai Poutini West Coast Regional Workforce Plan (RWP) 2022. It includes information and data that underpins the development of the RWP, including current and forecast labour market information, demographics, and education figures.

This information is being made available to help you understand the focus areas, priority groups and actions included in the RWP. You will also find background information on the purpose and function of the regional skills leadership groups and relationship with other groups including the Workforce Development Councils (WDCs).

The data in this document has been sourced from a range of providers including Statistics NZ, Infometrics, local councils, and Ministry of Business Innovation and Employment (MBIE). It includes workforce and population forecasts. As with all data forecasting there are a range of views on what the future will hold for the region. We have included reference to our data sources throughout the document.

We hope you find this information useful.

Our Vision for Te Tai Poutini's Future

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

Source: Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy

Background

About the Regional Skills Leadership Group

Appointed by Government, the Te Tai Poutini West Coast Regional Skills Leadership Group's (RSLG) purpose is to identify and support better ways of meeting the region's future skills and workforce needs. Functioning independently, the RSLG is locally based and regionally enabled. Appointed in September 2021, there are currently 10 permanent members including representatives of regional industry leaders, iwi, workers, community members, the economic development agency, and government.

As one of 15 [RSLGs](#) set up across Aotearoa, the group is part of a joined-up approach to labour market planning to ensure that our workforce, education and immigration systems work together with regions and sectors to better meet the differing skills needs across the country. The RSLG members see their role in the implementation of the RWP as leaders and influencers of change at a regional level through coordination and collaboration, as well as to connect the region with government. The vision is that the RWP will add strength to the work in our communities.

RSLGs have a specific role in the Reform of Vocational Education (RoVE) structure as advisors to the Tertiary Education Commission (TEC). TEC will be required to take the advice of RSLGs into account when deciding which education programmes to fund and where.

We are working with the newly formed Workforce Development Councils (WDCs). WDCs are responsible for setting a vision for the skills and training needs of specific workforces, setting standards, developing qualifications, and advising on investment in vocational education. RSLGs also have a role in assisting Te Pūkenga – New Zealand Institute of Skills and Technology – to understand where to prioritise its efforts in terms of programme development and meeting the needs of different learner groups.

Workforce Development Councils and Training

Workforce Development Councils are six industry-led bodies that were set up as part of the recent government reforms of vocational education. Their purpose is to develop and maintain a strategic view of the skills their industries need and ensure that these needs inform what the vocational education system delivers. Education and training providers will be expected to respond to these signals.

The six WDCs include

1. Waihanga Ara Rau Construction and Infrastructure
2. Toitu Te Wairoa Community Health, Education and Social Services
3. Muka Tangata People, Food and Fibre
4. Hanga-Aro-Rau Manufacturing, Engineering and Logistics; Services
5. Toi Mai (includes a range of industries including technology, hair dressing, sports & recreation etc)

Ohu Mahi Workforce Development Councils is the overarching brand for all six WDCs and provides information on each of the WDCs and the industries they represent. You can find out more at [Ohu Mahi](#).

Te Pūkenga is a new entity which brings together the existing 16 Institutes of Technology and Polytechnics (ITPs) into one organisation, as part of the same set of reforms. Its role is to develop the capability to support work-based, campus-based, and online learning as a unified system.

Both entities will be key partners for us in our work going forward. We'll need to work closely with them to consider how we best inform good decision making on the provision of tertiary education in our region. As we do more work on identifying specific skills needs that are important for our changing labour market, we will update this RWP to inform both the Tertiary Education Commission and Te Pūkenga.

Our Approach

Development of our Te Tai Poutini RWP

There has been considerable engagement over the past two years and there will be ongoing engagement and dialogue to ensure the Regional Workforce Plan remains current and that we have a coordinated labour market view.

We have developed our Regional Workforce Plan by working closely and listening to our community. This has included:

- Meeting with key stakeholders from industry, government, education providers, and businesses as well as our community and representatives
- Public consultation and feedback on our Regional Workforce Plan - Strategic Priorities and Aspirations Discussion Document in October 2021
- Public consultation in April 2022 where we received feedback on our RWP Consultation Document

We have looked at available data on the West Coast labour market to validate what we have heard from our stakeholders, much of which is included in this RWP Supporting Document.

In developing of our RWP, we have worked closely with our iwi co-chair and our iwi representatives. We recognise the importance of improving iwi/Māori outcomes and partnership with iwi/Māori. We view our relationship as evolving. We acknowledge the numerous pressures on iwi time and resourcing, including supporting whānau affected by the ongoing Covid-19 pandemic and supporting vaccination efforts. In addition, we acknowledge the substantial work that iwi are engaged in with other work programmes such as government reforms around the Resource Management Act, Three Waters, health, local government, and the vocational education reforms, while also actioning their own work programmes.

We want to acknowledge the work that has been completed or is underway within our region. Our aim is not to replicate this work or over-engage to create stakeholder fatigue. We want to ensure our work is aligned with and supports the work of others and plans in place.

Looking across the various iwi, council, industry, and economic plans and strategies including the recently endorsed Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy, there are many common priorities regarding our people and labour market. Some of these include:

- Optimisation of the available working population (including young people, women, and older workers)
- Building a workforce pipeline, and alignment of education with skills needs
- Partnerships with iwi and other key stakeholders
- Close collaboration between agencies, providers, industry, and employers
- Career upskilling and reskilling, as well as entry level skill development and work readiness
- Managing, supporting, and enhancing the transition from school to tertiary education and employment
- Working with businesses to support recruitment, workers, and retention

Ultimately, all the action and recommendations in the RWP are aimed at supporting our people by providing access to quality education and skills pathways, leading to better jobs with better wages and a brighter future.

Our Region

Te Tai Poutini West Coast is the narrow strip of land between Te Wai Pounamu South Island's Southern Alps Ka Tiritiri-o-te-Moa and the Tasman Sea Te Tai-o-Rehua. As the longest region in Aotearoa, it covers over 2.2 million hectares of land west of the Main Divide, from Kahurangi Point in the north to Big Bay Tihei Mauri Ora in the south.

Public conservation lands make up almost 1.912 million hectares (84% of the total land area). The Te Tai Poutini Conservancy is one of the largest and most comprehensively protected in Aotearoa/New Zealand containing approximately one quarter of our protected lands.

The character of the people of the West Coast has been shaped by the landscape they inhabit. Many people live here because they value the lifestyle, the distinctive natural and cultural landscapes, and the opportunities these provide for tourism, recreation, and adventure.

Te Tai Poutini is rich in Māori history. Tangata Whenua holds a significant physical and cultural relationship with the region and are the kaitiaki of Te Tai Poutini.

Te Tai Poutini West Coast brings together four local authorities: Buller District Council, Grey District Council, Westland District Council and West Coast Regional Council. The main centres are Westport in the north, Greymouth in the central West Coast, and Hokitika to the south. Fox, Franz Josef and Haast are also important towns and tourism centres.

Our History

Ngāi Tahu first made their home in Te Waipounamu over 800 years ago. Ngāi Tahu means the 'people of Tahu', linking them to their ancestor Tahu Pōtiki.

Waitaha, the first people of Te Waipounamu, journeyed on the Uruao waka and settled in Kā Pākihi Whakatekata o Waitaha – the Canterbury Plains. Ngāti Māmoe and then Ngāi Tahu followed. Ngāi Tahu established mana whenua or pre-eminence in the South Island. Sub-tribes/hapū became established around distinct areas and have become the Papatipu Rūnanga that modern day Ngāi Tahu use to exercise tribal democracy.¹

The two Papatipu Rūnanga are Te Runanga o Makaawhio, and Te Runanga o Ngati Waewae. Te Runanga o Makaawhio's marae - Te Tauraka Waka a Maui is in Bruce Bay, south of Hokitika. They have a membership of over 1,200 people. Te Runanga o Ngati Waewae are based at Arahua marae near Hokitika with a membership of more than 600 people.

The first written accounts of the West Coast by Europeans resulted from the explorations of Charles Heaphy and Thomas Brunner in 1846. Subsequent alluvial gold rushes of the 1860's brought upwards of 30,000 people to the Coast, many of whom remained as permanent settlers working across industries of gold mining, farming, sawmilling and coal mining. Much new country was explored by gold prospectors and later by surveyors.²

¹ Te Runanga o Ngai Tahu

² West Coast Conservation Management Strategy 2010-2020

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
- Youth/Rangatahi
- Older Workers
- Disabled/Health and mental wellbeing

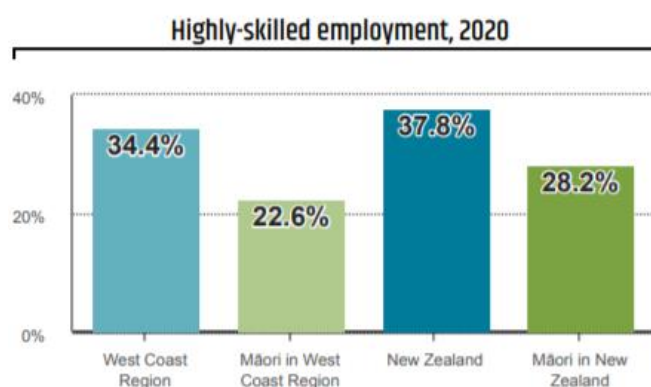
While the RSLG recognises that the other priority groups identified in the Government’s [Employment Strategy](#) (Pacific peoples, and former refugees, recent migrants and ethnic communities) are also an important part of the labour market, they are a relative minority section of the Coast’s population. The RWP however will look to ensure that these groups have an equal opportunity to access education, training, and good work outcomes.

Māori

Currently over 4,200 people living in Te Tai Poutini identify themselves as of Māori descent. By 2035, the proportion of Māori is predicted to increase to 13.3% of the population³. This increase is driven by migration and a younger Māori age structure. Latest population statistics for show 9.7% of our Māori population is aged under five years of age, compared to 4.7% of our non-Māori population, making them an important part of our future workforce.

In 2020, the unemployment rate of Māori was nearly twice that for the general population (7.4% verses 4.0%). Māori on the Coast are also less likely to work in highly skilled roles than the general population.

In the future Māori will make up a larger proportion of the working age population. They will need to have the access to skills and training so that they can fully participate in the workforce. Employers and industry will also have a role to play in ensuring workplaces are inclusive, supportive, healthy, and productive.



Source: Infometrics 2021

³ Infometrics forecasting data 2022

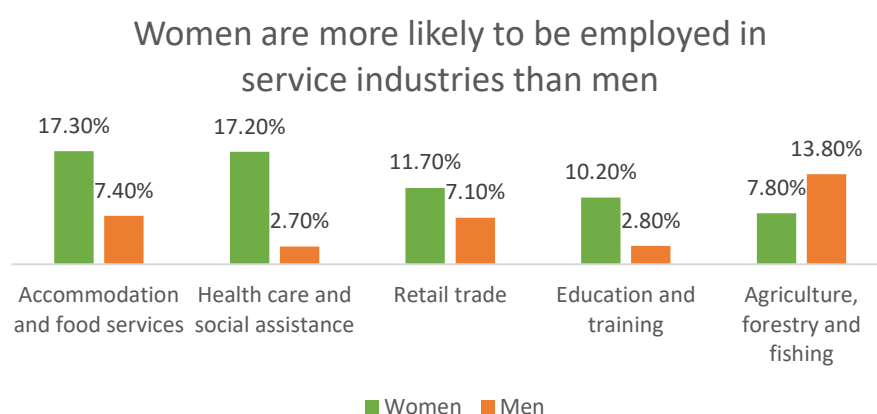
Women in Work

Women account for about half of the filled jobs on the Coast. However, women are:

- less likely than men to be in full-time employment (38.8% compared to 57.3%);
- more likely to be employed part time (22.3% compared to 9.2%); and
- less likely to be in the labour force (35.9% compared to 30.1%).

These figures were generally the same for Māori women, who were slightly more engaged with the workforce than the total female population.

The main employing sectors for women (compared to the male participation) is shown in the graph below.



Due to the high prevalence of part-time work, women are more likely to be underemployed (working but wanting to work more hours) than men. Underemployment has been linked to negative life outcomes.

Women may be more likely to be underutilised for several reasons including lack of suitable childcare, other caring responsibilities, health issues, or other impairments - meaning they can't work or work more hours, or because of the way a job is structured (only offering full-time hours or night shifts). Anecdotally, when workplaces offer school hours or provide job sharing, they have been able to attract parents back into the workforce.

