



## BRIEFING

### Māori Trades and Training Fund: Applications for joint approval

<b>Date:</b>	16 December 2020	<b>Priority:</b>	High
<b>Security classification:</b>	In Confidence	<b>Tracking number:</b>	2021-1771

Action sought		
	Action sought	Deadline
Hon Carmel Sepuloni <b>Minister for Social Development and Employment</b>	<b>Discuss</b> the applications with the Minister for Māori Crown Relations: Te Arawhiti  <b>Approve</b> the recommendations for funding from the Māori Trades and Training Fund	21 December 2020
Hon Kelvin Davis <b>Minister for Māori Crown Relations: Te Arawhiti</b>	<b>Discuss</b> the applications with the Minister for Social Development and Employment  <b>Approve</b> the recommendations for funding from the Māori Trades and Training Fund	21 December 2020

Contact for telephone discussion (if required)				
Name	Position	Telephone		1st contact
Ben Dalton	Chief Operating Officer, Provincial Development Unit, MBIE	04 901 2016	Privacy of natural persons	✓
Kelly Dunn	Deputy Chief Executive, Partnerships, Office for Māori Crown Relations - Te Arawhiti	04 466 3406	Privacy of natural persons	

The following departments/agencies have been consulted
Te Arawhiti, Ministry of Social Development, Te Puni Kōkiri, Ministry of Education, Tertiary Education Commission

**Minister's office to complete:**

Approved

Declined

Noted

Needs change

Seen

Overtaken by Events

See Minister's Notes

Withdrawn

**Comments:**

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### Purpose

To provide you with four applications seeking funding from the Māori Trades and Training Fund, for your consideration and approval.

### Executive summary

1. The Māori Trades and Training Fund (MTTF) is a flexible, contestable grant-based fund designed to:
  - a. take a partnership and investment approach with Māori entities to support initiatives developed by Māori, for Māori. There is a strong emphasis on delivering support in settings that are relevant and applicable to Māori.
  - b. support Māori entities to provide projects with paid, employment-based and training opportunities, and
  - c. address labour market barriers by providing wraparound support services such as pastoral care and providing pathways to employment.
2. The MTTF is intended to encourage Māori entities to try different approaches to engaging and retaining Māori in employment-focused training opportunities, than mainstream initiatives. The MTTF is not limited to specific regions, sectors or occupations but is strongly related to in-demand skills. While not a strict prerequisite, funding is intended to favour initiatives that will develop skills likely to be in demand over time, rather than just for an immediate project.
3. To date, three applications have been approved for funding under the MTTF, totalling \$5.76m. [Briefing 2021-0500 refers]. These initiatives were announced by the Minister of Employment in October 2020.
4. We previously indicated to you that we would provide further advice on the next set of applications for recommendations by December 2020. This briefing provides information on four proposals, for your consideration.
5. This paper follows advice to the Minister for Social Development and Employment on 4 December 2020 on the alignment of employment initiatives delivered by MBIE and MSD under the Social Development and Employment portfolio [Briefing 2021-1674 refers]. It is envisioned that the programme, including decisions and delivery continues through any proposed changes.

## Recommended action

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6. The Ministry of Business, Innovation and Employment and Te Arawhiti recommends that you:
- a **Note** that the Minister for Social Development and Employment and Minister for Māori Crown Relations: Te Arawhiti have joint responsibility for approving applications to the Māori Trades and Training Fund.  
*Noted*
  - b **Note** that since the three initial applications were approved in September 2020, the Fund criteria has been revised to provide additional clarity to applicants in line with the original policy intent of the Fund.  
*Noted*
  - c **Note** that the Provincial Development Unit has been working closely with applicants to ensure that proposals meet the Fund criteria, and providers have sufficient capability to meet their proposals.  
*Noted*
  - d **Note** that the Ministry of Social Development, Ministry of Education, Tertiary Education Commission and Te Puni Kōkiri were consulted on each of the proposals recommended for approval.  
*Noted*
  - e **Discuss** the recommendations with the Minister for Social Development and Employment/Minister for Māori Crown Relations: Te Arawhiti.  
*Yes / No*

## Funding considerations

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- f **Approve** \$180,000 in funding to support at least [Comme] participants over [Comme] months from the Māori Trades and Training Fund for the ManaiaSAFE Forestry School Mission Cohort #5 project.  
*Approved / Not Approved*
- g **Approve** \$2,665,736 million in funding to support [Comme] participants over [Com] years from the Māori Trades and Training Fund for the Local Positive Solutions for Local Outcomes (ICONIQ Group Limited).  
*Approved / Not Approved*
- h **Approve** \$1,052,201 million in funding to support [Comme] participants over [Com] years from the Māori Trades and Training Fund for the Te Kotuku Matauranga o Ngati Whare project by the Minginui Nursey Limited Partnership.  
*Approved / Not Approved*
- i **Approve** \$1,750,119 million in funding to support [Comme] participants over [Com] years from the Māori Trades and Training Fund for the Rangatahi Development project by North Drill Limited.  
*Approved / Not Approved*
- j **Note** that the Provincial Development Unit can provide you with event logistics support and communications material to support any announcements on approved funding, if desired.  
*Noted*
- k **Note** that we intend to provide you with the next set of applications for your consideration by [Commercial Information].  
*Noted*

Ben Dalton  
**Chief Operating Officer**  
Provincial Development Unit, MBIE

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Hon Carmel Sepuloni  
**Minister for Social Development and  
Employment**

