

Regional Apprenticeships Initiative

Te Ara Mahi Application Form



About this form

The purpose of this form is for potential proposals for the Regional Apprenticeships Initiative to be submitted to the Provincial Growth Fund (PGF) for review. The Regional Apprenticeships Initiative provides a tailored package of assistance to employers to take on new apprentices.

All potential projects will be assessed against the following PGF COVID-19 response criteria:

- Immediate job creation;
- Timeframe for construction activity (if applicable);
- Degree of visibility to the community.

Proposals are expected to create new apprenticeship opportunities with the criteria being that funding:

- In the first instance, focus on displaced workers (including women and those who have undertaken pre-trades training and are looking for work) as well as Māori and Pasifika. This will then be open to all other workers where this demand has been met. This could include existing employees who want to transition into an apprenticeship;
- Is available to all sectors and businesses in the regions where apprenticeships are utilised. The priority sectors for investment in apprenticeships are: primary sector, construction, manufacturing and engineering, and wood processing;
- Will be targeted at eligible regions only;
- Is available for those participating in the New Zealand Apprenticeship scheme or other Level Four industry training qualifications that are similar to an apprenticeship, e.g., at least 120 credits.

In addition, the employer:

- Seeks to retain the apprentice until their qualification is complete
- Is not accessing a wage subsidy or other similar apprenticeship support from any other source for the same apprentice
- Will be expected to meet the subsequent costs of the apprenticeship as this funding provides upfront funding which will taper off over two years.

Completing this form

Please complete all sections fully and accurately. Square brackets and italics indicate guides. Please see the Grow Regions website, or contact your regional advisor, for further support.

Public disclosure

The Provincial Development Unit is responsible for leading the Provincial Growth Fund's design, administration and monitoring its operation in consultation with other government agencies. In the interests of public transparency, successful applications may be published by the Provincial Development Unit (PDU).

Commercially sensitive and personal information will be redacted by reference to the provisions of the Official Information Act 1982. Please identify by highlighting any information in your application that you regard as commercially sensitive or as personal information for the purposes of the Privacy Act 1993.

Submitting your application

All completed forms must be emailed to PGF@mbie.govt.nz with a clear subject heading.

If you are a Trust (or applying on behalf of a Trust), then you must provide a copy of your Trust Deed.

By submitting your form, you are agreeing to the terms and conditions of applying for PGF investment which can be found in Appendix 1. A separate proposal with supporting evidence can also be attached if it will support your application.

Section 1: Key Applicant Information

1. Proposal title: Local Positive Solutions for Local Outcomes

2. Please provide a very brief description of the project/activity:

ICONIQ Group is pursuing the opportunity to employ & train local apprentices & whanau. To ultimately improve the regional building industry by upskilling existing local workforces and provide key training and mentorship for local youth looking to pick up a trade after completing their tertiary educations.

"Being born and raised in Gisborne, and knowing that social housing and employment is a huge issue for home at the moment, gives me the ultimate drive and commitment to creating opportunities and change amongst our community and our people in Gisborne." Nathan Te Miha - Construction Manager & Director ICONIQ Group

This proposal encompasses a Maori trades and business development model of the overall 'Local Positive Solutions for Local Outcomes' approach that sits under the ICONIQ umbrella. We are doing things differently to the norm, challenging current structures and choosing a different route in order to achieve outcomes never seen before in Gisborne or New Zealand.

ICONIQ Group will be focused on:

- Building affordable homes: construction work will be at the heart of the model. The mission is to provide a training model that supports the process of building quality, desirable and affordable homes for whanau, local iwi's & Kainga Ora.
- Earn while you learn: ICONIQ Group will provide employment from day one. Tradespeople who come from industry or tertiary education will receive innovative training modes that complement their employment.
- Grow New Maori Businesses: Promoting new small business ownership by providing in depth training for candidates, the 'Local Driven Solutions for Local Outcomes' model will ultimately produce new Māori businesses as a result, and legacy opportunity stimulation of the Māori economy through trades.

We are proposing to support up to Comm individuals into apprenticeships over Commercial years, facilitating employment for them from day one utilising our build partners to provide ongoing work opportunities with our own building contracts through Kainga Ora, local iwi housing developments & other local housing projects that may arise throughout the region. We will work closely with our build partners to incentivise upskilling and progression to living wage aligned with training milestones.

As well as supporting our own employees, our training facility and programme will be provided for local Maori trade businesses who become build partners on the various contracts aiding and supporting their own development.

Please refer to our business overview proposal provided, our strategy is to have all government organisations and local Iwi apart of our apprenticeship initiative allowing a smoother transition for everyone involved. Apprentices will have the ability to learn, grow, and show their capabilities during their journey of employment and one day, become business owners themselves.

