

## 2.5 TAUPŌ PATHWAYS FOR YOUTH EMPLOYMENT

### HE POUTAMA RANGATAHI

He Poutama Rangatahi Application		For: Approval	
<b>Applicant:</b>	Taupō Pathways for Youth Employment	<b>Pipedrive ID #</b>	Commercial Information
<b>Region</b>	<b>Waikato</b>	<b>PGF Funding Sought:</b>	\$ Commercial Information
<b>Region detail:</b>	Taupō	<b>Total Project Value:</b>	\$722,500
		<b>Applicant co-funding:</b>	N/A
<b>Entity Type:</b>	Registered Charitable Trust	<b>Funding Structure:</b>	Grant
<b>Entity Detail:</b>	Taupō Pathways is a registered charitable trust established with the purpose to undertake, facilitate, and promote initiatives and programmes that advance education, training, employment, and positive activities for young people under the age of twenty-five in the Taupō District.		

#### We recommend that the SROs:

- a) **Note** that He Poutama Rangatahi (HPR) funds community-driven programmes that work with otherwise hard to reach young people to overcome multiple barriers to education, training and/or employment.
- b) **Approve** \$722,500 grant from HPR towards Taupō Pathways for Youth Employment project (the Project).
- c) **Note** the funding requested is for HR, administration and programme costs for Commercial Information. This will allow Taupō Pathway's to extend their current service (since 2018, they have been operating a successful 'in school' programme which is currently funded by Commercial Information to target NEET's in the Taupō region.
- d) Commercial Information
- e) **Note** that MSD, MoE, and TEC are supportive of the programme and reiterate the need to coordinate all local services to ensure greater success for the target cohort and region.
- f) **Note** that where appropriate MSD could transition their clients into the programme Commercial Information
- g) **Note** that over the Commercial Information their core programme, Licence to Work, will target Commercial Information rangatahi who are most at risk of long term unemployment. The intention is that all these rangatahi will either obtain employment, undertake further training or vocational education. Intensive pastoral care is built into all programmes offered by Taupō Pathways.
- h) **Note** that it is anticipated that approximately 50% of participants will be women.
- i) **Note** that the funding will allow for the employment of Commercial Information new FTEs to establish and deliver the NEET programme.
- j) **Note** that Taupō Pathways has relevant connections and relationships with local community and industry stakeholders. This includes a database of Commercial Information employers (which is being reviewed post COVID 19) who are active in this programme.
- k) **Note** that in addition to Licence to Work, the overall programme also encompasses Taupō District Careers

Roadshow, Employer Connect, Pathways Connect, and Apprentice Connect.

**Proposal:**

The proposal seeks to add to Taupō Pathway's current in-school 'pre-employment' programmes, to also target NEETs in the region. These programmes consist of a range of initiatives that provide rangatahi with: a better understanding of the career options available in the District; connections to work experience and apprenticeship opportunities; and the confidence and skills required to successfully transition into work, further training and/or education.

The following initiatives will be delivered to rangatahi as part of the Project:

- **Licence to Work**  
An intensive 10-week programme designed to develop soft employability skills, work readiness and competencies sought by industry and businesses. It will also include blocks of voluntary work, work experience, as well as emotional intelligence components.
- **Taupō District Careers Roadshow**  
An event that gathers tertiary providers and employers to provide an opportunity for rangatahi to explore the different options and pathways available within the district.
- **Employer Connect**  
Initiative focused on building relationships with employers to work collaboratively for the benefit of both rangatahi and employers.
- **Pathways Connect**  
This initiative is about exploring workplaces and showcasing the career options available in the Taupō District.
- **Apprentice Connect**  
Programme designed to assist young people to complete their pre-apprenticeship paperwork requirements. There is a potential opportunity to expand this initiative to also support rangatahi who are interested in related careers and connect them to apprenticeships opportunities.
- **Pastoral Care**  
Manakitanga and intensive pastoral care will be built into all programmes offered by Taupō Pathways. Individual needs and barriers will be identified to ensure each young person has a tailored pathway plan and all support components they may need.

**Target group**

The project will specifically target NEETs and those at risk of becoming a NEET, in the Taupō District. It is anticipated that approximately 50% of participants will be women.

Taupō Pathways will work with local government agencies, stakeholders and training providers to identify appropriate rangatahi for the project. These will include, but not be limited to, Youth Network, Oranga Tamariki, MoE, and MSD. Taupō high schools will also assist in identifying those who have recently left the school system and are at risk of becoming a NEET.

