

2.02 RANGATAHI PATHWAYS TO THE TRADES INITIATIVE 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"> Gisborne Development Incorporated. An incorporated society focused on access to vocational employment for young people, including a Trades Training Centre. <p>Location:</p> <ul style="list-style-type: none"> Tairāwhiti <p>Proposal:</p> <ul style="list-style-type: none"> Expansion of Pathways to Trades programmes in the construction, engineering and automotive industries to include 20-24 year old rangatahi who are NEET. The programmes include work readiness and life skills, literacy and numeracy development and NCEA level 1 and 2 credits in construction, engineering or automotive skills. <p>Funding Sought: \$425,000</p> <ul style="list-style-type: none"> Total project value: \$Comm PGF Funding: \$425,000 Applicant contribution of resource in kind: training facility, vehicles, existing equipment. <p>Background:</p> <p>Gisborne Development Inc runs a Trades Training Centre that raises the skill levels of under-represented youth and the long term unemployed in Tairāwhiti to pathway them into industry-based apprenticeships, employment and further training. It is applying for He Poutama Rangatahi funding to expand its existing Pathways to Trades programmes to train 30 rangatahi aged 20-24, who are not in employment, education or training (NEET).</p> <p>Gisborne Development Inc currently has funding from TEC's Youth Guarantee Fund to deliver Pathways to Trades programmes for 16-19 year olds who have left school with no</p>		<p>We recommend that the SRO(s)</p> <p>a) Approve \$425,000 from the He Poutama Rangatahi portion of the Provincial Growth Fund towards the Rangatahi Pathways to the Trades Initiative.</p> <p>b) Note the project expands a successful pathway to trades programme to include 20-24 year olds who are not in employment, education or training.</p> <p>c) Note the project targets 30 rangatahi who have left school with no or low qualifications and provides a pathway to the construction, engineering or automotive industries.</p> <p>d) Note the programme will result in ^{Comm} rangatahi going in to sustained employment, further training or apprenticeships.</p>	

or low qualifications. The training programmes include work readiness and foundation skills training, NCEA Level 1 and 2 credits that will enable students to go progress to formal trades training, and work experience that can lead into direct employment. Gisborne Development Inc's Pathways to Trades programmes bridge the gap for young people who have left school with no or low qualifications to go on to trades training, apprenticeships and sustainable employment.

Gisborne Development Inc is applying for He Poutama Rangatahi funding to extend its Pathways to Trades programmes to 20-24 year olds. The Youth Guarantee Fund can only be used to train 16-19 year olds, however Gisborne Development Inc also has demand for its courses from 20-24 year olds who have left school with no or low qualifications and are now interested in trades but do not have the credits required for entry to formal trades training or apprenticeships.

He Poutama Rangatahi funding will allow Gisborne Development Inc to expand its Pathway to Construction, Pathway to Mechanical Engineering and Pathway to Motor Industry programmes to include 20-24 year old NEETs.

The programmes include:

- life skills and work readiness including development of motivation, commitment to work, confidence, punctuality, attendance and communication
- literacy and numeracy
- practical and theory unit standards
- work experience.

Depending on their chosen pathway, after 12-18 months, rangatahi are able to achieve:

- National Certificate levels 1 and 2 in Building, Construction and Allied Trades, plus level 3 carpentry unit standards
- National Certificate Levels 1 and 2 in Mechanical Engineering
- New Zealand Certificate in Automotive Engineering level 3.

Rangatahi will progress into full time employment, further training or an apprenticeship.

Gisborne Development Inc has more demand from employers for its trainees and apprentices than it is currently able to meet. It has already identified ^{Commercial Information} construction firms, ^{Commercial Information} engineering firms and ^{Commercial Information} automotive firms (^{Commercial Information}) that want to employ ^{Commercial Information} trainees from the expanded programme.

Over 3 years, He Poutama Rangatahi funding would cover:

- wages for ^{Commercial} part time trades tutors and a literacy and numeracy support person: \$Comm
- programme costs: \$Comm (tools, materials, trainee travel allowance and expenses, equipment repairs and maintenance, plant hire, vehicle expenses, administration and reporting)

Gisborne Development Inc's contribution is resource in kind:

- Training facility, vehicles, existing equipment
- Established networks and reputation with employers

