



MINISTRY OF
SOCIAL DEVELOPMENT
Te Manatū Whakahiato Ora

Meeting Skill Needs

A Work and Income Response

Quarter ended June 2004

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Contents

Introduction	2
Northland.....	3
Auckland	6
Waikato	9
Bay of Plenty.....	11
East Coast.....	14
Taranaki	17
Central.....	19
Wellington	21
Nelson, Marlborough and West Coast	23
Canterbury	25
Southern.....	27
Appendix 1 - Related national initiatives	29
Appendix 2 - Initiatives led by other agencies.....	31

Introduction

The Ministry of Social Development (MSD) has identified responding to skill shortages as one of its priorities.

This report provides an overview of skill shortages identified by Work and Income regions and describes initiatives the regions are undertaking to address these shortages. This report covers the period from April to June 2004 and also provides an update of initiatives discussed in the March 2004 quarterly report.

Information for this report was gathered from local Work and Income regional staff who provided information on:

- skill shortages and recruitment difficulties faced by employers and industries in each region
- initiatives in place to alleviate skill shortages or recruitment difficulties for those occupations and industries.

This report is based on Work and Income's experience of skill shortages and recruitment difficulties in each region, and does not necessarily reflect the entire range of initiatives underway by Work and Income.

In addition to the regional initiatives described in the body of this report, MSD is delivering a number of national initiatives as shown in Appendix 1. MSD also plays a role in a number of initiatives led by other agencies as shown in Appendix 2.

Work and Income's role

Work and Income contributes significantly to reducing skill shortages by working with other government agencies, and by undertaking a co-ordinating role between employers, training providers and job seekers at a regional level.

This helps to identify the demand for particular skills, including current and anticipated skill shortages. By working with employers and training providers, Work and Income can facilitate the provision of training to address skill shortages. Suitable job seekers can then be matched to training that will provide them with the skills for the jobs we know are available.

Work and Income faces particular challenges in addressing recruitment difficulties, including low wages, variable working conditions, or negative perceptions of particular industries. These can contribute to job seekers not wanting to take up a particular job. Lack of transport or childcare can also be a barrier to an individual's employability.

Work and Income is addressing recruitment difficulties by working closely with employers to improve working conditions or address poor perceptions of particular industries. In other instances, Work and Income has helped to remove barriers such as a lack of transport.

For enquiries about this publication, please email info@msd.govt.nz or contact the regional contact person, listed at the end of each regional section.

Northland

Work and Income Northland region is addressing skill shortages in the following industries and sectors:

- building and construction
- hospitality
- electrical
- forestry
- seasonal work
- transport and drivers licences
- health and personal care.

New initiatives

Health and Personal Care

The Northland region is currently negotiating a contract with the 'Manaia Health' Public Health Organisation. Fifty Sickness and Invalids Benefit clients will be provided with extensive mentoring designed to connect these clients to employment opportunities.

Heavy Vehicle drivers

It has been determined that there is a shortage of heavy transport drivers in the Northland region. The Road Transport Association has a contract with Fonterra and is currently recruiting drivers with a class two maximum licence who will be employed whilst they undergo training. This will mean that clients who are successful will have a reduced waiting time before receiving a full licence.

Progress on initiatives from the March report

Electrical industry training programme

This programme is run through Directech and is now fully operational catering for eight job seekers. The basic training programme is linked to the Tertiary Education Commission (TEC) Modern Apprenticeships Scheme, and is followed up with more specific training as required by the employer.

Employment and skills forum

Following last year's employment and skills forum in Northland, Work and Income, TEC, employers and other agencies worked with the Economic Development Agency Enterprise in Northland on an action plan to address skill needs and employment related issues. A Colmar Brunton survey has been completed and an evaluation with recommendations has been disseminated to the project Steering Group.

Forestry - Partnership with Ngati Hine Forestry Trust

Ngati Hine Forestry Trust and Work and Income are working to promote the forestry industry to job seekers and to mentor incoming forestry workers.

A two-week pre-employment training programme, designed to introduce job seekers to the forestry sector, started in February 2004 with eight participants. The programme assesses and caters to job seekers' learning needs and links them to a more intensive 12-week forestry programme, or redirects them to other training appropriate to their needs. In March 2004, participants then moved into a 12-week training programme at Northland Polytechnic that is designed to provide job seekers with specific skills required in the forestry sector, and provide foundation training that can be linked to specialised study as part of a career in the forestry industry. While the programme continues to be

run, Ngati Hine is no longer a financial contributor. Work and Income and the Northland Polytechnic now fund the initiative.

Seasonal industry

A transport initiative implemented by Work and Income Northland and the Kerikeri Fruit Growers Association, to provide transport to orchards from remote parts of Hokianga, Kawakawa and Kaikohe, has given 64 job seekers an opportunity to work in the orchards. These job seekers have been involved in the recently completed harvest season with one of the district's major orchardists. The number of Work and Income clients required by the industry has not been as high as initially expected due to low bin rates and issues around the minimum adult wage not being paid.

Transport and drivers licences - Project Wheels

Project Wheels helps young people to gain drivers licences and learn responsible driving habits. It is a joint venture between the Far North Safer Community Council, the Land Transport Safety Authority, Work and Income Northland, Te Hau Ora o Te Hiku o Te Ika, the Accident Compensation Corporation, the Far North District Council, the Police, and TEC. The project was being run under the umbrella of G & H Training; however TEC has not renewed their contract. A new contract has been arranged through Sobieski Consultants which has ensured the continuation of the project. Participant outcomes are as follows:

- | | |
|------------------------------------|----|
| • placed into fulltime employment | 20 |
| • placed into part-time employment | 1 |
| • undergoing further training | 8 |
| • no outcome | 5 |
| • moved out of the region | 6 |

Eighty-four percent of the students have had a positive outcome. These figures related to the period 1 July 2003 to 19 April 2004 and there are currently seven clients participating on the programme.

Building and construction

Work and Income Northland is continuing to use the Job Plus Training subsidy with key employers in the building and construction industry, where the number of vacancies continues to exceed the available labour pool.

Twenty-four job seekers completed a one-year training programme to earn a National Certificate in building, and 2,000 hours credit towards a TEC Modern Apprenticeship. This is a joint initiative with Te Rarawa, Unitech, the NZ Housing Foundation, Housing New Zealand Corporation Rural Housing Project, and Work and Income Northland.

Te Rarawa continues to utilise students from last year's programme for their housing maintenance and a kaumatua/kuia residential development is expected to start in the near future. Six participants are still undertaking the second stage of training.

It is expected that many of the participants will find employment when they complete the programme. Te Rarawa is working with the Work and Income, Kaitaia Service Centre to identify employment options for course participants.

