

1. WHANGAREI A&P SOCIETY FARM INTERNSHIP PROGRAMME

PGF Application – TE ARA MAHI		For: Approval	
Applicant:	Whangarei Agricultural and Pastoral Society	Pipedrive ID #	Commercial Information
Region	Northland	PGF Funding Sought:	\$ Commercial Information
Region detail:	Regional coverage	Total Project Value:	\$ Commercial Information
		Applicant co-funding:	\$ Commercial Information
Entity Type:	Registered Charitable Trust	Funding Structure:	Grant
Entity Detail:	Whangarei A&P Society works actively within the Agriculture and Pastoral industries to connect urban to rural. Building strong relationships within these communities to ensure one of Northlands largest industries thrives.		

We recommend that the SROs:

- a) **Recommend Approval** of \$ Commercial Information of funding - with a full evaluation requirement after the first two years of funding from the Te Ara Mahi portion of the Provincial Growth Fund towards Farm (agriculture) internship programme over 4 years.
- b) **Refer** the Whangarei Agricultural and Pastoral Society application for PGF funding to Regional Economic Ministers group for decision
- c) **Note** the programme aimed at 16-24 year old rangatahi NEETs, school leavers and MSD clients (Commercial Information over four years) who are most at risk of long-term unemployment and will include intensive pastoral care to address the challenges faced by this target group
- d) **Note** the programme developed in consultation with Northland Farmers with over Commercial Information of them expressing their strong interest and commitment to become a hosting sponsor and future employer for potential trainees.
- e) **Note** that the applicant will contribute towards **Commercial Information**
- f) **Note** host employers can employ interns prior to completing training, and agree that if an intern works outside of the agreed 32 hours practical training and 8 hours class time, that they will be paid for any additional hours worked (at or above minimum wage)

Proposal:

Whangarei Agricultural and Pastoral Society has been working within the industry for over one hundred years, this gives a good grounding to understand the needs of Northland Farmers. The programme offers the

opportunity for to train youth with a grounded industry understanding, increasing Northlands wider Agriculture capabilities.

- The programme will train an intern in Level 3 Certificate in Agriculture **Commercial Information**, then progressing the intern into guaranteed full-time employment pairing with completion of Level 4 Certificate in Agriculture over a further 12 month period.
- The programme can pathway interns on completion into higher vocational training that will also meet immigration skill shortage roles such as Farm management, Herd Management etc....but also look to lessen the reliance on the migrant workforce overall into the industry where Immigration NZ are also tightening immigration settings.
- The programme will help to fill labour shortages by increasing the attractiveness of the industry with an emphasis on providing a career pathway. Participants will also earn as they learn – helping to both attract participants and providing an incentive for them to remain in the programme.
- Whangarei A&P Society will pathway all participants into employment upon completion, with a list of over **Comme** employers registered their interest in the programme and **Comm** making an indication to host an intern.
- The applicant is applying for TAM funding that will fund the employment of a full time pastoral care worker, organisation and implementation of group activities, uniforms and some of the training costs. The applicant will also be contributing \$ **Commercial Informa** over the four year period with \$ **Commercial Inform** (in the first **Commercial Information**) towards the cost of the programme.
- The programme partners with **Commercial Information** limited to provide the qualification framework and assessment of interns both, inside the workplace and classroom based learnings.

Cost summary:

- TAM will fund the administration, group events, medical testing, accommodation allowances and pastoral care for a 4 year period, while participants complete Level 3 and Level 4 Certificate in Agriculture.

TAM contribution (over 4 years): up to \$ **Commercial Information**

- Pastoral care worker salary
- Programme Costs
- Administration and HR costs

Applicant contribution: up to \$ **Commercial Informa** over the four year period with \$ **Commercial Inform** (in the first **Commercial Information**)

- Training and administration costs

Co-funding contribution **Commercial Information**) : up to \$ **Commercial Information** \$(**Commercial Information** - **Commerc** & \$ **Commercial Information** - **Commercia** - we have not included this funding as part of the overall application at this stage as this funding is dependent on this application being successful

- Delivery of training

Outcomes:

- **Comme**% of rangatahi per year are complete the Level 3 or 4 training component.
- **Comme**% of rangatahi per year are supported to pathway into employment that suits their skills and goals (options at each phase).

- % of rangatahi sustain employment within the Agricultural industry for a minimum of 12 months or are successfully transitioned into related employment that utilises the skills gained on the programme.

Fill in the following table relating to outcomes:

	Response	PDU (TAM) Statement regarding achievability of target
Number of people expected to be targeted by the project over the 4 year period	<input type="checkbox"/> + <input type="checkbox"/> FTE	There is a sufficient youth population to support these numbers
Number of people expected to attain employment as a result of completion of the Level 3 training component	<input type="checkbox"/>	Achievable with on-going training and pastoral care

Assessment against the PGF criteria:

Eligibility Criteria

This application is eligible for Te Ara Mahi funding

Productivity Potential

The programme supports young people and industry to develop a skilled workforce for NEETs, school leavers and MSD clients to move along the pathway to higher skilled, better paid, and more productive jobs.

