

Skills Action Plan update of Initiatives: August 2004

1. Improving information

1. WorkSite PaeMahi – the gateway to skills and work

Led by Department of Labour (DoL) – www.worksite.govt.nz

What it is: WorkSite / PaeMahi is the one-stop shop internet portal for people looking for up-to-date information about work, education, training and the workplace in New Zealand. It links together integrated government services from DoL, Ministry of Social Development, Ministry of Education, Careers Services, State Services Commission, NZ Trade and Enterprise, Tertiary Education Commission, NZ Qualifications Authority, ACC, IRD, and non-government resources.

What's new: WorkSite / PaeMahi has now moved into Phase III of development and the focus is on increasing and strengthening user numbers and repeat visits to the site. Many initiatives are underway such as Search Marketing, an email newsletter campaign and linking and information sharing opportunities with the major Stakeholder agencies. Key opportunities with stakeholder agencies include:

- Links to WorkSite from all websites / Intranets – accompanied with a graphic and text where applicable.
- Regular editorial items within stakeholder magazines
- Train The Trainer seminars, where representatives from WorkSite will instruct and demonstrate to intermediaries how use of WorkSite is beneficial to them and their clients

The number of users is expected to double over the next few months. We shall be introducing incentives to increase the number of completed User Feedback Forms and will be reviewing the site accordingly.

2. workINSIGHT

Department of Labour – www.workinsight.govt.nz

What it is: A six-monthly publication for careers advisers, work brokers, immigration officers and other intermediaries who advise people on training, education and work decisions.

What's new: Issue four is due out in May 2004. The main theme is *Pathways to Work*, focusing on the opportunities currently available in the job market, the difficulties some people can face in entering work, and organisations that can help overcome them. This is a topical issue at a time when unemployment has fallen to such low levels that employers will increasingly need to look outside the labour force for new staff if skill shortages are to be alleviated and economic growth sustained.

A small feedback group, of career advisors, work and income case workers and a regional commissioner, has been set up to give their perspectives on workINSIGHT – more people will be encouraged to provide regular feedback on future issues.

While the project focus remains on providing a hard copy publication, a workINSIGHT website is also in development. This will help deliver workINSIGHT to a wider audience, and make its information more accessible through HTML format, rather than the PDF documents currently available online.

3. Tertiary Education Commission quarterly reports on skills shortages

What it is: TEC compiles quarterly data on skill shortage issues experienced by industries. A reporting procedure has been developed by regional staff with employers, with the information being compiled at National Office. The information is used to plan for future demand and supply issues.

At a regional level, skills advisers employ a range of strategies to address shortages, including:

- working with employers to assess training and staffing needs

- working with the Ministry of Social Development, employers and training providers to develop appropriate training packages
- creating links between employers and schools involved in the Gateway programme
- working with ITOs to develop links with employers to ensure the training needs of individual firms and industries are met.

4. Online survey of work brokers

Ministry of Social Development (MSD)

What it is: This quarterly survey taps into valuable frontline knowledge of the labour market that brokers get through contact with employers, job seekers and training providers. Brokers are asked about the extent of skill shortages in their region. It aims to identify skills shortages at a regional and broad occupation level, and improve MSD's understanding of labour market issues.

What's new: MSD is using this information to support a directory of regional skills shortages initiatives, which is compiled into the report Meeting Skill Needs - A Work and Income Response. The survey is also used to provide supporting information for agencies such as the Department of Labour Strategy Group, Tertiary Education Commission and Immigration Service. Some aspects of the survey are currently undergoing a review.

5. Informed Tertiary Education Decision-Making

Career Services – www.careers.govt.nz

What it is: In November 2002, Career Services launched *Take Off To Tertiary*. It gives students and potential tertiary students better access to independent information/advice on tertiary education decisions, ultimately resulting in improved decision-making.

Phase one was implemented during 2002/03: this comprised the launch of paper and internet resources and a first-time government initiative to give information and advice via online chat.

Phase two is being introduced during 2003/04, expanding on Phase one by :

- delivering a CareerCentres service of tertiary information and advice in person to varied audiences, including schools, industry, parents and immigrants
- developing additional resource materials to complement the *Take off to Tertiary* passport
- extended promotional activities, including a television commercial.

