



BRIEFING

Māori Trades and Training Fund: Recommendations for design settings

Date:	16 September 2020	Priority:	Medium
Security classification:	In Confidence	Tracking number:	2021-0879

Action sought		
	Action sought	Deadline
Hon Willie Jackson Minister of Employment	<p>Agree to the recommendations outlined in this briefing.</p> <p>Forward this briefing to the Minister for Māori Crown Relations: Te Arawhiti for information.</p>	18 September 2020

Contact for telephone discussion (if required)				
Name	Position	Telephone		1st contact
Jivan Grewal	Manager, Skills and Employment Policy, MBIE	04 896 5999	Privacy of natural persons	✓
Steve James	Senior Policy Advisor, Skills and Employment Policy, MBIE	04 830 7239		

The following departments/agencies have been consulted

Te Arawhiti, Ministry of Social Development, Te Puni Kōkiri, Tertiary Education Commission

Minister's office to complete:

- | | |
|---|--|
| <input type="checkbox"/> Approved | <input type="checkbox"/> Declined |
| <input type="checkbox"/> Noted | <input type="checkbox"/> Needs change |
| <input type="checkbox"/> Seen | <input type="checkbox"/> Overtaken by Events |
| <input type="checkbox"/> See Minister's Notes | <input type="checkbox"/> Withdrawn |

Comments



BRIEFING

Māori Trades and Training Fund: Recommendations for design settings

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Purpose

This briefing provides you with an update on the implementation progress on the Māori Trades and Training Fund (MTTF). It also sets out decisions for your approval on further design parameters for the MTTF following a re-test of these settings, as signalled in the original Cabinet decisions for the Fund.

Executive summary

As part of the COVID-19 Response and Recovery Fund (CRRF) Foundational Package in Budget 20, \$50m over two years was allocated for a Māori Apprenticeships Fund. On 6 July 2020, Cabinet agreed to the policy settings for the Fund (SWC-MIN-0092 refers), including its objectives and assessment criteria, and to rename the initiative the Māori Trades and Training Fund (MTTF).

The MTTF is intended to be flexible, and encourage Māori entities to try different approaches to engaging and retaining Māori in employment-focused training opportunities than mainstream initiatives. Cabinet approved indicative criteria for the Fund, and authorised the Minister of Employment to make changes to the design of the MTTF if a later re-test proved necessary to do so.

The MTTF opened to expression of interest (EOI) applications on 9 July 2020 and three initial applications were approved in late-August 2020, totalling \$5.76m. **Commercial Information**

We have carried out a further assessment of the settings for the Fund based on initial examination of the EOIs received so far and engagement with the Ministry of Social Development (MSD), Te Puni Kōkiri (TPK) and the Tertiary Education Commission (TEC). We consider that:

- a. the criteria for the MTTF is broadly fit for purpose, however implementation would benefit from revisions to the criteria around eligibility, as well as revisions to most of the criteria to ensure greater clarity to applicants in line with the policy intent of the Fund. These changes are set out in **Annex One**.
- b. as part of the assessment process for applications, there should be a formal process for engaging other agencies, in order to broker funding for the wage subsidy components of applications to be met from Mana in Mahi or the Apprenticeship Boost, where possible. **Commercial Information** and ensure that available funding is maximised for supporting initiatives that are not able to be supported through other avenues
- c. additional resource is needed to support the heavy engagement with applicants that we consider is needed to help support entities of varying capacity and capability develop robust proposals. We propose taking a similar approach to the early stages of He Poutama Rangatahi, where officials worked closely alongside community providers to develop and refine their proposals.

- d. to support meaningful engagement with applicants, we suggest TPK and Te Arawhiti work closely with PDU regional staff. Meaningful engagement will ensure the perspectives of the applicants are adequately taken into account in the assessment of EOIs.

Following your indication on design settings for the Fund, we will re-engage with applicants to support further development of proposals, and provide you with proposals and recommendations for approval on a rolling basis.

