

JOBS | **MAHI**
FOR NATURE | MŌ TE TAIAO



Annual Review – Year Two Arotake ā-Tau – Tau Rua

FOR THE YEAR ENDED 30 JUNE 2022
MŌ TE TAU I MUTU AI I TE 30 PĪPIRI 2022



Mihi

Hūtia te rito o te harakeke

Kei hea te kōmako e kō?

Kī mai ki ahau, “He aha te mea nui i te ao?”

Māku e kī atu, “He tangata! He tangata! He tangata!”

Heoi anō kia mihia o tātau mate o te wā, o te tau kua hori, tangihia ko rātau ki a rātau.

Ko rātau ki a rātau, tātou ngā kanohi ora ki a tātou.

Mānawatia te tau ka hori. Mānawatia te putunga o te hua, o te pai. Tātaritia te rautaki, māna e arahi te kōkiritanga.

Nau mai haere atu ēnei kupu whakamihi a Mahi mō te Taiao ki te tai whakarunga, ki te tai whakararo, ki te tai hauāuru, ki te tairāwhiti.

Ko tā mātou e whāriki ake nei ko tā mātou kōkiri i ngā mahi whakamōmona me ngā mahi whakarauora e hauora ai, e toitū ai te taiao, e whai mahi hoki ai te tangata i ngā rohe e matea mahi ana.

If you were to pluck the centre shoot of the flax, where would the bellbird sing?

You ask me what is the most important thing in the world? I would reply, “It is people! It is people! It is people!”

We mourn and pay our respects to those who are no longer with us.

We acknowledge those who have passed, and give thanks for us who remain.

Let us celebrate the year that has passed. Celebrate our many outcomes and benefits. Analysis of our strategy will guide our direction forward.

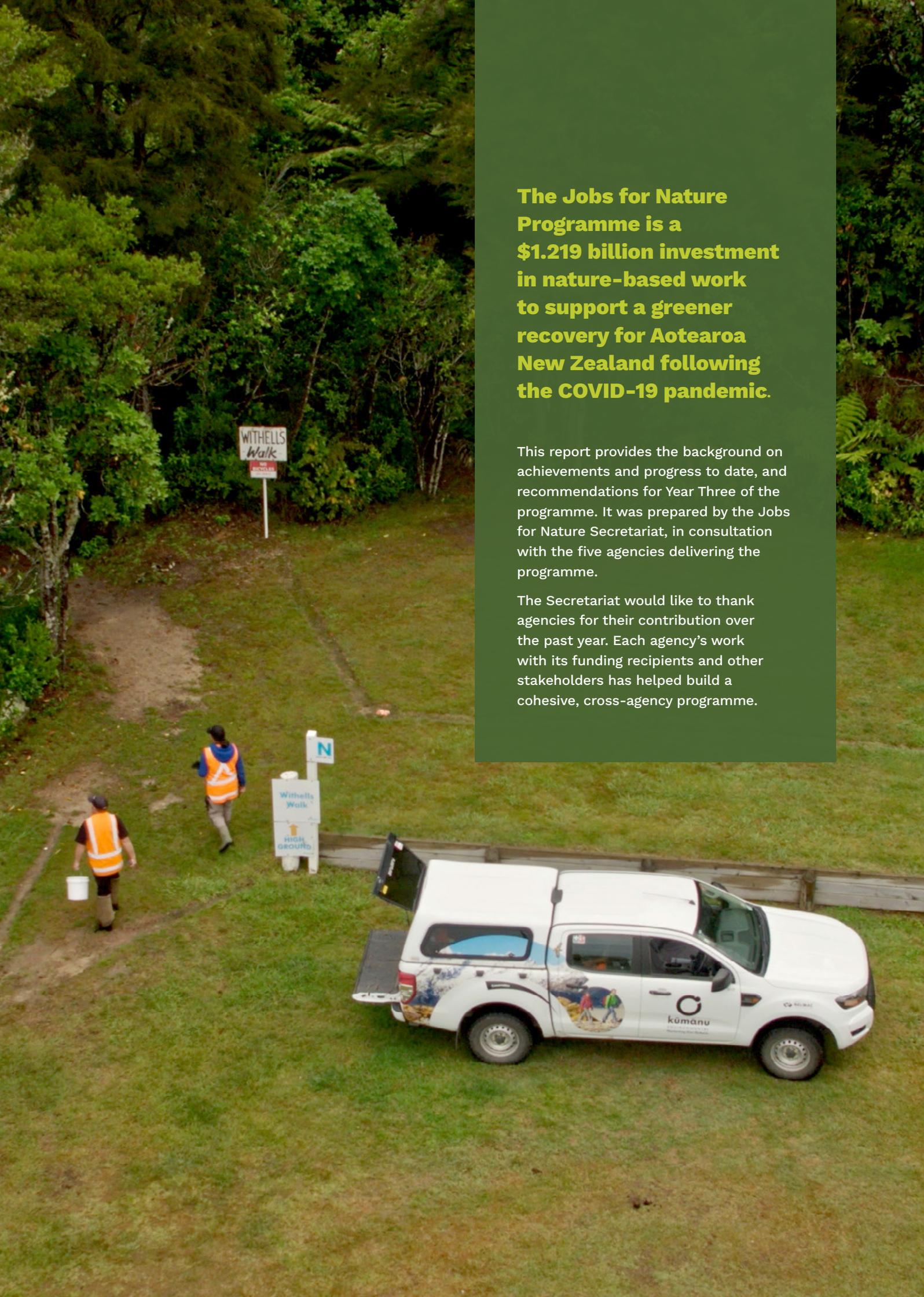
Jobs for Nature would like to acknowledge and accept acknowledgement from and to the north, the south, the west and the east.

We lay before you the remediation and restoration work that enables enduring benefits for a healthy, sustainable environment, creating jobs for people in regions that need work the most.

Cover photo: Reconnecting Northland

Photo right: Ministry for the Environment



An aerial photograph of a forest path. Two workers in orange high-visibility vests are walking away from the camera. A white kōwhiri van with 'kōwhiri' branding is parked on the grass. A signpost for 'WITHELLS Walk' is visible, along with a directional sign 'N' and a 'HIGH GROUND' sign. The background is a dense forest of trees and ferns.

The Jobs for Nature Programme is a \$1.219 billion investment in nature-based work to support a greener recovery for Aotearoa New Zealand following the COVID-19 pandemic.

This report provides the background on achievements and progress to date, and recommendations for Year Three of the programme. It was prepared by the Jobs for Nature Secretariat, in consultation with the five agencies delivering the programme.

The Secretariat would like to thank agencies for their contribution over the past year. Each agency's work with its funding recipients and other stakeholders has helped build a cohesive, cross-agency programme.

**Piki ake rā ki te taumata tirohanga
Kai atu ngā mata te wehi o Ranginui
Te ihi o Papatūānuku, te kauhanga a
Tangaroa, te wao a Tāne, te kōmanawa,
he waipuna oranga.**

**Tohu ana te kuruki! Kua ruha. Oia te one,
tangi te atua i te whiu a te ihupuku.**

Hiki ake rā ki te pae o whiti

Whiti! Mārama! He ora!

Kōrure te hau ki te kimi oranga

**Huihuinga tāngata, te kotahitanga.
Wānanga mātauranga, te manawanuitanga
a te ringa raupā, te ara ki te ora. He
oranga wairua, oranga tinana, oranga
tāngata**

**Tērā te kōrero 'Ko te wai te toto o te
whenua, ko te whenua te toto o te tangata'.**

Ascend the summit outlook

Set your eyes upon the awe of Rangī

The power of Papa, the passage of
Tangaroa, the great forest of Tāne, the
spring, the water source of life.

There are signs of weakening. The gods
are exhausted. The soil has been
disturbed, interfered with by ignorance,
the gods are upset.

Elevate the problem to the horizon to
be shone upon

Shine upon it! Understand! It is life!

The wind changes in search of wellbeing

Bringing people together. Education,
patience, and effort of the hardworking
is the pathway to heal. Spiritual healing,
physical healing, the healing of people too.

There is the saying 'Water is the blood of
the land, and land is the blood of man'.



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Photo left: WAI Wānaka

Jobs for Nature programme highlights 2020/21 and 2021/22

2
YEAR
HIGHLIGHTS

Ngā painga o te hōtaka

Mahi mō te Taiao 2020/21 me 2021/22



4,458,612
hours worked

9,262

people
employed

421

approved
projects

402

contracted
projects



5,273,524

plants in
the ground



378,706

hectares of land under
plant pest control



1,473,029

hectares of wilding
conifers controlled



1,499,768

hectares of land under
animal pest control



896

hectares of
freshwater under
restoration



2,631

hectares of land under restoration
(excluding freshwater areas)



6,162

kilometres of fencing
constructed



Jobs for Nature programme highlights 2021/22

Ngā painga o te hōtaka Mahi mō te Taiao 2021/22



3,159,402
hours worked

5,246

people
employed

78

approved
projects

159

contracted
projects



4,650,856

plants in
the ground



80,107

hectares of land under
plant pest control



624,064

hectares of wilding
conifers controlled



1,292,691

hectares of land under
animal pest control



539

hectares of
freshwater under
restoration



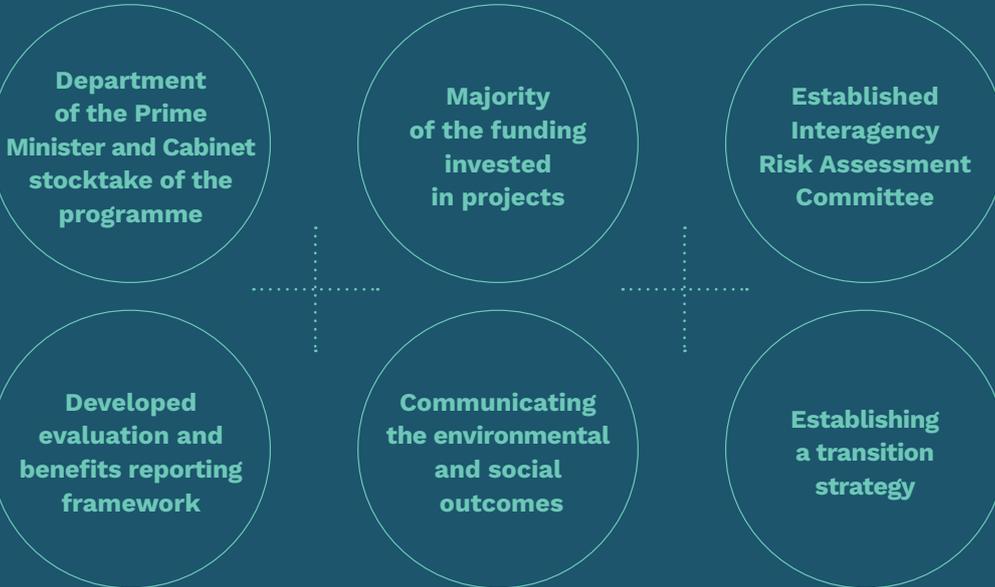
2,053

hectares of land under restoration
(excluding freshwater areas)



5,682

kilometres of fencing
constructed



Executive summary

Te whakarāpopoto matua

Jobs for Nature is a key part of the Government's response to support Aotearoa New Zealand's economic recovery from the COVID-19 pandemic. It is the largest nationwide investment in the environment and its people so far.

The programme is made up of funds totalling \$1.219 billion and administered across five government agencies:

- Department of Conservation
- Ministry for the Environment
- Ministry for Primary Industries
- Toitū Te Whenua Land Information New Zealand
- Ministry for Business, Innovation and Employment (Kānoa – Regional Economic Development & Investment Unit).

Jobs for Nature has three core objectives:

1. Create approximately 11,000 jobs in regions that need work the most.
2. Establish enduring benefits for healthy waterways, biodiversity, climate change, and cultural values.
3. Support sustainable land use and the implementation of regulatory requirements, including for freshwater, biodiversity, and climate change.

The funding is being used to finance nature-based work, including planting vegetation to restore freshwater and biodiversity, fencing waterways, pest control (including wilding pines and animal pests), remediating fish passage, and skills training for career development. Funding recipients include community groups, councils, iwi and hapū, charitable trusts, and private companies.

Year Two achievements for 2021/22 | Ngā paetae Tau Rua 2021/22

Having completed its second year, the Jobs for Nature programme has seen over 9,000 employment starts. People employed have worked over four million hours across 402 contracted projects throughout the country. At the end of June, the funds, which have been heavily oversubscribed, were mostly approved for 421 projects spread across Aotearoa.

The second year focused on supporting the delivery of approved and contracted projects while phasing the release of the remaining funds. Coordination of key work continued, including programme governance, identifying and managing risk, and evaluating and reporting the programme benefits and outcomes.

Recipients of programme funding continue to face challenges from COVID-19 and other issues which affect their project progress. Delivery agencies worked with their partners to navigate these challenges.

Planning began on a programme-wide transition strategy, which is critical for the long-term legacy of the Jobs for Nature investment. The strategy will harness the environmental gains made and help people employed and upskilled through the programme to continue using their skills.