What's new: Since the initiative's launch:

- Information relating to informed decision making on the Career Services website (www.careers.govt.nz) has had over 17,500 individual visits since the initiative began in 2002.
- 2,134 people have 'chatted online'
- students and potential students have called CareerPoint (0800 222 733) for information and advice
- A supplementary resource has been created to complement the Take off to Tertiary passport which assists students to make informed tertiary decisions and provides a place for them to record their decision making. Both the passport and the resources continue to be popular with regular distribution of them as a response to orders.
- A television commercial focusing on informed decision making is complete and screening times for April 2004 have been booked. The advert will screen between April – June 2004 in the afternoon and early evening, to appeal to as wide a group as possible. Advertorials on the 'Good Morning' television show during March have featured the 'Take off to Tertiary' resources and the importance of making informed tertiary decisions.
- Career Services CareerCentres have begun delivering targeted events to intending tertiary students highlighting the informed decision making concept. The structure of the events as well as the target audience vary depending on who the CareerCentre in that region has identified as most at need for that region.

Improving Information: Developing New Solutions

6. Job Vacancy Monitoring Programme

Department of Labour (DoL)

What it is: This programme combines a monthly count of selected newspaper and internet job ads, a number of surveys of employers who have recently advertised, and quantitative research into occupational supply and demand trends. The primary aims are to:

- identify the occupations that are experiencing absolute shortages
- understand why shortages are occurring so strategies can be developed to overcome the problem.

What's new: A monthly report on the Job Vacancy Monitor will be published on DoL's website from April 2004 onwards. This report will supplement data from the JVM which has been published since November 2003. The first occupational analytical report covering shortages among IT professionals will be published in May 2004. The programme is currently undergoing a review and decisions taken in that review will determine the format of the programme in the future.

7. Employment Outcomes for Tertiary Education

Department of Labour (DoL)

What it is: An investigation into the feasibility of collecting comprehensive information on employment and other outcomes of completing tertiary study of any kind.

What's new: No further work has been undertaken pending clarification of its future direction.

8. Linked Employer-Employee Data Project

Department of Labour (DoL)

What it is: This initiative, developed by DoL, Statistics NZ (SNZ) and the Inland Revenue Department, aims to improve the information-base on business and employment performance and dynamics. It will do this by using existing data sources to bring together data about employers over time with data about employees over time.

What's new: Development has been done for a prototype system, to be completed by June 2004, integrating business data held by SNZ with tax data. There has been further research into transitions from benefits (including injury compensation) into employment.

The preliminary research into stable/sustainable employment is the first quantitative examination of people once they leave benefit receipt. It highlights that the LEED infrastructure enables an analysis of work histories for those that become employed or move back into beneficiary receipt. The research also provides for the first time in New Zealand the opportunity to analyse how well, as measured by earnings, individuals do after benefit receipt ends.

2. Helping job seekers make better choices

9. Community Outreach programme

Career Services – www.careers.govt.nz

What it is: provides Iwi and community groups with a workshop on the value and role of career information, advice and guidance and details on how to access these services for their clients. Career Services delivers 180-200 Community Outreach workshops through New Zealand to such groups as: Pasifika church groups, Marae committees, Iwi groups, and social services organisations such as Wesley Mission, Rotary careers groups and refugee support services.

10. Career Guidance Services

Career Services

What it is: Career guidance helps people identify skills, values and interests, and match these to the right opportunities in the job, education and training markets. Career Services provides Tailored Career Planning to targeted groups, including at-risk youth, recent migrants, long-term unemployed, those with low qualifications and people with disabilities. This includes career planning, assistance with job search, interview preparation and CV development.

Career Services provides intensive Tailored Career Planning services for 5,000 people from targeted groups per year.

Helping Job Seekers Make Better Choices: Developing New Solutions

Career Services

11. Enhancements to the KiwiCareers website

What it is: The KiwiCareers website and supporting systems are being redeveloped to enable enhancements to content and functionality, and the addition of a web-based guidance and career planning tool. Specific enhancements include:

- a skill classification system allowing people to search for jobs by skill type
- dynamic statistical charts and a combination of static and dynamic web pages
- improved access to local labour market information
- a web-based guidance and career planning tool to help New Zealanders with career decisions. This redevelopment will include services allowing users to:
 - identify their interests, skills and knowledge
 - identify and explore relevant career ideas and relevant programmes of study
 - develop a personal career pathway and a set of career goals and actions
 - monitor their progress against the plan, making adjustment as required.

