

The Jobs Letter

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Essential Information on an Essential Issue

SPECIAL

2002 PROJECT PROFILES



The Employment Catalyst

In 2001, THE JOBS RESEARCH TRUST WAS ASKED to become a funding manager for the Tindall Foundation, with a special focus on employment initiatives. The Trustees agreed to manage a special fund, now known as the Employment Catalyst that would support local solutions to unemployment.

Because of their partnership with the Mayors Taskforce for Jobs, the Jobs Research Trustees decided to make initiatives emerging from the Mayors Taskforce the priority for the Employment Catalyst. The Trustees especially wanted to support projects that focused on the Mayors primary goal that, "by 2005, no young person under 25 years will be out of work or training in our communities."

The Employment Catalyst Fund specifically wants to encourage:

- "leading edge" and innovative initiatives for employment creation in New Zealand.
- projects that value employment that can be created in the not-for-profit and environmental sectors.
- longer-term strategies within an overall vision for local social, economic and environmental sustainability.
- projects that acknowledge the changing nature of work in our society and recognise the need to investigate new ways of addressing unemployment.

All projects have been sponsored by a Taskforce Mayor, and the projects have had to find matching funds.

The Employment Catalyst is now contributing towards a dozen projects throughout the country. In this special issue of *The Jobs Letter*, we give a short profile of each project and how they are getting on.

Fuller details and ongoing news of each project can be found on our Employment Catalyst website at www.jobsletter.org.nz/catalyst.htm

Far North

TE ARAROA — OCEAN TO OCEAN TRAIL

— a project of the FAR NORTH DISTRICT COUNCIL and the TE ARAROA TRUST.

The Far North District Council is constructing the Ocean to Ocean Trail in order to develop employment and training opportunities for young people in the Far North, and to promote tourism in the area. The Ocean to Ocean walking track is a section of Te Araroa, the national walking track that will eventually run from Cape Reinga to the Bluff.

The construction of the track is providing short-

term employment for young people. Once it is completed, the track is expected to become part of the Far North's major tourist attractions and be a source of employment in accommodating, catering for and guiding walkers who are drawn to the region.

Young unemployed people are gaining work skills and experience while working to construct and clear the track. They also receive training in fire fighting and first aid. While on the project, they are supported by the Youth Affairs Conservation Corps and the Department of Work and Income Taskforce Green work schemes.

The Employment Catalyst in partnership with the Mayors Taskforce of Jobs has given \$50,000 towards labour for construction materials and equipment for the Te Araroa - Ocean to Ocean Trail, and

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hopes that this will act to stimulate the development of associated tourism activities.

PROJECT CONTACT

FAR NORTH DISTRICT COUNCIL: FIONA VESSEY

PARTNERS AND SUPPORTERS

TE ARAROA TRUST
DEPARTMENT OF CONSERVATION
DEPARTMENT OF YOUTH AFFAIRS CONSERVATION CORPS
DEPARTMENT OF WORK AND INCOME TASKFORCE GREEN
FAR NORTH DISTRICT COUNCIL
FAR NORTH DISTRICT MAYOR YVONNE SHARP

ON THE WEB

www.jobsletter.org.nz/cat/cat01.htm

Taranaki

YOUTHWORKS

— a project of the TARANAKI EMPLOYMENT SUPPORT FOUNDATION

Youthworks places unemployed young people with community organisations who need a hand. It is a means of providing work experience for the young people and has the flow-on effect of boosting the capacity of the community sector.

The Taranaki Employment Support Foundation based their scheme on the fact that many community organisations have great difficulty getting volunteers at a time when there is increasing demand for their services. At the same time there are hundreds of unemployed young people in Taranaki wanting the opportunity to do work experience and training.

While it is possible for community organizations to access subsidised workers through such schemes as Taskforce Green, the Foundation found that most were still unwilling to take up the government schemes. Their reluctance, in part, reflected their lack of confidence in becoming employers and administering things like PAYE and ACC, as well as assuming responsibilities associated with health and safety requirements. And most voluntary groups have found they do not have the money in their budget to bridge the gap between a Winz subsidy and the wages they have to pay a new worker.

The Youthworks coordinator does a number of things to overcome these obstacles. She visits community organisations and lets them know of suitable, available young people and offers to arrange interviews. She trains the organisations' members on how to meet the requirements of the Inland Revenue, Accident Compensation Corporation and Occupational Health and Safety. She also arranges a Youthworks subsidy (of up to \$40 per week) as a top-

up to a young worker's wage and offers on going support to the group and to the worker.

