



COVERSHEET

Minister	Hon Carmel Sepuloni	Portfolio	Social Development and Employment
Title of Cabinet paper	Employment Strategy: October 2021 Report Back	Date to be published	7 December 2021

List of documents that have been proactively released

Date	Title	Author
October 2021	Employment Strategy: October 2021 Report Back	Office of the Minister for Social Development and Employment
20 October 2021	Employment Strategy: October 2021 Report Back SWC-21-MIN-0159 Minute	Cabinet Office
October 2021	Annex One – Progress on each employment action plan	MBIE
October 2021	Annex Two: Initiatives across government that align with the Employment Strategy objectives	MBIE
October 2021	Annex Three: Monitoring and evaluation dashboard for the Youth Employment Action Plan	MBIE

Information redacted

YES

Any information redacted in this document is redacted in accordance with MBIE's policy on Proactive Release and is labelled with the reason for redaction. This may include information that would be redacted if this information was requested under Official Information Act 1982. Where this is the case, the reasons for withholding information are listed below. Where information has been withheld, no public interest has been identified that would outweigh the reasons for withholding it.

Some information has been withheld for the reason of Confidential advice to Government.

Progress Update on Employment Action Plans- as of August 2021

The all-of-government Employment Strategy (the Strategy) was released in August 2019. It sets out the overarching framework for the Government’s labour market priorities and provided for a suite of population-focused employment action plans to improve the employment outcomes of those most disadvantaged in the labour market.

Employment Action Plan	Responsibility	Status	Progress over the last six months	Next steps over next six months
Youth Employment Action Plan (YEAP)	Minister of Social Development and Employment	Released	Actions within the plan are being progressed. The current status: 15 actions are completed and 10 actions are underway. 3 actions are still to be developed.	Actions will continue to be implemented and further work will be carried out to monitor and evaluate the progress and success of the actions for the next dashboard in six month’s time.
Working Matters Disability Employment Action Plan	Minister of Social Development and Employment	Released	Actions within the plan are being progressed including the establishment of “E Ara E – Rise Up!” in Auckland and the expansion of “Take Charge” in Canterbury. Te Here Toitū has also been expanded to improve employment outcomes for MSD clients living with health conditions or disabilities.	A reporting dashboard will be provided to Ministers in October 2021 with progress updates on <i>Working Matters</i> objectives and priorities. Note: this has been delayed.
Māori Employment Action Plan (MEAP)	Minister of Social Development and Employment	In development	Te Ara Mahi Māori have completed their engagement with iwi, Māori organisations, and training and service providers across the country to test their whakaaro on the focus areas for the MEAP. The Minister for Social Development and Employment was presented with the reference groups final report and recommendations on 31 August 2021.	The Minister for Social Development and Employment will consider the recommendations made by Te Ara Mahi Māori and will seek Cabinet agreement on the government’s response and to release Confidential advice to Government
Pacific Employment Action Plan (PEAP)	Minister of Pacific Peoples	In development	The Ministry for Pacific Peoples began processes to refresh the proposed content of the PEAP, reviewing recent labour market trends, engaging with targeted groups, as well as exploring alignment with broader strategic context. Feedback on the plan was initially sought via EET DCEs and CEs groups and incorporated, along with feedback from. The PEAP was reviewed by Cabinet in September 2021.	The action plan is anticipated to be launched following Cabinet report-back in September 2021, with minor editorial modifications from the Minister of Pacific Peoples.
Older Workers Employment Action Plan (OWEAP)	Minister for Seniors	In development	A draft consultation document that outlines possible actions to address issues for older workers was approved by Cabinet in September 2021.	Targeted public consultation will be undertaken from October to November 2021. The OWEAP is expected to be finalised for Cabinet consideration in February 2022.
Former refugees, recent migrants and ethnic communities Employment Action Plan (FRRMEC EAP)	Minister for Diversity, Inclusion and Ethnic Communities	In development	The draft FRRMEC EAP has been refreshed to reflect the impact of COVID-19, specific actions for women and that improving economic outcomes for ethnic communities, including addressing barriers to employment – a key priority for the new Ministry for Ethnic Communities.	Targeted consultation on the refreshed draft FRRMEC is scheduled for September and October 2021. The final Action Plan is intended to be approved by Cabinet before the end of the year.
Women’s Employment Action Plan (WEAP)	Minister for Women	In development	Manatū Wāhine Ministry for Women has begun targeted engagement with agencies and stakeholders to develop a draft action plan for consultation at the end of the year	The Minister for Women is due to report back to Cabinet in October 2021 with a draft action. Targeted engagement will commence following Cabinet approval. The final plan will be published in next year following Cabinet consideration in March 2022; the WEAP is a living document and subject to further iterations.

In Confidence

Office of the Minister for Social Development and Employment

Cabinet Social Wellbeing Committee

Employment Strategy: October 2021 Report Back

Proposal

1. This paper provides a progress update on the Employment Strategy and the seven population-focused employment action plans over the last six months.

Relation to government priorities

2. The all-of-government Employment Strategy (the Strategy) and employment action plans contribute to the government's vision for a productive, sustainable and inclusive economy. The Strategy supports and guides a number of other key pieces of work that support the labour market including the Employment, Education and Training (EET) work programme, the review of Active Labour Market Policies and the Better Later Life: He Oranga Kaumātua Strategy.

Executive summary

3. The Strategy, released in August 2019, continues to operate as the overarching framework for the Government's labour market priorities. It provides for a suite of population-focused employment action plans to improve the employment outcomes of those most disadvantaged in the labour market.
4. This is the regular six-monthly report back on the Employment Strategy and the progress of the seven employment action plans
5. The labour market has held up better than was expected this time last year and the labour market was in a relatively strong position going into the most recent alert level four lockdown. Labour market indicators for the June 2021 quarter have remained strong, with unemployment, employment, underutilisation and participation rates returning to pre-COVID-19 levels. Government support will also help to minimise the economic impact of this resurgence on firms and support the retention of staff, especially in the Auckland region.
6. Two employment action plans have been released, and most of the employment action plans in development are nearing the point of being finalised. Work has begun to identify actions common across the plans to better align agency work programmes, avoid duplication of actions and help guide the Government's labour market priorities.
7. A progress update on each of the employment action plans and their upcoming milestones is provided in **Annex One**.
8. An overview of wider employment initiatives that support the objectives of the Employment Strategy is provided in **Annex Two**.
9. As the development of the employment action plans comes to completion over the next six months, I propose changes to how the Employment Strategy and action plans are reported to Cabinet.

Background

10. The Strategy was released in August 2019 and sets out the overarching framework for the Government's labour market priorities. The Strategy has five key objectives:
- Building a skilled workforce that meets business needs and engages in lifelong learning.
 - Supporting provincial New Zealand and industries to be successful.
 - Working with industry to ensure workplaces are modern and provide decent work for a decent wage.
 - Responding to the changing nature of work in an equitable way.
 - Supporting a more inclusive labour market.
11. There are seven population-focused employment action plans supporting the Strategy that seek to improve the employment outcomes of those most disadvantaged in the labour market. The seven employment action plans are:
- a. the Youth Employment Action Plan (YEAP)
 - b. the Older Workers Employment Action Plan (OWEAP)
 - c. the Māori Employment Action Plan (MEAP)
 - d. the Pacific Employment Action Plan (PEAP)
 - e. the Women's Employment Action Plan (WEAP)
 - f. the *Working Matters* Disability Employment Action Plan (DEAP)
 - g. the Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan (FRRMEC EAP)
12. As part of my last report-back in March 2021, I invited the lead Ministers for each of the employment action plans to develop a formal monitoring and evaluation approach for their action plans and to include actions explicitly supporting outcomes for women. I am reporting back on the progress of these in this paper [SWC-21-MIN-0022 refers].

Broad labour market update

13. The **labour market has held up better than expected** at this time last year, and most of the key measures had returned to around pre-COVID-19 levels in June 2021. The labour market is in a relatively strong position going into the most recent alert level four lockdown in August 2021.
14. Government support will also help to minimise the economic impact of this resurgence on firms and support the retention of staff, especially in the Auckland region.
15. Although the labour market was relatively strong prior to entering the recent lockdown, our economic recovery has been uneven across sectors and industries, and long-term disadvantages for vulnerable groups remain.
- This data is taken from the June 2021 Quarter.
- a. **The underutilisation rate** fell to 10.5 per cent, down from 12.1 per cent last quarter (and compared to 11.1 per cent in June 2019), with decreases in underemployment (down 16,000 people), unemployment (down 17,000 people) and the potential labour force (down 15,000 people).