What's new: The contract with the new server host has been signed. Off-the-shelf software has been installed on hardware systems. The systems are running smoothly and are nearly ready for the migration of Pathfinder and the existing KiwiCareers site. The external Content Advisory Group met for a second time. They were happy with the progress of the project, liked the design concepts and provided valuable feedback.

Enhancing KiwiCareers content and functionality

Enhancements to the KiwiCareers website are due to be made by 30 June 2005. Initial design concepts for the new "look and feel" of KiwiCareers have been completed and work on prototypes for the enhancements is well underway. Planning for the build of the supporting data management systems is nearing completion.

Providing a web-based guidance and career planning tool

Good progress has been made towards developing the web-based guidance and career planning tool, scheduled to be available on the KiwiCareers website by 30 June 2004. A working prototype of the web-based guidance tool, named Pathfinder, has been built and user testing and quality assurance checks are underway. A te reo Maori version is nearing completion. A marketing plan has been implemented and preparations are being made for the launch in July 2004.

12. Updating of Job and Talent Banks

Ministry of Social Development (MSD)

What it is: One of the eleven projects included in the Ministry's Work Services Case Model Programme, this explores ways of using more modern technology to access the job market, match skills, and make contact between job seekers and employers.

What's new: The application for matching jobs and skills is now in the last stages of development and is undergoing testing at present (May 2004). Current time line sees the application becoming available to users from mid August 2004. Training and deployment plans are almost complete.

3. Assistance with Regional/Industry Problem Solving

13. Labour Shortages – Services to Industry

Department of Labour (DoL)

What it is: Expanding and consolidating DoL's successful services to industries with labour problems, this involves assisting industries to understand the precise nature of their labour problems and develop strategies to overcome them. Funding provides contracting for three major industry studies each year.

What's new: Announced in Budget 2003. DoL is undertaking a facilitation project with the *Auckland Construction Industry* (horizontal and vertical) beginning in the January 2004 quarter. A key industry for growth, this industry is experiencing skill shortages and/or recruitment problems, and has the potential to improve social and economic outcomes in the Auckland region. DoL will continue involvement in on-going projects, as required.

14. Relationship Management Function

New Zealand Immigration Service, Department of Labour (DoL)

What it is: NZIS have created a Relationship Management Function consisting of four onshore Relationship Managers – two in Auckland, one in Wellington and one in Dunedin –, four offshore Marketing Directors based respectively in LA, San Francisco, Portland and London and one co-ordinator based in Wellington. The function is aimed at establishing and sustaining partnerships with a wide range of government, non-government and private sector organisations in order to better understand the current and future needs of the market and how the NZIS can go about proactively targeting skilled migrants to fit those needs.

What's new: The function is currently in setup phase.

15. Forestry Industry Labour Responses:

Tairāwhiti Labour Response Strategy

New Zealand Trade and Enterprise (NZTE) and Tertiary Education Commission (TEC)

What it is: A co-operative industry, community and government response to address perceived labour shortages of semi-skilled people in the Tairāwhiti forestry industry - part of the Tairāwhiti Development Taskforce.

Initiatives include: appointing a full-time co-ordinator in Tairāwhiti; re-establishing the forestry contractors association; increased support for the forestry industry from Occupational Safety and Health and the Employment Relations Service; and improved linkages between industry and training providers via TEC.

What's new: On 4 February forestry, a labour and skills forum was held in Gisborne. The meeting included local government, central government and industry representatives.

National Wood Processing Labour and Skills Sub-group

Joint Chairs: Department of Labour (DoL) and Forest Industries ITO

What it is: This group was set up to provide a national approach to skill and labour issues facing the forestry industry, sitting underneath the National Wood Processing Strategy, along with infrastructure and roading subgroups, and operationally linked with the Tairāwhiti Strategy.

What's new: This group has now been disbanded, and a new Skills and Labour Co-ordination Committee set up under the auspices of FITEC. Department of Labour will not chair this new group, but will be a member. It will meet as and when required. A meeting is proposed for late June/early July to discuss the forest industry framework aspects of the Budget.

