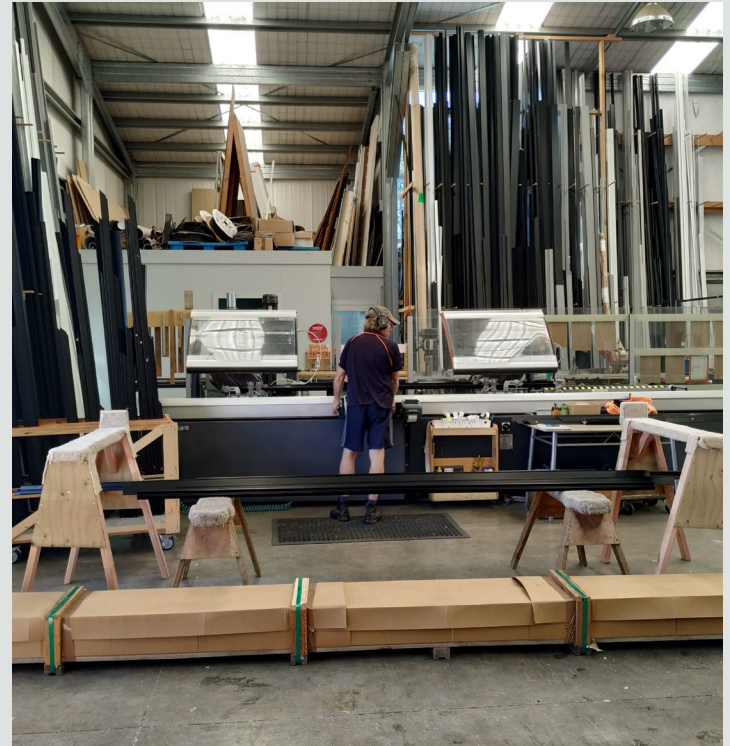


BUILDING CONSTRUCTION SURVEY

May 2021

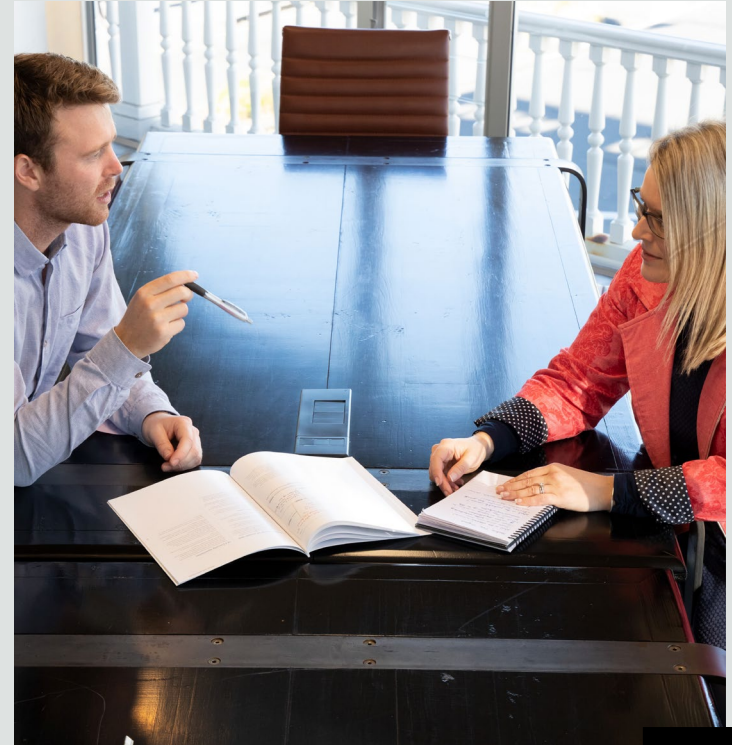
What's Working

- Gateway programme
- Sector is well connected, highly skilled and employers are willing to invest in good people
- Employers understand training and skills needs
- Funding (MSD) and support (Chamber Hub)
- Taranaki has a great lifestyle and lots of opportunities
- Relatively cheap housing (but increasing concern)