Funding approvals have shifted in focus to place a greater emphasis on environmental outcomes, improving long-term job prospects and filling the gaps in environmental management skills. As the programme moves into Year Three, the environmental and employment gains will increase as the projects progress.

CASE STUDY

Tucker Beach Habitat Restoration Project

When the global COVID-19 pandemic closed New Zealand's borders in March 2020, many businesses in Queenstown were concerned. The closures would have significant implications for the region's main industry – tourism. With new variants emerging over time, the future of the industry was looking increasingly uncertain.

Meanwhile, a dedicated group of residents near Tucker Beach, on the shores of the Shotover River (Kimiākau), had been steadily restoring the area over the past few years by removing invasive weeds and illegally dumped rubbish, and trapping stoats.

Jobs for Nature funding from the Department of Conservation (DOC) was an opportunity to connect affected tourism workers with these local conservation efforts in their backyard, helping them to stay in their community.

The Friends of Tucker Beach Society was granted \$1 million for restoration, and is working with the company GSD Workforce, who supply workers from local Queenstown businesses.

The benefit of the arrangement is that tourism workers can supplement their lower-than-normal hours, with additional conservation work. The work is flexible, and the two organisations have the agility to work with their local labour market conditions.

DOC Delivery Manager, Nicole Sutton, says the partnership is working extremely well.

“By June 2022, the funding has put 51 people into work, many of them redeployed tourism workers, who have helped do 18 hectares of weed control, plant 10,050 native plants, and construct 2.3 kilometres of new fences”.



Tucker Beach Habitat Restoration team lead Ben takes a break from clearing broom with the mini-loader.

Photo: Department of Conservation

The group's previous efforts had already turned the riverbed into a popular public walking spot.

“Tucker Beach is important habitat for native species such as banded dotterel (tūturiwhatu), and black-fronted tern (tarapirohe) that come to Tucker Beach each year to nest,” she says.

“Where areas were once overrun with introduced broom and lupin, we now have native plantings and gravel areas for the braided river birds to nest on, as well as a more pleasant area for recreation. There's been great buy-in from local schools and businesses as well”.

A big part of the project's success is being flexible with employment, Nicole says.

“GSD Workforce has fostered a flexible working environment for employees whose normal work in tourism was on hiatus during the border closure. Employees can move between three Jobs for Nature projects and tourism activities depending on where they are needed. Because of this flexibility, tourism businesses have been able to stay afloat, and workers have been able to stay in their communities rather than uproot and start again somewhere else”.

With the bulk of the weed clearance and planting at Tucker Beach completed, weed control and further planting will continue over the next couple of years. “This is a showcase project for how the tourism industry and environmental sustainability can go hand in hand. It's a win-win for everyone,” says Nicole.

From the Independent Chair Nā te Hiamana Herekore



The Jobs for Nature programme was established in anticipation of the economic impacts from the COVID-19 pandemic, and to support New Zealanders in a time of great uncertainty. The intent was to use the programme to address environmental pressures from human development and climate change. Through the \$1.219 billion Jobs for Nature fund, the aim is to create a skilled workforce to carry out significant environmental restoration and management reforms.

As Independent Chair of the Jobs for Nature Advisory Group, I had the privilege of working alongside some incredibly knowledgeable and dedicated people, bringing together experience in environmental management, te ao Māori, and the primary sector. Having established the programme in its first year, our primary focus was to continue to mature and strengthen the programme and look ahead to what comes next for the programme and all involved in it.

The work that has been done across the many levels of the programme – from the boots on the ground, to the various project partners, right up to the agencies and the Secretariat – has been nothing short of impressive. I am immensely proud of the ongoing efforts despite the waves of COVID-19 and the challenges that come with the ongoing backdrop of the pandemic.



Impact of the programme | Pānga o te hōtaka

With the second year completed and the funding allocated, we're seeing many more exciting projects come online, and even some preliminary results in restoration. Since the previous annual report, there has been over double the amount of employment starts (people employed), with 9,262 New Zealanders in the programme as at 30 June of this year. They have planted millions of plants and put up thousands more kilometres of fencing and stock exclusion around our waterways. Thousands more hectares of land are under managed predator and pest control.

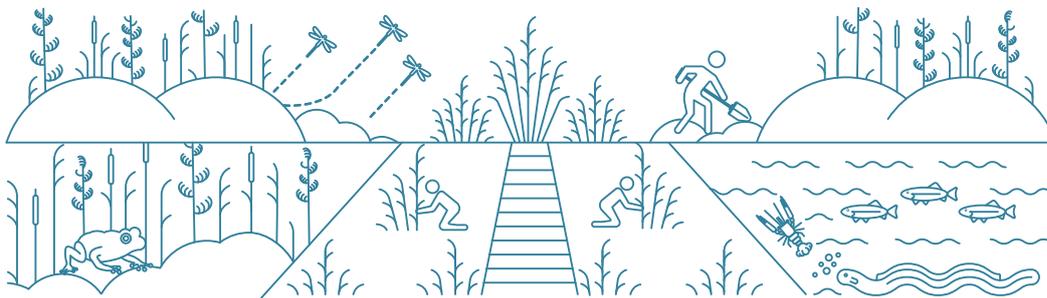
Projects have partnered with councils, private organisations, and businesses, as well as private landowners, to achieve incredible work and results. Iwi, hapū, and whānau are central to the programme's ongoing success, co-leading many of these projects and sharing their mātauranga where applicable. While some projects have taken longer than planned to gain momentum, the programme is now really 'hitting its straps'. It is inspiring to see so many New Zealanders come together to support and restore our environment across Aotearoa.

Across the motu, the scale and breadth of the programme has been far beyond tree planting and fencing. Funding has enabled projects to control wilding pines, weed species, and wallabies; predator species have been managed and eradicated, wetlands restored, and fish passages remediated. The Jobs for Nature programme has been the single largest

investment and coordination of human effort that Aotearoa has put into te taiao, and the results so far have been inspiring.

Apart from the tangible metrics, the most interesting development has been the impact on the local communities, iwi, hapū, and whānau. The funds have gone beyond the results being delivered, empowering and upskilling people, and bringing them back into the workforce. The benefits to both people and the environment have been evident – building the skills and having the enthusiasm from organisations to deliver and share their experience. Education and knowledge-sharing will be vital as the programme continues to provide positive environmental outcomes, sustainable management, and protection of our resources. As significant pressure continues to affect our land, air, water, and biodiversity, and with the challenges climate change brings, the Jobs for Nature programme is an opportunity to showcase the potential we have to prepare and respond to these challenges.

I must also acknowledge the delivery agencies: the Department of Conservation, Ministry for the Environment, Ministry for Primary Industries, Toitū Te Whenua Land Information New Zealand and Ministry for Business, Innovation and Employment. They have embraced their role in the allocation of funds, identifying and delivering a myriad of projects, and supporting the aspirations of iwi, hapū, and whānau, communities, and local



government for te taiao. Their discretion as to which projects receive funding has been a challenge, as every funding round has been heavily oversubscribed. It highlights the need for ongoing investment in our environment and communities beyond the Jobs for Nature funding, and how we will tackle the transition for many of these projects past the programme.

An enduring legacy | He taonga pumau, tuku iho

As I look ahead to the next year of Jobs for Nature, I see that many of the activities and strategies for the projects extend past the four years of funding. Our environmental efforts and many of the outcomes we're seeking require longer-term investment. The frameworks derived from the programme are important, as are the engagement and relationships between the agencies, local government, Māori, community groups, and the private sector. It is a great example of what can be achieved by working together in a focused, collaborative, and efficient manner.

We need to continue to take the experiences and lessons we've gained and provide a platform to connect, engage, and collaborate for sustainable, positive environmental outcomes. The programme is deliberately trying to create a 'community of practice', and to

ensure there is a managed transition after Jobs for Nature. Long term, I believe we need a more sustainable system for supporting regenerative nature programmes, one which is not only supported by government and council funding but has clear roles for iwi, the private sector, and philanthropy – including increased use of market mechanisms to place a value on nature and the ecosystem services they provide.

I hope the legacy of the programme is one which keeps ngā tangata and te taiao at the centre, one that empowers individuals and communities to value our environment and enable a space for Māori to lead and fulfil their role as kaitiaki. I also hope that the value of the environmental work is recognised, and that support through sustainable funding streams keeps building on the momentum that Jobs for Nature has started in Aotearoa New Zealand. One that our tamariki can look back on and be proud of. It's all about being good ancestors and enabling Papatūānuku to thrive.

Dave Brash
Chair, Jobs for Nature Advisory Group
Hiamana, Te Rōpū Tohutohu Mahi mō te Taiao

CASE STUDY

Aspiring Biodiversity Trust

In a quiet corner of north-western Otago, staff and volunteers with the Aspiring Biodiversity Trust (ABT) trap, count and plant their path to the restoration of the Wilkin and Makarora river systems, which feed into the head of Lake Wānaka.

The ABT project area is home to many threatened species such as pīwauwau (rock wren), kea and whio (blue duck) in the Wilkin and Siberia valleys. The beech/podocarp forest provides habitat for kāka and pekapeka-tou-roa (long-tailed bat), and the braided river for tarapirohe (black-fronted tern), tarāpuka (black-billed gull), and ngutuparore (wrybill).

The location has unique cultural significance to mana whenua, it is high-country farmland and overlaps with a UNESCO World Heritage site.

It's been a successful year for the team, led by Rachel Hufton. She says the second year of Jobs for Nature funding was positive, for local and national biodiversity.

“We now provide information about birds in our area to threatened species networks throughout the country. It's exciting for the team because this plays a huge role in overall population recovery”.

By the end of October, the ABT's annual bird survey was complete. During the season, over 240 black-billed gull chicks were banded, along with ngutuparore.

Rachel describes the ‘monumental moment’ when a pair of the world's rarest wading birds turned up unexpectedly at Makarora, at the start of the bird breeding season.

The kakī (black stilt), a critically endangered endemic wading bird considered taonga (a living treasure) by Māori, had not been seen around Makarora since 1983.

Trapping continued, as well as bat monitoring and whio surveys supported by Kip, a certified protected-species survey dog.



Black-billed gull colony, Makarora River.

Photo: Aspiring Biodiversity Trust

The discovery of a pekapeka-tou-roa on the edge of a podocarp forest close to a road means bats are now included in the Otago Regional Council's Biodiversity Action Plan. This has triggered lighting restrictions in any new subdivisions, so the bats' habitat and night-time activities are not disrupted.

Rachel says employing and training people affected by COVID-19 has given people previously working in tourism a new set of skills, and has brought new skills to ABT.

For example, Dean Bell, an expert fly-fishing guide who joined the team, is experienced in crossing rivers, which is useful when it comes to predator control on rivers.

Callam Grant, an alpine guide who has joined the team, is comfortable applying his vast outdoor experience and health and safety expertise when setting up and servicing traps in the back country.

In December, the ABT team welcomed Kāi Tahu students and professionals for a three-day field course aligned with Māori heritage world view, te reo Māori, endemic biodiversity and habitat restoration.

Rachel says the course provided a wonderful exchange of knowledge and demonstrated how mātauranga Māori can be integrated into western science approaches to biodiversity.

The Trust is now updating its long-term strategy, ensuring that its new relationship forged with Kāi Tahu, and mātauranga Māori are incorporated.

Reflections

Te whaiwhakaaro

\$489M

Department
of Conservation

At the end of Year Two, over 91 per cent of the \$1.219 billion Crown investment has now been approved for 421 projects. This investment will accelerate the economic recovery through job-creating environmental projects in regional Aotearoa New Zealand.

Although most of these projects are on track to meet their agreed milestones, COVID-19 has had an impact on employment measures. Regional lockdowns at the start of the financial year, ongoing worker unavailability due to illness, and labour market performance has affected the employment projections for the programme.

During the second year, two key supply issues began to emerge as a result of the pandemic. The first was rising inflation, which pushed up the cost of materials such as fuel. Second, supply chain disruptions (eg, for fencing materials) began to cause delays in project delivery. A shortage of skilled fencing and planting contractors, a shortage of plants from regional nurseries, and high rainfall and flooding also prevented some work being completed.

Agencies have actively managed these challenges in partnership with projects.

\$457M

Ministry for
the Environment

Success for our people | E angitū ai tātou katoa

The Jobs for Nature programme continues to make a positive difference across Aotearoa. Building capacity and capability remains at the forefront as we develop the next generation of environmental experts.

Enabling greater collaboration and information-sharing across the natural resources sector, the Government, regional players, regional councils, iwi and hapū groups is building a strong foundation to sustain and protect Aotearoa New Zealand's natural capital, so it can prosper in the future and the public benefits are widely shared.

\$192M

Ministry for
Primary Industries

\$41M

Ministry for Business,
Innovation and Employment

\$40M

Toitū Te Whenua Land
Information New Zealand



“The work is benefiting my local area, my community, and setting up a change that will impact future generations”.

Nature-based employment is already having a material impact. For some, the most important elements are empowering their local communities to help and heal the environment for their future tamariki.

Employees are feeling much more confident about their employment prospects with the learning opportunities on offer. For some it provides “a greater sense of purpose and achievement, knowing I am making a significant contribution in the early stages of a long-term project that will have lasting effects environmentally, recreationally, and socially”.