16. Agriculture/ Horticulture Human Capability Strategy

Ministry of Agriculture and Forestry

What it is: Industry governance and working groups are implementing a co-ordinated approach to addressing Human Capability issues in the agriculture and horticulture sector.

What's new: The development of options for a labour and skills forecasting model is progressing. A search for modelling options for this work has been completed, a workshop with a range of people who work with or are in organisations that produce data that may feed into a forecasting model has been held. This workshop identified a range of sources of data available that could feed into a model. Analysis has also been undertaken of the 2001 Census data to interpret what it could contribute to labour forecasting, this has been collated into a report. The next step is to hold a forum of industry and government representatives to scope their needs and anticipated uses of a labour and skills forecasting model.

A stocktake is underway of research completed and in progress on areas relating to human capability in agriculture and horticulture and includes a review of research carried out both in New Zealand and Australia. Providers from Lincoln University and Melbourne University for Australia have been engaged. The stocktake will assist with the identification of knowledge gaps and hence inform future investments by both industry and government in research of this nature in this sector

In March a brochure was released to communicate to stakeholders, e.g. growers, farmers, industry associations and government officials. It communicates the strategy that has been adopted by the sector to address its labour and skill needs. Copies of the brochure can be obtained from MAF, the AG and Hort ITOs and participating industry associations.

An evaluation of the implementation phase of the strategy is underway.

17. Jobs Jolt – Job Partnerships with Industry Initiative

Ministry of Social Development

What it is: Aims to strengthen partnerships between Work and Income and industry. A National Co-ordinator will oversee immediate development of industry partnerships, and help ensure job seekers secure sustainable employment. Partnerships will focus on training 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.

What's new: This initiative was implemented in early October and involved the canvassing of a wide variety of industry sectors. Regions generally report a positive response to the concept of the initiative.

By the end of the March 2004 quarter, four partnership agreements were in place providing for a potential 445 participant places. These agreements are with:

- The Hospitality Association
- National Road Carriers
- The Retail Association of NZ
- Master Plumbers, Gas Fitters & Drainlayers

Three additional partnerships have been formed since 31 March with

- The Pavement & Bitumen Contracting Association,
- The Central Area Road Transport Association, and
- The Bus and Coach Association

Contracts are now in place with providers to recruit, train and place participants in the following regions: Auckland, Waikato, Taranaki, Bay of Plenty, Central, Wellington, Canterbury and Southern. The services provided will be delivered via intermediaries and will include assessment, pre-employment training, placement and career support for 3-6 months post-placement. The Industry Training Organisations are assisting with development of the interventions, to ensure MSD are purchasing NZQA linked entry level programmes.

Negotiations are currently underway with an additional 12 providers.

Further information relating to MSD partnership with industry initiatives is contained in the MSD report Meeting Skill Needs – a Work and Income Response.

18. Seasonal Initiatives

Ministry of Social Development

What it is: Initiatives include future workforce development, aimed at providing workers with the right skills for seasonal industries. Regional initiatives include programmes in Nelson and East Coast regions to better manage the demand for seasonal labour.

Information relating to seasonal MSD initiatives is contained in the MSD report Meeting skill needs - A Work and Income response.

19. Cluster Development Programme

New Zealand Trade and Enterprise

What it is: Aims to encourage, enable and assist cluster-based economic development initiatives. A number of the clusters are considering skill related initiatives that have been designed to leverage knowledge, develop joined-up solutions and improve management capability through providing information and funding. For 2003/2004, 40 clusters are in the portfolio supported through the Cluster Development Fund, representing \$840,000 - the full appropriation for the year.

Example: Nelson Marlborough Seafood Cluster

Department of Labour (DoL) and Tertiary Education Commission

What it is: This cluster comprises major industry players, local government, and key education providers, along with government representatives. It is establishing a Centre of Excellence for education and research, improving links with major education providers, and developing as an 'employer of choice' to improve staff recruitment and retention and contribute to growth and innovation.

The Cluster is setting up a labour and skills sub-group and considering how to proceed on sharing information about good employment practice.

