

workforce development strategy

'Plan for tomorrow by growing our leaders today'

Taking over the operational management of the Caves will contribute further to the economic viability and sustainability of the Caves, the Trust & its people.

In order to prepare for this the Trust needs to develop an effective and sustainable workforce to successfully operate the Waitomo Glowworm Caves. The workforce will come from hapu members living in Waitomo, Otorohanga, Te Kuiti and from the diaspora spread throughout New Zealand. It may even draw upon hapu members living overseas.

Developing careers for rangatahi and up-skilling the current workforce is an important aspect of the strategy. Recruiting hapu members with existing executive management skills may also occur. However, the timeframe ahead of us gives the Trust the opportunity to grow leaders from our own pool of young people.

The Trust is presented with an opportunity to develop a business that is run by hapu capability and capacity. This would add value to the current tourism offering by including the cultural heritage of our people to the natural heritage experience of the Caves.

To operate the Caves we need people with excellent administration, management & accounting skills, people who are IT savvy, people that have a flair for food, marketing & human resource people, scientists, maintenance people, top quality guides, skilled retail people, event planners and people with te reo and strong links to their whanau, hapu & iwi.

Why do this?

As kaitiaki we are the best people to look after its environs & the manuhiri who come to visit.

It presents us with the opportunity to employ & train our own people.

The tourism sector offers a wide range of career opportunities for our people to work in.

When we take over the operational management of the Caves we complete the Wai 51 settlement & return with our tupuna to our whenua.

