

Nelson Tasman RSLG Advice to TEC to support Vocational Education in 2024

Regional context and overarching advice
Forecast industry workforce demand profile
Industry specific advice
Demographic specific advice



April 2023

Regional Context and Overarching Advice

Context

This slide pack providing advice for TEC is based on the [Nelson Tasman Regional Workforce Plan 2022 \(RWP\)](#). The plan includes qualitative data as it relates to the areas of focus for the Nelson Tasman RSLG. The release of the Regional Workforce Plan 2023 in July 2023 will include the additional sectors of Forestry and Wood Manufacturing and the Visitor sector. An accompanying document provides updates and additional context.

Nelson Tasman RWP aspirations

- We have highly productive, well-functioning sectors, with welcoming workplaces that offer decent work.
- We anticipate and plan for the future.
- Employers are supported to invest in upskilling and retraining their workforce.

Nelson Tasman Workforce Priorities

Regional Workforce Plan Priority Sectors, Industries Or Occupations

The 2022 RWP set out two sectors as areas of strategic importance, and the 2023 RWP refresh will add two more. These sectors have been prioritised due to their economic importance, are noted in our regional economic plan as components of the Blue Economy, Infrastructure, and Economic Development clusters. They have significance for our future workforce demands.

- Construction Industry
- Aquaculture Industry
- Forestry and Wood Processing/Manufacturing
- Visitor Sector – Accommodation/Food and Tourism

Other significant sectors that we have signalled will be included in the 2024 RWP refresh include:

- Healthcare and Social Assistance,
- Māori Business

Priority Population Groups

The RSLG wants equitable access and outcomes for all of its region's people. We support all of the priority groups set out in the Employment Action Plan – and within our 2022 and 2023 RWP we have specifically focussed on:

- Older workers
- Rangatahi

Emerging Industries

While the exact skills needs of emerging industries is yet unknown, the following have been identified as emerging industries in Nelson Tasman:

- The Knowledge Economy, which includes the management and mitigation of climate change. [Nelson Tasman Regeneration Plan 2021-2031](#) specifically states we aspire to 'being intelligent guardians - utilising research, science and technology to lead the world on regenerative solutions to our most pressing challenges'
- The Creative Economy is another area of focus for economic development.

Overarching advice from Nelson Tasman consultation

The Nelson Tasman RSLG has met with key regional industry employers, TEO's and the relevant WDCs to discuss our regional workforce skills and training needs. Common issues/themes raised in almost every discussion are set out below as **overarching desired outcomes and our advice on how TEC could support their achievement**. Industry and demographic specific advice is set out on the following two pages.

Joined up regional workforce data – TEC lead a collective approach to deliver regional workforce and learner data and evidence for each of the 15 RSLG regions, developing these data sets with other relevant agencies (e.g., MBIE; MSD; MoE and the Workforce Development Councils). This should include strengthening provision of iwi/Māori data

Strengthened capability and capacity – TEC identify and fund Mā Māori Mō Māori, ki a Māori solutions to build Māori cultural capability and capacity for both learners and educators.

Ongoing access to strategically important learning – TEC ensure additional funding support for delivery of courses strategically important to regions, where low learner numbers mean delivery is financially non-viable for providers.

Leadership and management capability development at all levels - TEC fund upskilling and reskilling for regional industries, with a priority focus on middle level managers.

Digital and technology skills development for workers of all ages – TEC fund digital and technology skills development at all levels to support adoption of technology and continuous improvement.

Alignment with industry needs for upskilling and reskilling with flexible and portable learning and credentials – TEC fund flexible and nimble delivery of niche programmes using stackable skills recognition e.g., micro-credentials.

Skills that support sustainable practices for business – TEC prioritise access for current and future workforces to upskill and reskill regarding design, planning, and working in ways that eliminate waste and pollution, circulate products and materials, and regenerate nature.

