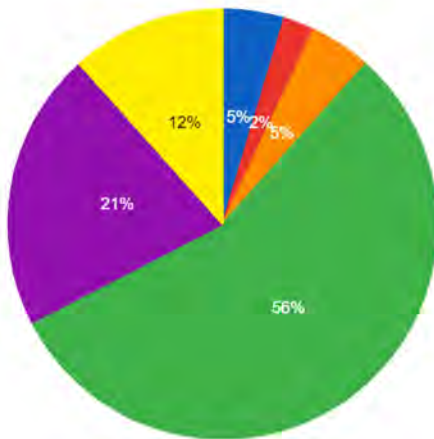


Te Hikoi o Toitū te Waiora Christchurch



Christchurch Attendee Organisation



- No of Disability Community Christchurch
- No of Pacific Community Christchurch
- No. of Iwi Māori (Mandated Iwi Authority) - Christ
- Provider (All providers of vocational Christchurch)
- Government Agency Christchurch
- Industry (Peak Body, Unions, Employers) Christ

Attendance Register

43

No. of Attendees in Christchurch

Attendance Register

| | |
|---|----|
| No of Iwi Māori (Unmandated) Christchurch | 0 |
| No of Pacific Community Christchurch | 1 |
| No of Disability Community Christchurch | 2 |
| Kura (Kura kaupapa, Kura a Iwi, School) Christ | 0 |
| Government Agency Christchurch | 9 |
| Industry (Peak Body, Unions, Employers) Christ | 5 |
| Provider (All providers of vocational Christchurch) | 24 |
| No. of Iwi Māori (Mandated Iwi Authority) - Christ | 2 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport



Patai 1. Narrative

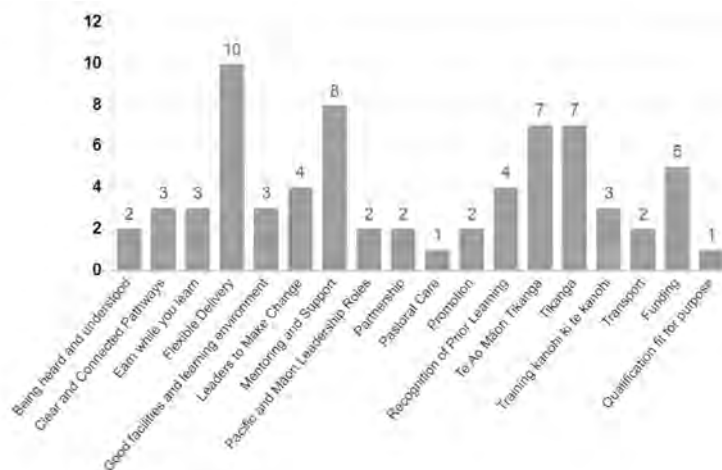
What support is required within your region to ensure a sustainable workforce?

We heard that the cost associated and lack of funding for Transport, Course Fees, Technology and Financial support are some of the major requirements for a sustainable workforce.

A key point highlighted was the need for more support to prepare workplace pre-employment through to workplace employment.

Partnership with providers, industries and the wider community was voiced as a desire for opportunities and positions in leadership. These were key towards the impact around decision-making roles for Māori, Pacific People and Disabilities.

Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing Vocational Educational pathways and qualifications within your area?



Patai 2, Enablers - Narrative

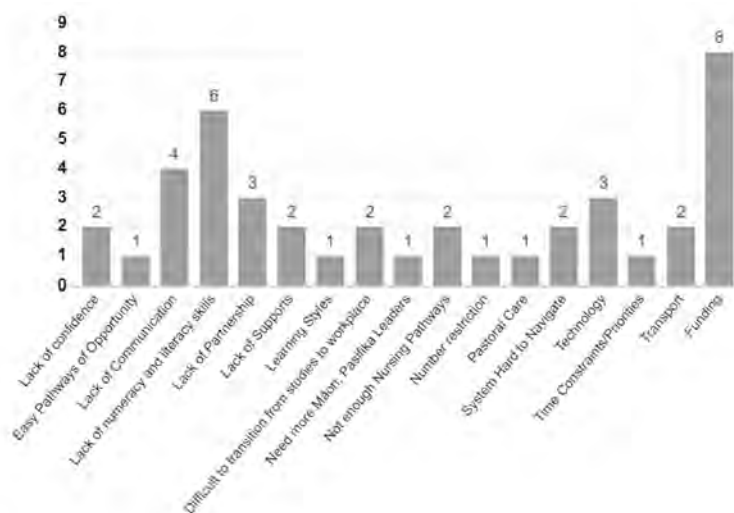
What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing Vocational Educational pathways and qualifications within your area?

Mentoring and support, flexible delivery and Te Ao Māori were major enablers for Māori, Pacific people and Tāngata Whaikaha when accessing vocational educational pathways and qualifications.

It is evident by these enablers, that there is a great need for having the right support and acknowledgement of ensuring pathways are accessible and affordable for all when training for the workforce.

Another big enabler is the ability to access mentoring and support to access vocational educational pathways and qualifications.

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



Patai 2, Barriers - Narrative

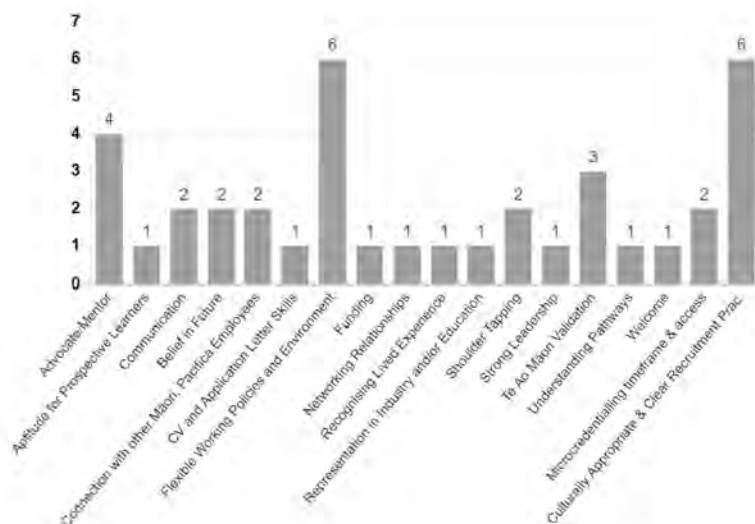
Barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational education pathways and qualifications clearly shows a lack of funding, and the systemic failure of our school years education system.

Receiving the fundamental education from the school years drives the ability for the success of our Māori, Pacific People and Tāngata Whaikaha into vocational education. Without the basics of communication, numeracy and literacy skills it becomes a struggle to vocational education, pre-employment and employment.

Funding is represented as a large proportion of barriers noted in Christchurch. Whānau sacrifice a lot to achieve small steps to strive for a better and enriched life for themselves and their whānau. We heard that you wanted pathways driven by whānau, acknowledgement of their success and allowing them to achieve the way they want.

Another issue highlighted is about the funding to pay for the testing of some taura that present with possible learning difficulties. Before Learning Service Advisors can assist any taura, the taura must undertake testing i.e., for dyslexia which can cost up to \$800.

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



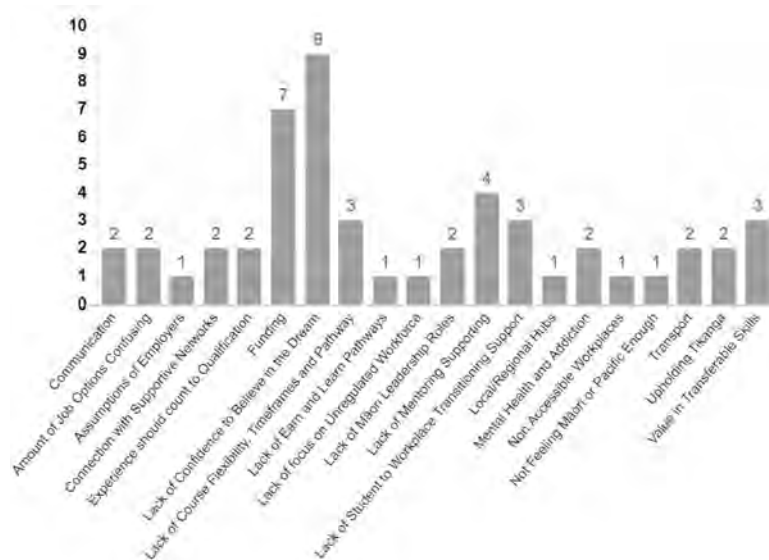
Patai 3, Enablers - Narrative

The enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into business or industry was largely around having flexible working policies and environment and an inclusive and clear recruitment practice that is culturally safe.

The ability to be able to work with a certain amount of flexibility and trust means that there is a better life/work balance, the capacity to be able to care for tamariki and support whānau while employed. The changing environment due to the covid pandemic, has let us explore other options for our working environments.

Inclusive and clear recruitment practices that are culturally safe also featured as an enabler into employment. Once again, we had mention of our advocate or mentors as being an integral enabler.

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



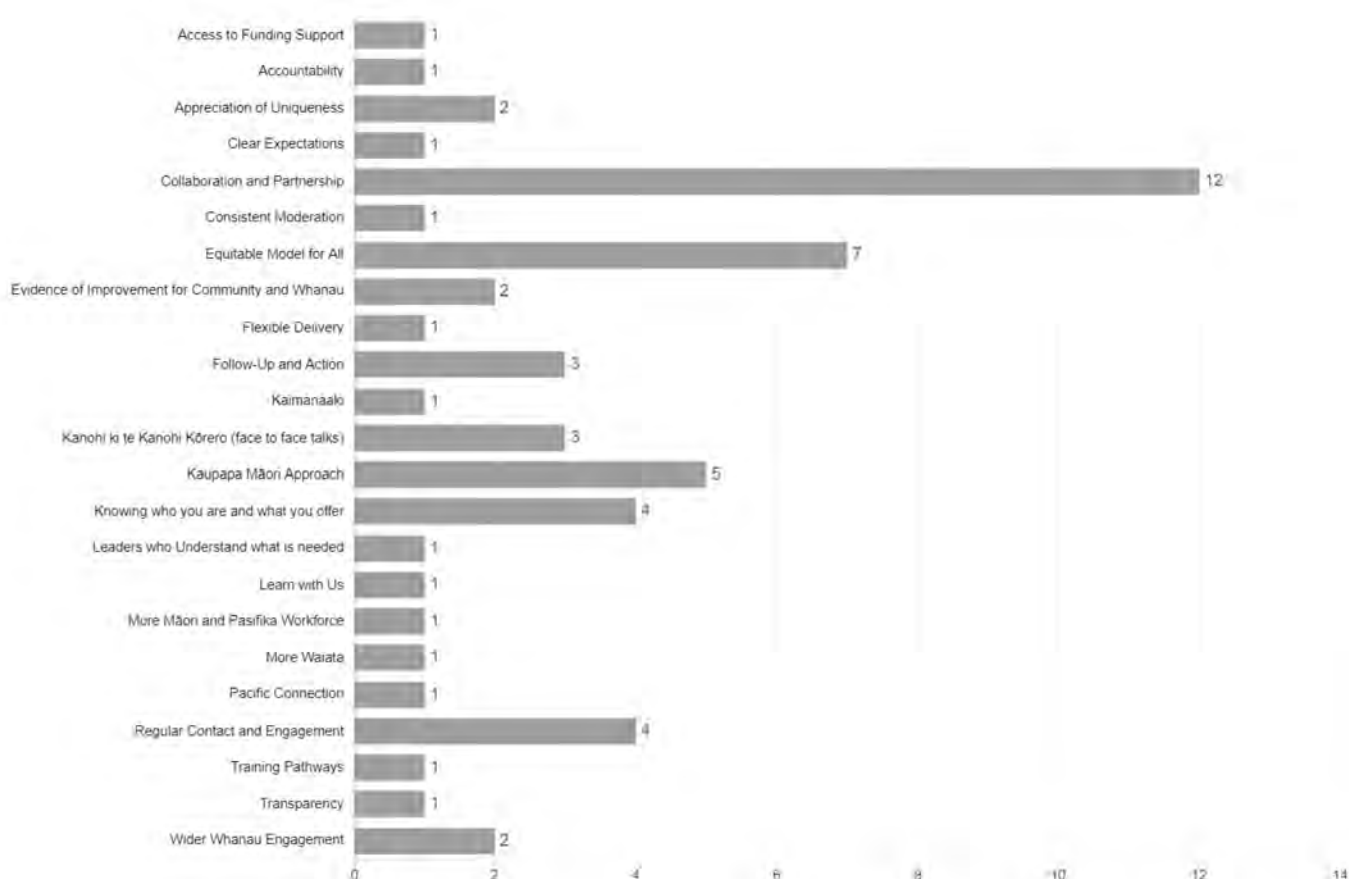
Patai 3, Barriers - Narrative

Identified barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry was the ability to be able to believe in oneself.

History tells us our people have experienced a lot of oppression and discrimination over a long period of time. The lack of confidence, the dream, has eroded the resilience of the tangata, the whānau and the workforce.

Again, we get the same trends with funding being a barrier and lack of mentoring and supporting mechanism and processes.

Patai 4, What would successful engagement look like with Toitū te Waiora?



Other Feedback

Workforce discussions were around how to have a sustainable workforce for the future, learnings for COVID-19 being able to be flexible, pivot to the needs of whanau at short notice. The organisation had a lot of great examples of growing your own workforce, discussions were around there not being the type of training available currently through mainstream learning institutes fit for purpose. That they had to get creative how they trained up their staff to be able to become whanau ora Navigators. Most courses on offer start from a deficit base rather than a strength-based approach, the training was specialised and needing more generalised skills that workforce could work in a holistic way.

Conversations around learnings from Covid-19 surge workforce and wanting to have alternative for the new workforce. Discussed what other organisations are thinking and doing. Wanting the team to follow up and support them with some innovation regarding their volunteer workforce in regard to Pathways this workforce can look at, Industry Transformation team to follow up with a team's hui.

Discussion regard ROVE and changes: Felt there has not been good communication regarding the changes to the Education reform and it is affecting the learner. Passionate about improving pathways for the learner and having wrap around services to support the learner. Feels not enough focus is happening for the wrap around services of the learner and their journey. Want to see improvements has several ideas how this could happen and would welcome follow up regarding this topic.

DPA (Disabled Persons Assembly) Representation at the roadshow venues can be arranged if the national office receives the list of future events. Key issues included transport, information, cost and access to venues for training.

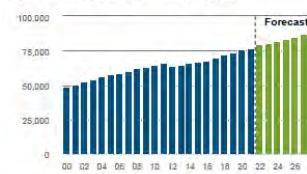
Infometrics

Toitu te waiora combined

CANTERBURY REGION

How many people worked in the sector in 2021?

76,848 filled jobs
22.8% of 337,427 in Canterbury Region



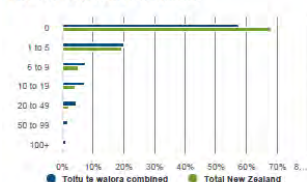
CHANGE P.A.
Toitu te waiora combined: 2.4%
Total Canterbury Region: 1.1%

What regions do people work in?



How many businesses were in the sector in 2021?

67,976 business units
11.4% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

24,065 jobs: top 5 occupations
31.3% of total Toitu te waiora combined in Canterbury Region

| OCCUPATION | LEVEL 2021 | CHANGE 16-21 22-27 (F) |
|--|------------|------------------------|
| Personal Care Assistant | 5,702 | 2.4% 1.8% |
| Primary School Teacher | 5,227 | 1.3% 0.8% |
| Registered Nurse (Medical) | 5,000 | 3.3% 1.7% |
| Secondary School Teacher | 4,081 | 1.9% 3.3% |
| Early Childhood (Pre-primary School) Teacher | 3,964 | 2.5% 2.8% |

How many people are likely to be in new roles in the sector between now and 2027?

30,685 Total job openings
Total Canterbury Region: 124,293

Total job openings (2022-2027) consists of:
• New jobs: 10,629
• Net Replacement job openings: 20,057

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).

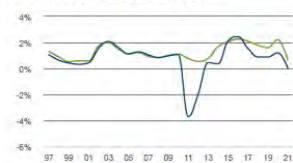


Infometrics

Christchurch City

How many people live in Christchurch City?

392,100 Population in 2021
7.7% - share of New Zealand population



265,630 15-64 yrs in 2021
3,334,900 - New Zealand working age population

How many people are employed in Christchurch City?

233,308 Filled jobs in 2021
8.9% - share of New Zealand employment



0.8% annual growth 2016-2021
2.1% - New Zealand employment growth

What industries are they employed in?

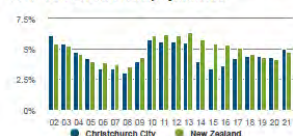


What are the fastest growing industries?

| Industry | Employment 2021 | annual % ch. 2016-2021 | annual % ch. 2022-2027 (f) |
|---|-----------------|------------------------|----------------------------|
| Public Administration and Safety | 10,120 | 6.2% | 2.3% |
| Electricity, Gas, Water and Waste Services | 1,482 | 5.1% | 0.4% |
| Professional, Scientific and Technical Services | 25,012 | 2.8% | 1.6% |
| Health Care and Social Assistance | 28,281 | 2.7% | 0.5% |
| Rental, Hiring and Real Estate Services | 5,711 | 2.4% | 1.9% |

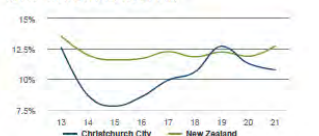
How hard is it to find work in Christchurch City?

5.0% Unemployment rate in 2021
4.7% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

10.8% NEET rate in 2021
12.7% - New Zealand NEET rate



This report was defined by Community, Health, Education & Social Services (Toitu te Waiora) Workforce Development Council. Data sourced from Infometrics.

Infometrics

Toitu te waiora combined

CANTERBURY REGION

How many people were self-employed in 2021?

5,663 Self-employed

Workers in the Toitu te waiora combined are less likely to be self-employed than workers in Canterbury Region as a whole.

7.4% self-employment rate
Total Canterbury Region: 15.0%

How productive was the sector in 2021?

\$5,591m GDP
14.1% of Canterbury Region GDP

CHANGE P.A.
Toitu te waiora combined: 2.7%
Total Canterbury Region: 1.7%

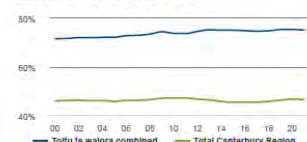
\$84,867 GDP/FTE
Total Canterbury Region: \$131,863
0.10% P.A. change from 2016-2021.
Total Canterbury Region: 0.4%.

What was the ethnicity of workers in 2019?

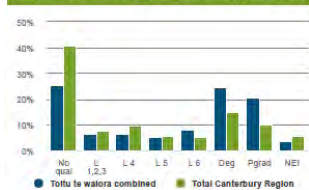


How many workers were female in 2021?

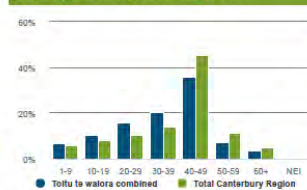
75.1% female
Total Canterbury Region: 46.5%



What were the workers highest (post-school) quals in 2019?



How many hours were spent working in 2019?



This report was defined by Community, Health, Education & Social Services (Toitu te Waiora) Workforce Development Council. Data sourced from Infometrics.

Infometrics

These sheets from Infometrics are showing the combined Toitu te Waiora sectors only.

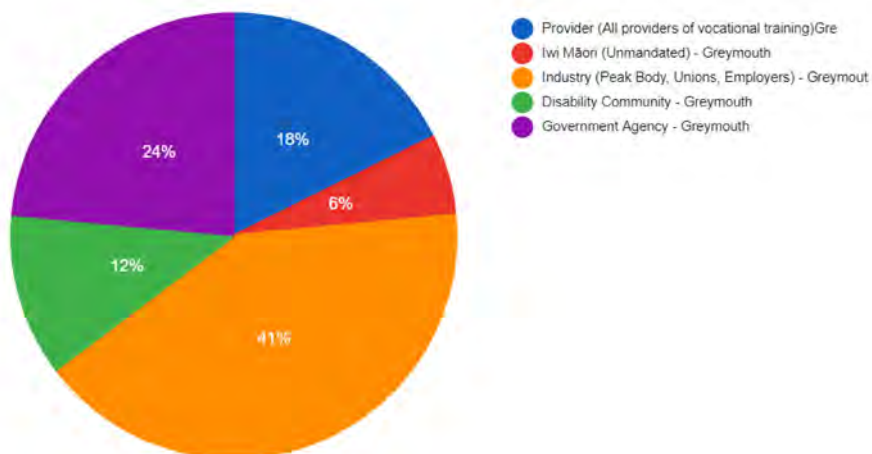
Team of Toitu te Waiora, thank you for your participation



Te Hikoi o Toitū te Waiora Greymouth



Greymouth Attendee Organisation



Attendance Register

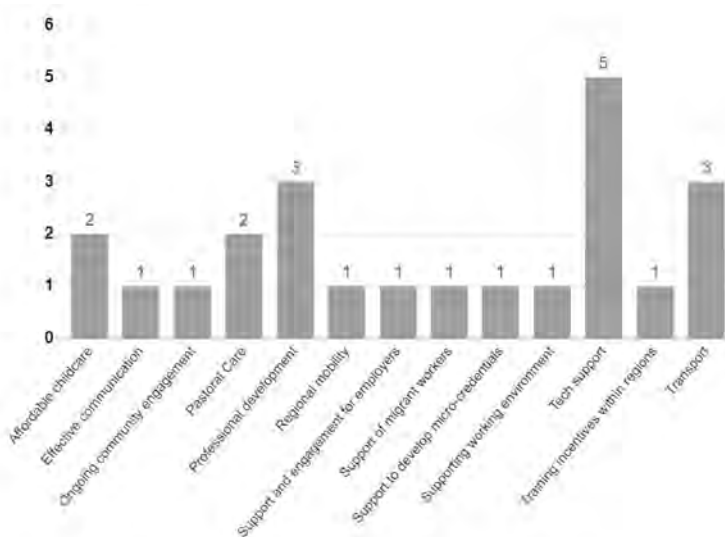
17

No. of Attendees in Greymouth

Attendance Register

| | |
|---|---|
| Iwi Māori (Unmandated) - Greymouth | 1 |
| Provider (All providers of vocational training) Greymouth | 3 |
| Government Agency - Greymouth | 4 |
| Disability Community - Greymouth | 2 |
| Industry (Peak Body, Unions, Employers) - Greymouth | 7 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport



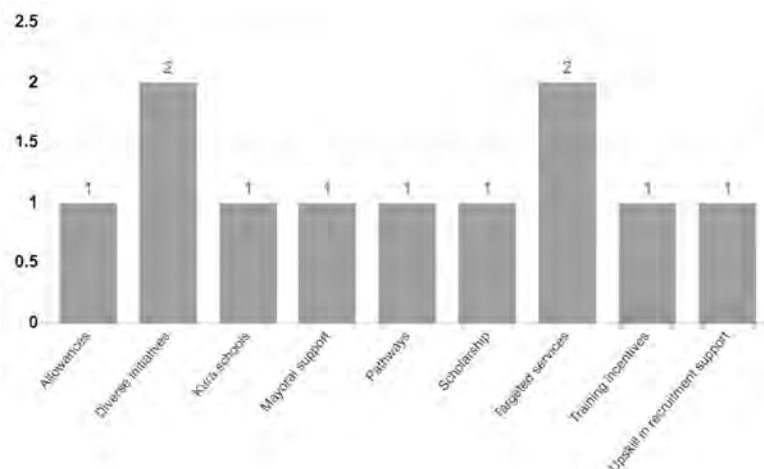
Patai 1. Narrative

What support is required within your region to ensure a sustainable workforce?

Clearly identify that IT/Tech support is needed in order for Greymouth to ensure a sustainable workforce.

We have also noted that around the motu transport is highlighted as being an issue, whether it is licensing, cost of petrol and distant that whānau need to travel for education and employment.

Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

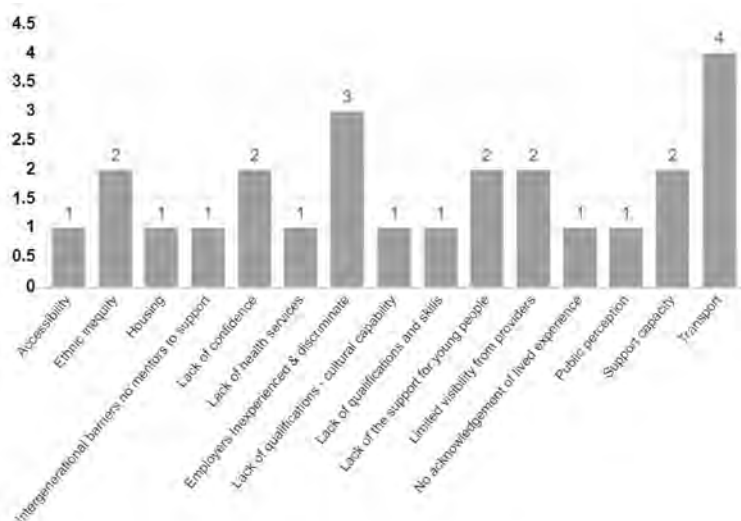


Patai 2, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational education pathways and qualifications within your area?

We have a range of enablers that have been shared, with diverse initiatives and targeted services being highlighted. Development and opportunity for new initiatives and work experience initiatives would be beneficial.

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

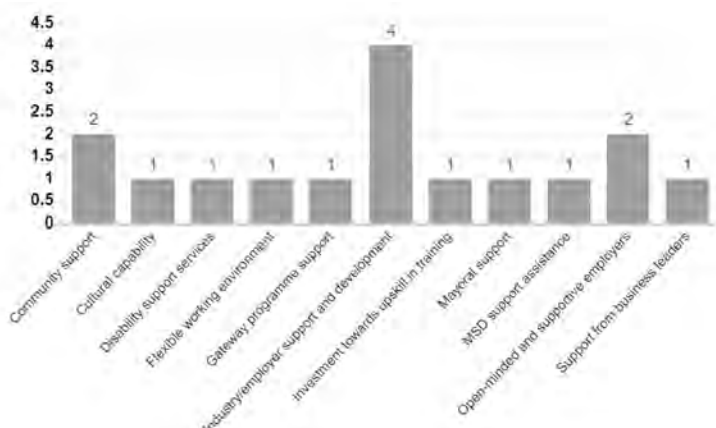


Patai 2, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

Transport is a major barrier as mentioned earlier. We heard that employers lack of experience to deal with people who have disabilities and/or diversity, in some cases this limits employment options.

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

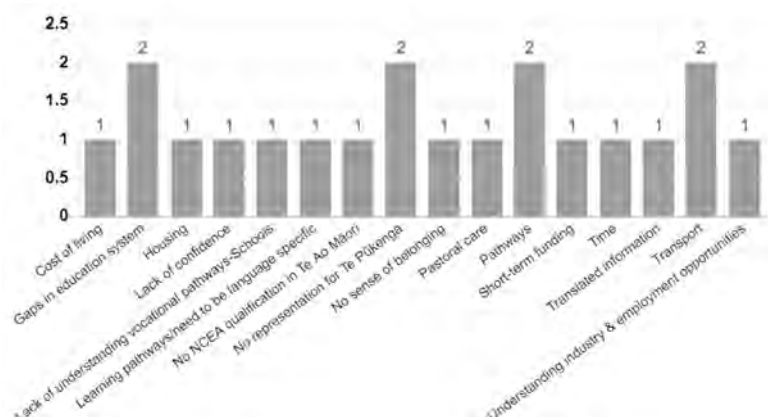


Patai 3, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

Again, we have a range of enablers, with industry/employer support and development ranking highly, possibly by employment of a vocational coordinator, having industry forums or support for existing industry and employers.