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Kelly Dunn  
**Deputy Chief Executive, Partnerships**  
Office for Māori Crown Relations - Te Arawhiti


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Hon Kelvin Davis  
**Minister for Māori Crown Relations: Te  
Arawhiti**



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## There are four applications for your consideration

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7. The four applications have been assessed against the Fund criteria and we consider that all applications meet the criteria for the Fund. A description of the criteria and the general assessment approach taken by the Provincial Development Unit (PDU) is attached as **Annex One**.
8. In assessing the applications, the PDU has worked closely with applicants to shape and refine proposals to be in line with the criteria, and be scaled to a level that provides assurance that the applicants have sufficient capacity and capability to effectively deliver their proposed projects. For this reason, we have not recommended scaled options as with the previous recommendations.
9. As part of the assessment process, we have also engaged with the relevant agencies in line with the process set out in the original Cabinet decisions for the Fund, and the process agreed by Ministers alongside the revised Fund criteria. This has included sharing initial expression of interest applications and project summaries with the Ministry of Social Development (MSD), Ministry of Education (MoE), Tertiary Education Commission (TEC) and Te Puni Kōkiri (TPK).
10. As part of a revision of the Fund criteria following the initial three applications [Briefing 2021-0879 refers], to reduce duplication risks between the MTTF and related initiatives, Ministers agreed to a working level process of officials from MBIE, Te Arawhiti, MSD, MoE, TEC and TPK. This was intended to ensure applications under consideration for MTTF funding could be referred to another support service if more appropriate, and investigate split-funding options, particularly around the provision of wage subsidies. The intention was to maximise the time-limited funding through the MTTF to target unique delivery models and intensive support, and only fund wage subsidies through the Fund where:
  - a. funding for a wage subsidy component from an initiative such as Mana in Mahi or Apprenticeship Boost would not be appropriate due to eligibility criteria requirements, and not funding a wage subsidy component would seriously threaten the viability of an initiative that otherwise met the criteria for the Māori Trades and Training Fund; or
  - b. **Commercial Information** 
11. Project summaries for each proposal are attached as **Annex Two**. Descriptions of each proposal are provided below.

### ManaiaSAFE Forestry School Mission Cohort #5

12. Train Me Quality Services Limited (Train Me) trading as ManaiaSAFE Forestry School is a training provider in the forestry industry. They are seeking funding of \$180,000.00 over  months to support at least  local Māori to attain a Level 3 Forestry qualification and full-time employment.
13. This funding will support Train Me and the ManaiaSAFE Forestry School to provide a package of support with a sole focus on intensive pastoral care for young local Māori to successfully complete their education and gain full-time employment within the Forestry industry
14. MBIE has consulted with MSD, TEC, MoE through the feedback process and development phase of the application. The two concerns raised by TEC have been addressed as:
  - a. Train Me has attained registration as a PTE as at 23 September 2020.

- b. There is no duplication of funding for training as the Applicant is not receiving funding from the TEC. Applicant is sub-contracted to Eastern Institute of Technology (EIT).
- c. Funding received by the Applicant from TEC is for the delivery of the NZQA training and qualification, and does not include pastoral care, therefore no issues for duplication of funding.

15. We recommend this initiative is funded by the MTTF.

### Local Positive Solutions for Local Outcomes (ICONIQ Group)

- 16. ICONIQ is seeking funding of \$2,665,736 million over [redacted] years, to support [redacted] participants to receive trades training, apprenticeships and full-time employment within the building and construction industry.
- 17. This funding will enable ICONIQ to provide a training and apprenticeship programme facilitated and managed by ICONIQ Group and employ local Māori in the Tairāwhiti region.
- 18. MBIE has consulted with MSD, TEC, MoE through the feedback process and development phase of the application.
- 19. There were some concerns raised by MSD regarding costs which were indicated by the applicant in the initial proposal to be funded by MSD for tools, equipment, H&S training, pastoral care, and leasing of facilities. MBIE has addressed MSD's concerns with the applicant through revision of the proposed budget and clarified costs are not capital expenditure and other costs are outside of MSD scope for funding.
- 20. TEC raised concerns advising to ensure the applicant has engaged with the Building and Construction Industry Training Organisation (BCITO) and there is capacity to support the number of apprentices proposed. MBIE has addressed TEC concerns with the applicant. MBIE has been received confirmation BCITO does have the capacity to support the initial proposed number of [redacted] apprentices.
- 21. Through the development phase of this application and to further mitigate any risks, the number of proposed participants has been scaled-down from [redacted] participants to [redacted] participants. If this proposal is approved, scaling up of the project, the number of participants and funding required will be reviewed in [redacted] months as part of the contract management process.
- 22. In consultation with MSD and other agencies, funding for a wage subsidy component for this project from an initiative such as Mana in Mahi or Apprenticeship Boost would not be appropriate due to eligibility criteria requirements. Not funding a wage subsidy component would seriously threaten the viability of this initiative.
- 23. We recommend this initiative is funded by the MTTF.

### Te Kotuku Matauranga o Ngati Whare

- 24. Minginui Nursery Limited is seeking funding of \$1,052,201 million over [redacted] years, to support the delivery of training for a total of [redacted] participants. There will be employment from day one for [redacted] new participants and continued employment progressing towards increased hours and stability of employment for [redacted] participants. The participants will be supported through training and towards gaining an Apprenticeship in Nursery Production.
- 25. This funding will enable Minginui Nursery to provide an iwi led solution to an iwi based and regional need which encompasses training, apprenticeships and employment for local Māori in the remote area of the Bay of Plenty region.

