

COVER SHEET – PGF SKILLS & EMPLOYMENT (HPR)

2.2 Kawerau Pathways to Work (ISK) – He Poutama Rangatahi (HPR) Application		For: Approve	
Tier:	1 - Regional	Sector:	Skills
Background & context:		Recommendation(s):	
<p>Applicant Organisation:</p> <ul style="list-style-type: none"> Kawerau District Council (on behalf of Industrial Symbiosis Kawerau) <p>Location:</p> <ul style="list-style-type: none"> Kawerau <p>Proposal:</p> <ul style="list-style-type: none"> This proposal comprises two NEET related initiatives to support Industrial Symbiosis Kawerau's (ISK) Pathways to Work plan, aimed at connecting local workers with local employers including: <ul style="list-style-type: none"> an industry-based cadetship programme (inc coaching and pastoral care) for 20 rangatahi NEETs per annum an Industry Training Support Service to ensure the progression and success of rangatahi NEETs (with targeted training support and pastoral care) offered apprenticeship placements ISK is partnering with Tuwharetoa ki Kawerau Health, Education and Social Services (TKKHESS) to deliver its Pathways to Work plan. TKKHESS has submitted a parallel proposal which should be considered complementary to this one. <p>Funding Sought (over two years):</p> <ul style="list-style-type: none"> Total project value: \$^{Commercial Informa} PGF Funding: \$311,000 <p>Background:</p> <ul style="list-style-type: none"> ISK is a network of businesses and organisations that have been working collectively in Kawerau 		<p>We recommend that the SRO(s)</p> <p>a) Approve \$311,000 from the He Poutama Rangatahi portion of the PGF towards the Kawerau Pathways to Work – Cadetships and Industry Training Support Services project</p> <p>b) Note that ISK and Tuwharetoa ki Kawerau Health, Education and Social Services are seeking a combined \$^{Commercial Informa} from the Provincial Growth Fund (PGF) for their joined-up Pathways to Work programme</p>	

since 2010. It received a \$100,000 He Poutama Rangatahi (HPR) grant in September 2018 to fund a 'Backbone Coordinator FTE' to drive implementation of its industry-led Pathways to Work strategy.

This proposal is for two initiatives that form part of the broader Pathways to Work Programme.

- 1) Cadetships: Industry-based three month long cadetships for up to 40 rangatahi NEET. The cadetships will include training and skills development for rangatahi designed to meet Kawerau's emerging workforce demands, as well as coaching and support for employers to provide pastoral care and create workplaces that are rangatahi-friendly. (Funding is sought for the cadetships and **Commercial Information** Commercial Information).
- 2) Industry Training Support Service: Study-support and pastoral care for rangatahi NEET aspiring to undertake industry training or rangatahi already participating in training. This includes access to technology, literacy and numeracy support, study groups and pastoral care. One of the goals of the service is to ensure the progression and success of rangatahi in apprenticeship placements. (Funding sought for **Commercial Information** Commercial Information and programme costs.

	Response	PDU (HPR) Statement regarding achievability of target
Number of people expected to be targeted by the project/activity annually:	20	Kawerau has a large number of rangatahi NEETs who would be targeted through this project
Number of people expected to attain employment as a result of the project/activity:	Commercial %	Kawerau has a significant number of jobs coming online in the next five year that make this target achievable

High level outcomes sought by the project/activity:	<p>Year one:</p> <ul style="list-style-type: none"> 20 cadets placed into industry-based cadetships <p>Year two:</p> <ul style="list-style-type: none"> 20 cadets placed into industry-based cadetships 	
Detail of who else is involved in funding the project/activity:	Both Kawerau Pathways to Work applications benefit from local in-kind support from the Industrial Symbiosis Kawerau industry collective	
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"> Meets employers' needs by addressing local supply of labour. Provides on-the-job pastoral care and training support to improve sustainability of employment placements 	Y
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> Imbedded in ISK's Pathways to Work programme 	Y
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"> Seeks to deliver specific on-the-job skills relevant to Kawerau's emerging workforce demands, as identified by employers engaged in ISK programme 	Y
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> Cadetship programme is specifically targeted towards rangatahi NEETs 	Y
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"> Focus on matching latent supply with emerging demand for labour, providing training in specific on-the-job skills and supporting NEETs placed into employment through ongoing pastoral care and training/personal development 	Y
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	<ul style="list-style-type: none"> Currently a lack of visible pathways into employment for NEETs in Kawerau. ISK's Pathways to Employment programme aims to address this by 	Y

