

2.5 FOUR SEASONS SERVICES PROJECT – TE ARA MAHI (TAM) APPLICATION

PGF Skills & Employment (Te Ara Mahi) - Commercial		For: Approval	
Tier:	1 - Regional	Sector:	Skills
Background & context:		Recommendation(s):	
<p>Applicant Organisation:</p> <ul style="list-style-type: none"> TBD Limited trading as Four Seasons Four Seasons is a locally owned and operated horticulture business based in Gisborne <p>Location:</p> <ul style="list-style-type: none"> Tairāwhiti <p>Proposal:</p> <ul style="list-style-type: none"> A 2 year horticulture training programme that will train and train ^{Comm} full time employees (Commercial Information) at project end. <p>Funding Sought: \$940,228</p> <ul style="list-style-type: none"> Total project value \$ ^{Commercial Information} PGF Funding: \$940,228 Applicant contribution: \$ ^{Commercial Inform} Commercial Information <p>Background:</p> <p>Four Seasons is a local business that was built by growers to provide high quality services to local farmers 15 years ago. With MPI accreditation, they containerise and export to the global market currently employing ^{Comm} full time and ^{Comm} seasonal staff. Four Seasons core business is seasonal harvesting and packing of squash from January to March, which they are diversifying to provide contracting services to other Orchard customers throughout the year.</p> <p>A predicted additional workforce requirement of ^{Commerc} fulltime equivalents was estimated for Tairawhiti over the medium term, to anticipate the 500 hectares of new planting expected in Horticulture. Furthermore, noticeable growth is anticipated for the different permanent and seasonal labour categories, including in quality assurance, machinery operators and engineering. Internal regional competition for both permanent and seasonal labour from the employers themselves is occurring- both in and between sectors.</p>		<p>We recommend that the SRO(s)</p> <p>a) Approve \$940,228 from the Te Ara Mahi portion of the Provincial Growth Fund, toward the Four Seasons Services project</p> <p>b) Note the project has been regionally endorsed by the CARE (Regional Employment and Skills) Forum on 17 September</p>	

The Four Seasons Services Programme emphasises a response to meeting immediate labour shortages and a collaborative solution with other horticulture employers for the region. The programme will create sustainable employment for [redacted] people ([redacted] new employees and [redacted] current employees), the training components of which will include:

- New Zealand Certificate in Primary Industry Skills- Level 2
- First Aid- Level 1
- Health and Safety App training
- Wheels, Tracks and Rollers licence endorsements
- F endorsement
- Occupational Health and Safety Certificate

Four Seasons has an established relationship with MSD [redacted] Commercial Info

Commercial Information [redacted]. Four Seasons also has provided seven letters of support from Orchard owners, who have a demand for a skilled and accessible workforce. The Economic Development Agency, Activate Tairāwhiti also supports this project fully.

Four Seasons is applying for Te Ara Mahi funding to pay for:

- HR costs: \$ [redacted] Commercial Info
- Training costs: \$ [redacted] Commercial Info
- Programme costs: \$ [redacted] Commercial Info
(please note - the leasing of vehicles and all associated costs is a large amount of the programmes costs but critical for this type of work - as well as equipment, portable toilets, phones, IT)
- Costs incurred by Four Seasons while staff are in training: [redacted] Commercial Info

Four Seasons will be contributing \$ [redacted] Commercial Info for:

- Administration overheads, offsite training, extension of office and upgrade of waste water infrastructure.

