

Unified Skills Strategy

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Background

- Significant amount of work already happening across government, social partners, and other stakeholders in the skills area, e.g.



However....

- often not seen as being well connected or integrated
- lack of clarity around priorities for action leading to duplication and confusion
- often unclear as to what will actually change “on the ground” as a result of action

Skills Strategy: Discussion Paper

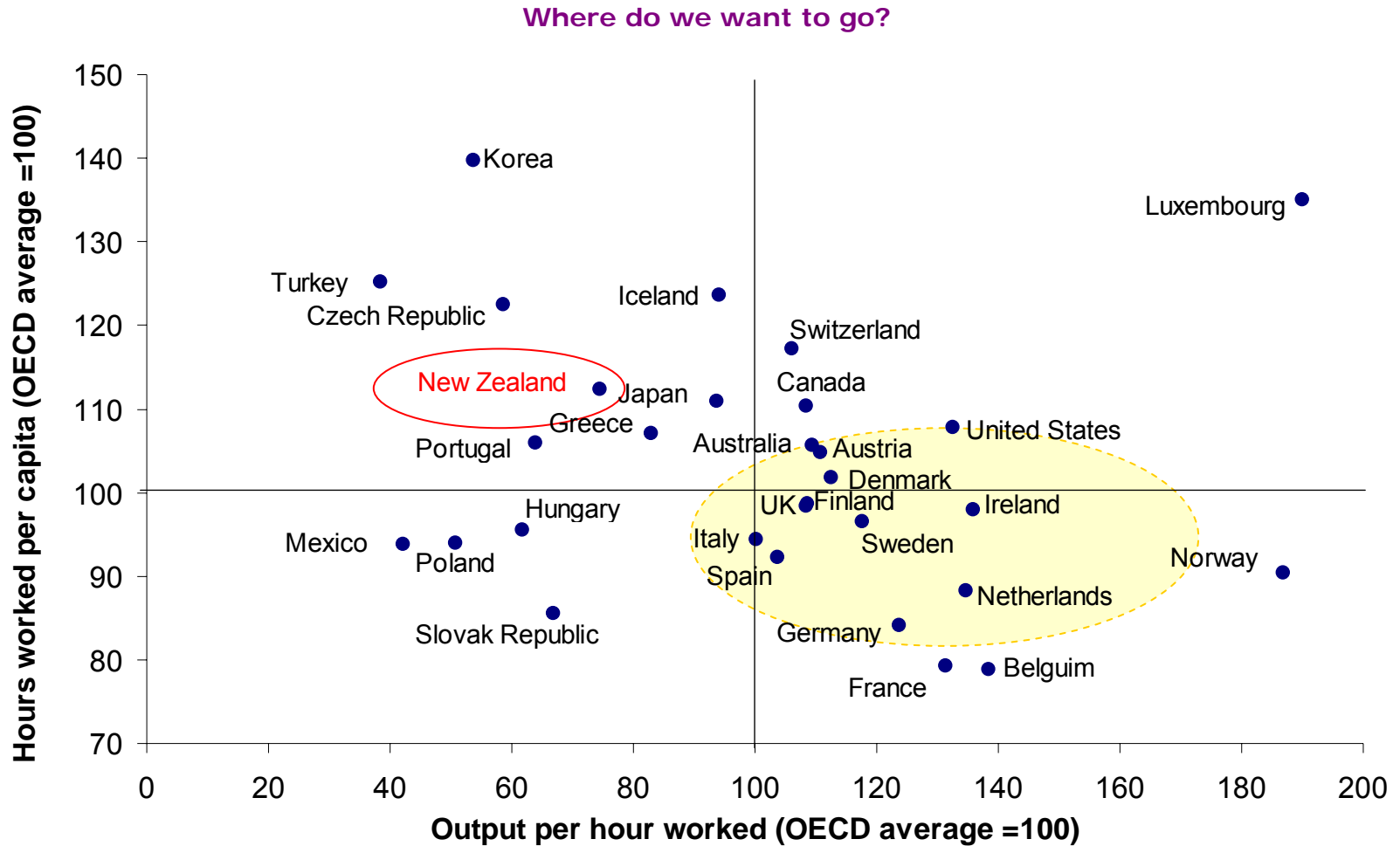
- Launched 29 April 2008
- Three weeks of public consultation meetings (pleased that some EDAs were able to attend many of these meetings)
- Public consultation ended on 6 June 2008
- Genuine engagement and high quality input
- Strong community of interest for further engagement and taking forward actions

“The Skills Challenge”

Why a Skills Strategy?

