



Māori Trades and Training Fund Expression of Interest

About this form

The purpose of this form is for potential proposals for the Māori Trades and Training Fund to be submitted to the Ministry of Business, Innovation and Employment (MBIE) for review. This Fund is for \$50 million over two years.

The overall objectives of the Māori Trades and Training Fund are to:

- support tailored, community-led initiatives through partnership between Māori and the Crown that empower solutions by Māori, for Māori
- emphasise paid employment-focused training opportunities, but also consider support services such as pastoral care to overcome barriers to participating in training or apprenticeships
- focus on group-based initiatives that connect multiple employers to offer work experience and training opportunities.

The Māori Trades and Training (MTT) Fund is a government initiative which is administered by the Provincial Development Unit (PDU), a unit within the Ministry of Business, Innovation and Employment.

Eligibility

Applications will be assessed against the following criteria:

- Projects must be led by Māori including iwi, hapū or other Māori groups
- Funding should focus on initiatives which will develop skills likely to be in demand over time
- Initiatives should be based on partnership between Māori and the Crown and recognise that Māori entities bring non-monetary benefits such as cultural knowledge, expertise and connections to the Māori community
- Initiatives should provide meaningful opportunities to support people into sustainable employment to help fulfil their needs, goals and contribute to their overall wellbeing
- Initiatives should promote upskilling and employment in vulnerable communities, and support people to access employment-based training opportunities who otherwise may not be able to access such opportunities
- Initiatives should provide a pathway for trainees to move into further training or employment opportunities to encourage positive labour market outcomes for communities and employers in the longer-term.

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 relationship manager, for further support. If you are applying on behalf of a number of parties, you need their consent to submit this application. You can add other applicants during the application process. You will be the point of contact for this application, but you must give us all information about all applicants. Once complete, please email your completed form to MTTFund@mbie.govt.nz.

By submitting your form, you are agreeing to the terms and conditions of applying for MBIE investment which can be found in Appendix One.

Next Steps

Applications will be assessed for eligibility, as well as how well they will deliver on the objectives of the Fund. One of our team will be in contact regarding your application.

Public disclosure

The PDU 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 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.

Section 1: Key Applicant Information

1. Proposal Title:

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

[In 200 words or less – give the elevator pitch for the proposal, describing exactly what you are seeking funding for e.g.

- What are you planning to achieve by using this funding?
- How will this funding support employment-focused training opportunities within your organisation?
- How will this funding supplement any other support that you may already be receiving? Note that this funding is focused on delivering tailored, community-led initiatives designed by Māori and for Māori which take a partnership approach with the Crown.
- What projects/ work programme (if known) will trainee(s) be part of?]

Introduction

At the time that this proposal is being written, New Zealand is in recovery mode from an unprecedented global event that has impact more far-reaching than anything we have seen before.

Our economy is broken and thousands of people have lost their jobs and businesses, as a result of this catastrophe. In March 2020, the NZ unemployment rate was 4.2% with statistics continuing to be disproportionate for Maori at 10.8% and Maori Youth at 20.4%. This was before the worst effects of Covid-19 eventuated, so these statistics are now far worse.

In response to this crisis, our government has committed significant budgets to a successful recovery effort, with Maori receiving more development funds than ever before.

From a Maori perspective, we have the massive opportunity to make significant cultural gains through smart, innovative and creative solutions. Right now we have the chance to learn from past successes and failures to create systems that can be far more effective and resilient than they have ever been before. Through the introduction of our Maori Internship initiative, we can achieve sustainable employment outcomes for Maori Jobseekers with a particular emphasis on Rangatahi Maori and Maori who have been displaced by the Covid-19 pandemic.

3. Please provide the details of the applicant organisation/entity for which funding is being requested:

Applicant Legal Name:	Sapphire Consultants Ltd.
Entity Type:	Company
Registered Offices / Place of Business:	Wellington, NZ
Identifying Number:	923463

4. Please provide the contact details for a person as a key point of contact):

Contact Name and Role:	Ben Kingi, Owner and Managing Director		
Email Address:	Privacy of natural persons	Telephone:	Privacy of natural persons

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

In the 22 years that our company has been operating in the NZ employment and education space we have identified a number of system issues that we believe have impacted on the lack of success in bringing Maori unemployment statistics down. Our Maori Internship solution aims to address these key system breakdowns in order to provide a clearer, more unobstructed pathway to getting Maori jobseekers firmly established in the workforce and giving them the support and tools to sustain this for the long term. A suitably supported Internship can also foster a fresh wave of apprentices and future qualified tradespeople, workplace leaders, high value employees and even entrepreneurs.