Challenges

- Need more female staff
- Lack of trust - people poaching staff
- Competing with other regions – need to show pathway
- Sector perceived as “unsexy”
- COVID and border closure
- Time to train staff
- Employability of talent

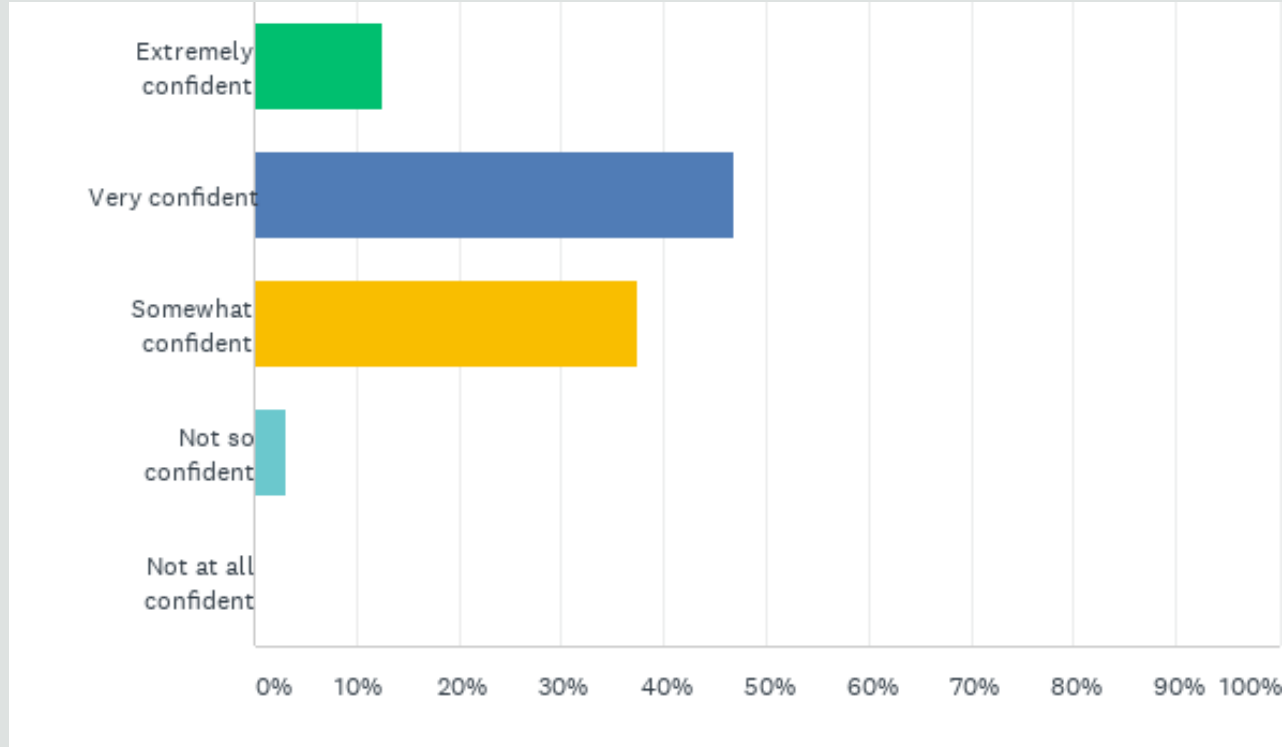


The Survey Results



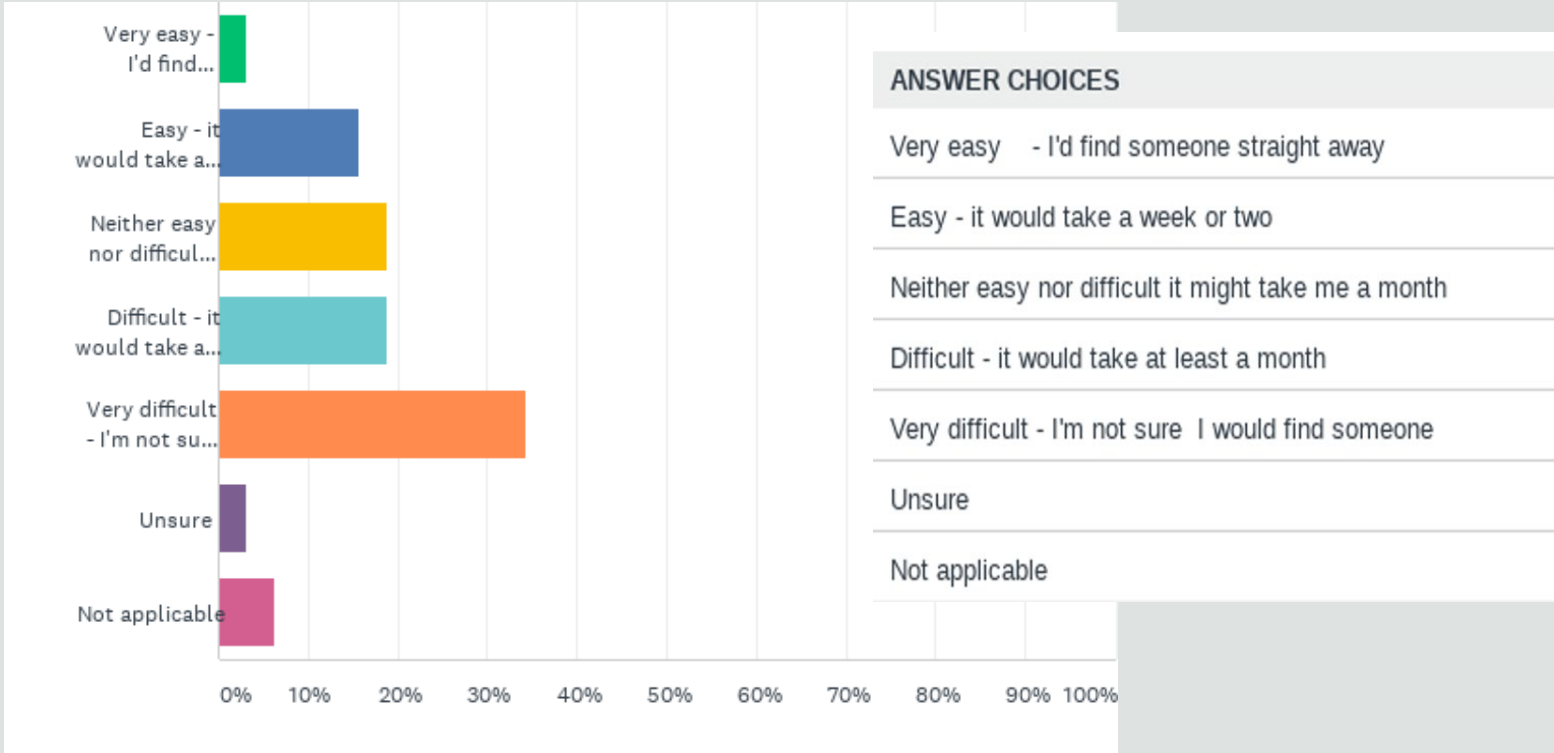


How confident are you feeling about your pipeline for work for the next 24 months?

