



Māori Trades and Training Fund Expression of Interest

About this form

The purpose of this form is for potential proposals for the Māori Trades and Training Fund to be submitted to the Ministry of Business, Innovation and Employment (MBIE) for review. This Fund is for \$50 million over two years.

The overall objectives of the Māori Trades and Training Fund are to:

- support tailored, community-led initiatives through partnership between Māori and the Crown that empower solutions by Māori, for Māori
- emphasise paid employment-focused training opportunities, but also consider support services such as pastoral care to overcome barriers to participating in training or apprenticeships
- focus on group-based initiatives that connect multiple employers to offer work experience and training opportunities.

The Māori Trades and Training (MTT) Fund is a government initiative which is administered by the Provincial Development Unit (PDU), a unit within the Ministry of Business, Innovation and Employment.

Eligibility

Applications will be assessed against the following criteria:

- Projects must be led by Māori including iwi, hapū or other Māori groups
- Funding should focus on initiatives which will develop skills likely to be in demand over time
- Initiatives should be based on partnership between Māori and the Crown and recognise that Māori entities bring non-monetary benefits such as cultural knowledge, expertise and connections to the Māori community
- Initiatives should provide meaningful opportunities to support people into sustainable employment to help fulfil their needs, goals and contribute to their overall wellbeing
- Initiatives should promote upskilling and employment in vulnerable communities, and support people to access employment-based training opportunities who otherwise may not be able to access such opportunities
- 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.

Completing this form

Please complete all sections fully and accurately. Square brackets and italics indicate guides.

Please see the Grow Regions website, or contact your regional relationship manager, for further support. If you are applying on behalf of a number of parties, you need their consent to submit this application. You can add other applicants during the application process. You will be the point of contact for this application, but you must give us all information about all applicants. Once complete, please email your completed form to MTTFund@mbie.govt.nz.

By submitting your form, you are agreeing to the terms and conditions of applying for MBIE investment which can be found in Appendix One.

Next Steps

Applications will be assessed for eligibility, as well as how well they will deliver on the objectives of the Fund. One of our team will be in contact regarding your application.

Public disclosure

The PDU is responsible for leading the Māori Trades and Training Fund's administration and monitoring its operation in consultation with other government agencies. In the interests of public transparency, successful applications may be published by the PDU. Commercially sensitive and personal information will be redacted by reference to the provisions of the Official Information Act 1982. Please identify by highlighting any information in your application that you regard as commercially sensitive or as personal information for the purposes of the



Privacy Act 1993.

Section 1: Key Applicant Information

Section 1: Key Applicant Information

1. Proposal Title: Te Kotuku Mātauranga o Ngāti Whare

2. Please provide a very brief description of the project/activity:

Te Kotuku Mātauranga o Ngāti Whare is a program initiated by Minginui Nursery to raise the incomes and standards of living for Māori in the Ngāti Whare rohe through upskilling in areas such as work readiness, nursery production, seed propagation, cutting technologies, logistics management, team leadership and ultimately providing a pathway for career progression.

Te Kotuku Mātauranga o Ngāti Whare will be focused on earn while you learn to retain, retrain, and upskill: Minginui Nursery will provide employment from day one. Each team member will be supported to achieve qualifications in Nursery production through training modules that complement their employment.

Primary ITO have developed a program which will result in each graduate receiving a New Zealand Certificate in Primary Industry Skills (Level 2) – Nursery Production, this will enable them to move into the New Zealand Apprenticeship in Nursery Production (which awards them with the New Zealand Certificate in Horticulture (Level 3 and 4) – Nursery Production).

We are proposing to support up to ^{Comm} individuals into these Nursery production apprenticeships over ^{Commercial} years facilitating employment for them from day one at Minginui Nursery. The total cohort over the ^{Commercial} years will be made up of existing employees that require support in upskilling, as well as new employees who have worked at the nursery in limited capacity under ^{Commercial Inf} or ^{Commercial Information} agreements.

As part of this approach we will also support up to ^{Comm} individuals with leadership mentoring in order to provide pathways for career progression and support the ongoing development of Minginui Nursery as a prominent Māori Nursery business.

This project will be supported by a backbone of pastoral support and workforce coordination. Key tasks will be to support the apprentices through their apprenticeships, maintain an effective relationship with Primary ITO and manage the relationships with key partners in the region as well as nationally.