Hospitality

Work and Income Northland is continuing to trial a hospitality training programme for 20 participants. A co-ordinator is developing career paths and establishing training needs. The aim of this pilot is to up-skill participants during the off-peak periods, so they can remain in the industry. A number of clients have had their hours reduced which has been due to the seasonality of the industry.

Building and construction

As part of the First Homes/Northern Developments programme, Work and Income Northland was negotiating a 12-week training programme in plastering and gibstopping for young job seekers. Unfortunately this has not proceeded. This has been due in the main to the limited level of commitment from employers involved with the prison construction.

Forestry Sector Reference Group

The Forestry Sector Reference Group aims to market and promote the forestry industry to potential workers and to improve contractors' human resource management skills. The group includes representatives from the forestry industry, Work and Income Northland, Industry New Zealand and Industry Training Organisations. The Reference Group continues to have bi-monthly meetings.

For further information, please contact Malcolm Pullman on (09) 983 9119.

Auckland

Work and Income Auckland region is addressing skill shortages in the following industries and sectors:

- computing/IT
- hospitality
- plumbing
- building and construction
- transport and drivers licences
- clerical
- electrical
- engineering
- accounting
- roofing
- roading and rail
- caregiving.

New initiatives

Job Partnership with the Roothing industry.

This initiative has been established under the Jobs Jolt package to meet the roading/civil construction industry's need for skilled labour. Job seekers selected to take part in this initiative are referred to Infratrains, the roading industry's Training Organisation, for four weeks training before being placed into employment with roading/civil construction companies. Thirteen job seekers took part in the first training course which ran from 29 March 2004 to 23 April 2004. The participants have now been placed into work with employers in the Rodney district. A further course involving 14 job seekers in Auckland began in June 2004 and runs through to July 2004.

Industry Partnership with Transfield Services.

This industry partnership has been developed by Work and Income Auckland to meet the need of the rail industry for skilled track maintenance staff. Participants receive four weeks training at a rail school run by Transfield Services before being employed by the company to work in track maintenance. Transfield Services is responsible for maintaining the country's rail network. The first rail school, during May 2004, involved 21 job seekers who were all employed by Transfield Services after completing their training.

Progress on initiatives from the March report

Computing/IT

Work and Income Auckland runs a work experience programme through the Auckland Chamber of Commerce, which assists highly qualified Work and Income migrant job seekers who have computing/IT skills. The programme runs for one year until September 2004. During that time the programme will provide 120 migrant job seekers with work experience and employment opportunities in a variety of professions, including computing/IT. Since September 2003, 15 migrant job seekers have been placed into work in this industry as a result of this initiative.

Hospitality

The Work and Income Jobs Partnership with the Hospitality Association of New Zealand ran from September 2003 to June 2004. This initiative is part of the Jobs Jolt package of initiatives to address skill shortages, and place job seekers into employment within these

industries. Twenty-one job seekers have participated in this initiative in Auckland since it began, with 12 of them moving into employment to date.

Plumbing

The Work and Income Job Partnership with the Plumbing industry started in March 2004 with 16 job seekers participating. This initiative is also part of the Jobs Jolt package of initiatives.

Building and construction

Work and Income Auckland, TEC and the Manukau Institute of Technology (MIT) are training and mentoring young people who want to work in the building and construction industries. The initiative runs for 12 months from September 2003 to September 2004. Twelve young people are taking part in the initiative which involves classroom-based training and work experience. Two job seekers have been placed into work since the initiative began and a further four job seekers have jobs to go to once the course finishes.

Work and Income Auckland and the Auckland Trade Training Academy are running a 10 to 12 week building and construction training and work experience programme, which covers gibstopping, joinery, painting and decorating. This programme started in September 2003 and ended in June 2004. Since the programme began, 12 job seekers have found employment.

Ezi Drive training contract

The initiative, in collaboration with Ezi Drive Limited, assists job seekers to obtain their heavy transport licences and passenger transport endorsements. The initiative operated between July 2003 and June 2004. Thirty-four job seekers participated in the programme during the June quarter and 10 job seekers moved into employment during that period.

Hospitality

Work and Income Auckland, the Hospitality Association of New Zealand and Treehouse Hospitality are running a four-week hospitality and retail training programme called Fast Forward. The Fast Forward programme also finds employment for job seekers and provides in-work support for each client for three months. The programme ran from July 2003 to June 2004. Ninety-five job seekers have participated in the programme since it began. During the June quarter, 11 job seekers were placed into employment and a further 38 job seekers are still participating in the programme.

Industry internships: clerical, transport, electrical, construction, engineering

The industry internships focus on job training in local industries with skill shortages, and operate as a pre-apprenticeship that can be linked to the TEC Modern Apprenticeships Scheme. It provides job seekers with on the job training in local industries experiencing skills shortages. During the June quarter, 51 clients found employment through industry internships: six in office administration, 14 in general trades, five in the transport industry, eight in the animation industry, eight in the hospitality industry and 10 in a range of industries in Waitakere City that are experiencing skills shortages.

Accounting

Work and Income Auckland is continuing to work with the Auckland Chamber of Commerce to provide Work and Income migrant job seekers with positions in accounting through its work experience programme for highly qualified migrants. The initiative runs for 12 months through to September 2004.

Roofing apprenticeships

Modern apprenticeships in roofing provide industry training and a National Certificate in roofing for young job seekers. The scheme is a joint initiative between Work and Income Auckland, TEC, the Auckland Trade Training Academy and Alex Harvey Industries. Twenty-four job seekers are expected have taken part in the programme by the end of June 2004. Over the June 2004 quarter, a further eight job seekers were placed into employment.

Care giving

TEC assumed responsibility for running Health Care Assistant courses from the beginning of 2004. These courses are now run as TOPs courses and Work and Income Auckland staff refer suitable clients as appropriate.

For further information, please contact Kathryn Dove on (09) 916 1790.

Waikato

Work and Income Waikato region is addressing skill shortages in the following industries and sectors:

- food and hospitality
- retail
- the trucking industry
- transport and drivers licences
- building and construction
- caregivers
- security.

New initiatives

Food and Hospitality

For fiscal 2004, the Waikato region purchased a total of 140 positions from Kiwihost to deliver a certificate to existing Work and Income clients currently attending Food and Hospitality courses. This initiative has proven very valuable and all clients who attended the training achieved this certificate. This is another tool to equip our clients who are keen to gain entry into this industry in order to become more marketable in the work place.

Building and construction

In order to address a skills shortage in the Building and Construction industry, G & H Training delivers an Entry to Construction course in Hamilton. It is expected that 80% of participants will achieve sustainable employment. The provider has links with local employers who are keen to employ these clients, providing they achieve the minimum entry level. The first course had problems with the calibre and desire of the clients to regularly attend and participate in this course. There were also literacy/numeracy issues and some clients felt that they were being forced to attend the training programme or their benefits would be suspended. These problems were addressed prior to the commencement of the second course, by ensuring the training provider fully informed the participants of the expectations and outcomes of this programme. The clients on the current course appear to be keen and willing to participate and expect to be placed into full time work on completion.