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



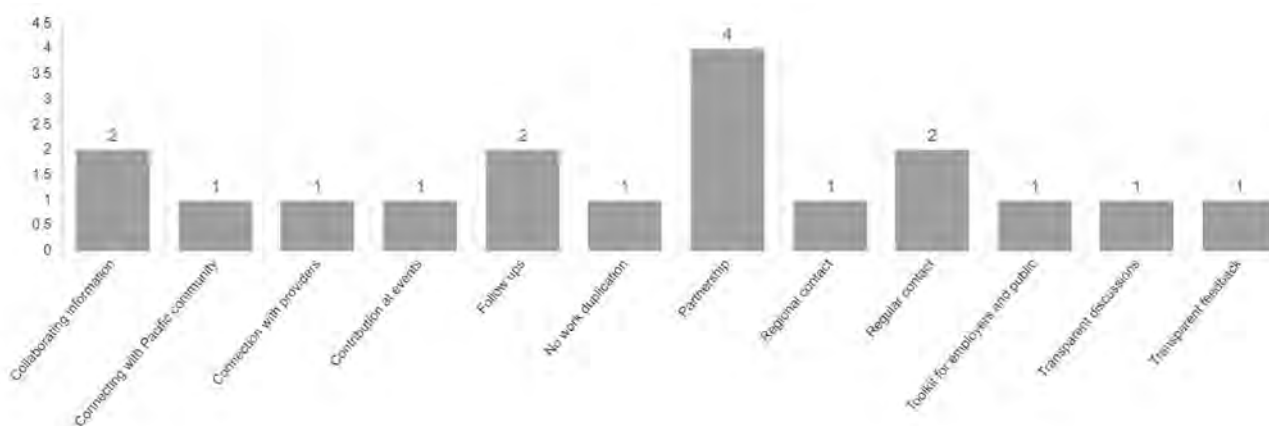
Patai 3, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

Clear barriers given, certainly you can see that lack of funding, cost of living is a barrier.

There is also opportunity for awhi, mentoring support and pastoral care. To be able to lift the whānau to access employment with confidence and a sense of belonging.

Patai 4, What would successful engagement look like with Toitū te Waiora?



Other Feedback

Concerns for their small Polytec loss of courses and absence of courses for the skill sets required in their region. Highlighted key issues of access with their region only have limited access to education meaning a lot of people having to leave their communities to study, transport being a huge barrier, with only one provider for drivers licensing. Issues with poverty and being able to afford accessing skills which lead into employment. All our industries with concerns regarding attracting workforce to the west coast.

There were big gaps in aged care workforce skills, social services and health. The current courses provided tend to focus on tourist industry and trades, needing to diversify to meet the needs of the community, grateful we visited to hear their stories and struggles to have their needs met feel like the government and system leaves them out of decision making. No current provision of these programs in vocational education, huge barriers for learners, regarding access, high unemployment, low skill attainment requiring professional skill sets. A lot of similarities to the region of Te Taitokerau, spread population over large land mass, predominantly rural, with two large towns which service the whole region. Hokitika and Greymouth. They could identify all the barriers, and as Michelle facilitated, she grew the seed of them holding the solutions within their communities for the barriers, and that if they thought about working more collectively as all seems to want the same for their communities in the way of outcomes for learners and the industries being able to employ staff with the right skills.

Limited number of Pacific people employed across Te Waipounamu supporting workforce opportunities and career pathways.

Also discussed the opportunities of a mixed provision environment going forward for learners to earn while you learn model.

They are a tight knit community, all wanting the same outcomes for their future generations with workforce and skills attainment. They have the answers locally and want to drive change locally, requiring resourcing to get things moving.

Driver's licensing programs could be an answer to access issues, only one program available across the 8-hour drive distance for the region.

Iwi have a strategic plan Ngati waewae and wanting to invest into their Rangatahi to keep them local to learn, work and live /play.

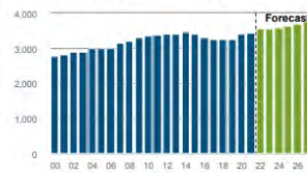
Toitu te waiora combined

WEST COAST REGION

How many people worked in the sector in 2021?

3,448 filled jobs

20.9% of 16,496 in West Coast Region



CHANGE P.A.

Toitu te waiora combined

Total West Coast Region

2016-2021

0.9%

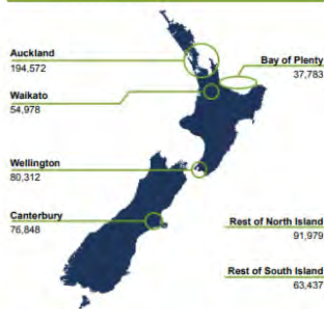
2022-2027

1.0%

-0.09%

1.1%

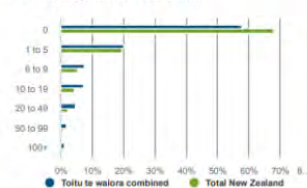
What regions do people work in?



How many businesses were in the sector in 2021?

67,976 business units

11.4% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

1,218 jobs: top 5 occupations

35.3% of total Toitu te waiora combined in West Coast Region

| OCCUPATION | LEVEL 2021 | CHANGE 16-21 22-27 (F) |
|--|------------|------------------------|
| Primary School Teacher | 306 | 0.3% |
| Registered Nurse (Medical) | 299 | 2.6% |
| Personal Care Assistant | 263 | 1.5% |
| Secondary School Teacher | 232 | 0.7% |
| Early Childhood (Pre-primary School) Teacher | 118 | -3.6% |

How many people are likely to be in new roles in the sector between now and 2027?

1,191 Total job openings

Total West Coast Region: 5,438

Total job openings (2022-2027) consists of:

- New Jobs: 312
- Net Replacement job openings: 879

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).



Toitu te waiora combined

WEST COAST REGION

How many people were self-employed in 2021?

270 Self-employed

Workers in the Toitu te waiora combined are less likely to be self-employed than workers in West Coast Region as a whole.

7.8% self-employment rate

Total West Coast Region: 19.7%

How productive was the sector in 2021?

\$236m GDP

10.9% of West Coast Region GDP

CHANGE P.A.

Toitu te waiora combined

Total West Coast Region

2016-2021

1.3%

2011-2021

0.3%

0.4%

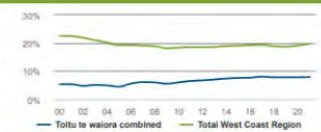
-1.1%

\$79,538 GDP/FTE

Total West Coast Region: \$147,736

0.1% P.A. change from 2016-2021.

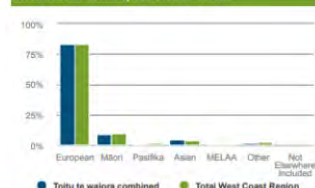
Total West Coast Region: 0.3%.



What was the age profile of workers in 2018?



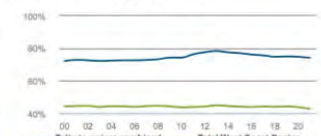
What was the ethnicity of workers in 2018?



How many workers were female in 2021?

74.2% female

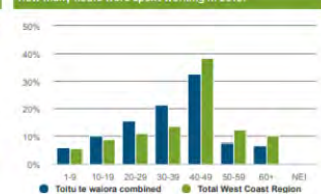
Total West Coast Region: 42.7%



What were the workers highest (post school) quals in 2018?



How many hours were spent working in 2018?



These sheets from Infometrics are showing the combined Toitū te Waioira sectors only.

Team of Toitū te Waioira, thank you for your participation

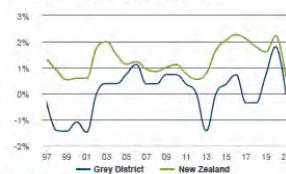


Grey District

How many people live in Grey District?

14,100 Population in 2021

0.3% - share of New Zealand population



8,650 15-64 yrs in 2021

3,334,900 - New Zealand working age population

How many people are employed in Grey District?

7,527 Filled jobs in 2021

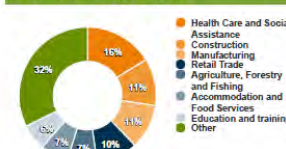
0.3% - share of New Zealand employment



0.2% annual growth 2016-2021

2.1% - New Zealand employment growth

What industries are they employed in?



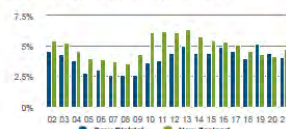
What are the fastest growing industries?

| Industry | Employment 2021 | annual % ch. 2016-2021 | annual % ch. 2022-2027 (f) |
|---|-----------------|------------------------|----------------------------|
| Electricity, Gas, Water and Waste Services | 44 | 47.1% | 0.6% |
| Arts and Recreation Services | 121 | 9.7% | 4.4% |
| Public Administration and Safety | 384 | 5.6% | 3.2% |
| Professional, Scientific and Technical Services | 279 | 3.3% | -0.6% |
| Health Care and Social Assistance | 1,220 | 3.0% | 0.8% |

How hard is it to find work in Grey District?

4.1% Unemployment rate in 2021

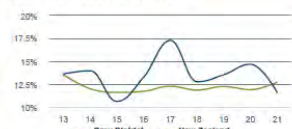
4.7% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

11.6% NEET rate in 2021

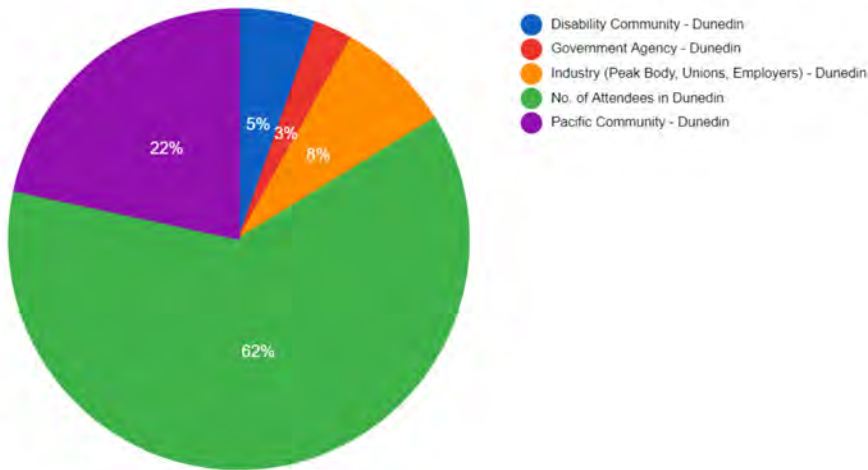
12.7% - New Zealand NEET rate



Te Hikoi o Toitū te Waiora Dunedin



Dunedin Attendee Organisation



Attendance Register

23

No. of Attendees in Dunedin

Attendance Register

| | |
|---|---|
| Iwi Māori (Mandated Iwi Authority) - Dunedin | 0 |
| Iwi Māori (Unmandated) - Dunedin | 0 |
| Pacific Community - Dunedin | 8 |
| Disability Community - Dunedin | 2 |
| Kura (Kura kaupapa, Kura a Iwi, School) - Dunedin | 0 |
| Government Agency - Dunedin | 1 |
| Industry (Peak Body, Unions, Employers) - Dunedin | 3 |
| Provider (All providers of vocational - Dunedin | 2 |
| TEO (Tertiary Education Organisation)- Dunedin | 7 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport



Patai 1. Narrative

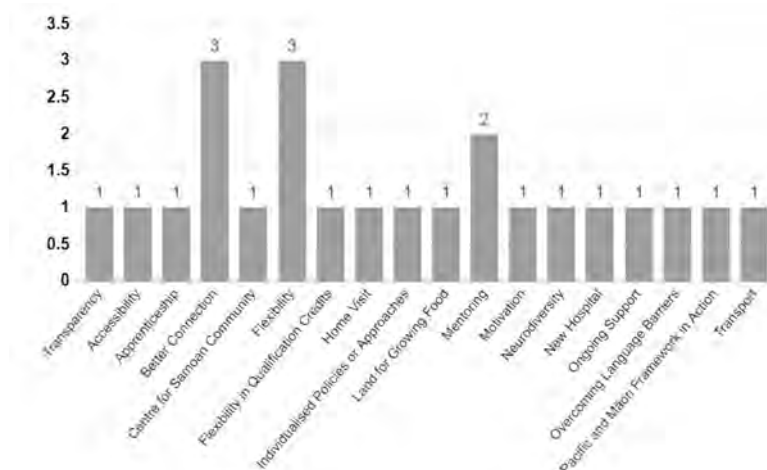
What support is required within your region to ensure a sustainable workforce?

We heard that the cost associated and lack of financial support for housing and transport, is some of the major requirements for a sustainable workforce.

We need clearer and coherent vocational pathways that need to be flexible to meet the needs of the whānau and more accessible qualifications.

There is a strong need for resourcing to support our Pacific Peoples and Māori languages. We heard that the impact of having more resources in both English and Pacific languages would help provide more in-depth information not just for the learners, but for their families.

Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



Patai 2, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational education pathways and qualifications within your area?

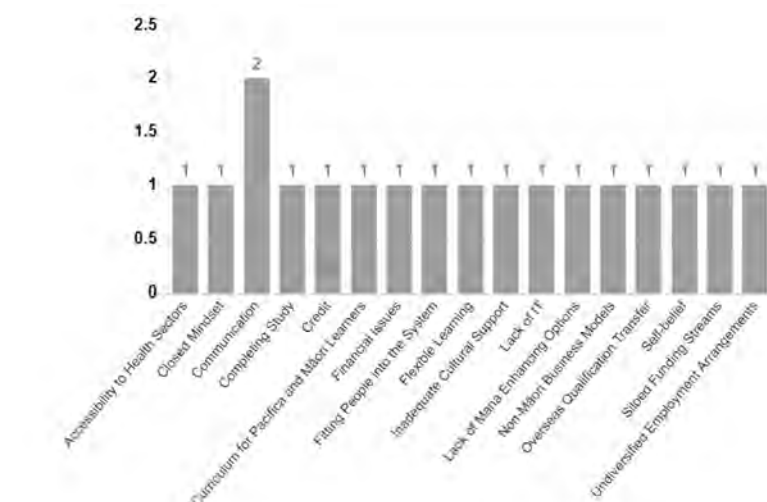
Better connections and flexibility were the top enablers. We know that rigid pathways are not accessible by all. We heard that the impact from the difficulty of this access means there are limitations to accessing and studying towards specific qualifications to help upskill for the workforce.

Mentoring has shown itself as an enabler, and this is being mirrored throughout the motu. Mentorship can provide numerous benefits for mentees: gaining new perspectives, developing leadership skills, cultural advisor, growing confidence, enhancing communication skills.

An important key factor that was shared about the roles of mentors is the positive influence it has on learners when having role models who support through their growth professionally and personally.

There is mention of a good range of enablers to vocational education pathways and qualifications all important as we strive for improvement.

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



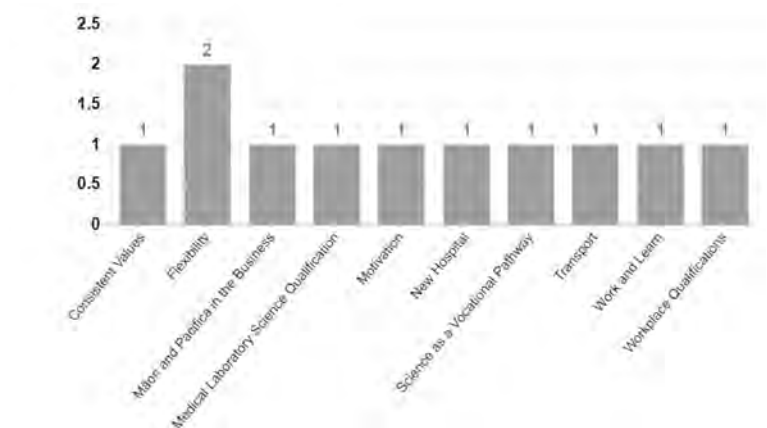
Patai 2, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

Again, a wide range of broad barriers with communication being the on top.

Communication is important and meaningful interaction, we pass information, gather ideas from one to another. Through good communication a lot of barriers can be overcome.

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



Patai 3, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

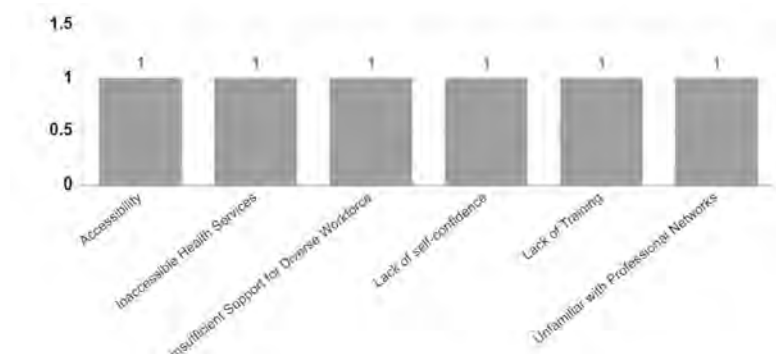
Flexibility is important because it make tangata feel valued, creates a good working environment. It requires the willingness of both the employers and employees and can enhance your workplace experience and optimize productivity. It is not easy to get the work/life balance right and this helps reduce a little stress and allow for whānau commitment.

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

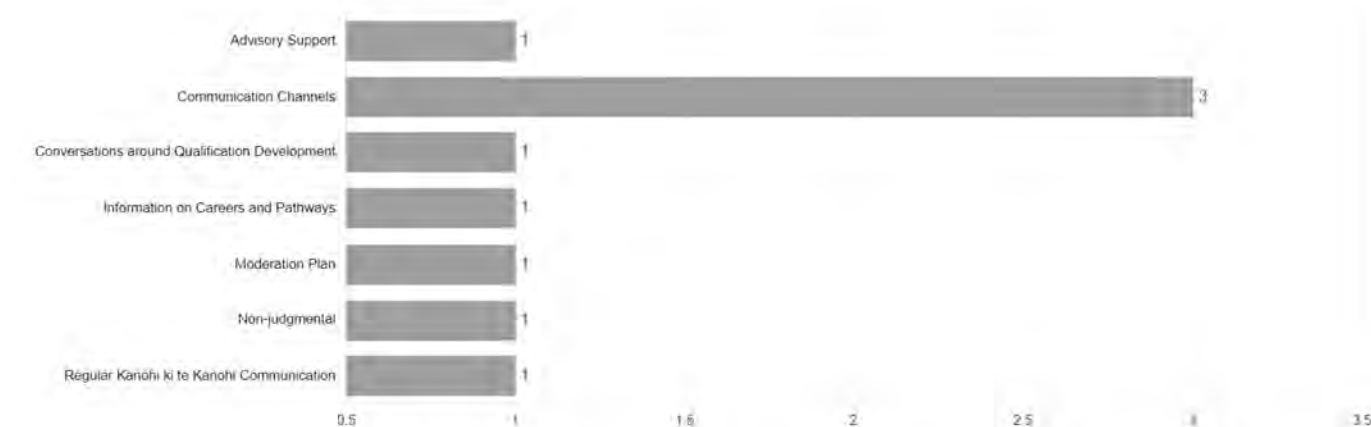
Patai 3, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

Five barriers were noted and each of them significant.



Patai 4, What would successful engagement look like with Toitū te Waioira?



Other Feedback

Big focus on Pacific Peoples workforce development needs in this community their focus was more about existing qualifications and being able to work in NZ with a shortage of teachers and 6 of them having teaching degrees at PHD level from Samoa. Wanting a fast track to bridge the gap: as with Degree level, advised was out of our scope however we would find out the process and come back to them who they need to engage with. Other barriers for this community were communication being able to have proficient English to explain their needs was a common trend. A lot of maemae due to having to work in factories rather than work in their professions. A positive was they were able to support their children into their career pathways, the funding question came up regarding support for their transition of qualifications. Opportunity to explore for those who could be on a fast track to meet gaps in education workforce. Skills sec /Education and Training and Employment themes about changes in ROVE and how this affects them. Conversations about some local projects and successful stories about youth development.

Accessibility representatives said they had a huge geographic region to cover so driver licenses are essential. Home support care workers and nursing assistants are a priority workforce need.

Mana whenua kaumatua shared that they support one of their mokopuna who has Downs syndrome, to sit on the paepae.

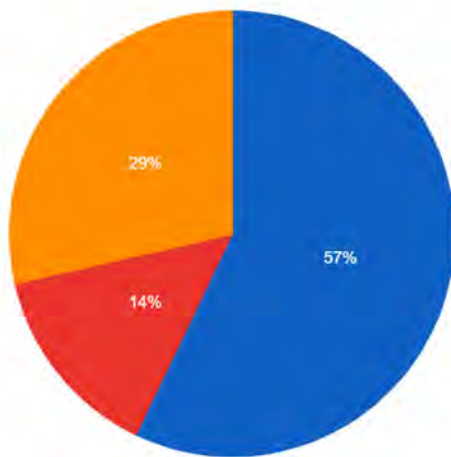
Southland employment said career exposures are well supported by the University and Polytech although they are not that successful. Their support priority is in pastoral care for rangatahi and learners. Workplace based Learning is a more manageable way of learning for students.

Pacifica wariness described their desire to learn on the job as professional. Caregiver's working in a rest home with 31 dementia patients. They want to undertake a series of micro credentials to improve their earning capacity but don't want to move from Dunedin.

Te Hikoi o Toitū te Waiora Invercargill



Invercargill Attendee Organisation



- TEO (Tertiary Education Organisation) - Invercargill
- Iwi Māori (Mandated Iwi Authority) - Invercargill
- Government Agency - Invercargill

Attendance Register

7

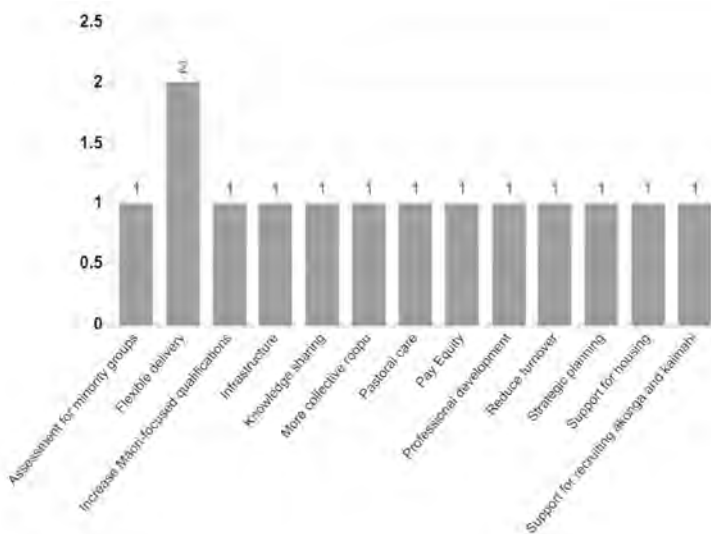
No. of Attendees in Invercargill

There were more participants attending the hui, however, some missed the sign in process, hence we can only report on those who did.

Attendance Register

| | |
|--|---|
| TEO (Tertiary Education Organisation) - Invercargill | 4 |
| Government Agency - Invercargill | 2 |
| Iwi Māori (Mandated Iwi Authority) - Invercargill | 1 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport



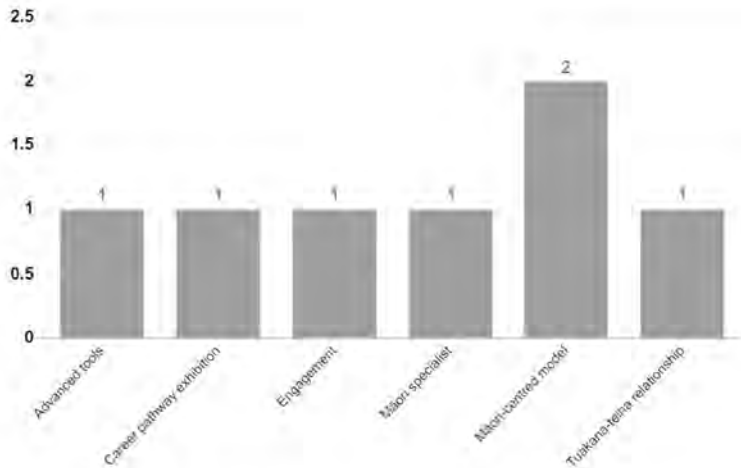
Patai 1. Narrative

What support is required within your region to ensure a sustainable workforce?

There is a collection of support needed to help achieve a sustainable workforce.

Flexible delivery is something that we have heard reiterated around other motu.

Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



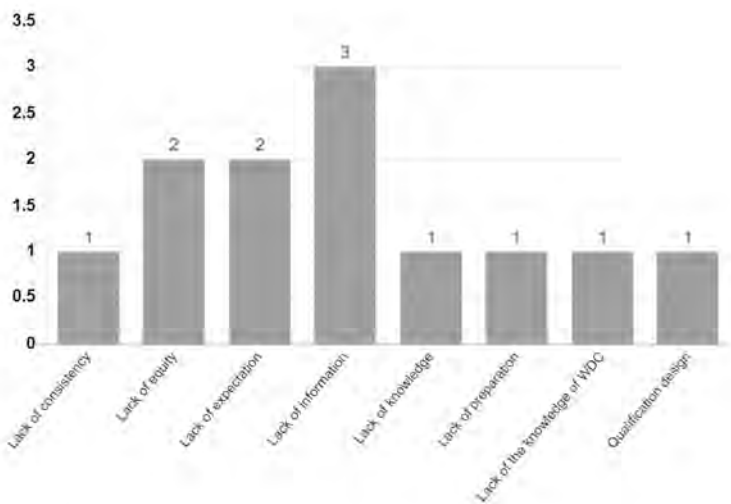
Patai 2, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational education pathways and qualifications within your area?

There is a very clear voice about the needs of Māori regarding aspirations for the future.

There is a focus on health care and wellbeing.

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



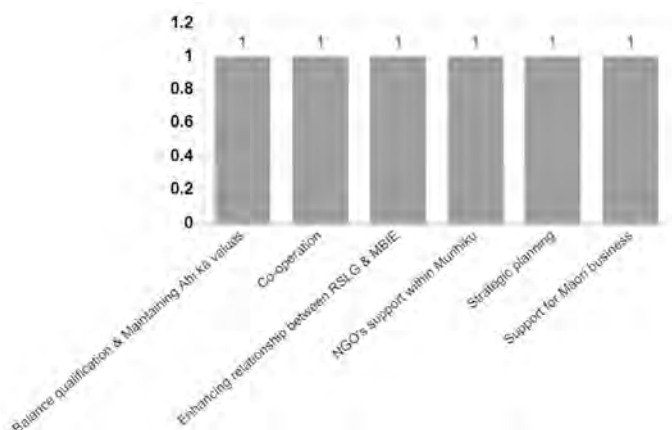
Patai 2, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

In order to be able to deliver improved and informed pathways there is a lot to consider looking at the barriers.

Every barrier mentioned is essential and a requirement to be able to progress with flexible learning and future aspirations.