	Response	PDU (HPR) Statement regarding achievability of target
Number of people expected to be targeted by the project annually:	10 (30 over three years)	Applicant already has demand for places
Number of people expected to go into employment, apprenticeships or further training as a result of the project:	Comm	Based on applicant's experience with similar programmes
High level outcomes sought by the project/activity:	<ul style="list-style-type: none"> • Motivated, positive, confident rangatahi • Address labour shortage in construction, engineering and automotive industries in region • Reduce NEETs in Tairāwhiti • Increased income and wellbeing for rangatahi and their whanau 	
Detail of who else is involved in funding the project/activity:	Applicant contribution of resources in kind: training facility, vehicles, existing equipment	

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"> Increases skills and capability in the region's construction, engineering and automotive sectors 	Y
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> Aligns with the Tairāwhiti Economic Action Plan, particularly the plan's commitment to "support regional trades training to increase employer participation and to improve pastoral care to increase achievement" (Action 8.4) 	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"> Directly meets labour market shortages identified by the region in construction, engineering and automotive sectors 	Y
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> All participants in the programme will be NEETs Participants will have left school with no or low qualifications and be at risk of long term unemployment Most participants will be Māori 	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"> The programme will place up to <small>Comm</small> rangatahi into local employment in the construction, engineering and automotive sectors. The applicant already has employers engaged to provide work experience and employ graduates of the programme 	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"> This programme fills a gap by expanding the Pathways to Trades programme to reach 20-24 year olds who are NEET 	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"> TEC's Youth Guarantee Fund can only be used for 16-19 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"> Graduates from the programme can go on to apprenticeships (potentially supported by MSD's Mana in Mahi programme) or more advanced training with other local providers 	Y
Connected to regional stakeholders and frameworks		
Has support and input, where applicable, from: <ul style="list-style-type: none"> Local; industry, employers, 	<ul style="list-style-type: none"> Endorsed by the CARE Advisory Forum: the skills and employment sub-group of the Tairāwhiti Economic Action Plan Steering Group. The TEAP Steering Group 	Y

<p>community groups and employment bodies/governance mechanisms</p> <ul style="list-style-type: none"> • central and local government agencies • iwi and other Māori governance mechanisms 	<p>includes Gisborne District Council, industry leaders and all iwi chief executives</p> <ul style="list-style-type: none"> • Supported by the Tairāwhiti offices of MSD, MoE and TPK in Tairāwhiti. • The applicant has already engaged ^{Com} employers wanting graduates: ^{Com} construction firms, ^{Com} engineering firms and ^{Com} automotive firms 	
Governance, risk management and project execution		
<p>Has robust project management and governance systems planned or in place</p>	<ul style="list-style-type: none"> • Robust project management and governance systems demonstrated 	Y
<p>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</p>	<ul style="list-style-type: none"> • Experienced practitioners that have delivered trade training to the Gisborne/Tairāwhiti region for over 30 years • Former Modern Apprenticeship co-ordinator for Gisborne, East Coast and Wairoa districts • Approved by NZQA to deliver the Pathway to Construction, Pathway to Mechanical Engineering and Pathway to Motor Industry programmes and to assess programme unit standards 	Y
<p>Risk management approach outlined</p>	<ul style="list-style-type: none"> • Risk management approach outlined 	Y
<p>Future ownership / operational management identified</p>	<ul style="list-style-type: none"> • Incorporated Society established in 1982 • ^{Privacy of natural persons}, Training Centre Manager will continue operational management 	n/a
<p>The purpose of this briefing is to consider recommending PGF funds for Rangatahi Pathways to the Trades Initiative</p>		
<p>Regional Governance Group View: This project has been endorsed by the CARE Advisory Forum, which is the regional skills and employment sub-group of the Tairāwhiti Economic Action Plan Steering Group. The Forum is co-chaired by the Regional Commissioner for MSD and the CEO of Activate Tairāwhiti.</p> <p>Risks and Issues: None identified</p> <p>Eligibility points of note:</p> <ul style="list-style-type: none"> • <i>Due diligence:-</i> Due diligence has been requested. • <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> The programme aligns with the Tairāwhiti Economic Action Plan. • <i>Commercial funding availability:-</i> Given the nature of the project (trades training), 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	
Cross agency feedback (national offices):									
Commercial Information									
. The application is supported by the regional offices of MSD, MOE and TPK.									
Advice from regional and any other PDU teams:									
The Tairāwhiti PDU team based in Gisborne (Privacy of natural persons) have worked directly with Gisborne Development Incorporated to develop the application									
Supporting proposal:	Yes								
Appendices:	Yes - Application and supporting documents are as annexes								
Sponsor(s):	N/A								
Manager/Author of paper:	Stephen Ruddell/ (Privacy of natural persons)								