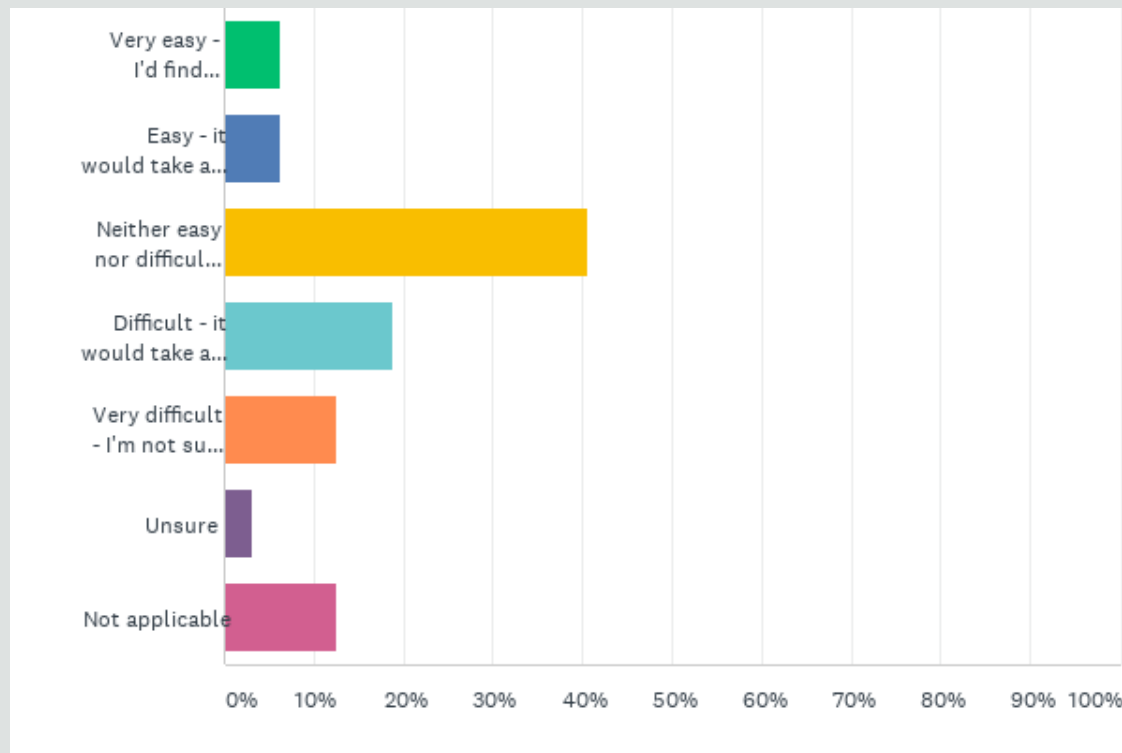




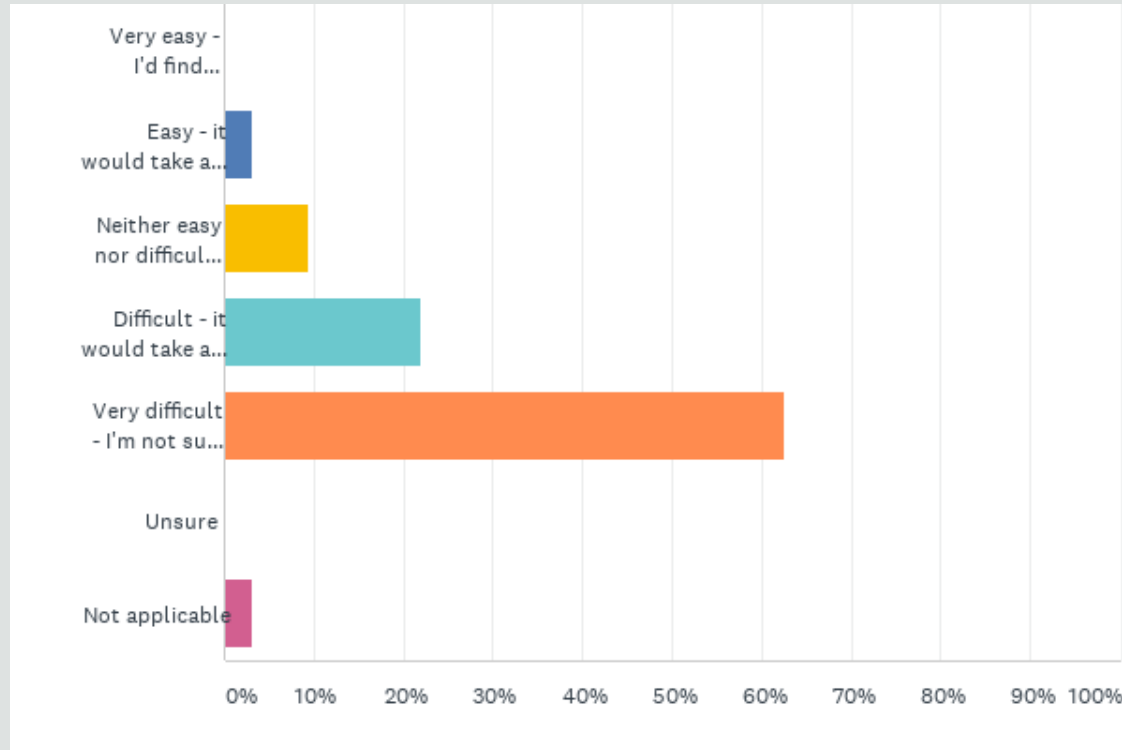
If you had to hire a labourer how hard would it be to get suitable applications?