With extensive experience as a successful provider of training and employment solutions in the Wellington region have delivered successful projects with an “employment outcome focus” since Outcome Based Funding was first introduced back in 2000. Due to this focus, it has been an absolute necessity to be well informed of local labour market trends and developments in order to be able to provide the correct advice and information to our clients.

With strong employment links across various industries within the Wellington region, we also maintain ongoing contact with local councils and business groups in an effort to stay abreast of what is happening in the local communities. By keeping our “finger on the pulse” we keep ourselves informed of major economic developments, key political decisions and any local, national and international news that could provide opportunities for jobseekers. We then provide training and advice that is relevant and appropriate to ensure that our clients have higher likelihood of achieving an employment outcome.

Our experience has spanned across all suburbs of the Wellington Region, and over time we have dealt with thousands of clients and trainees. Due to our willingness to give “everyone” the opportunity to use our services, we have been able to work with trainees of all ages, abilities, cultures, learning needs and backgrounds. Regardless of the barriers that may exist for a client, our door remains open only until the client decides that they no longer wish to enter.

As an “open door” service provider;

- We will readily take on the client that no one else will.
- We take the time to listen and care, regardless of the clients’ needs.
- We believe that there is a job out there for everyone. Sometimes you just have to work a little harder to get it.
- We genuinely go “above and beyond” to help a client get a result.
- We actively liaise with Industry in order to provide services that are current and industry-relevant.

We are well aware of current regional employment opportunities and maintain close links to stakeholders in those industries that have demand for quality labour. To support our Maori Internship project, we are able to apply our extensive network of business owners, tradespeople and industry partners to open up employment opportunities for our Interns. We are very confident that this model will provide employers with a level of security and support that they have not seen before, and eventually new workplaces will be “busting the door down” to get their hands on an Intern.

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

Wellington

7. Have you previously discussed this project with a part of the Government?

No:

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

8. 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.

We are not receiving any government funding for the Maori Internship project. This is a new initiative. Sapphire Consultants Ltd does however have very small current contracts with Ministry of Social Development, Wellington Region for the delivery of short-course training modules and Employment Placement services for ^{Comme} youth clients. These services are independent and very different to our Maori Internship project and there is no conflict of interest. Our Project Manager, Ben Kingi is also an Adult Literacy and Numeracy tutor and holds a contract with Aspire2 Business, Auckland, for the delivery of Workplace Literacy and Numeracy programmes. People involved in this service are already employed, so there is no conflict of interest with the Maori Internship project.



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

Source of Funding: <i>[please indicate where all other funding is sourced from, noting who the funder is]</i>	\$ (excl GST)	Status / Commentary <i>[i.e. received / confirmed / in principle]</i>
Māori Trades and Training Fund Funding	\$ Commercial Information	Based on the placement of Com interns over a 2009 year period
<i>[please specify all other sources of funding, including prior Govt. funding]</i>	\$	
Total:	\$ Commercial Information	

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

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)	Commentary
Wage subsidy (Year Com – up to \$ Commercial Infor	\$ Commercial In	Allowance has been made for a wage subsidy, only if it is an absolute requirement by any employer. There will be some Internships where this subsidy will not be required.
Wage subsidy (Year Com – up to \$ Commercial In	\$ Commercial In	As per above
Wages for staff <i>[if applicable]</i>		
Pastoral Care	\$ Commercial In	This is the key success factor of the Maori Internship project. This service is provided for the whole Com internship by Sapphire staff with appropriate expertise.
Equipment <i>[e.g. tools, please specify]</i>	\$ Commercial In	The disbursement of this budget will differ for each Intern based on their particular industry stream. Examples for Equipment could include A Tool Starter Kit (Trades), Personal Protective Equipment, Corporate Wardrobe (Clerical)
Other <i>[e.g. drivers licence, site safe etc. please specify]</i>	\$ Commercial In	The disbursement of this budget will differ for each Intern based on their particular industry stream. This could include industry specific short courses, driver training and licensing, health and safety courses, literacy and numeracy support, leadership training etc.
Total:	\$ Commercial Inform	Maximum per Intern

