

2.13 WORK READY PROGRAMME – HE POUTAMA RANGATAHI

HPR Application – HE POUTAMA RANGATAHI		For: Approval	
Applicant:	Oho Mauri Solutions Limited	Pipedrive ID #	
Region	Waikato	HPR Funding Sought:	\$250,000
Region detail:	North Waikato	Total Project Value:	\$572, 345
		Applicant co-funding:	MoE: \$106, 600 Waikato Tainui: 113, 750 Total Co-funding: \$220, 350
		Employer contribution	
Entity Type:	Company	Funding Structure:	Grant
Entity Detail:	<p>Oho Mauri Solutions are a Limited Liability company based in the Waikato region. Their core business is to support youth, to help them to realise their potential and to attain their career aspirations. The company are targeting the North Waikato due to the high NEET's rate, and are working collaboratively with the Ministry of Education, and Waikato Tainui to deliver a programme to stem the flow of students leaving school without a qualification. The company was launched last year (2018) by the Minister of Maori Development, Nanaia Mahuta and Minister Jackson. The 5 schools targeted by the programme have been confirmed by TEC as the schools at most risk of generating NEET rangatahi. The project is co-funded by MoE and Waikato Tainui (as above) and a number of local employers are engaged with the programme as they see an opportunity to support local workforce development.</p>		

We recommend that the SROs:

- a) **Support** grant funding of \$250,000 to Oho Mauri from the He Poutama Rangatahi fund
- b) **Note** the funding requested covers a one -year period
- c) **Note** that regional Ministry of Education and Tertiary Education Commission are supportive of this initiative but have advised that it is out of their current funding scope.
- d) **Note** that this is a collaborative project between Oho Mauri, Ministry of Education (schools) and Waikato Tainui who are all providing co-funding for this project.
- e) **Note** that MOE (Wellington) agree that the results of this programme can feed into their forthcoming proposals to provide more support in this area (preparing young people for employment).
- f) **Note** that the applicant will pilot an initiative targeting individuals who are disengaging from education at the five kura (schools) with the highest rates of leavers with no qualifications, to prevent rangatahi becoming NEETs and that Oho Mauri is seeking to achieve the following outcomes:

- At least 325 at risk rangatahi aged 16-18 in communities like Huntly and Ngaruawahia actively engaged in Oho Mauri Programme programmes and better linked to employers or further training
- Rangatahi having a better understanding of their employment pathway opportunities, through industry mapping, and becoming 'work ready'
- Support on driver licensing, health and safety certification, CV development, soft skills and cultural identity and Increased awareness of employer expectations
- Better direct relationships between schools and employers in an area of high need

- g) Note** that the average cost per participant for the HPR contribution is approximately \$769
- h) Note** the favourable reputation of the applicant regarding their successful delivery of this initiative as a smaller pilot in Waikato earlier this year
- i) Note** the endorsement of this initiative from a comprehensive range of local stakeholders including, councils, Iwi, schools, TEC, and employers.

Proposal:

Oho Mauri is about preparing youth holistically with both skills and experience to make the transition when leaving school and having the confidence to go on with the next step, whether it is a job or further education and training. It is also about helping rangatahi succeed and feel proud about their cultural identity, achieving their goals, and realising their future potential and purpose while being able to give back to their whanau, hapu and iwi, community and the economy of Waikato/Aotearoa.

During the programme, attendees will learn an awareness of workplace expectations, including orientation / drugs & alcohol induction, cultural identity, self purpose, aspirations and belonging (self, whānau, hāpori, ao).

They will also get a snapshot of student pre-employment requirements, this includes an ID, bank account, IRD and tax requirements, pre-medical assessments and an insight into employee rights. They will gain an awareness of their strengths, characteristics and career decision making concepts and industry mapping.

Students will also be given the tools for building relationships with their mentor/s, Individual development plans, goal setting and prioritisation and a full day is allocated to the steps to attain a driver's licence. Some students will also receive individualised assessments for working towards a restricted and or full licence if they already have their learner licence.

At the end of the programme each student will receive a summary profile including 'plan of action' to help identify job families that they may excel in and will be prepared for a job interview and meet pre-employment requirements. This includes a CV and cover letter compilation and access to strategies and tools to build financial awareness and capability.

Through the 10-day programme (spread over 10 weeks, 1 day a week) students will gain NCEA credits and receive the NZQA Unit Standard 497 & 17602 (Health & Safety and Hazard ID) accreditation. The Programme will be rolled out as follows:

WEEK 1: Work Readiness Introduction and Requirements / Cultural Self-Identity

WEEK 2: Strength and Character Building / Cultural Self-Identity

WEEK 3: Health & Safety and Hazard ID

WEEK 4: Strength and Character Building / Workplace Relationship Building

WEEK 5: Licensing Preparation

WEEK 6: Presentation Skills and Delivery / Financial Awareness

WEEKS 7, 8 & 9: Mock Interview and Workplace Requirements / CV and Cover Letter Compilation

WEEK 10: Graduation and Awards

By working in partnership with educators, employers, and industry advocacy groups, Oho Mauri “joins the dots”, ensuring young people are assisted into appropriate training and/or employment before they leave the education sector, thus reducing the rate of those who end up as long-term NEETs.

