

## 2.09 TE RŪNANGA O NGĀ WAIRIKI NGĀTI APA EDUCATION, TRAINING AND EMPLOYMENT (ETE) INITIATIVES

PGF Application – TE ARA MAHI		For: Approval	
<b>Applicant:</b>	Te Rūnanga o Ngā Wairiki Ngāti Apa	<b>Pipedrive ID #</b>	Commercial Information
<b>Region</b>	<b>Manawatū- Whanganui</b>	<b>PGF Funding Sought:</b>	\$ Commercial Inform
<b>Region detail:</b>	Rangitikei District	<b>Total Project Value:</b>	\$ Commercial Information
		<b>Applicant co-funding:</b>	Commercial Information
<b>Entity Type:</b>	Iwi Post Settlement Entity (PSGE)	<b>Funding Structure:</b>	Grant
<b>Entity Detail:</b>	Te Rūnanga o Ngā Wairiki Ngāti Apa (The Rūnanga) is a Post-Settlement Governance Entity responsible for the management of the collectively owned assets of the members of the Ngā Wairiki and Ngāti Apa Iwi		

### We recommend that the SROs:

- a) **Approve** up to \$864,000 from the Te Ara Mahi portion of the Provincial Growth Fund towards Te Rūnanga o Ngā Wairiki Ngāti Apa Education, Training and Employment Initiatives programme.
- b) **Note** we are awaiting the final budget in response to TAM feedback regarding Capital Expenditure and the COVID-19 response. The funding amount will not exceed the \$864,000 requested.
- c) **Note** this programme provides an employment brokerage service linking employment and training needs with business needs and opportunities, leading to local employment for local people.
- d) **Note** the programme will initially focus on addressing the immediate impact of COVID-19 and see <sup>Comm</sup> **people into employment** in the <sup>Commercial Information</sup> from Iwi lead businesses and projects.
- e) **Note** this programme is supported by MSD and has strong regional support.
- f) **Note** the target group for the programme is all people of working ages, with a specific focus on Māori and Pacifica communities and those not in employment, education or training.
- g) **Note** the programme will **train and upskill up to 200 people per year** and <sup>Comm</sup> **% of these will attain employment** as a result.
- h) **Note** training and employment is geared towards growth sectors in region and will focus on Primary Industries (Horticulture, Forestry Apiculture and Agriculture), Construction and Health and Social services.
- i) **Note** the training and upskilling provided as part of this programme is informed by local skill shortage and local employers to ensure the training programmes provided address needs of employers now and in the future.
- j) **Note** Te Rūnanga o Ngā Wairiki Ngāti Apa also have submitted a Whenua Māori application to develop a horticultural project. **The Whenua Māori application provides further job opportunities to those noted in this application.**
- k) **Note** Te Rūnanga o Ngā Wairiki Ngāti Apa received \$95,000 from the PGF to develop a detailed feasibility study and business case for the development of Te Poho o Tuariki site (Te Puna) that is outlined in this application.

### Background:

The Rūnanga is a significant contributor to the regional economy through their commercial assets and has strong connections to employers and emerging industries locally, regionally, nationally and internationally. The Rūnanga is expanding and developing its commercial enterprises and environment programmes, developing its land and creating local jobs for whānau and the wider, local community.

The Rūnanga has identified a number of serious and long-term gaps in the Education, Training and Education (ETE) pathways that operate in the district, that are impacting on its ability to progress its development plans. The gaps include poor transport and connectivity options, student disenfranchisement from education and employment, social well-being issues, cultural bias and a persistent expectation that Māori and district residents in general, are geared to low-wage and low-skilled employment.

The Te Puna site, is able to be utilised immediately and was operating training programmes prior to lockdown. Te Puna includes an equipped, eight classrooms, networking space, a digital hub, a dormitory that can accommodate 50 people, and a fully functioning wharekai.

#### **Proposal:**

The Education to Employment (ETE) pathways programme aims to shift expectations and access to learning and employment, providing opportunities for the local community, and especially Māori and Pasifika people, to benefit more from ETE initiatives. Critical to addressing these gaps, are the wrap around pastoral support services designed to assist people and communities to prosper and thrive.

