

# Regional Skills Leadership Groups

Improved coordination and workforce planning to create better and more attractive jobs across the region

## Purpose

Regional skills leadership groups (RSLG) will be an influential partner in addressing critical issues to do with training, employment and development of workers at a regional levels across New Zealand. RSLGs will:

1. Operate at a strategic and collaborative level within each geographic region
2. Create local leadership and a common view on the region's investments in skills and training
3. Provide a coordinated approach to regional labour market advice and planning
4. Support movement toward higher skilled labour markets and increased labour productivity

## Functions

- Identify **current and future workforce and skills needs** for the region
- Identify **sub-regional challenges and priorities** experienced by employers in accessing skilled workers
- Deliver an **annual Regional Workforce Plan (RWFP)** to understand the demand and supply of workers in a region
- Provide **advice to government, employers and facilitate action** with regional actors on how to meet these needs

## 15 Regions

- Northland
- Auckland
- Waikato
- Bay of Plenty
- Gisborne
- Hawke's Bay
- Taranaki
- Whanganui-Manawatū
- Wellington
- Marlborough
- Nelson-Tasman
- West Coast
- Canterbury
- Otago
- Southland

## Opportunities & challenges

### Regional voice

RSLG members and Regional Secretariat consult and engage with key local groups in the development of the RWFP:

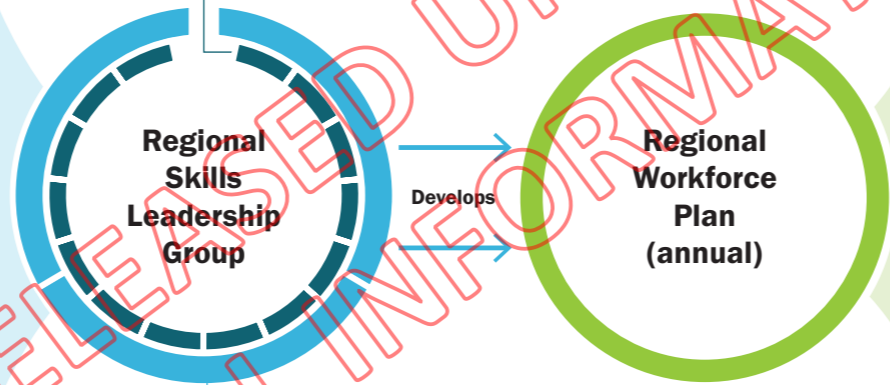
- **Iwi/hapū**
- **Workers and worker representatives**
- **Local social service providers**, including contracted providers
- **Local education providers**, for example: schools, training providers, and the regional campus of NZIST
- **Economic development agencies** and other local government entities
- **Employer and employer groups**, e.g., major employers and the local Chamber of Commerce

### Central Government Actors in regions

- **Ministry of Social Development (MSD)** regional staff – including Regional Commissioners, Regional Labour Market Managers, Education to Employment Brokers
- **Ministry of Education (MOE)** regional staff, including Secondary/ Tertiary Transition Advisors
- **Immigration New Zealand (INZ)** Relationship Managers
- **Provincial Development Unit (PDU)** Regional Advisors

RSLG members	An independent chair	Is appointed by Cabinet and will work with members to set the strategic direction and champion regional priorities
	Members appointed by MBIE	Represent views of a diverse range of groups including regional industry leaders, economic development agencies, worker representatives, iwi, key community group representatives where appropriate, government representatives
	Regional Public Service Lead (RPSL)	Bring trends or issues to the attention of central public service agencies
	Appointments guided by key principles	<ul style="list-style-type: none"> <li>• Balance representation and empowerment</li> <li>• Bring together systems and regional interests</li> <li>• Represent iwi and hapū</li> <li>• Avoid duplication with other groups</li> </ul>

RSLG central government supports	Regional Secretariat	Regional Secretariat to support each RSLG, across:
		<ul style="list-style-type: none"> <li>• Logistics and coordination</li> <li>• Research and analysis</li> <li>• Relationship management</li> <li>• RWFP development</li> </ul>
	Central Secretariat	<ul style="list-style-type: none"> <li>• Provide guidance and templates to support RWFP preparation</li> <li>• Provide data and analysis of regional labour market trends</li> <li>• Analyse insights</li> </ul>
	Funding	• Access to funding to support regional priorities



## Regional responsiveness

### Regional providers

Local labour market responds to the priorities of the RWFP:

- **Local education providers:**
  - **Tertiary education providers** including NZIST, PTEs, Wananga, universities and other providers tailor delivery to local needs
  - **Schools** develop targeted curriculum
- **Local social service providers** target identified barriers to employment and training
- **Employers and workers** understand upcoming skills needs, meaning they can work to address them

### Central Government Actors in regions

- **MSD, MOE, TEC and others** seek to target contracted services to identified barriers and regional skills needs
- **PDU Senior Regional Officials** ensure that PGF investments are consistent
- **Other Government Agencies** active in the region take the priorities into account, for example:
  - **Corrections** targeting training programmes
  - **Kāinga Ora** and infrastructure agencies when planning procurement
  - **DHBs** and other major local employers

## National influence

### Labour market systems

- **MSD** uses the Plans when making Labour Market Test assessments and referrals
- **MBIE** (including INZ) uses the Plans to help determine where extra skilled workers are needed, while continuing to prioritise jobs for New Zealanders

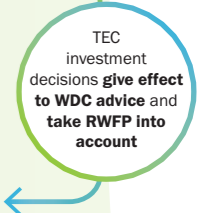
### Skills investments

- **Workforce Development Councils (WDC)** provide skills leadership and advice on funding to TEC. Opportunity to work with RSLGs on local labour market needs
- **Tertiary Education Commission (TEC)** make investment decisions which influence what training is available locally

### Sector & industry developments

Where there is a concentration of particular sector(s) within a region, RWFPs will inform key sector developments, including:

- **Industry Transformation Plans (ITP)** set out a vision for key sectors, including skills development
- **Immigration Sector Agreements (SA)** inform negotiations on a sector's plans for employing and training more New Zealanders



FEEDBACK LOOP

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## Glossary

**DHB** District Health Board  
**INZ** Immigration New Zealand  
**ITP** Industry Transformation Plan

**MBIE** Ministry of Business, Innovation and Employment  
**MOE** Ministry of Education  
**MSD** Ministry of Social Development

**NZIST** New Zealand Institute of Skills and Training  
**PDU** Provincial Development Unit  
**RPSL** Regional Public Service Lead

**RSLG** Regional Skills Leadership Group  
**RWFP** Regional Workforce Plan  
**SA** Sector Agreement

**TEC** Tertiary Education Commission  
**WDC** Workforce Development Council