

In Confidence

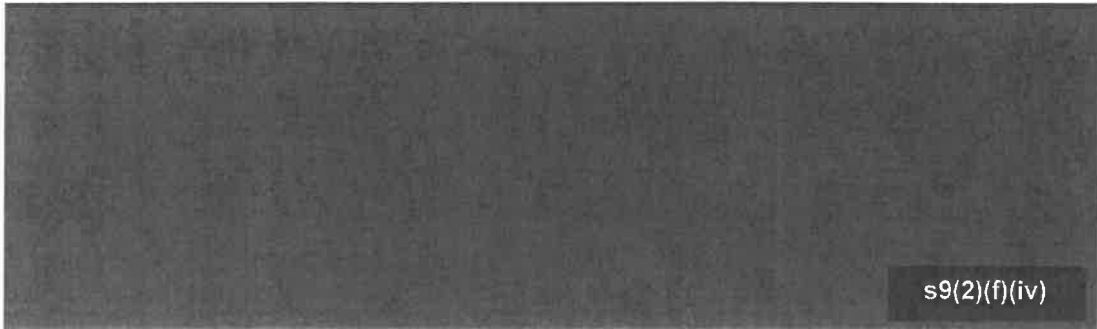
Office of the Minister for Pacific Peoples
Chair, Cabinet Social Wellbeing Committee

Pacific Employment Action Plan – Prosperous Pacific Communities

Proposal

1. This paper seeks Cabinet agreement on my approach to develop the Pacific Employment Action Plan (PEAP) which aims to improve Pacific peoples labour market outcomes.

Executive Summary

2. This paper outlines my approach to develop a Pacific Employment Action Plan (PEAP) that aims to improve employment outcomes for Pacific peoples. The PEAP will emphasise the need for Government to take a different approach by investing and working together with Pacific communities to better address Pacific employment.
3. This Cabinet paper proposes three key objectives that will inform the development of the PEAP (Appendix 1):
 - 3.1. Diversifying the Pacific Workforce into a broader range of sectors and industries (with a priority focus on Science, Technology, Engineering and Mathematics);
 - 3.2. Improving Pacific peoples participation in the labour market, with a priority focus on addressing structural discrimination in the workforce; and
 - 3.3. Leveraging opportunities to improve Pacific labour market outcomes through support for Pacific-owned businesses and entrepreneurs.
4. I intend to develop the PEAP over three phases (Appendix 2):
 - 4.1. Phase One has been completed and involved working with a range of cross-agency officials to understand the current investment and priorities across agencies to improve Pacific labour market outcomes. This phase has highlighted there is a lack of Pacific and/or ethnic specific programmes and initiatives for Pacific peoples and confirmed the three key objectives that will inform the development of the PEAP.
 - 4.2. 

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4.3.

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5. I will ensure that the PEAP is aligned to the other proposed employment action plans for disabled people and people with health conditions, Māori, older workers, refugees and recent migrants and the existing plan for young peoples (which was released with the AoGES).

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Background

6. The Prime Minister and Minister of Employment, Hon Willie Jackson recently released the All of Government Employment Strategy (the AoGES) which sets out the overall vision for improving New Zealand's employment outcomes [CAB-19-MIN-0385].
7. The AoGES recognises that there are groups that have persistently experienced poor labour market outcomes and require specific focus. It provides a roadmap for a series of focused action plans that will target these groups namely; young people, disabled people and people with health conditions, Māori, Pacific peoples, older workers, and refugees and recent migrants. The PEAP aims to improve Pacific peoples labour market outcomes.
8. The development of the PEAP builds on the launch of a refreshed vision for Pacific peoples in New Zealand captured in the 'Pacific Aotearoa Lalanga Fou' report. The report was informed by engagements with over 2,500 Pacific peoples from across New Zealand. Since these engagements, I have continued engagements with over 1,500 Pacific peoples in regional New Zealand. From these engagements, the need to improve Pacific peoples labour market outcomes was highlighted as a priority for Pacific communities. The development of the PEAP will draw strategic direction from both the AoGES and Pacific Aotearoa Lalanga Fou.