3. Please provide the details of the applicant organisation/entity for which funding is being requested:

Applicant Legal Name:	Minginui Nursery Limited Partnership
Entity Type:	Company
Registered Offices / Place of Business:	Mill Road, Minginui 3079
Identifying Number:	NZBN ^{Commercial Information}

4. Please provide the contact details for a person as a key point of contact):

Contact Name and Role:	Mere George, CEO		
Email Address:	Privacy of natural persons	Telephone:	Privacy of natural persons



5. Please describe the principal role or activity of the applicant organisation.

Ngāti Whare iwi is presently represented through Te Rūnanga o Ngāti Whare, a common law trust established by the iwi in 1999. Ngāti Whare Holdings is a subsidiary of Te Rūnanga o Ngāti Whare, a commercial entity established to advance the commercial opportunities for Ngati Whare. Minginui Nursery is a wholly owned subsidiary of Ngati Whare Holdings.

There are, however, a number of other Ngāti Whare entities, notably the Ngāti Whare Trust and Te Whaiti Nui a Toi Trust, which serve more specific purposes and beneficiaries. The Ngāti Whare marae are also run through their own marae committee.

Minginui Nursery Limited Partnership who oversees the Minginui Nursery is a purely native tree nursery specialising in revegetation plants.

6. This project will be based in the region of:

Bay of Plenty

7. Have you previously discussed this project with a part of the Government? Yes: No:

If yes, please list which part of the Government, and the nature of those discussions.

Yes - Te Uru Rākau, The original business case provided for the Acceleration of Nursery Development – Minginui Nursery project was for \$^{Commercial Information} across ^{Commerc} years due to the time constraints of the fund we were advised that whilst a total of \$^{Commercial Information} was approved only \$^{Commercial Information} was released for the first ^{Com} years of the project. Minginui has submitted an updated business case to have the remaining \$^{Commercial Information} of funding released. Part of the updated business case included this program.

8. Have you previously received Government funding for this project? Yes: No:

If yes, please list which part of the Government, when the funding was received, and how much.

9. Please set out the proposed sources of funding for the Project:

Source of Funding: <i>[Please indicate where all other funding has/will be sourced from, including from Government agencies]</i>	\$ (excluding GST)	Status / Commentary <i>[e.g. received / confirmed / in principle; end dates]</i>
Provincial Growth Fund Funding (through this application)	\$ ^{Commercial Information}	Based on an average of \$ ^{Commercial Information} per apprentice per year for up to three years
Other sources: on Billion Trees	\$ ^{Commercial Information}	Acceleration of Nursery Development – Minginui Nursery: This funding covered the production and supply of 1.8m seedlings to Te Uru Rakau as well as the acceleration of the nursery's physical expansion. The funding end date is ^{Commercial Information} and did not provide funding to extend capability development such as training and pastoral care. From Minginui Nursery's perspective this



		was a contract to supply.
Other sources: One Billion Trees/Provincial Growth Fund	\$Commercial Information	The original business case for the Acceleration of Nursery Development – Minginui Nursery, provided to One billion trees was for \$Commercial Information across Commerc years due to the time constraints of the fund we were advised that whilst a total of \$Commercial Information was approved only \$Commercial Information was released for the first Com years of the project. Minginui has submitted an updated business case to have the remaining \$Commercial Information of funding released. Part of the updated business case included this program. The \$Comme had the same intent as the above \$Comme in the original business case however the burden of the “social” issues are so significant we have pivoted the request for the \$Comme to cover community development which also includes the program outlined in this application. We have submitted the refreshed business case to Minister Jones but have not heard anything at this stage. If we don’t get the funding we would scale back the program to see what we could fund through the TPK cadetship and also need to make a decision between employing locally or going outside the region to get skilled labor elsewhere.
Total Funding:	\$Commercial Information	

10. Please provide a breakdown of how the funding will be utilised (on a per person basis)

Funding Breakdown: <i>[Please indicate where all other funding is/will be sourced from, noting who the funder is and whether the funding is monetary or in-kind; including funding already received from Government and/or other third parties.]</i>	\$ (excl GST)			Commentary
Component (insert new rows where required)				
Training	Com	Com	Com	Total
Primary ITO/Training provider costs Comme new apprentices *	Commercial Info	Commercial Info	Commercial Info	Commercial Inform
Training provider costs Comm current apprentices*	Commercial Info	Commercial Info	Commercial Info	Commercial Info
TOTAL				Commercial Inform



Administration, Project Management, Overhead allocation	Com	Com	Com	Total
Project Management and Administration (Incl Printing Stationery, training resources and overhead allocation)	Commercial Inform	Commercial Inform	Commercial Inform	Commercial Inform
TOTAL				Commercial Inform
Business Mentors	Com	Com	Com	Total
Nursery Manager**	Commercial Info	Commercial Info	Commercial Info	Commercial Inform
Professional Development Team	Commercial Inform	Commercial Inform	Commercial Inform	Commercial Inform
TOTAL				Commercial Information
Wage Subsidy Support	Com	Com	Com	Total
Comin Apprentices***	Commercial Inform	Commercial Inform	Commercial Inform	Commercial Inform
TOTAL****				Commercial Inform

* These costings have been provided by primary ITO. An estimate of cost for additional industry training such as driver licensing, safe handling of chemicals, chainsaws and ATV's are also factored into the training and will delivered by private training organisations.