	Response	PDU (TAM) Statement regarding achievability of target
Number of people expected to be targeted by the project/activity annually:	[redacted] Comm	[redacted] Comm already identified (current employees) and [redacted] Comm new employees to be sourced from MSD
Number of [redacted] Comm new people		Four Seasons Services has outlined

expected to attain employment as a result of the project/activity:	employees Comm new employees	a pipeline for ongoing contract work with local orchard owners, for full time (rather than seasonal) employment, for all participants of this programme
High level outcomes sought by the project/activity:	<ul style="list-style-type: none"> • Help to address the labour shortage in the horticulture sector in Tairāwhiti and the in-region competition for workers • Increase employment, especially for Māori • Increase sustainable employment, income and wellbeing for whānau and communities 	
Detail of who else is involved in funding the project/activity:	<ul style="list-style-type: none"> • Applicant contribution: \$ Commercial Inform • Commercial Information 	

PGF Skills & Employment criteria that this proposal supports:		
Te Ara Mahi 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"> • Increases skills and capability in the region’s growing horticulture sector and provide a collaborative response from employers, for the region 	Y
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> • Horticulture is one of the four priority sectors identified in the Tairāwhiti Economic Action Plan 	Y
Demonstrates potential to meet the current or future labour market skill needs of the region, including those resulting from PGF	<ul style="list-style-type: none"> • The project is being established to directly meet labour market skill needs in the horticulture sector 	Y

Tier 2 and 3 investments		
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> • ^{Comm} of the participants in the project will be new employees, including local people who are seasonal employees who go back to a benefit when not working • Target group will be (40%) NEETs, (9%) those requiring upskilling and (41%) those with no qualifications. The majority will be Maori. 	Y
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"> • All trainees will be employed by Four Seasons, both during and after their training but will also have work skills that can be transferred to other horticultural employers. • Increases participants workforce resilience and marketability 	Y
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"> • The applicant has designed a training programme specifically to meet its own labour market needs Existing training providers will deliver components of the programme, including Commercial Information 	Y
Demonstrates why third party funding, including other government agencies, cannot be used to address the current gap in service provision	Commercial Information	Y
Demonstrates awareness of and ability to connect to other services/initiatives that are complementary to the project	<ul style="list-style-type: none"> • Four Seasons have worked with Activate Tairawhiti and with local horticultural employers on the service offer they are 	Y

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"> Regionally endorsed by the CARE Advisory Forum - the Skills and Employment Sub-group of the Tairāwhiti Economic Action Plan Steering Group. The TEAP Steering Group includes Gisborne District Council, industry leaders and all iwi chief executives. Supported by MSD, MOE and TPK Supported by several horticulture employers 	Y
Governance, risk management and project execution		
Has robust project management and governance systems planned or in place	<ul style="list-style-type: none"> Project management system has been demonstrated. 	Y
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"> Four Seasons has the necessary industry and technical expertise to deliver this programme; and have developed a Team Structural analysis of how it will be project managed effectively. 	Y
Risk management approach outlined	<ul style="list-style-type: none"> Risk management approach outlined 	Y
Future ownership / operational management identified	<ul style="list-style-type: none"> n/a 	Y
The purpose of this briefing is to inform a discussion on the approval of PGF funds for the Parata Contracting Workforce Development project		
<p>Regional Governance Group View:</p> <p>This project was endorsed by the CARE Advisory Forum, which is the regional skills and employment sub-group of the Tairāwhiti Economic Action Plan Steering Group. The Forum is co-chaired by the Regional Commissioner for MSD and the CEO of Activate Tairāwhiti.</p> <p>Risks and Issues:</p> <p>Eligibility points of note:</p> <ul style="list-style-type: none"> <i>Due diligence</i>:- Due diligence has been requested. <i>Conflict(s) of interest</i>:- not applicable <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.

- *Alignment with Regional development plans:-* The programme aligns with the Tairāwhiti Economic Action Plan.
- *Commercial funding availability:-* Given the nature of the project (employee training), 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
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Cross agency feedback:

The application has been reviewed and is supported by MSD and MDE in Tairāwhiti.

Advice from regional and any other PDU teams:

The Tairāwhiti PDU team based in Gisborne (Privacy of natural persons) and (Privacy of natural persons) has worked directly with Four Seasons to develop the application

Supporting proposal:

Yes

Appendices:

Yes - Applications and supporting letters are as annexes

Sponsor(s):

N/A

Manager/Author of paper:

MW - TAM Regional Team