26. MBIE has consulted with MSD, TEC, MoE through the feedback process and development phase of the application.
27. TEC raised concerns advising to ensure Applicant has engaged with Primary ITO and clarity about the funding for training which is provided to the Primary ITO. MBIE has addressed these issues with the Applicant and confirmation received from Primary ITO.
28. Primary ITO is supportive of this project and confirmed all qualifications until the end of 2022 will be free. They advised they have already seen a positive impact of the nursery in this community and therefore building on the successes achieved to date through further resourcing is an action they support.
29. In consultation with MSD and other agencies, funding for a wage subsidy component for this project from an initiative such as Mana in Mahi or Apprenticeship Boost would not be appropriate due to eligibility criteria requirements. Not funding a wage subsidy component would seriously threaten the viability of this initiative.
30. We recommend this initiative is funded by the MTTF.

### Rangatahi Development

31. North Drill Limited is seeking funding of \$1,750,119 million over <sup>Comm</sup> years, to support <sup>Comm</sup> participants to receive training to attain and/or towards gaining trade qualifications and upskilling existing workforce for further progression and employment within the Drilling, Mining and Quarrying industry.
32. This funding will support North Drill to “improve the wealth and well-being of their Whānau, Hapu and Iwi” by creating employment, providing a safe environment of growth and clearly defined pathways, from labourer to management positions.
33. MBIE has consulted with MSD, TEC, MoE through the feedback process and development phase of the application.
34. Both TEC and MoE raised concerns about the applicant’s level of engagement with ITOs or employers/industry bodies and capacity to support the proposed outcomes and the training being delivered.
35. MBIE has addressed these issues with confirmation received from the applicant, ITO and other organisations. The applicant and ITO are engaged and connected, there is sufficient capacity to support the proposed outcomes, the number of participants and deliver the training proposed.
36. We recommend this initiative is funded by the MTTF.

### Next steps

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37. We recommend that you discuss the proposals in this briefing with your Ministerial counterpart. If you agree to the proposals outlined in this briefing, we will communicate your decision to the applicants and begin contracting with the applicants.
38. There will be an opportunity to announce the successful funding of each application, and the PDU can assist in supporting you in making announcements, if desired. We can work with your offices to provide you with event management support and communications material to support announcements for each of the initiatives.
39. There are a further <sup>Comm</sup> applications in the pipeline currently undergoing assessment. We expect to provide you with the next set of applications for your consideration by <sup>Commercial Information</sup>.

## **Annexes**

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Annex One: Māori Trades and Training Fund: Assessment criteria

Annex Two: Māori Trades and Training Fund: Project Summaries



## Annex One: Assessment Criteria for the Māori Trades and Training Fund

Criteria	Our assessment approach
<p><b>Māori-led</b> – The partnership approach sees funding from the Crown and cultural knowledge, expertise and connections to Māori communities from the Māori entities. Assessment of applications to the Fund would recognise that Māori entities bring non-monetary benefits that help to effectively reach those in need of support to produce better outcomes.</p>	<p>The following organisations are eligible to receive funding from the MTTF for employment focused training initiatives:</p> <ul style="list-style-type: none"> <li>- Statutory Māori Trust Board created by an Act of Parliament</li> <li>- Post Settlement Governance Entity (PSGE)</li> <li>- Commercial subsidiary wholly-owned by a PSGE</li> <li>- Mandated Iwi Organisation under the Māori Fisheries Act 2004</li> <li>- Coalition of Māori collectives<sup>1</sup></li> <li>- A Māori authority registered by IR</li> <li>- A Māori business (more than 50% Māori ownership (self-identified) or a Māori authority as defined by IR)</li> <li>- Registered charity or incorporated society, with a stated focus on improving outcomes for Māori</li> </ul> <p>We intend to apply the principles of Te Arawhiti’s engagement framework in our communications with applicants and application of the assessment process:</p> <p>It is the Government’s intent that engagement with Māori and the Māori Crown relationship itself be guided by the following values:</p> <ul style="list-style-type: none"> <li>• Partnership - the Crown and Māori will act reasonably, honourably and in good faith towards each other as Treaty partners.</li> <li>• Participation - the Crown will encourage, and make it easier for Māori to more actively participate in the relationship.</li> <li>• Protection - the Crown will take active, positive steps to ensure that Māori interests are protected.</li> <li>• Recognition of Cultural Values – the Crown will recognise and provide for Māori perspectives and values.</li> <li>• Use Mana Enhancing Processes - recognising the process is as important as the end point; the Crown will commit to early engagement and ongoing attention to the relationship.</li> </ul> <p>These values provide a basis for working with Māori to respond to their range of needs, aspirations, rights and interests and provide active partnership with Māori in the design and implementation of processes and outcomes sought.</p>
<p><b>Partnership and Investment</b>– This partnership approach sees funding from the Crown and cultural knowledge, expertise and connections to Māori communities from the Māori entities. Assessment of applications to the Fund would recognise that Māori entities bring non-monetary benefits that help to effectively reach those in need of support to produce better outcomes.</p>	<p>We will assess how applicants explain in their proposals what they will bring in terms of cultural knowledge, expertise and connections that make the way this initiative is delivered different, and more likely to engage Māori than other types of support. This could be through:</p> <ul style="list-style-type: none"> <li>• delivering employment-focused training opportunities in a group or cohort setting</li> <li>• programme design that incorporates Māori learning styles and connections (such as matauranga Māori, kaupapa Māori)</li> <li>• more intensive support services such as pastoral care, delivered in a way that is relevant and applicable to Māori.</li> <li>• applicants establishing connections with other employers to provide employment opportunities and have the support and commitment from the community and training providers to work together with them throughout the lifecycle of the project.</li> </ul>
<p><b>In-demand skills</b> – While not a strict prerequisite requirement, funding should favour initiatives that will develop skills likely to be in demand over time, rather than just for an immediate project.</p>	<p>We will assess how applicants explain in their proposals how a proposed initiative would help participants to engage in employment-focused training opportunities, that are either in, or relevant to, in-demand skills in the area. This could be through a Māori entity:</p> <ul style="list-style-type: none"> <li>• planning to employ participants directly for the applicant’s own activities</li> <li>• having partnerships in place with other employers that provide work for participants</li> <li>• planning to provide training opportunities in skills that are in, or expected to be in the future, demand by employers</li> <li>• providing work-readiness training or other types of support that help Māori to enter into training or employment in an in-demand area of employment.</li> </ul> <p>We will look to a range of information sources to make an assessment of whether an initiative is targeted to an area of employment that is in demand, including immigration skill shortage lists and discussions with the Regional Skills Leadership Group secretariats.</p>
<p><b>Meaningful opportunities</b> – Proposals must employ and pay participants taking part in a programme.</p>	<p>We will check to see that proposals commit to employing and paying MTTF participants for taking part in an initiative.</p> <p>In some cases where it is possible to do so, we will look to leverage funding for wage costs for participants from the most appropriate initiative across government, such as Mana in Mahi or the Apprenticeship Boost. In these cases, we will work closely with applicants and relevant government agency to make arrangements for funding participant wage costs from another initiative.</p>