Based on the level of engagement with applicants required to obtain further information to make informed assessments on applications, and implementing a brokerage process for meeting participant wage costs from other sources, we anticipate that the Provincial Development Unit will make its next set of recommendations for approval of MTTF applications from December 2020.

Recommended action

The Ministry of Business, Innovation and Employment recommends that you:

Background

- a **Note** that in May 2020, \$50 million over two years (\$30m in 2020/21 and \$20m in 2021/22) was allocated for the Māori Trades and Training Fund (formerly the Māori Apprenticeships Fund) as part of the COVID-19 Response and Recovery Fund Foundational Package Noted
- b **Note** that Cabinet agreed to authorise the Minister of Employment to make changes to design of the Fund in line with the original policy intent, following a re-test of its settings after the approval of initial applications that were ready to get underway immediately, including:
- a. the indicative criteria
 - b. methods to ensure Māori perspectives are adequately reflected in the assessment process for applications

Noted

Current applications

- c **Note** Commercial Information Noted
- d **Note** that approximately per cent of the value of expression of interest applications awaiting assessment is for funding for wage subsidy costs for participants of initiatives seeking support from the Māori Trades and Training Fund No ed

Recommendations for revised design settings for the Māori Trades and Training Fund

- e **Note** that we have proposed revisions to the criteria for the Māori Trades and Training Fund in line with the original policy intent of the Fund, that are designed to provide greater clarity to applicants on the intent and scope following feedback and engagement on applications received to date No ed

f **Indicate** your preferences for the revised criteria for the Māori Trades and Training Fund, as set out in Annex One.

Yes No

g **Agree** that Ministry of Business, Innovation and Employment and **Free and frank opinions**

[Redacted]

Agree Disagree

h **Agree** that the scope of the Māori Trades and Training Fund should continue to include a wage subsidy component for participants, to be used as a last resort only, where either:

- 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. there are barriers to the structure of funding that means there will be undue delays before an appropriate solution could be found using other sources of funding, 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.

Agree Disagree

i **Note** that the MTTF team has been undertaking significant engagement with interested parties, however there continues to be a high level of demand for such engagement

No ed

j **Note** that Te Puni Kōkiri will work closely with MBIE and Te Arawhiti to support meaningful engagement with applicants on the Māori Trades and Training Fund in order to provide a Māori perspective in the assessment of applications

Agree Disagree

k **Agree** to MBIE making a technical adjustment to the Multi-Category Appropriation for the Māori Trades and Training Fund to provide for an additional \$^{Commercial Info} m per year for 2020/21 and 2021/22 to support an expanded administration function, as part of the October Baseline Update

Agree Disagree

l **Note** that officials will provide incoming Ministers with recommendations on further applications for funding, on a rolling basis by December 2020

No ed

m **Forward** this briefing to the Minister for Māori Crown Relations: Te Arawhiti for information.

Yes No

Jivan Grewal
Manager, Skills and Employment Policy
 Employment, Skills and Immigration Policy,
 MBIE

Hon Willie Jackson
Minister of Employment

16 / 09 / 2020

29 / 09 / 2020

Background

The Māori Trades and Training Fund was allocated funding to support Māori in the recovery from COVID-19

2. As part of the COVID-19 Response and Recovery Fund (CRRF) Foundational Package in Budget 20, \$50m over two years was allocated for a Māori Apprenticeships Fund. On 6 July 2020, Cabinet agreed to the policy settings for the Fund (SWC-MIN-0092 refers), including its objectives and assessment criteria, and to rename the initiative the Māori Trades and Training Fund (MTTF) to reflect its purpose to:
 - a. take a partnership approach with Māori entities to support initiatives developed by Māori, for Māori
 - b. provide paid work-experience and other non-formal employment-focused training opportunities, as well as support for formal apprenticeships
 - c. provide wraparound support services such as pastoral care to address the barriers to Māori uptake of employment-focused training opportunities
 - d. deliver group-based approaches that would involve Māori entities employing trainees and playing a coordination function with one or more employers.
3. The MTTF is intended to be flexible, and encourage Māori entities to try different approaches to engaging and retaining Māori in employment-focused training opportunities than mainstream initiatives.
4. The Cabinet paper noted that at the time, there had already been strong interest from over one dozen Māori entities in applying for funding. It also noted that there was an urgent need to provide support to initiatives that can get underway quickly to mitigate the economic impacts of COVID-19.
5. To support these projects, Cabinet agreed to indicative criteria for the Fund to support initial applications, and authorised the Minister of Employment to make changes to these criteria if a later re-test of these settings proved it necessary to do so. Cabinet also agreed to the Minister of Employment making changes to the scope of the Fund to include funding for capital projects, subject to approval from the Minister of Finance, if appropriate. Doing so would require amending the appropriation for the MTTF.