Rangatahi/Youth

As of 1 July 2021, there were about 3,300 school aged children on the Coast (years 1 to 13). In 2020, nearly 20% of those children identify as Māori, compared to 11.7% of the total Te Tai Poutini population.⁴

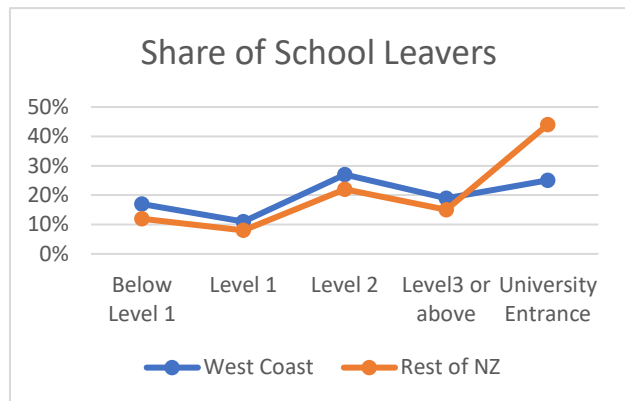
About 300 (11%) of our students leave secondary school each year. Approximately 17% (57) of our students leave with no qualifications.

Of West Coast school leavers in 2020, 71.6% (235) attained at least NCEA Level 2; this compares to a national figure of 80.8%⁵. Controlling for decile, proportionately more West Coast school leavers have below Level 1 for Decile 4 and 5 schools, compared to the national average. They also have lower levels of University Entrance attainment for decile 4, 5 and 6.

⁴ Census 2018

⁵ Source: Ministry of Education: Education Counts

Te Tai Poutini continues to have a relatively high rate of youth not in employment, education, or training (NEET). In 2020 the NEET rate was 14.5% compared to the national average of 11.9%. As of December 2021, there were 270 people aged 18-24 years on a main benefit⁶. Nationally, this age group has one of the highest levels of unemployment and non-participation with education.



Young people are a group that are most likely to be underutilised. Some examples of reasons for this include:

- Youth not knowing what they want to do – lack of career information and opportunities available
- Lack of work experience
- A skills gap - not having the right skills and qualifications for the available vacancies
- Lack of public transport and driver’s licence - meaning people can’t get to work
- Lack of life skills

Older Workers

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

Older workers are an important part of our workforce, and as our population ages it will be it will be increasingly important to retain their talents, skills, and experience.



By the year 2038, 31% of our population will be aged 65 years and over, up from 19% in 2018. This means we will need to change the way we work and employ to keep our older workers engaged within the workforce for longer and to attract our younger workforce. The needs of older workers differ, and they may want to work fewer hours and undertake roles that are less physical.

While many of our older workers are still engaged within 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 benefit⁷. This age group represents the largest share of jobseekers and has increased by about 150 since the emergence of the Covid-19 pandemic.

⁶ Characteristics of working-age recipients of main benefits -WCRC, Dec 2021

⁷ Includes Job Seeker support, sole parent support and supported living including health and disability

Employment across our older workers roughly aligns with the industry composition of our total workforce⁸. The percentage represents the number of people of that age group that work in each sector.

| | 50-64 years | 65+ years |
|----------------------------------|-------------|-----------|
| Health care and social services | 13% | 12% |
| Construction | 11% | 10% |
| Agriculture forestry and fishing | 9% | 8% |
| Manufacturing | 9% | 8% |
| Accommodation and food service | 9% | 10% |

Persons with Disabilities and/or Health and Mental Wellness Issues

We are unable to get reliable data on the number of people who have a disability including health and mental wellness in Te Tai Poutini. 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.

Locally, we are also seeing the effects of post event stress, especially in our young people. Related to the severe flooding experienced in Buller and the impacts of Covid-19, secondary school principals are reporting a 70-80% attendance rate of children, with some non-attendance beginning as young as intermediate age. This statistic is concerning as it can have long term effects for children.

Nationally, those people with disabilities have a much lower labour force participation (47.0% vs 82.1% for non-disabled) and are twice as likely to be underutilised and earn about \$150 less per week.

Since start of the pandemic we have seen an increase in the number of people receiving job seeker health and disability, up from about 430 to 650. Broken down into the districts this includes 255 in Buller, 285 Grey and 110 in Westland. 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.

‘Working Matters’ released by government in 2020, focuses on assisting disabled people and people with health conditions to have equal opportunity to access employment. It includes several actions to support and increase good work opportunities for disabled people and people with health conditions.

⁸ Industry and work status by age group & sex, for the employed census usually resident population count aged 15 yrs and over, 2006, 2013, and 2018 Censuses (RC, TA, DHB)

Our 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.

Other sectors not listed below, including new and emerging industries are also important to Te Tai Poutini'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), hospitality/tourism, conservation/biodiversity, retail, mining/energy, engineering, digital/ IT, education/ training, and professional sectors as well as new and emerging industries. The actions identified in our Regional Workforce Plan aim to benefit all sectors and businesses in our community.

The key sectors identified for this RWP include

- ❖ Accommodation and Food services
- ❖ Health Care and Social Assistance
- ❖ Building and Construction
- ❖ Manufacturing

More information about our sectors, including current workforce needs, training available and projected demand can be found on page 21 and in Appendix 1.

Our Key Focus Areas

To achieve our Vision for Te Tai Poutini West Coast, the RSLG has identified five key focus areas for action. These directly link to the Action Plan and Recommendations set out in the RWP.

- 1) **Supporting employment and training opportunities for our young people** including:
 - a. Transition and connecting young people from school education to employment, education, and training to meet regional forecast job growth and employer needs
 - b. Showcasing and creating exciting career paths to well-paid jobs
 - c. Ensuring youth receive relevant and ongoing education and skills to meet regional forecast job growth and employer needs
 - d. Addressing non-skills barriers including life/soft skills
- 2) **Utilising our available workforce to meet regional demand.** Focusing on:
 - a. Our priority groups – Māori, Rangatahi/ Youth, Older Workers, Women and Persons with Disabilities or Health/Mental Wellness Issues
 - b. Underutilised people in Te Tai Poutini including our transitional workforce
 - c. Effective workforce planning to determine forecast demand for skills and labour
 - d. Facilitation of skills and job matching
 - e. Bringing partners, sectors, and stakeholders together to provide increased opportunity for quality local entrepreneurship, growth, and collaboration
- 3) **Building stronger connections between employers, educators, and workers**
 - a. Capitalising on the new vocational education system to ensure courses taught meet our current and future skills needs

- Recognise, leverage and support access to the new Te Pūkenga network of in-work, on campus and online learning.
- Ensure our education curriculum is closely aligned with our region’s future economy
- b. Building connections and networks with local talent
- c. A coordinated regional approach to support those working and learning on the Coast
- 4) **Building better workplaces so that they are more worker friendly, flexible, and inclusive** including:
 - a. Creating positive work environments
 - b. Reviewing job structures - flexible working conditions/ hours of work/ job sharing
 - c. Being inclusive and supportive of all ages, sexes, and cultures
 - d. Paying a living wage
 - e. Attracting and retaining staff by investment in training and incentives and supporting in work progression and promotion including masters and PHD study
 - f. Effective workforce planning to recruit and retain skilled workers including mid-career and older workers
- 5) **Ensuring Māori are supported to successfully participate in the labour market**
 - a. Māori are provided education and training opportunities and supported into meaningful employment - including employment pathways and business initiatives
 - b. Māori values and aspirations are recognised by businesses and employers
 - c. The opportunities and advantages of our rich culture, natural environment, and identity are highlighted and appreciated

Our Economy

Te Tai Poutini has a relatively small economy, with a GDP of \$2,170 million in 2021 with mean earnings just under \$60,000 per capita. There are about 3,700 businesses in Te Tai Poutini.

Following the national pattern, the largest share of our businesses (58%) do not employ any staff, 27% of businesses have 1-5 employees and approximately 4% employ over 20 people.⁹

In addition, we have just over 3,200 people who are self-employed. The largest share of self-employed people is in the Agriculture, Forestry and Fishing sector (25% of the self-employed) and Construction (13% of the self-employed) sectors.

Te Tai Poutini West Coast’s economy is largely centred around use of the land and its natural resources. Traditionally a mining (coal and gold) region, dairy farming also plays a significant role in the economy. The processing of dairy farm products is a significant contributor to regional employment and income. Many engineering and other support businesses exist because the mining and farming activity, and related value-added activities, creates the demand for their products and services.

Over the past 10 years the extraction of coal from the Coast has declined and along with it jobs, from over 1,300 filled jobs in 2012 to just over 300 in 2021. This level of employment is expected to remain constant for the next 5–10 years. With an aging workforce and natural attrition, worker replacement will become a growing issue. With transferable skills, transitioning this workforce into other areas such as construction and climate resilience related work will offer increased opportunities.

⁹ Stats NZ business demography, as of February 2020

Other industries based on our natural resources include forestry, fishing (including whitebait), extraction of other minerals such as iron sands and garnets, horticulture, sphagnum moss harvesting, and food production as well as a thriving arts industry using pounamu, gold, wood, stone, and copper. Aggregate extraction and production are important for the construction, operation, and maintenance and upgrading of infrastructure and for broader economic activity across Te Tai Poutini within the building and construction sectors. The manufacturing and construction sectors, through heavy and light engineering industries, have developed to service these primary sectors and play an important role in the regional economy.¹⁰

Approximately 84% of the region's total land area is in public conservation land (1.9 million hectares), the largest proportion of any region in New Zealand. Economic activity from tourism arising in relation to the conservation lands makes a significant contributor to the Coast's economy. Due to recent investment by government in pest and weed management on our conservation lands the natural biota has flourished. This coupled with a movement away from synthetic pharmaceuticals, is anticipated to provide high value, nature-led jobs for the region.

Pre the Covid-19 pandemic, tourism was a strong economic performer and significant employer. Given the border closure and loss of the international visitor market, the sector has seen a significant decline. South Westland, whose target market was international visitors, has been the worst impacted. The increase in domestic visitors to the region has increased over the past two years and has helped to buoy the local economy.

The Coast's economy is also supported by several other important sectors including retail trade, and healthcare. Innovation within the region is also creating new opportunities for employment and growth. For example, the implementation of the Predator Free 2050 strategy has identified opportunities within the bio-health sector on the Coast.

The Māori Economy

Ngāi Tahu has a proud history of commerce and trade reaching back hundreds of years. Prior to colonisation Ngāi Tahu underpinned the inter-tribal pounamu trade and later embraced international commerce through strong involvement in New Zealand's early whaling and agricultural industries. As one of the first iwi to settle under the Treaty of Waitangi, (Ngāi Tahu Claim Settlement Act 1998), Ngāi Tahu has prospered with assets worth collectively around \$1.2 billion, concentrated across a range of portfolios including forestry, seafood, tourism, farming and property. Annually, Ngāi Tahu contributes over \$200 million to the South Island economy through job creation, purchasing and spending profits locally.

While accounting for a relatively small proportion of the population, Māori are playing an increasingly important role in Te Tai Poutini's economy. The two Ngāi Tahu Papatipu Rūnanga - Makaawhio and Ngati Waewae together known as Poutini Ngāi Tahu are significant investors and developers in the region. The Pounamu Vesting Act 1996 vested the ownership of Pounamu in Ngāi Tahu. Poutini Ngāi Tahu jointly manage pounamu within Te Tai Poutini region, other tribally owned assets are managed by Ngāi Tahu Holdings Ltd. Ngāi Tahu Holdings has several commercial interests and is a key player in tourism and forestry in the region. Mawhera Incorporation whose main shareholders are local Māori also has strategic

¹⁰ West Coast Regional Council Regional Policy Statement 2020

commercial assets in Greymouth and Westport. Ownership of the Arahura River and all the pounamu within the catchment is also vested with the Mawhera Incorporation.

In Te Tai Poutini there is a large young and growing Māori population with the skills and experience inherent in matauranga Māori as well as the language and strong hapū and whānau ties.

Iwi are working hard to provide better opportunities and achieve better outcomes for their people. These outcomes are broader than just economic and include cultural, social, and environmental outcomes. There are many initiatives and economic opportunities underway that are being managed by the Papatipu Rūnanga funded through the Provincial Growth Fund. Many of the projects are centred around providing skills and workforce development by iwi for iwi.

Productivity and Growth

Increasing productivity is about getting more (output) for less (input), rather than by making people work harder, wearing out plant and machinery, or depleting our natural resources.

