

## 2.08 TARARUA REAP - EMPLOYMENT LIAISON ADVISORS

PGF Application – TE ARA MAHI		For: Approval	
<b>Applicant:</b>	Tararua Rural Education Activities Programme (REAP)	<b>Pipedrive ID #</b>	Commercial Information
<b>Region</b>	<b>Manawatū – Whanganui</b>	<b>PGF Funding Sought:</b>	\$ Commercial Information
<b>Region detail:</b>	Tararua district	<b>Total Project Value:</b>	\$ Commercial Information
		<b>Applicant co-funding:</b>	Commercial Information
<b>Entity Type:</b>	Incorporated Society	<b>Funding Structure:</b>	Grant
<b>Entity Detail:</b>	Tararua REAP is a non-profit community based organisation located in Dannevirke, which serves the northern half of the Tararua District. Tararua REAP was formed in 1982 under the name of Southern Hawkes Bay REAP, a change of name occurred in 1999.		

### We recommend that the SROs:

- a) **Approve** \$574,262.10 from the Te Ara Mahi portion of the Provincial Growth Fund towards Tararua REAP Employment Liaison Advisors.
- b) **Note** the funding request is a grant and covers the first Commercial Information of the project.
- c) this programme has support from the Ministry for Social Development and Te Puni Kokiri, as well as other significant local support
- d) MSD are increasing investment following COVID-19 and includes a focus of redeploying those who were displaced. MSD have confirmed that they are not putting additional Work Brokerage in this part of the region. However MSD will work collaboratively with Tararua REAP to ensure no duplication and resources are targeted where needed. Local MSD Managers sit on the trusts board.
- e) **Note** Tararua Reap is looking to act as facilitator for local business to find and retain local people in the region and support the local workforce into training to upskill and into local employment opportunities.
- f) **Note** this programme will facilitate **at least** Commercial Information **into employment** over Commercial Information and support at least Commercial Information **people in training** and/or upskilling. These numbers are pre-COVID outcomes.
- g) **Note** this programme has support from the Ministry for Social Development and Te Puni Kokiri, as well as other significant local support.
- h) **Note** the target group for this programme is broad and includes all people of working age. There will be a focus on those vulnerable groups, including those displaced as a result of COVID-19.
- i) **Note** the priority sectors of focus for this programme are primary industries and related manufacturing work, the advisors will work broadly across local employers to ensure people are places in sustainable and permanent employment.
- j) **Note** there is a mixture of co-funding for the project: cash contribution of \$ Commercial Information from Tararua REAP and Commercial Information contribution of \$ Commercial Information provided by Commercial Information and Tararua REAP.
- k) **Note** the project will be overseen by the Tararua REAP board and a Governance Group which consists of: Iwi, Ministry of Social Development (MSD), Tararua District Council and Tararua REAP.

- I) Note** this project has significant local support from: Accelerate 25, Dannevirke High School, Ernslaw, New World, True Honey, Scanpower, Service IQ, Tararua Alliance Downer, Tararua District Council, Tararua Community Youth Services, Tourism Industry Aotearoa, UCOL and Central Hawkes Bay District Council.

### **Proposal:**

Tararua REAP seek funding to create <sup>Commercial</sup> additional human resources (employment liaison advisors) and the operating costs to support them, for a <sup>Commercial Information</sup>. The employment liaison advisors will be the conduit between employers and the workforce ensuring that employers are able to access the workforce to fill local roles.

The Tararua District has no local employment agencies, MSD provides the only job brokerage option and this is limited to their clients and resources are stretched across the region. The Employment Liaison Advisors will provide a one-stop-shop for employers and job seekers from training, job placement and ongoing support to enable a streamlined approach for the community to access local job opportunities and trained workforce

Pastoral care forms an integral part of the Advisors role and will be offered to those who are working with the Advisors. This will start from when the person engages with the Advisors through until six months following job placement. The Advisors will also maintain ongoing meetings with the employers and training provider to ensure their needs are met.