DoL has adapted its work for the Cluster and published a report for New Zealand businesses on becoming an employer of choice. This report sets out some of the key issues for employers to consider in moving to become an employer of choice. *Good employee practices are good for your business* is available at <http://www.dol.govt.nz/dol-publications.asp>

20. GIF Sector Strategies

New Zealand Trade and Enterprise

What it is: Designed to assist industry sectors of strategic importance to the New Zealand economy – Biotech, ICT, Creative – to identify and address the problems limiting their growth.

Information on taskforce reports and copies of completed reports can be found at www.industrytaskforces.govt.nz. Refer to the GIF weekly report to Ministers for updated information.

21. Other Sector Strategies

New Zealand Trade and Enterprise

What it is: Aims to assist other industry sectors of importance to the New Zealand economy or with significant growth potential, to identify and address the problems limiting their growth. These include the Wood Processing, Advanced Foods, Agricultural Technology, Marine, Aviation Engineering, and Textiles, Clothing, Footwear and Carpet Sectors.

22. Ministry of Social Development Regional Initiatives

Ministry of Social Development

What it is: Each Work and Income region is working with employers to address skill shortages and develop initiatives to address these shortages. Initiatives can include such things as pre-training to meet industry demand, subsidisation, in-work support and addressing barriers to employment such as transport difficulties.

23. Skills and Employment Forum

Ministry of Social Development (MSD), with Department of Labour (DoL) and the Tertiary Education Commission (TEC)

What it is: Skills and Employment fora are being held in each of the Work and Income regions in 2003 and 2004. These will help Work and Income and other agencies, such as DoL and TEC, to identify a range of local and central issues impacting on regional labour markets, as well as involving local stakeholders in developing and implementing solutions to regional issues.

Information relating to outcomes arising from MSD regional initiatives and regional fora is contained in the MSD report "Meeting skill needs - A Work and Income response".

24. Regional Partnerships Programme

New Zealand Trade and Enterprise (NZTE)

What it is: Provides guidance and funding to assist self-identified New Zealand regions build their economic development capability, to identify and develop sustainable economic growth strategies, and put those strategies into action.

What's new:

Rotorua: Centre of Excellence in Wood Processing Education and Training (RADI Centre) based in Rotorua has been officially opened. Key outcomes to date include establishment of NZQA level 5 and 6 diploma course in wood processing at Waiariki Polytechnic in Rotorua and a Bachelor of Engineering in Wood Processing at Auckland University. These are the first such courses in New Zealand and required international experts to establish.

Marlborough: The Marlborough Land Based Wine Research Centre was opened by the Minister in March. Research at the centre is underway largely funded by 40 wineries. This year Auckland University has successfully bid \$1.593m per annum for 6 years for the project "New Styles in quality NZ Sauvignon Blanc wines". The Wine Marlborough Research Centre is the major subcontractor in this project and much of the work will be carried out in Marlborough. This is the first time that a wine industry/research consortium has been funded.

Marlborough has had a second MRI approved. The MRI funding will contribute to the building of an Aviation Heritage Centre. The Centre will provide a focal point for both renovation of classic aeroplanes industry and aviation engineering industry in Marlborough.

Hawke's Bay: The Food Processing Innovation Centre on the Eastern Institute of Technology campus was opened by the Prime Minister. The Innovation Centre was part funded through a grant from the NZTE Polytechnic Regional Development Fund.

Taranaki: The Taranaki region was approved \$2.0 million to establish a Centre for Applied Engineering. The centre is surveying regional engineering businesses as to their education and training needs. The Western Institute of Technology is actively involved in the project and has established a pre-apprenticeship training course and has enrolled 30 trainees in their first year. Sophisticated new equipment funded by the MRI has been ordered. This machinery will allow WIT to train students on the latest equipment.

4. Supporting Skills Development

25. Modern Apprenticeships

Tertiary Education Commission (TEC)

What it is: Modern Apprenticeships provide opportunities for young people to access high quality, supported, work-based education.

As at 31 March 2004, there were 6,580 Modern Apprenticeships throughout New Zealand in 30 industry areas. This represents the early achievement of the target of 6,500 Modern Apprenticeships by June 2004. Future participation targets include 8000 by June 2006.