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

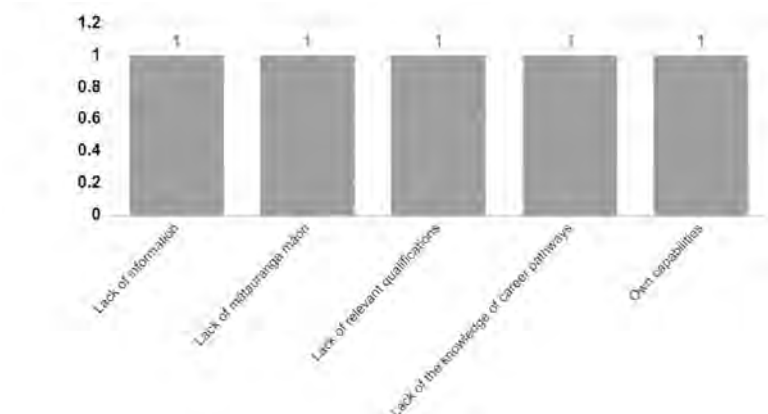


Patai 3, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

We have good enablers here to support into employment with a strong theme cultural competency, partnership and planning.

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



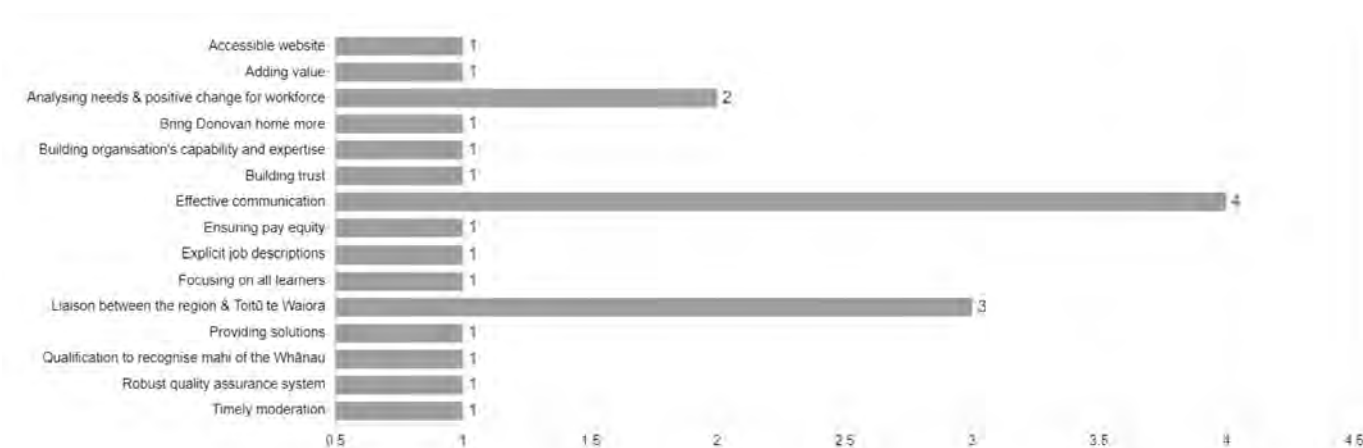
Patai 3, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

Lack of relevant qualifications is important when you consider what are the majority of occupations, what are the vacancies and what will be required of the workforce for the region in the future.

All six barriers have significant impacts.

Patai 4, What would successful engagement look like with Toitū te Waioira?



Other Feedback

Key themes, Southland Polytech and change to Te Pūkenga, staff who are carrying trauma discussing the lack of consultation and supports during the change process, in particular to what their future employment looks like and wellbeing.

Iwi were very clear about their needs regarding aspirations for the future.

Their Moemoea being sustainable workforce and looking at future needs with an aging workforce. What's important to this community is having quality services and retention of those services with a need to attract new people to the region and retain existing population. What I heard was businesses seek to be better supported with developing governance and leadership capability, and in strengthening workplace learning and development cultures. There is often a lack of clarity about the diversity of roles, career pathways and broader opportunities that health and social services provide.

There is a pool of untapped potential, and groups of people underutilised, including disabled people, women, young people and Māori transitions pathways would provide opportunities what Iwi require is essential foundation skills, and management/business skills. A workforce that has flexibility, and resilience to meet current and future demands. Equality communities need to collaborate to remove barriers and promote initiatives that support those in need.

Rangatahi have very little to do in Invercargill. Those with access to money have cars and can be found cruising the main street and district after school and study hours. It is intended that the completion of the refurbished Murihiku Marae will provide a centre for activities and collaboration of support services to the community. The other three Marae in the district are less accessible due to the distance needed to travel there. The refurbishment of the Marae will make the Marae facilities more accessible for tangata whaikaha.

Good number of enrollments and completions as the beauty industry in Invercargill is good and students are attracted to the course by the free study incentive. They see toenail care, and hair cutting for the aged and tangata whaikaha population as additional programs to their basic course as the liability issues make it a high-risk option for their students.

Support needed and training to manage akonga with special needs. RTL's and Learning Support Coordinators are not trained in the special needs area to manage whaikaha akonga in a kura kaupapa environment.

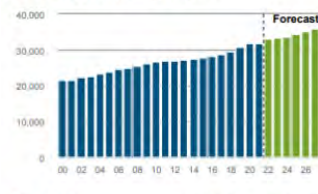
Toitū te waiora combined

OTAGO REGION

How many people worked in the sector in 2021?

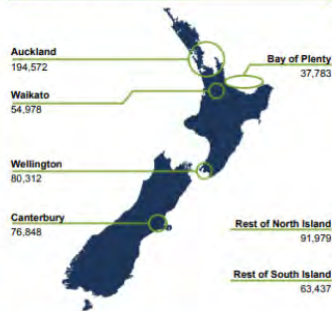
31,813 filled jobs

24.6% of 129,203 in Otago Region



| CHANGE P.A. | 2016-2021 | 2022-2027 |
|--------------------------|-----------|-----------|
| Toitū te waiora combined | 2.5% | 1.6% |
| Total Otago Region | 2.1% | 1.5% |

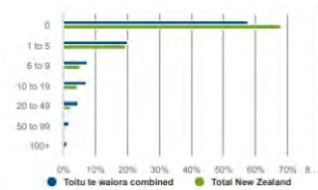
What regions do people work in?



How many businesses were in the sector in 2021?

67,976 business units

11.4% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

9,031 jobs: top 5 occupations

28.4% of total Toitū te waiora combined in Otago Region

| OCCUPATION | LEVEL 2021 | CHANGE 16-21 | CHANGE 22-27 (F) |
|----------------------------|------------|--------------|------------------|
| Personal Care Assistant | 2,076 | 2.5% | 2.1% |
| Primary School Teacher | 1,957 | 2.0% | 0.3% |
| Registered Nurse (Medical) | 1,897 | 3.6% | 1.9% |
| Secondary School Teacher | 1,556 | 2.2% | 3.4% |
| University Lecturer | 1,545 | 2.6% | 2.4% |

How many people are likely to be in new roles in the sector between now and 2027?

12,313 Total job openings

Total Otago Region: 49,671

- Total job openings (2022-2027) consists of:
- New jobs: 4,069
 - Net Replacement job openings: 8,244

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).



Invercargill City

How many people live in Invercargill City?

57,000 Population in 2021

1.1% - share of New Zealand population



36,100 15-64 yrs in 2021
3,334,900 - New Zealand working age population

How many people are employed in Invercargill City?

29,743 Filled jobs in 2021

1.1% - share of New Zealand employment



0.9% annual growth 2016-2021
2.1% - New Zealand employment growth

What industries are they employed in?



What are the fastest growing industries?

| Industry | Employment 2021 | annual % ch. 2016-2021 | annual % ch. 2022-2027 (f) |
|--|-----------------|------------------------|----------------------------|
| Electricity, Gas, Water and Waste Services | 251 | 6.4% | -0.5% |
| Rental, Hiring and Real Estate Services | 588 | 4.6% | 1.6% |
| Arts and Recreation Services | 630 | 3.7% | 4.8% |
| Wholesale Trade | 1,395 | 2.4% | -1.2% |
| Administrative and Support Services | 905 | 1.9% | 2.1% |

How hard is it to find work in Invercargill City?

4.1% Unemployment rate in 2021

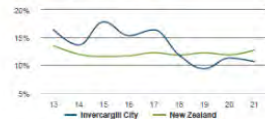
4.7% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

10.6% NEET rate in 2021

12.7% - New Zealand NEET rate



This report was developed by Infometrics from data from the New Zealand Statistics (Data from the New Zealand Statistics Development Council. Data

Toitū te waiora combined

OTAGO REGION

How many people were self-employed in 2021?

2,392 Self-employed

Workers in the Toitū te waiora combined are less likely to be self-employed than workers in Otago Region as a whole.

7.5% self-employment rate
Total Otago Region: 17.3%

How productive was the sector in 2021?

\$2,273m GDP

15.7% of Otago Region GDP

| CHANGE P.A. | 2016-2021 | 2011-2021 |
|--------------------------|-----------|-----------|
| Toitū te waiora combined | 2.5% | 1.7% |
| Total Otago Region | 2.3% | 2.5% |

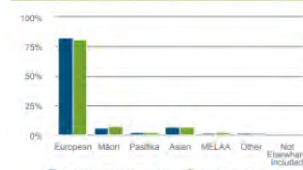
\$83,019 GDP/FTE

Total Otago Region: \$127,519

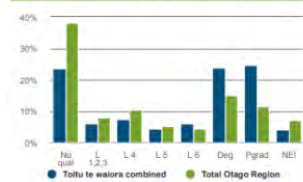
-0.2% P.A. change from 2016-2021.

Total Otago Region: -0.07%.

What was the ethnicity of workers in 2018?



What were the workers highest (post school) quals in 2018?



These sheets from Infometrics are showing the combined Toitū te Waiora sectors only.

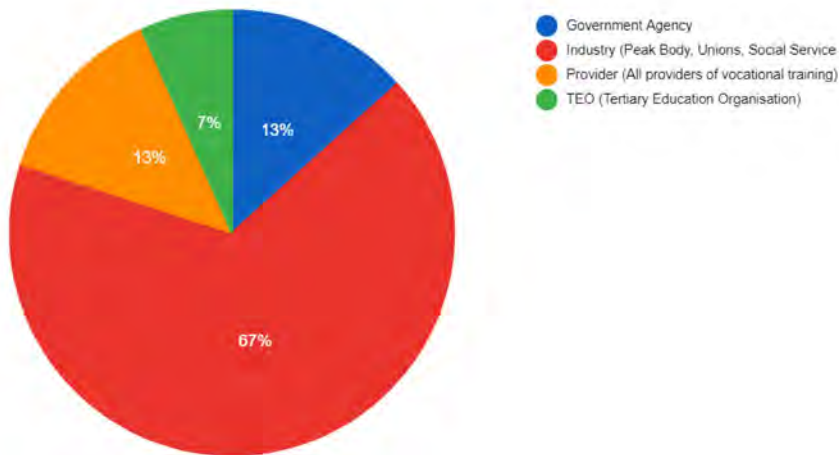
Team of Toitū te Waiora, thank you for your participation



Te Hikoi o Toitū te Waiora Masterton



Masterton Attendee Organisation



Attendance Register

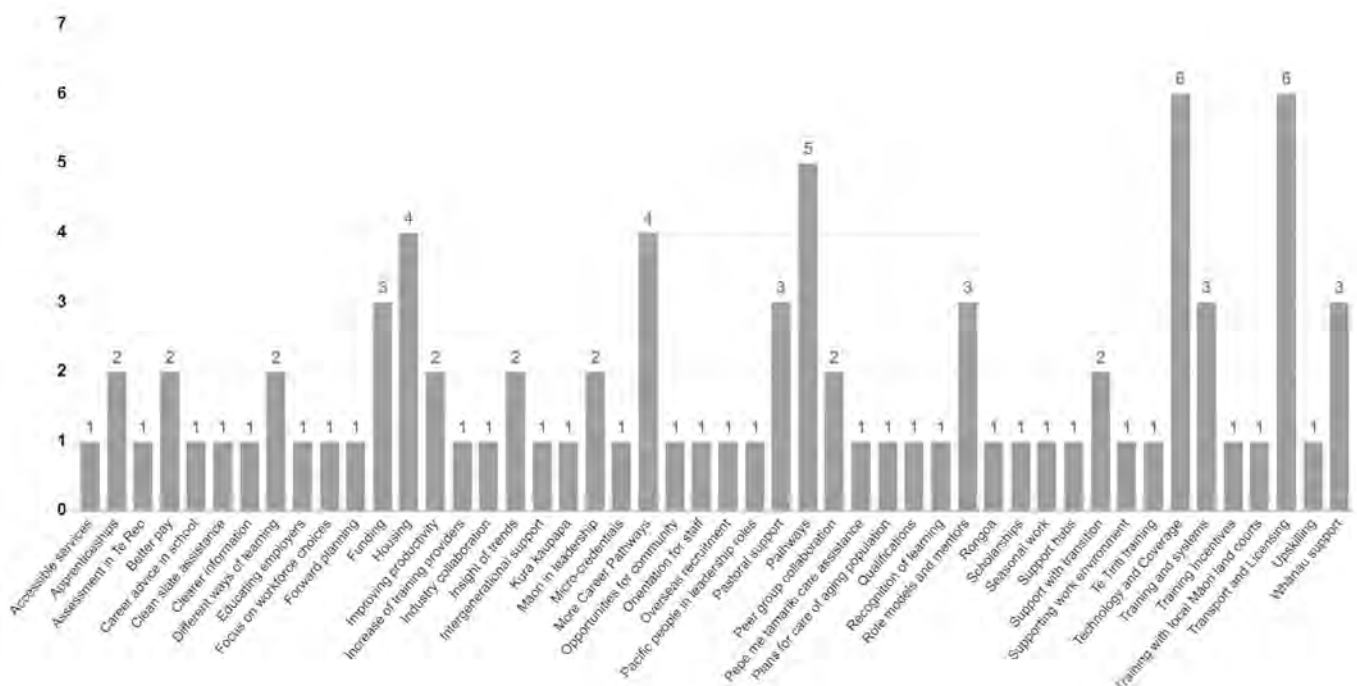
15

No. of Attendees in Masterton

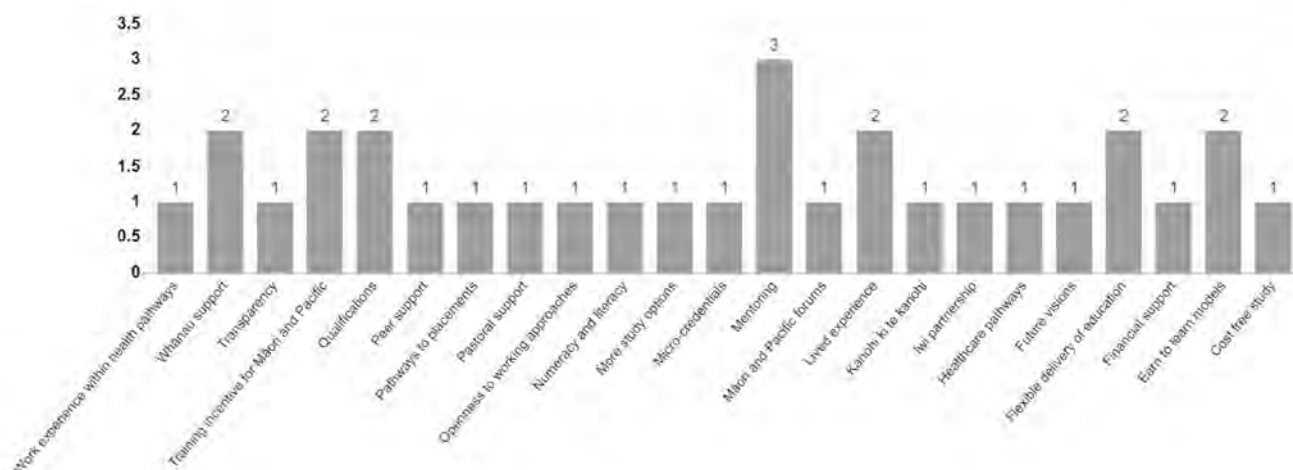
Attendance Register

| | |
|---|----|
| Industry (Peak Body, Unions, Social Service - Masterton) | 10 |
| Provider (All providers of vocational training) Masterton | 2 |
| Government Agency | 2 |
| TEO (Tertiary Education Organisation) | 1 |

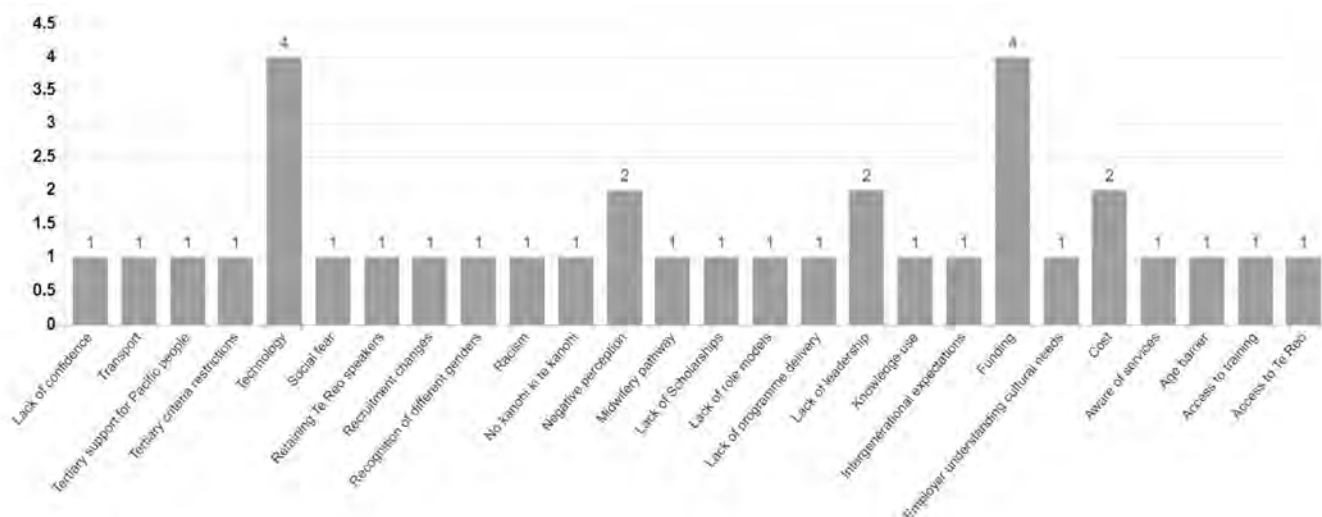
Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport



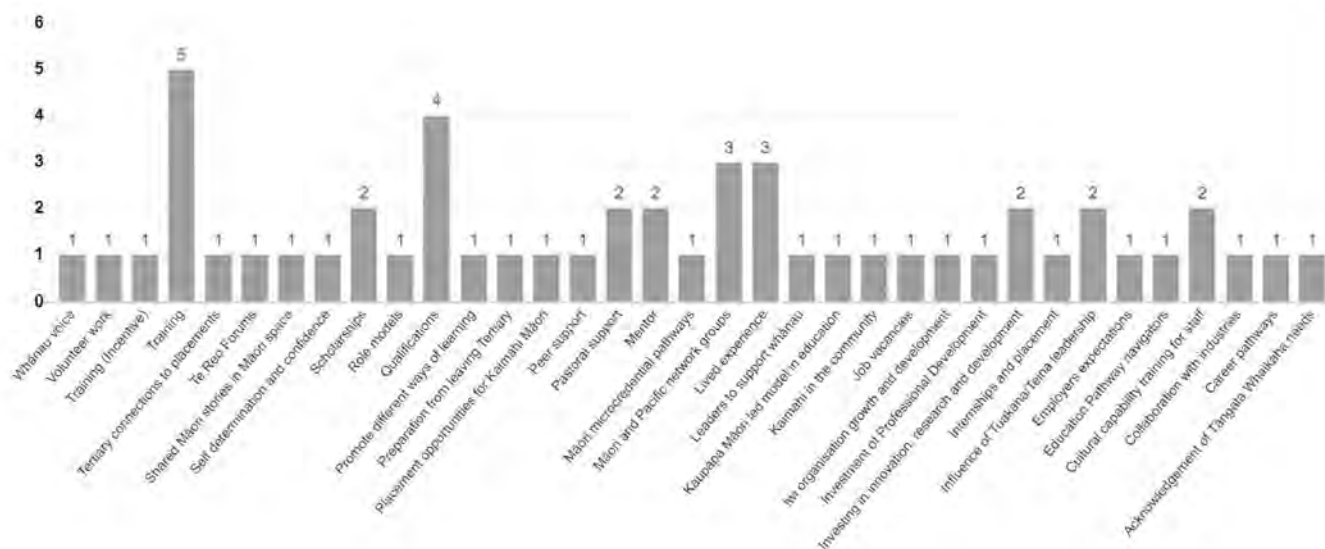
Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



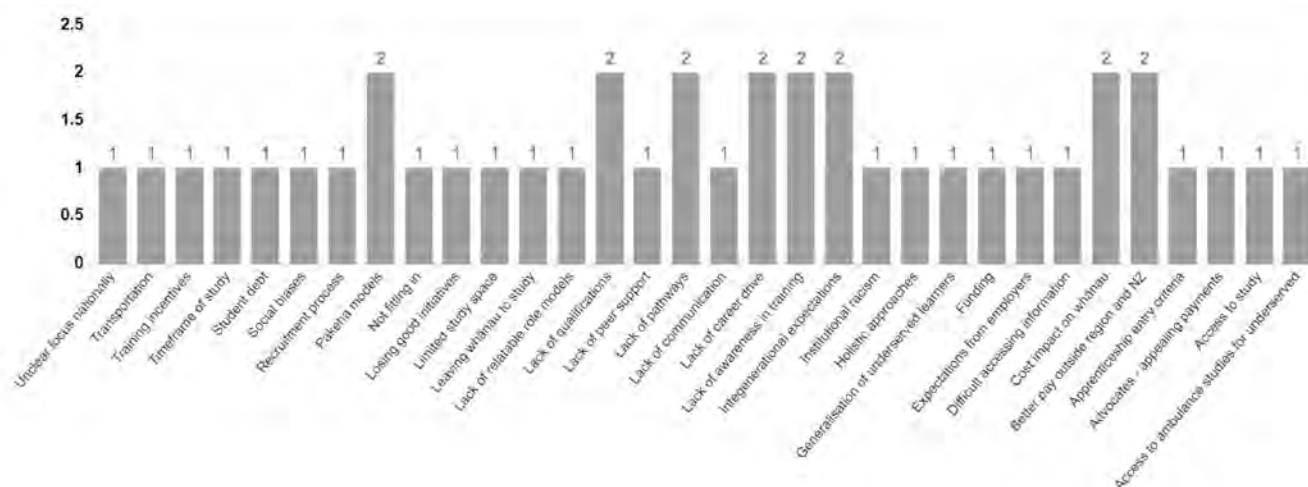
Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



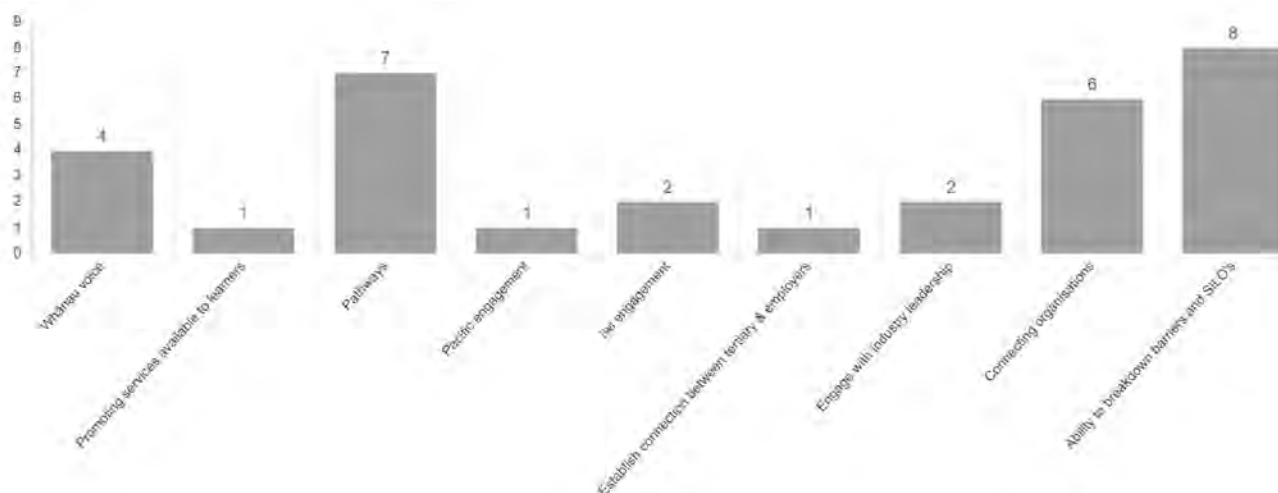
Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



Patai 4, What would successful engagement look like with Toitū te Waiora?



Other Feedback

Education

For education services within the Wairarapa we have UCOL/ Te Pūkenga, Makoura, Arm forces and Career Force but these can be both enablers and barriers.

More vocational educational pathways and options in our Kura Kaupapa and Whare Kura are needed. There are not many options for Kura rangatahi to expand on after their journeys through the education system that enhance Māori and Tikanga.

There needs to be flexible delivery of education platforms face to face as well as online options. This also means a variety of programmes to be offered that allows people to transition into degree programmes and the possibility to have mixed delivery models.

There is no University in the Wairarapa students must travel to Wellington to attend a solution could that a service or link to the university could be up here so those whānau that want higher education can access this.

Earn to learn models (There was a good discussion around offering a range of qualification in different areas of Health and Education where you can work four days a week and do 1 day of theory) The benefit of this training allows people to work, earn and put theory into practice. Same concept as an apprenticeship however in areas where apprenticeships are not offered. This is attractive and appealing to whānau that need to earn money but want to train or gain a qualification for themselves. There are endless opportunities if we can provide these types of qualifications in small areas such as Masterton. To enhance this model there needs to be different methods of assessment models to ensure we accommodate for a range of whānau for example written, discussions, video's...enhance the use of technology especially the range of platforms that can be accessed. A barrier is though the in some areas of the Wairarapa there is lack of Wifi for whānau to access.

More Micro credentials are needed in all areas of Health and Education that build on qualifications while still earning. This will make study more attractive training rehab assistance is needed in the Wairarapa. Is there a possibility to create a qualification for training assistance.

Specific Māori, Pasifika, Tangata Whaikaha mentorships are needed (WaiHealth Skills).

I heard that there is a loss of momentum in training providers due to no incentive to earn as you learn. Another common theme is paid placements and Micro-credentials to help sort some of the lack of interest in training in the Wairarapa.

Listening to possible stories of who have taken risks and have succeeded, this is the same theme as Pest Management they would like shared individual career stories told to fight widespread misconceptions about their industry this could be a strategy used to attract more people into this industry.

One comment was that industry training can start at level 2 or 3 and work up to level 4.

The cost of study and loss of income for mature adults is not appealing something needs to be done to attract them into study as they hold a lot of knowledge and skills already. Pay learners to learn (some must give up low paying jobs to be students. There is a lack of local training institutions in the Wairarapa.

Social services

Four years for a social work qualification is too long, need to look at pathways to different areas of social work bespoke to the rohe. Cost of training impacts whānau living need to think smarter on how qualifications can be gained at the same time as earning.

Provide wrap around support for study in the Wairarapa, could specific service provide this for Māori? There are only 37% of Māori and Pacifica staff at UCOL more Māori and Pacifica staff are needed to support Māori and Pacifica students. Whānau advocacy is needed for rangatahi in terms of giving more career options. Māori and Pacifica trade training incentives to be activated within the Wairarapa (Hera's patai what is available in the Wairarapa now). Good leaders to lead and support whānau, are needed within the community. Restricted funding schemes and support for Tanagata Whaikaha are evident in the Wairarapa. More Māori and Pacifica focus groups are needed within the Wairarapa to support ongoing learning and training for rangatahi Māori and Pacifica whānau. Reliable role models are needed within the area as support into training. (Common theme). Main areas that need to be dealt with are as identified by (Hauora- IMPB), Racism, Bias, Cost, Wifi, and Transport.