Policy objectives

Te Ara Mahi is to focus on any aspect of the pathway to employment for people in the regions. This programme meets the requirement to tailor support for both participant and employer to create work-ready youth for sustainable work placements

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"> • Aligns with Tai Tokerau Northland Economic Action Plan by: <ul style="list-style-type: none"> - building skills and capability in Northland - reducing the proportion of Northlanders who are NEET • reducing Māori unemployment. 	✓✓✓✓
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"> • By developing clear career pathway options, the programme will help to address labour shortages and immigration vacancies by making employment in the Agricultural industry more attractive. 	✓✓✓✓
Reduces the rates of people not in employment, education and training, with an emphasis on	<ul style="list-style-type: none"> • The target group for the programme will all be NEET. • With a large percentage of Maori participants. 	✓✓✓

Māori		
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"> The programme structure is full-time employment in second year of study. Pastoral care will be provided for 24 months this includes a supported transition into employment. This programme is a region wide with employers from all areas of Northland expressing interest. 	✓✓✓✓
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"> There are no training programmes that offer this level of work experience and industry connect, currently available in Northland. 	✓✓
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"> Commercial Information There is current funding structure to cover pastoral care to this extent. 	✓✓✓
Connected to regional stakeholders and frameworks		
Alignment with regional priorities	<ul style="list-style-type: none"> Aligns with the following Northland regional priorities: <ul style="list-style-type: none"> building skills and capability in Northland reducing the proportion of Northlanders who are NEET reducing Māori unemployment. 	✓✓✓
Support from local employers, central and local government, and governance groups (inc. Councils, Iwi/Hapu)	<ul style="list-style-type: none"> Supported by the Northland Skills and Employment Steering Group that includes representatives from MSD, TPK, MoE, TEC, MPI. 	✓✓
Governance, risk management and project execution		
Robust project management and governance systems	<ul style="list-style-type: none"> Suitably demonstrated in the application 	✓✓
Demonstrates the capacity and technical capabilities to effectively implement the initiative	<ul style="list-style-type: none"> The programme is being developed by Whangarei A&P Society alongside Commercial Information who operate other Agricultural residential programmes within NZ. WAP has experience in audit and risk processes and H&S requirements of industry. 	✓✓✓
Risk management approach	<ul style="list-style-type: none"> Suitably demonstrated in the application 	✓✓✓

Future ownership / operational management	<ul style="list-style-type: none"> • Demonstrated in the application, but still a need to further this mahi to secure industry and private investment. 	✓✓
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Funding Arrangements

The application is for grant funding. Distributed on a milestone plan tied to quarterly Te Ara Mahi reporting requirements, providing attendance, academic achievement records, employment outcomes and employer feedback.

Due Diligence and Ownership

Whangarei Agriculture and Pastoral Society is a registered New Zealand limited company as a charitable trust. Two of the three directors of Northland Waste Limited, Colin Reece Cashmore and Raymond Robert Lambert, are also Directors of Quay Infrastructure Limited. **Commercial Information**

Due diligence has not identified any areas of concern. The company and personnel are not listed on the insolvency register or the employer stand down list and are not the subject of any Serious Fraud Office investigation or negative media coverage.

Privacy of natural persons

Privacy of natural persons

The PDU works with DIA to assess risk around local authorities.

Shareholders:

Shareholder	%

[describe any areas of interest]

- Directors:**
- Murray Ernest Jagger (President)
 - Evan John Smeath (Vice President)
 - Grant Alan Billingston (Immediate Past President)
 - Colin Finlayson (Patron)

Trustees:

Privacy of natural persons

- Key Management Personnel:**
- Christine Jane Mason (CEO)
 - Malcolm Fuller (Farm Internship Coordinator)

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
Cost Risk	Sustainability of the programme	<ul style="list-style-type: none"> • Applicant must ensure that they have a strategy to attract private and industry investment • Working closely with other government agencies to negotiate future funding assistance (Commercial Information) • Full evaluation to be undertaken after the first [redacted] to ensure ongoing-viability 	Medium

Consultation undertaken or implications:

The regional offices of MSD, TPK, MoE, TEC and MPI have been consulted via the Northland Skills and Employment Steering Group and support this application.

Application has been supported by the NSEG with TPK highlighting that connection to Maori needs to be improved, applicant will be working on connection to Maori based farms and ensuring attraction of Maori participants.

[redacted] also noted that the original cost per participant was high and requested transparency of providers funding from [redacted] budget attached.

Supporting proposal:	Yes	Application Will Be Proactively Released Separately
Appendices:	Yes – Applications and supporting letters are as annexes	
Author of paper:	J L, Te Ara Mahi	Supporting Letters Are Withheld in Full Due to Commercial Sensitivity