- b. **The unemployment rate** fell to 4.0 per cent, down from 4.6 per cent last quarter (compared to 4.1 per cent in June 2019). The unemployment rate for men fell more (down to 3.8 per cent) than for women (down to 4.3 per cent); both were at 4.6 per cent last quarter. Unemployment has dropped further than benefits have declined since COVID-19, which may reflect changes in the income support system making it easier for people to receive financial assistance while working part-time.
 - c. **Employment** grew by 28,000 people over the quarter, with the number of people employed increasing by 14,000 for both men and women.
 - d. The number of **young workers not in employment, education or training** (NEET) has fallen, with the NEET rate dropping to 10.8 per cent (down from 11.8 per cent in June 2020 and compared to 11.1 per cent in June 2019). Over the year, there has been a strong increase in the number of youth both employed and in education (up 15,000 to 144,400 people).
 - e. Although the reported unemployment and employment rates for **Māori** has returned to approximately pre-COVID-19 levels, they remain worse than unemployment and employment rates for the wider population. The only statistically different change for Māori in the June 2021 quarter was employment for wāhine Māori (an increase from 13,900 to 185,700 people).
 - f. Although there have been some improvements for **Pacific Peoples** unemployment and employment rates, they are not statistically different and cannot indicate long-term trends. The gap between Pacific Peoples and New Zealand Europeans persists.
 - g. Poorer labour market outcomes for **disabled people** continue to persist. The gap in unemployment and employment rates between disabled people and non-disabled people has remained roughly the same since June 2017.
16. Official measures point to a tight labour market. However, many people are still looking for work, despite firms reporting difficulties in finding workers. It is likely that there are many more individuals looking for work than the official measure of underutilisation suggests. This could be due to a mismatch in the jobs available, their location, the skillset of people looking for work, variation in job growth across industries, and the expectations of employers (eg. holding out for workers with more experience or who are prepared to work for lower wages). Wages also do not appear to be responding to labour and skill shortages to any great degree so far.
17. It is unclear how the recent August 2021 alert level 4 lockdown and resulting uncertainty will affect jobs and vulnerable groups in the long-term.

The Employment Strategy provides an overarching framework for the Government's labour market priorities

- 18. The Strategy continues to operate as an overarching framework for the Government's labour market priorities. This includes assessing how we are achieving the Strategy's five key objectives through the employment action plans and the broader labour market initiatives and systems.
- 19. The Strategy supports and guides a number of other key pieces of work that support the labour market, including the Employment, Education and Training (EET) work programme, the review of Active Labour Market Policies, and the development and

implementation of the Better Later Life: He Oranga Kaumātua Strategy. An overview of how employment initiatives across Government align with the Employment Strategy objectives is attached in **Annex Two**.

20. The Strategy seeks to address both supply issues (through the objectives of Building a skilled workforce that meets business needs and engages in lifelong learning and Supporting provincial New Zealand and industries to be successful) and demand issues (through the objectives of *Responding to the changing nature of work in an equitable way* and *Supporting a more inclusive labour market*). Some of the initiatives that seek to support industries and employers with labour market issues are the Industry Transformation Plans, Workforce Development Councils and the work being undertaken by the Regional Skills Leadership Groups on developing Regional Workforce Development Plans.
21. Each of the employment action plans is expected to support all the objectives of the Employment Strategy. Each has considered the role of employers and sectors when developing their actions, and engaged with business where appropriate. One example is in the DEAP, which includes an action to partner with industry to improve work opportunities for disabled people and people with health conditions.
22. A number of the employment action plans that have been in development are now reaching the point where they are starting to be finalised. An overview of the progress of the seven employment action plans is attached in **Annex One**.
23. The Ministry of Business, Innovation and Employment (MBIE) has oversight across the seven employment action plans, and has begun work with all of the agency leads to identify opportunities to work together on common actions across the plans. This will provide for better alignment of agency work programmes, avoid duplication of actions and can help guide the Government's labour market priorities.
24. Going forward, agencies will continue to work on implementing the actions/activities within the plans and monitoring the progress and success of those actions. The objectives of the Employment Strategy remain sound as a framework for the Government's labour market priorities. However, there may be a need to future refresh of the Strategy to ensure all objectives of the Strategy are being addressed sufficiently in the current environment. Officials will provide me with advice on this and further details will be provided in the next six-monthly report back.

Note: there will not be a six-monthly report back as recommended in this paper. An update on the refresh of the Strategy will be provided in a years time.
25. I have also considered how the Employment Strategy and employment action plans are reported on in the future. Over the next six months, all of the employment action plans are expected to be completed.
26. I propose that report backs:
 - a. to Cabinet on the Employment Strategy change to a yearly (rather than six monthly), and
 - b. on the progression of implementation of the individual employment action plans, will be to the Employment, Education and Training Ministers Group.

Monitoring and evaluation updates are to be developed for published action plans

27. In January 2021, I invited lead Ministers for each of the employment action plans to continue to monitor and evaluate the plans as they are developed. This will support the six monthly Cabinet update.

Note: there will not be a six-monthly report back to Cabinet on the Employment Action Plans as recommended in this paper.

28. Formal monitoring and evaluation will include, but is not confined to, a dashboard to provide insights into the progress and the effectiveness of the plan's actions. These have been completed for the two existing employment action plans, and as the other action plans are completed, these will also be brought back to Cabinet.

29. Officials are working across government to coordinate their approaches in monitoring and measuring the successes of the actions across the plans to ensure consistency of data and measurements.

Update on the employment action plans

Youth Employment Action Plan

30. The Youth Employment Action Plan (YEAP) was released in August 2019. Initial actions are being progressed across the YEAP's three themes: improving young people's building blocks for success, supporting young people to make good transitions, and helping young people overcome barriers to employment.

31. Over the last six months, of the 28 examples of initiatives the action plan aimed to undertake to achieve its actions:

- 15 have been completed (eg. action has been implemented or is ongoing),
- 10 are in development and underway (eg. action has begun or is being developed), and
- 3 are yet to begin development (eg. action has been delayed or reprioritised).

Monitoring and evaluation

32. The first monitoring and evaluation dashboard for the Youth Employment Action Plan has been developed and is attached in **Annex Three**. This will be updated and provided to Cabinet as part of the six-monthly updates on the Employment Strategy.

Note: there will not be a six-monthly report back to Cabinet on the Employment Action Plans as recommended in this paper.

33. As officials continue to progress and monitor the actions currently in the YEAP, work across Government such as the review of active labour market policies and the development of the cross-agency Long-term Insights Briefing on Youth at Risk of Limited Employment will also work towards improving the labour market outcomes for young people.

Actions to support women

34. The YEAP addresses outcomes for young women through a number of its actions. For example, as at June 2021, 41 per cent (2586) of participants in He Poutama Rangatahi were wāhine rangatahi. Work to increase access to driver licencing is underway through a cross-agency work programme addressing interrelated and systemic issues in the driver licencing system. Improvements to this system will support young women as they are less likely to obtain a full driver licence, with 36.3 per cent of females between 19-24 years having a full licence compared to 43.9 per cent of males, and 57 per cent of females between 25-34 years holding a full, compared to 69.7 per cent of males.

35. Actions in the YEAP will continue to be monitored and evaluated to ensure they are achieving their objectives. Officials will continue to coordinate across employment action plans to ensure intersectional needs for groups of young people, eg. Māori and Pacific

youth are addressed. The reference group for the Māori Employment Action Plan, Te Ara Mahi Māori, has paid particular attention to tamariki and rangatahi.

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advice to
Government

Working Matters Disability Employment Action Plan

36. The *Working Matters* Disability Employment Action Plan was released in August 2020. The six priorities and areas of action correspond to the following core objectives in *Working Matters*, which are:

- support people to steer their own employment futures
- back people who want to work and employers with the right support, and
- partner with industry to increase good work opportunities for disabled people and people with health conditions.

37. Progress has been made to create more supported employment opportunities for disabled people and people with health conditions. These include the establishment of 'E Ara E – Rise Up!' in Auckland and the expansion of 'Take Charge' in Canterbury, both of which use an integrated employment support and healthcare model to help young people with mental health conditions find and stay in employment. 'Te Here Toitū', a partnership between the Ministry of Social Development (MSD) and four Primary Healthcare Organisations across New Zealand, has also been expanded to improve employment outcomes for MSD clients living with health conditions or disabilities.

