

Labour Market Activities in the Central Waikato

A-Z Directory

Compiled by Hamilton Skills Action Group
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The purpose of this document is to give a brief overview of labour market activities currently occurring in the Central Waikato area that aim to solve skill and labour shortages. As per the 2003 Central Waikato Economic Development Strategy, Central Waikato is considered to include Hamilton City, Waipa and Waikato Districts.

Activities have been broadly classified by the “Make, Buy, Fix” framework. The Department of Labour has identified Make, Buy, and Fix as fundamental mechanisms for enhancing our labour force and contributing to economic growth. These are;

Make: Our traditional supply side response with targeted investment in education and training.

Buy: New Zealand is a country of migrants, and immigration remains a tool for addressing immediate skill shortages. While we lose skilled New Zealanders offshore, on average we make up for this with immigration.

Fix: Recognition that producing the skills isn't enough. How we utilise skills in our workplaces is important.

These mechanisms are also consistent with the direction provided by the New Zealand Skills Strategy. Wider initiatives are also included.

Given current population projections and existing skill shortages, all three of these solutions are needed to ensure that the Waikato has the skilled labour force and high labour productivity that are essential for the future prosperity of the region.

There are a range of economic development agencies, organisations, and government agencies who work on labour market development, or who provide relevant information. These include (but are not limited to):

Table 1: Overview of related organisations

Name	Website
Business Advisors	
CDANZ	www.cdanz.org.nz
Career Services	www.careers.govt.nz
Department of Labour	www.dol.govt.nz
Employers and Manufacturers Association	www.ema.co.nz
Employers	
Enterprise Central Network	www.enterprisecentral.org.nz
Hamilton City Council	www.hamilton.co.nz
Industry Training Organisations	www.tec.govt.nz
Mayors Taskforce for Jobs	www.mayorstaskforceforjobs.co.nz
Ministry of Education	www.minedu.govt.nz
Ministry of Social Development	www.msd.govt.nz
New Zealand Trade and Enterprise	www.nzte.govt.nz
Opportunity Hamilton	www.opportunityhamilton.co.nz
Private Training Establishments	www.minedu.govt.nz
Recruitment agencies/Employment brokers	
Secondary Schools	
Smart Waikato	www.smartwaikato.co.nz
SODA Inc	www.sodainc.com
Statistics New Zealand	www.stats.govt.nz
Te Puni Kokiri	www.tpk.govt.nz
Te Wananga o Aotearoa	www.toa.co.nz
Tertiary Education Commission	www.tec.govt.nz
University of Waikato	www.waikato.ac.nz
Waikato Chamber of Commerce	www.waikatochamber.co.nz
Waikato Engineering Careers Association	www.weca.org.nz
Waikato Enterprise Agency	www.waikatodistrict.co.nz
Waikato Migrant Resource Centre	www.wmrc.org.nz
Wintec	www.wintec.ac.nz
Work and Income	www.workandincome.govt.nz

Table 2: gives an overview of key labour market development activities in the Central Waikato classified by **Make, Buy, Fix, and Wider Initiatives**. Activities are broadly classified by their major theme area.

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Aviation	<p>Wintec has already been involved in starter programmes related to Pacific Aerospace apprenticeships with several currently underway. However due to the economic recession and the reduction in international demand for aircraft the need for labour is currently not a priority.</p> <p>Opportunity Hamilton is currently working with Air New Zealand in an endeavour to have them relocate their LINK maintenance to Hamilton. Should Hamilton be successful, Wintec will work with Air New Zealand to set up courses leading directly into aircraft maintenance apprenticeships.</p> <p>Meanwhile NZTE advise that labour and training issues are no longer in the NZTE remit.</p>					✓
Career Paths Expo	The Career Paths Expo is a 2 day event held in June early year. It is run by Career Services and involves around 70 exhibitors – tertiary providers, industry groups, ITO's, employers, professional associations, etc. Free entry to the public and schools.	www.careers.govt.nz	✓			

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Career Services	Career Services has recently developed an integrated approach to service delivery, utilising web, phone based and face to face services. Information, advice and guidance services to the general public is further reinforced through building career capability, by supporting career education in schools as well as work with families and communities	www.careers.govt.nz Free phone 0800 222 733 to speak with Advice Line or for further assistance	✓			
Community and Healthcare Sector	The Waikato District Health Board is also working on a number of workforce initiatives.		✓	✓	✓	✓

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Community Max	<p>Community Max provides a wage subsidy for six months for young people helping complete community-based projects.</p> <p>Community Max projects could include projects such as renovating public buildings such as marae or public spaces, or improving access to local environment such as parks and reserves. It provides an opportunity for young people to build skills and work experience while contributing to the community.</p> <p>Community Max subsidies are paid for up to six months, and are targeted to help prepare young people for further opportunities in the workforce</p>	www.workandincome.govt.nz				✓
Employers and Manufacturers Association	The Employers and Manufacturers Association Northern supports its members through services such as; employment relations advice, occupational and workplace safety, employment consultancy, skills training and education courses, and events and networking opportunities:	www.ema.co.nz/			✓	

