

# Skills Shortages

and why our Young People are the  
Solution, not the Problem!

Address

To the

Steel Construction NZ

AGM 2017

by

**Dale Williams**

ONZM JP NZTCMCE fMTA

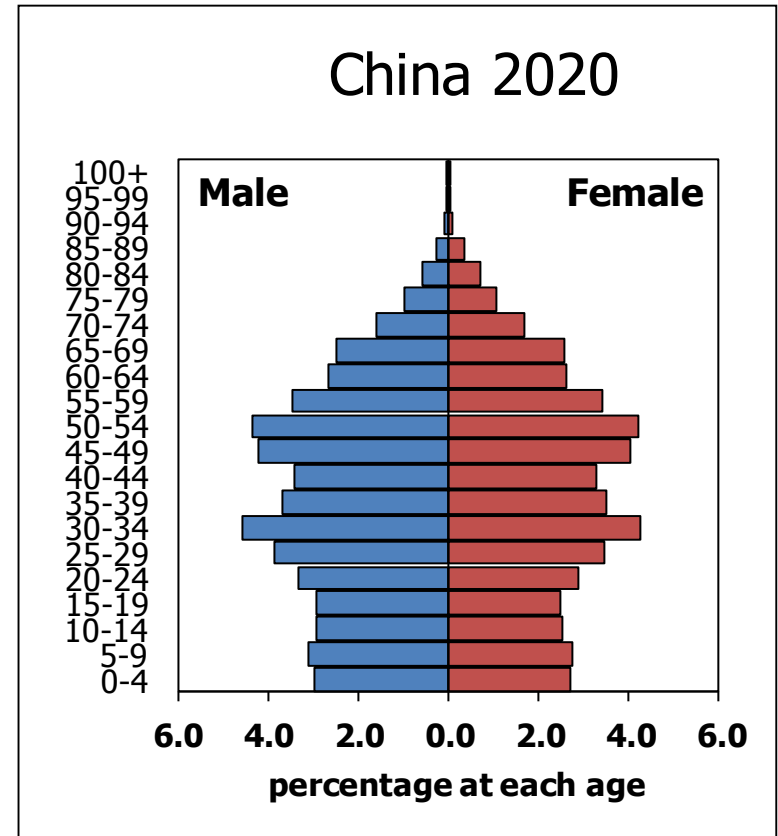
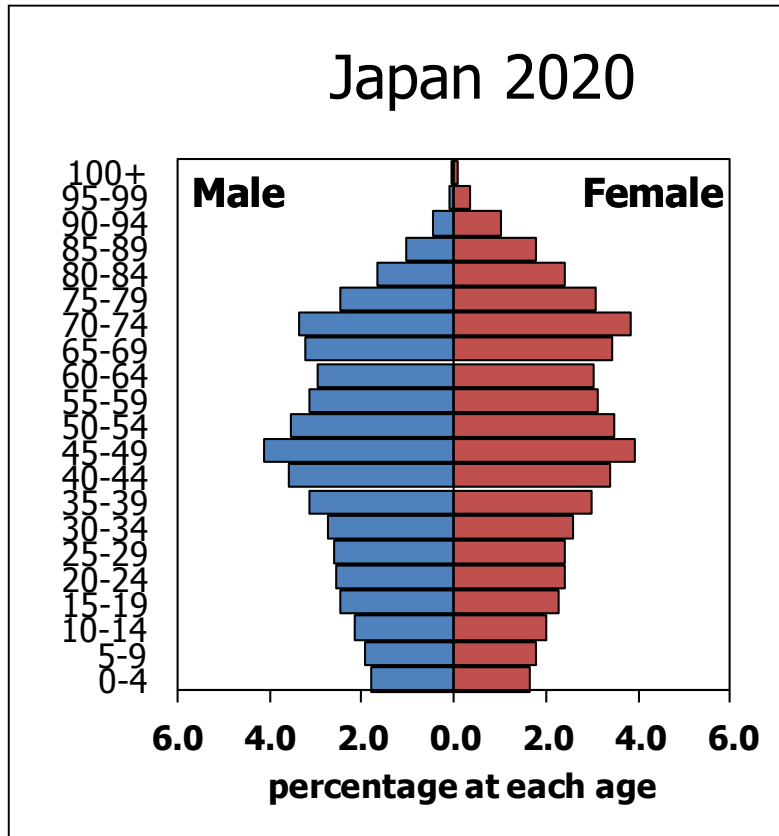