There is lack of Tertiary choices within the Wairarapa and lack of how to deliver programmes. Pacifica teen pressure to find uni pathways, is there a possibility that a bespoke pathway can be designed to relieve this pressure.

Health Services

A lot of vacancies in Ambulance sector, Micro- Credentials attached to a qualification may attract more ambulance officers.

Mentorships offered in conjunction with health industries in the Wairarapa. This would allow whānau to work to earn which would hopefully attract them to an industry that they would like to work in. This was a comment made by Waihealth Skills. This was a shared discussion that mentoring and pastoral care are needed to support all forms of training within health areas. Options of allowing to train on the job is being mentioned several through-out this hui.

Tuakana/ Teina Māori nursing pilot programme to be written and run by Māori nurses but inclusive into mainstream hospitals.

Paid internships and placements will attract more services into health services especially where there is need which is:

- Mental Health
- Alcohol and Drugs
- Māori midwifery
- Midwifery
- Nurses
- Doctors

There is evidence that some places offer internships in some areas within the Wairarapa but attached to the internship is a bonding component that ties whānau into the area for 2 to 3 years after they have finished their training this aspect can either stifle or grow students in these roles. It is seen as both an enabler and a barrier. UCOL have connections with Iwi and Pacifica but would like to enhance these connections through partnerships. There needs to be a special interest group.

Iwi

Investment into Professional Development will enhance the learning of employees with Iwi Māori especially around tikanga and mihi whakatau and how to deal with Māori students, whānau, Iwi, hapū and Māori business.

Enabler- is having Iwi grant scholarship distributed through-out Wairarapa. Bespoke qualification tailored to the pūrakau of Wairarapa working with Iwi. Micro- credential in tikanga Māori Wairarapa based only. Is a Paramedic considered as a career in Māori and Pacifica communities? There are no enablers for Māori, Pacific and Tangata Whaikaha when accessing employment in the ambulance sector (Wairarapa). Whānau perception that University is the best... how can we change the mindset of whānau as the models of universities do not accommodate for Māori and Pacifica whānau in terms of how they learn. Narrow focused.

Ambulance services Wellington, becoming regulated has provided challenges to recruit, Pest control services have no career pathways key issues with workforce is literacy and needing a pathway to support ongoing workforce development with adult literacy.

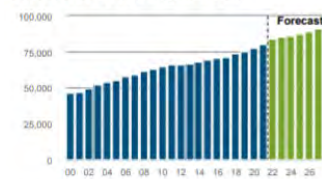
Toitū te waiora combined

WELLINGTON REGION

How many people worked in the sector in 2021?

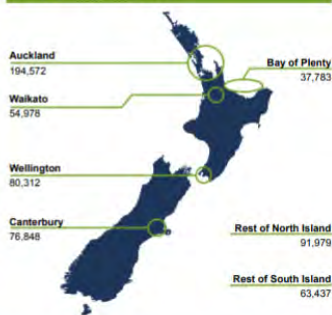
80,312 filled jobs

26.4% of 303,919 in Wellington Region



| CHANGE PA | 2016-2021 | 2022-2027 |
|--------------------------|-----------|-----------|
| Toitū te waiora combined | 2.7% | 1.7% |
| Total Wellington Region | 2.0% | 1.2% |

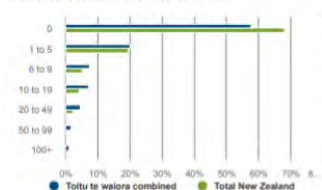
What regions do people work in?



How many businesses were in the sector in 2021?

67,976 business units

11.4% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

21,656 jobs: top 5 occupations

27.0% of total Toitū te waiora combined in Wellington Region

| OCCUPATION | LEVEL 2021 | CHANGE 16-21 22-27 (F) |
|--|------------|------------------------|
| Primary School Teacher | 5,242 | 1.8% -0.2% |
| Personal Care Assistant | 4,731 | 2.0% 2.2% |
| Registered Nurse (Medical) | 4,039 | 2.8% 2.1% |
| Early Childhood (Pre-primary School) Teacher | 3,936 | 2.3% 1.0% |
| Secondary School Teacher | 3,709 | 2.0% 2.9% |

How many people are likely to be in new roles in the sector between now and 2027?

31,959 Total job openings

Total Wellington Region: 112,652

Total job openings (2022-2027) consists of:

- New jobs: 11,015
- Net Replacement job openings: 20,944

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).



Toitū te waiora combined

WELLINGTON REGION

How many people were self-employed in 2021?

5,451 Self-employed

Workers in the Toitū te waiora combined are less likely to be self-employed than workers in Wellington Region as a whole.

6.8% self-employment rate

Total Wellington Region: 15.6%

How productive was the sector in 2021?

\$7,326m GDP

16.8% of Wellington Region GDP

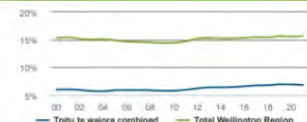
| CHANGE PA | 2016-2021 | 2011-2021 |
|--------------------------|-----------|-----------|
| Toitū te waiora combined | 3.3% | 2.3% |
| Total Wellington Region | 2.1% | 2.1% |

\$104,767 GDP/FTE

Total Wellington Region: \$160,917

0.2% P.A. change from 2016-2021.

Total Wellington Region: -0.1%.



What was the age profile of workers in 2021?



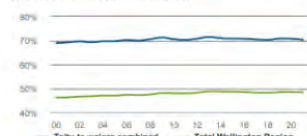
What was the ethnicity of workers in 2021?



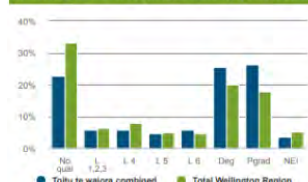
How many workers were female in 2021?

70.2% female

Total Wellington Region: 48.3%



What were the workers highest (post school) quals in 2021?



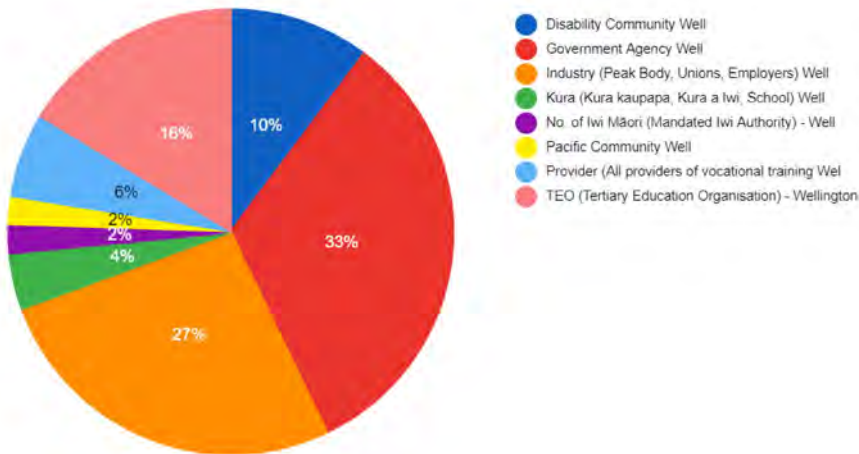
How many hours were spent working in 2021?



Te Hikoi o Toitū te Waiora Wellington Central



Wellington Centre Attendee Organisation



Attendance Register

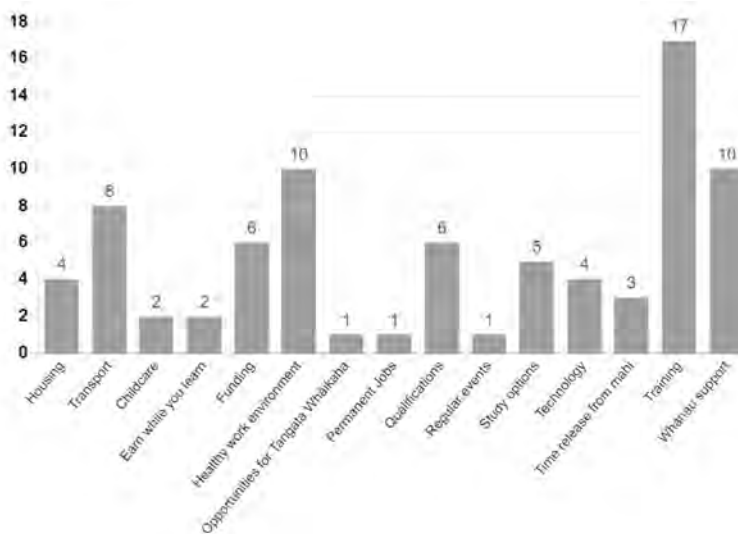
49

No. of Attendees in Wellington Central

Attendance Register

| | |
|--|----|
| Pacific Community Wellington | 1 |
| Disability Community Wellington | 5 |
| Kura (Kura kaupapa, Kura a Iwi, School) Wellington | 2 |
| Government Agency Wellington | 16 |
| Industry (Peak Body, Unions, Employers) Wellington | 13 |
| Provider (All providers of vocational training Wellington) | 3 |
| No. of Iwi Māori (Mandated Iwi Authority) - Wellington | 1 |
| TEO (Tertiary Education Organisation) - Wellington | 8 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport

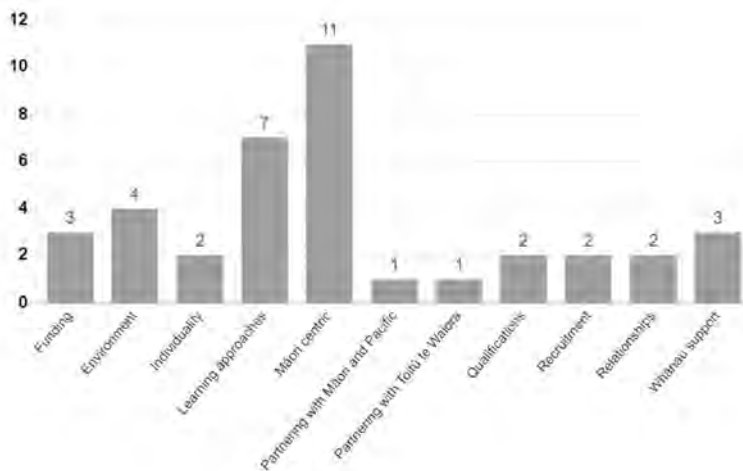


Patai 1. Narrative

Identified what support is required within your region to ensure a sustainable workforce.

The clearly heard a requirement is around training, accessible training for those in employment, cultural training, management training and questions around how to make training more attractive with tools and automated processes.

Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



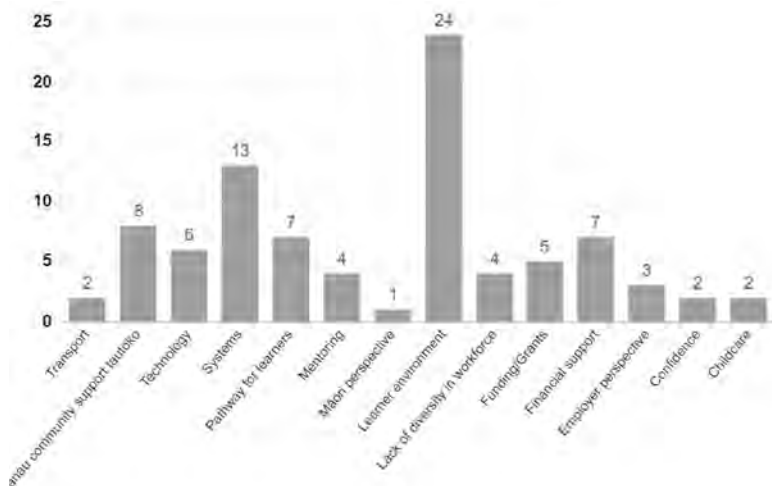
Patai 2, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational education pathways and qualifications within your area?

It is clear that Māori centric learning is important, kanohi ki te kanohi, supporting the whole person, with connection to whānau, hapu and iwi.

Focused learning approaches were highlighted, an environment that learners can access and the approach that learning is an investment. Understanding a clear vocational pathway and support for the learner by a likeminded peers.

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



Patai 2, Barriers - Narrative

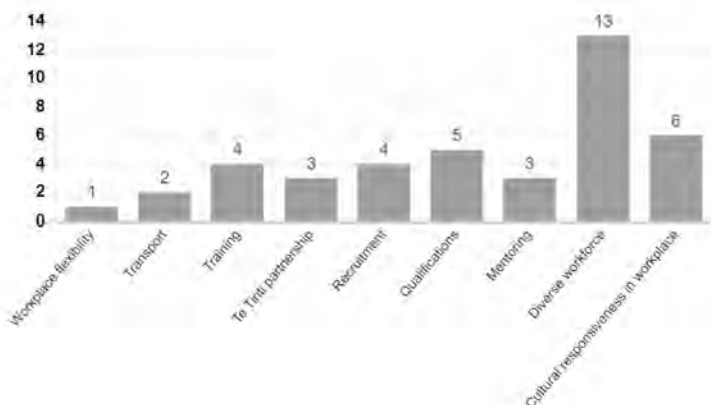
What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

Learning environment was identified as the biggest barrier. Acknowledging that one size doesn't fit all, and requires a blended delivery method, people and facilities need to be accessible and the feeling of there being a lack of time.

Support needed for students to keep them engaged in their chosen programme.

Systems are too structured, ambiguity in language and the way we frame things. The use of jargon and sophisticated language when communicating.

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

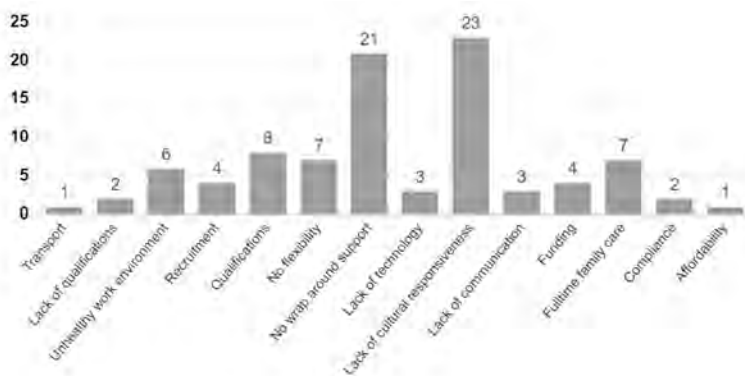


Patai 3, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

It is seen as an enabler to have diversity within the workforce and distinct plans for working with Māori, Pacific People. Able to share stories and having self-belief that they belong.

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



Patai 3, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

There were many reflections under lack of cultural responsiveness or lack of recognisable value and discrimination. Also noted, was the lack of job opportunities for those people in our disabled community, and the lack of ability by employers/organisation to be disability friendly and appropriate.

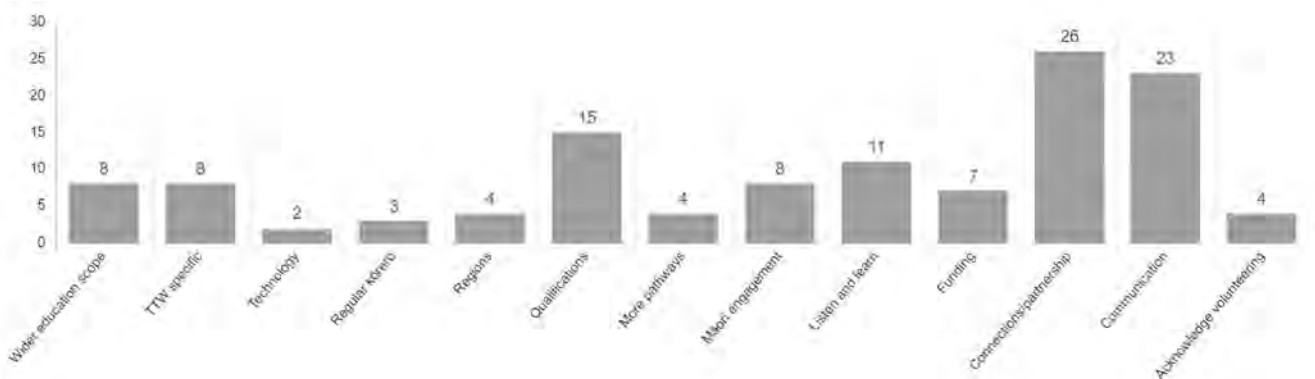
Also discussed as barriers were:

- turnover of workforce in a change environment
- pay equity
- equity in general
- building cultural capacity

Funeral services have no current provider for embalming services has been a provision of a course in last two years. There is a shortage of embalmers in NZ and a burning platform with our aging population and wait times for funeral services to respond. There is a good qualification in place it just needs a provider to provide course.

Earlier childhood, Play Centre equity with education pay and recognition.

Patai 4, What would successful engagement look like with Toitū te Waiora?



Other Feedback

Peek bodies had good insights to needs across their industries and want to follow up for their specific focus areas around skills and qualification gaps, development of micro credential discussion and qualifications development. There were further discussions about Te Pūkenga and trauma in change in education which was more focused around the process.

"Tini ngā hua maha ngā huarahi" hui held in Poneke (Wellington) on 19 October 2022. The aim of the hui was to connect key people working in the Hauora and Education Ecosystem to build relationships across Māori health, social care and education workforces. To discuss and reflect on what conditions are needed to build a solid Māori health and social care workforce and sustain it. The key principles to these relationships and interconnectedness will be collaboration information sharing, joint aspirations and aims. The Range of perspectives such as (but not limited to):

- Māori health and social care workforce development
- Rangatahi - STEM
- Tertiary Education Programme development – Rangatahi Māori entry into health careers
- Vocational Education: Micro credential development, L2-6 programme development and delivery
- Design, development, and delivery of Mātauranga Māori Education
- Health and social care service delivery across primary, secondary, and tertiary care realms
- Māori clinical professional development and training
- Kaiawhina and Māori community workforces
- Māori Health and wellbeing
- Mental Health and addiction, public health
- Māori health professional network leadership
- Māori lived experience
- Capacity building of whanau, hapu, iwi and communities and organisations
- Whanau ora
- Iwi leadership
- Family violence, sexual violence
- Māori health and social service development and delivery
- Evaluation and research

Discussions regarding who is our workforce? How do we look after the integrity of Mātauranga Māori, NZQA exploring this next year. Investing in our workforce, pastoral care of the learner, the new workforce looks like a whanau, team approach rather than an individual. Having own body for lived experience workforce, growing our own workforce, setting our own standards of being mindful of burn out and wellbeing of workforce.

Māori carry a heavy burden, and their roles can be taxing, joining up and collaboration across the system is important alongwith capability within organisations, having good role models in leadership, planning for sustainable leadership workforce, transitioning looking at who are going to be the future educators of the Māori workforce. Changing the narrative, utilising data to tell the story, data is important. Recognition of prior learning and skills.

Lived experiences and to learn from the disrupters to move forward no matter what Government is in at the time. Learn from models that have been successful in the past, eg Kohanga Reo, whanau led, Kura Kaupapa, Māori workforce is broad and wide.

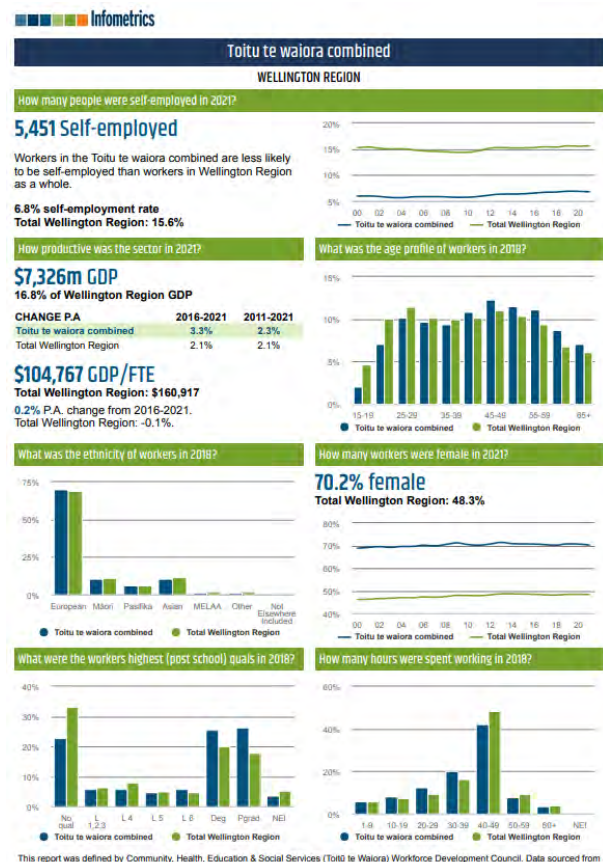
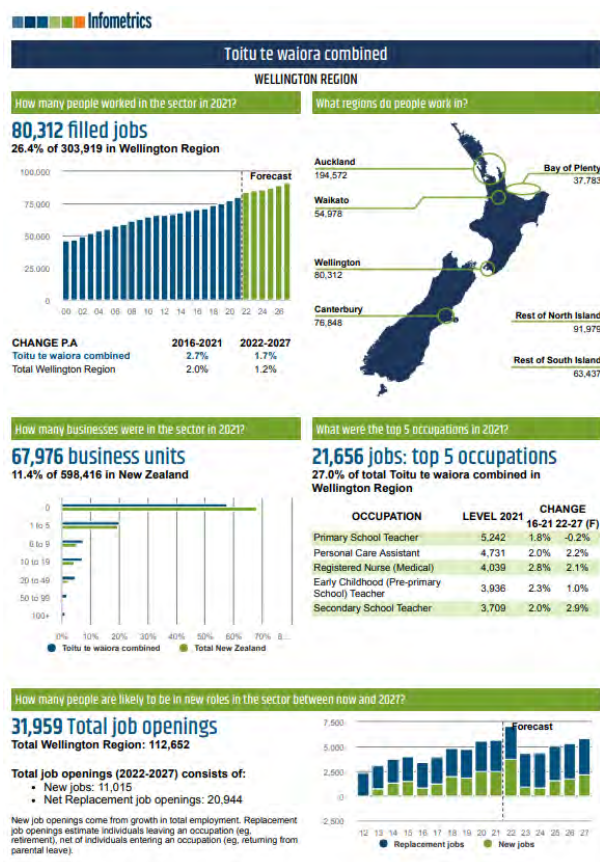
There is a program that MOE fund to help connect Kura tamariki to different topics. Connecting a few tamariki to a digital initiative driven by a small Māori business on the Coast around the preservation of Pūraku bespoke to different rohe. There is an app that can be accessed on the phone as you go through particular towns.

We heard a query regarding standards and or qualifications for loading people in wheelchairs into vehicles. Some follow up needs to be done to determine if there is a standard or qualification for taxi drivers and ambulances.

Issues for autism, FASD, and neuro diversity regarding the lack of specialist services due to the need for a standard and qualification to serve people with those conditions.

There were general conversations about definitions of disability which has come up several times at other roadshow hui indicating a need to define what the sector and WDC's need to do to work on a clear definition for workforce outcomes.

We hear that there is a desire to continue to build relationships to share information across the motu.



Wellington City

How many people live in Wellington City?

217,000 Population in 2021
4.2% - share of New Zealand population



161,600 15-64 yrs in 2021
3,334,900 - New Zealand working age population

How many people are employed in Wellington City?

174,340 Filled jobs in 2021
6.7% - share of New Zealand employment



1.7% annual growth 2016-2021
2.1% - New Zealand employment growth

What industries are they employed in?



What are the fastest growing industries?

| Industry | Employment 2021 | annual % ch. 2016-2021 | annual % ch. 2022-2027 (f) |
|--|-----------------|------------------------|----------------------------|
| Agriculture, Forestry and Fishing | 205 | 0.0% | -0.1% |
| Public Administration and Safety | 32,588 | 5.8% | 3.2% |
| Construction | 7,704 | 4.8% | 0.3% |
| Electricity, Gas, Water and Waste Services | 1,276 | 2.6% | 0% |
| Other Services | 6,480 | 1.8% | 0.5% |

How hard is it to find work in Wellington City?

5.1% Unemployment rate in 2021
4.7% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

8.2% NEET rate in 2021
12.7% - New Zealand NEET rate



This report was developed by Growthlink, Health, Education, Skills, and Enterprise Development Council. Data

These sheets from Infometrics are showing the combined Toitū te Waiora sectors only.

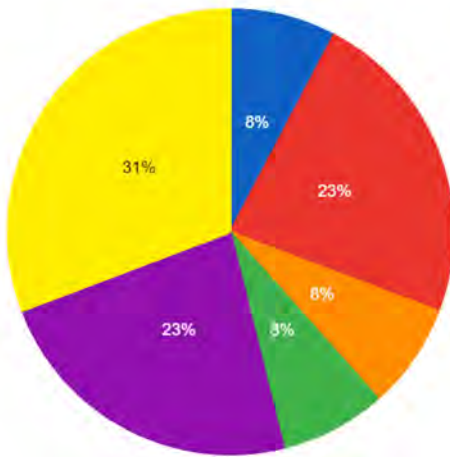
Team of Toitū te Waiora, thank you for your participation



Te Hikoi o Toitū te Waiora Wairoa



Wairoa Attendee Organisation



- TEO (Tertiary Education Organisation) - Wairoa
- Kura (Kura kaupapa, Kura a Iwi, School)- Wairoa
- Iwi Māori (Unmandated) - Wairoa
- Iwi Māori (Mandated Iwi Authority) - Wairoa
- Industry (Peak Body, Unions, Employers)-Wairoa
- Government Agency - Wairoa

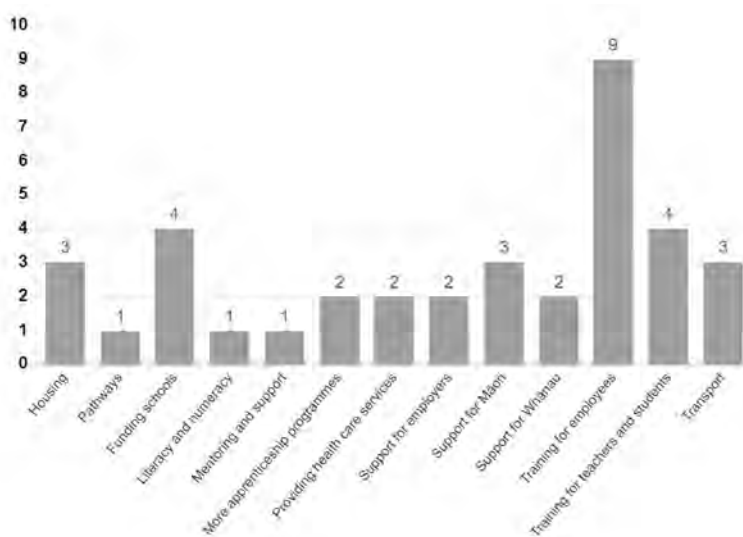
Attendance Register

13
No. of attendees - Wairoa

Attendance Register

| | |
|---|---|
| Iwi Māori (Mandated Iwi Authority) - Wairoa | 1 |
| Iwi Māori (Unmandated) - Wairoa | 1 |
| Kura (Kura kaupapa, Kura a Iwi, School)- Wairoa | 3 |
| Government Agency - Wairoa | 4 |
| Industry (Peak Body, Unions, Employers)-Wairoa | 3 |
| TEO (Tertiary Education Organisation) - Wairoa | 1 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport



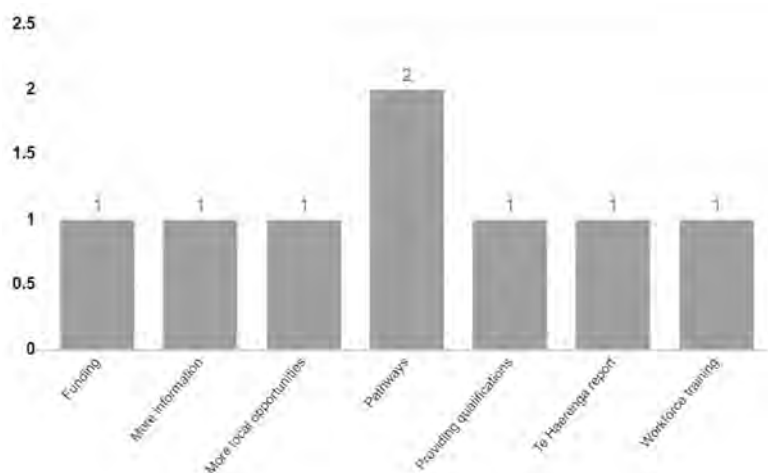
Patai 1. Narrative

Identified what support is required within your region to ensure a sustainable workforce.

