

# Modelling a Residential and Group Training Pilot

RGT Project Steering Group  
August 2022



# Core components desired from the model.

- Design and delivery of a programme ought to occur close to learner's community.
- Offer foundational skills and capabilities, but (longer term) also advancement pathways, and leadership and management relevant to the food and fibre sector.
- The residential component needs to take a wide definition of pastoral care to encompass and address wider life barriers to learning.
- Benefits: total immersion, learner identity, authentic learning, breadth of experience, seamless transition, exposure to real industry and employers, and coordinated support by peers, tutors, and the Group Employer.
- Strong support and advocacy for Māori-led schemes, aligned to Māori agri-business and iwi aspirations. The model must work for Māori, but not just Māori.
- The new resourcing system for vocational education (UFS) needs to create the right incentives for collaboration and pathways between education and employment.

# Proposed model: 30 weeks supported induction.

- 1 **Connected to Group Employer. “a job, not a course”. Group employer co-ordinates all HR and pastoral care. Learners selected for programme, interviewed by host employers of intake. Paid from day 1.**
- 2 **3 weeks residential component. “pants on before boots on”, ”low stakes repeatability”, “first filter” aptitude testing.**
- 3 **12 weeks job placement, employer A, structured, mentored, online learning and pastoral support.**
- 4 **3 further weeks residential “back in”. Cohort-based reinforcement, gaps, reflections, reinforcement.**
- 5 **12 weeks with different host employer.**

Achieves 30 credit Self Leadership Microcredential + 20 industry-specific “head start” credits.

Then, brokered to full employment, and full apprenticeship, directly employed or remaining under with group employer.

# Funding

- **Development :**

potential sources: TEC's UFS 'strategic component', MPI Sustainable Futures Funding

- **Delivery**

potential sources TEC subsidies: UFS "Pathway to Work", or Youth Guarantee

- **Wage subsidy**

potential sources: Mana in Mahi.

Refinement of pilot parameters, pricing, and resourcing will need to be worked through with agencies.

# Pilot Delivery Costs

- Delivery cost = \$4,500 per learner
- Group Employer operations = \$2,700 per learner
- Residential cost = \$9,240 per learner

= \$16,440 per learner

+ six weeks wage support = \$3,888 per learner

**Bottom line = \$365,904 + ~25K development cost.**

(Based on three hubs, 18 learners)

# Pilot Proposals and Considerations

- Propose three hubs: single industry, regional focus, iwi-led.
- Propose three host employers per hub.
- Propose partnering with existing Group Employer rather than starting new.

## Further details:

- Optimum Timing of 30 week pilot (in 2023).
- Identifying providers and GTO partner
- Identifying pilot employers
- Evaluation design and testing scalability