

Kia Orana EDS Team

Thank you for the opportunity to provide feedback on our draft EDS 2030. But before doing so, let me first of all congratulate the team for the fantastic job so far in collecting and compiling the information, well done. Haven't read the whole doc, but for what I have read it reflects the discussions that I have been involved with during consultation including the forum.

My main focus in responding falls around Objective 3: Developing our People & Culture. I support the idea to review the education curriculum and see how this can be aligned to meet the future demand of our labour force. I think one of the challenges we are having now is retaining graduates after their studies especially those ones getting financial support from the government. This has been an ongoing issue. We may need to review the period of their bond if there is such arrangement and extend to a minimum of 5 years whether they are in the public or private sector and we need to enforce the policies.

Whilst we have identified the need to review the education curriculum, I think there is also a need to review our policies around the oversight and management of our work force in the public sector. Currently, the way I see it, each Ministry does their own recruitment etc which is fine. Of course, they know their needs but looking at from a more holistic approach, I think it would be more efficient if an agency is charged with this role. Looking at the labour demand from a national level rather than the ministry level. This also allows prioritization and more efficient allocation of funding. I understand the Budget Committee do question these vacancies but I doubt whether they have time to dig into the details.

There is also the need to consider the ongoing training and development of the "older" workforce tailored to the competencies required of the roles they are in. I appreciate that we have the USP and CITTI institutions providing some of these training but they are more academic tailored. Most of our workforce hardly have interest in achieving a diploma or degree that will take 2-3 years to complete, and yet these are the more permanent staff than the newly graduated ones who later in their young lives decide to move overseas. Perhaps a more short-term courses and training is more appropriate for the "older" work force. Having a central agency to oversee the need for our work force training and development ensures a more coordinated and efficient approach.

Hope my 2 cents is worth reading

regards