This programme will provide:

- Immediate support post COVID-19 for redeployment and employment of local workforce;
- Centralised training opportunities at that respond to local and regional workforce needs;
- Employment brokerage service linking employment and training needs with business needs and opportunities, including those within the Rūnanga as well as other local opportunities; and
- Pastoral support for up to <sup>Commercial Information</sup> post-training and longer if required to assist people to remain in sustained employment.

The ETE pathways programme are needs driven, and the skills and training provided are linked directly with local employer demand and to the learning styles and accessibility issues of trainees and learners. The immediate sectors of focus for upskilling and employment opportunities are: Construction, Horticulture, Forestry including silviculture and Agriculture.

The target group for this programme is broad and will focus on all those of working age. The initial focus will be in responding to the impacts of COVID-19 and will most likely facilitate redeployment of those who may have lost their job. Moving forward there will be a priority focus on Māori and Pasifika and 18-29 year old NEETS.

Pastoral care services are embedded in the ETE Pathways programme and provide continuity of support for people who have moved into employment, this support will help to support sustainable employment outcomes.

Training will be delivered by regional training providers and <sup>Commercial Information</sup> at the Te Puna site.

#### **COVID 19 Response**

This programme has been adjusted with an initial focus on redeployment to fulfil immediate employment needs as well as providing a place to support any training needs.

#### **Funding**

The funding application encompasses the human resources (<sup>Com</sup> x Full Time Staff) required to operate the ETE pathways programme and the equipment and operating costs needed to support the staff and their ETE initiatives for a period of three years. The positions are outlined below:

- <sup>Com</sup> x Administrator- This role is responsible for the coordination and integration of all the site activities operating at Te Puna.
- <sup>Com</sup> x Iwi Liaison Officer – This role is responsible for the liaison across stakeholders including employers, regional and district council and central government.
- <sup>Com</sup> x ETE Coordinator- This role is responsible for managing relationships with employers, training providers, schools and tertiary education providers. This role links the ETE participants with the pastoral care services and links employer skills needs with the training providers and skilled workforce.

#### **Outcomes**

This programme will help to address the immediate need for the COVID response and will deliver:

	Response	PDU (TAM) Statement regarding achievability of target
Number of people expected to attain employment in the next <sup>Commercial Information</sup> (COVID response)	<sup>Commercial</sup>	This is achievable, a detailed breakdown has been provided to support the application. This is included in the Appendix.
Post COVID response: Number of people expected to be upskilled or receive training as a result of the project/activity annually (on average):	150-200	This is achievable, there is a demand for upskilling and training in the region to support business needs and business growth.
Post COVID response: Number of people expected to attain employment as a result of the project/activity annually (on average):	<sup>Comm</sup>	Approximately <sup>Comm</sup> % of the above people will move into employment. This is achievable given the demand alone in Rūnanga enterprises.

## Assessment against the PGF criteria:

### Eligibility Criteria

This application is eligible for PGF funding

### Productivity Potential

The project will improve productivity in the region by:

- Increasing the pool of local people who meet the requirements to fill current and future employment opportunities.
- Increasing participant's employability and earning potential by ensuring training and upskilling is relevant to the local needs in growth sectors
- Helping to ensure sustainability of employment by providing pastoral support to participants

### Policy objectives

1. It focusses on supporting local people into local employment opportunities by addressing specific needs of local workforce and facilitating training and upskilling.
2. It ensures additionally by filling a gap in service provision which existing cross-government does not cover.
3. This will build and strengthen mechanisms for coordination of workers, industry and government that will endure past the lifetime of the PGF.
4. It reinforces the wider government investment in PGF Tier 2 (Sector Investment) and Tier 3 (Enabling Infrastructure) projects by increasing skills of the local workforce to be employed in local opportunities.