<sup>1</sup> An eligible coalition is a group of two or more collectives or other entities, with a majority of the entities (more than half of the total membership) being eligible collectives.

Criteria	Our assessment approach
<p><b>Addresses labour market barriers</b> – Initiatives should address the barriers to enable upskilling and employment in disadvantaged communities, and support people to gain entry and remain in apprenticeships or access employment-based training opportunities who otherwise may not be able to access such opportunities.</p>	<p>We will assess how applicants explain in their proposals how their proposal would help Māori to address and overcome the known barriers to participating in training or employment. For example, we know that the following factors can be barriers:</p> <ul style="list-style-type: none"> <li>• material hardship growing up, for instance experiencing intergenerational benefit dependency</li> <li>• intergenerational benefit dependency</li> <li>• poor mental or physical health or disability</li> <li>• disengagement from school, and leaving school early with lower or no educational qualifications</li> <li>• limited opportunities for work experience</li> <li>• caring responsibilities for children or family members</li> <li>• access to transport.</li> </ul> <p>We would also welcome proposals that consider how an initiative could further target groups that we expect to be more affected by the economic downturn from COVID-19, including women and people with disabilities.</p>
<p><b>Provides pathways</b> – Initiatives should be able to demonstrate how they provide a pathway for trainees to move into further training or employment opportunities to help move participants towards sustainable employment.</p>	<p>We will assess how applications explain how their proposals will help Māori to move on to the next step of their training or employment pathway after their participation in an initiative ends. This could be moving on to further support, training or into, or staying in, employment.</p>
<p><b>Measures outcomes</b> – Initiatives should be able to provide measurements on their outcomes, including the number of participants taking part in an initiative, completing an initiative and what their outcomes are after participating in an initiative, such as attaining qualifications, upskilling, engagement in training whilst being employed leading to sustainable employment.</p>	<p>We will assess how applications demonstrate how they plan to report on key outcomes from their initiative, including the number of participants entering an initiative, the number of participants completing their participation in an initiative and the number entering further training or employment.</p>