Caregivers

Two training providers have been contracted to deliver Caregiving Training in the Hamilton Metro area. They are Bridgecity Healthcare and Te Riu o Nga Waka (Kaumatua Elderly Care). Bridgecity Healthcare has completed its first programme and has achieved 70% employment outcomes to date. A further contract will be negotiated for fiscal 2005 as it has been identified that there is still a skills shortage in this industry.

Bridgecity Healthcare has numerous networks among employers in this field and is confident that it will place the remaining three clients into full time work and a further minimum of 10 clients will be trained in fiscal 2005.

Te Riu o Nga Waka completed its first programme on 30 June 2004. To date, it has placed three clients into fulltime employment and expects to achieve a minimum of 80% employment outcomes. This training provider will be offered a further contract pending the evaluation of the pilot programme.

Security

Hamilton Security Services is a training provider delivering an eight week security services programme to a maximum of 10 participants per programme. It is expected to achieve an 80% employment outcome. It has completed one programme for fiscal 2004 and achieved a 60% employment outcome, with 20% moving on to further training in this area. A second programme will be completed in July 2004.

A more difficult-to-place client group has been referred to the second programme, without fully understanding the coverage and expectations of being a security guard. An interim evaluation indicates that they will not achieve 80% employment outcomes because of the attitudes of some of the participants. Discussions are underway with Security Services which has links with employers who are seeking security guards, focusing on the recruitment and referral process to ensure the right clients are referred.

Progress on initiatives from the March report

Hospitality

Treehouse, Terrafirma Services, and Wintec Thames have all recently delivered hospitality, and customer service programmes in the region. Terrafirma is a proven provider which has consistently achieved a minimum of 70% employment outcomes. Treehouse is a national Job Partnership contractor and because of its success rate it was decided to transfer the course scheduled for Bay of Plenty to the Waikato Region. This course is currently being delivered. Wintec Thames achieved 50% employment outcomes and has been re-contracted to deliver a further programme which commenced on 5 July 2004.

Transport and drivers

The Jobs Partnership with the National Road Carriers commenced in April 2004, as part of the Jobs Jolt package of initiatives to address skill shortages. Vertical Horizons provides a heavy traffic licence programme for Hamilton Metro job seekers delivering class two through to class five truck licences across the region. On completion of their first programme, 10 participants were placed into full-time employment ie 100% employment outcomes. We are currently investigating the need to run a Wheels Tracks and Rollers course to address a skills shortage that has been identified across the region and will be a focus in fiscal 2005.

Local industry has been slow to support the National Road Carriers job partnership contract. Service Centres are actively promoting this contract, however clients will not be trained until the provider has sourced the available vacancies. In spite of this, employer feedback indicates that there are a number of opportunities in this industry across the region.

Training for Long-Term Clients

Terrafirma Services and Alpha Consultancy have been re-contracted for fiscal 2005 as part of this Jobs Jolt initiative. A total of 115 places have been purchased to cover the Waikato region. Outcomes from fiscal 2004 contracts indicate that barriers such as drug and alcohol, transport, childcare, social barriers and health issues are all key areas that need to be addressed by case managers. The referral rate is steady following recent promotion of this service.

For further information, please contact Toni Giddens on (07) 957 1561

Bay of Plenty

Work and Income Bay of Plenty region is addressing skill shortages in the following industries and sectors:

- civil construction
- horticulture and market gardening
- meat processing
- transport and drivers licences
- construction
- pest control
- hospitality
- building and construction.

New initiatives

Kiwifruit Industry

Recruitment for the kiwifruit industry is seasonal and labour is transient. Consistently maintaining a skilled labour force for a defined period is not always realistic. Pre-employment training for clients interested in horticultural work in kiwifruit harvesting and packing has been organised with the Western and Eastern Bay of Plenty industry sectors to meet European BRC standards. Employment outcomes for clients have been the highest ever for the region to date with 800 clients placed into known jobs. In addition, pre-employment training for clients interested in supplying fresh produce to the marketplace has been provided at the Mokai Tuaropaki hot house, with 43 clients placed into full time paid employment.

Technology

The South Waikato Technology Trust is a joint venture initiative between the South Waikato District Council and the Community Employment Group. The programme is focused on end users capitalising on their skills and knowledge of Information Technology to advance into employment. South Waikato is part of a pilot involving participants from Otago and Southland. The anticipated outcome for South Waikato is 140 work placements for participants by mid 2006.

Progress on initiatives from the March report

Civil construction

Work and Income Bay of Plenty is working with the Tertiary Education Commission (TEC), and Otago Trade Training to provide a training programme in roading for 12 participants. Work and Income is funding the costs of licences for machinery. It is expected that all participants will move into full-time work on completion of the programme.

Transport and drivers licences

Work and Income Bay of Plenty has a contract with the National Road Carriers to provide training and placement into the transport industry. This initiative is available for 30 job seekers throughout the Bay of Plenty region. The start date and duration of the training depends on the needs of the job seekers. The National Road Carriers are expected to place all participants into full-time employment.

Building and construction skills programme

A pre-employment training programme with Waiariki Polytechnic has been established to provide entry level skills for clients interested in the building trade and is due to be completed in June 2004. Hammerhand and skilled labouring are elementary

proficiencies that will allow clients to participate in the domestic and commercial building sector. The local marketplace has created demand from a sector with limited labour resources.

Horticulture – market garden recruitment

Work and Income Bay of Plenty has a contract for a market garden recruitment initiative that also includes a training component for all job seekers. The training covers health and safety, planting, picking and general labour skills. The market garden is located at Mokai, between Taupo and Tokoroa. The garden grows capsicums and tomatoes for export. The Mokai horticulture project has provided employment opportunities for 43 clients from the rurally depressed communities of Mangakino, Atiamuri and Tihoi. The Mokai greenhouse business is expected to be expanded to an additional five hectares of operation and labour requirements are anticipated to be increased alongside the development.

Pest control

Environment Bay of Plenty is training long-term job seekers in weed eradication through the Work and Income funded Task Force Green programme. This initiative is being supported by the horticulture industry, as job seekers will gain transferable skills. To date, five participants from the joint venture initiative have moved into full-time paid employment elsewhere in the district during May 2004.

Forestry sector research

This initiative has been placed into abeyance due to a downturn in the log harvesting and solid wood processing sector with marketplace depression caused by fluctuations in the New Zealand dollar and profit margin returns. Although the research was valuable, the marketplace downturn and subsequent industry lay-off of labour discounted the findings and preliminary results of the initiative.