The Employment Catalyst in partnership with the Mayors Taskforce gave \$41,600 for the first year of the project which is used directly as the Youthworks wage subsidy. It is envisioned to continue this funding over three years.

In the first year there have been 40 placements on this scheme. The young workers are employed in jobs ranging from clerical positions to gardening. Nearly half of the jobs also offer vocational training for the young people they take on.

PROJECT CONTACT

TARANAKI EMPLOYMENT SUPPORT FOUNDATION
SECRETARY: ELAINE GILL

PARTNERS AND SUPPORTERS

DEPARTMENT OF WORK AND INCOME TASKFORCE GREEN
SKILL NZ
CAREERS SERVICE RAPUARA
NEW PLYMOUTH DISTRICT COUNCIL
NEW PLYMOUTH MAYOR PETER TENNENT

ON THE WEB

www.jobsletter.org.nz/cat/cat02.htm

Nationwide

LAUNCH PAD

— a project of the EMPLOYMENT SCHOLARSHIP TRUST

Launch Pad was established by Christchurch lawyer Simon Mortlock, who believes that lawyers and accountants could benefit by incorporating young people into their firms and training them up. A key purpose of this project is to develop a culture in the business community that understands the value and satisfaction of being able to mentor a young person into a career.

Launch Pad provides a supported pathway between school and work by providing young people with one year's paid employment with a local business, as well as free study and mentoring during the year. The original placements have been primarily in legal and accounting offices but more recently this has diversified into employment in horticulture, tourism, seafood and banking. At the end of the year, the young people are actively helped to find further employment or encouraged to go on to further study.

The Employment Catalyst in partnership with The Mayors Taskforce for Jobs has given \$50,000 to Launch Pad to help it expand beyond its Christchurch pilot and into other regions. Since the initial grant

in October 2001, coordinators have been recruited in Nelson (where 12 young people are now placed), Wellington (17 placements) and Tauranga (which has just started).

In the Canterbury region, where the project has been going for two years, 19 new employers were recruited this year bringing the total number of placements in that area to 34. In Christchurch, all young people graduating from the 2001 year have either stayed on in their current role, gone on to intermediate positions with the same or new firm, or have gone on to full-time study.

PROJECT CONTACTS

EMPLOYMENT SCHOLARSHIP TRUST
LAUNCH PAD DIRECTOR: JO WOLFREYS
CHRISTCHURCH CO-ORDINATOR: TO BE APPOINTED
NELSON CO-ORDINATOR: JUDE TARR
WELLINGTON CO-ORDINATOR: MARY LOGUE

PARTNERS AND SUPPORTERS

SIMON MORTLOCK LAWYERS
CANTERBURY DEVELOPMENT CORPORATION
COMMUNITY EMPLOYMENT GROUP
CHRISTCHURCH POLYTECHNIC
CHRISTCHURCH MAYOR GARRY MOORE
NELSON MAYOR PAUL MATHESON
WELLINGTON MAYOR KERRY PRENDERGAST

ON THE WEB

www.jobsletter.org.nz/cat/cat03.htm

Dunedin

4 TRADES

– a project of the MALCAM CHARITABLE TRUST, BASED IN DUNEDIN

4 TRADES helps young people and the long-term unemployed into apprenticeships, while helping to address Otago's skills shortage of qualified tradespeople.

The Malcam Trust has identified some of the factors that discourage many trades businesspeople from taking on apprentices. These include not wanting to be saddled with paperwork and not being able to guarantee work for the entirety of a three-year apprenticeship. The 4 TRADES programme addresses these issues by becoming the employer, and doing the administration required by the apprenticeship scheme.

Trainees on the programme are supported and mentored through several stages. They start with an orientation into the development of basic workskills and work ethic through the training structures of the Malcam Trust. Then a trainee goes on placement with a host company as an apprentice. If things do not work out or if the host business runs out of work, 4 TRADES finds the

young person a placement in another business. The ultimate aim is for the apprentice to gain a National Certificate in their chosen trade.

The Employment Catalyst in partnership with the Mayors Taskforce for Jobs has given \$45,000 towards the start-up costs of this project.