## Annex Two: Māori Trades and Training Fund: Project Summaries

<b>Project name/PDU ID</b>	ManaiaSAFE Forestry School Mission Cohort#5 - R04.02691	<b>Project Lead/s</b>	Henry Koia, Managing Director
<b>Applicant/Entity Name</b>	Train Me Quality Services Limited trading as ManaiaSAFE Forestry School	<b>Region</b>	Tairāwhiti - Gisborne
<b>Funding Sought</b>	\$180,000.00 excluding GST	<b>Number of Participants</b>	At least <span style="background-color: #cccccc;">[redacted]</span>
<b>Duration of Project</b>	<span style="background-color: #cccccc;">[redacted]</span> Months	<b>Targeted Group</b>	Local Māori with specific focus on those who are disengaged from government agencies, those who are NEET, Rangatahi
<b>PDU and Te Arawhiti Recommendation (In collaboration with the Ministry of Social Development - MSD, Ministry of Education - MOE, Tertiary Education Commission - TEC)</b>			
<p><b>Train Me is seeking funding to provide a package of support with a sole focus on intensive pastoral care for young local Māori to successfully complete their education and gain full-time employment within the Forestry industry.</b></p> <p><b>Approve grant funding of \$180,000.00 over <span style="background-color: #cccccc;">[redacted]</span> months to support at least <span style="background-color: #cccccc;">[redacted]</span> local Māori to attain a Level 3 Forestry qualification and full-time employment.</b></p> <p><b>Note:</b> The Applicant is not seeking funding for the wage subsidy component from this fund or from any other source for this project.  <b>Note:</b> There are no conditions to approve the funding sought as MBIE has completed Due Diligence with no issues raised.  <b>Note:</b> There are no concerns or risks raised from MSD or MOE. Concerns raised by TEC have been addressed and mitigated (see below for details).  <b>Note:</b> The Applicant has successfully delivered training over 2018-2020 for four cohorts. The previous training programs were supported by a mix of government funding and being self-funded at a loss. This project requires funding to support the previous investment of government funds. It will ensure the continuation of this training program and assist the recovery of this business from the impacts of COVID-19.</p>			
<b>Risks/Mitigations Other Agency feedback Conflicts of Interest (if any)</b>	<p><b>The proposal is supported by:</b></p> <ul style="list-style-type: none"> <li>MSD – supportive of this initiative. Wage subsidy is not being sought by the Applicant.</li> <li>TEC – supportive confirming no potential for duplication of funding.</li> <li>MOE – supportive confirming no potential for duplication of funding.</li> </ul> <p><b>Concerns raised</b> TEC raised that:</p> <ul style="list-style-type: none"> <li>the applicant was not a registered Private Training Establishment (PTE) with NZQA and any qualification can only be delivered by an approved provider.</li> <li>noted the Applicant is not receiving funding from the TEC.</li> <li>noted EIT is currently receiving funding from TEC for the delivery of the Level 3 NZ Certificate in Forest Harvesting Operations which has subcontracted the delivery of training to the Applicant</li> <li>recommended confirming the details of EIT contract delivery components to ensure there is no potential duplication of funding.</li> <li>offered additional commentary on the use of funding for the purchase of capital expenditure.</li> </ul> <p><b>Concerns Mitigated</b> The above concerns have been addressed during the engagement and development phase of the application.</p> <ul style="list-style-type: none"> <li>Train Me has attained registration as a Private Training Establishment (PTE) as at 23 September 2020.</li> <li>MBIE has confirmed with the Applicant the EIT funding received is for the delivery of the NZQA training and qualification, and does not include pastoral care, therefore no issues for duplication of funding.</li> <li>Capital expenditure is not within scope of this fund and is not part of the requested funding. The applicant is exploring avenues outside of government for funding of capital expenditure.</li> </ul>		
<b>Service and Project Overview</b>	<p><b>The proposal includes:</b></p> <ul style="list-style-type: none"> <li>Employment and training for at least <span style="background-color: #cccccc;">[redacted]</span> new participants in the Forestry industry.</li> <li><span style="background-color: #cccccc;">[redacted]</span> FTE Pastoral Care Coordinator to provide intensive pastoral care over <span style="background-color: #cccccc;">[redacted]</span> months.</li> <li>Delivery of intensive pastoral care service aligning to the individuals needs supporting them through the training.</li> <li>Targeted group includes those being disengaged from government agencies or who are NEET, Rangatahi</li> </ul>		
<b>Proposed Project Outcomes</b>	<p><b>This project aims to achieve for Cohort #5:</b></p> <ul style="list-style-type: none"> <li>Delivery of an intensive pastoral care service supporting a pathway approach to sustainable employment for at least <span style="background-color: #cccccc;">[redacted]</span> Local Māori (focusing on NEETS, Rangatahi) in the Forestry industry</li> <li>Between 90% – 100% of participants successfully gaining the Level 3 qualification</li> <li>Between 90% – 100% of participants supported to attain employment during their training and/or at the completion of their training full-time employment.</li> <li>Through partnerships with local employers secure guaranteed offers of employment and/or obtain intent to employ participants within a <span style="background-color: #cccccc;">[redacted]</span> month timeframe <span style="background-color: #cccccc;">[redacted]</span></li> </ul>		
<b>Alignment to the fund criteria</b>	<p><b>The proposed project aligns to the focus and criteria for this fund by:</b></p> <ul style="list-style-type: none"> <li>providing a package of support for a Māori business to deliver a training and support programme for young Māori, designed and delivered by Māori, for Māori and in a Māori framework of learning,</li> <li>addressing labour market and training barriers and delivering intensive pastoral care services in an individually tailored way with Māori values incorporated,</li> <li>support the recovery and the continuation of a Māori business impacted by COVID-19 that is operating in an in-demand skills industry,</li> <li>delivering training in a group-based method.</li> </ul>		