Industry	Number of Modern Apprenticeships as at 31 March 2003	Number of Modern Apprenticeships as at 31 March 2004	% Change
Agriculture	345	408	18
Building and Construction	818	968	18
Engineering	784	1,009	29
Horticulture	272	381	40
Hospitality	94	179	90
Motor	764	852	12
Road Transport	22	31	41
Tourism	11	50	355
Total Modern Apprenticeships	5,102	6,580	29

26. Industry Training

Tertiary Education Commission (TEC)

What it is: Industry training is a partnership between industry, government and employees to provide and enhance skills for New Zealand's sustainable development. As at 31 March 2004, there were 91,888 industry trainees. This represents volume growth of 10% over the past twelve months.

Industry	Industry Trainees 31 March 2003	Industry Trainees 31 March 2004	Change
Agriculture	5,705	5,927	4%
Aviation, Tourism and Travel	2,011	1,986	-1%
Building and Construction	3,626	5,281	46%
Engineering	8,624	10,144	18%
Horticulture	1,070	1,371	28%
Hospitality Standards	3,098	3,928	27%
Motor	3,281	3,602	10%
Total Industry Trainees	83,316	91,888	10%

27. Industry Training – Small- and Medium-Sized Enterprise Pilots

Tertiary Education Commission (TEC)

What it is: The Government decided to establish a Small Business Fund of \$100,000 to explore options for increasing small- and medium-sized enterprises' engagement in industry training. Industry Training Organisations (ITOs) were invited to submit proposals to develop and pilot initiatives likely to reduce the barriers identified in the research.

What's new: Three action research projects were carried out in 2003, led by the Apparel and Textile, Aviation, Tourism and Travel, and Retail ITOs.

The pilots have been completed. The New Zealand Council for Education Research has carried out an evaluation of the pilot initiatives. The TEC is currently examining the results of the pilots and the evaluation to inform future work.

28. Jobs Jolt initiative – Cyber Communities

Department of Labour (DoL)

What it is: This project will address increasing employer requirements for Information and Communication Technology (ICT) skills, required in nearly all jobs today. Cyber Communities aims to provide tailored individual training and mentoring for unemployed and disadvantaged people to help them move into the workforce. This will address labour and skills shortages. The project will also create opportunities to engage unemployed people in providing technical planning and support to their community, resulting in greater local community capability.

DoL's Community Employment Group (CEG) is leading the project, which is part of the Connecting Communities strategy. This strategy aims to ensure all communities can access and efficiently use ICT. Cyber Communities will accelerate the strategy's implementation by creating opportunities to engage unemployed people in using ICT via the uptake of innovative and/or formal learning channels.

Cyber Communities involves recruiting a national project manager and contracting of services in the communities of Tokoroa, Southland, and Otara. Existing Connecting Communities pilot managers will be involved in managing Cyber Communities at a local level in participating regions. Each contracted service provider will employ:

- a Learning Broker to work with Cyber Community clients to help them developing and implement personal learning plans for areas in which they are interested in working. The Broker will focus on potential barriers and provide mentoring to help overcome these. The Learning Broker will identify appropriate training opportunities and work with other agencies to engage trainees.

- a Community Networker to identify skills shortages in the region and work closely with brokers to match the trainee with local opportunities. They will interact with industry groups, community groups, local businesses and not for profit organisations to enhance local ICT capability.

The pilot will also contract part-time specialist technical mentors to work one on one with the Cyber Communities trainee.

What's new: A National Project Manager has been appointed to oversee: monitoring and evaluation; training development for technology planners to work with community groups and communities; and development of networks between the communities involved with the programme.

Contracts have been signed with lead agencies in the three pilot communities. Employment of a Learning Broker and Community Networker in each pilot is underway. Development of an evaluation framework is complete.

CyberCommunities was launched on 2 April in Otara. As Hon Steve Maharey was unavailable to speak at the opening ceremony, the Mayor of Manukau City, Sir Barry Curtis, kindly presented the speech on his behalf.

29. The I³ Challenge – Ideas, Innovation and Investment

Ministry of Research, Science and Technology (MoRST)

What it is: The Minister for Research, Science and Technology issued the I³ Challenge in February 2003 to focus on strengthening the RS&T system through ideas, innovation and investment. MoRST has been planning policy work and actions to meet the challenge.

