Te Akunga Houhare Mahere ā-Rohe

Canterbury Regional Workforce Plan 2022 Overview

Vision

The first Regional Workforce Plan (RWP) for Canterbury endeavours to provide regionally-led strategic labour market guidance. It aims to identify areas of labour and skills shortages (now and in the future) and the most effective ways to meet these workforce needs for Canterbury.

Background

This first iteration of the RWP sets out our regional labour market context, identifies three wider labour market aspirations and, takes a closer look at four initial focus areas. These aspirations and focus areas have in turn guided the creation of key actions that the Canterbury Regional Skills Leadership Group (RSLG) has recommended for progression within the region.

Aspiration One:

The workforce has the right skills and capability to support Canterbury's current and future labour market demands. | **Waitaha pūkenga rau, pūkenga manomano**.

Aspiration Two:

There is equitable access to the support needed to grow and navigate within the labour market in all stages of a working life. | **Waitaha tangata rau, tangata manomano**.

Aspiration Three:

All workplaces are worker-friendly, safe, and inclusive, and support both employees and employers to thrive. | **Waitaha pākihi haumako**

Initial Focus areas

To bring these aspirations to life and, deepen our understanding of the challenges and opportunities involved in meeting them, the Canterbury RSLG chose four initial focus areas which we will then develop and expand on over time. These four focus areas were extensively analysed and tested with stakeholders and partners and from there, we identified several areas of commonality.

Rangatahi are the future of Canterbury and supporting them to unlock and achieve their full potential in the labour market, will have positive and long-lasting effects for the region.

Digital technologies are vital for our future economy and productivity in the region. The sector is high value and a key enabler for numerous other sectors. Developing and growing the sector's workforce will support a more productive, sustainable, inclusive and resilient Canterbury economy.

The manufacturing sector helps keep food on the table and supplies us with the goods we use in our everyday lives. From food production to high-tech aero engineering, supporting the manufacturing sector workforce can help us meet the needs of today whist innovating for the future.

The health care and social assistance sector is fundamental to the health and wellbeing of the people of Canterbury. The services provided by the workforce, and the quality and retention of those services, particularly in mental health, are critical to local communities and to the quality of life the people of Canterbury experience.

Canterbury Action Plan

In this first iteration of the RWP, the Canterbury RSLG have identified 18 actions to deliver on our aspirations and vision for the region's workforce and, utilising a regionally-led joined up approach, we are confident that these actions will support Canterbury to improve labour market outcomes across the region – together.

7 Cross-cutting actions:

1. **Migration settings** - Promote migration settings that enable Canterbury to recruit the skilled and experienced international workforce that they need (and cannot be found nationally) to thrive.

2. **Promote Canterbury** - Support industry-led campaigns to attract more workers to Canterbury, promoting the region as an ideal destination to live and work – both from within New Zealand and overseas.

3. **Workplace diversity** - Support programmes that improve diversity in under-represented workforce sectors. In particular this includes groups such as women, Māori, Pacific peoples and the neuro diverse.

4. **Training pathways** - Facilitate the development and uptake of new training pathways that provide ways to recognise prior learning, upskill new or returning staff, and support meeting immediate training needs in a cost-effective way.

5. **Up-to-date training** - Facilitate closer connections between training providers and industry to ensure training courses are up-to-date, use relevant tools and methods, build current worker capability, and develop work-ready graduates

6. **Best practice workplaces -** Research and map best practice programs and methods that foster supportive workplace environments and a positive culture among staff, where diversity and safety in the workforce is valued.

7. **Sector perceptions** - Work with industry to educate and change outdated perceptions of the RWP focus sectors - promote why these sectors could be a good choice for workers, including the range of opportunities available in them

11 Focus area specific actions:

1. Rangatahi – Career development support
2. Rangatahi – NCEA achievement variance
3. Rangatahi – Support Māori rangatahi
4. Rangatahi – Hearing the rangatahi voice
5. Health care and social assistance – Map the mental health labour market
6. Health care and social assistance – Rangatahi mental health
7. Health care and social assistance – Health and disability system review
8. Digital technology – Workforce diversity
9. Digital Technology – Sector perceptions
10. Manufacturing – Workforce diversity
11. Manufacturing – Productivity and innovation

It is important to note that these actions require further detailed planning and implementation design to identify the delivery partners, targeted activities and initiatives, and the investment required to bring them to life. To be successful, this will require a collective, regionally joined-up approach.

The Canterbury RSLG will support the coordination, activation and monitoring of these actions – but we will be looking to key stakeholders and partners across the region to lead the way in implementing many of them.

To view the full 2022 Canterbury Regional Workforce Plan, including our priority actions in detail, visit mbie.govt.nz/canterbury-rslg or email us at CanterburyRSLG@mbie.govt.nz