Initial expression of interest applications to the MTTF

You have approved three initial EOI applications

6. The MTTF opened to expression of interest (EOI) applications on 9 July 2020. Applications are being managed and assessed by the Te Ara Mahi team in the MBIE Provincial Development Unit (PDU), with support from Te Arawhiti.
7. On 7 August, we provided you with advice on three initial EOIs for approval from the following organisations (Briefing 2021-0500 refers):
 - a. Sapphire Consultants (\$0.99m, Comme participants over Commerci years) - A skills and employment initiative intended to assist Māori jobseekers to achieve long-term sustainable employment outcomes, while also fostering ongoing development into higher value and leadership roles. The initiative focuses on placing participants into the trades, civil and heavy trades sectors.
 - b. Takitimu Tainui (\$2.025m Commerc participants over Commercial inf years) – an apprenticeship scheme to support the delivery of Ngāti Kahungunu’s housing vision for its iwi. It covers

wage costs for [Comme] apprenticeship positions, business mentoring for [Comme] candidates, pastoral care support and other operating costs.

- c. Ngā Kaimahi Kainga o Toa Rangatira (\$2.750m, [Comme] participants over [Commercial Info] years) – establishment of a community connection business to facilitate and connect trades, training, sustainable employment and pastoral care in a supportive environment. The initiative is expected to provide [Comme] apprenticeship places on the Eastern Porirua Regeneration Project in partnership with Kainga Ora.
8. For each of these EOIs, the funding approved represent scaled-down options in recognition of concerns around the capacity and capability of the applicants to scale up their activities and support for participants. These initiatives were either new undertakings or involved significant upscaling of existing activities, required further confirmation of a pipeline of work being available for apprentices or had overlap with related government schemes such as Mana in Mahi. For each of the proposals, further mitigations were agreed before funding would be dispersed, such as:
 - a. appointing oversight advisors for the Takitimu Tainui and Ngā Kaimahi Kainga o Toa Rangatira initiatives
 - b. including a contract provision for the Sapphire Consultants proposal for the organisation to coordinate with MSD where a participant is also a MSD client
 - c. providing the option to fully fund the rest of each proposal following an assessment of capability and capacity after the first year of each initiative. This required setting aside \$[Com]m in order to provide this funding if appropriate.
 9. The EOIs were approved on 24 and 25 August, and the Te Ara Mahi team are currently competing contracting arrangements with the approved entities.

There are [Comme] further EOI applications awaiting assessment

10. Along with the approved applications, the PDU has received [Comme] further applications seeking funding from the MTTF. A preliminary analysis of these EOIs suggests that:
 - a. the total funding sought across all outstanding EOIs is approximately \$[Comme]m. There is a remaining allocation of \$[Commercial]m, making the [Commercial Information]
 - a. an estimated [C] per cent (\$[C]m) of the total amount of funding sought in EOIs to the MTTF is for wage subsidy costs for participants. This figure is likely to be higher in reality, as some EOIs do not include breakdown information on proposed wage subsidies to determine how much this would make up the total funding sought for an EOI
 - b. the majority of EOIs are from Māori entities based in the upper North Island, with the highest number coming from Tai Tokerau/Northland ([Com]), followed by Bay of Plenty ([Com]) and Tairāwhiti/East Coast ([Com]). We have also received [Commercial] EOI each for Canterbury/Southland, Wellington and Manawatū-Whanganui
 - c. across the EOIs, the applicants propose to support a total of [Commercial] participants. However, it should be noted that across the three proposals approved to date, all were approved on the basis of scaled-down options to ensure sufficient capacity and capability of the applicants to support participants
 - d. the proposals are targeted toward a mix of employment-focused training opportunities. While the majority of applications do not explicitly state the type of opportunities they intend to offer, at least five include level 4 apprenticeships.

