



**SAMOA CHAMBER**  
OF COMMERCE & INDUSTRY INC.  


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*POWERING BUSINESS GROWTH*

# **Demand for Pacific Labour: Domestic Skills Demand**

Tuesday 9<sup>th</sup> July 2024

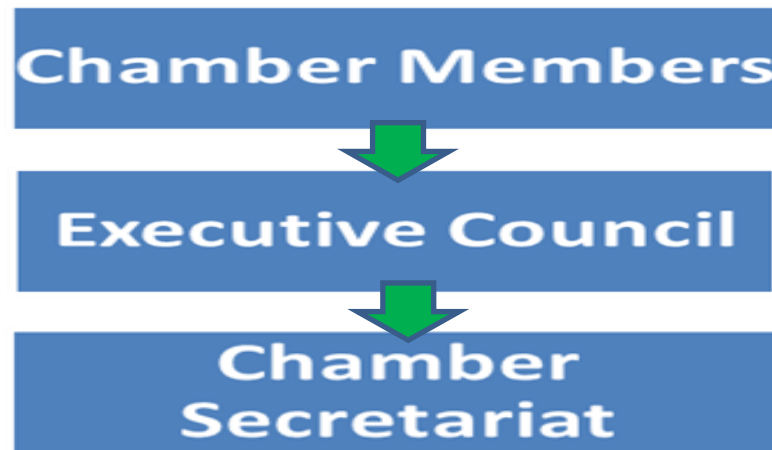
# OUTLINE

- 1. About the Chamber**
  - 2. Process of collecting and assessing skill gap needs for private sector**
  - 3. Partnerships and Linkages to Sector Plans to access assistance**
  - 4. Impacts of overseas labour schemes on local businesses**
  - 5. Recommendations/Way forward**
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# 1. ABOUT CHAMBER

- National Private Sector Organization
- Include 4 Private Sector Organisations (SHHA, SAME, WIBDI and BOSA)
- Membership is voluntary thus low registered number of businesses with Chamber

## Structure and Governance:



## 2. Needs Analysis Process

- Skills Gap Assessment conducted by TA in late 2023- early 2024
  - A 2 half day workshop was conducted by TA through a purposive sampling method
  - A questionnaire was also circulated to selected members and door to door for non-members
  - Skills were categorised into industry, types and priority
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## 2. Continued...

- PSC is also currently conducting a National Workforce Plan including the Private Sector and Civil Society
- SCCI has already planned to conduct a specific survey on the impacts of overseas schemes on businesses with the assistance of MDF

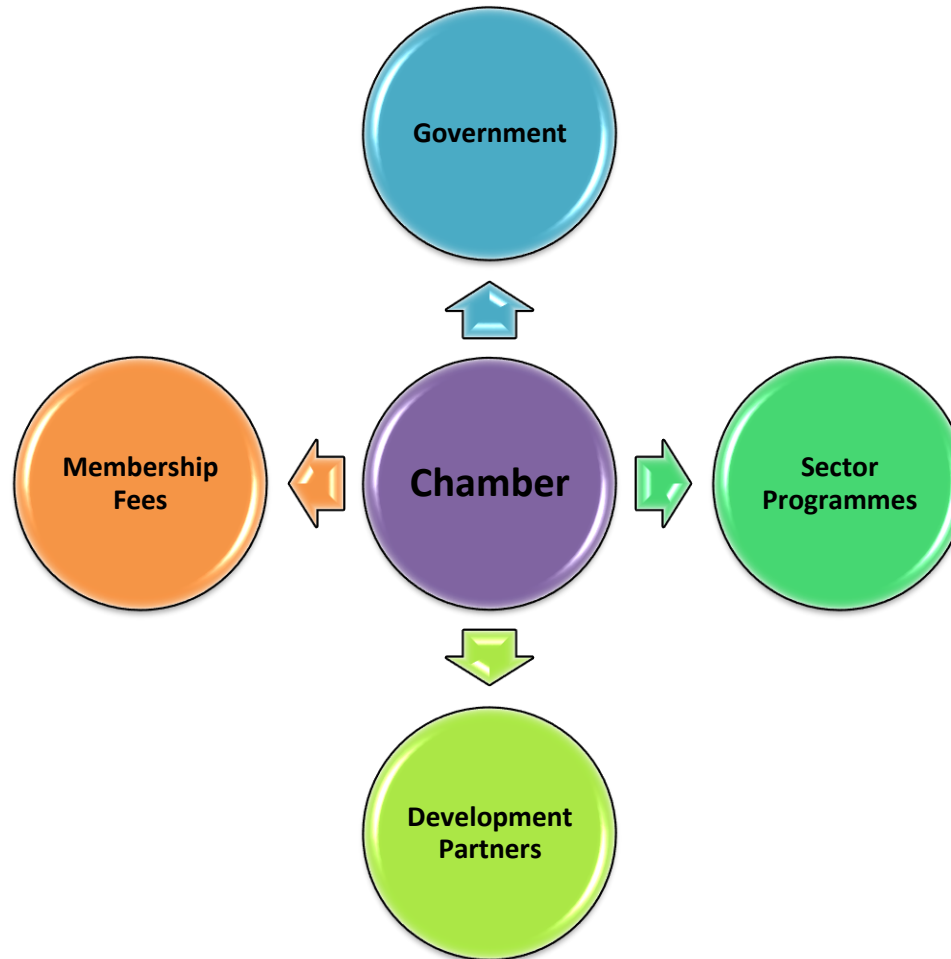


# Summary Findings of the Report

- Skills gaps identified were mostly generic short term skills such as customer services, communication, basic computing etc
- The technical skills included mechanical, carpentry, booking and reservation skills, butchering etc



# 3. Access to Funding




# 4. Impacts of Overseas Labour Schemes on Local Businesses

- Loss of skilled, semi-skilled workers (high staff turnovers) from an already limited pool of skills eg butchers, machine operators, mechanics etc
- Loss of investment through loss of trained workers) and increased investment cost (through re-training/re-skilling of new workers)






## 4. Continued..


- Mismatch of skills
  - Businesses are forced to hire un-skilled, inexperienced, un-qualified workers or those that are unemployable
  - Annual NZ Quota schemes – permanent loss of skilled employees
  - Social impacts – indirect impacts to businesses eg spouses and abled bodies are forced to stay home to care for children/elderly
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# 5. Proposed Solutions


- Labour Migration Policy – reviewed to remain relevant
  - Overseas schemes to target the unemployed and unemployable population and in specific sectors
  - Ensure that overseas schemes are not targeting the already limited skills available in Samoa eg mechanics, carpentry, caregivers etc
  - Allowing/Granting incentives for temporary employment of overseas workers (for specific critical positions/sectors only) to cater
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# 5. Continued...

for shortages

- Financial or TA assistance for regular training opportunities for private sector particularly for generic skills
  - Matching of national workforce plans (skills gap) to Education system and scholarships and training programmes (formal and non-formal)
  - Maintain timeframe of overseas schemes to short term eg 6 months max and not 1-3 years
  - Increase MW rate
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# Reference docs

1. Business Confidence Survey Reports
  2. Skills Gap Assessment Report 2024
  3. Labour Migration Policy 2023
  4. Draft National Workforce Plan (PSC)
  5. ILO Seasonal Workers Schemes in the Pacific Through the Lens of International Human Rights and Labour Standards 2021
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**FA'AFETAI**