The case for improving Pacific peoples labour market outcomes

The Pacific population is young, fast growing, urbanised and New Zealand born

9. The 2018 Census has the Pacific population in New Zealand representing 8.1 per cent (381,642) of the total New Zealand population, up from 7.4 per cent in 2013. It is the fastest growing young population with a median age of 22.1 years compared to the national average of 38 years. The Pacific population is projected to make up a third of Auckland's workforce by 2026.
10. Much of the Pacific population are now New Zealand born (62.3 per cent) and raised and reside mainly in the North Island, concentrated in the major centres in the Auckland region, Wellington and Canterbury. Recent anecdotal evidence suggests pockets of Pacific migration into some parts of regional New Zealand for employment opportunities e.g. Oamaru, Hastings, Palmerston North and Whangarei.

Pacific peoples continue to be affected by poor employment outcomes

11. The AoGES recognises that most New Zealanders benefit from being in employment as it builds self-esteem and has positive impacts on health and wellbeing. Employment is the primary driver of income levels for Pacific people. Over the past year to June 2019, there has been an increase in the number of Pacific people employed up to 158,900 workers¹. While there has been a gradual decrease in Pacific unemployment rates, they remain

¹ <https://www.mbie.govt.nz/assets/pacific-peoples-labour-market-report-june-2019.pdf>

disproportionately high compared to the national rate. Pacific peoples are two times more likely to be unemployed compared to the general population.

Table: Pacific peoples labour market outcomes²

Labour Market Rates	Pacific	National
Employment rate	60.7%	67.7%
Unemployment rate	8%	4.3%
Not in Employment, Education or Training (NEET) rate ³	16.2%	11.9%
Underutilisation rate ⁴	17.4%	11.9%

Pacific peoples are currently employed in sectors that are likely to decline in the future

12. The Pacific workforce are highly employed in the manufacturing sector working in labourer, plant and services occupations which are both low skilled and low paying roles. These are occupations that have also been identified by the Productivity Commission to be at risk from an anticipated shift into future automation and are most likely to be negatively impacted by any future national or global economic shocks.
13. The State Services Commission's Public Service Workforce Data report highlighted that Pacific public servants continue to be overrepresented in frontline, service delivery positions with only a small number in managerial and strategic roles. This trend has been consistent over the last eight years. Of the 32 Public Service Chief Executives, 3.4 per cent identify as Pacific compared to 93.1 per cent European and 17.2 per cent Maori⁵. Additionally, Pacific peoples only make up 1.8 per cent of Policy Analysts, 2.1 per cent of ICT Professionals, and 5.8 per cent of Managers.
14. Working in low skilled, and low-income occupations will make it difficult to achieve economic prosperity with the Pacific median personal income recorded at \$19,700 compared to \$28,500 for the total population⁶. The net worth of Pacific peoples is currently at a median of \$12,000 in comparison to \$87,000 for all New Zealanders. Also, only 31 per cent of Pacific peoples have additional income sources such as interest or dividends, compared with 66 per cent nationally.

Pacific High Tech and Innovation Strategy

15. There is currently no co-ordinated plan across government to transition Pacific peoples into future employment growth sectors such as Science, Technology, Engineering and Mathematics (STEM). Currently Pacific peoples are less likely to graduate at Bachelor level in STEM-related fields⁷ and only make up two per cent of individuals working in STEM-related fields, compared to 82 per cent New Zealand Europeans, 11 per cent Asian and 5 per cent of Māori⁸.

² Annual Household Labour Force Survey, 2019.

³ Pacific young people between the ages of 15 and 24 years old.

⁴ This measure can be thought about as the 'potential labour supply'. It includes unemployment, as well as people who would like more hours, unavailable jobseekers who are actively seeking work and available potential jobseekers who are not actively seeking work.

⁵ Accounts for those who identify with more than one ethnicity group.

https://ssc.govt.nz/assets/Legacy/resources/2018-Public-Service-Workforce-Data_pdf_0-v2.pdf

⁶ Contemporary Pacific Status Report: A snapshot of Pacific peoples in New Zealand, 2016.

⁷ Stats NZ customised data

⁸ http://nzdotstat.stats.govt.nz/wbos/index.aspx?_ga=2.74705239.416399396.1563225460-1840885274.1562884701#

16. To address this gap, I plan to hold a Pacific Languages and High Tech fono at the end of November 2019. This will be an opportunity to bring together key national and regional experts in the Science, Technology and Innovation sectors in the public and private sector and Pacific community to discuss ways to get more Pacific peoples and businesses into these future growth sectors. The Pacific Languages and High Tech fono will be funded through baseline.