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Enterprise Central Network	ECN has the Lead Provider Contract to deliver the Enterprise Training Programme in the Waikato Region. ECN has a team of service providers located throughout the region. The Enterprise Training Programme focuses on providing management upskilling to owner/ operators of small and medium enterprises:	www.enterprisecentral.co.nz/			✓	
Food & Beverage Skills Forum	The national Food and Beverage Taskforce has 19 members drawn primarily from the private sector.	www.nzito.co.nz				✓
Get a Life	A collaborative careers month held across the environment Waikato region during May, this is likely to become an annual event.	www.getalifewaikato.co.nz (currently inactive)	✓			
Horticulture and Viticulture	The New Zealand Seasonal Labour Strategy is a partnership between industry, industry organisations, and government agencies with five specific action areas for the horticulture and viticulture labour market: Seasonal Solutions Waikato has been established with membership from local employers to co-ordinate regional labour market flows between the 10+ crops in the industry. Seasonal Solutions Waikato supports and promotes good employment practices, and is a key local contact for the Recognised Seasonal employer Scheme. The Waikato is now part of a national seasonal harvest labour trail	www.hortnz.co.nz/activityareas/docs/Seasonal_Labour_Strategy.doc www.picknz.co.nz/index.php?CID=100044&map=Waikato				✓

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
HR Advisors, Accountants, and Business Advisors	There are a wide range of HR advisors, accountants, and other business advisors available to support organisations in the region.				✓	
Immigration	The Department of Labour (Immigration) is the agency with responsibility for approving migrants to New Zealand.	www.immigration.govt.nz/community/ has a wide range of information for employers and the community.		✓		
Immigration advisors	Several private Immigration Advisors and agencies are based in the Waikato to assist employers and prospective migrants with the immigration process. New Life New Zealand has been contracted by Opportunity Hamilton to run recruitment sessions in the United Kingdom to attract skilled migrants to the region.	www.newlifewzealand.com		✓		

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Industry Partnerships	The Ministry of Social Development forms national partnerships with industries and major employers that have large skill and labour shortages. Partners generally receive a jointly developed tailored recruitment service offer that is responsive to their current and future staffing needs. These national partnerships are complemented by local industry partnerships. There are also a range of partnerships between industries and schools, and between industries and tertiary providers that exist in the region.		✓			
Innovation Park	Waikato Innovation Park is New Zealand's growth hub for Ag-Biotech businesses. The Park has been established from a public/private partnership to enhance Waikato economic growth by strengthening Innovation in the region's world leading Agritech and Ag-Bio sectors and is currently home to 50+ companies.	www.innovationwaikato.co.nz				✓
International Expos	Opportunities New Zealand is a series of off-shore migrant expos run twice a year in the UK and now in South Africa. Opportunity Hamilton in partnership with Waikato Business Publications has produced a promotional resource for use at these expos and other events. Opportunity Hamilton is also working with EDANZ and other organisations to develop a greater Waikato presence at these expos.	www.expo-newzealand.com/		✓		

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Jobs Opportunities	Jobs Ops provides employers a \$5000 incentive over six months to take on low-skilled 16 to 24 year olds to help develop work skills and build their confidence and discipline.	www.workandincome.govt.nz		✓		
Job Support Scheme	The Job Support Scheme is aimed at helping employees keep their jobs. The scheme provides an allowance administered by Work and Income to supplement the income of employees who have accepted reduced hours at work. The allowance is available for up to six months. The Job Support Scheme is available for employers in New Zealand who have 50 or more staff.	www.workandincome.govt.nz				
Lean Programmes	New Zealand Trade and Enterprise has worked with regional partners including Opportunity Hamilton to develop lean manufacturing clusters amongst Waikato businesses to enhance their productivity	www.nzte.govt.nz			✓	
Major events	At a national level work is underway to ensure that skilled staff will be available to support the 2011 Rugby World Cup. This will involve significant training initiatives and also opens up opportunities to attract skilled migrants. The Waikato is also positioned to use the annual Hamilton 400 and the 2010 World Rowing Championship at Karapiro in this way.	www.rwc2011.govt.nz www.tenderlink.govt.nz www.aucklandplus.com				✓