** This is a contribution to the Nursery Managers salary based on the time he will invest in the program as nursery manager

*** the wage subsidy has been applied for all staff to subsidise the cost of employing individuals who are still training and with low skills presently that decrease efficiency and production. This is so we can retain the existing team but also so can hire local people to take up position rather than look outside our region. We have reduced the subsidy as each apprentice complete their training and move from trainee/apprenticeship to skilled employee.

******Total (An average \$** Commercial Information **per apprentice per year for up to** Commercial **years)**

11. Please provide any supporting financial material e.g. where possible, two years of your entity's accounts.

Financials statements for Minginui Nursery for the year ending 30 June 2018 and 30 June 2019 are provided as an attachment to this application.

Withheld in Full Due to Commercial Sensitivity



Section 2: Project Overview

12. Please indicate:

- the number of Māori you are looking to employ and train and any characteristics, where relevant (age, gender etc.)
- the type of training that will be offered and how/if it supports a pathway from informal work experience and training to formal trades training in paid employment
- which sector you are focussing on
- your previous experience in developing trainees (if any)

This project has multiple benefits for the region and whanau within our region:

- Provision of employment for individuals
- Upskilling through apprenticeships for up to individuals
- The development of new Māori nursery production business apprenticeships through targeted mentoring
- Development of a pipeline of skilled labour for the region in the nursery sector
- Increasing income levels for Māori
- Revitalisation of Mātauranga Māori, seed selection, propagation, and plant health
- Tikanga Māori and seed selection, traditional sites and purpose, tree selection
- Revitalisation of Rongoa knowledge
- All working age people – with specific focus on
- Māori. Currently Minginui Nursery is employing people between the ages of 19 to 64.
- Any gender identification.
- This project focusses on providing employment and training/upskilling opportunities for Māori. 98% of the current nursery workforce is Māori.
- Ngāti Whare Rohe, specifically Minginui, Te Whaiti, Ngāpūtahi and Murupara. These are regional communities that have experienced lengthy periods of social and economic depression.
- There is priority selection for employees of the Nursery to be whānau who reside within the Minginui community, or who are originally from there.
- This initiative will provide opportunities for those individuals who:
 - Already hold a position at Minginui Nursery and Nursey who wish to gain formal qualifications in nursery production to extend their career pathways into leadership positions
 - New applicants who are interested in nursery production career pathways and wish to enter/re-enter into employment.
- This initiative will provide opportunities for those individuals who:
 - Are of Ngāti Whare descent
 - May have difficulty finding work outside of the Minginui Community
 - Are looking for a better way of life

13. Does the project focus primarily on delivering group-based support? If so, how?

[E.g., is there potential for your entity to play a coordination function, linking employers, Transitional Industry Training Organisations, training providers and other interested stakeholders together to support trainees and apprentices?]

Minignui Nursery will be the employer - this is an iwi led solution to an iwi based and regional need. Through the appointment of a development team Minginui Nursery will coordinate Industry training organisations and training providers to support the success of each apprentice. A significant obstacle for this program and learning for the current and targeted apprentices is if the program is delivered outside of Minginui. The program needs to be run entirely from



Minginui to build the confidence and trust of all apprentices. This lack of confidence and trust has steamed from intergenerational unemployment and poverty.

14. What type of other investment will your entity make?

[E.g. cultural knowledge, expertise and connections to the Māori community from Māori entities.]

Minginui Nursery strives to contribute to the revegetation of Aotearoa. Collaborating Tikanga Māori and Science to support a new sustainable indigenous forest industry in New Zealand?

Minginui nursery has been successful in providing employment to over [Comm] people from the Minginui community, which is now having a flow-on effect of supporting 30 – 40% of the local community.