11. At least ^{Commercial} EOs provide an insufficient level of detail to make an informed assessment at this stage, and are missing information around the type of training/employment proposed, the number of participants expected to take part in an initiative or detailed breakdowns showing estimated costs for participants and associated wraparound support. Further engagement with the applicants is required to collect this information.
12. The Te Ara Mahi team is planning to reengage with applicants to support them to develop their proposals further. The team has already communicated with all applicants to manage expectations around processing timeframes for applications, and indicated that they may be asked to provide further information about their proposals to inform the assessment process.

We have further examined the criteria, assessment process, scope and level of engagement for the Fund in line with the original policy intent

13. We have carried out a further assessment of the settings for the Fund based on initial examination of the EOs received so far and engagement with MSD, TPK and TEC We consider that:
 - a. the criteria for the MTTF is broadly fit for purpose, however implementation would benefit from revisions to the criteria around eligibility, as well as revisions to most of the criteria to ensure greater clarity to applicants in line with the policy intent of the Fund
 - b. as part of the assessment process for applications, there should be a formal process for engaging MSD and TEC, in order to broker funding for the wage subsidy components of applications to be met from Mana in Mahi or the Apprenticeship Boost, where possible. This has the potential to address the current ^{Commercial Information} , and ensure that available funding is maximised for supporting initiatives that are not able to be supported through other avenues
 - c. additional resource is needed to support the heavy engagement with applicants that we consider is needed to help support entities of varying capacity and capability develop robust proposals. We propose taking a similar approach to the early stages of He Poutama Rangatahi, where officials worked closely alongside community providers to develop and refine their proposals
 - d. to support meaningful engagement with applicants, TPK and Te Arawhiti should work closely with PDU regional advisors/MBIE, to ensure their perspectives are adequately taken into account during in the assessment of EOs.
14. These proposals are outlined in further detail below.

Criteria

15. We propose amending the eligibility criteria for the MTTF to provide greater clarity about the types of organisations eligible for funding. We also propose that the criteria explicitly refer to hapū and community groups with a focus on improving labour market outcomes for Māori. This would align with the intent of the Fund to be accessible to smaller Māori entities and groups, alongside larger, more-established Iwi organisations, Trust Boards and Corporations. We do not anticipate or intend that the revised eligibility criteria would exclude any existing applications from consideration.
16. The revised eligibility criteria would require Māori entities receiving support from the Fund to be one of the following organisations:
 - a. Statutory Māori Trust Board created by an Act of Parliament
 - b. Post Settlement Governance Entity (PSGE)
 - c. Commercial subsidiary wholly-owned by a PSGE

- d. Mandated Iwi Organisation under the Māori Fisheries Act 2004
 - e. Trust under Part 12 of Te Ture Whenua Māori Act 1993
 - f. Māori Incorporation under Part 13 of Te Ture Whenua Māori Act 1993
 - g. Legal entity created to act for the benefit of Iwi or Hapū
 - h. Coalition of Māori collectives
 - i. A Māori authority registered by Inland Revenue
 - j. A Māori business (defined as a business with more than 50% Māori ownership (self-identified) or a Māori authority as defined by Inland Revenue), or
 - k. Registered charity or incorporated society, with a stated focus on improving outcomes for Māori.
17. These criteria would be similar to eligibility requirements for other MBIE-delivered initiatives targeted at Māori entities, such as the He Tupu Ōhanga: Commercial Advisors Scheme and the all of government social procurement policy.
18. Additionally, we recommend minor changes in line with the original policy intent to the remaining criteria for the Fund. These revisions are intended to ensure greater clarity about the purpose of the MTTF, the types of initiatives it seeks to fund and what information Māori entities should look to provide in an EOI. The proposed updated criteria is attached as **Annex One**, and also sets out information about the assessment approach the PDU intend to take in relation to each criteria. This information is intended to be used as guidance to applicants, and Fund documentation would be updated to reflect this.

