

Taranaki Regional Skills Leadership Group Action Update

July 2023

Overview

It has been one year since we released our first [Regional Workforce Plan \(RWP\)](#) in June 2022. Our 2022 RWP focused on the **Food, Fibre & Whenua** and **Energy** sectors. In this RWP we committed to delivering 19 actions connected to these sectors, which would create positive change within our region. The following update details the progress we have made in implementing these actions.

ACTIONS AND PROGRESS

1 ACTION: Work with Feats, Ngāti Maru and Te Pūkenga to adapt Te Hiringa o te Taiao - NZ Certificate in Māori Environment Practices (Level 4), to reflect mātauranga Māori content, practices, knowledge and projects specific to Taranaki. This course will be ready for delivery in 2024 although this is contingent upon securing the support of Iwi in the region in the adaptation and development of courses that have te ao Māori, tikanga and mātauranga Māori at the centre.

PROGRESS: The Taranaki RSLG has been working with our members who are best placed to advise us on what "embedding Te Ao Maori, Tikanga and Matauranga Māori" may look like in practice. The RSLG connected with the Operations Manager at Ngāti Maru to share and gather insights, information and educational data sets that will provide a richness to the course. Course development is currently underway for 2024 and the RSLG will continue to work with relevant stakeholders to support a successful launch.

2 ACTION: Work with Muka Tangata (Food and Fibre Workforce Development Council) and Hanga-Aro-Rau (Manufacturing, Engineering and Logistics Workforce Development Council) to ensure that informal, in-house training executed by Taranaki companies is linked back to New Zealand Qualifications Authority (NZQA) credentials and formal recognition of skills. This is to ensure that, where possible, local workers can obtain formal recognition for the skills that they have developed on-the-job.

PROGRESS: The Taranaki RSLG will carry this action into 2024. Firm relationships with these Workforce Development Councils have been formed through regular hui aimed at aligning priorities and sharing information. Our next steps will be aligning our timeline with their standard reviews and development of credentials to enable progression of this action.

3 ACTION: Assist the formation of a partnership between the Food and Fibre Centre of Vocational Excellence² and Taranaki Catchment Communities. This will ensure that the collective regional voice of Taranaki farmers and growers is considered when sector-related vocational education decisions are made that will affect our Region.

PROGRESS: This action has been completed. The RSLG worked closely with both Taranaki Catchment Communities and the Food and Fibre Centre of Vocational Excellence (FFCoVE) to foster a relationship between the two. Ultimately, it was determined that Taranaki Catchment Communities would not apply to become a member of the FFCoVE as yet. The RSLG continue to be available to Taranaki Catchment Communities as they consider when to apply for membership.

