

COVER SHEET – PGF SKILLS & EMPLOYMENT (HE POUTAMA RANGATAHI)

3.5 Tautua Limited (He Poutama Rangatahi) Application		For: Approve	
Tier:	1 - Regional	Sector:	Skills
Background & context:		Recommendation(s):	
<p>Applicant Organisation:</p> <ul style="list-style-type: none"> Tautua Limited <p>Location:</p> <ul style="list-style-type: none"> Napier, Hawkes Bay <p>Proposal:</p> <ul style="list-style-type: none"> This proposal's purpose is to provide sustainable employment outcomes and increase income levels for Pasifika 'āigā' (family) in Hawkes Bay. The proposal uses a Pasifika framework where the centrality of the 'āigā to Pasifika culture features throughout the programme design, recognising that the 'āigā's health and well-being impact on the rangatahi's success. Key programme components include: <ul style="list-style-type: none"> A 5 week pre-employment training programme delivered by EIT Pastoral support delivered by a qualified youth navigator Job coaching and connection to employers This is the first application received by a Pasifika focused organisation which, while targeting Pasifika youth, is not at the exclusion of other high needs groups. It is also noted that PESS funding for Hawkes Bay is not available until (late) 2020. <p>Grant Funding Sought:</p> <ul style="list-style-type: none"> Total project value: \$ <small>Commercial Informat</small> (over 2 years) Targets 80 rangatahi in total (40 rangatahi per year) <p>Background:</p> <ul style="list-style-type: none"> Tautua (which means to serve or labour in 		<p>We recommend that the SRO(s)</p> <p>a) Approve \$320,000 from the Te Ara Mahi portion of the Provincial Growth Fund towards the Tautua Limited He Poutama Rangatahi project in Napier which is focussed on working with Pasifika youth.</p> <p>b) Note that this project has been endorsed by the Matariki Skills and Employment Sub-Group.</p>	

Samoan) Limited is a relatively new organisation having been established in 2017 in Napier as an employment brokering service to assist Pasifika youth into sustainable employment and education. Currently the company operates from a local Assembly of God church (the largest Pasifika denomination in Hawkes Bay) and has strong community linkages into the Tongan, Samoan, Cook Island, Tuvaluan, Fiji, Tokelaun and communities of Hawkes Bay.

- To date, Tautua Limited has received funding from MSD for 60 clients, achieving solid results with 48 of those clients attaining sustainable employment in a range of sectors (meat processing, engineering, construction, hospitality, aged care, tourism and horticulture). MSD confirms this performance.
- Having tested its operating model Tautua Limited is now ready to build upon lessons learned to date and the relationships in particular it has fostered with the Hawkes Bay business sector to expand its programme offering
- It is proposed that the new programme, which will target 80 clients into sustainable employment over two years, will be strengthened with the following key features:
 - **A 5 week pre-employment programme:** This will include EIT delivering its Pre-Employment Level 3 programme which will cover a variety of modules (see supporting letter).
 - **Intensive 'Āiga Support:** Led by the programme's Pastoral Care navigator, and drawing upon the services of relevant local services, a distinctive feature of this proposal is the intensive partnering together with 'āiga with the goal of ensuring the best possible outcomes for the client.
 - **Length of time:** Tautua anticipates that a viable programme with all the requisite components will be delivered within 9 months. This has been budgeted in the programme costs.
 - **Facilities:** The current church facilities used for its MSD contract are cramped and not suitable for what is being proposed. Leasing more appropriate off-site facilities are proposed.

<ul style="list-style-type: none"> Commercial Information 		
PGF Skills & Employment criteria that this proposal supports:		
Te Ara Mahi Criteria	Assessment Commentary	Met (Y/N/Partial)
Link with fund and government outcomes – delivers benefit to communities		
Acts as a catalyst for improving productivity potential in the region (s)	<ul style="list-style-type: none"> The project targets unemployed Pasifika rangatahi who are (or about to become) NEET to provide them with life and foundation employment skills. This will increase their employment opportunities and contribute towards increased productivity in the region. 	YES
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> Skills and employment are a regional priority and the target group are local Pasifika rangatahi. A key priority of the Government is improving Pasifika outcomes which this proposal directly supports. 	YES
Demonstrates potential to meet the current or future labour market skill needs of the region, including those resulting from PGF Tier 2 and 3 investments	<ul style="list-style-type: none"> The Pasifika rangatahi will be trained to be job-ready to meet the current labour market needs of the region. Employers do not have the resources for training and they cannot afford to lose productivity while training is undertaken. 	YES
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> Will reduce the number of rangatahi not in employment, education and training. However, given the linkages of this organisation to the Pasifika community it is not expected that the number of Māori will be significant. 	Partial
Increases local employment and earning potential, by supporting local people into local jobs, with an emphasis on sustainable employment outcomes	<ul style="list-style-type: none"> The application demonstrates that it addresses community aspirations and taps into local opportunities, relationships and infrastructure. The application is a response to the needs of the local Pasifika community. 	YES
Additionality – adds value by building on what is already there		

