

## COVER SHEET – PGF SKILLS & EMPLOYMENT (TE ARA MAHI)

<b>3.10 Smart Waikato’s Secondary School Employer Partnerships (SSEP) extension – Growth, building capability and co-creating entry-level employment PGF Te Ara Mahi (TAM) Application</b>		<b>For: Approval</b>	
<b>Tier:</b> 1 - Regional	<b>Sector:</b> Regional Projects		
<b>Background &amp; context:</b>		<b>Recommendation(s):</b>	
<b>Applicant Organisation:</b> <ul style="list-style-type: none"> <li>Smart Waikato Trust</li> </ul>		<p><b>We recommend that the SRO(s)</b></p> <p><b>a) Approve</b> \$449,300 from the Provincial Growth Fund toward Smart Waikato’s Secondary School Employer Partnerships Extension project</p> <p><b>b) Free and frank opinions</b> [REDACTED]</p> <p><b>c) Note</b> That as a local initiative MoE has been keen to support Smart Waikato in this initiative;</p> <p><b>d) Free and frank opinions</b> [REDACTED]</p> <p><b>e) Note</b> TPK support a positive recommendation for this application subject to due diligence;</p> <p><b>f) Note</b> this application went to SRO’s in 2018 and was deferred until the Cabinet paper on Skills &amp; Capability was presented to Cabinet;</p> <p><b>g) Note</b> The SRO’s agreed this is a laudable application in the education and training space, particularly as it focuses on the population which are at risk of becoming NEETs;</p>	
<b>Location:</b> <ul style="list-style-type: none"> <li>Hamilton</li> </ul>			
<b>Proposal:</b> <ul style="list-style-type: none"> <li>Extending the Smart Waikato’s Secondary Schools Employer Partnership (SSEP) Programme to more schools for a three year period and setting up a central SSEP Resource Centre to build capability within schools to assure sustainability and growth of their employer partnerships.</li> </ul>			
<b>Funding Sought:</b> <ul style="list-style-type: none"> <li>Total project value: \$ [REDACTED] <small>Commercial Inform</small></li> <li>Te Ara Mahi Funding: \$449,300 <small>Commercial Information</small></li> </ul>			
<b>Background:</b> <ul style="list-style-type: none"> <li>This initiative aims to increase the link between industry and education to create better transitions of school leavers in the local workforce.</li> <li>The initiative is a formal partnership between secondary schools and local employers who link into schools faculties at year 9 and 10, supporting contextualised learning in the classroom, and by introducing students to a wide range of careers.</li> </ul>			

- Smart Waikato have been successfully delivering the SSEP Programme with 22 Waikato Schools and employers to date. This funding will help expand the existing programme into more schools across the Waikato region noting the schools which it is expanding into have a high population of Maori Students.
- This initiative projects that by <sup>Commercial</sup>, it will have <sup>Commercial Info</sup> students enrolled in the programme through <sup>Comm</sup> schools. An increase from the <sup>Commercial I</sup> students through <sup>Comm</sup> schools in 2018 (an increase of <sup>Com</sup> schools per year)
- As SSEP targets students in years 9 and 10, the majority of students will continue into further education in the senior school with better career aligned subject choices as a result of SSEP.
- Smart Transitions (through alignment with SSEP employers) will then provide more entry level local work opportunities for these students to transition to from senior school. Alternatively senior students will undertake further education or training to ready themselves for work.
- The initiative supports secondary schools to engage effectively with local employers in order to improve educational pathways for students through their schooling with emphasis on the journey – secondary, tertiary (and training) and employment.