As the programme evolves, individuals are already seeing transformation as they reflect on how meaningful the work is to their livelihood.

Success for the programme | E angitū ai te hōtaka

The programme is improving the wellbeing of current and future generations by increasing and securing access to nature for the future and preserving and restoring the environment.

Because of the scale and pace of the work underway, the programme is working towards self-sustaining ecosystems for people and nature, and building resilience to climate change.

There is also a greater focus on environmental sustainability, elevating the importance of Māori participation in restoring the environment and greater recognition of Te Tiriti o Waitangi (the Treaty of Waitangi) commitments. Critical to the success of the programme is acknowledging that Māori, iwi, and hapū groupings have a unique offering when it comes to protecting our environment for future generations.



Photo: Ministry for the Environment

Programme governance

Mana urungi hōtaka

Due to the significance of the overall investment, governance structures were set up to share the oversight of the Jobs for Nature programme and its delivery.

Sustainable Land Use Ministers | Ngā Minita Toitū Te Whenua

Sustainable Land Use (SLU) Ministers have oversight, decision-making power over and accountability for the programme. The following ministerial portfolios are included: Environment, Local Government, Agriculture, Biosecurity, Land Information, Forestry, Economic and Regional Development, Conservation, and Climate Change.

SLU Ministers set the strategic principles, priorities, and overall phasing of funding for the programme. They jointly approve projects that have a total value over \$1 million. Approval for projects under that threshold is delegated to the delivery agencies. Most previously established programmes that are expanded with Jobs for Nature funding retain their existing governance, prioritisation, and funding approval processes.

Advisory Group | Rōpū Tohutohu

The Advisory Group (previously the Reference Group) gives independent advice to SLU Ministers and agencies on the programme. The members have experience in environmental management, te ao Māori, regional councils, the primary sector and non-government organisations. The Group's role is reviewed annually.

Secretariat | Te Tari

A standalone, independent Secretariat coordinates the programme and acts as a conduit between the delivery agencies. It supports SLU Ministers, the Advisory Group and agency governance groups in decision-making, providing briefings and programme-level insights. The Secretariat is based at the Ministry for the Environment. It produces a quarterly dashboard to monitor and assess progress in the programme. The dashboard includes current and forecast information about jobs created, funding and environmental outcomes.

Interagency Risk Assessment Committee | Kōmiti Mātai Tūraru Ā-Umanga

Governance has evolved to ensure it continues to meet the needs of the programme. The Interagency Risk Assessment Committee was established in Year Two for cross-agency oversight of risks to the programme. The Committee monitors risks across the programme and escalates matters as and when required. It is supported by the Secretariat.

Delivery agencies | Ngā umanga kōkiri

Jobs for Nature funding was individually appropriated to delivery agencies. It is the responsibility of each agency and their respective appropriation Minister to ensure work is progressing to an acceptable standard. Each agency has its own systems and processes to ensure projects achieve their outcomes.

Programme performance

Tutukinga o te hōtaka



Employment

Additional employment opportunities for 11,000 people, created at pace and with regional spread.



Freshwater and biodiversity

Enduring benefits for freshwater ecosystems and water quality, biodiversity, climate change, and cultural values.



Sustainable land use

Supporting sustainable land use and the implementation of new regulatory requirements, including for freshwater, biodiversity and climate change.

Context | Horopaki

At the end of Year Two, 91.5 per cent of the \$1.219 billion Jobs for Nature funding was approved for 421 projects. Projects are tracking well, with most in the delivery phase and some already completed.

The [Jobs for Nature website](#) has the latest information, including funding allocated, jobs created, and environmental outcomes achieved. There is also an interactive map of announced projects, which is regularly updated.

Progress on recommendations | Te ahunga whakamua o ngā tūtohunga

The Jobs for Nature Secretariat has worked with agencies to address the recommendations in the 2020/21 Annual Review, to better support the work ahead. Below are details of the progress on these recommendations:

Reduce frequency of reporting and look for opportunities to streamline

The challenging regularity of monthly reporting in Year One has been amended to quarterly reporting in Year Two. As a result, errors have reduced, and data quality has improved. The Secretariat has also improved the data validation process as part of a continuous improvement cycle. This means any errors can be more easily identified and addressed.

Focus on delivery confidence through regular reporting

Agencies now report on ‘delivery confidence’ for projects funded for \$1 million and over, as part of their quarterly reporting. Agencies select a red/amber/green rating for their projects, based on several criteria, and comment on the management of any risk. This reporting brings greater visibility of any risks, and of how agencies are managing these.

Review forecasts to ensure they are robust

After the transition from implementation in Year One to delivery in Year Two, agencies have had time to amend forecasts and project plans with funding recipients. Forecasting and reporting now aligns with the July to June financial year.

In the past year only minor amendments to the data were requested. This, together with the shift to quarterly reporting, has allowed funding recipients and agencies to focus on quality reporting.

Projects are rephased as the programme responds to the impacts and challenging environment of COVID-19. Changes in forecast outputs are captured in the programme reporting.

Finalise and embed reporting on programme benefits

The programme benefits report sets out the wellbeing, environmental and economic benefits that have been and will be delivered through the Jobs for Nature programme.

The report is in two parts: ‘people’ and ‘place’. This reflects the objectives to support people most affected by the pandemic of 2020; to increase regional employment and economic interests; and to improve environmental gains throughout the regions and districts of Aotearoa.

This report includes recommendations for improving the management of benefits across the programme, and to better explain the tangible difference it is making to the lives of New Zealanders.

You can read the benefits report on the [Ministry for the Environment’s website](#).



Photo: Ministry for the Environment

Design an approach to programme evaluation

The Secretariat has designed an evaluation approach, together with agencies and the Advisory Group. This consists of an:

- interim review of process issues – how the programme has been implemented – and whether the programme is on track
- external evaluation looking at the programme outcomes, and how much the combined efforts of the agencies and projects have contributed to these outcomes, for both people and nature.

A key strand will be designed and implemented by and for Māori. The evaluation closely aligns with the benefits report.

Develop a transition strategy

Crown funding the Jobs for Nature programme is allocated for a limited time. Some short-term projects are already complete, but most of the 421 approved Jobs for Nature projects are being delivered and are scheduled to be completed over the next three years. Attention is now on a transition strategy, to support projects and people with planning for after the Jobs for Nature funding has ended.

To assess what is needed for transition planning, the Secretariat has engaged with delivery agencies, the employment, education and training sector agencies, the regional council sector, and a number of project delivery partners.

The framework for the strategy is based on three interlinked themes:

1. people (identifying job opportunities for employees)
2. environment (sustaining the benefits)
3. resourcing (considering pathways beyond Jobs for Nature).

The backbone of the strategy involves agencies engaging directly with funding recipients to provide tailored support, aided by a national digital platform to enable for Jobs for Nature funding recipients to connect and collaborate.

Pilot and co-design with partners a 'community of practice'

A key part of the transition strategy is a network of communities of practice. Projects connect with each other and take opportunities to support their transition beyond the current Jobs for Nature funding.

The Secretariat has reviewed new and established communities of practice that have appeared following a recommendation from the independent review of the programme. This evaluation has informed the design of a communications network, for collaboration between projects, non-government organisations, agencies, and industry.

A national digital platform could support this network, connecting communities and projects at a national level. It would also help projects share resources, good practice, and highlight new opportunities.

Refresh the communications strategy

The communications strategy for the upcoming year will focus on supporting project partners by showcasing the library of assets to tell their stories.

This will be done in two phases. The first is a refresh of the current website, which will incorporate the transition themes of people, environment, and resourcing. The content will be visual, functional, and interactive.

The second phase is to make the achievements more visible, using existing channels and supporting new ones for the project partners.

We will share engaging stories about the environment, community, iwi and hapū, highlighting partnerships, mātauranga and co-leadership across the country.

Programme reporting

Ngā pūrongo mō te hōtaka

Monitoring and reporting helps ensure the Jobs for Nature programme meets its objectives.

Delivery agencies gather information from funding recipients on each of the funded projects and report on a quarterly basis to the Secretariat. The Secretariat amalgamates data from the five agencies delivering the programme to create a picture of the programme's progress.

The information gathered from this regular reporting informs the agencies, stakeholders, and the public of progress. It also provides assurance that the funding is being used for its intended purpose, and the programme is achieving its goals.

Where agencies have received funding for existing workstreams, the administration of funding has been incorporated into existing budgets. For some agencies, administration costs have been allocated from the programme budget to set up new workstreams. For transparency and tracking of the budget in these instances, administration costs have been recorded as a project for those agencies. However, no employment or environmental metrics are recorded against them.

The specific metrics captured through reporting have been selected to keep reporting streamlined, while providing an accurate and holistic picture of progress. Any additional data requests require consideration of the trade-off between the costs of acquisition and the benefits from its use.

The [Jobs for Nature website](#) has information and stories about the impact of Jobs for Nature on funding recipients. Progress for the five agencies is published on an interactive map of New Zealand. This shows the project name, location, funding amount, and agency. Projects can also be filtered by location, funding agency, and environmental objective.

Reporting themes | Ngā kaupapa pūrongo

In Year Two, reporting moved from monthly to quarterly, to reduce the compliance burden on agencies and to provide high-quality data.

A number of themes emerged that have had an immediate impact on, or are expected to affect, the programme over the remaining years:

- **Data adjustments** – After amendments in Year Two, reporting is only on achievements that result from Jobs for Nature funding. This includes removing any employment or environment data attributed to co-funding or in-kind contributions to recipients. Also, while we recognise that Jobs for Nature funding has indirect impacts, we want to understand the direct impacts, and make sure these are clearly reported. As a result, some forecast metrics have changed or reduced to better reflect what is being achieved using Jobs for Nature funding only. The benefits report and evaluation will explore additional benefits.
- **Labour market dynamics** – As a result of a stronger-than-expected labour market, some recipients had difficulty filling essential roles, such as project managers. This delayed several projects. Also, some were forced to fill roles with short-term employees, and use resources to recruit (rather than retain and train the staff they had). Agencies worked with recipients on a case-by-case basis to resolve employment constraints from contractual arrangements. The likely result of these adjustments is that overall full-time equivalent positions may be lower than anticipated.
- **Ongoing and emerging issues** –
 - › **COVID-19** has had ongoing impacts, with regional alert level changes and widescale illness. Some projects have been unable to meet milestones or employ staff in a timely manner to match their plans. This means the programme is showing an underspend, and projects have had to vary their contracts and rephase timeframes and spending.
 - › **Supply chain** issues are being affected by strong domestic demand, combined with constrained supply and overseas instability. This has driven up the costs for materials for a number of common activities, such as fencing.
 - › **Inflation** rates increased from 3.9 per cent in June 2021 to 7.3 per cent in June 2022 (driven in part by rising construction prices).¹ Project reports indicate that recipients had planned for a 2 per cent increase at the outset, but have now had to reassess their budgets. Inflation is expected to continue to impact budgets, as it is forecast to remain high in 2023 at 5.2 per cent.²

1. Stats NZ. 2022. *Consumers price index: June 2022 quarter*. Retrieved from <https://www.stats.govt.nz/information-releases/consumers-price-index-june-2022-quarter/> (28 October 2022).

2. Treasury. 2022. *Budget Economic and Fiscal Update 2022*. Wellington: Treasury. <https://www.treasury.govt.nz/sites/default/files/2022-05/befu22.pdf>

- › **The living wage** increased from \$22.10 in 2020 to \$23.65 in September 2022.³
- › **Fuel prices** increased from \$1.83 per litre in June 2020 to \$3.34⁴ per litre on 20 June 2022,⁵ which is affecting budgets. With continued uncertainty in the global economy, fuel prices may increase further.
- **Lifetime full-time equivalent (FTE) forecasts** – The preceding points have a significant bearing on the programme’s lifetime FTE forecast, which is tracking lower than originally calculated. Agencies provide forecasts, which are based on project information from recipients. Forecasts are only provided by recipients in contract and with the type of work that can be planned in advance. For example, some projects depend on what is achieved in previous years or seasons, before they can plan for the following year. Forecasts are therefore not provided in all cases and are only estimates. They are expected to change over time as projects move through delivery phases, and further projects are approved.
- **Funding to Māori** – In July 2021, the Advisory Group noted the disproportionately low number of Māori organisations receiving funding (5 per cent as of 30 June 2021). Further investigation with agencies indicated this was likely to be understated. In reporting, recipients were asked to specify whether they were an iwi/Māori organisation or charitable trust, when in fact they could be both. We therefore amended reporting to include a new metric, for recipients to identify as Māori or not. As of 30 June 2022, total funding to Māori recipients was reported as \$156.7 million (or 14 per cent of the programme total). In tandem with this change, the Secretariat is investigating the benefits of the programme, including to Māori, by surveying those employed through the programme.
- **Ongoing challenges** – Reporting is now more robust and consistent, but still depends on a number of manual steps to accommodate the scale of the programme and the diversity of recipients’ capability. The Secretariat is working with agencies to continually monitor and improve the data through quarterly error checking but expects it will be a case of managing any data errors, rather than eliminating them.

