



12 February 2024

Tēnā koe

Official Information Act request

Thank you for your email of 30 November 2023, transferred to the Ministry of Social Development on 11 December 2023, requesting information about reports provided from iwi in relation to the progress of the Takitimu Tuanui initiative.

I have considered your request under the Official Information Act 1982 (the Act). Please find my decision on each part of your request set out separately below.

The reports requested can be split into three separate categories: Annual reports, Quarterly reports, and Monthly reports. Please find the information requested attached.

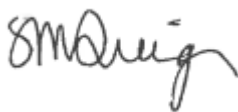
The Monthly reports have been withheld under section 9(2)(a) of the Act, to protect the privacy of natural persons. The Monthly reports are broken down by apprentice, and contain full demographic information of each apprentice, as well as their employment details. The Ministry considers that the relevant data here is contained within the statistics in the Quarterly and Annual reports.

The faces, names, and personal identifying features of those involved in the Takitimu Tuanui initiative have also been withheld under section 9(2)(a) of the Act, to protect the privacy of natural persons.

I will be publishing this decision letter, with your personal details deleted, on the Ministry's website in due course. If you wish to discuss this response with us, please feel free to contact OIA_Requests@msd.govt.nz.

If you are not satisfied with my decision on your request, you have the right to seek an investigation and review by the Ombudsman. Information about how to make a complaint is available at www.ombudsman.parliament.nz or 0800 802 602.

Ngā mihi nui

pp. 

Magnus O'Neill
General Manager
Ministerial and Executive Services

K3 Property MSD QUARTERLY REPORT

Prepared by:

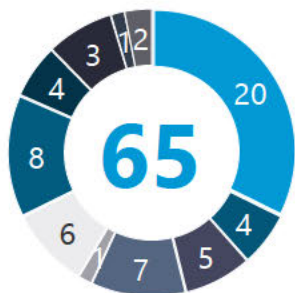
s9(2)(a) Trades Training Manager (TTM)

April 2023 – June 2023



Released

Apprentice Numbers

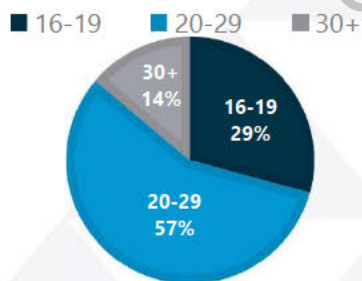


- Carpenters
- Plumbers
- Electricians
- Plasterers
- Foundations
- Scaffolders
- Roofers
- Drain Layers
- Painters
- Joiner
- Concrete

Apprentice Location

- Napier/Hastings 55
- Wairoa 2
- CHB 7
- Wairarapa 1

AGE



Gender Data

Female Apprentices

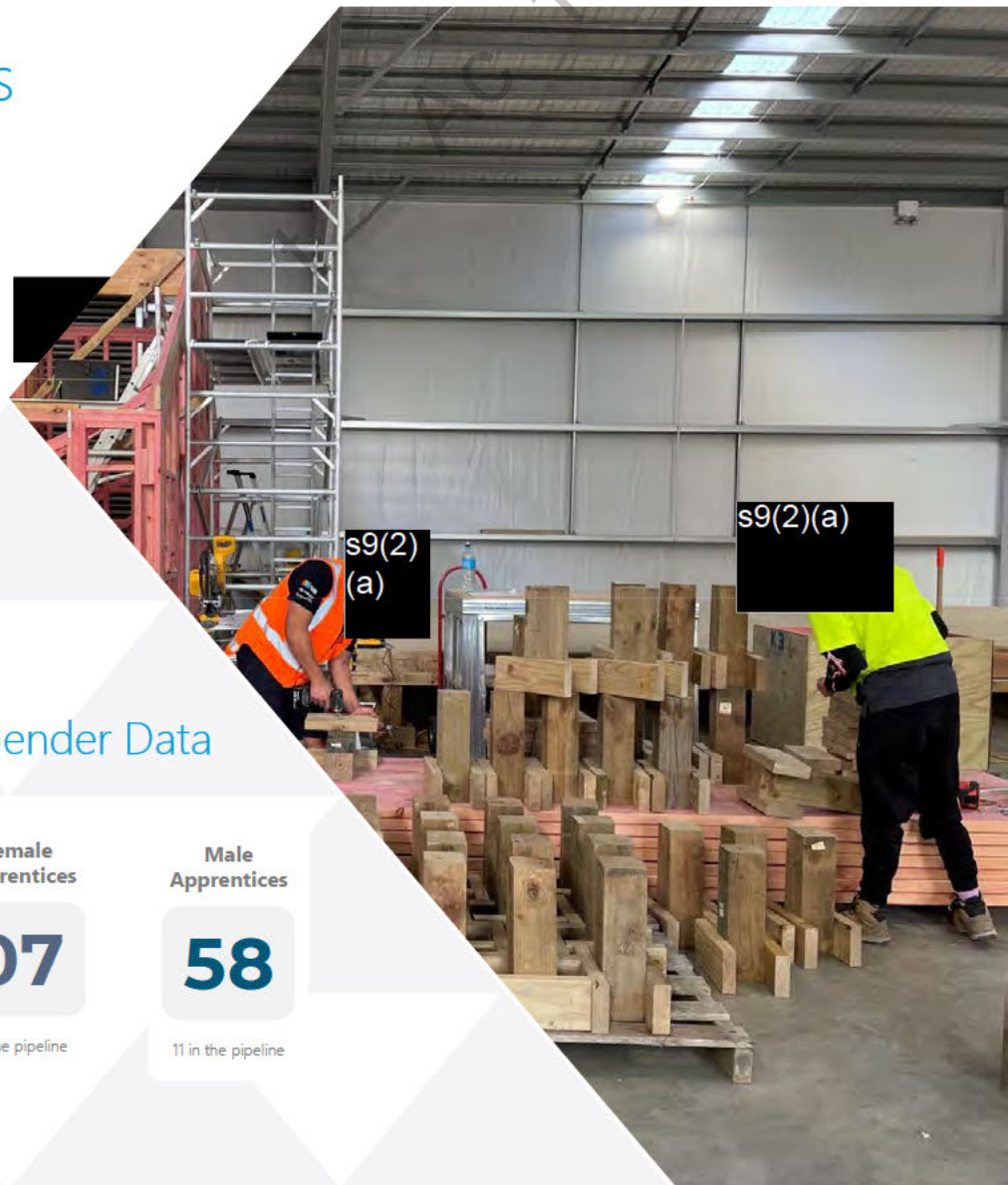
07

5 in the pipeline

Male Apprentices

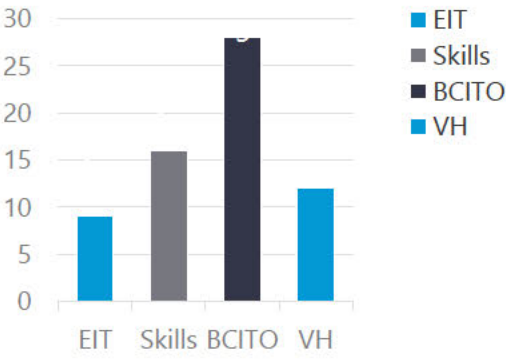
58

11 in the pipeline

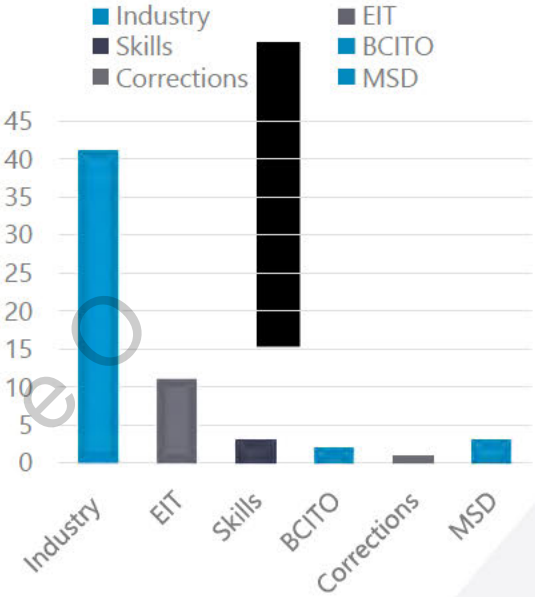


Enrolment Details

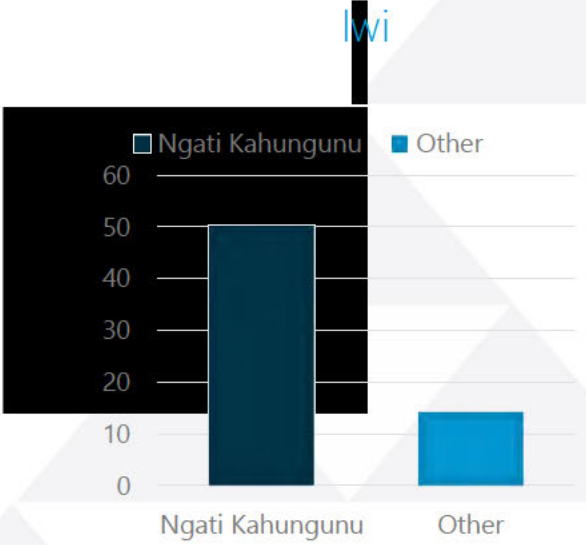
ITO



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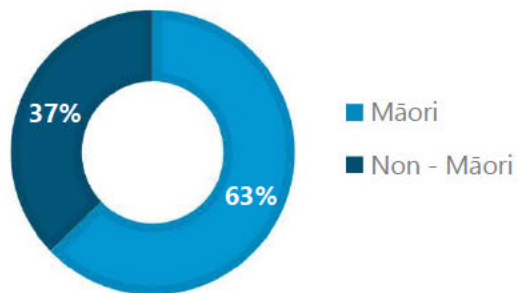


Iwi



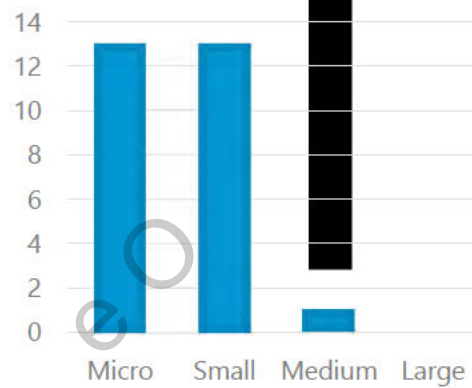
Apprentice Employer Analysis

Non-Māori vs Māori

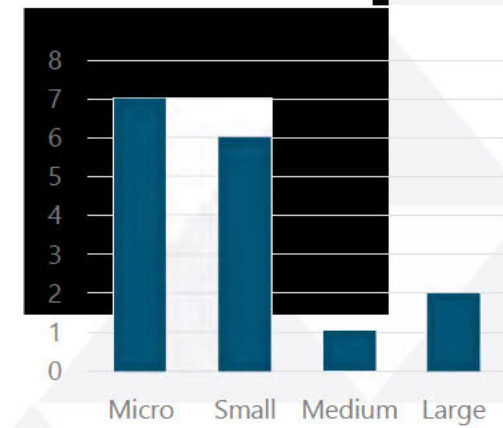


- 43 Total Business
- 27 Māori
- 16 Non-Māori
- 90 -100 Business engagements

Māori Business



Non-Māori Business



- Micro business – 1 to 5 employees
- Small business – 6 to 19 employees
- Medium business – 20 to 49 employees
- large business – 50 or more employees

Industry Engagement

Our Industry relationships go from strength to strength with our partners and our industry connections help make our work efficient and effective.

- Te Pūkenga/BCITO - Regional Kaitohutohu Maori
- Te Pūkenga/BCITO - Training Advisors
- Te Pūkenga/EIT - Trades School
- Te Ara o Tākitimu - Māori success unit at EIT
- Te Pūkenga/Skills - Account Managers
- Vertical Horizons - Training Advisor
- Vertical Horizons - Account Manager
- Jobs and Skills Hub - MSD
- Building Futures - MSD
- MSD - Work Brokers
- Ignite Youth Employment Services
- Waihangā Ara Rau - Poutama
- Department of Corrections - Employment and Training Consultant
- Amotai - Supplier Diversity Lead, Te Tairāwhiti
- Taiwhenua o Heretaunga - Rangatahi Services
- Te Puni Kōkiri - Hawkes Bay Team Leader
- Concove Tūhura
- SENZ – Pasifika support

s9(2)(a)

s9(2)(a)

BCITO
buildingpeople

Apprentice Highlights and Success

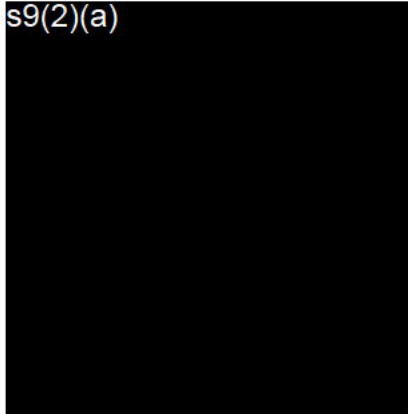
s9(2)(a)



Qualified

s9(2) recently completed his fixing and plastering qualifications through BCITO. In the beginning K3, BCITO and his employers had a few sessions to convince s9(2) the benefits to a qualificat


s9(2)(a)



Qualified

Completed his basic scaffolding qualification and has started his intermediate.

s9(2)(a)



Completed Regs Exam

All theory complete, now to finish practical on job units and then qualified.

Apprentice Workshop

Quantity Surveyor

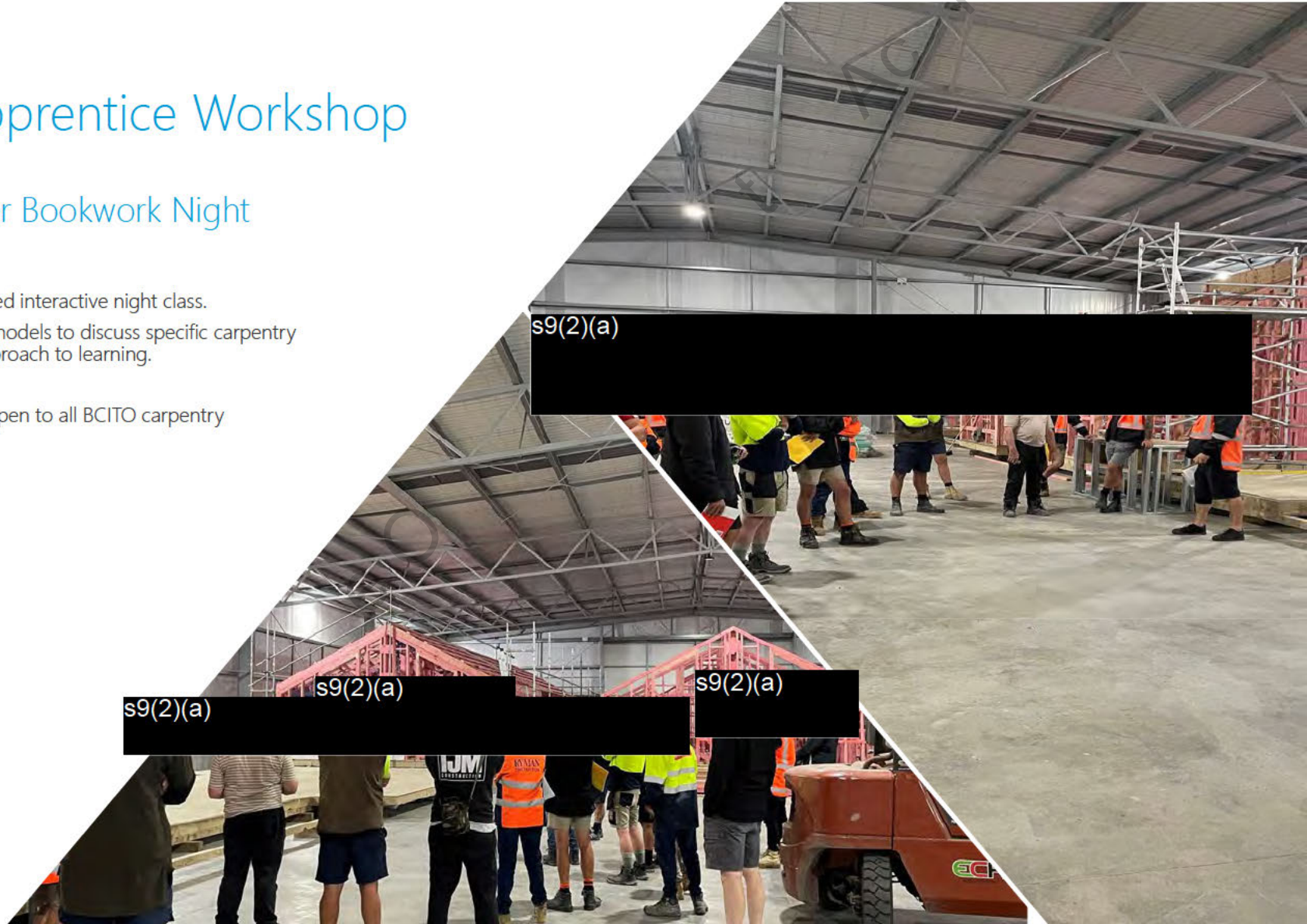
- Focus: Quantity survey. Assist companies to price for work.
- Content: s9(2)(a) from K3 presented the importance of pricing. s9(2)(a) experienced Quantity Surveyor and Project presented tips and trips of the trade.
- Attendance: 20 business owners and apprentices.



Apprentice Workshop

Apprentice Carpenter Bookwork Night

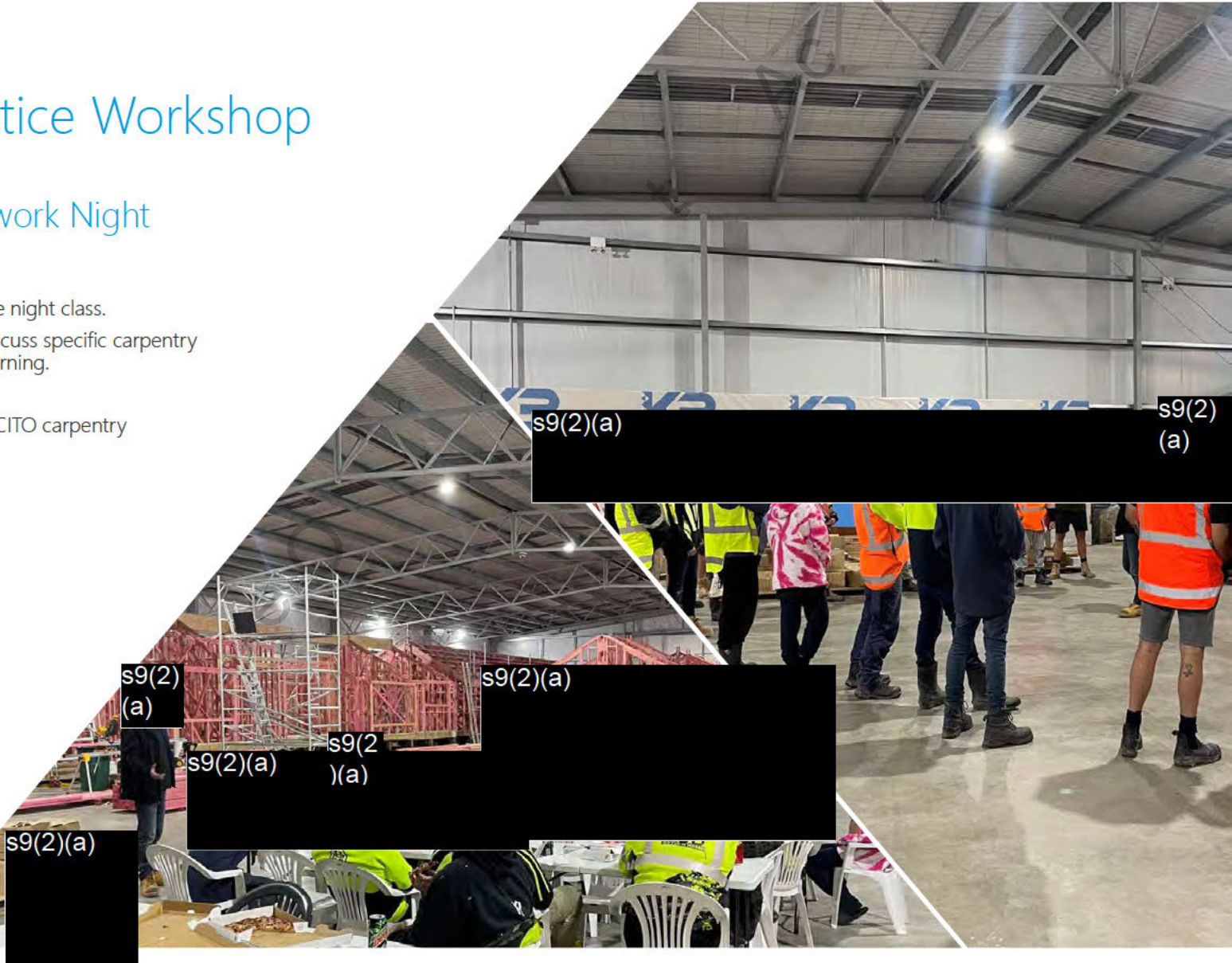
- K3 hosted and BCITO presented interactive night class.
- Focus: Using full scale house models to discuss specific carpentry units. No books, wānanga approach to learning.
- Content: Sub Floor Framing
- Attendance: 18 apprentices. Open to all BCITO carpentry apprentices.



Apprentice Workshop

Apprentice Carpenter Bookwork Night

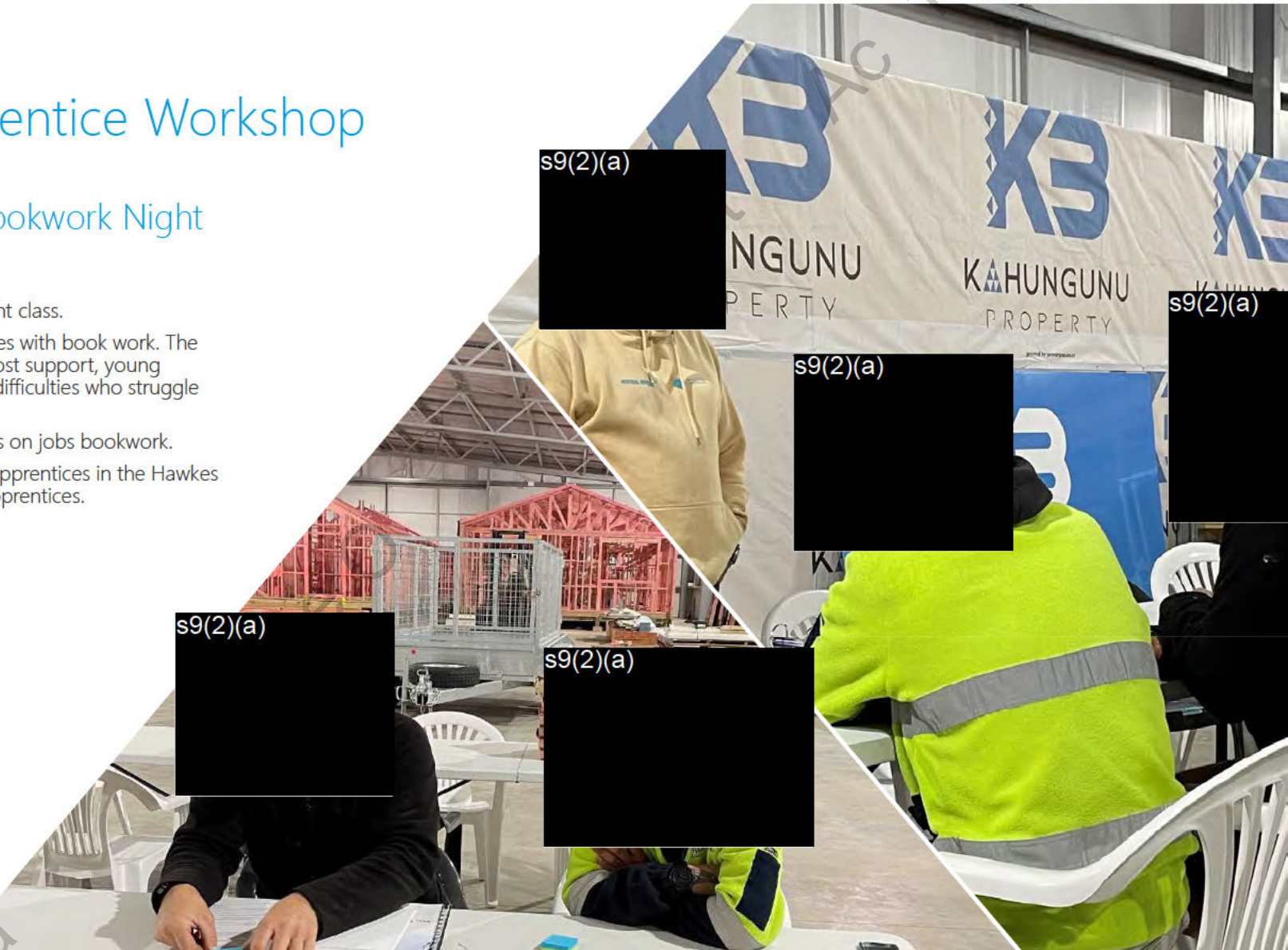
- K3 hosted and BCITO presented interactive night class.
- Focus: Using full scale house models to discuss specific carpentry units. No books, wānanga approach to learning.
- Content: Wall framing.
- Attendance: 22 apprentices. Open to all BCITO carpentry apprentices.



