



## COVERSHEET

<b>Minister</b>	Hon Willie Jackson	<b>Portfolio</b>	Employment
<b>Title of Cabinet paper</b>	<b>Policy settings for the Māori Trades and Training Fund</b>	<b>Date to be published</b>	17 August 2020

### List of documents that have been proactively released

<b>Date</b>	<b>Title</b>	<b>Author</b>
1 July 2020	<i>Policy settings for the Māori Trades and Training Fund</i>	<i>Office of the Minister of Employment</i>
1 July 2020	SWC-MIN-0092	<i>Cabinet Office</i>

### Information redacted

**YES/ NO**

Any information redacted in this document is redacted in accordance with MBIE's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.



# Cabinet Social Wellbeing Committee

## Minute of Decision

*This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.*

### Policy Settings for the Māori Trades and Training Fund

**Portfolio**                      **Employment**

On 1 July 2020, the Cabinet Social Wellbeing Committee:

- 1        **noted** that the Minister of Finance agreed to allocate \$50 million over two years to establish a Māori Apprenticeships Fund as part of the COVID Relief and Recovery Fund Foundational Package in Budget 2020;
- 2        **noted** that while Māori experienced poorer labour market outcomes relative to Pākehā prior to the onset of COVID-19, there had been promising signs of improvement in the rates of rangatahi in employment, education, or training, NCEA level 2 attainment, and the number of Māori apprentices;
- 3        **noted** that while Māori do not appear to be disproportionately impacted by the economic impacts of COVID-19 at this stage, the expected coming recession creates a risk that the gains Māori have made in labour market outcomes are lost;
- 4        **noted** that trades and apprenticeship qualifications are strongly associated with better employment and wage outcomes over the life course;
- 5        **noted** that due to the economic impacts of COVID-19, the cost of retaining or taking on trainees and apprentices could become prohibitive as employers are less able to absorb the lower productivity of a trainee worker, leading to a reduction in training opportunities;
- 6        **noted** that on 18 June 2020, the government announced the Apprenticeship Support Programme to present a cohesive package of initiatives to support work-based training and apprenticeships during the COVID-19 recovery;
- 7        **noted** that alongside the Apprenticeship Support Programme, there is an opportunity for the Māori Apprenticeship Fund to add value to the offering of employment-focused training and apprenticeship support, while being mindful to avoid potential duplication and overlap between initiatives;
- 8        **agreed** to rename the Māori Apprenticeships Fund the Māori Trades and Training Fund, to better reflect the objectives outlined in paragraph 9 below;
- 9        **agreed** to the overall policy objectives to guide the approach of the Māori Trades and Training Fund:
  - 9.1      supporting tailored, community-led initiatives through partnership between Māori and the Crown that empower solutions by Māori, for Māori;

- 9.2 placing an emphasis on paid employment-focused training opportunities, but also considering support services such as pastoral care to overcome barriers to participating in training or apprenticeships;
- 9.3 having a focus on group-based initiatives that connect multiple employers to offer work experience and training opportunities;

10 **agreed** to the following amendments to the Māori Apprenticeships Fund multi-category appropriation, to reflect the decisions in paragraphs 8 and 9 above:

	Title	Single overarching purpose	Category Type	Category Name	Scope
<b>Original</b>	Employment - Māori Apprenticeships Fund	The single overarching purpose of this appropriation is to improve Māori skills, employment and earnings through apprenticeships	Departmental Output Expenses	Employment - Administration of the Māori Apprenticeships Fund	This category is limited to planning, management and allocation of the Māori- Apprenticeships Fund and monitoring and reporting on supported programmes
			Non-Departmental Output Expenses	Employment - Māori Apprenticeship Programmes	This category is limited to expenses incurred in the selection and funding of programmes that support Māori apprenticeships
<b>Amended</b>	Employment - Māori <i>Trades and Training</i> Fund	The single overarching purpose of this appropriation is to improve Māori skills, employment and earnings through <i>trades and training</i>	Departmental Output Expenses	Employment - Administration <i>Trades and Training</i> Fund	This category is limited to planning, management and allocation of the Māori- <i>Trades and Training</i> Fund and monitoring and reporting on supported programmes
			Non-Departmental Output Expenses	Employment - Māori <i>Trades and Training</i> Programmes	This category is limited to expenses incurred in the selection and funding of programmes that support Māori <i>through Trades and Training</i>

- 11 **authorised** the Minister of Employment and Minister of Finance to amend the categories of the Employment - Māori Trades and Training Fund multi-category appropriation to allow the funding of capital expenditure in line with the purpose of the Fund;
- 12 **authorised** the Minister of Employment and the Minister of Finance to transfer any underspent funds in the “Employment - Māori Trades and Training Fund” Multi Category Appropriation in one year to the next financial year, with the final amount to be transferred confirmed as part of the October Baseline Update following the presentation of the Ministry of Business, Innovation and Employment’s (MBIE) audited financial statements;
- 13 **agreed** that the Māori Trades and Training Fund be administered by MBIE;
- 14 **agreed** that Te Arawhiti will support MBIE in the implementation of the Māori Trades and Training Fund by facilitating engagement with Māori entities, working with prospective applicants to develop appropriate proposals, and advising in the assessment of applications;
- 15 **agreed** that assessment of applications by MBIE will be made in consultation with the Ministry of Social Development, Ministry of Education, and the Tertiary Education Commission, where appropriate;
- 16 **agreed** that the Minister of Employment and Minister for Māori Crown Relations: Te Arawhiti have joint responsibility to approve applications to the Māori Trades and Training Fund;
- 17 **authorised** the Minister of Employment to make final decisions on the process to ensure Māori views are adequately taken into account during the assessment of applications to the Māori Apprenticeship Fund;
- 18 **agreed** to the initial criteria to guide the investment framework to guide the assessment of applications to the Māori Trades and Training Fund:
- 18.1 Māori-led;
  - 18.2 in-demand skills;
  - 18.3 co-investment;
  - 18.4 meaningful opportunities;
  - 18.5 addresses disadvantages;
  - 18.6 provides pathways;
  - 18.7 measures outcomes;
- 19 **authorised** the Minister of Employment to decide on the final set of criteria to assess applications to the Māori Trades and Training Fund;

- 20 **agreed** to the indicative timetable for inviting applications to the Māori Trades and Training Fund as outlined in the paper under SWC-20-SUB-0092, assessing and disbursing applications and conducting subsequent rounds, as funds allow.

Jenny Vickers  
Committee Secretary

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**Present:**

Rt Hon Winston Peters  
Hon Kelvin Davis  
Hon Grant Robertson  
Hon Chris Hipkins  
Hon Carmel Sepuloni (Chair)  
Hon Nanaia Mahuta  
Hon Stuart Nash  
Hon Jenny Salesa  
Hon Damien O'Connor  
Hon Tracey Martin  
Hon Peeni Henare  
Hon Willie Jackson  
Hon Aupito William Sio  
Jan Logie, MP

**Officials present from:**

Office of the Prime Minister  
Officials Committee for SWC  
Office of the SWC Chair