



MINISTRY OF
SOCIAL DEVELOPMENT
Te Manatū Whakahiato Ora

Meeting Skill Needs

A Work and Income Response

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Introduction

The Ministry of Social Development (MSD) has identified responding to skill shortages as one of its priorities.

This report provides an overview of skill shortages identified by Work and Income regions, and describes initiatives of particular interest the regions are undertaking to address these shortages.

Information for this report was gathered using the MSD Skill and Labour Shortages – Stocktake of Initiatives Template. This template was sent to Work and Income regions, requiring them to report on:

- skill shortages and recruitment difficulties faced by particular occupations and industries
- initiatives in place to alleviate skill shortages or recruitment difficulties for particular occupations and industries.

Please note that this report is based on Work and Income's perceptions of skill shortages and recruitment difficulties in each region, and does not necessarily reflect the entire range.

Work and Income's role

Work and Income significantly contributes to reducing skill shortages by working with other government agencies, and by undertaking a co-ordinating role between employers, training providers and Job Seekers at a regional level.

This helps to identify the demand for particular skills, including current and possible future skill shortages. By working with employers and training providers, Work and Income can facilitate the provision of training that addresses skill shortages. Suitable Job Seekers can then be matched to training that will give them skills in areas where we know there are jobs available.

The regions face challenges in addressing recruitment difficulties including low wages, poor working conditions, or poor perceptions of particular industries that can contribute to Job Seekers not wanting to take up a particular job. Lack of transport or childcare can also be barriers to people's ability to take up work.

Some Work and Income regions have managed to address recruitment difficulties by working closely with employers to improve working conditions or poor perceptions of some industries. In other instances, Work and Income has helped to remove barriers such as lack of transport.

Northland

Northland Work and Income is addressing skills shortages in the following industries and sectors:

- tourism
- forestry
- building and construction
- transport.

Targeted skills training

Northland Work and Income, representatives from the Ministry of Economic Development (MED), and representatives from the Tertiary Education Commission (TEC) are working together to identify and develop skills training to meet the demands of employers in a range of sectors across the region.

Tourism is the first sector the group is addressing. The Chief Executive Officer and staff of Enterprise Northland have met officials from the MED, the TEC, and Work and Income to discuss the tourism industry's skills needs.

Partnership with Ngati Hine Forestry Trust

A partnership has been developed between Ngati Hine Forestry Trust and Northland Work and Income. The partnership aims to promote the forestry industry to Job Seekers, and to mentor incoming trainees. Partners are also working with industry representatives and Northland Polytechnic to develop and deliver a forestry training programme.

The Trust is providing training equipment, and is funding an employee to liaise between the Work and Income service centres and the forestry industry.

Forestry Sector Reference Group

The Forestry Sector Reference Group aims to market and promote the industry and to improve contractors' human resource management skills. It includes representatives from the forestry industry, Work and Income, Industry NZ, and Industry Training Organisations (ITOs).

Silviculture training programme

Forestry contractors are working directly with ITOs to develop a silviculture training programme that provides relevant, hands-on silviculture experience. Trainees also achieve competence across a wider range of skills.

Retro-fitting project

Northland Work and Income is supporting the retro-fitting project, a community-driven project designed to improve the insulation of older houses in low socio-economic areas in Whangarei, and to provide skills and experience in insulation and re-fitting. Five people have completed the programme, received certification, and are now employed as retro-fitters in the Otangarei area.

Transport work experience programme

Northland Work and Income is also developing a programme with local transport operators to place newly licensed truck drivers in work with experienced drivers. This will allow newly qualified drivers to gain the experience necessary to improve their employment prospects. Northland Work

and Income began developing this programme after identifying a number of Job Seekers with the necessary skills, but not the necessary experience, to work in the transport industry.

Project Wheels

Project Wheels helps young people to gain driver's licenses and learn responsible driving habits. It is a joint venture between the Far North Safer Community Council, Land Transport Safety Authority, Northland Work and Income, Te Hau Ora o Te Hiku o Te Ika, Accident Compensation Corporation, Far North District Council, the Police, and the TEC.

The project aims to increase the number of young people with driver's licences and warranted cars in Northland. This will enable them to travel in legal vehicles to employment and training from remote areas, and for some to develop careers in the transport industry.

The project is targeted at young people caught driving without appropriate licences or driving non-compliant vehicles. It involves three vehicle workshop days with a qualified mechanic, and two days with a training provider to gain New Zealand Qualifications Authority unit standards in first aid and employment skills. Participants also obtain a driver's license if necessary.

