

COVER SHEET: PROACTIVE RELEASE – PACIFIC WELLBEING THROUGH EMPLOYMENT: PACIFIC EMPLOYMENT ACTION PLAN

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Minister for Pacific Peoples

Date of issue: 2 June 2022

The following documents have been proactively released in accordance with Cabinet Office Circular CO (18) 4.

Any information redacted in this document is redacted in accordance with the Ministry for Pacific People's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

No.	Document	Comments
1	Pacific Wellbeing Through Employment: Pacific Employment Action Plan [SWC-21-SUB-0136] <i>Cabinet paper</i> Office of the Minister for Pacific Peoples	Paragraph 43 is withheld under s9(2)(f)(iv) of the Official Information Act.
2	Pacific Wellbeing Through Employment: Pacific Employment Action Plan [SWC-21-MIN-0136] <i>Cabinet Social Wellbeing Committee minute</i> Cabinet Office	Released in full.
3	Pacific Wellbeing Through Employment: Pacific Employment Action Plan [CAB-21-MIN-0390] <i>Cabinet minute</i> Cabinet Office	Other decision minutes are out of scope.

Office of the Minister for Pacific Peoples
Chair, Cabinet Social Wellbeing Committee

Pacific Wellbeing Through Employment: the Pacific Employment Action Plan

Proposal

- 1 This paper seeks Cabinet's agreement to the Pacific Employment Action Plan (the Action Plan) and to three priority action areas in the Action Plan:
 - 1.1 Grow opportunities for Pacific in diverse sectors and industries.
 - 1.2 Grow community agency in the design and delivery of employment programmes.
 - 1.3 Provide practical support to employers to engage effectively and develop the Pacific workforce.
- 2 The paper also seeks Cabinet approval to establish joint reporting requirements for agencies responsible for the Action Plan's actions and activities.

Relationship to Government priorities

- 3 The Action Plan contributes to the Government's overarching objectives to accelerate our economic recovery and lay the foundations for a better future.
- 4 Improving the incomes and employment outlook for Pacific families will reduce rates of Pacific people and families in working poverty as well as general child poverty. This is in line with Government's priorities because by supporting Pacific women and families to be more economically resilient, we are strengthening factors that reduce child poverty.

Executive Summary

- 5 COVID-19 continues to highlight the persistent inequities faced by Pacific communities across New Zealand's economy and labour market. Many tailored Pacific employment and business development initiatives show promise but recent evidence suggests that Pacific people are experiencing a recurrence of historic shocks as New Zealand proceeds through a recovery which exacerbates and further entrenches existing inequities. Labour market indicators in June 2021 have returned to long-run levels¹, but evidence suggests that acute financial stress from depressed employment in the previous two quarters may have longer-lasting impacts on those individuals detached from the labour market and their families. There is also evidence in our current lockdown that Pacific people are facing disproportionate risk of economic, social and health impacts of the virus.
- 6 I have, therefore, asked officials to move with urgency to develop actions that take forward the Action Plan that Cabinet agreed to in 2019 in support of the Government's Employment Strategy. These actions meet Pacific communities' expectations that initiatives are tailored to Pacific values and experiences. This expectation was captured in the Pacific Aotearoa Lalanga Fou vision that Cabinet endorsed as the foundation of an All-of-Government Pacific Wellbeing Strategy (PWS).

¹ Unemployment for Pacific for the 2021 June quarter of the Household Labour Force Survey estimates a Pacific unemployment rate of 7.8% and underutilisation of 14.4%, down significantly from the previous March 2021 quarter estimates but persistently higher than for European workers.

- 7 I seek your agreement to the Action Plan and proposed actions so that agencies and Pacific communities can work together in partnership toward meeting the employment needs and aspirations of Pacific peoples.
- 8 To improve system accountability, I propose that joint reporting requirements be established for agencies responsible for implementing the Action Plan's actions and activities.

Background

- 9 In August 2019, the Government released its Employment Strategy (the Strategy) which presented an overall vision for the labour market. A key goal of the Strategy is to create a more inclusive labour market [CAB-19-MIN-0835]. The Strategy is supported by seven cross-government action plans for population groups that experience low employment rates and are affected by cycles of longstanding disadvantage.
- 10 This Action Plan exists to improve Pacific peoples' labour market outcomes and in 2019 Cabinet agreed to three objectives for the Action Plan in 2019 [CAB-19-MIN-0182]:
 - 10.1 Diversifying the Pacific workforce.
 - 10.2 Addressing systemic barriers to Pacific workforce progression.
 - 10.3 Supporting Pacific employment through entrepreneurship opportunities.
- 11 These three objectives reflect the longstanding challenges for Pacific peoples before COVID-19 and they were used to inform the development and prioritisation of new initiatives during 2020 by the Ministry for Pacific Peoples (the Ministry) and partner agencies in response to the pandemic.
- 12 This year, the Ministry and partner agencies reviewed the Action Plan's three objectives against the impact of the pandemic on the outlook for Pacific employment outcomes; and integrated relevant new initiatives and programmes that had been implemented in response to the pandemic into the Action Plan. The Ministry and partner agencies also looked at actions worth exploring further for their potential to mitigate long-term risk to Pacific people achieving their desired employment outcomes.

COVID-19 has exacerbated existing social and economic inequities for Pacific peoples

- 13 The disproportionate economic impact of COVID-19 on Pacific communities is unequivocal. The unemployment gap between Pacific and European New Zealanders grew for three consecutive quarters from June 2020 before returning to estimated long-run levels in June 2021 as the labour market experienced a broad-based recovery. Pacific people also face an ongoing income gap relative to the general population which was estimated at \$4.73 an hour for Pacific women, and \$2.77 an hour for Pacific men in 2021.²
- 14 There is pressing need for the Action Plan as Pacific people continue to endure inequities in New Zealand's labour market as well as in education, social welfare, health, and justice systems. This cross-system reinforcement places Pacific workers at significant long-term disadvantage in our labour market and broader economy.

This Action Plan responds to Lalanga Fou and will contribute to Pacific wellbeing

- 15 The Action Plan contributes to the vision and wellbeing aspirations of Pacific communities as set out in the Pacific Aotearoa Lalanga Fou report. This report was the result of a

² Household Labour Force Survey June 2021 - median hourly income relative to all New Zealand median.

comprehensive consultation process conducted by the Ministry in 2018 and community aspirations are reflected in four goal areas:

- 15.1 Thriving Pacific Languages, Cultures and Identities.
 - 15.2 Prosperous Pacific Communities.
 - 15.3 Healthy, Resilient and Thriving Pacific Peoples.
 - 15.4 Confident, Resilient and Thriving Pacific Young People.
- 16 The Action Plan will contribute primarily to the second Lalanga Fou goal area: Prosperous Pacific Communities.
- 17 In 2019, Cabinet agreed [CAB-19-MIN-0186] that, to progress the aspirations of Pacific communities, Government needed to enable a new way of working for Pacific peoples and that the Ministry lead the development of an All-of-Government Pacific Wellbeing Strategy (PWS). The Action Plan and the PWS have been developed in-tandem and this has enabled stronger strategic alignment between the two.
- 18 The PWS provides Pacific values and principles to underpin this Action Plan. In particular, the actions in the Action Plan align with the strategic objectives and values of the PWS by:
- 18.1 supporting greater community leadership in the design and delivery of labour market programmes in the Action Plan's implementation;
 - 18.2 improving the responsiveness of Government services and private firms and service providers to Pacific cultures and identities; and
 - 18.3 strengthening reporting and labour market intelligence for Pacific people to guide ongoing investment decisions and policy development.

The Action Plan builds on what is already working well for Pacific people

- 19 With a persistent Pacific employment gap and relative underutilisation of some employment, education, and training services by Pacific people, there is clear need for more tailored initiatives to eliminate Pacific people's marginalised status in New Zealand's workforce.
- 20 The Ministry's Tupu Aotearoa employment and training brokering programme is an example of where we can build on what is already working. Tupu Aotearoa's evaluation shows an 800 per cent return-on-investment³ and this has been attributed to the use of culturally relevant approaches to pastoral care and is a demonstration of Pacific values in action in the delivery of the service.
- 21 Similarly other programmes stood-up during 2020 like the expansion of the Ministry of Social Development's (MSD) Skills for Industry programme have delivered significant benefits for Pacific communities through a focus on career opportunities and development in growth sectors of strategic importance like construction.

We are focusing effort on three priority actions in the immediate term

³ ROI calculated as net public benefits on the basis of lifetime savings from reduced benefit receipt and increased permanent employment outcomes by an independent evaluation of the programme.

- 22 I intend this Action Plan to be a living document that responds and evolves over time to issues experienced by Pacific people in the labour market.
- 23 The Action Plan captures current activities and programmes that are improving outcomes for Pacific people like Tupu Aotearoa and other initiatives including those in MSD's Pacific Prosperity. The Action Plan also identifies potential activities we could further explore. The actions and supporting activities are listed in the draft Action Plan [Annex 1 refers].
- 24 I propose three actions for immediate attention in the Action Plan based on: alignment to a framework for inclusive prosperity; potential to deliver equity for Pacific sub-populations in the labour market; and contribution to an overall response to what we have heard from Pacific communities about employment. This first iteration of the Action Plan prioritises three actions:
- 24.1 Grow opportunities for Pacific in diverse sectors and industries
- 24.2 Grow community agency in the design and delivery of employment programmes
- 24.3 Provide practical support to employers to engage effectively and develop the Pacific workforce
- 25 Proposed priority actions and areas where we could explore further work are listed below by Action Plan objective area:

Objective 1: Diversify the Pacific workforce		
Priority Action: Grow opportunities for Pacific in diverse sectors and industries		
Proposed activity and agency	Rationale	Impact
Explore options to adapt employment and training support services to assist workforce development initiatives that seek to increase Pacific peoples participation (including education and health sector workforces). MPP with MSD, MoE and MoH	High Pacific uptake of the Skills for Industry – Construction Sector Accord initiative and other regionally-focused MSD employment and training products. Opportunity to support workforce development targeted by the Action Plan for Pacific Education and Ola Manuia.	Increased productivity of targeted sectors and availability of learning and development opportunities for Pacific workers. Aligns to growing workforce pressures across both Education and Health.
Explore options to expand the Tupu Tai public sector internship programme. MPP and MBIE (budget dependent)	Significant opportunity to expand Tupu Tai delivery model beyond core internship to deliver mid-career support, or expanded scope beyond policy internships.	Increased Pacific entry and retention in public service careers.
Explore options to expand the Toloa programme to support high-skilled STEAM employment and education. MPP (budget dependent)	STEAM workforce needs are growing rapidly with significant underrepresentation from Pacific peoples, including Pacific women and disabled people.	Increased Pacific entry and retention in high-skilled technology careers pathways.
Explore expanding the Ministry of Health's support for Pacific health workforce development. MoH (budget dependent)	Aligns to increasing long-term pressure on the health system due to population ageing. Supports equitable health system outcomes for Pacific through Ola Manuia.	Increased Pacific transitions into and through Health and Disability sector-education and careers.
Objective 2: Address systemic barriers		
Priority Action: Grow community agency in the design and delivery of employment programmes		
Proposed activity and agency	Rationale	Impact
Identify options to support more	Pacific communities have expressed	Increased Pacific agency and

coordinated Pacific community partnership across employment education and training agencies and initiatives. MPP	the importance of having greater agency and self-determination in the development and delivery of services and programmes.	coordinated engagement in EET system reforms and regional public service strategic planning.
Work with diverse ⁴ Pacific people to co-design initiatives for employment and training. MPP with MSD (budget dependent)	Sub-populations have expressed different barriers to accessing employment and training opportunities and face a complex range of issues. Opportunity to use co-design approaches to facilitate community-identified enhancements to existing labour market programmes and services. Initiatives would be commissioned in partnership with key community-led organisations and service providers.	Increased Pacific agency and engagement in existing EET initiatives as well as identification of gaps in employment and training products from MSD and MBIE. This will also increase equity for sub-populations such as Pacific women, youth, older workers, Pacific disabled people, and Pacific Rainbow/MVPFAFF+.
Explore options to support the growth of community-led employment and training providers. MPP and MSD	Pacific providers play an important role in supporting the delivery of tailored services and programmes, but have capacity and capability issues as well as facing funding constraints. This also aligns to the Pacific Prosperity work programme where there is opportunity to enhance existing work to deliver greater support for community providers.	Increased Pacific community capacity for providing employment and training services (as well as other social services) which are adapted to Pacific culture and needs
Priority Action: Provide practical support to support employers to engage effectively and develop their Pacific workers		
Proposed activity and agency	Rationale	Impact
Explore options for a Pacific cadetship scheme to support employers committed to developing Pacific workers. MPP (budget dependent)	Low availability of targeted support for employers to provide Pacific-specific quality employment and progression opportunities.	Increased demand for Pacific workers in high-quality employment, increased availability of support for employers providing quality development and career progression opportunities for Pacific workers.
Explore options to support employer capability to deliver pastoral care support for Pacific workers. MPP and MSD	Sustainability of exits from welfare or being NEET to high-quality employment and training outcomes is dependent on culturally-tailored approaches to supporting Pacific clients over an extended period. Employers have also reported having constraints in understanding how to support their Pacific staff.	Increased sustainability of exits from welfare/NEET status as well as higher quality of exits in terms of incomes and educational outcomes.
Explore the development of a Pacific Workers Toolkit, which could be hosted on business.govt.nz and follow the model of the Mature Workers Toolkit. MPP and MBIE	Existing cultural and attitudes gaps between Pacific workers and employers often result in poorer employment outcomes for Pacific including reduced progression. Employers report need for support engaging with Pacific students and workers in both industries traditionally	Increase in cultural capability or available tools for employers to support engagement and development of Pacific workers.