Higher levels of productivity are linked to better returns for investors and business owners, higher wages for employees and more sustainable growth – improving our wellbeing. There are many challenges in increasing our productivity. With a significant number of small to medium sized and seasonal businesses, the cost of adopting new technology as well as ensuring we have the right skills and workforce to use it is a current barrier.

In 2021, Te Tai Poutini was more productive (\$131,564) than the national average (124,890) based on a measure using GDP per filled job. This is good news and a benefit to the region. Going forward we will need to continue to work smarter, meaning a move away from growing our economy by using more ‘inputs’ such as labour and natural resources, to one where productivity plays a greater role in driving economic growth.

If we also look at GDP per capita, the region however does not perform as well. As at March 2021 provisional results (Stats NZ) West Coast sits at \$57,652 compared to NZ \$63,955. This per capita lower productivity can in part be attributed to the dominant industries such as agriculture, forestry, accommodation, and tourism, which are traditionally more labour intensive and less productive industries. The growing use of new technologies and innovation will make a big difference to productivity.

In addition to growth (and contraction) in sectors, a range of other factors will also influence the shape of the workforce Te Tai Poutini will need in future. Some of the ones we know about include existing skills and labour shortages, a changing climate, digital technology, and an aging population.

Key Labour Market Challenges and Opportunities

As we've 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 about the challenges and opportunities in the region's labour market.

Challenges Impacting Employers

- a) We have a growing labour and skills shortage that is difficult to fill
- b) With a small population we have an insufficient supply of workers to meet the current and forecast demand
- c) When young people leave the region to study, they are not always attracted back for work
- d) Our workforce is aging. Older people want to work less and undertake fewer physical roles. Other factors include health issues and carer responsibilities that limit their capacity to work full time or without adaptation
- e) We have traditionally relied on migrant workers to meet skills and labour demands in some sectors - especially in the seasonal tourism and hospitality areas
- f) It is hard to attract people to the Coast with negative perceptions about our weather, remoteness, and opportunities for school education
- g) Nationally there is a shortage of workers, making it difficult to attract and recruit
- h) Availability of housing, public transport, childcare, health care, connectivity, and a lack of suitable work for other family members
- i) Skills mismatches, where employers are looking for workplace experience. Workers with technical and soft skills are not readily available
- j) Growing requirement for flexibility around hours, shifts etc
- k) Low wages for some and general working conditions including health and safety and work culture
- l) The capacity of businesses to train and mentor new entrants
- m) Poor reputation, negative perceptions and misconceptions about industries, types of jobs or firms

Challenges for Job Seekers

- a) A disconnect between our schools and our labour market sectors with opportunities within the region not always evident
- b) A lack of an effective career information/ pathways and advice and guidance, limiting the ability to upskill / reskill and progress into work
- c) Low NCEA achievement rates, affecting job seeker's ability to meet employer requirements
- d) People with disabilities and/or health conditions, women, and Māori are over-represented in lower skilled and poorly paid roles and underrepresented in higher skilled and better paid jobs across the region.
- e) For youth, a lack of life/soft skills including CV and interview readiness, punctuality, work etiquette/behaviour, and dress standards
- f) A lack of public transport and people without driver licences restricting access to education, training, and employment
- g) The availability of accommodation for workers and their families in Te Tai Poutini is already challenging. With the lower cost of real estate compared to many other parts of the country, many homes have been purchased by non-residents and are not available for rental accommodation.
- h) The cost and access to childcare posing a significant obstacle to parents, particularly women accessing education and employment opportunities

- i) Lack of flexibility in the way jobs are structured, especially for caregivers and older workers, who are looking for school hours, job sharing, less physical etc
- j) It can be hard for many people to successfully make the transition to paid work from education or being out of the workforce.
- k) For older people who have lost their jobs, it takes them longer to find employment and they are more likely to take on lower skilled and lower paid work when they return to work
- l) Growing anxiety amongst our youth and its impact on the ability for them to participate in the labour market
- m) Those people who have been out of work long-term find it difficult to re-enter the labour market and can experience discrimination.

Challenges across the Labour Market

There is a lack of connection between key actors and stakeholders. This connection is crucial and includes connections between schools, tertiary institutions, and employers, between community groups and employers, and central and local government, and is directly related to many of challenges listed above. The RSLG was created to help build and maintain these connections.

Covid-19 is affecting supply chains, business sustainability (especially small businesses and the self-employed), access to skills, and job security. It is also placing pressure on or shifting business models for some firms as they adapt to these challenges. The different ways of doing business (e.g., retailing online and operating remotely) can impact workforce requirements.

Opportunities

Although the Coast does have its challenges in the labour market space, Te Tai o Poutini is a place full of potential. It has faced many trying times over the years ranging from the downturn of its key industries to natural hazards to Covid-19. However, the economy has been remarkably resilient. There are many opportunities for our people and for those that choose to make the Coast their home, to live, work and play. These are the things that we can capitalise on to help address some of our labour and skills shortages.

- 1) Our natural environment, conservation lands, and biodiversity
- 2) The job opportunities and situations currently vacant – including local government, primary sectors, retail, construction, health, and hospitality/tourism
- 3) Career opportunities and progression that people don't necessarily have access to in the bigger towns and cities
- 4) A great lifestyle, people love to live here for the outdoor and recreational opportunities, heritage and cultural experiences, families, and welcoming communities
- 5) Our local tertiary educators and training providers are focused on meeting the needs of our often highly specialised industries
- 6) Strong iwi/Māori opportunities including the Government funded Pounamu Pathway and Arahua Marae conservation project
- 7) With an aging population, older workers are generally easy to assist into work because they offer experience, motivation, and reliability. There are many benefits of employing older workers, including wisdom, knowledge, and skills transfer
- 8) Under the new Te Pūkenga education network, learners in Te Tai Poutini will be able to study courses from a range of open polytechnics across the country with support from our local polytechnic
- 9) The many new and emerging opportunities within the region including food and fibre, advanced digital technologies, alternative energy, and high value engineering

Overview of our Labour Market

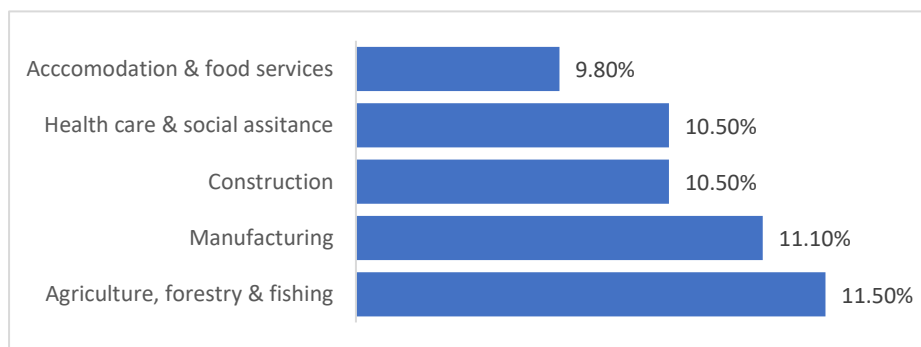
Like many other rural regions in Aotearoa, Te Tai Poutini's economy is dependent on its primary industry. Dairy cattle farming is currently the largest employer with over 1,100 (5.9%) filled jobs, followed by accommodation, and hospital workers.

Te Tai Poutini West Coast currently has a population of just over 32,300 people, with over 28,000 of those of working age (15+ years). The population has been relatively static and is forecast to decline by 2028 and become older. Compared to the rest of Aotearoa our age structure is significantly older - where 22% of our population are aged over 65 years compared to the national average of 16%.

The Coast has the highest share of people working in accommodation in New Zealand (5.6% compared to the national share of 0.8%). Our workforce is a mix of both highly skilled (35%) and low skilled (39%) workers. This is reflected in our education levels and income.

We currently have about 16,500 filled jobs with over 60% concentrated in six industries

In 2021, our largest contributors to filled jobs is shown in the figure below.¹¹



Māori - Manufacturing is the top employing sector for Māori (14.6%). This is followed by accommodation and food services (14.1%), agriculture, forestry, and fishing (9.2%), retail trade (9%), and health care and social assistance (9%).¹²

As well as filled jobs, we also have about 3,200 people who are self-employed

Twenty-five percent of those who are self-employed work in agriculture, forestry, and fishing and 14% in construction.



¹¹ Household Labour Force Survey December 2021

¹² Stats NZ census 2018

Our Available Workforce

As at March 2022, there are about 25,000 working aged people (15+) on the West Coast. Comparatively we have lower levels of formal education. 64% of people have a formal qualification and 11% hold a tertiary qualification or equivalent, compared with 23% of Aotearoa New Zealand as a whole.¹³ This rate is lower for Māori, at 7.8%.

This is reflected in incomes, which are lower than the national average. In 2021 the mean annual earnings across the Coast were \$59,664 compared to the NZ average of \$65,910.¹⁴ However, although regional data is weak, national income disparities by gender and ethnic groups are likely reflected locally.

Table 1: Overview of the workforce¹⁵

| Working age population – 25,100 | | | | |
|---------------------------------|---------------|-----------------------------|---|-------------------------|
| Employed | Underemployed | Unemployed looking for work | Unavailable jobseeker and Potential available jobseeker | Not in the labour force |
| 15,700 | 600 | 1,100 | 1,000 | 8,400 |

Our unemployment rate is currently sitting high at about 6.5% and we have an additional 15% of our working age population who are underutilised. This suggests an untapped pool of labour who could be better utilised to meet labour and skills needs. We also have a large share of our population who are not in the labour force and participation in the labour market is trending down. This may be because our population is aging or there are some other barriers to employment such as care or study.

| | |
|--------------------------------|--|
| Not in the Labour Force (NILF) | Anyone of working age neither employed or unemployed, e.g. retired, caring responsibilities, students, cannot work due to disability, not actively seeking work. |
| Unemployed | People with 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 in the next four weeks. |
| Underemployed | People working part time (less than 30 hours) who would like to work more hours and is available to do so |
| Unavailable job seeker | Unavailable right now but looking for a job that they will be able to start within the month |
| Potential available job seeker | Those who want a job, available to work, but not currently looking |

All four of the categories make up the labour underutilisation rate. This is the total number of people in the labour force who are not being fully utilised, as well as some who are outside of the labour force who can be considered 'potential labour supply'. It is about issues of quantity of employment, rather than quality of employment.

¹³ Census 2018

¹⁴ Infometrics 2021

¹⁵ Household Labour Force Survey- March 2022

Te Tai Poutini's occupation profile has remained roughly the same

Over the last 15 years the composition across occupations for non-Māori and Māori has remained static except for a slight decrease in labourers and an increase in professionals and managers. It is comparable to the rest of Aotearoa.

| Occupation | Māori | Non-Māori |
|---------------------------------|-------|-----------|
| Managers | 15% | 20% |
| Labourers | 25% | 17% |
| Professionals | 12% | 15% |
| Technicians and trades | 12% | 12% |
| Community and personal services | 13% | 11% |
| Clerical and admin | 7% | 9% |
| Sales and office workers | 8% | 8% |
| Operators and drivers | 9% | 9% |

Occupation Profile (2020)¹⁶

Our qualification levels are improving

People in our region are becoming more qualified. This follows the national trend towards a more highly educated population. Qualification levels for Māori are below the overall West Coast rates but have also improved over the past 15 years.

Qualification levels are often an indicator of life outcomes. At a high level, research undertaken by the Ministry of Education has found that people with less than level 4 qualifications are more likely to be unemployed, earn less and have negative life outcomes.¹⁷

| Qualification | Te Tai Poutini | Te Tai Poutini Māori | Total NZ |
|-------------------------------------|----------------|----------------------|----------|
| No qualification | 27.1% | 29% | 17% |
| Levels 1-3 (certificate level) | 34% | 43.8% | 30.3% |
| Level 4-6 (certificate and diploma) | 18.9% | 18.9% | 17.4% |
| Level 7+ (degree plus+) | 11.3% | 7.8% | 23.3% |

Qualification levels (2018)¹⁸

How much are we getting paid?

As of 2021, the living wage in Aotearoa was \$22.75 per hour (compared to the minimum wage of \$20 per hour). The median wage in Te Tai Poutini is \$48,580¹⁹ compared to the national median wage of \$48,600. For comparison Southland Mirihiku has a median wage of \$48,000 while the Tasman is \$41,090. The overall earnings for Te Tai Poutini without including income from those who are self-employed, is \$47,650 compared to Aotearoa which sits at \$48,620

Except for Retail Trade and Health Care and Social Assistance all our main employing sectors pay more than the national median wage. These figures exclude self-employed earnings.

