

Wairarapa Economic Development 2024/25 Work Programme

Quarterly Reporting Dashboard - Overview

Q2: 1 October to 31 December 2024

Overview	Key risks and issues
<p>Following the foundations laid in Q1 for the new operating model, Q2 focused on advancing the delivery of the new Work Programme.</p> <p>Implementation of the Wairarapa Water Resilience Strategy Action Plan continues across the five workstreams. A contract has been signed to support the project 'A Case for Action' led by the WWRS programme director, which will identify the nature and areas of need for water and options for solutions.</p> <p>The second Summer Series of events was launched, with the first session in December bringing together 18 organisations to collaborate on key water resilience initiatives.</p> <p>The Food & Fibre Work Programme is taking shape, with initial scoping and the identification of proposed initiatives underway. Efforts are focused on delivering a Capability Workshop Series to enhance operational efficiency and enable sustainable business development within the sector.</p> <p>The refresh of the Workforce Action Plan is nearing completion, incorporating input from local sector group representatives. Shared opportunities to address workforce needs are emerging, ensuring resources are targeted to maximise impact across industries.</p> <p>This quarter has maintained momentum in delivering a focused and pragmatic WEDS Work Programme, aligning with regional priorities and setting a foundation for continued progress. Further details on individual initiatives and progress are outlined below.</p>	<p>The delivery of the 2024/25 WEDS Work Programme continues to progress, with opportunities and challenges shaping its delivery across the three priority areas. Continued action led by a long-term strategic view is required, to create impact and lasting change.</p> <p>The Wairarapa Water Resilience Strategy Implementation Plan has set out to deliver promising outcomes for the region, and will need to secure necessary funding and long-term commitment to realise its potential, alongside evolving policies and regulations that could pose risks to the progress of some projects.</p> <p>Low demand remains a potential risk for the Waingawa Process Water Project near-term, however as process water becomes available from July benefits are likely to be realised over time.</p> <p>Momentum slowed in December on the development of the Food & Fibre capability development programme, due to difficulties engaging with key people and the holiday period. In January the PMO successfully resumed actively engaging key networks within the sector to inform and progress this workstream.</p> <p>The Workforce & skills development initiatives are heavily reliant on active engagement from sectors to be successful, and available co-funding avenues are limited. This is mitigated by the continuing success of the Skills Leadership Group to bring together motivated sector leads to drive long-term impact.</p>