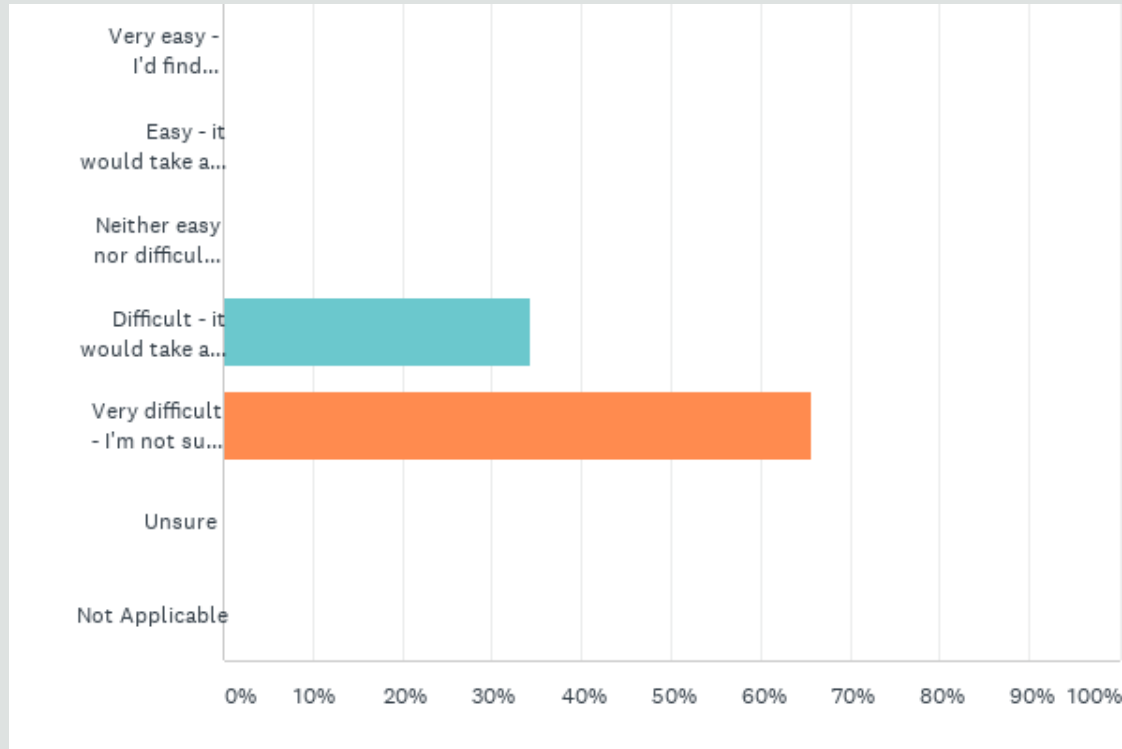
If you had to hire an apprentice how hard would it be to get suitable applications?