¹⁶ MBIE Detailed Regional Employment Estimates (DREE)

¹⁷ Education Indicator- the Income Benefits of Education, Ministry of Education, 2020

¹⁸ Stats NZ, Highest qualification and ethnic group (grouped total responses) by age group and sex, for the census usually resident population count aged 15 years and over, 2006, 2013, and 2018 Censuses

¹⁹ Stats NZ - Main earnings source, by industry (NZSIOC) Median wage is simply the middle number – i.e., half of people earn less than this and half earn more.

Median wage across all earnings 2020²⁰

| Sector | Te Tai Poutini West Coast | Aotearoa |
|-------------------------------------|---------------------------|----------|
| Agriculture, Forestry and Fisheries | \$40,810 | \$30,300 |
| Accommodation and Food Service | \$21,750 | \$20,780 |
| Manufacturing | \$60,410 | \$55,090 |
| Mining | \$86,810 | \$84,000 |
| Construction | \$62,200 | \$56,110 |
| Retail Trade | \$36,600 | \$34,790 |
| Health Care and Social Assistance | \$49,100 | \$50,450 |

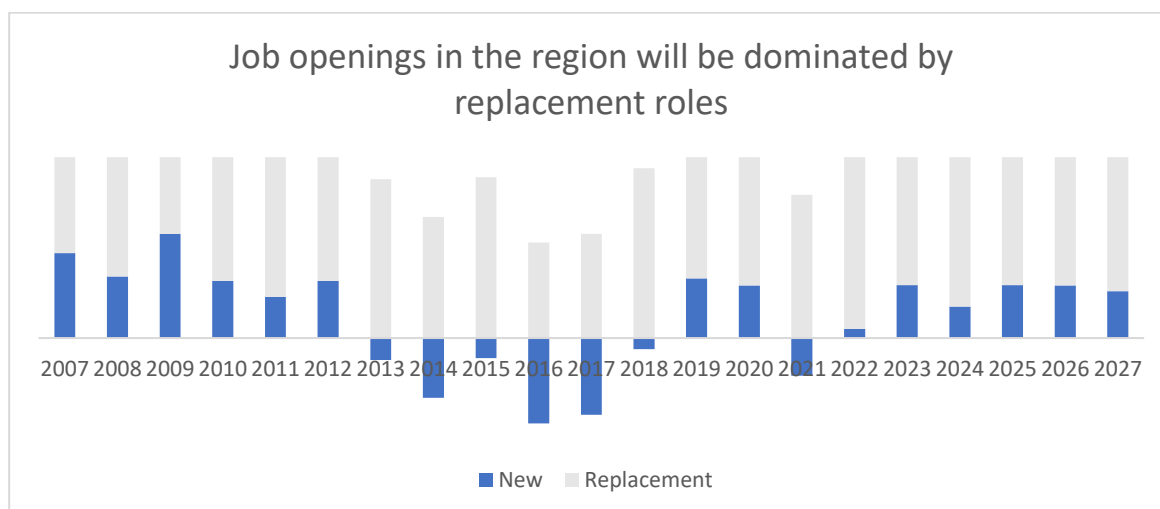
What Workforce will we need in the Future?

Growing Sectors

Between 2020 and 2035, according to Infometrics Employment projections, the number of jobs in the region is expected to grow by about **3,500** filled jobs.

Growth will be concentrated around a mix of semi-skilled and skilled sectors. This means we need to ensure that are continuing to train and prepare people to fill these roles.

As well as growth in job numbers, we will also need to ensure that we have the workforce to fill jobs vacancies (especially where they are due to retirement or someone leaving the region).



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The number of jobs to increase over the next 15 years

The sectors with the largest growth (in job numbers) will be:

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

²⁰ Source: Main earnings source, by industry (ANZSIC06) 2020, Wages and Salaries, Median Earnings

²¹ Infometrics

Accommodation and food services are predicted to account for our biggest growth in job numbers, especially in our food and beverage service areas. This is based on the reopening of the borders and the return of international visitors. This sector includes a mix of highly skilled (e.g., chefs) and low skilled workers (cleaners, waiters etc), and includes many part time roles.

Health care and social assistance is the next biggest growth sector. With one hospital in Greymouth, the West Coast DHB also manages two other medical centres in Westport, and Reefton and five general practices across the Coast. There are also privately run healthcare facilities. While Covid-19 has put considerable pressure on our health services and severely limited access to overseas talent for the sector, longer term the pressure will come from an aging population. Nursing, and aged care roles (especially kaiāwhina) are particularly affected by worker shortages. The Government's health system reforms currently underway will also drive demand for an increased workforce, especially non-clinical workers to support communities and provide in-home care.

The Construction industry is an important employer and has grown rapidly over the last few years. It is experiencing considerable skills shortages across a range of roles, and the demand for workers is high and forecast to continue. This demand has been exacerbated by the loss and destruction of homes in the recent floods in Buller and the housing shortage across the Coast. Commercial construction and infrastructure are also significant in driving workforce demand.

Major new infrastructure is planned and underway across the region, including the Kanoa and Provincial Growth Funded projects. In addition, existing infrastructure, particularly water and wastewater, requires significant ongoing maintenance. This activity is driving even higher demand for workers in construction and infrastructure sector. Work is underway to identify the workforce needs for our underground infrastructure – water/wastewater etc.

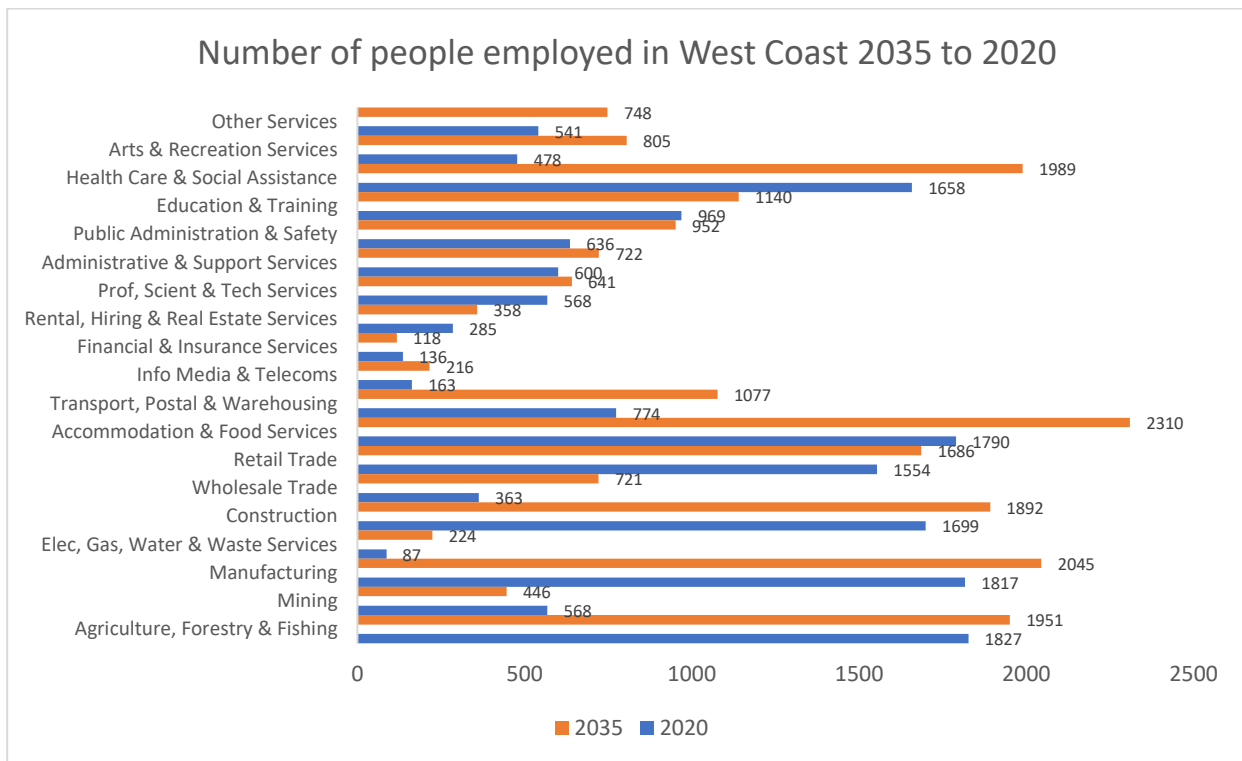
Over the year we have worked with BCITO and subsequently Waihanga Ara Rau (Construction & Infrastructure) Workforce Development Council (WDC) in the development of our RWP. Three workshops were held with industry, education providers and government to explore opportunities to address the labour needs. The Workforce Development Council - Waihanga Ara Rau West Coast regional report 2022 can be found using this link: <https://waihangaarau.nz/research/regional-reports/west-coast>

Manufacturing includes a wide variety of occupations, many in skilled roles. The biggest area of growth will be in food product manufacturing followed by wood product manufacturing and furniture making.

Agriculture, forestry and fishing, our largest employing sector, will grow but is expected to be muted, with growth mostly in supporting services.

As well as new jobs, a large proportion of advertised roles are for jobs that already exist. As people shift industries, leave the region, or exit the labour market, we will need to ensure that we have the people with the right skills to replace them.

Addressing existing shortages of skills and labour (long-standing in some industries and occupations, including construction and some health roles) will also form part of the challenge of finding our future workforce.



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Other factors affecting workforce demand and skills required

In addition to growth (and contraction) in sectors, a range of other factors will also influence the shape of the workforce Te Tai Poutini will need in future. Some of the ones we know about include the following.

Existing skills and labour shortages together with future demand mean that our workers will need to meet both the current and the future demand for skills.

Even within existing roles there will be shifting skills needs as *technology changes*, e.g., resulting from an increase in electric vehicles, new farming, and manufacturing practices. Digital and IT skills are a requirement for a growing number of jobs and with that comes the need for better connectivity. We know that technology and the advanced digital sector are going to be an increasingly vital feature across all sectors. We also know that the nature of work and the kinds of jobs available will continue to change. We need to be ready with a workforce that is smart, adaptable, agile, and resilient.

An aging population. Te Tai Poutini’s population is ageing, and some occupations will see a lot of experienced people retire over the next few years. These workers will need to be replaced (or retained).

Our work with sectors has identified a need for *non-technical* or work ready skills that our young workers don’t always have, and “soft” skills that are increasingly needed but not always acquired through training or even on the job.

A changing climate and natural disasters will not only have implications for where and how people live and work, and how they move between the two, but responses to it (e.g., decarbonisation) will affect the jobs available and the skills needed to do them.

²² Infometrics Employment projections

Housing and affordable accommodation. There is currently a housing and rental accommodation shortage across Te Tai Poutini with many reporting it difficult to find places to live. There are a number of residential developments under construction across the Coast to help meet some of this demand. Kainga Ora Homes and Communities are also looking to partner with others to develop and deliver homes.

Public transport. There is little if any public transport available across Te Tai Poutini for those needing to access work or training. Several larger employers have met some of this need by providing transport to and from workplaces. The lack of people with driver licences and/or access to vehicles is also a contributing factor.

Aged care, childcare, and preschool facilities. We heard from many in the community that there is a growing need for more aged care facilities for our older people, including dementia units. This shortage has of late been compounded by Covid-19 outbreaks and the lack of nursing staff. Childcare and preschool facilities are also an issue for many parents, as is the cost.

Support for migrant communities was seen as critical if we are to support and keep migrant workers on the Coast.

Where Will We Find Our Future Workforce?

Sources of Skills and Labour

We need to ensure that we have people with the right skills for the 3,500 new jobs to be created across Te Tai Poutini by 2035, and to replace those workers who exit our labour market.

There are several potential pools of labour

- 1) 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.)
- 2) Re-entrants to the workforce
- 3) The existing workforce (whether already in an industry or occupation or outside, including the underemployed)
- 4) Migrants (to augment the domestic workforce where there is real need or advantage).

New entrants into the workforce

A number of people enter the regional workforce for the first-time each year.

Of the 300 West Coast school leavers in 2020, 71.6% attained at least NCEA Level 2; this compares to a national figure of 80.8%²³. This is important because 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 labour market.

Of 2019 school leavers, 66% entered tertiary education within one year after leaving school, and a third of these stayed in the region. About 27% went on to study at a degree level (Level 7+), 8% enrolled in Level 5 or 6 courses, 35% at Level 4 (which includes apprenticeships) and 24% at Levels 2 and 3. Those who enrol at university mostly leave to attend Canterbury and Otago Universities.