Careers advice and support that enhances attraction and retention of skilled workers of all ages - TEC invest in regional careers systems to better support relationships between careers education and regional industry and organisations (NB detailed careers advice will be provided to TEC separately in April 2023)

Nelson Tasman Workforce Demand Profile

Source: Infometrics Industry Employment Projections for 2028

Industry (ANZSIC L1)	Nelson Tasman Regions	
	Nelson City	Tasman District
Accommodation and Food Services		
Administrative and Support Services		
Agriculture, Forestry and Fishing		
Arts and Recreation Services		
Construction		
Education and Training		
Electricity, Gas, Water and Waste Services		
Financial and Insurance Services		
Health Care and Social Assistance		
Information Media and Telecommunications		
Manufacturing		
Mining		
Other Services		
Professional, Scientific and Technical Services		
Public Administration and Safety		
Rental, Hiring and Real Estate Services		
Retail Trade		
Transport, Postal and Warehousing		
Wholesale Trade		

Data for Nelson and Tasman combined (ANZSIC Level 4)							
Red sectors have critical job shortages. Jobs in these sectors make up a considerable number of all job openings in the region and demand is higher than the national average. Yellow sectors have high regional demand							
Retail Trade	Manufacturing	Health Care and Social Assistance	Construction	Agriculture, Forestry and Fishing	Accommodation and Food Services	Professional, Scientific and Technical Services	Education and Training
Supermarket and Grocery Stores	Seafood Processing	Hospitals (except Psychiatric Hospitals)	House Construction	Apple and Pear Growing	Cafes and Restaurants	Management Advice and Other Consulting Services	Secondary Education
Hardware and Building Supplies Retailing	Log Sawmilling	Aged Care Residential Services	Electrical Services	Logging	Accommodation	Scientific Research Services	Primary Education
Car Retailing	Reconstituted Wood Product Manufacturing	Other Allied Health Services	Non Residential Building Construction	Vegetable growing(outdoors)	Takeaway Food Services	Legal Services	Higher Education
Department Stores	Wine and Other Alcoholic Beverage Manufacturing	Other Health Care Services n.e.c.	Road and Bridge Construction	Dairy Cattle Farming	Pubs, Taverns and Bars	Management Advice and Other Consulting Services	Preschool Education
Other Store-Based Retailing n.e.c.	Other Machinery and Equipment Manufacturing n.e.c.		Painting and Decorating Services	Other Agriculture and Fishing Support Services		Engineering Design and Consulting services	

Critical Skill Shortages

Demand within these sectors is very high. Jobs in these sectors make up a considerable number of all job openings in the region and demand is higher than the national average.

- Agriculture, Forestry and Fishing (Tasman in particular)
- Construction (Nelson in particular)
- Healthcare and Social Assistance (Nelson in particular)
- Manufacturing (Tasman in particular)
- Retail Trade

High Regional Demand for Skills

These sectors have ongoing projected demand for workers in roles in Nelson and Tasman.

- Accommodation and Food services
- Professional, Scientific and Technical Services
- Education and Training (Nelson in particular)
- Administration and Support Services (Tasman in particular)
- Transport, Postal and Warehousing (Nelson in particular)

Specific Occupations in demand

These occupations have ongoing current and projected demand for workers with relevant qualifications.

- Construction workers/builders
- Personal Care Assistants (including Kaiāwhina health workers)
- Registered Nurses
- Secondary School Teachers

Aquaculture

1. Maintain access to and provision of all education and training essential to the aquaculture sector, including
 - a. aquaculture specific - level 3 and 4 certificates, the degree in aquaculture and marine conservation, and the post graduate study in aquaculture
 - b. role specific - skipper, deckhand, boat master, radio operator, diving, fish farming, seafood processing, aquaculture technician
 - c. generic - first aid, health and safety, confined space training
2. Fund and support aquaculture apprenticeships (Hatchery, Fish & Shellfish)
3. Fund and support engineering and automation skills needed by the aquaculture sector
4. Acknowledge and address the need for training to support competent entry level employees in a primary products food processing operation, ensuring they have the skills and knowledge to work in a laboratory, environmental or product quality role
5. Consider supporting the development of a partnership between research institutes and Te Pukenga focused on industry hubs In Tai Tokerau, BoP, Te Taihiku and Murihiku.

Construction

1. Encourage continuity of provision by continuing to fund the full suite of trades training and pre-employment provision in the Nelson Tasman region – foundation skills; pre-employment/first year of apprenticeship; remaining years of apprenticeship
2. Increase student numbers and ring fence to ensure training volumes reflect current and forecast construction workforce demand, including
 - a. continuity of learning for those already in the apprenticeship system
 - b. broadening access to a wider range of allied trades
3. Investigate alternative approaches to work based training delivery, including a 'group training' approach as offered by some providers
4. Support access to leadership/supervisory training for final year apprentices and those who have completed their training
5. Acknowledge and address the need for training for skilled trades assistants, noting engineering firms require this role/skill set when working on large projects.