<b>Project name/PDU ID</b>	Local Positive Solutions for Local Outcomes - R04.02683	<b>Project Lead/s</b>	Nathan Te Miha – Construction Manager supported by Todd Scrafton – General Manager
<b>Applicant/Entity Name</b>	ICONIQ GROUP LIMITED	<b>Region</b>	Tairāwhiti - Gisborne
<b>Funding Sought</b>	\$2,665,736.00	<b>Number of Participants</b>	Participants
<b>Duration of Project</b>	Years	<b>Targeted Group</b>	Local Māori youth and Māori who are displaced workers and/or displaced due to COVID-19.
<b>PDU and Te Arawhiti Recommendation (In collaboration with the Ministry of Social Development - MSD, Ministry of Education - MOE, Tertiary Education Commission - TEC)</b>			
<p>ICONIQ is seeking funding to provide a training and apprenticeship programme facilitated and managed by ICONIQ Group and employ local Māori in the Tairāwhiti region.</p> <p><b>Approve grant funding of \$2,665,736.00 over years to support Participants to receive trades training, apprenticeships and full-time employment within the building and construction industry.</b></p> <p><b>Note:</b> The initial proposal sought funding for \$ for Participants over years. The proposal presented for approval has been scaled-down to mitigate risks to capacity and capability, support innovative approach to training as well as to fit with the restrictions of funding disbursement within the next two years.</p> <p><b>Note:</b> An initiative of this nature fits directly with the Tairāwhiti Economic Action plan (TEAP), Section 7 Growing our people. The model being used for this initiative is similar to the Tairāwhiti Economic Support Package (TESP) i.e. training alongside practical work experience.</p> <p><b>Note:</b> There are no conditions to approve the funding sought as MBIE has completed Due Diligence with no issues raised.</p> <p><b>Note:</b> There are no concerns or risks raised from MOE. Concerns raised by MSD and TEC have been addressed and mitigated (see below for details).</p>			
<b>Risks/Mitigations Other Agency feedback Conflicts of Interest (if any)</b>	<p><b>The proposal is supported by:</b></p> <ul style="list-style-type: none"> <li>MSD - supportive at a high level as an initiative of this nature fits directly with the Tairāwhiti Economic Support Package (TEAP) Section 7 Growing our people. The proposed training programme is consistent with the skills for industry training approach. The proposal capitalises on key opportunity to link people to apprenticeship opportunities from shovel ready projects and the Marae restoration projects.</li> <li>TEC – supportive as no duplication of funding.</li> <li>Kāinga Ora, Trust Tairāwhiti, BCITO, CompeteNZ, Ama Training Group, Turanga Health and Turanga Ararau, Ngāti Oneone and Te Whānau a Kai iwi's, and build partners in the region.</li> <li>A number of local employers support the proposal and have provided letters of intent to employ and take on participants as apprentices.</li> <li>Engagement with other iwi, local marae and local Māori employers is in progress.</li> </ul> <p><b>Concerns raised</b></p> <ul style="list-style-type: none"> <li>MSD raised concerns regarding costs which were indicated in the initial proposal to be funded by MSD for tools, equipment, H&amp;S training, pastoral care, and leasing of facilities.</li> <li>TEC raised concerns advising to ensure Applicant has engaged with TITO/BCITO and that there is capacity to support the number of apprentices proposed.</li> </ul> <p><b>Concerns mitigated:</b></p> <ul style="list-style-type: none"> <li>MBIE has addressed MSD concerns with the Applicant. Through revision of the proposed budget and clarified costs are not CAPEX and other costs are outside of MSD scope for funding.</li> <li>MBIE has addressed TEC concerns with the Applicant. Confirmation received BCITO does have the capacity to support the initial proposed number of apprentices. Through the development phase of the application and to further mitigate any risks the number of participants has been scaled-down to . If this proposal is approved, scaling up of the project, the number of participants and funding required will be reviewed in months as part of the contract management process.</li> </ul> <p>There are no other concerns or risks received from other agencies involved in the feedback process i.e. Ministry of Education.</p>		
<b>Proposed Service and Project Overview</b>	<p><b>The proposed project includes:</b></p> <ul style="list-style-type: none"> <li>supporting Participants by providing employment from day one with wage subsidy over years,</li> <li>appropriate support and guidance to participants through their training and apprenticeships,</li> <li>target group of local Māori youth and Māori who are displaced workers and/or displaced due to COVID-19,</li> <li>other target groups will be Māori school leavers, those who are completing pre trades programmes and NEETs) however also to help those looking for career changes, those in the industry that want to move up.</li> <li>a three week work-ready/pre-employment training programme delivered by ICONIQ group,</li> <li>delivery of intensive individual and tailored pastoral care throughout the lifecycle of the project,</li> <li>Leadership/Mentoring Service for participants (as appropriate) and for Māori business partners and others interested</li> <li>a training facility for participants to earn and learn,</li> <li>FTE Project staff.</li> </ul>		
<b>Proposed Project Outcomes</b>	<p><b>This project aims to achieve:</b></p> <ul style="list-style-type: none"> <li>Between 80% – 100% of participants successfully complete the three week pre-employment training programme.</li> <li>Between 80% – 100% of participants supported through an apprenticeship (first two years) and/or gain full-time employment during their training and/or at the completion of their training.</li> <li>Increase the level of qualified individuals in the regional building industry by upskilling existing local workforce.</li> </ul>		
<b>Alignment to the fund criteria</b>	<p><b>The proposed project aligns to the criteria for the fund by:</b></p> <ul style="list-style-type: none"> <li>improving and developing employment opportunities for Māori in the Tairāwhiti region,</li> <li>providing a package of support for a Māori business to deliver a programme designed and developed by Māori, for Māori,</li> <li>training Māori, in a Māori framework of learning,</li> <li>address labour market and training barriers,</li> <li>including wage subsidy from this fund for new participants only as not funding a wage subsidy component would seriously threaten the viability of this initiative that otherwise met the criteria for the Māori Trades and Training Fund.</li> <li>deliver intensive pastoral care services in an individually tailored way with Māori values incorporated,</li> <li>provide key training and mentorship promoting a pathway approach to career progression, creating build partners and new business ownership in the construction trade,</li> <li>meet skills needed in the Tairāwhiti region and increase the number of apprentices in the construction and building industry.</li> </ul>		