11. Please provide any supporting financial material e.g. where possible, two years of your entity's accounts.

2 years of financial reporting can be provided
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Section 2: Project Overview

12. Please indicate:

- the number of Māori you are looking to employ and train and any characteristics, where relevant (age, gender etc.)
- the type of training that will be offered and how/if it supports a pathway from informal work experience and training to formal trades training in paid employment
- which sector you are focussing on
- your previous experience in developing trainees (if any)

Our Proposed Strategy

Maori need jobs right now, more than ever. Our Maori Internship strategy aims to assist any Maori jobseeker to achieve long term sustainable employment while also fostering ongoing development into higher value and leadership roles. This project has a specific focus on Rangatahi Maori, but we also aim to target other vulnerable areas of Maori unemployed such as sole-parents and those that have been displaced by the Covid-19 pandemic and possibly needing to retrain for a new industry.

These jobs need to be sustainable, with career pathways attached. They need to earn a level of income that enables them to “live” not “survive”. They need full time work in order to achieve security and stability in their lives and give each day a purpose.

The more time they have on their hands, the more chance they have of using that time unwisely, so we need to fill that time with productivity, achievement and aspiration. They will then better contributors to their whanau and their communities. With the right direction and support they can then become our future Maori Managers, Business Owners and Employers and change the future for their generations to come.

Our Maori Internship strategy has been designed with “versatility” in mind so that it could be easily applied (possibly with only minor tweaks) in various parts of the country, across any industry that meets the required criteria (as below). We would like to pilot this programme over a ^{Commercial Info} period, with a target of placing ^{Comm} Interns per year, therefore we are looking for a funding commitment of \$^{Commercial Information} + GST over ^{Commercial Info} to place ^{Comm} Maori Interns into full time sustainable employment.

Our track record in the delivery of these types of initiatives is extensive. We have a long history of successful and innovative project delivery spanning back more than 20 years. This information has been attached as part of our Business Profile.

Target Suburbs/Areas

We are looking to primarily target the geographical area where our Rangatahi and Maori jobseekers are over represented. The Hutt Valley & Upper Hutt, especially in Naenae, Taita, Stokes Valley and Wainuiomata and also Porirua. This being said, our doors will not be closed to Maori in other locations that could benefit from this project.

According to Statistics NZ

- The unemployment rate in Lower Hutt City is 8.0 percent for people aged 15 years and over, compared with 7.1 percent for all of New Zealand - (http://archive.stats.govt.nz/Census/2013-census/profile-and-summary-reports/quickstats-about-a-place.aspx?request_value=14394&tabname=Work#gsc.tab=0)
- Upper Hutt unemployment rate of Māori aged 15 years and over in Upper Hutt City is 13.4 percent, compared with 15.6 percent for New Zealand's Māori population (http://archive.stats.govt.nz/Census/2013-census/profile-and-summary-reports/quickstats-about-a-place.aspx?request_value=14371&tabname=Transport&p=y&printall=true#gsc.tab=0)



The Industries We Will Target?

In order to pilot this initiative, we have identified 4 key employment streams that have the potential to capture the attention of Maori jobseekers and Employers in those respective industries. Although these may be the key target industries, they are by no means exhaustive, and other industries can certainly be involved in the Internship programme. Providing that a workplace meets the required criteria for a successful Internship, we will be more than happy to work with them in the best interest of the Intern.

Target industries include:

1. Security (With potential future pathways into High-Level Security jobs, Corrections/ Probation or Police)
2. Construction and Related Trades (Apprenticeships)
3. Civil Construction and Heavy Transport
4. Office Administration and Call Centres

We have selected these particular streams based on the following criteria;

1. They are industries with strong present and/ or future employment opportunities. Some even have significant staff shortages.
2. They all offer "entry level" opportunities to Rangatahi Maori and/or displaced Maori workers.
3. They have "entry level" jobs that can be achieved with a minimal amount of training or qualifications.
4. They are able to provide a minimum of 30 hours work per week for the long term.
5. They are industries that have career pathways towards leadership roles or high-value positions.
6. We have existing connections to workplaces within all of these sectors that will be willing participants in this programme.