⁴ Diverse Pacific peoples refers to Pacific sub-populations including regional populations and cohorts including women, youth, disabled people, older workers, and Rainbow/MVPFAFF+

- 26 For the remaining actions in the Action Plan, I have asked officials for advice on what we might prioritise next and I intend to come back to Employment, Education and Training (EET) Ministers with this. I expect that, where practicable, any new initiatives will align with the broader strategic landscape, particularly the Employment Strategy and other Employment Action Plans.
- 27 The Ministry of Business, Innovation and Employment (MBIE) is also working to support coordination across the seven action plans to identify areas where it will be appropriate to progress initiatives collectively to deliver efficiencies and maximise collective impact across population groups within the Employment Strategy. The Ministry will continue supporting this work and, where relevant, partner with agencies to progress joint activities.
- 28 The Action Plan implementation will be a partnership across contributing agencies, particularly between the Ministry, MBIE and MSD. The Ministry will report on progress under each action in the regular 6-monthly updates on the Employment Strategy to Cabinet, as well as via regular monitoring through the Employment, Education and Training Secretariat and Lalanga Fou DCE group.

Pacific communities leading their own solutions, nationally and in the regions

- 29 The success of Government initiatives over the COVID-19 response and recovery has been underpinned by the principle of enabling Pacific peoples to lead decisions that affect Pacific lives. Across the Pacific Aotearoa Lalanga Fou talanoa, Pacific communities were resolute in calling for Pacific-led solutions. Community participation and building on a strong sense of identity for diverse Pacific people will contribute to overall wellbeing, including through employment.
- 30 As outlined in Lalanga Fou, *“Pacific values must inform how things are done: This recognises Pacific communities as the owners of Pacific wellbeing and culture. This approach sees Pacific peoples taking leadership roles in decisions that affect their lives and in the design and delivery of services to Pacific communities. This requires collaboration with the wider community and government and realising that Pacific community aspirations are not just about transactions, programmes or funding”*⁵
- 31 It is critical that work to enhance and improve the accessibility and relevance of ongoing initiatives, including those triggered by COVID-19 be underpinned by the participation and leadership of Pacific communities themselves who are best-placed to identify their barriers to engagement and participation.
- 32 The Action Plan and associated initiatives have been designed to enable Pacific communities to lead their own solutions. Over the last three years, the Ministry has developed effective and proven Pacific community engagement practices. During Covid-19 lockdown periods, these practices meant that officials could convene well-attended community engagements at national and regional levels and with sector and community segmentation i.e. Pacific businesses, youth, churches and Pacific ethnic-specific groupings.
- 33 I propose that the Ministry work with Pacific communities and agencies on how we can grow opportunities for Pacific peoples to determine their own priorities for employment and see these priorities actioned across both this Action Plan and wider.

⁵ Pacific Aotearoa Lalanga Fou Report, page 8

- 34 I am confident that when relevant agencies work together, we can develop a structure to build on existing effective practices in engagement. Where agencies are already contributing to this, it will be about how to amplify what already works. An example of this is MSD's partnership with the Disabled Persons Organisations in the Disability sector for the development and implementation of the Working Matters Disability Employment Action Plan, and development of the Pacific Prosperity Strategy and Action Plan.
- 35 The Ministry will lead work to grow community agency through the Action Plan. This will be closely aligned with the development of the PWS between now and December. Structurally, I see growing community agency to require pooling input across a range of feedback mechanisms, including from different Pacific sub-populations, Pacific businesses, and local and national stakeholders so that national programmes can respond and be adapted to local contexts.

Growing community agency supports Pacific inclusion in ongoing system reforms

- 36 Work to establish Regional Skills Leadership Groups and Regional Public Service Commissioners highlights the importance of addressing the complexity of challenges in employment and training across different regions and communities with approaches that are locally informed and led.
- 37 An initial outline of the outcomes that could be achieved by growing Pacific community agency in line with existing national and regional structures is attached at **Annex 2**. Application of this work in the regions **might** include:
- 37.1 Engagement with local campuses of Te Pukenga and other tertiary education providers to promote the needs of Pacific learners and facilitate Pacific-tailored programmes and initiatives.
 - 37.2 Engagement with Workforce Development Councils to support inclusion of Pacific insights and aspirations in advice to TEC as well as increased Pacific awareness of vocational education opportunities.
 - 37.3 Consolidated Pacific community input into regional intelligence and strategic planning via the Regional Skills Leadership Groups, Regional Public Service Leads, and regional economic development officials.

Data capture and reporting on Pacific employment outcomes across Government

- 38 Data capture across the EET initiatives has been flagged as inconsistent which makes it difficult to accurately report on and evaluate the contribution that EET programmes are making towards Pacific employment and training. This is particularly so for job-creation initiatives and training initiatives and incentives where there are contract constraints limiting data collection.
- 39 It is essential for work to continue in improving data capture and reporting processes across both COVID-19-triggered EET initiatives and broader employment services. Ensuring a range of characteristics such as disability, gender, ethnicity, and age are captured across our employment services will support effective monitoring and evaluation, and an improved awareness of how to support greater long-run equity.
- 40 The implementation of the Action Plan will be led and reported through the Ministry, with support from MBIE and MSD. An Action Plan dashboard for monitoring implementation will be developed and will be consistent with all action plans in the Employment Strategy.

There is an opportunity to consolidate Public Service Pacific workforce data and initiatives

- 41 I am recommending that the Ministry partner with Te Kawa Mataaho Public Service Commission (PSC) and monitor workforce trends for Pacific people in the public sector because this action enables the Ministry to support PSC with the development of a Pacific public sector workforce development plan and promote workforce inclusion in the public service as required of the Public Service Commissioner by the Public Service Act 2020.

Financial Implications

- 42 Where there are financial implications, agencies will be expected to develop and progress budget bids for further funding. The Action Plan's actions include both new activities which can be explored with options through baseline funding as well as those where all options will necessitate further investment.

- 43 s9(2)(f)(iv) [Redacted]
[Redacted]
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Legislative Implications

- 44 Legislation is not needed to implement the proposals in this paper.

Impact Analysis

- 45 Ongoing implementation of the Action Plan will form the basis for further work to progress Pacific peoples in the labour market. The impact of specific new activities as well as ongoing activities will be measured through the to-be-developed monitoring and evaluation framework for the Action Plan to be agreed by EET Ministers and provided to Cabinet at a future six-monthly update on the Employment Strategy.
- 46 Regulatory impact analysis requirements do not apply. Climate Implications of Policy Assessment (CIPA) are also not required for the proposals in this paper.

Population Implications

- 47 This Action Plan is developed with regard for key populations, intersectional differences and system complexities. It includes Pacific youth, older workers, women, disabled people, and Rainbow/MVPFAFF+. Information has been gathered at the sub-population level to inform the Action Plan wherever possible, and is also reported in other relevant Cabinet papers and employment action plans such as the Working Matters Employment Action Plan, Youth Employment Action Plan, and other action plans in development. It also aligns to broader sub-population strategies like the New Zealand Disability Strategy 2019 to 2026 and Better Later Life Strategy.

Human Rights

- 48 The Action Plan aims to support Government to progress the right of Pacific workers to be free from discrimination in the labour market. It also contributes to New Zealand's realisation of the United Nations Universal Declaration of Human Rights and the United Nations' Convention on the Rights of Persons with Disabilities, and the Convention on the Elimination of all Forms of Discrimination against Women.

Consultation

- 49 Targeted consultation occurred during the Action Plan's development. The Action Plan also draws on both extensive engagements through Pacific Aotearoa Lalanga Fou in 2018 and 2019, and is informed by consultation with Pacific communities including in the co-development of the Auckland Pacific Skills Shift Initiative (MBIE), the Action Plan for Pacific Education (MoE), the Welfare Expert Advisory Group evidence gathering process, consultation for other employment action plans and the Ministry's pilot disability support initiatives through Tupu Aotearoa, recent Pacific Economy research, and the Ministry's regular community engagements.
- 50 The following agencies have been consulted on the Action Plan: The Ministries of/for: Social Development; Business Innovation and Employment; Health; Education; Culture and Heritage; Ethnic Communities; Women; the Departments of the Prime Minister and the Cabinet; Internal Affairs; Corrections; the Office for Seniors; the Office for Disability Issues; Tertiary Education Commission; New Zealand Qualifications Authority; Oranga Tamariki; and Te Puni Kokiri.

Communications

- 51 I intend to launch the Action Plan at a suitable occasion yet to be determined.

Proactive Release

- 52 I intend to proactively release this paper and annexes following the launch of the Action Plan. The planned date for release will likely be within the 30-day period for proactive release.

Recommendations

- 53 I recommend that the Committee:
1. **Note** that in 2019 Cabinet agreed to three objectives for a Pacific Employment Action Plan [CAB-19-MIN-0182]:
 - i. Diversifying the Pacific workforce.
 - ii. Addressing systemic barriers to Pacific workforce progression.
 - iii. Supporting Pacific employment through entrepreneurship opportunities.
 2. **Agree** to the proposed actions in the draft Pacific Employment Action Plan (Annex 1.) to address the three Cabinet agreed objectives noted in recommendation 1.
 3. **Note** that three actions are prioritised in the Pacific Employment Action Plan in response to immediate employment needs for Pacific people and based on the potential for each action to contribute to inclusive prosperity and deliver on equity for Pacific sub-populations in the labour market.

4. **Note** that the three priority actions in the Pacific Employment Action Plan are:
 - i. Grow opportunities for Pacific in diverse sectors and industries.
 - ii. Grow community agency in the design and delivery of employment and training programmes.
 - iii. Provide practical support for employers to engage effectively and develop their Pacific workforce.
5. **Direct** the Minister for Pacific Peoples to report back to EET Ministers with further detail on how the remaining actions in the Pacific Employment Action Plan not listed in recommendation 4 will be prioritised and implemented.
6. **Note** that funding will be sought through usual budget processes to support actions identified in the Pacific Employment Action Plan that require new funding.
7. **Note** the Minister for Pacific Peoples and Minister of Social Development and Employment will report back to Cabinet on joint monitoring and evaluation requirements for the Pacific Employment Action Plan implementation in a future 6-monthly Employment Strategy update.
8. **Authorise** the Minister for Pacific Peoples to determine a suitable launch occasion for the Pacific Employment Action Plan and to make minor editorial and aesthetic changes to the document prior to publication.

