

Chair
Cabinet Social Wellbeing Committee

PHASED IMPLEMENTATION PLAN FOR MANA IN MAHI – STRENGTH IN WORK (DOLE FOR APPRENTICESHIPS)

Proposal

- 1 This paper responds to the invitation from the Cabinet Business Committee in December 2017 to report back on the Dole for Apprenticeships scheme [CBC-17-MIN-087 refers].
- 2 In addition, this paper seeks Cabinet agreement to Phase One of Dole for Apprenticeships and to call this initiative “Mana in Mahi – Strength in Work”, in line with feedback from young people and employers.

Executive summary

- 3 Dole for Apprenticeships’ primary focus is to support 18-24 year olds in receipt of main income support benefits¹, however referrals can be made for people outside this age group who could benefit from the programme, which may include younger people in receipt of the Youth Payment or Young Parent Payment.
- 4 This initiative is designed to achieve sustainable employment outcomes, particularly in industry sectors where there are skill shortages.^{9(2)(f)(iv) - Active Consideration}
[REDACTED]
- 5 I am proposing to use “Mana in Mahi – Strength in Work” as a replacement name for Dole for Apprenticeships. This is in response to feedback from young people and employers, who said the name “Dole for Apprenticeships” has negative connotations and a more aspirational name is needed.
- 6 The young people this initiative focuses on are expected to be people with high needs, with complex circumstances that will require intensive support and services to achieve successful outcomes. Existing schemes, while effective for some, do not sufficiently cater for all young people.
- 7 Mana in Mahi – Strength in Work will pay a wage subsidy to employers who are willing to hire a person in receipt of a main income support benefit and offer that person an industry training qualification, including apprenticeships. The wage subsidy would be equivalent to one year of the Jobseeker Support rate, approximately \$9,750. Additional supports for young people and employers will also be required in order to ensure participants access and succeed in industry training.^{9(2)(f)(iv)}
[REDACTED]
- 8 Up to \$4 million for 2018/2019 has been allocated for Phase One of Mana in Mahi – Strength in Work. This money will be used to fund up to 150 places (depending on employer demand)

¹ These are Jobseeker Support (including Jobseeker Support – Health Condition, Injury or Disability), Sole Parent Support and Supported Living Payment.

and other Phase One associated costs, such as employer engagement, process and evaluation.

- 9 The full design of Mana in Mahi – Strength in Work will encompass different industry training qualifications, including but not limited to apprenticeships, in order to reflect how the industry training system works. Depending on the sector, formal industry training certification can be achieved in a number of ways. Some industry sectors require a Level 4 New Zealand Apprenticeship from the beginning, and others allow for smaller qualifications so learners can staircase up to Level 4 qualifications. Any of these qualifications would provide the learner with specific occupational skills that are valued by industry and that can lead to sustainable employment opportunities.
- 10 This paper outlines the phased approach that I, in consultation with the Minister for Social Development, plan to take to implement Mana in Mahi – Strength in Work ^{9(2)(f)(iv)}

Background

- 11 The Coalition Agreement includes a commitment to introduce programmes for long-term unemployed to improve work readiness, such as Ready for Work². The Parties recognise and share the long-term view that we need to do more to support young people into employment, education or training. The speech from the Throne also mentions that this Government will support apprenticeships with incentives for employers to take on unemployed young people as apprentices. Dole for Apprenticeships falls under these commitments.
- 12 The Minister for Social Development and I have joint responsibility for delivering this initiative. I have responsibility for the policy development and programme design, while the Minister for Social Development has operational responsibilities, including funding decisions regarding Vote Social Development.

