

Title: Tairāwhiti Redeployment Programme Final Report
Section: Finance and Affordability
Prepared by: Steve Breen – Programme Manager
Meeting Date: 30 June 2021

Legal: Yes

Financial: Yes

Significance: **Low**

Report to COUNCIL for information

PURPOSE

The purpose of this report is to provide Council with the results of the completed Tairāwhiti Redeployment Programme as contained in the Programme Final Report (**Attachment 1**).

SUMMARY

The Tairāwhiti Redeployment Programme (TRP) was a short-term employment programme funded through the Ministry of Business, Innovation and Employment, administered by the Provincial Development Unit and managed by Gisborne District Council.

The purpose was to provide up to 3 months employment for up to 220 local people who had lost their jobs or were unable to find work as a result of the impact of COVID-19. The funding totalled \$23.755m, and was allocated across 5 projects, one of which was delivered by Eastland Group Ltd, one by Trust Tairāwhiti and the balance by Council.

There were 67 businesses involved in providing employment, with MSD providing job brokering, training and pastoral care support to enable local talent to secure those opportunities.

The primary target was to redeploy up to 220 local people displaced by COVID-19 and raise the capability and capacity of our local workforce. At the end of the programme the following results were achieved and were delivered within budget:

- 236 local people were redeployed, of whom, 184 secured ongoing, full-time employment (78% of the total employed).
- 977 training courses completed.
- Average employment period: 3.93 months; average hourly rate: \$24.12 (median \$22.50).
- 27% of those redeployed were 15–25 year olds.
- 52% of those redeployed were of Maori descent.
- \$10.54m in total wages were paid, of which \$4.35m was direct to redeployed talent.

The decisions or matters in this report are considered to be of **Low** significance in accordance with the Council's Significance and Engagement Policy.

RECOMMENDATIONS

That the Council:

- 1. Notes the contents of this report.**

Authorised by:

David Wilson - Director Lifelines

Pauline Foreman - Chief Financial Officer

Keywords: Tairāwhiti redeployment programme, MBI, provincial development unit, COVID-19

BACKGROUND

1. The TRP came about due to the immediate impact of COVID-19 on the Tairāwhiti forestry sector and the immediate need to support this sector during the COVID-19 lockdown period and keeping displaced forestry workers temporarily employed until the industry bounced back.
2. The employment projects that formed the TRP were developed within very short timeframes by Council, community and industry leaders in conjunction with a regional forum led by our Mayor, to address the economic impacts of COVID-19 in Te Tairāwhiti.
3. Projects were developed in less than a week, with approvals and contracts for services being completed in similar timeframes that the programme began the day before lockdown.
4. An early development in the delivery of the programme was the forestry sector returning to pre-COVID-19 activity levels but other sectors such as tourism and retailing contracting and releasing people from employment. This fundamentally changed the profile of the talent being displaced by COVID-19, and the programme was repurposed to be able to support this pool of talent into work.
5. This repurposing involved a heightened focus on Health and Safety and talent training. More support was provided direct to employers, who were often small contractors. This enabled them the capability to take on more talent who may not have the direct skills anticipated for the work provided.
6. A talent database was developed that tracked individual talent employment, training and career development while employed on the programme, and supported them and their employer to secure their on-going work when their programme employment ended. This approach secured the buy-in of the employers, project managers and supporting agencies to providing the ongoing employment of the talent. This was the single unifying focus of the programme and was fundamental to its success.
7. The Council programme management team provided support to all those involved in delivering the programme and were critical to the overall success achieved, especially in enabling employers and project managers to innovate and adapt in order to deliver the employment outcomes. The community firewood project is the exemplar of this approach.
8. The greatest result has been the number of people employed through this programme who have stayed on in employment and for those to continue their careers in sectors that have previously shown real difficulties in attracting and retaining talent.

DISCUSSION and OPTIONS

9. This report is for information only.

ASSESSMENT of SIGNIFICANCE

Consideration of consistency with and impact on the Regional Land Transport Plan and its implementation

Overall Process: Low Significance

This Report: Low Significance

Impacts on Council's delivery of its Financial Strategy and Long Term Plan

Overall Process: Low Significance

This Report: Low Significance

Inconsistency with Council's current strategy and policy

Overall Process: Low Significance

This Report: Low Significance

The effects on all or a large part of the Gisborne district

Overall Process: Low Significance

This Report: Low Significance

The effects on individuals or specific communities

Overall Process: Low Significance

This Report: Low Significance

The level or history of public interest in the matter or issue

Overall Process: Low Significance

This Report: Low Significance

10. The decisions or matters in this report are considered to be of **Low** significance in accordance with Council's Significance and Engagement Policy.

TANGATA WHENUA/MĀORI ENGAGEMENT

11. Iwi (Ngai Tamanuhiri, Rongowhakaata, Te Aitanga a Mahaki, Ngati Porou), through Te Runanga o Turanganui a Kiwa and Te Runanganui o Ngati Porou, along with Te Puni Kokiri, were members of the Mayor's Regional Leadership Forum established to consider how the region could lead projects of support and which continued providing governance support during programme delivery. The programme experience has shown how to establish governance discussions and project delivery as a foundation that will raise opportunities to work together more in partnership at governance and operational levels.
12. Ngati Oneone were engaged on the replanting of native flora and fauna on Titirangi maunga through the Kaitiaki o te Whenua project as were Ngai Tāwhiri hapu on the restoration of Te Waiohioro cemetery, Rongowhakaata iwi on their Rakaukaka forest, Ngai Tamanuhiri on Te Kopua Farm and together, Te Wherowhero lagoon.
13. Wider Maori engagement included supporting Maori businesses who employed displaced talent and supporting Maori aspirations for economic development under the Tairāwhiti Economic Action Plan (TEAP).

COMMUNITY ENGAGEMENT

14. The business community were directly engaged in the success of the programme. This engagement widened to include training and education providers, employment and business development support services that employers were better placed to provide jobs and to support their talent to develop, acquire skills and experience and ultimately, to secure ongoing employment.

CLIMATE CHANGE – Impacts / Implications

15. The programme supported New Zealand climate change commitments primarily through the Whaia Titirangi project and the planting of native trees on the maunga across an estimated 8 hectares. Training was provided in seed propagation and seed collection to help regenerate new native forest and future planting of native trees in the region. The Te Kopua farm work saw the planting of 4 hectares of manuka trees.
16. The hazardous tree removal projects saw electric chainsaws used and multiple firewood processing sites were set up close to source to reduce transport emissions. This made the work more environmentally friendly, and the wood being put to good use rather than to dumpsites.
17. Local businesses were upskilled through the social procurement strategy to secure current and future work that would have gone to out-of-town businesses. This reduces carbon miles and reduces the carbon footprint of the work delivered.

CONSIDERATIONS

Financial/Budget

18. The programme was externally funded and was delivered within budget. Minor individual project overspends were offset by underspends in other projects therefore there are no financial implications for Council.

Legal

19. There are no legal implications.

POLICY and PLANNING IMPLICATIONS

20. The programme was delivered in accordance with Council policy and within planning requirements.

RISKS

21. There are no major risks associated with receiving this report.

ATTACHMENTS

1. Attachment 2 - TRP Final Programme Power BI Report Summary [21-133.1 - 7 pages]