Apprentice Workshop

Apprentice Carpenter Bookwork Night

- K3 hosted and Vertical Horizons night class.
- Focus: To help the roofing apprentices with book work. The roofing apprenticeship needs the most support, young demographic, high rate of learning difficulties who struggle academically.
- Content: Focus year 1 and 2 students on jobs bookwork.
- Attendance: 1 apprentice out of 80 apprentices in the Hawkes Bay. Open to all Vertical Horizons apprentices.



Hinekura Workshop

Whakawhanaungatanga

- Hosted by K3 Apprentice Manager.
- Focus: Hinekura Whakawhanaungatanga.
- Content: Wāhine to share their on site experiences and to help over come barriers they face in a male dominated industry.
- Attendance: 4 Hinekura wāhine apprentices.

s9(2)(a)

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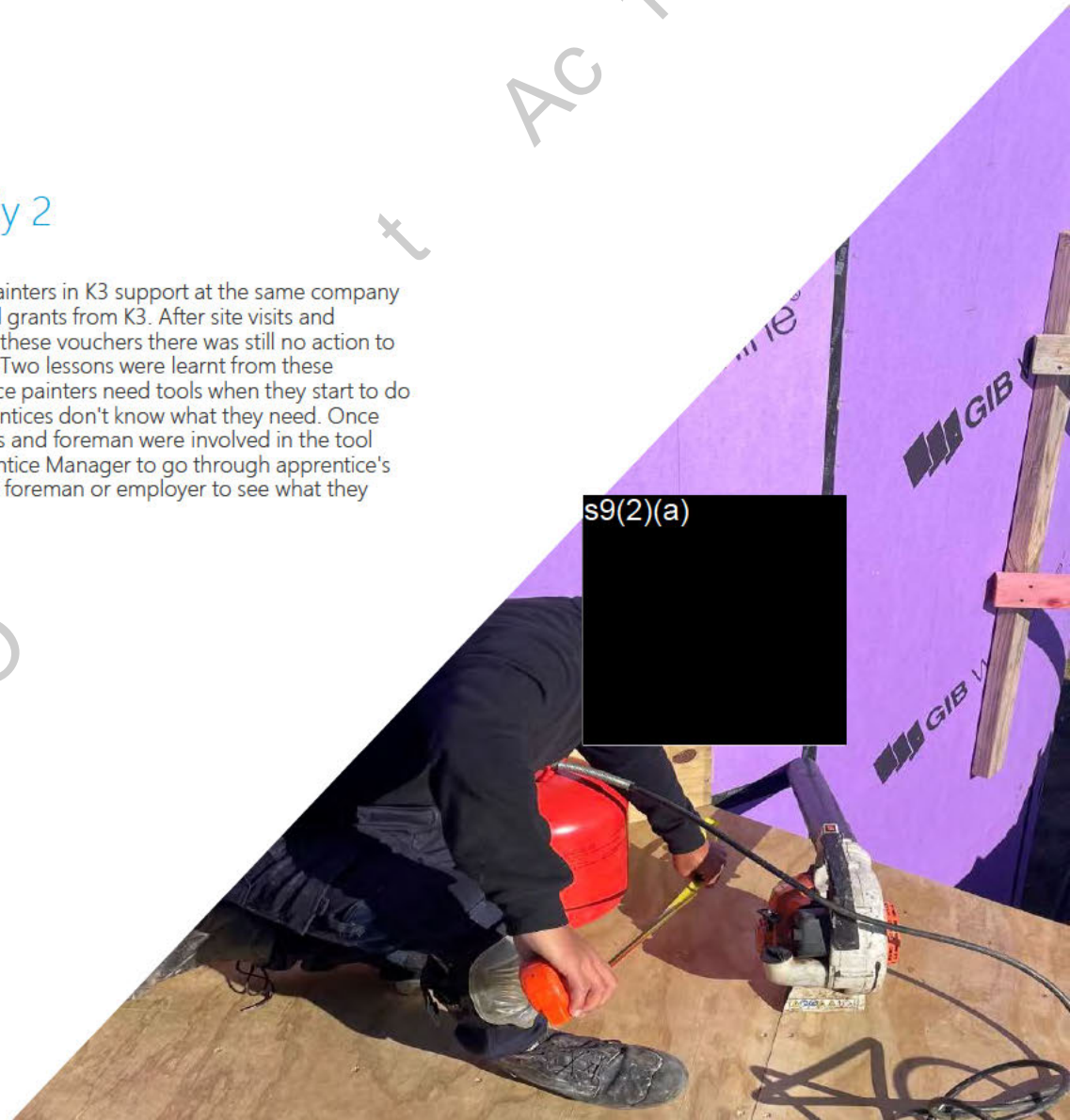
Case Studies

Case Study 1

Signing up an apprentice into K3 support there was a Samoan apprentice who we added into K3 support along side the Māori apprentice as an extra apprentice. The Samoan apprentice has been a very rewarding learning experience about our Pasifika whanaunga. After a year, the Apprentice Manager suggested the apprentice change ITO provider because the apprentice wasn't achieving with his current apprentice provider. The Apprentice Manager helped the apprentice transfer providers to one with Pasifika Support, no compulsory night classes and with a more practical focus. The K3 Apprentice Manager have partnered SENZ who offer Pasifika support, they informed us about how Pasifika family unit works and will help support when needed in the future.

Case Study 2

Two apprentice painters in K3 support at the same company both received tool grants from K3. After site visits and discussions about these vouchers there was still no action to use the vouchers. Two lessons were learnt from these painters, apprentice painters need tools when they start to do the job and apprentices don't know what they need. Once realised employers and foreman were involved in the tool grants and Apprentice Manager to go through apprentice's tool bags with the foreman or employer to see what they need.



Case Studies

Case Study 3

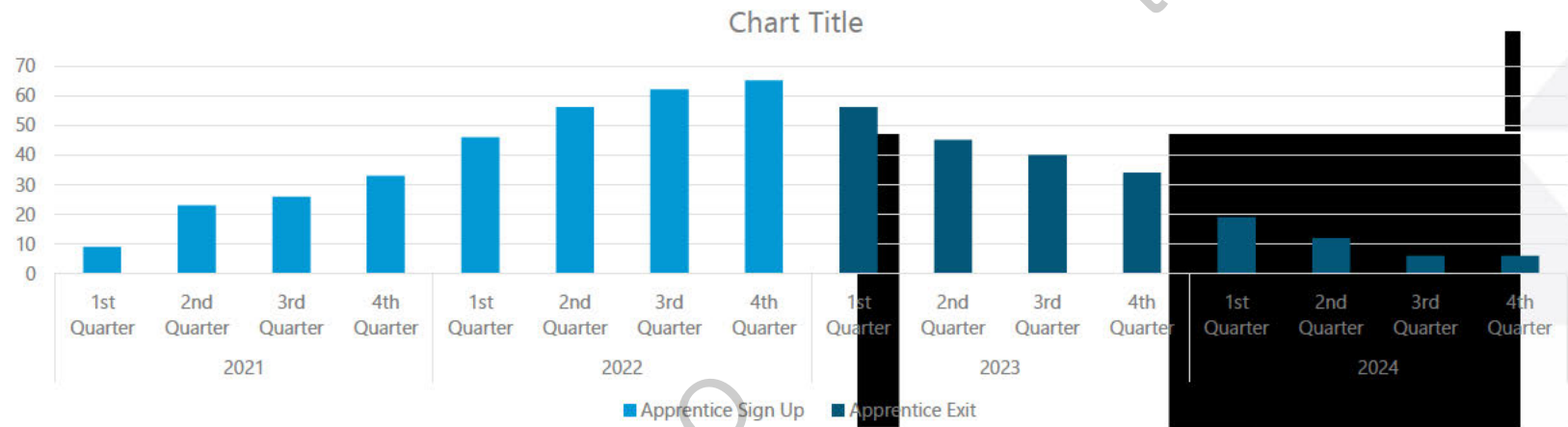
An employer calls to inform about troubles a K3 supported apprentice was having outside of work. We discussed local service options and the pros and cons about all. The service we decided was the EAP service that K3 provide for K3 supported business and apprentices. We went for this option as this gives the employer the option to call the EAP service on behalf of the apprentice, to keep the issue between the employer and apprentice, use the EAP service as an external facilitatory to help make apprentice feel safe. Local support providers tend to be a slow process, too many forms and an external support person can't contact.

Case Study 4

This supported apprentice mentioned about his free fee's application was accepted and then declined. The Apprentice Manager followed up with his ITO and his qualification wasn't eligible for free fees. Another follow up with the ITO a hardship option, but they recommended not to as he has longer in the qualification than the hardship funds provide. The Apprentice Manager had a discussion with the employer about the fee's situation and the employer will pay for his fees, if the apprentice stays in an apprenticeship, it keeps the apprentice motivated at work and gives a purpose. A very common situation, the apprentice struggle to ask the employer about money issues.



K3 Apprentice Support Sign up and Exit

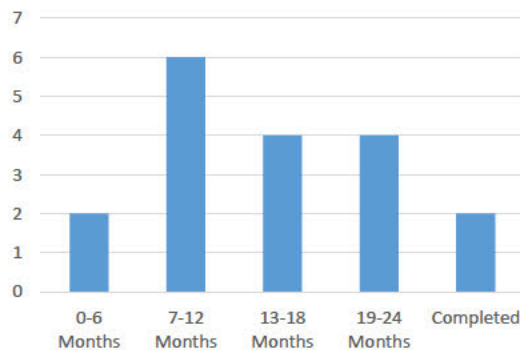


- 31 Apprentices to exit K3 support in 2023
- 34 Apprentices to exit K3 support in 2024

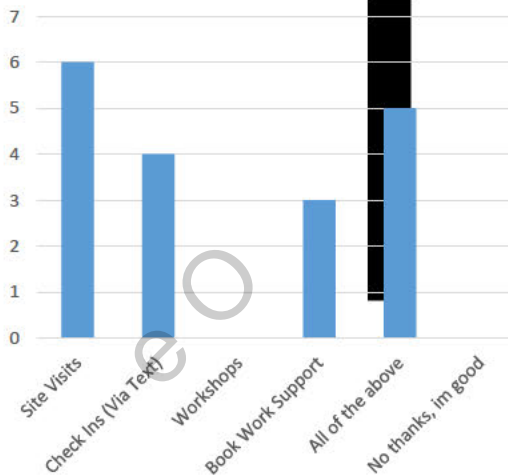
K3 Apprentice Support Exit Statistics

K3 supported apprentices feedback after two years of support

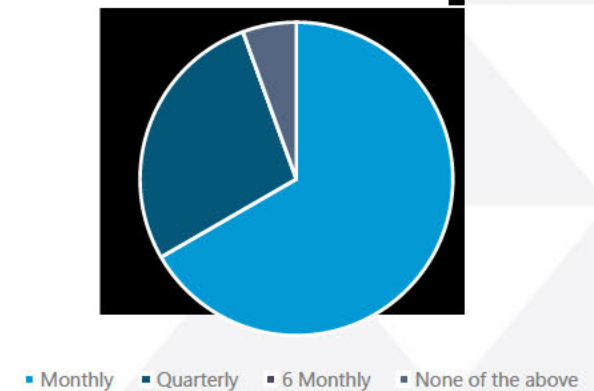
Remaining Time in Apprenticeship



Apprentice Support Wanted

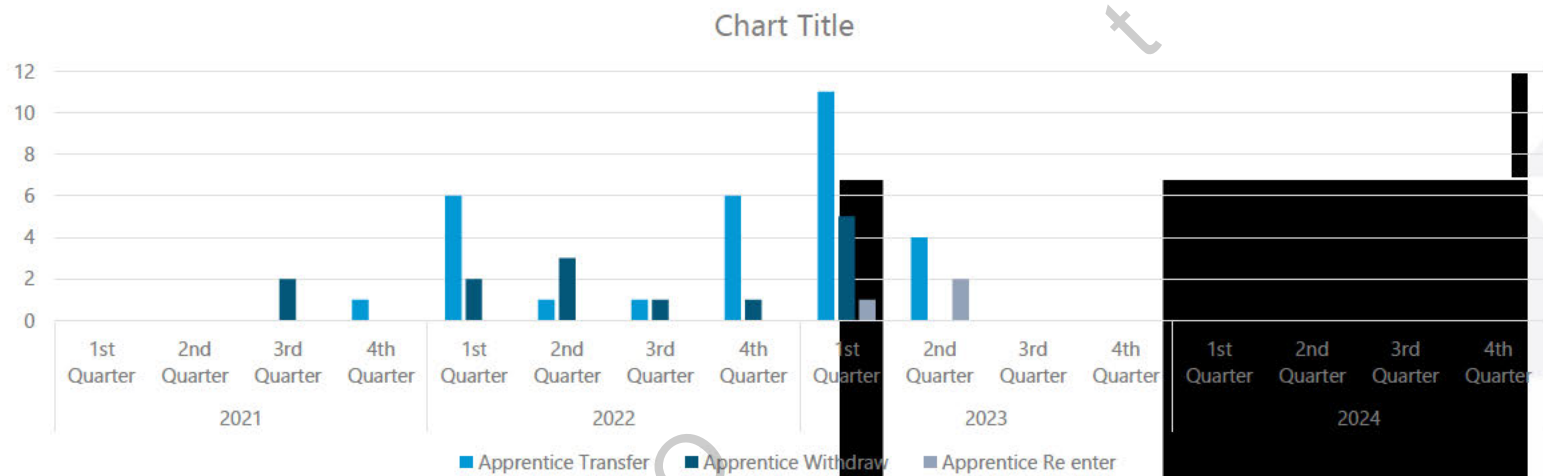


Frequency of support wanted



- 17 of 19 apprentices at the end of two year support have completed survey.
- 2 of 19 apprentices qualified.
- 12 still wanting monthly site visits
- Apprentices after 2 years move to quarterly check ins.

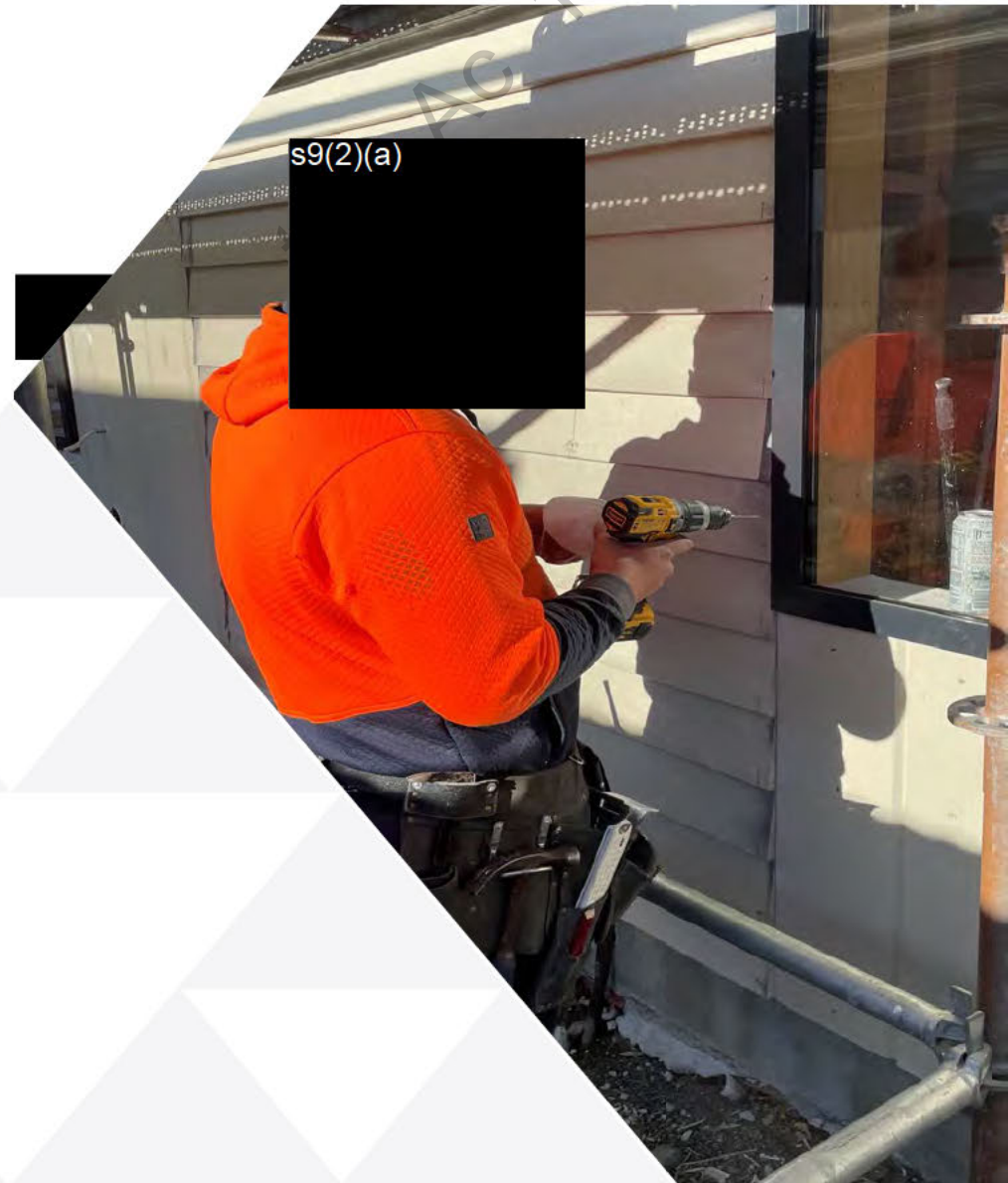
K3 Supported Apprentice Transfer and Withdraw



- 31 apprentice transfers to date from 24 apprentices.
- 6 apprentices are on their 3rd business.
- 14 apprentice withdrawals to date.
- 3 apprentices have re-entered support.

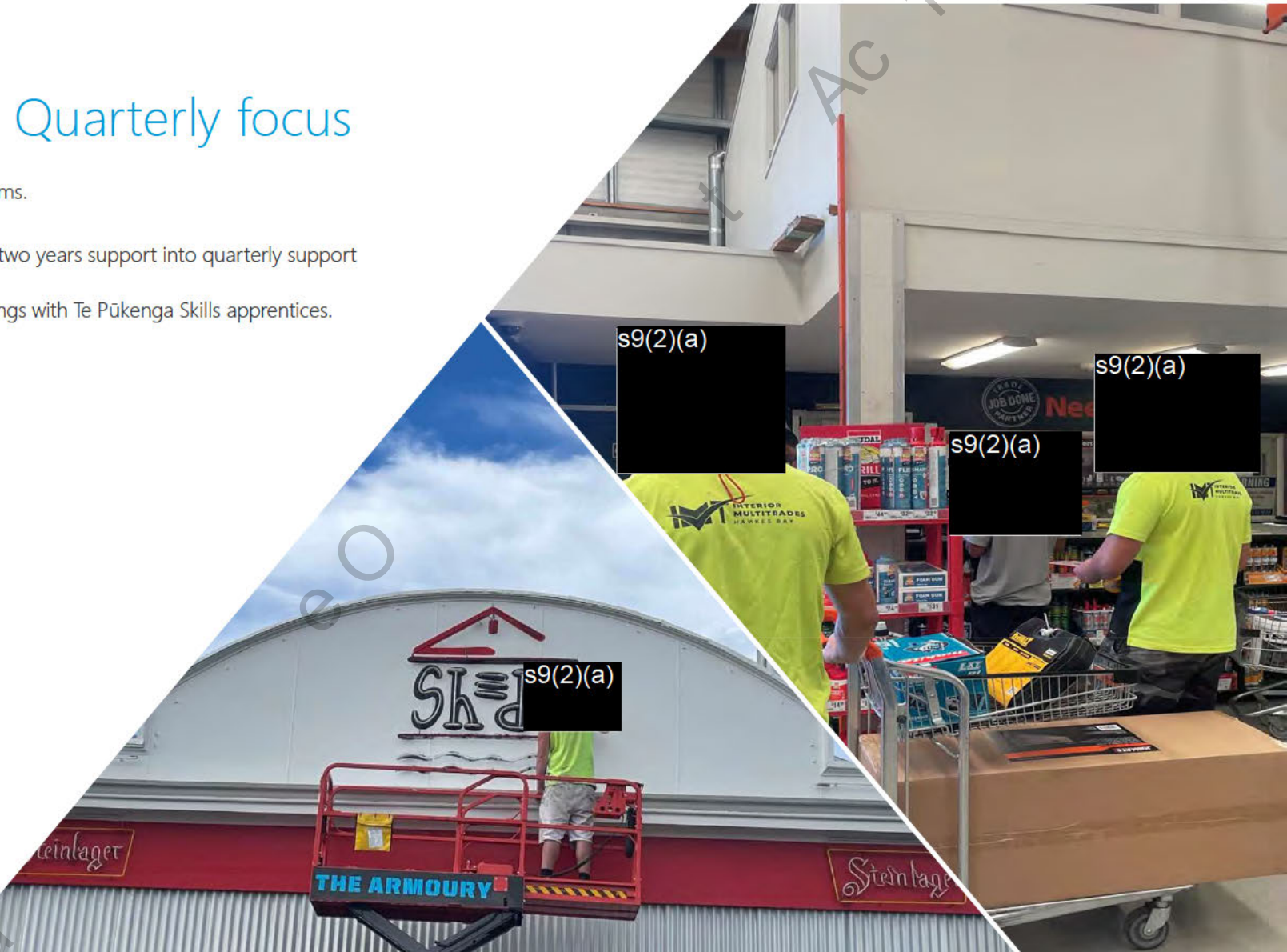
Risk, Issues and Challenges

- The full impact of Cyclone Gabrielle is still to be felt. A deficit with Hawke's Bay housing stock pre cyclone is under more pressure.
- EIT campus still affected by the floods puts a hold on apprentice's block courses or they must leave town to do them.
- Travel between Napier and Hastings is still difficult due to damaged bridges and roads.
- Apprentice free fees ending is still affecting those who didn't address it early.
- The residential housing market has slowed down due to interest rates.
- BCITO apprentice sign ups have decreased.
- EIT level 3 carpentry sign ups have decreased.
- The first two quarters this year have seen high apprentice movement.



Next Quarterly focus

- Review internal procedures and systems.
- Onboarding new apprentice cohort.
- Moving K3 apprentices at the end of two years support into quarterly support until qualified.
- To increase book work support evenings with Te Pūkenga Skills apprentices.



K3 Property MSD QUARTERLY REPORT

Prepared by:

s9(2)(a) - Trades Training Manager
s9(2)(a) - Apprentice Operations Manager
s9(2)(a) - Business Support Manager

Ko Kahungunu he tangata ahuwhehenua, mōhio ki te
whakahaere i ngā mahi o uta me ō te tai

July 2022 – September 2022

Act 19

s9(2)(a)



Executive Summary

The last quarter of Apprentice activity has been a busy one and we have now near exhausted (64 of 65) our contractual allocation of apprentice positions and wage subsidies. We are proud of progress and feel these numbers speak to the success of our K3 apprentice support programme to date and provide validation that our approach is working.

There are of course more learnings within the last quarter. We are noticing industry work pressure, the huge gap in drivers license achievement across our cohort and the support needed for both apprentice and employer through the tertiary sector Te Pukenga migration.

We are noticing the rise of challenges at the coal face of the construction industry currently due to a slow down in the housing market and therefore pressure on the work pipeline of the companies the apprentices work for. These business are receiving mentoring and support from K3, but just as importantly we are monitoring closely the impact on the apprentices and potential job security issues over the next 12-18 months. We continue to find innovative ways to connect not only with the apprentices, but with business owners as well.

We continue you to grow our relationships within the industry and ITO sector. With the transition to Te Pukenga happening across the country, we have learnt it is imperative we support apprentices and employees to understand the changes going forward and provide a unbiased navigation of the academic space over the next 12 months.

Momentum within our programme is very good currently and ensuring we feed apprentice appetite for persona; development opportunities outside their trade qualification through more upskill workshops and one on one sessions.

