

## Appendix 1: Regional Workforce Outlook

**Strong employment growth** – Growth in employment in Taitokerau Region is above the New Zealand average, up 3.1 per cent in March 2022 from a year earlier, while national employment only increased by 3 per cent during the same period. In 2022, employment in the Far North was lower than Kaipara and Whangārei, up 2.4 per cent while both Kaipara and Whangārei grew 3.5 per cent.

**Far North, Kaipara and Whangārei employment growth** – Growth in the number of jobs in the Far North slowed in 2022, off a peak in 2017, but there are still 3,453 more jobs since 2017. Job growth also peaked in 2017 in Whangārei, but the number of jobs remains 6,132 higher now. For Kaipara the growth in jobs peaked in 2018 when it increased 4.6 per cent. Once again, the number of jobs will remain higher (up by 463).

**Strong economic growth (GDP)** – Driving the growth in jobs, economic growth has been strong in the region in the past 10 years, averaging 3.2 per cent per annum, above the wider New Zealand average which was 3 per cent per annum. Economic performance of the Taitokerau region during the year to March 2022, in terms of GDP for the region, was \$9,485 million, up 4.7 per cent from a year earlier.

**Far North, Kaipara and Whangārei GDP growth** – Across Taitokerau the Whangārei area contributed almost 60 per cent to the region's growth, while the Far North contributed 30 per cent and Kaipara contributed 10.5 per cent. The region accounted for 2.7 per cent of national GDP in 2022.<sup>1</sup> Across the sub-regions in Taitokerau, Whangārei was 1.53 per cent of the national GDP, Kaipara 0.29 per cent and the Far North 0.83 per cent.

**Manufacturing growth** – Among broad industries, manufacturing was the largest in the Northland Region in 2022 accounting for 13.5 per cent of total GDP. The bulk of the contribution comes from the Whangārei area and is in petroleum and coal manufacturing, which is likely to diminish over the coming years as the Marsden Point Refinery changes its function from a refinery to bulk storage. Despite the Marsden Point Refinery closure there was still an increase of 8.6 per cent in employment across the broader manufacturing sector in 2022. The increases in employment were modest but widely spread amongst fruit, cereal and other food; wood products; textiles, leather and clothing; and dairy product manufacturing.

**Agriculture, forestry and fishing growth and significance** – Agriculture, forestry and fishing remain a significant and increasingly important sector for the Taitokerau economy. It is the second largest contribution to GDP (9.8 per cent). For the past twenty years it has been the second most significant sector and is likely to go to first place with the closure of the refinery. The largest contribution to GDP for this sector comes from the Far North (39.8 per cent) led by dairy farming, and followed by forestry and logging. 34.5 per cent came from the Whangārei district and was led by dairy farming, and 25.7 per cent from Kaipara led by dairy farming with sheep, beef and cattle farming close behind.

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<sup>1</sup> Northland Economic Outlook – Infometrics Regional Profile April 2023

**Less land in dairying** – There are now 12,822 fewer hectares dedicated to dairy farming and fewer cows, but milk fat production is greater than a decade ago, indicating an improvement in on-farm productivity.

**Modest growth in dairying employment expected** – Modest growth in job openings is forecast in the coming five years with under one-hundred people required each year to replace those retiring or leaving the sector. Total employment in dairy farming in 2028 is forecast to be at a similar level as now – about 2,187 jobs.

**Housing shortage drives construction performance and employment** – Housing remains a critical need for the communities of Taitokerau and central, local and private investment has been strong. As a result, the construction sector was a strong contributor to the region’s economic performance (GDP) in the year 2022 (8 per cent). The contribution from the local authority areas were reasonably similar at 7.4 per cent in the Far North, with Whangārei and Kaipara at 8.2 per cent and 8.3 per cent respectively.