This funding has made a huge difference to help our taiao, and also the little fish that can’t speak for themselves.

Archdeacon Harvey Ruru
Tasman District Council



3. Living Wage Movement Aotearoa New Zealand. 2022. *New Living Wage Rate Announced* – \$23.65. Retrieved from https://www.livingwage.org.nz/living_wage_rises_to_23_65 (28 October 2022).
4. This does not include the Government’s 25-cent cut to fuel excise costs in March 2022, extended to 31 January 2023.
5. Ministry of Business, Innovation & Employment. 2022. *Weekly fuel price monitoring*. Retrieved from: <https://www.mbie.govt.nz/building-and-energy/energy-and-natural-resources/energy-statistics-and-modelling/energy-statistics/weekly-fuel-price-monitoring> (28 October 2022).

Delivery confidence reporting | Pūrongo mō te matatau ki te kōkiri

The agencies' regular quarterly reports now include information on delivery confidence. This reporting uses aggregated information from individual projects funded for \$1 million and over, to show how well the programme remains on track.

Delivery confidence reporting has developed over the last year to better reflect agency reporting against progress. This is consistent with reporting on the programme as a whole.

Delivery confidence reporting involves agencies selecting a red/amber/green (RAG) rating for a project, based on five criteria: time, cost, outputs, skills and capability, and dependencies. Agencies also comment on the reasons for a project's rating and what, if anything, they are doing to manage it. The Secretariat also produces a data-based rating for environmental outputs and hours worked. This tracks progress for those projects (in terms of planned versus achieved outcomes).

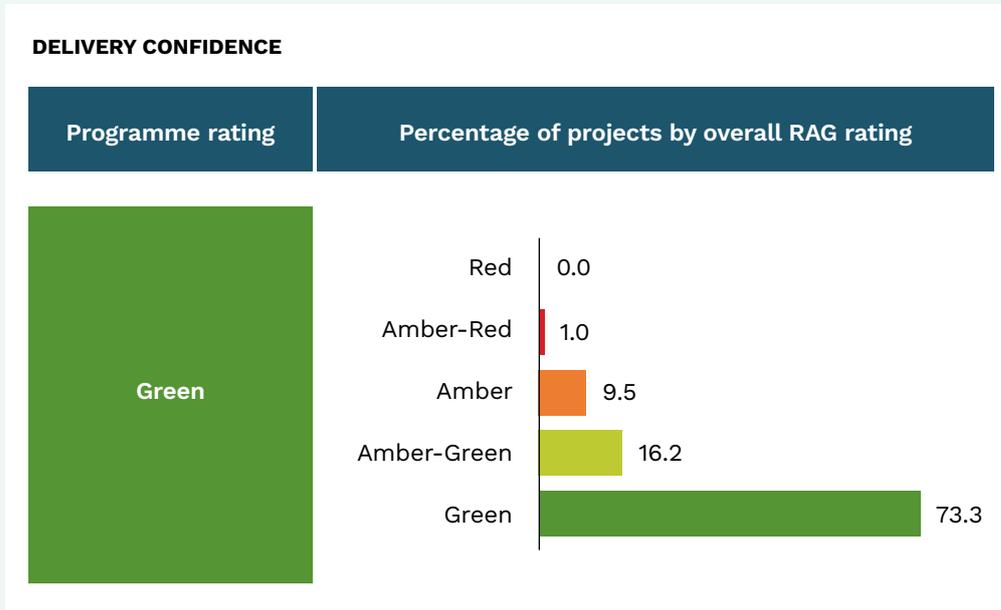
As part of the quarterly dashboard, Ministers receive a rating to show how the programme is tracking, the main issues, and how these are being managed. Delivery confidence reporting is also reviewed each quarter by the Interagency Risk Assessment Committee. The Committee also considers the remaining time for a project, and the financial risk it poses. The Committee ensures any risks are monitored, and that there is further investigation if needed.

At the end of Year Two, confidence remains high.



Photo: Ministry for the Environment

Figure 1: Year Two programme delivery confidence and overall RAG rating



There are consistent themes for projects with an amber-red or amber rating including:

- sustained or flow-on impacts from COVID-19, which include illness affecting capacity, resourcing, and materials
- delays in project starts, plans and outputs causing underspending.

All agencies have processes to manage a risk to delivery – for example, contract variations to address delays. Contracts between projects and agencies can be varied to manage delivery expectations and account for unforeseen circumstances, such as supply chain issues, access to staff to undertake work, and the risks from inflation.

Around 1 per cent of projects are rated amber-red. These are being actively managed by the respective agencies. Depending on the scale of the project and risk to the programme, agencies take an active role and can require audits or defer payments if necessary. In general, agencies work closely with recipients to ensure the success of each project, and timely management of any delivery issues.

Benefits reporting | Pūrongo mō ngā hua

We have developed an updated programme benefits map, a supporting tool for communicating the benefits of the programme. A benefits report has been undertaken to ensure the programme will deliver its intended benefits and learn about the early impacts of the programme.

Both employers and employees took part in a survey. This is an opportunity to hear from participants about the difference the programme has made following COVID-19, and how it has supported or improved their wellbeing.

The survey gathered information on skills and training opportunities, support for people through economic recovery, and improvements to their job prospects.

The benefits report includes the survey results. The report demonstrates the likely wellbeing, environmental and economic benefits that may have already been delivered through the programme and gives an indication of what long-term benefits are expected.

Early benefits show:

- direct job creation through increased employment opportunities
- improved mental health and wellbeing by employing people in some instances to directly work in nature
- support for vulnerable communities and whānau who were at high risk of unemployment, or previously unable to enter the labour market
- increased skills and capability to work in environmental management.

Independent review | Arotake motuhake

Following the early independent review in May 2021, the Department of Prime Minister and Cabinet's Implementation Unit held a stocktake of the Jobs for Nature programme, along with several other government initiatives. The aim was to 'evaluate current progress across the programme, and within key elements, and to provide advice on whether components of the programme require re-baselining and/or redesign in light New Zealand's stronger-than-anticipated economic performance since the programme's inception'.

The Deputy Prime Minister received the report in October 2021. It noted good progress overall, and that agencies are on track for the objective of employing at least 11,000 people by the end of the programme. It outlined lessons that could apply to other cross-agency initiatives and recommended ways to improve Jobs for Nature. For progress on these recommendations, see [Progress on recommendations | Te ahunga whakamua o ngā tūtohunga](#).

Read the review at [Jobs for Nature Stocktake of Progress](#).

In February 2022, the Environment Select Committee held a sectoral hearing on the Jobs for Nature programme.

CASE STUDY

National recognition for WAI Wānaka



The thud of spades slicing through soil to dig holes for native seedlings has become a familiar sound in the Upper Clutha catchment in Otago.

More than 16,470 native trees have been planted along farm waterways since late 2020, as part of work led by WAI Wānaka.

WAI Wānaka is one of nine catchment group projects funded through the Jobs for Nature programme. MPI supports around 190 such groups across Aotearoa New Zealand.

WAI Wānaka has been allocated \$3 million over three years (2020–23). The project currently employs 14 people to do environmental work on farms.

“Our team works on-farm to help landowners achieve their biosecurity, biodiversity and freshwater goals faster,” WAI Wānaka project manager Prue Kane says.

Riparian planting is only one part of WAI Wānaka’s mahi.

It takes a ‘whole-of-ecosystem approach’ to working on-farm, including animal pest and weed control and monitoring biodiversity and freshwater.

“We work with landowners on priority areas identified in their farm environment plans,” Prue says.

We provide opportunities for people to upskill across health and safety, farm skills, and local native vegetation and pest control. Plus, we run landowner workshops on greenhouse gases, on-farm biodiversity, and freshwater health.

Prue Kane
WAI Wānaka project manager

About 50 properties have been helped with rabbit control.

WAI Wānaka supports nine farmer-led catchment groups and groups for smaller landowners.

“Working with groups of neighbouring landowners means coordinated pest and weed control can be carried out, creating a greater impact and more enduring outcomes,” Prue says.

“We also support landowners to monitor and assess soil and stream health”.

Training, for both landowners and employees, is a big focus.



Riparian planting by the WAI Wānaka team.

Photo: WAI Wānaka

“We provide opportunities for people to upskill across health and safety, farm skills, and local native vegetation and pest control. Plus, we run landowner workshops on greenhouse gases, on-farm biodiversity, and freshwater health,” Prue says.

WAI Wānaka is piloting a software platform to collect and collate data for landowners and groups.

The project has received national recognition, winning the inaugural New Zealand Landcare Trust Catchment Group Award at the Otago Ballance Farm Environment Awards in 2022.

Judges noted that WAI Wānaka actively engages with 84 per cent of the Upper Clutha catchment’s larger farms.

WAI Wānaka is also leading a pilot to boost collaboration between community-driven catchment projects. The work is funded through Jobs for Nature.

“We were one of the first projects to get off the ground. It meant we had to set up policies and operating procedures from scratch,” Prue says.

“The pilot is looking at how to reduce the time for funded groups to get operational, by increasing the sharing of resources and creating knowledge-building between groups to both fast-track delivery on the ground and support community groups to be enduring throughout funding cycles”.

CASE STUDY

Tasman fish passage going swimmingly

Across the Tasman region, a joint central and local government project has been bringing more freshwater fish to the region, protecting local waterways, and creating nature-based jobs for locals.

Through the five-year, \$2 million funding as part of the Jobs for Nature programme – along with the Ministry for the Environment’s Freshwater Improvement Fund and the Tasman District Council – work has been underway to improve fish diversity and abundance.

The second year has seen over 4,000 in-stream structures assessed – including culverts, weirs, dams, and water intakes – which migratory fish cannot climb or swim over. About 1,500 of these structures are being restored for fish passage. Restoring these structures removes interruptions for fish migration, allowing them to access their habitats to spawn and sustain their populations.

Greater diversity and abundance of fish in the streams around the region has also been good for biodiversity, in particular threatened bird species that mainly eat freshwater fish.



With over 70 per cent of New Zealand’s fish currently in decline, projects like this are more important than ever.

Trevor James
Senior Resource Scientist,
Tasman District Council



Fish passage remediation on a culvert in the Tasman region.

Photo: Ministry for the Environment

“This is a huge opportunity to improve the mana and ecological health of Tasman District’s streams and waterways. For the fish, it means they’ll be able to get home, have increased habitat access and ability to migrate, as well as greater connection within catchments.

This is such a dream, a vision, to scale up this project to the whole region. This funding will allow us to increase the rate and the scale of our activity by over 20 times”.

The project sees collaboration with private landowners, experts, community groups, and iwi and hapū to ensure the taonga and marine species continue to thrive in harmony with us.

Mike Orchard, Project Manager from Kūmānu Environmental and one of the partner organisations, says they are looking to employ an extra team of six and expand into this aspect of fish passage, with a focus on developing local skills.

Another aim is to improve local freshwater knowledge, and foster kaitiakitanga through iwi-led education events and mātauranga Māori monitoring.

“One of our top priorities going forward, is for our rangatahi to understand the migrations of fish, to understand the paths that they’ve taken to where they are now could potentially be different,” says Aaron Hemī, spokesperson for Ngāti Apa ki te Rā Tō. “We have to look after our environment in order to have something for tomorrow”.

Programme progress

Te ahunga whakamua o te hōtaka

This section presents data submitted to the Secretariat as a snapshot of the Jobs for Nature progress after the second financial year. This focuses first on the entire programme, and then addresses each delivery agency, to allow comparison against the mean.

Data is only received for approved projects, the funding for which was \$1.115 billion at year-end. The figures below do not include any unapproved funding.

In June 2021, \$26.6 million from the Jobs for Nature programme was reprioritised to the roll-out of cameras on fishing vessels. As a result, the total allocation for the Jobs for Nature programme was reduced from \$1.245 to \$1.219 billion.

Financial metrics | Ngahuru ahumoni

Quarterly financial reporting provides metrics such as contracting levels or funding paid. Contracted funding amounts are reported over the entire life of the programme, while funding paid is representative for the financial year. The headline metrics are:

Approved funding (\$ billion)	Contracted funding (\$ billion)	Funding paid (\$ million)	Approved projects	Contracted projects
1.115	1.016	372.2	421	402

At the end of Year Two, 91.5 per cent of the funding was approved for 421 projects. The remaining funding sits with the Ministry for the Environment’s Essential Freshwater and Te Mana o te Wai funds, the Ministry for Primary Industries’ Agriculture and Investment Services Fund, and the Department of Conservation’s Ngā Whenua Rāhui Fund. All remaining approvals are expected to be sought by the end of 2022. Of the total funding, 30 per cent has been paid to approved projects as at the end of June 2022. Underspending on projects can be attributed to factors such as recruiting and retaining staff for the right roles, ongoing COVID-19-related disruptions to staffing and supply, and the weather. These are discussed later in this report.

Measuring employment | Aromatawai taimahi

The Employment, Education and Training (EET) Secretariat worked with the Jobs for Nature Secretariat and other accountable agencies to apply a broadly consistent set of quantitative measures. These are now used to measure employment outputs.