Assessment approach and minimising overlap with other employment-based wage subsidy initiatives

19. The Cabinet paper approving policy settings for the fund both noted that supporting initiatives that delivered employment-focused training opportunities for Māori had the potential to overlap or duplicate with existing supports with a similar focus, such as Mana in Mahi, the Apprenticeship Boost and Māori Cadetships, which both provide wage subsidies and wraparound supports for those undertaking level 1-4 in-work qualifications.
20. To mitigate this, the Cabinet paper indicated that MBIE and Te Arawhiti would consult with MSD, TEC, TPK and MoE on EOIs to identify and resolve any overlap or duplication, and seek to refer applicants to another initiative if better-suited. A guiding principle behind this approach was that applicants should be supported to access the most appropriate type of support, while limiting the response burden on the applicant.
21. Given the strong interest in the Fund, its current **Commercial Information** and the high proportion of funding in proposed initiatives for wage subsidy costs for participants, we propose to establish a working-level process to broker funding for components of suitable proposals for MTTF funding that could be met from other sources, namely wage subsidies for participants from Mana in Mahi and the Apprenticeship Boost.
22. This would involve Te Ara Mahi engaging with the relevant agency during the assessment process to join the applicant with the relevant funding stream for that part of the application, and supporting them to provide the necessary information to access funding. We consider that the MTTF could also fund coordinator positions for initiatives that need help carrying out ongoing reporting and administration to meet the requirements of funding streams.
23. This approach would ensure that as much of the allocation of funding for the MTTF funding as possible is targeted to support the parts of proposals by Māori entities that may not be met from elsewhere, such as more intensive pastoral care, staffing and other operational

costs of delivering initiatives. However, there may still be circumstances where funding a wage subsidy component of a MTTF proposal is not appropriate, such as:

- a. where a participant does not meet the criteria for funding under Mana in Mahi or Apprenticeship Boost (See **Annex Two** for detail about eligibility requirements)
- b. the nature of the funding relationship with employers. Funding for these schemes is generally provided on the assumption of an individual trainee or apprentice receiving a wage subsidy for an individual employer. The reporting structures and other arrangements for these schemes may be less appropriate for the group-based initiatives envisaged by the MTTF.
- c. Mana in Mahi and Apprenticeship Boost generally reimburse employers for wage subsidies, while the MTTF is grant-based with funding provided upfront. This may prove a barrier for smaller providers without the necessary cash flow to deliver initiatives under the MTTF.

24. With these considerations in mind, we therefore recommend that wage subsidy costs for participants in MTTF-supported initiatives remain in scope of the Fund. However, we consider this should be considered a last resort 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. Free and frank opinions [REDACTED]

25. Free and frank opinions [REDACTED]

26. We consider that the contracting model being put in place for MTTF proposals helps to mitigate these risks. While funding will be provided to initiatives upfront, any wage subsidy components would be provided on a quarterly basis only, and based on forecasts of participants taking part in an initiative.

Administration resourcing

27. The Multi-Category Appropriation established for the MTTF allocated \$[REDACTED]m per year to support departmental expenditure on administration of the Fund. Currently, this is supporting [REDACTED] full-time equivalent positions to carry out engagement with applicants, assessment of applications, negotiation of contracts for approved applications and ongoing reporting and evaluation activities on outcomes. The PDU is currently recruiting for [REDACTED] further FTE, to be met from within the existing departmental appropriation.

