

2.2 TIMATANGA HOU

PGF Application – HE POUTAMA RANGATAHI		For: Approval	
Applicant:	Bros for Change Ltd	Pipedrive ID #	N/A
Region	Canterbury	HPR Funding Sought:	Commercial Information
Region detail:	Kaikōura	Total Project Value:	Commercial Information
		Applicant co-funding:	Commercial Information
Entity Type:	Company / Charity	Funding Structure:	Grant
Entity Detail:	Bros for Change is a company and registered charity that has been helping rangatahi most at risk of long-term unemployment to re-engage in education and training since 2015.		
We recommend that the SRCs:			
<p>a) Approve \$ Commercial Information from the He Poutama Rangatahi (HPR) fund towards the Timatanga Hou programme.</p> <p>b) Note that the Timatanga Hou programme is currently a six-week course that supports rangatahi most at risk of disengaging from school back into education, with 9-12 months of ongoing support, and that since 2015 it has achieved an 89% success rate that has been independently verified by Ihi Research.</p> <p>c) Note that Bros for Change is Christchurch-based, but was invited to establish its Timatanga Hou programme in Kaikōura by the local Community of Learning (comprising the local High School, kura and two Primary Schools) due to its high success rate, Commercial Information.</p> <p>d) Note that the HPR team has worked with the applicant to trial an expanded programme that builds on the current Timatanga Hou model, but takes a longer, more intensive approach and targets an older group of rangatahi with a primary focus on achieving positive employment outcomes.</p> <p>e) Note that this has resulted in a 20-week, intensive work readiness programme that would target 36 rangatahi (in three cohorts of 12) most at risk of long-term unemployment, with 9-12 months of ongoing support for graduates.</p> <p>f) Note Commercial Information</p>			

providers after an independent evaluation at the conclusion of this programme.

- g) **Note** that the applicant intends to develop a multi-purpose youth hub in Kaikōura, at an aged KDC-owned facility [redacted] Commercial Information [redacted] that the applicant intends to fund the refurbishments (estimated to cost between \$ [redacted] Commercial Information [redacted])
- h) **Agree** that the HPR grant [redacted] Commercial Information [redacted]
- i) **Note** that the HPR team has worked closely with the Provincial Development Unit's (PDU) Principal Regional Advisor for Canterbury, KDC) and the applicant to ensure that Timatanga Hou aligns with the PGF's planned investment into Kaikōura. [redacted] Commercial Information [redacted]
- j) **Note** that the programme has the support from the Ministry of Education and Kaikōura District Council, and aligns with the key Canterbury Regional Economic Development objective of growing social and human capital (education and training for a skilled workforce; newcomer and migrant settlement).

Proposal:

Timatanga Hou comprises two main components: a 20-week leadership wānanga; and a wrap-around pastoral care service that provides ongoing support tailored to the individual needs of rangatahi for 9-12 months. The programme is focused on moving rangatahi most at risk of long term unemployment into education, further training/upskilling opportunities or into sustained employment.

The programme is based on the protocols of tikanga Māori (manaakitanga, kotahitanga, rangatiratanga, kaitiakitanga, whakawhanaungatanga), including Mau rakau, creative Māori arts, Māori performing arts, Karakia, bush skills, sustainable living, conservation, and navigation. Participants will also be tasked with goal setting, pathway planning and voluntary community projects. The ultimate goal is for rangatahi to contribute positively to their whanau and the Kaikōura community, and gain sustained employment.

Funding Detail:

HPR funding will cover:

- HR costs – [redacted] Commercial x FTE Kaikōura-based Kaiarahi, [redacted] Commercial x Christchurch-based Administrator
- Programme costs at approximately \$ [redacted] Commercial In per participant
- Other costs relating to the operation of the programme in Kaikōura

Outcomes sought:

- 36 rangatahi enrolled
- 36 rangatahi with pathway plans
- 36 rangatahi with pastoral care/mentors
- 22 rangatahi in work-ready training, or re-engaged into education
- [redacted] Commercial rangatahi placed into sustained employment
- Timatanga Hou toolkit, to be made available to other service providers
- Multi-purpose youth hub facility in Kaikōura (subject to funding from other sources)

	Response	PDU statement regarding achievability of target
Number of people expected to be targeted by the project/activity annually (on average):	12 per cohort (three cohorts in total)	The applicant is well connected within Kaikōura and has already delivered two six-week courses. The HPR team is confident that it can enrol 36 rangatahi most at risk of long-term unemployment over the next two years
Number of people expected to attain employment as a result of the project/activity annually (on average):	Comm with a further Comm expected to progress on to further education or training	The applicant has a strong track record within its current programme, and has the ability to deliver the level of intensive pastoral care and pathway planning necessary to achieve the stated outcomes. The HPR team considers a 25% success rate for sustained employment is considered achievable, given the size of Kaikōura's labour market and the high/complex needs of the rangatahi the applicant will support. A further 60% re-engaged in education/training is also considered achievable, given the applicant's track record

Ability to achieve outcomes:

The HPR team has confidence that the applicant will be able to achieve the outcomes stated above. This is based on:

- The applicant's existing track record – 89% of participants re-engaged into education
- The programme's high level of community support, as evidenced by the Kaikōura Community of Learning inviting the applicant to bring Timatanga Hou to the community
- The length of the programme (20 weeks, followed by 9-12 months of ongoing mentoring)
- The programme's alignment with wider PGF investment into Kaikōura (Commercial Information) and Kaikōura District Council's economic and social development priorities

Wider benefits:

- Increased social connection – programme strongly targeted towards rangatahi most at risk of disengagement from education at a young age, and therefore long-term unemployment
- Opportunities for rangatahi to gain confidence and obtain the work experience/qualifications that will be important in improving their employability
- Encourage local employers to take on local rangatahi, rather than depending on migrant labour
- Decrease in unemployment rate, increase in wages which will stimulate the local economy

Stakeholder support:

- The applicant has worked extensively with local stakeholders to identify the need for this service in Kaikōura. This includes Kaikōura District Council, Te Rūnanga o Kaikōura, Te Hā o Mātauranga and Te Ahi Wairua o Kaikōura
- MOE is supportive of the programme, which has been strongly endorsed by the Kaikōura Community of Learning.