WATER RESILIENCE	PRIMARY SECTOR – FOOD & FIBRE	WORKFORCE DEVELOPMENT & SKILLS
<p style="text-align: center;">Wairarapa Water Resilience Strategy (WWRS)</p> <p>The Wairarapa Water Resilience Strategy is progressing the delivery of the Implementation Plan that addresses water capture, attenuation, allocation, and adaptation. The Wairarapa Water Resilience Governance Group met for the first time in October, with workstreams being resourced and planning to deliver projects in the 2024/25 Work Programme underway. Long-term success will require sustained funding and resources.</p> <p>The SkyTEM lithology model project is advancing, with plans to deliver a public viewer and engage the community on its implications for water allocation. This work aligns technical and policy information to enhance understanding of groundwater management. However, national policy and regulation changes could create uncertainty and delays.</p> <p>WEDS has provided funding to progress the 'A Case for Action' project, that aims to address water supply needs across multiple demands. The project team has assembled and has now started work to compile existing data and identify gaps. The short-term focus is on understanding water demand, while long-term goals include improving seasonal water reliability for all users.</p>	<p style="text-align: center;">Support the sector to implement tangible initiatives</p> <p>During Q2, a planning workshop was held in October to scope the WEDS work programme with sector representatives from the Steering Group. The aim was to identify areas where WEDS could have the most significant impact. The findings, along with proposed initiatives, were presented at the November WEDS Steering Group meeting, and priority has been set for the delivery of a Capability Series Workshop for delivery in Q3.</p> <p>Progress was slower than expected in December with difficulties engaging with key people but has resumed at pace in January.</p> <p>Further initiatives will be considered in Q3/4 to address other sector systemic challenges for the sector. Focus on long-term delivery, spanning into 2025 and beyond, will be essential to increase sector productivity, foster diversification, and build resilience and sector skills.</p>	<p style="text-align: center;">Implement the Wairarapa Workforce Action Plan - Plan Refresh</p> <p>The refresh of the Wairarapa Workforce Action Plan is ongoing, with new proposed actions identified. Actions needing resourcing for this financial year will be detailed in Q3 and will prioritise shared objectives to maximise benefits.</p> <p>With all WSLG members being volunteers, there is a risk that new initiatives may face delays due to competing priorities. However there is a strong willingness from sector groups and leads to collaborate in addressing the issues and opportunities highlighted in their sector profiles.</p>
<p style="text-align: center;">Waingawa Water Security</p> <p>The Waingawa Process Water Project is progressing well, with funding conditions met and 50% of the project completed. Businesses in the Waingawa Industrial Estate can expect water to be available for delivery by the end of July 2025. The project aims to provide a reliable water source to support industrial users and free up potable water for wider distribution by MDC. While unplanned construction costs and low current demand pose potential challenges, construction activities are ongoing to meet expected timelines.</p>		<p style="text-align: center;">Implement the Wairarapa Workforce Action Plan - Ongoing Initiatives</p> <p>Attract, Connect, Stay: Tū Hauoranga Trust received Dr Anna Moran's report in October. The report provided a comprehensive roadmap for future work programmes, the Trust dedicated time through a facilitated session to unpack the findings and address the opportunities in Dr Moran's report. The first phase of this project is drawing to a close, the Trust are now looking to seek funding and appoint a Strategic Connector to undertake the work in the report on behalf of the Trust.</p> <p>Digital Fluency Assessments: Waitech Trust have a meeting scheduled in late-January with the PSA Union (who purchased NZIQ) to resolve 2024 implementation issues to re-launch the school programme in 2025. This meeting will also scope delivery of the business/community programme.</p> <p>Professional Development for workforce Leaders: Tū Hauoranga Trust have begun delivering this project, the "Courageous Leader Series", with four sessions attracting approximately 100 individual participants. Three of the leaders have continued their engagement with various Wairarapa participant groups after their scheduled sessions to address strategic leadership issues in the sectors they are involved in. The series will continue into Q3.</p> <p>Umanga Tumatarau: REAP remain on-track to deliver the two-day event in March. This Wairarapa-focused career pathways event quickly received engagement from local schools, and registrations from businesses and tertiary providers are promising.</p> <p>Workforce BA5 Hui: Māori in Business Wairarapa ran their first BA5 hui in October at Copthorne Solway with 9 businesses in attendance. The session focused on the employment lifecycle and general HR advice. During the session, the participants explored ways to apply a Māori lens to this kaupapa and discussed different approaches to upholding tikanga in the workplace.</p>
<p style="text-align: center;">Water Education</p> <p>The Summer Series is progressing well. The first event, held in December, was attended by 18 organisations and focused on self-generating electricity for farms through solar panels. Upcoming events will cover topics like growing specialised seed and deep bore development in connection with the SkyTEM project. These events aim to promote efficient water use, inspire land use adaptation, and connect a broad range of stakeholders.</p> <p>While the initial purpose of the series was to expose agricultural water users to regional innovation, there is now an opportunity to attract a wider audience on water management and land use. The next events are scheduled for 18 February and 20 March, continuing the series' goal of fostering collaboration and knowledge exchange on sustainable practices in water and land management.</p>		