15. How will the initiative be measured?

<p>Skills</p>	<p>The skills program will include work readiness, literacy and numeracy, life skills such as understanding what start time is, what behaviour is appropriate at work, what work tools are and how it is important to bring them to work every day. It is important to understand the people of Minginui have suffered integrational unemployment and many life skills most take for granted are almost non-existent in this community</p> <p>In addition to above onsite training, pathway for career progression as well as the skills gained during the Nursery Production Apprenticeship.</p> <p>The specific skills developed during the Nursery Production apprenticeship include:</p> <ul style="list-style-type: none"> • L2: Gain knowledge and skills to propagate, sow seeds and tend a range of nursery crops right through to packing and dispatch. • L3: Gain detailed knowledge and skills to understand the science around steering nursery plants to a robust and healthy outcome. • L4: Gain the skills and understanding to step up into supervising. Including leadership and team management, ensuring quality. 	<p>[Comm] FTEs made up of:</p> <ul style="list-style-type: none"> • [Comm] current nursery employees have completed level 2. Supported by TPK Cadetship funding and Primary ITO Scholarships • [Comm] new recruits will be enrolled in the program as they take up offers of employment. 	<p>The duration of these qualifications will vary depending on each individual’s professional development plans and career pathway aspirations. But it is expected it will take no longer than [Co] years.</p> <p>The Nursery production apprenticeship is [Comm] months for those with a reasonable level of literacy and numeracy. Minginui Nursery has found that basic literacy and numeracy skills are limited and in some apprentices non-existent Whilst the existing team ([Comm] FTE) have started the apprenticeship they still require a significant amount of support to successfully complete the program but also to overcome the impact of long term social issues and poverty.</p>
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<p>Training</p>	<p>Apprentices will complete a NZQA Level 2 then progress to the Nursery Production Apprenticeship qualification (Level 3 and 4) as well as developing leadership skills and qualifications for our team supervisors.</p> <p>Our supervisors with the support of our nursery managers will also provide on the job training on our unique propagation techniques.</p>	<p>Comin FTEs made up of:</p> <ul style="list-style-type: none"> Comin current nursery employees have completed level 2. Supported by TPK Cadetship funding and Primary ITO Scholarships Comin new recruits will be enrolled in the program as they take up offers of employment. 	<p>The duration of these qualifications will vary depending on each individual's professional development plans and career pathway aspirations. But it is expected it will take no longer than Comin years.</p> <p>The Nursery production apprenticeship is Comin months for those with a reasonable level of literacy and numeracy. Minginui Nursery has found that basic literacy and numeracy skills are limited and in some apprentices nonexistent Whilst the existing team Comin FTE) have started the apprenticeship they still require a significant amount of support to successfully complete the program but also to overcome the impact of long term social issues and poverty.</p>
<p>Employment attainment</p>	<p>Employment will be paid at different levels depending on skill level and responsibility. All supervisors and team leaders are paid at least the living wage, the production team will be paid at least the minimum wage.</p>	<ul style="list-style-type: none"> Supervisors - Comin Team Leaders - Comin Production team - Comin 	
<p>Sustained employment</p>	<p>The aim is for all participants to remain in employment and complete their apprenticeship</p>		
<p>Wider Social/Public Benefits</p>	<p>Minginui Nursery strives to contribute to the revegetation of Aotearoa. Collaborating Tikanga Māori and Science to support a new sustainable indigenous forest industry in New Zealand?</p> <p>Minginui nursery has been successful in providing employment to over Comin people from the Minginui community, which is now having a flow-on effect of supporting 30 – 40% of the local community.</p>		



16. How is the project going to be managed?

The Minginui Nursery has contributed positively to regional economic growth by creating sustainable employment opportunities and positively affecting social wellbeing. Re-focusing the community development within the nursery aligns with the objective to support people at different points of their employment pathway, while also building capacity for sustained employment. The internal community development efforts intend to support employees who may not be reaching their full potential, due to limited education, intergenerational unemployment, the impacts of poverty and poor social behaviors.

Experience has shown that the complexity of the nursery workforce as mentioned above was initially underestimated. A new skills and development programme will address a number of these issues as they apply to the workplace. It will also encourage behavioral change, which will benefit life outside the nursery.

The programme will incorporate wrap-around services (health and social services) to assist the team to become workforce-ready and workplace compliant as they transition into employment with assistance from pastoral support and a training and development team. The pastoral support will be dependent on each apprentice's individual or family needs. Experience has shown that there is a wide range of issues from domestic abuse, sexual abuse, historical trauma, drug and alcohol abuse, poor housing, poor health, obesity, suicide and mental health concerns. One apprentice and their family could experience one or all the above examples. It is expected, given this prior experience, that initially pastoral care support will be intensive daily interaction both at home and in the work place.