3. Please provide the details of the applicant organisation/entity for which funding is being requested: *[Note that if you are applying on behalf of another organisation, then details of that organisation are required.]*

Applicant Legal Name:	ICONIQ GROUP LIMITED
Entity Type:	Company
Registered Offices / Place of Business:	Unit 1 / 15 Paramount Drive Henderson, Auckland 0612
Identifying Number:	9429047665934

	Company number:7711439 Incorporation Date:05 Sep 2019
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4. Please provide the contact details for a person as a key point of contact:

Contact Name and Role:	Nathan Te Miha		
Email Address:	Privacy of natural persons	Telephone:	Privacy of natural persons

5. Please describe the principal role or activity of the applicant organisation.

We are a NZ owned & operated construction firm. Specialising in residential, commercial & land development projects within the construction sectors throughout New Zealand.

6. This project will be based in the region of:

Gisborne

7. If this project will be based in other regions, please outline which region:

NA

8. Has this apprenticeship support application been previously discussed with any part of Government Yes: No:

If yes, please list which part of the Government, and the nature of those discussions

(MSD) Ministry of Social Development – Regional Commissioner Privacy of natural persons and Privacy of natural persons, Senior Regional Official, Provincial Development Unit, Tairāwhiti

9. Have you previously received Government funding for this Project? Yes: No:

If yes, please list which part of the Government, when the funding was received, and how much

NA

10. Please set out the proposed sources of funding for the Project:

Source of Funding: <i>[Please indicate where all funding is sourced from, noting who the funder is]</i>	\$ (excl GST)	Status / Commentary <i>[i.e. received / confirmed / in principle]</i>
PGF Investment (through this application)	\$5,756,304.00	
<i>[please specify all other sources of funding, including prior Govt. funding]</i>	\$	
Other Sources: <i>[add rows if applicable]</i>	\$	
	\$	
Total:	\$	

11. Please provide a breakdown of how the funding will be utilised (on a per person basis)

ICONIQ Group Employees Funding Breakdown: <i>[Please indicate where all other funding is/will be sourced from, noting who the funder is and whether the funding is monetary or in-kind; including funding already received from Government and/or other third parties]</i>	\$ (excl GST)	Status & Commentary <i>[e.g. received/ confirmed/in principle; date funding runs to]</i>
Wage subsidy (Year 1 - up to \$16,000)	\$16,000	
Wage subsidy (Year 2 – up to \$8,000)	\$8,000	
Pastoral Care	\$	
Business support	\$	
Equipment (one off cost)	\$	
Other:	\$	
Total:	\$	

Section 2: Project Overview

12. Please indicate the number of apprentices you are looking to employ, the type of apprenticeships that will be offered as well as your previous experience in developing apprentices (if any):

The overall target of this initiative is to create [redacted] employment opportunities via a thorough training and apprenticeship programme facilitated and managed by ICONIQ Group.

Our partnership and commercial agreements with Kainga Ora and with the help of local Iwi's will enable us to deliver state and iwi housing developments with a strong focus on social and employment outcomes. This regional based employment scheme will be unlike any seen before.

Each sub-contractor who is awarded work packages will have a commercial agreement in place where set apprenticeship employment KPI's must be met to undertake their scope of works.

Example:

Client - Kainga Ora

Project - [redacted] Housing Developments Gisborne

Duration - [redacted] years

Main Contractor - ICONIQ Group

Sub - Contractor - [redacted] (Scaffolding Contractor)

As part of [redacted] agreement a clause will be included where over the course of a [redacted] year build programme [redacted] local Maori must be employed as apprentices. All employed apprentices must go through the 3-week pre employment programme at no cost to the sub-contractor held at the ICONIQ Group training facility prior to physically starting on site.

During this 3-week pre employment training programme the candidate will receive key core training, mentorship and ongoing pastoral care as outlined in the attached Iconiq Group proposal doc attached for reference.

In summary however key areas are covered as listed below:

- *Tikanga & Te Reo*
- *Whakawhanaungatanga & Team Building*
- *Health & Well Being*
- *Positive Mindset & Goal Setting*
- *Budget & Financial Literacy*
- *Resilience & Dealing with Stress*
- *Specific Construction Training*
 - *Height Safety*
 - *Confined Space & Gas Testing*
 - *Site Safe Certification*
 - *Basic Tool Training*
- *Conflict Resolution*
- *Problem Solving Effective Communication*

This in turn leads to sub-contractors prior to their new employee setting foot on a site arriving with all the provided essential training and pastoral care. As well as this it ensures the sub- contractor has a steady stream of work to ensure the apprentice(s) can be supported throughout their employment.

