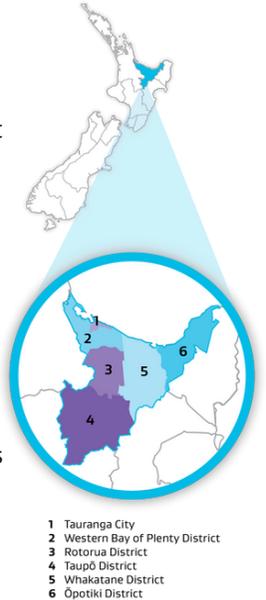**Bay of Plenty**
REGIONAL SKILLS LEADERSHIP GROUP.

The Regional Skills Leadership Groups identify and support better ways of meeting future skills and workforce needs in our regions and cities. They are part of a joined-up approach to labour market planning which will see our workforce, education and immigration systems working together to better meet the differing skills needs across the country.

The Bay of Plenty Regional Skills Leadership Group is tasked with preparing a Regional Workforce Plan, that will address what jobs our region will be creating and recruiting for, what skills we need for those jobs vs skills we have and are developing/attracting, what the gaps are and how can we remove barriers to maximise workforce needs of both employees and employers.

To develop our plan, we will consider both the supply (people) and demand (business/industry) sides of the labour market, and may include actions that address employment, training and education, and immigration matters.

The first step in is to define our 'aspirations'. To do this, our Group has considered the key labour market challenges ('what is the problem we are trying to solve') and the many existing interventions and actions ('what is already underway'). The Group has then refined this comprehensive scope into five key aspirations that will form the pillars in our RWP.

We acknowledge that the issues and opportunities we are trying to address for our region are vast, and that this is not an exhaustive list. However, our Group wish to focus on these five key areas where we can have the most impact.

1 Tauranga City
2 Western Bay of Plenty District
3 Rotorua District
4 Taupō District
5 Whakatane District
6 Ōpotiki District

Our Bay of Plenty employers provide sustainable and fair employment; and by balancing seasonal peaks and troughs, workers across the Bay can access stable, secure and suitable work.	Emerging technology is fully utilised to advance the Bay, creating an innovative and high-productivity regional economy, powered by appropriately skilled and qualified workers.	Our Bay of Plenty residents can access and fully participate in an array of education and training opportunities, regardless of location or personal circumstance.	The Bay of Plenty embraces the impacts of climate change on employment and has a focus on emerging Circular Economy initiatives to drive future success.	Businesses across the Bay of Plenty are resilient in the face of sustained disruption, with our workforce ready to adapt as needed.

Mā te Māori, mō te Māori
Our work is built on a foundation of 'Mā te Māori, Mō te Māori' (by Māori, with Māori, for Māori).

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Multiple sectors (dairy, horticulture, aquaculture, forestry, tourism) across the whole of the Bay of Plenty are affected by seasonal labour market factors.

Many of these sectors have become reliant on migrant labour to fill the necessary positions.

Whilst local residents could take these roles, the uncertainty and lack of continuous employment makes them less desirable.

Some of these sectors are at higher risk of worker exploitation, due in part to the contract/piece nature of the work, and to the 'contract gang' approach used. | By identifying high value, high growth industries, we can develop workforce plans to support upskilling / transfer / career development. There are numerous high growth, high value industries that struggle with labour scarcity, especially in the mid- range skill/experience space. By supporting the development of distinctive, world class science and technology across the Bay of Plenty, we will provide inspirational and attainable high quality employment opportunities for our community. Development of micro-credentialing in emerging fields like automation, robotics, artificial intelligence (etc) could further propel the Bay. | The Bay has communities spread across a large geographic area with four major centres and many smaller satellites towns and settlements. Our education system is reasonably well provisioned in the major centres but lacking in the smaller areas. Whilst online provision is available, digital connectivity (both devices and internet connection) is a clear barrier to engagement.

Minority groups are likely to be under-represented in participation and achievement rates.

Changing the way in which programmes are delivered, accessed and funded could assist in improving outcomes. | The Bay economy is driven by a number of sectors that will be largely affected by ongoing carbon reduction activities, as New Zealand moves collectively to reduce our carbon footprint.

Our workforce will need to be flexible to adapt to this cycle of change, both in terms of retrenchment (eg: lower herd sizes on dairy farms) to expansion (eg creation of new geothermal power stations). We can support this transition through identifying both the reducing/negative impact sectors and the high growth/opportunity sectors – and articulating the skills and workforce forecasts for both. | The impacts of Covid19 will be wide spread and long lasting. Effects include impacts on employee and employer productivity due to illness/absence, impact on our healthcare system and negative impacts on educational participation and attainment. New ways of working will evolve from being temporary to permanent, as we transition into our 'new normal'. Our workforce and will need to adapt to reflect this. Distributed workforces create both positive and negative impacts for our communities. Areas of high deprivation are likely to have higher numbers of lower skilled workers and they may not be as prepared to transition into a changing work environments. |

Share your feedback on these draft aspiration statements here: https://www.research.net/r/BOPRSLG