How It Will Work

Internship Opportunities

Full time Employment opportunities are identified for Maori Interns with workplaces within the targeted employment streams that meet the criteria.

Recruitment of Interns

Identify and interview Maori jobseekers including Rangatahi Maori and displaced Maori workers by applying our connections within local colleges, sports clubs, community agencies and government departments and social media marketing. We will also connect directly with workplaces that have indicated closure or liquidation in an attempt to identify displaced Maori workers that could be transitioned into new employment opportunities through the Internship programme.

Assessment and Profiling

Prospective Interns are interviewed by a Mentor in order to build an individual profile. Information is gathered about their educational history, any work experience, their living and family situation, career interest and any barriers or obstacles that they have. They will also undertake a Ministry of Justice background check, Drug testing and Literacy and Numeracy Assessment in order to paint the most accurate picture of each candidate. The results of these checks will not necessary determine their selection as an Intern, but could have a bearing on whether they are suitable to a particular employment stream. In cases where Literacy and Numeracy is an issue for a candidate, plans can be put in place to develop these skills as part of their Internship. Those that do not pass a pre-employment drug test may be provided with advice, direction and strategy as to how they can deal with this issue. They can then be re-assessed for



an Internship at a future time.

Pre-Employment Training

This would be a 3 week individualised training package based on the chosen industry of the Intern. All Interns undertake generic professional training in Workplace Ethics, Employment Relations, Workplace Health and Safety, and Effective Communication Techniques. They would then undertake a series of industry-specific short courses to gain relevant skills and qualifications needed for the respective entry-level role. These are all 1-2 day courses that are linked to NZQA Unit Standards or Industry-recognised certificates. Examples of these courses are as follows:

- *Licence Controller Qualification*
- *Certificate of Approval Training (Security)*
- *Food Safety*
- *Customer Service Skills*
- *OSH Forklift Certificate*
- *First Aid Certificate*
- *Site Safe Passport*
- *Asbestos Training*
- *Basic Traffic Control Level 1*
- *Situational Awareness*
- *Working at Heights and in Confined Spaces*

Employment Placement/ Internship

Upon completion of their pre-employment training package, the Intern will then begin their employment placement with the participating Company (workplace) for a minimum of 30 hours per week, with the workplace now taking responsibility for "on the job" training.

To ensure that this strategy has the highest chance of success, we would take on the role of the Employer for the first Commercial Information of the placement. We would pay the weekly wages to the Intern and then invoice the Company periodically to recover the wage cost. As the Employer, we can ensure that wages are paid consistently, tax is paid correctly, ACC levies are paid and Good Employer principles are applied. This also minimises risk and administration time to the Company for the early stages of employment while the Intern is developing their skills and productivity.

After Commercial Information, it is expected that the Intern is now performing at a reasonable standard of productivity, and proven their value to the Company. For the next Commercial Information, the Company will be charged an hourly premium for the Intern which covers the cost of payroll administration and allows for a profit to be earned by the Service Provider. The aim of this part of the strategy is to build an alternate income stream in the first Commercial Information of operation that can be used to fund the programme beyond that point should ongoing government funding not be available. Or to further extend the programme to a higher number of Interns each year.

If at any point in the Commercial Information internship period, the Company is unable to continue employing the Intern for any reason, we will take responsibility for securing a new placement for the Intern. The aim is to ensure that the Intern has ongoing job and income security.

Pastoral Care/ Mentoring

We will have full time, skilled and experienced Mentors committed to this programme in constant contact with the Interns and fully committed to their success. This process will also involve ongoing contact with the Company/ Workplace to ensure that the placement is effective. Mentors will be available during and beyond normal working days and hours to assist Interns with any aspects of their day to day living that could impact on their ongoing development.



Mentors have a broad range of networks that can be applied when external support is needed and they will facilitate this support as required. Mentors will motivate, stimulate and inspire their Interns during phone calls, meetings, workplace visits and organised functions where Interns are brought together to celebrate success. In cases where an Intern fails a drug test during their Internship, this will be supported by our Pastoral care programme. If the workplace/ Employer agrees, we will work with the Intern to deal with this issue in an attempt to preserve the Internship. This will be a 3 way partnership between Sapphire, the Intern and the Employer.

Workplace Training and Development

It is expected that each workplace will take responsibility for teaching each Intern the key day to day work skills required for the job. This would include training of any internal systems and health and safety procedures.

