

2.03 WAIROA YOUTH ACHIEVEMENT TRUST EMPLOYMENT PATHWAYS

PGF SKILLS & EMPLOYMENT (HE POUTAMA RANGATAHI)		For: Approval	
Tier:	1 - Regional	Sector:	Skills
Background & context:		Recommendation(s):	
<p>Applicant Organisation:</p> <ul style="list-style-type: none"> Wairoa Young Achievers Trust (WYAT) <p>Location:</p> <ul style="list-style-type: none"> Wairoa (Northern Hawkes Bay) <p>Proposal:</p> <ul style="list-style-type: none"> A two year project targeting 100 NEETS (inc non beneficiaries), building on current MSD funded schemes, to support a pathway for NEETS into further education, employment or training. Life skills, driver licenses and driver training and broad based work-training as well as pastoral care will be provided, including post-placement employment support for up to 12 months. <p>Funding Sought:</p> <ul style="list-style-type: none"> Total project value: \$Comm PGF Funding: \$305,574 i Applicant contribution: in-kind contribution of staff support up to Com which will cover a range of responsibilities such as monitoring and reporting, financial administration, governance and management of the project. <p>Background:</p> <p><i>The Applicant</i> The Wairoa Young Achievers Trust (WYAT) was established in 2004. Acting as an umbrella for a number of community-based initiatives that work to benefit the town's local people, the Trust supports the needs of a wider spectrum of youth to proactively provide a range of opportunities across sport, academia, the arts and life skills.</p> <p>WYAT also acts as a funding body for young individuals and groups to allow them to compete or contribute in sporting or culture activities and community projects.</p>		<p>We recommend that the SRO(s)</p> <p>a) Approve \$305,574 from the He Poutama Rangatahi Fund towards the Wairoa Young Achievers Trust (WYAT) Employment Pathways project</p> <p>b) Note that if approved, this is the first HPR project to be funded in Wairoa where Māori represent approximately 60% of the population and there are significant socio-economic challenges – and opportunities.</p> <p>c) Note that this funding is coming from an MBIE appropriation but the funding criteria aligns with PGF outcomes.</p> <p>d) Note that the Trust, as a grass-roots community based organisation with limited funding sources, is making a co-contribution of up to Com to ensure the programme is a success. i</p> <p>e) Note the proposal is strongly supported by the Hawkes Bay regional governance group (Matariki), Wairoa District Council, iwi, employers and relevant local and central officials.</p>	

The trust currently facilitates MSD 3 contracts. However, none of these have an employment outcomes focus.

The Proposal

Notably, this is the first HPR proposal to be considered for Wairoa where the job seeker rate is high at almost 13%, three times the national average. While Wairoa does have a supply of jobs available, these opportunities often remain unfilled due to a variety of complex reasons, including lack of work-ready employees.

This application responds to the multiple barriers to employment for youth in Wairoa. These include a lack of work readiness skills and a range of impediments including housing, drugs and alcohol, violence and inter-generational dependency on benefits.

This programme aims to prepare young people so that are more employable and ready to apply for a range of jobs available now in the Wairoa labour market. The programme will then help young people into sustained employment using the pathways the Trust has built with local employers.

TAM Funding and Training

TAM funding will be used to:

- recruit a Commercial Information Programme Coordinator; and
- contribute to the costs of a second Commercial Information role.

The Coordinator will be primarily responsible for pre-employment and pastoral care. The Commercial Information role will be more externally focussed, responsible for employer engagement.

The proposed training programme includes:

- Drivers licenses
- First aid and health and safety certificates
- Participation in the Mantra Programme which is a unique local grass roots self-development programme specifically designed for Wairoa youth to assist individuals build responsibility and accountability for themselves (the programme is taught as a set of 3 workshops over a 6 week period)
- Specialised traffic control courses that will enable youth to gain employment in the roading sector
- IT skills where appropriate
- Pastoral support to all youth participating in the programme, including contracting of external services as required

Targeted Sectors

The main sectors which will be targeted are:

- Hospitality; roading; the meat industry (AFFCO); rail; trades; and also the digital sector.