The programme is strategically aligned to; Te Whare Ohaoha (Waikato Region Maori Economic Action Plan), the Waikato Labour Market Strategy and Whakatipuranga 2050 (Waikato Tainui’s Strategic Blueprint). A programme like this is required in North Waikato because of:

- Its high levels of NEETs with many young people disengaging to leave school early with no qualifications
- Its aging population – Waikato has an aging workforce and a need to fill many entry jobs. It is important for the continued development of the Waikato economy to ensure employers can find local staff to fill essential roles, and grow their businesses
- An increasing number of employment vacancies in the region. An estimated 23, 000 houses and 11, 000 jobs are expected as a result of the work on the Hamilton to Auckland Corridor project. In December 2018, large Waikato providers have been given approval by Immigration NZ to hire overseas staff, saying they could not find suitable New Zealanders to fill their roles. This initiative would work to ensure local people are supported into these roles instead

The above points are supported by research and statistical evidence provided as part of this application

Ability to achieve outcomes:

In Feb – July 2019 2019 Oho Mauri successfully ran a smaller pilot in North Waikato. Success statistics from previous programme delivery include:

- 52 rangatahi people getting learner driver licences (with 28 more pending)
- 26 rangatahi receiving one-to-one assessments in preparation for their restricted licence
- 92 receiving certificates in Health and Safety and Hazard ID
- 66 students developing CVs for employment.
- Increased awareness of cultural identity
- Increased soft skills and financial awareness

It was also noted that a number of students did not complete the course due to truancy

Stakeholder engagement and support

The applicant has worked with regional stakeholders to identify the need for this service. A detailed list is included in their papers and includes BNZ, Novotel, Huntly Joinery, Harcourts, NZ Farm Source. Testimonials from Huntly Joinery, Hospice Waikato and Novotel indicate that they found the young people easier to engage with and motivated.

Employer contribution

The applicant has built up relationships with a large number of employers who have previously provided voluntary support for the initial pilot programme. Schick and Waikato-Tanui have also previously provided financial support.

Wider Benefits:

The expansion will have an impact in the Waikato region. It will:

- Support North Waikato’s future prosperity, by building connections between young people and employers
- Support local employment, education and/or training opportunities (in general and in particular for Māori)
- Support economic output by making young people more work ready
- Increase social inclusion and participation for young people

Funding detail:

- The funding requested is for 50% for programme delivery costs ranging from materials to marketing to staff salary
- The funding requested includes contingency/other costs.
- The average cost per participant is approximately \$675 – based on the 325 young people actively engaged annually

	Response	HPR Statement regarding achievability of target
Number of rangatahi expected to be targeted by the project/activity annually (on average):	325 rangatahi students to be reached annually	This is a conservative estimate based on Ministry of Education data and their learnings from the programme to date.
Number of people expected to attain employment as a result of the project/activity annually (on average):	The programme is a first step to employment – it educates rangatahi about options available and makes initial connections with employers, rather than placing participants directly into employment.	The first major wave of students who were first reached as year 10's in 2016 are only just entering the workforce or tertiary training now so results should grow from here. Oho Mauri lack resources to track employment outcomes over time, but anecdotal evidence indicates that some of the first participants entering the workforce are finding employment through connections established with employers during the earlier pilot programme.

Assessment against the PGF/HPR criteria:

Eligibility Criteria

This application is eligible for He Poutama Rangatahi funding and aligned with PGF criteria.

Productivity Potential

This initiative will increase the productivity potential of North Waikato by:

- Introducing and connecting young people to employer and job opportunities in Waikato and encouraging businesses within the region to invest in Waikato's youth. Without people, new businesses and industries cannot develop, and existing industries cannot be extended.
- Preparing young people by making them aware of work expectations and the skills required to enter into employment

Policy objectives

Applications alignment with the principles of He Poutama Rangatahi :

- 1) It focuses on preventing young rangatahi from joining the NEET pipeline
- 2) It targets those rangatahi who have a truancy history, disruptive tendencies and behavioural issues
- 3) It presents rangatahi with information about job opportunities local people into local employment opportunities by addressing the specific needs of those who need more help than can be currently provided in order to achieve sustainable employment.
- 4) It ensures additionality by filling a gap in service provision which existing cross-government departmental

