



## Workforce Challenges





# Background to the Seasonal Solution

- Identify what the problem is.
- The hand on the Apple



- Build a strategy.
- The Solution.
- Result.

# The current situation

This is a problem in two area's

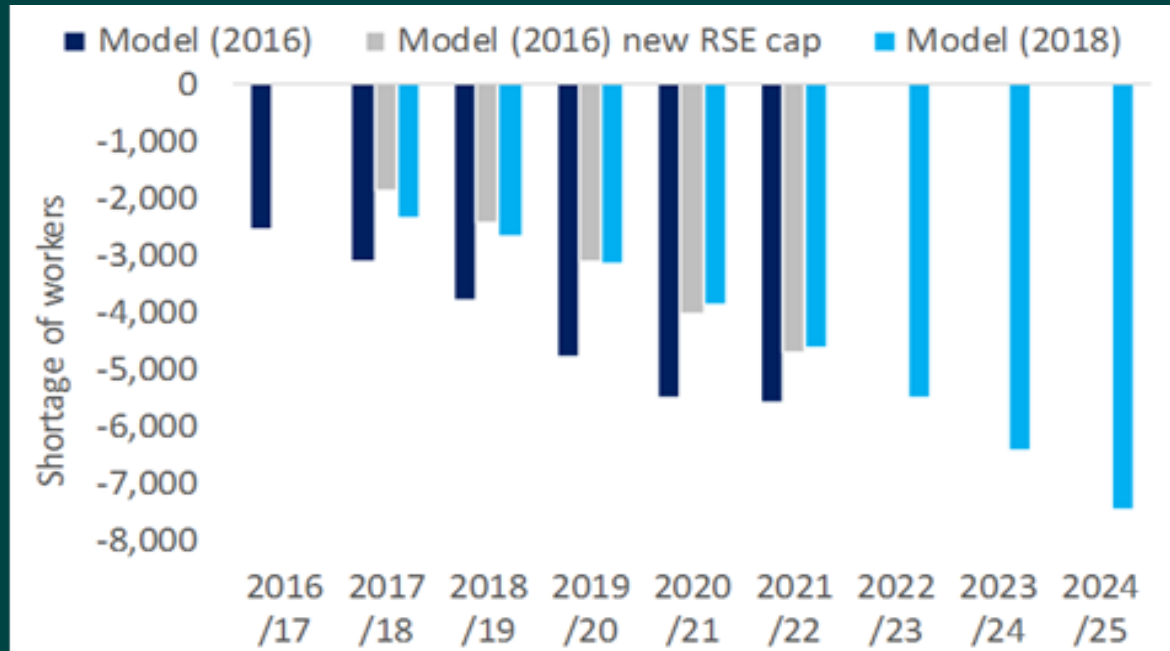
## People

- Unemployment at 4.4% (nearing full employment)

## Skills

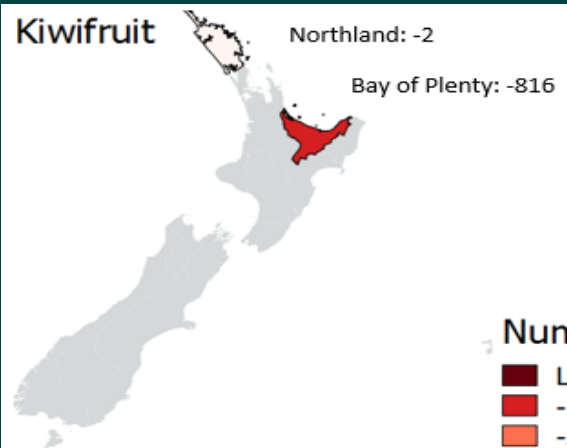
- Needs to grow to 66% of the workforce.
- 24,400 by 2025