Apprentice Statistics

Apprentice Numbers

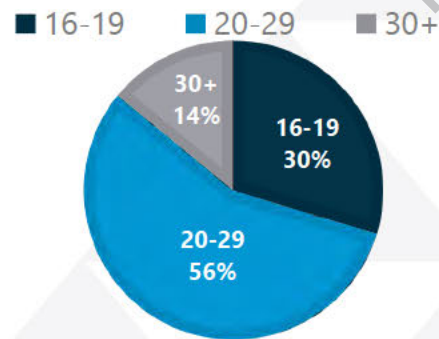


- Carpenters
- Plumbers
- Electricians
- Plasterers
- Foundations
- Scaffolders
- Roofers
- Drain Layers
- Painters
- Joiner
- Concrete

Apprentice Location

- Napier/Hastings 54
- Wairoa 2
- CHB 7
- Wairarapa 1

AGE



Gender Data

Female Apprentices

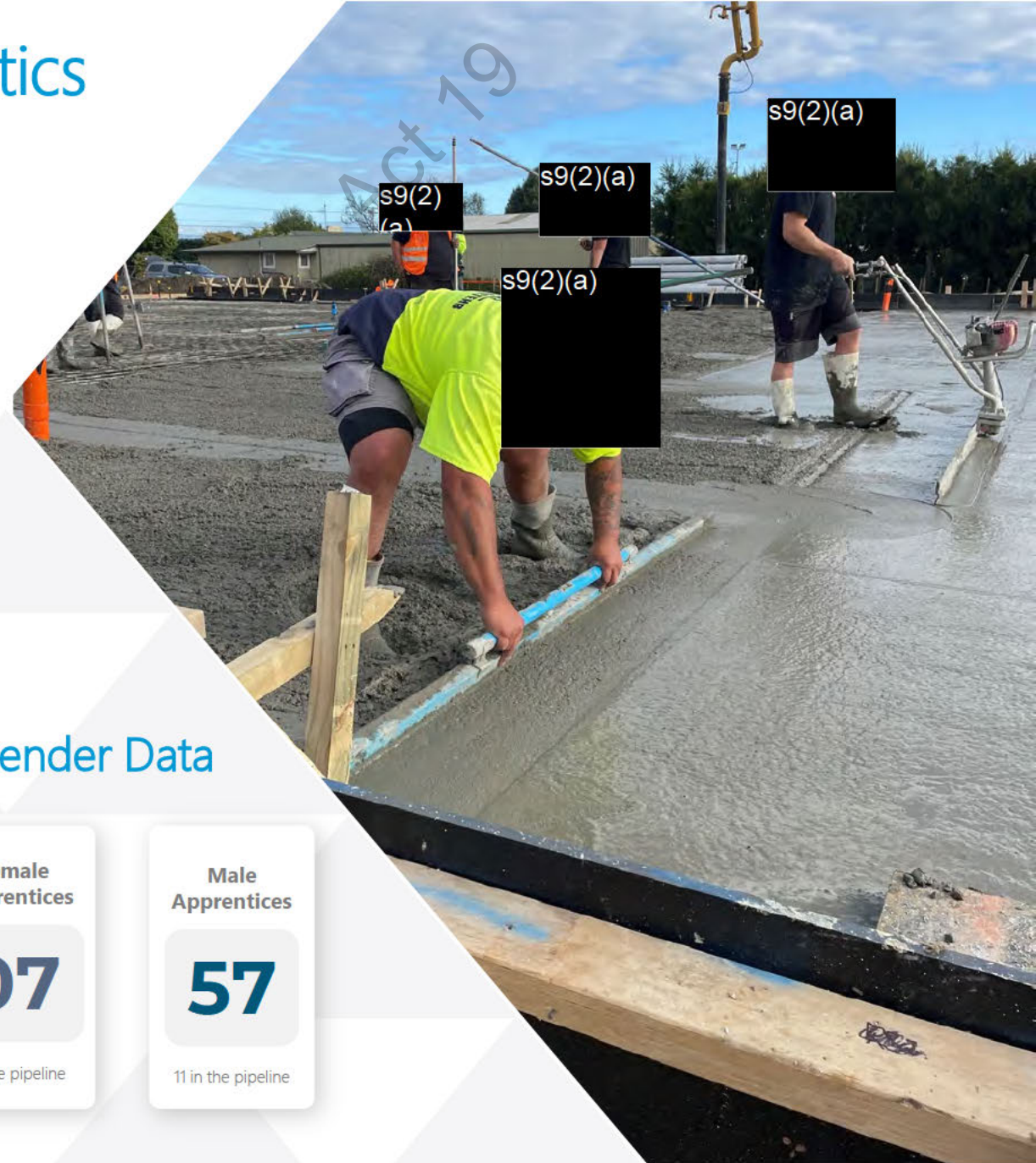
07

5 in the pipeline

Male Apprentices

57

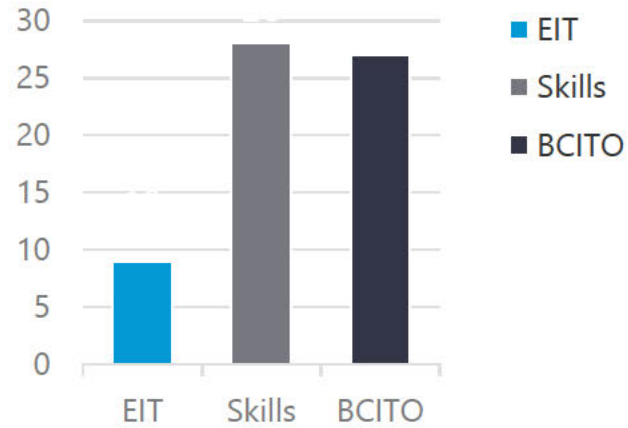
11 in the pipeline



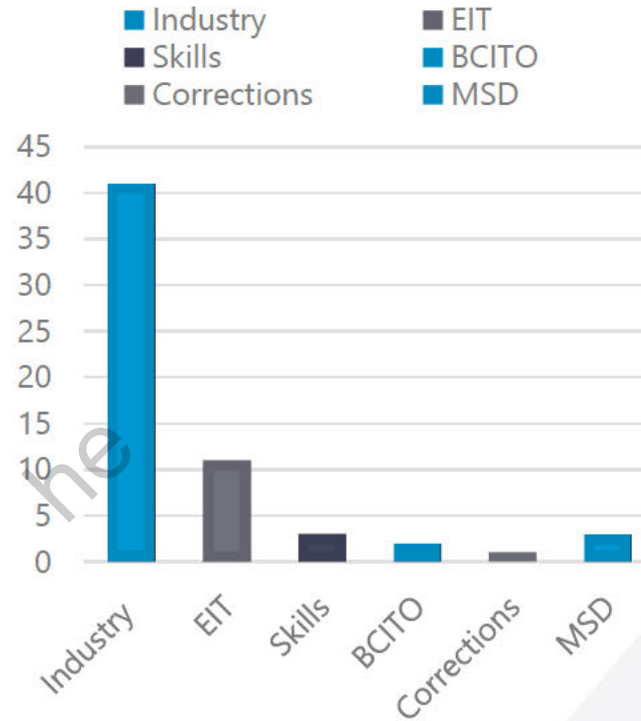
Apprentice Statistics

Act 19

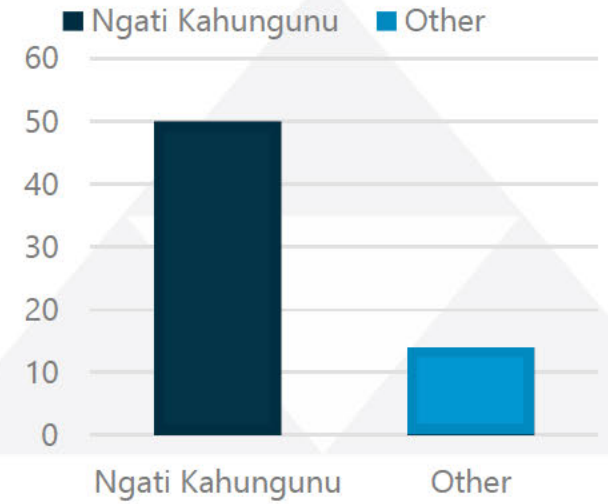
ITO



Source



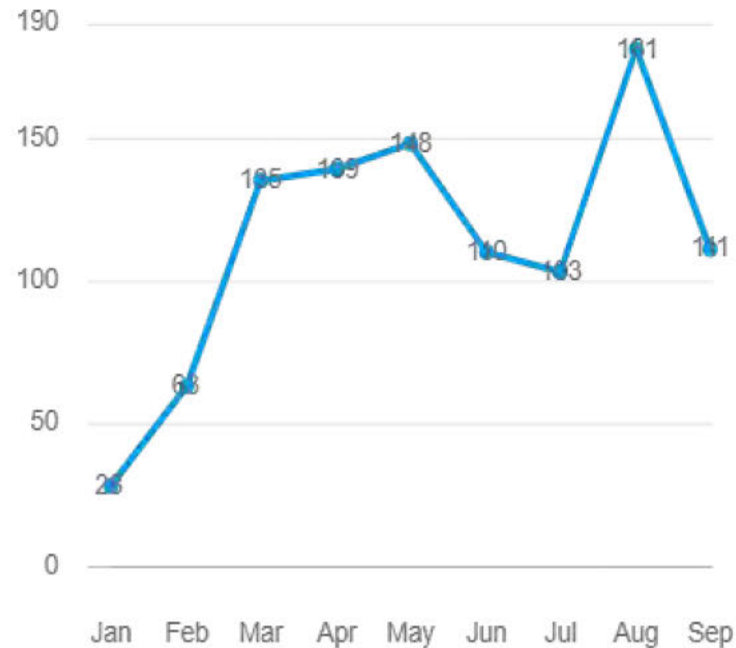
Iwi



Rele

Apprentice Managers Communication

Monthly Communication



Kaupapa

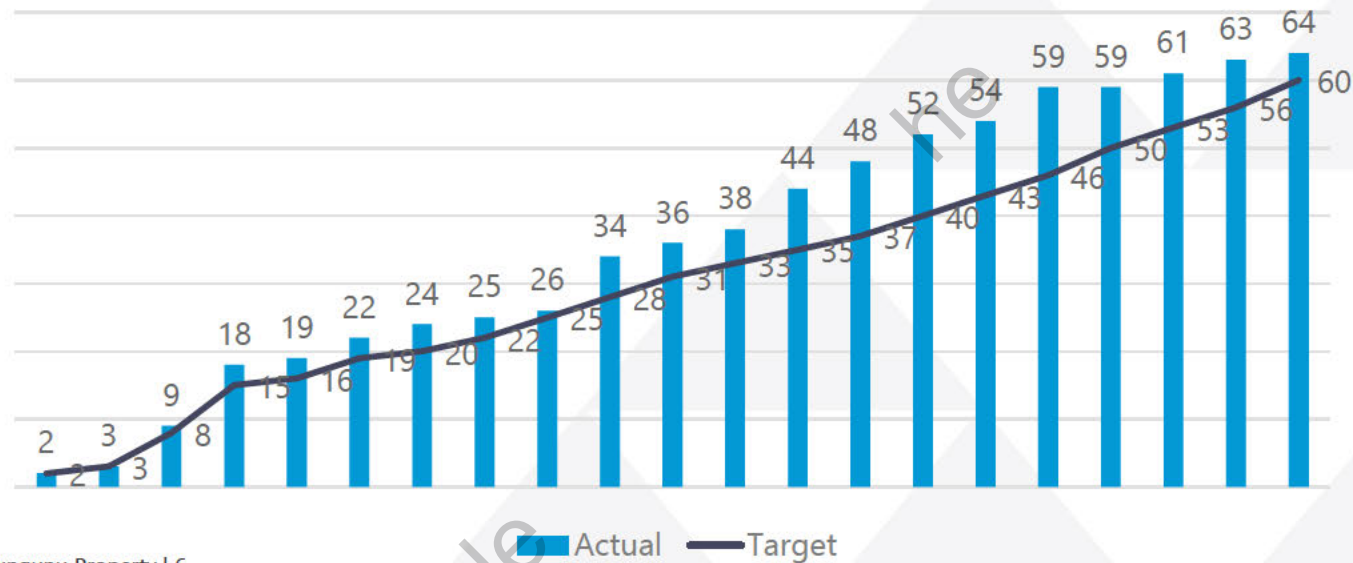


Apprentice Target

Our monthly apprentice targets vs actual apprentice numbers. We have increased from 59 to 64 apprentices since the last quarter.

- At the start getting apprentice numbers was very difficult, but now having to turn apprentices away.
- Currently reviewing what to do with remaining apprentice withdraw funding. Wanting to make more apprentice positions with remaining funding.

Target vs Actual



Industry Training Organization Engagement

Skills.org (Te Pukenga)

As of the 1st of September, the entire roofing qualification moved to Vertical horizons and on the 1st of October the scaffolding qualification will divide with apprentices remaining with Skills under Te Pukenga or moving to Vertical Horizons. The K3 Apprentice Managers continue to have meetings with Skills local Trainee Advisors and had a meeting with Skills Regional Manager to help keep K3 supported apprentices and employers up to date with the merger.

Vertical Horizons

K3 Managers are close to the merger with Roofing and Scaffolding qualifications because these industries have a high number of Maori and from our experience to date need extra book work support. The K3 Apprentice Managers have had discussions with Vertical Horizons Local Trainee Advisor and Industry Manager to give feedback about existing qualifications and what could be done better to support apprentices.

EIT (Te Pukenga)

The K3 Apprentice Managers hosted two groups of EIT Trades Academy students for a tour of the K3 workshop. This was an introduction to the K3 Apprentice Pou, an introduction to steel stud fabrication and a discussion about the different trade pathways available. K3 managers have fortnightly meetings with EIT as many apprentices begin their trades journey here.



Industry Training Organization Engagement

BCITO

BCITO is not immediately affected by the Te Pukenga merger and have a softer transition compared to others. K3 continue to work closely with the local BCITO Kaitohutouhu Maori and stay up to date with changes to best help K3 supported apprentices. BCITO hired a new apprentice advisor and to help with whakawhanaungatanga the K3 Apprentice Managers went to two job sites and cooked a bbq for K3 supported apprentices, employers and the BCITO Apprentice Advisor.

Waihanga Ara Rau

The K3 Apprentice Managers were fortunate enough to be asked by Waihanga Ara Rau Qualifications System Product Analyst to review a unit standard for the New Zealand Certificate in Carpentry. The unit reviewed was the roofing unit that highlighted a grey area within this qualification and the licenced Building Practitioners criteria. We look forward to hear industries feedback.

Building Futures

Pre employment course supported by MSD. K3 Managers finally were able to work with Building Futures tutors to help a student transition from the course into employment. Please see Case Study.



Engagement

Corrections

Last quarter the K3 Apprentice Managers were working with corrections trying to help an apprentice return to work, as reported it didn't end well. With K3's strong relationship with Corrections Employment and Training Consultant another door opened for someone else from corrections and he was been working with K3 for the last 3 months. Refer to case study.

MSD

K3 managers were the facilitators getting an apprentice transition to work grant from MSD. This involved discussions with the MSD case manager, employer, apprentice and the apprentice's tutor. Further discussions were had with this apprentice's case manager to try and access housing support. Refer to case study.

Amotai

Amotai works with government, corporate and Iwi organizations to unlock procurement opportunities. Amotai's Supplier Leads held an evening in the Hawke's Bay to connect Maori and Pasifika businesses with (buyers) local and regional councils, Chamber of Commerce, Te Puni Kokiri, MOE, MSD, Kāinga Ora and K3 Property. Our team worked closely with Amotai to get as many Maori business to attend.

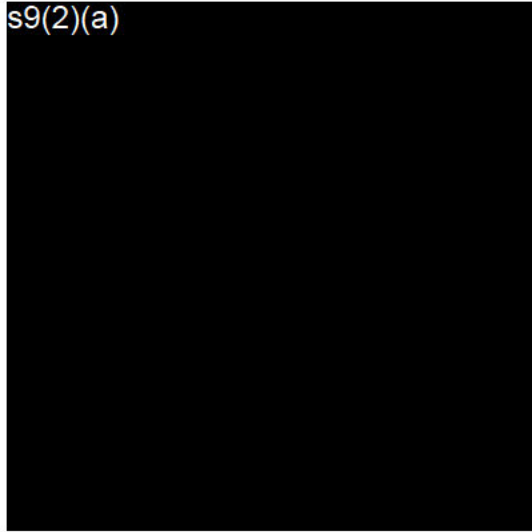
Kāinga Ora

Over the last two months the K3 team have been researching progressive home ownership models for the Riverbend Road development, with the goal that Iwi members and K3 supported apprentices can purchase these homes. We had a meeting with Kāinga Ora home ownership national services product manager where he introduced their home ownership products.



Apprentice Highlights and Success

s9(2)(a)



August Apprentice of the Month for development

s9(2)(a) has taken full advantage of K3 and has attended all Hinekura workshops. s9(2) has gone from shy to a confident apprentice. s9(2) has an amazing attitude and skill set for K3 Kaupapa.

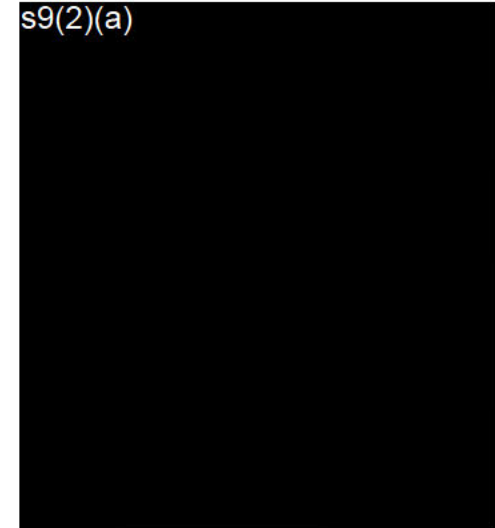
s9(2)(a)



Emerging Leader

Member of the K3 apprentice advisory roopu. He shows great leadership potential and leads mihi and karakia when required. Because of his attitude and wairua, K3 has given him a tuakana role for the K3 Kaupapa.

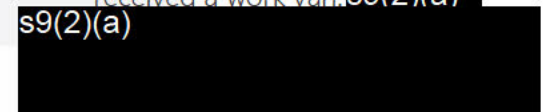
s9(2)(a)



Commitment and Attitude

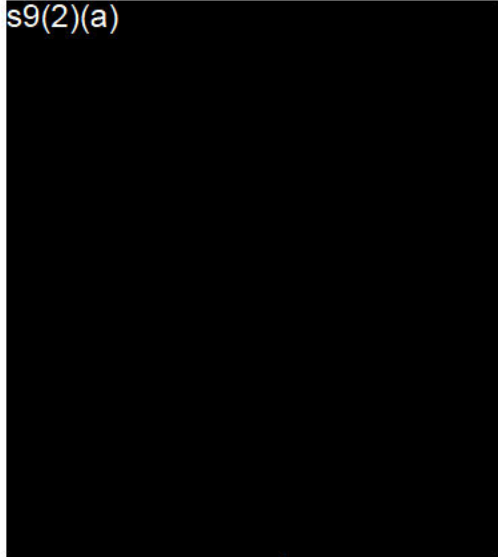
s9(2)(a) has come leaps and bounds in the trade industry. He continues to amaze his boss and fellow workers with his work ethic and skill, so much so he received a work van. s9(2)(a)

s9(2)(a)



Apprentice Highlights and Success


s9(2)(a)

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Rising Talent

s9(2) is recently back from the AWCI interior construction competition in Rotorua. Although he did not place the experience, he gained would be invaluable.

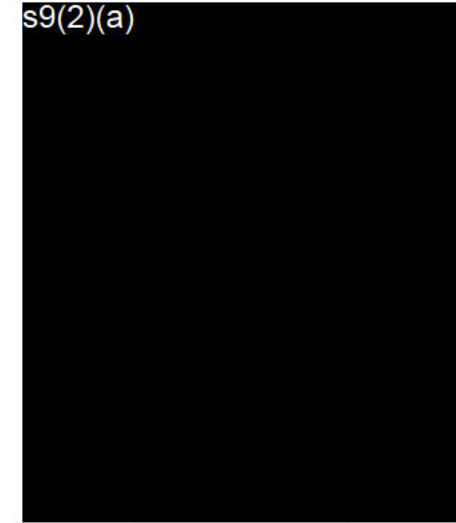
s9(2)(a)

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August business of the month

s9(2)(a) is the People & Culture Liaison who des extra wraparound support to ensure staff success. PGC invest in their apprentices' qualification, have very reliable communication and are very supportive of the K3 Kaupapa. They currently have 3 K3 supported Māori apprentices.

s9(2)(a)

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Drivers Licence

s9(2) is the first apprentice to be trialled through a driving school and recently passed his restricted licence. s9(2) was already warned by police for driving without a licence and without the driving schools help he would have never achieved this in the time required.

Bookwork Support

Mayors Taskforce for Jobs (MTFJ)

With 7 Central Hawke's Bay based K3 supported apprentices, K3 Apprentice Managers attend the MTFJ apprentice bookwork night in Waipukurau once a month to add extra layer of bookwork support.

Rain Days

Book work support at the K3 office is on offer for apprentices that get rained off. A concrete company with two K3 supported apprentice is reaping the rewards with regular visits. BCITO Apprentice Advisors have attended to give an extra helping hand.

One on one

Many apprentices are wanting some extra book work assistance but don't enjoy group environments or they need more assistance. Some apprentices have substituted monthly site visits with one-on-one book work sessions. These are done at the K3 office, the local RSA.



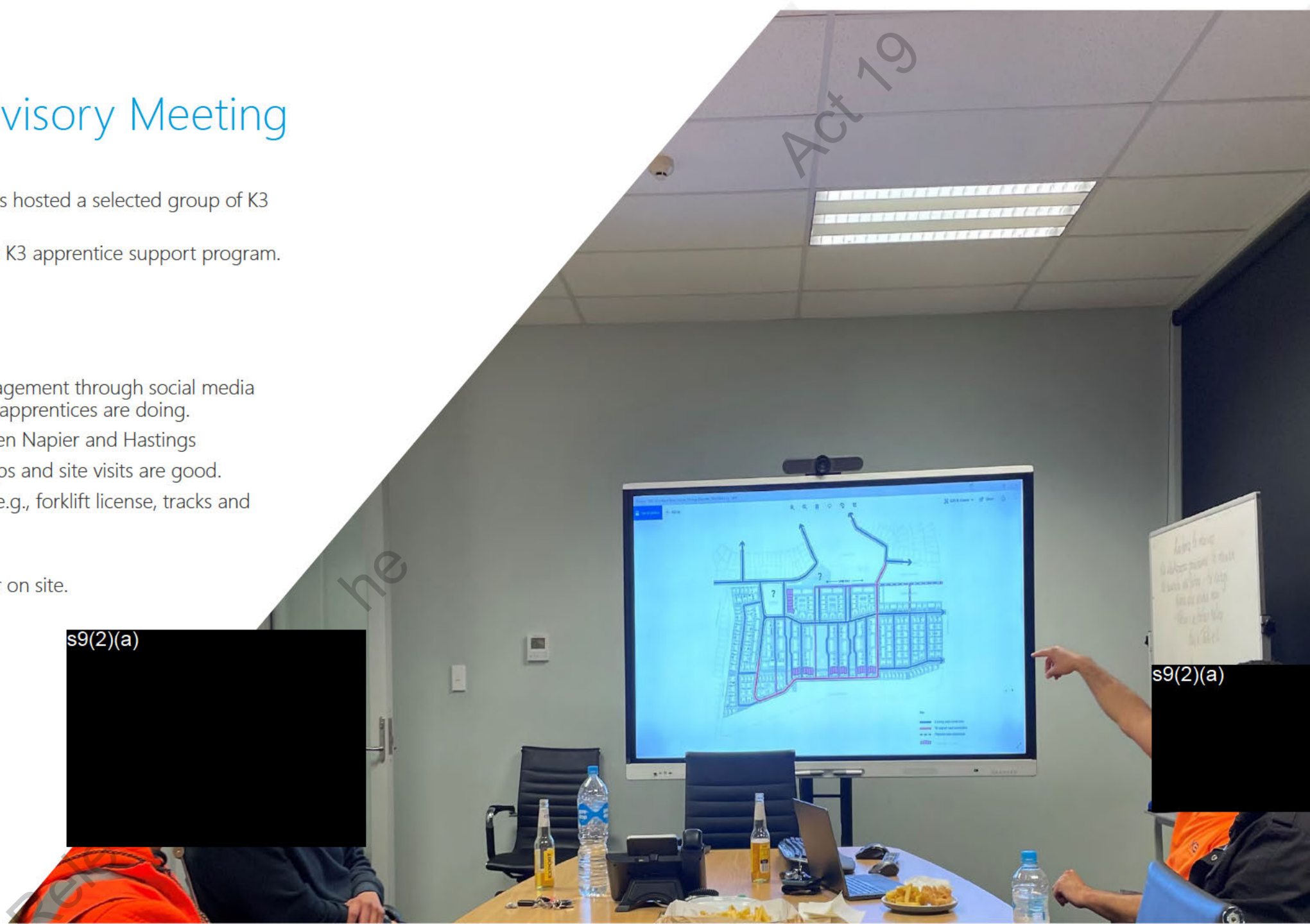
Apprentice Advisory Meeting

- The K3 Apprentice Managers hosted a selected group of K3 supported apprentices.
- Aim: To get feed back about K3 apprentice support program.
- Attendance: 3 apprentices.

Feedback

- They want to see more engagement through social media and want to see what other apprentices are doing.
- Alternate Workshops between Napier and Hastings
- Current number of workshops and site visits are good.
- Wanting industry upskilling e.g., forklift license, tracks and rollers.
- Trade specific workshops.
- Wanting K3 clothing to wear on site.