38. In addition to disability-specific employment services, broader initiatives have been implemented or expanded to support people at all stages of life with diverse needs and aspirations into career pathways. These help to address Priority 2 of *Working Matters*, to "back people who want to work and employers with the right support". One such initiative is the Training Incentive Allowance, which has been reinstated and expanded for people, including disabled people receiving the Supported Living Payment, to help with study costs when studying at levels 1 to 7 on the New Zealand Qualifications Framework.

39. A range of work is being progressed in the wider disability space, including new initiatives to improve outcomes for disabled learners in tertiary education. This includes work on Kia Ōrite (the New Zealand Code of Practice for an Inclusive Tertiary Education Environment for Students with Impairments), Disability Action Plans and the Unified Funding System, each of which will have implications for stronger and more diverse career pathways for disabled communities.

Monitoring and evaluation

40. The *Working Matters* Disability Employment Action Plan's monitoring and evaluation dashboard has been developed and it was agreed by the EET Ministers group in April 2021 that will be reported to EET Ministers every six months. The next dashboard will be provided to the EET Ministers group in October 2021 following the release of the Household Labour Force Survey disability data, and will provide progress updates on *Working Matters*' objectives and priorities.

Actions to support women

41. *Working Matters* prioritises the development of inclusive and wellbeing enhancing workplaces, including through promoting flexible work arrangements. This can help to increase women's participation in the labour force as women tend to take on more caring work and are likely to benefit from flexible work arrangements. Broader initiatives targeting cohorts most disadvantaged in the labour market, including women, sole parents and disabled people have also been expanded. This includes the \$30 million expansion of Flexi-Wage Self-Employment, which provides people with more wrap-around supports to enter into work that aligns with their own interests and needs. It includes options for part-time and flexible business development to ensure people, including disabled women and those with caring responsibilities, can participate as best suits them.

Māori Employment Action Plan

42. The Māori Employment Action Plan (MEAP) will set out the actions the government will take to contribute to Māori having equitable employment opportunities and sustainable outcomes to achieve their aspirations.

43. An independent reference group, Te Ara Mahi Māori, was set up to provide me with recommendations on what areas the MEAP should focus on. Since the last update, Te Ara Mahi Māori have completed their engagement with iwi, Māori organisations, and training and service providers across the country to test their whakaaro on the focus areas for the MEAP. I was presented with the reference group's final report and recommendations on 31 August 2021. I am currently considering these recommendations and will seek Cabinet agreement on the Government's response and to the Confidential advice to Government

44. Confidential advice to Government
Confidential advice to Government

Actions to support women

45. Confidential advice to Government

Pacific Employment Action Plan

46. The Pacific Employment Action Plan (PEAP) is being developed by the Ministry for Pacific Peoples (MPP) with support from MBIE and MSD. The PEAP was considered by the Cabinet Social Wellbeing Committee on 22 September for endorsement of high-level actions, and co-design of a Pacific community-led structure, noting ongoing work to take place detailing further activities that are contributing to the PEAP. Confidential advice to Government

47. Since the last report-back, the proposed content of the PEAP has been revised, based recent labour market trends, and to support alignment with the all-of-government Pacific Wellbeing Strategy. Targeted engagement was completed, with a small number of social services providers and Pacific community groups, MSD's Pacific reference group, the MPP's Kau Tuli Youth reference group, as well as data gathered from pilot projects and previous community engagements such as Pacific Aotearoa Lalanga Fou and the MPP's Informal Economy research.
48. The Ministry for Pacific peoples is also planning to engage with representatives from both Pacific business networks, as well as other social partners including Business New Zealand and Union representatives to support a collective response to enhance Pacific employment outcomes.
49. The PEAP includes a range of high-level actions, with policy development for the activities that will contribute to those high-level actions being progressed as resourcing allows. The initial version of PEAP will be launched following Cabinet approval in September.
50. The Cabinet paper proposes initial priority focus areas for the PEAP for the immediate-term following Cabinet approval. As part of the initial implementation work programme, a monitoring and evaluation framework will be developed for incorporation into the regular EET and Cabinet-level reporting on the Employment Strategy and employment action plans.

Actions to support women

51. Confidential advice to Government
[Redacted]
52. Confidential advice to Government
[Redacted]
Confidential advice to Government
[Redacted] Women are a priority cohort for this initial work.
Confidential advice to Government
[Redacted]

Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan

53. A draft Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan (FRRMEC EAP) aims to lift the employment outcomes for former refugees, recent migrants and ethnic communities. These three groups have persistently experienced poorer employment outcomes due to a range of barriers, including language, difficulty navigating the labour market, limited knowledge of employment pathways, and bias and discrimination in the workplace. The FRRMEC EAP brings together current and planned programmes of work to help communities to develop their skills, get into work, and to have fulfilling careers.
54. In December 2019, Cabinet approved the draft FRRMEC EAP for targeted consultation, but this was put on hold due to the COVID-19 pandemic. The draft FRRMEC EAP has since been updated to: reflect the impact of COVID-19, include specific actions for women and account for a key priority of the new Ministry for Ethnic Communities – on

improving economic outcomes for ethnic communities, including addressing barriers to employment. The Minister for Diversity, Inclusion and Ethnic Communities updated the Cabinet Social Wellbeing Committee on the progress of the revised draft FRRMEC EAP on 4 August 2021 [SWC-21-MIN-0114].

55. Targeted consultation on the refreshed draft FRRMEC EAP is scheduled for September and October 2021. To mitigate consultation fatigue, this targeted consultation will be undertaken at the same time as the upcoming consultation on the Ministry for Ethnic Communities' strategy. The Minister for Diversity, Inclusion and Ethnic Communities intends to publish the final FRRMEC EAP before the end of the year.

Actions to support women

56. The draft FRRMEC EAP proposes the Ministry for Women, Ministry of Education, Ministry for Social Development and Ministry for Business Innovation and Employment undertake work to understand specific barriers for women, and to identify and tailor education and employment programmes for women who are disadvantaged in employment. Confidential advice to Government

Confidential advice to Government

Older Workers Employment Action Plan

58. The Minister for Seniors was made responsible for the Older Workers Employment Action Plan (OWEAP) in March 2021. Since then, officials have investigated the problems workers over 50 years of age face, as well as economic issues associated with population ageing.
59. A draft consultation document outlining possible actions to address issues for older workers will be considered by Cabinet alongside this update paper. This document will serve as the basis of targeted public consultation during October and November. The OWEAP is expected to be finalised for Cabinet consideration in February 2022.

Actions to support women


60. The initial problem definition paper identified differences in the experience of older women in paid and unpaid work and the cumulative lifetime impacts of labour market disadvantage for women as they reach the age of NZ Super entitlement. The proposed consultation document refers to the needs of older workers who experience multiple disadvantages. Consultation on the OWEAP will seek the views of organisations representing the interests of older women. The Office for Seniors will identify any different needs in respect of employment services, women and men may have.

Women's Employment Action Plan

61. On 12 April 2021, Cabinet agreed that the Minister for Women and Minister for Social Development and Employment would provide a report back to the Social Wellbeing Committee by October 2021 on the development of an Employment Action Plan for Women [CAB-21-MIN-0113 refers].

62. The Women's Employment Action Plan (WEAP) provides a roadmap of actions towards a better future for women's employment in Aotearoa New Zealand. Preparing for the future and building a sustainable economy requires us to ensure our recovery is inclusive and safeguard opportunities for everyone to thrive. The Government wants to use the recovery from the pandemic as an opportunity to lay the foundations for a better future. Interventions should alleviate the immediate effects of COVID-19, but also focus on building in resilience for women's employment from economic shocks.
63. The WEAP will address ongoing issues for women and their whānau around employment, prioritising action for women who experience poor labour market outcomes, including wāhine Māori, Pacific women and other marginalised groups in the labour market. It will look at issues which disadvantage women in the labour market, such as underemployment, access to childcare, the gender pay gap and pay equity, unequal shares of unpaid work, and occupational segregation – the way in which women are clustered in traditionally female dominated and often low-paid sectors. Wāhine Māori, Pacific women, women with disabilities, younger and older women, and sole mothers will have featured sections in the WEAP.
64. Since April, Manatū Wāhine Ministry for Women has engaged with the National Advisory Council on the Employment of Women, Global Women, Māori Women's Development Inc, and the International Women's Caucus on their vision for women's employment in Aotearoa and to identify what they see as the barriers to women accessing employment. We have also facilitated two focus groups, with Pacific women in South Auckland and Māori women in Gisborne, to gather insights and perspectives from women and their interaction with employment. We are working with agencies responsible for the other employment action plans and operational agencies to identify initiatives and programmes already underway, possible new actions and alignment with the WEAP.
65. The WEAP is due to report back to Cabinet in October 2021 with a draft action plan. Targeted engagement on the draft actions will commence following Cabinet approval. To ensure an intersectional approach is taken across all employment action plans, Manatū Wāhine will continue to engage and consult with the agencies responsible for developing the other employment action plans.
66. Once targeted engagement has been completed, a final Women's Employment Action Plan will be presented by the Minister for Women for Cabinet consideration in March 2022.