Wairarapa Economic Development 2024/25 Work Programme

Quarterly Reporting Dashboard - Initiatives

Q2: 1 October to 31 December 2024



Tracking as planned



Some areas requiring action, some potential risks



Significant issues or stop/go decision required

Priority Focus Area	Initiative	Lead	Action	Stage	Status	Funds	Highlights	Risks & Issues	Expected Outcomes	Next Steps
Water Resilience	Wairarapa Water Resilience Strategy	WWRS Gov Group	Develop an implementation plan among key stakeholders and define the initial governance structure and work programme that encompasses all four rooms of the resilience strategy framework (capture, attenuation, allocation, adaptation).	Delivery 2024-2025	■	■	The Wairarapa Water Resilience Governance Group held their inaugural meeting at the end of October. The project management office function (withn GWRC) is setting up and the five workstreams are being resourced. Project planning within each workstream for 2024/25 projects are also underway.	Some of the 2024/25 projects still need further planning and resourcing. To create real change and impact, the Implementation Plan will need long-term resourcing (funding and people).	Natural attenuation: Nature-based solutions help us look after water resources and increase resilience. Water capture: Seasonal reliability is increased, and more water is available for our use. Water Allocation: Water is shared to support priority uses and enable sustainable growth. Land use adaptation: What we grow is changing to reduce water reliance and increase resilience of our economy. Water use efficiency: Everyone values water and uses it wisely to meet our needs.	Continued focus on developing the projects to implement the 2024/25 Work Programme.
		GWRC, GNS	Deliver the public viewer of the SkyTEM lithology model; and prioritise further work on flow modelling to identify potential groundwater connectivity and groundwater extents.	Delivery 2024-2025	■	■	Targeted community engagement about the progress of Sky-TEM and the potential implications for water allocation in the future is being planned and can be carried out within existing budget.	National freshwater regulation / RMA changes may cause strategic uncertainty and delays in implementation or development of regional plan changes.	Align technical and policy information relating to the SkyTEM project in order to tell a clearer public story about progress towards understanding freshwater/groundwater actions and their impact on allocations policy.	Delivery of interactive community engagement as part of the SkyTEM project.
		GWRC project team	This project seeks to bring together existing information and draw a picture that outlines the combined need for municipal, rural, and commercial surety of water supply. There are two key objectives for doing this work: identify the nature and areas of need and allow prioritisation of coordinated action; and inform collateral to communicate the need for action and the options for solutions in different locations of the Wairarapa.	Delivery 2024-2025	■	■	The WEDS Steering Group and PMO committed funding to progress this project in November. The funding agreement has been executed. The project team has been established and commenced work.	None reported to date.	In the short term, the project will identify and report on demand on water resources and outline the opportunities for meeting demand (including modelling/data, and communicable collateral for public engagement). In the long term, this action seeks to increase seasonal reliability of water for all users.	The project team will start Phase 1 "Collation and consolidation of existing information and filling of gaps on demand for water", engage an economic modeller, and report back to the WEDS Steering group on request.
	Waingawa Water Security Project	CDC	Implement the Waingawa Process Water Project.	Delivery 2024-2025	■	■	Funding conditions have been met and WEDS funding (from last FY) transferred to CDC. The project is now 50% complete, and businesses can expect to have water available for use by the end of July 2025.	Unplanned construction costs. Current demand for water is low due to pricing of potable water through MDC supply.	Reliable source of process water and ensure continuity of operation for current and future industrial users in the Waingawa Industrial Estate. Leverage the economic growth potential of the Estate for the Wairarapa region and the wider Wellington region. Return potable water supply back to MDC for distribution to other water users.	Construction activities continue and water will be available to businesses in July.
Water Education	WWUS	Water education & networking events, similar to the successful Summer Series events.	Delivery 2024-2025	■	■	The first of three events was held in December, attended by 18 different orgnisations, focused on "electrifying the farm" through self-generating electricity through solar panels. The next event is scheduled for February, will focus on growing specialised seed, and the final session in March, will focus on deep bore development and the link to the SkyTEM work.	The original purpose of the series was to expose agricultural water users to innovation and excellence within their own region. While this is still true, the opportunity exists to appeal to a wider a wider audience on water management and land use.	Efficient water use and management. Inspire for land use adaptation.	The next event is scheduled for 18 February and 20 March.	