Each measure presents its own challenges for reporting and has shortcomings. However, when reported together, they are an appropriate overall measure of job creation.

The table below sets out the measures agencies are required to report on.

Measure	Scope	Type of measure
Employment starts	Number of job contracts created for funded projects in the year. Covers all employment types: full time, part time, fixed term and contractors. Many jobs are short term or seasonal.	Cumulative stock
People currently employed	Number employed in projects at the end of each reporting period. This will likely fluctuate over the life of the programme.	Changing flow
Hours worked	Total number of hours worked across all projects.	Cumulative stock

Standardised employment metrics are just one example of how collaboration can lead to success. There will be further opportunities for collaboration through the community of practice networks, and systems that support projects to connect and share knowledge and best practice.

Employment metrics | Ngahuru taimahi

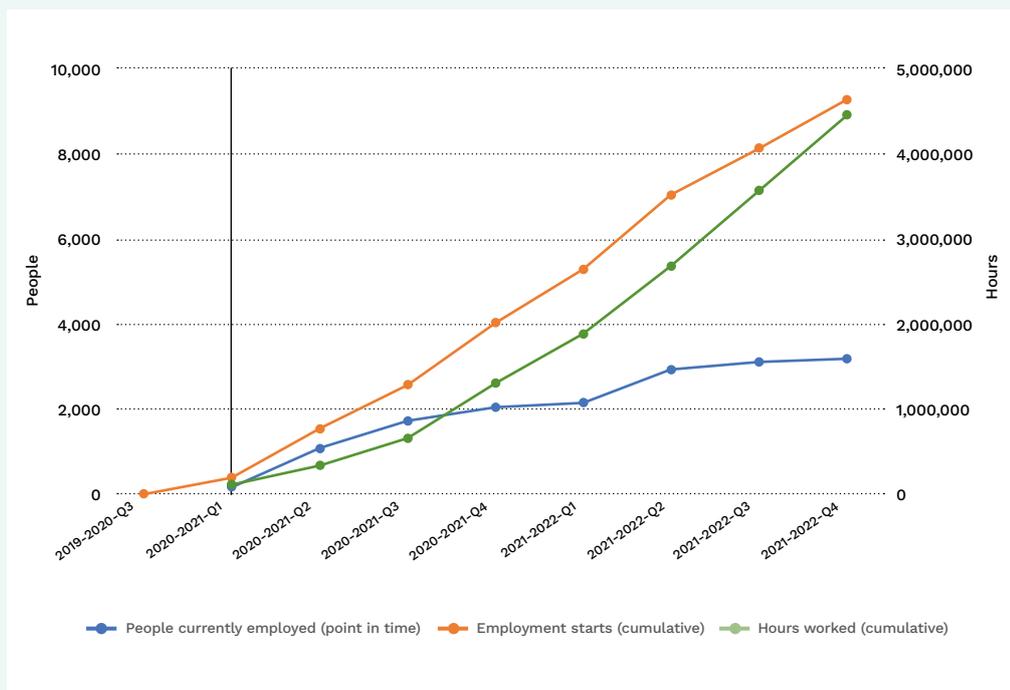
The programme is now well into delivery and on track to achieve employment objectives. Except for quarter one, this year has seen more hours worked across every quarter compared to Year One. There has been a 33 per cent increase in hours worked from the first to the last quarter this year, and employment starts remain consistently high.

Early in Year Two there were some adjustments to reporting, removing any employment attributed to co-funding or in-kind contributions to funding recipients. The employment data is now more accurate, as agencies are only reporting on employment achieved using Jobs for Nature funding.

	Q1	Q2	Q3	Q4	Total 2021/22
Hours worked	586,756	792,995	894,112	885,539	3,159,402
Employment starts	1,259	1,765	1,083	1,139	5,246

The ‘currently employed’ metric is not included in the table above, as it is a point-in-time measure and does not aggregate like the other metrics. Figure 2 shows the number of people employed each month. It is expected this will fluctuate throughout the programme and may reflect seasonal changes.

Figure 2: People currently employed in the programme by quarter



Environmental metrics | Ngahuru taiao

Reporting on environmental metrics improved in Year Two, as the agencies' processes and systems matured. Guidance and definitions on the metrics have improved consistency and understanding. With the shift from implementation to delivery at the start of Year Two, agencies have focused more on reporting project achievements.

	2021/22 achieved	Completed to date	Lifetime forecast
Area of freshwater restoration (ha)	539	896	1,332
Area of riparian/lake/wetland planting (ha)	1,103	1,165	2,582
Number of plants planted in riparian/lake/wetland areas	2,629,099	3,141,169	10,280,890
Length of fencing constructed (km)	5,682	6,162	9,682
Number of fish passages remediated	185	189	1,941
Area of ecosystem restoration (ha)	1,396	1,676	7,764
Number of plants planted in terrestrial areas	2,021,757	2,132,355	4,605,296
Length of tracks maintained (km)	1,976	2,363	2,747
Number of assets maintained (including huts)	227	259	356
Area of wilding conifer control (ha)	624,064	1,473,029	2,203,142
Area of other plant pest control (ha)	80,107	378,706	277,807
Area of wallaby control (ha)	606,038	801,055	1,627,306
Area of other animal pest control (ha)	1,292,691	1,499,768	2,178,016

Environmental area legend: **freshwater**, **biodiversity**, **pest control**

During Year Two there were numerous and continued disruptions related to COVID-19, weather events, and staff recruitment. Despite this there has been progress on all environmental outputs, where sufficient planned data has been provided.

Environmental metrics are broken down by agency. Different agencies focus on different outputs, and the scale of funding and projects determines why some outputs are reported on more than others.

Project distribution | Whakarato kaupapa

When a project is approved, the delivery agency is required to report on several categories of metrics. When collated, this shows how projects are spread across domains. The figures below indicate some of the main groupings (figure 3), the diversity of project intent (figure 4), and location (figure 5).

Projects can address more than one environmental objective – for example, a project could involve both restoring freshwater and controlling weeds.

Figure 3: Number of projects that support different environmental objectives



Figure 4: Distribution of project intent

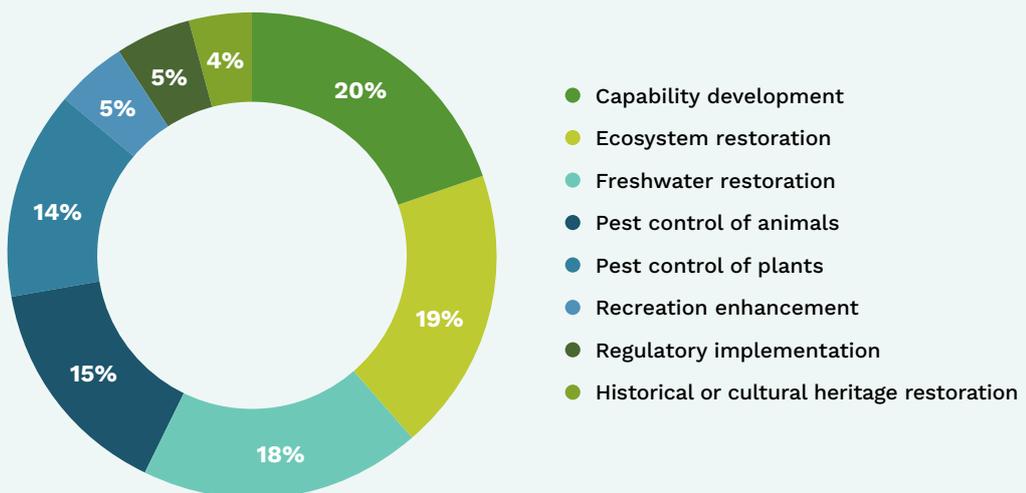
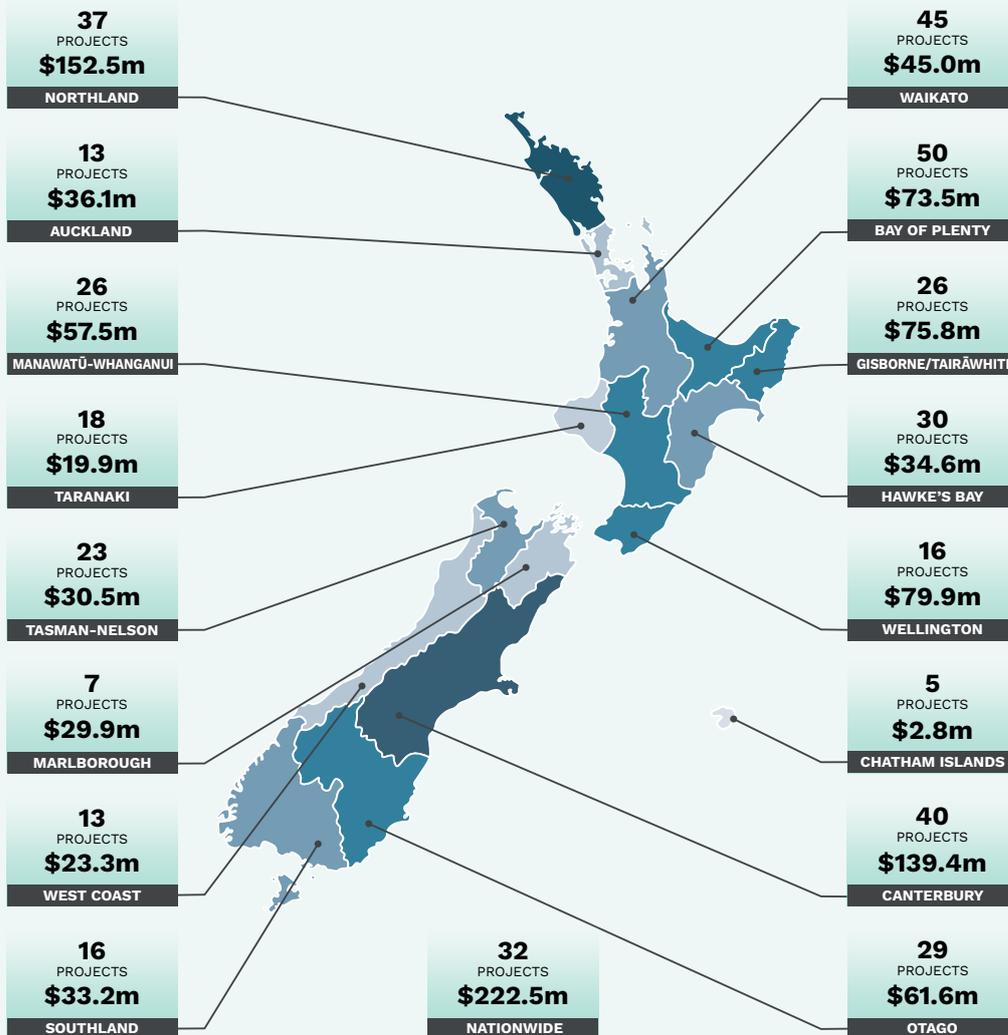


Figure 5: Distribution of funding approved



421

Total number of projects

\$1,115.1m

Total approved funding (\$ Million)

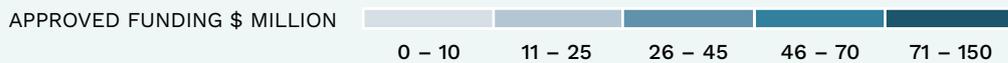




Photo: Reconnecting Northland



This is life changing for some of these guys. Being able to do this work has changed everything. The skills they're learning will make them employable.

**Te Maapi Simich-Pene
(Ngāpuhi, Ngāti Haua, Ngāti Tūwharetoa),
Ngāti Apakura/Hikairo Project Manager,
Reconnecting Northland**

Department of Conservation



Jobs for Nature has inspired others to lift a spade, undertake trapping, and contribute to conservation across the country. Its success is building momentum for community conservation.

**Penny Nelson
Director-General,
Department of Conservation**

Penny Nelson's reflections

Department of Conservation Director-General, Penny Nelson, shares her thoughts on the Jobs for Nature programme.

Now is the time to make a difference.

The success of the Jobs for Nature programme is its contribution to key conservation strategies such as Te Mana o te Taiao, the Aotearoa New Zealand Biodiversity Strategy, and Ngā Awa.

This is the time to be in conservation.

It is indisputable – New Zealanders place high importance on the work required to protect our precious biodiversity. Jobs for Nature has proven to be an invaluable enabler for this work, connecting conservation need with people, resources, and the organisation required to make a difference.

The Department of Conservation was allocated \$488 million to create nature-based opportunities for around 6,000 people over a four-year period – restoring waterways, protecting precious places, and ensuring native wildlife thrives.

When I joined the Department in November 2021, the Jobs for Nature Programme was already well established, with projects underway from Rakiura to the far north. By June 2022, 218 projects have employed almost 4,000 people, almost 700,000 riparian plants have been planted to protect waterways, and rats and mustelids control has been undertaken on more than half a million hectares of land.

Jobs for Nature has inspired others to lift a spade, undertake trapping, and contribute to conservation across the country. Its success is building momentum for community conservation.