Earn while you learn would be a great incentive to help encourage more whānau into the workforce making this sustainable for Wairoa.

There is a desire for more training motivation, opportunities and support for employees in a workplace setting. This is important to be able to upskill, grow and develop the workforce and remains an essential driver to job satisfaction and confidence.

Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



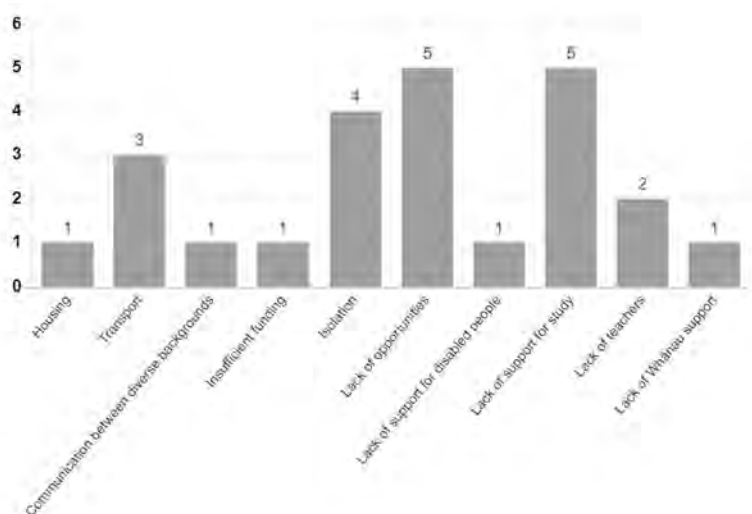
Patai 2, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational education pathways and qualifications within your area?

There are various enablers captured with pathways being at the top. Pathways communicating what you need to achieve a vocational pathway focusing on rangatahi and more opportunities for all.

Te Haerenga report was shared with us at this hui. The importance of this report is that it has all community voices and the person who conducted the report was local. It was emphasized at this hui that many of the education issues that Wairoa faces are within this report. There needs to be different models of delivery for rangatahi to become involved in any study, it is too hard for the township to stick to one mode of delivery. Courses that don't require a minimum number of students to fund need to be offered, this is not about "bums on seats" this is about growing the workforce that rangatahi are interested in. This will allow options within Wairoa for all whānau.

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

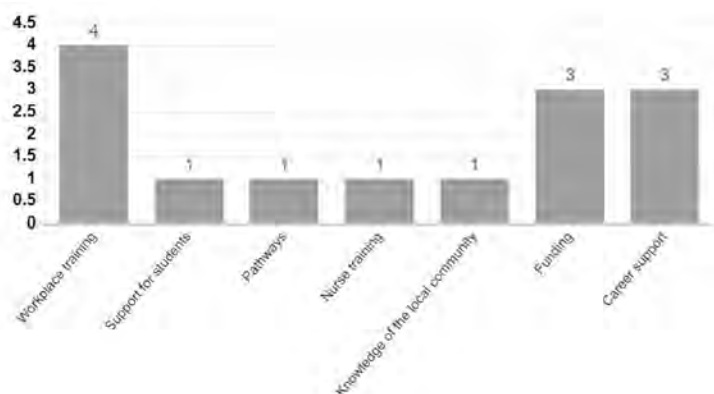


Patai 2, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

A range of barriers identified, lack for support to study, opportunities and that that isolation is a barrier when there are insufficient transport options for kaumatua/kuia and rangatahi.

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

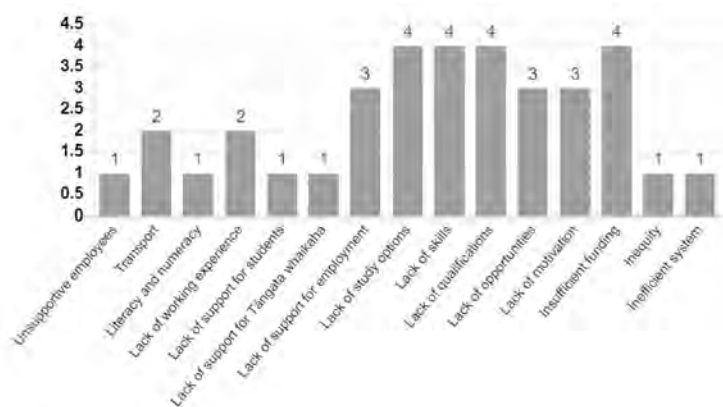


Patai 3, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

It was noted that an enabler was some good support for student and nurse training in Wairoa. Along with boosted funding streams.

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



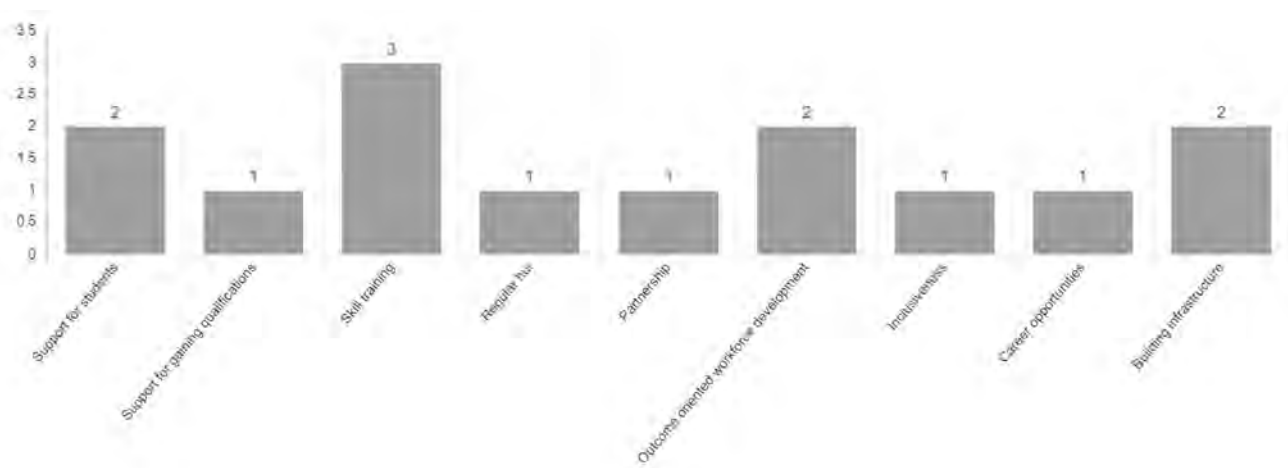
Patai 3, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

Once again showing that the barriers accessing employment where the lack of study options, skills, qualifications and insufficient funding.

There was a point raised that money going through the pokies is not being re-distributed back onto the community and questions raised, where is it going.

Patai 4, What would successful engagement look like with Toitū te Wairoa?



Other Feedback

Social services

There is no van to transport kaumatua/kuia to do their shopping or travel to Napier for hospital appointments. This is a big need in this community as many of the kaumatua/kuia are isolated when going to Napier. Equity is not equitable in Wairoa. Wairoa is a strong community, they know their numbers, they know who they are, and they know what they need. The township of Wairoa and the whānau within have been used for case studies time and time again. Nothing becomes of the case studies, there is no action. Toitū te Wairoa was held to account by an Iwi member about what are we going to do after the collection of voices what are our actions when are we coming back. It was evident that the whānau of Wairoa want to engage, but it was mentioned that once again people take their insights and knowledge, they don't return. The question was asked, what will we give back to this rohe once we have stepped away.

There needs to be a night shelter for people to go to as there are too many homeless whānau on the streets. Wairoa is made up of 87% Māori, high use rates of methamphetamine and school dropouts. Highest methamphetamine use per capita in the country (8 times more than National average in water supply). More support in Wairoa is needed for smaller businesses. More networking, opportunities for peer training is needed from other regions. Accessible, separate resourcing is needed for counselling for rangatahi. Many employees are disconnected from training providers. How Toitū te Wairoa can engage with the community of Wairoa:

- Regular updates to be sent to the region about what we are doing
- Workforce development inform the purpose of this mahi
- Recruitment options
- Work in partnership from the start to the end inclusive of the processes
- Work with the qualifications team to look at options of Vocational Educational Pathways
- Relevant skill building in qualifications (step level qualifications)
- Local training (learning centre that helps with the development of meaningful careers)

Tāngata Whaikaha

Wairoa has limited to no enablers for Tāngata Whaikaha. They have no vans to transport tamariki to appointments, schools, and hospital appointments. There is a big need for a van with a hoist for whānau in Wairoa Health. Many employees are stretched within health services to help whānau in these areas. Wairoa has been chosen as a prototype for apprenticeship models within the Health System. However, the models are not evident, and the question asked is can they be developed. Wairoa was chosen as one of 9 prototypes for a locality plan which is happening around this mahi as it is sitting with the community who are putting a plan together. More skilled nurses and clinicians are needed to support training within Wairoa including the maternity sector. Nursing school to be set up to sustain nurses within the area respite care facility needed for whānau in Wairoa Qualifications.

Pathways

There are lack of qualifications and optional pathways within Wairoa. This is evident within the stickies of Patai 2. There needs to be more micro- credentials offered to provide Wairoa with more employment options and to sustain the workforce within the township. Through the "question and answer" session there was a korero based around a proportion of Wairoa that have disengaged rangatahi. There are not many options for study and when there is, they can only access study through correspondence which doesn't meet the needs of this community. There needs to be qualifications offered in Wairoa that are bespoke to the region. These were mentioned:

- Nursing programme
- More vocational education pathways options for whānau and rangatahi
- A Lifeskills, plantings and Rongoa qualification bespoke to the teachings of Māori hauora but again bespoke to Ngātikahungunu
- Corrections training
- Covid response workforce, where does this fit on a pathway and how can whānau be recognised for their contributions

Education

Apprenticeship models needed within the health space in Wairoa to support and sustain the workforce within this rohe. Wairoa needs suitable qualified young corrections people. There is a trainer already in Wairoa who trains probation officers for 6 months but there is no recognised qualification attached once this training is finished. There needs to be more funding in Wairoa to fund apprenticeships for teachers in training as there are not enough teachers. There are no Charter Schools in Wairoa. They need to fund more teacher aids to work in schools with troubled rangatahi and tamariki that have reading, writing and behaviour difficulties. There is lack of engagement with whānau and tamariki in schools. More pastoral support for learners in Wairoa needed to encourage and sustain students in their qualifications or else they lose motivation. Fees free training is needed as an incentive for whānau.

They wish the putea would just be given to their community so they could arrange themselves for their needs to be met. Lack of services, lack of options for rangatahi, who often have not been in school since year 7 and year 8. There are only three Mental Health clinicians for 8000 people within this rohe and those same three people also take turns doing after hours call outs. It is hard to attract workforce to Wairoa.

Participants want us to return to show them what we can do for their community and also use our connections to help them resource a mobility van.

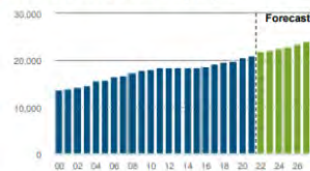
Toitū te waiora combined

HAWKE'S BAY REGION

How many people worked in the sector in 2021?

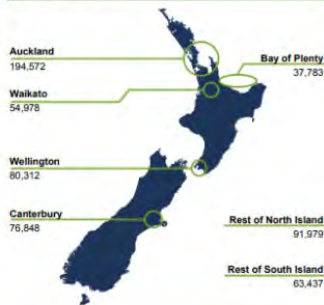
21,031 filled jobs

24.1% of 87,405 in Hawke's Bay Region



CHANGE P.A.
Toitū te waiora combined 2.4%
Total Hawke's Bay Region 1.9%
2016-2021 2.6%
2022-2027 1.2%

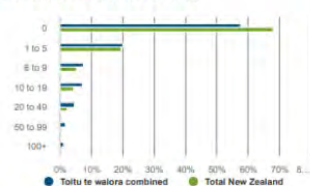
What regions do people work in?



How many businesses were in the sector in 2021?

67,976 business units

11.4% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

7,228 jobs: top 5 occupations

34.4% of total Toitū te waiora combined in Hawke's Bay Region

| OCCUPATION | LEVEL 2021 | CHANGE 16-21 22-27 (F) |
|--|------------|------------------------|
| Primary School Teacher | 1,711 | 2.2% 0.8% |
| Personal Care Assistant | 1,654 | 3.1% 3.1% |
| Registered Nurse (Medical) | 1,325 | 3.9% 2.9% |
| Early Childhood (Pre-primary School) Teacher | 1,288 | -0.5% 1.1% |
| Secondary School Teacher | 1,250 | 1.0% 3.3% |

How many people are likely to be in new roles in the sector between now and 2027?

8,533 Total job openings

Total Hawke's Bay Region: 32,837

Total job openings (2022-2027) consists of:
• New jobs: 3,049
• Net Replacement job openings: 5,483

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).



Toitū te waiora combined

HAWKE'S BAY REGION

How many people were self-employed in 2021?

1,595 Self-employed

Workers in the Toitū te waiora combined are less likely to be self-employed than workers in Hawke's Bay Region as a whole.

7.6% self-employment rate
Total Hawke's Bay Region: 14.9%

How productive was the sector in 2021?

\$1,338m GDP

15.1% of Hawke's Bay Region GDP

CHANGE P.A.
Toitū te waiora combined 2.9%
Total Hawke's Bay Region 2.9%
2016-2021 1.8%
2022-2027 2.3%

\$74,409 GDP/FTE

Total Hawke's Bay Region: \$114,003

0.2% P.A. change from 2016-2021.

Total Hawke's Bay Region: 0.1%

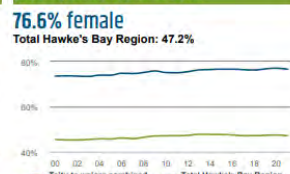
What was the ethnicity of workers in 2019?



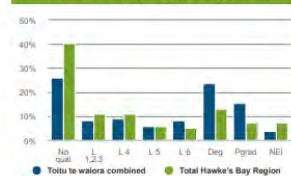
What was the age profile of workers in 2019?



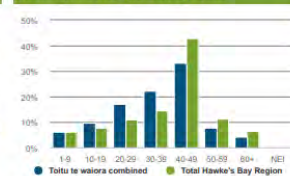
How many workers were female in 2019?



What were the workers highest (post school) quals in 2019?



How many hours were spent working in 2019?



This report was defined by Community, Health, Education & Social Services (Toitū te Waiora) Workforce Development Council. Data sourced from

These sheets from Infometrics are showing the combined Toitū te Waiora sectors only.

Team of Toitū te Waiora, thank you for your participation



Wairoa District

How many people live in Wairoa District?

9,040 Population in 2021

0.2% - share of New Zealand population



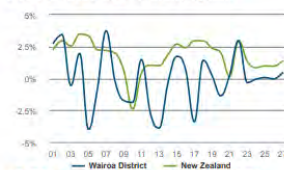
5,330 15-64 yrs in 2021

3,334,900 - New Zealand working age population

How many people are employed in Wairoa District?

3,376 Filled jobs in 2021

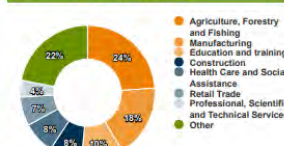
0.1% - share of New Zealand employment



-0.6% annual growth 2016-2021

2.1% - New Zealand employment growth

What industries are they employed in?



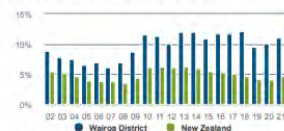
What are the fastest growing industries?

| Industry | Employment 2021 | annual % ch. 2016-2021 | annual % ch. 2022-2027 (f) |
|---|-----------------|------------------------|----------------------------|
| Mining | 7 | 19.3% | 16.1% |
| Administrative and Support Services | 42 | 9.1% | 4.0% |
| Construction | 264 | 6.1% | -1.9% |
| Professional, Scientific and Technical Services | 136 | 5.1% | 0% |
| Transport, Postal and Warehousing | 105 | 4.2% | 2.7% |

How hard is it to find work in Wairoa District?

11.0% Unemployment rate in 2021

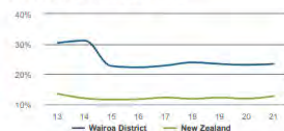
4.7% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

23.4% NEET rate in 2021

12.7% - New Zealand NEET rate

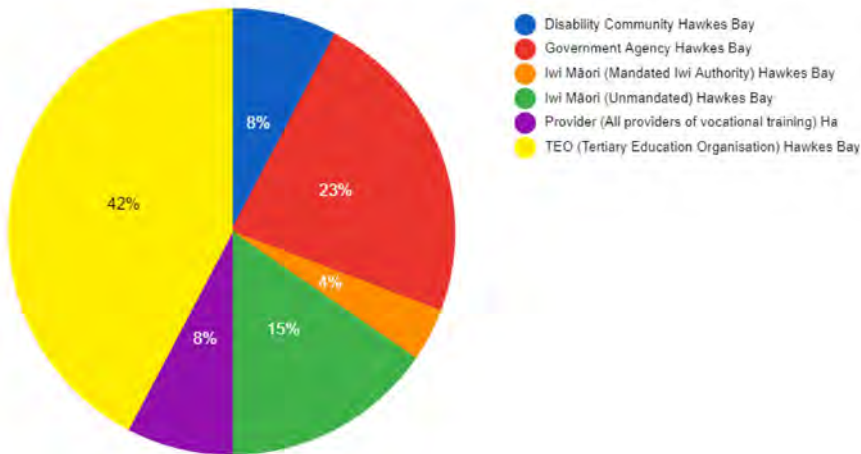


This report was defined by Community, Health, Education & Social Services (Toitū te Waiora) Workforce Development Council. Data

Te Hikoi o Toitū te Waiora Hawkes Bay



Hawkes Bay Attendee Organisation



Attendance Register

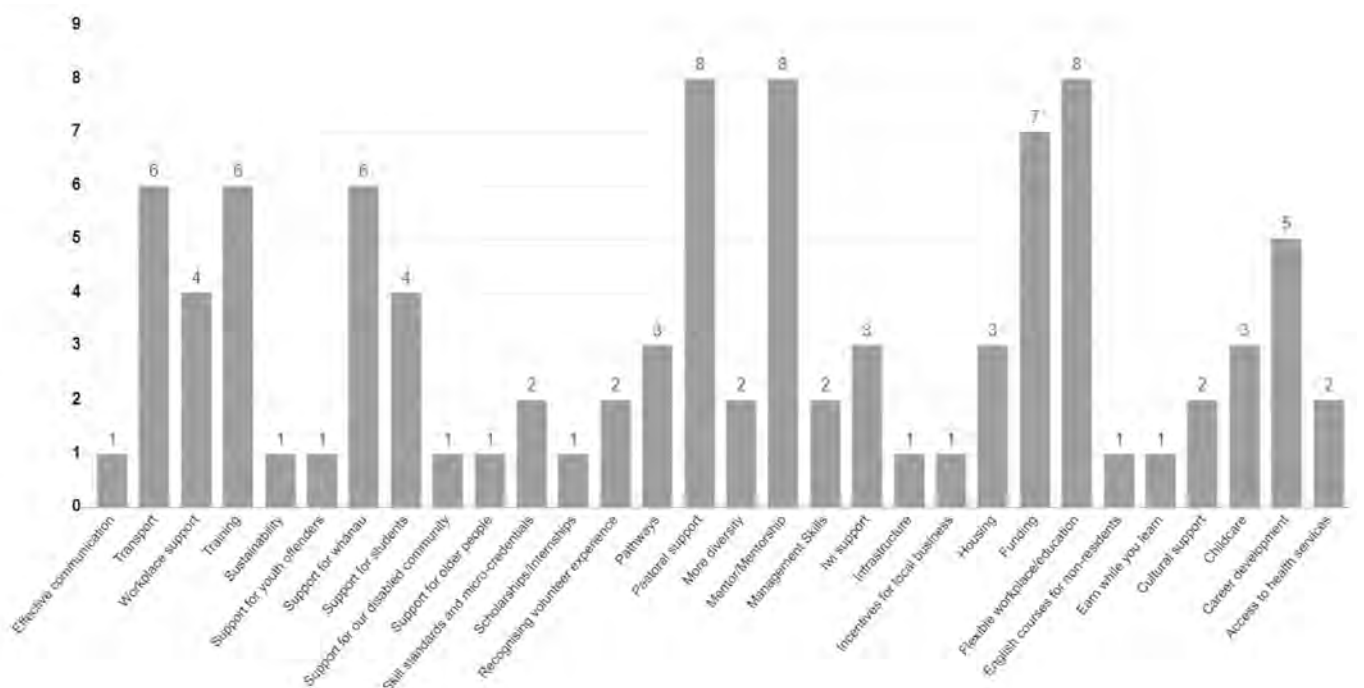
32

No. of Attendees in Hawkes Bay

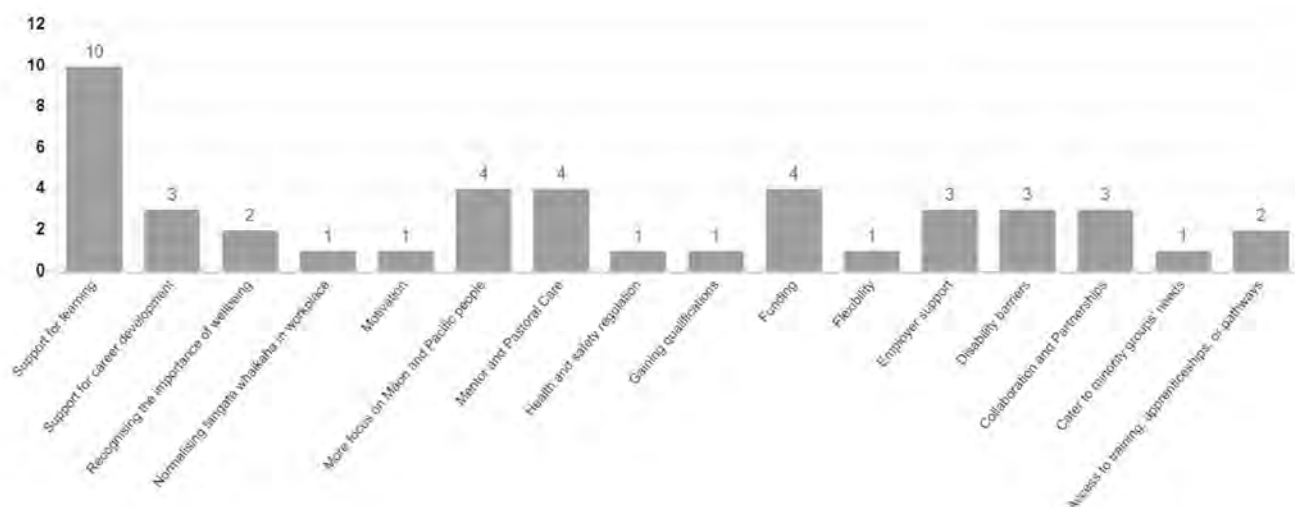
Attendance Register

| | |
|--|----|
| Iwi Māori (Mandated Iwi Authority) Hawkes Bay | 1 |
| Iwi Māori (Unmandated) Hawkes Bay | 4 |
| Disability Community Hawkes Bay | 2 |
| Government Agency Hawkes Bay | 6 |
| Industry (Peak Body, Unions, Social Service Providers and Employers) | 6 |
| Provider (All providers of vocational training) Ha | 2 |
| TEO (Tertiary Education Organisation) Hawkes Bay | 11 |

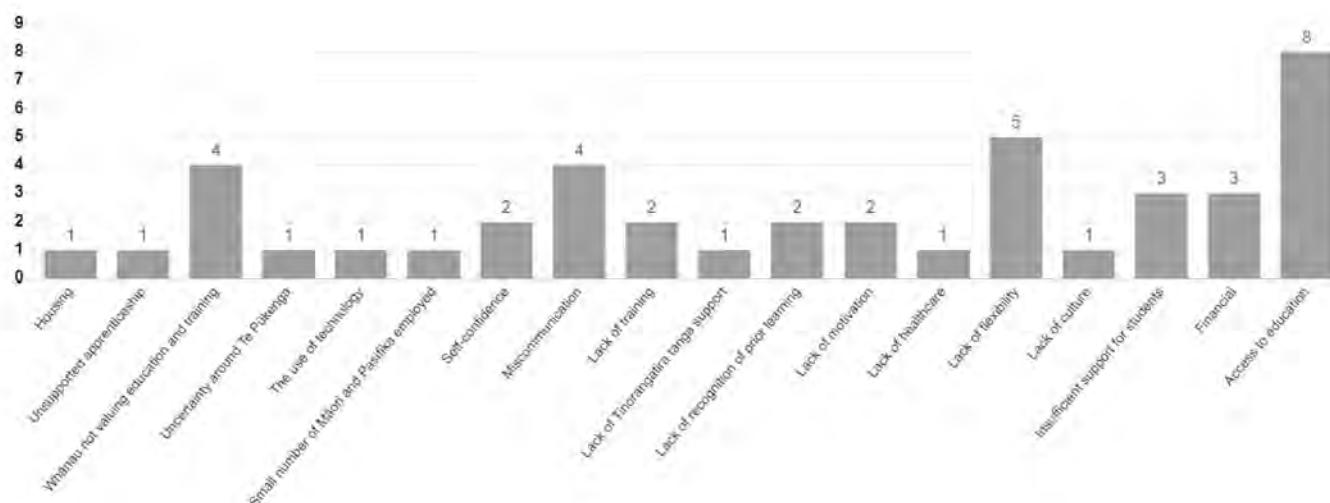
Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport



