

2.3 GROWING FUTURE FARMERS (GFF)

PGF Application – TE ARA MAHI		For: Approval	
Applicant:	Growing Future Farmers Charitable Trust	Pipedrive ID #	Commercial Information
Region	Mult-region	PGF Funding Sought:	\$750,792
Region detail:	Tairāwhiti Hawke's Bay Wairarapa	Total Project Value:	Commercial Information
		Applicant co-funding:	\$Commercial Information Commercial Information
Entity Type:	Registered Charitable Trust	Funding Structure:	Grant
Entity Detail:	Growing Future Farmers Trust has been established for the purposes of developing and implementing the Growing Future Farmers (GFF) Programme. It has only recently been formed formally and gone through the charitable trust process. The objectives of this Trust are to provide high quality training and education to young people to encourage and support their careers in the New Zealand farming industry; and to work with and assist other organisations with similar objectives and purposes.		
We recommend that the SROs:			
<p>a) Approve \$750,792 from the Te Ara Mahi portion of the Provincial Growth Fund towards establishment and phase one of the Growing Future Farmers Scheme.</p> <p>b) Note the funding covers a Commercial Information, will engage at least Comm participants, and has support in principle from CARE in Tairāwhiti, the Matariki Skills and Employment Sub-Group in Hawkes Bay and representatives from the Primary Sector Skills Group in Wairarapa.</p> <p>c) Note this TAM proposal fills a current gap in on-farm vocational training with support from Beef and Lamb NZ, TEC, and MPI, along with other industry stakeholders (Farm IQ, Rabobank, Pastoral Management Group).</p> <p>d) Note Commercial Information</p> <p>e) Note this programme will be delivered on-farm, by farmers, supported by Commer in Wairarapa and Gisborne/Wairoa in the first year with planned roll out to Hawkes Bay, Central North Island, Canterbury</p>			

and Southland in the second year.

f) **Note** [Redacted] Commercial Information

g) **Note** the training will be delivered in partnership with [Redacted] Commercial Information in the initial regions to support the completion of NZQA Level 3 qualifications alongside industry-recognised practical training.

Proposal:

This initiative's purpose is to establish and implement a scalable on-farm training scheme that will offer young people (under 24yrs) the opportunity to obtain NZQA Agriculture qualifications L3 – 5 alongside practical, on farm certification. It will also provide industry the opportunity to grow management and leadership skills amongst their employers.

The programme involves students/cadets being placed on-farm with GFF approved Farmer-Trainers for two years. They will learn in a real environment and mix practical workplace-based skills with classroom group learning facilitated by a training provider such as [Redacted] Commercial Information. Upon completion of the programme they will be supported into employment in the industry and continue their learning pathway through to NZQA level 5, as well as industry led GFF certification at an equivalent level.

The programme will be delivered on a small scale in the first year (up to [Redacted] Commercial Information students) to refine the delivery model before increasing the numbers significantly in the second year (up to [Redacted] Commercial Information students). Following framework establishment and socialisation of the programme in the wider farming community - ongoing funding for training will be provided through [Redacted] Commercial Information and industry.

The funding sought will be used to resource the administration and HR salary component of co-ordinating this programme across multiple regions and multiple farmer-trainers. [Redacted] Commercial Information full-time roles will be employed to work alongside farmer-trainers and training providers to ensure quality programme delivery, and these roles will be supported by centralised administration and consultants for reporting, alignment with the NZQA framework, digital development of the programme and establishment of a mentoring framework. Marketing, recruitment and governance costs to scale the programme up in the second year are also included.

The GFF programme has been designed to address current issues facing the sheep, beef and lamb industry such as:

- Poor statistics in workplace training – less than [Redacted] Commercial Information %
- Concerning number of employees (over [Redacted] Commercial Information %) with none or unknown qualifications
- Current capacity across all cadet-type farms in New Zealand is approximately [Redacted] Commercial Information spaces for a required [Redacted] Commercial Information new farm positions annually.
- Attracting young people
- Offering a credible attractive employer led career path supported by industry recognised training
- Lack of appropriate training and courses to address loss of life and injury on NZ farms, Animal Welfare, biosecurity, farmer wellness and resilience
- Current lack of alignment between qualifications and the skill and capability of people.

GFF will establish a robust Farmer-Trainer accreditation process to meet H&S compliance requirements (inclusive of quality standards for working, training and living conditions for students). GFF will assess and upskill Farmer-Trainers prior to placement of students on farm. While there are enough suitable Farmer-Trainers for the first year of the programme – covering [Redacted] Commercial Information participants, a key purpose of the funding is to develop the Farmer-Trainer

network further in other regions to support a further [redacted] cadets.