During the Internship, we will organise and fund up to \$^{Commercial Inform} worth of external training for each Intern. The content of this training would be wide-ranging dependent on the various industries where the Interns are working.

Examples of this external training could be:

- *Drivers Licensing and Endorsements, Driving Lessons*
- *Workplace literacy and numeracy development*
- *Site Traffic Management Supervisor*
- *Trade-Related skills development and safety courses*
- *First Aid Certification*
- *Health and Safety Representative Training*
- *Higher level Security short-courses (Restraint, Self-Defense etc)*
- *Leadership courses*

All Interns will be provided with training to continue developing their Workplace Literacy and Numeracy and Leadership Skills.

We will also encourage and support Interns to take on relevant Tertiary Education via Distance Learning so that they can continue to earn while developing their skills (eg. National Certificates in Security, Hospitality, Retail, Business Administration). This could also involve moving in to Apprenticeships.

We will also organise events where all active Interns are brought together to share their experiences and potentially promote the programme to other potential future interns. They will be our future Maori role models.

Support can also be offered to Employers to develop their own understanding of Maori learning and working traits and styles. Mentors will readily share this information with those Employers during the internship period. We are fortunate to have team members with Psychology qualifications who can share this level of expertise with both employers and Interns as required.

13. Does the project focus primarily on delivering group-based support? If so, how?

An Internship is primarily based on the employment and support of each individual Intern and their respective workplace. Each Intern will receive personal support from a Mentor, however this support could often involve their immediate family members or their other support people. Each employer/ workplace is also supported as required by our Mentors.

With our extensive networks we are able to create links between our target group and employment opportunities. These networks provide us with various sources of potential interns. We aim to recruit potential interns by:

- Direct liaison with workplaces that are preparing to liquidate or close to identify displaced workers that may benefit from an Internship in a different field.



- Connecting with other Training Providers, community organisations, government departments or service agencies. **Commercial Information**
- Engaging with Secondary schools. Connecting with Guidance/ Career counsellors and Gateway Coordinators.
- Marketing and connecting through various media including appropriate social media.

14. What type of other investment will your entity make?

[E.g. cultural knowledge, expertise and connections to the Māori community from Māori entities.]

The ideas and innovations that have been applied to this proposal have been derived from more than 20 years of “in the trenches” experience in the employment and education field. As a long serving government contractor we have worked with hundreds of Maori jobseekers and a large number of business owners and employers across nearly every industry imaginable.

Our constant interaction with Maori jobseekers and our industry partners has enabled us to learn a lot about “what works” and “what doesn’t” when it comes to encouraging and assisting Maori into the sustainable workforce.

What works?

- By Maori, for Maori
- Short, practical training programmes that generate fast and sustainable employment outcomes
- Mentoring and support from a central point of contact
- The training and development of work ethics and effective communication techniques
- Coordinated wrap-around services and effective pastoral care
- Full time, long term employment with a realistic entry-level, fair wage and future career prospects
- Good Employers that are patient and willing to foster the development of the Maori employee
- Continued ongoing training and career development

What doesn't work?

- Service providers that are more focused on their profit margin rather than their clients
- Service Providers that are solely dependent on ongoing government funding for their survival (long term sustainability could be affected should ongoing funding cease to be available)
- Training programmes that target employment outcomes that could have been achieved much easier and faster
- Too many stakeholders all trying to contribute to the same outcome for the client (System overload)
- Temping agencies
- Aiming too low. Settling for lower-end employment rather than supporting the person to work towards completing apprenticeships to become qualified, leadership or higher-value roles
- Employers or workplaces that don't understand current learning and working styles of Maori
- Focusing on immediate/ short term employment outcomes rather than long term, sustainable work
- Student struggle. Attempting to succeed in long term education while trying to survive with low income or difficult living situations. Eg. Trying to learn effectively while under financial stress, in poor health, hungry

Taking this into account, we have developed our concept with a focus on those strategies that have been proven successful in the past and making them relevant for Aotearoa 2020 and beyond. Add to this, the experience and expertise of our team and we believe that we have the recipe for success.

15. How will the initiative be measured?



[Initiatives should be able to provide measurements on their outcomes, which could include the number of people supported into or retained in apprenticeships or employment-focused training. Other useful information to include would be cost-per-trainee.]

