

## 2.05 IMAGINE, BELIEVE, ACHIEVE (MOEMOEA, KIMIHI, TAEA) IBA EMPLOYMENT TRAINING PROGRAMME

|   |  |                              |                           |
|---|--|------------------------------|---------------------------|
| <b>HE POUTAMA RANGATAHI - APPLICATION</b> |  | <b>For: Approval</b>         |                           |
| <b>Applicant:</b>                         | Bay of Plenty Youth Development Trust  | <b>Pipedrive ID #</b>        | Commercial Information    |
| <b>Region</b>                             | <b>Bay of Plenty</b>   | <b>PGF Funding Sought:</b>   | \$ Commercial Information |
| <b>Region detail:</b>                     | Tauranga/Western Bay   | <b>Total Project Value:</b>  | \$ Commercial Information |
|   |  | <b>Applicant co-funding:</b> | \$ Commercial Information |
| <b>Entity Type:</b>                       | Registered Charitable Trust  | <b>Funding Structure:</b>    | Grant                     |
| <b>Entity Detail:</b>                     | Well established Community Youth Trust with the key goal to help youth succeed through their governance of the Tauranga Boxing Academy. Trustees are chosen for their professional skills, networks in the community and local businesses, and a passion to help local youth succeed. The Trust has a strategic goal to use its social and business connections for youth to gain access to future employment opportunities. |                              |                           |

### We recommend that the SROs:

- a) **Approve \$407,400** from the He Poutama Rangatahi (HPR) Fund towards the Imagine, Believe, Achieve (Moemoea, Kimihia, Taea) (IBA) Employment Training 18 month Programme.
- b) **Note** that He Poutama Rangatahi funds community-driven programmes that work with otherwise hard to reach young people to overcome multiple barriers to education, training and/or employment.
- c) **Note** this is a co-funded pilot project with <sup>Commercial</sup> who has committed \$ <sup>Commercial Informat</sup> of funding for <sup>Commercial Informa ion</sup>
- d) **Note** <sup>Commercial Information</sup>
- e) **Note** HPR funding is for intensive pastoral care <sup>Commercial Information</sup> and individual assessments, the Tauranga Boxing Academy (TBA) programme and employer/youth education <sup>Commercial Information</sup> and post placement job support (in construction, logistics and horticulture) -over an 18 month period
- f) **Note** HPR funding will target 45-63 rangatahi enrolled in the programme, <sup>Comm</sup> employers enrolled in the programme and <sup>Comm</sup> rangatahi placed into employment after 18 months
- g) **Note** <sup>Commercial Information</sup>
- h) **Note** Tauranga/Western Bay has the highest number of NEETS (majority Maori) in Bay of Plenty and high number of unemployed youth.
- i) **Note** the application has a thorough programme outline and detailed outline of the kaupapa of the programme.

- j) **Note** this project is targeted at youth who are unemployed and require support to be employment ready. The **post-COVID 19** situation will be more critical in supporting this group for employment, with the possible increase in unemployed numbers across the region and re-deployment to ensure on-going employment being an additional challenge post COVID 19.
- k) **Note** the set up phase started pre COVID-19, all relevant roles are in place and this programme is ready begin in a level 2 COVID-19 environment and beyond.

### Proposal:

The Project is a three phase 12 month programme. The first phase is 13 weeks intensive tailored learning, second phase is 13 weeks providing work experience and education and the last phase is 6 months monitored employment (or alternative education pathways) experiences – with employer/employee input. The programme is based on Whare Tapa Wha, and a ‘wrap around’ pastoral support throughout training, work readiness and employment. Tikanga and Te Reo Maori are woven in the fibre of the programme.

### Commercial Information

. The IBA programme will be run under the guidance of the BOPYDT in conjunction with the existing TBA programme which is currently being delivered to school-aged children out of the gym and in the Tauranga community with great success.