PGF Criteria	Assessment Commentary	Rating (Yes or No)
--------------	-----------------------	--------------------

### Link with fund and government outcomes

Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans

- This programme will help to support the growing needs in a range of growth sectors in Manawatū-Whanganui region and aligns to the Growing Manawatū strategy and Accelerate25 plan.
- The programme will have an initial focus on the COVID-19 response and facilitate the redeployment and deployment of workers to fill immediate local needs.

Y

<p>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</p>	<ul style="list-style-type: none"> <li>The training programmes are needs driven and the skills and training provided are linked directly with local employer demand and to the learning styles and accessibility issues of trainees and learners.</li> <li>The project is linked to wider regional needs and investment such as: the <b>Commercial Information</b> investments in primary industry-based employment initiatives in the region.</li> <li>The immediate sectors of focus for upskilling and employment opportunities are: Construction, Horticulture, Forestry including silviculture and Agriculture.</li> </ul>	<p><b>Y</b></p>
<p>Reduces the rates of people not in employment, education and training, with an emphasis on Māori</p>	<ul style="list-style-type: none"> <li>The focus for this programme is on all working ages people. A specific focus will be on those 18-29 year olds not in education, employment and/or training in the Rangitikei/Whanganui region as they are substantially impacted by the lack of available training in the area.</li> <li>There will be a primary focus on Māori and Pasifika.</li> </ul>	<p><b>Y</b></p>
<p>Increases local employment and earning potential, by supporting local people into local jobs, with an emphasis on sustainable employment outcomes</p>	<ul style="list-style-type: none"> <li>This programme helps to address a number of local barriers to deliver a regionally prepared and trained workforce and facilitate people into locally based employment.</li> <li>By increasing the training in the region, in line with growth and in-demand sectors, it will help to ensure the local workforce is ready and able to attain skilled and higher paid employment.</li> <li>Support is provided to all participants in the form of pastoral care to ensure sustainable work outcomes.</li> </ul>	<p><b>Y</b></p>
<p><b>Additionality – adds value by building on what is already there</b></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"> <li>This programme is intended to act as a catalyst to support the regions productivity potential. The programme will act as ‘hub’ to ensure that clients with the right skills are connected directly to jobs and facilitate others to access training so they can obtain employment in the major projects.</li> </ul>	<p><b>Y</b></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"> <li>As part of the PGF funded feasibility study, it was recommended that Te Ara Mahi funding was best placed to support the aspirations of Te Rūnanga o Ngā Wairiki Ngāti Apa.</li> </ul>	<p><b>Y</b></p>
<p><b>Connected to regional stakeholders and frameworks</b></p>		
<p>Alignment with regional priorities</p>	<ul style="list-style-type: none"> <li>The project was developed specifically to address filling the employment and training needs locally. This programme will deliver training to address the skill shortages in local industries.</li> </ul>	<p><b>Y</b></p>
<p>Support from local employers, central and local government, and</p>	<ul style="list-style-type: none"> <li>Strong local and regional connections are well articulated in the application and have been</li> </ul>	<p><b>Y</b></p>