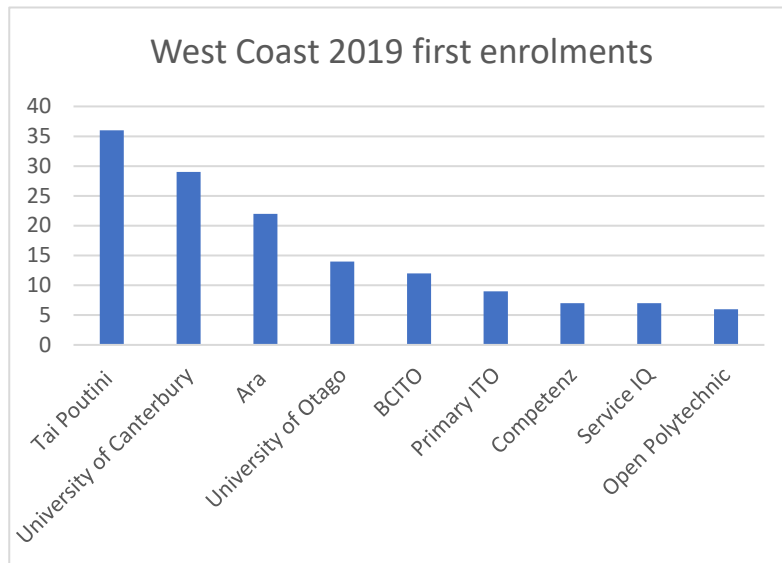
For West Coast school leavers, the most popular fields of study are engineering and related technologies; mixed field programmes; food, hospitality, personal services; and society and culture.

In 2020, 12% of young people (aged 15-24) were in employment. While this figure is low, young people may be out of the workforce because they are still at school or studying. In 2020 there were 340 people engaged in apprenticeships. Key focus areas were engineering and related technologies (135 apprenticeships), building (70), and agriculture (55).

The key employing sectors for 15–24-year-olds in Te Tai Poutini are:

- accommodation and food services - 20%
- retail - 15%
- agriculture, forestry, and fishing - 12%
- manufacturing - 12%

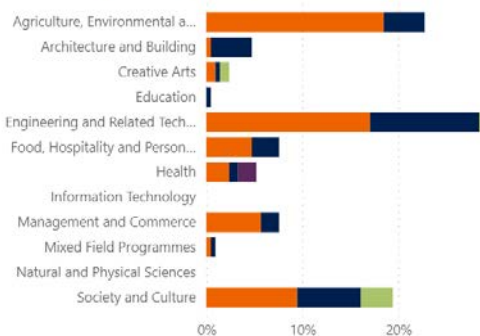
²³ Source: Ministry of Education: Education Counts



West Coast Region

Qualification completions (2019-27)

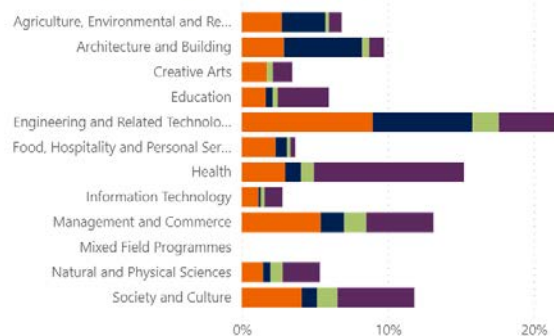
Qualification ● Cert L1-3 ● Cert L4 ● Cert/Dip L5-7 ● L7+



Total job openings

Job openings by qualification completions (2020-21)

Qualification ● Cert L1-3 ● Cert L4 ● Cert/Dip L5-7 ● L7+



Re-entrants to the workforce

Each year a number of people re-enter the workforce. This is usually from an extended time out of the labour market, for reasons such as unemployment, health issues and caring responsibilities. In Te Tai Poutini there are about 7,800 people who are not in the labour force. A share of these will be our older workforce who may be retired with no plans to work in the future. This group represents a large number of people who could be re-engaged and utilised to meet current and future labour and skill needs.

We need to ensure that these people are supported to retrain or upskill, if required, to help them to find work. This means that education and employment initiatives should focus on learners from all stages of life, rather than just school leavers. Some of these potential workers will be receiving benefits through the Ministry of Social Development and will be able to get assistance through the welfare system to gain suitable and sustainable places in the workforce.

The existing workforce

In our region we have about 2,800 people who are unemployed, underemployed, or available to work and not looking, or not available and looking. This figure does not include those who are already working 30 hours and would like to work more hours. We know that certain groups of the population are overrepresented in these figures, and have generally poorer labour market outcomes, including income, mobility and educational or training access and achievement.

If we are to meet our labour requirements it is essential that we look at how to better utilise these people, especially those who are skilled. This could include job shaping to offer jobs that fit around school hours or offering flexible working arrangements.

For a range of reasons, we expect to see more older workers staying longer in the workforce. There are opportunities for utilising their experience to boost mentoring and provide training and supervision. Making the most of these experienced people may require more mid-career reskilling, and suitable ways to do this. If employers are to retain these workers, their skills and experience in their firms, it will be necessary for them to make work more attractive, manageable, and flexible.

Migrants

Migrants make up about 6% of our workforce. Te Tai Poutini has a lower level of reliance on migrant labour than most other regions in Aotearoa. Migrant workers are predominately employed in residential care services (16%) and accommodation (15.8%)²⁴, and are mostly here on essential skills and skilled migrant visas.

Looking to the future, as the border reopens and a rebalance takes place, some roles and sectors will continue to need imported highly skilled labour. However, we are likely to see fewer migrants available for less-skilled roles, particularly in the visitor sector (where there is the highest reliance on migrant labour).

What is Already Underway

There are a number of activities and programmes already underway to help improve our labour market. Some are funded by government and have arisen as an immediate response to the economic disruption caused by Covid-19, while others are longer term solutions and driven by the economic development agency and the private sector. Below are some of the strategies and initiatives that will influence and are benefitting our region's labour market.

Te Whanaketanga Te Tai Poutini West Coast 2050 Strategy is the region's economic development strategy put together by Development West Coast in 2021 and endorsed by iwi and local government. It sets out a plan to deliver on the regions vision and outcomes through three mission statements, each of which is supported by several priority projects and actions. The mission statements are to Build Confidence, Strengthen and Diversify the Economy, and Strengthen Communities. This RWP supports and builds on several of the actions included in the 2050 Strategy, including conservation, energy, healthcare, engineering, and manufacturing.

The RSLG fully support this strategy, and our plan aligns with many of the Te Whanaketanga priorities and actions, and we will be looking to work together to progress these actions.

²⁴ MBIE, Migrant Employment Data

Development West Coast Tertiary Scholarships are offered annually to first time tertiary students to provide a pathway for Te Tai Poutini West Coast students to attain tertiary qualifications. In return they commit to return to the West Coast to undertake their career. In 2022 there were five recipients, each who will receive \$22,500 over their three-year degree course.

Other local businesses have also indicated an interest in sponsoring students to train and return.

Wahine Toa is 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. The programme was focused on Māori women to provide them with skills and encouragement to help them to re-join the workforce and/or undertake study.

Connected/MSD are reviewing the results of the programme and the benefits of rolling it out across the rest of the motu.

Government's Employment Strategy and Action Plans look to address long-standing employment and training challenges and inequities for groups that consistently experience poor employment outcomes. These priority groups include older workers (50+ years), Māori, youth, women, disabled people and people with health conditions, Pacific peoples, and former refugees, recent migrants, and ethnic communities. The first five groups are also priority communities within this RWP. In addition, there is also the Food & Fibre Skills Action Plan 2019-2022 completed by Ministry of Primary Industries in 2019.

Workforce Development Councils (WDCs) are six industry-led bodies that were set up as part of the recent reforms of vocational education. Their purpose is to develop and maintain a strategic view of the skills their industries need and ensure that these needs inform what the vocational education system delivers. Education and training providers will be expected to respond to these signals. Along with industry, we have been working with several of the Councils to help inform and develop their workforce plans.

The six WDCs cover Construction and Infrastructure; Community Health, Education and Social Services; People, Food and Fibre; Manufacturing, Engineering and Logistics; Services; and Toi Mai (which includes a range of industries including technology, hair dressing, sports & recreation etc).

Te Pūkenga is a new entity which will bring together the existing 16 Institutes of Technology and Polytechnics into one organisation, including Tai Poutini Polytechnic (TPP). The aim is to develop the capability to support work/on the job -based, campus-based, and online learning as a unified system. This will allow learners to move between workplaces and other educational offerings and locations as their needs change.

Both the WDCs and Te Pūkenga will be key partners for us in our work going forward. The RSLG will work closely with them to consider how to best inform good decision making on the provision of tertiary education in our region. As we do more work on identifying specific skills needs that are important for our changing labour market, we will update this plan to inform both the Tertiary Education Commission and Te Pūkenga.

Local Government Plans and Strategies including Long Term Plans, regional plans and economic strategies that set out the region's strategic direction, policies, and rules including the proposed Te Tai o Poutini Plan.

Training Institutes on the West Coast include Tai Poutini Polytechnic and the Westport Deep Sea Fishing School. Tai Poutini Polytechnic is a wholly owned subsidiary of Te Pūkenga and runs a range of courses through its two campuses in Greymouth and Westport. The Westport Deep Sea Fishing School is the leading provider for new entrants into the NZ fishing industry. Based on industry created and NZQA approved qualifications and supported by our leading seafood companies, it has an over 80% success rate of placing students into full time employment in any given year.

Government Funding

Under the [Provincial Growth Fund \(PGF\)](#) initiative, Te Tai Poutini West Coast has received over \$270 million worth of funding 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 been unaffordable for the community to progress.

[Upskill West Coast](#) has also been a beneficiary of the PGF funding supported by Ministry of Social Development and Development West Coast. The programme is an employment and training scheme that targets skills shortage areas across the region. It works with employers and employees to create sustainable employment opportunities, and to develop staff to keep both people and businesses in the region. For more information on programme achievements see Appendix 3.

[There have been several successful projects supported by Government's Covid-19 funding.](#)

Covid-19 has had a varied impact on the lives of people within Te Tai Poutini. For some, it has been negative, with people losing their jobs or having their work hours reduced. For others, constraints in the labour market have resulted in more favourable work conditions. With the Delta Covid-19 outbreak, initially those most affected by jobs losses were our older and younger workers. In the year to January 2021 the number of people on the Jobseeker Support benefit increased by 30.8%. At its peak in October 2021, around 150 people across the Coast were receiving the Covid Income Relief Payment.

With closed borders and loss of international visitors, hospitality and tourism were heavily impacted. Total tourism GDP in Te Tai Poutini was down \$83 million between 2019 and 2021, with the loss of nearly 400 jobs in South Westland during the first year of Covid-19. For parts of the region, a refocus on domestic visitors has been successful with the overall GDP in Buller District increasing by 1.3% between 2020 and 2021.

[The Jobs for Nature Mahi mō te Taiao programme \(JFN\)](#) established in mid-2020 has benefited both the Te Tai Poutini environment and provided local employment. With over \$22.95 million of this funding secured, it was spread across 12 projects. It has helped to keep over 200 workers engaged within the South Westland workforce and provided upskilling through conservation-based training. Many of those workers were employed within the tourism and hospitality sectors and significantly impacted by Covid-19 and the closed borders.

[The Mayors Taskforce for Jobs \(MTFJ\)](#) has also been a great success for Te Tai Poutini. Each of the three districts received funding over the past two years to assist small to medium sized businesses with recruitment, training, and subsidies. The funds have supported those businesses to help them take on both young workers and workers displaced due to the impact of Covid-19. As at May 2022, the programme had supported over 500 people across the region into apprenticeships, jobs, and training, with nearly 90% of those still employed in their original positions. The Think Rural NZ campaign for each of the three districts in Te Tai Poutini is led by the Mayors Taskforce for Jobs. See Appendix 4 for more detail.