Financial implications

67. Confidential advice to Government
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Legislative implications

68. The Employment Strategy and employment action plans do not have legislative implications, however there may be actions in the developing plans that have legislative implications. This will be assessed as the plans are finalised.

Impact analysis

69. The employment action plans are not anticipated to involve regulatory impacts, but this will continue to be assessed as the plans are finalised.

Population implications

70. The Employment Strategy and all the employment action plans highlight the need to improve population groups' employment and wage outcomes. Ensuring the labour market is inclusive to all New Zealanders is a key objective of the Employment Strategy.
71. The action plans continue to be developed in partnership and collaboration with the communities they are designed to support. Consultation is key to the development and implementation of the action plans if they are to be meaningful and aspirational. Partnership is specifically essential in relation to Māori, in order to uphold and strengthen the Māori Crown relationship.

Human Rights

72. The proposals in this paper are consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

Consultation

73. The following agencies have been consulted on this paper: Ministry for Business, Innovation and Employment, Ministry of Social Development, Ministry of Education, Ministry for Health, Oranga Tamariki, Office for Seniors, Ministry for Women, Te Puni Kōkiri, Ministry for Pacific Peoples, Department of the Prime Minister and Cabinet (Policy Advisory Group), Tertiary Education Commission, Ministry of Youth Development, Ministry for Ethnic Communities, and the Treasury.

Proactive release

74. I intend to release this Cabinet paper on the Ministry of Business, Innovation and Employment website.

Recommendations

The Minister for Social Development and Employment recommends that the Committee:

- 1 **note** that on 5 August 2019 Cabinet invited the Minister of Employment to report to SWC at six monthly intervals on the progress of the Employment Strategy and employment action plans [CAB-19-MIN-0385 refers];
- 2 **note** that officials are working across agencies to coordinate where there are actions in common across the employment action plans, which will improve coordination and reduce the risk of duplication;
- 3 **agree** to change reporting to Cabinet on the Employment Strategy to a yearly basis
- 4 **note** that the employment action plans will now report back to the Employment, Education and Training Ministers Group
- 5 **agree** that Ministers responsible for employment action plans are expected to consider how they will include actions targeted towards supporting women in the labour market;
- 6 **note** that Ministers responsible for employment action plans are expected to consider how they will continue to monitor and evaluate the plans as they are developed, providing insight into their progress and effectiveness of their actions:

- The Youth Employment Action Plan has developed its first monitoring dashboard;
- The *Working Matters* Disability Employment Action Plan will provide its second monitoring dashboard to Employment, Education and Training Ministers in October 2021;
- Once the other five action plans are finalised and actions begin to be implemented, monitoring and evaluation frameworks will be developed.

- 7 **note** the progress on each employment action plan, set out in **Annex One**;
- 8 **note** the overview and progress of the wider employment initiatives that align with the Employment Strategy, set out in **Annex Two**;
- 9 **note** that the first monitoring and evaluation dashboard for the Youth Employment Action Plan is attached in **Annex Three**.

Authorised for lodgement

Hon Carmel Sepuloni
Minister for Social Development and Employment

Annexes

Annex One: Progress on each employment action plan

Annex Two: Initiatives across government that align with the Employment Strategy objectives

Annex Three: Monitoring and evaluation dashboard for the Youth Employment Action Plan

The Employment Strategy as at the end of August 2021

The Government released the All-of-Government Employment Strategy (“the Strategy”) in August 2019. The Strategy provides an overarching framework for the Governments labour market priorities in five key areas. There are various initiatives across Government that align with the Employment Strategy. A number of these actions were outlined explicitly in the Strategy and are marked with an asterisk (*).

Many of the initiatives are completed (implemented or ongoing), while others are currently underway and are being developed. Some are yet to begin development.

CROSS STRATEGY INITIATIVES		
Initiative	Lead	Confidentiality
Strengthening Māori EET outcomes to build economic resilience: improving monitoring of EET initiatives for better outcomes for Māori	EET	
EET introduction of standardising reporting methods across key initiatives: continuing to embed consistent frameworks for monitoring demographic participation in EET programmes	EET	
* Immigration changes: to shift employer dependence from migrant labour to New Zealand labour and to encourage investment in productivity	MBIE	
* Māori Employment Action Plan: population specific action plan to improve labour market outcomes	MBIE	
* Youth Employment Action Plan: population specific action plan to improve labour market outcomes	MYD	
* Working Matters: Disability Employment Action Plan: population specific action plan to improve labour market outcomes	MSD	
* Pacific Employment Action Plan: population specific action plan to improve labour market outcomes	MPP	
* Older Workers Employment Action Plan: population specific action plan to improve labour market outcomes	OFS/MSD/MBIE	
* Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan: population specific action plan to improve labour market outcomes	MEC	
* Women's Employment Action Plan: population specific action plan to improve labour market outcomes	MfW	
Supporting employment opportunities and development through cadetships: supports the upskilling of existing and new Māori employees, primarily in “growth” industries. It is focused on supporting the immediate and longer-term development of Māori workers including supporting them to increase mana, leadership skills and earnings, while for employers it offers the opportunity to grow and succeed in a changed economic landscape.	TPK	
CRRF Infrastructure build (job creation): package of infrastructure investments to help the post-COVID rebuild by creating more than 20,000 jobs and \$5 billion of projects up and down New Zealand	TBC	
State and transitional house build (job creation) package to build more state and transitional houses while boosting economic activity, jobs in the building sector, employment and apprenticeship opportunities for young people.	TBC	

Initiative	Lead
TEC marketing campaign for awareness of tools to support jobseekers: to improve awareness and uptake of supports for jobseekers	TEC
Development of the Job Hunters Workbook: provide easy to use, quality careers information for those who have lost jobs or are seeking employment	TEC
* Compulsory Education Reform: reform compulsory education to improve learner outcomes	MoE
Tomorrow's schools: reform of the 1989 Tomorrow's Schools	MoE
Vocational Education and Training campaign: a four year campaign that launched in November 2020 that aims to raise the profile of VET to improve the perception of VET and to increase participation in VET	TEC
Apprenticeship boost introduced: a subsidy for employers of new and existing first and second year apprentices	MSD
The Pacific and Māori Health Science Academy programme: targeted student support services for year 11, 12 and 13 secondary school students, studying science subjects: to grow the number of Pacific health professionals in the health workforce to improve Pacific people's health outcomes.	MoH
Targeted Training and Apprenticeship Fund: the fund was expanded to include conservation, information technology and additional community support skills <small>This initiative is ongoing and the expansion will cover the 2022 academic year</small>	TEC
Alo Vaka (Auckland Pacific Skills Shift): an initiative that supports Auckland Pacific peoples in low skilled precarious work, to transition into quality employment	MBIE
Tupu Aotearoa: a programme to connect Pacific people with local providers to increase the number of Pacific young people in employment, education or training.	MPP/MBIE
Career Support for Creative Jobseekers: a programme that will be progressively rolled out to support artists and creatives back into sustainable work	MSD
Strengthening the Labour Market Test: these changes are intended to ensure that employers consider NZ workers for roles, before hiring migrant workers	MBIE/MSD
School Leavers Toolkit: to equip young people with the skills and capabilities required to transition successfully into further study or work	MOE
Increased accessibility to Careers.govt.nz website: online career planning solution to provide quality information and support for lifelong learning and career pathways	TEC
Trades Academies: secondary-tertiary programmes that provide senior secondary students access to a broad range of trades or technology learning opportunities to ensure they stay engaged in education	MOE
Tiro Whetū: new online careers advice system support learners and workers throughout their lifetime to plan and manage their careers <small>This initiative is now called the Online Careers Planning Solution</small>	TEC
TEC Direct Career Service: phone based advice and pop-up services	TEC
Creative Arts Recovery and Employment Fund: to support access to and participation in the creative sectors, and to support employment in the sectors through a range of initiatives including the creation of Creative Installations and Events	MCH
Regional Apprenticeships Initiative: Support for new apprentices in regional New Zealand and helping people who have lost work due to COVID-19 find new employment	MBIE
Student hardship fund: to support tertiary students who are under financial pressure as a result of COVID-19 restrictions	TEC
* One Billion Trees Fund: offers grants and funding to landowners, organisations, and communities who want to plant trees, revert land to native forest, and improve the way we grow and plant trees	MPI
* Digital Skills Forum: coalition of industry associations and government organisations that work together to identify key skills issues and opportunities across the ICT, high-tech and digital sectors	MBIE
* Increase TEC focus on regions: to understand skills gaps and labour market dynamics	TEC
* TEC invest in programmes that respond to regional needs: to improve EET outcomes in the regions	TEC
* Roll-out of rural broadband: Technology diffusion by accelerating the roll-out of rural broadband and mobile networks	MBIE
Reform of Vocational Education: create a strong, unified, sustainable vocational education system that is fit for the future of work and delivers the skills that learners, employers and communities need to thrive	TEC
Establishment of Te Pūkenga, the New Zealand Institute of Skills and Technology: merger of the 16 Institutes of Technology into one institution to become a long-term skills training partner for firms and industries	TEC
* Expanding Skills for Industry to support the Construction Accord: Address the skill and labour shortage in the construction industry, providing opportunities for employment to assist in responding and recovering from the impacts of COVID-19	MSD
Regional Skills Leadership Groups (RSLGs): Independent Regional Skills Leadership Groups identify and support better ways of meeting future skills and workforce needs in our regions and cities	MBIE