Auckland

Auckland Work and Income is addressing skills shortages in the following industries and sectors:

- hospitality
- building and construction
- transport
- textile
- clerical.

Note that from 1 July 2003, Auckland North, Auckland Central and Auckland South merged into one Work and Income region called Auckland.

Industry internships

Industry internships have been established in a wide range of industries in North Auckland. The internships provide Job Seekers with on-the-job training in local industries with skills shortages, including hospitality, clerical, building, and transport.

During 2002/03, 125 Job Seekers participated in an internship, and at least 28 have moved into stable employment. More are expected to do so as they complete their internships.

The internship operates as a pre-apprenticeship. Participants are placed with an employer for a period of time, and receive training from the employer or an Industry Training Organisation (ITO). Where possible, they are also linked into the Tertiary Education Commission's (TEC) Modern Apprenticeship scheme.

Over the coming year, the internships will be expanded, and new internships will be developed with more industries.

Waitakere Employment and Skills Project

The Waitakere Employment and Skills Project aims to provide accurate labour market information for young people to use when they choose training or employment. It also aims to encourage employers to use Job Seekers from Waitakere, make the transition from school to work easier for young people, and ensure that training meets the needs of local industry.

The collaborative project involves local industry, local secondary schools, representatives from TEC, Auckland Work and Income, Enterprise Waitakere, the Waitakere City Council, and other community agencies. It also links into the city's wider Wellbeing Strategy.

Tertiary Education Commission joint initiatives

Auckland Work and Income is working with the TEC and industries to establish what skills industries need, and how the appropriate training can be delivered through the Training Opportunities programme or by Work and Income and ITOs.

This initiative is still in its early stages, and will begin by focusing on the needs of the hospitality, construction, and textile industries.

Building skills course

Auckland Work and Income has developed a 10-week building, construction, and maintenance course. It gives Job Seekers the skills required to become a carpenter's labourer, hammer hand, or painter/decorator.

The training will enable Job Seekers to enter the industry of their choice, and build their confidence. They will be able to gain credits towards a national certification in their chosen field. An ongoing mentoring service is available after they complete the programme.

Roofing apprenticeships

Modern Apprenticeships provide roofing industry training and a National Certificate in roofing for young Job Seekers. The scheme is a joint initiative between Auckland Work and Income, the TEC, the Auckland Trade Training Academy (ATTA) and Alex Harvey Industries (AHI). So far, 24 trainees have finished the course, received a National Certificate in roofing, and entered stable employment.

AHI selects the apprentices for the scheme. ATTA provides support for the employer and employee, and helps administer the Modern Apprenticeship and National Certificate.

Driver licensing programmes

Work and Income Auckland has initiated a driver licensing programme in response to requests from service centres. The ability to drive motor vehicles is an essential pre-requisite for many jobs in the hospitality, clerical, warehousing, and shift-work based industries.

The Manukau Urban Māori Authority Road Safety driver's licence programme is aimed at providing Job Seekers with the knowledge and skills needed to obtain transport licenses. So far, over 300 Job Seekers have gained or upgraded their licences.

Ezi Drive training contract

Auckland Work and Income has established a training contract with Ezi Drive Limited to help Job Seekers obtain their heavy transport licenses and passenger transport endorsements. So far, 33 Job Seekers have started jobs with local transport companies after completing the four-week course. Another course for 50 Job Seekers started in August 2003.

The course includes practical driving experience and complies with the New Zealand Qualifications Authority standards. The contract was approved after consultation with key stakeholders, including the National Road Carriers Association, Auckland transport and bus operators, and the ITO.

Waikato

Waikato Work and Income is addressing skills shortages in the following industries and sectors:

- engineering
- building and construction
- retail
- tourism
- hospitality
- warehousing
- roading
- brick and block laying.

Strategic steering group

A new steering group is exploring ways for local employers and Industry Training Organisations (ITOs) to work together to address skill gaps in the Waikato. The steering group is chaired by Wintec (the Polytech in Hamilton), and has representatives from the Tertiary Education Commission (TEC), Waikato Work and Income, Career Services, and Private Training Establishments.

The group is focused mainly on the engineering and building and construction industries. Members have agreed to meet representatives of these industries to identify their problems in obtaining skilled staff for jobs in roofing, plumbing, industrial gas, carpentry and joinery.