**Demand for training remains** – Employment levels in construction are forecast to peak in 2023, with a forecasted 9 per cent decline out to 2028. However, there will still be a strong demand for training and apprenticeships as many in the sector retire or leave. An average of about 475 people per year are needed to fill job openings in the coming 5 years. Most will be in electrical, plumbing and air conditioning and heating jobs.

**Non-residential construction employment growth forecast** – Growth sectors over the next five years will be in heavy and civil engineering, and non-residential building construction. While the strong growth of these past years will not be repeated in residential construction it will remain one of the top areas of employment in construction.

**Whangārei** – Industries or sectors that made a lower but not insignificant contribution to the region’s economic performance were health care and social services. In Whangārei, given the presence of the largest hospital in the region, the contribution is higher than construction at 9.3 per cent.

**Far North** – Rental, hiring and real estate services in the Far North were ahead of construction, health care and manufacturing, at 9.5 per cent, and was only behind agriculture in contribution.

**Kaipara** – While in the Kaipara region the rental, hiring and real estate services were the fourth largest contribution at 7.0 per cent behind agriculture, manufacturing and construction.

**Softening employment demand indicated** – Demand for labour in Taitokerau does appear to be softening in the March 2023 year, with declines in on-line job advertising, down 15.5 per cent year-on-year. However, it is unclear if the recent weather events have impacted demand, but the declines in Auckland, Bay of Plenty, Waikato, Gisborne/Hawkes Bay and Taitokerau do differ from the usual pattern at this time of year.<sup>2</sup> Infometrics estimate job growth in

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<sup>2</sup> Job Online: March 2023, MBIE, April 2023

Taitokerau to flatten in the next three years and to jump up in 2026, from less than 1 per cent growth to nearly 2 per cent growth in 2026, climbing to 2.1 per cent by 2028.

**Labour Mismatch** – Taitokerau has a perennial mismatch in labour supply and demand in the higher skilled jobs. Generally, most workers are training at levels 1 to 3 (i.e., NCEA level) and level 4 (i.e., trade certified) but very few are training at higher levels which is where the demand is.

**Growth occupations** – Over the next five years, growth in demand is estimated to be in the following occupations:

- Sports and personal services which will increase 3.3 per cent per annum<sup>3</sup>.
- ICT Professionals – 2.8 per cent per annum.
- Health and welfare support workers – 2.6 per cent per annum.
- Carers and aides – 2.5 per cent per annum.
- Health professionals – 2.4 per cent per annum.

**Sub-regional job openings** – Job openings for education and health professionals will be the greatest across the region due to workers retiring or leaving sectors. In the Far North the forecast job openings will also be for education professionals – largely schoolteachers – while there is a greater number of job openings for specialist's managers in main business administration, as well as for construction, distribution and production managers. The demand for health carers and nurses is not likely to diminish in coming years. This is driven by an ageing and growing population. In Kaipara, the growth in demand forecast is to be for the following occupations: schoolteachers, followed by health professionals, health and welfare support workers, carers and aides. Once again, demand is driven by an ageing and growing population.

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<sup>3</sup> Includes beauty therapists, driving instructors, funeral workers, gallery and tour guides, weightloss consultants, travel consultants, flight attendants, and fitness instructors.

## Appendix 2: Detailed Activity and progress update towards completing actions

### Objective 1 - Te Taiao - Hauora - Health and Communities

#### Actions

- Reimagine Health Care in Taitokerau and improve the future skills pipeline for health care and communities' workforce.
- Broaden apprenticeship provision, participation and completion of Nursing (Registered and Enrolled) programmes.
- Meet the skills needs of our region and employers, especially in Kaiāwhina roles.