There has been a high level of interest from industry and regions, however there is work to be done in these additional regions to prepare suitable Farmer-Trainers for delivery of the programme. Farmer-Trainers will be linked to the [redacted] Commercial Information extension and support as well as leadership programmes tailored to each individual farm. GFF Registered farms will provide the following for the duration of the [redacted] Commercial Information programme (equivalent to \$ [redacted] Commercial Information per annum):

- [redacted] Commercial Information
- [redacted] Commercial Information
- [redacted] Commercial Information
- [redacted] Commercial Information
- [redacted] Commercial Information
- [redacted] Commercial Information
- [redacted] Commercial Information
- [redacted] Commercial Information

Students will also receive \$ [redacted] Commercial per week as a scholarship while they are learning, to be funded by the farmer-trainers. There is potential for this weekly amount to be picked up by other agencies and/or iwi groups if they wish to sponsor a student to take part in the programme.

The training scheme has been developed by Growing Future Farmers Trust. [redacted] Commercial is the confirmed education provider and assessor of the NZQA qualification component of GFF training scheme in the initial regions. Training will cover:

- *Essential Skills* – with a focus on development of core base skills and knowledge and NZQA Certificate of Agriculture L3

Once cadets complete the two year initial programme – they will continue their learning journey by being enrolled in and supported through both industry-based and NZQA qualifications as below:

- *Advanced Skills* – with a focus on building on essential skills and knowledge through to level of first position in management and NZQA Certificate of Agriculture Production Management L4
- *Business Management* – with a focus on management and leadership practices, applying specialised technological knowledge and skills for farming in the future and NZQA Certificate of Agriculture Production Management L5

The GFF Training scheme will also include pastoral care and support for students on farm, focus on areas such as loss of life and injury on farms, animal welfare, biosecurity, farmer wellness and resilience, advanced farm vehicle training, on-farm workplace stockmanship and access to new agricultural technologies and software. Industry experts as Assessors throughout the GFF training scheme is a point of difference from existing 'cadet farms' in NZ. GFF will use a range of industry specialists eg:

- Veterinarians
- Soil and Nutrient Specialists
- H&S Advisors and Worksafe NZ
- Subdivision and Fencing Quality Body [redacted] Commercial Information
- NZ Dog Trial Association
- Agri-Software Specialists [redacted] Commercial Information
- Shearing Association [redacted] Commercial Information
- Mental and Mind Health Providers
- Specialised Agri Leadership programmes
- Communication and Conduct programmes.

This programme aims to bridge the gap between the classroom and the farm by providing a specifically designed and delivered training programme within a working farm context. By preparing individuals with the skills needed to be successful in the commercial environment, it is anticipated health and safety risks, worker and employer wellbeing and staff retention on farm and for the industry, improves. Unlike existing cadet farms the GFF training scheme utilises a cluster of farms managed as a single training entity. This structure provides the ability to take on more cadets for a training year without compromising the quality delivery that cadet farms deliver through intimate pastoral care and daily mentoring. GFF cadets will also be able to be appropriately rotated amongst the participating farms if required to allow for a more diverse training and assessment experience.

Cadets will be locally sourced, and while to date the programme has been undertaken by school leavers – there is space to engage providers working in the NEETs space via Youth Services. GFF has completed an initial test of the training scheme with two students from **Commercial Information** who on completion have both been offered full time positions with a salary of over \$**Commercial Information** and remain in the GFF pathway to complete their L4 in their workplace.

GFF will have **Commercial Information** students enrolled in the Year 2 programme in 2020 and offer scholarships to **Commercial Information** more students in the Tairāwhiti and Wairoa districts for a January 2020 launch as well as **Commercial Information** students in Wairarapa. GFF have NZ-wide interest in Central North Island, wider Hawke's Bay, Southland and South Canterbury regions and intend to commence the registration process in January 2020, offering **Commercial Information** scholarship placements in each location. GFF will recruit students to these areas by August 2020 and offer placements in **Commercial Information**.

Funding Detail

- The funding requested over two years includes:
 - \$**Commercial Information** to employ a Programme Development Manager, a Programme Facilitator, a HR consultant and administration support
 - \$**Commercial Information** for consultancy to: align the GFF programme with the NZQA framework; provide advice on digitising the programme **Commercial Information** establishing a mentoring system within the industry
 - \$**Commercial Information** for the GFF Area Package (6 regions at \$**Commercial Information** each year) for cost of initial marketing, promotion, recruitment and stakeholder engagement prior to each delivery year
 - \$**Commercial Information** for programme administration – inclusive of travel and accommodation, course materials, communication, IT and office expenses and accountancy, governance and legal costs
- The average cost per participant over two years is \$**Commercial Information**
- The applicant has secured \$**Commercial Information** in funding from **Commercial Information** to contribute towards the overall project

The initiative will result in the following annual outcomes breakdown:

	Response	PDU (TAM) Statement regarding achievability of target
Number of people expected to be targeted by the project/activity annually (on average):	Starting with Commercial Information on the programme to be completed by Commercial Information and a further Commercial Information commencing the Commercial Information programme in Commercial Information . (Complete	Highly likely to achieve this target given strong industry and regional linkages. Farmer-Trainers for the first year Commercial Information cadets) are close to being confirmed. Interest from other regions is high and therefore likely to establish a suitable network into Commercial Information

	by 2022)	
Number of people expected to attain employment as a result of the project/activity annually (on average):	End of 2020 – <small>Com</small> into employment End of 2021 – <small>Comme</small> into employment End of 2022 – <small>Comme</small> into employment	High demand exists for qualified, work ready farm workers and managers in the regions targeted.

Assessment against the PGF criteria:

Eligibility Criteria

This application is eligible for PGF funding.

Productivity Potential

The project will:

- Provide a credible career path underpinned by on farm and classroom based training to encourage young people to enter the sheep, beef and deer industry filling the Commercial Information new farm positions annually
- Professionally promote farming as a viable career to school leavers that would otherwise not be exposed to the opportunity
- Present a consistent and repeatable model for on farm training that can be scaled appropriately to meet regional needs
- Contribute to sustainable regional growth in Tairāwhiti, Wairoa and Wairarapa as well as other targeted regions

Policy objectives and regional priorities

This project aligns with the Te Ara Mahi principles by:

1. Supporting local people into local employment opportunities. Although to date this programme has targeted school leavers and will likely continue to do so – the programme has been shaped to meet the needs of young people who may not otherwise have connected with employment opportunities in the farming industry and may not be in any form of education, employment or training currently.
2. It provides additionality to the current offering in the sheep, beef and deer industry workforce development space by providing an alternative to group residential training as offered via places like Commercial Information, and Commercial Information. There is high demand for places on these programmes with many young people unsuccessful in getting accepted. This initiative provides an alternative and allows for more one on one pastoral support via the Farmer-Trainer model. Discussions with Commercial Information. There are some differences however with their target cohort as Commercial Information are predominantly focussed on Māori students and place a lot of emphasis on work readiness and preparation in their programme. GFF will be seeking to place students into a work environment from the outset. There could be potential for their programmes to collaborate and work together in Tairāwhiti.
3. The sustainability of the programme has been established – as once the network of Farmer-Trainers in the identified regions has been developed and embedded – this programme will continue on with the support of Commercial Information
4. The primary sector is identified as a priority for investment in the targeted regions and this training

programme supports this industry to boost its productivity and workforce development approach.		
PGF Criteria	Assessment Commentary	Rating (0✓ to 5✓)
Link with fund and government outcomes		
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> Tairāwhiti Economic Action Plan – 8.2 Implement a regional youth employment strategy with ways to enable young people to meet their potential including support programmes for pathways into professions “Employment, skills and capability” is a pou of Matariki Hawkes Bay Regional Development Strategy for economic and inclusive growth. One of the programmes of work is to “Strengthen the sustainable pipeline of talent from education to employment” – and this programme supports that. Wairarapa have a focus on looking for solutions to primary sector skills training and this programme meets that need. 	✓✓✓✓
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"> GFF Training scheme includes NZQA certification, on farm training, Industry experts as Assessors throughout the programme ensuring industry is not only provided with a qualified employee on completion of training but also one with practical certification Well supported by Industry/farmers and Beef and Lamb New Zealand Will address gap in current training provision to meet industry demand for <small>Commercial Information</small> new employees annually. 	✓✓✓✓✓
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> Directly impacts individuals with the potential to scale up to achieve significant difference in the skilled labour demand the sector currently experiences. Viable career pathway promotion for farming is a current gap. The regions targeted have relatively high Maori populations who experience disproportionate rates of disengagement compared to the general population. 	✓✓✓
Increases local employment and	<ul style="list-style-type: none"> GFF training scheme provides opportunity for 	✓✓✓✓