STATUS KEY:	
■	Tracking as planned.
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Priority Focus Area	Initiative	Lead	Action	Stage	Status	Funds	Highlights	Risks & Issues	Expected Outcomes	Next Steps
Primary Sector - Food & Fibre	Support the sector to implement tangible initiatives that contribute to the priorities identified.	TBD	TBD. This will likely require developing key partner relationships (including with the Food & Fibre Reference Group, the Wairarapa Primary Skills Advisory Group, and others) to identify, validate, develop, and support the delivery of specific initiatives in line with the priority issues and opportunities for the sector (access to funding, upskilling and skills attraction, leadership; productivity, innovation and diversification).	Planning 2024-2025			A planning workshop was held in October to scope the work programme with sector representatives from the WEDS Steering Group to determine where WEDS could have most impact. The findings, with proposed initiatives were presented to the the WEDS Steering Group at the November meeting and decision made to progress the suggested initiatives, with initial priority on the Capability Series Workshop to be scoped and delivered from Q3.	Challenges engaging with key people in December slowed progress to scope initiatives, however momentum has resumed in January. To create real change and impact to the sector, initiatives will need to continue long-term (in 2025 and beyond).	It is anticipated that initiatives will be developed and will need to be delivered long-term to increase sector productivity, encourage diversification and innovation, build resilience and sector skills.	Scoping initiatives will continue in Q3, and implementation of the capability series begin.
Workforce Developmt & Skills	Implement the Wairarapa Workforce Action Plan.	WSLG, and Sector Groups	Health sector – Deliver the first phase of the Attract, Connect, Stay programme to recruiting and retaining healthcare workforce	Delivery 2024-2025			Following the workshops held in August 2024 with Dr Anna Moran, Tū Hauoranga Trust received her report in October. The report was very robust, evidence-based and provided a comprehensive roadmap for future work programmes. Upon receipt of the report, the Trust elected to hold an independently-facilitated session by Ka Hikitia Consultants in early-December to dedicate time to unpack the findings and address the opportunities in Dr Moran's report. The opportunities identified pathways for progressing the next phase of this project. The Trust are now looking to seek new funding and appoint a Strategic Connector to undertake the work in the report to progress this project on behalf of the Trust and allow the Trustees to remain in a governance role.	The Trust need to source new funding to progress the next stage of the project. There is significant reputational risk if the next phase does not proceed and a huge opportunity cost and loss of investment if Dr Moran's report findings are not implemented. There is significant opportunity for other sectors to be involved as strategic connections form (benefitting from centralised resources, 'jobs for partners', more vibrant and attractive place to move to or stay in for work and education).	Implement a more inclusive and cohesive community approach to attracting and retaining health and related workforces to Wairarapa. Ensuring that our communities have reasonable and timely access to health services and are in the right queue for the service they require to reduce the burden on services under pressure.	Tū Hauoranga Trust have begun exploring and identifying possible funding opportunities to appoint a Strategic Connector role and small operating budget - this is to progress phase two of the project.