Authorised for lodgement

Hon Aupito William Sio

Minister for Pacific Peoples

Appendix: Supporting Documents

Annex 1: Draft Pacific Employment Action Plan (separate attachment)

Annex 2: Opportunities to grow Pacific agency through partnership across labour market and public service infrastructure (separate attachment)

Proactively Released

The Pacific Employment Action Plan (PEAP)

“Pacific values are our anchor, with each generation weaving the foundations for the next to stand on. Pacific communities are leading innovations within Aotearoa, the Pacific region and the world. We are confident in our endeavours, we are a thriving, resilient and prosperous Pacific Aotearoa.”

Minister's foreword

I am humbled to share with you this first Pacific Employment Action Plan. The Action Plan sets out a vision to deliver better employment opportunities and services for Pacific peoples across employment, self-employment, and training.

The Pacific Aotearoa Lalanga Fou report sets out our communities' aspirations for collective prosperity and employment, self-employment and owning assets like your own home are key ways to achieving Lalanga Fou's Goal 2 of prosperous Pacific communities.

COVID-19 has shown us what effective partnering looks like between Pacific communities and Government. This partnership saw the delivery of community-led services that valued and responded to Pacific people and communities and supported collective wellbeing in times of significant disruption.

Another important component of effective partnerships is providing the right support to employers so that, together, we are creating the conditions for high-quality and meaningful employment for Pacific people in ways that suit the lifestyles and aspirations of everyone in our communities.

It is this Government's aim to establish a stronger, permanent system of partnership between Pacific communities and those responsible for guiding workforce development and the overall conditions for employment in New Zealand - both locally, across different regions and nationally. This Action Plan is part of developing this partnership system along with the Pacific Wellbeing Strategy.

We are still experiencing the effects of COVID-19 in New Zealand and I acknowledge that many of the issues sitting underneath Pacific peoples' poorer access to high-quality employment opportunities existed long before the pandemic reached our shores. With this front of mind, let us now set our sights towards addressing these long-term issues and unlocking our communities' collective strengths.

It is my aim that Pacific communities and particularly generation 6B – 'brown, beautiful, brainy, bilingual, bicultural and bold' have more opportunities to support our economy's long-term recovery and to address generational issues like climate change and the emergence of new technologies.

This first Pacific Employment Action Plan starts a conversation for all of us about what new opportunities Government can support for better employment outcomes for Pacific peoples, and I look forward to knowing what those are for you. In the meantime, the objectives and the actions contained here are a starting point for how Government is taking action to support the long-term aspirations of Pacific Aotearoa becoming prosperous Pacific communities.



Hon Aupito William Sio

Minister for Pacific Peoples

Introduction

We have an opportunity to harness New Zealand's social and economic systems to create new and better experiences and nurture a vā¹ from which opportunities are seeded across education as learners and teachers, in communities as business owners and entrepreneurs, and in workplaces as innovators and servant-leaders.

The migration story of Pacific communities is interwoven with the fabric of New Zealand's economic and social history. Pacific communities' enduring presence in Aotearoa is the result of many stories of sacrifice of generations leaving their homelands for better lives here. We acknowledge the position of Pacific communities in New Zealand as tauīwi and celebrate Māori as fellow peoples of Te-Moana-Nui-a-Kiwa - both as tangata whenua of Aotearoa and for their ancestral roots in Hawaiki.

It is also relevant to reflect on New Zealand's historic presence as an agent in the history of colonialism across the Pacific, and the long-term impact on the Pacific's indigenous populations from the time of Cook's voyages. Reflecting the unique histories and diversity in modern-day Pacific communities in New Zealand is an important step to acknowledging and preventing the ongoing pressures of colonisation in this country and enables Pacific people to draw on their rich knowledge and ancestral histories long before the modern arrival of Europeans to the Pacific.

New Zealand enjoys ongoing benefits from Pacific migration - gaining access to a workforce for key export industries like manufacturing, forestry, and horticulture as well as the benefits of cultural diversity in the expression of unique Pacific knowledge systems and ways of being in Aotearoa. Following early waves of Pacific migration, social and economic changes like those experienced during the Dawn Raids period have had intergenerational consequences for Pacific wealth and wellbeing that are still present.

Today, Pacific peoples' make up over 8% of New Zealand's population and are the youngest population with the highest birth rate. The growth in Pacific diaspora means that today more than 60% of Pacific peoples in New Zealand were born in New Zealand, a number only set to grow. The youthfulness of the Pacific population means that Pacific people will make up a third of Auckland's working-aged population within the decade. The Pacific population is also becoming more diverse with a large and growing number of ethnically diverse and blended families and Pacific young people who navigate many intersecting cultural realms.²

"They know what sacrificing is because my mum sacrifices for us hard bringing us up. My mum tells us, "You've got to sacrifice this if you want to get there," and that's why I understand. Yeah, all good. Got to sacrifice here and there is all good because at the end of the day I want the big picture. We're not looking for tomorrow. Yeah, we're looking for centuries. I'm looking at centuries."²



¹ Vā is a Pacific concept that refers to the space that exists between people and in which exists flows of relationality, including love, respect and reciprocity.

² Rangatahi in 'Kia Marama Mai, Kia Whakapono Mai – Know me, Believe in me' The Southern Initiative, Ministry of Education and Auckland Co-design Lab. 2020.

Introduction (continued)

Pacific people participate in the economy primarily as employed workers rather than as asset owners, investors, or entrepreneurs. Despite a demonstrated commitment to education and hard work, the private wealth of Pacific families has declined over time and the Pacific wage gap remains significant in across both the public and private sectors. This decline carries significant consequences for the economic and social prospects of Pacific young people to become future homeowners, entrepreneurs, and New Zealand's innovators.

Further work to progress Pacific employment outcomes needs to be centred on Pacific voices and aspirations and uplift the agency of Pacific communities. These are principles being committed to by Government, including through the Ministry for Pacific Peoples development of an All-of-Government Pacific Wellbeing Strategy, as well as the Ministry of Social Development's Pacific Prosperity Strategy and Action Plan.

The All-of-Government Pacific Wellbeing Strategy will build on the voices of Pacific communities as expressed through Pacific Aotearoa Lalanga Fou, and support a shift towards a new way of working for Government building stronger partnerships with Pacific communities across every Government agency and ensuring services and programmes are guided by Pacific visions of wellbeing as they emerge and evolve over time. Pacific Prosperity has also evolved from a kaupapa reflecting the collective voices and aspirations of Pacific peoples around New Zealand. It outlines a vision for Pacific peoples, families and communities thriving and flourishing in Aotearoa and strongly commits the Ministry of Social Development to ensuring our Pacific peoples, families and communities are at the heart of the development, thinking and decision making.

The Action Plan's heart lies in supporting Pacific communities to progress aspirations for the prosperity of future generations. At the same time, weaving in and uplifting diverse Pacific knowledge systems and ways of being will enrich Government and non-Government organisations to better deliver for Pacific people. The Action Plan will also contribute to nurturing a space for Pacific people in the labour market that is higher-trust, more participatory, and supportive of community agency in creating new employment opportunities and pathways.

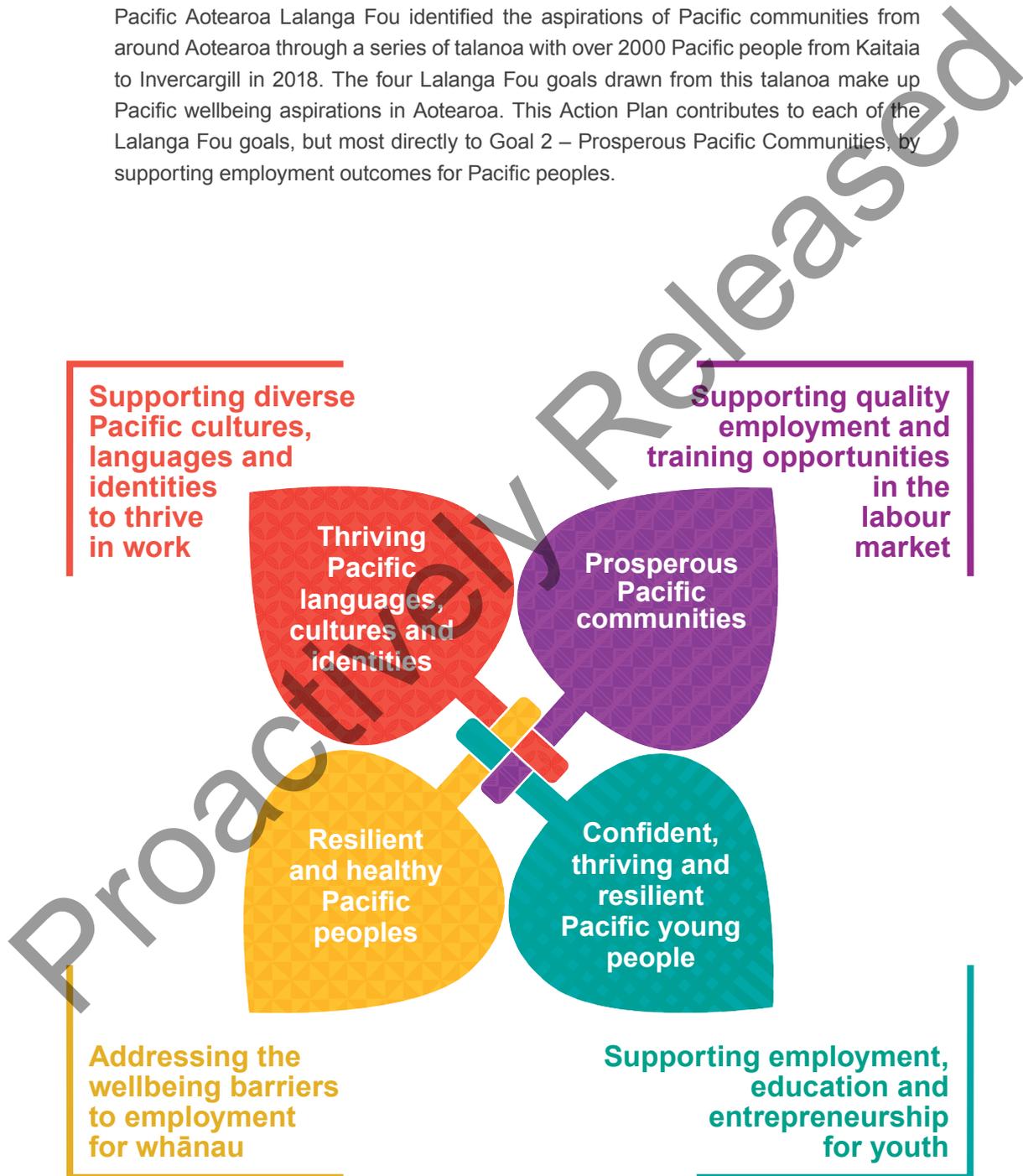


Diversity within Pacific Aotearoa brings rich opportunities

“The Ocean connects us all rather than separates us”

– Epele Hau'ofa

Pacific Aotearoa Lalanga Fou identified the aspirations of Pacific communities from around Aotearoa through a series of talanoa with over 2000 Pacific people from Kaitiaki to Invercargill in 2018. The four Lalanga Fou goals drawn from this talanoa make up Pacific wellbeing aspirations in Aotearoa. This Action Plan contributes to each of the Lalanga Fou goals, but most directly to Goal 2 – Prosperous Pacific Communities, by supporting employment outcomes for Pacific peoples.



Diversity within Pacific Aotearoa brings rich opportunities (continued)

The first of the Lalanga Fou goals, Thriving Pacific Languages, Cultures, and Identities, highlights Pacific communities' desire for diverse Pacific identities to be supported in all settings and contexts. Respecting the diversity within and between different Pacific communities in Aotearoa is essential to understanding the potential for Pacific peoples in New Zealand. This Action Plan acknowledges the need to respond to intersecting Pacific identities in Aotearoa and take into consideration:

- spirituality
- age
- being multi-ethnic
- being mono- or multi-lingual
- being New Zealand-born or born outside of New Zealand
- gender identity
- sexual orientation
- disabilities
- living with chronic health conditions.