The current mentoring and support provided at Minginui Nursery was for our original team of ^{Comm} people funded partially by a TPK cadetship. Over the 12 months of that cadetship program ^{Com}FTE were lost as they faced significant personal issues that impacted their ability to remain in the workforce. This has been significant for the nursery manager as well as the executive team in Ngati Whare. Whilst there has been some success it has come at the cost of most other business operations and for future sustainability of the nursery less pastoral care and social development emphasis is required by the current Nursery Manager and Executive Management team in Ngāti Whare Holdings, so as to put more resourcing behind sales and production. This new program will have dedicated resource to support the entire team of ^{Comm}.

On-going practical onsite training will be delivered at the individual's pace following the Nursery Production Apprenticeship program designed by Primary ITO. Mapping pathways for career progression will also help to align training and development for each individual.

The nursery needs specialised support, both in terms of health and social services but also in nursery production, to increase the capability of the nursery workforce. It is also needed to deal with the multitude of social issues presented by staff that were not originally anticipated.

A professional development team will be introduced to work directly alongside new senior positions and assist with evolving staff into the roles of Supervisor and Team Leader. This team will implement practical assignments, coaching, and peer assessments to improve leadership, problem-solving and communication skills. Development is also needed in areas such as office administration and computer and financial literacy. This will ensure management are well equipped to undertake their roles effectively and enable staff to meet production requirements. Trainers will provide support relating to the emotional and social wellbeing of staff. In circumstances where further actions are needed, staff will be guided to relevant support networks and systems that can best support them.

We are seeking funding support for our existing staff as well as ^{Com}FTE new roles:

- Professional Development Manager
- Professional Development Trainer
- Human Resources

These roles will support a leader-lead capability building model, led by the Nursery Manager, in turn each tier level



will role-model and implement the desired outcomes as set by the Manager and nursery policies. They will also fulfil the following functions:

Professional Development Manager:

- Report to the Nursery Manager (NM)
- Role model the desired outcomes as lead by the manager and as set out in the business policies
- Manage the Supervisors in the nursery, with a specific focus on industry training.
- implement professional development activities with Supervisors to develop computer and financial literacy skills.
- Develop office administration, problem-solving and communication skills within the team.
- Develop supervisor and team leader level reporting and problem solving, communication strategies.
- Manage conflicts experienced between management, staff in new leadership positions and staff members

Professional Development Trainer:

- Report to the Professional Development Manager (PDM)
- Role model the desired outcomes as led by the PDM and NM
- Provide direct support to Team Leaders to ensure they perform daily tasks diligently and efficiently.
- Provide coaching to Team Leaders, with a specific focus on developing leadership, including resilience, accountability and vision.
- Train Team Leaders to improve communication skills, including confidence, use of language and emotional connection.
- Provide strategies to Team Leaders for providing direction and instructions to staff members.

Human Resources:

- Reports to the Nursery Manager
- Role model the desired outcomes as led by the NM
- Perform a wide range of HR functions including employee relations, recruitment, training and organisational development.
- Coach management about policies and procedures.
- Work closely with management and staff to foster productive working relationships and increase staff engagement and commitment.
- Serve as a staff advocate and counsellor to ensure that employee concerns are promptly addressed and resolved as is consistent with the values of the organisation.

Delivery timeframe for how the outcomes above will be successfully achieved within a Commercial Inf month timeframe

Salary ranges for each of roles have not been specifically identified the recruitment plan is to employ up to 00 individuals equating to 000FTE to fulfill these vital roles for the program. Minginui Nursery is mindful that to attract the caliber of individuals we require, to ensure our program is successful, to the remote location of Minginui wage or salary rates will need to be attractive.

Activity	Components	Timeframe
	<ul style="list-style-type: none"> • Recruitment of key staff, • development of processes and policies, • establish working environment and practices 	<p>C months</p>



<ul style="list-style-type: none"> • Identify potential apprentices • Place into work/apprentices • Enrollment into the Nursery Production Apprenticeship • Develop professional Development plans. • Provide training and pastoral support 	<p>■ months</p>
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17. Is there any other information which would be useful background or context at this stage?

Prior to New Zealand Forest Service (NZFS) and the two local timber mills closures the Minginui, Te Whaiti and Ngaputahi communities were supported by a local shop, animal control, public bus route to Rotorua, a post office, fire brigade, golf, pony and BMX clubs and two schools. The community was a hub of skilled men and women employed in native and exotic forestry and associated mills, imagine a whole community working and living and having a purpose even if it is only work. The generation of skilled workers is now gone or few in their late fifties remain.

The Minginui Village homes and assets, then owned by NZFS and mills, maintenance program was of a high standard resulting in warm homes, with regular paint, roof, sewage and plumbing repairs. Transition from employment to no employment over-night was devastating for the community as every amenity and employment related support and asset was no longer available, employment ceased resulting in a community turning to an unemployment benefit to sustain family life going forward. Slowly village life deteriorated and impacted village facilities such as the post office, shop and clubs, which are all closed today.