I seek Cabinet support to name Dole for Apprenticeships as Mana in Mahi – Strength in Work

- 13 Initial feedback from the Ministry of Social Development’s (MSD) engagement with young people suggests they are put off by the “Dole for Apprenticeships” name and they would like a more aspirational brand. For them the word “dole” has negative connotations. Many of the young people also did not have a firm understanding of what an apprenticeship was.
- 14 Employers have expressed concerns about the name “Dole for Apprenticeships” unintentionally reinforcing negative perceptions of the value of apprenticeships. Also, this initiative will focus on the broader spectrum of industry training qualifications not just apprenticeships, so the name “Dole for Apprenticeships” could be misleading.
- 15 Dole for Apprenticeships needs to appeal to employers and young people. Therefore, I am seeking Cabinet support to change the name Dole for Apprenticeships to “Mana in Mahi – Strength in Work”. I am proposing to use “Mana in Mahi – Strength in Work” for the prototype programme under Phase One.

² I am currently working with my officials to develop the Ready for Work initiative.

Mana in Mahi – Strength in Work is also part of the Action Plan to deliver the Construction Skills Strategy

- 16 The Ministerial Group on the Construction Workforce, for which the Minister for Building and Construction is Chair, is finalising an Action Plan to deliver the Construction Skills Strategy [DEV-18-MIN-0094]. Mana in Mahi – Strength in Work is one of the five key initiatives in the Action Plan, although it has a broader focus than just construction.
- 17 The success of Mana in Mahi – Strength in Work will depend on the support of employers as well as their ability and willingness to open up industry training opportunities, including apprenticeships. The Action Plan will provide a number of opportunities for Mana in Mahi – Strength in Work to access and encourage the participation of more employers in the construction sector.
- 18 The inclusion of Mana in Mahi – Strength in Work in the Construction Skills Action Plan creates a complementary package of initiatives. For example, a construction firm could use Skills for Industry to find a person seeking an apprenticeship or broader industry training and, if eligible, then use Mana in Mahi – Strength in Work to subsidise their wages.
- 19 Leveraging government procurement is another key initiative within the Construction Skills Action Plan. Government procurement of construction and infrastructure projects will be used to incentivise firms to invest in skills training and development. A government infrastructure procurement contract could recognise an employer's involvement in Mana in Mahi – Strength in Work under requirements for skills development and training.
- 20 The Minister for Building and Construction is planning to take a paper to Cabinet in August seeking final agreement on the Action Plan. I am seeking agreement to share this paper with the Cabinet Economic Development Committee so they can see the details of the Mana in Mahi – Strength in Work initiative when they consider the Action Plan in August.

Mana in Mahi – Strength in Work's primary aim is to assist young people into sustainable employment but will also help address skill shortages

- 21 This government is committed to supporting people to achieve sustainable employment. Although existing programmes may be effective for some, they do not work for all young people. This is the case for some young people who engage with MSD and who this initiative will focus on.
- 22 These young people face multiple challenges and require intensive services and supports to achieve and maintain successful outcomes. Some significant barriers faced by young people include, but are not limited to: low literacy levels, alcohol and drug addictions, domestic violence, historical bullying and lack of whānau and/or community support.
- 23 Although the current unemployment rate is relatively low at 4.4 percent, there is still work to do for young people.

Table 1. NEET rates for 15-24 year olds (seasonally unadjusted)

	NEET rate (% of all 15-24 year olds)
Total (March 2018)	13.2
Māori (March 2018)	21.3
Pacific (March 2018)	19.3
Disabled (June 2017)	42.3

- 24 As at March 2018, the seasonally unadjusted rate of young people aged 15-24 that are not in employment, education or training (NEET) was 13.2 percent³. The NEET rate is even higher for young Māori and Pacific young people. Around 21.3 percent of Māori who are aged 15-24 years old are NEET. For Pacific young people, this rate is 19.3 percent. In June 2017, the NEET rate for young disabled people aged 15-24 was 42.3 percent⁴.
- 25 As its primary objective, Mana in Mahi – Strength in Work will aim to assist young people to achieve sustainable employment outcomes. The programme will support the participation of and improve employment outcomes for all young people, including Māori, Pacific and disabled people.
- 26 Over the December 2017 quarter, it was reported that around half of businesses had trouble finding skilled labour and around a third had trouble finding unskilled labour⁵. Helping address skill shortages will be a secondary objective of Mana in Mahi – Strength in Work. The programme will help young people to complete industry training qualifications in sectors where there are skill shortages if the sector provides sustainable employment opportunities.