These different components to individuals' Pacific identities influence individual and collective experiences and they play a role in aspirations for education, work, and life. Often they contribute to differences in the availability, relevance, and effectiveness of employment and training support available to Pacific people and their families. This is because people can be treated differently due to existence of ethnic-based and other forms of conscious and unconscious bias³, or because support is based on specific criteria, or because of barriers that make services otherwise inaccessible like cultural and language barriers.

Beyond this, the way we collectively think about our relationship to work and the defaults of a 'good' working life more generally also strongly influence the decisions available to people making choices about work and training. Creating opportunities to design working lives that respond to the diverse kinds of lives we want to live starts with putting wellbeing at the heart and relies on the right partnerships between employers, government services and workers.



³Sibley, CG., Stewart, K., Houkamau, C., Manuela, S., Perry, R., and Wootton, LW., Harding, JF., Zhang, Y., and Sengupta, N., and Robertson, A. (2011) Ethnic Group Stereotypes in New Zealand. *New Zealand journal of psychology*. 40 (2). pp. 25-36.

Pacific women

This Action Plan acknowledges the need to address the imbalances in the allocation and valuing of Pacific women’s unpaid work for their families and wider communities, as well as in their paid work. The systemic issues for Pacific wāhine and the intersectional nature of these issues will be additionally reflected in the adjacent Women’s Employment Action Plan within the Government’s Employment Strategy.

Pacific women (and men) are both impacted by an ethnic pay gap relative to non-Pacific men and women. Further to this, Pacific women face an ethnic-gender pay gap relative to Pakeha men. At current rates of reduction, the gap will not be eliminated until 120 years from now for Pacific women, and 100 years from now for Pacific men. The gap covers both the public service⁴ and the economy generally as a whole.^{5,6}



The reasons for income disparities are complex and involve a range of factors including Pacific women’s high rates of participation in historically female-dominated industries where labour is undervalued, as well as barriers faced by Pacific women in progressing into higher-paid careers or occupations including a lack of culturally-relevant development support from employers, a lack of awareness or bandwidth to engage in educational or training opportunities, and difficulty in returning to work from having a child or taking up family responsibilities like caring responsibilities.

Pacific women are also less likely to participate in the labour market generally. These differences are often explained as due to a range of issues like the inflexibility of “standard” employment conditions that may not be compatible with the aspirations of Pacific women in participating in both formal and informal work.

⁴ Te Kawa Mataaho Public Service Commission. Pay by Gender and Ethnicity in the Public Service. <https://www.publicservice.govt.nz/our-work/workforce-data/pay-by-gender-and-ethnicity/>

⁵ NZ Treasury (2018). Statistical Analysis of Ethnic Wage Gaps in New Zealand. (AP 18/03)

⁶ Statistics New Zealand. Household Labour Force Survey June 2020 quarter in Earnings from main wage and salary job by industry (ANZSIC 2006), sex, age groups, and ethnic groups accessed from NZ.Stat March 2021

Pacific women (continued)

While COVID-19 accelerated workplace flexibility for many workers in New Zealand, this was less the case for Pacific women employed in occupations such as carers, cleaners, and retail workers with much less flexibility in working conditions. Between March 2020 and March 2021, Pacific women experienced a significant increase in both unemployment and under-employment according to relevant survey data, although this has improved somewhat as the wider labour market has recovered.⁷

Pacific women are disproportionately impacted by COVID-19 in terms of economic and broader social impacts like increased exposure to family violence, increased family care responsibilities, and through their efforts to support others against the impact of the pandemic as front-line social service and health workers. Pacific women have lower rates of participation in the labour market than non-Pacific women and face barriers like lower average incomes and higher rates of working poverty. Single Pacific mothers are much more likely to experience working poverty relative to larger families and households without children. Pacific women are also less likely to return to work later after having a child, and face more substantial earnings losses when returning to work.⁸

These disparities in incomes and employment are likely to have significant impacts on the intergenerational wellbeing of Pacific families, especially single-parent households faced with multiple disadvantage⁹. Single-parent households in-work are also much more likely to earn below the poverty line¹⁰, meaning working towards improving the quality of work as well as supporting Pacific women into employment at key points in life such as after having a child¹¹ is necessary to deliver intergenerational wellbeing.

Supporting greater gender-parity in male-dominated industries and occupations in addition to improving opportunities available to help Pacific women build new skills and careers pathways that align to their experience and aspirations, will enable Pacific women to build greater economic independence for themselves and their families.

"I grew up watching my nena lead because it was expected of her. I don't think she asked for it, but our culture is matriarchal and she could hold a room because of who she was and her rank within the family. (Tokelau Youth)"¹²



⁷ Statistics New Zealand Household Labour Force Survey in Labour Market Statistics June 2021 quarter and March 2020 quarter. Accessed from Stats NZ Infoshare.

⁸ Parenthood and labour market outcomes. Sin, I., Dasgupta, K., Pacheco, G. (May 2018) Ministry for Women.

⁹ Krasso, Peach, E. and J. Cording, (2018), *Multiple disadvantage among sole parents in New Zealand*. Social Policy Evaluation and Research Unit, Wellington.

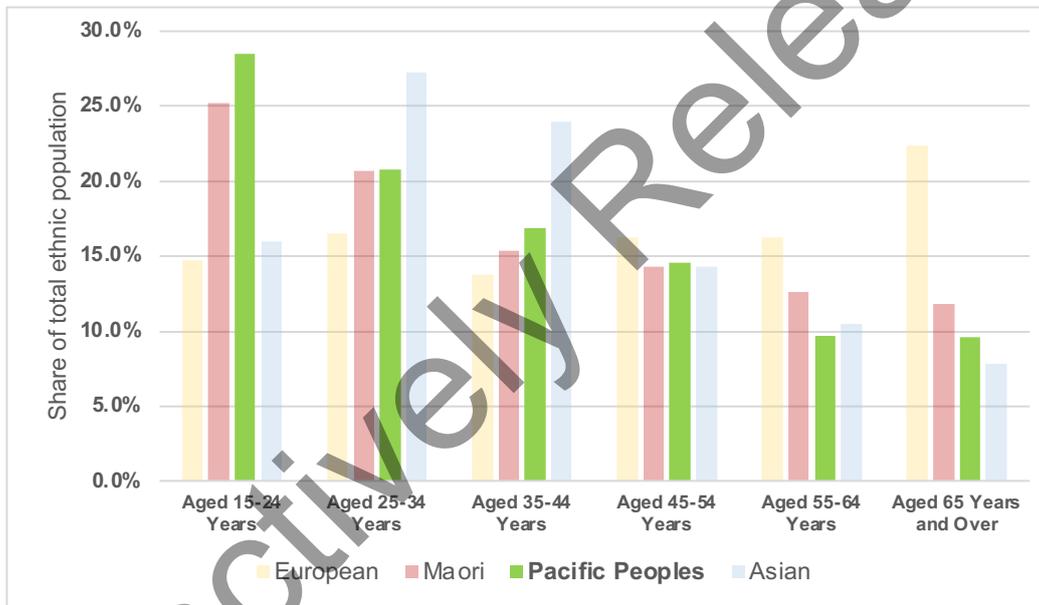
¹⁰ Plum, A., & Pacheco, G. (2019). In-Work Poverty in New Zealand: A Focus on Pacific Peoples. Auckland

¹¹ Sin, I., Dasgupta, K., Pacheco, G. (2018) Parenthood and Labour market outcomes. Report commissioned by the Ministry for Women.

¹² From *Pacific Economy Research report on Unpaid Work and Volunteering in Aotearoa*.

Pacific Youth

The median age for the pan-Pacific population in New Zealand was 23 in 2018, this means that over 50% of the Pacific population now will be in the labour force until at least 2060. In contrast, the same share of New Zealand’s overall population at 2018 will reach retirement by 2045, 15 years earlier. The *Youth Employment Action Plan* sets out a range of adjacent actions aimed to better support employment outcomes for young people, including Pacific young people. In addition to this, the *Action Plan for Pacific Education* sets out a range of actions that contribute to improving the experience of Pacific students in the New Zealand education system, and the *Reform of Vocational Education* is enabling a transition to more learner-centric education and training across New Zealand.



Pacific young people are generation 6B – ‘brown, beautiful, brainy, bilingual, bicultural and bold’¹³ and will lead Pacific Aotearoa forward if provided the agency and freedoms to do so. They have demonstrated repeated resilience in the face of ongoing barriers across employment and education systems as well as the impacts of intergenerational challenges on their families and communities.

Many of the long-term challenges facing our economy at a macro-scale such as poor productivity, weak international connections, and existential challenges such as the Climate Crisis will fall on this generation - equipping them with the tools and ambitions to create and implement change across the economy will support our nation’s prosperity for future generations.

¹³Radio New Zealand. ‘Māori and Pasifika Generation B Emerging in Aotearoa’
<https://www.rnz.co.nz/international/pacific-news/435907/maori-pasifika-generation-b-emerging-in-aotearoa>

Pacific Youth (continued)

Improving employment outcomes for Pacific young people requires partnership between educational institutions, Pacific communities and employers to create the right opportunities to transition from study into employment as well as ensure young people are equipped with the information and mental and physical resilience to navigate the labour market. This Action Plan aims to continue building on existing initiatives such as the Ministry for Pacific People's Tupu Aotearoa and Toloa programmes to support greater youth leadership and agency in the labour market.

Pacific disabled people

Disabled people face significant disparities in the accessibility of opportunities, both due to the way services are designed, as well as the stigma and experiences of discrimination in the labour market and education system. These factors are compounded with limited choices for culturally appropriate services and avenues of support for disabled Pacific peoples as well as limited quantitative data on disabled Pacific people.

While little specific data is available about Pacific disabled people in the labour market, there is clear evidence regarding gaps in participation rates, employment and unemployment and underutilisation for New Zealanders with disabilities relative to the non-disabled population.¹⁴

Removing barriers for Pacific disabled people so that they can progress their aspirations in employment will require government and disability service providers to design services using systems and processes that place Pacific disabled people at the helm of their own vaka and identifying and leading their own solutions. Establishing the right support networks and community awareness will also contribute to an enabling environment where Pacific disabled people have greater agency.

Low expectations are also a barrier to success; a focus on employment and further education early in life supports employment outcomes later on. Seeing more Pacific disabled people in work improves expectations and understanding about what is possible and culturally appropriate as well as building employer and employee confidence.

Where are our leaders who represent my voice, this is the first time anyone has asked me for my contribution."

"I had to research hard to find the right information for my son, it was stressful, and I cried because I felt I was failing him"

-Participants in Life Unlimited pilot project supported by Tupu Aotearoa. 2021



¹⁴ Statistics New Zealand. Labour market statistics (disability): December 2020 quarter.

Pacific disabled people (continued)

Supporting Pacific disabled peoples to enter and navigate the labour market will also uphold our moral duty under the United Nations Convention on the Rights of Persons with Disabilities, particularly Article 27 regarding equal rights to work and gain a living.¹⁵

The Working Matters Disability Employment Action Plan highlights actions that Government is taking to support disabled people to engage with the labour market and training. This Action Plan acknowledges that Pacific disabled peoples' layered experiences are also reflected here.

Pacific LGBTQIA/MVPFAFF+

Pacific culture is historically rich with non-binary gender identities and diverse sexual orientations and Pacific pre-colonial culture celebrated our indigenous diversity.

Pacific peoples do not always resonate with LGBTQIA+ identities that tend to be highlighted in workplace communities or allyship groups and may feel isolated in spaces that are expected to welcome them. A term that Pacific peoples may better identify with is MVPFAFF+¹⁶ which encompasses many indigenous identities from Hawai'i, Tahiti, Fiji, Papua New Guinea, Sāmoa, Cook Islands, Tonga and Niue.

MVPFAFF+ in New Zealand experience significant discrimination both within Pacific communities and from wider society and this manifests in worse outcomes from the education and training system, significant additional wellbeing barriers to employment through mental health challenges, as well as discrimination when seeking employment and in treatment at work.

Creating space for Pacific MVPFAFF+ and LGBTQIA to express their identities in work, as well as through appropriate support (including mentoring, role-modelling and support for workplaces and employers to provide safe employment conditions) is important to removing some of the barriers of entry and progression through the labour market.