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Pacific women, young people and Pacific peoples in the regions are at higher risk of experiencing negative employment outcomes

18. Although there are more Pacific women that are now working in professional jobs, they are still facing significant challenges. These include occupational segregation and persistently high unemployment and underutilisation rates. In addition, the State Services Commission's 2018 Workforce Data report highlighted that the gender pay gap for Pacific women working in the public sector is 21 per cent, compared to 9.2 per cent for all women. Evidence suggests that these challenges are heavily influenced by structural discrimination and bias.

19. Pacific young people aged 15-24 years are at risk with a high NEET (Not in Education, Employment or Training) rate of 16.2 per cent which has been consistently higher than New Zealand European (10.1 per cent) and Asian (9.2 per cent) but lower than Māori (18.7 per cent). Within this NEET cohort a large portion are female – the Pacific female NEET rate is 18.6 per cent compared to 14.4 for Pacific males.

A transition into high demand, high skilled occupations and industries needs to happen faster for Pacific peoples

20. The Lalanga Fou engagements with Pacific communities have broadly confirmed that income and overall economic prosperity are key priorities. The Pacific Labour Market Trends for June 2019 shows some improvement with more Pacific people working in skilled occupations increasing 9.5 per cent from a year ago to 37.3 per cent working in Managerial, Professional, and Trades & Technicians roles compared to 18.1 per cent of Pacific peoples in low skilled occupations (labourers).

21. The Government has invested in various initiatives to improve employment outcomes for all New Zealanders. The environmental scan of agency led programmes and initiatives for Pacific peoples conducted in Phase One highlighted that there are approximately 21 initiatives focused on improving Pacific peoples labour market outcomes (Appendix 3).

22. Evidence shows that what works for Pacific peoples are initiatives that are tailored with strong wrap-around pastoral care support and including the family in the decision-making process. This is evident in the Ministry for Pacific Peoples Tupu Aotearoa programme which has successfully supported 1,072 Pacific young people into employment and almost 700 into training opportunities between 2010 and 2018. This initiative has recently been expanded into regional New Zealand and is expanding to wider metropolitan Auckland, Wellington and Christchurch.

Pacific Aotearoa Lalanga Fou

We already know what some of the key employment issues and challenges are for Pacific peoples

23. We already know some of the key employment issues, gaps and key challenges for Pacific peoples. These were captured through the Ministry for Pacific Peoples engagements with over 2,500 Pacific peoples in 2018 to develop a refreshed vision for Pacific peoples in New Zealand.
24. I have continued these engagements over the past six months following the Pacific Aotearoa Summit in November 2018 to re-engage with Pacific communities across New Zealand. The key employment related issues and information they have highlighted include:
 - 24.1. *Improve participation and experiences within the labour market:* Pacific peoples expressed their desire to move into employment opportunities that are both future focused and intentional. However, Pacific communities identified a number of barriers to improving participation in high skill, high income industries and into leadership positions. Additional to this, there is a need to address the non-income factors of employment that impact Pacific peoples experiences within the workforce. This includes addressing structural racism within the workforce and bias of hiring managers.
 - 24.2. *Pathways from education to employment:* Evidence shows that Pacific learners are more likely to make subject and career choices based on external factors such as their parents. Pacific parents want to help their children succeed; however, they do not always have access and exposure to the information needed to be able to support their children into a broad range of career opportunities. Pacific young people expressed their desire to be able to create their own pathways to success in a broader range of careers.
 - 24.3. *Pacific peoples values and experiences lead the design and delivery of interventions:* Pacific peoples highlighted that a key barrier to them accessing the support they need is that the providers they seek help from do not understand Pacific values, norms and way of thinking. Pacific communities need to be engaged in the policy and initiative development process from the beginning. The services that are most effective in addressing the specific needs of Pacific peoples are those that include them in the design and delivery.
 - 24.4. *Better pastoral care support for Pacific peoples to move into employment:* There is a growing awareness in New Zealand that cultural competency is a key tool to making services more responsive to Pacific peoples. Programmes and services must be tailored with strong wrap-around pastoral care support that recognises the important role of family and community.
 - 24.5. *Grow Pacific businesses and entrepreneurship:* Pacific communities stressed the need to support and encourage Pacific peoples to enter different fields of employment where the potential exists to earn a higher income. Not necessarily as employees but as entrepreneurs and business owners.
25. These insights have shaped the key objectives for the PEAP and will provide direction for prioritising actions aimed to improve Pacific peoples labour market outcomes.

