

Future thinkers
We own change & always bring solutions



Stronger together
We are one team



Live the standard
We act with integrity & respect



Embrace diversity
We celebrate difference because we all belong



Always growing
We pursue the best – People & Apples



Regional Workshop on Skills Development

PACER Plus Arrangement on Labour Mobility July 2024

PLMAM 2024 - Employers made the following commitments:

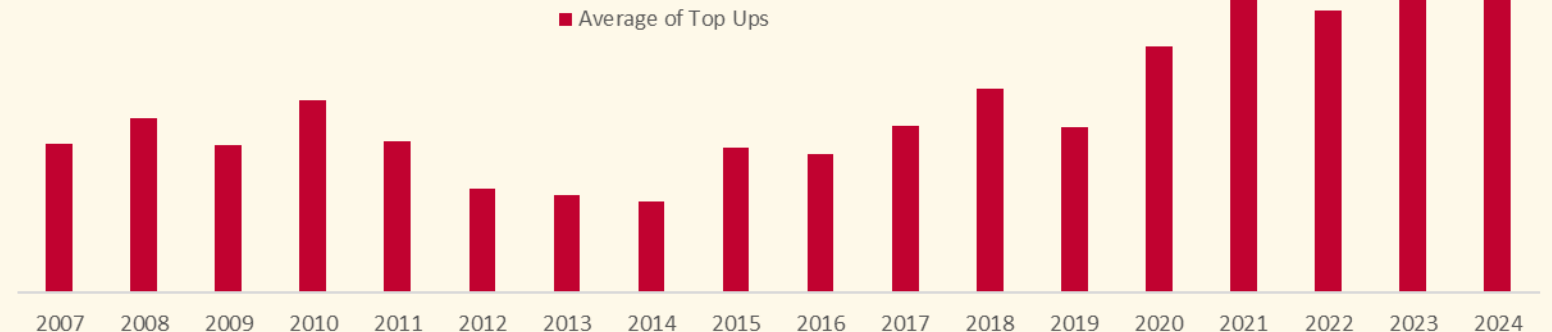
- Employers commit to strengthening direct relationships with sending countries by nurturing greater trust and transparency.
- Employers commit to addressing short-term and longer-term priorities of sending countries.
- Implement recruitment plans that meet the goals of sending countries and communities.
- Skill development of workers that meets the needs of employers, workers, and their community

Environment - Post COVID world:

- Global inflation
- Unemployment rising
- Economic recession
- Geopolitics
- Protectionism
- Wars
- A.I.
- Automation & robotics
- Working Holiday Visa numbers recovering

Conflicts or Opportunity

- Skill development is critical factor in Labour Mobility.
 - RSE workers are high cost labour supply.
 - Increasing focus on productivity.
 - Pacific has lost skilled workers to the scheme.
 - Brain drain?
 - RSE average pay ~15 times the minimum wage in Pacific.
 - Technology increasing skill requirements.
 - Automation is closing low skill labour mobility model.
 - Adaption.



Re-integration or Realisation

- Selection and recruitment processes
- Pre-departure training
- Induction
- Task training, compliance training. - translations
- NZ and Pacific Island based training.
- Workers have little time in NZ to train.
- Courses are in English
- Every employer has downtime where training could occur.
- January when Institutes of Technology have no students.

Purpose



- RSE Productivity Project
Recruit the best people from the Pacific for RSE
Maximise the opportunity for Pacific people
- Create consistent and fair assessment criteria
- Partner with Team Leads
Find and select people
Facilitate the event



The program

Simple to deliver in the Pacific
Culturally appropriate
Supported by Samoan Team Leaders



Introduction and purpose

1. Team based activity
 2. Interview – Including a Team Leader
 3. Individual activity – memory, follow instruction, creativity.
 4. Fitness test – 10 minute with picking bucket
- De-brief and consensus on final scores



106

people assessed



81

yes / maybe



English

21% Good

41% OK

38% Poor



50%

have children

Others want to

support family

68%

20 - 30 years

32%

31 - 40 years

Recruiting for Productivity

Outcome

Successful pilot with an **effective program**

Selected the **best** new team members

Positive Feedback from all leaders

Leaders better **understand** our requirements



Next?



Samoan harvest and Tongan teams.

An Employer Perspective



In 2007 employers asked for funding to be provided for RSE training.

Vakameasina 2011 – 2024



Kia Island - Fiji

Made a commitment to the Fijian Government to employ workers from remote districts.

Find a village that needed help

[Hit by Category 5 Cyclone Yasi](#)

Only 12 houses not destroyed.

Employed 16 men whose aspiration is to build 16 climate resilient houses.

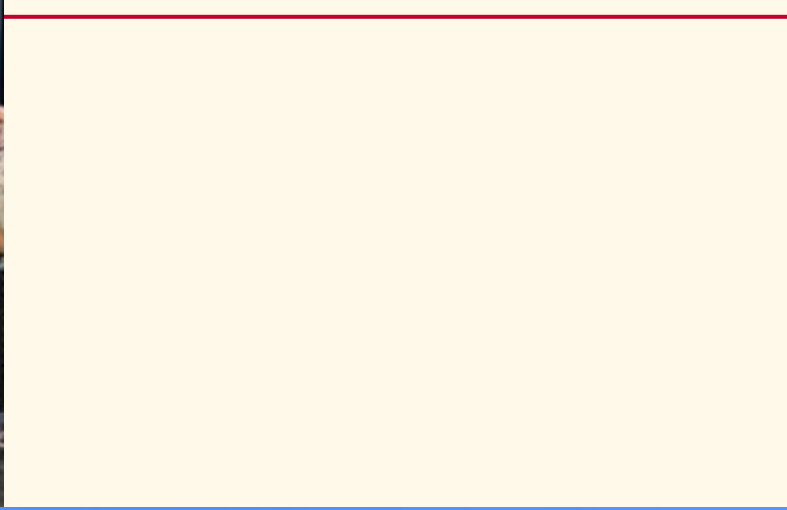
Looking at ways to support this outcome over several deployment cycles.



Hastings Samoa Friendship Agreement

- Hastings is the largest employing province for RSE and Samoan RSE workers.
- Signatories: Hastings District Council, Ngati Kahungunu Iwi, Falealili District.
- Goal: To enhance the benefits of labour mobility for both districts.





Taula le Va'a na Tau Pilot Programme

- 4 week induction and pre-departure programme covering:
- Financial literacy
- Nutrition, mealth mental, physical, and spiritual.
- Intro to Horticulture
- Goal setting
- First Aid
- Samoan Cultural Values Respect, Reciprocity, and Community
- Preparing for Aotearoa
- Follow up in NZ with employers

Pacific Guidelines for Sustainable Reintegration could include:

- Importance of maintaining cultural identity and practices while participating in labour mobility programmes.
- Active participation of local communities & stakeholders in the process.
- Sustainable development both economic and environmental.
- Recognition through qualification.
- Set goals, measure outcomes, feedback, and continuously improve.
- An agreement between the employer and Government on recruitment policy covering where, who, and any specific skill development actions.
- Ensure employers can connect meaningfully with the communities from which they employ.
- Establish individual goals and aspirations for each worker and community.
- Obligation for workers to undertake training and / or work once they return.
- Host country specific Labour Mobility Conferences to report on actions



Fa'afetai tele lava

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