Potential Employers

WYAT has strong connections with a number of employers who have indicated strong support for the proposal. Employers expected to partner with the programme include:

- Commercial Information

	Response	PDU (TAM) Statement regarding achievability of target
Number of people expected to be targeted by the project/activity annually:	50 participants after 1 year	Achievable: sufficient participants available; Wairoa likely to have a significant number of jobs with potential PGF investments.
Number expected to attain employment/go into further training as a result of the project/activity:	Commercial Information	Based on applicant's previous record of working successfully on MSD contracts
High level outcomes sought by the project/activity:	<ul style="list-style-type: none"> • Supply of skilled, trained employees to address labour shortage. • Sustained employment for local people, including those farthest from employment. • Transition from part-time seasonal work to more full-time permanent roles, including employees to more highly skilled roles. 	
Detail of who else is involved in funding the project/activity:	WYAT will be making a contribution in-kind of up to C Co which will cover a range of responsibilities such as	

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	<p>monitoring and reporting, finances, governance and management of the project. No other funders are involved in the project.</p>	
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"> • Contributes to the development of a more highly skilled workforce in an area of high social and economic deprivation. • 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"> • Aligns with Hawkes Bay Regional Economic Action Plan by: <ul style="list-style-type: none"> - Building skills and capability in Hawkes Bay - Reducing the proportion of Hawkes Bay population who are NEET - Reducing Māori unemployment 	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"> • This application will help to meet the identified skilled labour shortage in Wairoa as well as contribute to the skills needs resulting from other PGF investments (e.g. Commercial Information [REDACTED] has received PGF funding for a feasibility study to expand its services). • Seeks to deliver specific skills relevant to Wairoa's emerging workforce demands, as identified by employers engaged in the programme. 	Y
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> • The target group for the programme are all currently not in employment, education or training – will include non-beneficiaries • Most, if not all, participants will be Māori. • The Mantra Programme, which is a local self-development course and is achieving good results is designed to address NEETs with complex challenges that will need to be addressed before they can become work ready. 	Y
Increases local employment and	<ul style="list-style-type: none"> • Focus on matching latent supply with emerging 	Y

earning potential, by supporting local people into local jobs, with an emphasis on sustainable employment outcomes	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.	
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"> Addresses a gap in the training and employment pathway for young, mainly Māori in Wairoa. This programme is unique in that it prepares young people for a range of employers. 	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"> Access to commercial funding is not an option for this kind of training programme. The programme is beyond the remit of MSD both in terms of services offered and potential participation of non-beneficiaries (e.g. 16 and 17 year olds). 	Y
Demonstrates awareness of and ability to connect to other services/initiatives that are complementary to the project	<ul style="list-style-type: none"> This programme has strong industry buy-in, which will ensure the programme has a high chance of addressing local needs, i.e. connecting NEETs and local employers. 	Y
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"> The applicant has strong networks with local employers. The application has been developed with input from central government (MBIE, TPK, MSD), has the support of the regional Government steering group, the Wairoa District Council and local iwi. 	Y
Governance, risk management and project execution		
Has robust project management and governance systems planned or in place	<ul style="list-style-type: none"> Robust project management and governance systems demonstrated. 	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"> The Trust is an established provider, having successfully delivered programmes for MSD as well as running a number of other community based programmes which are held in high regard. 	Y

Risk management approach outlined	<ul style="list-style-type: none"> Risk management approach outlined 	Y										
Future ownership / operational management identified	<ul style="list-style-type: none"> The Trust has good operational management practices in place. 	Y										
The purpose of this briefing is to consider recommending PGF funds for Commercial Information project												
<p>Regional Governance Group View: The regional group supports this proposal noting that WYAT has produced credible results in the delivery of their youth services on behalf of MSD. The group recognises the proposal's potential to establish and maintain a pipeline for local young people into local jobs.</p> <p>Risks and Issues:</p> <ul style="list-style-type: none"> It will be essential that the individuals appointed to run the Employment Pathways programme have the requisite skills. We will ensure we are consulted on the recruitment process and will keep in close touch as the programme is rolled out. <p>Eligibility points of note:</p> <ul style="list-style-type: none"> <i>Due diligence:</i> Due diligence has been completed. No issues have been identified. <i>Conflict(s) of interest:</i> Based on the information provided no conflict of interest is evident. <i>Illegal Activity:</i> 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. <i>Alignment with Regional development plans:</i> Aligned with the Matariki Hawkes Bay Regional Economic Action Plan. <i>Commercial funding availability:</i> Given the nature of the project (training and skills development) access to commercial funding is not considered a feasible option. 												
<p>Consultation undertaken or implications:</p> <table border="1"> <tr> <td>Legal</td> <td>N/A</td> <td>HR</td> <td>N/A</td> <td>Finance</td> <td>N/A</td> <td>MBIE policy</td> <td>N/A</td> <td>Other</td> <td></td> </tr> </table>			Legal	N/A	HR	N/A	Finance	N/A	MBIE policy	N/A	Other	
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<p>Cross agency feedback (national offices): Feedback has been sought from national offices of MSD, MoE and TPK but not yet received at the date of submission. MSD supports the proposal.</p>												
Supporting proposal:	Yes											
Appendices:	Yes – Applications support letters expected from Rongomaiwahine Iwi Trust; AFFCO and Wairoa District Council											
Sponsor(s):	N/A											
Manager/Author of paper:	Stephen Ruddell/Rani Morunga											