**Ability to achieve outcomes**

Taupō Pathways has experience running transitional in-school employment programmes which target students identified as being most at risk of becoming NEET. [REDACTED] Commercial Information [REDACTED]

**Stakeholder engagement and support**

- Taupō Pathways has relationships and regularly engages with a large group of industry businesses and other key stakeholders in Taupō. It has an existing database of approximately [REDACTED] employers, and [REDACTED] of these are currently very active in their programmes.

- This includes representatives from the primary sector, manufacturing, tourism, hospitality, construction sector, and social and community services.

### Funding detail

HPR funding specifically will cover the following costs over <sup>Commercial Inform</sup> [redacted]:

- Programme Costs such as safety equipment and courses, first aid courses, cooking classes, driver license, workbooks, transport and stakeholder events.
- Operational Costs including office and laptop rentals, office expenses and furniture.
- HR Costs including <sup>Com</sup> dedicated FTEs: a <sup>Commercial Information</sup> [redacted]

The in-school programmes are currently funded by Bay Trust and run by volunteer staff. Additional funding and dedicated resources are required to scale up operations to reach and engage the most at risk youth.

### Social benefits

- Reduce the number of NEETs in the Taupō District;
- Reduce barriers for rangatahi achieving their potential and transition into local employment, education and/or training opportunities (in general and in particular for Māori);
- Encourage local employers to take on local rangatahi, decreasing dependency on migrant labour;
- Increase economic output by making young people work ready;
- Increase social inclusion and participation of young people, and particularly of those most disengaged and hardest to reach youth;
- Improve earning potential of individuals and families by supporting rangatahi to become work-ready and transition into employment.

### Project outcomes

	Response	PDU (TAM/HPR) Statement regarding achievability of target
Total number of people expected to complete the License to Work programme:	<sup>Commerc</sup> minimum ( <sup>Com</sup> cohorts of <sup>Comme</sup> participants)	Very likely to be achieved.
Total number of people expected to attain employment as a result of the project:	<sup>Comme</sup> minimum	The success rate is achievable given the funding will scale up the current 'in-school' project and address some of the barriers to employment.
Number of people expected to engage in further training and/or education as a result of the project/activity annually (on average):	<sup>Comme</sup> minimum	Very likely to be achieved, especially with the investment put into apprenticeships.

### Additional outcomes

- **Pathways Connect:** up to <sup>Commerc</sup> rangatahi over the life of the project.
- **Apprentice Connect:** currently targets <sup>Comme</sup> apprentices per year, however there is potential to expand numbers.
- **Employer Connect:** will target an additional <sup>Comm</sup> new employers to actively collaborate to the project.
- **Taupō District Careers Roadshow** is a bi-annual event which will engage at least 2,000 rangatahi in the region.

### Assessment against the PGF criteria:

#### Eligibility Criteria

This application is eligible for He Poutama Rangatahi funding.

<b>Productivity Potential</b>		
<p>The Project will improve productivity in the region by:</p> <ul style="list-style-type: none"> <li>Reducing the proportion of the Taupō population who are not in employment, education or training;</li> <li>Addressing some of the barriers that rangatahi face in the region to engage in a pathway to employment;</li> <li>Increasing the pool of local people who meet the requirements to fill vacant job positions;</li> <li>Improving employability and upskilling local people;</li> <li>Strengthening, diversifying and growing regional economies.</li> </ul>		
<b>Policy objectives</b>		
<p>This application aligns with the He Poutama Rangatahi principles and objectives as follows:</p> <ol style="list-style-type: none"> <li>1) It supports young people that are most at risk of long term unemployment and who are not in education, employment or training;</li> <li>2) It focusses on supporting local people into local employment opportunities by addressing specific needs of rangatahi and employers;</li> <li>3) It ensures additionality by filling a gap in service provision which existing funding does not cover;</li> <li>4) It fits within mechanisms for coordination of employers, workers and government that will endure past the lifetime of the PGF;</li> <li>5) It indirectly reinforces investments in PGF Tier 2 (Sector Investment) and PGF Tier 3 (Enabling Infrastructure) projects through the improvement in work readiness of potential workers required to support investments in the region.</li> </ol>		
<b>PGF Criteria</b>	<b>Assessment Commentary</b>	<b>Rating (0✓ to 5✓)</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>It supports the Te Waka Waikato Regional Development Strategy, which aims to strengthen the transition pipelines from school to employment in key sectors, as well as ensure that skills, vocational education and employment are key factors in the sector action plans.</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>The sectors being targeted for employment opportunities as part of this programme include: construction, infrastructure, horticulture and technology. Developing the skills and experience in these areas will contribute to regional growth.</li> </ul>	<b>Yes</b>
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> <li>The project specifically targets rangatahi who are most of risk of long-term unemployment.</li> <li>The programme will reduce the number of rangatahi NEET.</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>Focus on connecting latent labour supply with existing demand, by supporting rangatahi NEET to transition into employment through intensive ongoing pastoral care and training/personal development.</li> <li>The project will improve earning potential of individuals and families by upskilling participants to</li> </ul>	<b>Yes</b>