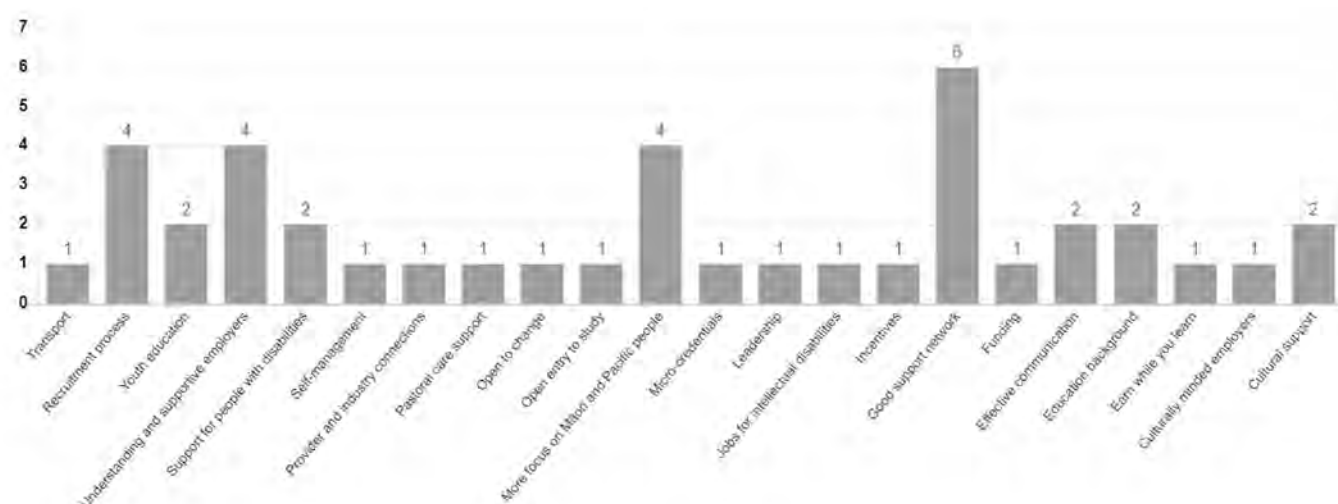
Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



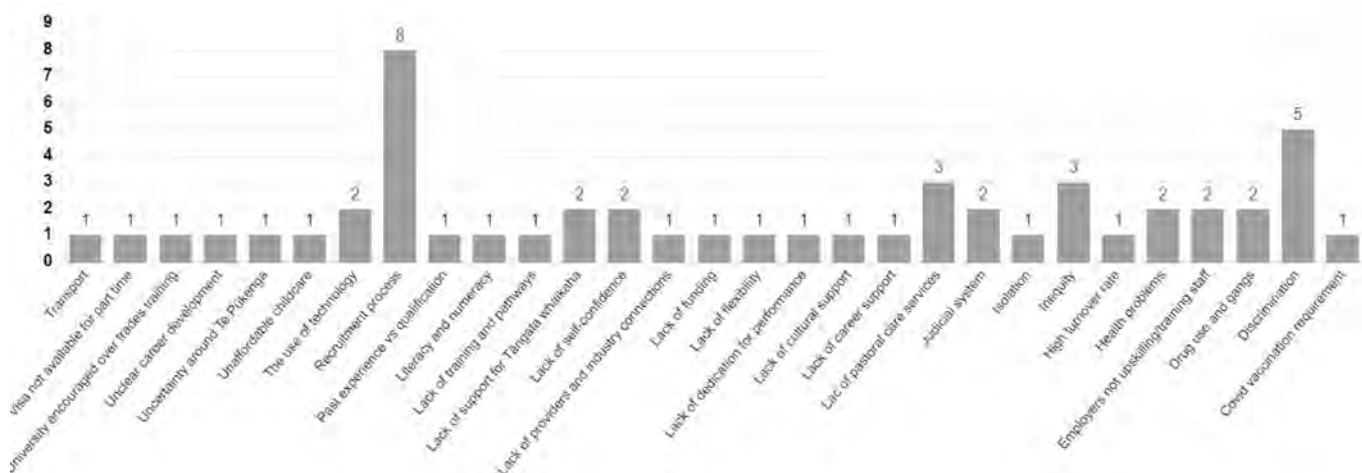
Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



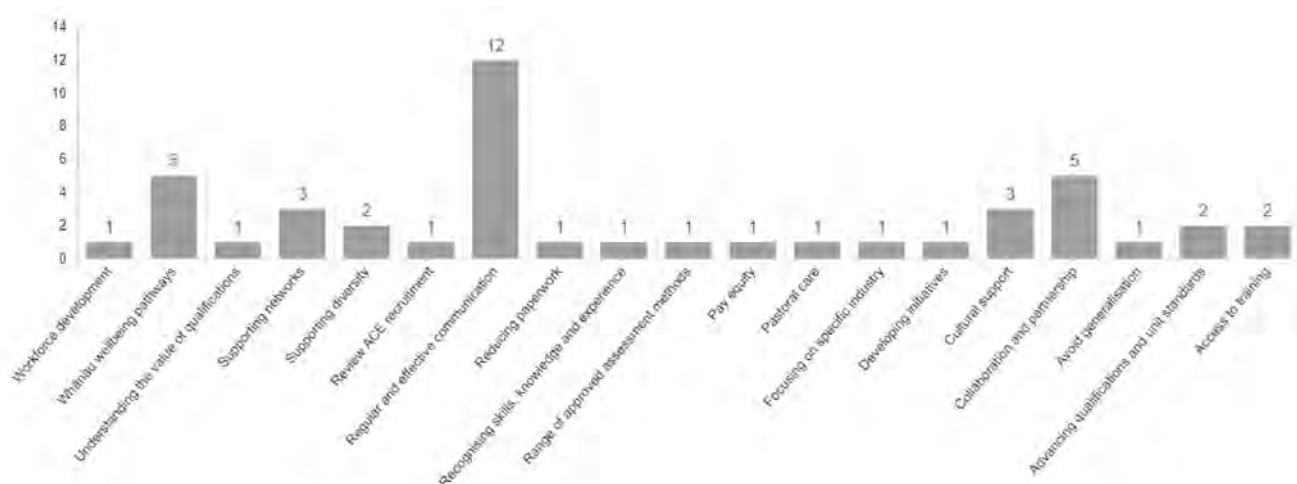
Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



Patai 4, What would successful engagement look like with Toitū te Waiora?



Other Feedback

Common themes that emerged:

- Huge workforce shortages
- The need to attract young people into a career in aged care
- Some of the barriers for employment in this region include, facial tattoos, criminal record, racist structures and systems
- The need for a qualification for young people (perhaps while still in school) to do employment skills
- The need for a pastoral care system in all workplaces including small businesses. Many small businesses do not have resources for this. Could investigate if there is a funded initiative available for small businesses
- Also, a common theme is Pastoral Care of staff micro-credential across sectors to encourage better manaaki and awhi of employees from employers

Many insights were captured in the notes from today but here are some of the consistent themes:

- Housing is a huge issue in Hawkes Bay. For a healthy workforce, they need to have a safe roof over their heads
- Transport, public transport in Hawkes Bay is limited and difficult to access. Transport to and from learning and mahi would support better outcomes
- Food, another basic need often not met in Heretaunga
- Driver's license, access to support for licensing would benefit workforce outcomes
- Pastoral care, wider pastoral care services accessible to all underserved communities in this rohe. This could look like individual support; whānau support; budgeting; social services; taxation; transport and work readiness
- Supports starts at home, strong whānau and strong communities where role modelling shows working families, non-violence and healthy lifestyles
- Resourcing for people with disabilities, there are lack of resources to support whaikaha with access to employment pathways
- Speak to the people at the coalface, to the families, to the users of services, these are the people that know what they want to see in their workforce
- Childcare, ensuring that workplaces consider access to or provide childcare
- Flexible employment contracts, hours, split shifts and job sharing
- Access to computers, IT and internet
- The importance of inclusive discussions relating to training
- To ensure priority communities are given the opportunity to co-design solutions

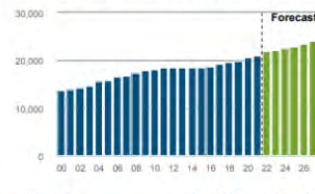
Toitū te waiora combined

HAWKE'S BAY REGION

How many people worked in the sector in 2021?

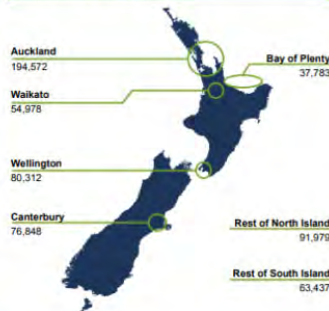
21,031 filled jobs

24.1% of 87,405 in Hawke's Bay Region



| CHANGE P.A. | 2016-2021 | 2022-2027 |
|--------------------------|-----------|-----------|
| Toitū te waiora combined | 2.4% | 1.9% |
| Total Hawke's Bay Region | 2.6% | 1.2% |

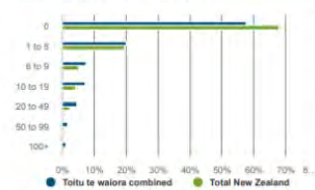
What regions do people work in?



How many businesses were in the sector in 2021?

67,976 business units

11.4% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

7,228 jobs: top 5 occupations

34.4% of total Toitū te waiora combined in Hawke's Bay Region

| OCCUPATION | LEVEL 2021 | CHANGE 16-21 22-27 (F) |
|--|------------|------------------------|
| Primary School Teacher | 1,711 | 2.2% 0.8% |
| Personal Care Assistant | 1,654 | 3.1% 3.1% |
| Registered Nurse (Medical) | 1,325 | 3.9% 2.9% |
| Early Childhood (Pre-primary School) Teacher | 1,288 | -0.5% 1.1% |
| Secondary School Teacher | 1,250 | 1.0% 3.3% |

How many people are likely to be in new roles in the sector between now and 2027?

8,533 Total job openings

Total Hawke's Bay Region: 32,837

- Total job openings (2022-2027) consists of:
- New jobs: 3,049
 - Net Replacement job openings: 5,483

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).



Toitū te waiora combined

HAWKE'S BAY REGION

How many people were self-employed in 2021?

1,595 Self-employed

Workers in the Toitū te waiora combined are less likely to be self-employed than workers in Hawke's Bay Region as a whole.

7.6% self-employment rate
Total Hawke's Bay Region: 14.9%

How productive was the sector in 2021?

\$1,338m GDP

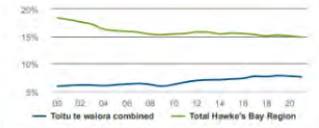
15.1% of Hawke's Bay Region GDP

| CHANGE P.A. | 2016-2021 | 2011-2021 |
|--------------------------|-----------|-----------|
| Toitū te waiora combined | 2.8% | 1.6% |
| Total Hawke's Bay Region | 2.9% | 2.3% |

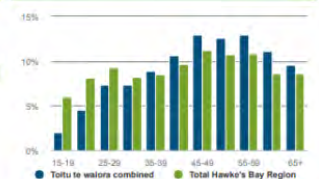
\$74,409 GDP/FTE

Total Hawke's Bay Region: \$114,003

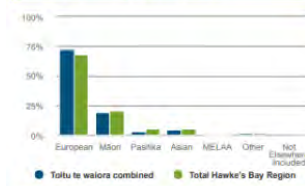
0.2% P.A. change from 2016-2021.
Total Hawke's Bay Region: 0.1%.



What was the age profile of workers in 2018?



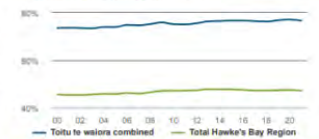
What was the ethnicity of workers in 2018?



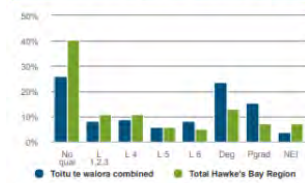
How many workers were female in 2021?

76.6% female

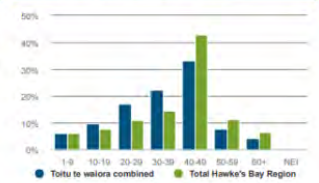
Total Hawke's Bay Region: 47.2%



What were the workers highest (post school) quals in 2018?



How many hours were spent working in 2018?



This report was defined by Community, Health, Education & Social Services (Toitū te Waiora) Workforce Development Council. Data sourced from

Hawke's Bay Region

How many people live in Hawke's Bay Region?

181,800 Population in 2021

3.6% - share of New Zealand population



111,600 15-64 yrs in 2021
3,326,070 - New Zealand working age population

How many people are employed in Hawke's Bay Region?

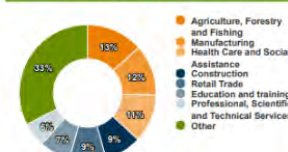
87,405 Filled jobs in 2021

3.3% - share of New Zealand employment



2.6% annual growth 2016-2021
2.1% - New Zealand employment growth

What industries are they employed in?



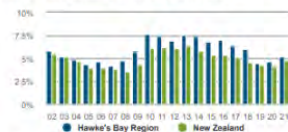
What are the fastest growing industries?

| Industry | Employment 2021 | annual % ch. 2016-2021 | annual % ch. 2022-2027 (f) |
|---|-----------------|------------------------|----------------------------|
| Electricity, Gas, Water and Waste Services | 699 | 10.3% | 0.6% |
| Construction | 7,627 | 5.9% | -0.3% |
| Public Administration and Safety | 3,863 | 5.7% | 3.1% |
| Professional, Scientific and Technical Services | 5,004 | 3.8% | 1.2% |
| Rental, Hiring and Real Estate Services | 2,049 | 3.6% | 1.6% |

How hard is it to find work in Hawke's Bay Region?

5.1% Unemployment rate in 2021

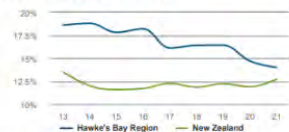
4.7% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

14.0% NEET rate in 2021

12.7% - New Zealand NEET rate



This report was defined by Community, Health, Education & Social Services (Toitū te Waiora) Workforce Development Council. Data sourced from

Infometrics

These sheets from Infometrics are showing the combined Toitū te Waiora sectors only.

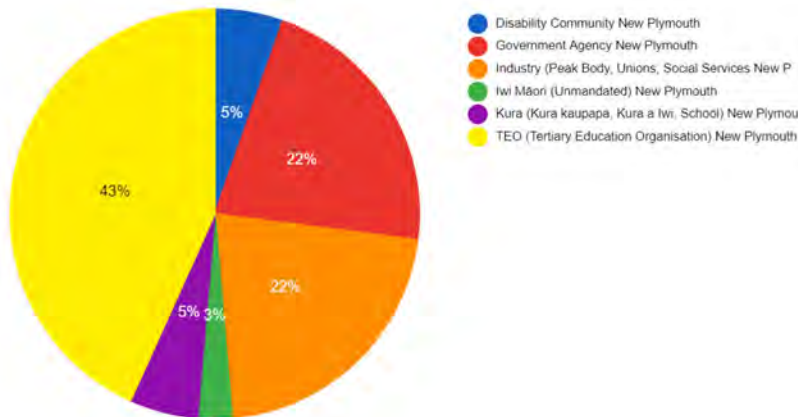
Team of Toitū te Waiora, thank you for your participation



Te Hikoi o Toitū te Waiora New Plymouth



New Plymouth Attendee Organisation



Attendance Register

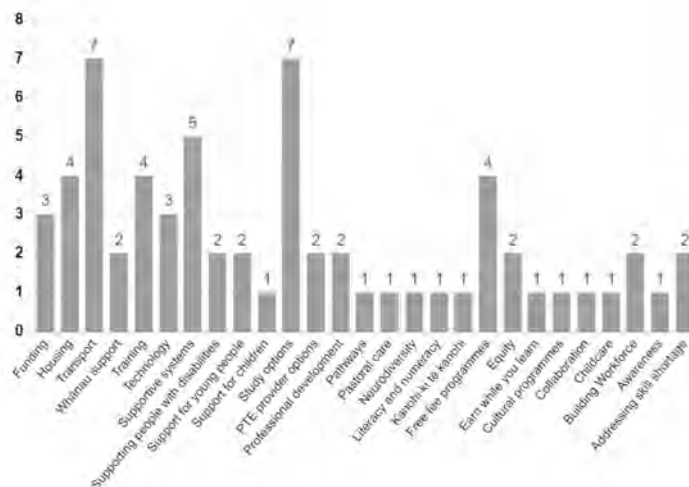
37

No. of Attendees in New Plymouth

Attendance Register

| | |
|--|----|
| Kura (Kura kaupapa, Kura a Iwi, School) New Plymouth | 2 |
| TEO (Tertiary Education Organisation) New Plymouth | 16 |
| Industry (Peak Body, Unions, Social Services New Plymouth) | 8 |
| Government Agency New Plymouth | 8 |
| Disability Community New Plymouth | 2 |
| Iwi Māori (Unmandated) New Plymouth | 1 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport

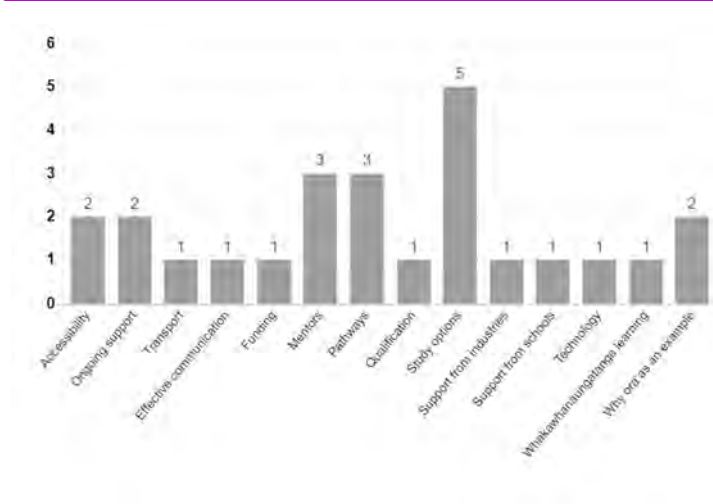


Patai 1. Narrative

What support is required within your region to ensure a sustainable workforce?

- Keen to pilot, co-design and build prototypes
- Neurodiversity, mental health, cultural
- Trauma - informed ways of working, treating behaviour rather than trauma (particularly for the non-registered workers)
- Aged Care - gaps in workforce in mental health and cultural capability
- Iwi:
 - o Recognising kaimahi that bring cultural capability with them (RPL)
 - o New taurira sometimes are more culturally capable than Kaiako
 - o Need assessors that have the ability to assess against cultural capability
- Need good transport, housing, pay parity, pathways, progression
- The need for courses / new programmes to have pathways that are generic pathways and flexible for cross crediting
- Connect vocational pathways to degree pathways - greater collaboration between WDCs and University QA

Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

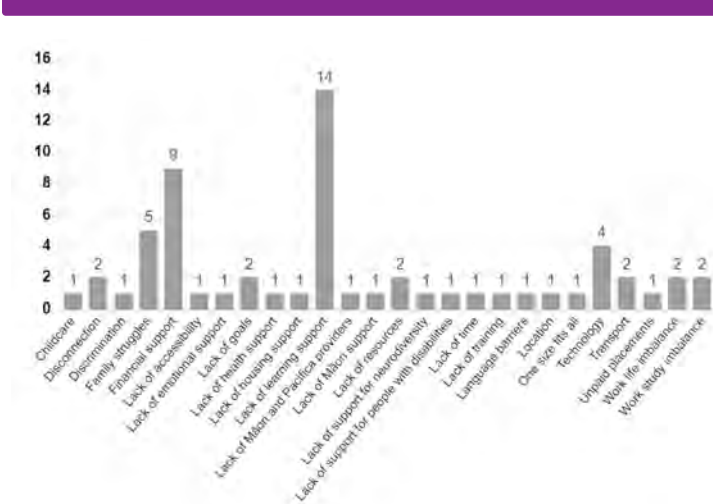


Patai 2, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational education pathways and qualifications within your area?

- Holistic wraparound of services
- Pacific, Māori and Tāngata Whaikaha seeing themselves in the programmes
- Maslow hierarchical needs in place (housing, transport, food)
- Earn as you learn
- People are too whakamā to ask for help. Need to share info with the wider network

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

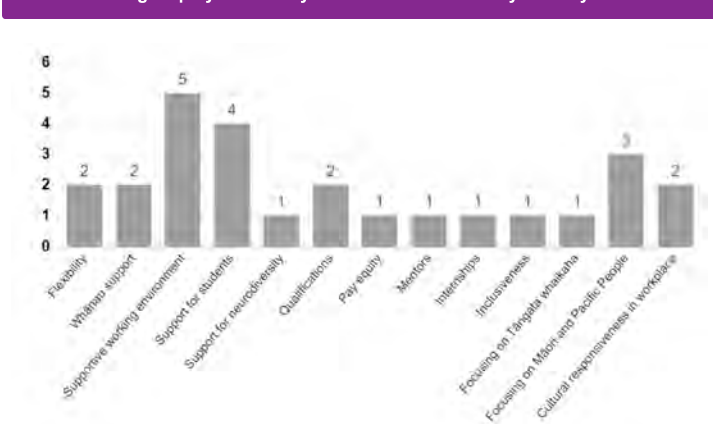


Patai 2, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

- Queries around why the focus is on the three underserved categories. Noted these groups access education the least and when they do access education they fail
- Treated like a domestic student, in a foreign learning environment
- Same for everyone
- No support in industries to release workers
- Financial (student loans)
- Being funded for training
- Have partner / no funding

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

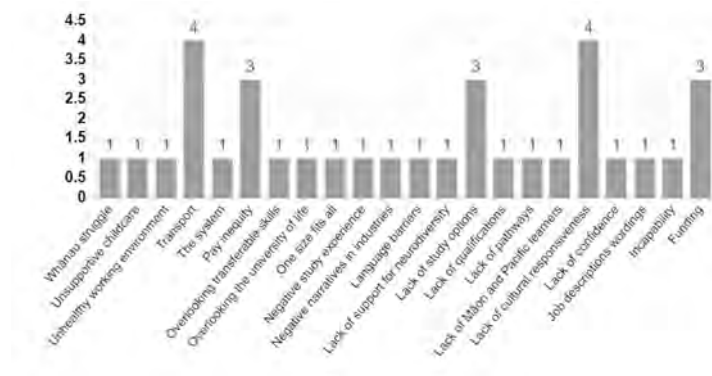


Patai 3, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

- Common enablers such as drivers' licence, transport, Wi-Fi
- Wrap around support
- Employers providing resources to support their kaimahi learning
- Incentivising employers to promote training
- Student placement
- Pay scale to reflect training

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

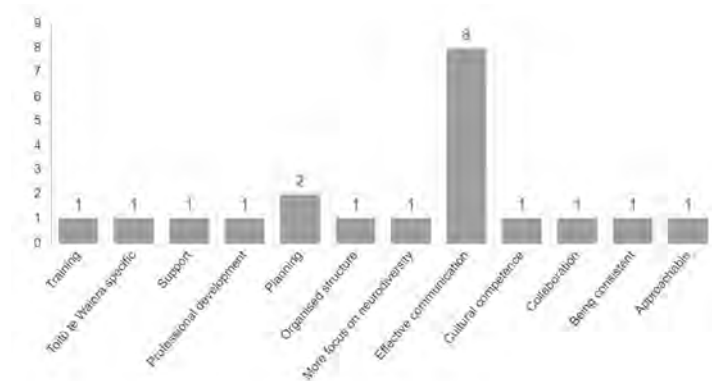


Patai 3, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

- Driver's licence
- Support to progress work
- Pay scale to reflect training
- No understanding of pathways

Patai 4, What would successful engagement look like with Toitū te Waiora?



Patai 4, Narrative

What would successful engagement look like with Toitū te Waiora?

- Clarity of role in the RoVE eco-system
- Advocate with Ministry, Govt Agents
- Strong relationship with RSLG
- Staff training resources
- Collaboration and support to increase network

Toitū te waiora combined

TARANAKI REGION

How many people worked in the sector in 2021?

13,110 filled jobs
21.6% of 60,666 in Taranaki Region

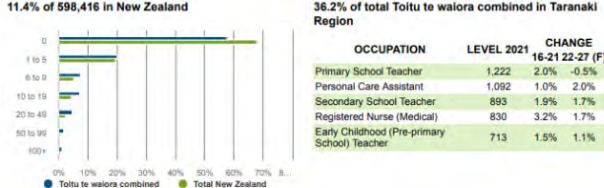


What regions do people work in?



How many businesses were in the sector in 2021?

67,976 business units
11.4% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

4,751 jobs: top 5 occupations
36.2% of total Toitū te waiora combined in Taranaki Region

| OCCUPATION | LEVEL 2021 | CHANGE 16-21 22-27 (F) |
|--|------------|------------------------|
| Primary School Teacher | 1,222 | 2.0% -0.5% |
| Personal Care Assistant | 1,092 | 1.0% 2.0% |
| Secondary School Teacher | 893 | 1.9% 1.7% |
| Registered Nurse (Medical) | 830 | 3.2% 1.7% |
| Early Childhood (Pre-primary School) Teacher | 713 | 1.5% 1.1% |

How many people are likely to be in new roles in the sector between now and 2027?

4,680 Total job openings
Total Taranaki Region: 19,853

Total job openings (2022-2027) consists of:

- New jobs: 1,326
- Net Replacement job openings: 3,355

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).



New Plymouth District

How many people live in New Plymouth District?

87,200 Population in 2021
1.7% - share of New Zealand population



53,500 15-64 yrs in 2021
3,326,070 - New Zealand working age population

How many people are employed in New Plymouth District?

42,965 Filled jobs in 2021
1.6% - share of New Zealand employment



1.4% annual growth 2016-2021
2.1% - New Zealand employment growth

What industries are they employed in?



What are the fastest growing industries?

| Industry | Employment 2021 | annual % ch. 2016-2021 | annual % ch. 2022-2027 (f) |
|--|-----------------|------------------------|----------------------------|
| Financial and Insurance Services | 921 | 8.7% | 4.1% |
| Electricity, Gas, Water and Waste Services | 583 | 7.5% | 0% |
| Public Administration and Safety | 1,342 | 5.7% | 2.6% |
| Construction | 4,506 | 3.8% | -1.2% |
| Accommodation and Food Services | 2,812 | 2.2% | 3.7% |

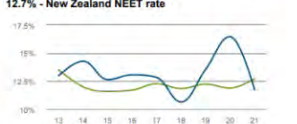
How hard is it to find work in New Plymouth District?

5.0% Unemployment rate in 2021
4.7% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

11.7% NEET rate in 2021
12.7% - New Zealand NEET rate



This report was defined by Community, Health, Education & Social Services (Toitū te Waiora) Workforce Development Council. Data sourced from

Toitū te waiora combined

TARANAKI REGION

How many people were self-employed in 2021?

1,088 Self-employed

Workers in the Toitū te waiora combined are less likely to be self-employed than workers in Taranaki Region as a whole.

8.3% self-employment rate
Total Taranaki Region: 17.2%

How productive was the sector in 2021?

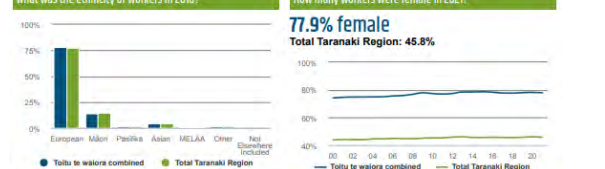
\$929m GDP
9.7% of Taranaki Region GDP

CHANGE P.A.
Toitū te waiora combined 1.7% 1.5%
Total Taranaki Region 0.5% 1.0%

\$83,142 GDP/FTE
Total Taranaki Region: \$175,697
-0.1% P.A. change from 2016-2021.
Total Taranaki Region: -0.8%

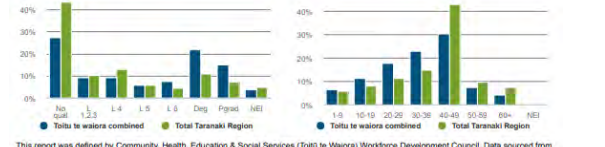


What was the ethnicity of workers in 2018?



How many workers were female in 2021?