Addresses a gap in current service provision e.g. does not cover activities that are already funded for (unless funding is to up-scale or re-start, existing projects)	<ul style="list-style-type: none"> Local agencies have confirmed that no other agencies provide this kind of service specifically for Pasifika youth. 	YES
Demonstrates why third party funding, including other government agencies, cannot be used to address the current gap in service provision	<ul style="list-style-type: none"> MDS funding is not available to provide the full scope of pathways available with TAM to target support for non-beneficiaries. 	YES
Demonstrates awareness of and ability to connect to other services/initiatives that are complementary to the project	<ul style="list-style-type: none"> Tautua Limited have engaged with EIT and other relevant service providers (e.g. Napier Family Centre, Te Taiwhenua o Heretaunga) to develop this proposal. 	YES
Connected to regional stakeholders and frameworks		
Has support and input, where applicable, from: <ul style="list-style-type: none"> Local; industry, employers, community groups and employment bodies/governance mechanisms central and local government agencies iwi and other Māori governance mechanisms 	<ul style="list-style-type: none"> Tautua Limited has strong connections amongst the Pasifika community of Hawkes Bay, particularly the faith-based communities. Other key relationships include current and past employers and recruitment companies and the local WINZ office who refer clients. 	YES
Governance, risk management and project execution		
Has robust project management and governance systems planned or in place	<ul style="list-style-type: none"> As a recently established organisation Tautua Limited's policies and processes are evolving. However, there appears to be sufficient governance systems in place (a document on Policies and Procedures which outlines roles and responsibilities has been provided – not attached) The Matariki sub-group endorsement was informed by satisfactory past performance with MSD contracts. 	YES
Demonstrates the capacity and technical capabilities to effectively implement the initiative e.g. has experience in building local capacity, lifting work readiness and knowledge of the local labour market	<ul style="list-style-type: none"> The organisation has linkages with some labour market sectors in Hawkes Bay. The pastoral navigator is a qualified youth worker. EIT, an established provider, will deliver a component of the pre-employment programme. 	YES

Risk management approach outlined	<ul style="list-style-type: none"> See risk management plan 	YES
Future ownership / operational management identified	<ul style="list-style-type: none"> Not provided 	NO

The purpose of this briefing is to consider recommending PGF funds for Tautua Limited.

He Poutama Rangatahi (HPR) View:

The HPR team (within the PDU) recommends this proposal to SROs for funding, as the proposal meets HPR's criteria and helps address HPR's overarching objective, as a trial, of informing the employment system as to the most effective interventions with the greatest potential to improve employment outcomes for rangatahi aged 15-24 years old who are otherwise most at risk of long-term unemployment.

Regional Governance Group View:

The skills and employment sub-group support the proposal. The sub-group noted that evidence of clear employer links was lacking, however outcomes from their previous MSD contract have been good.

The Skills and Employment sub-group recommended that MBIE work through the above concerns with the provider (in response see support letter regarding employer engagement).

Risks and Issues:

- If recommended for approval by SROs, this proposal could be announced as part of the Hawkes Bay package announcement planned for April 2019. There would need to be discussion with Minister Jackson's office as this would potentially be an HPR announcement

Eligibility points of note:

- Due diligence:*- Full due diligence is to be completed. It is a condition of approval that due diligence is to be to the satisfaction of the Head of PDU Investment team.
- Conflict(s) of interest:*- Based on the information provided no conflict of interest is evident noting that full due diligence will inform this item further.
- Illegal Activity:*- Based on the application information provided and feedback from other agencies there is no indication that the applicant or project has been involved in, or associated with illegal activity.
- Alignment with Regional development plans:*- Aligns with regional plans
- Commercial funding availability:*- Given the nature of the project which is to provide rangatahi with life and employment skills access to commercial funding is not considered a feasible option.

Consultation undertaken or implications:

Legal	N/A	HR	N/A	Finance	N/A	MBIE policy	N/A	Other
--------------	-----	-----------	-----	----------------	-----	--------------------	-----	--------------

Consultation with relevant organisations was undertaken including MSD, MPP and MPI (no feedback provided).

Supporting proposal:	Yes
Appendices:	Yes - Application and supporting letters as annexes
Sponsor(s):	N/A
Manager/Author of paper:	Brendan Quinlivan, HPR/TAM team

PROACTIVELY RELEASED