Assessment against the PGF criteria:

Eligibility Criteria

This application is eligible for PGF funding.

Productivity Potential

The project will improve productivity in Kaikōura by:

- increasing the pool of local people who meet the requirements to fill vacant positions in priority sectors;
- increasing mobility of participants through the applicants connection with other organisations in the industry
- improving employability and upskilling local people,
- strengthening, diversifying and growing regional economies

Policy objectives

Applications alignment with the principles of He Poutama Rangatahi/Te Ara Mahi:

- 1) It focuses on supporting local people into local employment opportunities by addressing the specific needs of those who need more help than can be currently provided in order to achieve sustainable employment.
- 2) It ensures additionality by filling a gap in service provision which existing funding does not cover.
- 3) It fits within mechanisms for coordination of employers, workers and government that will endure past the lifetime of the PGF.
- 4) It indirectly reinforces investment in PGF Tier 2 (Sector Investment) and PGF Tier 3 (Enabling Infrastructure) projects; through the improvement in work readiness of potential workers required to support investments in the region.

PGF Criteria	Assessment Commentary	Met (Yes/No/Partial)
Link with fund and government outcomes		
Aligns with relevant regional economic and employment plans and priorities, including any Māori development plans	<ul style="list-style-type: none"> • Aligns with the key Canterbury Regional Economic Development Strategy objective of growing social and human capital (education and training for a skilled workforce; newcomer and migrant settlement) by: <ul style="list-style-type: none"> - Building skills and capability in the region, and within priority sectors - Reducing the NEET rate amongst rangatahi - Reducing Maori unemployment 	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"> • This application focuses specifically on training and/or upskilling local people • The programme's ability to train/upskill workers who can then work in their own community is compelling 	Yes
Reduces the rates of people not in employment, education and training, with an emphasis on Māori	<ul style="list-style-type: none"> • The target group is rangatahi who are most at risk of long-term unemployment • The programme specifically targets individuals residing in Kaikōura and the surrounding area 	Yes
Increases local employment and earning potential, by supporting local people into local jobs, with an emphasis on sustainable	<ul style="list-style-type: none"> • Focus on matching latent supply with existing demand for labour, providing training in specific on-the-job skills and supporting NEETs placed into employment through ongoing pastoral care and 	Yes

employment outcomes	<p>training/personal development.</p> <ul style="list-style-type: none"> The programme will improve earning potential by upskilling participants 	
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 project will support all participants into sustained employment in local priority sectors This programme places a strong emphasis on identifying the most appropriate work placement for rangatahi, by taking a Te Ao Māori-led approach, and working with a range of local employers 	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"> Programme aligns with PGF investment into Kaikōura (subject to approval) 	Yes
Connected to regional stakeholders and frameworks		
Support from local employers, central and local government, and governance groups (inc. Councils, Iwi/Hapu)	<ul style="list-style-type: none"> Evidence of support has been provided in the region across a broad range of stakeholders, <small>Commercial Information</small> [redacted] social service and health providers 	Yes
Governance, risk management and project execution		
Robust project management and governance systems	<ul style="list-style-type: none"> Applicant has a board with extensive governance experience and relevant connections 	Yes
Demonstrates the capacity and technical capabilities to effectively implement the initiative	<ul style="list-style-type: none"> Applicant has both capacity and capability to implement the programme 	Yes
Risk management approach	<ul style="list-style-type: none"> An appropriate risk management approach for this proposal has been identified. 	Yes
Future ownership / operational management	<ul style="list-style-type: none"> We anticipate that the current ownership/operational management structure will remain in place in the future. 	Yes
Funding Arrangements		
Appropriate milestones and deliverables will be put in place with regular monitoring with payments made at appropriate time frames.		
Due Diligence and Ownership		
Due diligence has been completed. No issues have been identified.		
Risk Assessment		

The key risks to the PDU and proposed mitigations of this investment are as follows:

Type of risk	Risk description	Mitigations	Risk Rating L/M/H
Demand for the programme	Demand for the programme peaks later than expected	<ul style="list-style-type: none"> Marketing more aggressively and to wider networks to ensure that we meet our target numbers 	Commercial ■
Employer support	Lack of local employer buy-in limits successful employment outcomes	<ul style="list-style-type: none"> Work with a wide range of employers across target sectors to reduce this risk Ensure employers understand the complexities of working with rangatahi NEETs 	Commercial Information ■
Drug and alcohol abuse	Drugs and alcohol abuse limit the ability of participants to join work sites/gain employment	<ul style="list-style-type: none"> Random drug tests to ensure participants are work ready Provide access to drug and alcohol counselling services 	Commercial Information ■

Consultation undertaken or implications:

Regional Governance Group View:

This application has been supported by the PDU's Canterbury-based PRA, who has helped to strengthen the linkages with the PGF's wider investment into Kaikoura (subject to approval). It is supported by the HPR team.

Central Government Agency Views:

The Ministry of Education provided feedback on the application as follows:

- Free and frank opinions

NZTA provided feedback on the application as follows:

- Commercial Information

Supporting proposal:	Yes
Appendices:	Yes – Applications, additional information and supporting letters attached as annexes Withheld - Commercial Information
Author of paper:	BP, Te Ara Mahi/He Poutama Rangatahi Team