As a result, we have increasingly motivated neighbourhoods, cities, and regions working towards thriving ecosystems. Embedded in this is the collective spirit of community.

Jobs for Nature projects support kaitiakitanga through recruitment, training, and placing people into jobs that restore ecology and cultural heritage. As at June 2022, more than 1,000 people have either completed or are undertaking formal training because of their work through Jobs for Nature projects, boosting the country's conservation workforce and creating an enduring conservation legacy.

It is important to recognise the contribution Jobs for Nature projects are making to increasing New Zealand's resilience in the face of unprecedented climate change and invigorating the strong connections of the nation to its whenua.



Photo: Mana in Kaimahi



The Department of Conservation (DOC) was allocated \$488 million to create nature-based job opportunities for around 6,000 people over a four-year period.

DOC's Jobs for Nature programme has over 200 projects delivering positive outcomes across Aotearoa New Zealand. Within DOC's programme, the key funding streams are:

- \$200 million for Kaimahi for Nature, for work with councils, iwi, and local businesses to provide nature-based jobs through regional partnerships
- \$147.5 million for Restoring Nature, to enhance biodiversity on public and private land
- \$141.3 million for Protecting Nature, focusing on jobs in pest and predator control.

This investment in people and nature is supercharging the conservation efforts of DOC, iwi and hapū, councils, and the wider community. The programme is supporting the tourism sector and the communities built around tourism, during New Zealand's response to COVID-19.

It has taken a huge effort to establish this significant programme at pace. At the heart of DOC's approach is working together in partnership with iwi, hapū and whānau, collectively investing in projects that support iwi groups as they exercise kaitiakitanga. The Māori Land Fund and the Prevention of North Island Forest Collapse Programme are great examples. The Māori Land Fund supports the protection of indigenous biodiversity on Māori-owned land. The projects across New Zealand incorporate mātauranga Māori; they focus on providing employment opportunities and training, skills and capability-building for kaimahi; and aim to reconnect people to the whenua and create lasting conservation outcomes.

Projects are delivering on a range of conservation outputs including rat and mustelid control, riparian planting, maintaining tracks and huts, and monitoring threatened species (eg, kauri and hoiho). Projects are also delivering social benefits such as jobs and capability development.

Projects have responded to the needs of their regions and support other conservation work alongside these measures. Many of DOC's projects also achieve and report on conservation achievements beyond those noted here. Examples include monitoring kiwi, hoiho, and other threatened species, monitoring plant pathogens such as kauri dieback, and propagating native plants.

As DOC moves into Year Three, it will continue to strengthen the delivery of projects, and support them as they look to the future and the successful achievement of their goals. There is also a growing focus on planning for ways to sustain the social and environmental outcomes of projects.

Financial metrics | Ngahuru ahumoni

DOC is responsible for 40 per cent or \$488.5 million of the programme funding, with the largest number of individual projects. The table shows the headline metrics.

Approved funding (\$ million)	Contracted funding (\$ million)	Funding paid (\$ million)	Approved projects	Contracted projects
475.4	466.1	163.1	218	211

The funding is separated into 12 funding streams, each with its own allocation, and progressing at different rates:

	Approved funding (\$ million)	Contracted funding (\$ million)	Contracted projects
Kaimahi for Nature	197.7	197.7	139
Predator Free 2050 Ltd	76	76	1
Ngā Awa Strategic Waterways	42.9	42.9	6
Prevention of North Island Indigenous Forest Collapse	53.8	53.8	4
Māori Land Fund	16.7	7.4	5
Restoring Nature Programme One	7.2	7.2	3
Private Landowner Biodiversity Fund	18.1	18.1	21
Kiwis for Kiwis	17.7	17.7	1
Jobs for Nature Community Fund	15.9	15.9	28
Jobs for Nature Overheads DOC	16.3	16.3	1
South Island Threatened Species Recovery	5.1	5.1	1
QEII National Trust – Covenanting	8	8	1

Early project delivery and finalising the remaining project approvals was a key focus during Year Two. The end of Year Two sees a further \$143 million of funding paid. DOC has successfully contracted \$472 million to date.

Embedding the 'Enquire' funds management tool has improved the accuracy, consistency, and overall quality of DOC's data.

DOC acknowledges that projects face delays in set-up and delivery, due to the impact of COVID-19 restrictions, lower-than-expected unemployment, inflationary pressures, and weather events.

DOC has indicated that over the course of the next financial year projects will continue to be monitored against a range of performance controls, and more funding will be paid in response to the performance of each project. As projects gain momentum in their delivery and the remaining approvals are finalised, DOC is confident that projects are on track to achieve their financial targets over the life of the programme.

Employment metrics | Ngahuru taimahi

Lower-than-predicted unemployment rates and COVID-19 have seen projects trying to recruit staff in a tight labour market, and adverse weather has delayed work.

So far, projects have shown remarkable resilience, leading to more than 4,000 employment starts and generating over 2.3 million hours of conservation work across DOC's Jobs for Nature projects.

DOC anticipates that more New Zealanders will gain employment within its Jobs for Nature programme and are confident there will be a steady increase in employment metrics into the next financial year, as projects continue to overcome delays and plan to meet delivery targets.

	Q1	Q2	Q3	Q4	Total 2021/22
Hours worked	285,088	478,276	618,980	537,972	1,920,316
Employment starts	651	905	705	519	2,780

Environmental metrics | Ngahuru taiao

There was momentum and achievement across all conservation outputs in Year Two. This is a fantastic outcome in the face of dependencies such as a tight labour market, supply chain disruption, seasonal constraints, and weather events.

Pest control projects have overachieved across all targets, except for Area Treated for Wilding Pine. Of particular note are the targets for treating goats and deer. Just over 120,000 hectares have been treated for goats and nearly 118,000 for deer. One project is focused on ‘Area of wallaby control’ and progress toward the lifetime forecast can be seen in the table below.

The health of several waterways and catchment areas will benefit from the nearly 664,000 plants that were planted in riparian or wetland areas in Year Two.

Planting in riparian, wetland or terrestrial areas depends on weed or pest eradication and uses plants from Jobs for Nature funded nurseries. Achievement in this area will increase in Year Three.

DOC has confidence that all its projects will reach the agreed conservation targets over the life of the Jobs for Nature Programme.

	2021/22 achieved	Completed to date	Lifetime forecast
Number of plants planted in riparian/lake/wetland area	664,070	723,741	4,049,927
Existing fencing maintained (km)	216	230	477
New fencing (km)	175	194	960
Area of ecosystem restoration (ha)	373	588	5,468
Area treated for possums (ha)	182,748	186,178	333,983
Area treated for rats and/or mustelids (ha)	526,771	546,689	789,476
Area treated for goats (ha)	121,181	122,307	234,643
Area treated for deer (ha)	117,840	117,840	186,766
Area of wallaby control (ha)	75,176	75,176	81,306
Area treated for other animal pests (ha)	102,813	107,613	234,903
Area treated for weeds (ha)	24,589	26,325	101,616
Area treated for wilding conifers (ha)	3,443	6,422	38,706
Length of tracks created (km)	94	100	161
Length of tracks maintained (km)	1,976	2,363	2,747
Number of assets maintained (including huts)	223	255	305

Environmental area legend: freshwater, pest control, biodiversity

Other areas of note | Ētahi atu wāhi whaitake

DOC's focus for Year Three is to continue supporting partners to deliver their goals. This includes continuous improvement of systems and processes, so that DOC's partners are supported on the ground to achieve their aspirations.

Year Three will also see the approval of the remaining Māori Land Fund. These projects support Māori landowners to protect and restore nature through nature-based employment projects. Embedded in the Māori Land Fund is the Ngā Whenua Rāhui Fund. This fund supports the protection of indigenous biodiversity on Māori-owned land, while honouring the rights guaranteed to landowners under Te Tiriti o Waitangi. Five Ngā Whenua Rāhui Fund projects will be established in Year Three.

DOC's Jobs for Nature programme will have impacts right across the conservation spectrum – from training the next generation of conservation workers, restoration and controlling pests, through to preparing for future eco sanctuaries.

In line with the Secretariat's work, in Year Three DOC is looking to understand the wider benefits of its Jobs for Nature Programme that are not captured in regular reporting. This will help DOC tell the story of the impact of the programme, including building capability, working with threatened species, and the creation of new businesses that will continue to sustain communities.

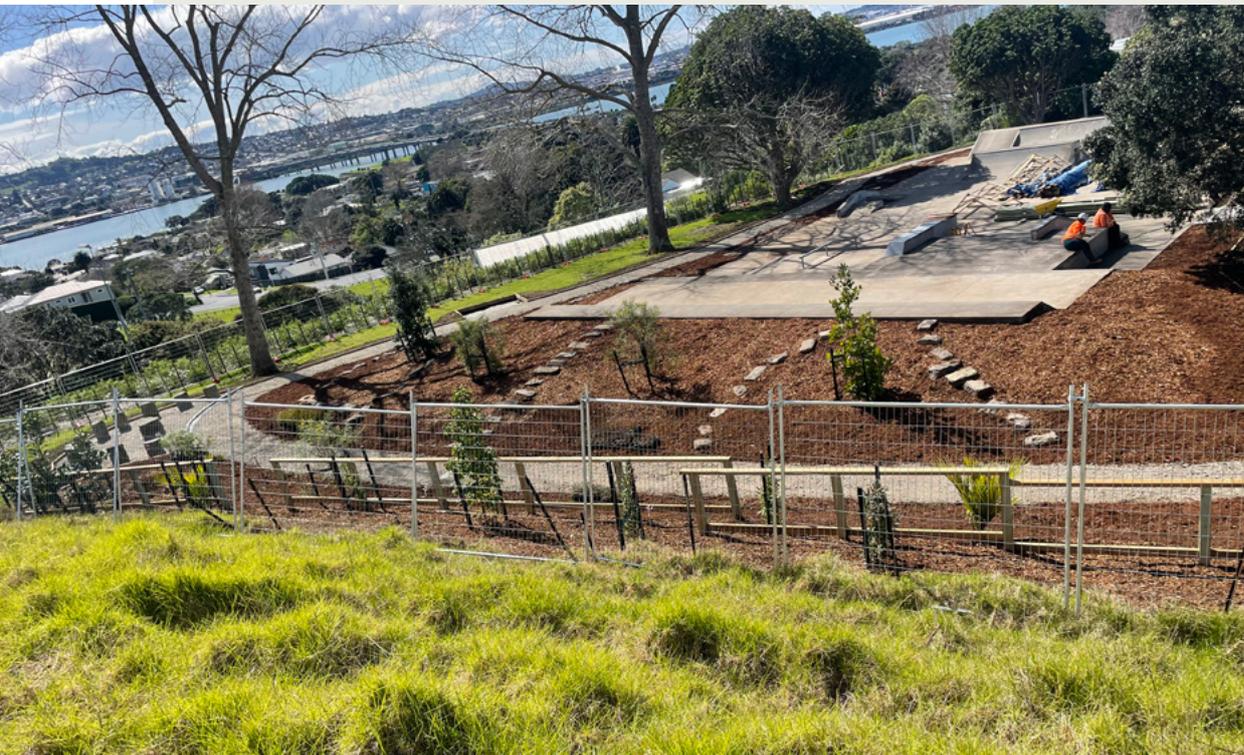


Photo: Mana in Kaimahi

CASE STUDY

Mana in Kaimahi

Having access to green spaces has long been proven as beneficial for our bodies, hearts, and minds. During the COVID-19 lockdowns, being able to take a socially distanced break in nature was more vital than ever. However, not all communities across Aotearoa have easy access to nature, and high-needs and vulnerable communities often fare the worst when it comes to accessing these important green spaces.

Mana in Kaimahi, a project run by Te Whāngai Trust Board, is working to change that. It is creating jobs in a network of native plant nurseries across South Auckland. The nurseries provide plants for Jobs for Nature projects that received \$2.5 million to plant over 480,000 native plants and provide work for communities facing disproportionate economic impacts of COVID-19.

Importantly, it's creating nature-based jobs and career pathways for at-risk rangatahi, and reconnecting people with the whenua.



So far, the project is exceeding all its targets in both employment and conservation, with 48 people in work, and over 47,744 hours worked as at 30 June 2022.

Charlie Clarke
Delivery Manager,
Department of Conservation



A Mana in Kaimahi planting site.

Photo: Department of Conservation

It's resulted in 136,660 plants being grown, 56,508 trees planted, 29.5 hectares treated for weeds, and 132,878 plants planted in riparian or lake or wetland areas".

It's having a positive impact in other ways too.

"Exceeding targets is great, but the real win is for the people and the environment. We know COVID-19 disproportionately affects communities that are already marginalised. This project not only employs people, it also provides wraparound support for its workers, including gaining NZQA qualifications to create pathways into future conservation work whilst creating an intergenerational legacy for both the land and the people".

Up to 72 full-time equivalent jobs are expected to be created over the project's three years.

The \$2.5 million project will encompass the Panmure, Takanini, and South Auckland Te Whāngai Hub areas, and involves more than 23 project partners.

Ministry for the Environment



I am immensely proud of all that has been achieved in the second year of the programme, as we have identified new projects to fund, creating good outcomes for both te taiao and local communities.