The key sectors of focus will be the primary sector – horticulture, dairy and sheep and beef farming, and related manufacturing. However, they will work alongside a wide range of local businesses, particularly in those growth sectors, to ensure broad job opportunities are available.

### **COVID-19 response**

Tararua REAP have a strong interest in retaining and developing skills in the region. To address the COVID-19 impact, once staff were employed they could be deployed rapidly and engage with local business to understand demand and to co-ordinate redeployment of displaced workers.

### **Target groups**

The target groups are broad and will consist of school leavers, unemployed, underemployed, education providers and employers.

REAP are an already established organisation that delivers a range of programmes and with strong connections within the community. The priority target group for this programme will be the vulnerable in the community and includes the 'new vulnerable' from the COVID impact.

The employment liaison advisors will work across all of these groups to facilitate connections into training and employment to ensure:

- local people have the appropriate skills for employment and are accessing and filling the local opportunities;
- local business have workforce with appropriate skills; and
- support is provided to both employees and employers to ensure their needs are being met.

### **Funding details**

Funding will be used to provide: [redacted] x FTE for employment coordinators, training costs for participants and general programme running costs (vehicle and office lease, office expenses and overheads)

Co-funding is provided by: Tararua REAP who will provide cash contribution and Commercial Information [redacted]

The programme will achieve outcomes as listed in the table below:

	Response	PDU (TAM) Statement regarding achievability of target
Number of people expected to attain employment as a result of the project/activity annually (on average):	Commercial Information [redacted] Commercial Information [redacted] Commercial Information [redacted]	Commercial Information [redacted]
Number of people expected to receive training as a result of the project/activity annually (on average):	At least [redacted] per year	These numbers are achievable.

### Assessment against the PGF criteria:

#### Eligibility Criteria

This application is eligible for PGF funding.

#### Productivity Potential

This project will improve productivity in the district by:

- Increasing the pool of local people who meet the requirement to fill current employment opportunities.
- Increasing the participant employability by ensuring training and upskilling and providing pastoral support to ensure sustainability of employment
- Increasing employer's ability to hire a skilled local workforce which may lead to business growth.

#### Policy objectives

- It focusses on supporting local people into local employment opportunities by addressing specific needs of local workforce and employers and facilitating training and upskilling.
- It ensure additionality by filling a gap in service provision which existing cross-government does not cover.
- This will build and strengthen mechanisms for coordination of workers, government and industry that will endure past the lifetime of the PGF.
- It helps to reinforce the wider government investment in PGF Tier 2 (Sector Investment) and Tier 3 (Enabling Infrastructure) projects by increasing skills and experience of those in variety of sectors including primary industries and manufacturing.

PGF Criteria	Assessment Commentary	Rating (Yes or No)
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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"> <li>This programme will help to develop employment opportunities and skills in the region, which aligns closely to the Manawatū-Whanganui Economic Action Plan and Accelerate25. Accelerate 25 have also sent a support letter this application.</li> </ul>	Y
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>This key sectors of focus include primary industries and food producers. These areas support Sector investment and will help to contribute to regional growth.</li> </ul>	Y
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> <li>This initiative is not specifically about NEETS but will support NEETS participants and contract holders in the district.</li> <li>The target group will include MSD clients.</li> <li>There is no primary focus on Māori but Māori make up 20% of the local population and will form a part of this cohort.</li> </ul>	Y
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>This will provide conduit between employer and the labourforce and a direct linkage into to local employment opportunities. This programme will respond to the needs local employers and local community to support people into sustainable employment outcomes.</li> <li>With the focus on permanent and sustainable jobs, this will help to address seasonal work impacts and the benefit reliance in the region.</li> </ul>	Y
<b>Additionality – adds value by building on what is already there</b>		
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"> <li>MSD are increasing investment following COVID-19 and includes a focus of redeploying those who were displaced. MSD have confirmed that they are not putting additional Work Brokerage in this part of the region. The local MSD Manager sits on the trusts board.</li> <li>MSD (and other agencies and organisations) will work collaboratively with Tararua REAP to ensure no duplication and resources are targeted where needed.</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>Access to commercial funding is not an option for this type of programme.</li> <li>Funding was sought from the District Council. However, there is a limited ratepayer's base in the region.</li> </ul>	Y
<b>Connected to regional stakeholders and frameworks</b>		
Alignment with regional priorities	<ul style="list-style-type: none"> <li>Businesses in the region have identified difficulties with accessing skilled workers. This will help to bridge this gap and ensure success for current and future projects.</li> </ul>	Y
Support from local employers, central and local government, and governance groups (inc. Councils, Iwi/Hapu)	<ul style="list-style-type: none"> <li>Support from local employers has been shown in the significant amount of support letters attached to the application.</li> </ul>	Y
<b>Governance, risk management and project execution</b>		