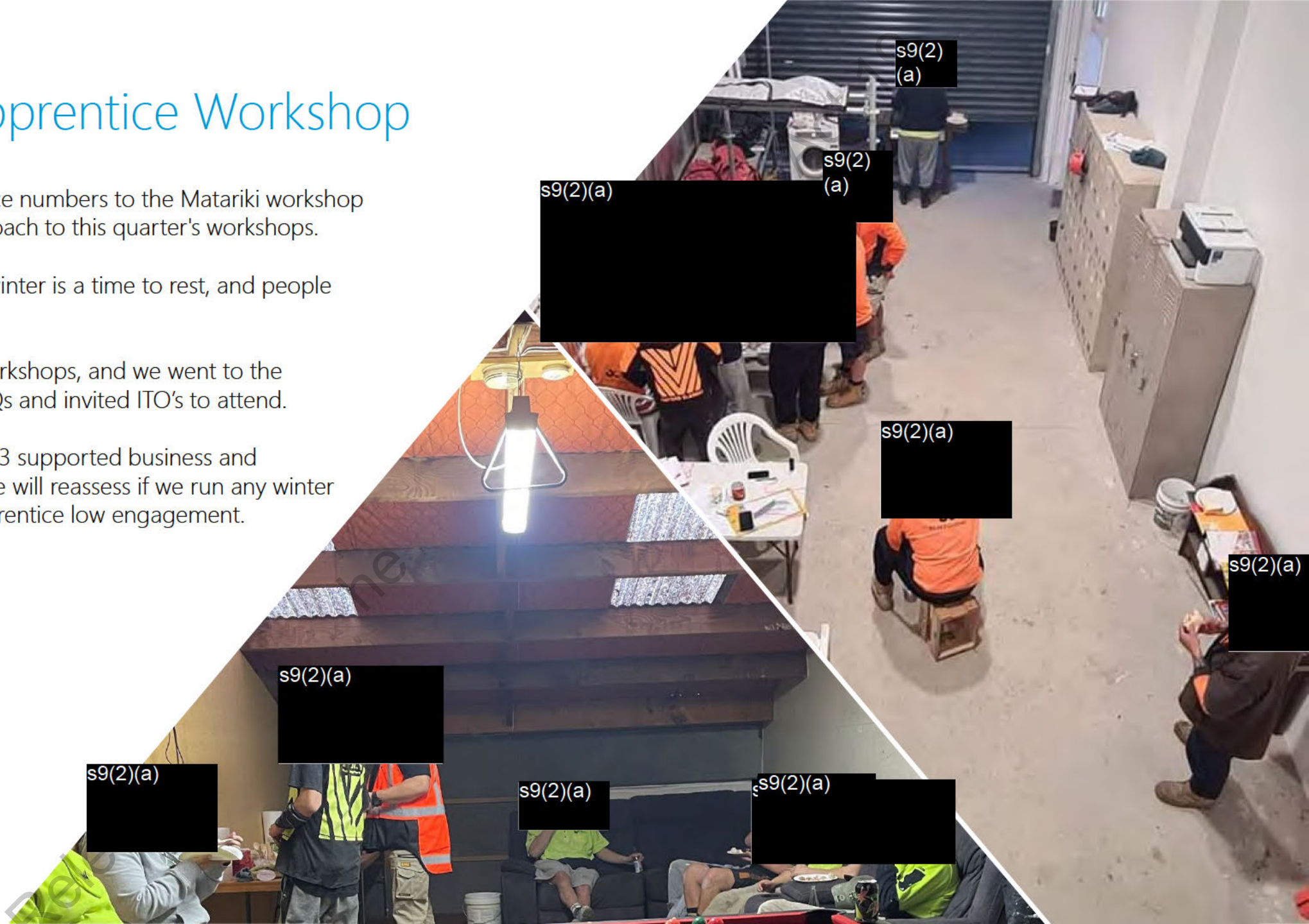
s9(2)(a)



s9(2)(a)

Apprentice Workshop

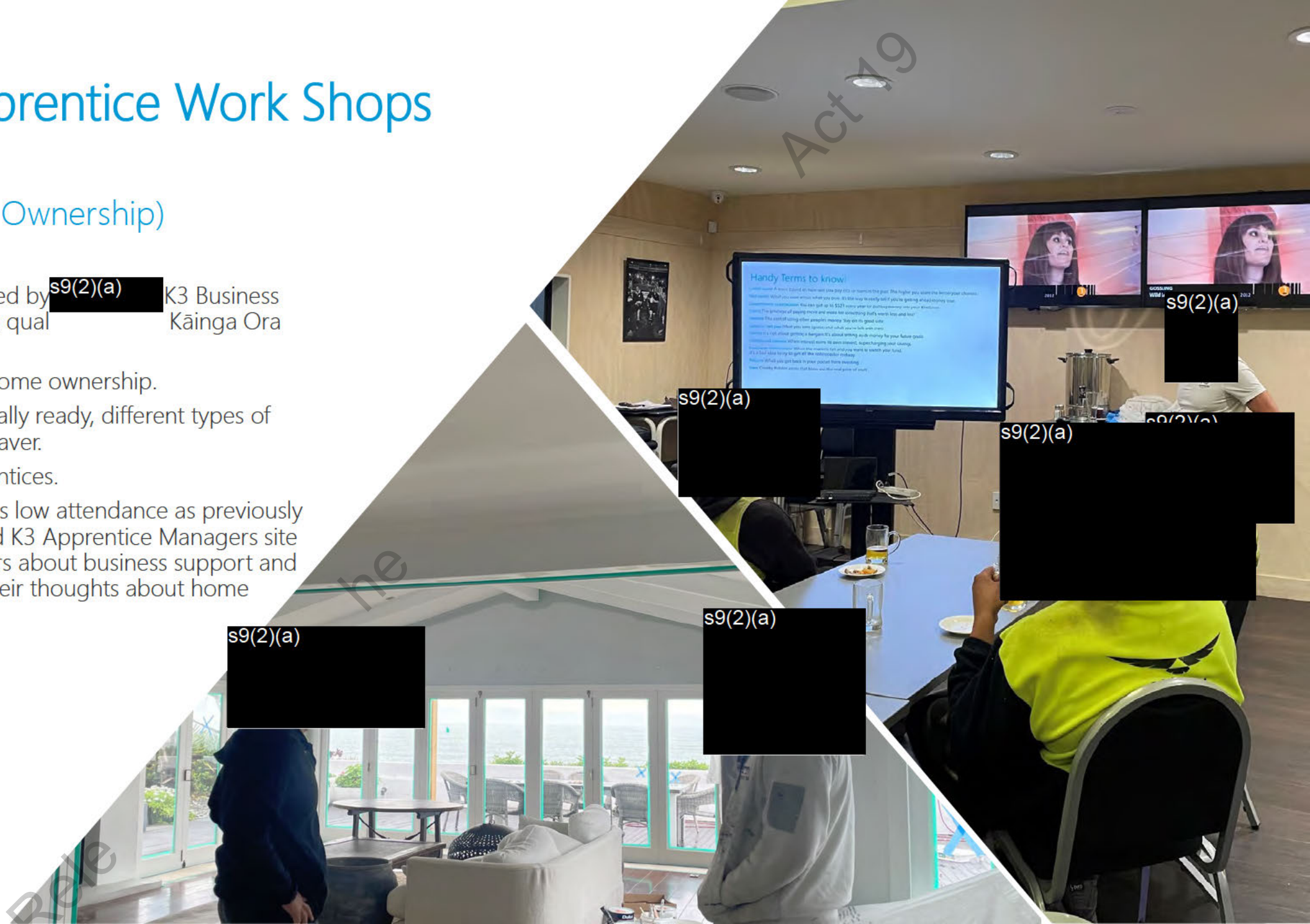
- Last quarters low apprentice numbers to the Matariki workshop made us change our approach to this quarter's workshops.
- Traditionally Matariki and winter is a time to rest, and people are less active.
- We reduced number of workshops, and we went to the businesses. We put on BBQs and invited ITO's to attend.
- This was well received by K3 supported business and apprentices. Next winter we will reassess if we run any winter workshops because of apprentice low engagement.



Apprentice Work Shops

Hau Kāinga (Home Ownership)

- Developed and presented by s9(2)(a) K3 Business Support Manager and a qualified Kāinga Ora program facilitator.
- Focus: Introduction to home ownership.
- Content: Getting financially ready, different types of Home ownership, Kiwi saver.
- Attendance: Four apprentices.
- Due to winter workshops low attendance as previously mentioned, s9(2)(a) attended K3 Apprentice Managers site visits to talk to employers about business support and apprentices to gauge their thoughts about home ownership.



Hinekura Workshop

First Aid

- Delivered by a registered nurse from the Hawkes Bay DHB
- Focus: Construction site specific first aid
- Content: Based on ACC top 10 trade related incidents on a construction site.
- Attendance: 4 K3 supported wāhine apprentices.
- Every wāhine who attended received a first aid kit.



Hinekura

Tamariki Picnic Tables

- Delivered Picnic tables to Te Kohanga Reo o Te Ara Hou
- Tables built by Hinekura apprentices for their first workshop last quarter.
- The idea to build BBQ tables for tamakriki and to donate them to Kohanga Reo across the rohe came from the Hinekura apprentices.



Case Studies

Case Study 1

This young apprentice journey started at Kura Kaupapa, then to a Level 3 carpentry course at EIT and is now an apprentice carpenter.

During work experience placement they impressed their employer early and was offered an apprenticeship. Not long into the apprenticeship the ITO noticed a disconnect and passed their concerns to their K3 Apprentice Manager. The K3 Apprentice Manager and apprentice formed a plan which involved EAP appointments, extra one on one bookwork support sessions and an EIT translator on standby if needed. The apprentice has grown closer to the K3 Kaupapa, is a regular at workshops and we have really noticed a shift in their attitude.

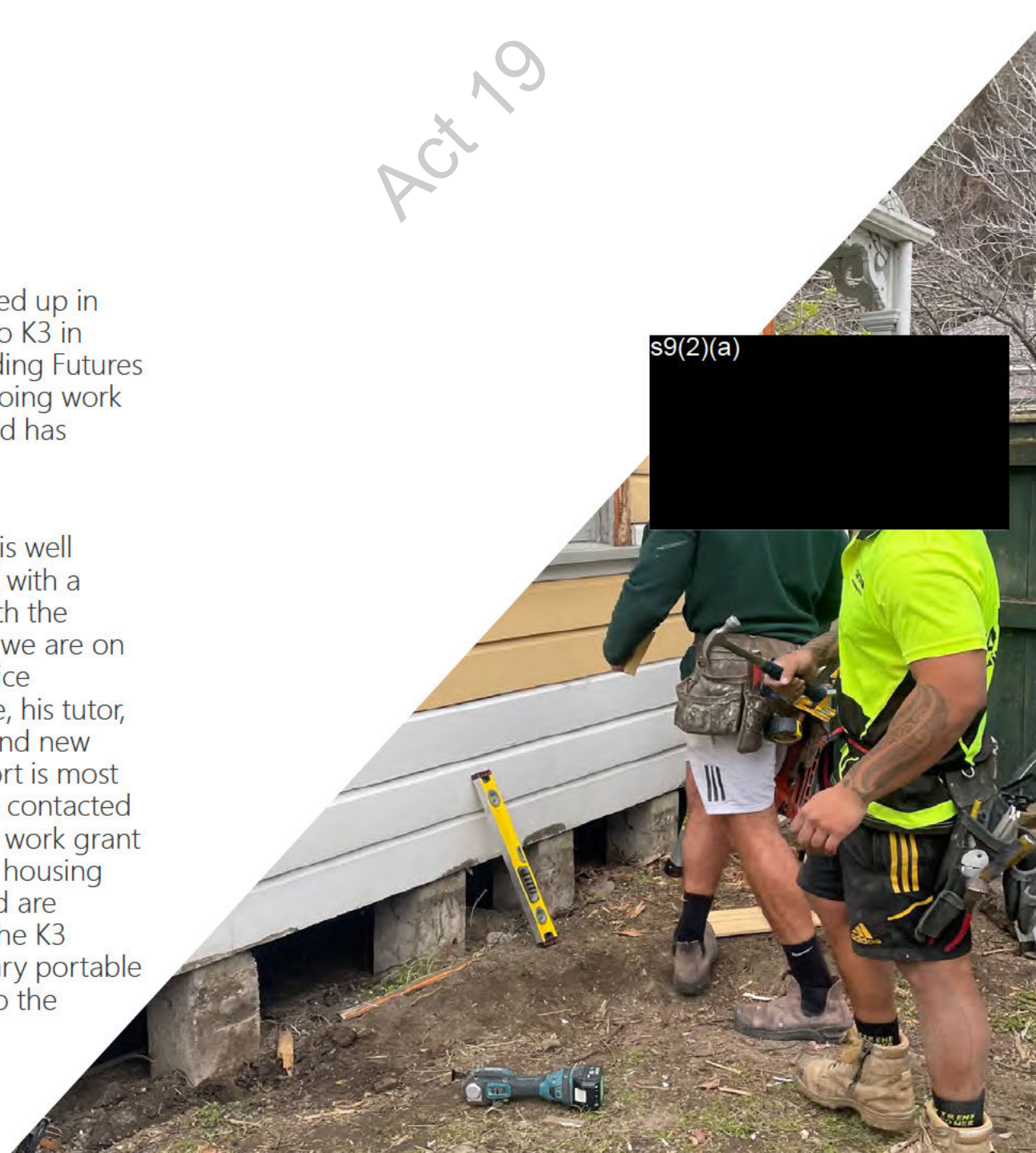
Case Study 2

This apprentice was to be signed up in March 2022. He was referred to K3 in August by his tutor at the Building Futures course that the apprentice is doing work experience with a company and has secured a job.

The apprentices troubled past is well known to the K3 Manager and with a relationship already formed with the apprentice and new employer we are on the front foot. The K3 Apprentice Manager visited the apprentice, his tutor, and called his past employer and new employers to see where support is most needed. The K3 Manager then contacted MSD to arrange a transition to work grant and to discuss the apprentices housing needs, MSD are well aware and are working with the apprentice. The K3 managers researched temporary portable cabin options and presented to the apprentice.

Act 19

s9(2)(a)



Case Studies

Act 19

Case Study 1

From Page 8 engagement with corrections. Last quarter while working with the Corrections Employment and Training Consultant to help an apprentice, he introduced another person under his management who was a qualified Carpenter. Although not an apprentice the K3 Apprentice Managers were quick to act to get him in the K3 workshop. After two weeks working alongside him and a month of picking him up for work, he now has stable accommodation and has had 3 months of consistence work. Unfortunately, this position hasn't been made permanent and still on a casual contract. He has overcome many barriers in such a short time, but some barriers will take longer.

s9(2)(a)

be made difficult by others.

Case Study 2

This apprentice recently abandoned employment. K3 Apprentice Managers introduced the employer to K3 Business support to look after the Maori business owner and his other two Maori employers. The apprentice and K3 Apprentice Manager have had multiple meetings planning his next steps.

s9(2)(a)

s9(2)(a)

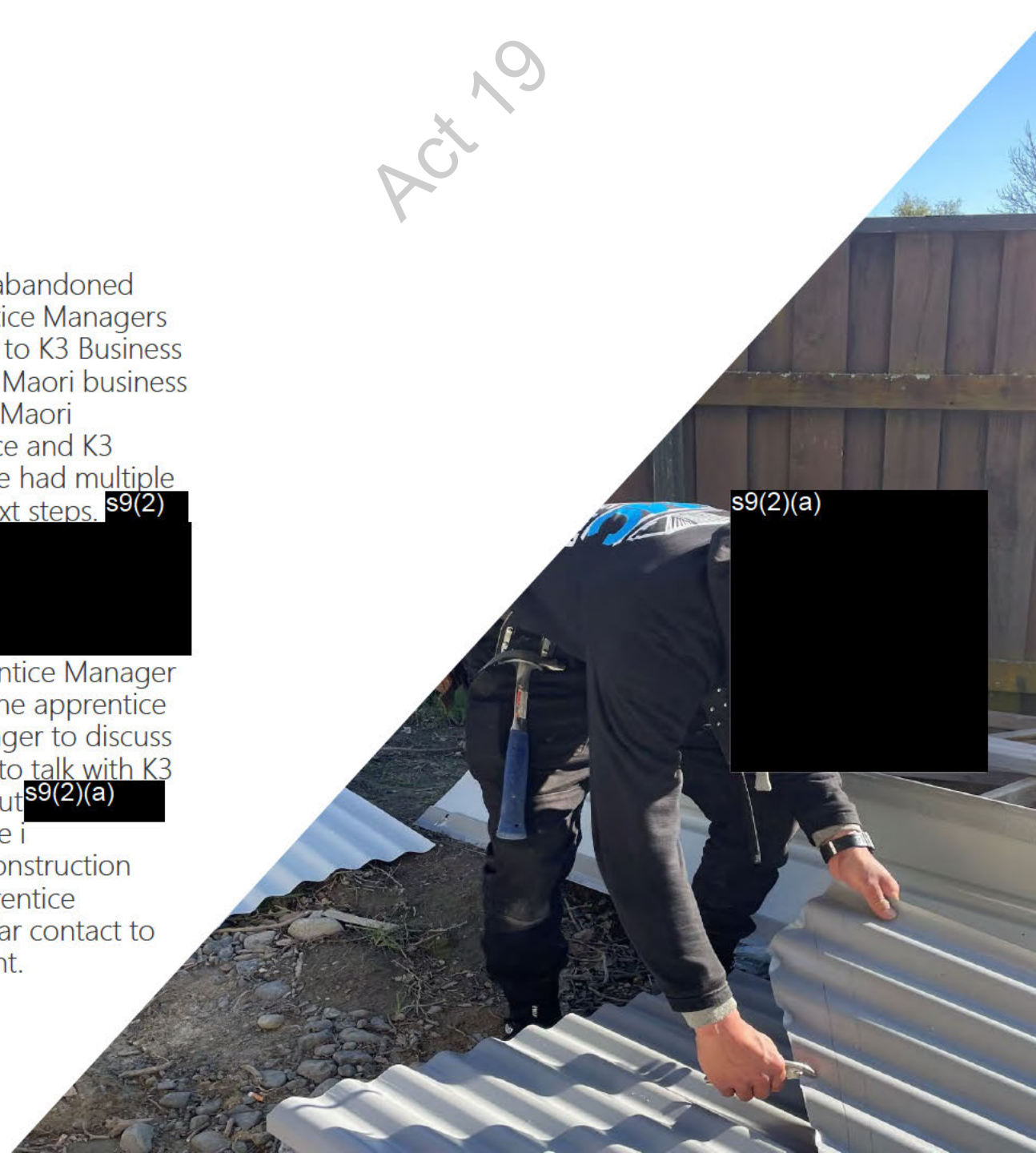
The K3 Apprentice Manager a meeting for the apprentice with the K3 Business Manger to discuss his mortgage payments, to talk with K3 Workshop carpenter about

s9(2)(a)

The apprentice i work in the construction industry and the K3 Apprentice Managers will have regular contact to help him find employment.

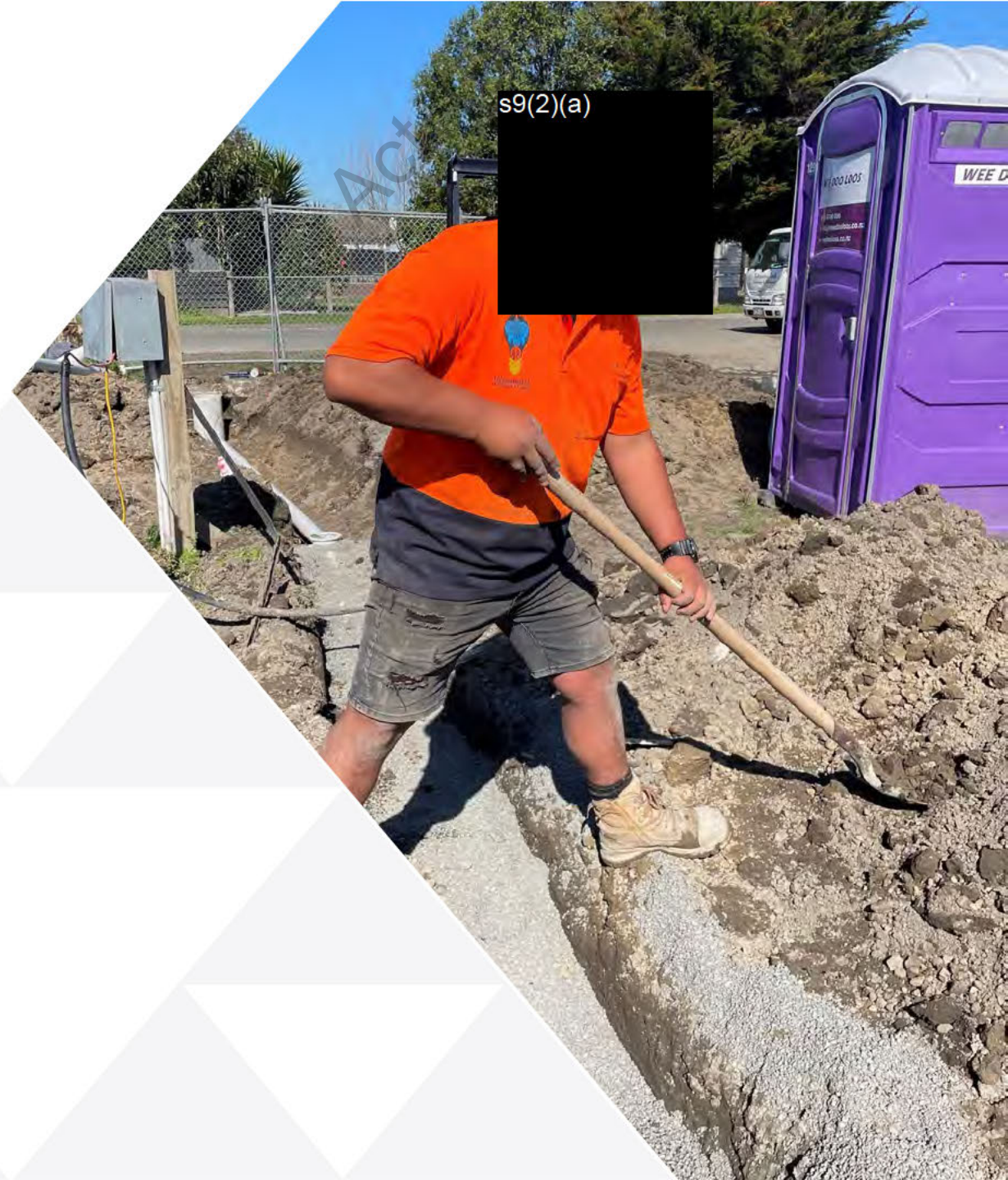
s9(2)(a)

Rele



Risk, Issues and Challenges

- Te Pukenga – As mentioned roofing has moved to a new ITO with more changes to come when Skills, EIT and BCITO move into Te Pukenga.
- Workshops – Low Apprentice engagement.
- Drivers Licencing – We are only booking drivers licence for those who are 100% ready but this still doesn't fix the issue. Have trialled one apprentice through a driving school.
- Apprentice Numbers – Waiting from MSD MTTF team to confirm if can use remaining withdraw apprentice funding to make new apprentice positions.
- Employer Mental Health – Staffing issues. If a experienced tradesperson leaves they are hard to replace and put a strain on current business workload. Lots of industry movement.



Apprentice Transfers and Withdraws

Withdraws

- Two Apprentice Withdraws are from the same business (One still employed).
- The two apprentices with TBC employment end dates are still employed with the same companies.