or re-start, existing projects)	providing practical on-the-job training and engaging with key local employers who are part of ISK	
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"> ISK intends to create a successful programme that can attract investment, investment and support from within industry, philanthropic groups and other Government funds (i.e. MSD's Mana in Mahi, TEC funding to employers) beyond PGF funding 	P
Demonstrates awareness of and ability to connect to other services/initiatives that are complementary to the project	<ul style="list-style-type: none"> Driven by ISK, a network of businesses and organisations that has been working collectively in Kawerau since 2010. As a result, this application has a high chance of addressing local needs, i.e. connecting NEETs and local employers 	Y
Connected to regional stakeholders and frameworks		
<p>Has support and input, where applicable, from:</p> <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"> Driven by ISK, a network of businesses and organisations in Kawerau. Complements separate HPR application from TKKHES that seeks to strengthen pipeline from local secondary school into workforce and equip NEETs with practical work-ready skills Application has been developed with extensive input from central government agencies (MBIE, TPK, MSD, NZTA etc.) and has the support of regional Government steering group Tuwharetoa ki Kawerau (through TKKHES) supportive of application 	Y
Governance, risk management and project execution		
Has robust project management and governance systems planned or in place	<ul style="list-style-type: none"> Application will be co-managed by TKKHES Chief Executive and ISK's Pathways to Work Management Group 	Y
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"> Benefits from shared experience of businesses in the ISK network across a range of sectors. Joint applications led by Faylene Tunui, Deputy Mayor of Kawerau District and Chris Marjoribanks, Chief Executive of TKKHES 	Y
Risk management approach outlined	<ul style="list-style-type: none"> Applicant has identified a range of risks, and outlined appropriate mitigations 	Y
Future ownership / operational management identified	<ul style="list-style-type: none"> ISK and TKKHES are both well-placed to own their respective Pathways to Work programmes. They both have good governance structures, and (in the case of ISK) have strong industry buy-in 	Y

The purpose of this briefing is to consider recommending PGF funds for the Kawerau Pathways to Work project

Regional Governance Group View:

Supportive of the combined Kawerau package, which operationalises ISK's Pathways to Work strategy and is likely to secure sustainable employment/education/training outcomes for some of the hardest-to-reach rangatahi NEETs in the local community due to strong industry buy-in.

Risks and Issues:

- This project is part of a wider Kawerau Pathways to Work package. Both ISK and TKKHESS' proposals are inter-related to one another and should not be considered in isolation.

Eligibility points of note:

- *Due diligence*:- the applicant has already been subjected to a due diligence check through its previous He Poutama Rangatahi contract (but this will be reaffirmed during contracting)
- *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*:- Imbedded in ISK's Pathways to Work programme
- *Commercial funding availability*:- ISK intends to secure industry backing of proposal once programme is successfully operating

Consultation undertaken or implications:

Legal	N/A	HR	N/A	Finance	N/A	MBIE policy	N/A	Other	
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Cross agency feedback (national offices):

TEC: TEC supports the proposal. It does not have funding that is suitable for the broad aspects of this kind of programme. However, those involved in the cadetship aspect of the programme are employed, and these people may be supported through TEC funding to their employer, if their employer is part of the apprentice funding process (ITR funding to ITO's). The pastoral care aspect of the programme appears to tap into ITOs (ITR funding), so those learners will be supported through usual TEC funding to relevant ITO's/employers.

NZTA: NZTA notes the need for alignment with local council funding through the National Land Transport Fund. As both Pathways to Work applications have been developed in partnership with Kawerau District Council, this has been addressed. **Commercial Information**

Supporting proposal:

Yes

Appendices:

Yes - **Commercial Information**

Sponsor(s):

Kay Read

Manager/Author of paper:

BP