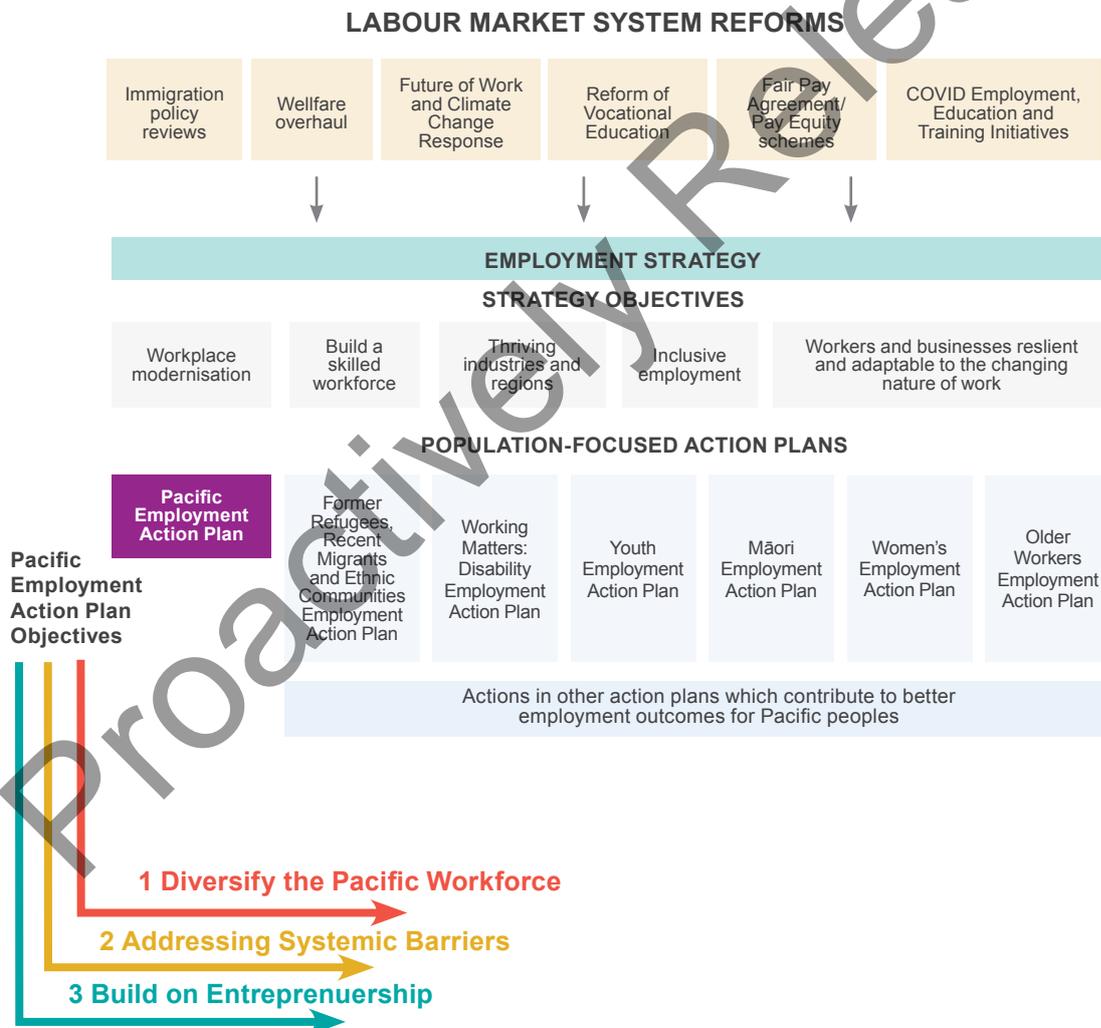
¹⁵ <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/the-convention-in-brief.html>

¹⁶ Coined by Phylesha Brown-Acton, MVPFAFF refers to mahu, vakasalewa, palopa, fa'afine, akava'ine, fakaleiti (leiti), fakafifine, a range of Pacific terms that refer to people who do not fit standard gender norms or are not heterosexual. The Manalagi project has more information and collates research and other resources related to Pacific 'Rainbow' Health and Wellbeing. <https://www.manalagi.org/about>

Pacific LGBTQIA/MVPFAFF+ (continued)

Raising awareness about the employment rights of Pacific MVPFAFF+ as well as undertaking further work to understand and support them leading work to address barriers to engaging or benefitting from employment and training services will foster a more equitable labour market for Pacific people and address long-standing disparities.

Exploring opportunities to enhance data collection and capture that is inclusive of Pacific LGBTQIA/MVPFAFF+ identities will also enable Government, employers and communities to target and enhance services available to them.



Pacific LGBTQIA/MVPFAFF+ (continued)

These actions in this Action Plan aim to set the foundations for future prosperity and support for Pacific to align our collective fleet to the winds of change

It is critical that the actions in this Action Plan address both the pressures of COVID-19 on Pacific communities as well as the long-term causes of disparities experienced by Pacific peoples in the labour market. The actions in this Action Plan aim to empower Pacific communities to get the most out of the opportunities available in our economy, and to support Pacific innovation, and create and capture emerging opportunities. In the long-term, the Action Plan aspires to a vision of a labour market in New Zealand that reflects collective Pacific values, culture and identity, and acknowledges a diversity of experiences and needs.

Beyond COVID-19 there are many challenges that will impact the economic wellbeing of Pacific communities:

- Transitions with the new technologies and the changing nature of work.
- The impacts of climate change and the urgency of mitigation and adaptation efforts that are required right across the economy.
- New Zealand's weak long-term productivity performance, and the potential for intergenerational inequities to worsen.
- Changing demographics in New Zealand, increasing ethnic and cultural diversity, and New Zealand's ageing population.

This Plan is a living document and will continue to evolve

The actions in this Action Plan cover activities taking place now. The Action Plan also gives an indication of the Government's priorities to support Pacific participation in the labour market that could be looked at moving forward. The Action Plan seeks to establish ongoing determination across Government's work to support Pacific employment from Pacific communities themselves as well as organisations that support Pacific employment outcomes. The Action Plan will be implemented with regular reporting to the Minister for Pacific Peoples and Minister for Social Development and Employment, as well as to Cabinet at six-monthly intervals as part of the Employment Strategy.

Ultimately, change will not happen unless we are deliberate about measuring what and how we are doing. Ensuring that the wide range of Government services and initiatives to support employment and training outcomes measure their delivery to, and impact for, Pacific is required to ensure the actions identified in this Action Plan progress.

Effectively measuring the quality of services incorporates the need to collect quantitative and qualitative evidence so that Government can enhance delivery according to Pacific people's broader experiences and stories about their aspirations and interactions with services and systems, told in their own words. This will be an important part of the implementation of this Action Plan moving forward.

Objective 1: Diversify the Pacific workforce

“Ia seu le manu, ‘ae silasila i le galu.” – Catch the bird, but watch the breakers.
(Samoan proverb)

Since the modern Pacific migration to New Zealand in the 1960’s and 1970’s, Pacific workers have been concentrated in specific occupations and industries. Despite changes to New Zealand’s overall economy reflecting the spread of digital technologies and an economy-wide increase in ‘knowledge-based’ careers, Pacific people in the labour market remain concentrated in occupations with lower skills characteristics and poorer pay and health outcomes. Supporting Pacific communities to participate in new and emerging areas of New Zealand’s economy is one component of this objective.

Improving the range of areas of the economy that Pacific people are engaged in requires work to reduce barriers to attaining or certifying new skills, whether as students in compulsory education, or as adults looking towards new learning and career opportunities. New opportunities must also be made as widely accessible as possible within Pacific communities, particularly for family members with specific additional or complex needs.

Work already underway, like the Reform of Vocational Education (RoVE), will contribute to supporting new vocational educational models to support learners into new areas of the economy. Placing Pacific communities’ diverse needs at the core of these models will deliver more equitable outcomes. Promoting a more blended approach to compulsory and tertiary learning where education takes place in closer proximity to industry will improve Pacific students’ work-ready knowledge and skills and improve connections between Pacific learners and employers.

There is also a need to support Pacific workers to develop new skills and explore career progression opportunities. This is a complex issue, but work is taking place to better-understand how to support Pacific workers into careers and training pathways to better-paid work.

New areas of employment and skills represent a chance for a more prosperous future

Supporting the flow of Pacific people into new areas of work, both existing and newly emerging, will enable these areas of the economy to benefit from having a diverse workforce with new and different ideas, skills and connections, and will enable Pacific individuals to access better opportunities for themselves and their families and build greater income and employment security. This Plan identifies two broad components to this:

1. Supporting Pacific people to make informed decisions about their careers at different stages of life.
2. Exploring new modes for learning and working for new and existing occupations, relevant to Pacific students, workers, and volunteers.

Objective 1: Diversify the Pacific workforce (continued)

There are also a range of areas where Pacific people, and Pacific women especially so, are under-represented like in Science, Technology, Engineering and Mathematics (STEM) careers where there are high rates of pay.

Despite the significance of STEM careers and skills, the alternative STEAM (STEM+Arts) reflects the importance of bringing humanities and Pacific arts practices and thinking to science-related activities and ensure they are rooted in human experiences and needs. It also highlights the opportunities for science-based disciplines to enhance the way we look after, pass on and create new artistic practices.

If we promote greater support for Pacific people to enter STEAM careers pathways that blend arts knowledge and creative approaches in a technical context then this will open new doors and build Pacific perspectives into new technology-based products and services that are rising in prominence and value in New Zealand and around the world.



Pacific and all of New Zealand employment by occupation, shown as each occupational group's share of total employment for either Pacific workers or All of New Zealand employment. Pacific are twice as likely to be employed in Plant and Machine Operator or Labourer jobs.

Objective 1: Diversify the Pacific workforce (continued)

The hard work that labourers and machine operators do is essential to our society but they are often low-paid positions and workers in these jobs may not have access to enough opportunities to develop further skills or realise new opportunities that support their aspirations for themselves and their families' prosperity.

Building on COVID-19 recovery and long-term programmes to promote resilience and prosperity

Pacific peoples have faced more significant and long-lasting impacts of economic disruption compared to other groups in New Zealand. Pacific unemployment is still almost double that of the rest of the population, and recent data from the Household Labour Force Survey suggests¹⁷ that the labour market is going through a stratified recovery and this disparity persists even as employment returns to long-term pre-COVID-19 levels.

Government is investing in support to develop a range of industries in New Zealand to enable a transition to a more productive, sustainable and inclusive economy. Ensuring that firms and training providers are enabled to provide Pacific workers with development pathways through these transitions will position Pacific communities to enjoy the wellbeing benefits of New Zealand's economic development and be a force for innovation and productivity growth within New Zealand's business ecosystem.



¹⁷Household Labour Market Statistics June 2021 Quarter. Statistics New Zealand.