Employer	Apprentice	Type	Employment End Date	Reason	Support
Digger Services HB	s9(2)(a)	Withdraw	30/08/2021	Employer and employee dispute	Tried to contact, no reply
Oti Pai		Withdraw	20/09/2021	Work hours not flexible with Childcare	Case study, report Oct-Dec 2021
Steve Kendall Builders		Withdraw	19/01/2022	Multiple whānau trauma	Still in contact
Natural Born Builders		Withdraw	10/03/2022	Employer closed business due to injury	Still in contact
Flat Roof Solutions		Withdraw	TBC	Remains with company	Still supporting
Supreme Plastering		Withdraw	17/05/2022	Employer and employee dispute	Still in contact
Competitive Construction		Withdraw	22/06/2022	Back to corrections	Case study, report April-June 2022
Competitive Construction		Withdraw	TBC	Remains with company	Still supporting
Casey Contracting		Withdraw	9/13/2022	Employer and employee dispute	Refer to Case Studies

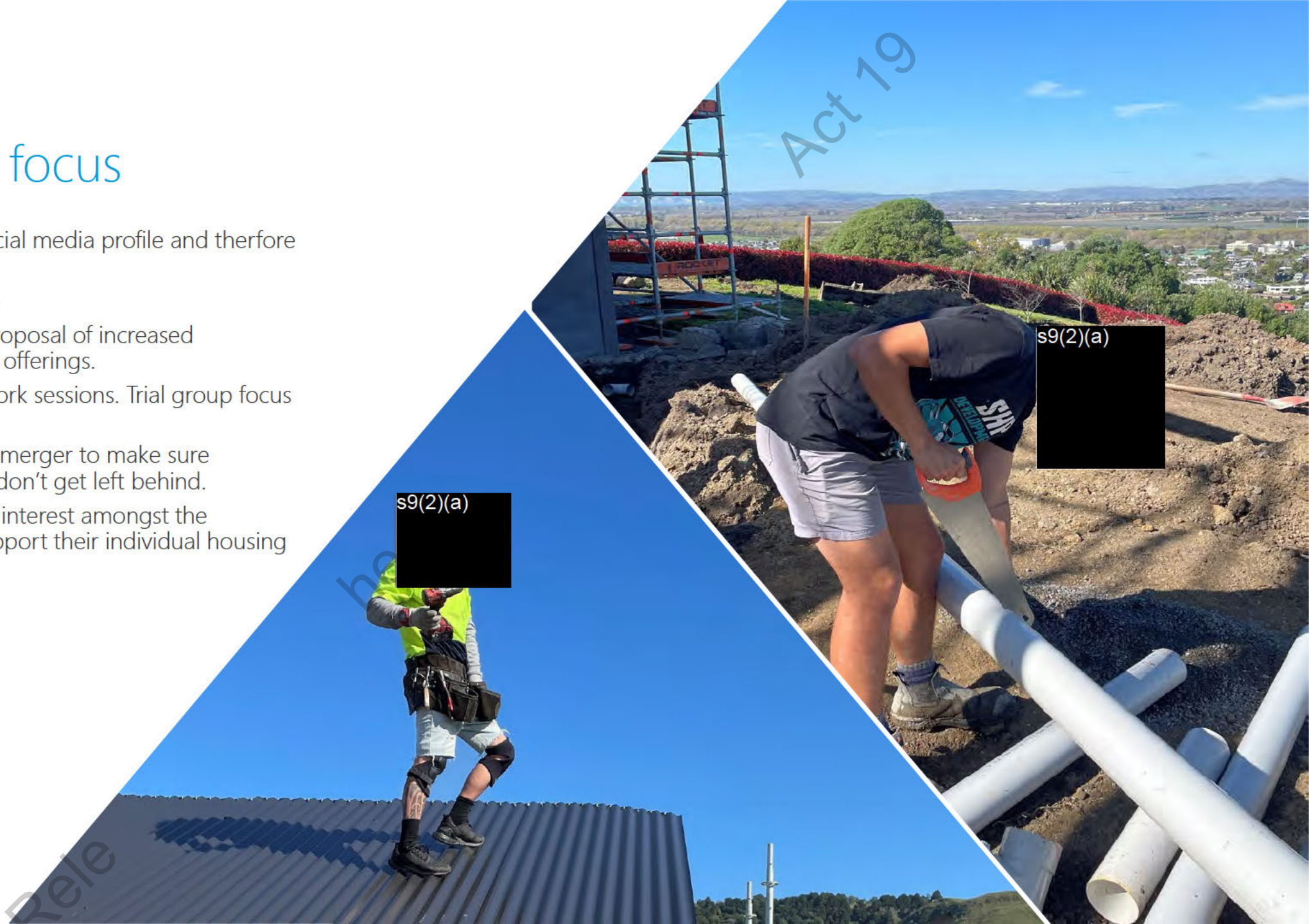
Transfers

- No new transfers this quarter.

Employer	Apprentice	Employment End Date	New Employer	Employment Start Date
Warrior	s9(2)(a)	5/07/2021	Holmes Construction	23/02/2022
Warrior		27/10/2021	PCG	28/10/2022
Warrior		15/02/2022	Pride Construction	15/02/2022
Tip Top Roofing		14/02/2022	Real Deal Roofers	21/02/2022
Top Notch Roofers		14/04/2022	Pro tech Roofing	25/04/2022
Infinite Electrical		31/05/2022	Tech Group	8/08/2022

Next Quarter focus

- Increase K3 apprentice social media profile and therefore apprentice engagement.
- Trades specific workshops.
- Complete new contract proposal of increased programme numbers and offerings.
- Apprentice group book work sessions. Trial group focus by business.
- Keep close to Te Pukenga merger to make sure apprentices and business don't get left behind.
- Increase home ownership interest amongst the apprentice cohort and support their individual housing ambitions.



K3 Business Support Activity Summary

We have **73 Maori Trade Businesses** connected to the kaupapa that we have engaged with directly and indirectly via various pathways.

- Close connection with our K3 Apprentice Programme in the last quarter has been critical to ensure we stay across business pain points.
- Facebook posts of various K3 Business Support activity has created further enquiries and are drawing our business support needs across the industry.
- We are supporting the Amotai kaupapa and helping SME's with connecting to them and wider procurement opportunities.
- Currently running 6 x "Business Tools & Breakfast" sessions running every 2 weeks up to 7th Dec 2022. These sessions are hosted prior to the working day at 6:30am-8:00am. Subjects covered are:
 - ▶ Health & Safety
 - ▶ Understanding IRD requirements
 - ▶ Marketing
 - ▶ Legal & HR
 - ▶ Finance & Insurance for trades
 - ▶ Accounting and intro to Xero

K3 Business Support Partner Providers

In recent months, we have refined and added new businesses to our strong network of trusted Partner Providers. These partners understand the K3 Kaupapa well and provide key consultancy to supported businesses when required.

Health and Safety Consultancy - H&S Consult - s9(2)(a)

IRD Support – IRD GOVT – s9(2)(a)

Accounting and Financial advice – Findex – s9(2)(a)

Insurance Commercial – AON – s9(2)(a)

Financial lending – ANZ – s9(2)(a)

Legal support - Gifford Devine - s9(2)(a)

Marketing – Attn Marketing – s9(2)(a)

Quantity Surveying – DnQ – s9(2)(a)

Human Resources - Grow HR - s9(2)(a)

Logo and website design - Short Black Marketing - s9(2)(a)



K3 Property MSD QUARTERLY REPORT

Prepared by:

James Thurston - Trades Training Manager (TTM)

Māuiui Whenua, Māuiui tangata

January 2023 – March 2023



Apprentice Numbers

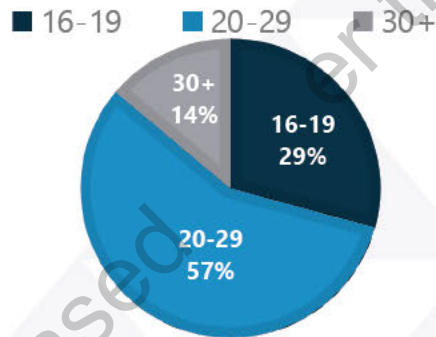


- Carpenters
- Plumbers
- Electricians
- Plasterers
- Foundations
- Scaffolders
- Roofers
- Drain Layers
- Painters
- Joiner
- Concrete

Apprentice Location

- Napier/Hastings 55
- Wairoa 2
- CHB 7
- Wairarapa 1

AGE



Gender Data

Female Apprentices

07

5 in the pipeline

Male Apprentices

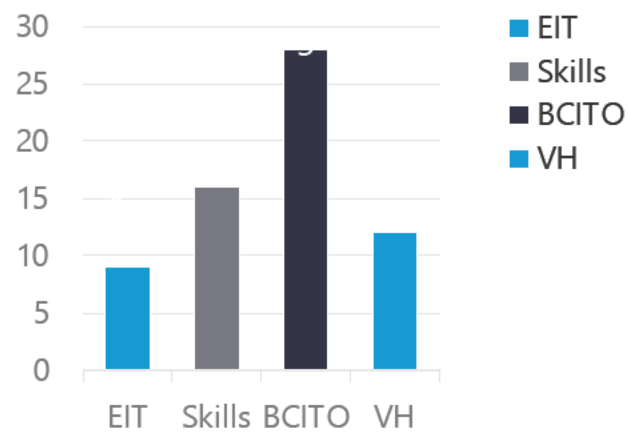
58

11 in the pipeline



Enrolment Details

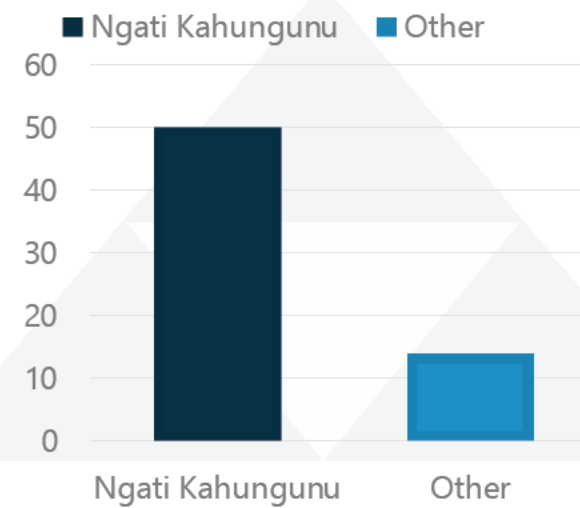
ITO



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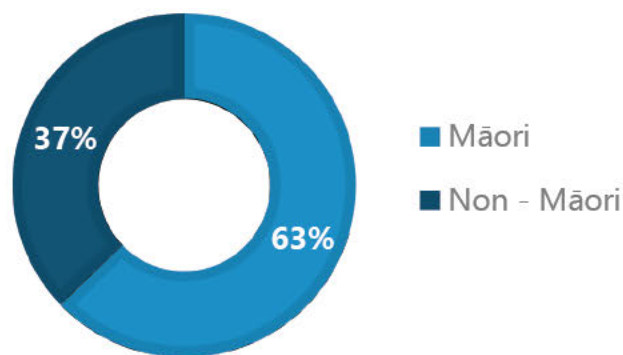


Iwi



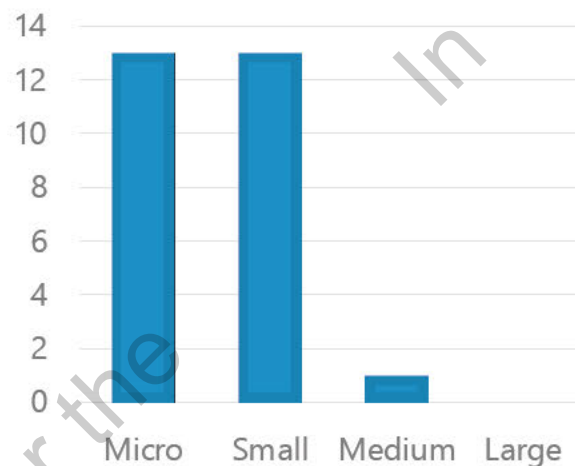
Apprentice Employer Analysis

Non-Māori vs Māori

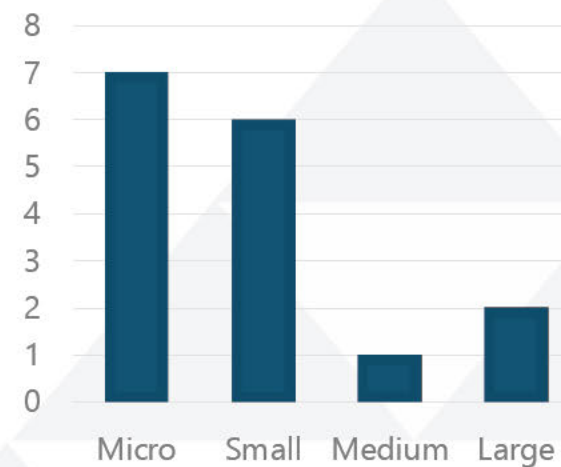


- 43 Total Business
- 27 Māori
- 16 Non-Māori
- 90 -100 Business engagements

Māori Business



Non-Māori Business



- Micro business – 1 to 5 employees
- Small business – 6 to 19 employees
- Medium business – 20 to 49 employees
- large business – 50 or more employees

Industry Training Organization Engagement

BCITO

We are fortunate enough to have a strong working relationship with the BCITO Regional Kaitohutohu Māori and have been working together to develop night classes held at Te Whare Tipu (K3 Construction Facility) which will focus on more interactive learning and specific units targeted each session. K3 looks forward to hosting BCITO National Kaitohutohu Māori team in April.

Vertical Horizons/Building Futures/Te Pukenga

Since Te Whare Tipu (K3 construction facility) started, we have hosted all ITOs through the facility. Before they started visiting apprentices onsite. We wanted to do a more formal walk through to show our appreciation for their ongoing support over the last two years with a goal from the start since K3 started to bring everyone along on the journey.


Maori Housing Forum

Rotorua hosted the biannual National Māori Housing Conference. Iwi and hapū from around the country come together to share experiences and learnings in the Māori housing industry. The chance to have all entities in this space under the one roof creates invaluable networking opportunities, learnings and a sense of wider community amongst the chaos of day-to-day work in the Māori housing industry. We were able to share our learnings in our apprentice support programme and also learn from others in the space.



Apprentice Highlights and Success

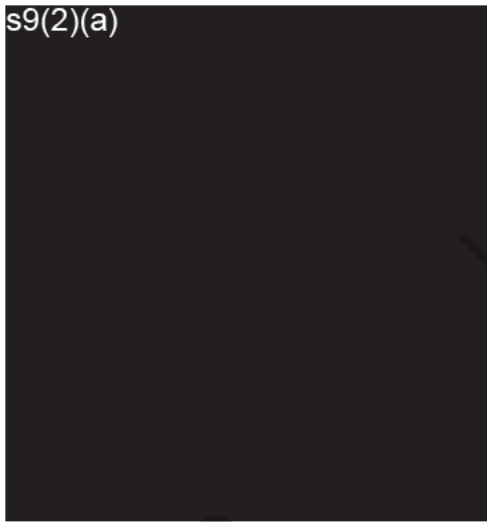
s9(2)(a)



Self Employed

s9(2)(a) has made the transition to self employed. He is the first apprentice to move from K3 apprentice support into K3 business support.


s9(2)(a)



Future Leader

s9(2)(a) is leading the pack for his peers. He is on track to finish his qualification at the end of the year and has expressed interest to go self employed.

s9(2)(a)



Wheels, Tracks & Rollers

Recently completed his WTR course which helped him secure a job.

Cyclone Gabrielle disruption

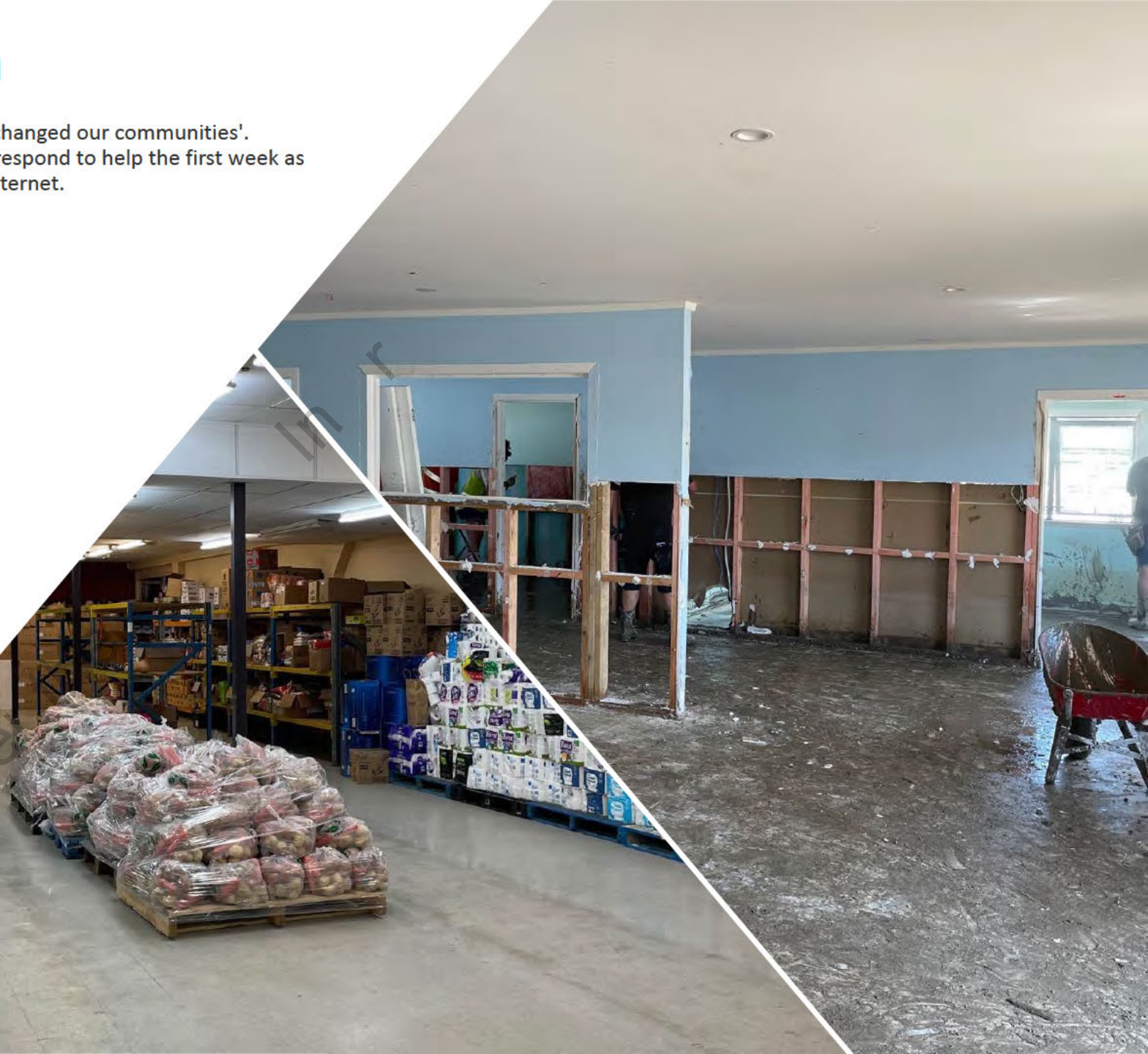
Starting a new year with new ideas and energy, then Cyclone Gabrielle changed our communities'. Unfortunately, us the Apprentice Managers like many whanau couldn't respond to help the first week as our world became very restricted with no power, roads closed and no internet.

Cyclone Response

- Check in with K3 supported apprentices and employers.
- Apprentice Managers went in the community to help the flood clean up.
- Went to Wairoa to help set up the Pātaka. A community food distribution centre.

Cyclone Changes

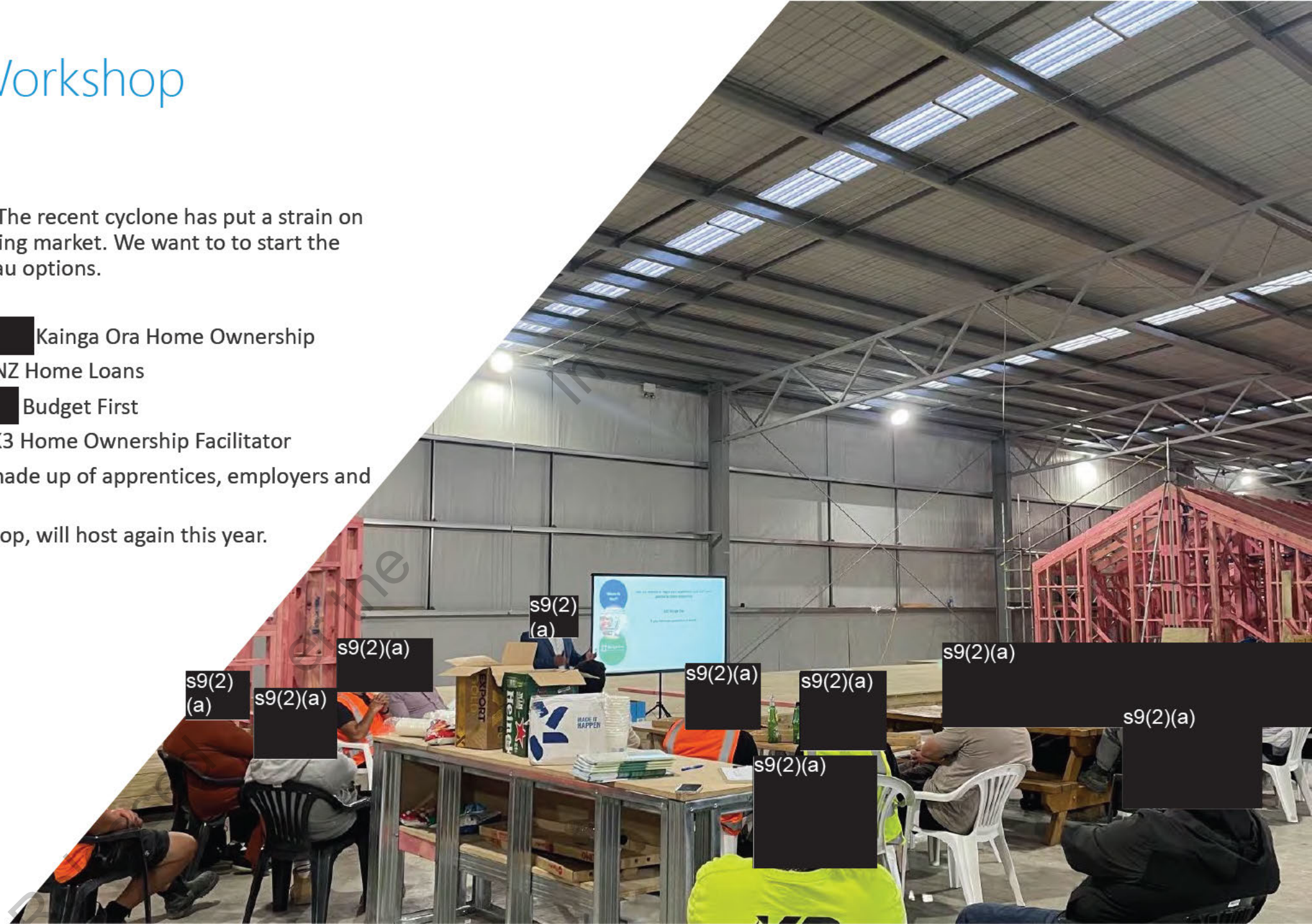
- Travel disruptions: Broken bridges has restricted travel and increased traffic density. Journeys within the HB and the regions has been cut off and heavily restricted.
- Communication: Apprentice site visits decreased, and phone communication increased.
- Planning: Like big cities, days need to be planned around traffic.
- Workshops: Decreased engagement due to traffic.
- Increase apprentice transfers and width draws.



Apprentice Workshop

Flood Housing Response

- Focus: Housing options. The recent cyclone has put a strain on an already strained housing market. We want to start the Korero to give our whanau options.
- Presenters:
 - s9(2)(a) Kainga Ora Home Ownership
 - s9(2)(a) NZ Home Loans
 - s9(2)(a) Budget First
 - s9(2)(a) K3 Home Ownership Facilitator
- Attendance: 18 people made up of apprentices, employers and employees.
- A very successful workshop, will host again this year.



Drivers Licence update

- Focus: The hard of the hard, the restricted licence. To get all K3 supported apprentices on their Restricted Licence.
- Aim: 8 apprentices still on learner's licence. Have 4 people booked to sit in early April.
- Summary: It has taken the K3 Apprentice Managers over one year to get the remaining apprentices off their learner's licence. Multiple factors contribute to this which can be fixed by the apprentice attending driving schools.
- Two K3 supported apprentices identified as high risk have attended driving schools with 100% success rate.



K3 construction activity. Providing more apprentice opportunities

Te Whare Tipu (K3 Construction Facility)

- What: 17 x relocatable houses of mixed typology being built at Te Whare Tipu, K3's new construction facility.
- Who: 24 x local business, over 90% Māori owned.
- Apprentices, Business and industry come to K3. This creates a perfect environment for the K3 Apprentice Managers. Business want to work in the yard and put their apprentices in K3 support.



Case Studies

Case Study 1

A company with two K3 supported apprentices didn't have a pipeline of work to support the apprentices in employment. This company had the chance to price for K3 carpentry work but coming from civil construction this highlighted their lack of experience. The Apprentice Manager met with the first apprentice, and he is now working in the K3 construction team. The second apprentice needed more sessions to get work ready, we completed his CV, booked his WTR and then sent his CV out. He was placed with Māori Civil company connected to the K3 kaupapa by the end of the day.

Case Study 2

One of the youngest apprentice carpenters in K3 support has needed help to navigate the work site and employment issues. In February the apprentice and the K3 Apprentice Manager met to discuss how to navigate and manage a worksite with a difficult foreman. We discussed a clear and easy plan that used another workmate to help because he has more of a clearer understanding about the company dynamics. In February his employer called me to discuss this apprentices attendance at work and suggested we have a meeting to discuss. The Apprentice Manager managed to have it sort by lunchtime after a phone call with the apprentice. The apprentice is young and still learning what is expected in a construction environment and from our experience to date the apprentice doesn't get the conversation about these expectations.

