



Aviation & Airport Services

Transformational change in the Service sector workforce will take time but to achieve that change we need to start taking action now. The following plan includes the key areas of focus, medium term actions and short-term initiatives. These initiatives and actions can be thought of as individual threads that weave together to achieve workforce transformation.

	Māori succeeding as Māori	Attracting and retaining the future workforce	Developing broad skills for the future	Creating mana-uplifting jobs and opportunities
Actions: Where we would like to be	<ul style="list-style-type: none"> Māori business and workforces have opportunities to connect. The Service sector and vocational education system understands and acts on Māori views of success. The vocational education system is shaped by a Mātauranga Māori lens. 	<ul style="list-style-type: none"> Improve the availability and use of high-quality information about Service sector businesses and workforce Improve participation of Māori, Pacific peoples, tāngata whaikaha, and other population groups. Industry is visible and promoted to a wide range of potential ākonga and kaimahi. Roles and responsibilities of system level players are understood and have arrangements in place to work well together. 	<ul style="list-style-type: none"> Vocational education and training is flexible and adaptable to current and emerging industry requirements. Workforces and businesses are well prepared to adapt and innovate. Investment decisions are transparent and based on high quality advice. 	<ul style="list-style-type: none"> Workplaces are accessible and attractive to the current and future workforce. The workforce is recognised, valued, and safe. The workforce and businesses move through the cycle of employment (recruitment, on-boarding, retention, and progression) in ways that suit them. The range of roles is articulated and available. Learning and skills development supports upwards and lateral progression.
Initiatives: What we can do to get there Service Sector Initiatives	<ul style="list-style-type: none"> R I Establish and grow the Māori Service Sector Forum. R Ohu Ahumahi collaboration (Rōpū Kaitakawaenga) to build relationships with iwi and hapū to better understand Māori aspirations. R I Te Kāhui Mātauranga Māori to provide Mātauranga Māori lens to Ringa Hora product design and quality assurance approaches. 	<ul style="list-style-type: none"> R Undertake the Future Workforce project that aims to understand work, skills and training in New Zealand in 2040. I Amplify work that aims to grow participation of particular groups such as Pasifika Navigators of Tomorrow or Jobs for Mums. R Promote the use of Te Mata Raraunga, a collection of vocational education and workforce data. 	<ul style="list-style-type: none"> R Create a package of short, sharp, stackable credentials that meet industry need through Waihangatia te Āmua Ao Shaping the Future of Service Skills project. R I Amplify work that supports people to learn about broad skills for the Service sector, such as MBIE's Digital Boost initiative. 	<ul style="list-style-type: none"> R Develop an 'employer hub' that shares resources, information, and case studies of Service sector excellence – targeted at SMEs. I Amplify approaches that improve diversity, equity and inclusion, such as Diversity Works NZ, Disabled Persons Assembly Information Exchange resources for employers, and Rainbow Tick.
Aviation and Airport specific initiatives Who is leading the initiative R = Ringa Hora I = Industry	<ul style="list-style-type: none"> I Build off the success of Tauranga Aero Club and Priority One's Māori and Pacific Aviation Expo event to create and support more tailored opportunities for increasing access for Māori. 	<ul style="list-style-type: none"> R I Build the Workforce Information Platform (a detailed workforce supply and demand tool) and use this information to identify solutions to capacity and capability gaps. I Amplify work to increase female participation in all roles in the industry such as NZ Defence Force's Schools to Skies programme. R I Develop Ringa Hora to this action also content about a range of jobs for the TEC Careers Services to use in its products such as the current <i>careers.govt.nz</i> website and the planned successor, Tahatū. I Increase participation in the Inspiring the Futures programme with local schools. R I Map the organisations involved in Aviation & Airport Services and their roles and responsibilities, to increase communication and strengthen relationships. R I Give effect to the workforce development objectives within: <ul style="list-style-type: none"> Te Rautaki Ātea-ā-rangi o Aotearoa 2023-2030 Aotearoa New Zealand Aerospace Strategy, Te Mahere Ohumahi ā-Rohe o Te Taihuhu o Te Waka-a-Māui Marlborough Regional Workforce Plan 2023. 	<ul style="list-style-type: none"> R I Identify consistencies across applicable licence, regulatory requirements, and qualifications, and explore efficiencies for ākonga learners to obtain relevant skills, knowledge, and experience. R I Collaborative work between industry, government agencies, and Ringa Hora to: <ul style="list-style-type: none"> improve the transparency about vocational education and training funding policy settings (such as Student Loan caps) and how they are operationalised, ensure high quality information is available to inform Government policy and investment decisions. I Expand mentoring opportunities for kaimahi staff to connect and share knowledge. 	<ul style="list-style-type: none"> R I Improve the transparency of career pathways by mapping job roles to education, regulatory, licencing, or other relevant requirements. R I Identify and act on opportunities in qualification and workplace settings to facilitate alternative career pathways, such as career instructors. R Highlight the contribution and value of a range of Aviation & Airport roles, including baggage handlers and ground crew.