

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

2.3 Kawerau Pathways to Work (TKKHESS) – 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"> Tuwharetoa ki Kawerau Health, Employment and Social Services (TKKHESS) <p>Location:</p> <ul style="list-style-type: none"> Kawerau <p>Proposal:</p> <ul style="list-style-type: none"> This proposal comprises three initiatives that support Industrial Symbiosis Kawerau's (ISK) Pathways to Work plan: <ul style="list-style-type: none"> an industry-facing partnership (co-ordinator role) between TKKHESS and four local secondary schools to improve pathways to work, training or further education for 30 Kawerau-based school-leavers per annum a Work Ready On-Ramps programme, providing 'fit to learn' and 'fit to work' courses that support participants per annum into sustainable employment a Class 1 driver licence community mentoring programme a Post-placement Support Service, providing ongoing pastoral care for Pathways to Work graduates who are engaging with employment, education or training Up to 20 additional participants will utilise the driver license and post-placement support service per annum TKKHESS also partners with ISK to deliver its Pathways to Work plan. ISK has submitted a 		<p>We recommend that the SRO(s)</p> <p>a) Approve \$688,000 from the Provincial Growth Fund towards TKKHESS' Pathways to Work – project, comprising:</p> <ol style="list-style-type: none"> \$ ^{Commercial Informat} from He Poutama Rangatahi for components targeting rangatahi NEETs aged 15-24 \$ ^{Commercial Informat} from Te Ara Mahi for components targeting older people needing extra support to get into employment <p>b) Agree that a condition be added into TKKHESS' contract (subject to the application being approved) providing some flexibility for HPR and TAM funds to be re-allocated for programme costs, according to local need.</p>	

parallel proposal which should be considered alongside this one.

Funding Sought (over two years):

- Total project value: \$^{Commercial Informat}
- PGF Funding: \$658,000

Note: this application comprises a small Te Ara Mahi component totalling \$^{Commercial Informat}. This reflects TKKHESS' focus on both rangatahi NEETs (aged 15-24) and older NEETs (who are not eligible for HPR funding)

Background:

- TKKHESS' partner ISK is a network of businesses and organisations that have been working collectively in Kawerau since 2010. ISK 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.
- As part of the broader Pathways to Work programme, TKKHESS proposes to provide three initiatives:
 - 1) An industry-facing partnership between TKKHESS and the four local secondary schools (Edgecumbe, Tarawera, Whakatāne and Trident): a programme intended to prevent school leavers not going on to employment, education or training by increasing students' awareness of local industries and paths to employment, connecting students with local employers, and creating work experience opportunities for school leavers (^{Commercial Inform}
Commercial Information)
 - 2) Work Ready On-Ramps programme: two Kaupapa Māori, Kawerau-based programmes incorporating personal aspiration-building, career and life path planning, cultural identification and (re)connection, the Licence to Work programme, work exploration, work experience, and class 1 driver licensing. The programmes will target rangatahi NEET aged 15-24 as well as older under-employed community members, with up to ^{Comm} participants per annum (Commercial Information)
 - 3) Post-placement Support Services: pastoral

care and support for rangatahi in training programmes or employment, and their whānau. These services will be provided for up to ^{Comm} participants per annum. (^{Commercial Information} Commercial Information).

TKKHESS is applying for grant funding to cover HR, administrative, and programme costs for 3 years (2018/19 – 2020/21).

	Response	PDU (TAM) Statement regarding achievability of target
Number of people expected to be targeted by the project/activity annually:	Up to 90 p.a.	Kawerau has a large number of people within the targeted demographics who would be supported by this programme
Number of people expected to attain employment as a result of the project/activity:	^{Comm} %	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:	Up to ^{Co m} placed into employment, training or education per annum	
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	<ul style="list-style-type: none"> Imbedded in ISK's Pathways to Work programme 	Y

economic and employment plans and priorities, including any Māori development plans		
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. Partnership between TKKHESS and four local secondary schools will likely improve alignment with future labour market skill needs in Kawerau by reducing number of school leavers who fail to progress into employment or further education/ training Potential for participants who secure Class 1 driver licenses to progress towards commercial driver licenses through ToiEDA programme 	Y
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> As above, partnership with High School aims to address system failure of school leavers becoming NEETs. The Work Ready On-Ramps programme, comprising both 'fit-to-learn' and 'fit-to-work' courses, is well designed to target rangatahi <i>and</i> older NEETs with complex challenges that will need addressing before they can become work ready 	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 or re-start, existing projects)	<ul style="list-style-type: none"> Currently a lack of visible pathways into employment for NEETs in Kawerau. TKKHESS' Pathways to Employment programme aims to address this by providing practical on-the-job training and engaging with key local employers who are part of ISK, and crucially providing a Post-placement Support Service that delivers ongoing pastoral care for Pathways to Work graduates. The HPR team's experience shows that this ongoing support is vital to ensuring employment is sustained 	Y
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"> As with ISK, TKKHESS intends to create a successful programme that can attract 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	<ul style="list-style-type: none"> Partnering with ISK, and therefore has strong 	Y

ability to connect to other services/initiatives that are complementary to the project	industry buy-in, which will ensure the programme has a high chance of addressing local needs, i.e. connecting NEETs and local employers	
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"> Driven by ISK, a network of businesses and organisations in Kawerau. Complements separate HPR application from ISK 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 	Y
The purpose of this briefing is to consider recommending/ declining PGF funds for.....project		
<p>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.</p> <p>Risks and Issues:</p> <ul style="list-style-type: none"> This project is part of a wider Kawerau Pathways to Work package. Both ISK and TKKHES' proposals are inter-related to one another and should not be considered in isolation. <p>Eligibility points of note:</p>		

- *Due diligence*:- this has not yet been completed. Funding will be subject to due diligence being completed by PDU's 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*:- These are imbedded within ISK's Pathway to Work Programme.
- *Commercial funding availability*:- This application is for grant funding only.

Consultation undertaken or implications:

Legal	N/A	HR	N/A	Finance	N/A	MBIE policy	N/A	Other	
<p>TEC: TEC supports the proposal. It does not have funding that is suitable for the broad aspects of this kind of programme. 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.</p> <p>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</p>									
Supporting proposal:					Yes				
Appendices:					Yes - Commercial Information				
Sponsor(s):					Kay Read				
Manager/Author of paper:					BP				