Appendix 1 - Summary of our Key Sectors

The following sets out information about our key sectors including the roles and skills

Construction

| | | | |
|--|--|-------------------|-----------------|
| Number of filled jobs and self-employment | 2,000 filled jobs representing 10.2% of filled jobs ²⁵ About 400 people are self-employed (16% of self-employed) | | |
| Main roles²⁶ | <ul style="list-style-type: none"> • 15% or 290 people are construction, distribution, and production managers • 8% or 160 people are mobile plant operators • 5% or 100 people are engineering professionals • 5% or 100 people are construction labourers • 5% or 100 people are brick layers & carpenters and joiners | | |
| Qualification level of the workforce²⁷ | | West Coast | Total NZ |
| | Other | 5.9% | 10.7% |
| | No Qualification | 22.4% | 14.0% |
| | Levels 1-3 | 35% | 34.1% |
| | Levels 4-6 | 33.1% | 31.0% |
| | Levels 7+ | 3.4% | 10.2% |
| Skill level of roles²⁸ | Unskilled | 3.0% | |
| | Low skilled | 24.0% | |
| | Semi-Skilled | 30.2% | |
| | Skilled | 10.6% | |
| | Highly skilled | 32.2% | |
| Regional training | TPP/ Te Pūkenga: Level 3 NZC carpentry course (full-time 40 weeks) – Greymouth TPP/Te Pūkenga Level 3 NZC Infrastructure Works (Plant Operation) ITO apprenticeship training ITABs Apprenticeship Training In 2020 there were 70 building apprentices ²⁹ <ul style="list-style-type: none"> • 35 in Carpentry and joinery • 20 in electrical engineering • 26 ITABs Carpentry. | | |
| Migrant workforce³⁰ | 10 workers about 0.9% of the workforce | | |
| Opportunities | TPP/Te Pūkenga working on process to remove duplication and support transition of students into apprenticeships. Mayors Taskforce for Jobs – apprenticeship placements and training/tool support | | |

²⁵ MBIE Detailed Regional Employment Estimates (DREE)

²⁶ MBIE Detailed Regional Employment Estimates, 2021

²⁷ Stats NZ, Census 2018

²⁸ MBIE Detailed Regional Employment Estimates, 2021

²⁹ Apprentices by organisation, field of study and location of employment in 2020

³⁰ Immigration New Zealand, Immigration Dashboard - Business Sectors Report

| | |
|--|---|
| <p>What do we know about the future</p> | <ul style="list-style-type: none"> • Between 2000 and 2020 there was large growth in construction of 3.3%. • Expected annual average growth of 0.7% per annum between 2020-2035. (N.B. this does not correlate with the Waihanaga Ara Rau projections). • There is a current and future labour and skills gap. • By the second half of 2024 there is estimated to be shortfall of about 2,000 workers across a variety of trades. • Demand is expected to fluctuate across a variety of trades. E.g., WDC Waihanaga Ara Rau are predicting a peak of an extra 200 carpentry workers and an extra 400 electricians by the second half of 2024 will be needed. |
| <p>Defining characteristics</p> | <p>Workforce is predominately male (15.6% vs 2.6%)³¹ In 2017 there were about 35 new entrants into the workforce – 56% of these were people changing careers.³² The age profile of the industry roughly matches the age profile of employees across Te Tai Poutini West Coast, with 46.1% of employees over the age of 50 years and 19.7% below the age of 30 years.</p> |
| <p>Relevant Plans</p> | <ul style="list-style-type: none"> • Construction Accord: https://www.constructionaccord.nz/transformation-plan/ • Workforce Development Council - Waihanaga Ara Rau West Coast regional report 2022: https://waihangaararau.nz/research/regional-reports/west-coast |



³¹ Stats NZ census 2018

³² <https://wip.org.nz/supply-channels/> accessed 2/2/2022

Health Care and Social Services

| Number of filled jobs and self-employees | There are 1,780 filled jobs across the health care and social assistance industry. This represents 9.1% of filled jobs in Te Tai Poutini West Coast. There are 290 filled jobs in aged care residential services. ³³ About 70 people are self-employed (2% of self-employed). | | | | | | | | | | | | | | | | | | |
|--|---|-----------|------------|-------------|---------------------|--------------|-------|------------------|-------|----------------|------------|-------|-------|------------|-------|-------|-----------|-------|-------|
| Roles within the workforce³⁴ | Of the aged residential care workforce: <ul style="list-style-type: none"> • About 39% or 140 personal careers and assistants • 18% or 60 Nurses • 11% or 40 health and welfare support workers • 6% 20 cleaners and laundry workers • 4% or 15 Food preparation assistants | | | | | | | | | | | | | | | | | | |
| Qualification level of workforce³⁵ | Note: data is only at health care and social assistance industry level <table border="1"> <thead> <tr> <th></th> <th>West Coast</th> <th>Total NZ</th> </tr> </thead> <tbody> <tr> <td>Other qualification</td> <td>5.2%</td> <td>7.1%</td> </tr> <tr> <td>No qualification</td> <td>10.6%</td> <td>8.0%</td> </tr> <tr> <td>Levels 1-3</td> <td>27.8%</td> <td>21.1%</td> </tr> <tr> <td>Levels 4-6</td> <td>24.4%</td> <td>19.1%</td> </tr> <tr> <td>Levels 7+</td> <td>32.1%</td> <td>44.6%</td> </tr> </tbody> </table> | | West Coast | Total NZ | Other qualification | 5.2% | 7.1% | No qualification | 10.6% | 8.0% | Levels 1-3 | 27.8% | 21.1% | Levels 4-6 | 24.4% | 19.1% | Levels 7+ | 32.1% | 44.6% |
| | West Coast | Total NZ | | | | | | | | | | | | | | | | | |
| Other qualification | 5.2% | 7.1% | | | | | | | | | | | | | | | | | |
| No qualification | 10.6% | 8.0% | | | | | | | | | | | | | | | | | |
| Levels 1-3 | 27.8% | 21.1% | | | | | | | | | | | | | | | | | |
| Levels 4-6 | 24.4% | 19.1% | | | | | | | | | | | | | | | | | |
| Levels 7+ | 32.1% | 44.6% | | | | | | | | | | | | | | | | | |
| Skill level of roles³⁶ | <table border="1"> <tbody> <tr> <td>Unskilled</td> <td>2.7%</td> </tr> <tr> <td>Low skilled</td> <td>6.9%</td> </tr> <tr> <td>Semi-skilled</td> <td>19.2%</td> </tr> <tr> <td>Skilled</td> <td>8.2%</td> </tr> <tr> <td>Highly skilled</td> <td>63.1%</td> </tr> </tbody> </table> | Unskilled | 2.7% | Low skilled | 6.9% | Semi-skilled | 19.2% | Skilled | 8.2% | Highly skilled | 63.1% | | | | | | | | |
| Unskilled | 2.7% | | | | | | | | | | | | | | | | | | |
| Low skilled | 6.9% | | | | | | | | | | | | | | | | | | |
| Semi-skilled | 19.2% | | | | | | | | | | | | | | | | | | |
| Skilled | 8.2% | | | | | | | | | | | | | | | | | | |
| Highly skilled | 63.1% | | | | | | | | | | | | | | | | | | |
| Defining characteristics | Employees are more likely to be female (17.2% compared to 2.7% male) ³⁷ The age profile for the workforce is significantly older, 59% of the workforce is over the age of 50, compared to 43.3% of the total workforce. As people age out of the workforce there will be a growing need to replace them (either with new entrants, migrants or people moving within NZ to the area) | | | | | | | | | | | | | | | | | | |
| Regional training | TPP/ Te Pūkenga looking to offer Health and Wellbeing levels 3 and 4 courses. – online delivery ITO training (Careerforce): in 2020 there were 35 apprentices within the sector ³⁸ 25 of these were in community client care. | | | | | | | | | | | | | | | | | | |
| Migrant workforce³⁹ | 130 workers or 7.8% of the workforce. | | | | | | | | | | | | | | | | | | |
| What do we know about the future⁴⁰ | Growth in jobs in healthcare and social services will remain at a similar level (1% between 2000-2020 and 1.2% between 2020 and 2035). Growth will be driven by Residential Care Services (300-520 filled jobs). | | | | | | | | | | | | | | | | | | |
| Challenges/ opportunities | Hard to fill jobs, loss of migrant workers and not enough trained staff in NZ to fill the vacant positions. | | | | | | | | | | | | | | | | | | |
| Relevant plans | Kaiāwhina Workforce Plan: https://kaiawhinaplan.org.nz/ | | | | | | | | | | | | | | | | | | |

³³ MBIE Detailed Regional Employment Estimates

³⁴ MBIE Detailed Regional Employment Estimates, 2021

³⁵ Stats NZ Census 2018

³⁶ MBIE Detailed Regional Employment Estimates, 2021

³⁷ Stats NZ census 2018

³⁸ Apprentices by organisation, field of study and location of employment in 2020

³⁹ Immigration New Zealand, Immigration Dashboard - Business Sectors Report

⁴⁰ Infometrics Employment Projections

Primary Industry

| | | | |
|---|---|------------|----------|
| Number of filled jobs and self-employment⁴¹ | 2,280 filled jobs 11.16% of filled jobs About 740 people are self-employed or 24% of self-employed. | | |
| What type of roles people are doing⁴² | <ul style="list-style-type: none"> • 50% or 1100 are farmers and farm managers • 20% or 460 are farm, forestry, and garden workers • 5% or 100 people are labourers | | |
| Qualification level⁴³ | | West Coast | Total NZ |
| | Other | 8.4% | 10.7% |
| | No Qualification | 23.1% | 19.4% |
| | Level 1-3 | 44.2% | 38.3% |
| | Level 4-6 | 18.0% | 19.1% |
| | Level 7+ | 6.4% | 12.5% |
| | (Agriculture, forestry, and fishing) | | |
| Skill level of roles⁴⁴ | Highly skilled | 57% | |
| | Skilled | 3% | |
| | Semi-skilled | 4% | |
| | Low skilled | 12% | |
| | Unskilled | 24% | |
| Defining characteristics | <p>Most jobs are in dairy cattle farming (about ½ of the filled jobs for agriculture, forestry, and fishing).</p> <p>Males are predominant workers (13.8% of males work in the sector compared to 7.8% of females).⁴⁵</p> <p>Age profile of the workforce is slightly younger than the regional profile with 42.2% of employees being under the age of 40 yrs compared to 37% regionally.</p> | | |
| Regional training | <p>On the job training offered through Primary ITO which offers apprentice training across a wide variety of primary industries.</p> <p>In 2020 there were 55 apprentices in agriculture – animal husbandry.⁴⁶</p> <p>TPP in partnership with the PITO offer a pilot Agriculture training: Agriculture (Dairy Farming) (Level 3): covers basics of farm and animal management, including operating farm machinery, key maintenance jobs like fencing, and a strong focus on health and safety on the farm.</p> | | |
| Growth⁴⁷ | <p>Between 2000 and 2020 the number of people employed in the sector declined by an annual average of negative 0.2%.</p> <p>The sector is expected to have modest growth between 2020 - 2035 of 0.4%.</p> <p>Growth is expected in aquaculture, forestry and logging, fishing, hunting, and trapping and support services.</p> | | |

⁴¹ Infometrics Employment Projections

⁴² MBIE Detailed Regional Employment Estimates, 2021

⁴³ Stats NZ, Census 2018

⁴⁴ MBIE Detailed Regional Employment Estimates, 2021

⁴⁵ Stats NZ census 2018

⁴⁶ Apprentices by organisation, field of study and location of employment in 2020

⁴⁷ Infometrics Employment Projections

| | |
|---------------------------------------|--|
| | Employment in agriculture is expected to decline slightly. |
| Migrant workforce⁴⁸ | 110 workers - 9% of the workforce |
| Challenges and opportunities | Labour demands over the next few years for key projects. How to train or bring people in when there is a shortage of housing. TPP/Te Pūkenga working on process to remove duplication and support transition of students into farm-based training and employment. Growing number of new regulations – farm management plans etc |
| Key plans | Ministry of Primary Industry – Fit for a Better World https://www.mpi.govt.nz/dmsdocument/41031-Fit-for-a-Better-World-Accelerating-our-economic-potential https://www.mpi.govt.nz/dmsdocument/45445-Fit-for-a-better-world-2021-progress-update He Waka Eke Noa -Primary Sector Climate Action Partnership - https://hewakaekenoa.nz/ |