Mana in Mahi – Strength in Work will work with existing initiatives that support young people into training and employment

- 27 There are a number of programmes in the education system that help to ensure young people are better prepared for successful transitions into sustainable employment. These programmes will be taken into consideration for the full design of Mana in Mahi – Strength in Work.
- 28 Secondary-Tertiary Programmes and initiatives, such as Trades Academies and Gateway, enable young people to combine enrolment in senior secondary school with vocational education and training options in tertiary education or the workplace. These programmes are designed to support education engagement and achievement, and provide clear pathways into further study and employment. Youth Guarantee Fees-Free provides foundation tertiary education at Levels 1 to 3, aligned to a Vocational Pathway, for young people aged 16-19 who have left school with low or no qualifications.
- 29 There are also programmes that specifically support Māori and Pacific learners. For example, Māori and Pasifika Trades Training (MPTT) supports Māori and Pacific people aged 16-40 to participate and achieve pre-trades training. MPTT also supports these people to transition into workplace-based training at higher levels (including New Zealand Apprenticeships) and sustainable trades, or trades-related employment.

³ The seasonally adjusted rate was 12.4 percent.

⁴ Disability data is only collected once a year.

⁵ *Quarterly Labour Market Report February 2018*, Ministry of Business, Innovation and Employment.

- 30 Currently there are a range of programmes that deliver employment outcomes for young people. Mana in Mahi – Strength in Work is expected to complement and build on these and other initiatives that help young people transition into employment. Mana in Mahi – Strength in Work is being carefully designed to avoid any unhelpful overlaps while addressing long running employment issues that these other programmes may not be.

A phased implementation of Mana in Mahi – Strength in Work will ensure the initiative is fit for purpose and effective

- 31 Mana in Mahi – Strength in Work will pay a wage subsidy to employers who are willing to hire a person in receipt of a main income support benefit, and offer that person an industry training qualification, including apprenticeships. The wage subsidy would be equivalent to one year of the Jobseeker Support rate (approximately \$9,750). The focus is on 18-24 year olds, however referrals can be made for people outside this group age group who could benefit from the programme, which may include younger people in receipt of the Youth Payment or Young Parent Payment.
- 32 There are a number of design aspects of Mana in Mahi – Strength in Work that still need to be worked through, such as the kind of supports employers and young people would need during the programme. For example, employers may need supports to provide a “youth friendly” work environment. Participants may need supports such as intensive case management, resilience and confidence training, in-work support and work readiness development (e.g. driver licensing or pre-employment training).
- 33 Initial estimates done by MSD suggest that supports for young people would cost between \$3,000 and \$6,000 per person. This cost is based on MSD’s experience contracting community-based providers to provide a range of services, such as pastoral care, mentoring, and supports to increase motivation and address social and health needs.
- 34 9(2)(f)(iv) [REDACTED] This funding would be in addition to the Government training subsidy (around \$5,200 per learner in a New Zealand Apprenticeship), which is paid to industry training organisations (ITOs) for the assessment and arrangement of training as well as the provision of some pastoral care.
- 35 These costs are indicative only and further work needs to be done to finalise these costings. Some level of benefit savings may occur, although this is not expected to reflect one-for-one savings.
- 36 Pending your approval, I will progress the implementation of Mana in Mahi – Strength in Work through a phased approach. This approach allows more time for this initiative to be designed, while enabling testing of aspects of the design to start as soon as possible. MSD has set aside up to \$4 million in 2018/2019 from Vote Social Development to fund Phase One of Mana in Mahi – Strength in Work.
- 37 Pending Cabinet approval, the phased implementation approach has two overlapping stages.
- 37.1 Phase One (2018/2019) is focused on implementing a prototype programme now while engaging with young people and employers to inform the full design of Mana in Mahi – Strength in Work.
- 37.2 Phase Two 9(2)(f)(iv) [REDACTED] is about fully implementing Mana in Mahi – Strength in Work, 9(2)(f)(iv) [REDACTED]

- 38 Lessons learned and insights gained from Phase One will inform the final design of Mana in Mahi – Strength in Work and 9(2)(f)(iv) [REDACTED]. Phase Two will also build on the employer relationships established during the prototype programme in Phase One to increase the scale of the programme.
- 39 The prototype programme in Phase One will start in August 2018. 9(2)(f)(iv) [REDACTED]
[REDACTED]
[REDACTED] An evaluation of the prototype would inform implementation and ongoing improvements to the full Mana in Mahi – Strength in Work programme.