The end goal is all youth are successfully employed or engaged in a training pathway to employment. The local labour-market needs of Tauranga region will be paramount in engaging potential employers. This programme is unique to Tauranga, as it directly addresses the high NEETS and unemployed youth. BOPYD Trust has a network of employers and other social organisations committed to support this programme. The staff employed at the TBA and IBA are qualified and experienced. Whānau are embraced and invited to participate fully and ‘feel at home’ by using facilities while they are there. This programme will contribute to addressing the high number of NEETS, mainly Maori youth and work towards meeting the gap in workforce needs. Referrals will mainly come from Trust partners, which include Police, Youth Justice, MSD, MOE and Oranga Tamariki.

### Target Group

The IBA programme is targeted at young people (15-24) NEETS, inclusive of youth at risk and young people with disabilities.

### Funding Detail

| HPR Contribution  | Commercial Information      | Commercial Information      |
|-------------------|-----------------------------|-----------------------------|
| a. Pastoral Care  | \$ Commercial Inform        | \$ Commercial Inform        |
| b. TBA Programme  | \$ Commercial Inform        | \$ Commercial Inform        |
| c. Operational    | \$ Commercial Inform        | \$ Commercial Inform        |
| <b>Total – \$</b> | <b>\$ Commercial Inform</b> | <b>\$ Commercial Inform</b> |

### Outcomes

| Outcomes - 18 Month Timeframe                                    | Response                      | PDU (TAM) Statement regarding achievability of target |
|--|-------------------------------|---|
| Number of people expected to be targeted by the project/activity | Commercial Inf youth enrolled | Attainable  |
| Number of people expected to attain                              | Comme progress sustained      | Attainable  |

|   |   |                                  |
|---|---|----------------------------------|
| employment as a result of the project/activity (on average):  | employment,<br>placed into employment   |                                  |
| <b>Wider Benefits</b>   |   |                                  |
| The programme will be supporting the local labour-market needs of the Tauranga region through on-going relationships and collaboration with employers     |   |                                  |
| <b>Assessment against the PGF criteria:</b>   |   |                                  |
| <b>Eligibility Criteria</b>   |   |                                  |
| This application is eligible for PGF funding  |   |                                  |
| <b>PGF Criteria</b>   | <b>Assessment Commentary</b>  | <b>Rating<br/>Yes/No/Partial</b> |
| <b>Link with fund and government outcomes</b>   |   |                                  |
| Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans   | <ul style="list-style-type: none"> <li>Addresses the high level of NEET youth in the Bay of Plenty, flexible approach to rangatahi based on their needs and circumstances, leveraging existing relationships with local employers, providers and the TBA</li> </ul>   | <b>Yes</b>                       |
| 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"> <li>Noting this programme is for NEET Youth. Employers being engaged with are in the key sector groups.</li> </ul>   | <b>Partial</b>                   |
| Reduces the rates of people not in employment, education and training, with an emphasis on Māori  | <ul style="list-style-type: none"> <li>IBA programme goal is for sustained employment of NEET youth within a culturally responsive model</li> </ul>   | <b>Yes</b>                       |
| 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"> <li>The end goal is that the youth are successfully engaged in work for more than six months, or alternatively, engaged in another pathway that will lead them toward sustained employment.</li> <li>IBA programme will support Tauranga's employment market and key sectors including partnering with them to provide a better understanding of the needs of at-risk youth, while preparing rangatahi to become 'work-ready'</li> </ul> | <b>Yes</b>                       |
| <b>Additionality – adds value by building on what is already there</b>  |   |                                  |
| Addresses a gap in current service  | <ul style="list-style-type: none"> <li>There is a recognised funding gap for intensive</li> </ul>   | <b>Yes</b>                       |