28. The level of resource required for the administration of the Fund is higher than first anticipated. This is due to the higher than expected interest in the Fund and the need to liaise closely with applicants as well as other agencies to ensure proposals are robust and funded from the most appropriate source.

29. We consider that increasing the administration resource for the Fund would support better outcomes for initiatives supported by the Fund, as well as support more timely processing of the outstanding applications. There is some uncertainty about the precise effect a greater administrative resource will have on timeframes given further EOIs to the MTTF are likely

and the level of engagement and subsequent contact management needed will differ between applicants.

30. The table below sets out estimated timeframes with existing resourcing, and expanded resourcing with ^{Commercial} additional FTE. We estimate that with this additional resourcing the next tranche of applications for approval could be brought forward by ^{Commercial} month.

Stage	Status Quo (^{Com} FTE regional advisors within Te Ara Mahi)	Expanded resourcing (^{Com} FTE regional advisors within Te Ara Mahi)
Engagement with applicants to understand proposals and seek further information where necessary	Completed by end of ^{Commercial Information}	Completed by ^{Commercial Information}
Engagement with other government agencies	Completed by end of ^{Commercial Information}	Completed by end of ^{Commercial Information}
Advice to Ministers on first batch of further EOIs	^{Commercial Information}	^{Commercial Information}
Contract development	^{Commercial Information}	^{Commercial Information}
Rolling engagement, assessment, advice and contract management	Ongoing as EOIs are received and funds remain	Ongoing as EOIs are received and funds remain

31. Funding could be procured through a technical adjustment to the Multi-Category Appropriation for the MTTF as part of the October Baseline Update. We estimate the cost of ^{Commercial} additional FTE would be \$^{Commercial Info}m per year for 2020/21 and 2021/22.

Relationship management

32. Along with the resourcing commitment to support engagement with applicants and assessment of applications the MTTF was established with the assumption that engagement with Māori entities would be required to promote awareness of the Fund and input into the assessment process with a strong understanding of, and connections to, Māori entities and communities across the country.
33. To date, this function is being delivered through regional advisors in the PDU and Te Arawhiti's existing relationships with iwi, however regional advisors are not present in all regions, and Te Arawhiti's relationships are more developed in some areas than others.
34. We propose greater involvement of TPK in this process, as the agency also has strong connections to Māori communities and could provide valuable perspective on MTTF applications.

Next steps

35. Following your indication on design settings for the Fund, we will re-engage with applicants to support further development of proposals, and provide you with proposals and recommendations for approval on a rolling basis.

36. Based on the level of engagement with applicants required to obtain further information to make informed assessments on applications, and implementing a brokerage process for meeting participant wage costs from other sources, we anticipate that the PDU will make its next set of recommendations for approval of MTTF applications from December 2020.
37. Given the potential fluidity around funding components of MTTF proposals from related employment initiatives, and the practice to date of approving scaled-down proposals for MTTF funding, it is not clear at this stage whether the full appropriation for the Fund will be spent by the end of 2020/21. If funds are remaining an In-Principle Expense Transfer will be required in June 2021 to transfer any remainder to the 2021/22 financial year.