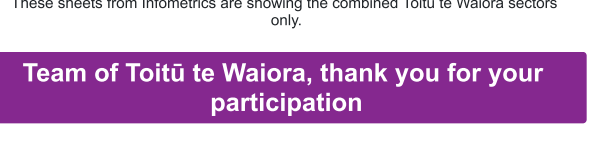
77.9% female
Total Taranaki Region: 45.8%



What were the workers highest (post school) quals in 2018?



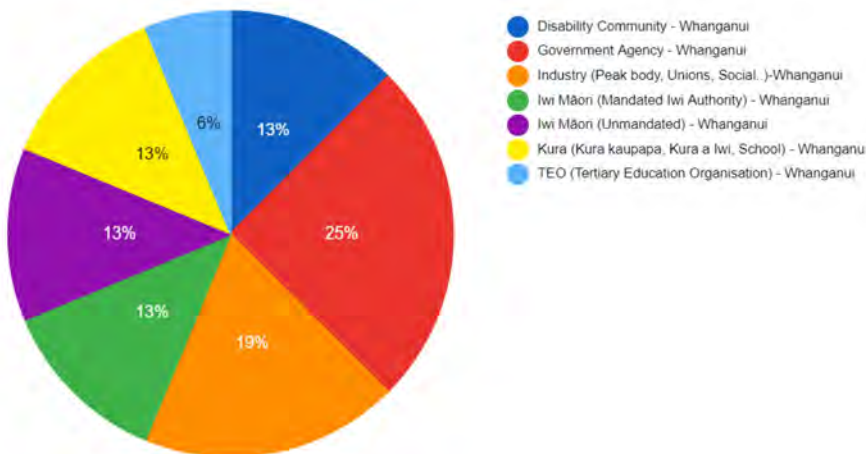
How many hours were spent working in 2018?



Te Hikoi o Toitū te Waiora Whanganui



Whanganui Attendee Organisation



Attendance Register

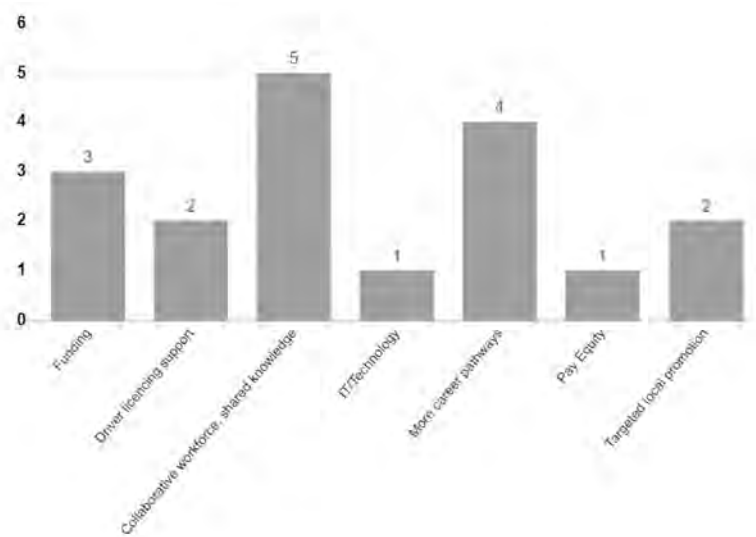
16

No. in Whanganui

Attendance Register

| | |
|---|---|
| TEO (Tertiary Education Organisation) - Whanganui | 1 |
| Iwi Māori (Mandated Iwi Authority) - Whanganui | 2 |
| Government Agency - Whanganui | 4 |
| Industry (Peak body, Unions, Social.)- Whanganui | 3 |
| Iwi Māori (Unmandated) - Whanganui | 2 |
| Disability Community - Whanganui | 2 |
| Kura (Kura kaupapa, Kura a Iwi, School) - Whanganui | 2 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport

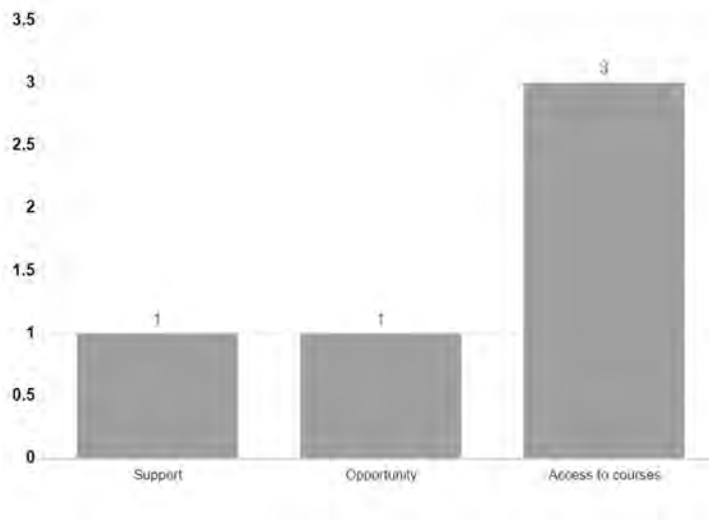


Patai 1. Narrative

What support is required within your region to ensure a sustainable workforce?

- Strong Vocational Pathway area.
- Talked about no resourcing to support students into career pathways. Most schools only have .6 FTE career counsellors - more pipeline work with students.
- Iwi provider has programme similar to a gateway, has good processes in place for transitional kids.
 - With strong linkages - to pathway kids into employment
 - Are philanthropists
- Had strong presence of Vocational Education - all the courses have been moved to Palmerston North reducing access.
- An Iwi Health Provider currently fully staffed, situated in Marton - Work within rural areas between Wanganui/Palmerston - Mid-Central are very Māori Centric - well supported by Whānau Ora.
- Tertiary Education in the area have been a great enabler for Mid-Central

Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

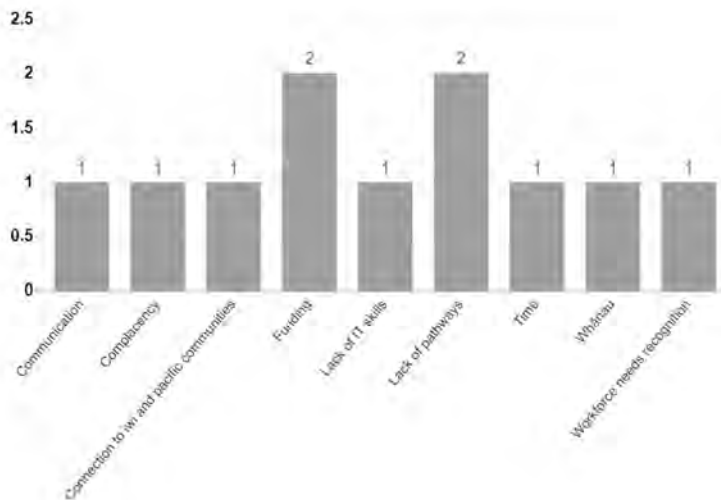


Patai 2, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational education pathways and qualifications within your area?

- Strong Iwi presence active within our industries.
- Dedicated, resourced, careers advisors.

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

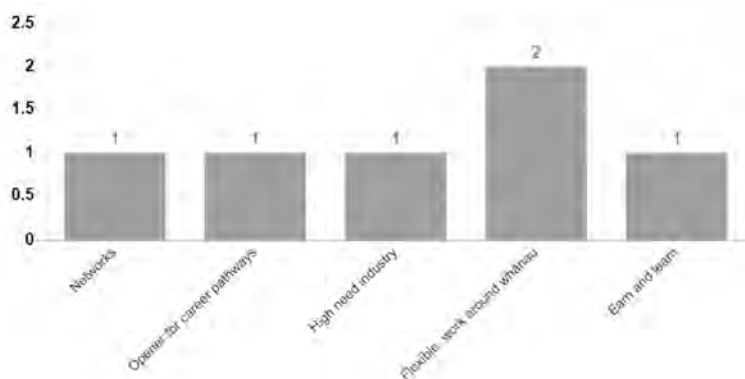


Patai 2, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

- Courses moved to other campuses reducing access.
- No resources for the standards – no books or resources – option given to create their own but what might be the impact.
- Only have two hours dedicated - low priority for career advisors.

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

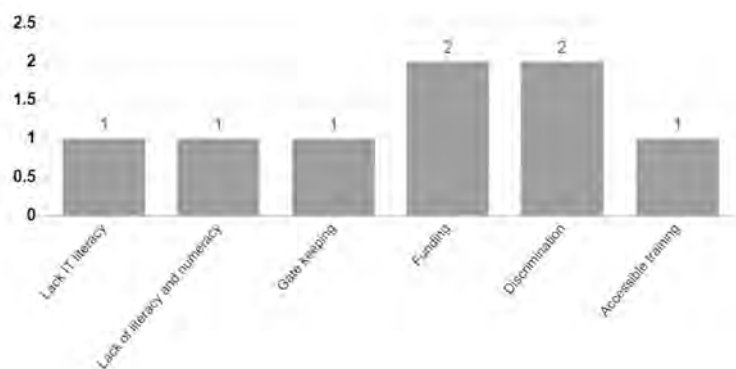


Patai 3, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

- Ko te Māori, mō te Māori.
- Holistically well (Health, Finance etc) for Māori.
- Māori economy thriving (In both Whanganui/Manawatu).

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

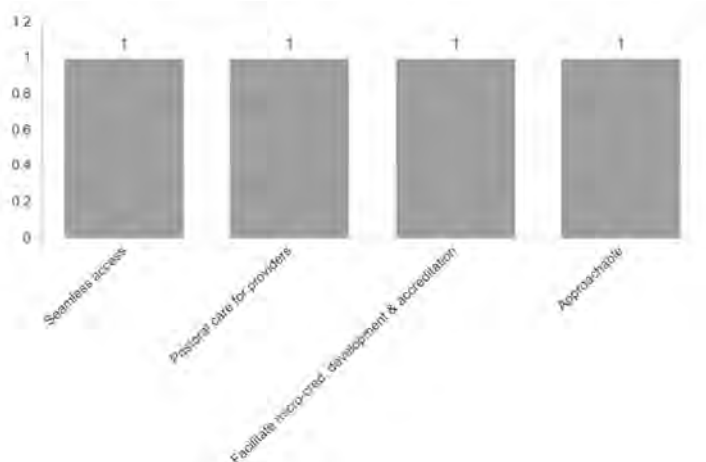


Patai 3, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

- Retention/Recruitment of teaching staff is low – lots of change has been difficult to manage.
- Tangata Whaikaha lack of resource and knowledge.
- Polytech not disability friendly – physical barriers – clinical feel – very little cultural imagery in both Whanganui/Manawatu.
- Spaces for learning environments not conducive to some cultural aspects.

Patai 4, What would successful engagement look like with Toitū te Waiora?



Patai 4, Narrative

What would successful engagement look like with Toitū te Waiora?

- Regular visits from Toitū te Waiora.
- Support for including smaller towns – attendees appreciative.
- Successful engagement with Iwi is partnership – “No one hit wonders” they are expecting follow-up.
- Ministry of Education – appreciate the dialogue.
- General Manager Panel – question time valued.

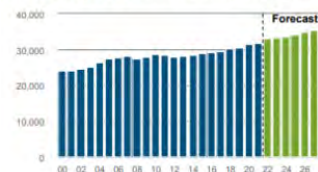
Toitū te waiora combined

MANAWATU-WHANGANUI REGION

How many people worked in the sector in 2021?

31,747 filled jobs

26.4% of 120,390 in Manawatu-Whanganui Region



| CHANGE P.A. | 2016-2021 | 2022-2027 |
|---------------------------------|-----------|-----------|
| Toitū te waiora combined | 1.6% | 1.5% |
| Total Manawatu-Whanganui Region | 1.8% | 0.9% |

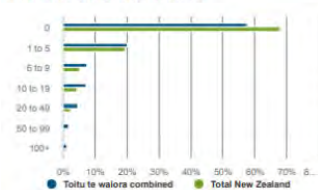
What regions do people work in?



How many businesses were in the sector in 2021?

67,976 business units

11.4% of 598,416 in New Zealand



What were the top 5 occupations in 2021?

10,192 jobs: top 5 occupations

32.1% of total Toitū te waiora combined in Manawatu-Whanganui Region

| OCCUPATION | LEVEL 2021 | CHANGE 16-21 22-27 (F) |
|--|------------|------------------------|
| Primary School Teacher | 2,462 | 2.0% 0% |
| Personal Care Assistant | 2,366 | 1.1% 2.3% |
| Secondary School Teacher | 1,822 | 1.2% 3.3% |
| Registered Nurse (Medical) | 1,818 | 2.2% 2.0% |
| Early Childhood (Pre-primary School) Teacher | 1,724 | 1.4% 0% |

How many people are likely to be in new roles in the sector between now and 2027?

11,949 Total job openings

Total Manawatu-Whanganui Region: 43,462

- Total job openings (2022-2027) consists of:
- New jobs: 3,751
 - Net Replacement job openings: 8,198

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).



Toitū te waiora combined

MANAWATU-WHANGANUI REGION

How many people were self-employed in 2021?

1,964 Self-employed

Workers in the Toitū te waiora combined are less likely to be self-employed than workers in Manawatu-Whanganui Region as a whole.

6.2% self-employment rate
Total Manawatu-Whanganui Region: 15.4%

How productive was the sector in 2021?

\$2,175m GDP

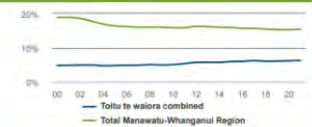
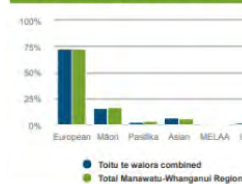
17.1% of Manawatu-Whanganui Region GDP

| CHANGE P.A. | 2016-2021 | 2011-2021 |
|---------------------------------|-----------|-----------|
| Toitū te waiora combined | 1.8% | 1.1% |
| Total Manawatu-Whanganui Region | 2.5% | 2.1% |

\$79,822 GDP/FTE

Total Manawatu-Whanganui Region: \$118,547
-0.09% P.A. change from 2016-2021.
Total Manawatu-Whanganui Region: 0.4%.

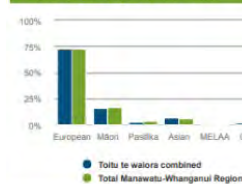
What was the ethnicity of workers in 2018?



What was the age profile of workers in 2018?



What was the ethnicity of workers in 2018?



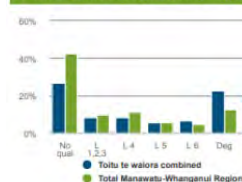
How many workers were female in 2021?

72.7% female

Total Manawatu-Whanganui Region: 46.4%



What were the workers highest (post school) quals in 2018?



How many hours were spent working in 2018?

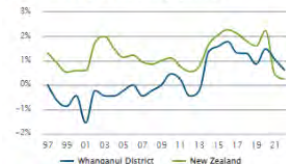


Whanganui District

How many people live in Whanganui District?

48,400 Population in 2021

0.9% - share of New Zealand population



How many people are employed in Whanganui District?

20,973 Filled jobs in 2021

0.8% - share of New Zealand employment



28,700 15-64 yrs in 2021

3,326,070 - New Zealand working age population

1.9% annual growth 2016-2021

2.1% - New Zealand employment growth

What Industries are they employed in?



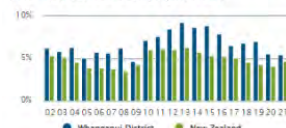
What are the fastest growing industries?

| Industry | Employment 2021 | annual % ch. 2016-2021 | annual % ch. 2022-2027 (f) |
|--|-----------------|------------------------|----------------------------|
| Other Services | 957 | 4.7% | 1.0% |
| Construction | 1,978 | 4.1% | -0.4% |
| Accommodation and Food Services | 1,244 | 3.4% | 1.6% |
| Information Media and Telecommunications | 137 | 3.2% | -4.6% |
| Retail Trade | 2,205 | 3.1% | 1.2% |

How hard is it to find work in Whanganui District?

5.4% Unemployment rate in 2021

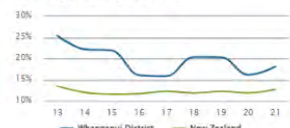
4.7% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

18.1% NEET rate in 2021

12.7% - New Zealand NEET rate



This report was defined by the Whanganui District Council. Data is sourced from the Department of Statistics and the Department of Labour.

These sheets from Infometrics are showing the combined Toitū te Waiora sectors only.

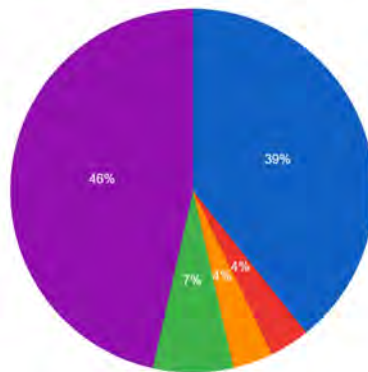
Team of Toitū te Waiora, thank you for your participation



Te Hikoi o Toitū te Waiora Palmerston North



Palmerston North Attendee Organisation



- TEO (Tertiary Education Organisation) Palmerston N
- Pacific Community - Palmerston North
- Iwi Māori (Unmandated) - Palmerston North
- Industry (Peak Body, Unions, Social Service, Palm
- Government Agency - Palmerston North

Attendance Register

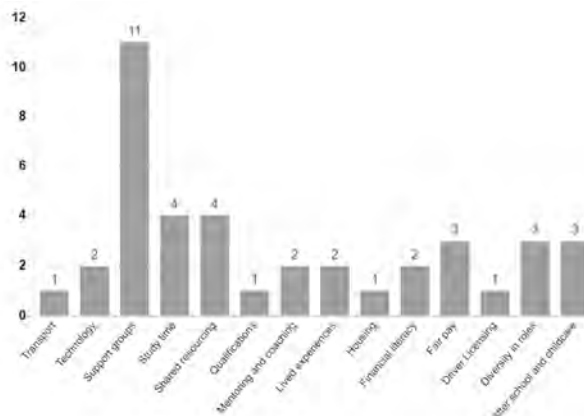
28

No of Palmerston North

Attendance Register

| | |
|--|----|
| Iwi Māori (Unmandated) - Palmerston North | 1 |
| Pacific Community - Palmerston North | 1 |
| Government Agency - Palmerston North | 13 |
| Industry (Peak Body, Unions, Social Service Providers, Employers) - Palmerston North | 2 |
| TEO (Tertiary Education Organisation) Palmerston North | 11 |

Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport

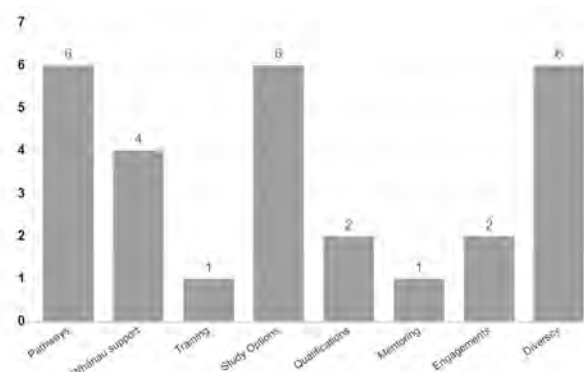


Patai 1. Narrative

What support is required within your region to ensure a sustainable workforce?

- Sustainable contracts (NGO perspective)
- Human Resource processes – Interviewing processes for Māori need “a work-ready perspective is so they can talk about themselves with confidence
- Whānau Ora – Māori for Māori – Te Reo me ona Tikanga
- Ministry of Education supporting sustainability – link between schools and career pathways
- Resourcing workforce specifically Human Resources – Te Whatu Ora
- Supports for NGOs for their back-office functions – most FTEs are front facing rather than back office

Patai 2. What are the enablers for Māori, Pacific People and Tāngata Whāikaha when accessing vocational educational pathways and qualifications within your area?

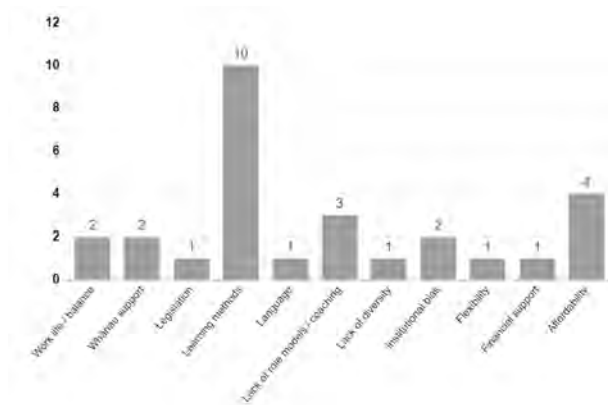


Patai 2, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whāikaha when accessing vocational education pathways and qualifications within your area?

- Seeing yourself in the programs
- Seeing representation of themselves in the Kaiako
- Nurses interested in the kōrero about the unification of the nursing degree
- Resources/Wrap around support for students

Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

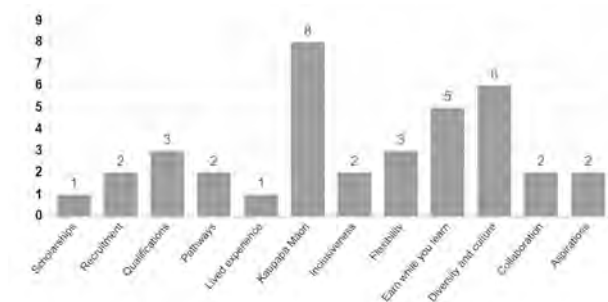


Patai 2, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?

- Physical environment not disability friendly
- Barriers for our underserved, resourcing for disability, if government is serious about making change there needs to be far more resourcing in general

Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

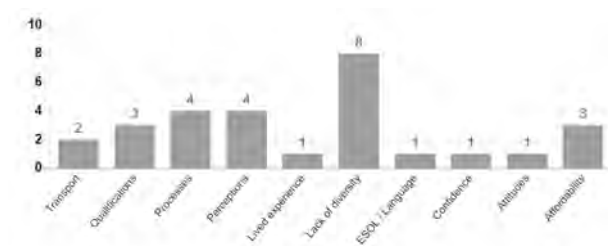


Patai 3, Enablers - Narrative

What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

- Whānau Ora – Māori for Māori – Te Reo me ona Tikanga
- Infrastructure in Palmerston North serves and supports their communities and outer catchment well
- Transition to Te Pūkenga is welcomed at UCOL (only positive received from other ITPs visited)

Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

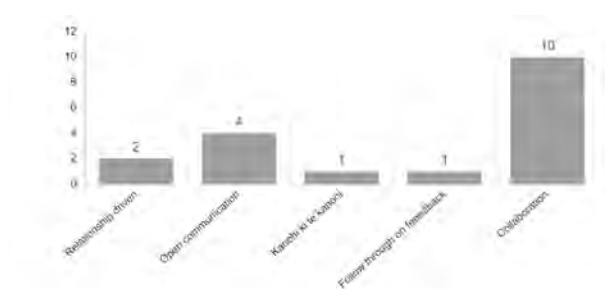


Patai 3, Barriers - Narrative

What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?

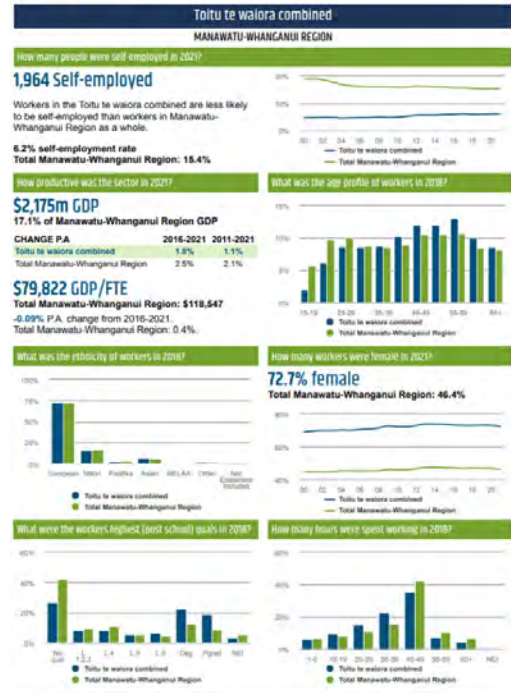
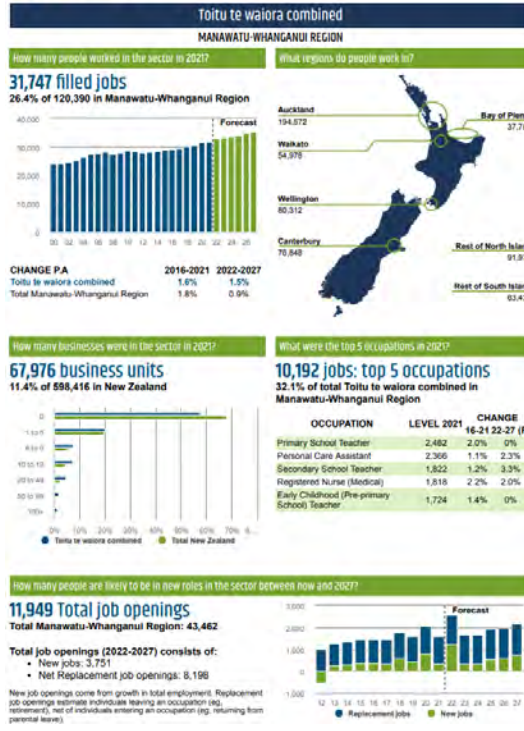
- Cross-over between/from District Health Board to Te Whatu Ora has not been good (but is nationally recognised) – Management structure has not changed – no transitional change in management thinking

Patai 4, What would successful engagement look like with Toitū te Waiora?



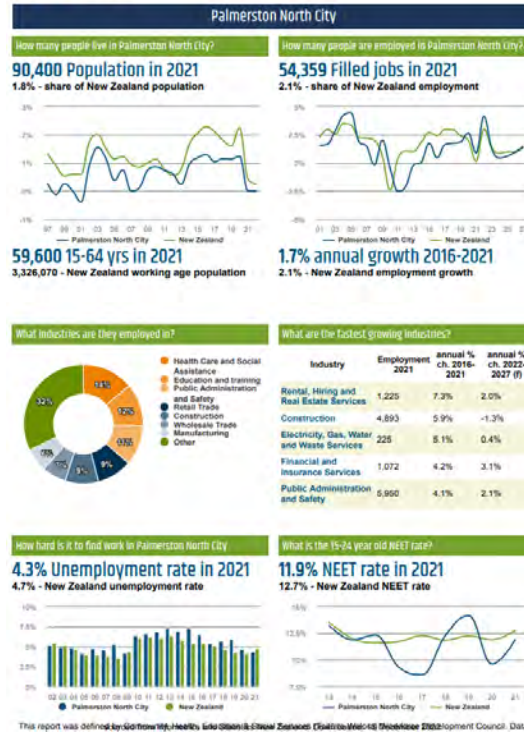
Patai 4 and Other Feedback

- Getting their data back and follow-up
- Happy that Toitū te Waiora have visited – appreciate kanohi ki te kanohi – appreciate all skillsets in the room
- NZDF good engagement would be – not 6 cars up the driveway – when we moderate their programs we do them all at once (Not just Toitū te Waiora – all ohu mahi) 8000 employees – 300 students (mix of soldiers and civilian staff – Army, Airforce and Navy)



These sheets from Infometrics are showing the combined Toitū te Waiora sectors only.