			Tech sector – Deliver the digital fluency programme in Wairarapa	Delivery 2024-2025		Seven secondary schools committed to participate in the pilot programme for Year 9 and 10 students in 2024. A meeting is scheduled for late-January with the PSA Union CIO (ex-NZIQ) to determine how to best support implementation in 2025 to secondary schools and a wider business/community programme.	In Q2, we learnt of the implementation issues within schools with the digital fluency platform due to a complex onboarding system and lack of support from NZIQ to resolve as they were being purchased by the PSA Union. This resulted in very few licences being used. Waitech Trust are meeting with the PSA Union at the end of January to resolve the 2024 issues experienced to re-launch the programme in 2025. Initial conversations have indicated that Waitech Trust will be more involved in the process and local support for schools to access.	Understand, as a region, our digital fluency baseline to better understand the training and support required by different community groups. This will enable our people to upskill and be better equipped with skills needed for now and into the future.	Meet with the PSA Union CIO in late-January to resolve issues and plan for a programme re-launch in 2025 in schools and a pilot programme for business/community.	
			Education – Deliver Umanga Tumatarau careers event for all sectors and schools in the Wairarapa	Planning 2024-2025		The venue (Solway Showgrounds, Masterton) and dates have been set. There has been strong interest from local schools, registering up within one-week of advertising. Business interest has been promising with a lot of support for the event.	Business and tertiary provider uptake to support the event remains a risk, the project team would appreciate sharing this opportunity amongst our networks.	Wairarapa school students have a more realistic understanding of possible local pathways following school. Local businesses and tertiary providers attend a one-stop-shop event to engage and better connect with potential young workforce in a cohesive approach.	The event will be run 13 & 14 March 2025 at the Solway Showgrounds. It is likely the region will want to see this event run every second year moving forward.	
			Other workforce initiatives TBD. Sector groups (primary, manufacturing, construction, healthcare, technology and professional services, tourism and hospitality, Māori business) are currently working to refresh the plan. This is likely to involve updated context, issues, and opportunities for each sector, and identified actions to deliver the objectives of the plan.	Planning 2024-2025		The refresh of the plan is ongoing and proposed new actions have been identified. Those that need resourcing this financial year will be drafted in detail in Q3 and shared objectives will be prioritised to ensure maximum benefit. There is a willingness from the sector groups/leads to work together to collaboratively address the issues and opportunities identified in their sector profiles to maximise their approach.	The members of the WSLG are all volunteers, there is a risk that new initiatives might be slow to implement with competing priorities.	A refreshed Wairarapa Workforce Action Plan reflecting the current environment and identifying long-term and systemic issues and opportunities for our key employment sectors. Prioritised actions for implementation to address the issues and opportunities.	During Q3, the new proposed initiatives needing support for this financial year will be detailed and prioritised by the WSLG and presented to the WEDS Steering Group.	