Effective engagement across the system

Pacific communities can lead and drive their own solutions

26. This Government is committed to doing things differently, by putting the wellbeing of people, their values and the environment at the centre of our work programme. The Pacific Aotearoa Lalangá Fou report highlights the need to take a different approach to investing into Pacific communities. This approach recognises that Pacific communities are already leading their own innovative solutions within their respective communities (Appendix 4). Part of this is recognising that Government needs to work together with Pacific communities to improve their labour market outcomes.
27. Accordingly, I propose empowering Pacific communities to help develop the PEAP. The intention of the proposed engagement approach is to emphasise the need for Government to take a different approach by investing in and working closer together with Pacific communities.

Development of the Pacific Employment Action Plan

28. The PEAP will be informed by three key objectives that need to be addressed in order to improve Pacific peoples labour market outcomes (the objectives are informed by Pacific Aotearoa Lalanga Fou goals and confirmed by cross-agency officials):
 - 28.1. *Diversifying the Pacific Workforce into a broader range of sectors and industries (with a priority focus on Science, Technology, Engineering and Mathematics):* Pacific peoples are provided with pathway opportunities from education to employment and mitigating potential risk of Pacific workers in sectors and industries likely to be heavily impacted by Future of Work changes. A family and community centred approach will be vital to the success of initiatives targeted at Pacific peoples.
 - 28.2. *Improving Pacific peoples participation in the labour market, with a priority focus on addressing structural discrimination in the workforce:* Addressing barriers to entry for Pacific peoples into different industries, as well as providing more pathways for Pacific peoples to progress in their careers from entry level to leadership. This also includes addressing drivers that contribute to structural discrimination. For example, vertical occupational segregation, ethnic pay gap and ethnic gender pay gap.
 - 28.3. *Leveraging opportunities to improve Pacific labour market outcomes through support for Pacific-owned businesses and entrepreneurs:* Realising the potential of Pacific community groups, churches, and organisations to become service providers, businesses and social enterprises.

Engagement approach across the system

29. s9(2)(f)(iv) These engagements will inform the development of actions and confirm commitment from agencies, Pacific communities and industries to support the delivery of the Action Plan.

30. I propose developing the PEAP over three phases:

30.1. Phase One has been completed and involved working with a range of cross-agency officials to understand the current investment and priorities across agencies to improve Pacific labour market outcomes. This phase has highlighted there is a lack of Pacific and/or ethnic specific programmes and initiatives for Pacific peoples and confirmed the three key objectives that will inform the development of the PEAP.

30.2.

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30.3.

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31. I will ensure that the PEAP is aligned to the AoGES and other proposed employment action plans for disabled people and people with health conditions, Māori, older workers, refugees and recent migrants and the existing plan for young people (which was released with the Strategy).

Next Steps

32.

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Consultation

33. The following agencies were consulted on this paper: Ministry of Business, Innovation and Employment, Ministry of Health, Ministry for Women, Ministry of Education, Ministry of Social Development, Oranga Tamariki, Ministry of Foreign Affairs and Trade, the Treasury, States Services Commission, Department of the Prime Minister and Cabinet, Tertiary Education Commission, New Zealand Qualifications Authority, and Creative New Zealand.

Financial Implications

34. There are no financial implications arising from this paper. The development of the PEAP will be funded from baseline. However, proposed actions that will sit under the PEAP may have financial implications for agencies to support the delivery of their initiatives.

Legislative Implications

35. There are no legislative implications arising from this paper.

Impact Analysis

36. The Regulatory Impact Analysis requirements do not apply to the PEAP at this stage, as no policy decisions are being sought.

Human Rights

37. The proposals in this paper are consistent with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993.

Gender Implications

38. The proposals within this paper include a focus on addressing structural discrimination and bias within the workforce, particularly for Pacific women who are disproportionately impacted by employment issues such as occupational segregation, underutilisation and the gender pay gap. The implications for Pacific women will shape the actions that will be finalised under the Pacific Employment Action Plan.