Training for long-term clients

Waikato Work and Income has identified a number of employment opportunities for long-term clients. It is running a skills and motivation programme to prepare these Job Seekers for entry into growing sectors such as retail, tourism, hospitality, and warehousing industries.

The initial programme is underway, and 80% of trainees are expected to enter employment in these industries. A second programme is in the planning stage, and both programmes will be evaluated.

Roading skills contract

Work and Income Waikato has contracted roading employers and training providers to train Job Seekers to an entry-level position. The initial contract is for 12 trainees, with a goal of at least 10 of these trainees moving into full-time employment. This will ensure that employers have sufficient staff for the start of the road construction season in September 2003.

Brick and block laying programme

A five-week training programme has been contracted by Waikato Work and Income that provides industry-based training in brick and block laying. The programme includes two weeks of workplace learning. The programme is currently being piloted, with a target of achieving full-time employment for at least 10 of the 12 Job Seekers in the first intake.

Bay of Plenty

Bay of Plenty Work and Income is addressing skills shortages in the following industries and sectors:

- forestry
- kiwifruit
- market gardening
- building and construction.

Rotorua Employment Skills Survey

Representatives from industry, employers, and educational and training agencies have undertaken the Rotorua Employment Skills Survey, to gather information from local employers on current job vacancies and projected skill needs over the next five years.

The survey found that the construction industry, in particular, has a shortage of skilled tradespeople and a lack of training opportunities for young Job Seekers. This is expected to lead to increased skill shortages in the future, compounded by a negative perception of the construction sector and a lack of awareness of available career opportunities. An action plan is being developed to resolve some of these issues.

Other industry sectors covered in the survey were: agriculture and horticulture, education, health and other social services, manufacturing and engineering, transport, recreation, cultural services, media and entertainment, and communications.

Western Bay of Plenty Employment Skills Survey

A similar survey to the one undertaken in Rotorua began in June 2003 for the Western Bay of Plenty. This project will be completed by the end of the year.

Forestry sector research

A local study looked at vacancy levels in the forestry sector, predicting turnover of staff and changes within the industry. The information was used to identify possible future employment opportunities in the forestry sector. Results have been sent to the Department of Labour, training providers and funders, and the Ministry of Social Development.

Forestry programmes

Two forestry programmes commenced in this quarter. The first programme took place in Tokoroa and focused on heavy truck and forklift driving. Seven of the eight Job Seekers on the programme gained employment.

The second programme, based in Rotorua, focused on the skills required to work in the silviculture sector of the forestry industry. This three-month programme will finish at the end of August 2003.

Since the information for this report was compiled, there have been some instances of workers being laid off in the forestry industry. It is unclear at this stage whether this is an indication of a longer-term downturn in the industry.

Kiwifruit industry training initiative

Bay of Plenty Work and Income provided a four-month training initiative designed to provide Job Seekers with the skills and confidence required to find employment within the kiwifruit industry. Within six weeks of the initiative finishing, 693 Job Seekers gained paid employment in the industry.

The initiative ran from March 2003 until June 2003, and included seminars and pre-employment training programmes. Programme topics included industry and packhouse practices, kiwifruit grading, hydra ladder operations and forklift driving, and health, labour and tax requirements.

Market garden recruitment

Bay of Plenty Work and Income secured the recruitment contract for a market garden initiative with a training component for Job Seekers. Training will cover health and safety, planting, picking, and general labour skills.

The market garden is expected to employ up to 30 staff, and Work and Income will fund wage subsidies for Work and Income Job Seekers as they move outside the programme. Located at Mokai, between Taupo and Tokoroa, the market garden will grow capsicums and tomatoes for export.

Building and construction programme

Bay of Plenty Work and Income is working with the Waiariki Institute of Technology in Rotorua to provide a 12-week building and construction programme for up to 20 Job Seekers. The training programme is expected to start at the end of August 2003.

East Coast

East Coast Work and Income is addressing skills shortages in these industries and sectors:

- transport
- horticulture
- forestry.

Driver training courses

In 2003, more than 300 Job Seekers participated in driver training courses to gain drivers' licences. East Coast Work and Income also assisted a number of Job Seekers to get their heavy trade licences and other endorsements.

Horticulture liaison person

East Coast Work and Income has contracted the Hawkes Bay Fruit Growers Association to employ an industry-based liaison person.