Vicky Robertson
Secretary for the Environment, Ministry for the Environment

Vicky Robertson's reflections

Ministry for the Environment Secretary for the Environment, Vicky Robertson, shares her thoughts on the Jobs for Nature programme.

Hūtia te rito o te harakeke

Kei hea te kōmako e kō?

Kī mai ki ahau, "He aha te mea nui i te ao?"

Māku e kī atu, "He tangata! He tangata! He tangata!"

If you were to pluck the centre shoot of the flax, where would the bellbird sing?

You ask me what is the most important thing in the world? I would reply, "It is people! It is people! It is people!"

After a successful first year, the Jobs for Nature programme has continued to deliver impressive results, with a further 4,000 jobs created in Year Two, all with the shared goal of improving environmental outcomes across Aotearoa New Zealand.

Our vision of a healthy, sustainable, and flourishing environment has continued, with \$375.3 million in Jobs for Nature funding allocated to 93 projects that support and improve freshwater reforms and outcomes. This has allowed for planting of thousands more riparian plants, fencing off thousands of kilometres of waterways, and removing many more barriers to remediate fish passages in rivers and streams across the country.

The programme continues to meet the needs identified by the Ministry for the Environment and stakeholders in the first year, by employing and empowering people to create positive impacts in their iwi, hapū, and communities. It has been fantastic to see thousands of New Zealanders gain new skills that have allowed them to participate in the freshwater management system and get back into the workforce, with the promise of an enduring environmental career long after the programme has finished.

In Northland, projects like the Hokianga Catchment Restoration Project partnered with private landowners to encourage them to get on board with fencing off waterways to exclude stock, plant up riparian margins, and restore wetlands in the catchment area around Hokianga Harbour. In Te Hoiere, we have seen inspiring co-leadership between the Ngāti Kuia iwi, the district council, and agencies involved in restoring the mauri of our catchment areas and waterways, while supporting the local economy through employment. In the adjacent Tasman region, Jobs for Nature funding has seen over 4,000 in-stream structures assessed for restoration, allowing fish to access their habitats by removing interruptions.

I am immensely proud of all that has been achieved in the second year of the programme, as we have identified new projects to fund, creating good outcomes for both te taiao and local communities. I am also very proud of the Ministry's continued role as system lead for the Jobs for Nature programme, adapting and evolving as the programme has in this past year. It has been a privilege to continue to grow this initiative alongside our partners DOC, MPI, LINZ, and MBIE as we work together to deliver on the shared vision of the programme.

With so much incredible mahi already underway, the future looks bright for Jobs for Nature, as we continue on the path to building a flourishing environment for the next generation.

The Ministry for the Environment (MfE) had five funding programmes underway in 2021/22. This included three contestable funding rounds (Public Waterways and Ecosystems Restoration Fund, Freshwater Improvement Fund round, and Te Mana o Te Wai Fund) and three strategic investments (Kaipara Moana Remediation, At-Risk Catchments, and Essential Freshwater Fund).

As the lead agency, MfE funding included operational funding for the establishment and administration of the programme which includes the Jobs for Nature Secretariat who oversee and coordinate all Jobs for Nature partnering agencies.

Financial metrics | Ngahuru ahumoni

MfE is responsible for the second largest portion of programme funding, 38 per cent or \$456.6 million, and the second largest number of individual projects. MfE's allocation was reduced in 2021 after the transfer of \$20 million to the Agriculture and Investment Services branch of the Ministry for Primary Industries, to be allocated to catchment groups with similar objectives. The table shows the headline metrics.

Approved funding (\$ million)	Contracted funding (\$ million)	Funding paid (\$ million)	Approved projects	Contracted projects
387.5	297.6	55	102	90

Funding is disaggregated into seven funding streams (including overheads), each with its own allocation, and progressing at different rates:

	Approved funding (\$ million)	Contracted funding (\$ million)	Contracted projects
Essential Freshwater Fund	92.5	13.7	4
Kaipara Moana Remediation	100	100	1
Public Waterways and Ecosystems Restoration fund	66.9	66.9	24
Freshwater Improvement Fund	53.4	50.9	28
Te Mana o te Wai Fund	26.4	26.4	30
At-risk Catchments	12	3.4	1
Jobs for Nature administration	36.3	36.3	1

Programme set-up costs include the functions of the Secretariat, the Advisory Group, and the costs of monitoring, reporting, and administration.

At 30 June decisions were still pending on the remaining \$69.1 million of Jobs for Nature funding. This is the largest component of unallocated funding, and represents 5.6 per cent of the total programme funding.

The Essential Freshwater Fund (\$156.2 million) was set up to take a more strategic and targeted approach to increasing capability and capacity in the freshwater management system. Ultimately it will support effective implementation of the Essential Freshwater reforms, and accounts for the largest amount of funding yet to be approved and contracted. Sustainable Land Use Ministers will make the final decisions on the remaining funding.

The approval will bring to a close over 12 months of working in partnership across the freshwater management system, including with the Freshwater Implementation Group, Jobs for Nature Advisory Group, regional councils, Freshwater Iwi Leaders Group, Kāhui Wai Māori, agencies, the primary sector and others, to understand the gaps in freshwater management.

This will mean that all Jobs for Nature funding is allocated, excluding a small amount of contingency that was unallocated (less than 0.5 per cent of the original Jobs for Nature allocation through Vote Environment).

Projects approved for funding are in various stages of contracting. The remaining projects that are approved are forecast to be in contract by the end of the 2022 calendar year.

Employment metrics | Ngahuru taimahi

MfE has seen a steady growth in hours worked and employment starts since the beginning of the programme. The greatest level of achievement was in the final quarter of 2021/22.

Despite growth through the quarters, MfE has not achieved its employment targets for 2021/22. Also, only 79 per cent of the forecast hours have been achieved for the first financial year. It is expected these will increase with the move to delivery, as 61 per cent of the projects in contract are in their first six months or year of delivery.

	Q1	Q2	Q3	Q4	Total 2021/22
Hours worked	94,433	86,329	72,601	127,991	381,354
Employment starts	290	312	111	258	971

Environmental metrics | Ngahuru taiao

Despite the lower-than-expected employment metrics, projects performed extremely well in 2021/22, averaging 117 per cent across the 10 environmental metrics that MfE measures. Six of the metrics exceeded their delivery targets (more than 100 per cent), and the remaining four exceeded 80 per cent of planned activities.

These results were achieved during general reports of contractor shortages, material inflation (especially for fencing), supply chain delays, and several major flooding events that prevented access to sites.

	2021/22 achieved	Completed to date	Lifetime forecast
Area covered by farm environment plans completed (ha)	56,492	63,632	90,864
Area of riparian or lake or wetlands planting completed (ha)	289	349	813
Freshwater area under active restoration (riparian/wetland) (ha)	248	485	359
New fencing constructed or existing fencing maintained (km)	4,034	4,311	6,589
Number of farm environmental plans completed	324	391	574
Number of fish passage barriers remediated	185	188	1,941
Number of plants planted in riparian/lake/wetland area	1,175,200	1,499,679	4,043,321
Length of fencing constructed (km)	149	207	–
Area of afforestation or other biodiversity planting not riparian or lake or wetland (ha)	31	283	149
Area of planting for erosion control completed (ha)	62	64	373
Number of assets maintained (including huts)	4	4	51
Area of animal pest control completed (ha)	24,129	25,395	30,743
Area treated for weeds (ha)	2,402	2,889	3,491

Environmental area legend: freshwater, biodiversity, pest control

Other areas of note | Ētahi atu wāhi whaitake

Several new funds and contracts have been implemented, resulting in contracts for 54 projects: Freshwater Improvement Fund (20), Essential Freshwater Fund (4), and Te Mana o te Wai Fund (30).

The Freshwater Improvement Fund projects have funded on-the-ground freshwater-mitigation activities that include riparian planting, stock exclusion fencing along waterways, protection and restoration of wetlands, community engagement, and protection of native biodiversity. This helps empower communities to jump-start the implementation of Essential Freshwater reforms.

The Te Mana o te Wai Fund supports tangata whenua to build their capacity and capability to:

- participate in and make decisions for freshwater management (local authorities' decision-making processes, and monitoring and preparing policy statements and plans)
- improve the health of freshwater bodies of importance to tangata whenua
- create nature-based jobs.

Te Tau Ihu iwi collaboration

A good example of building capacity and capability is a project in Te Tau Ihu, the region at the top of the South Island, through the iwi collaborative project – Implementing Te Mana o te Wai in Te Tau Ihu.

The two focus areas are:

1. working with iwi, hapū, and whānau to gather and prepare the information, tools, and resources to support and inform their freshwater policy work with councils
2. working with council staff to co-design the changes to regional policy statements, regional plans, or district plans needed to implement the National Policy Statement for Freshwater Management. The focus is where those provisions relate to tangata whenua as kaitiaki of wai.

The project in Te Tau Ihu aims to enhance their capacity and capability in freshwater management through:

- wānanga with whānau and hapū to gain a better understanding of associations, perceptions, and expectations about implementing Te Mana o te Wai
- tools and resources including a geographic information system, cultural monitoring frameworks, and kaitiaki training
- recruiting staff and developing organisational infrastructure to support the above. This includes expertise in project management, administration, data management, kaitiaki education and training in data management, GIS, and te ao Māori.

For 2021/22, \$26.4 million has been allocated where 30 projects have been approved, and 14 contracted. A further four proposals are being developed. If they are approved, this will fully commit the \$30 million for round three of the Te Mana o te Wai Fund.

The Essential Freshwater Fund (EFF) funded five quick-start projects with a similar focus to the Freshwater Improvement Fund, valued at \$23.72 million. However, the majority of work underway has focused on how this funding complements and builds on the large investment committed and required from partners, and from non-government organisations, iwi, industry, local government, and central government, to deliver the Essential Freshwater policy. Importantly the EFF investment provides funding for key organisations to play their part and take ownership to address freshwater, biodiversity, climate change, and other challenges in their regions. The EFF also aids the transition from the Resource Management Act to the Natural and Built Environments Act.

Exemplar catchments

Investment in the exemplar catchments is making a difference.

In Manuherikia, the Thompsons Creek Wetland project is underway. The Governance Group that endorsed this project is now turning its attention to the work programme for the remainder of the investment. This will involve capturing community aspirations and showing tangible progress. A participant commented that they were thrilled to be part of a project that was community-led and aspirational.

In Te Hoiere the flexible, high-trust model of the Te Hoiere investment has allowed the project to pivot to meet the community's needs following the unprecedented floods this year. The project is helping to replace and recover riparian fencing and planting, and helping the community minimise environmental impacts while they repair their properties, homes, and businesses. This meets the objectives and vision of the project.

I've been with the trust for the past three and a half years. It's gone from me, myself, and I, to now having a team on the ground. Our scope has really grown with this funding, so there's lots of opportunities for research and learning.

Bethany Baker
Conservation Projects Coordinator,
Styx Living Laboratory Trust,
Manuherikia Catchment Project



Ministry for Primary Industries



Control work has been carried out at least once on more than two-thirds of the known wilding conifer infestation. This is a remarkable achievement by the programme partners, including councils, landowners, the community, and iwi groups.

Ray Smith
Director-General, Ministry for
Primary Industries

Ray Smith's reflections

Ministry for Primary Industries Director-General, Ray Smith, shares his thoughts on the Jobs for Nature programme.

The Jobs for Nature programme is enabling the Ministry for Primary Industries (MPI) to deliver programmes that boost our on-the-ground support for rural communities and protect the environment by expanding efforts to control pests and improve land management skills.

More than 367,000 people get out of bed each day to work in the food and fibre sector. This programme is supporting their mahi to lift productivity, while reducing the sector's environmental footprint.

Under the programme, an extra \$100 million was allocated to the National Wilding Conifer Control Programme over four years. Control work has covered more than 600,000 hectares of infested land over the past 12 months, supporting hundreds of jobs.

This is a remarkable achievement by the programme partners, including councils, landowners, the community, and iwi groups. Control work has been carried out at least once on more than two-thirds of the known infestation. That's an additional 1.4 million hectares since 2020.

The environmental impacts of wilding conifers cost the country around \$100 million each year. Continuing to tackle the ongoing spread of



these weeds will deliver benefits and savings worth more than \$4.6 billion over 50 years. The programme strategy is being reviewed and will guide future control work to address the 25 per cent of infested areas not yet being managed.

We've invested \$9.6 million in wallaby detection, control, and research projects since the Jobs for Nature programme started. Control work has been carried out on 530,000 hectares over the past 12 months. This is making a difference on farmland and the forest floor, where this introduced pest destroys pasture and eats native seedlings.

This investment is the start of a collaborative effort to achieve a wallaby-free Aotearoa.

Te Uru Rākau – New Zealand Forest Service spent \$9.6 million in the past 12 months on Jobs for Nature planting and catchment initiatives. The funding – allocated from the One Billion Trees Fund – saw more than 1.8 million trees planted between July 2021 to June 2022. One of the projects funded through the programme in Flat Bush, in the Auckland region, will see more than 100,000 native plants being established on 24 hectares and create training opportunities for unemployed people.