Some people moved in an attempt to find work elsewhere for ever splitting families, those who chose to stay continued living on a life supported by the benefit, wellbeing shifted from warm homes to a necessity of life, coal ranges reinstated into cooking, heating and hot water functions to save on electricity, families forever searching for wood not able to legally access DOC and forestry lands, summers days in the kitchen so hot from coal ranges, long days of work now replaced with other forms of life to pass the days away. Generational change with children never knowing what its like to have working parents, the impact of the eighties described here is only touching the surface level of what is still being felt and impacting this community and todays initiatives at the nursery.

Minginui Village residents have experienced decades of poor housing, long term unemployment and poor health (with limited care available). Through Minginui Nursery the community has experienced a significant reduction in the dependency of social welfare. Individuals drug, alcohol, mental health issues and other trauma issues have been addressed and support has been provided with life changing improvements being noted daily. Staff with significant deficiencies in numeracy and literacy skills are now developing these skills in a practical way within a workplace environment.

Whilst the most important achievement of the Minginui Nursery to date has been working with the community to gain employment in the Nursery and improve the health and wellbeing of the Iwi. The level of support required to develop the capability and improve the wellbeing of staff is significant. Building capability and improving wellbeing has become difficult at Minginui Nursery with the limited capacity of Nursery Management and limited capability of the supervisor team. These competing priorities could negatively impact the achievements noted to date. This initiative will provide support for professional development and industry training to improve the workforce capability and enhance staff wellbeing.

To date, existing channels have been unable to make an impact on the target group in a significant way and address the issues noted above. While there are some services available, the remoteness and state of the community makes co-ordination of programs difficult. Having Minginui Nursery already placed within the community and offering an earn while you learn option is very attractive to the target audience and more likely to obtain participation.

Our Stakeholder Engagement



Stakeholder group	Description of relationship	Readiness for supporting this initiative
Employers	Minginui Nursery	Minginui Nursery have incorporated science, research and technology development into the everyday operations of the company to position the nursery at the leading edge of the industry. Commercial Information use of its vegetative propagation techniques and technology, which speed up the growing cycle of four native podocarp tree species (tōtara, rimu, miro and kahikatea). This innovative technology has the potential to disrupt current perceptions of native trees as uneconomic because of their long growing cycle and in its place, recreate a sustainable industrial-scale native forestry sector.
Community groups	Minginui, Te Whaiti, Ngaputahi community: <ul style="list-style-type: none"> • Two local Marae • Te Kura Toitu O Te Whaiti Nui a Toi • Te Rūnanga o Ngāti Whare • Department of Conservation 	The community is small in population, so most activities revolve around marae, kura and the nursery and creates a natural relationship and support model between the above mentioned organisations. For example, if for some reason the nursery had to travel and or required an extra training venue then the kura bus is a transport option, similarly an alternative venue at the kura gym or the marae.
Education providers	Primary ITO	Established relationship with Minginui Nursery and available to provide required training and support
Training providers	Driver Licences, Growsafe course (safe handling of chemicals), ATV and Light Utility Vehicle Training, First Aid Course	Established relationship with Minginui Nursery and available to provide required training and support
Other relevant stakeholders	SCION, Lincoln Agri, DOC, WDC, Iwi, other growers	Established relationship with Minginui Nursery and available to provide required training and support

Section 3: Link with broader government outcomes

[This section will enable detail to be provided about how the initiative meets the primary objective of the fund which is “to support the Crown’s intentions to be a good Treaty partner to Māori”.]

18. Using the table below, please outline how the initiative will contribute to the following government outcomes which seek to support the Crown’s intentions to be a good Treaty partner to Māori:

Outcomes	✓	How will the project positively or negatively impact this outcome for the Māori entity identified?
1. Deliver on the Government’s objective of supporting a Māori Crown partnership		Yes - it will assist our local Maori, iwi and/or descendants not just into employment, but sustainable careers
2. Provides the opportunity to identify and capitalise on Māori economic and social		Several community social issues have been identified within the nursery including numeracy and literacy deficiencies, a requirement for social support networks to help with drug