The liaison person will work with the Work and Income Seasonal Co-ordinator to:

- link Work and Income Job Seekers to jobs in the horticulture industry
- assist and mentor new horticultural contractors through their first 12 months in business
- promote horticulture cadetships for Job Seekers
- monitor, develop and promote industry-based training opportunities and subsidies programmes.

The liaison person will also work with the Work and Income Regional Contracts Manager on Training Opportunities and Youth Training for the industry.

Forestry training and support

East Coast Work and Income is the largest contributor to forestry related training in the region. The training also provides Job Seekers with the general skills required to work in silviculture.

Through a number of small local schemes, East Coast supports Māori Trusts to establish themselves as forestry contractors.

Taranaki

Taranaki Work and Income is addressing skills shortages in these industries and sectors:

- transport
- engineering
- meat processing
- health care.

Transport forums and initiatives

Taranaki Work and Income has held forums with transport operators in New Plymouth, Wanganui and the King Country, to get industry support for transport training, and to identify ways to deliver the training.

The Central Area Road Transport Association is developing an initiative with Taranaki Work and Income that will assist with licensing costs and provide training, supervised work experience, and placement and post-placement support in the industry.

Regional Engineering Strategy

The Regional Engineering Strategy is an industry and training-based initiative being developed by the Western Institute of Technology, the Tertiary Education Commission, Venture Taranaki, and the New Plymouth District Council. It focuses on the skills needs of the engineering sectors in Taranaki, with the eventual goal of establishing a Centre of Applied Engineering to provide training in the relevant skills. The Regional Commissioner for Work and Income is working closely with this group.

Meat processing programme

A meat processing skills development programme is being provided in Hawera, Stratford, and Wanganui by Taranaki Work and Income. This has involved up to 90 Job Seekers over 2002 and 2003. It is expected that 80-100% of course participants will get work in the meat processing sector.

Health care cadetships

Taranaki Work and Income is developing a health care cadetship with the Wanganui and Taranaki Hospital Boards. It also maintains relationships with human resources units in the health sector. The cadetships are based on the successful scheme run with local authorities in Taranaki. Work and Income is seeking to develop new cadetship schemes with District Health Boards especially for clerical/administration, trades and Maori healthcare workers. The initial programme will involve eight cadets linked for twelve months to the Maori Healthcare Unit.

Central

Central Work and Income is addressing skills shortages in these industries and sectors:

- transport
- engineering
- mechanical
- building and construction
- textiles.

Industry-based training strategies

Central Work and Income's 2003/04 Regional Plan sets a target of 550 jobs for Job Seekers who complete industry-based or on-the-job training in all industry sectors, including sectors facing skills shortages.

The Regional Plan sets out the following strategies to achieve the target:

- build on existing relationships with providers, employers, and Industry Training Organisations (ITOs), to increase industry training opportunities
- improve labour market knowledge about where, when and why skills shortages have arisen, and about other issues such as pay rates and work times
- establish an Employment and Skills focus group comprising representatives from the Tertiary Education Commission (TEC), employers, ITOs, providers, schools, and employers
- promote training and employment assistance programmes and incentives to small and medium businesses
- actively promote career and training opportunities in the trades and applied technology sector.

Employment and skills forum

An employment and skills forum for representatives of the transport, engineering, mechanical, and construction industries was organised by Central Work and Income and TEC. The Hon Steve Maharey opened the forum to key stakeholders, highlighting Work and Income's commitment to matching Job Seekers to industry needs.

A key message from the forum was the need to have greater co-operation and information sharing among schools, tertiary institutions, providers, agencies, ITOs, and employers.

The forum agreed to form a working party comprising the Central Regional Commissioner, the Regional Manager of the TEC, training providers, employers, schools, and Enterprise Agency representatives. The TEC will undertake a major skills needs and skills shortages survey throughout the region, and the working party will develop goals based on the findings of this survey.

Engineering and mechanics apprenticeships

Central Work and Income and the TEC will continue to fund training programmes in the engineering and automotive mechanics industries. These provide excellent Modern Apprenticeship opportunities for young Job Seekers. Central Work and Income and the TEC are currently considering programmes for the coming year.

Textile training strategies

Work and Income is working closely with Enterprise Horowhenua to investigate employers' needs in the local textile industry, and is working with employers to develop strategies that will attract workers to the industry. Work and Income also works with the Local Employment Co-ordination group to resolve skills shortages in this industry.