Forestry programmes

Silviculture continues to be a viable employment option for forest owners, however the downturn in the log harvesting and solid wood processing sector caused by fluctuation in the New Zealand dollar has affected the initiative. Pre-employment training providers and forest owners have withdrawn from the initiative due to these market place considerations.

Work and Income Taupo and Turangi Service Centres are involved in a joint venture with Tuwharetoa Genesis, New Zealand Forest Managers and the Taupo District Council, to train 16-17 year old job seekers in environment protection. The programme started in November 2003 and endeavours to encourage participants to undertake formal tertiary training in the area, or provide them with the skills to enter the landcare industry.

Transport and drivers licences

Driver training courses have been developed by the Work and Income Regional Contracts Manager after identifying the need to provide clients with an opportunity to become provisional or fully licensed drivers. Employers have expressed a need for job seekers to have drivers licenses as a prerequisite requirement.

Employment Skills Surveys

Sectorial skills surveys and labour market requirements questionnaires for the Rotorua and Tauranga TLA and districts were recently undertaken. The results continue to be

analysed and developed for use by the participating agencies and organisations addressing barriers and skill deficiencies in the local labour market.

For further information, please contact Stephen Maniapoto on (07) 921 8023

East Coast

Work and Income East Coast region is addressing skill shortages in the following industries and sectors:

- trades
- agriculture
- horticulture
- silviculture
- factory processing
- transport and drivers licences
- tourism.

New initiatives

Horticulture

Harvest Trail

This is a virtual community website that is in the early stages of development. It is aimed at assisting in the supply of labour to the horticultural industry by having a website linking seasonal employers, the tourist and accommodation industry as well as Immigration Services to enable a user to make their own "harvest trail" from another part of the country or another part of the world. The tourism element will also ensure that the user gets an overall "experience" when planning a working holiday, for example. The region aims to trial this and then extend it to the rest of the country if appropriate.

Agencies involved are Work and Income, Hawke's Bay Tourism, the Napier City Council, Hawke's Bay Wine Country, Food Hawke's Bay, the Hawke's Bay Fruit growers Association, the University of Auckland, NZTRI, the NZ Fruit growers Federation, Visitor Information Centres, and Immigration and Accommodation representatives. The initiative commenced in May 2004 and it is expected to run for approximately two years when the website should be self-sustaining. The outcome expected is progress towards the common goal of meeting labour needs when the industry most needs them. Currently Work and Income does not have enough clients to meet the needs of the industry, particularly in the apple picking season.

Bus Service and Transport Van

Work and Income, in conjunction with the District Council, funded two buses to meet the needs of clients who had no transport to travel to pack-houses for work (one in Napier and one in Hastings). Work and Income also funded a van to transport clients to picking and pruning jobs as they had no transport until car pooling could be arranged. The bus service catered for two pack-houses (Apollo and Mr. Apple, Whakatu) and approximately 110 clients have traveled on these buses so far. The van service commenced 9 February and is ongoing until 31st July 2004. To date, approximately 70 people have used this service. The van links primarily with the horticultural and viticultural contractors.

Progress on initiatives from the March report

Trades

Work and Income East Coast is working with the Modern Apprenticeship training provider Gisborne Development Ltd to provide job seekers with Modern Apprenticeships which run for three to four years. Work and Income East Coast is providing subsidies for up to a year, for young job seekers who have average or below average academic grades.

Over the June 2004 quarter, 17 job seekers participated in Modern Apprenticeships in Gisborne in the following areas:

- automotive industry 4
- carpentry 3
- painting and decorating 1
- electrical engineering 2
- aluminium joinery 1
- engineering 3
- dairy farming 1
- hairdressing 1
- boat building 1

Agriculture, horticulture, forestry and factory processing

The Mobile Employment Service is part of the Jobs Jolt package of initiatives, which is focused on assisting people into employment and meeting the labour and skill demands of employers. The service assists job seekers who live in remote areas to find employment. The initiative is designed to increase face to face employment services in areas with limited access to Work and Income services. The initiative will also tap into potential job opportunities in remote areas.

Between February and June 2004, both mobile employment teams (Hawke Bay and Tairāwhiti) have assisted 55 clients into employment. Statistics on employment types are as follows:

- retail/shop assistants 4
- factory hands 5
- administration 5
- horticulture 12
- general labourers 13
- forecourt attendants 2
- fisherman/deckhands 2
- forestry 5
- other 7

Employment and skills forum

Businesses and training organisations are being given an opportunity to raise employment and training issues relevant to their sectors through this forum. The outcome of this initiative is to raise awareness for ongoing collaboration across sectors to address common issues. Sixty five people, including employers, training providers, Government agencies and Council staff, attended the forum which was held on 18 June 2004.

Silviculture training

Work and Income East Coast contracted Tairāwhiti Silviculture to provide a five-week pruning course from February to March 2004 for nine participants who were all placed

into employment. A four-week chainsaw course was conducted for 10 participants in April/May 2004 which was also contracted through Tairawhiti Silviculture.

Transport and drivers licences

Work and Income East Coast is offering drivers licence courses through the Roulston Driving School. The courses are ongoing and take four to six weeks to complete. Participant numbers to date for 2004 are as follows:

- January 36
- February 28
- March 40
- April 28

Horticultural liaison

Work and Income East Coast and the Hawke's Bay Fruit Growers Association have employed an industry-based liaison person to provide Work and Income East Coast with good links to employers and keep the region informed on how the season is going in terms of current activities and future events. Work and Income East Coast has found having a horticulture liaison person in the region has worked well.

Horticultural Cadet scheme

The Grape Growers' Association has embraced the concept of the Hawke's Bay Fruit grower's Association (HBFA) Cadet programme leading to Cadetships in Viticulture for Modern Apprenticeships in the near future. A partnership has been developed between the HBFA, EIT and NZHITO to deliver a similar programme for Fruit Cadets. There are currently 42 Fruit Cadets in training. NZHITO has contracted EIT to teach the off the job elements of the Certificate of Horticulture to its Amenity, Nursery, Floriculture and Landscape trainee blocks, thereby strengthening their Horticultural training delivery.

For further information, please contact Ali Shapland on (06) 974 8207.

Taranaki

Work and Income Taranaki region is addressing skill shortages in these industries and sectors:

- hospitality
- health care
- road contracting
- caregiving
- engineering
- meat processing
- transport
- farm labouring.

New initiatives

Farm labourers

As a result of the recent flooding disaster that affected southern areas of the Taranaki, Wanganui and Rangitikei communities, a large number of job seekers found work through Enhanced Task Force Green initiatives. Work and Income has contracted with Landbase Training to provide an array of farm contracting skills including fencing, chain saw safety for 70 participants. Work and Income has also contracted for 50 driving licence places by 30 September 2004, again to capitalise on the employment experience gained by the Task Force Green workers and to cater for the additional skills required if they are now to obtain sustainable employment.