OBJECTIVE 1: DIVERSIFY THE PACIFIC WORKFORCE

Actions	Desired outcomes	Strategic Alignment
<p>Initial priority: Grow opportunities for Pacific in diverse sectors and industries</p> <p>This is being contributed to currently by:</p> <ul style="list-style-type: none"> ✓ MCH's Creative Arts Recovery and Employment Fund, and Creative New Zealand's COVID-response funding ✓ MSD's industry-focused programmes supporting workers to build industry-relevant skills, for example in partnership with the Construction Sector Accord ✓ projects in MSD's Pacific Prosperity Strategy and Action Plan work programme ✓ In Public Sector Policy through MBIE's delivery of the Tupu Tai internship programme ✓ In the private and public sectors through support for the Tupu Toa programme and other industry-led employment initiatives ✓ The Ministry for Pacific People's support for Pacific peoples in governance¹⁸ <p>Future work could explore:</p> <ul style="list-style-type: none"> □ expanding the Tupu Tai public sector internship programme (MBIE/MPP) (budget dependent) □ expanding the Ministry of Health's support for Pacific health workforce development (MoH) (budget dependent) □ expanding the Toloa programme to support high-skilled STEAM employment and education (MPP) (budget dependent) □ adapting employment and training support services to assist workforce development initiatives that are seeking to increase Pacific peoples participation (MPP-led with support from MoH, MoE, and MSD) 	<p>Pacific employment in key sectors enables long-term productivity growth, sector-level strategic intentions and Pacific prosperity</p>	<p>Employment Strategy – Building a Skilled Workforce, Thriving Industries and Regions</p> <ul style="list-style-type: none"> • Industry Strategy • Ola Manuia • Action Plan for Pacific Education • Pacific Prosperity Strategy and Action Plan • Research, Science and Innovation Strategy
<p>Support Pacific workers through economic transitions including Climate Change and the Future of Work</p>	<p>Long-term Pacific economic resilience and prosperity through economic transitions</p>	<p>Employment Strategy – Workers and Businesses Resilient and Adaptable to the Changing Nature of Work</p> <ul style="list-style-type: none"> • Climate Adaptation • Strategy/ Economic Plan • Careers System Strategy • Reform of Vocational Education • Research, Science and Innovation Strategy
<p>Improve access to quality vocational education including work-based training and adult education</p> <p>This is being contributed to currently by:</p> <ul style="list-style-type: none"> ✓ the Reform of Vocational Education (RoVE) which aims to improve the relevance and flexibility of vocational education for learners ✓ enhancements to pastoral care requirements in the tertiary education sector from NZQA, TEC and MoE ✓ TEC's Māori and Pacific Trades-Training programme and MPP's Toloa in-work support pilot ✓ vocational education initiatives funded during the response to COVID-19¹⁹ ✓ MSD's Pacific Prosperity Strategy and Action Plan work programme 	<p>Increase in access to flexible work-based education opportunities for Pacific workers and employers</p>	<p>Employment Strategy – Building A Skilled Workforce</p> <ul style="list-style-type: none"> • Action Plan for Pacific • Education • RoVE • Tertiary Education Strategy • Research, Science and Innovation Strategy • Pacific Prosperity Strategy and Action Plan
<p>Deliver careers support and information that responds to Pacific identities and experiences</p> <p>This is being contributed to currently by:</p> <ul style="list-style-type: none"> ✓ The progression of the Careers System Transformation work by MoE and TEC including the development of an online career planning tool by TEC with a priority focus on Pacific young people ✓ MSD's Pacific Prosperity Strategy and Action Plan work programme ✓ Work to engage young Pacific in STEM through the Toloa Kenese programme and MoE-funded initiatives ✓ the ongoing Vocational Education and Training Campaign which aims to increase the visibility and relevance of careers pathways through vocational education 	<p>Pacific families forge their own pathways and identify training and careers pathways which are resilient and support their aspirations</p>	<p>Employment Strategy – Workers and Businesses Resilient and Adaptable to the Changing Nature of Work</p> <ul style="list-style-type: none"> • Careers System Strategy • Tertiary Education Strategy • Research, Science and Innovation Strategy

This plan is a living document and further work will be explored to support different actions in the plan as the Ministry continues engaging with Pacific communities, businesses and other agencies to identify opportunities to support better employment outcomes for Pacific communities

¹⁸ Mission-based approaches focus efforts across a wide range of areas such as education, community development and research around a specific goal such as Reducing Carbon Emissions. The Southern Initiative, Ministry of Education and Auckland Co-design Lab, 2020. borozdqan 2021-09-20 11:34:02

Objective 2: Nurturing the vā – addressing systemic barriers

“Mauri Māhi, Mauri Ōra” – A working soul is a healthy soul (Māori)

COVID-19 lockdowns and job losses have resulted in significantly impacted Pacific women and youth with increased care responsibilities and significant disruption to employment, as well as increasing the financial pressures faced by families.²⁰

To navigate their own paths around working life, Pacific people must have relevant and accessible support, pathways and similarly diverse role-models that enable and encourage them to determine and realise their employment and education goals, including seizing opportunities within new and emerging industries and occupations. Ensuring employment services are well-tailored to individuals and their needs is a key part of this Action Plan and of associated action plans (Working Matters, Youth, Māori, Seniors, Refugees, Migrants and Ethnic Communities, Women) across the Employment Strategy.

Pacific households are larger and have greater caring responsibilities for children and older family members. This means Pacific families are supported by a relatively smaller base of income compared to non-Pacific households.²¹ Larger family sizes represent both challenges but also opportunities to examine how to support family units to enjoy the benefits of flexible and dynamic employment relationships.

A 2018 study estimated Pacific women’s wages to be 74% of Pakeha men’s - the most significant wage gap of any population group in the study. The study attributes this gap to a range of factors, including differences in the qualifications and the types of jobs Pacific and Pakeha are employed in.²² Despite this, a significant component of the disparity between Pacific and non-Pacific earnings could not be directly explained and this highlights the significance of systemic factors at play.

Pacific men were found to be likely to leave employment and experience periods without pay rather than taking paid leave around childbirth (relative to non-Pacific men), often citing difficulty with accessing leave to support their family at a critical time.²³

A previous study in New Zealand found that women’s earnings were lower relative to their contribution at work compared to men²⁴, highlighting the likely prominence of cultural and attitude gaps, or unconscious (or conscious) biases that impact on the incomes and broader opportunities provided to Pacific workers.

²⁰ Impact of COVID-19 on Pacific peoples living in South Auckland. Colmar Brunton for the Ministry of Health. March 2021.

²¹ Plum, A., & Pacheco, G. (2019). In-Work Poverty in New Zealand: A Focus on Pacific Peoples. Auckland.

²² The Treasury (2018). Statistical Analysis of Ethnic Wage Gaps in New Zealand (AP 18/03)

²³ Having A Baby In South Auckland Case Study in Towards better social sector decision making and practice: A social wellbeing approach. The Social Wellbeing Agency and The Southern Initiative. 2019.

²⁴ What Drives the Gender Wage Gap? Examining the Roles of Sorting, Productivity Differences, and Discrimination (2017). Sin, I., Stillman, S., Fabling, R. Motu Economic and Public Policy Research

Objective 2: Nurturing the vā – addressing systemic barriers

(continued)

A range of system shifts are required across the employment and training systems to deliver better outcomes for Pacific people in the labour market:

1. Ensuring Pacific families and communities have the baseline tools, skills, and wellbeing to engage as they aspire to in the labour market and education systems.
2. Supporting government and businesses at all levels and in all places to better respond to the experiences and needs of diverse Pacific workers, learners, and communities.
3. Being accountable and modelling best-practice in the public service for fair employment outcomes across pay, workplace practices, and career progression and training opportunities to address ethnic-gender pay gaps and occupational segregation.

Highlight: Alo Vaka Auckland Pacific Skills Shift

The Auckland Pacific Skills Shift was initiated through COVID-19 response funding in 2020. This initiative is a four-year programme being managed by the Ministry of Business, Innovation and Employment with support from the Ministry for Pacific Peoples, Ministry for Social Development, Tertiary Education Commission and Department of Internal Affairs. It supports:

- The Cause Collective to undertake work in South Auckland neighbourhoods to promote enhanced employment and training outcomes.
- Auckland Unlimited to partner with the Sustainable Business Council and Auckland businesses to support their Pacific workforce to build new skills and confidence through micro-credentialing.
- A social innovation programme by The Southern Initiative supported by The Fono and First Union partnering with Pacific families to co-create new approaches to a whole-of-whanau economic progression service with an intergenerational focus.

These projects will continue to identify further areas for improving the services and approaches to improve Pacific employment and wellbeing outcomes.



Objective 2: Nurturing the vā – addressing systemic barriers

(continued)

Beyond wellbeing challenges, Pacific people report experiences of discrimination and marginalisation as significant barriers to progressing in employment. These include when applying for work and at work when being allocated tasks.

Broader issues of the cultural and attitude gaps between Pacific families workers and learners with employers, government, and other organisations form a barrier to Pacific people's progression, including in the public sector. These experiences of discrimination and systemic bias also cut across the identities within Pacific communities, for example for Pacific disabled people who report experiencing a double-layered bias due to their heritage as well as their perceived capability from employers or in the education system.

In many previous engagements with Government, Pacific people have reported barriers to accessing services and programmes because of discrimination or judgement, services and programmes not culturally relevant in their design or delivery, or because information is not presented in their languages.

There is an opportunity to draw on new approaches to delivering services and be informed by experience-based design and behavioural insights, to identify small actions or shifts that improve people's experience of systems and processes and have a well-documented impact on outcomes. There is a wide range of research about small 'nudges' that impact people's behaviour or experiences of systems, however very little is available which explores the intersections of this approach with culture.

In writing job descriptions, research from the *Behavioural Insights Team*, an organisation which explores the use of Behavioural Insights or 'Nudges' across systems and policies has highlighted actions that can make a significant difference to reducing inequitable outcomes:

- Providing people with information about their right to request flexible work increases the rate at which people take up flexible work opportunities and reduces the disparity between men and women requesting flexible work arrangements.²⁵
- well as reduces pay disparities between male and female workers in the same roles.²⁶

Co-developing and sharing practical tools or enhancements to existing tools for Pacific communities, employers, and government agencies will enable collective action to engage Pacific people with quality employment and training opportunities that support our economic recovery. It will also help employers and Pacific communities to be more aware of opportunities for support, and their legal obligations and entitlements in the labour market.

Increasing the cultural responsiveness of the public sector is an area where government can actively model quality workforce development practices. Partnering with Pacific staff networks, People and Culture leads, unions, and professional bodies means that changes are more likely to be transparent, equitable and feasible and reflective of the values of Pacific workers.

²⁶ Encouraging employers to advertise jobs as flexible: Final report on a randomized controlled field trial and a quasi-experimental field trial with Indeed and an online randomised controlled trial with Predictiv. Behavioural Insights Team. 2021

²⁷ Do women avoid salary negotiations? Evidence from a large-scale natural field experiment. Leibbrandt, A., List, J.A. (2014). Management Science. 61(9): 2016-2024. In Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers. Behavioural Insights Team and UK Government Equalities Office. 2018.