⁴⁸ Immigration New Zealand, Immigration Dashboard - Business Sectors Report

Mining/Energy

| Number of filled jobs and level of self-employment⁴⁹ | 585 filled jobs ⁵⁰ 3% of filled jobs About 40 people are self-employed, or 1% | | | | | | | | |
|--|---|-------------------------|------------|--------------------|-------|----------------------------|-------|--------------------------------------|-------|
| Types of roles⁵¹ | About 33% or 200 people undertake some form of plant operator. 10% or 60 people are labourers. | | | | | | | | |
| Skill level⁵² | <table border="1"> <thead> <tr> <th></th> <th>NZQA Level</th> </tr> </thead> <tbody> <tr> <td>Operational (81%)</td> <td>2 - 4</td> </tr> <tr> <td>Leadership (10%)</td> <td>4 - 6</td> </tr> <tr> <td>Technical (Engineers/Geos etc) (9 %)</td> <td>6 - 8</td> </tr> </tbody> </table> | | NZQA Level | Operational (81%) | 2 - 4 | Leadership (10%) | 4 - 6 | Technical (Engineers/Geos etc) (9 %) | 6 - 8 |
| | NZQA Level | | | | | | | | |
| Operational (81%) | 2 - 4 | | | | | | | | |
| Leadership (10%) | 4 - 6 | | | | | | | | |
| Technical (Engineers/Geos etc) (9 %) | 6 - 8 | | | | | | | | |
| Defining characteristics | 4.4% of males are employed in the sector, compared to 0.4% of females. Workforce is older than the regional workforce profile 52.7% of the workforce is over the age of 50 yrs, compared to 43.3% regionally. | | | | | | | | |
| Regional training | TPP/Te Pūkenga Level 3 NZCA Infrastructure Works (Plant Operation). Most of the specialist training provided to the New Zealand Minerals and Tunnelling industries is provided from the West Coast by either TPP/ Te Pūkenga or Mines Rescue. | | | | | | | | |
| What do we know about the future | <p>Between 2000 and 2020 the number of jobs grew in the mining industry, at an average annual rate of 1%.</p> <p>The industry has advised that the forecast number of jobs is expected to increase by 21% over the next five years as known projects come online. Alongside this due to the ageing workforce and physical nature of the work, worker attrition is predicted to run at 20% over the that period. Therefore, it is predicted that the West Coast extractives industry will require 921 new people over the next 5 years.</p> <p>The industry is anticipating these workers will be recruited from:</p> <table> <tbody> <tr> <td>Other Employment</td> <td>50%</td> </tr> <tr> <td>Job Seekers</td> <td>12%</td> </tr> <tr> <td>Training Programmes</td> <td>32%</td> </tr> <tr> <td>Immigration</td> <td>6%</td> </tr> </tbody> </table> <p>Note: This differs from the Infometrics forecasting data completed for MBIE in 2021, which predicts that the industry jobs will decline by 1.6% per annum - mostly attributed to the reduction in coal mining.</p> | Other Employment | 50% | Job Seekers | 12% | Training Programmes | 32% | Immigration | 6% |
| Other Employment | 50% | | | | | | | | |
| Job Seekers | 12% | | | | | | | | |
| Training Programmes | 32% | | | | | | | | |
| Immigration | 6% | | | | | | | | |
| Challenges/opportunities | <p>a) Development of a West Coast Energy Strategy and new and emerging products.</p> <p>b) The increasing need of the modern world for 'Green Minerals' to supply climate change initiatives.</p> | | | | | | | | |

⁴⁹ MBIE Detailed Regional Employment Estimates, 2021

⁵⁰ MBIE Detailed Regional Employment Estimates, 2021

⁵¹ MBIE Detailed Regional Employment Estimates, 2021

⁵² MBIE Detailed Regional Employment Estimates, 2021

| | |
|------------------------------|---|
| | <p>c) The West Coast has an abundance of and easy access to New Zealand’s premium minerals.</p> <p>d) Mining, tunnelling and extractive training providers in TPP/Te Pūkenga and Mines Rescue Trust are both based on the West Coast.</p> <p>e) Climate change and Zero Carbon targets including reduction of net greenhouse emissions by 50% by the year 2030.</p> |
| <p>Relevant plans</p> | <p>Tai Poutini West Coast Growth Study 2016 https://www.growregions.govt.nz/assets/uploads/tai-poutini-west-coast-growth-opportunities-report.pdf</p> <p>Te Whanaketanga Te Tai Poutini 2050 Strategy https://tewhanaketanga.nz/wp-content/uploads/2022/02/TeWhanaketangaFeb22.pdf</p> |



Hospitality/Tourism

| Number of filled jobs and self-employment⁵³ | 2,165 filled jobs in accommodation and food services 11% of filled jobs – second highest contributor to filled jobs About 260 people are self-employed, or 8%. | | | | | | | | | | | | | | | | | | |
|---|---|-----------|------------|-------------|-------|--------------|-------|------------------|-------|----------------|------------|-------|-------|------------|-------|-------|----------|-------|-------|
| Type of roles⁵⁴ | <ul style="list-style-type: none"> • 22% or 270 are hospitality managers • 15% or 320 people are accommodation and hospitality managers • 13% or 300 people are cleaners and laundry workers • 12% or 260 people are food trade workers | | | | | | | | | | | | | | | | | | |
| Qualification level⁵⁵ | <table border="1"> <thead> <tr> <th></th> <th>West Coast</th> <th>Total NZ</th> </tr> </thead> <tbody> <tr> <td>Other</td> <td>15.2%</td> <td>20.6%</td> </tr> <tr> <td>No qualification</td> <td>20.6%</td> <td>11.1%</td> </tr> <tr> <td>Levels 1-3</td> <td>39.0%</td> <td>36.3%</td> </tr> <tr> <td>Levels 4-6</td> <td>14.6%</td> <td>16.5%</td> </tr> <tr> <td>Level 7+</td> <td>10.4%</td> <td>15.6%</td> </tr> </tbody> </table> | | West Coast | Total NZ | Other | 15.2% | 20.6% | No qualification | 20.6% | 11.1% | Levels 1-3 | 39.0% | 36.3% | Levels 4-6 | 14.6% | 16.5% | Level 7+ | 10.4% | 15.6% |
| | West Coast | Total NZ | | | | | | | | | | | | | | | | | |
| Other | 15.2% | 20.6% | | | | | | | | | | | | | | | | | |
| No qualification | 20.6% | 11.1% | | | | | | | | | | | | | | | | | |
| Levels 1-3 | 39.0% | 36.3% | | | | | | | | | | | | | | | | | |
| Levels 4-6 | 14.6% | 16.5% | | | | | | | | | | | | | | | | | |
| Level 7+ | 10.4% | 15.6% | | | | | | | | | | | | | | | | | |
| Skill level⁵⁶ | <p>Retail Trade and Accommodation</p> <table border="1"> <tbody> <tr> <td>Unskilled</td> <td>11.4%</td> </tr> <tr> <td>Low skilled</td> <td>21.2%</td> </tr> <tr> <td>Semi-skilled</td> <td>5.3%</td> </tr> <tr> <td>Skilled</td> <td>5.185</td> </tr> <tr> <td>Highly skilled</td> <td>10.3%</td> </tr> </tbody> </table> | Unskilled | 11.4% | Low skilled | 21.2% | Semi-skilled | 5.3% | Skilled | 5.185 | Highly skilled | 10.3% | | | | | | | | |
| Unskilled | 11.4% | | | | | | | | | | | | | | | | | | |
| Low skilled | 21.2% | | | | | | | | | | | | | | | | | | |
| Semi-skilled | 5.3% | | | | | | | | | | | | | | | | | | |
| Skilled | 5.185 | | | | | | | | | | | | | | | | | | |
| Highly skilled | 10.3% | | | | | | | | | | | | | | | | | | |
| Defining characteristics⁵⁷ | <p>The largest share of women work in this sector (17.3%) compared to 7.4% of males.</p> <p>The workforce is younger with 34.1% aged 30 years, compared to 21% of the workforce.</p> | | | | | | | | | | | | | | | | | | |
| Regional training | <p>Tai Poutini Polytechnic offers the following courses:</p> <ul style="list-style-type: none"> • Level 3 Tourism and Level 3 Food and beverage for hospitality • Level 4 cookery • Hospitality short courses • Outdoor education and adventure • Service IQ offer on-the-job apprenticeship training for tourism and hospitality <p>In 2020, 30 people were enrolled in Food and Hospitality apprenticeships.</p> | | | | | | | | | | | | | | | | | | |
| What do we know about the future⁵⁸ | There is an expected annual growth of 1.7% per annum over the next 15 years | | | | | | | | | | | | | | | | | | |

⁵³ MBIE Detailed Regional Employment Estimates, 2021

⁵⁴ MBIE Detailed Regional Employment Estimates, 2021

⁵⁵ Stats NZ, Census 2018

⁵⁶ MBIE Detailed Regional Employment Estimates, 2021

⁵⁷ MBIE Detailed Regional Employment Estimates, 2021

⁵⁸ Infometrics Employment Projections

| | |
|---------------------------------|--|
| Challenges/opportunities | Covid 19 pandemic, closed borders and loss of international visitors The time it will take to achieve previous visitor numbers (if ever) once borders re-open To upskill and train locals and NZ'ers to fill the jobs required Job sharing with Jobs for Nature programme |
| Relevant plans | Tai Poutini Destination Management Plan – work in progress |



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⁵⁹ DWC photo library

Conservation and Biodiversity

| | |
|---|--|
| Number of employees⁶⁰ | <p>People are employed across the Department of Conservation, local councils, and other conservation/biodiversity providers</p> <p>Currently there are 249 DOC filled jobs in Nature Reserves and Conservation Parks Operations and over 100 filled jobs across the other organisations involved in conservation work on the West Coast.</p> |
| Skill level of roles | This ranges across the various work areas from unskilled to highly skilled workers. |
| Defining characteristics | Many are outdoor related opportunities including hands on skills. For example, track and hut development and maintenance, predator trapping and weed free work |
| Regional training | <p>Training is available locally for staff via NZCA, which provides on job training (Level 2-4).</p> <p>TPP offers short courses in outdoor skills, guiding and leadership, small equipment safety and use, vehicle safety and use</p> <p>Industry training in Predator control (plant and animal)</p> <p>Skills training to support career development in environmental management</p> |
| What do we know about the future | Demand for workers in the sector is expected to increase. Between years 2000 and 2020 there was an annual average growth rate of 3%. Between 2020 and 2035, jobs are expected to grow at 3.9% with the workforce expected to almost double over this period. Jobs for Nature funding has or will create 330 FTEs across Te Tai Poutini. |
| Challenges and opportunities | <p>Conservation Biodiversity Centre of Excellence/Academy</p> <p>Mō Mahi mō te Taiao /Jobs for Nature, Predator and Weed Free programmes</p> <p>Job sharing opportunities with businesses especially seasonal tourism ones</p> <p>To increase the diversity of recreational opportunities for visitors and build resilience to the impacts of climate change on the region</p> |
| Relevant plans | <p>https://www.doc.govt.nz/contentassets/cf2bf2f877544dc29594442365ca797c/ko-tahitanga-mo-te-taiao-strategy.pdf</p> <p>https://www.doc.govt.nz/contentassets/f299bf1d706f4c928b5b0c770d46e403/w-estland-tai-poutini-draft-npmp.pdf</p> <p>https://www.doc.govt.nz/about-us/our-policies-and-plans/statutory-plans/statutory-plan-publications/conservation-management-strategies/west-coast/</p> |