Winz work broker Robyn Broughton has been seconded to act as facilitator and, by November 2002, ten apprentices had been placed with host companies the Otago region. Most young people are being recruited straight from secondary schools and there is a waiting list for further placements.

4 TRADES was officially launched by Dunedin Mayor Sukhi Turner in April 2002.

The Malcam Trust has since started-up a 4 TRADES project in Balclutha which was launched by Clutha Mayor Juno Hayes in October 2002. In Balclutha, the Malcam Trust is working with the Clutha Economic Development Unit and Business Grow, and Winz has also provided a work broker to the facilitate 4 TRADES programme.

The Malcam Trust is also looking at extending this project to Timaru and North Otago.

PROJECT CONTACT

4 TRADES FACILITATOR : ROBYN BROUGHTON

PARTNERS AND SUPPORTERS

THE MALCAM TRUST
DEPARTMENT OF WORK AND INCOME
THE CLUTHA ECONOMIC DEVELOPMENT UNIT
BUSINESS GROW
DUNEDIN MAYOR SUKHI TURNER
CLUTHA MAYOR JUNO HAYES

ON THE WEB

www.jobsletter.org.nz/cat/cat04.htm

Kaikoura

THE YOUTH TEAM

**— a project of INNOVATIVE WASTE
KAIKOURA**

Innovative Waste is a Limited Liability Trust Company with charitable status. They manage Kaikoura's Landfill and Resource Recovery Centre and have a track record of creating employment for long-term unemployed people through recycling. Their mission is to achieve "zero waste" for Kaikoura by 2015, and to facilitate sustainable employment using waste materials and create viable self-funding projects which protect, restore and enhance the environment.

The Youth Team project aims to address the problem of vandalism in their and provide young

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people with employment and training, both of which are scarce in Kaikoura. Innovative Waste also hopes to change the attitude of the local community to young people with a history of troublemaking. They want to tackle this problem in the community rather than sending them elsewhere as has happened in the past.

The Youth Team project involves taking young people with a history of vandalism, paying them a wage and putting them with a full-time supervisor experienced in dealing with "at risk" youth. The young people are employed in the recycling operations and have the opportunity to learn mechanical, metalwork and engineering skills. After a work ethic and good relationships with other staff are established, the young people can move on to work on other projects being run by Innovative Waste – growing seedlings, tree planting, roadside work in the district and contract work on reserve land.

PROJECT CONTACT

PROJECT MANAGER: JOHN RANSLEY

PARTNERS AND SUPPORTERS

INNOVATIVE WASTE KAIKOURA
KAIKOURA SAFER COMMUNITY COUNCIL
DEPARTMENT OF WORK AND INCOME
TE WHARE PUTEA
PROTECTOR SAFETY SUPPLY
KAIKOURA MAYOR JIM ABERNATHY

ON THE WEB

www.jobsletter.org.nz/cat/cat05.htm

Buller

BULLER YOUTH WORKS — a project of the **BULLER DISTRICT COUNCIL**

New project: Buller Youth Works has been set up as an independent trust by the Buller District Council with the aim of matching young unemployed people with new and small businesses. The overall goal is to increase youth employment at the same time as developing small businesses in the region. The Centre aims to catch school leavers before they fall through the gaps and find training or full-time employment for them. The Centre will initially employ these young people, thus reducing compliance costs for first time employers. The Centre will also operate as a job placement service with a large emphasis on training and further education, both for the potential young employees and the small employer. This project is still in the early stages of development, and funding support has been approved for \$50,000. By November 2000, a manager

has been appointed and already people have been placed into work and training positions.

PROJECT CONTACT

BULLER DISTRICT COUNCIL YOUTH ADVOCATE: KEVIN CLIFFORD

PARTNERS AND SUPPORTERS

DEPARTMENT OF WORK AND INCOME
BULLER DISTRICT COUNCIL
BULLER MAYOR PAT O'DEA

Kaipara

KAIKARA HARBOUR ACCESS — a project of the **KAIKARA DISTRICT ECONOMIC DEVELOPMENT TRUST**

New Project: Kaipara District Economic Development Trust intends to open up the Kaipara Harbour with the aim of enabling the establishment of industry, commerce and tourism and the jobs these can bring. The harbour is the districts most significant natural resource but currently has insufficient access and services. This project will construct a public wharf in Dargaville, upgrade the Tikinui wharf and relocate a public boat ramp, to give quality access to the Kaipara Harbour. Jobs and training opportunities for local unemployed young people will be provided in the initial construction phase. Opening up the harbour is expected to provide ongoing employment growth with rising tourism, agriculture and fishing industries. This project is still in the early stages of development and the funding support has been approved for \$50,000.