OBJECTIVE 2: NURTURING THE VĀ – ADDRESSING SYSTEMIC BARRIERS

Actions	Desired outcomes	Strategic Alignment
<p>Initial priority: Grow community agency in the design and delivery of employment and training programmes</p> <p>Work with Pacific communities to develop innovative solutions to improve access and cultural relevance of employment, education and training services</p> <p>Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ the Pacific Wellbeing Strategy work stream to support stronger community partnerships across All of Government ✓ the ongoing Tupu Aotearoa disability pilots being supported by MSD ✓ MoE's Pacific Education Innovation Fund supporting innovative approaches to educating Pacific learners ✓ MSD's Community Capability and Resilience Fund ✓ work to enhance Pacific community agency and partnerships across MSD's Pacific Prosperity Strategy and Action Plan, particularly the Supporting Pacific Peoples work programme ✓ work to establish a Pacific Disabled Persons' Organisation by MSD and Pacific communities 	<p>Future work may explore:</p> <ul style="list-style-type: none"> ☐ work with diverse Pacific people to pilot co-design initiatives for employment and training (MPP and MSD) (budget dependent) ☐ options to support the growth of community-led employment and training providers (MPP and MSD) ☐ progressing MSD delivery of the Supporting Pacific Peoples Work Programme 	<p>Pacific communities design and support delivery of initiatives and services that meet their needs</p> <p>Employment Strategy - All Pacific Wellbeing Strategy</p> <ul style="list-style-type: none"> • New Zealand Disability Strategy 2016 to 2026 • Pacific Prosperity Strategy and Action Plan • Youth Employment Action Plan • Better Later Life Strategy • RoVE Regional Skills Leadership Groups • Regional Public Service Commissioners
<p>Initial priority: Provide practical support for employers (including the Public Sector) to engage effectively and develop their Pacific workers</p> <p>Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ the Office for Seniors/MSD's Older workers employment action plan and Older Workers Toolkit ✓ the cross-agency Disability employment action plan, and Tupu Aotearoa disability pilots by MPP and MSD ✓ MPP/PSC's development of a Pacific Public Service workforce development plan in the Pacific Wellbeing Strategy ✓ MBIE's Pacific Public Sector Leadership programme to support Government agencies progressing Pacific staff into senior leadership positions ✓ MSD's Tamaita'i Toa initiative with support from PSC and MfW building public sector capability to support Pacific women into higher-paid employment 	<p>Future work may explore:</p> <ul style="list-style-type: none"> ☐ options for a Pacific cadetships scheme to support employers committed to developing Pacific workers (MPP) (budget dependent) ☐ options to support employer capability to deliver pastoral care support for Pacific workers (MSD and MPP) ☐ a Pacific Workers Toolkit, which could be hosted on business.govt.nz and follow the model of the Mature Workers Toolkit. This could provide guidance on recruitment, cultural capability and workforce development along with case studies (MPP/MBIE) 	<p>Employers are enabled to provide great employment opportunities, working conditions and respond to Pacific culture and identities</p> <p>Employment Strategy - Thriving Industries and Regions, Workplace Modernisation</p> <ul style="list-style-type: none"> • Pacific Wellbeing Strategy • Pacific Prosperity Strategy and Action Plan • Public Sector Workforce • Diversity and Inclusion Statement
<p>Enhance employment services and market services to address family-level barriers and be culturally relevant</p> <p>Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ MSD's Pacific Prosperity work programme including the Provider Capability and Resilience Funding ✓ delivery of the Kapasa and Yavu cultural capability training by MPP ✓ MBIE's Alo Vaka Auckland Pacific Skills Shift initiative ✓ Employment New Zealand's partnership with the Pacific Business Trust supporting Pacific business capability in employment rights ✓ MBIE's implementation of a Pacific cultural framework in employment disputes services ✓ MSD's regular review of employment and service participation for Pacific ✓ MSD's anticipated review of childcare assistance 	<p>Prototype approaches to build service enhancements and integration opportunities that deliver better engagement and outcomes for Pacific</p>	<p>Employment Strategy – Inclusive Employment, Modernised Workplaces</p> <ul style="list-style-type: none"> • Pacific Wellbeing Strategy • Pacific Prosperity Strategy and Action Plan • Digital Inclusion Strategy
<p>Highlight and address issues of discrimination and bias in the labour market</p> <p>Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ the Human Rights Commission's ongoing Pacific Pay Gap Inquiry ✓ the Human Rights Commission's ongoing monitoring and education around Economic and Social rights, including employment-related rights 	<p>Pacific experiences of discrimination and cultural and attitude gaps in the labour market are eliminated</p>	<p>Employment Strategy – Inclusive Employment, Modernised Workplaces</p> <ul style="list-style-type: none"> • Pacific Wellbeing Strategy • New Zealand Disability Strategy 2016 to 2026 • Better Later Life Strategy
<p>Review and enhance services and support for Pacific migrants</p> <p>Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ The establishment of an All-of-Government Pacific Wellbeing Strategy including a Public Sector Pacific Workforce Plan by MPP and PSC ✓ Work to enhance monitoring of Pacific uptake across ongoing Employment, Education and Training programmes by MSD ✓ The development of a Pacific Health Workforce Forecast by the Ministry of Health ✓ Annual stock-take of public sector leadership diversity led by Ministry for Women 	<p>Improve measurement of participation and impacts for Pacific from existing and new initiatives to guide further investment</p>	<p>Employment Strategy – Inclusive Employment</p> <ul style="list-style-type: none"> • Pacific Wellbeing Strategy • EET work programme • Ola Manuia
<p>Review and enhance services and support for Pacific migrants</p> <p>Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ MBIE and MSD's review of the Recognised Seasonal Employer Scheme ✓ TEC's Work Connect program supporting migrants to access employment opportunities through careers advice and support navigating the job market ✓ MBIE's Migrant Exploitation Strategy²⁸ ✓ MBIE's expected review in 2022/23 of the Samoan Quota and Pacific Access Residence Categories which will consider options to improve settlement outcomes, including employment outcomes for Pacific migrants under these visas²⁹ 	<p>Pacific migrants (including temporary migrants) have access to necessary support and entitlements to support their settlement</p>	<p>Employment Strategy – Inclusive Employment, Thriving Industries and Regions</p> <ul style="list-style-type: none"> • Pacific Wellbeing Strategy • Migrant Settlement and Integration Strategy

²⁷ This includes the new Pay Equity and Fair Pay Agreement Schemes

²⁸ The new Migrant Exploitation Strategy benefits Pacific people via initiatives like the establishment of the Migrant Exploitation Protection Visa which supports migrants to leave exploitative situations quickly, as well as new tools including a dedicated 0800 number and web form to report exploitation.

²⁹ This review will consider options to improve settlement outcomes including employment outcomes for Pacific migrants under these visas

This plan is a living document and further work will be explored to support different actions in the plan as the Ministry continues engaging with Pacific communities, businesses and other agencies to identify opportunities to support better employment outcomes for Pacific communities

Objective 3: Building on Pacific entrepreneurship

*“Ka tupu ruperupe teia tumu rakau.” - Let this tree grow well.
(Cook Islands proverb)*

Lalanga Fou highlights Pacific communities’ desire to own more productive and appreciating assets. Material wealth is only one dimension of Pacific wellbeing, but it does support families to do the wide range of things that leads to greater life satisfaction and fulfilment. Material wealth also allows people to take risks in being entrepreneurial and to explore different work opportunities.

The 2018 Pacific Economy report highlighted the prominence of collectively owned assets like churches and community halls within Pacific communities. This represents significant opportunities to build new types of community assets that can provide the foundation for a new vision of Pacific prosperity through better and different opportunities to work, learn and create new products and services by and for Pacific communities.



Pacific peoples’ median wealth is the lowest of any ethnic group, estimated at \$15,000, relative to a median of \$92,000 for the entire population.³⁰

“Wealth can often be seen as a material thing, however wealth to my family also includes knowledge, education, the way you represent yourself and your family. These are all things of value to us. The prosperity comes when you use that wealth to improve and/or enhance something for the better.”³¹

³⁰ Statistics New Zealand. Household Net Worth Statistics: Year ended June 2018 – corrected. 11 June 2020.

³¹ Pacific Community Leader quoted in *The New Zealand Pacific Economy*. Integrity Professionals for The Treasury and Pacific Business Trust (2018).

Objective 3: Building on Pacific entrepreneurship (continued)

Ensuring access to infrastructure and programmes in Pacific communities to support the creation of new products and services as well as realise potential business opportunities will enable long-term development of higher incomes and intergenerational wealth and prosperity for Pacific families.

The Pacific Business Trust is a crown entity³¹ that delivers business and economic development services and forms a key part of the ecosystem of services to support Pacific firms in New Zealand. Delivering support for small-to-medium enterprises (SMEs) is complex because of a wide range of different challenges faced, particularly ensuring Pacific business owners are aware of and can access the different supports and initiatives available to them.

Right now, there is little Pacific-focused support funded by Government beyond the Pacific Business Trust. Exploring how to enable mainstream business support systems to engage Pacific communities and tailor services for Pacific will enable Pacific communities to benefit further from the wide range of support the Government provides for both new and established businesses.

Social procurement practice is growing in prominence in the private sector, and Government introduced new guidance in 2018 to support government agencies to utilise their purchasing power to achieve “broader outcomes”. Ensuring that Pacific communities have the awareness and capability to engage with these opportunities is critical, and further work can take place to enable this, in addition to establishing stronger monitoring of Pacific participation in these programmes.

Social procurement practice is growing in prominence in the private sector, and Government introduced new guidance in 2018 to support government agencies to utilise their purchasing power to achieve “broader outcomes”. Ensuring that Pacific communities have the awareness and capability to engage with these opportunities is critical, and further work can take place to enable this, in addition to establishing stronger monitoring of Pacific participation in these programmes.

Currently, the Pacific Business Trust provides workshops and other resources to support Pacific businesses with building knowledge to successfully participate in procurement processes.³² Similarly, Amotai is an organisation which helps Māori and Pacific businesses to access opportunities from their buyer organisations.³³ Exploring how best to engage Pacific communities with these new and emerging opportunities will form part of the work to progress this Action Plan.

³¹ PBT is a Schedule 4 organisation listed in the Public Finance Act, with a board appointed by the Minister of Pacific Peoples and statutory reporting requirements imposed by the Act.

³² For online resources and to ask for support refer to <https://pacificbusiness.co.nz/>

³³ <https://amotai.nz/>

Objective 3: Building on Pacific entrepreneurship (continued)

In 2020, Pacific people made up just over 2% of workers earning income from self-employment in New Zealand, despite the significant benefits and opportunities represented by owning and operating a business. While lower rates of business ownership amongst Pacific peoples are not well-understood, this is likely contributed to by relatively lower personal wealth as a key input to financing a new business.

Making sure that funding and government investment is accessible to all types of Pacific enterprises and inclusive of opportunities to promote economic empowerment for diverse Pacific communities is key to realising the potential benefits of a dense Pacific business ecosystem.

A 2020 report by the Ministry for Women and the Ministry for Pacific Peoples showed that Pacific businesses are highly concentrated in the construction and professional services sectors. Supporting Pacific people to develop new skills and enter different vocations will also form a basis for diversifying the range of Pacific businesses that exist. It also highlighted that Pacific women are less likely to be self-employed than Pacific men.³⁴



Pacific working-proprietors by Industry from Ministry for Women, Ministry for Pacific Peoples – Pacific Women and Men in Business (2020).

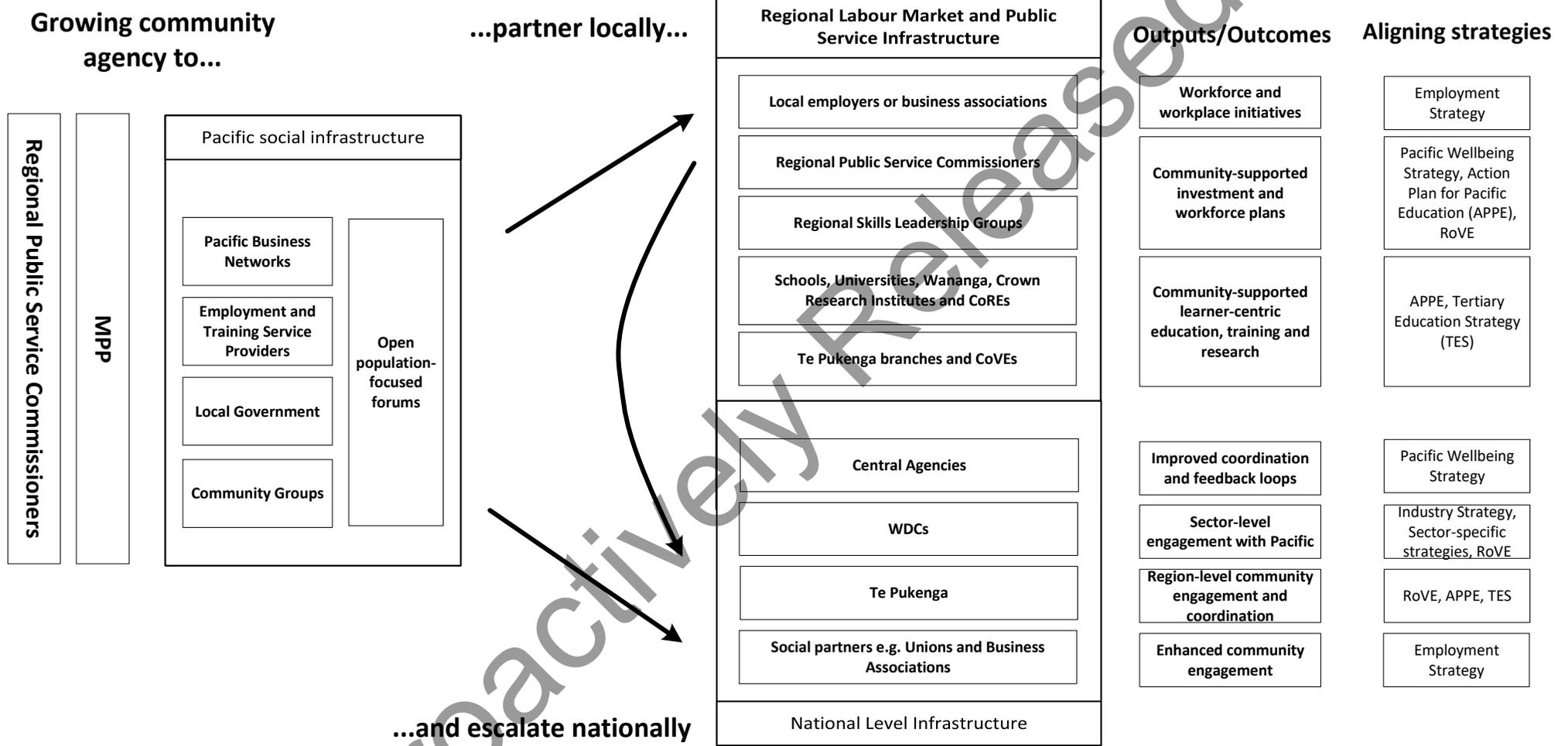
³⁴ Ministry for Women with the Ministry for Pacific Peoples (2020) Pacific Women and Men in Business.