Disability Perspective

39. Pacific peoples with disabilities make up 19 per cent of the total Pacific working age population. The development of the PEAP will align with the actions identified in the Disability Employment Action Plan being led by the Minister of Disability Issues, Hon Carmel Sepuloni.

Publicity

40.

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Proactive Release

41. I intend to proactively release this Cabinet paper. I intend to withhold any material relating to future Budget rounds, or any other material that could prejudice proper consideration of proposals by Cabinet.

Recommendations

42. I recommend that the Committee:

1. **note** that the Ministry for Pacific Peoples and the Ministry of Business, Innovation and Employment are jointly developing a Pacific Employment Action Plan.

2.

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3.

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4. **note** that the development of the Pacific Employment Action Plan has the following three key objectives:
 - 4.1. Diversifying the Pacific Workforce into a broad range of sectors and industries (with a priority focus on Science, Technology, Engineering and Mathematics);
 - 4.2. Improving Pacific people's participation in the labour market, with a priority focus on addressing structural discrimination in the workforce; and

4.3. Leveraging opportunities to improve Pacific labour market outcomes through support for Pacific-owned businesses and entrepreneurs;

5.

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Authorised for lodgement

Hon Aupito William Sio
Minister for Pacific Peoples

PACIFIC EMPLOYMENT ACTION PLAN

3 KEY OBJECTIVES :



DIVERSIFY PACIFIC WORKFORCE



GOVERNMENT

Work closer with and investing into Pacific communities to lead. Government is leading by example in improving Pacific labour market outcomes within the Public Sector

Access to better pathways from education and employment into a broad range of career opportunities.

Transitioning Pacific peoples out of at risk industries, and into growing industries.

Education piece on the impact of the Future of Work for Pacific communities.

Actions need to take a family and community centered approach to ensure effectiveness.

Pacific young people want to be able to create their own pathways to success.

Pacific learners are more likely to make subject and career choices based on external factors, such as their parents.

Pacific peoples want to move into employment opportunities that are both future focused and intentional.

Pacific peoples only make up 2 percent of the STEM industry. 18.1 per cent of the total Pacific Workforce is concentrated in low skill occupations.

The industries employing the most Pacific Peoples workers are Manufacturing, Wholesale & Retail, and Other Business Service

772,000 jobs are estimated to be gained by 2030 (net gain of 176,000).

An estimated 676,000 jobs will be lost due to automation by 2030 as that Pacific peoples are concentrated in.



IMPROVE PARTICIPATION



COMMUNITY

Pacific communities are already leading their own innovative solutions that work for the specific needs of their respective communities. Pacific communities are involved in the design and delivery of initiatives.

Deepening understanding and addressing drivers that contribute to structural discrimination. E.g. vertical occupational segregation, ethnic and gender pay gap.

Addressing barriers to entry into high skill, high income employment.

Enable pathways for Pacific peoples from entry level to leadership

Pacific peoples identified a number of barriers to entry into high skill, high income employment.

The most effective investments that work for Pacific peoples are those that are underpinned by Pacific values and experiences.

Pacific peoples identified a number of barriers to improving their participation in high skill, high income industries as well as into leadership. E.g. racism within the workforce and biases of hiring managers.

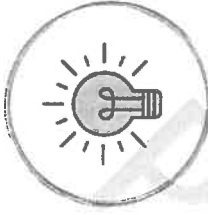
Pacific public servants are over represented in front-line roles, and underrepresented in the top three tiers of leadership.

Pacific women in the Public Sector are disproportionately impacted by the ethnic pay gap (21 per cent) compared to European men.

Only 3.6 per cent of Public Sector CE's identify as Pacific compared to 93.1 European and 17.2 per cent Maori.

Pacific peoples median income is at \$19,700 compared to \$28,500 for total population.

The Pacific NEET rate of 16.2 per cent.



GROW BUSINESSES & ENTREPRENEURS



INDUSTRY

Working with industries to enable a more inclusive labour market that values the contribution of Pacific peoples.

Unlocking potential of Pacific community groups, churches, and organisations to become service providers, businesses and social enterprises.