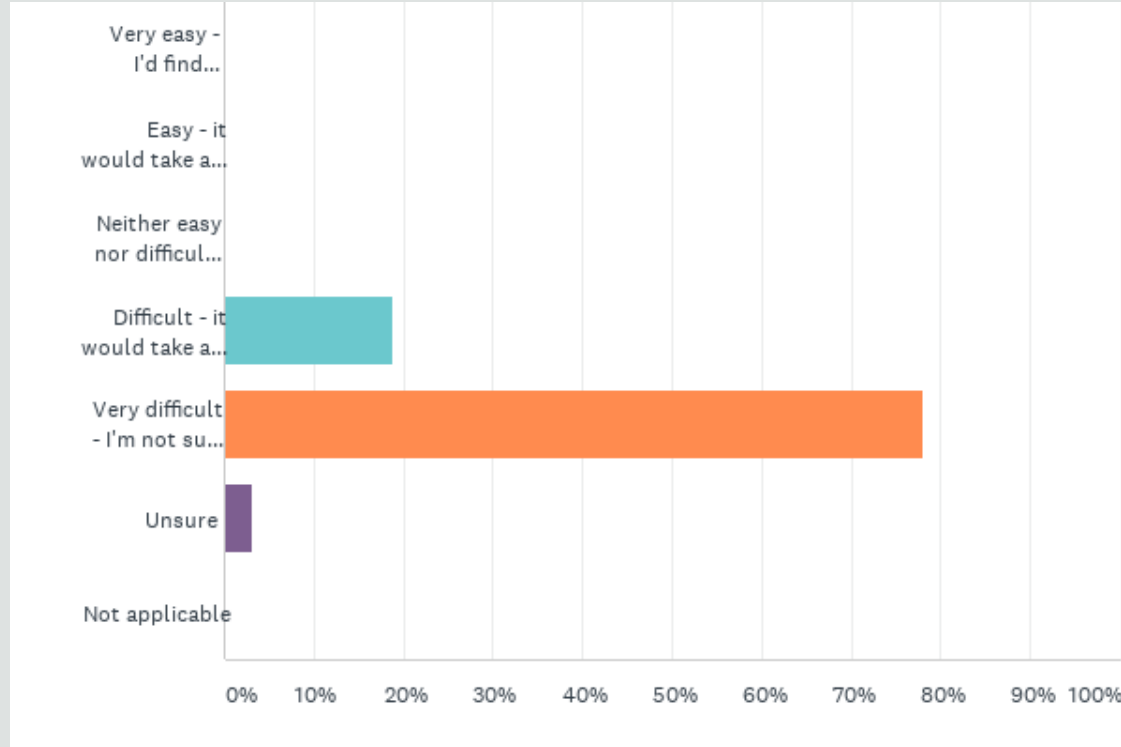
If you had to hire a recently qualified person how hard would it be to get suitable applications?



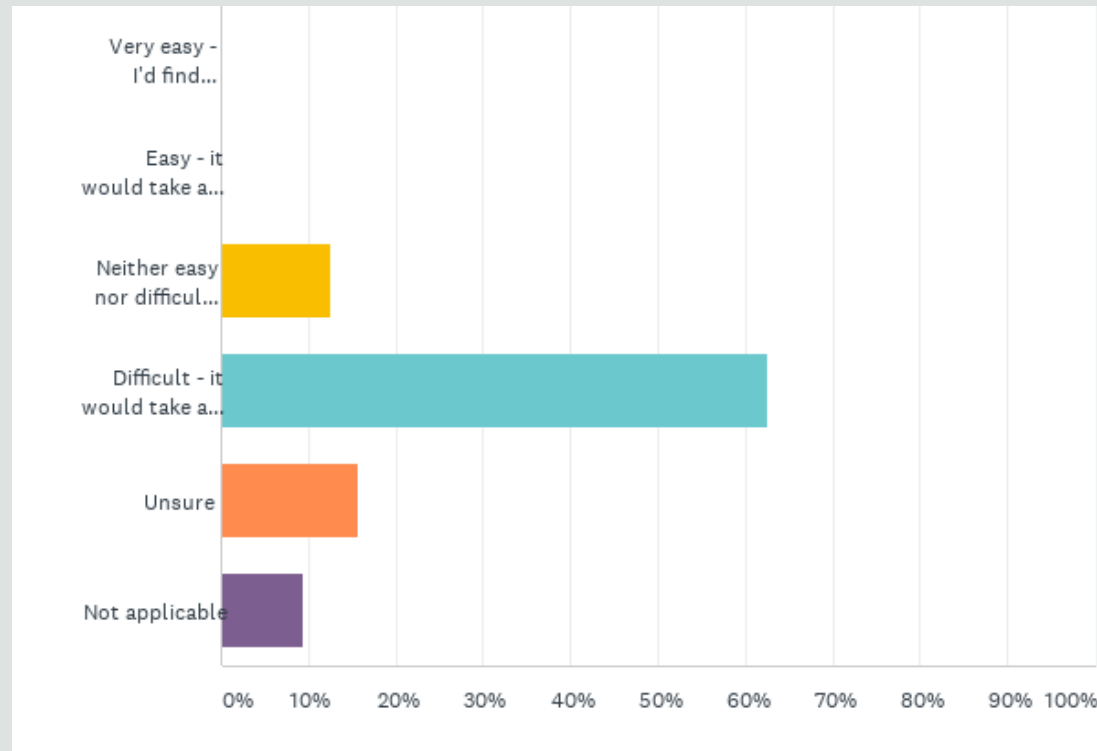
If you had to hire someone with 1-3 years of qualified experience how hard would it be to get suitable applications?



