

Mana in Mahi – Rangatahi in Public Sector

Ministry of Social Development is, through the Social Pou, providing an overview of and seeking support for an initiative to employ Maori rangatahi in the public sector.

The initiative will leverage off existing relationships forged through Te Taihū Regional Intersectoral Forum (RIF) to secure public sector jobs from central government agencies and territorial authorities as Mana in Mahi opportunities.

MSD will identify Maori youth aged 18 to 24 as candidates for these jobs, and will pay a subsidy to the employer. MSD will also fund a matua/kaumatua mentor who will connect with the participants individually and as a group to provide kaupapa Maori support and knowledge throughout the first 12 months of employment.

Mana in Mahi

Mana in Mahi is available to employers who hire rangatahi aged 18 to 24 who have been on benefit for at least three months. Mana in Mahi currently provides a wage subsidy of \$9,750, with separate provisions of up to \$2,000 for pre-employment training and up to \$1,000 for work readiness costs¹. An additional amount of up to \$3,000 is available to the employee over three payments as an incentive to be actively engaged in their employment.

The employer

Employers can be private employers, public sector employers and community organisations. To qualify for Mana in Mahi employers must provide a fulltime job (at least 30 hours per week) paying at least the adult national minimum wage. The employer supports the rangatahi to get an industry training qualification (which could include an apprenticeship).

This initiative campaigns to the 13 central government agencies² and three territorial authorities that are currently active members of RIF³. If each were to identify just one vacancy there is potential for at least 15 participants, however a more conservative intake of six to ten rangatahi is no less desirable.

Iwi may also want to be considered in the mix. This would be a positive step and any interested iwi that meet the criteria as an “employer” would be supported to participate.

The rangatahi

As at the end of December 2018 a total of 189 Maori aged 18 to 24 in Blenheim, Nelson City, Richmond and Motueka were receiving either Jobseeker Support with fulltime work obligations (118) or Sole Parent Support (79)⁴.

A full plan will be developed with MSD service centre teams to identify potential candidates from this pool of clients, promote the vacancies on offer, discuss the intention of Mana in

¹ Appendix One – What can MSD fund

² Excluding Ministry of Social Development

³ Appendix Two – RIF membership January 2019

⁴ Some filtering will need to occur as not all Sole Parents will not currently have work obligations.

Mahi and this initiative, and screen and shortlist candidates through to the application and interview process.

The recruitment process

MSD will offer recruitment support to the employer (agencies and councils), working with them to understand the nature and specifications of the vacancies on offer, note any criteria for employment, and adapt to preferences in terms of the employers' protocols and involvement during the recruitment process.

Flexible options can be incorporated by agreement; for example, a group seminar may be an option for employers to meet with the potential candidates to talk about their organisation, answer questions and promote the benefits of working in the public sector.

Once appointments have been made to the vacancies, MSD will continue to offer in-work support to the employer and employee.

Kaupapa Maori support and mentoring

This initiative proposes a kaupapa Maori in-work support model with two key components. A matua/kaumatua mentor will be appointed to provide support to each candidate individually. The mentor will also facilitate the establishment of a support group or network which will meet on a regular basis in hui or wananga throughout the first year of employment. The mentor will facilitate the ropu hui and wananga, with a focus on Te Ao Maori rather than the technical aspects of each job.

The eight iwi that are members of RIF will be invited to provide input and feedback on the design of the kaupapa Maori support and mentoring model.

Why we should do it

There are many living examples of public sector staff who entered service through cadetship schemes and have enjoyed long and fruitful careers. This initiative seeks to replicate individual successes of prior intakes but in a way that encourages cross agency endorsement, participation and support.

Rangatahi become independent of benefit by securing permanent, well-paid, sustainable jobs while gaining a qualification and with potential for a continued career pathway within the public sector.

The number of Maori in the public sector increases, thereby increasing capability and capacity for responsiveness to Maori.

The matua/kaumatua support gives greater prominence to Te Ao Maori and provides an opportunity to test the influence that kaupapa Maori support might have on sustainable outcomes of young Maori, in this case in public sector jobs.