<p>funding does not cover.</p> <p>5) It pilots a mechanism for the coordination of young people, schools and employers, that may endure past the lifetime of HPR (Note the lifetime of HPR is unknown at this point but is currently funded for the next two financial years).</p> <p>6) It indirectly reinforces investment in PGF Tier 2 (Sector Investment) and PGF Tier 3 (Enabling Infrastructure) projects through the likely connection of young people to opportunities arising from Regional Tier 2 and 3 investments</p> <p>7)</p>		
PGF Criteria	Assessment Commentary	Rating Yes/No/Partial
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"> It supports the Te Waka Waikato Regional Development Strategy, which aims to strengthen the transition pipelines from school to employment in key sectors. It also supports Maori Economic development in Te Waka which seeks to ensure that rangatahi are provided with opportunities to be part of the Waikato economy. 	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"> North Waikato is facing a workforce shortage in entry level jobs and key work sectors A key focus of the programme is to upskill young people so that they can fill the vacancies that are being created and those than cannot be currently filled. 	Yes
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> Oho Mauri supports the reduction of NEETs, by working alongside agencies such as MSD which have direct contact with this cohort. A prime objective of Oho Mauri is to foster support young people into appropriate training and career pathways, thus reducing their chances of becoming NEETs, in areas where there are high levels of NEETs. Labour market research cited states there are a lot of vacant jobs across all industries and skill levels in North Waikato but not the people to fill the roles. Linking local people to these roles and upskilling when required will reduce the rates of those not in employment, education or training. 	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"> North Waikato employers need young people to be aware of the types of roles available in Waikato and the sorts of skills needed. Early engagement supports them to understand which industries interest them, allowing them to align their subject choices and training with these interests, ultimately ensuring a stronger likelihood of successfully entering meaningful and thus sustained employment. This initiative would work to ensure 	Yes

	local people are supported into these roles instead	
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"> This programme was set up to address a gap in service provision identified by schools. By working in partnership with educators, employers, training providers, and industry employers, Oho Mauri are well placed to start bridging the and ensure young people are assisted into appropriate training and/or employment before they leave the education sector, thus reducing the rate of NEETs. This funding would ensure students considered by educators to be most at risk of becoming NEETS will be targeted and supported into employment, education or 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"> The project falls outside the scope of other government agencies – Ministry of Education and TEC, although local schools have provided partial funding. Similarly, TEC has confirmed that it cannot fund this form of employer connection programme Both agencies have confirmed locally that Oho Mauri does not duplicate the programmes they provide. 	Yes
Connected to regional stakeholders and frameworks		
Support from local employers, central and local government, and governance groups (inc. Councils, Iwi/Hapu)	<p style="text-align: center;">Local support:</p> <ul style="list-style-type: none"> This is a collaborative project between Oho Mauri, Ministry of Education and Waikato Tainui, with co-funding from schools and Waikato Tainui Waikato-Tainui and Schick contributed financially to the 2019 Pro The Directors are members of the Community and Enterprise Leadership Foundation (CELF) alumni. This collective comprises of Waikato Business and Community leaders who have been part of a leadership Programme led by the University of Waikato and CELF to build future leaders to work collectively to reimagine a stronger Waikato. <p style="text-align: center;">Central and local government support:</p> <ul style="list-style-type: none"> 5 secondary schools, Local Ministry of Education and TEC support this initiative. The Ministry of Education note that there will be a number of future announcements of policy changes to improve pupil retention in this area. However, the time limited nature of this programme will enable its results to be considered as wider changes take place. 	Yes

	<ul style="list-style-type: none"> Iwi Support: Oho Mauri work very closely with Waikato Tainui 		
Governance, risk management and project execution			
Robust project management and governance systems	<ul style="list-style-type: none"> The existing governance and management model for Oho Mauri will be utilised 	Yes	
Demonstrates the capacity and technical capabilities to effectively implement the initiative	<ul style="list-style-type: none"> The applicant has been successfully piloted this project on a smaller scale 	Yes	
Risk management approach	<ul style="list-style-type: none"> Appropriate risk management for the proposal has been identified 	Yes	
Future ownership / operational management	<ul style="list-style-type: none"> There are no changes expected on the future ownership of Oho Mauri from this initiative contract will include measures for setting up a future funding plan beyond the life of the PGF 	Yes	
Funding Arrangements			
Funds will be distributed via a milestone plan which is likely to include an upfront cost for set up.			
Due Diligence and Ownership			
Due Diligence has been completed and no issues were identified.			
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
Perception of duplication	This application could be perceived as a duplication of services provided by other agencies/providers, however it is outside the scope of other agencies and they have confirmed there is no duplication.	Confirmation received from other agencies that it is out of scope for their funding – <i>received</i> Confirmation from MoE that the outcome of this time-limited pilot can be considered within wider policy changes which have a longer timescale - <i>received</i>	Low
Consultation undertaken or implications:			
<ul style="list-style-type: none"> There has been significant consultation with local agencies who support the scheme. Ministry of Education note there is work underway around improving student retention, achievement and completion in the tertiary sector but these have still to be announced. Feedback from this pilot may feed into the regional changes. 			
Supporting proposal:	Yes		

Application Will Be Proactively Released Separately

Appendices:

Yes – Applications, result of pilot and supporting letters are attached as annexes **Withheld in Full Due to Commercial Sensitivity**

Author of paper:

Michelle Paki/ Stephen Ruddell