#### Key Milestones

- Māori Registered Nursing degrees will be available at Te Pūkenga Taitokerau from 2023/24, while for the first time, training for podiatry, oral health, occupational health and mental health training will be available in the region.
- The Rural Health Interprofessional Programme (RHIP2023) run by the University of Tāmaki Makaurau and now offered by Hokianga Hauora under the Takapu Wānanga Programme, offers final year medical students' exposure to Māori and rural health provision and are part of attracting GPs to the region.
- The Kaimahi to Enrolled Nursing apprenticeship model is expanding and will be offered via Te Pūkenga Taitokerau as well as AUT, providing up-skilling in a supported work-based setting and learning while earning.
- Proposals to pilot and develop cultural competency training delivered by local hapū/iwi on local marae are being discussed amongst system partners including Te Pūkenga, Toitū te Waiora and Ngāti Rehia. This will meet some of the demand from the Aged Care Sector in the region for better cultural competency and will be part of advancing towards L3 qualifications for Kaiāwhina. In addition, Toitū te Waiora will be reviewing cultural competency for L4 Kaiāwhina qualifications.
- The Nursing Pipeline Project (Te Whatu Ora) started a new programme of work in alignment with recommendations from the regional workforce plan. They are currently investigating the reasons students are not completing studies and how the sector might be more responsive to Māori and Pacific Nursing students. The wider adoption of the Nursing Pipeline Project structure for Midwifery; Allied Health; Medical Practitioners and Kaiāwhina, by Te Whatu Ora, is supported by Te Purunga ki Te Raki.
- Te Whatu Ora are seeking to grow the Enrolled Nursing workforce. This will allow those that exit the Bachelor of Nursing programme or who do not achieve professional registration to use their existing skills within the Health Sector. In support of this effort, Toitū Te Waiora are reviewing the scope of practice for the Health and Wellbeing Certificate (Qualification for Kaiāwhina role) in the context of the Enrolled Nursing Diploma scope of practice.

- Health courses are now offered at the Kerikeri, Ngāwhā and Kaitaia the Pūkenga campuses.

### Aspired Outcomes

- The key milestones achieved in the last six months seek to build a secure pipeline with more entry points into a health career, more opportunities to upskill and more training opportunities offered in the region.
- Health courses are now offered at the Kaitaia, Ngāwhā and Kerikeri campuses, in addition to the main Whangārei campus and this will enhance equitable access to training opportunities. The new Te Pūkenga campus at the Ngāwhā Innovation Park allows students from the Mid-North to access health education and training more easily. Kaitaia Campus also offers health courses, and a clinical training area within Kaitaia hospital for nursing students to remove the burden of travel and finding accommodation in Whangārei for clinical training there.
- Improving cultural competencies is a key outcome for Te Purunga ki Te Raki. In the aged care sector this is being advanced by local iwi working with the sector to deliver cultural awareness for staff. The standard of cultural competency for the kaiāwhina qualifications will be raised on request from the sector.
- Increase the percentage of students taking science at year 9 and above.
- The recently announced expansion of Pūhoro STEM Academy into Te Tai Tokerau is a positive and welcomed initiative from Ngāti Whātua iwi, Ministry of Education, the Tindall Foundation and Foundation North. This will work towards improved awareness of career opportunities for taitamariki.

### Highlights – how the workforce eco-system is being activated

- In activating the ecosystem Te Pūkenga, Te Purunga ki Te Raki and Toitū te Waiora jointly convene hui with the Māori Health providers, Aged Residential Care, Te Whatu Ora Taitokerau and those across the system and in the community to raise and discuss issues or to speak with visiting organisations.
- A major highlight of the ROVE (Reform of Vocational Education) reforms has been the partnership with Otago Polytechnic in delivering occupational therapy training in the region.
- In support of the development of locality plans for the Taikorihī area (Ngāti Kuri, Te Aupōuri, NgaiTakoto, Te Rarawa and Ngāti Kahu) TEC (Tertiary Education Commission), MOE (Ministry of Education) Te Pūkenga, Te Purunga ki Te Raki and Toitū te Waiora meet with the project team.
- In activating the ecosystem RSLG conducted hui with private training organisation (PTO) to deliver recommendations to TEC for investment. Previously, they were in competition for students but are now looking to co-operate. Regular hui are to be convened by RSLG to continue to support this as a better outcome and pipelines for students. Te Purunga ki Ta Raki engaged with Te Pūkenga and TEC to increase the number of health study places available through Te Pūkenga Taitokerau.
- Our system partner, Toitū te Waiora, are developing micro-credentials for Kaimanaaki roles to aid the successful roll-out of health monitoring in the patient's home by Ngāti Hine.