The subcontractor specific apprenticeships will vary between:

- *Plumbing & Drainage*
- *Electrical*
- *Roofing*
- *Passive Fire*
- *Painting*
- *Concrete & Steel Fixing*
- *HVAC*
- *Scaffolding*
- *Plastering & Stopping*

Our business unit has a strong track record of training and employing apprentices. Whether it be building apprenticeships from start to finish who are still actively working for us as qualified tradesmen through to our passive fire training facility moving through to full time employment for us.

We have trained ^{Comm} candidates through our Mana Mahi training facility in Auckland as well as ^{Comm} building apprentices through physical apprenticeships and our collaboration with All nation's health fitness and wellbeing trust.

13. Are you targeting a particular cohort (e.g. displaced workers, Māori or Pasifika)

Displaced workers & Māori

Section 3: Declarations

14. Is the applicant receiving a wage subsidy or other similar apprenticeship support from any other source for the same apprentice(s) that this funding will be used for? Yes: No:
15. Is the applicant aware that they must not receive a wage subsidy or other similar apprenticeship support from any other source for the same apprentice(s)? Yes: No:
16. The contracting entity is compliant and will continue to comply with all applicable laws, regulations, rules and professional codes of conduct or practice including but not limited to health and safety and employment practices Yes: No:
17. Has this activity ever been declined Crown Funding in the past? Yes: No:
18. Has the applicant or the contracting entity ever been insolvent or subject to an insolvency action, administration or other legal proceedings? Yes: No:
19. Has any individual in the Project Team (including the Applicant's Leadership Team, directors, partners, or trustees, or any key members of the project) ever been insolvent or subject to an insolvency action, administration or other legal proceedings, or actively involved in any organisation which has? Yes: No:
20. Has any individual in the Project Team (including the Applicant's Leadership Team, directors, partners, or trustees, or any key members of the project) ever been adjudged bankrupt or is an undischarged bankrupt? Yes: No:
21. Has any individual in the Project Team (including the Applicant's Leadership Team, directors, partners, or trustees, or any key members of the project) ever been under investigation for, or been convicted of, any criminal offence? Yes: No:
22. Are there any actual, potential or perceived conflicts of interest that the applicant or any of the key personnel have in relation to this project (including, for instance, any contractors that are family members or business partners that will be delivering the project) Yes: No:

"In a small country like ours, conflicts of interest in our working lives are natural and unavoidable. The existence of a conflict of interest does not necessarily mean that someone has done something wrong, and it need not cause problems. It just needs to be identified and managed carefully..." <https://www.oag.govt.nz/2007/conflicts-public-entities>

If you answered "Yes" to any question from 14 to 22, please provide a description below:

15.
We are aware we that we cannot receive a wage subsidy or other similar apprenticeship support from any other source for the same apprentice(s)
16.
We are compliant and will continue to comply with all applicable laws, regulations, rules and professional codes of conduct or practice including but not limited to health and safety and employment practices.

By completing the details below, the applicant makes the following declarations about its application for Provincial Growth Fund funding for the project ("application"):

- I have read, understand and agree to the Terms and Conditions of applying for Provincial Growth Fund funding which are attached as Appendix 1;
- The statements in the application are true and the information provided is complete and correct, and there have been no misleading statements or omissions of any relevant facts nor any misrepresentations made;
- I have secured all appropriate authorisations to submit the application, to make the statements and to provide the information in the application;
- I have obtained the permission of each member of the Project Team to provide the information contained in this application and those individuals are aware of, and agree to, the Terms and Conditions of applying for Provincial Growth Fund funding which are attached as Appendix 1;
- I consent to this application being publically released if funding is approved. I have identified the commercially sensitive and personal information.
- The applicant warrants that it has no actual, potential or perceived conflict of interest (except any already declared in the application) in submitting the application, or entering into a contract to carry out the project. Where a conflict of interest arises during the application or assessment process, the applicant will report it immediately to the Provincial Development Unit by emailing PGF@mbie.govt.nz; and
- I understand that the falsification of information, supplying misleading information, or the suppression of material information in this application, may result in the application being eliminated from the assessment process and may be grounds for termination of any contract awarded as a result of this application process.
- The applicant consents to the Provincial Growth Fund undertaking due diligence including any third party checks as may be required to fully assess the application.

Full name:

Todd Scrafton

Title / position:

General Manager

Signature / eSignature:

Date:

15-07-2020

Appendix 1 – Terms and Conditions of this Application

General

The terms and conditions are non-negotiable and do not require a response. Each applicant that submits an application for Provincial Growth Fund (“PGF”) funding has confirmed by submitting this application that these terms and conditions are accepted without reservation or variation.