Engagement with young people and employers is underway

- 40 MSD is currently undertaking an engagement process with young people and employers (including small and medium enterprises – SMEs). This engagement process is providing useful insights, including a better understanding of:
- 40.1 the support that young people need to successfully undertake industry training
 - 40.2 what motivates young people to participate and engage in industry training
 - 40.3 the support employers would need to provide a “youth friendly” environment
 - 40.4 the challenges the labour market poses and how people are trained to meet the future demands of the market, especially for construction.
- 41 Engagement with construction sector employers and industry representatives is occurring through the targeted consultation process for the Action Plan to deliver the Construction Skills Strategy. This engagement process is being led by the Ministry of Business, Innovation and Employment.
- 42 Insights and lessons learned through these processes and the Phase One prototype programme will inform the full design of Mana in Mahi – Strength in Work under Phase Two.
- 43 Based on engagement to date, MSD has already identified some key components that will be tested in Phase One. These include:
- 43.1 9(2)(j) - Commercial and Industrial Negotiation [REDACTED]
 - 43.2 redesigning a “youth friendly” on-boarding and induction process
 - 43.3 supporting employers to redesign job advertisements so they can recruit the right candidate for the role, and set clear expectations with young people applying for employment.

Phase One 2018/2019 – implementing a prototype programme to test aspects of Mana in Mahi – Strength in Work

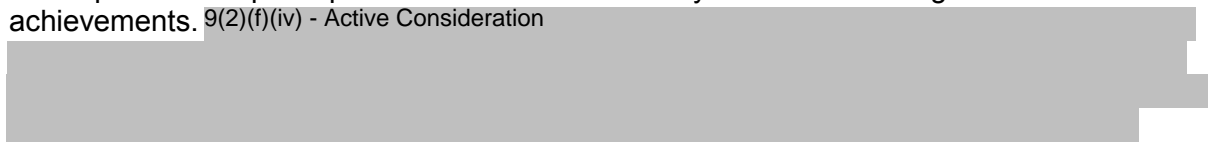
- 44 Phase One will test aspects of Mana in Mahi – Strength in Work leveraging off elements of an existing contracting model (MSD’s Skills for Industry⁶) to create a new programme. This

⁶ Skills for Industry is an MSD contracting model that allows for industry-specific training for MSD job seekers, either prior to or while in employment, across a number of sectors.

prototype will start in financial year 2018/2019 and it is expected to run for approximately 12 months.

- 45 The purpose of the prototype programme under Phase One is to focus on securing industry training opportunities (including apprenticeships) and building relationships with employers to inform the design of and support the full implementation of Mana in Mahi – Strength in Work in Phase Two.
- 46 For the Phase One prototype programme, MSD will refer young people who are relatively more work ready. The full implementation of Mana in Mahi – Strength in Work under Phase Two will focus on referring people who have more barriers to work and will likely require more support
- 47 The prototype programme in Phase One will:
 - 47.1 pay a wage subsidy to employers (equivalent to one year of the Jobseeker Support rate) for approximately 12 months
 - 47.2 provide participants with short training and work readiness courses to improve their suitability prior to being placed in employment, if needed⁷
 - 47.3 support participants to remain in employment and achieve sustainability by providing them with in-work financial incentives and other in-work supports
 - 47.4 have employers provide some level of additional supports (such as pastoral care and mentoring)
 - 47.5 provide a pathway to formal industry training qualifications for participants and link them to Fees-Free Tertiary Study, if eligible⁸.