Progress on initiatives from the March report

Hospitality

The Work and Income Jobs Partnership with the Hospitality Association of New Zealand commenced in April 2004. This initiative is part of the Jobs Jolt package to address skills shortages, and place job seekers into employment within these industries. The national training provider was Treehouse which ran a 12 week course for 16 participants which finished in late June. It is expected that 80% of participants will gain employment on completion of the course.

Road contracting

The Industry Training Organisation (ITO) Infratrains has been meeting with Work and Income Taranaki. Both organisations have developed a proposal for placing job seekers into permanent employment with a number of employers. Work and Income Taranaki received confirmation of the proposal from the ITO in February 2004.

Work and Income Taranaki has contracted a roading skills training programme for 12 job seekers in New Plymouth. Local industry contractors were involved with the Road Contracting Industry Training Organisation in developing this programme and there are eight participating employers.

The training programme was delivered by NZ Pre Trades Training, a Hamilton based provider. The programme was completed in late May but with disappointing results, as only two clients found employment although there are potentially two more placements in the pipe-line. The CEO of the Pre Trades Training and the Regional Commissioner, Work and Income are meeting soon to review the course, and a decision to run another such programme will be left until after this meeting.

Caregiving

A Care of the Elderly training course in Marton commenced in April 2004. The training covers New Zealand Qualifications Authority Unit Standards for 12 job seekers, and aims to place 80% of the participants into employment in the caregiving industry.

Employment and skills forum

This forum is a partnership between Work and Income, the Venture Taranaki Trust (VTT) and the Tertiary Education Commission (TEC) and continues to meet and follow up on the recommendations that emerged from the Regional Skills Shortages Forum held in New Plymouth in November 2003. The forum has been investigating trade shortages and the merits of group apprenticeship programmes.

Regions are trialling a range of options with varied success. Some options were presented at the recent Mayors' Taskforce for Jobs conference held in New Plymouth. The Local Employment Co-ordinator has surveyed local businesses to gauge interest in apprenticeships and to identify barriers. This report was presented with recommendations at the last forum. It has been suggested the New Plymouth District Council could take a facilitative role in setting up further discussions with local business.

Meat processing programme

Unfortunately, the initial cadet programme with Richmonds in Hawera failed to come to fruition due to the high employer expectations of participants and difficulty finding suitable candidates. Knife-hand skill programmes continue to be delivered that service the meat processing plants. Although there is still a decision to be made on future meat processing programmes, it is expected that further training programmes will be available in the Wanganui/Marton area as a new plant is expected to be opened shortly in Marton

Transport forums and initiatives

As part of the Jobs Jolt package, Work and Income Taranaki has held fora with transport operators in New Plymouth, Wanganui and the King Country to get industry support for transport training and to identify ways to deliver this training.

There has been agreement that the NZ Road Carriers Association will be the preferred training provider and a meeting of all key stakeholders is planned for 6 July 2004.

For more information, please contact Mark Poppelwell on (06) 968 6629.

Central

Work and Income Central region is addressing skill shortages in the following industries and sectors:

- automotive trades
- building, construction and related trades
- transport and drivers licences
- caregiving
- engineering
- textile trades
- wool handling.

New initiatives

Transport and drivers licences

Places have been funded for 365 drivers licence participants in the 2003/4 year, 10 of which were "P" endorsement. Providers were the Salvation Army-Employment Plus and Nga Kai Mahi o nga hau e wha in Horowhenua. In respect of Heavy Trade (Classes 2, 4 and 5) licenses, barriers are more about a lack of experience than a lack of licence, particularly for A and B train operation.

Wool Handling

Work and Income Central has determined that there is a lack of trained wool sorters and graders and as a result, training has been contracted through Kokamo in both Dannevirke and Feilding. Participants complete modules in wool handling and knowledge, practical pressing skills, an industry overview and work-based experience. Outcomes from both training programmes have seen 13 clients placed into employment within the industry.

Progress on initiatives from the March report

Industry based training

Work and Income Central has successfully contracted two courses for Poultry Processing with 80% employment outcomes. One course was held in Feilding with 73% employment outcomes and two courses in Dannevirke with 62% employment outcomes. A further two courses were run in Levin with 85% employment outcomes and a further four courses are planned for 2004/5.

In addition two Fibreglass courses were held in Feilding with 85% employment outcomes and it is likely that a further two courses will be held in 2004/5.

Trades and Apprenticeships

An Employment Advisory Group has been set up in Wairarapa to address skill shortages. The Employment Advisory Group is led by the Mayor of Masterton and includes representatives from the Community Employment Group, Work and Income Central, the Tertiary Education Commission (TEC), University College of Learning (UCOL), and local businesses. The group continues to meet on a monthly basis to discuss progress and skill gaps.

The group also oversees a Workforce Development Co-ordinator, who is largely funded by Work and Income Central and New Zealand Trade and Enterprise. The role of the Workforce Development Co-ordinator is to promote apprenticeships, particularly in trades, to schools and young job seekers.

Building, construction and related trades

Work and Income Central has run an eight-week training course in Fibreglass Development with the Feilding Salvation Army and Fibreglass Developments Limited. The course started in February 2004 and finished in March 2004. Five of the seven job seekers finished the course and have all found employment. Work and Income Central ran a second programme in June 2004.

Automotive Trades

As a result of a panel-beating pre-apprenticeship course funded by Work and Income Central, six of the eight job seekers who completed the course have moved into full time employment. An auto-finishing course commenced in February 2004.

Caregiving

Work and Income Central has planned to contract caregiving courses through Links Limited in 2004. The training will involve gaining New Zealand Qualifications Authority Unit Standards in a variety of caregiving areas, from communication to first aid. Work and Income Central is promoting the caregiving industry to job seekers, and an intensive selection process will ensure all job seekers entering this industry are aware of the requirements associated with the job, and understand what the job entails. Recruitment of participants continues to be challenging.

Employment and skills forum

An Employment and Skills Working Group continues to meet bi-monthly through the Employment and Skills forum. The Working Group includes representatives from secondary and tertiary institutions, TEC, Career Services, Vision Manawatu, Apprenticeship Training Trust, UCOL, the Employers and Manufacturers Association, private training providers and Work and Income Central. The Group has developed an action plan to address key employment issues identified in the forum, including youth, skill shortages and promotion of particular industries.

Engineering

Work and Income Central has a partnership with the Apprenticeship Training Trust, to deliver Auto-Refinishing Pre-Apprenticeships. The Trust has achieved 62% employment outcomes amongst its participants.

Textile trades training strategies

Two interior decorating pre-apprenticeship courses have successfully concluded, with the first course achieving 100% full-time employment outcomes. The second course has only recently been completed and there is still high demand for people with these skills.

For further information, please contact Rex Pennell on (06) 952 1430.