OBJECTIVE 3: BUILDING ON PACIFIC ENTREPRENEURSHIP

Actions	Desired outcomes	Strategic Alignment
<p>Deliver community wealth-building initiatives Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ MPP’s work to support Pacific communities leveraging physical assets to deliver new construction projects ✓ MPP’s support for housing feasibility studies and Pacific housing provider development ✓ ongoing work to explore how MPP and MSD can partner on social enterprise initiatives 	<p>Pacific community wealth and assets developed and used in a culturally relevant manner</p>	<p>Employment Strategy – Thriving Industries and Regions, Workers and Businesses Resilient and Adaptable to the Changing Nature of Work</p> <ul style="list-style-type: none"> • Pacific Housing Strategy • Economic Plan • Research, Science and Innovation Strategy • Pacific Prosperity Strategy and Action Plan
<p>Expand business support infrastructure and programmes Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ economic development funding for regional Pacific businesses to build their productivity from MPP with support from MBIE ✓ investment in supporting Pacific Business Trust capability and capacity development to provide Pacific businesses with tailored development services from MPP and MBIE ✓ community-led Pacific business networks and associations providing networking and support to Pacific businesses 	<p>Increase availability of culturally relevant support to Pacific businesses</p>	<p>Employment Strategy – Thriving Industries and Regions</p> <ul style="list-style-type: none"> • Economic Plan
<p>Support Pacific businesses to access opportunities available through social procurement Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ the Pacific Business Trust’s procurement support service with support from MBIE and MSD ✓ support from Te Puni Kokiri and MBIE for a social procurement intermediary supporting Māori and Pacific businesses 	<p>Pacific communities are positioned to realise economic empowerment through social procurement</p>	<p>Employment Strategy – Inclusive Employment</p> <ul style="list-style-type: none"> • Economic Plan • Pacific Prosperity Strategy and Action Plan • Ola Manuia
<p>Scope pilot initiatives to support diverse Pacific entrepreneurs Current work that contributes to this action:</p> <ul style="list-style-type: none"> ✓ MSD flexi-wage self-employment pilots ✓ MCH/CNZ Pasifika Festivals programme supporting Pacific businesses with support from PBT 	<p>Expanded relevance of business development support for youth, women, Pacific disabled people.</p>	<p>Employment Strategy – Workers and Businesses Resilient and Adaptable to the Changing Nature of Work</p> <ul style="list-style-type: none"> • Economic Plan • Research, Science and Innovation Strategy • Arts and Culture COVID Recovery Programme • CNZ Pasifika Strategy

This plan is a living document and further work will be explored to support different actions in the plan as the Ministry continues engaging with Pacific communities, businesses and other agencies to identify opportunities to support better employment outcomes for Pacific communities

Annex 2: Opportunities to grow Pacific agency through partnership across labour market and public service infrastructure





Cabinet Social Wellbeing Committee

Minute of Decision

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

Pacific Employment Action Plan: Pacific Wellbeing Through Employment

Portfolio Pacific Peoples

On 22 September 2021, the Cabinet Social Wellbeing Committee (SWC):

- 1 **noted** that in 2019, Cabinet agreed to three objectives for a Pacific Employment Action Plan:
 - 1.1 diversifying the Pacific workforce;
 - 1.2 addressing systemic barriers to Pacific workforce progression;
 - 1.3 supporting Pacific employment through entrepreneurship opportunities;
 [CAB-19-MIN-0182]
- 2 **agreed** to the proposed actions in the draft Pacific Employment Action Plan, attached under SWC-21-SUB-0136 to address the three objectives noted in paragraph 1 above;
- 3 **approved** the Pacific Employment Action Plan attached under SWC-21-SUB-0136, subject to minor changes authorised in paragraph 8 below;
- 4 **noted** that the following three actions are prioritised in the Pacific Employment Action Plan in response to immediate employment needs for Pacific people and based on the potential for each action to contribute to inclusive prosperity and deliver on equity for Pacific sub-populations in the labour market:
 - 4.1 Grow opportunities for Pacific in diverse sectors and industries;
 - 4.2 Grow community agency in the design and delivery of employment and training programmes;
 - 4.3 Provide practical support for employers to engage effectively and develop their Pacific workforce;
- 5 **invited** the Minister for Pacific Peoples to report back to Employment, Education and Training (EET) Ministers with further detail on how the remaining actions in the Pacific Employment Action Plan not listed in paragraph 3 above will be prioritised and implemented;

- 6 **noted** that funding will be sought through usual budget processes to support actions identified in the Pacific Employment Action Plan that may require new funding;
- 7 **noted** that the Minister for Social Development and Employment and Minister for Pacific Peoples intend to report back to SWC on joint monitoring and evaluation requirements for the Pacific Employment Action Plan implementation in a future 6-monthly Employment Strategy update;
- 8 **authorised** the Minister for Pacific Peoples to determine a suitable launch occasion for the Pacific Employment Action Plan and to make minor editorial and aesthetic changes to the document prior to publication.

Rachel Clarke
Committee Secretary

Present:

Rt Hon Jacinda Ardern
Hon Grant Robertson
Hon Kelvin Davis
Hon Dr Megan Woods
Hon Carmel Sepuloni (Chair)
Hon Andrew Little
Hon Nanaia Mahuta
Hon Kris Faafoi
Hon Peeni Henare
Hon Willie Jackson
Hon Jan Tinetti
Hon Dr Ayesha Verrall
Hon Aupito Williams Sio
Hon Meka Whaitiri
Hon Priyanca Radhakrishnan

Officials present from:

Office of the Prime Minister
Office of the SWC Chair
Officials Committee for SWC

Proactively Released



Cabinet

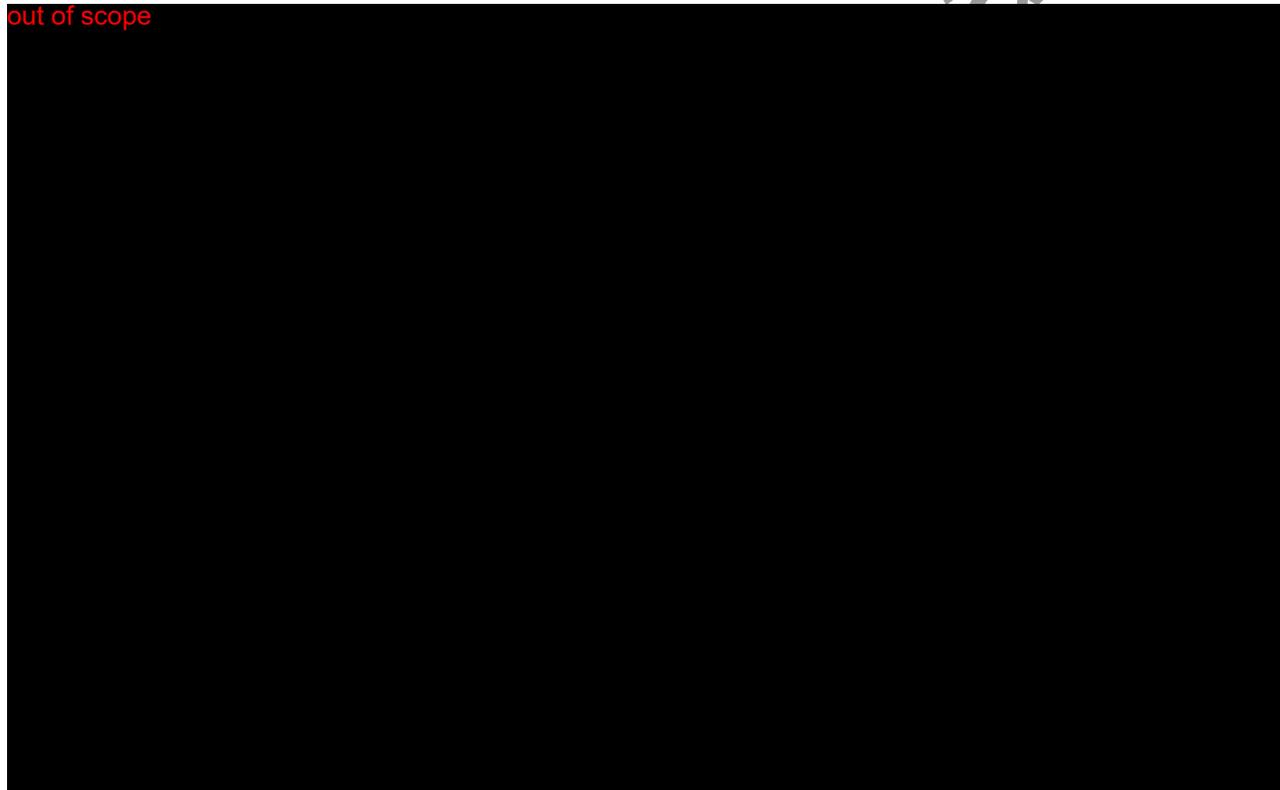
Minute of Decision

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Report of the Cabinet Social Wellbeing Committee: Period Ended 24 September 2021

On 27 September 2021, Cabinet made the following decisions on the work of the Cabinet Social Wellbeing Committee for the period ended 24 September 2021:

out of scope

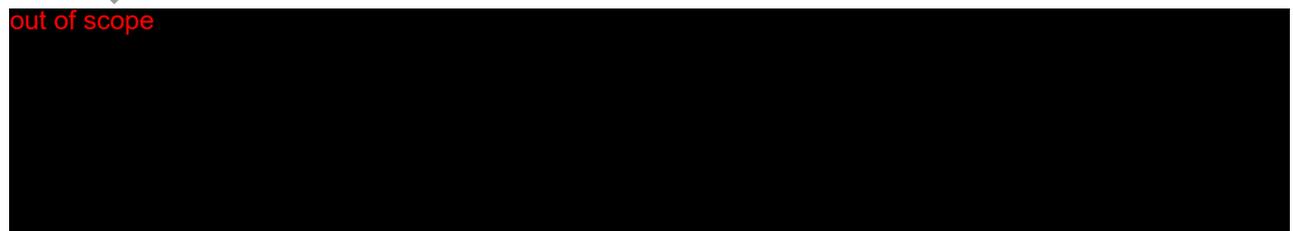


SWC-21-MIN-0136

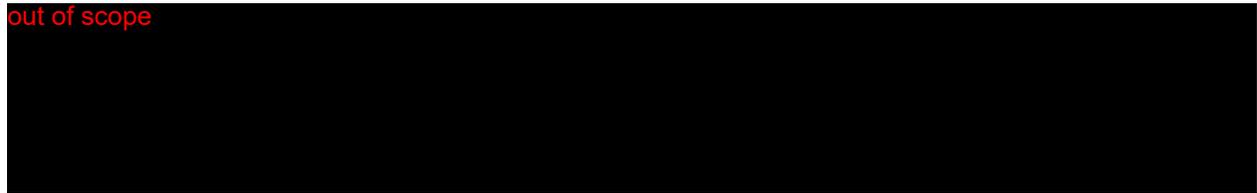
**Pacific Employment Action Plan: Pacific Wellbeing
Through Employment**
Portfolio: Pacific Peoples

CONFIRMED

out of scope



out of scope



Michael Webster
Secretary of the Cabinet

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