If you had to hire someone with more than 3 years of qualified experience how hard would it be to get suitable applications?



If you had to hire a specialist manager how hard would it be to get applications?



What are your top three biggest staffing challenges?

ANSWER CHOICES	RESPONSES	
Supply of talent	63.33%	19
Reliability of talent	10.00%	3
Training is not fit for purpose - people aren't getting the right skills from training	6.67%	2
People lacking numeracy and literacy skills to do their role	3.33%	1
No time to upskill staff in technology	16.67%	5
TOTAL		30

What are the major barriers for the construction industry in creating long term new job opportunities?

ANSWER CHOICES	RESPONSES	
Timeframes for building consents approval	3.45%	1
RMA processes	6.90%	2
Limited access to surveying and planning professionals in Taranaki	0.00%	0
Public sensitivity and opposition to development	6.90%	2
Lack of investment	0.00%	0
More collaboration required between companies within the sector.	3.45%	1
Lack of infrastructure	3.45%	1
Lack of affordable housing for staff	0.00%	0
Cost of materials	3.45%	1
Cost of transport	0.00%	0
Labour market expectation on wages and salaries	27.59%	8
Lack of awareness of opportunities in the sector	17.24%	5
Availability of sub trades	0.00%	0
Other (please specify)	27.59%	8
TOTAL		29

As a business owner, what is your own most significant business development need:

ANSWER CHOICES	RESPONSES	
Marketing	13.79%	4
Technical skills	51.72%	15
Staff management and HR	27.59%	8
Business/financial management	24.14%	7
Tender bid	6.90%	2
Total Respondents: 29		

Impact of Large Projects - Talent Supply

Enquiring with some suppliers about what projects they are committed to and not appointing them to our jobs if they have large projects already committed too

If these projects have higher market payrates they may attract tradespersons into the province. This will have an impact on the expectations of local payrates

Yes, already insufficient talent pool in Taranaki, extreme shortage of qualified and experience personnel

Maybe the labourers will be scarce but as we are a Design and Build a lot of the qualified builders like the architectural projects and smaller work crews

Impact of Large Projects - Sub-trades - Yes Camp

It will put a lot of pressure on some. We have a great relationship with our subtrades from years of working with them, so we feel we are looked after."

There are likely to be less suitable sub-trades available than there will be contracts to complete."

Whilst the big contracts are important to the economy, they absorb a significant amount of sub-contract labour and this has an increase in pricing effect across the board and no available resources to undertaken typical sized projects"

Subtrades hold the key to effective project management - time, cost and quality. Pressure on subtrades dramatically reduces sector productivity.

We...are highly impacted when they are delayed on projects (as we are generally the final trade on site) and our deadline doesn't move to allow for prior delays caused by other trades".