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- 4 ACTION:** Work with Taranaki Catchment Communities, Parininihi ki Waitōtara and Ngā Iwi o Taranaki to embed te ao Māori, tikanga and mātauranga Māori into the AgriKids Programme delivered in Taranaki kura (schools). This will ensure exposure to meaningful work within the Food, Fibre & Whenua Sector and the importance of kaitiakitanga (stewardship) is seeded in early years.
- PROGRESS:** The Taranaki RSLG will carry this action into 2024. The RSLG will continue to work with Taranaki Catchment Communities, Parininihi ki Waitōtara, Ngā Iwi o Taranaki and AgriKids to ensure progression of this action.
- 5 ACTION:** Work with philanthropic organisations, such as the L.A. Alexander Trust and Bashford Nicholls Trust, to provide support and opportunities for teachers to undergo professional development within the Food, Fibre & Whenua space. This provision of training will filter down to information provision for students. This respects the life course learning approach supported by the RSLG.
- PROGRESS:** The Taranaki RSLG will carry this action into 2024. L.A Alexander Trust and Bashford Nicholls Trust have appointed a Schools Coordinator to support this action. Our next steps will be connecting with the School Coordinator to understand their work programme and support programme delivery.
- 6 ACTION:** Coordinate interested parties such as Venture Taranaki, kura, and L.A. Alexander Trust, to consider opportunities relating to agriculture, horticulture and agribusiness teacher attraction in Taranaki. The provision of confirmed support and/or funding will increase the likelihood of teachers considering teaching placements and careers in the region.
- PROGRESS:** Venture Taranaki's newly appointed Talent Advisor has been in attendance at RSLG hui and will be pivotal in helping to progress this action alongside the Schools Coordinator (see progress for Action 5). The RSLG has also made connections with the Taranaki Careers and Transition Educators who will be key contacts for regional schools.
- 7 ACTION:** Work with Muka Tangata, Te Pūkenga, Ngā Iwi o Taranaki, and local government to review the environmental science and hydrology qualifications available in Taranaki. This will ensure they are appropriate to regional need and have mātauranga Māori at the centre.
- PROGRESS:** While there has been an increase in Food and Fibre related offerings at WITT/Te Pūkenga, the RSLG will carry the hydrology aspect of Action 7 forward into 2024 and will be working with the relevant WDCs, and local government to ascertain next steps.
- 8 ACTION:** Explore the need for a paid technology internship programme to be delivered in Taranaki which will reflect the changing nature of work. This programme will upskill taiohi in the areas of app development, networking/cyber security, big data, game design and machine learning/ Artificial Intelligence relevant to the Food, Fibre & Whenua and Energy sectors initially.
- PROGRESS:** The RSLG helped facilitate a partnership between PowerCo and LearnerMe, to offer paid internship positions. PowerCo are providing the internships and LearnerMe are providing the training component. LearnerMe have also expanded their training site to South Taranaki in partnership with Ngāti Ruanui in Hāwera, which means more accessible training for rangatahi.
- 9 ACTION:** Keep interested parties such as Rangatahi HQ, Ngā Iwi o Taranaki and Mayors Taskforce for Jobs, updated on the progress of Driver's Licencing challenges within the Taranaki Region. Driver Licence testing constraints have been identified as having a large impact on taiohi and those looking to re-enter the workforce.
- PROGRESS:** The RSLG have attended Driver's Licence Improvement Programme (DLIP) hui and have been reporting back to the listed interested parties on updates and progress. It has been agreed that interested parties will receive these updates on a six monthly basis.

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10 ACTION: Facilitate the uptake of the Inspiring the Future Programme in Taranaki by working with kaimahi, kura (schools) and industry. Having representatives from the Food, Fibre & Whenua and Energy Sectors will help promote the longevity of meaningful careers within these Sectors.

PROGRESS: The RSLG have engaged with the Inspiring the Futures Programme Coordinator and facilitated the presentation of this programme at the March Skills and Talent Network meeting in Hāwera. The presentation involved an initial introduction to the programme, as well as how to sign up and what resources are available to schools. Several schools have since indicated interest. The RSLG also contributed to the establishment of the Taranaki Skills and Talent Network to support the coordination and information sharing of those working in the education to employment and workforce development space.

11 ACTION: Continue to support and participate in the development of the Energy Industry Skills Action Plan in partnership with Energy Resources Aotearoa.

PROGRESS: This action has been completed. The Energy Industry Skills Action Plan was launched on 29 September 2022.

12 ACTION: Partner with the Skills Action Plan Governing Board, led by Energy Resources Aotearoa, to convene regional education (secondary and tertiary) providers to ensure regular information flows, insights and opportunities are shared, with the goal of strengthening training provision and information for students. This will allow for collaboration to support the provision of training around Maunga Taranaki (Mount Taranaki).

PROGRESS: The RSLG has been meeting with the Programme Lead 2022 from the Skills Action Plan Governing Board on a bi-monthly basis for information sharing. These hui are increasing to monthly from June 2023 to align with reporting outcomes for Taranaki. There have been a number of events to profile careers in energy in schools. Moreover, the RSLG worked with the Tertiary Education Commission (TEC) to produce an energy case study to highlight the future of energy in Taranaki. See case study here: <https://www.youtube.com/watch?v=Or90SfbCJBA>

13 ACTION: Support and encourage exposure to careers and skills within the Energy Sector to tamariki (children) and taiohi within the region. Through information and opportunities, our tamariki and taiohi will be positioned to appreciate the breadth of the Energy Sector.