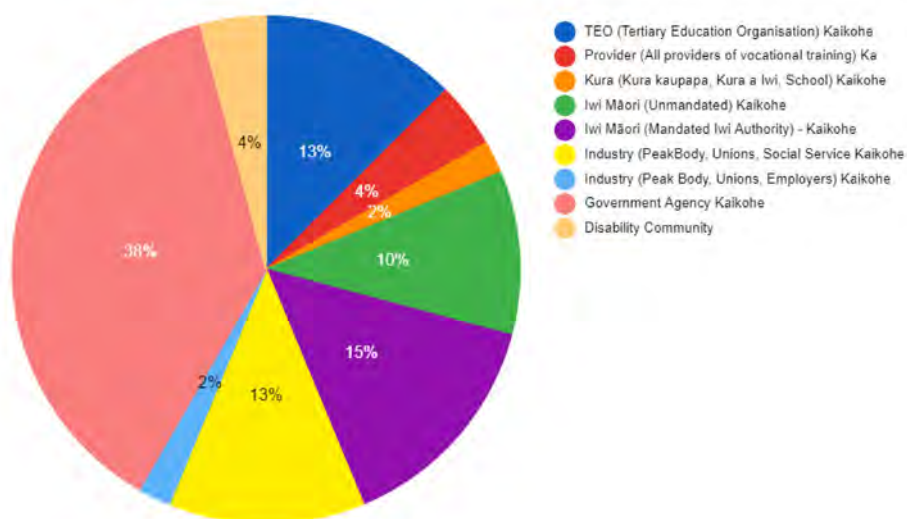
Team of Toitū te Waiora, thank you for your participation



Te Hikoi o Toitū te Waiora Kaikohe



Kaikohe Attendee Organisation



Te Hikoi - Attendance Register

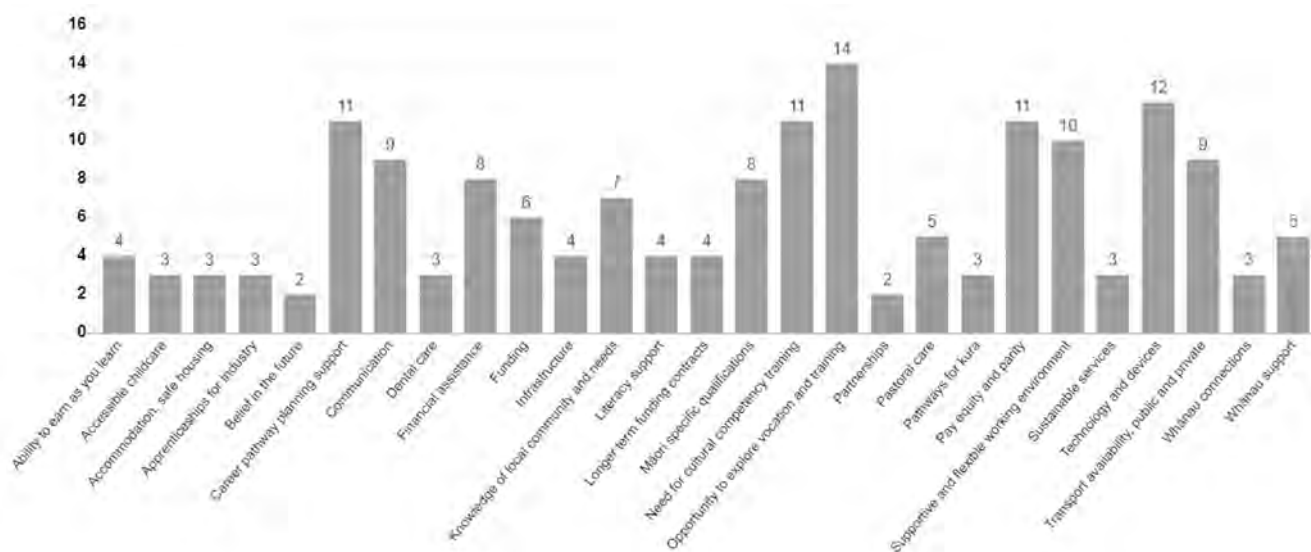
48

No. of Attendees in Kaikohe

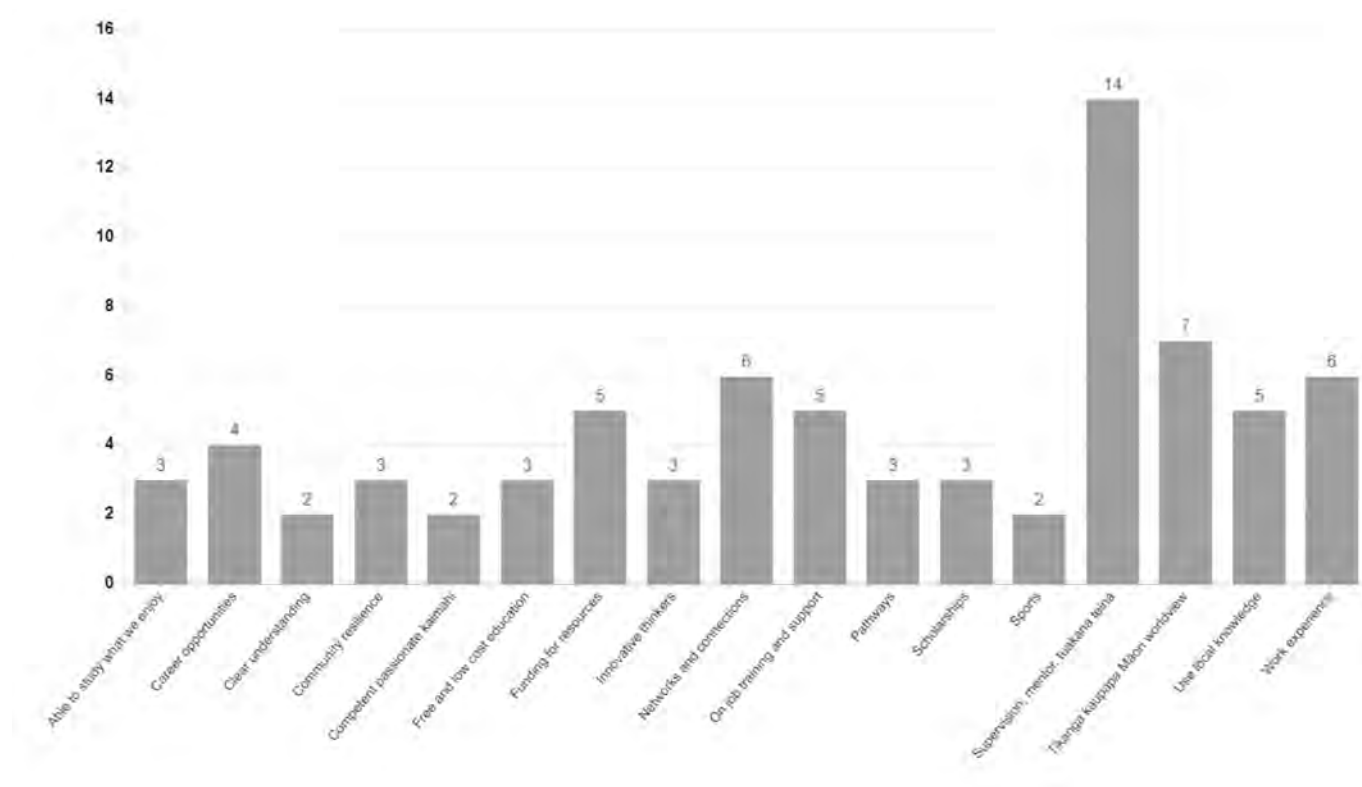
Te Hikoi - Attendance Register

| | |
|---|----|
| Iwi Māori (Mandated Iwi Authority) Kaikohe | 7 |
| Iwi Māori (Unmandated) Kaikohe | 5 |
| Disability Community Kaikohe | 2 |
| Kura (Kura kaupapa, Kura a Iwi, School) Kaikohe | 1 |
| Government Agency Kaikohe | 18 |
| Industry (Peak Body, Unions, Employers) Kaikohe | 1 |
| Industry (Peak Body, Unions, Social Service Providers, Employers) Kaikohe | 6 |
| Provider (All providers of vocational training) Kaikohe | 2 |
| TEO (Tertiary Education Organisation) Kaikohe | 6 |

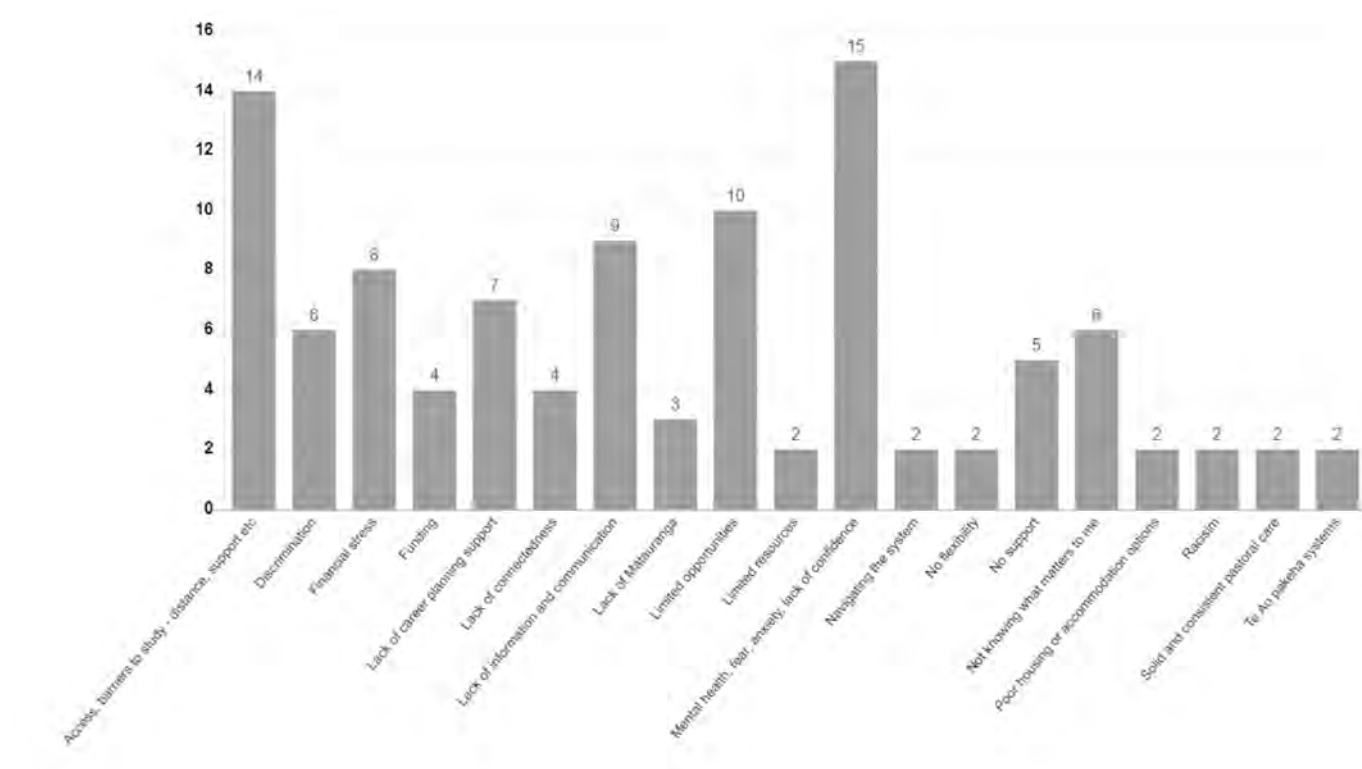
Patai 1. What support is required within your region to ensure a sustainable workforce e.g., Wi-Fi, transport



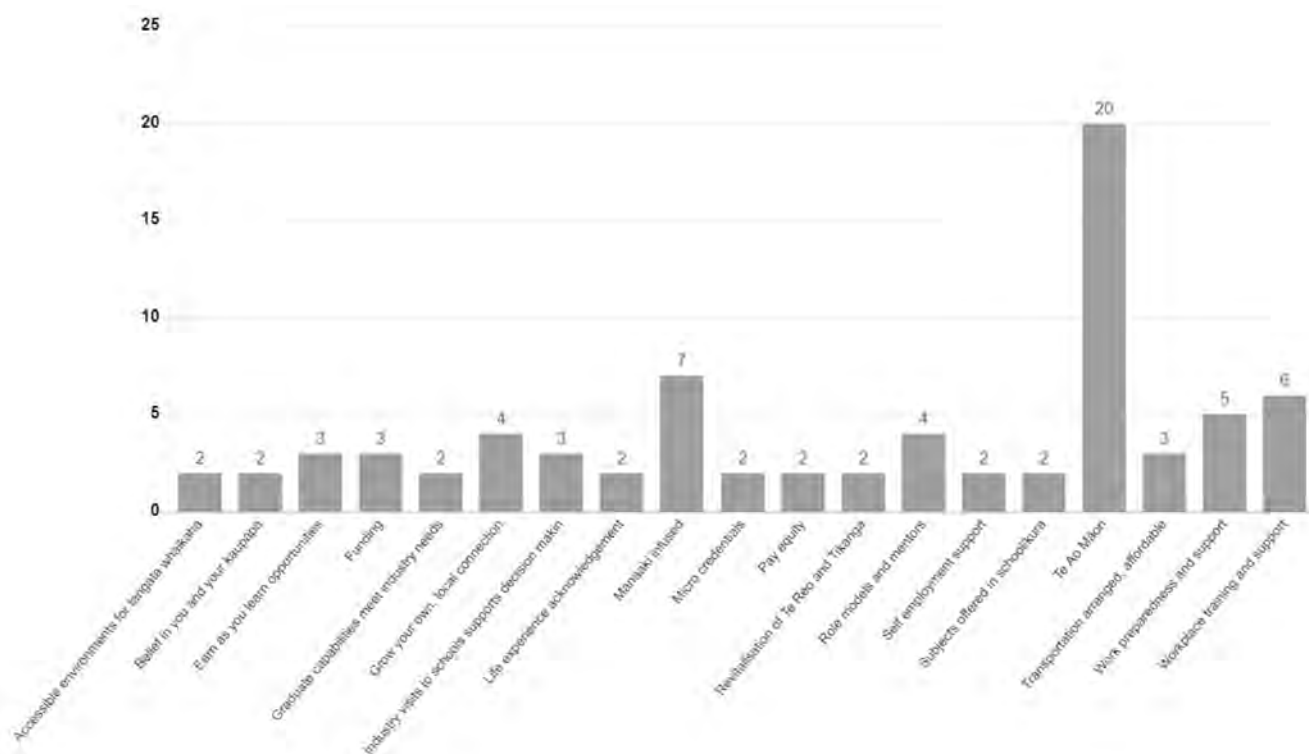
Patai 2, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



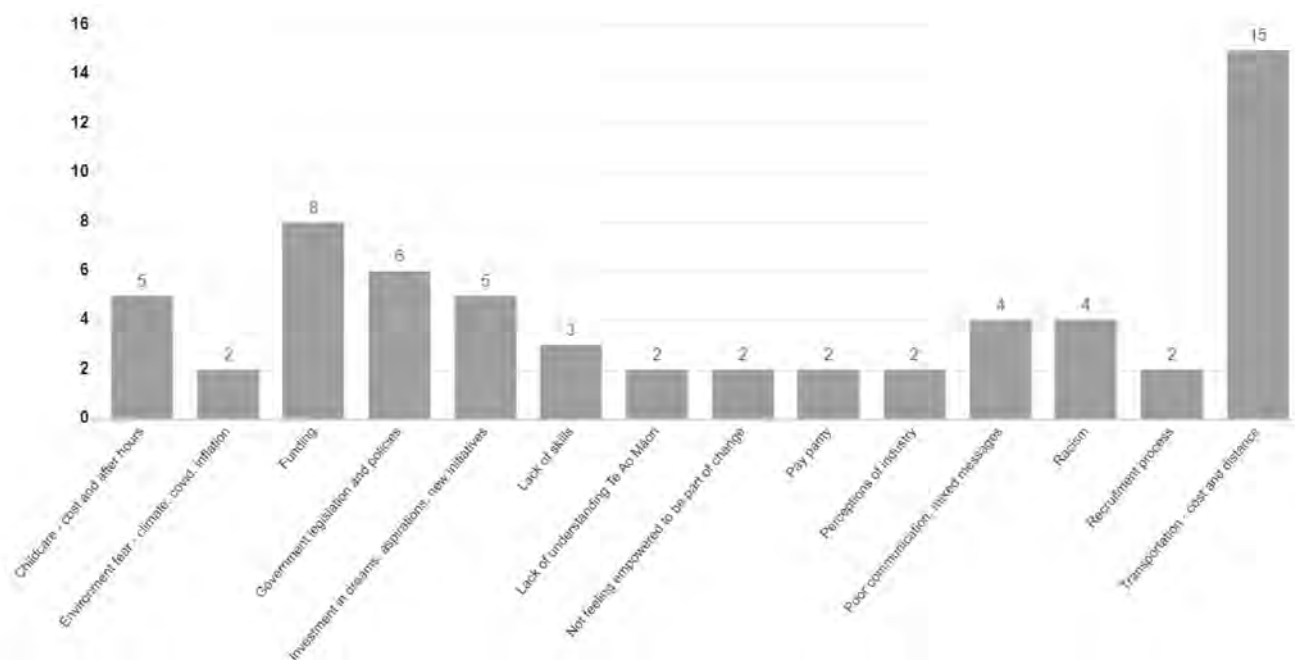
Patai 2, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing vocational educational pathways and qualifications within your area?



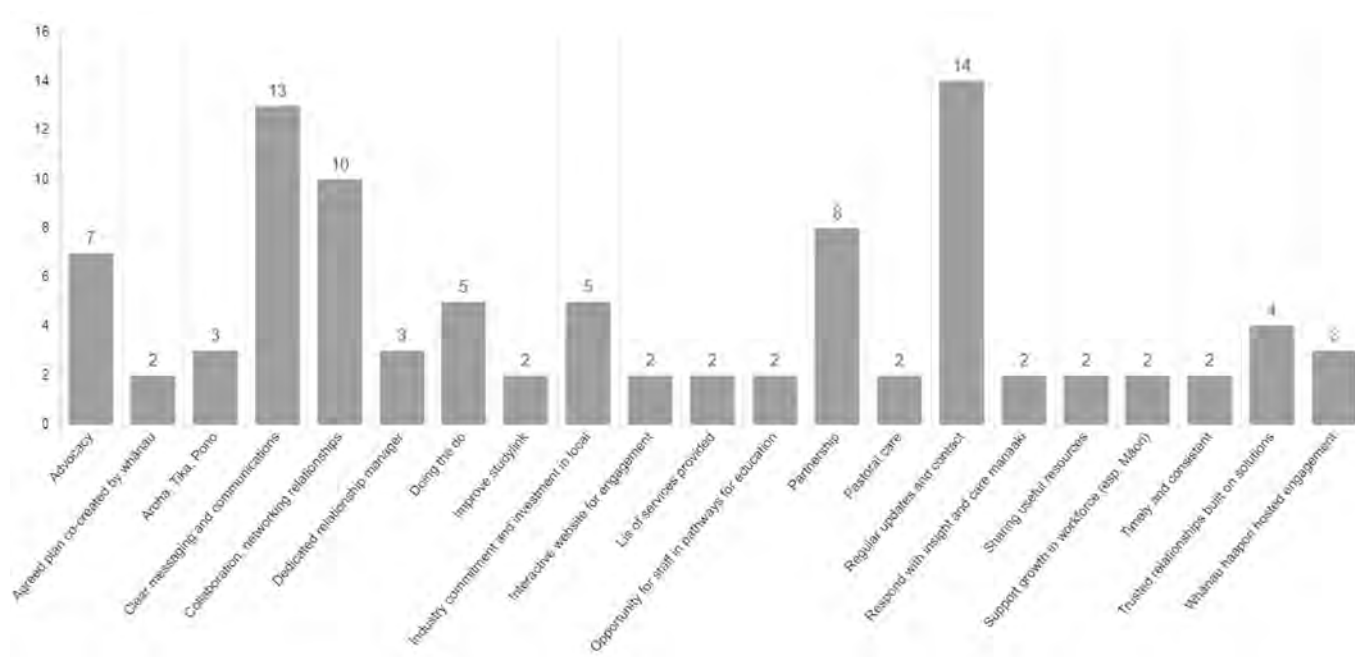
Patai 3, What are the enablers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



Patai 3, What are the barriers for Māori, Pacific People and Tāngata Whaikaha when accessing employment into your business or industry within your area?



Patai 4, What would successful engagement look like with Toitū te Waiora?



Other Feedback

We heard from Industry that they are tired of telling organisations where the gaps are in skills of their workforces. Needing a mixed delivery where whānau can work and learn at same time, with supports around them regarding childcare, transport and tutoring, literacy etc.

- Tai Tokerau had a huge gap in workforces with cultural competency and Te Reo.
- Teachers at Kura Kaupapa requiring ongoing training needs to continue in their development of building skills and their own reo. Looking for micro credentials in higher levels of Te Reo and Mātauranga Māori, seems to a lot of level one and two courses but nothing for further development.
- Corrections wanting qualifications around their modules of learning no current recognition.
- Te Whatu ora seeking recognition for their Takawaenga roles and kaumatua, prior knowledge and options for further development in mātauranga Māori and Te Reo (Kaiawhina workforce plan).
- Workforce plans required for some organisations no current plan in place. Organisations wanting to develop pipelines and sustainable flexible workforces.

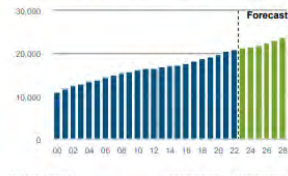
Toitū te waiora combined

NORTHLAND REGION

How many people worked in the sector in 2022?

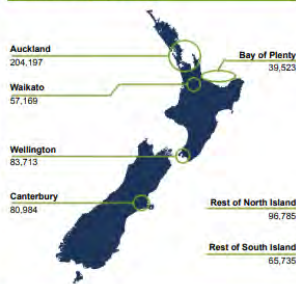
21,045 filled jobs

26.0% of 80,874 in Northland Region



| | | |
|--------------------------|------|------|
| CHANGE PA | | |
| Toitū te waiora combined | 2.8% | 2.2% |
| Total Northland Region | 2.8% | 1.0% |

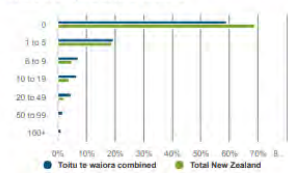
What regions do people work in?



How many businesses were in the sector in 2022?

71,937 business units

11.4% of 628,932 in New Zealand



What were the top 5 occupations in 2022?

7,173 jobs: top 5 occupations

34.1% of total Toitū te waiora combined in Northland Region

| OCCUPATION | LEVEL 2022 | CHANGE 17-22 | 23-28 (F) |
|--|------------|--------------|-----------|
| Primary School Teacher | 1,916 | 2.0% | 1.0% |
| Personal Care Assistant | 1,427 | 1.7% | 3.3% |
| Registered Nurse (Medical) | 1,403 | 4.7% | 3.0% |
| Secondary School Teacher | 1,246 | 2.2% | 4.8% |
| Early Childhood (Pre-primary School) Teacher | 1,181 | 1.9% | 1.9% |

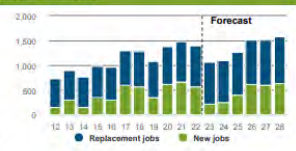
How many people are likely to be in new roles in the sector between now and 2028?

8,054 Total job openings

Total Northland Region: 25,719

- Total job openings (2023-2028) consists of:
 - New jobs: 2,707
 - Net Replacement job openings: 5,347

New job openings come from growth in total employment. Replacement job openings estimate individuals leaving an occupation (eg. retirement), net of individuals entering an occupation (eg. returning from parental leave).



Toitū te waiora combined

NORTHLAND REGION

How many people were self-employed in 2022?

1,813 Self-employed

Workers in the Toitū te waiora combined are less likely to be self-employed than workers in Northland Region as a whole.

8.6% self-employment rate

Total Northland Region: 23.1%

How productive was the sector in 2022?

\$1,487m GDP

15.7% of Northland Region GDP

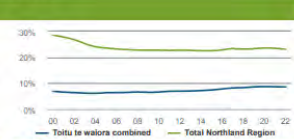
| | | |
|--------------------------|------|------|
| CHANGE PA | | |
| Toitū te waiora combined | 3.2% | 2.8% |
| Total Northland Region | 3.0% | 3.2% |

\$82,330 GDP/FTE

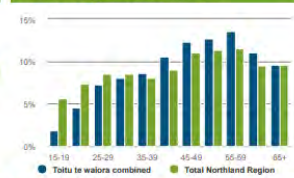
Total Northland Region: \$131,814

0% P.A. change from 2017-2022.

Total Northland Region: -0.1%.



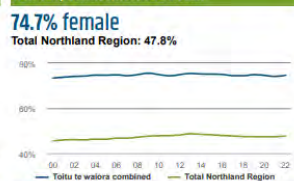
What was the age profile of workers in 2018?



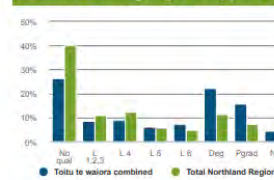
What was the ethnicity of workers in 2018?



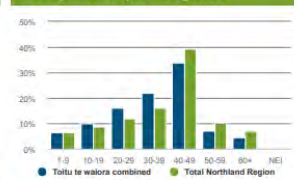
How many workers were female in 2022?



What were the workers highest (post school) quals in 2018?



How many hours were spent working in 2018?



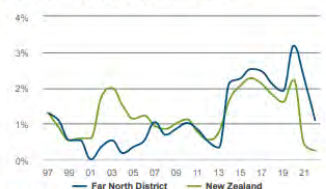
This report was defined by Community, Health, Education & Social Services (Toitū te Waiora) Workforce Development Council. Data sourced from

Far North District

How many people live in Far North District?

73,800 Population in 2022

1.4% - share of New Zealand population



43,400 15-64 yrs in 2022

3,319,600 - New Zealand working age population

How many people are employed in Far North District?

27,066 Filled jobs in 2022

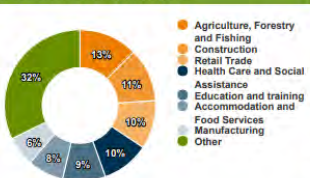
1.0% - share of New Zealand employment



2.7% annual growth 2017-2022

2.1% - New Zealand employment growth

What industries are they employed in?



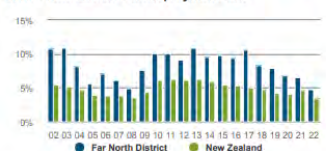
What are the fastest growing industries?

| Industry | Employment 2022 | annual % ch. 2017-2022 | annual % ch. 2023-2028 (f) |
|--|-----------------|------------------------|----------------------------|
| Information Media and Telecommunications | 188 | 7.8% | -0.4% |
| Mining | 81 | 7.6% | -8.6% |
| Construction | 3,096 | 6.9% | -0.4% |
| Public Administration and Safety | 1,470 | 6.7% | 2.5% |
| Wholesale Trade | 621 | 6.0% | -0.4% |

How hard is it to find work in Far North District?

4.8% Unemployment rate in 2022

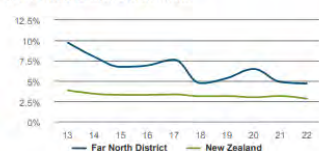
3.4% - New Zealand unemployment rate



What is the 15-24 year old NEET rate?

4.7% NEET rate in 2022

2.8% - New Zealand NEET rate



This report was defined by Community, Health, Education & Social Services (Toitū te Waiora) Workforce Development Council. Data sourced from

These sheets from Infometrics are showing the combined Toitū te Waiora sectors only.

Team of Toitū te Waiora, thank you for your participation