We are proposing to place ^{Comme} Maori Interns into full time sustainable employment across multiple industries in our first ^{Com} years of implementation. This success will be measured through the confirmation of placement and verification from the relevant workplace.

All Interns will be engaged in a training and development programme that is specific to their particular industry and desired career pathway.

All Interns will receive Mentoring and Pastoral care for the duration of their ^{Comme ci l Info} Internship.

We expect that a minimum of ^{Comme} of our Interns will be placed into the Trades and/or Civil/ Heavy Trade sectors, and connected to Apprenticeships, or working through the Heavy Trade driving process to become HT Operators and Drivers. Both of these sectors have major shortages and this is expected to continue growing in future years due to huge investment in infrastructure and housing.

We aim to see ^{Comme %} of Interns achieve at least one pay increase during their ^{Commercial Info} Internship.

16. How is the project going to be managed?

Ben Kingi, ^{Privacy of natural persons}

^{Privacy of natural persons}

As the Project Leader, Ben will take overall responsibility for the oversight and governance of the Maori Internship project. With Sapphire Consultants Ltd already being a well-established business, all operational systems are already in place to be able to quickly launch this project with confidence and security.

For the delivery of this project for the numbers we have proposed, Ben will be ably supported by his team of ^{Comme} highly skilled and experienced staff. All have experience as Mentors, Trainers, Pastoral Care providers and Employment Consultants. Collectively, the team possesses a broad range of skills and qualifications and profiles of the Sapphire team have been provided as attachments to this proposal. - Withheld - Privacy of natural persons



If at any point we feel that our capacity needs to be increased to maintain quality or build future sustainability, we are committed to the recruitment of more staff with the similar level of skill, qualifications and passion as our current team members.

17. Is there any other information which would be useful background or context at this stage?

[Provide additional information which may be of use to us at this stage, noting there will be more detail required during the assessment phase.]

Section 3: Link with broader government outcomes

[This section will enable detail to be provided about how the initiative meets the primary objective of the fund which is “to support the Crown’s intentions to be a good Treaty partner to Māori”.]

18. Using the table below, please outline how the initiative will contribute to the following government outcomes which seek to support the Crown’s intentions to be a good Treaty partner to Māori:

Outcomes	✓	How will the project positively or negatively impact this outcome for the Maori entity identified?
1. Deliver on the Government’s objective of supporting a Māori Crown partnership	✓	This project is targeted at sections of the Maori community that we consider to be the most vulnerable unemployed. In partnership with the government we will implement our Maori Internship programme to provide participants with pathways towards a better, more rewarding life for themselves and their whanau. As a passionate Maori organisation, Sapphire Consultants Ltd is committed to a partnership with the Crown to help our people to flourish and succeed in the workforce, paving the way for their future generations.
2. Provides the opportunity to identify and capitalise on Māori economic and social strengths	✓	An Internship goes well beyond just the achievement of a full time job. Our programme aims to support participants to aim much higher into leadership roles and higher value positions. The strength of whakawhanaungatanga is something that can be taken full advantage of. Economic and social success or failure is often passed on from those generations that have gone before. eg. Generational dependency. We are aiming to capitalise on the positive aspect of this by fostering more successful Maori workers and leaders, so that this can be shared and passed down to generations to come.
3. Help support Māori aspirations for labour market outcomes	✓	With NZ forging ahead with rebuilding our economy post-Covid, we have a chance to stimulate the Maori workforce to take advantage of current and future labour market opportunities. With a strong working knowledge of local labour market demands and connections with many of the most active industries we are able to foster the connections between workplaces and Maori jobseekers. With strong projected growth in sectors such as construction, infrastructure, heavy transport, office administration and security (to name a few), there is not only opportunities for entry-level employment, but also opportunities for development into high



		<p>value roles within those industries. These growth sectors offer Maori Entrepreneurs a chance to start new businesses, and there is every chance that some of these entrepreneurs could stem from this Internship programme.</p>
<p>4. Supports the unlocking of investment to empower Māori entities to deliver tailored, community-based support to Māori workers and trainees</p>	<p>✓</p>	<p>With the support of government investment, we can launch our programme that is specifically tailored to the needs of the current strengths and weaknesses of Maori jobseekers. Maori Internships can be readily and easily implemented from within local communities in order to fill skill and labour demands from the local labour pool.</p> <p>By drawing upon the collective power of our own staff, local communities and industry partners we can introduce this innovative Internship model to deliver effective training and education and to maximise the strengths of the Maori workforce.</p>