Released



Case Studies

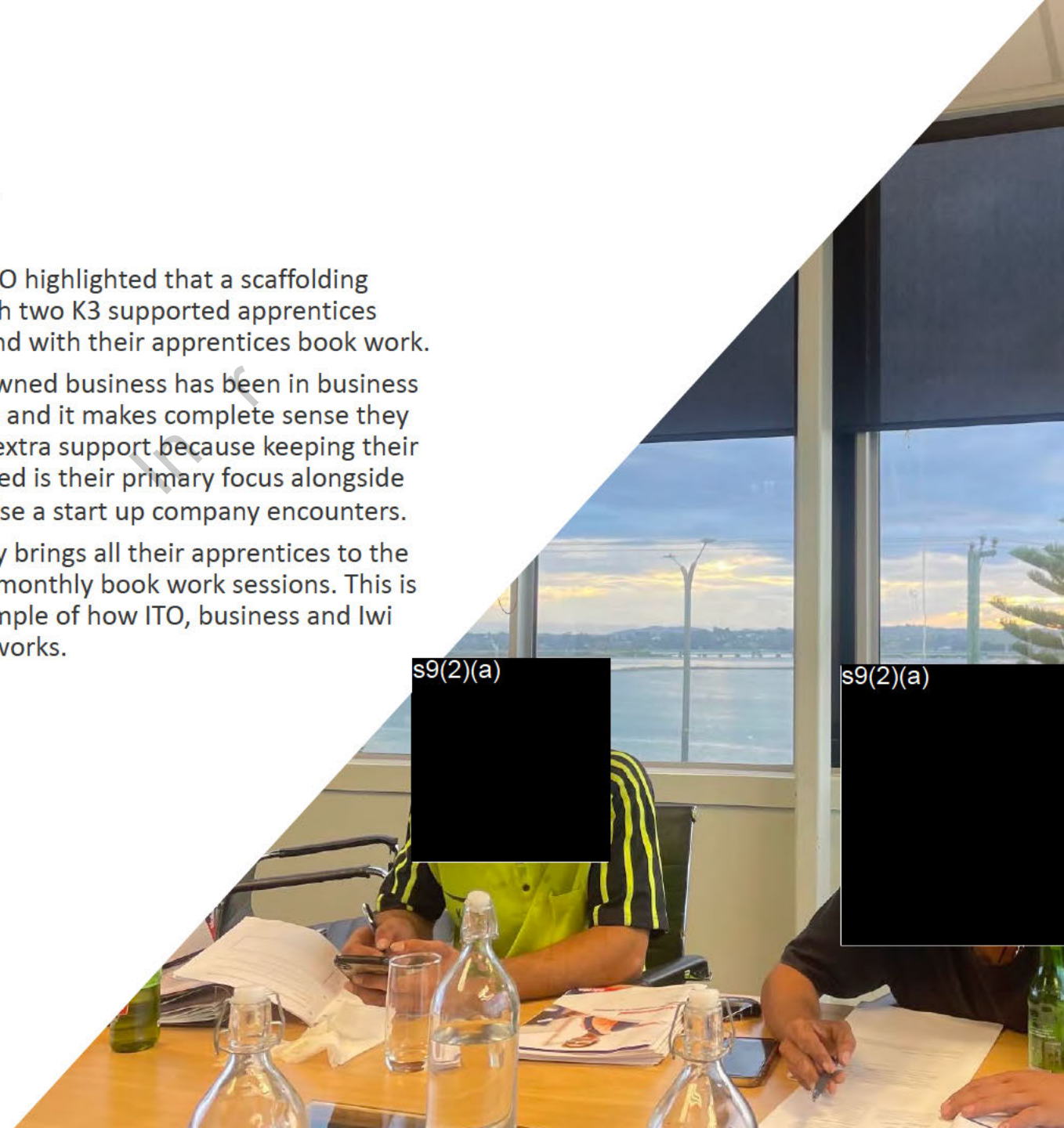
Case Study 3

In March, a phone call from an employer said he had to let his apprentice go because lack of future work. The employer also mentioned some work-related problems he was having with the apprentice and many times in this situation it's taken with a pinch of salt because of the timing. The apprentice found new employment and the K3 Apprentice Manager had a meeting with the new employer, unfortunately the same reputation has followed the apprentice. A meeting with the apprentice was quickly arranged to have the discussion that his employers aren't having with the apprentice.

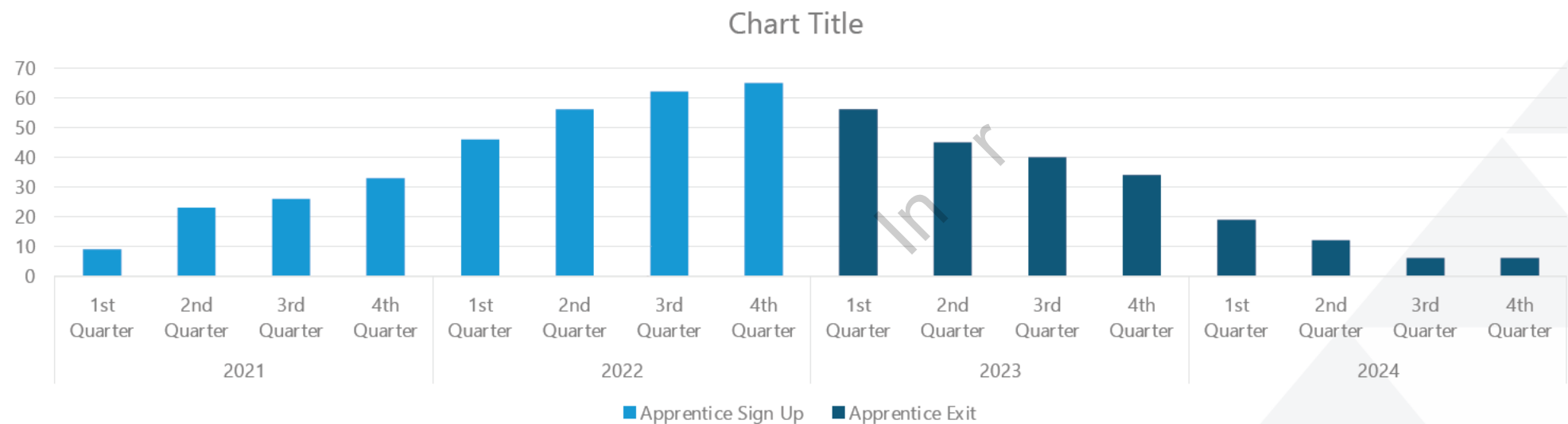
The main issues is the generation difference approach to work, the apprentice personality doesn't suit the old construction mentality and suits a younger crew but realizes he needs to compromise until he is qualified. Another important talk was how to navigate being the only Māori on the construction site, which unfortunately puts him on the back foot before work starts.

Case Study 4

Last year a ITO highlighted that a scaffolding company with two K3 supported apprentices needed a hand with their apprentices book work. This Māori owned business has been in business for two years and it makes complete sense they would need extra support because keeping their crew employed is their primary focus alongside everything else a start up company encounters. This company brings all their apprentices to the K3 office for monthly book work sessions. This is the best example of how ITO, business and Iwi partnership works.

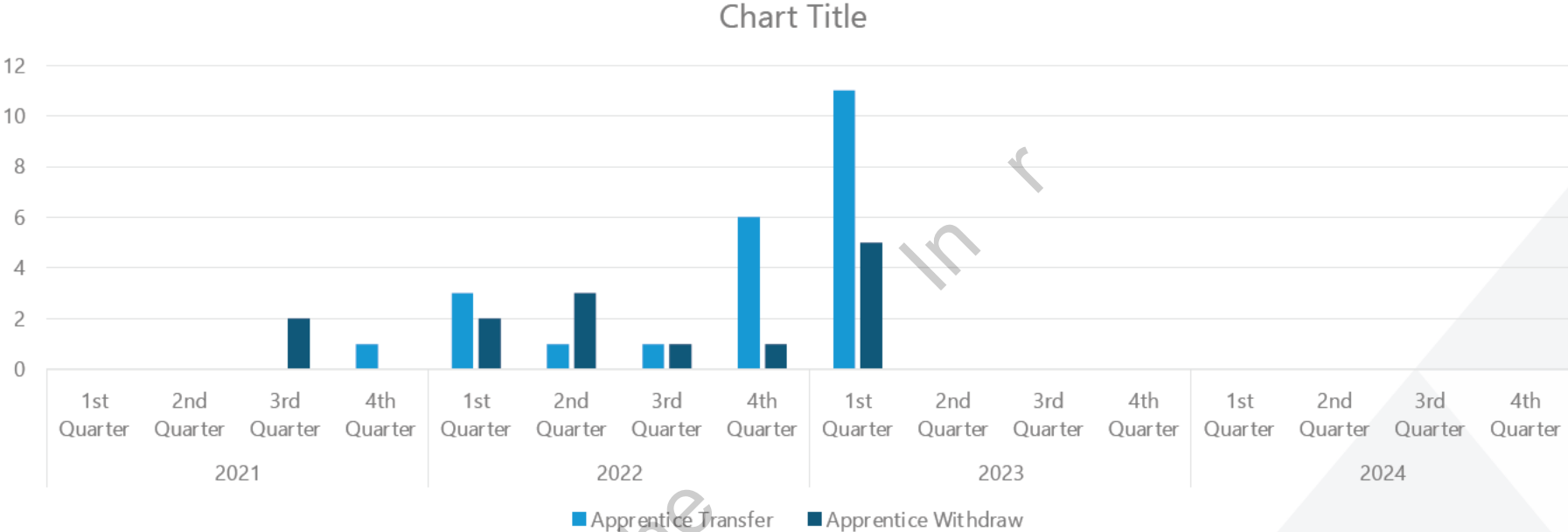


K3 Apprentice Support Sign up and Exit



- 31 Apprentices to exit K3 support in 2023
- 34 Apprentices to exit K3 support in 2024
- Currently collecting data from apprentices to see what support is needed after two years.

K3 Supported Apprentice Transfers



- ITO's report the highest apprentice movement after the Christmas holiday period.
- This quarter had the largest number of transfers and withdrawals to date.
- 6 transfers and 2 withdrawals post Covid.
- 2 withdrawals went to play rugby in Australia.
- 14 total apprentice withdrawals.
- 3 apprentice withdrawals still in apprentice support.

Risk, Issues and Challenges

- The full impact of Cyclone Gabrielle is still to be felt. A deficit Hawke's Bay housing stock pre cyclone is under more pressure. EIT campus was affected by the floods which puts a hold on level 3 trades students and level 4 block courses.
- Apprentice free fees ending has created some stir but fortunately most apprentices are two years though a qualification and see the benefits of completing.
- The free fees website has caused lots of confusion amongst ITO's, employers and apprentices. Its difficult for users to follow due to the terminology used.
- Te Pūkenga slow merger still causing uncertainly for the ITO's and disruptions for apprentices.
- The high number of apprentice transfers and withdraws have overloaded the K3 Apprentice numbers this quarter which has a flow on affect to other areas. A transfer or withdraw is very time consuming and can involve multiple phone calls, meetings with old and new employers, apprentice, ITO, MSD, Corrections.



Next Quarterly focus

- Expanding apprentice numbers
- Have all apprentices on a restricted driver's license.
- Finish off the last of the apprentice transfers.
- Final apprentice tool grants allocated.
- Review internal procedures and systems.
- New monthly bookwork nights with BCITO apprentice carpenters and K3
- Develop bookwork nights like BCITO for apprentice roofers.





K3 Property MSD QUARTERLY REPORT

Prepared by:

s9(2)(a) - Trades Training Manager (TTM)

July 2023 – September 2023



PGC
CONSTRUCTORS

Apprentice Sign Up

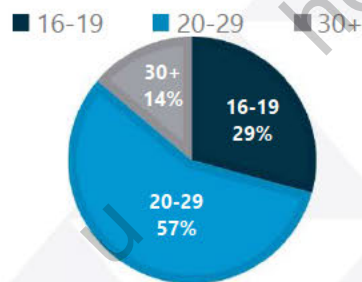


- Carpenters
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AGE



Gender Data

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07

5 in the pipeline

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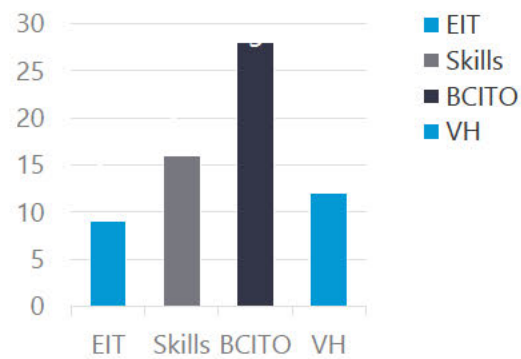
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11 in the pipeline

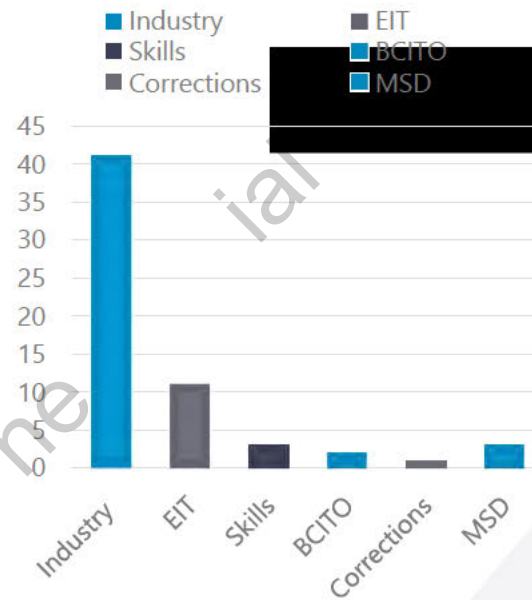
s9(2)(a)

Enrolment Details

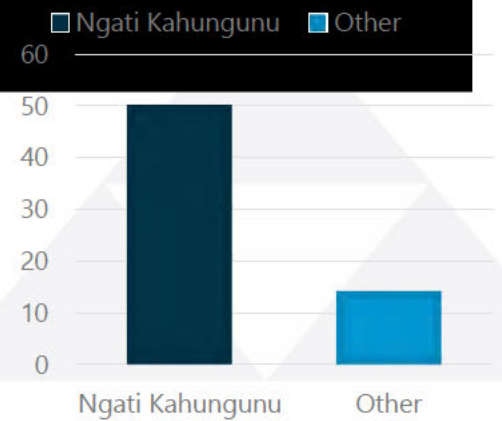
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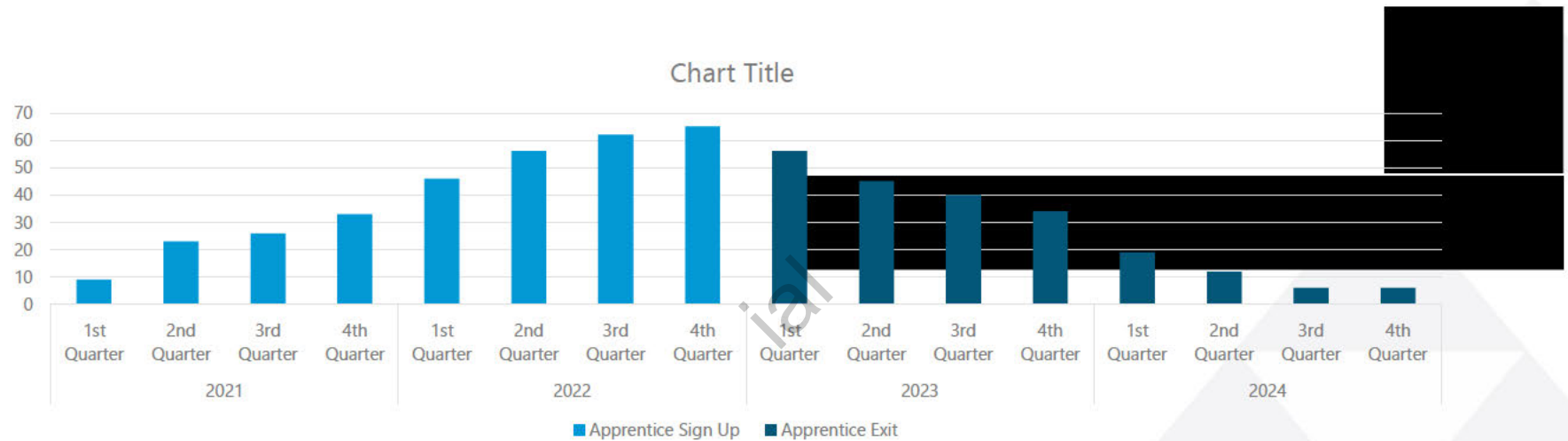
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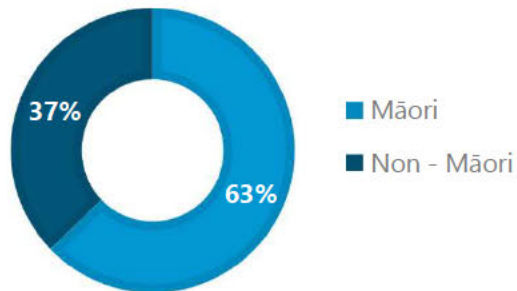
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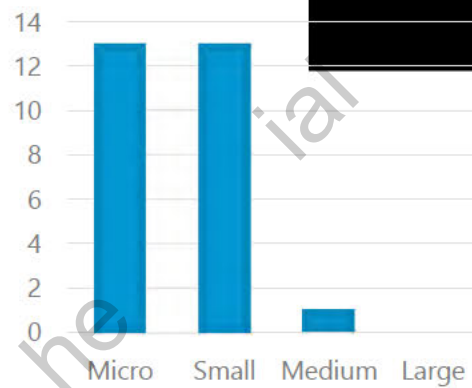
Sign Up Employer Analysis

Non-Māori vs Māori

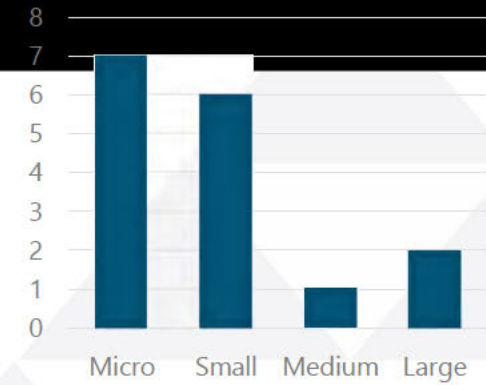


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Māori Business



Non-Māori Business



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Industry Engagement

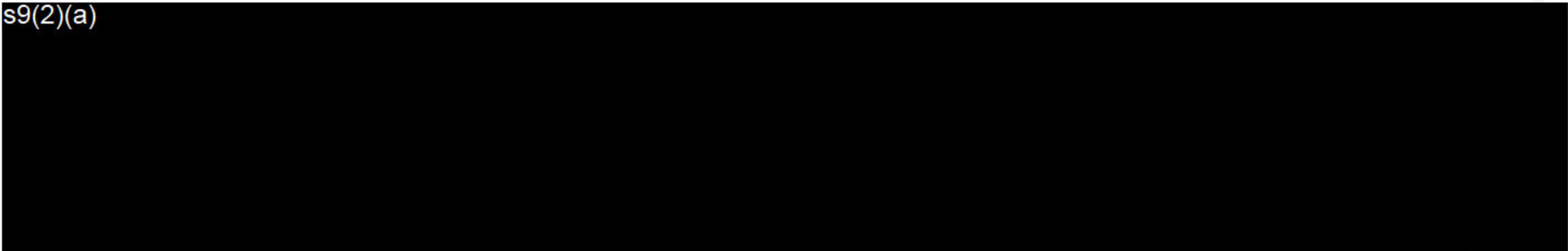
Our Industry relationships go from strength to strength with our partners and our industry connections help make our work efficient and effective.

- Te Pūkenga/BCITO - Regional Kaitohutohu Maori
- Te Pūkenga/BCITO - Training Advisors
- Te Pūkenga/EIT - Trades School
- Te Ara o Tākitimu - Māori success unit at EIT
- Te Pūkenga/Skills - Account Managers
- Vertical Horizons - Training Advisor
- Vertical Horizons - Account Manager
- Jobs and Skills Hub - MSD
- Building Futures - MSD
- MSD - Work Brokers
- Ignite Youth Employment Services
- Waihangā Ara Rau - Poutama
- Department of Corrections - Employment and Training Consultant
- Amotai - Supplier Diversity Lead, Te Tairāwhiti
- Taiwhenua o Heretaunga - Rangatahi Services
- Te Puni Kōkiri - Hawkes Bay Team Leader
- Concove Tūhura
- SENZ – Pasifika support



Qualified Apprentices

s9(2)(a)



Plastering and Gib
Fixing

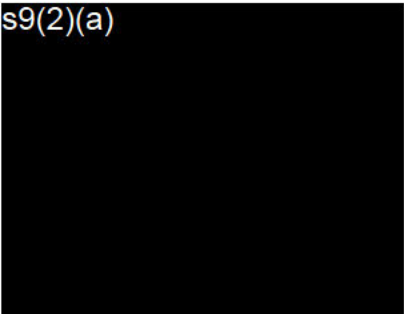
Scaffolding Basic

Painting and Decorating

Plastering and Gib
Fixing

Plastering

s9(2)(a)

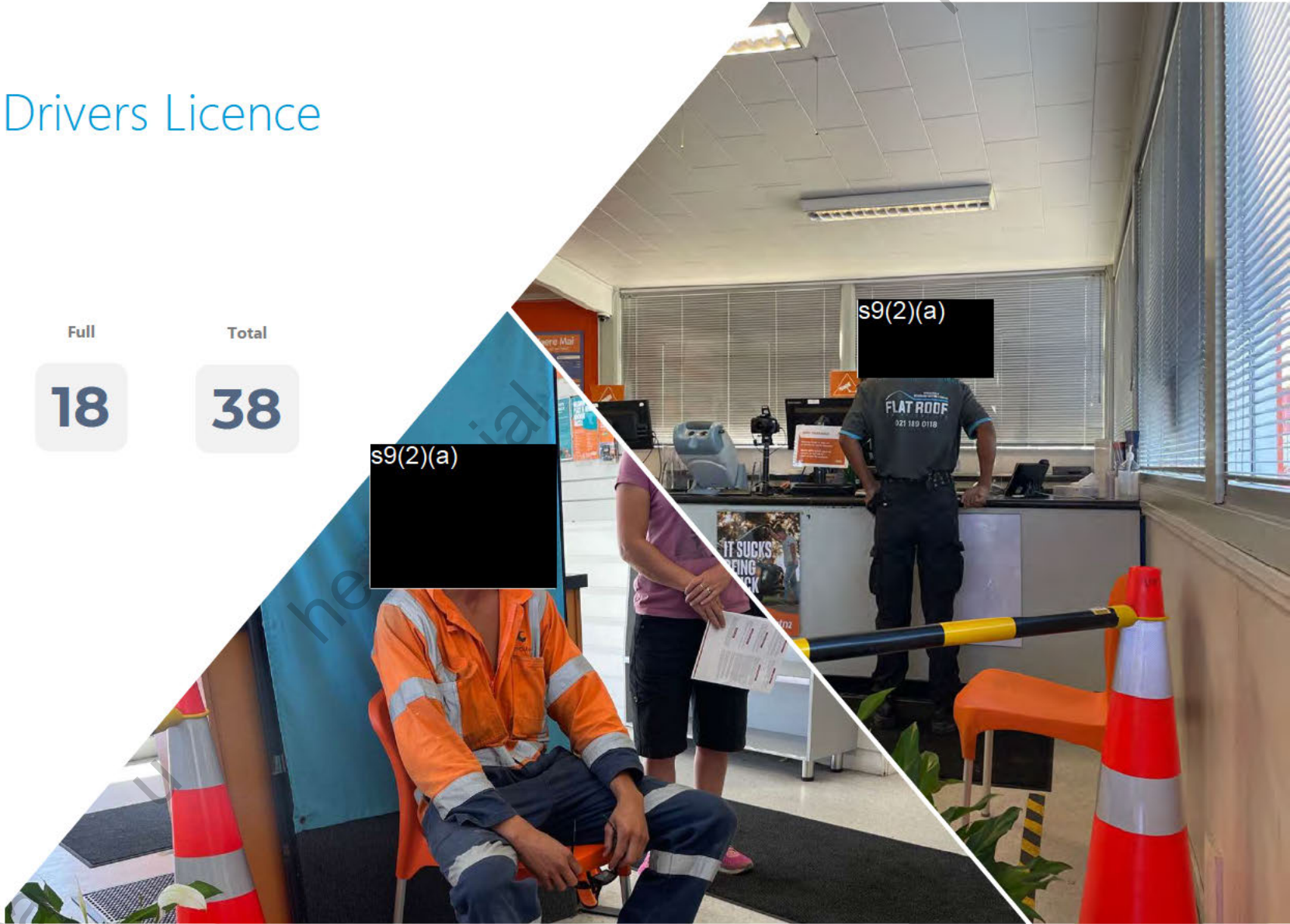


Scaffolding Basic

Drivers Licence

Statistics

Learners	Restricted	Full	Total
02	18	18	38
Driving Lessons	Booked driver's license		
20	6		



Tool Vouchers

- \$500 Mitre10 Tool Voucher for apprentices.
- 326 tools purchased.
- Top 5 tools Purchased- 25 Tape Measures, 18 Drill Bits, 14 craft knives, 14 Levels, 14 clamps
- 20 power tools purchased including batteries

Summary

- 8 months to use all vouchers
- Excellent engagement
- Many apprentices didn't know what they needed. I had to get their tool bags to see what they needed or get their employers and foreman involved.
- Administrative heavy: Organising process with Mitre10, changing process and tracking purchasing.
- Time consuming: met apprentices after hours and weekends to work in with their work schedule.

s9(2)(a)

s9(2)(a)

s9(2)(a)

s9(2)(a)

s9(2)(a)