<b>Project name/PDU ID</b>	Te Kotuku Matauranga o Ngati Whare - <small>Commercial Information</small>	<b>Project Lead/s</b>	Mere George
<b>Applicant/Entity Name</b>	Minginui Nursery Limited Partnership	<b>Region</b>	Bay of Plenty
<b>Funding Sought</b>	\$1,052,201.00	<b>Number of Participants</b>	Total <small>Comm</small> Participants – Two Groups (New Apprentices and Upskilling of Employees)
<b>Duration of Project</b>	<small>Comm</small> Years	<b>Targeted Group</b>	Local Māori youth, local Māori who are unemployed, displaced and interested in a career in horticulture.
<b>PDU and Te Arawhiti Recommendation (In collaboration with the Ministry of Social Development - MSD, Ministry of Education - MOE, Tertiary Education Commission - TEC)</b>			
<p><b>Minginui Nursery are seeking funding to provide an “earn while you learn to retain, retrain, and upskill” approach. The proposal will provide opportunities for participants who are:</b></p> <ul style="list-style-type: none"> <li>interested in nursery production career pathways and wish to enter/reenter into employment,</li> <li>individuals who already hold a position at Minginui Nursery who wish to gain formal qualifications in nursery production,</li> <li>interested in extending their career pathways into leadership positions.</li> </ul> <p><b>Approve grant funding of \$1,052,201.00 over <small>Comm</small> years to support <small>Comm</small> Participants to receive training to attain and/or towards gaining a Nursery Production apprenticeship, upskilling existing workforce for further progression and employment for all participants within the horticulture industry.</b></p> <p><b>Note:</b> The initial proposal sought funding for <small>Comm</small> years, however the project duration and budget have been revised to fit with the restrictions of funding disbursement within the next <small>Comm</small> years.</p> <p><b>Note:</b> There are no conditions to approve the funding sought as MBIE has completed Due Diligence and the minor issues raised have been addressed.</p> <p><b>Note:</b> There are no concerns or risks raised from MOE. Concerns raised by MSD and TEC have been addressed and mitigated.</p>			
<b>Risks/Mitigations Other Agency feedback Conflicts of Interest (if any)</b>	<p>The proposal is supported by:</p> <ul style="list-style-type: none"> <li>MSD – supportive of this initiative. MSD and MBIE regional staff have worked alongside the Applicant for the last <small>Comm</small> months to collectively investigate and create opportunities to address the issues in this remote location. MSD feedback regarding information and supporting documents has been addressed with the Applicant during the development phase of this proposal.</li> <li>TEC – supportive confirming no duplication of funding.</li> </ul> <p><b>Concerns raised</b></p> <ul style="list-style-type: none"> <li>TEC raised concerns advising to ensure Applicant has engaged with Primary ITO and clarity about the funding for training which is provided to the Primary ITO.</li> </ul> <p><b>Concerns mitigated</b></p> <ul style="list-style-type: none"> <li>MBIE has addressed these issues with the Applicant and confirmation received from Primary ITO.</li> <li>Primary ITO – supportive and confirmed all training until the end of 2022 will be free. They advised they have already seen a positive impact of the nursery in this community and therefore building on the successes achieved to date through further resourcing is an action we support.</li> </ul> <p>There are no other concerns or risks received from other agencies involved in the feedback process i.e. Ministry of Education.</p>		
<b>Proposed Service and Project Overview</b>	<p><b>The proposed project includes:</b></p> <ul style="list-style-type: none"> <li>support at total of <small>Comm</small> Participants, with employment from day one for <small>Comm</small> new participants and for <small>Comm</small> participants continued employment progressing towards increased hours and stability of employment</li> <li>appropriate support and guidance to participants through their training and apprenticeships,</li> <li>target group of local Māori youth, local Māori who are unemployed, displaced and interested in a career in horticulture.</li> <li>priority selection for employees of the Nursery to be whānau who reside within the Minginui community, or who are originally from there.</li> <li>employment will be paid at different levels depending on skill level and responsibility.</li> <li>all supervisors and team leaders will be paid at least the living wage, the production team will be paid at least the minimum wage.</li> <li>Removing Barriers Support and Skills, training and development programme:</li> <li>Pastoral care service for the life cycle of the project that meets the individuals and whānau’s needs.</li> <li>Each team member being supported to achieve NZQA qualifications in Nursery production through training modules that complement their employment</li> </ul>		
<b>Proposed Project Outcomes</b>	<p><b>This proposed project aims to achieve:</b></p> <ul style="list-style-type: none"> <li>Between 80% – 90% of participants supported through training in an apprenticeship (first two years).</li> <li>Between 80% – 90% of participants supported to gain a NZQA qualification in Nursery Production.</li> <li>Between 90% - 100% employed and on a pathway towards sustainable employment.</li> </ul>		
<b>Alignment to the fund criteria</b>	<p><b>The proposed project aligns to the criteria for the fund by:</b></p> <ul style="list-style-type: none"> <li>providing a package of support for a Māori business to deliver a programme designed and developed by Māori, for Māori,</li> <li>training Māori, in a Māori framework of learning,</li> <li>address labour market and training barriers,</li> <li>including wage subsidy from this fund for new participants only as not funding a wage subsidy component would seriously threaten the viability of this initiative that otherwise met the criteria for the Māori Trades and Training Fund.</li> <li>deliver intensive pastoral care services in an individually tailored way with Māori values incorporated,</li> <li>upskill the local workforce and ultimately provide a pathway for career progression,</li> <li>meet skills needed and contribute to further employment opportunities in the region.</li> </ul>		