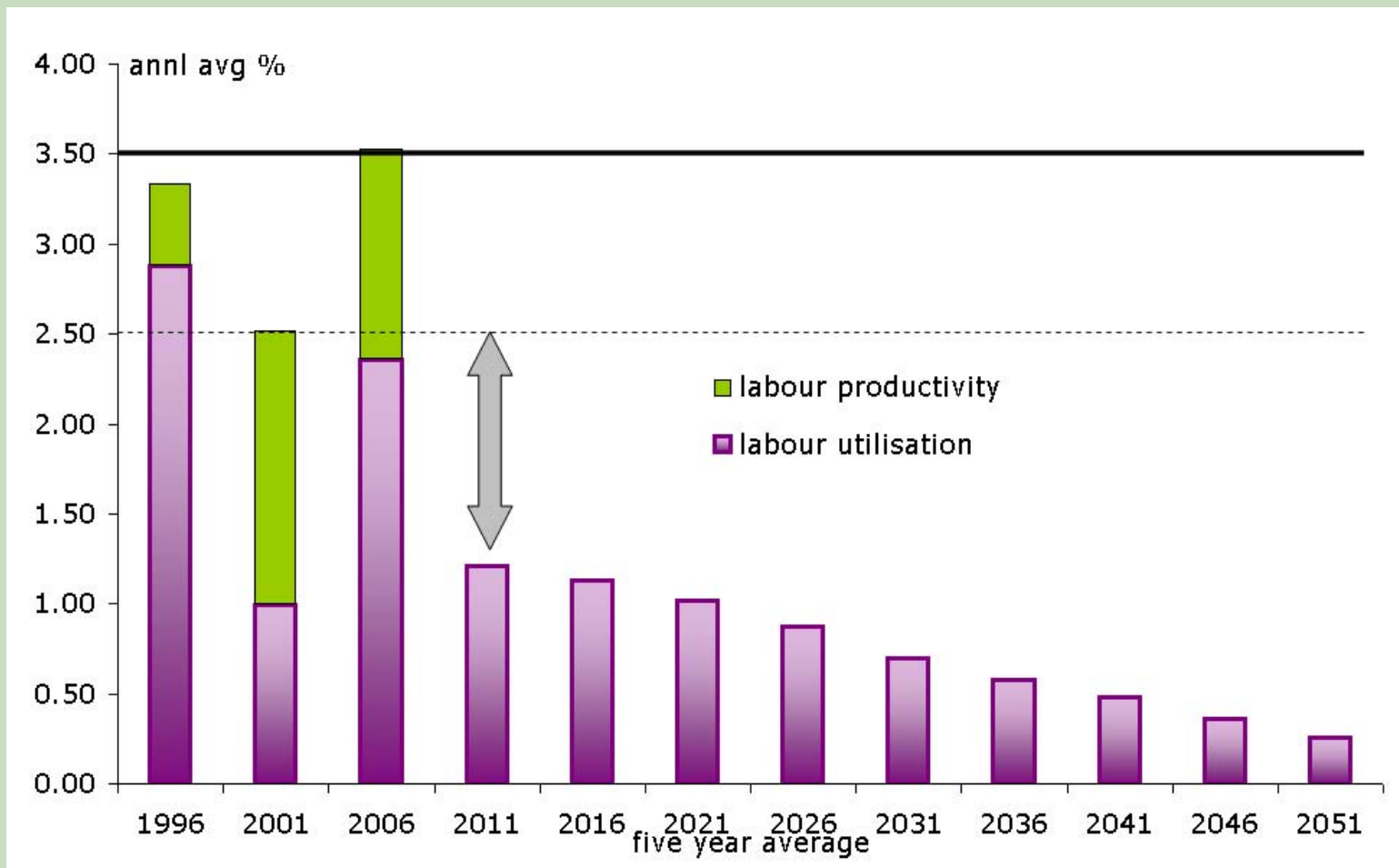
- A fresh approach to improving productivity
- Understanding the core role that skills plays in driving productivity and economic growth
- Focus on the development, use and retention of skills in the workplace – i.e. “demand side factors”
- Responding to skills shortages and the need to make work more attractive

Thinking about productivity...



