

## Skills Highway Workplace LN Forum: Christchurch, 8 December 2016

### Notes from Focus Session 4: What matters in the Mainland? South Island workforce development issues and literacy and numeracy as part of the solution

#### *Work visas*

- Lack of LN support for people on work visas (even though they are eligible to undertake industry training)
- Difficulties for some people on work visas assimilating into the kiwi work culture, problems with kiwi colloquialisms, can cause health and safety issues
- Length of time that some people stay on work visas (16 to 20 years) – children are ineligible for tertiary study.

#### *Seasonality*

- Many regional companies reliant on seasonal workers (also not eligible for LN funding)
  - how to train in off-season when they are not employed?

#### *Rural workforce*

- Hours of work in primary industries
- Rural isolation/connectivity issues
- Digitisation of 'better performing' farms and workforce implications of this
- Forestry – contracting gangs – how to access mobile workforce for LN support?

#### *Region specific*

- Growth in Canterbury firms, but training appears to have dropped off
- Skills shortages, reluctance to train because of fear of poaching (but this is not the case – how to tell this story?!)
- Southland – Alliance Meatworks very proactive with training, including annual LN assessments.

#### *Employability skills*

These can be developed through WPLN programmes – also need to tell this story.

#### *Research*

Need for longitudinal study of impacts of LN interventions.