PROJECT CONTACT

KAIKARA DISTRICT ECONOMIC DEVELOPMENT TRUST: JASON SMITH

PARTNERS AND SUPPORTERS

DEPARTMENT OF WORK AND INCOME
MINISTRY OF ECONOMIC DEVELOPMENT
COMMUNITY EMPLOYMENT GROUP
KAIKARA DISTRICT COUNCIL
KAIKARA MAYOR GRAEME RAMSEY

Westland

GO WESTLAND — a project of **WESTLAND'S WORKING**

Go Westland is a project of Westland's Working, a committee of the Westland District Council. It has three main aims: to stimulate and support young people as entrepreneurs, develop new business or

service ideas in the Westland area, and to promote a community where innovative ideas thrive. This project involves a business plan competition aimed at young people aged 16 -24 years who have ideas for a product or service but are not sure exactly how to get started. Organisers are using the event to catalyse the whole community into thinking of new ways to create employment and sustainable futures for Westland people.

The Go Westland competition is unfolding in three stages – each stage involving a different aspect of developing a complete business plan. The competitors are encouraged to work in teams and network with each other. Mentors from the Westland community are supporting the young entrepreneurs and each of the stages is being judged with a variety of prizes awarded. There are no early eliminations and all young entrepreneurs can go on to the next stage whether they have won an award or not.

PROJECT CONTACT

WESTLAND'S WORKING: JOHN HOWARD

PARTNERS AND SUPPORTERS

WESTLAND DISTRICT COUNCIL
WESTLAND MAYOR JOHN DRYLIE

ON THE WEB

www.jobsletter.org.nz/cat/cat08.htm

Waimakariri

COMMUNITY YOUTH WORKER

— a project of the **WAIMAKARIRI COMMUNITY DEVELOPMENT TRUST** and the **SAFER COMMUNITY COUNCIL**.

The aim of the Community Youth Worker project is to get alongside young people who have been excluded from school and have diminished prospects of a positive future. These young people might have a background of truancy, school suspension, petty offending, drug and alcohol abuse, or other self-harming behaviour.

The Community Youth Worker project aims to provide these young people with the personal support and positive role models in the form of two experienced youth workers. This project establishes and co-ordinates a range of training options for the young people and ensures that long-term support is provided for them within the district's wider Youth Work Team.

This year the two youth workers, Dave and Diane Stevens, have worked with 40 young people, mainly men, and their families. Their support has typically involved negotiating with schools and setting up alternative education plans, advocacy with the police, consultation with families, support with court

WHO

Assessment, evaluation and decisions on funding these projects have been carried out by Jo Howard (Taupo) and Rodger Smith (Auckland) from the Jobs Research Trust, and Jan Francis (Christchurch) the Executive Officer of the Mayors Taskforce for Jobs.

Advisers to this group have been Vivian Hutchinson and Dave Owens (both of the Jobs Research Trust, based in New Plymouth) and Garry Moore (Mayor of Christchurch and chair of the Mayors Taskforce for Jobs). Jobs Research Trust Secretary is Shirley Vickery.

Our Tindall Foundation partners during this year have included Tim McMains and Trevor Gray (Managers) and Evelyn Gauntlett (Administrator). Special thanks to Margaret and Stephen Tindall.

The Employment Catalyst has also received grant support this year from The J.R.McKenzie Trust.

appearances, referral to alcohol and drug counselling and placement on pre-employment courses.

An important part of the support for the young people is presenting them with the opportunity to participate in challenging recreational projects. These activities help them to build relationships and show them they can have fun without using drugs and alcohol.