<p>strengths</p>	<p>and alcohol issues, mental health issues, accommodation, and counselling. Currently these are being addressed by nursery management during operational hours and has resulted in increased numeracy and literacy rates and pastoral support for staff who require it</p>
<p>3. Help support Māori aspirations for labour market outcomes</p>	<p>The application will support up to ^{Commercial} individuals into Nursery production apprenticeships over three years facilitating employment for them from day one at Minginui Nursery.</p> <p>The total cohort over the ^{Commercial} years will be made up of existing employees that require support in upskilling, as well as new employees who have worked at the nursery in limited capacity under ^{Commercial Info} or ^{Commercial Information} agreements.</p>
<p>4. Supports the unlocking of investment to empower Māori entities to deliver tailored, community-based support to Māori workers and trainees</p>	<p>The overall approach will require support and commitment from Te Rūnanga o Ngāti Whare as the iwi representative, Ngāti Whare Holdings Limited as the parent company, to ensure we maximize the opportunity of the Nursery expansion.</p> <p>We have connected with a number of stakeholders as we have developed this proposal and are confident of maximizing the opportunity of our Nursey expansion on how it will help our local iwi</p>



Section 4: Declarations

19. Is the applicant receiving a wage subsidy or other similar apprenticeship support from any other source for the same apprentice(s) that this funding will be used for? Yes: No:
20. Is the applicant aware that, where they receive a wage subsidy or similar support for the same apprentice, this funding should provide for other supports unrelated to wages, other than in exceptional circumstances, for example to top up other wage subsidies? Yes: No:
21. Has the applicant or the contracting entity ever been insolvent or subject to an insolvency action, administration or other legal proceedings? Yes: No:
22. Has any individual in the Project Team (including the Applicant's Leadership Team, directors, partners, or trustees, or any key members of the project) ever been insolvent or subject to an insolvency action, administration or other legal proceedings, or actively involved in any organisation which has? Yes: No:
23. Has any individual in the Project Team (including the Applicant's Leadership Team, directors, partners, or trustees, or any key members of the project) ever been adjudged bankrupt or is an undischarged bankrupt? Yes: No:
24. Has any individual in the Project Team (including the Applicant's Leadership Team, directors, partners, or trustees, or any key members of the project) ever been under investigation for, or been convicted of, any criminal offence? Yes: No:
25. Are there any actual, potential or perceived conflicts of interest that the applicant or any of the key personnel have in relation to this project (including, for instance, any contractors that are family members or business partners that will be delivering the project) Yes: No:

"In a small country like ours, conflicts of interest in our working lives are natural and unavoidable. The existence of a conflict of interest does not necessarily mean that someone has done something wrong, and it need not cause problems. It just needs to be identified and managed carefully..." <https://www.oag.govt.nz/2007/conflicts-public-entities>

If you answered 'Yes' to any question from 19 to 25, please provide a description below:



**MINISTRY OF BUSINESS,
INNOVATION & EMPLOYMENT**
HĪKINA WHAKATUTUKI

By completing the details below, the applicant makes the following declarations about its application for Māori Trades and Training Fund funding for the project ("application"):

- I have read, understand and agree to the Terms and Conditions of applying for Māori Trades and Training Fund funding which are attached as Appendix 1;
- The statements in the application are true and the information provided is complete and correct, and there have been no misleading statements or omissions of any relevant facts nor any misrepresentations made;
- I have secured all appropriate authorisations to submit the application, to make the statements and to provide the information in the application;
- I have obtained the permission of each member of the Project Team to provide the information contained in this application and those individuals are aware of, and agree to, the Terms and Conditions of applying for Māori Trades and Training funding which are attached as Appendix 1;
- I consent to this application being publically released if funding is approved. I have identified the commercially sensitive and personal information.
- The applicant warrants that it has no actual, potential or perceived conflict of interest (except any already declared in the application) in submitting the application, or entering into a contract to carry out the project. Where a conflict of interest arises during the application or assessment process, the applicant will report it immediately to the Ministry of Business, Innovation and Employment by emailing MTTFund@mbie.govt.nz; and
- I understand that the falsification of information, supplying misleading information, or the suppression of material information in this application, may result in the application being eliminated from the assessment process and may be grounds for termination of any contract awarded as a result of this application process.
- The applicant consents to the Ministry of Business, Innovation and Employment undertaking due diligence including any third party checks as may be required to fully assess the application.

Full name:

Mere George

Title / position:

CEO Ngāti Whare Holdings

Signature / eSignature:

Date:

13 July 2020



Appendix 1 – Terms and Conditions of this EOI

General

The terms and conditions are non-negotiable and do not require a response. Each applicant that submits an Expression of Interest (EOI) for Ministry of Business, Innovation and Employment funding has confirmed by submitting this EOI that these terms and conditions are accepted without reservation or variation.

The Māori Trades and Training (MTT) Fund is a government initiative which is administered by the Provincial Development Unit (PDU), a unit within the Ministry of Business, Innovation and Employment. Any reference to the PDU in these terms and conditions, is a reference to MBIE on behalf of the Crown.