PROFITABLY RELEASED

PGF Skills & Employment criteria that this proposal supports:		
Te Ara Mahi Criteria	Assessment Commentary	Met (Y /N/Partial)
<b>Link with fund and government outcomes – delivers benefit to communities</b>		
Acts as a catalyst for improving productivity potential in the region (s)	<ul style="list-style-type: none"> <li>• The project will improve productivity in Waikato by increasing the pool of skilled and motivated local people available to fill vacant local positions and improving the student retention and achievement within the schools</li> </ul>	Y

Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> <li>• Has strong alignment with regional plans</li> <li>• SSEP has been developed alongside the Waikato Regional Labour Market Strategy Group as part of 'Waikato Means Business' objective of "Building and attracting and retaining skills and talent.</li> <li>• SSEP is a key short-term action of the Waikato Maori Agenda and Action Plan's Education strand "Encourage participation in Secondary School Employer Partnerships"</li> </ul>	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"> <li>• The aim is to improve student retention, achievement and education-to-employment transitions and to ultimately address future workforce gaps and skills issues in Waikato.</li> </ul>	Y
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> <li>• Improves student retention and provides a transition pathway from education to employment</li> <li>• A focus of the project will be on schools with high Maori populations</li> <li>• Currently approximately 47% of SSEP participants are Māori</li> </ul>	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"> <li>• Aims to increase the link between industry and education to create better transitions of school leavers in the local workforce</li> </ul>	Y
<b>Additionality – adds value by building on what is already there</b>		
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"> <li>• This proposal is for the extension and development of their current initiative which has grown and evolved over a 4 year period due to extensive consultation with stakeholders and evaluation of their experiences. This Funding will enable them to expand the programme in to more schools</li> </ul>	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"> <li>• This is a collaborative project sourcing funds from a variety of sources including Waikato businesses (as well as thousands of hours of voluntary time), philanthropic trusts and a contribution from schools. Government funding assists with the scale of the operation and helps enable the development of capabilities to ensure sustainability of this initiative.</li> </ul>	Y
Demonstrates awareness of and ability to connect to other services/initiatives that are	<ul style="list-style-type: none"> <li>• Yes, this has been demonstrated through the operation of their current service</li> </ul>	Y

complementary to the project		
<b>Connected to regional stakeholders and frameworks</b>		
Has support and input, where applicable, from: <ul style="list-style-type: none"> <li>Local; industry, employers, community groups and employment bodies/governance mechanisms</li> <li>central and local government agencies</li> <li>iwi and other Māori governance mechanisms</li> </ul>	<ul style="list-style-type: none"> <li>The initiative is well supported by local stakeholders that include Waikato Regional Labour Market Strategy Group and is as identified as a short term action by Waikato River Iwi through the Waikato Maori Agenda and Action Plan.</li> <li>Recently won the Economic Development NZ Award for Best Practice in Collaboration – business, iwi and community with SSEP.</li> <li>Smart Waikato Trust works closely with the regional office of Ministry of Education to ensure strategic actions are aligned</li> </ul>	Y
<b>Governance, risk management and project execution</b>		
Has robust project management and governance systems planned or in place	<ul style="list-style-type: none"> <li>Existing governance and management model for the pilot will be utilised</li> </ul>	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"> <li>Have been successfully running this programme for 4 years already</li> </ul>	Y
Risk management approach outlined	<ul style="list-style-type: none"> <li>Appropriate risk management for the proposal has been identified</li> </ul>	Y
Future ownership / operational management identified	<ul style="list-style-type: none"> <li>By <sup>Commercial</sup>, almost <sup>Commer</sup> percent of Waikato secondary schools would have been through the 3 year programme. As they exit their three years, the SSEP Resource Centre supports their ability to continue the partnerships with the businesses through online resources, workshops and assistance. Connections will have already have been created between the schools and employers through the programme so the two groups are expected to continue to work together to provide seamless transitions from school to employment / training</li> </ul>	Y
<b>The purpose of this briefing is to consider recommending PGF funds for Smart Waikato's Secondary School Employer Partnerships programme</b>		
<b>Regional Governance Group View:</b> N/A		
<b>Risks and Issues:</b>		

- This application will be announced by the Prime Minister on the Commercial Information.
- Free and frank opinions .

**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*: Strong alignment with regional plans.
- *Commercial funding availability*: Given the nature of the project 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	
<p>The following consultation has occurred:</p> <p>Internal PDU teams – feedback on application received</p> <p>TPK – provided a positive recommendation subject to due diligence</p>									
<b>Supporting proposal:</b>				Yes					
<b>Appendices:</b>									
<b>Sponsor(s):</b>				N/A					
<b>Manager/Author of paper:</b>				MD, Te Ara Mahi team					