Wellington

Work and Income Wellington region is addressing skill shortages in the following industries and sectors:

- building and construction
- retail
- hospitality
- meat processing
- transport and drivers licences.

New initiatives

Building and construction

The Porirua Apprenticeship Trust has expanded their capacity and relationship with the Master Builders Association. As a result, the number of referrals should increase. The Hutt City Council is also looking at the apprenticeship concept in their community. Positively Business Wellington is looking at using their Business Development Advisors to identify employment opportunities within this industry. It has entered into a partnership with the Wellington Tenths Trust which has indicated a need for 150 employees with their business ventures in the next two years.

The region is negotiating with Trade Management Systems (TMS) staff looking at setting up a training course to deliver exterior painting training as a joint venture with Master Painters, Weltech and Work and Income. TMS are the contractors for Housing New Zealand. In addition, Kershaws Training undertook a four week course for fencing and house plastering.

Call Centre Training

Access Technology has completed two intakes offering a National Certificate in the Call Centre industry. There were 28 trainees and of these, 20 were successfully placed into full-time work.

Progress on initiatives from the March report

Retail

Work and Income Wellington has contracted a 'Shopping for Careers' retail course with Treehouse for job seekers interested in working in the retail industry. The course covers cash handling, stocktaking, customer service, and presentation and communication skills. Thirty six clients have been referred in the new intake.

Hospitality

TreeHouse Hospitality and the Hospitality Association of New Zealand are providing a range of training opportunities for Work and Income job seekers. In the last quarter, three "Fast Forward" courses were held with 42 clients graduating. Of these, 30 moved into full-time employment.

Meat processing training

Canterbury Meat Packers, Work and Income Wellington and Sapphire Consultants Ltd have designed a pre-employment programme to provide interested job seekers with information and assistance that will make the transition to work in the Ashburton Plant easier.

In July 2004, Sapphire Consultants will commence vetting and pre-employment training for Canterbury Meat Packers (CMP) vacancies for October 2004. CMP has indicated it

requires between 80 to 100 workers. The contract with Taylor Preston has not been as successful; however refugee and migrant clients are being directly placed into employment via Drake and MClass. Twenty three clients were employed by Taylor Preston in the last quarter.

Transport and drivers licences

Two drivers licence courses have been contracted by Work and Income Wellington with the Salvation Army and Crenel Driving. Job seekers receive instruction and training in a wide variety of licences, such as heavy truck, heavy truck and trailer, private motor vehicle, bus, as well as forklifts. These courses continue to run throughout the year. Twenty two clients were referred to Crenel and 12 new recruits were referred to the Salvation Army to train for their bus licences. Mana Transport successfully recruit directly from this course.

In addition, Driver Education Services Ltd has been referring clients for their fork lift licences and has been delivering a small outcome-based funded contract for up to 10 clients focusing on whatever licences employers require ie Heavy Traffic, Class 2, Hazardous Goods or Forklift. This provider has placed ten clients into full-time employment in just four weeks.

For further information, please contact Mel Harrington on (04) 917 7141.

Nelson, Marlborough and West Coast

Work and Income Nelson, Marlborough and West Coast region is addressing skills and labour shortages in the following industries and sectors:

- caregiving
- transport and drivers licences
- food and hospitality
- trades
- forestry
- seasonal work.

New initiatives

Food and Hospitality

The seafood industry in Motueka, Nelson and Blenheim is experiencing labour shortages due to the numbers of workers required and a lack of skilled workers. Pre hoki training is provided in the form of two one week courses run by the Westport Deep Sea Fishing School situated in Motueka and is run in conjunction with Talleys. Twelve people per course will be trained in hoki trimming in order to meet the requirements of Talleys in time for the July season. Work and Income Nelson has an expectation of 70% employment outcomes.

Progress on initiatives from the March report

Recruit West Coast

A community recruitment agency is working with industries to advertise vacancies nationally to fill local skill shortages in major West Coast industries, especially mining. It also targets trades and senior management roles that businesses on the West Coast have difficulty filling. Representatives from the Grey and Westlands Councils, West Coast Development Trust, the Ministry of Economic Development, and Work and Income Nelson, Marlborough and West Coast are involved in this initiative. From March 2004 to June 2004, the agency supported 56 employers and 392 job seekers.

Skills shortage survey

A skills and labour shortage survey was sent to 212 employers on the West Coast to measure the extent of skill shortages across the region and to identify strategies to reduce these. The survey identified an average of one vacancy per firm, and many firms chose to have Recruit West Coast assist them to fill these.

The skill shortage survey in Greymouth/West Coast found that 44% of employers surveyed had a current skill or labour shortage. Forty seven percent of these companies accepted a referral from Recruit West Coast which is a recruitment company to which Work and Income provides funding. The survey will be further analysed by the West Coast Development Trust and a range of West Coast stakeholders will consider strategies to help close these gaps. A further survey has been commissioned in the Marlborough and Nelson areas, scheduled for the July-August period.

Trades - Buller Youth Works

Buller Youth Works is a Mayors' Taskforce for Jobs initiative that aims to link young people to apprenticeships. For the June 2004 quarter, eight young job seekers were placed into employment and a further five into training.

Forestry

The Work and Income Nelson, Marlborough and West Coast Regional Commissioner is on the Nelson/Tasman Forestry Industry Employment and Training Needs Steering Group. This group has commissioned a survey to identify skill shortages and training needs. A meeting to discuss the survey findings is scheduled for 16 December 2004. It is likely that a Forestry Industry Cluster Group will be developed to address the issues identified, more strategically.

Nelson/Tasman pip fruit strategy

As there has been an ongoing labour shortage in this area, the Nelson/Tasman pip fruit strategy aims to attract as many seasonal workers to the Nelson region as possible. The harvest season has been completed and Work and Income again seconded a Work broker to act as seasonal co-ordinator working full-time at the Motueka Visitor Centre during the apple harvest. This person referred 957 people to work including 338 who required work permits

Viticulture seasonal employment co-ordinator

Work and Income Nelson, Marlborough and West Coast has appointed a part-time seasonal employment co-ordinator to help fill seasonal labour shortage vacancies in the viticulture industry in and around Blenheim. The co-ordinator works from mid April to the end of August during the grape pruning season where there is the largest demand for labour. To date, 419 clients have been referred to employment using this service, including 259 who were assisted with work permits.

For further information, please contact Gary Gatward-Smith on (03) 989 7037.

Canterbury

Work and Income Canterbury region is addressing skill shortages in the following industries and sectors:

- flooring
- transport and drivers licences
- scaffolding
- trades
- hospitality
- retail.

New initiatives

Trades

A plumbing, gasfitting, drainlaying and roofing course run by the National Trades Academy commenced recently catering for 13 trainees. This is a six week programme with a rolling start date up to 30 June 2004. Work and Income Canterbury has an expectation of an 80% employment outcome.

