



**La fa'amalosia tomai o le
aufaigaluega Pasefika ia siitia
ai avanoa e lē gata i le taimi
nei ae mo le lumana'i**

*A stronger Pacific workforce with better
opportunities now and in the future*

Pacific Workforce Development Industry Call to Action



**Implement strategies
in the workplace
to build cultural
understanding that
address the diversity
of Pacific skills**

**Provide clear
learning and career
pathways for Pacific
Peoples**

**Encourage Pacific
leadership to further
promote aspirations
to achieve higher
outcomes**

**Engage with regional
Pacific communities
to support
co-constructed
initiatives for Pacific
learners and workers**

By advancing the Pacific workforce, industries can lead the growing population towards successful careers, economic strength, and opportunities to exceed generational limitations.

**O ai o le a ta'ita'ina le ala i luma?
O tatou pisinisi!**
Who will pave the pathway forward?
Industry will!

Pacific in Manufacturing, Engineering and Logistics

53,447

Pacific Peoples in Manufacturing,
Engineering and Logistics

8.4%

Total Pacific Employment
in our Industries

28,597

Manufacturing has the
largest Pasifika workforce

16,197

Pacific in Logistics

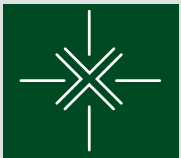
8,652

in Engineering workforce which
grew by 50% since Census 2013



Hanga-Aro-Rau Pacific Workforce Development Team

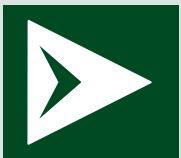
Supporting insights



Connect with regional Pacific communities to build co-constructed initiatives that support Pacific learners and workers.



Pacific school leavers attain NCEA Level 2 or above at the same rate as all ethnicities but fall away post-school. Pacific learners are willing and able so it is important we support Pacific learners to help maximise potential and increase Pacific leadership.



Pasifika population is young - with a median age of 23.4 years. There is a need to futureproof the incoming workforce by upskilling and promoting sustainable career pathways.



Increase Pacific profile across promotional materials for industry, 'if you can see it, you can be it'

Hanga-Aro-Rau is the Workforce Development Council (WDC) for New Zealand's manufacturing, engineering and logistics sectors. We established a Pacific Workforce Development team in August 2023 to support the development of a support network for the Pacific workforce for our industries. Since then, we have increased our targeted engagements for Pacific businesses owners, large Pacific workforces, learning providers and Pacific community organisations supporting the vocational education systems.

Sir Michael Jones, General Manager at Matson South Pacific and Supply Chain National Industry Advisory Group member brings an insightful perspective to the Pacific workforce in our logistics industry, saying "I work in an exciting and dynamic industry and having more Pasifika in this space is paramount. Our people can thrive in this industry, and they do, there is a real demand for more of our community, from employers and companies right across the width and breadth of this diverse sector."

Industry and community voices offer innovative solutions for the Pacific workforce, and we are committed to sharing the Pacific voice that inspire the future of industry. Alongside his entertainment industry career, Oscar Kightley is an inspiring leader in the Pacific community, an influencer in Tāmaki Makaurau capturing the success stories of Pacific across industries with The Cause Collective. He acknowledges the need to support the future for the growing Pacific population, "I want to see us all thrive in whatever work fields we want to pursue, and I want us to have the freedom to choose whatever that may be. We're such an important part of the population, that if we do well, all of Aotearoa will do well. We're such an important part of the population, that if we do well, all of Aotearoa will do well."