The prototype programme will include in-work supports

- 48 It is important that participants are incentivised to stay in work and recognise their own achievements. 9(2)(f)(iv) - Active Consideration


As part of Phase One, participants will also receive in-work financial incentives, which aim to motivate people who exit welfare for work to stay in employment and to recognise their performance.
- 49 Additional supports for young people and employers (particularly SMEs) will be needed for the full design of Mana in Mahi – Strength in Work.
- 50 ITOs provide a certain level of pastoral care for learners in New Zealand Apprenticeships work-based training, which is funded from the \$5,200 they receive per learner. However, additional supports will be needed to ensure that MSD clients, particularly youth and disabled people, can access and succeed in industry training.

⁷ Some participants may have already completed other training programmes such as Limited Service Volunteer, which is a six-week motivational training course run by the New Zealand Defence Force. It aims to increase the number of young job seekers entering employment or training by improving their self-discipline, self-confidence, motivation and initiative.

⁸ All first-time post-secondary learners are eligible for two years of fees-free industry training.

- 51 Industry training qualifications require a significant time commitment, particularly apprenticeships (which last approximately 4 years), and a significant amount of self-directed learning outside of work. An apprentice needs to have a disciplined, structured lifestyle in order to succeed.
- 52 Young people that engage with MSD are more likely to have lower educational achievement. About a third of young people receiving Jobseeker Support are disabled or have a mental health condition, and may require some accommodations from employers to help them maintain work.
- 53 Taking on an apprentice is also a big commitment for an employer, especially for SMEs. Employers usually tend to offer apprenticeships only after people have worked for them and have demonstrated a good work ethic. Employers tend to hire apprentices with prior qualifications, which is an advantage unemployed young people do not tend to have.
- 54 For the Phase One prototype programme, MSD will refer young people who are relatively more work ready. These people are unlikely to require intensive supports, which employers may not be able to provide under Phase One without additional funding.
- 55 The full implementation of Mana in Mahi – Strength in Work under Phase Two will focus on referring people who have more barriers to work and will likely require more support. Therefore, more intensive supports will be included in Phase Two ^{9(2)(f)(iv)}

Four employers have been identified to start Phase One

- 56 MSD has identified the initial group of employers with the capacity and willingness to take up participants in Phase One. They are:
 - 56.1 Wellington Hospitality Group (hospitality)
 - 56.2 Downer New Zealand Limited (Downer), who will facilitate participants being placed with SME sub-contractors (building and construction)
 - 56.3 ^{9(2)(j)} - Commercial and Industrial Negotiation
 - 56.4 Vivo Hair and Beauty (hairdressing).
- 57 These employers were selected due to the potential for participants to achieve a sustainable career and aim for an industry training qualification in these sectors. These employers are also willing to work with MSD as we test elements of the Mana in Mahi – Strength in Work model. They have agreed to provide additional supports to participants, which is something employers would normally not be able to do. MSD will be working with other employers to extend the number of places in the next few months.
- 58 As part of Phase One, MSD is engaging more broadly with employers, particularly SMEs, with a focus on skill shortages. This engagement, together with the lessons learned from the bigger employers already on board, will allow MSD to better understand what kind of supports employers, and potentially young people, will need under a full roll-out of Mana in Mahi – Strength in Work in Phase Two.

The prototype programme will be a new way of working with these employers

- 59 Most of the employers identified for Phase One would be initiating a new programme within their workplaces. For example, placing potential apprentices with SMEs is new for Downer,

and the relationships built with these sub-contractors during Phase One will provide valuable insights to inform how Mana in Mahi – Strength in Work can better support SMEs and young people.

- 60 A challenge currently facing the construction and other industry sectors is determining how to engage with SMEs and encourage them to recruit, employ, train and retain their employees.
- 61 Under Phase One, Downer would provide group pre-training to the participants [REDACTED]
9(2)(j)
[REDACTED]
Downer can provide up-front.