Retail

The region is providing a retail training course run by Treehouse Training. This is a six week training course that commenced 23 June 2004 catering for 25 participants. Work and Income Canterbury expect an 80% employment outcome.

Progress on initiatives from the March report

Flooring - pre-apprenticeship programme

Work and Income Canterbury is providing a flooring course through the National Trades Academy. The training covers one-week classroom based learning and five-week on the job training with different employers in the trade. It is expected that 80% of these job seekers will move into employment and four trainees commenced Modern Apprenticeships on 26 April 2004 with flooring industry employers.

Transport and drivers licences

Work and Income Canterbury has contracted a three-week heavy transport drivers licence programme for job seekers through the Christchurch Small Business Enterprise Centre. Six trainees commenced with Driving Solutions (CSBEC) on 1 April 2004 and all were placed into full-time permanent employment with the Red Bus Company. Another seven trainees commenced with Driving Solutions on 24 May 2004 and six were placed into full-time permanent employment with the same company on 14 June 2004. Since July 2004, 64 clients have been trained and 53 clients have been placed into employment, which is an 83% placement rate.

Pre-apprenticeship programmes with City Care

Work and Income provided a 12 month training programme for prospective apprentices through City Care in 2003. City Care is a large employer specialising in the construction, maintenance and management of amenity and infrastructure assets. All 23 trainees are still in employment, comprising 18 Work and Income clients and a further five participants directly from school. Another programme has commenced this year catering for 19 job seekers. It is expected that all participants will be employed in full-time apprenticeships on completion of the programme.

Scaffolding

Work and Income Canterbury has contracted an introductory scaffolding training programme for 10 job seekers with Tai Polytechnic. The training programme started in February 2004 and concluded in April 2004 with five trainees securing employment.

Hospitality

Work and Income Canterbury contracted Treehouse Training to provide a hospitality training programme for 21 job seekers. The six-week programme commenced in February 2004 and concluded on 9 April 2004 with a disappointing eight trainees securing employment. A second course commenced in May 2004 with 15 participants and aims to place 80% of participants into employment.

For further information, please contact Lynley Speers on (03) 961 9004.

Southern

Work and Income Southern region is addressing skill shortages in the following industries and sectors:

- forestry
- hospitality
- meat processing
- sawmilling
- viticulture and horticulture
- tourism.

New initiatives

Building and construction

Work and Income in Oamaru offers wage subsidies to youth straight from school who are moving into trades. They also ran a Civil Construction Course in March 2004 that placed six people out of nine into fulltime employment at the completion of the course. They also held a pre-employment course in April 2004 that was aimed at recruiting staff for a major construction project planned in October 2004 in Oamaru

An initiative has been established between Work and Income and McCrostie Builders to address the local skills shortage. Work and Income is assisting with the funding of a retired qualified builder who will mentor, supervise and assist with the training of 10 new labourers provided through Work and Income. The initiative has only recently been approved and will be commencing shortly. Once the new In Work Support officer is appointed, the 10 placements will be filtered into the business slowly over a period of 12 months. Work and Income Southern is confident that all these placements will lead to sustainable employment.

Progress on initiatives from the March report

Forestry

Work and Income Southern contracted Ryder Contracting Ltd to provide a five-week course in forestry. The training covers unit standards and work-based training with an Industry Training Organisation and a qualified assessor. Six job seekers participated in the course which is due to conclude on 25 June 2004. All six trainees have been offered employment with forestry contractors involved with this initiative.

Meat processing

The Work and Income Invercargill Service Centre has provided a meat processing training programme through Kai Tech, to meet the needs of the major processing plants in the Southland areas. Three meat processing training programmes have been completed in Invercargill with a total of 38 job seekers participating in the two-week course. Over the March 2004 quarter, 27 job seekers were placed into employment in the meat industry or a related industry. Although no programmes were conducted in this quarter it is expected that these will commence again in the new season from November 2004 to May 2005.

Meat processing seminar

Work and Income Southern arranged a seminar for Dunedin and Mosgiel job seekers interested in working in the meat processing industry in Balclutha and these have proven very successful with positive employment outcomes. As this is a seasonal industry, no further seminars have been run in this quarter. However they will resume in August and

September 2004 in liaison with human resource managers from PPCS Silverstream and PPCS Finegand.

Sawmill training programme

Seven job seekers completed the sawmill training programme through the Southland Community College in Invercargill. Five job seekers have entered into full-time employment in sawmills or related fields and one into full-time seafood processing. At this stage there are no more courses being contracted by Work and Income, however continued funding has been arranged between TEC and the Southland Community. Work and Income Southern plans to run this programme again.

A wood processing course, run by Exlim in Mosgiel, was completed in December 2003 with successful outcomes for five of the six trainees. There is still a shortage of workers in this industry, particularly in the South Otago and Mosgiel areas. Balclutha and Mosgiel Work and Income offices are working together with employers in the Milton, Balclutha and Mosgiel areas to address these labour shortages.

Southern Youth strategy

Work and Income Southern has established the Southern Youth Strategy, which is a long-term strategy for working with young people in schools. The aim of this strategy is to encourage young people to make informed career choices by ensuring that they have the relevant information.

Over the March 2004 quarter, the Transition to Work Trust appointed three life coaches for the Timaru (two), Dunedin (one), and Invercargill (one) areas. The life coaches are located in the Work and Income Service Centres, and are working closely with case managers to ensure referrals of young job seekers are made to them. A Service Level Agreement is being established to document the referral process that will enable Work and Income staff to refer 15-19 year old clients to the Life Coaches for mentoring.

Viticulture and horticulture

Work and Income Southern facilitated the establishment of the Central Employment Trust, to address long-term labour shortages in the viticulture and horticulture industries in Central Otago.

Work and Income Southern has established a strategic business unit, which is operating out of the Work and Income Alexandra Service Centre. The aim of this unit is to meet the seasonal labour needs of the fruit picking industry. A seasonal co-ordinator has been appointed as part of the strategic business unit. Although the orchard season has now finished until the spring, the viticulture industry is already requiring labourers with approximately 100 pruners required for July/August 2004.

Tourism

Traditionally, the tourism industry suffers from a lack of workers for 6-8 weeks before the ski season opens, so hospitality employers reduce the hours of employment for staff. Ski fields are now open for the season, with the Winter Festival that commenced on 26th June 2004. This means that hotels and restaurants will be reverting to full-time hours and employment opportunities will increase.

For further information, please contact Lisa Acheson on (03) 955 6543.

Appendix 1 – Related national initiatives

The following national initiatives provide a context for many of the local initiatives presented in this report.