# Dale Williams ONZM JP NZTCMCE fMTA @ the C.O.A.L. face of Youth to Work solutions!

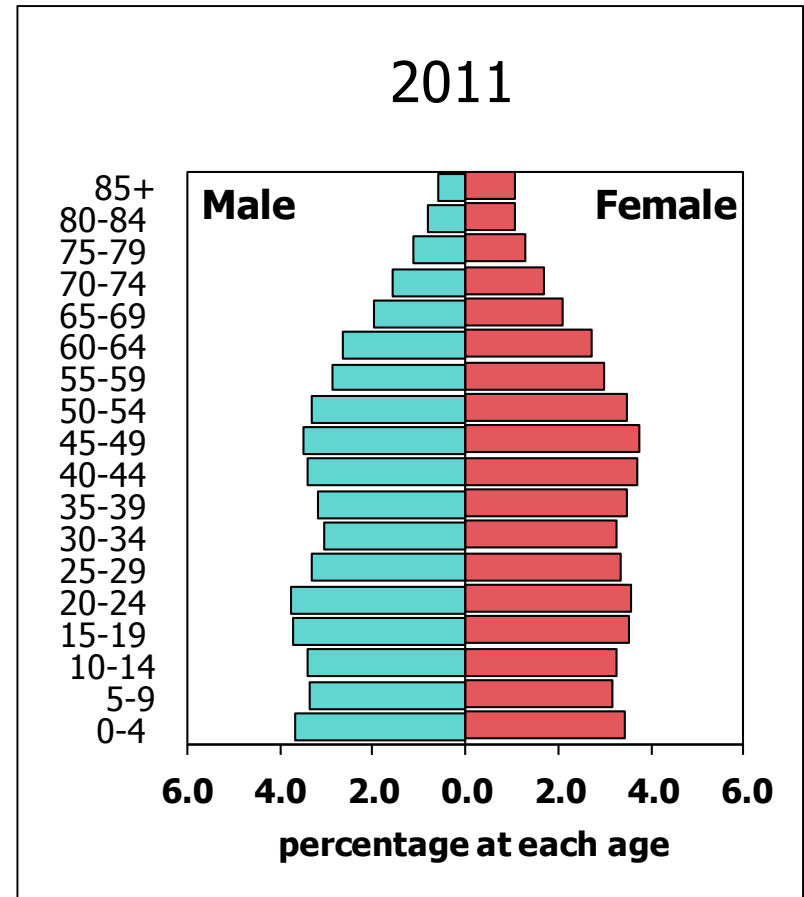
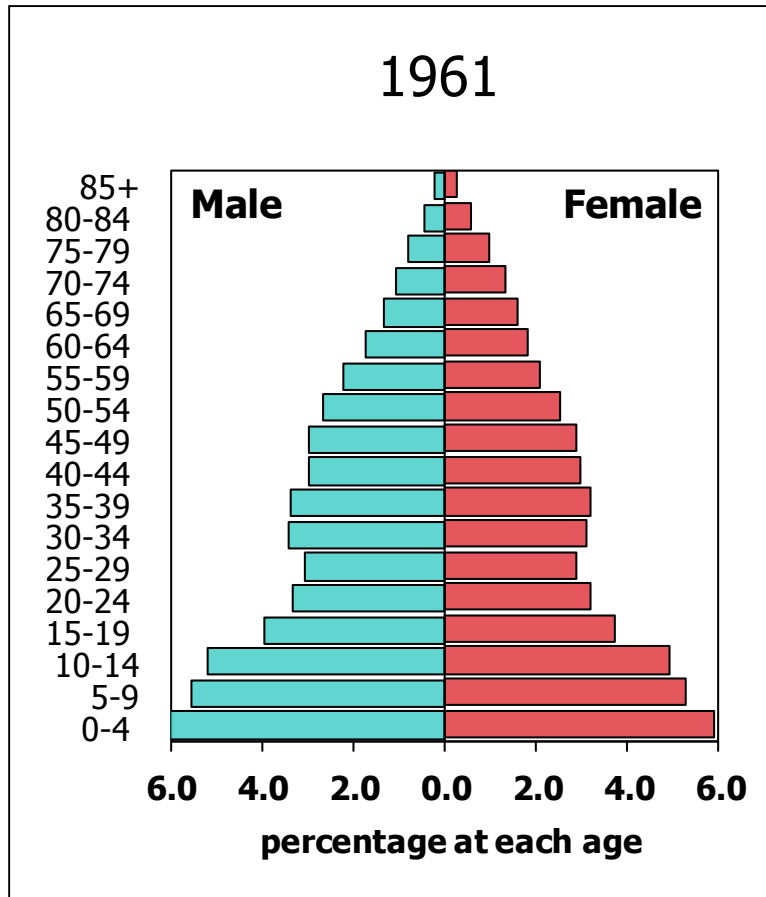