The prototype programme will allow MSD to test a number of design aspects to inform Phase Two

- 62 This prototype programme will allow MSD to test some aspects of Mana in Mahi – Strength in Work, including the:
- 62.1 accuracy of indicative cost estimates for a full implementation of Mana in Mahi – Strength in Work, including how long financial support will be provided for
 - 62.2 level of qualification that would be most appropriate and manageable for participants to begin at and what is required to help them achieve higher qualifications
 - 62.3 level of support required by young people and employers throughout the programme
 - 62.4 in-work financial incentive payment for participants and whether it helps participants stay in work and achieve an industry training outcome
 - 62.5 likely uptake for the full roll-out of Mana in Mahi – Strength in Work.

Mechanisms will be put in place to ensure risks associated with wage subsidies are managed

- 63 There are a number of risks associated with wage subsidies. One of them is that employers may take advantage of the financial payments without truly committing to the employee, and dismissing them after the subsidy ends. MSD has experience managing these risks. For Mana in Mahi – Strength in Work, MSD will monitor working relationships to identify any early warning signs. It is also including milestones in the contracts with employers, which must be met in order for the employers to achieve agreed performance standards. These milestones would include the participant being signed up to a formal industry training programme.
- 64 Other risks include employers taking on people they would have taken anyway, with wage subsidies being a disincentive for industry to take initiative and address their own labour needs. The full design of Mana in Mahi – Strength in Work will include mechanisms to mitigate these risks, for example ensuring participants are placed into new positions. On top of this, there is work underway through the Construction Skills Strategy to create new industry training opportunities in construction and incentivise employers to develop their own workforce.

Traditional apprenticeships are not the only way to deliver Mana in Mahi – Strength in Work

- 65 Mana in Mahi – Strength in Work will operate within the formal industry training system, which includes New Zealand Apprenticeships. Consistent with current practice, New Zealand qualifications recognised by industry sectors can be achieved in different ways depending on the industry.
- 66 As part of the design for Mana in Mahi – Strength in Work, MSD officials are looking at whether a range of qualifications may be a better fit for this initiative. For some people, and depending on the industry sector, smaller qualifications that are highly valued by industry would be more achievable.
- 67 Many employers and industries have career pathways that do not require a New Zealand Apprenticeship, so focusing on other practical industry training qualifications may shorten the time it takes to support a learner into sustainable employment.

There are different ways to achieve recognised New Zealand qualifications

- 68 The Tertiary Education Commission (TEC) funds tertiary education organisations, including ITOs and polytechnics, which deliver apprenticeships.
- 69 New Zealand Apprenticeships provide a vocational pathway that will result in a Level 4 New Zealand qualification, which is listed on the New Zealand Qualifications Framework and comprises a minimum of 120 credits, or two or more qualifications at Levels 3 and 4 totalling at least 120 credits (ensuring a strong theoretical component). An apprentice must be employed in the occupation for which they are training. Throughout the apprenticeship, an apprentice must be supported by a training plan agreed by themselves, their employer, and relevant ITO.
- 70 ITOs are responsible for arranging training for apprentices through New Zealand Apprenticeships. Upon completion of New Zealand Apprenticeships, apprentices will be competent in their occupation to the standards determined by the ITOs, with support and input from industries.
- 71 Almost all apprenticeships allow someone to enter straight into a Level 4 qualification, although many recommend achievement of National Certificate of Educational Achievement Level 1 or Level 2, or equivalent in their entry requirements. Completion of the apprenticeship should take around 2-4 years, depending on the credit value of the qualification.
- 72 Many industries have good pathways from lower level qualifications up to Level 4. This enables learners to staircase up to Level 4 qualifications, building competence and confidence as they achieve. These pathways exist in the primary, service, community and social service, manufacturing, and infrastructure industries.
- 73 Not all Level 4 qualifications are formally recognised and funded as apprenticeships by TEC, largely because they do not meet the 120 credit requirement. However, Level 4 qualifications still provide the learner with specific occupational skills at a level valued by industry. Industry sectors that value these qualifications include aquaculture, various infrastructure and forestry roles, galvanising, and aluminium joinery. These qualifications will lead to sustainable employment opportunities, which is a primary goal of Mana in Mahi – Strength in Work.
- 74 Some traditional apprenticeships, such as electrical and plumbing, have limited options for pathways up to Level 4 NZQF. This is because of the regulated nature of the occupations and associated health and safety issues.