Better understand the current landscape of Pacific businesses.

Pacific communities stressed the need to support and encourage Pacific peoples to enter different fields of employment where there is potential to earn more.

The aspirations of Pacific communities looks beyond simply being employees.

There are approximately 1,500 Pacific employers in New Zealand; these individuals represent Pacific businesses in New Zealand that have a number of employees.

There are also 4,100 self-employed Pacific individuals in New Zealand in the 2017.

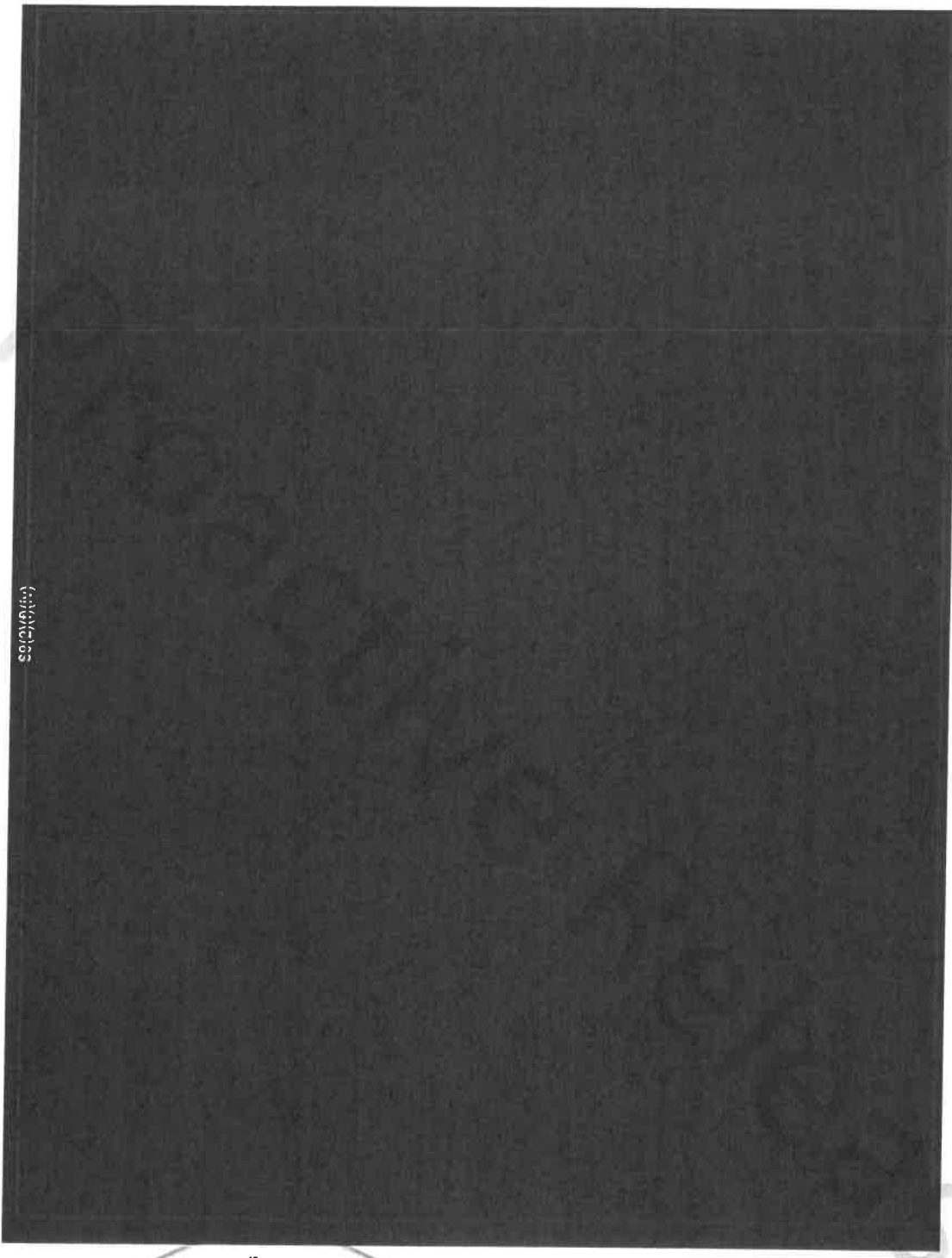
ROLES

ACTION AREAS

WHAT WE HEARD FROM COMMUNITIES

CURRENT STATE

PACIFIC EMPLOYMENT ACTION PLAN - PROSPEROUS PACIFIC COMMUNITIES



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AUG 2019 - OCT 2019




PHASE ONE: WHERE ARE WE NOW?