Jobs and Skills Hubs: provide free employment-related support including training and recruitment so people can access long-term work in Auckland's construction and infrastructure sectors	MSD
* Sector Workforce Engagement Programme (SWEPE): established to provide the government with an effective intervention to reduce the number of migrant workers in critical sectors by working with sector leaders to promote the training and recruitment of the domestic work force. SWEPE aims to improve employers' access to reliable, appropriately skilled staff at the right time and place, while facilitating employment opportunities for New Zealanders	MBIE
Toloo (STEM) Programme: set of initiatives hosted at MPP to support innovative Pacific engagement in STEM education and training, including an in-work support pilot	MPP
Transforming the Primary Sector Workforce initiative: Address rising domestic unemployment and a primary sector workforce shortfall due to reduced availability of migrant workers	MPI
Rapid Return to Work: a light touch phone based service to support people with a return-to-work solution, particularly those who have recently been displaced from their employment or are new to receiving a benefit	MSD
Māori Trades and Training Fund: Supports Māori skills development and employment opportunities by funding Māori-led initiatives to support Māori to overcome known barriers to participating in training and employment.	MSD
COVID Wage Subsidies: Wage Subsidy, Leave Support, Resurgence Short Term Absence Payment	MSD
* Refresh of the Tourism Strategy: The New Zealand-Aotearoa Government Tourism Strategy, jointly owned by MBIE and DOC, sets out a more deliberate and active role for government in tourism: to enrich New Zealand through sustainable tourism growth. It is currently being used to inform the development of a Tourism Industry Transformation Plan, which will initially focus on the tourism workforce and employment	MBIE
Industry Transformation Plans: brings together all relevant parties around an industry to agree a long-term vision for the industry, and identify the actions that can be taken by industry, government and others to realise this vision.	MBIE
Workforce Development Councils (WDCs): give industries greater leadership and influence across vocational education to ensure vocational education helps industries meet their needs	TEC
* Careers System Strategy and Careers Action Plan: Improve the effectiveness of the Careers system	TEC
* Expanding Mana in Mahi: provide apprenticeships and an industry training pathway, leading to sustainable employment for young people who are 'at-risk' of long-term benefit receipt	MSD
Jobs for Nature Initiative: the programme manages funding across several government agencies to boost conservation efforts and create jobs	DOC, LINZ, MfE, MPI

* Te Ara Mahi: lifts productivity potential in the regions, by connecting local people to local employment opportunities and upskilling	MBIE
* NCEA Review: consists of seven key changes to NCEA to ensure the system is responsive to the diverse and evolving needs of learners and communities	MoE
Expansion of Secondary-Tertiary partnerships and Gateway Programmes: support students transition into the workforce by offering workplace learning while at secondary school	TEC and MoE
Māori Pacific Trades Training: supports Māori and Pasifika to succeed in the trades	TEC
The New Zealand Diploma in Health and Wellbeing (Level 5) created	TEC
The Disability Strategy: strategy to guide government agencies work on disability issues from 2016-2026	MSD /ODI
The Better Later Life Strategy: the Government's plan to help older New Zealanders live well	OfS
The Youth Plan- 2020-2022: sets out actions Government will take to mitigate the impacts of COVID-19 for rangatahi	MYD
Youth Service- Young Parent Payment: contracted service with ongoing tailored support and guidance including income support	MSD
He Poutama Rangatahi: connects youth who are most at risk of long-term unemployment with wrap-around support, training and employment	MSD
Cross-agency project on increasing accessibility to driver licencing: assists clients to receive training to get learners, restricted for full licence	Led by MSD
Changes to Supported Living Payment: to support higher-level study for SLP recipients	MSD
Flexi-Wage Expansion: supports businesses to take on new workers, targeted towards kiwis who are struggling to re-enter the workforce	MSD
Implementation of the Equity Index: replacing school decile system with equity index to better identify the equity challenge faced by schools and services	MoE
Learning Support Action Plan 2019-2025: improve learning support for children and young people	MoE

Pae Aronui: is a time-limited trial programme to test innovative ways to improve employment and education outcomes for rangatahi Māori NEET or at risk of becoming NEET	TPK
All of government Connected Service: consists of website, 08000 number and face to face Service at MSD sites and Jobs and Skills Hubs to help people find work	MSD
* Introducing Equal Pay Amendment Bill: improve the process for raising and progressing pay equity claims and prevent discrimination on the basis of sex	MBIE
* Funding additional Work and Income staff: to improve capacity and service of Work and Income	MSD
* Oranga Mahi and disability employment services funding: delivers a set of cross-agency prototypes to support disabled people and people with health conditions to prepare for and stay in work	MSD
NZ Seasonal Work Scheme including Accommodation Cost: support for people undertaking seasonal work to improve employment outcomes	MSD
Expanding supporting Offenders into employment: improve employment and social outcomes for recently released prisoners, aimed at reducing the risk of reoffending by providing wrap-around supports and services through an intensive case management and multi-disciplinary service	MSD
Review of childcare supports (apart of welfare overhaul): improving childcare assistance for low and middle-income families so more parents can access support	MSD
Increasing Parental leave entitlements	MBIE
* Lifting Minimum Wage	MBIE
Mature Workers Toolkit: range of guidance, support tools and resources for employers to help attract, recruit and retrain mature workers	MBIE
Living Wage in Government Procurement: Core Public Service departments will be expected to implement a minimum living wage rate in their contracts for cleaners, caterers and security guards from 1 December 2021.	MBIE
Increasing Sick Leave entitlements: increase the minimum employee sick leave entitlement from 5 days to 10 days per year.	MBIE
* Fair Pay Agreements: set minimum standards for all employees and employers in an industry or occupation	MBIE
* Boost resources of Labour Inspectorate: create a new team (in addition to existing Inspectorate numbers) to address Migrant Exploitation and increase the number of Labour Standard Officers to improve turnaround time for guided self-resolution of Employment Standard breaches	MBIE

* Overhaul of Welfare System: Refresh the welfare system so that it is responsive to those it serves and fit for purpose	MSD
* Research and development tax incentive: aims to increase the amount of business R&D in New Zealand by offering a 15% tax credit for eligible R&D expenditure. This supports employment of R&D-performing staff, the largest category of R&D expenditure	MBIE
Explore introduction of Social Unemployment Insurance scheme: to support workers to retain about 80 percent of their income for a period after they lose their jobs	Cross- govt
* Future of Work Tripartite Forum: Government, Business New Zealand and the New Zealand Council of Trade Unions to respond to a rapidly changing world of work	MBIE
Review of Active Labour Market Policies: intends to consider the current suite of ALMPs and whether there are any gaps in provision, type, access or targeting to ensure everyone has the appropriate support to be successful in the labour market	MBIE/MoE/ MSD
Click to Enrol service [TBC]	MSD
ManaiaSafe Forestry School pilot (Regional): Forestry training course as a solution to the growing forestry skills shortage	MPI
He Poutama Taitamariki for Northland NEET (regional): supports MSD clients aged 15 to 24 years who are not in education, employment or training (NEET) to find their passion and get ready for employment, education or training	MSD
Ethnic Communities Graduate Programme: provide a pathway into public sector for skilled graduates from ethnic communities	MEC
Long Term Insights Briefing: on Youth at Risk of Limited Employment	MOE/ MBIE / MSD / MfW
* Just Transition Unit: exploration of mitigating negative impacts arising from shift to zero emissions economy	MBIE
* New Zealand Green Investment Ltd [TBC]	[TBC]
* Helping companies adjust to the fourth industrial revolution: Sector led approach "From the Knowledge Wave to the Digital Age: Growing Innovative Industries in New Zealand"	MBIE
* Ensuring dependent contractors have necessary protections: under employment law and increase ability to negotiate a better deal	MBIE

Youth Employment Action Plan Monitoring and reporting Dashboard: August 2021

Select Data and Featured Actions

Key Indicators

Retention at school

In 2020, **83.5%** of all school leavers stayed at school to age 17 (up 0.7pp).
In 2019, **55.9%** of school leavers enrolled in level 3 and above tertiary education.