Source: 2006 OECD data

The long term challenge



Feedback from Consultation

- Partnership approach welcomed and general agreement on goals, priorities and actions
- Welcomed the input from regional and local Economic Development Agencies at the public forums
- General themes:
 - Communication and engagement
 - Local skills co-ordination, accessing training at the local level
 - Engagement with small businesses
 - Up-skilling of frontline management and supervisors
 - Improve opportunities for particular groups (addressing skill needs of Māori, Pacific people, disabled people, older workers, migrants specifically mentioned)

Skills Strategy: Purpose

- The Skills Strategy takes a unified approach to ensure New Zealand individuals and organisations are able to develop and use the skills needed in the workplaces of the future

Skills Strategy: Goals

- **Goal 1** - Improve the use and retention of skills to transform work and workplaces
- **Goal 2** - Increase employer and worker awareness of their skills needs
- **Goal 3** - Influence the supply of skills through a more responsive education and training system
- **Goal 4** - Develop a unified approach to defining, valuing and measuring skills
- **Goal 5** - Make the most of the available workforce by supporting everyone to work, through skills development and supportive workplace practices

Skills Strategy Action Plan 2008

Improve management and leadership capability in organisations to better develop and use skills

- *Action 1 – Partner firms with tertiary organisations and others to enhance management and leadership skills*
- *Action 2 – Streamline government firm capability programmes and improve their links with the private sector*

Skills Strategy Action Plan 2008

Increase the literacy, language and numeracy skills of the workforce

- *Action 3 – Increase literacy, language and numeracy learning opportunities, and the quality and relevance of those learning opportunities*
- *Action 4 – Raise workforce and employer awareness of the benefits of literacy, language and numeracy skills*
- Example: the Upskilling Partnership Programme is an initiative implemented by Department of Labour's Upskilling Programme Office supporting Actions 3 and 4 of the Skills Strategy.....

Skills Strategy Action Plan 2008

- Two upskilling partnerships currently delivering literacy, language and numeracy training at Northland workplaces
 - The first is a pilot training programme being run for twenty employees. This programme is delivered one-on-one around shift work.
 - The second is a training programme being delivered in small groups and one-on-one to approximately half of the workforce across four site locations.
- In each programme the literacy, language and numeracy learning is contextualised around workplace documentation and tasks.
- For more information on the Upskilling Partnership Programme please contact Rob Siolo at Department of Labour; robert.suolo@dol.govt.nz.

Skills Strategy Action Plan 2008

Create a better match between workers' skills and industry and regional needs

- *Action 5 – Develop skills plans for priority industries and regions*
- *Action 6– Improve access to careers and labour market information and advice for adults in the workforce*
- *Action 7 – Undertake a targeted review of the qualifications system, focusing on diploma and certificate levels*
- *Action 8 – Develop easily accessible information about skills that meets the needs of individuals, employers, industries and regions*

Skills Strategy Action Plan 2008

Support young people currently in the workforce to increase their skills and engage in relevant training

- *Action 9 – Provide advice and support for employers and tertiary/training providers on how they can best support young people currently in work*
- *Action 10 – Improve the provision of information, access to careers advice, and life-long learning advice for young people currently in the workforce and their families*

Further and ongoing engagement

- Detailed implementation to support 2008 Actions is happening
- Further engagement and consultation on “areas for exploration” – to inform proposed actions in the subsequent Action Plans
- Continue to build on relationships with respondents and draw on their extensive knowledge and networks as future actions are considered
- A key role for EDANZ and regional / local Economic Development Agencies to facilitate and support further targeted consultation on the development of future skills action plans.
- Keen to engage you in this process – welcome your ideas

Particular Opportunity for EDAs

Create a better match between workers' skills and industry and regional needs

- *Action 5 – Develop skills plans for priority industries and regions*

Regions that have developed a regional labour (LM) market strategy or plan

- NORTHLAND
- HAURAKI - COROMANDEL
- WELLINGTON
- MARLBOROUGH
- TASMAN/NELSON
- WEST COAST
- CANTERBURY
- SOUTHLAND

Regions where good progress with a LM strategy is being made

- AUCKLAND
- HAMILTON

Regions where the LM strategy is at an early stage

- BAY OF PLENTY
- TARANAKI
- HAWKES BAY
- WANGANUI/RUAPEHU/RANGITIKI
- MANAWATU/PALMERSTON NORTH
- KAPITI/HOROWHENUA

Regions where the LM strategy is yet to be developed

- EAST COAST
- OTAGO