Annexes

Annex One: Proposed updated criteria and assessment approach

Annex Two: Eligibility criteria for Mana in Mahi and Apprenticeship Boost

Annex One: Proposed updated criteria and assessment approach

Existing criteria	Proposed Refined Criteria	Our assessment approach	Preference
<p>Māori-led – A necessary prerequisite is for iwi, Māori businesses or Māori SME consortia to lead initiatives. Others might be involved, such as other community organisations, training providers and employers.</p>	<p>Māori-led – 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"> - Statutory Māori Trust Board created by an Act of Parliament - Post Settlement Governance Entity (PSGE) - Commercial subsidiary wholly-owned by a PSGE - Mandated Iwi Organisation under the Māori Fisheries Act 2004 - Coalition of Māori collectives¹ - A Māori authority registered by IR - A Māori business (more than 50% Māori ownership (self-identified) or a Māori authority as defined by IR) - Registered charity or incorporated society, with a stated focus on improving outcomes for Māori 	<p><i>Agree/Disagree</i></p>
		<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"> • Partnership - the Crown and Māori will act reasonably, honourably and in good faith towards each other as Treaty partners. • Participation - the Crown will encourage, and make it easier for Māori to more actively participate in the relationship. • Protection - the Crown will take active, positive steps to ensure that Māori interests are protected. • Recognition of Cultural Values – the Crown will recognise and provide for Māori perspectives and values. • 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. <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><i>Agree/Disagree</i></p>
<p>Co-investment – There is an expectation that the partnership approach between the Crown and Māori entities will bring funding from the Crown and cultural knowledge, expertise and connections to the Māori community from 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>Partnership and Investment– 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"> • delivering employment-focused training opportunities in a group or cohort setting • programme design that incorporates Māori learning styles and connections (such as matauranga Māori, kaupapa Māori) • more intensive support services such as pastoral care, delivered in a way that is relevant and applicable to Māori. • 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. 	<p><i>Agree/Disagree</i></p>

¹ 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.

Existing criteria	Proposed Refined Criteria	Our assessment approach	Preference
<p>In-demand skills – 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. I expect that Regional Skills Leadership Groups will play a role in this space in providing on-the-ground insights for skill demand in the regions.</p>	<p>In-demand skills – 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"> • planning to employ participants directly for the applicant’s own activities • having partnerships in place with other employers that provide work for participants • planning to provide training opportunities in skills that are in, or expected to be in the future, demand by employers • 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. <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><i>Agree/Disagree</i></p>
<p>Meaningful opportunities – It should be a requirement that initiatives supported by the Fund pay at least the relevant minimum wage to all</p>	<p>Meaningful opportunities – 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>	<p><i>Agree/Disagree</i></p>
<p>Addresses disadvantages – Initiatives should promote 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>Addresses labour market barriers – 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"> • material hardship growing up, for instance experiencing intergenerational benefit dependency • intergenerational benefit dependency • poor mental or physical health or disability • disengagement from school, and leaving school early with lower or no educational qualifications • limited opportunities for work experience • caring responsibilities for children or family members • access to transport. <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><i>Agree/Disagree</i></p>
<p>Provides pathways – Initiatives should provide a pathway for trainees to move into further training or employment opportunities to encourage positive labour market outcomes for communities and employers in the longer-term.</p>	<p>Provides pathways – 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><i>Agree/Disagree</i></p>

Existing criteria	Proposed Refined Criteria	Our assessment approach	Preference
<p>Measures outcomes – Initiatives should be able to provide measurements on their outcomes, which could include the number of people supported into or retained in apprenticeships or employment focused training. This could also include measurement of the type of support provided to individual apprentices or trainees. This will contribute to reporting on the outcomes of the Fund.</p>	<p>Measures outcomes – 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>	<p><i>Agree/Disagree</i></p>

Annex Two: Eligibility criteria for Mana in Mahi and Apprenticeship Boost

Mana in Mahi:

To be eligible for Mana in Mahi, a person must be:

- a New Zealand citizen or permanent resident
- considered disadvantaged in the local labour market and at risk of long-term benefit dependency (this is assessed against a set framework)
- available for full-time work (30 hours or more) or part-time work (15 -30 hours).

People don't have to be receiving a benefit to be eligible for Mana in Mahi.

Apprenticeship Boost:

To be eligible for Apprenticeship Boost, the apprentice must be:

- actively training through a transitional Industry Training Organisation (ITO) or a provider
- training for a New Zealand Apprenticeship or Managed Apprenticeship recognised by the Tertiary Education Commission (TEC)
- in their first 24 months of training (this includes any previous apprenticeship enrolment with the same transitional ITO or provider).

Who can't receive Apprenticeship Boost:

- State Sector employers
- An apprentice already getting another wage subsidy for the apprentice (i.e, Flexi-wage, the COVID-19 Wage Subsidy Extension, Mana in Mahi, Regional Apprenticeships Initiative or a wage subsidy component of MTTF).