Robust project management and governance systems	<ul style="list-style-type: none"> <li>This programme has robust project management and governance systems. The governance group which consists of: Iwi, MSD, Tararua District Council and Tararua REAP.</li> </ul>	<b>Y</b>
Demonstrates the capacity and technical capabilities to effectively implement the initiative	<ul style="list-style-type: none"> <li>The applicant has successfully delivered contract requirements for other contracts and is an already established organisation that delivers a wide range of services.</li> </ul>	<b>Y</b>
Risk management approach	<ul style="list-style-type: none"> <li>Appropriate risk management approach has been identified.</li> </ul>	<b>Y</b>
Future ownership / operational management	<ul style="list-style-type: none"> <li>Applicant and supporting documents indicate the benefits of this model. A future operating model has been indicated using a quasi-recruitment agency success fee but has not been confirmed.</li> </ul>	<b>Partial</b>

### Funding Arrangements

Funding will be distributed via a milestone plan. This will be developed at the contracting stage.

### Due Diligence and Ownership

Due Diligence has been completed, no issues raised.

### 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
<b>Uptake of programme</b>	Unable to engage enough potential candidates	<ul style="list-style-type: none"> <li>The Tararua REAP Board, with support from the Governance Group will continue to monitor the Employment Liaison Advisors engagements and open new doors to new candidate pools as required in the early years.</li> </ul>	Medium
<b>Buy in from businesses</b>	Unable to obtain business engagement	<ul style="list-style-type: none"> <li>The Employment Liaison Advisors are to report on engagement with local businesses' and flag issues so Tararua REAP and the Governance Group can remove potential roadblocks. Promotion of PGF support will very likely make this easier.</li> </ul>	Medium
<b>Training Delivery</b>	Education providers do not deliver courses required	<ul style="list-style-type: none"> <li>Ensure that there is a constant pool of potential candidates for new courses within Tararua District. Work with employers to demonstrate the need for courses being delivered in District removing the barrier that travel to courses brings for some unemployed candidates.</li> <li>Where relationships from out of District providers are not productive additional out of District providers are to be discussed with the Governance Group.</li> </ul>	Medium

<b>Sustainability</b>	Not sustainable in future years	<ul style="list-style-type: none"> <li>Make roll out successful to ensure future support from businesses, industry, schools and education providers.</li> </ul>	High
<b>Reputation</b>	Reputation of scheme is damaged due to behaviour of either jobseeker or employer	<ul style="list-style-type: none"> <li>Ensure appropriate safe-guards are in place and relationships are strong and pro-active for early identification and resolution of issues.</li> </ul>	Medium

#### Consultation undertaken or implications:

TPK – Support application and have noted that Tararua REAP are working collaboratively with local providers/trainers/agencies/councils and Iwi to develop and implement training and support networks to enhance employment opportunities within the district across a wide section of the community i.e. school leavers, NEETS, long term unemployed and others looking to return to the workforce.

Wide variety of support letters accompanied the application – these are attached in the appendix.

#### Supporting proposal:

Yes

#### Appendices:

Yes – Applications and supporting letters are as annexes  
Supporting letters withheld - Commercial Information

#### Author of paper:

Victoria Tetley and Terry Curran Te Ara Mahi/He Poutama Rangatahi Team