- Engage Working Group officials to understand the current landscape of priorities and investment across agencies to improve Pacific peoples labour market outcomes; and
- Confirm key objectives that will inform the development of the PEAP.

Inter-agency Working Group:
 MBIE, MoH, MfW, MoE, MSD, OT, MFAT, TSY, TEC, NZQA, CNZ.



THREE KEY OBJECTIVES CONFIRMED

-  DIVERSIFY PACIFIC WORKFORCE
-  IMPROVE PARTICIPATION
-  GROW BUSINESSES & ENTREPRENEURS

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CURRENT INVESTMENT INTO IMPROVING PACIFIC PEOPLES LABOUR MARKET OUTCOMES



DIVERSIFY PACIFIC WORKFORCE

Toioa STEM Programme (whole-of-life approach to enable more Pacific peoples to explore a career in STEM)

Tupu Tai Pacific Policy Summer Internship

Support for schools and Kahui Ako (careers expo's speed meets and workshops)

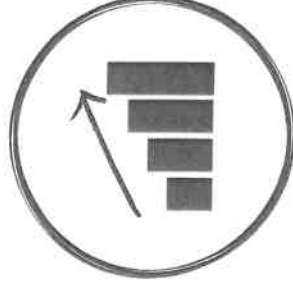
Refreshed Pacific Power Up engaging parents)

The Oritetanga Learner Success

Takiala Pasifika 2017-2020

Pacific Arts Internships (capability building to develop arts management and leadership)

Research - Impact of disruptive technology on the Future of Work



IMPROVE PARTICIPATION

Prime Minister Pacific Youth Awards

Tupu Aotearoa - supporting Pacific NEET into employment and training

Know your rights, Dispute Resolutions - addressing accessibility barriers (e.g. language)

Auckland Airport and Manukau Skills Hub engagements (construction industry)

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Pou Matakaka Chief Executives Group - Ethnic Pay Gap within the Public Sector

Gender and Ethnic Pay Gap: working with the SSC Taskforce



GROW BUSINESSES & ENTREPRENEURS

Expanding Pacific Business Trust capability to support Pacific businesses and entrepreneurs

Developing a Pacific Social Enterprise Model

Roaming teacher - Pasifika for the Young Enterprise Scheme

Working with Pacific sole traders in the construction sector

Research: Pacific women and men in business

Launch of the New Zealand Pacific Economy Report

CASE STUDIES: PACIFIC COMMUNITY INNOVATORS



MAU STUDIO NZ INSPIRING THE NEXT GENERATION OF PACIFIC CREATIVES

MAU Studio was founded by four young Pacific architects to create opportunities for meaningful and socially conscious education for high school students right through to professionals. This is achieved through its innovative social design model that focuses on creating empathy, turning inspiration into practice and enabling continual compassion.

MAU Studio's high school programme, MAU Academy, provides opportunities for students who are aspiring creatives (science, technology, engineering, maths and artistic) to meet and be mentored by inspiring professionals. By building relationships with high schools, tertiary providers and professionals, MAU Studio create pathways for young people to be exposed to and explore a broad range of education and employment pathways.

The Academy enables young people to create their own solutions to social challenges that affect their communities. Students involved in the Academy, work with their mentors on New Zealand Qualifications Authority accredited projects, such as design concepts for emergency housing for families affected by homelessness. Students then present their work to their community in public spaces such as the Manukau Civic Square and to tertiary facilities. Further opportunities are provided to a selection of Academy students to visit MAU Studio's social impact projects overseas to gain hands on experience.

As recipients of the inaugural Unitec Bold Innovator's Scholarship, and mentees of the Pacific Business Trust Hatch programme, MAU Studio hopes to expand its programme into a local all-girls high school in 2019 and provide students with the opportunity to visit their overseas social impact projects



TULA'I PASIFIKA LEADERSHIP DEVELOPING CONFIDENT AND SOCIALLY AWARE YOUNG PEOPLE

Tula'i is a leadership programme developed by the West Auckland Pasifika Forum to address a need to develop Youth Leadership in West Auckland. The programme is supported and funded by three local boards: Henderson-Massey, Waitakere Ranges and Whau via Auckland Council.