Wellington

Wellington Work and Income is addressing skills shortages in these industries and sectors:

- building and construction
- plumbing
- electrical
- meat processing.

Building and construction apprenticeships

Wellington Work and Income is running a building and construction apprenticeship programme from June 2003–June 2004. The programme is targeted at young Job Seekers who have been registered unemployed with Work and Income for 26 weeks or more.

The programme's long-term goal is to increase the numbers of young Māori and Pacific people taking up trades where there is a shortage of skilled tradespeople. It is expected that a minimum of 20 young people will be placed into apprenticeships by March 2004, with a further 20 to follow.

The apprenticeship programme:

- provides opportunities for young Job Seekers to get apprenticeships in the building and construction industry
- provides experience and opportunities to enable young people to begin a career in building-related trades
- supports employers, builders and tradespeople who are prepared to take on young people as building and trade apprentices.

Apprentices will work on the Aotea Block developments, the Housing NZ Community Renewal Project, and the Kenepuru Hospital upgrade. Wellington Work and Income is providing a co-ordinator to oversee the project and recruit Job Seekers to the programme.

Employers' evening

Wellington Work and Income and the Upper Hutt Mayor are organising an employers' evening for the building industry and related trades. Wellington Work and Income expects to work closely with employers and Private Training Establishments to help establish Modern Apprenticeships in the building, plumbing, and electrical industries.

Meat processing training

Last year, Canterbury Meat Packers identified a labour shortage and the need to recruit staff for their premises. In response, Wellington Work and Income provided training for Job Seekers that met the specific needs of the employer.

Canterbury Meat Packers employed approximately 80 people after they completed the training. Successful Job Seekers have been very positive about the process and outcomes, particularly the support from their new employer.

Canterbury Meat Packers are working with Wellington Work and Income again this year, with the goal of employing 80 more people. Wellington Work and Income has appointed a project

and account manager to target Job Seekers to refer to the training. To date, 150 Job Seekers have been interviewed, with 85 people identified as suitable for the training.

After the training, each successful Job Seeker will go through a three week pre-employment course that prepares them for their move to Ashburton, taking into account housing, schooling, and budgeting issues.

Nelson, Marlborough and West Coast

Nelson, Marlborough and West Coast Work and Income is addressing skills shortages in these industries and sectors:

- plumbing
- electrical
- mechanical
- viticulture
- pip fruit.

Buller Youth Works

Nelson, Marlborough and West Coast Work and Income has identified a shortage of skilled workers in a wide range of trades such as plumbing, electrical and mechanical work in Westport. To address this shortfall, Buller Youth Works (a Mayors' Taskforce for Jobs initiative) aims to link young people to apprenticeship positions.

Viticulture seasonal employment co-ordinator

Nelson, Marlborough and West Coast Work and Income has appointed a seasonal employment co-ordinator to help fill the demand for seasonal workers in the viticulture industry in and around Blenheim. Funding for the co-ordinator is shared with Wine Marlborough.

Because of increased demand and a rise in crop planting, the Blenheim viticulture industry required 200-400 more seasonal workers this year. The co-ordinator liaises between employers and contractors and people who are interested in seasonal work. The goal is to move people into work in the viticulture industry so they don't need to register with Work and Income.

Nelson/Tasman pip fruit strategy

The Nelson/Tasman pip fruit strategy aims to attract as many seasonal workers to the Nelson region as possible. The strategy has worked very well this season, mostly because of good case management and the positive relationships between Nelson, Marlborough and West Coast Work and Income, the local branch of the NZ Fruit Growers Federation, and Pip Fruit NZ.

The strategy has involved:

- jointly funding a seasonal employment co-ordinator with the NZ Fruit Growers Federation
- meeting regularly to address issues such as transport and accommodation
- providing transport to orchards for job interviews.

After the pip fruit season ended, Nelson, Marlborough and West Coast Work and Income encouraged workers to transfer to other jobs in the horticulture and fishing industries. Case Managers briefed Job Seekers on available work and on application processes. Many Job Seekers successfully moved from one seasonal job to another without requiring an unemployment benefit.

Canterbury

Canterbury Work and Income is addressing skills shortages in these industries and sectors:

- retail
- building and construction
- hospitality
- transport.

Work-based training courses

Canterbury Work and Income is running several work-based training courses with Industry Training Organisations (ITOs), employers in a range of industries, and the Tertiary Education Commission (TEC). The training links to an apprenticeship or to a New Zealand Qualifications Authority (NZQA) certificate.

