

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

3.15 Te Koru Education and Employment Initiative Project Te Ara Mahi (TAM) Application		For: Approve	
Tier:	2 - Sectors	Sector:	Skills
Background & context:		Recommendation(s):	
<p>Applicant Organisation:</p> <ul style="list-style-type: none"> First Choice Employment Services <p>Location:</p> <ul style="list-style-type: none"> Tairāwhiti <p>Proposal:</p> <ul style="list-style-type: none"> Te Koru Education & Employment Initiative <p>Funding Sought:</p> <ul style="list-style-type: none"> Total project value: \$^{Commercial Information} PGF Funding: \$1,200,000 <p>Background: First Choice Employment Services propose delivering an evidence-based pre-employment programme involving individual assessments, counselling, and interactive and multi-layered education interventions designed to change critical thinking patterns, with a particular focus on changing addictive drug and alcohol behaviours. This work will be linked to training and employment placement opportunities through established industry partnerships.</p> <p>The programme will involve a total of ^{Commer} participants per year (ie ^{Commerc} in total over the life of a 2 year programme) delivering the following key components designed to move participants into supported and sustainable employment outcomes: individual assessments (designed to identify intrinsic motivators); D & A education; individual counselling; drug testing; work preparation skills and interventions (including driver education); work placement; in-work support and pastoral care; and evaluation (further details on the content of the curriculum to be delivered are included as appendices in the</p>		<p>We recommend that the SRO (s):</p> <ol style="list-style-type: none"> Recommend approval of \$1,200,000 from the Te Ara Mahi portion of the Provincial Growth Fund towards First Choice Employment Service's Te Koru Education & Employment Initiative Refer the Te Koru Education & Employment Initiative application for PGF funding to Regional Economic Ministers group for decision Note that \$^{Commercial Inform} of this funding will be apportioned specifically for current and future providers who may require additional capacity support. 	

application). These interventions will be delivered by First Choice's team of staff and specialised external resources, as appropriate.		
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"> The human capital investment in this project will increase the potential workforce capability in the Tairāwhiti region by at least ^{Commercial Inform} individuals over a 2 year period. As a training and recruitment provider with strong working relationships with a wide variety of industry groups and employers it is expected that First Choice's targeted employment approach which provides pastoral care to both the individual and the employer will deliver sustained productivity improvements for the region. A portion of this funding (\$^{Commercial Inform}) will be apportioned specifically for current and future providers who require additional support and capacity. This might include intervening to retain disengaged rangatahi; or to contracting First Choice's drug and alcohol counselling and education services, as required. Providing this capability will further facilitate the impact of this investment. 	Yes
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> Strong alignment: the Tairāwhiti Action Plan specifically references the Applicant in Action 8.0 (<i>Growing Our People</i>) as an industry partner who will enable young people to meet their potential, including supporting programmes for pathways into employment, amongst other relevant actions. 	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"> Given the prevalence of substance abuse in the Tairāwhiti region this pre-employment programme provides the right mix of pastoral care and tailored interventions to meet current and future labour market skills needs. 	Yes
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> Nearly half of Tairāwhiti's population is Māori and it is correspondingly younger than most other regions. With an over-representation of NEETs and Māori this project has the potential to reduce the region's NEETs, particularly for Māori. Relevant curriculum topics include: Te Reo Māori, 	Yes

	marae visits, East Coast history, Who You and We Are as a Community.	
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"> Increased skilled workers who are drug free will lift the region's employment rates and productivity levels for locals and create career paths which up until now have not been available. 	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"> No other service currently provides a targeted programme in Tairāwhiti which specifically offers drug and alcohol counselling and rehabilitation services with a view to achieving sustainable employment outcomes. 	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"> No other opportunities are available to seek funding from third parties as the outcomes do not fit directly within their frameworks (noting that the 2 year proposed programme is outside the standard MSD contract time frames). Commercial Information 	Yes
Demonstrates awareness of and ability to connect to other services/initiatives that are complementary to the project	<ul style="list-style-type: none"> The strength of this proposal is that it provides the appropriate interventions for a sustained period of time (with an emphasis on D and A services, as required) and then linking individuals with strong industry networks which First Choice already has to identify a suitable employment outcome once the candidate is employer-ready. First Choice works with a number of other organisations and has strong local connections. The provider will engage with the best available specialised external providers to enhance its in-house capabilities. 	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"> Strong industry support: see attached letters of support Commercial Information Supported by: Mere Pohatu, TPK; Steve Breen, Activate Tairāwhiti; Karen Barlett, MSD Regional Labour Market Manager. No support evident in application of iwi/other Māori governance mechanisms. However, in recognising the significant number of Māori as its client group the provider has confirmed it will employ a Kaiawhina to ensure a culturally holistic approach is 	Yes

	taken to pastoral care.	
Governance, risk management and project execution		
Has robust project management and governance systems planned or in place	<ul style="list-style-type: none"> Evidence of a well organised approach to managing the project has been provided. 	
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"> As a service provider First Choice has a proven record of achievement in service delivery to the Ministry of Social Development and private industry groups. First Choice has the professional experience to satisfy the requirement of this proposal, as well as the physical and financial resources to do so. First Choice provides drug free, skilled and motivated employees and monitoring processes that provides employers with the confidence that with the right support, its employees will remain drug free and achieve sustainable and rewarding careers. 	Yes
Risk management approach outlined	<ul style="list-style-type: none"> Risks are not expected to be high and these risks and a management approach has been identified. 	
Future ownership / operational management identified	<ul style="list-style-type: none"> N/A 	
The purpose of this briefing is to consider recommending/ declining PGF funds for.....project		
<p>Regional Governance Group view: The Matariki sub-group is supportive of this proposal:</p> <ul style="list-style-type: none"> <i>"...the sub group supports the specific focus of this proposal as an identified need in our region of drug and alcohol issues. This is relevant amongst the NEETs cohort. The proposal shows that the provider has capacity to provide targeted alcohol and drug counselling through their current staffing as they have a psychologist on board....the providers previous contract with MSD has had good outcomes and they have verified networks of employers. The inclusion of employers in their pastoral care consideration is also a positive (see attached)."</i> <p>Risks and Issues: <i>Include where applicable:</i></p> <ul style="list-style-type: none"> <i>Advice on PR/Ministerial announcements and events.</i> <i>Communications opportunities/risks associated with the project</i> <i>Opportunities for cross MBIE engagement.</i> <i>Potential impacts on MBIE staff, stakeholders and reputation.</i> <i>Cross agency risks and implications.</i> <i>Dependencies with other related projects.</i> <p>Eligibility points of note:</p> <ul style="list-style-type: none"> <i>Due diligence:- Full due diligence is to be completed. It is a condition of approval that due diligence is to</i> 		

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 as detailed above

Consultation undertaken or implications:

Legal	N/A	HR	N/A	Finance	N/A	MBIE policy	N/A	Other
<p>MSD: Has been consulted and is supportive of the proposal (Privacy of natural persons, Regional Commissioner, Hawkes Bay/Tairāwhiti; Privacy of natural persons, Regional Labour Market Manager).</p> <p>TPK: Has been consulted and is supportive of the proposal (Mere Pohatu, Regional Manager, Tairāwhiti).</p>								
Supporting proposal:						Yes		
Appendices:						Yes – Commercial Information		
Sponsor(s):						Te Rau Kupenga, SRO, Tairāwhiti		
Manager/Author of paper:						Brendan Quinlivan, PDU		

PROACTIVELY RELEASED