The principle of whakawhanaungatanga and cross agency relationships is established and nurtured through the rangatahi support network.

Iwi are given an opportunity to actively contribute to the design of a support model and fusion of Te Ao Maori in public service practice.

Key sponsors

The Social Pou of the RIF has confirmed their support of this initiative. The pou is chaired by MSD and attended by various other members of RIF including Education, Police, Corrections, Health, Housing NZ, Oranga Tamariki, Nelson City Council, Department of Internal Affairs, and Iwi.

Next steps and timeframes (notional only)

Establish a small project team to oversee implementation and monitor progress.

Confirm MSD service centre arrangements for identifying and engaging with potential candidates.

Develop communication plan.

27 March formal endorsement by members of RIF (at the scheduled RIF hui)

Draft and then finalise design of matua/kaumatua mentor role

List agency vacancies including preferences for recruitment process and protocols

Advertise for matua/kaumatua mentor

Confirm suitable candidates for appointment

Powhiri for successful appointments

Recommendation

It is recommended that Te Taihu RIF members support the Mana in Mahi initiative by:

- **agencies and councils committing to investigating and listing a suitable vacancy**
- **iwi endorsing the concept and providing feedback or thoughts on the matua/kaumatua mentoring role**

APPENDIX ONE: What can MSD fund? (Phase One – 30 June 2019)

Pre-Employment training (Optional)

- The employer may want to start with pre-employment training for up to four weeks - \$500 a week approximately depending on what's covered during the training.
- This funding will include help with transport costs to attend the training (actual and reasonable), up to \$60.00 a week for each participant.
- During this time the client will remain on a benefit.
- Training can include up to NZQA level 2 qualifications for the participating industry.

On-the-Job Training (Optional)

- The employer may choose to employ the participant and provide the training on-the-job from Day 1.
- The participant will be in employment from Day 1.
- On-the-job training can include NZQA Level 2 qualifications for the participating industry.

Work Readiness

- The employer can get up to \$1,000 for a participant (actual and reasonable) to cover any or all of the following costs, but not limited to:
 - Driver Licences (up to Class 1 full licence)
 - Personal Protective Equipment (PPE)
 - Clothing including safety boots
 - First aid training and certificate
 - Food safety training and certificate
 - Growsafe training and certificate

Employment

- After completing pre-employment training (if provided), the employer will:
 - provide the participant with a full-time permanent employment contract with a minimum guarantee of 30 hours a week.
 - pay the participant the adult minimum wage.
 - commit to supporting the participant to enter an industry training qualification opportunity.
- MSD will provide the employer a wage subsidy in line with the annual Jobseeker Support rate of up to \$ 9,750.00 at the rate of \$187.50 a week, GST excluded for a maximum of 52 weeks.
- Payment of the subsidy to the employer can be made in two six monthly installments at these times:
 - The first installment (of approximately \$4,875) on confirmation of the participant starting employment.
 - The second installment (of approximately \$4,875) on confirmation of the participant remaining in employment (from six months of the participant being in employment) Note: A reconciliation clause will allow MSD to reconcile any over-payment as required.

Incentive payments for participants

- As part of Phase One, we are testing an incentive payment for participants to encourage them to stay in work and continue with their industry training.
- This payment will be funded by MSD (up to \$3,000 for each participant), and paid directly to the employee at 91, 182 and 365 days of continuous employment.

APPENDIX TWO – RIF MEMBERSHIP JANUARY 2019

Agencies

Corrections

Department of Internal Affairs

Department of Conservation

Ministry of Education

Nelson Marlborough Health

Housing New Zealand

Inland Revenue

Ministry of Business Innovation and Employment

Ministry for Primary Industries

Ministry of Social Development

Oranga Tamariki

Police

Te Puni Kokiri

Worksafe

Territorial Authorities

Marlborough District Council

Nelson City Council

Tasman District Council

Iwi

Ngati Apa ki te Rato

Ngati Koata

Ngati Kuia

Ngati Rarua

Ngati Tama

Ngati Toa

Rangitane

Te Atiawa