## Objective 2 - Te Taiao - Resilient Workforce and Enabled Whānau

### Actions

- Support workforce recommendations from Te Mahere Whai Mahi Māori – Māori Employment Action Plan, and ensure support and build resilience for Māori businesses.
- Support organisations working with businesses who encourage and grow their Māori workforce, especially wāhine and taitamariki.
- Actively support increased collaboration and partnerships between Community and Industry for developing a resilient workforce.

### Key Milestones

- The RSLG has met with Te Hiku Iwi Development Trust and discussed how the group can support a Trades Academy in Construction for schools in the Kaitaia area. This is a particularly important relationship to nurture, as there are upgrades and rebuilds planned in Te Hiku.
- There are upgrades and rebuilds planned in Te Hiku. The Kaitaia Hospital rebuild is being planned along with Te Pūkenga campus upgrades.

### Aspired Outcomes

- To increase opportunities to enable a more resilient and productive workforce through partnerships with Hapū Māori and industry leaders.
- To support Māori, youth and women within this segment, who were disproportionately impacted in terms of employment and education by COVID-19, but are now able to access productive work and/or education opportunities.

### Highlights – how the workforce ecosystem is being activated

- Te Hiku Iwi Development Trust and Te Rarawa are currently developing a construction programme which will create pathways for kaimahi Māori to gain employment in the sector.
- Another collaboration highlight is between Far North Holdings and Te Pukenga, who are working together to develop plans for a new campus

## Objective 3 - Te Taiao - Responding to Climate Change and Green Skills Development

### Actions

- Champion green skills and prepare the workforce for the green transition owing to impacts due to the Zero Carbon amendment to the Climate Change Response Act in 2019 through skills assessments, Emissions Reduction Plan and National Adaptation Plan.

### Key Milestones

- The RSLG has met with Te Hiku Iwi Development Trust, Whangārei District Council, and the relevant workforce development councils such as Waihanga Ara Rau to better understand the skills required to support green skills in the region.
- The RSLG team is working with the Climate Change team within MBIE, Ministry of Environment, and Climate Connect Aotearoa to better understand that impacts of the green transition and how best we can support this given the recent extreme weather events. This research is being commissioned centrally by MBIE and the findings will be shared with the region once available to discuss and seek inputs from key stakeholders.

### Aspired Outcomes

- To develop a robust understanding of workforce impacts due to climate change and how to support the transition towards green skills based on pae tata and pae tawhiti.
- To develop an approach with key economic stakeholders in our region (policymakers and business leaders) outlining the needs of the workforce and what skills are required to shift talent and growth towards a green skilled workforce.

### Highlights – how the workforce eco-system is being activated

- Creation of an improved awareness of career opportunities and green skills (including enabling infrastructure such as distribution and transmission) required for the transition towards climate change adaptation for our region’s workforce, especially taitamariki, and Māori workforce.
- Increase in a readily trained workforce with green skills in the region to enable environmentally sustainable economic activities.

## Objective 4 – Mātauranga - Construction and Infrastructure

### Actions

- Amplify initiatives to attract taitamariki into the industry including though subject choices that support these pathways by working with Te Pūkenga to ensure subjects are available to learners across the Rohe.
- Continue to tailor and grow vocational training to meet the construction and infrastructure needs of employers and communities.
- Support iwi-hapū led workforce development in line with social procurement.
- Showcase successful social procurement projects.