Median weekly earnings

15-19 years old weekly earnings were \$343 in 2021 (down from \$351 in 2020).
20-24 years old weekly earnings were \$890 in 2021 (up from \$785 in 2020).

Qualifications

In 2020, **59.1%** of all school leavers achieved **Level 3 or UE** standard, a 4.1 percentage point increase from 2019.

Number of people aged 15-24 on main benefits (as at June 2021)

- Jobseeker student hardship: **180**
- Job seeker related: **39,555**
- Sole Parent Support: **9,144**
- Youth and young parent payment: **2935**

Progress on actions

Of the 28 examples of initiatives designed to achieve the high level actions within the Action Plan: **15** are completed- implemented or is ongoing
10 are underway- begun development
3 are to begin development- has been delayed or reprioritised

Feature action: He Poutama Rangatahi Wāhine Whakamana o Wainuiomata

He Poutama Rangatahi is an initiative that supports the action to "Strengthen interventions delivered through local partnerships such as local connector/kaitūhono services, and expand initiatives demonstrated as being effective."

Morehurehu Limited is a mana whenua organisation of Te Atiawa descent. They had been voluntarily teaching raranga to wāhine in the Wainuiomata community for 3 years. In May 2019, they started delivering the raranga training at the Wainuiomata Marae when the Marae found out that the training was being delivered at their home in rural Wainuiomata. They found that through delivering raranga training they were starting to engage wāhine from the community who had previously been disengaged from the community.

The HPR-funded Wāhine Whakamana o Wainuiomata programme uses the Provider's position to engage those wāhine NEET who are already walking through their doors, and add intense wrap-around pastoral care, training, and employment support to help them identify life and career aspirations, and progress towards those goals. The programme will work with 80 wāhine NEET over 2 years.

Since beginning in February this year, the programme has **enrolled 30 wāhine NEET from the community.**

- 30 wāhine have enrolled/engaged in the programme
- 21 wāhine have completed the 10-week programme (9 are still working through it as part of cohort 3)
- 12 wāhine have gained their Certificate of Achievement in Harakeke Preparation, with 9 of them also gaining a Level 4 Qualification - Te Pou Hono Ki Taiao
- 12 wāhine have gained their First Aid certificates
- 14 wāhine have completed work experience as part of the programme
- 15 wāhine have transitioned into employment, education, or training and continue to receive ongoing pastoral care to keep them engaged in their new pathway.

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Highlight on NEET rates

Total NEET (people)

June 21: 70,200 ↑
June 20: 77,400
June 19: 64,000

Male NEET Rate (%)

June 21: 9.1% →
June 20: 10.5%
June 19: 9.1%

Female NEET Rate (%)

June 21: 12.7% ↑
June 20: 13.1%
June 19: 10.5%

Total NEET Rate (%)

June 21: 10.8% ↑
June 20: 11.8%
June 19: 9.8%

Māori NEET Rate (%)

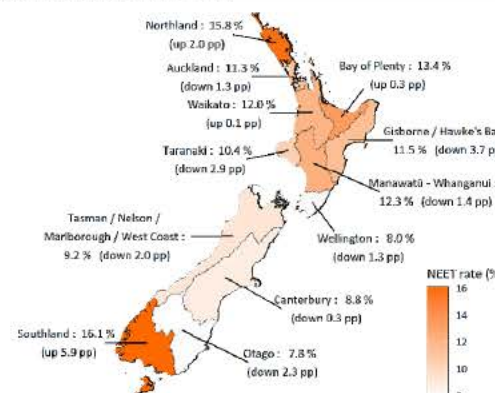
June 21: 17.6% ↑
June 20: 17.8%
June 19: 16.4%

Pacific NEET Rate (%)

June 21: 16.6% ↑
June 20: 18.3%
June 19: 15.9%

Graphs: NEET by Regional Council Area (HLFS June 2021)

NEET rate by regional council area
Jun 2021 (compared with Jun 2020 quarter)



Region	NEET total
Northland	3,100
Auckland	26,900
Waikato	6,700
Bay of Plenty	5,200
Gisborne/Hawke's Bay	3,300
Taranaki	1,400
Manawatu - Whanganui	4,300
Wellington	5,700
Tasman/Nelson/Marlborough/West Coast	1,700
Canterbury	6,900
Otago	2,900
Southland	2,000