The work aims to strengthen capability in the sector by investigating ways to support and improve research capabilities through reducing some of the volatility experienced in the current contestable system. The sector is currently being consulted on a range of options for evolving part of the current funding system to allow for greater flexibility, discretion and direction for NZ research providers.

What's New: The Minister for Research, Science and Technology intends to expand Non Specific Output Funding (NSOF) to increase stability in the system. The e-consultation on the funding of "large-scale research equipment" has just closed, and MoRST is in the process of analysing submissions. Recently, MoRST has been developing policy advice on issues and priorities around the commercialisation of publicly-funded research, and connecting public research institutes with industry.

30. Adult Literacy Strategy

Tertiary Education Commission (TEC)

What it is: The Government's Adult Literacy Strategy aims to ensure all New Zealanders have the literacy skills to take part in all aspects of life – work, family and community. The Strategy's three long-term goals are:

- increasing opportunities for adult literacy learning
- developing capability in the adult literacy teaching sector
- improving quality to ensure that adult literacy teaching programmes and learning environments in New Zealand are world-class.

What's new: During the quarter the TEC had 99 projects receiving literacy assistance through several literacy funds. This includes:

- Workplace Literacy Projects - as at 31 March 2004 there were seven workplace literacy projects, all managed by employers.
- Adult Literacy projects - as at 31 March 2004 there were 92 adult literacy projects receiving literacy assistance through several literacy funds, including: the Adult Literacy Innovations Fund 2003 and other Maori, Pacific peoples' and Refugee/Migrant projects, Literacy Aotearoa Whanau/Family literacy projects, Adult Literacy Learning Pool 2004 and Contracts with some Other Tertiary Education Providers (OTEPs).

Supporting Skill Development: New Solutions

31. Youth Transitions

Department of Labour, Ministry of Social Development, Tertiary Education Commission, Ministry of Education

What it is: A cross-government work programme to work towards the Government's goal of having 'all 15-19 year olds engaged in appropriate education, training, work or other activities leading to long term economic independence and well-being by 2007'.

What's new: A multi-year implementation programme is planned, with officials reporting to Cabinet annually on progress to date, and priority areas for attention. The Minister for Social Development and Employment has announced that the Budget 2004 provides funding of \$56.875 million over 4 years for a number of initiatives to assist young people's transitions. These are:

- improving career information, advice and guidance for school students

Through piloting, over two years, the **Designing Careers** initiative that involves the development of individual career and learning plans for students at 75 secondary schools throughout the country, and through investing in research to develop a better understanding of current provision and of what constitutes effective career information, advice and guidance in New Zealand schools.

- Building on and better co-ordinating the post-school local support services for those most at risk
- Through establishing a new **Transitions Service** for school leavers that will follow-up school leavers in selected locations, and for those who need more help in making the transition, provide proactive individualised assistance and support. The Transitions Service will be rolled out to 14 Territorial Local Authorities across the country over three years.
- Enhancing the vocational education and training at and post- school
- Through enhancing the school based **STAR** programme which provides senior secondary school students with a range of learning opportunities to assist in their transition from school. Through expanding **Gateway**, a programme that integrates structured workplace learning with senior students' classroom based learning, to include all decile 6 schools. And through expanding **Modern Apprenticeships** by 500 places to enable 8000 Modern Apprenticeships by June 2006.

In, addition, allowing teen parents to access the Training Incentive allowance will also be piloted. Under the three-year pilot 200 teenage parents will be provided with access to the Training Incentive Allowance to help overcome financial barriers to education including childcare, transport and course related costs.

A range of second tier/steps priorities are also being worked up, including:

- identifying future job opportunities in industry
- enhancing the support for young people with disabilities
- improving financial incentives for young people to participate in education and training.

Growth and Innovation Pilot Initiatives

Tertiary Education Commission (TEC)

What it is: TEC is developing two new initiatives to advance the key tertiary education priorities identified by the Growth and Innovation Framework (GIF) Sector Taskforces in Biotechnology, Information & Communication Technology and Design. The objective is to build the capability of the tertiary sector to work with these GIF areas and respond to the future skill and talent needs they have identified. They will be developed as trials to:

- pilot or extend new and innovative mechanisms of connecting the tertiary sector closer to these industries (Enterprise Training for Emerging Industries)
- develop training and research that is better aligned with the evolving needs of these GIF sectors (Knowledge Sharing and Entrepreneurship).