Released

Apprentice Workshop

Apprentice Carpenter Bookwork Night

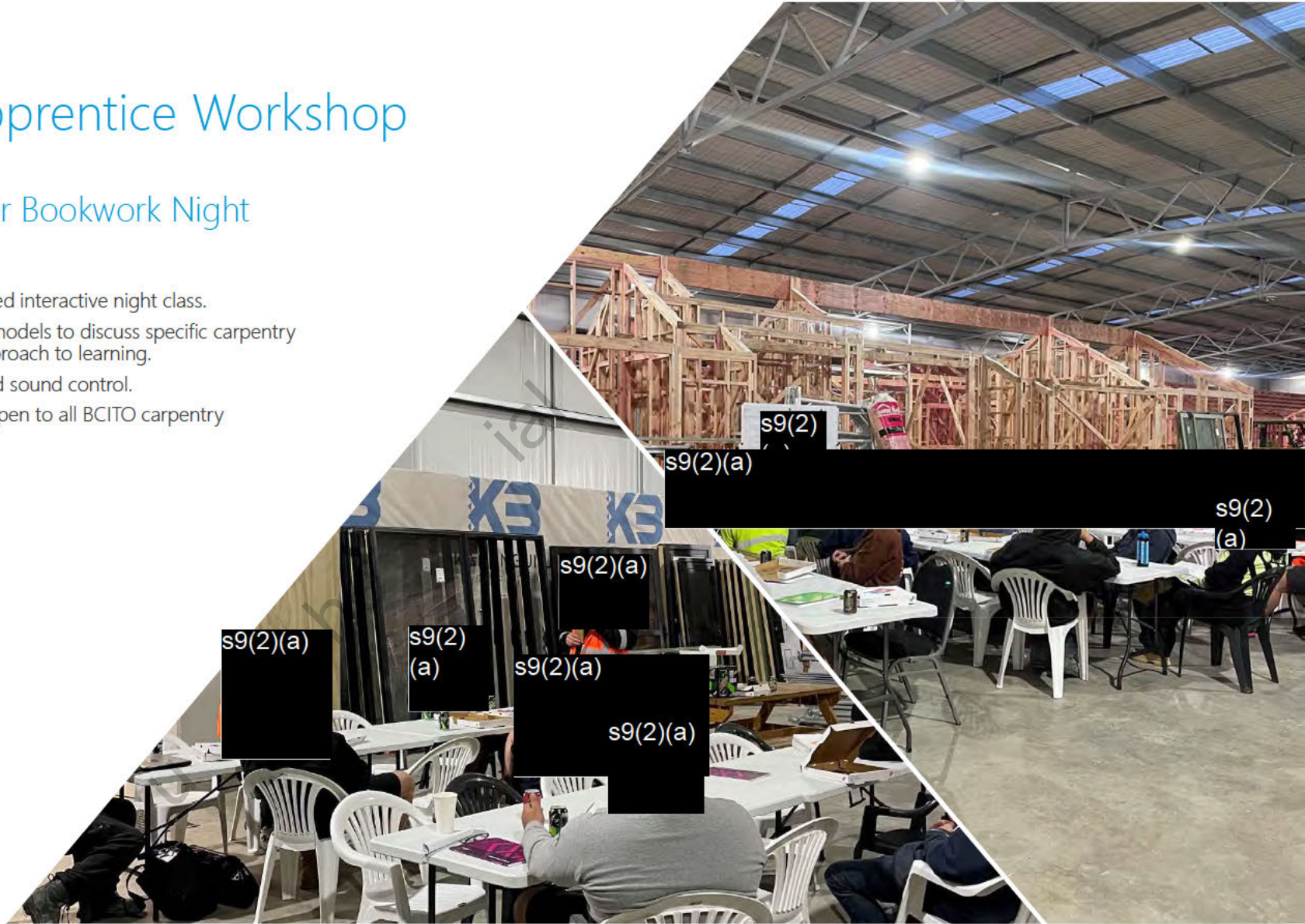
- K3 hosted and BCITO presented interactive night class.
- Focus: Using full scale house models to discuss specific carpentry units. No books, wānanga approach to learning.
- Content: Exterior claddings, Roof cladding and exterior Joinery
- Attendance: 08 Apprentices. Open to all BCITO carpentry apprentices.



Apprentice Workshop

Apprentice Carpenter Bookwork Night

- K3 hosted and BCITO presented interactive night class.
- Focus: Using full scale house models to discuss specific carpentry units. No books, wānanga approach to learning.
- Content: Insulation, linings and sound control.
- Attendance: 18 apprentices. Open to all BCITO carpentry apprentices.



Case Studies

Case Study 1

Visiting an apprentice who is 4 months over his qualification completion and running jobs. The apprentice felt his apprenticeship was forgotten about by his employers, the employer is a new business and current focus is getting the pipeline of work to keep the crews working. The Apprentice Manager called employer who was more than happy for the apprentice to finish his qualification and arranged a time with apprentice, employer and ITO for the final sign off.

Case Study 2

A roofing apprentice asked about when his next block course was. This apprentice is fully engaged with his work, running jobs and 60% through his apprenticeship. The apprentice Manager puts extra support around this apprentice with the idea if he gets qualified, he will set the example in his company and give incentive to other apprentices in the company to complete their qualification. The Apprentice Manager contacted the ITO and he had fallen through the cracks, the ITO remedied the situation and has fast tracked the apprentice to be qualified in November.

s9(2)(a)

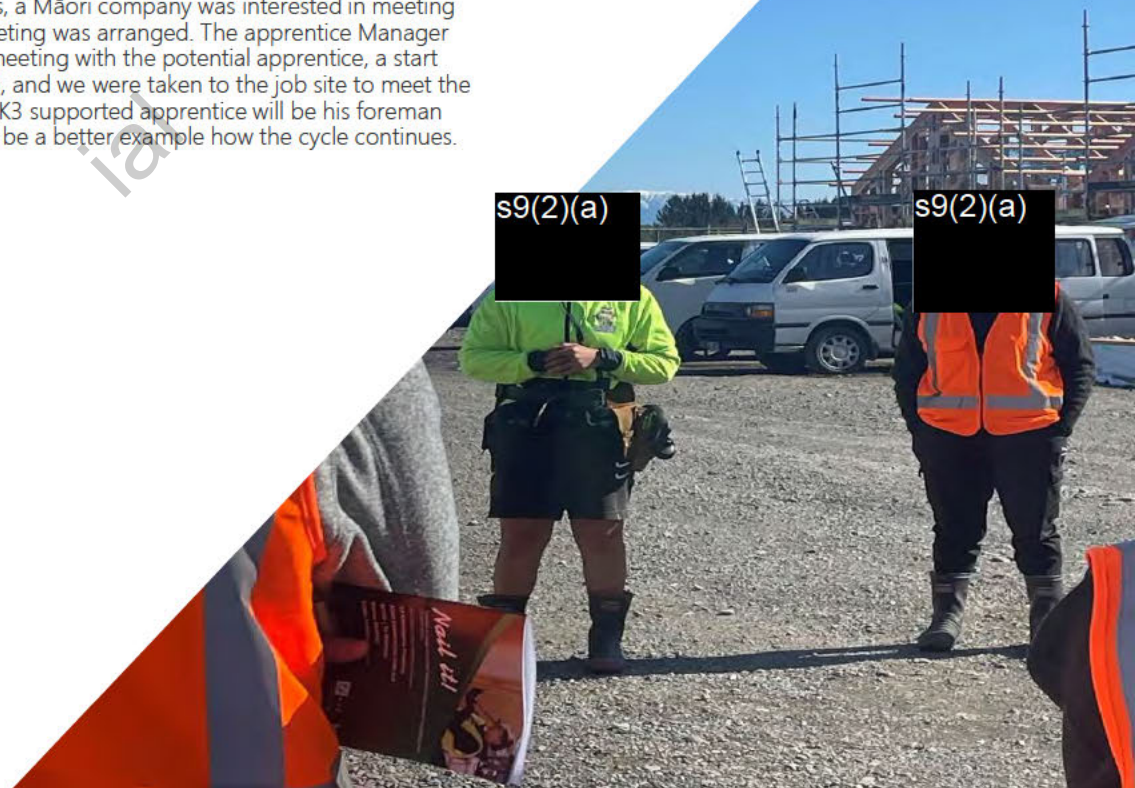
Case Studies

Case Study 3

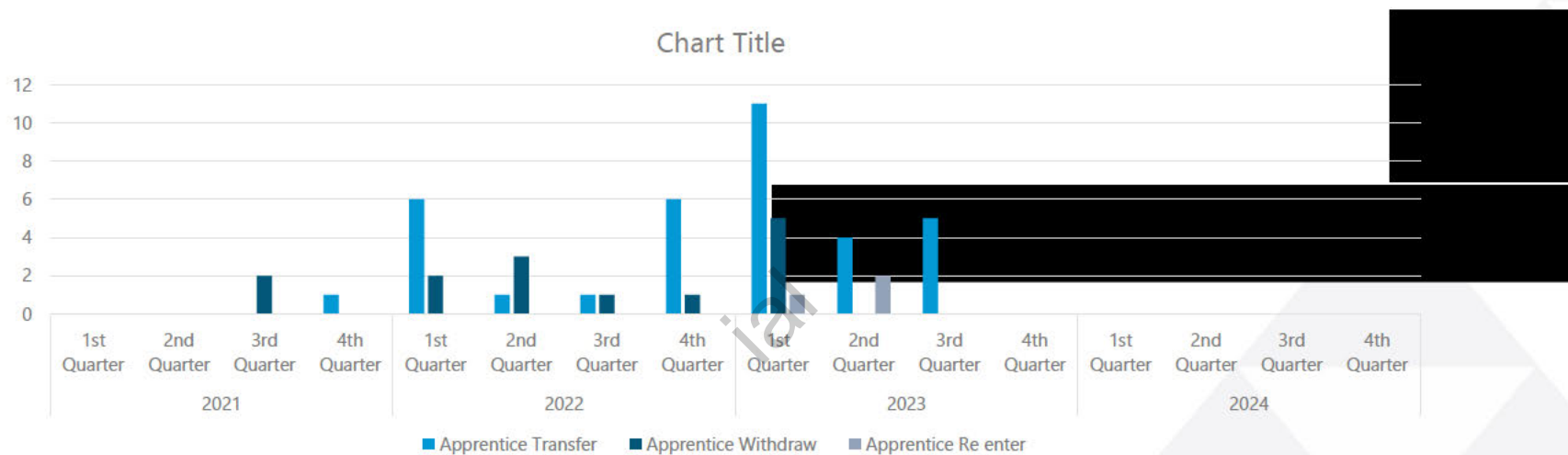
A female apprentice carpenter is moving back to Wellington in December because she misses her whānau. She needs a vehicle and manual cars are cheaper and she can't afford a car. A common issue with apprentice is they can't drive manual work vehicles. The Apprentice Manager booked Manual driving lessons and contacted Ngāti Toa apprentice support to start the early conversation about possible work.

Case Study 4

A potential apprentice contacted K3 via website and called the Apprentice Manager. A meeting was arranged it was quickly established this motivated individual would be an asset to any company. The apprentice Manager contacted two companies, a Māori company was interested in meeting him, and a meeting was arranged. The apprentice Manager attended the meeting with the potential apprentice, a start date was given, and we were taken to the job site to meet the crew. Another K3 supported apprentice will be his foreman which couldn't be a better example how the cycle continues.



K3 Supported Apprentice Transfer and Withdraw



- 36 apprentice transfers to date from 24 apprentices.
- 6 apprentices are on their 3rd business.
- 14 apprentice withdraws to date.
- 3 apprentices have re-entered support.

Risk, Issues and Challenges

- The full impact of Cyclone Gabrielle is still to be felt. A deficit with Hawke's Bay housing stock pre cyclone is under more pressure.
- EIT campus still affected by the floods puts a hold on apprentice's block courses or they must leave town to do them.
- Apprentice free fees ending is still affecting those who didn't address it early.
- The residential housing market has slowed down due to interest rates.
- Very hard to find business's wanting to take on in experienced workers. All companies need experienced qualified tradespeople to train an apprentice.
- K3 CE has recently left with a interim GM taken over.



1982

Next Quarterly focus

- Onboarding new apprentice cohort.
- Moving K3 apprentices at the end of two years support into quarterly support until qualified.
- Improve systems to streamline current K3 apprentice support. E.g more digital focus, better quarterly reporting.
- Learning new MSD reporting tool.



K3 Property MSD QUARTERLY REPORT

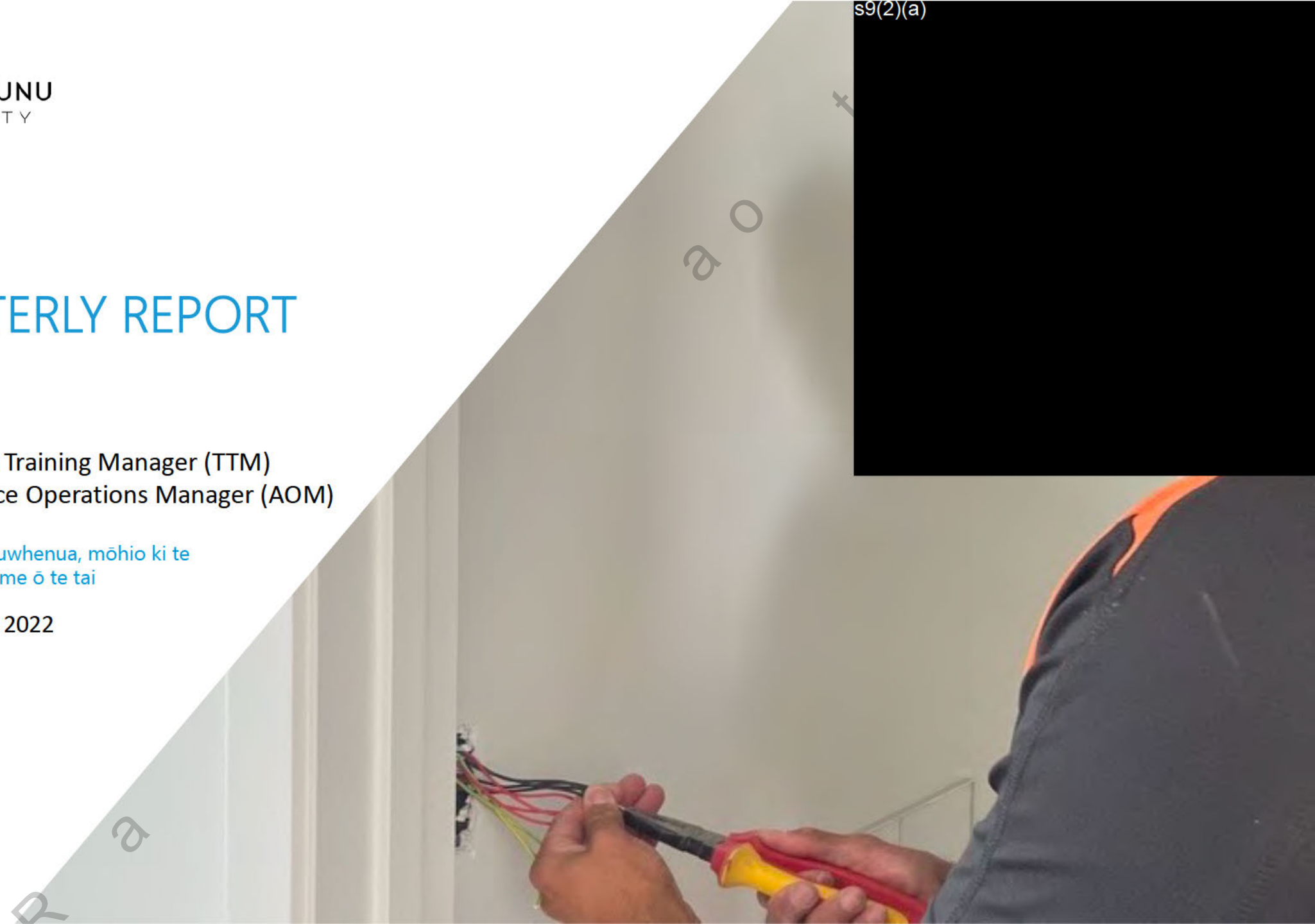
Prepared by:

s9(2)(a) - Trades Training Manager (TTM)

s9(2)(a) - Apprentice Operations Manager (AOM)

Ko Kahungunu he tangata ahuwhehua, mōhio ki te
whakahaere i ngā mahi o uta me ō te tai

October 2022 – December 2022



Apprentice Numbers

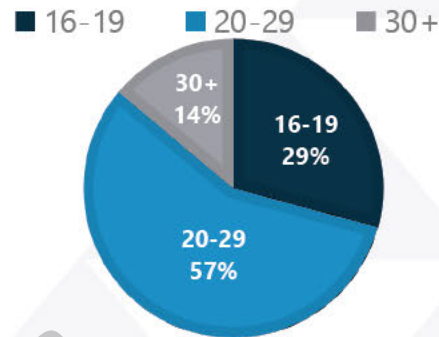


- Carpenters
- Plumbers
- Electricians
- Plasterers
- Foundations
- Scaffolders
- Roofers
- Drain Layers
- Painters
- Joiner
- Concrete

Apprentice Location

- Napier/Hastings 55
- Wairoa 2
- CHB 7
- Wairarapa 1

AGE



Gender Data

Female Apprentices

07

5 in the pipeline

Male Apprentices

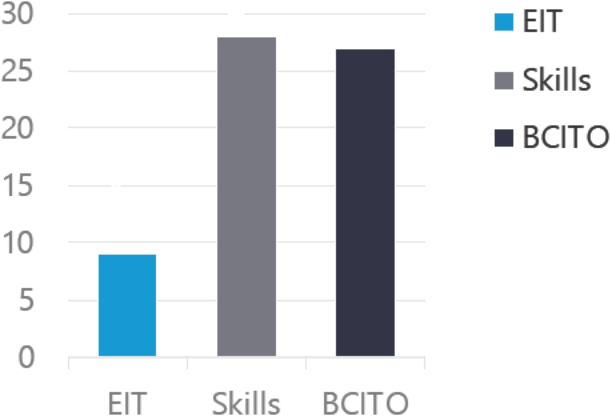
58

11 in the pipeline

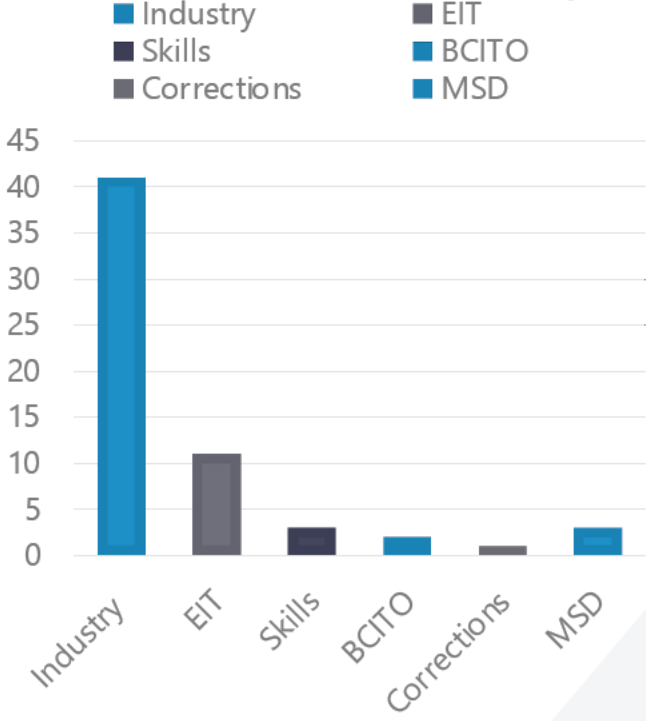
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Apprentice Statistics

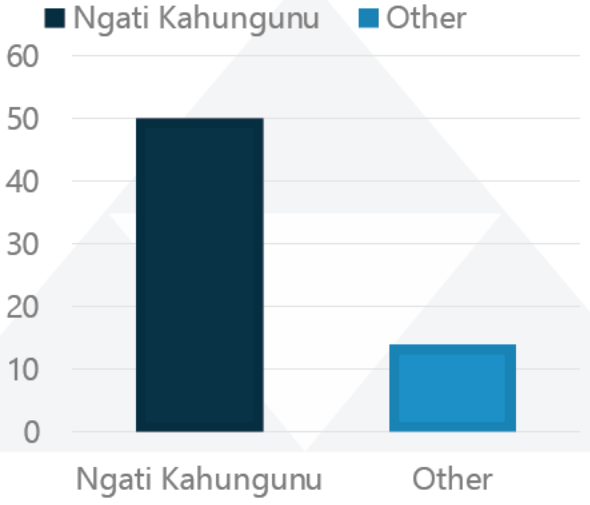
ITO



Source

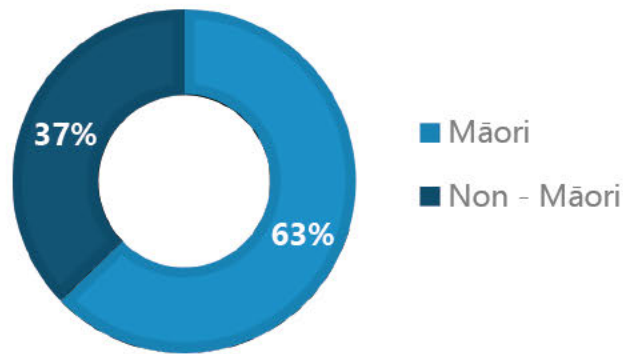


Iwi



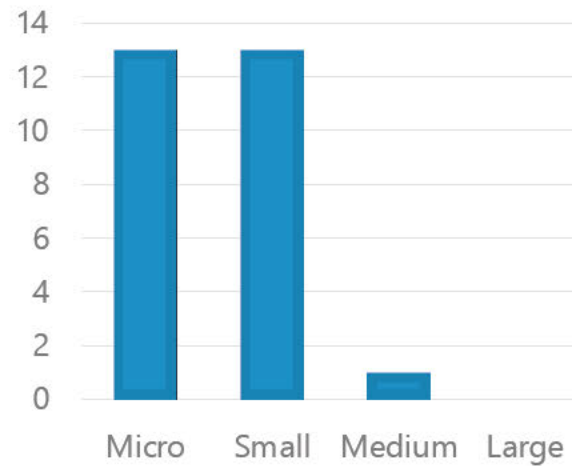
Apprentice Employer Analysis

Non-Māori vs Māori

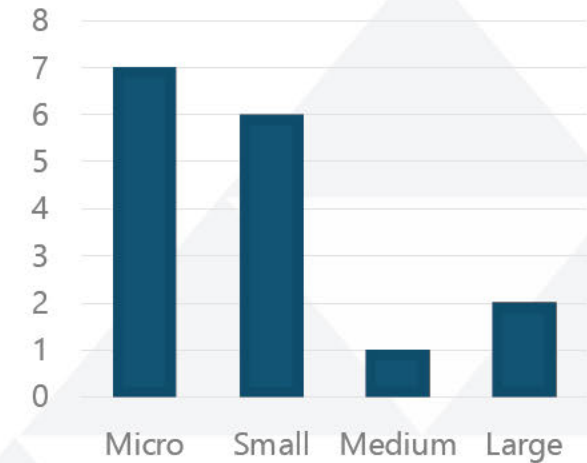


- 43 Total Business
- 27 Māori
- 16 Non-Māori
- 90 -100 Business engagements

Māori Business



Non-Māori Business



- Micro business – 1 to 5 employees
- Small business – 6 to 19 employees
- Medium business – 20 to 49 employees
- large business – 50 or more employees

Industry Training Organization Engagement

Skills.org (Te Pukenga)

Regular contact with the Skills Apprentice Managers. Still going through the merger with Te Pukenga. They have been keeping a very low profile while they recruit more staff and take the next step of the process on the first of January.

Vertical Horizonz

Two meetings this quarter with Vertical Horizonz Māori Pasifika Roopu. The first meeting was introductions of kaupapa, the second meeting was discussions about Vertical Horizonz presenting a pilot leadership program to K3 supported apprentices. K3 Apprentice Managers have presented apprentice scenarios to our local apprentice advisor and Industry Manager to try and get recognition of prior learning added to scaffolding and roofing units.

EIT (Te Pukenga)

The K3 Apprentice Managers put a hāngī down at EIT for current trades students and K3 supported apprentices and businesses. Another quarter with regular contact with the trades department and Te Ara o Tākitimu the Māori trades scholarship program. It's important to the K3 Apprentice Managers to try and get to know apprentices before they enter support to build the relationship early.



Industry Training Organization Engagement

BCITO

K3 Apprentice Managers attended a site visit with BCITO to assist with an apprentice with Te Reo Māori as his first language and to assist the apprentice with his new advisor. The K3 apprentice manager could ask questions in Te Reo Māori and add a Māori context when getting assessed. Weekly contact with BCITO apprentice advisors and BCITO Kaitohutohu Māori.

Waihanga Ara Rau

The K3 Apprentice Managers attended Waihanga Ara Rau roadshow event in Napier. This event was to discuss regional issues, employee retention, pre-employment training, transition to work and input into the development of Waihanga Ara Rau 5-year strategy.

Building Futures

Working side by side the Programme Manager to add extra support to an apprentice. Refer to case study. Refer to case study 3.

Puhoro

Meeting with Regional Lead and Regional Manager to discuss alignment of kaupapa. Both kaupapa share similarities, Puhoro is a support mechanism in schools and tertiary education, K3 is a support mechanism in industry. K3 current pipeline of builds gives the opportunity to place students from Puhoro who don't want to go to University straight into industry higher trades e.g. architects, engineers, project management etc.