Jobs Jolt

In July 2003, the Government announced the Jobs Jolt package of initiatives, aimed at addressing skill and labour shortages and assisting people into sustainable employment. The package contains a number of initiatives being delivered by the Ministry of Social Development (MSD). Some are being delivered regionally and others are being delivered across all regions. The MSD Jobs Jolt initiatives are:

- jobs partnership with industry (see below)
- mobile employment service
- employment coaching
- supporting sole parents into work
- mature-focused case management
- Sickness and Invalids Benefit practice
- Job Club pilot expansion
- innovative employment assistance for Sickness Benefit and Invalids Benefit recipients
- creating clear and strong expectations – including pre-employment drug testing, limited employment locations, and streamlining of work-testing procedures.

Jobs Partnership with Industry initiative

This initiative aims to strengthen partnerships between Work and Income and industry. A National Co-ordinator oversees immediate development of industry partnerships, and helps to ensure that job seekers secure sustainable employment.

Partnerships focus on training that is targeted to meet industry-identified skill and labour shortages. This may include on-the-job training, work experience or pre-employment training. This initiative supports and extends existing employment industry partnerships and complements the wage subsidy programme.

The first partnership was signed with the Hospitality Association of New Zealand in October 2003. The three-year agreement will assist 200 people into jobs across six Work and Income regions by 30 June 2004. These numbers will increase in the future as demand requires.

Other partnerships have been signed with the National Road Carriers, New Zealand Retailers Association, and the Master Plumbers and Drainlayers Industry Training Organisations (ITO).

Work and Income is currently exploring additional partnerships with the Bus and Coach Association, Transfield Training NZ, The Warehouse and Goodman Fielder.

Quarterly Work Brokers survey

This quarterly survey taps into valuable frontline labour market knowledge that Work Brokers get through contact with employers, job seekers and training providers. Work Brokers are canvassed about the extent of skill shortages in their region. The survey aims to identify skill shortages at a regional and broad occupation level, as well as improve MSD's understanding of labour market issues.

MSD is using this information in a directory of regional skill shortages initiatives. The survey is also used to inform skills reports from the Department of Labour (DoL) and the Tertiary Education Commission (TEC). MSD, Career Services and TEC are working to create a shared distribution network for this and other quarterly skill shortages information.

General seasonal initiatives

Work and Income regions such as East Coast, Northland, Bay of Plenty and Nelson who have seasonal labour markets have all put in place strategies to ensure that employers' needs are met and as many clients as possible are able to take up employment opportunities.

In the past, seasonal industries have found it difficult to recruit sufficient staff and registered job seekers have been reluctant to take up the employment opportunities for various reasons.

However Regional Commissioners have the flexibility to develop local strategies to deal with seasonal work and be able to respond to local labour market conditions (as well as client and employer needs) and take a planned approach to managing seasonal work flows.

Regions have strategies aimed at keeping clients in seasonal work for longer periods of time. There is an emphasis on meeting with employers/industries and managing responses to filling vacancies to ensure employer's needs are met.

Updating the Job and Talent Bank

This is one of eleven projects in the Ministry's Work Services Model development. It explores ways of using more modern technology to access the job market, match skills, and make contact between job seekers and employers.

Employment and skills fora

Employment and skills fora continue to be held regularly in each Work and Income region. These help Work and Income and other agencies, such as DoL and TEC, to identify a range of local and national issues impacting on regional labour markets, as well as involving local stake-holders in developing and implementing solutions to regional issues.

Following each forum, Work and Income Regional Commissioners, working with regional stake-holders, to develop action plans to address the issues raised at each forum. Regular reporting to the Minister for Social Development and Employment on the outcomes and activities of the fora is continuing.

Appendix 2 – Initiatives led by other agencies

Initiatives where Work and Income plays a role.

Initiative	Description
<i>Building and construction – Retro Fitting project</i>	Work and Income Northland is assisting in the insulation of 360 houses as part of the Rural Housing Project. The region is working with Te Puni Kokiri, Housing New Zealand Corporation, the Northland District Health Board and the community group He Iwi Kotahi Tatou Trust. The retro fitting project is now being completed under contract and employees are no longer subsidised by Work and Income. The Work and Income Regional Social Development Manager together with the Housing New Zealand Corporation is still involved with this project assisting with further funding applications.
<i>Skills to Employment Strategic Steering Group</i>	The Skills to Employment Working Party has met twice in the Waikato region since the March report and has also met with WINTEC to discuss some of their employment issues. As a result, Work and Income and TEC will identify the level of foundation skills that are being provided by the training providers and determine the required level of Pre Trade training. In addition, WINTEC will compile a list of pre-requisites required for each industry.
<i>Caregiving</i>	Work and Income Auckland, the Manukau Institute of Technology (MIT) and the Tertiary Education Commission (TEC) are providing health-care assistant training programmes. Due to the high demand for this programme, TEC is now responsible for leading the programme.
<i>Employment and Skills forum</i>	Businesses and training organisations in the East Coast region are being given an opportunity to raise employment and training issues relevant to their sectors through this forum. The outcome of this initiative was to raise awareness for ongoing collaboration across sectors to address common issues. Sixty five people attended the forum which was held on 18 June 2004, including employers, training providers, government agencies and Council staff.

<p><i>Engineering</i></p>	<p>The Regional Engineering Strategy focuses on meeting the skill needs of various engineering sectors in Taranaki, by providing industry-based training and nationally recognised qualifications. This initiative is being developed by the Western Institute of Technology, the Tertiary Education Commission, Venture Taranaki and the New Plymouth District Council in consultation with the Work and Income Taranaki Regional Commissioner.</p> <p>One outcome of the strategy is that a Centre of Excellence for engineering research and practice is being established at the Western Institute of Technology Taranaki. The Centre of Excellence is being developed with funding from the Ministry for Economic Development's (MED) regional partnership programme.</p> <p>The Minister for Economic Development the Hon. Jim Anderton officially opened the Engineering Workshops at the Western Institute of Technology, Taranaki on 18 June 2004. The workshops are part of the Regional Industry Partnership that established the Centre of Engineering Excellence. It is expected that the Centre will play a pivotal role in meeting the engineering skills requirements of the community.</p>
<p><i>Health Care cadetships</i></p>	<p>Work and Income Taranaki has developed a health care cadetship with the Taranaki District Hospital Board that involves an induction to the public health division. Participants will be offered permanent employment after 18 months. Work and Income Taranaki is trialling the initiative and if successful, it will be implemented in other areas. The region has also had discussions with several Wanganui Maori health providers, who are interested in working with Work and Income Taranaki to address some of their workforce needs.</p>
<p><i>Memorandum of Understanding between Career Services, TEC and MSD regarding regional labour market information reporting</i></p>	<p>Work and Income National Office has a Memorandum of Understanding in place to convey regional labour market information to stakeholders and decision makers at a local and national level. It sets out the roles and responsibilities of Career Services, the Tertiary Education Commission and the Ministry of Social Development in relation to regional labour market information</p>

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