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⁶⁰ DOC records 2022

⁶¹ Photos: DWC library

Appendix 2 - Frequently Asked Questions

| Questions | Answers |
|--|--|
| Why do we need a regional workforce plan? | By bringing people and actions together we have a better opportunity to address our skills and labour challenges in a system-wide and joined-up approach, and to make sure that decision-making by employers, workers, learners, educators, schools, and agencies is better co-ordinated and aligned. |
| Who's the main audience for this plan? | <p>This plan is for all our community - iwi, employers, workers, industry groups, training providers, schools, learners, unions, and representatives of priority community groups.</p> <p>Government agencies are also important readers of this plan and include (but are not limited to) the TEC; Ministry of Education, MSD, Te Puni Kōkiri, DOC, MBIE, the new WDCs and Te Pūkenga.</p> |
| How will government agencies use the plan? | <p>Education, welfare, and immigration agencies, along with other government departments looking at workforce issues, will use RSLG plans and reports to help them understand our region's future workforce needs.</p> <p>TEC will take the regional workforce plans into account when making investment decisions on what training is needed, how will it be delivered, where, and to whom. MSD will look at the plans in targeting employment support and training. MBIE immigration policy will use the plans to help see where extra skilled workers are needed, while continuing to prioritise jobs for New Zealanders.</p> |
| How will Te Pūkenga and other education providers use this plan? | This plan will help inform Te Pūkenga on its strategy. It will help to inform what kind of provision happens, where, and for whom. It will also form a way of providers connecting with employers, schools, and other partners |
| I'm an employer – how is the plan useful for me? | The plans will help provide employers with a common view of skill development needs in the region and can help them to connect and maximise resources to offer employer-led training opportunities. They will gain more insight into the working conditions that they are expected to offer to make their roles attractive to potential employees. For example, the plans can offer insights into barriers to employment, including limited rural transport, lack of driver licences, childcare hours, and facilities. |
| What is the RSLG role in implementing and supporting the plan? | The RSLG will take a role for overseeing, facilitating, and encouraging the implementation of the plan through its network of relationships with local and national stakeholders, from both the demand and supply sides of the labour market. The RSLG members have also committed to champion three actions as outlined in the plan. |
| Is this aligned with Whanaketanga 2050 Strategy – the region's economic development plan? | The plan supports the implementation of some of the priority projects and actions in the Strategy. The CEO of Development West Coast is a member of the RSLG, so we are ensuring that our work closely aligns and complements the 2050 Strategy's work programme. |

| | |
|---|--|
| <p>How have you made sure the iwi and Māori voice has been heard in this plan?</p> | <p>The RSLG currently has two iwi representatives including a co-chair who have been nominated by our region's iwi. The iwi members advise the RSLG on iwi initiatives and aspirations and provide a te ao Māori perspective on actions and decisions we make.</p> |
| <p>How will the plan be implemented? What levers and resources does the RSLG have?</p> | <p>The RSLG has three key levers.</p> <ol style="list-style-type: none"> 1. We provide real-time, regional feedback to Government on workforce related issues. 2. We influence TEC investment 3. We can coordinate and make connections to ensure the right people are talking to each other, that good practice is shared, we don't reinvent the wheel, and that gaps are identified and addressed |
| <p>How often will you update the plan?</p> | <p>The plan will be reviewed annually with a full review every three years. As actions and activities are completed, and as priorities change, the plan will be updated to ensure it is relevant.</p> |
| <p>How will you monitor and measure progress?</p> | <p>We will be developing an evaluation and measurement framework. We intend to ensure that the measures are useful for businesses, iwi, and government agencies as well as to inform our work as we continue to update and review the plan.</p> |

Appendix 3 - Upskill West Coast

The recruitment of skilled workers from other regions across Aotearoa is vital to the economy to fill the current and forecast vacancies. Upskill West Coast is a professional dedicated recruitment service programme run out of Greymouth to help businesses successfully recruit workers. Over the past two years Upskill West Coast has assisted over 200 employers with over 300 placements. The majority of people recruited to fill essential skilled roles are New Zealanders or resident holders from across Aotearoa. Most employers have no skill or background in recruitment, with some struggling to recruit successfully for over a six month period and longer.

There are a total of 200 employers enrolled in the project. As at end of May 2022, the total number of candidates enrolled was just over 1,080, with 336 of those candidates successfully placed into new employment positions.

| Age: | 1 st Quarter 01/06/20 – 31/10/20 | 2 nd Quarter 01/11/20 – 22/12/20 | 3 rd Quarter 01/01/21 – 31/03/21 | 4 th Quarter 01/04/21 – 31/06/21 | 5 th Quarter 01/07/21 – 31/09/21 | 6 th Quarter 01/10/21 – 31/12/21 | 7 th quarter 01/01/22 – 1/03/22 | Total |
|-------------------|---|---|---|---|---|---|--|-------------|
| 15 to 24 years | 34 | 17 | 35 | 25 | 38 | 54 | 36 | 239 |
| 25 years and over | 122 | 48 | 72 | 109 | 145 | 140 | 117 | 753 |
| Did not State: | 44 | 9 | 23 | 7 | 0 | 0 | 6 | 89 |
| Total: | 200 | 74 | 130 | 141 | 183 | 194 | 159 | 1081 |

| Candidates as of 31 March 2022 | |
|--|-------------|
| Buller District | 127 |
| Grey District | 281 |
| Westland District | 121 |
| Candidates from outside Te Tai Poutini | 206 |
| Candidates did not enter location data | 342 |
| Internationals | 4 |
| Total | 1081 |

Appendix 4 - Mayors Taskforce for Jobs

The Mayors Taskforce for Jobs (MTFJ) is a nationwide network of Mayors throughout the country, working together towards the vision of all young people under 25 years being engaged in appropriate education, training, work, or other positive activity in their communities. The MTFJ focuses on providing sustainable employment to young people under 25 years of age and those not already in education, employment, or training. It also assists regional workers displaced by Covid-19.

Within Te Tai Poutini our three Mayors, district councils and coordinators have played a valuable role in bringing together local employers and developing place-based employment initiatives - providing a pathway for young people to start their employment journey locally. The success of the model has been attributed to it being community led and owned, with each council involved in a partnership with MSD to advance employment opportunities for youth.

Grey District Council

Grey District have allocated \$1.2m over the last two years, supporting over 160 youth/rangatahi and Covid-19 redundant affected clients into full time permanent employment. Over 88% remain in their original placed employment positions.

The Mayor and Council have built direct relationships with the two Grey District High Schools, Tai Poutini Polytechnic, the disability/ health sectors, MSD, and many employers. Employers within the district have ranged from building and engineering firms through to hair dressing and pharmaceutical businesses.

2020 – 2021

For 1 July 2020 to 30 June 2021 there were a total of 93 placements – 25 of those into apprenticeships and 68 into employment supported by the fund with training and tools. Of those people, 65 were NEETs, 45 were Covid displaced workers, and 36 were school leavers. People in these statistics were in multiple categories i.e. NEETs and school leavers.

2021 – 2022

For the 1 July 2021 to 30 June 2022 period 68 people were supported into employment (35%) and apprenticeships (65%). Of those 25% were female and 75% male. Of those supported this included school leavers, NEETs, beneficiaries and Covid displaced workers. Training for those supported into employment and apprenticeships has included bespoke courses such as confined space unit standards, and also driver licence training, and first aid certificates.

Buller District Council

Across the last two years (2020 – 2022), a total of \$1.15m has been allocated to support 182 work placements. A total of 90% of the 2021-22 recipients are still employed in their original positions.

The Buller MTFJ have been able to support a range of new businesses from hairdressing, locksmiths, wood & coal merchants through to software and IT companies. It has provided funding towards training costs/ driver licensing and helped some mature polytechnic students with licensing costs for their Level 2 Wheels, Tracks & Roller Licence. All students funded went onto work placement with most successfully gaining employment in that field.

Of those placed into permanent work 38% were NEET's. The MTFJ and the Buller REAP Youth Team have formed a working relationship where the Buller REAP YEP programme helps those not in jobs, with the skills and support to apply and successfully work full-time. MTFJ helps facilitate this programme.

The Buller MTFJ funding has helped provide a range of support including:

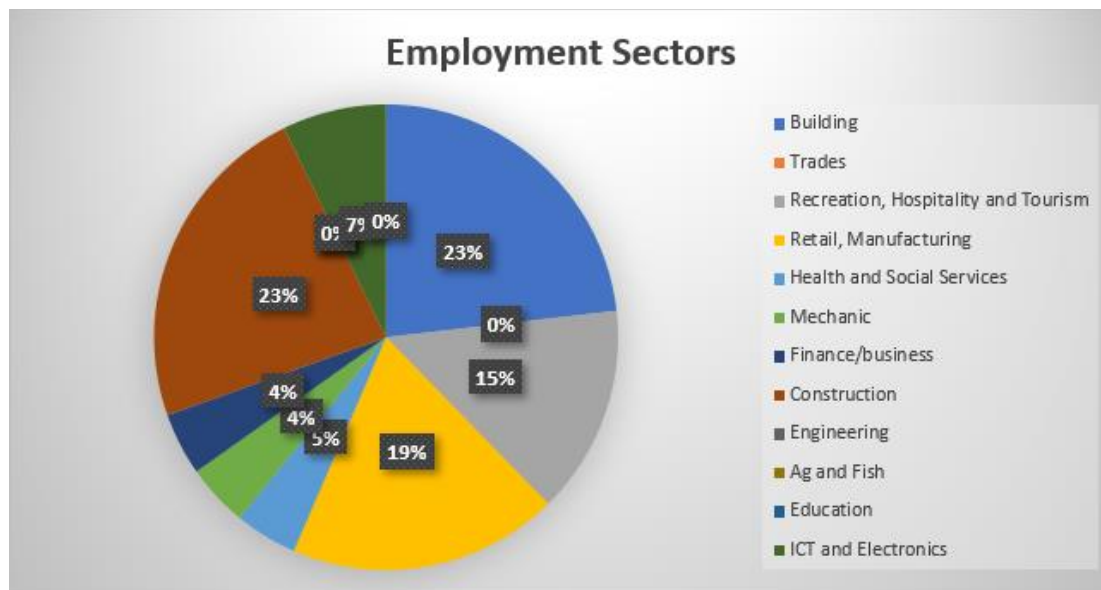
- tool subsidies for those in apprenticeships
- equipment subsidies
- wage subsidies
- other (driver licenses, training etc)

2020 - 2021

Total of 92 placements – with 82 placed into full time roles and 10 into part time. 67% Male 33% Female

2021 - 2022

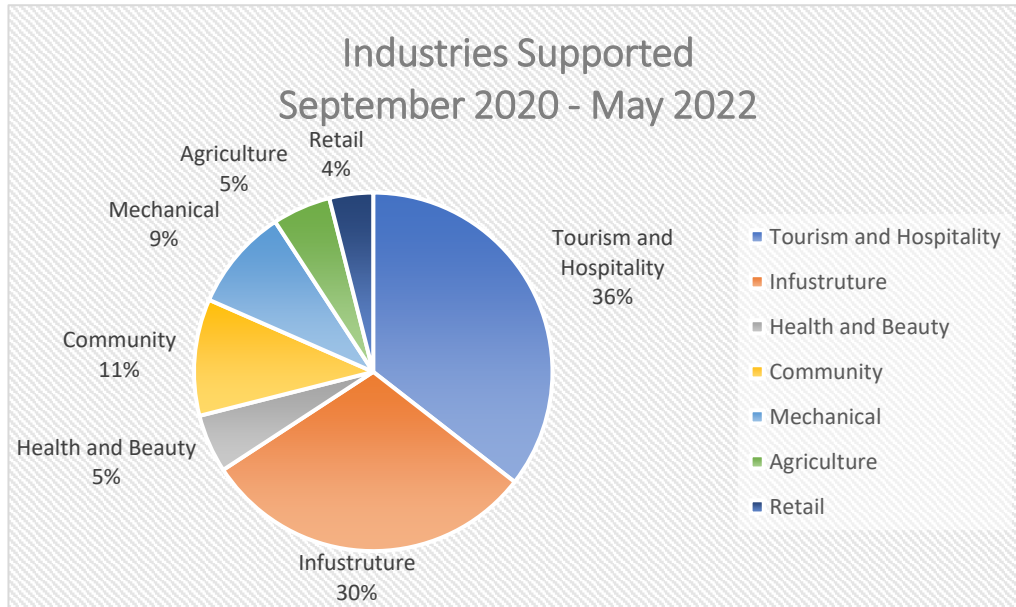
Total of 90 outcomes, as at end of May 2022 with another 10 anticipated by the end of June 2022. Of those 69 were placed into full-time work, 11 into part-time work, and 10 into training. This includes NEETs, Covid-19 affected, and unemployed with a ratio of 69% male and 31% female.



Westland District Council

The Westland Mayors Taskforce for Jobs has allocated \$1.2m with a primary focus of supporting youth/rangatahi and those displaced by Covid-19 into employment. The Westland Programme supported 117 individuals into employment, skills, and apprenticeships during the 2020/2021 fiscal year and a further 72 individuals during the 2020/2021. A total of 95% of those supported since the programme's inception remain in employment or have transitioned to higher education.

Support has been offered to a range of industries including tourism, trades, retail, farming and social services (see table below). Funding offered has included wage subsidies in the event individuals do not qualify for MSD products, tools allowances for apprentices, industry training opportunities and licencing.



In addition to employment placements the fund has supported a Youth Employability Programme, employment networking opportunities as well as a successful Careers Event *Inspire to Aspire*. This Careers Event will again be held in February 2023 welcoming Rangatahi and the wider community to explore employment pathways and opportunities both locally and further afield.



Mā whero, mā pango, ka oti te mahi

With many hands the work will be done