governance groups (inc. Councils, Iwi/Hapu)	demonstrated in support for the programme thus far. Evidence of support has been provided across a range of stakeholders.		
<b>Governance, risk management and project execution</b>			
Robust project management and governance systems	<ul style="list-style-type: none"> <li>Robust project management systems are in place. The programme will be overseen by Ngāti Apa Developments Limited and a senior manager will be assigned to oversee the operations.</li> </ul>	Y	
Demonstrates the capacity and technical capabilities to effectively implement the initiative	<ul style="list-style-type: none"> <li>The Rūnanga have extensive experience at developing and maintaining the types of relationships required to engage with ETE providers to bring them onto our site and to deliver education, training and employment programmes. The Rūnanga currently employ over [redacted] people, and as such, has the financial, human resources and other relevant organisational systems to cope with the growth anticipated.</li> </ul>	Y	
Risk management approach	<ul style="list-style-type: none"> <li>Outlined sufficiently in the application on Page 38.</li> </ul>	Y	
Future ownership / operational management	<ul style="list-style-type: none"> <li>A number of programmes offered will be self-funding in the longer term and the proposed delivery site offers a range of opportunities to generate income to support initiative in the longer term.</li> </ul>	Y	
<b>Funding Arrangements</b>			
The funds will be distributed via a milestone plan, which include an upfront cost for set up. This will be confirmed during the contracting stage.			
<b>Due Diligence and Ownership</b>			
Due Diligence has been requested and is not yet completed. This will form a Conditions Precedent in the contract.			
<b>Risk Assessment</b>			
<ul style="list-style-type: none"> <li>The key risks to the PDU and proposed mitigations of this investment are as follows:</li> </ul>			
Type of risk	Risk description	Mitigations	Risk Rating L/M/H
Funding	No money is forthcoming from MBIE	<ul style="list-style-type: none"> <li>The application process is comprehensively addressed and liaison with Te Ara Mahi for guidance is maintained</li> </ul>	High
Funding	Some linked projects don't get consent to more forward	<ul style="list-style-type: none"> <li>The phased approach to the overall site development means that if one project is not funded in a particular timeframe, it doesn't impede the progress of the other projects. The projects are interlinked as they build up the whole site opportunity but are standalone projects. This applies to third-party projects [redacted] Commercial Information</li> </ul>	Low
Community uptake	Low community uptake	<ul style="list-style-type: none"> <li>The staff within Te Puna are responsible for communicating the opportunities at the centre and to work with training and education providers to promote</li> </ul>	

		programmes. It is essential that skilled staff are engaged so that effective and compelling messages are developed and communicated to the community. The Rūnanga has recruited an ETE manager from the local community who will use local knowledge to support providers to promote their programmes and engage the NEETS and other members of the local community to increase the likelihood of up local uptake.	Low if the right people can be recruited.
Employer uptake	Low employer buy-in	<ul style="list-style-type: none"> <li>The staff within Te Puna are responsible for communicating the opportunities at the centre and to work with local employers to ensure that the programmes on offer are developed to address employer needs and opportunities. It is essential that skilled staff are engaged so that effective and compelling messages are developed and communicated to the community. The Rūnanga will use its growing profile and influence in the community to form stronger relationships with employers to keep these groups involved and informed. The Rūnanga itself is an employer who will support the ETEP programme.</li> </ul>	Low if the right people can be recruited.
Māori uptake	Low hapū and Marae support and buy-in	<ul style="list-style-type: none"> <li>The Rūnanga will be responsible for supporting communication with hapū and Marae leadership, and the staff within Te Puna will be responsible for the co-design of programmes with providers and hapū leadership, to facilitate, when appropriate and beneficial for providers, programmes and trainees, the delivery of programmes at marae in a way that creates hapū involvement and activates hapū and whānau networks</li> </ul>	High – if no delivery at Marae results from the ETE programme at Te Poho o Tuariki.

### Consultation undertaken or implications:

The Tertiary Education Commission provided feedback which outlines there is no crossover in funding and acknowledges that 'if tertiary funding is required, following the establishment of the Te Rūnanga o Ngā Wairiki Ngāti Apa programme, alignment with the TEC strategy would be required and a tertiary education organisation can approach us to apply for funding'.

MSD has a good relationship with the applicant and would be open to working alongside to fill these positions as well as support clients into upskilling and/or training. The application aligns with A25 Economic Development Plan – Te Pae Tawhiti. It also aligns with MSD's employment priorities and strategic direction under Te Pae Tata Strategy. All potential outcomes of the application are positive in terms of enhanced employability and independence for the program participants. MSD as well as representatives from Ngati Apa are also part of the Whanganui / Rangitikei Talent and Skills Hub. Great opportunity to collaborate and focus on Māori employment.

Extensive stakeholder engagement was done as part of the business case and feasibility study, there was wide regional support for this programme.

<b>Supporting proposal:</b>	Yes
<b>Appendices:</b>	Yes – Applications and supporting letters are as annexes Withheld - Commercial Information
<b>Author of paper:</b>	Terry Curran and Victoria Tetley, Te Ara Mahi/He Poutama Rangatahi Team