### Key Milestones

- The RSLG has engaged with Te Whātua Ora and Northland Inc to collaborate on the Whangārei Hospital Rebuild. We will be looking at how we can better support stakeholders, industry, iwi and hapū to meet the needs of the region.
- The RSLG is working with Waihanga Ara Rau WDC to ensure alignment of priorities for the Taitokerau region. This includes alignment of TEC advice with Taitokerau needs as outlined in the RWP.
- The RSLG has met with Te Hiku Iwi Development Trust and discussed how the group can support a Trades Academy in Construction for schools in the Kaitaia area.

### Aspired Outcomes

- Create more housing in the region.
- Create a larger pool of skilled workers for the Pipeline.
- Increase in number of Māori owned businesses in the sector.
- Increase in contracts being awarded to local contractors.

### Highlights – how the workforce eco-system is being activated

- While there is a lot of opportunity for the RSLG to collaborate on collective goals that align with workforce plans including our RWP, there is room to improve engagements across the sector of projects that have aligned strategies and outcomes, i.e., trades academies can meet learner and industry needs.



## Objective 5 - Mātauranga - Primary Industry

### Actions

- Ensure a sustainable and productive workforce with access to decent jobs with wrap-around pastoral care to awahi workers.
- Support the need for both lower skilled and higher skilled workers in the horticulture sector.
- Support sustainable and green forestry R&D that is underpinned by region's kaitiaki role, e.g. native species as an alternative to exotic plantings.
- Identify skills required for future agriculture workforce development.

### Key Milestones

- The RSLG has engaged with Muka Tangata Food and Fibre Workforce Development Council to ensure the content of training and education programmes reflect emerging technologies like vertical gardening, AI, robotics and includes biodiversity and supervisory skills in Horticulture. Both Muka Tangata and RSLG continue to work with the region's employers and iwi to make them aware of entry points into the sector including Trades Academy and Gateway programme at Primary ITO and the Te Pūkenga Pathways into Primary Industries Programme.
- RSLG has engaged with the Tāmaki Makaurau RSLG to explore how we might collaborate using the concepts of the Food Bowl, the Franklin Food strategy (MPI) and Franklin Skills Hub and the Ngāwhā Innovation Park near Kaikohe to support degree programmes, and entrepreneurs.
- RSLG have engaged with the Te Hiku Iwi Development Trust to support their development of a workforce plan with a focus on local industries that support their aspirations.

### Aspired Outcomes

- Increased seasonal worker wellbeing.
- Increase in skills levels of workers across the sector.
- Improved productivity.
- Increased employment sustainability and reduced churn of workers.

### Highlights – how the workforce eco-system is being activated

- For Forestry, a Level 5 Practical Forestry Management Diploma is being piloted through Te Pūkenga and a local forestry group. This seeks to fill the gap from the bottom up (L1-4) and allow progression into L6 forestry management, where graduates learn the practical management skills.

- Muka Tangata and RSLG are recommending that the draft programme for apiculture have a greater practical focus and include Te Reo Māori and biosecurity skills as a response to industry and regional needs.
- Te Purunga ki Te Raki, Te Pūkenga, and Te Hiku Development Trust are supporting establishment of asynchronous training linked to staggered start dates to allow better alignment to the seasonal work of the sector and the education calendar.

## Objective 6 – He Tāngata - Education and Skills

### Actions

- Review the outcomes for raising learner achievement with a continuous focus for Māori and all learners outlined in the Education Work Programme.
- Identify which actions are most relevant for our region, what are priorities, and what is missing.
- Champion education and with industry/business interests to further better education pathways for our region’s people.
- Support barrier-free access to training opportunities regardless of where students live.