PROGRESS: The RSLG will carry this action into 2024. The RSLG connected with the Energy Academy and brought local exposure to their storytelling and skill matrix that maps the competencies required in energy careers. The RSLG will continue to facilitate connections between relevant stakeholders in the energy sector, and to support exposure to careers and skills within the sector to tamariki (children).

14 ACTION: Support the development and creation of a 'Talent Pipeline' for training taiohi within the Energy Sector. The Talent Pipeline will include commitment from Taranaki-based energy companies, local stakeholders, and training providers such as the Western Institute of Technology at Taranaki (WITT) and Wood Training, to train and provide industry exposure to taiohi seeking roles within the sector. Employers involved in this initiative will play a critical role in developing taiohi with the entry level skills to be successful in the sector.

PROGRESS: The RSLG will be carrying this action in 2024 in collaboration with Energy Resources Aotearoa.

15 ACTION: Continue to work with the Energy Sector in Taranaki to determine the extent of the need for the development of an Instrument Technician and Limited Electrical Qualification. This qualification is offered internationally and would reduce the time needed to be qualified as an Instrument Technician, without first needing to complete an Electrical Registration.

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PROGRESS: The RSLG will be carrying this action into 2024. Next steps will be to engage with Hanga-Aro-Rau and other energy sector contacts to map out progression of this action.

16 ACTION: Work with WITT, Waihangā Ara Rau (Construction and Infrastructure Workforce Development Council), Hanga-Aro-Rau and Process Operations Training Programme Governance to ensure a specific focus on transferable skills is included within the delivery of the Certificate in Energy Process Operations (Level 3).

PROGRESS: This action has been completed. At a hui held in 2022 the RSLG discussed this action with the identified stakeholders and highlighted the need for transferable skills to be included in the delivery of the Certificate in Energy Process Operations (Level 3). The course was launched in 2023 and is being delivered through WITT/Te Pūkenga. "Due to industry demand a new intake of energy process operations has now been added. Applications are due by 17 July and the programme starts 7 August". - WITT Te Pukenga.

17 ACTION: Continue to work with Energy Resources Aotearoa, Waihangā Ara Rau, Hanga-Aro-Rau and Energy Sector representatives to review the pathway to and availability of Asset Integrity Qualifications. This review would ensure that qualifications include 'new' energy developments and are delivered in short-course style to minimise time off site for kaimahi.

PROGRESS: The RSLG has completed the first part of this action. This involved determining the extent and type of skills shortages in the region. We have conducted interviews with asset integrity inspectors and technicians to understand their career paths and identify current barriers and pinch points. We are currently synthesising our results to support progression of this action.

18 ACTION: Will work with Waihangā Ara Rau and Hanga-Aro-Rau to ensure that informal, in-house training, such as the SSPC Train The Painter programme executed by Taranaki companies is linked back to NZQA credentials. This is to ensure that, where possible, local workers in this area are able to obtain formal recognition for the skills that they have developed on-the-job.

PROGRESS: The Taranaki RSLG will carry this action into 2024. Firm relationships with these Workforce Development Councils have been formed through six weekly hui aimed at aligning priorities and sharing information. Our next steps will be checking in with the identified Workforce Development Councils on how to progress this action.

19 ACTION: Will work with Venture Taranaki, E tū, and interested energy companies to build on research by E tū on what practical supports help energy workers in transition, including what protections are currently in place and what additional supports are needed. It will also consider future skills pathways and transferability, and wider attraction of the energy industry.

PROGRESS: The RSLG has obtained the final draft document from E tū regarding this research. Changes in personnel have slightly delayed progress on this action and the RSLG will be carrying this into 2024 in collaboration with the identified stakeholders.