75 It may be possible for Mana in Mahi – Strength in Work to offer ‘cadetships’ providing pathway programmes in Level 3 or Level 4 qualifications that do not meet the New Zealand Apprenticeship requirements. Cadetships are still used in some industry sectors, such as infrastructure and primary industries.

Consultation

76 TEC, the Ministry of Education, the Ministry of Business, Innovation and Employment, the New Zealand Qualifications Authority, Te Puni Kōkiri, the Ministry for Women, the Ministry for Pacific Peoples, Office of Disability Issues, the Treasury, and the Department of the Prime Minister and Cabinet (Policy Advisory Group) have been consulted. The Ministry of Culture and Heritage, Ministry of Youth Development, the Ministry for Primary Industries, the Ministry of Justice, the Ministry of Health, the Department of Corrections, the Department of Internal Affairs, and Oranga Tamariki were informed.

Financial implications

77 There are no financial implications for the Crown at this time. 9(2)(f)(iv) [redacted] Phase One will be funded out of the Vote Social Development Improved Employment and Social Outcomes Multi-Category Appropriation. Up to \$4 million for 2018/2019 has been allocated for this phase specifically. This money will be used to fund up to 150 places (depending on employer demand) and other Phase One associated costs, such as employer engagement, process and evaluation.

78 9(2)(f)(iv) [redacted]

79 [redacted]

Human rights implications

80 The phased implementation approach for Mana in Mahi – Strength in Work is consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

Legislative implications

81 The phased implementation approach for Mana in Mahi – Strength in Work does not have any legislative implications.

Regulatory impact and compliance cost statement

82 No regulatory impact and compliance cost statements are required.

Gender and diversity implications

83 The phased implementation approach for Mana in Mahi – Strength in Work may have gender implications, especially in relation to sectors such as construction. MSD will undertake further

work with the Ministry for Women to ensure these implications are carefully managed for the final design of Mana in Mahi – Strength in Work.

- 84 The final design of Mana in Mahi – Strength in Work will also consider any implications for Māori and Pacific People.

Disability perspective

- 85 A significant portion of young people receiving Jobseeker Support (about a third) are receiving it due to a health condition or disability. As part of the development of the full design of Mana in Mahi – Strength in Work, consideration will be given to the support needed to enable eligible disabled people and people with health conditions to participate successfully in the programme.

Publicity

- 86 I intend to publically announce Phase One of Mana in Mahi – Strength in Work after Cabinet agrees to the recommendations in this paper.

Recommendations

- 87 The Minister of Employment recommends that the Committee:

- 1 **agree** that the Minister of Employment use the name “Mana in Mahi – Strength in Work” for Phase One of Dole for Apprenticeships;
- 2 **agree** that the Minister of Employment, in consultation with the Minister for Social Development, will implement Phase One of Mana in Mahi – Strength in Work (Dole for Apprenticeships) in August 2018;
- 3 **note** that up to \$4 million has been allocated from the Improved Employment and Social Outcomes Multi-Category Appropriation in Vote Social Development to fund Phase One in 2018/2019;
- 4 **note** that the policy and design settings for the Phase One prototype programme are not necessarily the final settings for the full Mana in Mahi – Strength in Work (Dole for Apprenticeships) programme;

5 9(2)(f)(iv)

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- 8 **note** that Mana in Mahi – Strength in Work (Dole for Apprenticeships) is one of five key initiatives in the draft Construction Skills Action Plan; and

- 9 **agree** to share this paper with the Cabinet Economic Development Committee so they can see the details of the Mana in Mahi – Strength in Work (Dole for Apprenticeships) initiative when they consider the Construction Skills Action Plan.

Hon Willie Jackson
Minister of Employment

Approved for lodgement