

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

3.14 ECO TOA Programme (Ecological Warrior) – He Poutama Rangatahi Application		For: Approval	
Tier:	1 - Regional	Sector:	Skills
Background & context:		Recommendation(s):	
<p>Applicant Organisation:</p> <ul style="list-style-type: none"> RecruitMe NZ Ltd <p>Location:</p> <ul style="list-style-type: none"> South Hokianga and Kaikohe <p>Proposal:</p> <p>This proposal is to recruit and train NEET rangatahi from South Hokianga and Kaikohe. This programme will be a 5 month intensive programme to provide specialist training (of soft and hard skills) and improved employability for local male rangatahi with sustainable employment on completion for the majority. Hard skills taught include forestry, predator and weed control, riparian planting and nursery work. Qualifications in forestry and first aid are available.</p> <p>The rangatahi targeted will include non-beneficiaries NEETs and MSD beneficiaries who need more intensive support than MSD schemes can provide. They will likely have experienced intergenerational unemployment, drug and alcohol dependency, lack life skills and have low, if any education qualifications.</p> <p>Grant Funding Sought:</p> <ul style="list-style-type: none"> Total project value: \$ Commercial Information <p>Funding split</p> <p>Commercial Info \$ Commercial Inform</p> <p>Background:</p>		<p>We recommend that the SRO(s)</p> <p>a) Approve in principle up to \$418,556.00 from the He Poutama Rangatahi (HPR) funding in the Provincial Growth Fund for Eco Toc</p> <p>b) NOTE that the Northland Skills and Employment Steering Group conditionally endorses the application, subject to the finalisation of costs</p> <p>c) NOTE that HPR/PDU will work with MSD and MPI to review the wage subsidies and other costs prior to finalisation.</p> <p>d) NOTE letters of support from Commercial Information () and Commercial Information ()</p> <p>e) NOTE RecruitMe NZ Ltd successfully delivered a He Poutama Rangatahi project March - August 2018, with 12 NEET rangatahi (from 16) still in sustained employment and one in education at this time.</p>	

¹ Subject to review and finalisation

Reconnecting Northland (RN) is a charitable trust supported by the Tindall Foundation and Foundation North set up to run large scale ecological restoration programmes.

Reconnecting Northland have approached Jack Johnson, Johnson Contractors Ltd to provide on the job training in the South Hokianga area for bio diversity, establishing predator protection zones and riparian planting. Gaining skill and work experience in a conservation context can lead to work in the expanding area of ecological restoration and in the local forestry industry.

Johnson Contractors Ltd through their RecruitmeNZ Limited arm and existing industry relationships, intend to continue to employ rangatahi and support their ongoing progression in the forestry industry past project completion. Johnson Contractors Ltd has developed clear, sustainable employment opportunities that provide full time employment throughout the year, not subject to the seasonal nature of the industry.

This project is a 5 month intensive programme to provide specialist training (of soft and hard skills), with associated pastoral care to improve employability for local male rangatahi with sustainable employment on completion for the majority. Hard skills taught include forestry, predator and weed control, riparian planting and nursery work. Qualifications in forestry and first aid are available.

Due to the difficulties in attracting rangatahi to this type of employment the programmes to incentivise full commitment by rangatahi by a paid training or minimum wage during a five-month period of training and work experience.

As the rangatahi will likely have experienced intergenerational unemployment, drug and alcohol dependency, lack life skills and have low, if any education qualifications, the provision of pastoral care is an essential part of this programme.

Johnson Contractors/RecruitMe Ltd are a financially sound company who have provided training courses for MPI and MSD previously. In 2018, they also delivered a successful HPR project with ^{Comm} rangatahi (Commercial Information) in still sustained employment and one in education.