	become work ready.	
<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>This programme provides a range of connector roles to address gap in service provision by supporting rangatahi NEETs into employment and to sustain this employment.</li> </ul>	<b>Yes</b>
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 currently an option for this type of programme.</li> </ul>	<b>Yes</b>
<b>Connected to regional stakeholders and frameworks</b>		
Alignment with regional priorities	<ul style="list-style-type: none"> <li>It aligns with regional priorities and objectives by developing skills, increasing employability, and offering opportunities to enable local rangatahi to be part of the Waikato economy.</li> <li>The project aims at reducing the number of rangatahi NEET in the region.</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>This programme will work closely with other agencies such as Oranga Tamariki, MoE and MSD, as well as Taupō District's high schools and other social and community services providers.</li> <li>Applicant is well connected with local employers and businesses, and it is recognised by MSD and MoE for the positive impact of its current programmes in the region.</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>The Taupō Pathways Board has selected representatives from the following sectors: education, human resources, social services, local government, construction, hospitality, tourism, manufacturing, energy and primary industry.</li> </ul>	<b>Yes</b>
Risk management approach	<ul style="list-style-type: none"> <li>An appropriate risk management approach for this proposal has been identified and demonstrated in the application.</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>		
The funds will likely be distributed via a milestone plan. This will be confirmed during the contracting stage.		
<b>Due Diligence and Ownership</b>		

Due diligence has been completed and no issues have been 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
<b>Programme unable to achieve outcomes</b>	Programme is unable to effectively address individual needs, maintain engagement and/or support rangatahi NEETs into further training, education and/or employment.	<ul style="list-style-type: none"> <li>• Specific individual needs will be identified and addressed through intensive and ongoing pastoral care.</li> <li>• Ensure ongoing collaboration and partnerships with other agencies to cater the support offered to individual needs.</li> <li>• Ensure sufficient resources are in place and staffs are capable to manage the high support needs of participants.</li> </ul>	Low
<b>Rangatahi are not drug free</b>	Rangatahi face additional challenges relating to alcohol and other drugs to transition into further training, education and/or employment.	<ul style="list-style-type: none"> <li>• Programmes will have an educational component as part of the pastoral care.</li> <li>• Referrals will be made to appropriate counselling services as required.</li> </ul>	Medium
<b>Recruitment</b>	Lack of real NEETs data to identify potential participants.	<ul style="list-style-type: none"> <li>• Coordination and collaboration with Government and local agencies.</li> </ul>	Low

## Consultation undertaken or implications:

Consultation was undertaken with other government agencies in relation to this proposal. The feedback received is summarised below.

### MSD

- MSD would **require an element of coordination to identify where the gaps may be in current services and funding.**
- Taupō Pathways has been developing in this space for some time. If it was possible to ensure the **focus on those at most risk, the project could work well.**
- The project aligns with the Regional Plan as it is focussed on pathways to employment.
- MSD is supportive of the project and is willing to work collaboratively with Taupō Pathways to create further opportunities and pathways for the rangatahi. **Commercial Information**

### MoE

- Taupō Pathways has established successful delivery models that grow and develop employability skills for rangatahi in Taupō. It currently supports the delivery of License to Work and Pathways Connect in Taupō's two high schools: **Commercial Information**
- At community level, it also supports the delivery for disengaged rangatahi and running Apprentice Connect opportunities to support local youth engaged in apprenticeships.
- Taupō Pathways is well connected with local employers and businesses and highly regarded for the work they

do trying to disrupt the gap between education on employment.

- It has placed a number of at risk youth into employment over the last three years.
- MoE does not provide funding for the Licence to Work Program for schools

**NZTA**

- Transport Agency recommends that the applicant ensures any driver licensing initiatives are co-ordinated with other local councils and organisations in the area.

**TEC**

- The applicant will work with the TEC where there is Tertiary sector involvement, but the application does not specifically identify any tertiary partners.
- The TEC is happy to be involved in facilitating any tertiary introductions or advice where appropriate.

<b>Supporting proposal:</b>	Yes
<b>Appendices:</b>	Yes – Application and supporting documents are as annexes <small>Supporting documents withheld - Commercial Information</small>
<b>Author of paper:</b>	HG, Te Ara Mahi/He Poutama Rangatahi Team