<b>Project name/PDU ID</b>	Rangatahi Development - <small>Commercial Information</small>	<b>Project Lead/s</b>	Ida Jean Murray - Director
<b>Applicant/Entity Name</b>	North Drill Ltd	<b>Region</b>	Te Tai Tokerau - Northland
<b>Funding Sought</b>	\$1,750,119.00	<b>Number of Participants</b>	Total <small>Comm</small> Participants – Two Groups (New Apprentices and Upskilling of Employees)
<b>Duration of Project</b>	<small>Comm</small> Years	<b>Targeted Group</b>	Local Māori youth, local Māori who are unemployed, displaced and interested in a career in civil trades, infrastructure and building industries.
<b>PDU and Te Arawhiti Recommendation (In collaboration with the Ministry of Social Development - MSD, Ministry of Education - MOE, Tertiary Education Commission - TEC)</b>			
<p>North Drill is seeking funding to “improve the wealth and well-being of our Whānau, Hapu and Iwi” by creating employment, providing a safe environment of growth and clearly defined pathways, from labourer to management positions.</p> <p><b>Approve grant funding of \$1,750,119.00 over <small>Comm</small> years to support <small>Comm</small> Participants to receive training to attain and/or towards gaining trade qualifications and upskilling existing workforce for further progression and employment within the Drilling, Mining and Quarrying industry.</b></p> <p><b>Note:</b> There are no conditions to approve the funding sought as MBIE has completed Due Diligence and the minor issues raised have been addressed.  <b>Note:</b> There are no concerns or risks raised from MSD. Concerns raised by MOE and TEC have been addressed and mitigated (see below for details)</p>			
<b>Risks/Mitigations Other Agency feedback Conflicts of Interest (if any)</b>	<p><b>The proposal is supported by:</b></p> <ul style="list-style-type: none"> <li>MSD – supportive of this initiative and has long standing relationship with clients being employed by North Drill. No further feedback, risks or concerns have been received from MSD at this time. No duplication of wage subsidy funding.</li> <li>TPK – highly supportive of North Drill as proven delivery of projects over a <small>Comm</small> year period.</li> <li>TEC – supportive confirming no potential for duplication of funding.</li> <li>MOE – supportive confirming no potential for duplication of funding.</li> </ul> <p><b>Concerns raised:</b></p> <ul style="list-style-type: none"> <li>Both TEC and MOE raised concerns about Applicants level of engagement with ITOs or employers/industry bodies and capacity to support the proposed outcomes and the training being delivered.</li> </ul> <p><b>Concerns mitigated:</b>  The above concerns have been addressed during the engagement and development phase of the application.</p> <ul style="list-style-type: none"> <li>MBIE has addressed these issues with confirmation received from Applicant, ITO and other organisations. Applicant and ITO are engaged and connected, there is sufficient capacity to support the proposed outcomes, the number of participants and deliver the training proposed.</li> </ul>		
<b>Proposed Service and Project Overview</b>	<p><b>The proposed project includes:</b></p> <ul style="list-style-type: none"> <li>The project will support a total of <small>Comm</small> participants to gain trade qualifications within a safe Māori focused work and learning environment.</li> <li>Employment and training for <small>Comm</small> new participants with a wage subsidy. Three existing employees are in the Mana in Mahi program through MSD. Wage subsidy for these participants is not being provided from this fund.</li> <li>Continued employment and developing the existing workforce of <small>Comm</small> current employees.</li> <li>Delivery of Pastoral Care service aligning to the individuals and whanau’s needs supporting them through the training.</li> <li>Targeted groups are local Māori youth, local Māori who are unemployed, displaced and interested in a career in civil trades, infrastructure and building industries. Large focus on two age groups 16yrs – 24yrs and 25yrs – 35yrs.</li> <li>Supported by existing <small>Comm</small> FTE’s (salaries and wages of these FTE’s are not being sought in the funding proposal)</li> </ul>		
<b>Proposed Project Outcomes</b>	<p><b>This project aims to achieve:</b></p> <ul style="list-style-type: none"> <li>Between 80% – 90% of new participants supported through training for the trade qualification (first <small>Comm</small> years).</li> <li>Between 80% – 90% of existing employees to attain and/or be working towards gaining a trade qualification.</li> <li>Between 90% - 100% employed and on a pathway towards sustainable employment.</li> <li>90% of the training (outside of the trade qualification) to be completed in <small>Comm</small> months.</li> </ul>		
<b>Alignment to the fund criteria</b>	<p><b>The proposed project aligns to the criteria for the fund by:</b></p> <ul style="list-style-type: none"> <li>providing a package of support for a Māori business to deliver a programme designed and developed by Māori, for Māori,</li> <li>training Māori, in a Māori framework of learning,</li> <li>addressing labour market and training barriers,</li> <li>including wage subsidy from this fund for new participants (only) as not funding a wage subsidy component would seriously threaten the viability of an initiative that otherwise met the criteria for the Māori Trades and Training Fund,</li> <li>delivery of intensive pastoral care services in an individually tailored way with Māori values incorporated,</li> <li>support the growth for an in-demand skills industry, upskill the existing workforce, increase employment opportunities and provide pathways for further economic growth in Tai Tokerau region.</li> </ul>		