Forestry/Wood Processing

1. Maintain access to and provision of all forestry and silviculture education and training essential to the forestry sector, including
 - forestry specific - industry foundation skills; Forest Harvesting Operations; Tree Felling and Clearing (non-production); Forestry Industry Operations (planning and management); Forestry Crew Management; Diploma in Forest Management
 - silviculture specific – Level 3 and 4 qualifications
 - generic - first aid, health and safety
2. Maintain funding, access to and provision of all 23 qualifications education and training essential to the wood processing sector, noting those of importance to Nelson Tasman are in the areas of:
 - Solid wood
 - Wood panel and plywood
 - Pulp and paper
3. Maintain access to and provision of all apprenticeships essential to the wood processing sector
4. Increase and co-ordinate regional vocational training regarding use of wood products for the Construction sector
5. Fund and support engineering and automation skills needed by the forestry and wood processing sectors

Visitor Sector - Tourism/Accommodation & Food

1. Increase funding levels for tourism and hospitality education in Nelson Tasman to enable the region to have the capacity to address the skills shortages and changing labour market requirements for multiskilled staff with transferable skills.
2. Require study options to be as flexible as possible across the region, in entry level roles, as well as at management level, to address the various needs of learners and employers whether in the workplace or campus based or a combination.
3. Fund comprehensive team leadership and management training for the visitor economy so that managers are better equipped to coach and develop staff
4. Fund 'shorter and sharper' courses in hospitality and management training skill areas, to ensure specific industry requirements can be met.
5. Robust funding of outdoor adventure guide training is required. Current TEC funding levels should be retained. There is a shortage of suitably trained outdoor adventure guides in the region. Training is particularly essential before they enter the workforce.
6. Fund the delivery of event training in the Nelson Tasman region to meet the demand for suitably qualified staff for forecast events and skills shortages for the event sector
7. Provide targeted funding towards training and upskilling Māori tourism businesses to enable them to become self-sufficient and support capability building within regional Māori business networks.

Rangatahi

1. Continue to fund existing entry level training provision in the Nelson Tasman region
2. Increase access to the delivery of industry related learning and standards by schools, trades academies and other foundation providers
3. Increase funding for Trades Academies, working closely with MoE, in recognition of the regional growth in both student numbers and increasing costs (e.g., transport)
4. Identify and act to close gaps in Nelson Tasman pre-employment service offerings, including but not restricted to enabling access for rangatahi to
 - a. a broad-based modularised Trades option covering a range of trades/allied trades
 - b. foundation level support for computer design/animation
5. Continue to offer and promote access to the suite of career development training and qualifications supporting career planning and development

Older Workers

1. Specifically fund bespoke training and support that enables reskilling and upskilling for older workers (50 plus), in recognition that they are a critical section of the workforce, are a heterogeneous group with varying needs not easily met in standard training options. This training and support should include
 - age-appropriate cohorts
 - a focus on upskilling and reskilling
2. Training and support for employers in job shaping to adapt their workplace and business practices, increasing their ability to attract and retain a wider range of workers.

Rangatahi and Workers aged 50 +
are essential demographic groups for a sustainable Nelson Tasman workforce

Rangatahi	Older Workers
<ul style="list-style-type: none"> ○ Nelson-Tasman region's immediate post-secondary school population is smaller than elsewhere. Just 16% of Nelson-Tasman's population is aged 15 to 29, compared to 19% nationally. ○ Nelson-Tasman's younger Māori demographic provides a key workforce opportunity for the region. 32% of Nelson-Tasman Māori were aged under 15 years, with a further 25% aged 15 to 29. Across the entire population in NZ these proportions were both 16%. ○ Youth retention in the region post-secondary school is low. Nelson-Tasman school leavers have high levels of educational attainment, and many leave the region for further education and experiences. ○ A challenge is to encourage youth to train and work in the region and for those who leave for university to return. We are developing actions to increase awareness of and connections to local training and career options, and supporting those who leave the region to study to maintain regional links to eventually return home ○ Actions to deepen and market local opportunities to develop a career supports our rangatahi and our regions development. 	<ul style="list-style-type: none"> ○ Nelson-Tasman has more people in the later stages of their working life, and retirees, than other parts of New Zealand. ○ 22% of Nelson-Tasman's population is aged 65+, with a further 15% within 10 years of reaching 65. By comparison, these proportions are 16% and 12% respectively nationally. ○ The rapid aging of the region's population will create workforce challenges. The availability of workers is already tight, with Nelson-Tasman's unemployment rate estimated at 3.5% in 2022, compared to 4.9% a decade ago. ○ Worker retention, investing in skills development, automation, and talent attraction can all play roles in solving the challenge of a shrinking working age population.