# Aging Population Demographics

Globally, population ageing is already slowing and ending growth



# The ageing New Zealand picture



# Developed countries are rapidly contracting

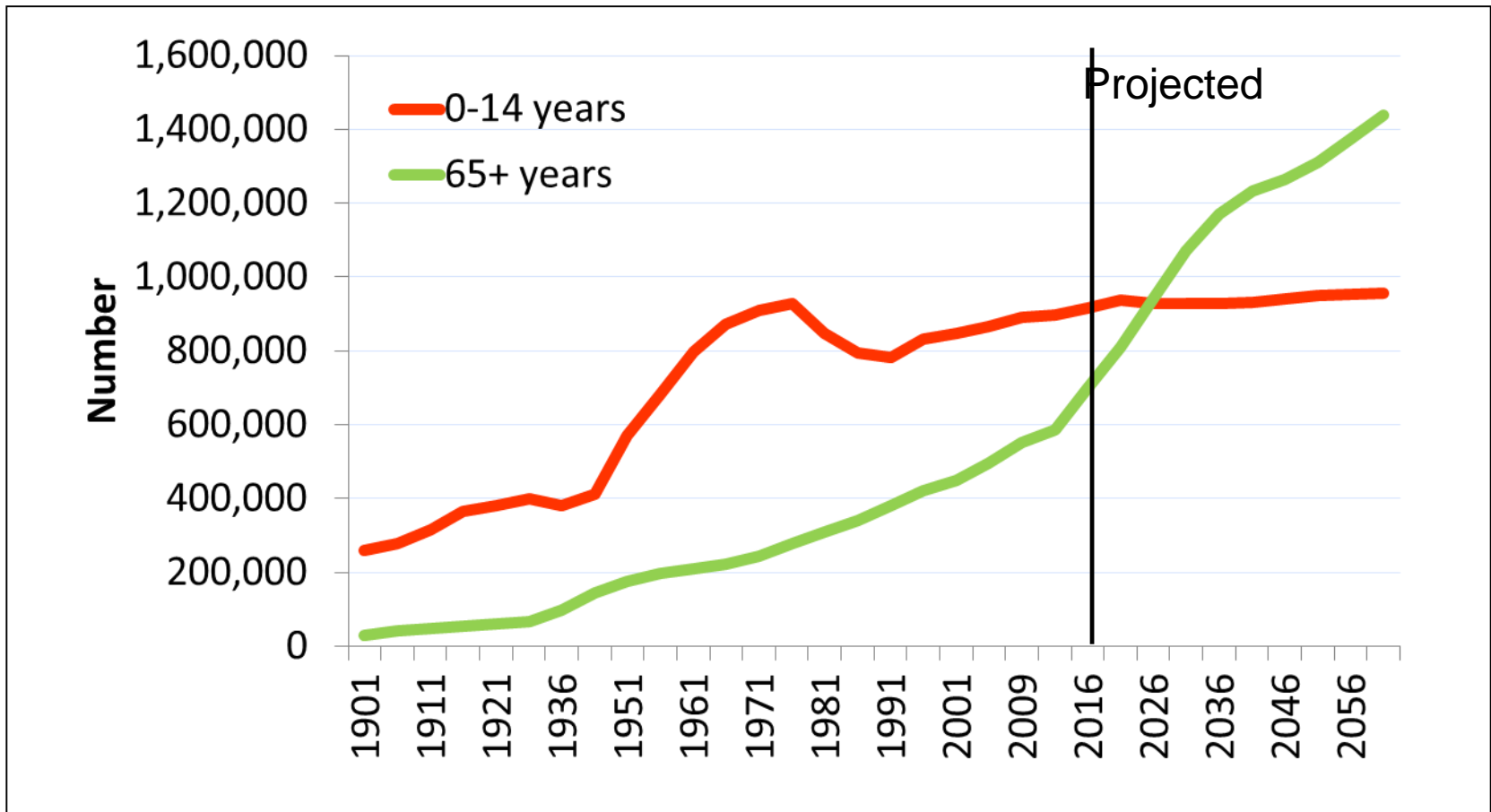
<b>2011 Info</b>	<b>65+ Years</b>	<b>All other age groups combined</b>
<b>By 2021</b> <i>4 years from now!</i>	25%	-1.3%
<b>By 2031</b> <i>14 years from now!</i>	49% (+98 million)	-3.9% (-40million)

# In New Zealand

## Staggering shifts in the ratio of young to old

2011 Info	65+ Years	All other age groups combined
<p>By 2026</p> <p><i>Only 9 years from now!</i></p>	<p>61% increase</p>	<p>5.4%</p>
<p>By 2031</p> <p><i>14 years from now!</i></p>	<p>100% increase- doubles from currently 600k to 1.2m Nzers Over 65 years old</p>	

# NZ's Elderly to Children crossover now less than 9 years away



***‘Young people will forever be more sought after, harder to find, and more expensive to secure....’***

*Prof Natalie Jackson 2011*

***‘An Industry or Community without a Youth to Work Strategy is **NOT** sustainable’***

*Dale Williams 2016*

Commitment to employing young people is **NO LONGER**  
'Can I afford to...' **BUT** 'Can I afford not to...'

Young people **CAN** and **WILL** future-proof our businesses,  
the SCNZ industry, and our Communities...

**BUT WE MUST**

**ENGAGE** with them, **INVEST** in them, **EMPLOY** them and **TRAIN** them!

**BECAUSE**

**Our YOUNG PEOPLE are the SOLUTION, not the  
PROBLEM!**