The PGF is a government initiative which is administered by the Provincial Development Unit (PDU), a unit within the Ministry of Business, Innovation and Employment. Any reference to the PDU in these terms and conditions, is a reference to MBIE on behalf of the Crown.

Reliance by Provincial Development Unit

The PDU may rely upon all statements made by any applicant in an application form and in correspondence or negotiations with the PDU or its representatives.

Each applicant must ensure all information provided to the PDU is accurate. The PDU is under no obligation to check any application for errors, omissions, or inaccuracies. Each applicant will notify the PDU promptly upon becoming aware of any errors, omissions, or inaccuracies in its application or in any additional information provided by the applicant.

Ownership and intellectual property

Ownership of the intellectual property rights in an application does not pass to the PDU. However, in submitting an application, each applicant grants the PDU a non-exclusive, transferable, perpetual licence to use and disclose its application for the purpose of assessing and decision making related to the PGF application process. Any hard copy application or documentation supplied by you to the PDU may not be returned to you.

By submitting an application, each applicant warrants that the provision of that information to the PDU, and the use of it by the PDU for the evaluation of the application and for any resulting discussions, will not breach any third-party intellectual property rights.

Confidentiality

The PDU is bound by the Official Information Act 1982 (“OIA”), the Privacy Act 1993, parliamentary and constitutional convention and any other obligations imposed by law. While the PDU intends to treat information in application as confidential to ensure fairness for applicants during the assessment and decision making process, the information can be requested by third parties and the PDU must provide that information if required by law. If the PDU receives an OIA request that relates to information in this application, where possible, the PDU will consult with you and may ask you to confirm whether the information is considered by you to be confidential or still commercially sensitive, and if so, to explain why.

The PDU may disclose any application and any related documents or information provided by the applicant, to any person who is directly involved in the PGF assessment process on its behalf including the officers, employees, consultants, contractors and professional advisors of the Provincial Development Unit or of any government agency. The disclosed information will only be used for the purpose of participating in the PGF AF and assessment process, which may include carrying out due diligence.

In the interests of public transparency, if an application is approved for funding, the application (and any related documents) may be published by the PDU. Commercially sensitive and personal information will be redacted in accordance with the OIA and Privacy Act 1993.

Limitation of Advice

Any advice given by the PDU, any other government agency, their officers, employees, advisers, or other representatives about the content of your application does not commit the decision-maker (Senior Regional Officials or Ministers depending on the level of funding requested and the nature of the project) to make a decision about your application.

No contractual obligations created

No contract or other legal obligations arise between the PDU and any applicant out of, or in relation to, the application and assessment process.

No process contract

The PGF Application Form and assessment process does not legally oblige or otherwise commit the PDU to proceed with that process or to

assess any particular applicant's application, or enter into any negotiations or contractual arrangements with any applicant. For the avoidance of doubt, this application and assessment process does not give rise to a process contract.

Costs and expenses

The PDU is not responsible for any costs or expenses incurred by you in the preparation of an application.

Exclusion of liability

Neither the PDU or any other government agency, nor their officers, employees, advisers or other representatives will be liable (in contract or tort, including negligence, or otherwise) for any direct or indirect damage, expense, loss or cost (including legal costs) incurred or suffered by any applicant, its affiliates or other person in connection with this AF and assessment process, including without limitation:

- a) the assessment process
- b) the preparation of any application
- c) any investigations of or by any applicant
- d) concluding any contract
- e) the acceptance or rejection of any application, or
- f) any information given or not given to any applicant(s).

By participating in this application and assessment process, each applicant waives any rights that it may have to make any claim against the PDU. To the extent that legal relations between the PDU and any applicant cannot be excluded as a matter of law, the liability of the PDU is limited to \$1.

Nothing contained or implied in or arising out of the PGF documentation or any other communications to any applicant shall be construed as legal, financial, or other advice of any kind.

Inducements

You must not directly or indirectly provide any form of inducement or reward to any officer, employee, advisor, or other representative of the PDU or any other government agency in connection with this application and assessment process.

Governing law and jurisdiction

The application and assessment process will be construed according to, and governed by, New Zealand law and you agree to submit to the exclusive jurisdiction of New Zealand courts in any dispute concerning your application.

Public statements

The PDU and any other government agency, or any relevant Minister, may make public in whole or in part this application Form including the following information:

- the name of the applicant(s)
- the application title
- a high-level description of the proposed project/activity
- the total amount of funding and the period of time for which funding has been approved
- the region and/or sector to which the project relates

The PDU asks applicants not to release any media statement or other information relating to the submission or approval of any application to any public medium without prior agreement of the PDU.