Improve young people's building blocks for success

Support young people to make informed choices and transitions through complexity

Actions	Examples of initiatives to implement actions	Agency	Status	Progress over last six months	Planned progress over next 6 months	Evaluation	Measuring outcomes
1. Improve early identification and effectiveness of interventions targeting young people at risk of limited education, employment and training	1A. Work to better understand and target socio-economic disadvantage in education eg. introducing the Equity Index 1B. Create a more effective system of alternative education provision 1C. Implementation of the Learning Support Action Plan 1D. Work with local partnerships to work collectively for young people at risk of limited education and employment outcomes 1E. Review NCEA to make it more accessible	1A. MoE 1B. MoE 1C. MoE 1D. MPP and TPK 1E. MoE	1A. Underway 1B. Underway 1C. Completed 1D. Underway 1E. Underway	1A. On track- Budget 2021 funding provides a foundation for the introduction of the Equity Index in school funding. This provided \$18.076m in operational funding in Vote Education as a first step in replacing the decile system with the Equity Index from 2023. 1B. Work on the redesign of provision of education in alternative settings (including Alternative Education, Activity Centres, and Te Kura at-risk gateways) was delayed due to COVID 19. It has been resumed, and we are taking an incremental approach to implementing the ideal state agreed by Cabinet in 2019. 1C On track 1D. Year 1 began in March 2019 and was finalised in May 2020 - The Year 1 Evaluation Report and Factsheet are published on the Te Puni Kōkiri website. Year 2 contracts began in June 2020 (following a slight delay because of COVID-19) and finished in June 2021. 1E. More than 400 Subject Expert Group members and 50 development and support staff are trained and supported to use Universal Design for Learning within their work, to reduce barriers and make NCEA more accessible.	1A. We are continuing to develop advice, finalise key decisions and make the necessary preparations in order to implement the Index for the 2023 school year. 1B. MoE will look at the process by which ākonga are referred in and subsequently move out of these settings, taking a co-design approach. 1C. N/A 1D. Nine providers have been selected (through a procurement process), to work with a total of 240 rangatahi in Year 3. The Year 3 contracts began in June 2021 and are expected to finish in June 2022. 1E. Work is underway on development of resources to support classroom teachers and kaiako, and to collaborate with the New Zealand Qualifications Authority on an action plan for Special Assessment Conditions.	1A. An evaluation is not currently available as the Index has not been formally implemented to deliver school funding for schools. The evaluation of the Index is planned to take place over a number of years once it is implemented, using both quantitative and qualitative methods. 1B. Plans for an evaluation will be developed. Timing will be dependent on the progress of development of the re-design work. 1C. N/A 1D. The year 2 Evaluation Report is currently being produced. Based on the information collected so far, we already know that in Year 2 more than 270 rangatahi were engaged on programmes. Another Evaluation will be carried out for the Year 3 Programme 1E. Evaluation is planned following implementation of the Review (currently due to be complete in 2025). In the interim, monitoring through the collection and consideration of qualitative and quantitative information is undertaken to evaluate the effectiveness of planned interventions.	1A. This will explore the key evaluative question of: is the Equity Index achieving better outcomes for students through a more equitable distribution of funding to schools? 1B. TBC 1C. N/A 1D. Of the 270 rangatahi engaged in the programme, approximately 40% were female and 60% male. More than 170 took part in training modules, more than 130 employment outcomes were reported, of which more than 90 were full-time. More than 75 re-engagements in education were reported (*data and numbers will be finalised in the Year 2 evaluation report when it is published). 1E. TBC
2. Expand early work experience opportunities and access to high quality vocational education and training pathways, including through improvements to NCEA and RoVE	2A. Strengthen foundation tertiary education to ensure a delivery model that provides tailored individual learning alongside work experience and work based learning 2B. Review NCEA to provide opportunities for employers and secondary schools to develop locally designed curricula and support a smoother transition between Secondary and Tertiary qualifications 2C. Support better engagement with whānau and families through the development of the Career Systems Strategy 2D. Explore the expansion of Secondary-Tertiary partnerships and the Gateway programme 2E. Leverage urban and regional Hubs to enable better engagements for students with a wide range of work experience opportunities	2A. TEC and MoE 2B. MoE 2C. TEC 2D. MoE and TEC 2E. MSD as at 1 July 2021 (previously led by MBIE)	2A. Underway 2B. Underway-for the secondary-tertiary component 2C. Completed 2D. Completed 2E. Completed	2A. Underway 2B. Review is on track. 2C. Skill Net first stage roll out underway, The Job Hunters Workbook has been developed and translated into 10 languages. TEC have sent out 43,000 workbooks to community organisations. The Vocational Education and Training four year campaign to raise the profile of VET also began in November 2020. Overall, the campaign is having a positive outcome across all audiences, in particular amongst Māori and Pacific peoples. Perceptions are shifting and this transfers through to behaviour with indications of a follow-through to participation. 2D. Budget 2020 secured funding for 1,000 additional Trades Academy places a year from 2021, to enable more senior secondary students undertake initial vocational education and training. The Gateway programme added 2,000 additional places from 2020. 2E. Since commencing operations, the Auckland Jobs and Skills Hubs have now facilitated 27 of placed job seekers into construction apprenticeships. In May 2021 the Manukau Hub and MIT Tech Park co-hosted Te Ara Pathways construction careers exploration session for senior students.	2A. Further advice on tertiary education delivery model redesign options due with the Minister by the end of 2021. 2B. Delivery of high level design for future of Vocational Pathways to the Minister of Education in September 2021. 2C. Free Career Guidance sessions for people who have lost employment or want career advice has been extended until 2022 due to the success of the provision, and is run in conjunction with MSD. 2D. Places in the Trades Academy have been fully allocated for 2021. 14,800 places in the Gateway programme have been funded in 2021. 2E. Post July 1 a small team will provide interim transition support for a period to successfully integrate Jobs and Hub operations and offerings into MSD structure.	2A. No evaluation planned, beyond BAU monitoring. 2B. Evaluation is planned following implementation of the Review (currently due to be complete in 2025). In the interim, monitoring through the collection and consideration of qualitative and quantitative information is undertaken to evaluate the effectiveness of planned interventions. 2C. Given the stage of the Careers Strategy review, it is not at a point to consider an evaluation as it is at the beginning of the process. There was an independent evaluation for the Direct Career Service. The evaluation of the VET marketing campaign is ongoing and campaign engagement is monitored and there is monthly media reporting that tracks the performance of the campaign media, allowing us to measure and optimise media performance. There is no evaluation for the Job Hunters workbook; however, TEC is tracking the number of workbooks downloaded as well as hard copies requested. 2D. Trades Academy Lead Providers report to MoE three times a year. Each report includes quantitative data, detailing enrolment numbers and status, while the June and December reports also include qualitative reporting covering student progress, pastoral care support and programme deliverables. There will not be an evaluation of the Gateway Programme. 2E. Evaluations of the Auckland Jobs and Skills Hubs have not been conducted under MBIE. MBIE will conduct an evaluation on the Dunedin and Manawatu Hub once their projects are well underway.	2A. N/A 2B. N/A 2C. The VET marketing campaign primarily measures success from quantitative research that is undertaken each year to evaluate the perceptions of the campaign target audiences and awareness of the campaign. 2D. These measures are for internal monitoring purposes only. 2E. N/A at this point.
3. Improve brokering of employment opportunities and careers assistance, including the development of the Career Systems Strategy	3A. Define role and scope of job brokers and expand number of brokers 3B. Improve the effectiveness of the Careers system through the Careers System Strategy and Careers Action Plan 3C. Build better local linkages to employer recruitment teams through Hubs 3D. Leverage local type job broker type activities carried out by Iwi Trusts, pastoral care providers and other relevant organisations	3A. MSD as at 1 July 2021 (previously led by MBIE) 3B. TEC 3C. MSD as at 1 July 2021 (previously led by MBIE) 3D. MSD as at 1 July 2021 (previously led by MBIE)	3A. Completed 3B. Underway 3C. Completed 3D. Completed	3A. Role and scope has been defined. As at Dec 2020, there were 19 FTEs working at Jobs and Skills Hubs around New Zealand. 3B. TEC has commenced scoping work to develop a national careers system strategy. The strategy will include all people of Aotearoa New Zealand from 7-70+. TEC will be taking a collaborative approach to engage the wide range of stakeholders in the careers system throughout the process. 3C. In the past quarter, Hubs have formed new working partnerships with Work and Incomes newly appointed team of 8 Auckland Employment Liaison Advisors (ELAs). 3D. Since February Hubs have reached out to all construction focussed Private Training Establishments (PTEs) in their respective areas to promote hub services and vacancies to PTE placement coordinators and graduating trainees.	3A. N/A 3B. The development of the strategy will be undertaken in parallel with current careers initiatives (e.g. Inspiring the Future; online careers planning; In-school support for careers education in schools). These initiatives are seen as critical to providing the foundation for a robust careers system in Aotearoa New Zealand. 3C. Working together with ELAs under governments Connected banner, Hubs now have regular opportunity to promote vacancies and services at Auckland Connected sites, improving access and visibility of Hub construction opportunities for clients of Work and Income, and providing useful exposure to Hub staff on the range of government services and initiatives by agencies encompassed under the Connected banner. 3D. Regular meetings with PTEs and joint seminars for graduating students have led to a number of successful collaborative placements to date in 2021.	3A. N/A 3B. N/A 3C. Evaluations of the Auckland Jobs and Skills Hubs have not been conducted under MBIE. MBIE will conduct an evaluation on the Dunedin and Manawatu Hub once their projects are well underway. 3D. See above about Hubs	3A. N/A 3B. N/A 3C. N/A at this point. 3D. See above about Hubs
4. Improve the quality and effectiveness of pastoral care/mentoring programmes, including approaches that build on cultural and community	4A. Develop best practice guidance for effective pastoral care/mentoring programmes to support initiatives across government; through an stocktake and evaluation of existing programmes 4B. Develop best practice guidance on the role of pastoral care of Pacific young people and their families	4A. MBIE 4B. MPP	4A. To be developed- 4B. Completed	4A. This action is currently being reviewed as to how this action is best implemented and what we want to achieve from it in a post COVID-19 environment. 4B. Best practice pastoral care is a core component of the Tupu Aotearoa and Toia (STEM) programmes.	4A. MBIE intends to review the scope of this proposed initiative and will provide an update in the next report back. 4B. Once the guidance has been developed post-evaluation, MPP will work to disseminate the best-practice guidance across programmes delivering to Pacific young people.	4A. N/A 4B. National and regional-level evaluations of the Tupu Aotearoa programme are expected to be completed in the next six months.	4A. N/A 4B. TBC.

