

Southland Murihiku

REGIONAL WORKFORCE PLAN | TE RAUTAKI HUKA MAHI Ā ROHE

PLAN ON A PAGE 2022



Te Kāhui Whakahaere i kā Pūkeka ā-rohe o Murihiku

Our Plan 2022

Tā mātau mahere

The aim of the Southland Murihiku Regional Skills Leadership Group / Te Kāhui Whakahaere i kā Pūkeka ā-rohe o Murihiku (RSLG) is to develop a thriving regional labour market to transform the lives of all people living in Southland Murihiku, both now and in the future.

As an RSLG, we work with partners and key stakeholders to support a cohesive, regionally-led approach to address labour market challenges across the region. Through collaboration with its stakeholders and partners, the RSLG has developed an inaugural Regional Workforce Plan (RWP), with actions underpinned by four **foundation aspirations**:

Southland Murihiku has strong collaboration across its leadership and community ensuring all labour market planning and investment leads to high-quality, equitable impacts for the region.

Te ao Māori is embedded within our approach to support a diverse, equitable and inclusive society, with greater investment in positive outcomes across the board for Māori in Murihiku.

Southland Murihiku has the skills, flexibility, and resilience to meet current and future labour market demands.

All employers in the region are considered great places to work. Southland Murihiku is an employee's region of choice.

Our Priority Pou

Ā Mātau Pou Matua

To breathe life into our foundation aspirations, and deepen our understanding of the challenges and opportunities involved in meeting them, the RSLG has chosen five initial focus areas – **Our priority Pou**:

- **Rangatahi (youth) are the future of Southland Murihiku** – a taonga that needs to be respected and nurtured so the full potential of every young person in the region can be unlocked.
- **The food and fibre sector is the foundation of Southland Murihiku** – it is ingrained in the region's identity and holds a place of pride for our people. The sector has the highest share of both GDP and employment across the region.
- **The manufacturing and engineering sector is the 'engine-room' of Southland Murihiku** – from large firms processing the region's abundance of primary products through to award-winning high-tech manufacturing.
- **The health care and social assistance sector is fundamental to the health and wellbeing of the people of Southland Murihiku.** The services provided by this workforce, and the quality and retention of those services, are of the utmost importance to local communities – and a major consideration in both attracting new people to the region and retaining the existing population.
- **The tourism and hospitality sector is the 'show-case' for Southland Murihiku** – as the key to attracting both visitors and new residents to the region, it is a small but significant contributor to the region's employment and GDP.

The Pou were extensively analysed and tested with stakeholders and partners, and will be further added to future RWP iterations.



Oun Priority Actions

Ā matau mahi matua

REGIONAL ACTION

EXPECTED OUTCOME(S)

These are **PRIORITY** actions that are core to the future work programme of the Southland Murihiku RSLG.

1

Work alongside the range of local and central government initiatives already underway, (e.g., Just Transition) to identify synergies and opportunities to work together, and ensure work programmes regarding the region's labour market are complementary where possible.

- The intersection between RSLG and other regional activities is well-articulated and commonly understood across the region and by government agencies.
- The skills and capabilities required for new industries and technologies are explored and articulated early in the process of strategic planning.

2

Facilitate a coordinated regional response to labour market aspects of sector and government consultations and initiatives, e.g., immigration settings, health system reforms.

- Southland Murihiku has a clear and consistent 'voice' on the region's labour market and workforce needs.

3

Collate and advise the education sector on:

- New and/or preferred ways of delivering training across the region.
- Specific skills shortages, and the generic and management skills needed to support workforce development in the region.

- Skill acquisition (on-job and in institutions) is timely, relevant, and culturally appropriate.
- Skill development (on-job and in institutions) is timely, relevant, and culturally appropriate.
- The workplace environment is culturally and socially safe.

4

Develop an overarching equity framework that ensures te ao Māori is embedded into all analysis, insights and actions produced by the RSLG in the future.

- Southland Murihiku has a clear and consistent equity tool/framework to guide insights, inform the development and implementation of actions, and support the measurement and evaluation of their impact to ensure equity for Māori.

5

Undertake research and analysis to better understand the opportunities provided for those categorised as 'underutilised' in the labour market.

- Greater understanding of the untapped potential of these people, and the range of ways in which they could be encouraged and supported to more fully engage with the region's labour market.

These are **priority** actions that connect to all five Pou, with a short to medium term impact horizon (6-12 months to 1-2 years). These actions, alongside the full action plan in the RWP, will be the core focus of the RSLG and will form the basis of the 2023 Regional Workforce Plan update.

Next Steps

Kā mahi kai te aroaro

The actions require further detailed planning and implementation design to identify the delivery partners, targeted activities and initiatives, and any investment required to bring them to life. The RSLG will support the coordination, activation and monitoring of these actions - and will be looking to key stakeholders and partners across the region to lead the way in implementing many of them.

Further Information, examples and answers to your questions about the topics covered in the Southland Murihiku RSLG Regional Workforce Plan 2022 / Te Rautaki Huka Mahi ā Rohe can be found on our website:

www.mbie.govt.nz/southland-murihiku-rslg

You can contact Te Kāhui Whakahaere i kā Pūkeka ā-rōhe o Murihiku / Southland Murihiku Regional Leadership Group via email:

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**Te Kāwanatanga
o Aotearoa**
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Southland Murihiku
**REGIONAL SKILLS
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