# Industry S&D model to understand the issues

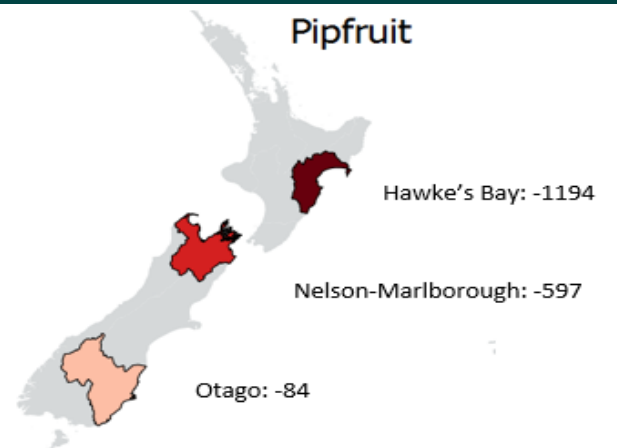


- Natural attrition 26,300 same period.

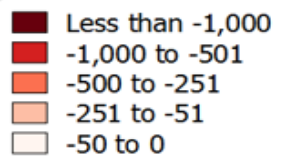
### Kiwifruit



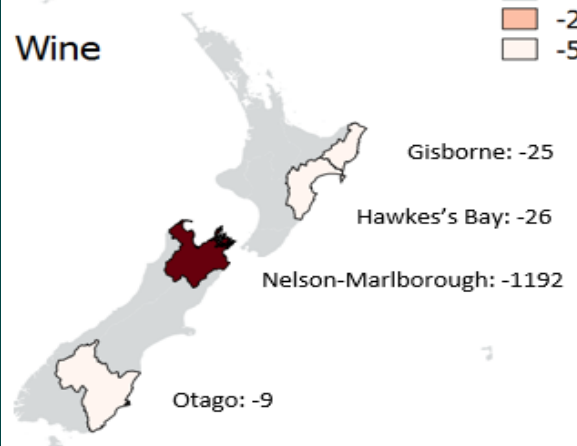
### Pipfruit



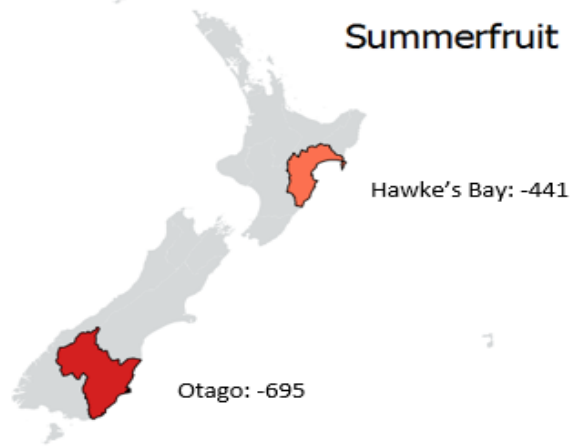
### Number of workers



### Wine



### Summerfruit



# Migrant Visas Issued

Growth based on MBIE tourism forecasts

Year end June	2015/16	2016/17	2017/2018	2018/19	2018/19	2019/20
Working holiday visas	67,734	73,696	77,602	80,732	84,091	87,474
RSE visas issued	9,500	10,000	11,100	11,100	11,100	11,100
Other visas issued	112,460	114,709	Less than 55,000	Less than 55,000	Less than 55,000	Less than 55,000

Source: NZIER

# Current situation

We are not alone:

- Primary sectors
- Hospitality
- Age care
- Construction
- This problem is World Wide



# Barriers to Employment

- Personal
- Family
- Social
- Work related
- Benefit

# So what are the Employment challenges?

- Perception
- Seasonality
- Competition
- New Zealand Labour laws
- Work place

# Who should be involved

## Government

- NEET programs to be supported
- Law enforcement against poor operators
- RSE

## Industry

- National coordination
- GRASP

## Individual employers

- Workplace improvement
- Look after what you have
- Get involved

Questions?