Engagement

Corrections

Had meetings with Napier Employment Training Consultant, Probation officer and Corrections Kaihautu Māori to discuss current performance issues and support options for the K3 worker from corrections. Unfortunately, the housing crisis was the catalyst for the worker to make wrong decisions that has led to his abandonment of employment.

Maraenui Community Constable

Finding a direct line of contact within government departments can be hard to find. We are fortunate to now have that within the Police. With many of the K3 supported apprentices from Maraenui and with many K3 building projects in this community it was a no brainer to approach the Maraenui Community Constable for the chance to work together.

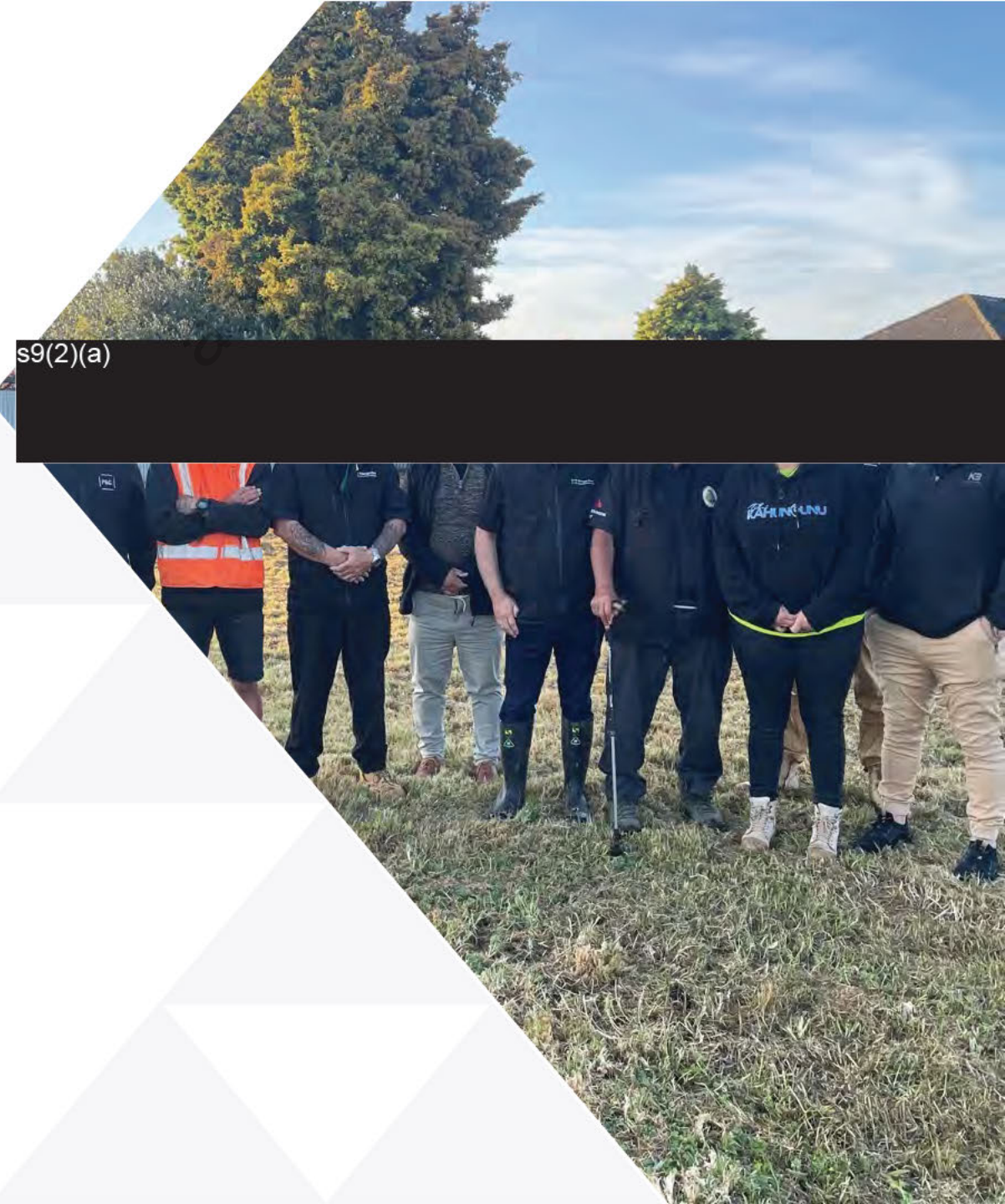
Kāinga Ora

K3 Apprentice Managers and K3 construction team met with Kāinga ora, Mana Whenua and Contractors for a site blessing of a K3 Property building project. With a lot more projects in the pipeline, Kāinga Ora and Mana Whenua engagements are important to stay connected to the communities we are working in.

Raukura

Raukura is a wāhine trades support group within Manukura Secondary School. Their main driver in this space is heavily influenced by their Tuakana-teina approach. Raukura has many similarities to the K3 wāhine Hinekura program. Meetings this quarter was to share ideas, learn and strategise how to empower and upskill wāhine within the trades.

s9(2)(a)



Apprentice Highlights and Success

s9(2)(a).



November Apprentice of the Month

s9(2) has been working hard in his apprenticeship at Fibre Ready and Electrical. He has successfully completed his block course and passed his final exam. s9(2) helped two other K3 suppo apprentices with their final exams.

s9(2)(a)



December Apprentice of the Month

s9(2) is one of the few apprentice brane roofers in the Hawke's Bay, he has proven to his employer he can be left alone to work and complete the job to a high standard.

s9(2)(a)



Attitude

s9(2)(a)

s9(2)(a)

team member at Gallery Kitchens, completing his book work and attends K3 workshops.

Apprentice Highlights and Success

s9(2)(a)



Leadership

s9(2)(a) entered the trades to follow her of becoming a plumber. A qualified butcher, she already had leadership and work ethic. s9(2) is a positive role model for you nekura wāhine.

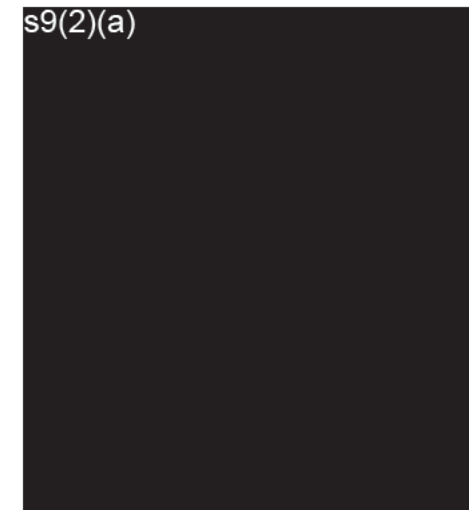
s9(2)(a)



November business of the Month

When this concrete company is rained off work, s9(2) and his two apprentices come K3 office to do book work with K3 Apprentice Managers. The apprentices gain confidence from learning by discussion of workplace scenarios.

s9(2)(a)



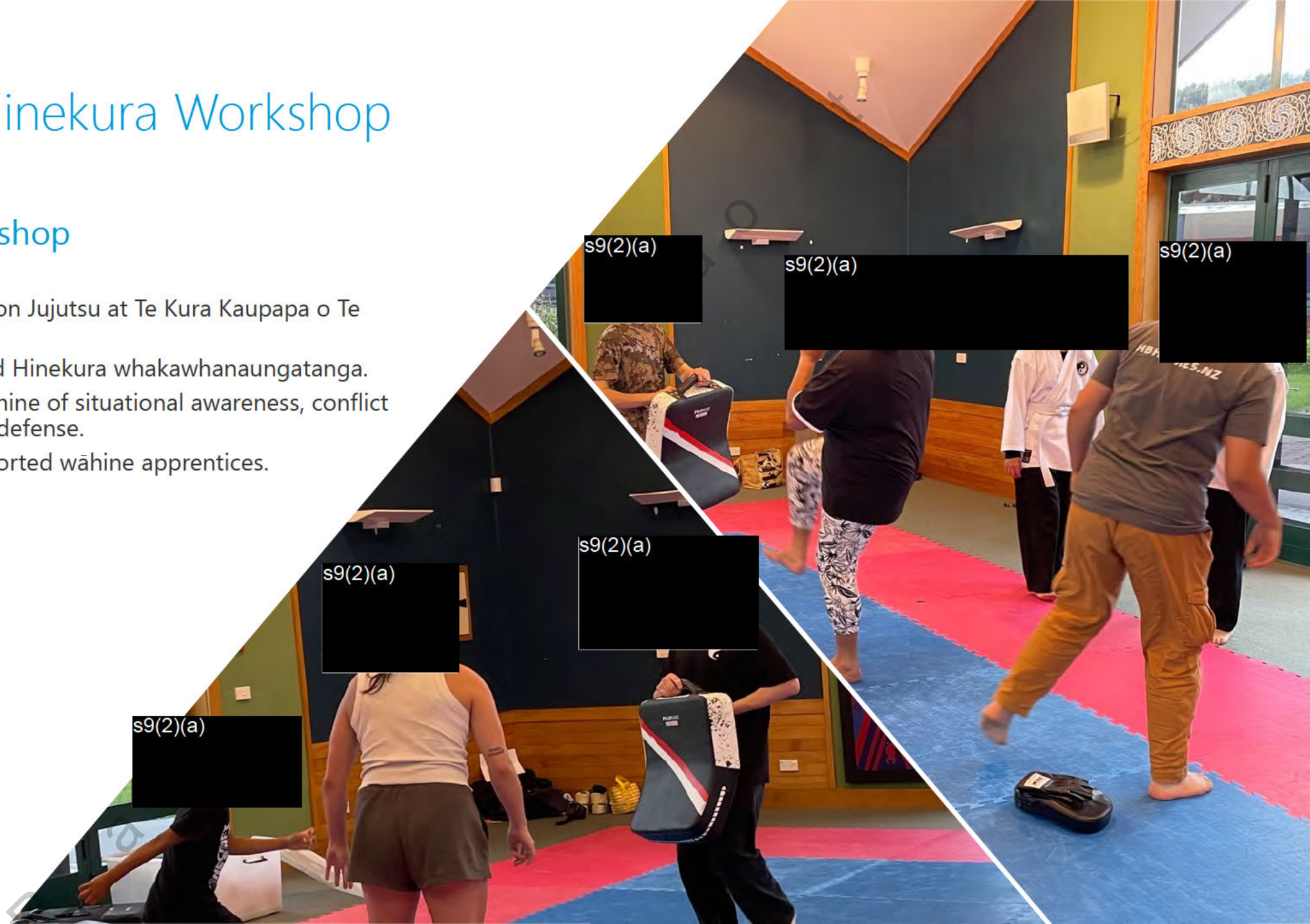
December business of the Month

Training apprentices isn't easy. s9(2) has done an amazing job recently supporting one of his apprentices navigate through many out of work barriers. Case study 3.

Hinekura Workshop

Self Defense Workshop

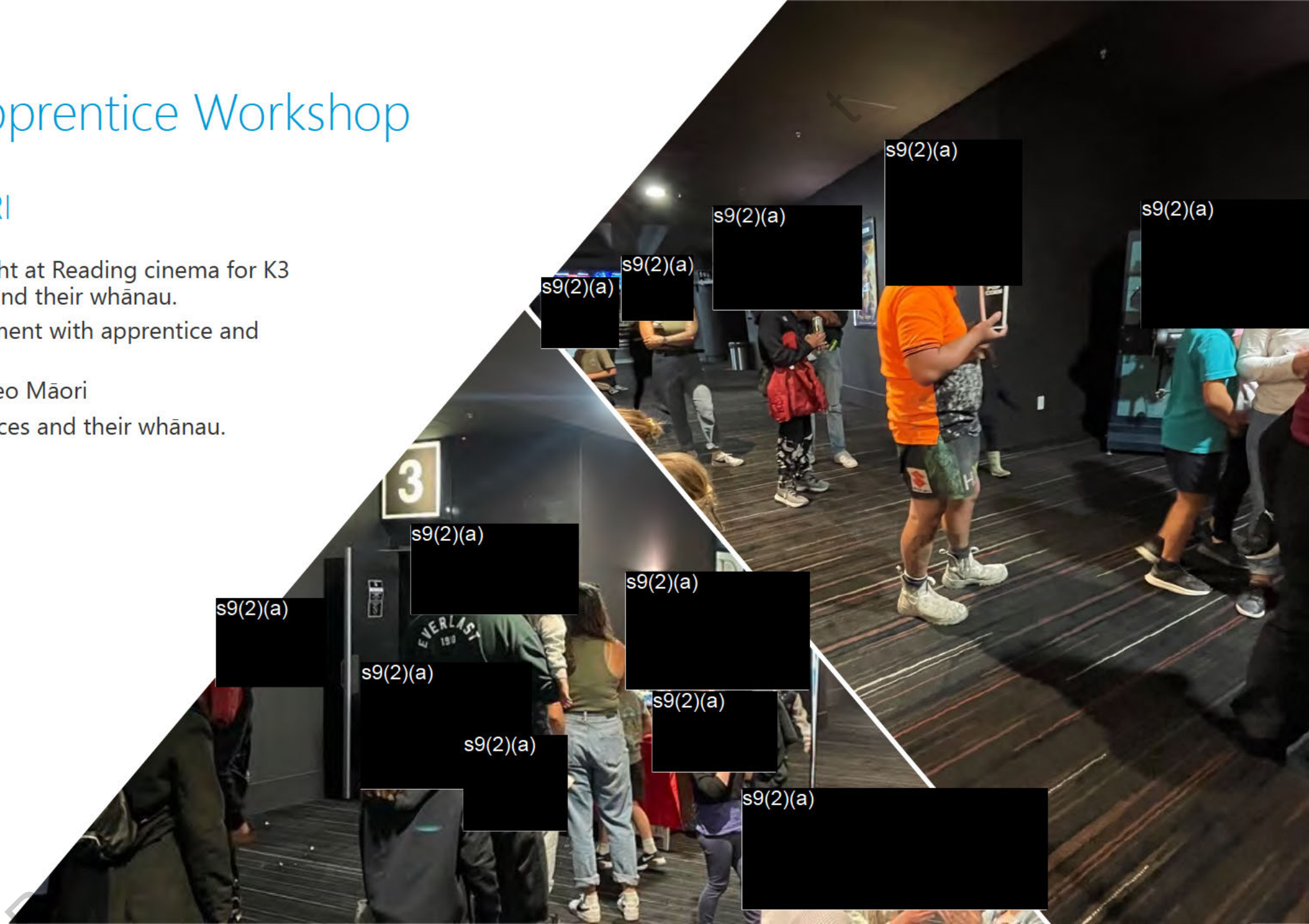
- Hosted by White Dragon Jujutsu at Te Kura Kaupapa o Te Arahou.
- Focus: Self defense and Hinekura whakawhanaungatanga.
- Content: Educating wāhine of situational awareness, conflict de-escalation and self defense.
- Attendance: 6 K3 supported wāhine apprentices.



Apprentice Workshop

Frozen – REO MAORI

- K3 hosted a whānau night at Reading cinema for K3 supported apprentices and their whānau.
- Focus: Increase engagement with apprentice and their whānau.
- Content: Frozen in Te Reo Māori
- Attendance: 40 apprentices and their whānau.



Apprentice Workshop

Hāngī

- Hosted by K3 and put down at EIT
- Focus: Increase K3 engagement with EIT students, EIT staff, K3 supported apprentice's and K3 supported business.
- Summary: This produced the highest engagement of all our workshops. This will be repeated next year teaching all phases of the hangi to apprentices.
- Attendance: 100 packs made and distributed to EIT and industry.



Apprentice Workshop

Touch Rugby Team

We have kicked off our K3 Apprentice Touch team as regular weekly touch point and get together. This has been very successful.

- Hosted by Taradale Rugby Club, Napier.
- Focus: Engage with apprentices through sport.
- Summary: 8-week social men's touch rugby competition.
- Attendance: 15 apprentices in the team.



Case Studies

Case Study 1

This year 3 K3 supported apprentices were not constant with attending night classes and keeping up to date with their paperwork.

They missed important quizzes to progress and their ITO wanted to withdraw them from the program. The employer and K3 planned to meet with the ITO, but unfortunately the ITO declined K3 to join the meeting. The employer with K3's backing attended the meeting and managed to work through the issues.

However, the downside of this is that some tests the apprentices didn't complete isn't being offered again by the ITO again for 2 years. Te Pukenga merge is welcomed by K3 as this will align all ITOs with industry.

Case Study 2

This 18-year-old apprentice is never far from trouble. His ITO contacted the K3 Manager to inform the apprentice had broken his hand in a fight and couldn't work for 6 weeks. This is his second incident of this nature to date, the K3 manager stayed in regular contact and had multiple visits to make sure he was going to stay on track.

Unfortunately, scenarios of this nature at this stage of life will be around for a little while longer and it's keeping the support network around him to help him navigate this stage of his life.

s9(2)(a)

Case Studies

Case Study 3

Following on from case study 2 from last quarter. After contacting MSD and presenting the apprentice with cabin options there was no action from the apprentice, and he continued to sleep in his car. After another meeting with the employer and building futures Programme Manager we all agreed the apprentice needed us to take the lead. The K3 Manager went to consult the apprentice's whānau and to get homeowner's permission to put a cabin on the property, called and visited multiple cabin hire company's, arranged with the employer to put cabin in his name, paid the bond and take weekly payments out of the apprentice wages.

K3 contributed to pay the cabin delivery fee and all going well the cabin is delivered by Christmas.

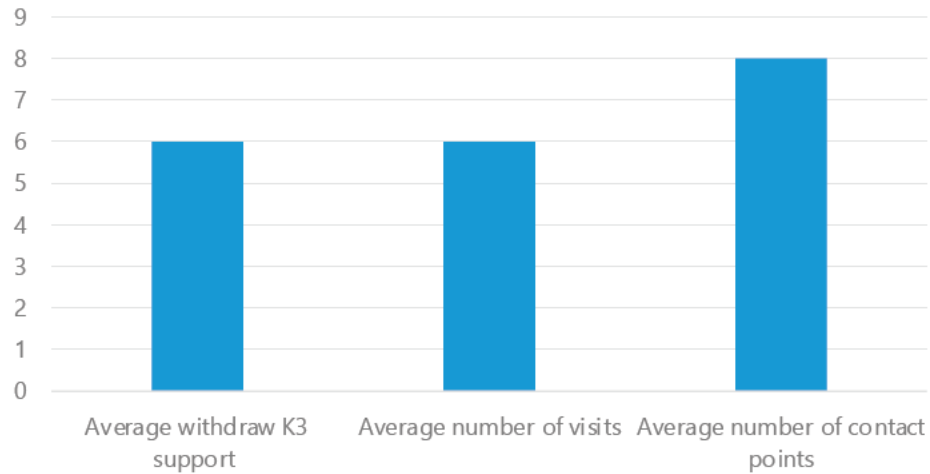
Case Study 4

An ITO informed a K3 Apprentice Manager that one apprentice had fallen behind with his book work.

With a strong relationship with the employer we arranged the apprentice to meet the K3 manager in the yard on a Friday afternoons for one on one sessions. We were able to help him complete 2 units over 3 sessions. This quarter this successful Māori owned company has sold and merged with a large local company. We will check in with the apprentice in the new year to see if he wants to continue. K3 has stayed close to the 4 apprentices involved in the merger to make sure it went smoothly and have arranged to do the transfer of the new company in the new year.

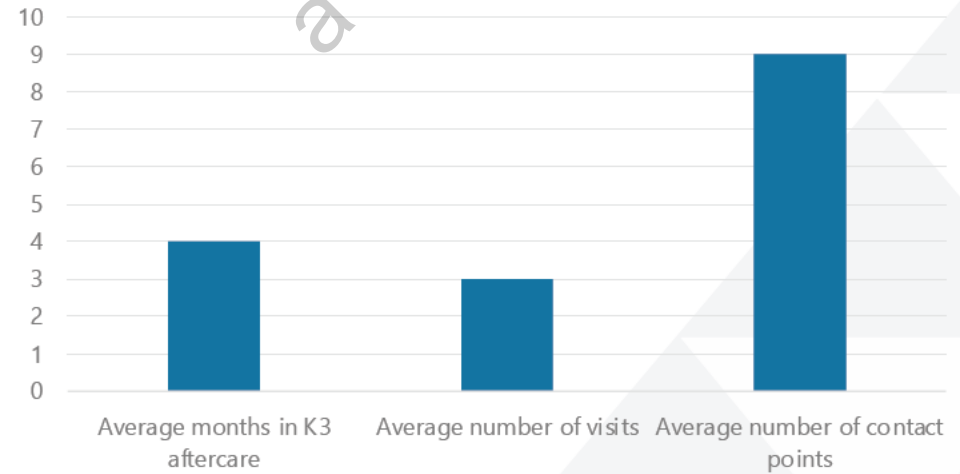
K3 Apprentice Withdraw Analysis

K3 Support



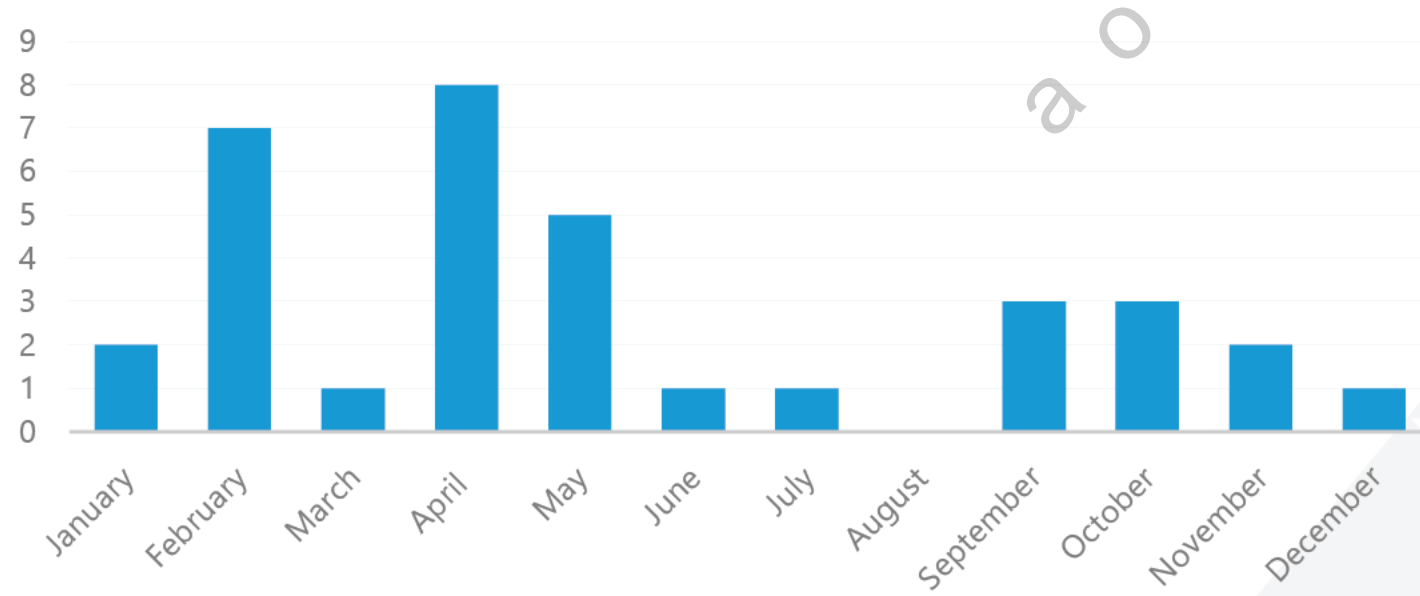
- 9 total apprentice withdraws from apprenticeship
- 7 total apprentice have transferred company's
- 3 still in K3 apprentice support
- Apprentice average withdraw at 6 months
- All data collected through database
- 72% Apprentice contact
- 17% Employer contact
- 11% ITO contact

K3 Aftercare



- 3 main reasons for withdraw
- External home environment
- Employer and employee breakdown
- Academic journey
- Most common is a combination of factors e.g. if work or home life isn't going well it affects academic outcomes.

2023 K3 Support Exist Numbers



- 34 apprentices will exist K3 2 year wage subsidy contract In 2023.
- 4 apprentices will finish their apprenticeship in 2023.
- 30 apprentices are in level 4 apprenticeships that take 3-4 years.

Risk, Issues and Challenges

- Have a waiting list of 20 plus apprentices wanting to enter K3 support. Wanting to expand numbers to keep momentum.
- Te Pūkenga – Uncertainty has stalled the ITO space this quarter. The 1st of January is when the ITO merger to Te Pūkenga.
- End of year rush – We have started to hear warnings signs from employers and apprentices about possible apprentice movements. This is the extra pressure from the end of year rush on industry on top of a very busy year.
- A downturn in the construction industry predicted for next year, this will affect the new small inexperienced business's owners first. They entered a market on a boom and lack experience to price for work in a competitive market.



Next Quarterly focus

- 2024 workshops and Wānanaga
- Expanding apprentice numbers
- Handing out tool allowance
- Monitoring apprentice movement
- Review internal procedures and systems

s9(2)(a)

s9(2)(a)

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