|   |   |            |
|---|---|------------|
| provision e.g. does not cover activities that are already funded for (unless funding is to up-scale or re-start, existing projects)       | <p>pastoral care components that will be delivered across the entire programme</p> <ul style="list-style-type: none"> <li>The additional impact will come via the ability to leverage off existing relationships and the resources and access to knowledge of employers and also of (NEETS) providers across the Tauranga region</li> </ul> |            |
| 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"> <li>HPR funding is sought specifically to fill funding gaps in delivery of intensive pastoral care components which MSD cannot fund</li> </ul>   | <b>Yes</b> |
| <b>Connected to regional stakeholders and frameworks</b>  |   |            |
| Alignment with regional priorities  | <ul style="list-style-type: none"> <li>There is currently a lack of NEET providers and community-facing organisations available for youth across the Tauranga region</li> <li>The IBA programme has strong emphasis on engagement with local employers and Iwi through existing collaborative relationships with local employers</li> </ul> | <b>Yes</b> |
| Support from local employers, central and local government, and governance groups (inc. Councils, Iwi/Hapu)                               | <ul style="list-style-type: none"> <li>Support letters from local employers, support from MSD, active engagement with Iwi</li> </ul>  | <b>Yes</b> |
| <b>Governance, risk management and project execution</b>  |   |            |
| Robust project management and governance systems  | <ul style="list-style-type: none"> <li>Governance will be delivered by the BOPYDT with a full time general manager performing programme management functions</li> </ul>   | <b>Yes</b> |
| Demonstrates the capacity and technical capabilities to effectively implement the initiative  | <ul style="list-style-type: none"> <li>BOPYDT has a strong governance model and IBA and TBA staff are qualified and experienced professionals in their respective areas</li> </ul>  | <b>Yes</b> |
| Risk management approach  | <ul style="list-style-type: none"> <li>Trust has a Governance and Operations manual that establishes a risk management policy</li> </ul>  | <b>Yes</b> |
| Future ownership / operational management   | <ul style="list-style-type: none"> <li>Not Applicable</li> </ul>  | <b>N/A</b> |
| <b>Funding Arrangements</b>   |   |            |
| A schedule of quarterly payments aligned with quarterly reports.  |   |            |
| <b>Due Diligence and Ownership</b>  |   |            |
| Due Diligence has been completed. The following findings were noted:  |   |            |

- No title searches conducted at this time; request searches if required to confirm ownership of property from which programme is being run.
- Also suggested sighting lease documents to confirm security of tenure of premises. Lease has been requested from the applicant.
- [REDACTED] Privacy of natural persons [REDACTED]

## 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<br>L/M/H |
|--------------|---|---|----------------------|
| 1.           | Lack of participants referrals                        | <ul style="list-style-type: none"> <li>• Strong engagement with key stakeholders including local MSD branches, Police, Oranga Tamariki and local schools and Providers</li> </ul>   | Low                  |
| 2.           | Lack of participant employers                         | <ul style="list-style-type: none"> <li>• Strong and on-going engagement with local employers including understanding their work-placement needs and engaging at the right time with participants.</li> </ul>  | Low                  |
| 3.           | Lack of future funding to continue programme delivery | <ul style="list-style-type: none"> <li>• Strong and on-going engagement with funders including [REDACTED] Commercial Information [REDACTED] and on-going seeking of alternative potential funding sources.</li> </ul>   | Medium               |
| 4.           | Community risk  | <ul style="list-style-type: none"> <li>• If the programme does not retain on-going funding support to allow continued delivery, a lack of service provision for NEET youth in Tauranga may require an alternative employment pathway programme or youth may become further disengaged.</li> </ul> | Medium               |

Consultation undertaken or implications:

MSD Feedback - Industry Partnerships has been an active partner in this application process and has agreed to co-fund the initiative with PGF and support this proposal.

NZTA provided feedback requiring further information from the applicant particularly in relation to whom the intended driver licensing course provider. Blue Light Ventures will be the provider.

**Supporting proposal:**

Yes

**Appendices:**

Application and Letters of support [Supporting letters withheld - Commercial Information](#)

**Author of paper:**

Privacy of natural persons