	Actions	Examples of initiatives to implement actions	Agency	Status	Progress over last six months	Planned progress over next 6 months	Evaluation	Measuring outcomes
Support young people to make informed choices and transitions through complexity	5. Increase opportunities for young people to gain the vital skills they need to transition out of compulsory schooling into further education, training or employment	5A. Implement the School Leavers Toolkit 5B. Review the youth health and safety regulations to ensure healthy and safety responsibilities support early, effective transitions to training and employment.	5A. MoE 5B. MBIE	5A. Completed 5B. To be developed	5A. The School Leavers Toolkit is a collection of products on two web channels aimed at teachers and students. 5B. Initial advice on changing the age at which young people can enter hazardous work was provided to Ministers to support their consideration of removing New Zealand's UNCROC/LO reservations. Any consideration of transitions would take place in the context of this work. Confidential advice to Government	5A. The School Leavers Toolkit provides a one-stop-shop of high quality resources. The websites are well-trafficked and are being strengthened on an ongoing basis. Confidential advice to Government	5A. The toolkit is regularly monitored and reviewed as per the MoE's processes for functionality and content guardianship. 5B. TBC	5A. These measures are for internal monitoring purposes only, and are used to inform maintenance and commissioning of new and revised content. 5B.N/A
	6. Provide a support service for young people transitioning from care and youth justice to independence (ages 15 to 25)	6A. From age 16, rangatahi will have a transition worker after they leave care or a youth justice residential placement, up to the age of 21. Rangatahi can be supported to remain living (or return to live) with a caregiver until they turn 21. From age 15, rangatahi can request advice and assistance if they have left care or youth justice residential care, until 25.	6A. OT	6A. Completed-service is ongoing	6A. The Transition Support Service has partnered with 63 community and iwi providers, with 123 FTW transition workers providing support to youth nationwide. 1275 young people are actively working with a support worker. 107 supported accommodation placements for young people leaving care have been established up to 30 June 2021. A dedicated Advice and Assistance phone line has been established to support young people aged up to 25, which has received over 4000 calls since it was set up in July 2019.	6A. This programme is ongoing.	6A. Yes, an evaluation is to be completed in 2023.	6A. N/A.
	7. Strengthen interventions delivered through local partnerships such as local connector/kaitiuhono services, and expand initiatives demonstrated as being effective eg. He Poutama Rangatahi	7A. Stocktake existing interventions and partnerships at a regional and local level; establish common evaluation frame; develop best practice guidance. 7B. Identify promising interventions for rapid evaluation, refinement and scaling up (drawing on the initial work on action above)	7A. MBIE, MSD, MoH, MoE, TPK, MPP 7B. MBIE and MSD	7A. To be developed 7B. Completed	7A. This action is currently being reviewed as to how this action is best implemented and what we want to achieve from it in a post COVID-19 environment. 7B. This work has been completed through the development of the initiative in the COVID-19 Response and Recovery Fund.	7A. MBIE intends to review the scope of this proposed initiative and will provide an update in the next report back. 7B. This work could be furthered through the upcoming Active Labour Market Policies Review.	7A. N/A 7B. N/A	7A. N/A 7B. N/A
	8. Improve service provider collaboration, for instance through including better referral pathways and joined-up funding	8A. Investigate improvements to information sharing to support effective transitions between schools and tertiary providers 8B. Use cross-system approaches to more effectively identify and transition at risk young people; explore expansion of pilots of integrated health and employment support	8A. MoE 8B. MSD and MoH	8A. Completed 8B. Completed	8A. This is being progressed through other work programme items. 8B. Progress has been made, over the last six months, to create more supported employment opportunities for disabled people and people with health conditions. These include the establishment of "E Ara E – Rise Up!" in Auckland and the expansion of "Take Charge" in Canterbury, both of which use an integrated employment support and healthcare model to help young people with mental health conditions find and stay in employment. "Te Here Toitū", a partnership between MSD and four Primary Healthcare Organisations across New Zealand, has also been expanded to improve employment outcomes for MSD clients living with health conditions or disabilities.	8A. N/A 8B. This work is ongoing and is also in the Working Matters Disability Employment Action Plan.	8A. N/A 8B. These services do have an evaluation factored in. Progress and outcomes will be reported on in October 2021 through two actions in Working Matters.	8A. N/A 8B. Progress and outcomes will be reported on in October 2021 through two actions in Working Matters
Ensure young people have employment opportunities and support in overcoming barriers	9. Building on the Reform of the Vocational Education system, provide better support for employers to employ and train more young people with employment challenges	9A. Leverage existing programmes such as Mana in Mahi and He Poutama Rangatahi (HPR), to help rangatahi transition to, and be adequately supported in employment 9B. Explore opportunities to increase in-work training eg. Via group employment and training schemes to reduce employer risk, using Government procurement to incentivise training investments 9C. Link SWEP Hubs to large Government infrastructure projects	9A. MSD as at 1 July 2021 (previously led by MBIE) 9B. TEC and MBIE 9C. MBIE	9A. Completed 9B. Underway 9C. Completed	9A. As at June 2021, 72 HPR programmes have been approved with 2667 rangatahi into employment, education or training. 9B. Work by MBIE to research employer attitudes to in-work training and identify any barriers to provision has been delayed due to shifting priorities in the response to COVID-19. The Targeted Training and Apprenticeship Fund (TTAF) supports learners to undertake vocational education and training without fees from 1 July 2020 to 31 December 2022. As at 6 July 2021, more than 144,000* learners have been supported by the TTAF since inception. Of this number, 71,280 learners were in Apprenticeships – either New Zealand Apprenticeship, Managed Apprenticeship or Modern Apprenticeships and 39,800 trainees are in Industry Training. 9C. The Hubs continue to operate closely with Kāinga Ora in Auckland. Several large projects including multi-story builds in Northcote, Avondale and Papakura are to be awarded to main contractors by mid-2021. Based on Kāinga Ora social outcomes requirements built into contracts, each project will generate 15-20 new apprentice positions over their build lifetime which Hubs will help to recruit for. A secondment position within the Manukau Hub was created in December 2020 to help Auckland Kāinga Ora contractors recruit candidates with apprentice potential has ended. The secondment proved effective in growing Auckland apprentice numbers quickly. A permanent national role has been created within Kāinga Ora to grow the apprentice recruitment work programme in their build projects across the country. *Cumulative TTAF learners that have been supported by TTAF since the fund started (01/07/2020).	9A. As at 1 August, HPR currently has approximately 40 EoI and applications in its pipeline. After its transition to the MSD on 1 July the HPR programme team are focusing on expanding in larger cities such as Auckland, Wellington and Christchurch, investigating expanding in regional areas where there are only a limited number of HPR programmes to date and promoting HPR with MSD regions teams to ensure MSD staff are aware and encourage uptake of the programme. 9B. In January 2021, information technology and conservation were added to the original six target areas, and community support was expanded. This work will be continued over the coming six months. 9C. The SWEP hubs will continue to work with large Government infrastructure projects.	9A. An evaluation of HPR is due by June 2022. This will build on the review of the Implementation of He Poutama Rangatahi (November 2020) and an earlier monitoring report produced in January 2020. 9B. MoE are leading the evaluative work for the TTAF. 9C. Evaluations of the Auckland Jobs and Skills Hubs have not been conducted under MBIE. MBIE will conduct an evaluation on the Dunedin and Manawatu Hub once their projects are well underway.	9A. In January 2020 a Monitoring and Evaluation Framework for He Poutama Rangatahi/ Youth Employment Pathways was developed in collaboration with agencies, community groups, iwi, employers and local Ministry agencies across four regions. 9B. Uptake data on TTAF is provided. 9C. N/A at this point.
	11. Advocate for public sector internships and employment opportunities for young people leaving care of the state	11A. Advocate for public sector internships and employment opportunities for young people leaving care of the state	11A. OT	11A. Underway	11A. During the period of reporting OT spoke with several agencies to advocate for public sector internships. These include MPP, TPK, DOC, and TEC.	11A. None of the agencies who have been contacted have taken up the opportunity. MSD is developing their own internship programme of which care experience young people will be invited to apply.	11A. There is no evaluation in place for the advocacy of public sector internships however there has been an evaluation of the internship programme.	11A. N/A
	12. Improve employment opportunities and address barriers to employment for young disabled people	12A. Bring together local employers, whānau, schools and supports to facilitate local networks that support young disabled people to access open employment, using community development approaches. Support young disabled people (such as people with learning disability and autism) whānau, to explore pathways to open employment first, when transitioning from education.	12A. MSD	12A. Underway	12A. Budget 2020 provided access to employment services to young disabled people for the first time. A pilot has run in 5 regions from February-June, catering up to 1000 young people. The Working Matters Disability Employment Action Plan was published in August 2020 and has a number of actions targeting disabled youth.	12A. Actions within the Working Matters Disability Employment Action plan continue to be implemented, as well as broader initiatives such as the Training Incentive Allowance, which has been reinstated and expanded for people, including disabled people receiving the Supported Living Payment, to help with study costs when studying at levels 1 to 7 on the New Zealand Qualifications Framework.	12A. The Working Matters Disability Employment Action Plan's monitoring and evaluation dashboard has been developed and it was agreed by the EET Ministers group in April 2021 that will be reported to EET Ministers every six months. The next dashboard will be provided to the EET Ministers group in October 2021.	12A. Details on the success measurements for the Working Matters Disability Employment Action Plan are outlined in the published action plan.