PROJECT CONTACTS

SAFER COMMUNITY COUNCIL COORDINATOR: DEIRDRE RYAN
WAIMAKARIRI COMMUNITY DEVELOPMENT TRUST: KATH ADAMS
COMMUNITY WORKERS: DAVE AND DIANE STEVENS

PARTNERS AND SUPPORTERS

YOUTH DEVELOPMENT TRUST
WAIMAKARIRI COMMUNITY DEVELOPMENT TRUST
WAIMAKARIRI DISTRICT SAFER COMMUNITY COUNCIL
POLICE YOUTH DEVELOPMENT PROGRAMME
WAIMAKARIRI MAYOR JIM GERARD

ON THE WEB

www.jobsletter.org.nz/cat/cat09.htm

Whangarei

TE ARAROA — WHANGAREI HEADS TRAIL

— a project of the **WHANGAREI DISTRICT COUNCIL**

New Project: The Whangarei District Council will begin work this summer on a Mt Aubrey track, en route to Whangarei Heads. The track will be part of Te Araroa, whose blueprint for a national trail sug-

gests that walkers walk between Whangarei City to the heads, cross the harbour by water taxi, and continue the Te Araroa Trail along the Coast. The Whangarei District Council has been funded \$50,000 for its trail development in the Whangarei Heads area. This will help employ 3-4 young workers (chosen from local unemployed people) under the direction of an experienced supervisor. It is also expected that this walking track will provide longer-term economic benefits to the Whangarei Heads area through businesses guiding and portering, providing accommodation and hospitality, and saelling of local arts and crafts to the visiting walkers.

PROJECT CONTACTS

WHANGAREI DISTRICT COUNCIL PARKS MANAGER: GLENDA BOSTWICK
CONSULTANT: MIKE FARROW, LITTORALIS LANDSCAPE ARCHITECTURE

PARTNERS AND SUPPORTERS

TE ARAROA TRUST
DEPARTMENT OF WORK AND INCOME
WHANGAREI DISTRICT COUNCIL
WHANGAREI MAYOR CRAIG BROWN

Otara

OTARA WORK CO-OPERATIVE

— a project of OTARA PARTNERSHIP FOR JOBS

New Project: The Otara Work Co-operative is a project of the Otara Partnership for Jobs in conjunction with the Manukau City Council. They have been funded \$50,000 this year to help them offer a variety of programmes to create employment in one of the most disadvantaged communities in NZ. The Work Co-op will act as a seeding ground for independent business and not-for profit enterprises, and will organise internships and temporary labour contracts for young people as precursor to gaining permanent employment.

PROJECT CONTACT

MANUKAU CITY COUNCIL EMPLOYMENT AND EDUCATION PLANNER: ANNETTE SMITHARD

PARTNERS AND SUPPORTERS

OTARA PARTNERSHIP FOR JOBS
MANUKAU CITY COUNCIL
MANUKAU INSTITUTE OF TECHNOLOGY
CITY OF MANUKAU EDUCATION TRUST
ENTERPRISING MANUKAU
MANUKAU CITY MAYOR SIR BARRY CURTIS

Porirua

THEATRE MARAE

— a project of TE RAKAU HUA O TE WAO TAPU TRUST

New Project: Te Rakau Hua o Te Wao Tapu will target young people in Porirua who are unemployed or "at risk". Te Rakau Charitable Trust has been funded \$20,000 to run a twelve week community-based "Theatre Marae — Theatre for Wellness" under the direction of leading NZ writer, director, and actor Jim Moriarty. Te Rakau Hua o Te Wao Tapu means "the Blossoming Fruit Tree of our Sacred Grove" and refers to the tree of knowledge and specifically to the branch of knowledge dedicated to performing arts. Moriarty's methods blend Maori tikanga (customs), wairua (spirituality), conventional drama, addiction recovery techniques and psychiatry to create a theatre of change and possible "resurrection". The objectives of this programme for unemployed people is to motivate the participants to become more work-ready and employment focused, place them in an environment where they will learn about time management, taking direction from others and working as part of a team. It will give them the experience of taking a project through to completion and intervene in cycles of violence, poverty or abuse by "standing up, taking stock and owning one's past".

PROJECT CONTACT

TE RAKAU HUA O TE WAO TAPU TRUST: MELISSA CROCKETT.

PARTNERS AND SUPPORTERS

TE RAKAU HUA O TE WAO TAPU TRUST
DEPARTMENT OF WORK AND INCOME
PORIRUA CITY COUNCIL
PORIRUA MAYOR JENNY BRASH

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Mayors Taskforce for Jobs

Garry Moore (Mayor of Christchurch, Chairman)
and 52 Mayors from throughout New Zealand
Jan Francis (Executive Officer)

www.jobsletter.org.nz/mtfjobs.htm