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Wairarapa Economic Development 2024/25 Work Programme

Quarterly Reporting Dashboard - Budget

Q2: 1 October to 31 December 2024

Priority Focus Area	Initiative	Budget	Action	Actual	Forecast	TOTAL WEDS	EXTERNAL	Comments
Water Resilience	Wairarapa Water Resilience Strategy	\$ 75,000	Develop an implementation plan and work programme that encompasses all four rooms	\$ -	\$ -	\$ -	\$ -	
			Deliver the public viewer of the SkyTEM lithology model; and prioritise further work	\$ -	\$ -	\$ -	\$ -	
			Establish a water capture (including water storage options) workstream	\$ -	\$ 70,000	\$ 70,000	\$ -	Contracted, project underway.
	Waingawa Water Security		Implement the Waingawa Process Water Project	\$ -	\$ -	\$ -	\$ -	
	Water Education		Water education & networking events, similar to the successful Summer Series events.	\$ 5,000	\$ -	\$ 5,000	\$ -	Delivery started.
Primary Sector - Food & Fibre	Support the sector to implement tangible initiatives that contribute to the priorities identified.	\$ 75,000	TBD. This will likely require developing key partner relationships (including with the Food & Fibre Reference Group, the Wairarapa Primary Skills Advisory Group, and others) to identify, validate, develop, and support the delivery of specific initiatives in line with the priority issues and opportunities for the sector (access to funding, upskilling and skills attraction, leadership; productivity, innovation and diversification).	\$ -	\$ 75,000	\$ 75,000	\$ -	Delivery starting in Q3.
Workforce Development & Skills	Implement the Wairarapa Workforce Action Plan.	\$ 75,000	Health sector – Attract, Connect, Stay Tech sector – Digital fluency for schools Education – Deliver Umanga Tumatarau event	\$ -	\$ -	\$ -	\$ -	
			Other workforce initiatives TBD. Sector groups (primary, manufacturing, construction, healthcare, technology and professional services, tourism and hospitality, Māori business) are currently working to refresh the plan and identified actions.	\$ -	\$ 75,000	\$ 75,000	\$ -	Planning in Q2/Q3.
Operations	WEDS and WSLG	\$ 25,000	Work Programme operations (governance, events sponsorship, communications & marketing)	\$ 4,065	\$ 20,935	\$ 25,000	\$ -	
		\$ 10,000	WNZ PMO overheads	\$ 3,722	\$ 6,278	\$ 10,000	\$ -	
		\$ 215,000	WNZ People Resources (salaries)	\$ 107,500	\$ 107,500	\$ 215,000	\$ -	
		\$ 475,000	TOTAL WEDS EXPENDITURE FY24-25	\$ 120,287	\$ 354,713	\$ 475,000	\$ -	
		\$ 71,379	FY23-24 WEDS funding (carried forward)	\$ 71,379	\$ -	\$ 71,379		Carried forward funding from FY24 surplus (\$71k)
		\$ 215,000	FY24-25 WEDS funding from Councils	\$ 161,250	\$ 53,750	\$ 215,000		
		\$ 215,000	FY24-25 WNZ funding (people resources)	\$ 107,500	\$ 107,500	\$ 215,000		
		\$ 501,379	TOTAL WEDS INCOME FY24-25	\$ 340,129	\$ 161,250	\$ 501,379	\$ -	
		\$ 26,379	Surplus/remaining project allocation			\$ 26,379		

Looking Ahead to Q3/Q4

WATER RESILIENCE	PRIMARY SECTOR – FOOD & FIBRE	WORKFORCE DEVELOPMENT & SKILLS	
Wairarapa Water Resilience Strategy (WWRS)	Support the sector to implement tangible initiatives	Implement the Wairarapa Workforce Action Plan - Plan Refresh	
<p>Continue to develop projects under the five workstreams to implement the WWRS 2024/25 Work Programme.</p> <p>Delivery of interactive community engagement as part of the SkyTEM project.</p> <p>A 'Case for Action', delivered under the Water Capture workstream, will commence Phase 1 of the project to consolidate existing information, identification of demand gaps, and engage an economic modeller.</p>	<p>The PMO will work with key partners to continue to develop the Work Programme and specific initiatives for delivery with the Capabilities Series Workshop being prioritised for implementation in Q3.</p>	<p>Finalise the refreshed Action Plan and determine the prioritisation of new proposed initiatives for the remainder of this financial year and a heads up to the new financial year.</p>	
Waingawa Water Security			Implement the Wairarapa Workforce Action Plan - Ongoing Initiatives
<p>Construction activities will continue and water will be available to be delivered to businesses in July.</p>			<p>Attract, Connect, Stay: Tū Hauoranga Trust to define the scope of the next phase of the project. Identify and source funding.</p> <p>Digital Fluency Assessments: Meet with the PSA Union (formally NZIQ) in late-January to re-launch the programme in schools and launch a wider community/business project for 2025.</p> <p>Professional Development for Workforce Leaders: Tū Hauoranga Trust will continue to deliver its "Courageous Leaders Series" in Q3 and follow-up actions from Q2 events - details of this series are posted on the Trust's Facebook page, in the WTA, and via email.</p> <p>Umanga Tumatarau: REAP will run the event at the Solway Showgrounds on 13 & 14 March 2025.</p> <p>Workforce BA5 Hui: MiBW will run another BA5 Hui in February, April, and June - details of the events will be posted on MiBW's Facebook group and via email to their members.</p>
Water Education			
<p>The next event is scheduled for 18 February, focusing on growing specialised seed, followed by the last event on 20 March, focusing on deep bore development.</p>			