One example is the work-based training in the retail industry. Twelve Job Seekers prepared their own profile to be considered for retail apprenticeships with prospective employers. Of the 12 participants, six have either self-placed or have been referred into full-time employment.

The partners in the initiative have the following roles:

- the TEC selects the training provider
- the ITO oversees the apprenticeship and NZQA certification
- employers provide work experience for trainees, and contribute financially towards the trainee's industry mentor
- Canterbury Work and Income refers potential candidates to the programme and arranges subsidies, where appropriate, after they complete the programme.

Pre-apprenticeship programmes

Canterbury Work and Income is running several pre-apprenticeship programmes in the retail, flooring, hospitality, and construction industries. The programmes provide young people with the opportunity to experience different career paths within an industry.

One example is Canterbury Work and Income's initiative with City Care. City Care is a large employer specialising in the construction, maintenance and management of amenity and infrastructure assets. The pre-apprenticeship programme with City Care started in October 2002, with 20 young Job Seekers taking part. Its aim is for all participants to begin an apprenticeship.

The local Polytechnic also offers free pre-apprenticeship courses in engineering, mechanics and building and construction. Many Job Seekers are taking up this opportunity.

Transport placements

A joint initiative has been developed with Canterbury Work and Income and the Red Bus Company, to provide training for Job Seekers entering the passenger service industry. The initiative has resulted in 10 placements for March to May 2003.

Southern

Southern Work and Income is addressing skills shortages in these industries and sectors:

- meat processing
- transport
- dairy farming
- sawmilling
- hospitality.

Skill shortage surveys

Southern Work and Income has developed a partnership with Venture Southland to survey Southland employers about skill shortages. There are also plans to complete a similar survey in Otago with Otago Forward.

The surveys will provide factual, rather than anecdotal, information on employers' needs, their plans for further expansion, and the types of skills that are currently lacking in Job Seekers.

The Southland survey aims to enable Venture Southland to recruit local workers rather than using workers from outside Southland because of local skills shortages.

Industry relationships

Southern Work and Income is working with key industries and representatives of the Ministry of Education, the Tertiary Education Commission, and the Employers Federation, to alleviate skill shortages in meat processing, truck driving and the dairy industry.

Sawmill training programme

A six-week sawmill training programme has been set up by Southern Work and Income that trains Job Seekers to workplace standards and expectations, delivers essential workplace skills, and addresses individual learning needs.

After the training finishes, the training provider helps the Job Seeker to gain a two-week work experience placement with a suitable employer in the sawmilling industry. Participants gain unit standards, and the programme aims to have 80% of participants into paid work within six-weeks of finishing.

Hospitality work-based training

Scenic Circle Southern Cross Hotel is opening a new four-star hotel in November 2003. Southern Work and Income will be running short-term work-based training for Job Seekers interested in entry level management. The training will be purchased from current training provider sources.

Lumsden Hostel and bus service

This very successful service is a partnership between Southern Work and Income, the NZ Army, Waimain Trust, the Princes Trust, and various Queenstown employers. It helps young people to gain employment in Queenstown's hospitality industry by providing transport and accommodation. Transitional support is also offered to long-term Job Seekers settling in Queenstown after they find employment.

Meat processing seminar

Southern Work and Income arranged a seminar for Job Seekers in Dunedin about working for a Balclutha employer in the meat processing industry. The Dunedin branch of the same company is also interested in running a seminar.

Transport for Dunedin Job Seekers who take up work in Balclutha is negotiated between Work and Income and the employer. Southern Work and Income expects to hold further seminars, and to add employment questionnaires for Job Seekers, exit interviews, and in work support for Job Seekers taking up employment.

Paid2drive

To address a shortage of heavy truck drivers in the Aoraki region (Timaru and surrounds), Southern Work and Income has contracted the Advance Business Agency to provide a general assessment of clients' capabilities. This agency also recruits staff on behalf of 25 industrial businesses in the Timaru area. Most of the companies require heavy truck drivers and related machinery operators.

The assessment includes an interview with the Job Seeker and a driving test. Ninety percent of the Job Seekers who sat the formal driving test have secured employment in heavy truck driving or related areas.

The assessor may also recommend further training, additional licences, or a different career path. Each Job Seeker is monitored and assisted in securing either casual positions or full-time sustainable employment.

For further enquiries about this publication, please email info@msd.govt.nz