Tula'i focuses on developing confident and socially aware young people with skills and experiences that will help them transition from school to work, study or training. It also celebrates cultural and ethnic diversity and supports young people to achieve their aspirations.

An evaluation of the programme found that the greatest impact for participants was around having enhanced clarity about their future goals. Through this programme, young people became clear on their career and education pathways, gained an in-depth understanding of their cultural identity and what it means to be a leader in their community. The evaluation also recognised that Tula'i meets all the needs recognised in Auckland Council's I Am Auckland - Children and Young People's Strategic Action Plan 2014 and aligns with the key outcome areas of the respective local board plans.



OCEANIA CAREER ACADEMY SUPPORTING YOUNG PEOPLE INTO HIGHER PAID EMPLOYMENT

Proudly Pacific owned and Pacific led, Oceania Career Academy (OCA) is focused on getting Pacific youth on pathways to prosperous futures through trades education. The academy was established in 2014 to build on the Trades at Schools (TAS) programme that had been offered in schools since 2009. Core to the ethos of OCA is mentorship and the understanding that many of the barriers to learning that Pacific youth face are often wider than the learner themselves and that the solutions lie within the wider family environment.

A significant point of difference at OCA is the relationship with The Fonoz3 and its ability to provide a holistic "Whanau Ora" approach to pastoral care and learner support. OCA is a Category 2, New Zealand Qualification Authority (NZQA) accredited institution and currently delivers Level 2 and 3 programmes in Carpentry. OCA is also continuing to work in partnership with schools to provide industry focused trades education for Year 13 students. Oceania Career Academy is focused on ensuring that all learners are supported into employment, apprenticeships or further study and is achieving completion and placement rates of over 80 per cent. It has established itself as a "connector" between students and families with schools and tertiary institutions through to employers providing skilled, wellpaid work.

Key ingredients to OCA's success are its student centred, career-focused and industry connected programmes linked to strong mentoring and support programmes. The learning environment and approach to teaching and learning is culturally responsive to the diverse learning styles and unique needs of the learner. OCA believe that to empower Pacific students to thrive and succeed, meaningful relationships must be developed, cultural identity and connectedness is strengthened, and Pasifika values are honoured and embraced. It is through this transformative approach that OCA believe that confidence and capability in the learner is realised that enables the transition into sustainable future pathways.



Cabinet Social Wellbeing Committee

Minute of Decision

This document contains information for the New Zealand Cabinet. It must be treated in confidence and handled in accordance with any security classification, or other endorsement. The information can only be released, including under the Official Information Act 1982, by persons with the appropriate authority.

Pacific Employment Action Plan: Prosperous Pacific Communities

Portfolio Pacific Peoples

On 20 November 2019, the Cabinet Social Wellbeing Committee:

1 **noted** that the Ministry for Pacific Peoples and the Ministry of Business, Innovation and Employment are jointly developing a Pacific Employment Action Plan;

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4 **noted** that the development of the Pacific Employment Action Plan has the following three key objectives:

- 4.1 diversifying the Pacific Workforce into a broad range of sectors and industries (with a priority focus on Science, Technology, Engineering and Mathematics);
- 4.2 improving Pacific people's participation in the labour market, with a priority focus on addressing structural discrimination in the workforce; and
- 4.3 leveraging opportunities to improve Pacific labour market outcomes through support for Pacific-owned businesses and entrepreneurs;

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s9(2)(f)(iv)

Vivien Meek
Committee Secretary

Hard-copy distribution (see over)

Present:

Rt Hon Winston Peters
Hon Grant Robertson
Hon Dr Megan Woods
Hon Andrew Little
Hon Carmel Sepuloni (Chair)
Hon Dr David Clark
Hon Nanaia Mahuta
Hon Jenny Salesa
Hon Kris Faafoi
Hon Aupito William Sio
Jan Logie, MP

Officials present from:

Office of the Prime Minister
Officials Committee for SWC
Office of the Chair

Hard-copy distribution:

Minister for Pacific Peoples

Inactive Release