Reliance by PDU

The PDU may rely upon all statements made by any applicant in an EOI and in correspondence or negotiations with PDU or its representatives.

Each applicant must ensure all information provided to the PDU is accurate. The PDU is under no obligation to check any EOI for errors, omissions, or inaccuracies. Each applicant will notify the PDU promptly upon becoming aware of any errors, omissions, or inaccuracies in its EOI or in any additional information provided by the applicant.

Ownership and intellectual property

Ownership of the intellectual property rights in an EOI does not pass to the PDU. However, in submitting an EOI, each applicant grants the PDU a non-exclusive, transferable, perpetual licence to use and disclose its EOI for the purpose of assessing and decision making related to the MTT EOI and any application process, where applicable. Any hard copy EOI or documentation supplied by you to the PDU may not be returned to you.

By submitting an EOI, each applicant warrants that the provision of that information to the PDU, and the use of it by the PDU for the evaluation of the EOI and for any resulting discussions, will not breach any third-party intellectual property rights.

Confidentiality

The PDU is bound by the Official Information Act 1982 (“OIA”), the Privacy Act 1993, parliamentary and constitutional convention and any other obligations imposed by law. While the PDU intends to treat information in EOIs as confidential to ensure fairness for applicants during the assessment and decision making process, the information can be requested by third parties and the PDU must provide that information if required by law. If the PDU receives an OIA request that relates to information in this EOI, where possible, the PDU will consult with you and may ask you to confirm whether the information is considered by you to be confidential or still commercially sensitive, and if so, to explain why.

The PDU may disclose any EOI and any related documents or information provided by the applicant, to any person who is directly involved in the MTT assessment process on its behalf including officers, employees, consultants, contractors and professional advisors of the PDU or of any government agency, including Te Arawhiti. The disclosed information will only be used for the purpose of participating in the MTT EOI and assessment process, which may include carrying out due diligence.

In the interests of public transparency, if an EOI (or subsequent application) is approved for funding, the EOI (and any related documents) may be published by the PDU. Commercially sensitive and personal information will be redacted by reference to the provisions of the Official Information Act 1982.

Limitation of Advice

Any advice given by the PDU, any other government agency, their officers, employees, advisers or other representatives about the content of your EOI does not commit the decision maker (it may be Ministers or Cabinet depending on the level of funding requested and the nature of the project) to make a decision about your EOI.

No contractual obligations created

No contract or other legal obligations arise between the PDU and any applicant out of, or in relation to, the EOI and assessment process.

**No process contract**

The MTT EOI and assessment process does not legally oblige or otherwise commit the PDU to proceed with that process or to assess any particular applicant's EOI, or application, or enter into any negotiations or contractual arrangements with any applicant. For the avoidance of doubt, this EOI and assessment process does not give rise to a process contract.

Costs and expenses

The PDU is not responsible for any costs or expenses incurred by you in the preparation of an EOI or subsequent application.

Exclusion of liability

Neither the PDU or any other government agency, nor their officers, employees, advisers or other representatives will be liable (in contract or tort, including negligence, or otherwise) for any direct or indirect damage, expense, loss or cost (including legal costs) incurred or suffered by any applicant, its affiliates or other person in connection with this EOI and assessment process, including without limitation:

- a) the assessment process
- b) the preparation of any EOI or application
- c) any investigations of or by any applicant
- d) concluding any contract
- e) the acceptance or rejection of any EOI, or
- f) any information given or not given to any applicant(s).

By participating in this EOI and assessment process, each applicant waives any rights that it may have to make any claim against the PDU. To the extent that legal relations between the PDU and any applicant cannot be excluded as a matter of law, the liability of the PDU is limited to \$1.

Nothing contained or implied in or arising out of the MTT documentation or any other communications to any applicant shall be construed as legal, financial, or other advice of any kind.

Inducements

You must not directly or indirectly provide any form of inducement or reward to any officer, employee, advisor, or other representative of the PDU or any other government agency in connection with this EOI and assessment process.

Governing law and jurisdiction

The MTT EOI and assessment process will be construed according to, and governed by, New Zealand law and you agree to submit to the exclusive jurisdiction of New Zealand courts in any dispute concerning your EOI.

Public statements

The PDU and any other government agency, or any relevant Minister, may make public in whole or in part this EOI form including the following information:

- the name of the applicant(s)
- the EOI title
- a high-level description of the proposed project/activity
- the total amount of funding and the period of time for which funding has been approved
- the region and/or sector to which the project relates

The PDU asks applicants not to release any media statement or other information relating to the submission or approval of any EOI to any public medium without prior agreement of the PDU.