What's new: Applications for proposed pilot initiatives have been received and reviewed by the TEC. Successful applicants have been selected by Commissioners. The TEC is currently negotiating contract details with the successful applicants.

5. Attracting Global Skills and Talent

33. Permanent and Long Term Migration

New Zealand Immigration Service (NZIS)

The *Skills in the Labour Market report* (February 2004) attached with this appendix, provides information on migration flow statistics. NZIS approved 48,538 people for residence in New Zealand in the 2002/03 financial year, of which 30,433 people (63%) were in the Skilled/Business Stream. As at 23rd April 2004 the Service has approved 30,236 people in the year to date: 16,335 under the Business Skilled Stream, 9,799 under the Family Stream and 4,102 under the International Humanitarian Stream.

34. Skilled Migration and Customised Service to Target Key Skills

NZIS

What it is: These initiatives will move immigration from a demand driven-focus to meeting the needs of New Zealand. It will mean more active targeting of skilled potential migrants.

What's new: Selections of Expressions of Interest (EOI) under the Skilled Migrant Category take place fortnightly. Following are the results to date:

Date	Selection Point	EOIs Selected	Registrants Selected
18.02.04	195	126	371
03.03.04	185	255	699
18.03.04	185	98	277
02.04.04	180	330	879
14.04.04	180	62	158

Note the number of registrants selected is higher than the number of EOIs selected as more than one person can be applied for within one EOI (e.g. spouse, children).

35. Work Permits

NZIS

What it is: Work Permit policy allows employers to recruit from overseas where there is no suitable New Zealander available. Work Permits may be obtained for the period for which employment is offered, up to a maximum of three years each time. Those people to whom Work Permits are issued include: spouses/partners of NZ citizens or residents, people coming to New Zealand for a specific purpose or event (e.g. professional sports coaches), working holiday-makers, and people filling NZ skill shortages. In the first half of 2003/04, approximately 35,516 people were issued Work Permits¹. In 2002/03, approximately 66,827 people were issued Work Permits.

36. The Talent Visa

NZIS

What it is: The Talent Visa allows accredited employers to recruit talented and skilled people from overseas. Accredited employers must meet criteria such as having a strong financial position, good human resource practices, and a history of compliance with relevant immigration and employment legislation. A salary floor of \$45,000 per annum applies to job offers.

¹ These totals count individuals rather than number of permits issued. If a person had more than one permit in any year, they are counted only once.

People who hold a Talent Visa are issued a Work Permit for 30 months, and may be eligible for permanent residence after two years. More information about this policy can be found at <http://www.immigration.govt.nz/Work+to+Residence/>.

What's new: The first bi-annual re-accreditation process is currently underway.

37. The Priority Occupations List

NZIS

What it is: A list of occupations in which NZIS, in consultation with relevant unions and industry bodies, has identified a sustained and ongoing shortage of skilled workers. Occupations listed on the Priority Occupation List are considered to be in shortage in all regions across New Zealand.

People who hold an offer of employment in New Zealand in an occupation that is on the Priority Occupation List are issued a Work Permit for 30 months, and may be eligible for permanent residence after two years. More immigration on the list is at www.immigration.govt.nz

What's new: A bi-annual review of the Priority Occupation List was prepared for the Minister of Immigration this month.

38. The Occupational Shortages List

NZIS

What it is: A list of occupations in which NZIS, in consultation with the Ministry of Social Development and industry bodies, has identified regional occupational shortages of a short-term nature. More information on the list is at www.immigration.govt.nz. Applicants under the Occupational Shortages List (OSL) enter New Zealand on a Work Permit.

What's new: A bi-annual review of the Occupational Shortages List is currently underway.

39. Talent-Spotting International Students

NZIS

What it is: International students who have completed a tertiary qualification in New Zealand are a desirable source of skilled migrants, as their qualifications will be recognised by employers and, as they have studied here for several years, they are at least partly settled.

What's new: Two new initiatives have begun to impact on student permit processing waiting lists. These are the granting of "length of course" permits removing the need for yearly renewal applications. The second initiative, implemented in conjunction with universities, allows students to renew permits on-line.