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Mayors Taskforce for Jobs	The Mayors Taskforce for Jobs (MTFJ) is a nationwide network of Mayors working on the issues of work and livelihood in their communities. MTFJ focuses on youth employment and engagement in local communities. Its goals are that all young people under 25 years be in paid work, in training or education, or in productive activities in our communities, and that all people over 25 have the opportunity and be encouraged to be in paid work, in training or education, or in productive activities in our communities:	www.mayorstaskforceforjobs.co.nz/	✓			
Migrant Employment Group	This is a group of people from a range of organisations who work on migrant employment issues and help to create pathways for skilled migrants in the Waikato.			✓		
New Zealand Expos	Several job searching expos are taking place within New Zealand, mainly in Auckland and Wellington. Job Quick has previously represented Waikato employers at one of these expos on the North Shore.			✓		

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Recognised Seasonal Employer	This is a return worker scheme available to employers in the horticulture and viticulture sectors. Workers from Pacific Island nations are able to work in the industry for up to 7 months in any 12 month period. This is based on a similar scheme in Canada.	www.immigration.govt.nz/migrant/stream/work/hortandvit/		✓		
Smart Waikato	A charitable trust that creates positive collaborative exchanges between education (particularly secondary schools) and business. Flagship projects are "Principal For a Day" and "Get On the Bus!" Waikato-King Country Regional Co-ordinator for The Lion Foundation Young Enterprise Scheme in 2010	www.smartwaikato.co.nz	✓			

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Settlement Support	A Settlement Support Coordinator is based at the Waikato Migrant Resource Centre and is part of a national network supported by the Department of Labour. These positions ensure that appropriate services are available in each region to support migrants:	www.immigration.govt.nz/community/stream/support/government-support/		✓		
SODA Inc	New Zealand's first dedicated creative industries business incubator. Soda Inc is committed to assisting local talent build world class businesses in an environment which provides unprecedented networking and support opportunities, and encourages the development of stimulating new innovations in the creative industries sector.	www.sodainc.com				✓

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Taskforce Green	Hamilton City Council's Employment Development Team in conjunction with Work and Income, run a Task Force Green project for Hamilton's unemployed. Task Force Green was established in 1990 as a local government response to high unemployment. It is a six month/25-week programme and a wage subsidy to Council is provided from the Ministry of Social Development (MSD)/Work and Income. Currently there are 20 Task Force Green Workers in the Hamilton City Council programme. The goal of Task Force Green is to provide a transition to sustainable employment; approximately one third move on into other jobs following their Task Force Green employment		✓			
Tertiary Education	More than \$3 billion is allocated annually to tertiary education organisations, approximately \$300 million of this in the Waikato. This includes the University, Wintec, Te Wananga o Aotearoa, Private training Establishments and Industry Training Organisations.	www.tec.govt.nz	✓			

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Waikato Chamber of Commerce	The Chamber provides assistance to businesses regarding; international trade information, funding options, networking links, training, mentoring and coaching, and profitability resources.	www.waikatochamber.co.nz/			✓	
Waikato Engineering Careers Association (WECA)	WECA is a Waikato industry founded and funded non-profit organisation, addressing the workforce and skills needs of its fifty members. Several members are currently working on Numeracy and Literacy issues.	www.weca.org.nz	✓			
Waikato Migrant Resource Centre	A partnership between the Hamilton Multicultural Services Trust and the Waikato Ethnic Council. A number of community organisations base their settlement services at the Centre, there is also input from Government agencies and the City Council:	www.wmrc.org.nz/page/wmrc_5.php		✓		

Organisation/Initiative	Description	Website	Make	Buy	Fix	Wider Initiative
Workplace Productivity Agenda	This Working Group (WPWG) was established to investigate how New Zealand is doing in terms of workplace productivity, and to identify practical options for how workplace productivity can be improved. To date this has resulted in a workplace productivity toolkit and a series of seminars:	www.dol.govt.nz/workplaceproductivity/			✓	
Youth Guarantee Scheme	Youth Guarantee focuses on improving the educational achievements of targeted 16 and 17 year olds by providing them with an opportunity to participate in a range of vocational courses.	www.tec.govt.nz/	✓			
Youth Transitions Service	Youth Transition Services (YTS) assists young people as they transition from school to further education, training, work or other activities that contribute to their long-term independence and wellbeing. There are two Youth Transition Services in the Waikato, in Hamilton and Ngaruawahia.	www.sussed.co.nz is the website specific to these two YTS sites.	✓			
YKTO	Network and support forum for young business people. Alternative breakfast with a keynote speaker and networking events are staged monthly.					✓

Two key strategies also affect this area. Specifically:

- The Hamilton City Economic Development Strategy will advance a Hamilton Network scheme that will encourage talented Hamiltonians to stay in the city, and will keep in touch with those who do leave to utilise their networks and potentially attract them back. http://hamilton.co.nz/page/pageid/2145840909/Economic_Development_Strategy
- Opportunity Hamilton will continue to encourage businesses to implement lean thinking in their businesses processes to improve their productivity. http://www.opportunityhamilton.co.nz/news/pageid/2145847625/Waikato_Jobs_Summit_Update