

COVER SHEET – PGF SKILLS & EMPLOYMENT (TE ARA MAHI)

3.9 The Development Hub Te Ara Mahi (TAM) Application		For: Approve	
Tier:	1 - Regional	Sector:	Skills
Background & context:		Recommendation(s):	
<p>Applicant Organisation:</p> <ul style="list-style-type: none"> The Development Hub <p>Location:</p> <ul style="list-style-type: none"> Hastings, Hawkes Bay <p>Proposal:</p> <ul style="list-style-type: none"> The Initiate Programme <p>Funding Sought:</p> <ul style="list-style-type: none"> Total project value: \$^{Commercial Inform} PGF Funding: \$780,434 <p>Background: Run by women, the Development Hub (TDH) is a Hastings based social enterprise which works solely with wāhine, particularly those who experience gender based violence.</p> <p>TDH's vision is to support wāhine into employment, education or training through its own pre-employment curriculum, namely the Initiate Programme. Based on its strong performance to date, TDH is requesting that its service be expanded from 3 to 8 cohorts in 2019, targeting 96 wāhine (12 wāhine x 8 cohorts). Of these, 6 cohorts will be for NEETs (72 rangatahi) and 2 cohorts for older workers (24 places).^{Commercial Information}</p> <p>Commercial Information [REDACTED]</p> <p>This approval is for TDH's second tranche of funding. TDH's first tranche of funding of \$^{Commercial Inform} was approved in July 2018 which covered training and pastoral care for 36 wāhine which comprised 3 cohorts each of 12 wāhine (representing 92% Māori and 8 % Pacific).</p>		<p>We recommend that the SRO(s)</p> <p>a) Approve \$780,434 from the Te Ara Mahi portion of the Provincial Growth Fund towards the Development Hub's Initiate Programme.</p>	

TDH deliberately started its programme in a small scale pilot, to test and prove its approach and capacity (as verified with monthly and quarterly reporting). In the six months since it launched its HPR programme, TDH has achieved considerable success, notably improving the lives of the wāhine it works with. For example, ^{Comm}% of TDH's wāhine have been placed into employment, repeat requests are being received from employers for work ready wāhine who have undertaken the Initiate Programme; and there are other indicators which demonstrate the wāhine who have undertaken the Initiate Programme have become more confident and empowered to make positive changes in their lives

The Initiate Programme

The Initiate Programme works intensively with small groups of wāhine who are most at risk of long term unemployment and who face significant personal challenges. These often include inadequate housing, gender based intimidation or violence, substance abuse and limited positive support structures. With the aim of addressing intergenerational benefit dependency, TDH has prioritised the inclusion of sole parents, wāhine with disabilities, and those facing negative social influences and significant personal challenges.

PGF Skills & Employment criteria that this proposal supports:

Te Ara Mani Criteria	Assessment Commentary	Met (Y /N/Partial)
Link with fund and government outcomes – delivers benefit to communities		
Acts as a catalyst for improving productivity potential in the region (s)	<ul style="list-style-type: none"> • ^{Comm}% of past participants in the Initiate Programme have achieved sustainable long-term employment thus contributing to regional and government economic outcomes. • This employment is most often not seasonal but in sectors which offer long-term viable career opportunities. 	Yes
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> • With 95% of its clients being Māori (the remainder are Pasifika) TDH contributes to improving economic and employment outcomes for Māori. • In 2019 TDH staff are undertaking a Level 3 Certificate in Māori tikanga with the aim of applying these learnings and skills in the work the organisation does with its clients. 	Yes