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"> This programme will provide unemployed rangatahi with life and employment skills to enable them to undertake sustained employment thus improving productivity within the region. The provider is linked to sustainable employment opportunities that provide full-time employment throughout the year. 	Yes
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> Skills and employment are a regional priority. Will support Reconnecting Northland's purpose: "seeks to enable a mutual interdependence based upon a healthy, natural environment that provides regenerative and sustainable livelihoods for its human inhabitants" 	Yes
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 programme focuses on forestry and ecological restoration which are both labour demands within the Northland region. This will include demand from the 1BT investments. 	Yes
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> Northland has a higher than average rate of NEETS and in particular Māori NEETS. The programme aims to give young rangatahi at high risk of long term employment soft and hard skills and to assist them into sustainable employment. The target group is local NEET males aged between 18–25 and is predominantly Māori. 	Yes
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"> Johnson Contractors Ltd has developed clear, sustainable employment opportunities that provide full time employment throughout the year, not subject to the seasonal nature of the industry. The project provides local rangatahi with work skills and links to local employment opportunities. 	Yes
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"> Yes this programme will add value and addresses a gap in Kaikohe/South Hokianga – there are no similar forestry schemes. There is also an HPR project at Mangatōa Station Farm but this has a small number of rangatahi and is a different cohort less suitable for forestry training. 	Yes

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"> Their core business is training provision for MSD clients. This particular project is not 'business as usual'. It is specifically provides for rangatahi who are young and unemployed, provides more intensive support and longer paid work experience than programmes they run for MSD. MSD may contribute some training funding under their existing policies for some of the rangatahi but they cannot for non-beneficiaries project will not proceed without HPR funding. 	Yes
Demonstrates awareness of and ability to connect to other services/initiatives that are complementary to the project	<ul style="list-style-type: none"> This project is complementary to another HPR project in the region and is linked agency services in the area. 	Yes
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 provider has strong connections with local hapu and community in the South Hokianga area - including on the He Ripo Kau project: a large-landscape initiative involving a range of hapū, marae, community groups, agencies, research institutes and education providers working in the greater Hokianga region. Has the support of MSD, DOC and Northland Regional Council. 	Yes
Governance, risk management and project execution		
Has robust project management and governance systems planned or in place	<ul style="list-style-type: none"> As RecruitME has previously held contracts with He Poutama Rangatahi and MSD, we are aware of their good robust project methodology and governance processes backing this company 	Yes
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 programme has been designed by Jack Johnson based on 18 years of experience in running training programmes of this kind. RecruitMe NZ Ltd has been running training programmes in partnership with MSD, MPI and MBIE since 2016. 	Yes
Risk management approach outlined	<ul style="list-style-type: none"> RecruitME demonstrate and outlined the risks for each of their programme at the beginning of a 	Yes

	programme through their mapping of their methodology and will ensure that mitigations are in place.		
Future ownership / operational management identified	<ul style="list-style-type: none"> The project will managed by Johnson Contractors. However it will be subject to ongoing Evaluation and Monitoring by MBIE and managed through an Outcomes Based contract. 		Yes
The purpose of this briefing is to consider recommending PGF funds for the HPR Eco Toa project			
<p>Regional Governance Group View: The Northland Skills and Employment Strategy Team have reviewed the application and have endorsed this in principle it subject to a joint MSD/HPR review of costs (ongoing). (Note - the original application was for \$^{Commercial}).</p> <p>Risks and Issues: <i>Include where applicable:</i></p> <ul style="list-style-type: none"> <i>A previous RecruitMe NZ Ltd HPR scheme was subject to a Ministerial announcement by the Minister of Employment.</i> <i>A Press Release and advice will be prepared with PDU Comms .</i> <i>MPI have an interest in this project as it is forestry related .</i> <i>There are no dependencies with other related projects.</i> <p>Eligibility points of note:</p> <ul style="list-style-type: none"> <i>Due diligence:- Full due diligence has been completed and no issues identifies</i> <i>Conflict(s) of interest:- No conflict of interest is evident noting that full due diligence will inform this item further.</i> <i>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.</i> <i>Alignment with Regional development plans:- Is aligned with the Regional Development Plan</i> <i>Commercial funding availability: Given the nature of the project which is to provide unemployed rangatahi with life and work skills access to commercial funding is not considered a feasible option.</i> 			
Consultation undertaken or implications:			
Legal	N/A	HR	N/A
Finance	N/A	MBIE policy	N/A
Other			
<i>Consultation has been undertaken with regional agencies in Northland. Whilst supportive of the project there are number of queries on the costs that we expect to be resolved, as the provider has worked previously with MSD & MPI.</i>			
Supporting proposal:	Yes		
Appendices:	Yes - Applications Commercial Information		

Sponsor(s):	N/A
Manager/Author of paper:	Ben Dalton - Stephen Ruddell

PROACTIVELY RELEASED