<p>earning potential, by supporting local people into local jobs, with an emphasis on sustainable employment outcomes</p>	<p>students to move into roles earning starting salaries of \$^{Commercial} pa.</p> <ul style="list-style-type: none"> Holistic skills attained will provide the trainee with a visible, sustainable career pathway in the farming sector 	
<p>Additionality – adds value by building on what is already there</p>		
<p>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)</p>	<ul style="list-style-type: none"> Fills a gap in current training provision – linking NZQA qualifications with on farm experience ensuring a more skilled individual on completion attractive to employers Will deliver a framework that is transferable to other regions in NZ. Commercial Information 	<p>✓✓✓✓</p>
<p>Demonstrates why third party funding, including other government agencies, cannot be used to address the current gap in service provision</p>	<ul style="list-style-type: none"> Commercial Information Commercial Information have committed support for GFF Farmer Trainers and implementation of the training scheme across NZ once the programme is embedded and established. The other aspects of the programme are not funded elsewhere – as the target group do not necessarily meet criteria for other funding options. 	<p>✓✓✓✓</p>
<p>Connected to regional stakeholders and frameworks</p>		
<p>Alignment with regional priorities</p>	<ul style="list-style-type: none"> The applicant’s project aligns well to the objectives of the regions’ economic development action plans; TEAP – 8.2 Implement a regional youth employment strategy with ways to enable young people to meet their potential including support programmes for pathways into professions; and Matariki – 2.3 Strengthen a sustainable pipeline of talent from education to employment; 2.4 Support workforce development and 2.5 Support Employer/Industry development with focus on demand 	<p>✓✓✓✓</p>

Support from local employers, central and local government, and governance groups (inc. Councils, Iwi/Hapu)	<ul style="list-style-type: none"> Support letters have been provided by Beef & Lamb NZ and Pastoral Management Group (represents 24 large scale farming businesses throughout NZ) This application is supported in principle by both the Tairāwhiti Commitment, Action and Reciprocity that results in sustainable Employment (CARE) group and Matariki Skills and Employment Sub Group that drive the implementation of Tairāwhiti and Hawkes Bay skills and employment engagement. The Wairarapa Primary Sector Skills sub-group is extremely supportive of the programme and keen to be a part of the initial stages. They see this programme as filling a gap that has been left with the closure of Taratahi and note strong farmer support. 	✓✓✓✓✓
Governance, risk management and project execution		
Robust project management and governance systems	<ul style="list-style-type: none"> GFF Board includes a range of experienced farmers, managing between 1500 and 21,000ha commercial farm operations An Industry Advisory Board will be established to guide the programme. This group will be independent of the Board – but include industry experts and those with experience of delivering training in the sector. Commercial Information will be employed to manage the establishment and implementation of the GFF training scheme. 	✓✓✓✓
Demonstrates the capacity and technical capabilities to effectively implement the initiative	<ul style="list-style-type: none"> Members of the Board and the Industry Advisory Group are industry experts and have been recognised for their training and development approach by their industry. They will be supported by Commercial in terms of strategic oversight and ensuring reporting and monitoring expectations are able to be met. 	✓✓✓✓
Risk management approach	<ul style="list-style-type: none"> An appropriate risk management approach for this proposal has been identified. 	✓✓✓
Future ownership / operational management	<ul style="list-style-type: none"> GFF will manage every aspect of the initial development, supported by Commercial with scaling the programme up and out to the further interested regions. 	✓✓✓

Funding Arrangements

Appropriate milestones and deliverables will be put in place with regular monitoring with payments made at appropriate timeframes.

Due Diligence and Ownership

Support in principle sought - subject to MBIE completion of Due Diligence which is currently underway.

Risk Assessment

The key risks to the PDU and proposed mitigations of this investment are as follows:

Type of risk	Risk description	Mitigations	Risk Rating L/M/H
Reputation	<ul style="list-style-type: none"> This initiative fails to achieve outcomes due to non-completion or other factors impacting upon recruitment and retention of suitable students and/or suitable Farmer-Trainers 	<ul style="list-style-type: none"> GFF have already established a template for delivery of this programme with current cadets and will be investing significantly in ensuring the right Farmer-Trainers are on board and matched with suited students 	Commercial Information L

Consultation undertaken or implications:

CARE - Tairāwhiti:

- While supportive in principle of the programme – Commercial Information
- They recommend that contact be made with Commercial Information.

Matariki Skills and Employment Sub Group provided the following feedback on this proposal:

- There seems to be room for a number of offerings in this area – but would be good to check for duplication with other providers in this space
- Pastoral care is important given the isolation and cultural divide between farmers and rangatahi
- Likewise the training and support for farmers is important
- Good to see that a pilot has already occurred and that there is partnership with Commercial Information

MPI provided the following feedback (Feedback form attached):

- It is farmer (industry) led and well supported by Commercial Information and Commercial Information
- It fills a gap in current training provision – linking NZQA qualifications with on farm experience ensuring a more skilled individual on completion attractive to employers
- Support the proof of concept approach
- Will deliver a framework that is transferable to other regions in NZ
- Skilled labour demand in this sector has not been met in target regions persistently.

TEC are supportive of the programme:

- They advise it aligns well with RoVE and industry driving training design

<ul style="list-style-type: none">• TEC is supportive of this proposal [REDACTED]	
Commercial Information	
Supporting proposal:	Yes
Appendices:	Yes – Applications and supporting letters are as annexes
Author of paper:	Rani Morunga – Te Ara Mahi

PROACTIVELY RELEASED