Demonstrates potential to meet the current or future labour market skill needs of the region, including those resulting from PGF Tier 2 and 3 investments	<ul style="list-style-type: none"> Strong support from local businesses who confirm that the programme is producing quality candidates for the local labour market (see attached letters of support from local businesses). 	Yes
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> Evidence that the Initiate Programme is getting women who would otherwise be on a supported benefit into work (see letter of support from MSD's Regional Labour Market Manager). By far the majority of these women are Māori. 	Yes
Increases local employment and earning potential, by supporting local people into local jobs, with an emphasis on sustainable employment outcomes	<ul style="list-style-type: none"> The Initiate Programme has increased local employment and earning potential by supporting local people into local jobs with 72% of the Initiate Programme's clients being in sustainable employment. 	Yes
Additionality – adds value by building on what is already there		
Addresses a gap in current service provision e.g. does not cover activities that are already funded for (unless funding is to up-scale or re-start, existing projects)	<ul style="list-style-type: none"> No other organisation in Hawkes Bay offers such a service to women with intensive wrap-around pastoral care which is employment focussed. MSD is Commercial Information by providing referrals of clients and potential employers for the programme. 	Yes
Demonstrates why third party funding, including other government agencies, cannot be used to address the current gap in service provision	<ul style="list-style-type: none"> The provision of pastoral care to achieve sustainable employment outcomes is not available by any other third party. 	N/A
Demonstrates awareness of and ability to connect to other services/initiatives that are complementary to the project	<ul style="list-style-type: none"> TDH works with a number of local providers e.g. Comm Commercial Information for health, well-being and quit smoking programmes; Commercial Information for counselling as well as other providers. 	Yes
Connected to regional stakeholders and frameworks		
Has support and input, where applicable, from: <ul style="list-style-type: none"> Local; industry, employers, community groups and employment bodies/governance mechanisms central and local government agencies iwi and other Māori governance mechanisms 	<ul style="list-style-type: none"> Strong - see supporting letters from local business, the Matariki sub-group and the MSD Regional Labour Market Manager. Clients are referred from MSD and there is a strong relationship with the Hastings District Council. No particular relationships with Iwi and Māori governance mechanisms though well-developed relationships with Māori providers. 	Yes

Governance, risk management and project execution									
Has robust project management and governance systems planned or in place	<ul style="list-style-type: none"> Strong – see application form and roles and responsibilities of key individuals involved in the project (page 6) 							Yes	
Demonstrates the capacity and technical capabilities to effectively implement the initiative e.g. has experience in building local capacity, lifting work readiness and knowledge of the local labour market	<ul style="list-style-type: none"> Strong - see application form and roles and responsibilities of key individuals involved in the project (page 6) 							Yes	
Risk management approach outlined	<ul style="list-style-type: none"> Strong - see page 8 of Application Form 							Yes	
Future ownership / operational management identified	<ul style="list-style-type: none"> Not applicable 							N/A	
The purpose of this briefing is to consider recommending/ declining PGF funds for.....project									
Regional Governance Group View:									
Strong support from members of the Matariki sub-group (attached).									
Risks and Issues:									
Include where applicable:									
<ul style="list-style-type: none"> <i>Advice on PR/Ministerial announcements and events.</i> This project will potentially be included in the package of announcements made by Ministers currently scheduled for Waitangi 2019. As TDH has previously been funded as a He Poutama Rangatahi project, Minister Jackson's office should be advised should the opportunity arise for a joint announcement. <i>Communications opportunities/risks associated with the project:</i> A draft PR and Q & As will be prepared for Ministers on this proposal. 									
Eligibility points of note:									
<ul style="list-style-type: none"> <i>Due diligence:-</i> Full due diligence is to be completed. It is a condition of approval that due diligence is to be to the satisfaction of the Head of PDU Investment team. <i>Conflict(s) of interest:-</i> Based on the information provided no conflict of interest is evident noting that full due diligence will inform this item further. <i>Illegal Activity:-</i> Based on the application information provided and feedback from other agencies there is no indication that the applicant or project has been involved in, or associated with illegal activity. <i>Alignment with Regional development plans:-</i> this proposal aligns with regional development plans <i>Commercial funding availability:-</i> Given the nature of the project Commercial Information access to commercial funding is not considered a feasible option. 									
Consultation undertaken or implications:									
Legal	N/A	HR	N/A	Finance	N/A	MBIE policy	N/A	Other	

Supporting proposal:	Yes
Appendices:	Yes – application, PDU’s assessment, Commercial Information [REDACTED]
Sponsor(s):	Carl Crafar, SRO, Hawkes Bay
Manager/Author of paper:	Brendan Quinlivan, PDU

PROACTIVELY RELEASED