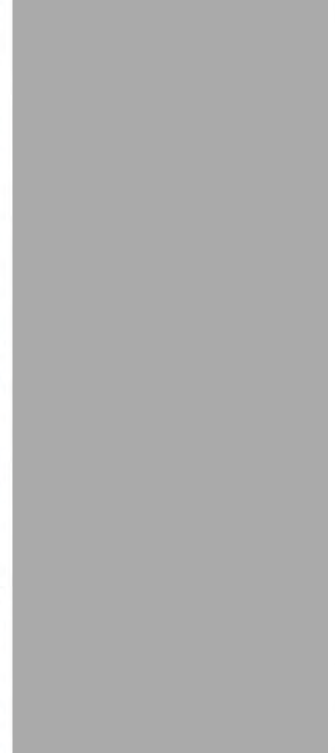
Section 4: Declarations

- 19. 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?
- 20. Is the applicant aware that, where they receive a wage subsidy or similar support for the same apprentice, this funding should provide for other supports unrelated to wages, other than in exceptional circumstances, for example to top up other wage subsidies?
- 21. Has the applicant or the contracting entity ever been insolvent or subject to an insolvency action, administration or other legal proceedings?
- 22. 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?
- 23. 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?
- 24. 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?
- 25. 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)

“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 19 to 25, please provide a description below:

Commercial Information





By completing the details below, the applicant makes the following declarations about its application for Māori Trades and Training Fund funding for the project ("application"):

- I have read, understand and agree to the Terms and Conditions of applying for Māori Trades and Training 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 Māori Trades and Training 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 Ministry of Business, Innovation and Employment by emailing MTTFund@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 Ministry of Business, Innovation and Employment undertaking due diligence including any third party checks as may be required to fully assess the application.

Full name:

BEN KINGI

Title / position:

MANAGING DIRECTOR

Signature / eSignature:

Privacy of natural persons

Date:

15 / 7 / 2020



Appendix 1 – Terms and Conditions of this EOI

General

The terms and conditions are non-negotiable and do not require a response. Each applicant that submits an Expression of Interest (EOI) for Ministry of Business, Innovation and Employment funding has confirmed by submitting this EOI that these terms and conditions are accepted without reservation or variation.

The Māori Trades and Training (MTT) Fund 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 PDU

The PDU may rely upon all statements made by any applicant in an EOI and in correspondence or negotiations with 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 EOI for errors, omissions, or inaccuracies. Each applicant will notify the PDU promptly upon becoming aware of any errors, omissions, or inaccuracies in its EOI or in any additional information provided by the applicant.

Ownership and intellectual property

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

By submitting an EOI, 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 EOI 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 EOIs 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 EOI, 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 EOI and any related documents or information provided by the applicant, to any person who is directly involved in the MTT assessment process on its behalf including officers, employees, consultants, contractors and professional advisors of the PDU or of any government agency, including Te Arawhiti. The disclosed information will only be used for the purpose of participating in the MTT EOI and assessment process, which may include carrying out due diligence.

In the interests of public transparency, if an EOI (or subsequent application) is approved for funding, the EOI (and any related documents) may be published by the PDU. Commercially sensitive and personal information will be redacted by reference to the provisions of the Official Information Act 1982.

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 EOI does not commit the decision maker (it may be Senior Regional Officials, Ministers or Cabinet depending on the level of funding requested and the nature of the project) to make a decision about your EOI.

No contractual obligations created

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



No process contract

The MTT EOI and assessment process does not legally oblige or otherwise commit the PDU to proceed with that process or to assess any particular applicant's EOI, or application, or enter into any negotiations or contractual arrangements with any applicant. For the avoidance of doubt, this EOI 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 EOI or subsequent 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 EOI and assessment process, including without limitation:

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

By participating in this EOI 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 MTT 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 EOI and assessment process.

Governing law and jurisdiction

The MTT EOI 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 EOI.

Public statements

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

- the name of the applicant(s)
- the EOI 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 EOI to any public medium without prior agreement of the PDU.