### Key Milestones

- RLSG secretariat has collaborated with industry, employers and industry bodies to better understand the education needs for the region and has provided this detailed advice to the TEC. This advice is aimed to support funding to improved education outcomes, especially for taitamariki, and Māori workforce.
- RSLG secretariat hold regular hui with the sector to better understand the context for learning with an emphasis on secondary schools and maintaining enrolment in STEAM subjects given the need for these skills within the region, especially for taitamariki, and Māori workforce.
- E2E (Education to Employment) hold regular events with the RSLG secretariat to better understand the education and employment challenges in the region.
- Over 120 teachers were booked into a Teacher Only Day hosted by Bay of Islands College at Kawakawa with the support of industry to inform and increase teacher’s knowledge of industry and emerging careers.
- RSLG secretariat hosted a tertiary provider hui with a quarterly hui planned. This is an opportunity for pathways to be mapped across providers so more ākongā can be served across the rohe.

### Aspired Outcomes

- Improved awareness of career opportunities and different health care career options amongst job seekers, especially taitamariki, and Māori workforce.
- Development of the current workforce through upskilling and cultural competency development.

## Highlights – how the workforce eco-system is being activated

- Increased student achievement within the secondary and tertiary education sector allow for a sustainable workforce pipeline.

## Objective 7 – He Tāngata - Our people and whanau

### Actions

- Support barrier-free access to training opportunities regardless of where they live.

### Key Milestones

- Drivers Licenses, or lack thereof, have been major barriers for some communities, especially those who do not have traffic lights or merging lanes. MSD have partnered with Waka Kotahi and Community Testing Officers have been employed through local community and hapū groups to work in our more remote communities and enable local people to upskill and gain their licenses.
- Over 200 whānau have achieved either their Restricted or Full Driver's Licenses. This programme is now being replicated across the motu while being expanded across Taitokerau.
- MSD has long recognized a lack of Driver's License is a significant employment barrier. Their partnership with Waka Kotahi allowed extensive community engagement resulting in flexibility in the range of testing centres accessible by remote communities while drivers are still able to demonstrate the required skill levels.

### Aspired Outcomes

- Increase in the number of people with full licenses.
- Increase in the range of outlets people can attend to gain their licenses.
- Increase in community wellbeing by increasing the number of safe drivers on the roads.

## Highlights – how the workforce eco-system is being activated

- Whānau who have been too scared to sit their licenses or have not been able to afford the costs are welcoming the opportunity to be tested locally rather than having to travel up to hundreds of kilometres. These centres include local Marae and community centres.
- Testing agents are frequently well-known local community people thus reducing their fears.

### Appendix 3: Regional Workforce and Skills Outlook

The below labour demand forecast provides a *rough* estimate of the projects in the pipeline. The estimated budgets and timeframes tell a story of huge employment demand occurring in our region in the next 15 years. The number of jobs generated by these builds has not been finalised. It will require a wide range of skills.. It is estimated that 500 workers a day will be needed for the Whangārei Hospital rebuild alone. There will also be subsidiary services required to accommodate, feed and educate these workers and their whānau, unless they are able to be sourced locally.

Potential Labour Demand	Estimated Budget	Estimated Timeframe
• Te Whatu Ora (NDHB) Part 1	\$725M	2023-2030
• Te Whatu Ora (NDHB) Part 2	\$200M	2030-2033
• Ministry of Education	\$1000M	2023-2030
• Navy Project including Northport	\$1000M	2024-2033
• MMH Ruakaka	\$500M	2023-2028
• Oruku Landing, Whangarei Town Basin	\$325M	To be confirmed
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Ministry of Education	\$1000M	2023-2030
Navy project including Northport	\$1000M	2024-2033
MMH Ruakaka -	\$500M	2023-2028
Oruku Landing, Whangārei Town Basin	\$325M	To be confirmed
Dargaville Racecourse Housing Development	\$425M	2025-2035
Councils	\$1250M	2023-2033
Private enterprises	\$1250M	2023-2033
Otagare Development	\$500M	2024-2032
Waka Kotahi (Warkworth – Whangārei)	\$4000M	2025-2040.