Impact of Large Projects - Sub-trades



No Camp

More work in the area is better
for all

No that is opportunity for
Taranaki companies but
needs to be more joint
ventures, but staffing will
still be a major issue

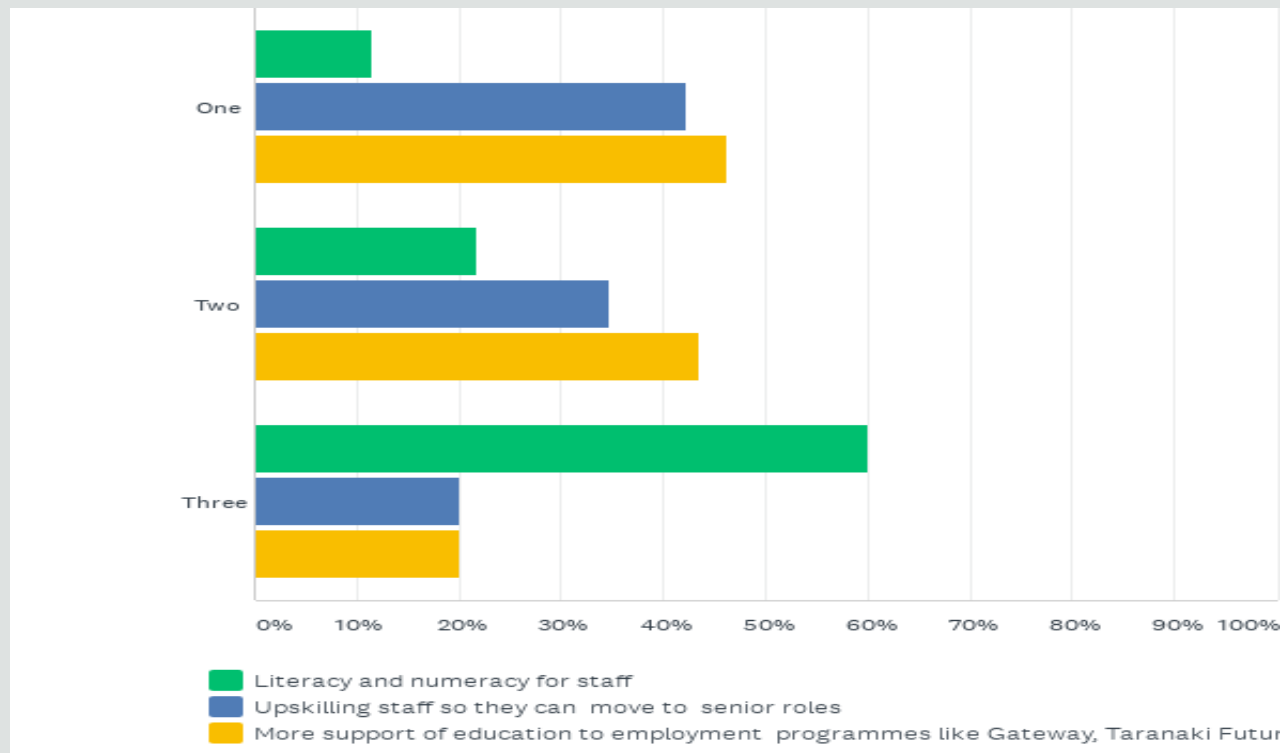
Talent Initiatives

1. Taranaki-wide campaign to attract locals into the sector
2. Digital recruitment across NZ (N.B. can now look at Australia and Nzers looking to return).
3. Training to help employers stand out from the crowd.
4. Trades info evening, with schools, parents and jobseekers.





What training initiatives would you like to see (please rank in order of preference)



Work Under Way

- Taranaki Story (VT)
- MSD package of employer support
- Chamber hub
- Mayor's Taskforce for Jobs
- Educators and Enterprises – taking teachers to industry
- NPDC – COVID recovery housing study
- Civil Construction Talent Pipeline
- WITT – seeking new opportunities to support Employers
- BCITO - Workforce tool



Attraction campaign 2021

- Delayed from 2020
- Live From June
- Auckland and Wellington and looking at NZers overseas and Australian market
- Can we get into MIQ with collateral?
- Broad campaign but option for a sector story
- Looking at training options in Taranaki for finding people and being a good employer to support the campaign.
- Open to ideas