The Jobs for Nature programme has enabled us to support catchment groups across the motu. Catchment groups help farmers and landowners access expertise and tools to improve land management practices and more quickly reach their goals for biosecurity, biodiversity, and freshwater. Our funding has been used to plant native trees along waterways, and to control pests and weeds on farms. One of those groups – WAI Wānaka – has received national recognition for its mahi, winning the New Zealand Landcare Trust Catchment Group Award at the 2022 Otago Ballance Farm Environment Awards.

Boosting sustainability and jobs is a key part of the Government and sector's Fit for a Better World roadmap, which aims to increase food and fibre export earnings by \$44 billion within a decade.

The Jobs for Nature funding allocation to the Ministry for Primary Industries (MPI) is being delivered through three separate MPI business units:

1. Biosecurity New Zealand
2. Te Uru Rākau – New Zealand Forest Service
3. Agriculture and Investment Services.

Programmes delivered by Biosecurity New Zealand

Jobs for Nature funding has enabled a significant expansion of the National Wilding Conifer Control Programme, and the establishment of the Tipu Mātoro National Wallaby Eradication Programme. MPI coordinates both programmes, with national teams, collaborative governance, and numerous partners – including central and local government, Māori, industry, and community groups.

The complex nature of the work MPI is undertaking means that business-as-usual processes, such as annual planning and programme management, will remain priorities for MPI until the end of the funding period and beyond. Their regular reporting is streamlined, and quality is managed using bespoke GIS databases developed by Toitū Te Whenua Land Information New Zealand.

The programmes are already making substantial progress in the regions where they are operating. Before the National Wilding Conifer Control Programme, wildings were invading the equivalent of 90,000 hectares every year. In 2021/22 wilding conifer control was carried out on more than 600,000 hectares of infested land.

Wallabies were expanding their range before the new wallaby programme began, and the economic impact of their spread was estimated at \$84 million a year by 2025. This pest species was controlled on 530,000 hectares in 2021/22, slowing the spread in those areas.

Programmes delivered by Te Uru Rākau – New Zealand Forest Service

Te Uru Rākau – New Zealand Forest Service had another strong year, stimulating the planting of over 1.8 million native trees on more than 1,000 hectares. This represents about 43 per cent of the total contracted trees to be planted under Jobs for Nature projects funded by Te Uru Rākau – New Zealand Forest Service.

This contributes to a range of positive outcomes for New Zealand, including bolstering employment and actively restoring land through afforestation.

Programmes delivered by Agriculture and Investment Services

Agriculture and Investment Services had another successful year, continuing to deliver nine catchment projects. These have created jobs in fencing, restoring waterways, pest control, and planting.

Financial metrics | Ngahuru ahumoni

MPI is collectively responsible for \$192.5 million, or 16 per cent, of Jobs for Nature funding. During the year, \$20 million was transferred from the Ministry for the Environment's Essential Freshwater Fund to the Agriculture and Investment Services branch of MPI. This is to be allocated to catchment groups that have similar objectives, and to support Māori landowners with the freshwater reforms.

The table shows the headline metrics for each business unit.

Business unit	Approved funding (\$ million)	Contracted funding (\$ million)	Funding paid (\$ million)	Approved projects	Contracted projects
Biosecurity New Zealand	126.8	126.8	76.3	15	15
Te Uru Rākau	34.7	34.7	16.4	29	29
Agriculture and Investment Services	9.8	9.8	8.0	9	9

Biosecurity New Zealand's funding is separated into two funding streams:

1. National Wilding Conifer Control (Wilding Fund)
2. Containing Wallabies to Protect Agriculture, Forestry and Native Plants, and Boost Regional Economies (Wallabies Fund).

	Approved funding (\$ million)	Contracted funding (\$ million)	Contracted projects
Wilding Fund	100	100	11
Wallabies Fund	26.8	26.8	4

In the first year of Jobs for Nature funding, the National Wilding Conifer Control programme was able to scale up quickly, spending \$40 million on record control work, expanding into new areas and injecting \$2 million into iwi and community-led projects. During 2021/22, the programme has continued to control some of the largest and worst wilding conifer infestations. Over the next two years this work will continue with remaining Jobs for Nature funding (about \$30 million). The programme will also prepare to transition some land back to local management, with a plan to keep cleared areas free of wilding conifers.

The budget for the Wallabies Fund increases over the first three years of the programme, before reaching a fixed annual amount. In 2021/22, the programme scaled up wallaby control operations and increased investment in applied research projects, to improve methods of detecting and controlling wallabies.

Employment metrics | Ngahuru taimahi

Many of the projects funded through MPI were expansions of existing programmes of work.

		Q1	Q2	Q3	Q4	Total 2021/22
Biosecurity New Zealand	Hours worked	41,772	68,080	71,241	96,138	277,231
	Employment starts	86	305	120	194	705
Te Uru Rākau	Hours worked	56,550	35,541	25,191	27,054	144,336
	Employment starts	48	24	31	42	145
Agriculture and Investment Services	Hours worked	18,593	24,861	20,309	20,994	84,757
	Employment starts*	47	27	18	32	124

*Employment start figures for Agriculture and Investment Services were forecast using the difference in information collected on people currently employed.

Te Uru Rākau – New Zealand Forest Service – One Billion Trees

A large portion of Te Uru Rākau – New Zealand Forest Service funded work is tree planting, mainly undertaken from June to September. This means that end-of-financial-year metrics are unlikely to capture full employment figures for the 2022 planting season. Activity during October to March is mainly site preparation and plant maintenance.

Projects have faced delays across the past two and a half years due to COVID-19, but have continued to maintain momentum, with a strong start to the 2022 planting season. Employment momentum is expected to continue into the 2023 planting season, before tapering off as projects are completed.

Agriculture and Investment Services

There has been a steady increase in employment, with some impact from COVID-19 restrictions. Contract activity has varied over the year, due to seasonal and weather patterns.

Environmental metrics | Ngahuru taiao

Te Uru Rākau – New Zealand Forest Service funded projects had a strong planting season – over 1.8 million trees (43 per cent of total trees) and over 175,000 other plants planted across more than 1,000 hectares. This high volume is forecast to continue into Q1 of next year.

This planting volume was supported by more than 228 kilometres of fencing and restored over 1,000 hectares. This high volume of planting activity is forecast to continue into Q1 of next year.

		2021/22 achieved	Completed to date	Lifetime forecast
Biosecurity New Zealand	Area treated for wilding conifers (ha)	620,621	1,466,607	2,164,436
	Area of wallabies control (ha)	530,862	725,879	1,546,000
Te Uru Rākau – New Zealand Forest Service	Area of riparian or lake or wetlands planting completed (ha)	218	219	760
	Riparian fencing (km)	121	221	506
	Fencing not riparian (km)	105	108	130
	Freshwater area under active restoration (riparian/wetland) (ha)	291	411	973
	Number of plants planted in riparian or lake or wetland areas	692,005	801,625	2,187,642
	Number of farm environmental plans completed	28	43	40
	Area of ecosystem restoration (ha)	1,023	1,087	2,296
	Area under active restoration (not riparian/wetland) (ha)	564	608	2,250
	Number of other plants	175,566	223,565	150,000
	Number of trees	1,846,191	1,908,790	4,455,296
Agriculture and Investment Services	Riparian fencing (km)	10	21	–
	Number of fish passage barriers remediated		1	–
	Number of plants planted in riparian or lake or wetland areas	97,824	116,124	–
	Area treated for weeds (ha)	1,498	1,518	–

Environmental area legend: freshwater, biodiversity, pest control



Photo: WAI Wānaka

Other areas of note | Ētahi atu wāhi whaitake

The wallaby control programme will continue to expand operational control activities in 2022/23, particularly in the Bay of Plenty and Waikato. A programme brand will raise the visibility of communications from programme partners, and community engagement.



Our team works on-farm to help landowners achieve their biosecurity, biodiversity, and freshwater goals faster.

Prue Kane, WAI Wānaka Project Manager

Ministry of Business, Innovation and Employment



Not only have these kaimahi developed valuable work skills and expanded their future career options, but they have also engaged in meaningful work in their communities to replenish and restore the mauri of their waterways.

**Robert Pigou
Head of Kānoa – RDU,
Ministry of Business,
Innovation and Employment**

The Ministry of Business, Innovation and Employment's Fencing of Waterways programme is funded by the Provincial Growth Fund (PGF), managed by Kānoa – Regional Economic Development & Investment Unit (Kānoa – RDU).

Robert Pigou's reflections

Robert Pigou, Head of Kānoa – RDU, shares his thoughts on the Jobs for Nature programme.

The Fencing of Waterways programme embodies a core principle of Kānoa – RDU: to enable the development of people and their communities to ensure their wellbeing and prosperity.

Fencing and riparian planting works in two ways. Fencing prevents stock from entering waterways, protecting freshwater from effluent, nutrients, and sediment. Riparian planting creates an additional layer of protection by stabilising banks, providing shade, cooling water, and enhancing oxygenation. This buffer between water and the land improves water quality and provides habitats for birds and freshwater species, including fish and invertebrates.

In 2020, the Provincial Growth Fund awarded \$40.9 million of funding for fencing and waterway projects nationwide, and to create regional jobs in communities. Since then, alongside experienced contractors, over 200 kaimahi have been trained in activities such as fencing, first aid, site safety, driver licensing, pest control, water reticulation, and planting and nursery skills.

Not only have these kaimahi developed valuable work skills and expanded their career options, but they have also engaged in meaningful work in their communities, replenishing and restoring the mauri of their waterways.

For many projects, progress has been affected by record-breaking monthly rainfall, COVID-19 and flu outbreaks, and supply challenges with fencing materials and native seedlings. Despite this, our funding recipients have continued to plan and prioritise their work to maximise output. Many Fencing of Waterways projects are exceeding expectations and nearing completion despite these setbacks, and some have already been completed.

The output of the programme to date includes the installation of over 700 kilometres of fence lines and over 400 hectares of riparian planting to control erosion and sediment through \$34.5m of funding administered through the Provincial Growth Fund. That's enough fencing to go around Lake Taupō three and half times, and enough planting to cover the pitch at Sky Stadium 250 times.

As well as providing both immediate and long-term environmental improvements, Fencing of Waterways also offers meaningful training and employment opportunities – an incredible two-fold benefit. The achievements of this programme of work so far are nothing short of impressive. I look forward to further projects completing and seeing the benefits from this programme for years to come.



The Fencing of Waterways projects are delivering on time, within budget, and meeting contractual expectations of Kānoa – RDU.

Kānoa – RDU continues to see value in these projects, in employment and capability development. Agreed social procurement requirements mean a high percentage of locals, including contractors, are involved. Funding recipients have reported feeling particularly passionate about the value of this investment for their waterways and whenua.

The Fencing of Waterways projects were originally developed as a Provincial Growth Fund (PGF) COVID-19 response scheme to create immediate jobs. The projects were only brought into the Jobs for Nature programme after the rollout was well underway. As a result, reporting on employment and environmental metrics has been challenging for Kānoa – RDU, as the reporting requirements for the programme were added to the PGF reporting already in progress. Officials have tried to balance those requirements with limiting the reporting burdens on recipients.

Work is currently being undertaken to address these issues to maintain effective reporting for the programme. Kānoa – RDU is confident they can provide more employment and environmental metrics for the 2022/23 financial year, to bring Fencing of Waterways reporting in line with other programme reporting.

Financial metrics | Ngahuru ahumoni

MBIE is responsible for 3 per cent, or \$40.9 million, of the total programme funding, which is allocated through Kānoa – RDU. This funding was allocated from the PGF and was not part of the \$1.1 billion Budget 2020 allocation.

Kānoa – RDU funding has been fully contracted, with most projects expected to be completed by the end of the programme. The table shows the headline metrics.

Approved funding (\$ million)	Contracted funding (\$ million)	Funding paid (\$ million)	Approved projects	Contracted projects
40.9	40.9	34.3	35	35

There is only one funding stream for Kānoa – RDU.

As of 30 June 2022, 14 of 35 approved projects were completed, and 84 per cent of the funding was paid.

Employment metrics | Ngahuru taimahi

There are gaps in the data on reported hours worked and employment starts. This is because Kānoa – RDU projects had several reporting processes in place before the projects were formally included in the Jobs for Nature programme.

As part of PGF reporting requirements, Kānoa – RDU did not collect employment starts. This figure was estimated from PGF monthly employment reporting therefore, this method could overstate or understate the actual employment starts.

Most Fencing of Waterways projects are reaching their agreed employment targets, and many are also providing training and qualifications for kaimahi. Some projects are exceeding expectations.

	Q1	Q2	Q3	Q4	Total 2021/22
Hours worked	78,320	69,980	53,720	45,600	247,620
Employment starts	111	26	12	36	185

Environmental metrics | Ngahuru taiao

All Fencing of Waterways projects supported by Kānoa – RDU are for riparian fencing and planting. Kānoa – RDU reports on these two environmental metrics.

	2021/22 achieved	Completed to date	Lifetime forecast
Area of riparian/lake/wetlands planting completed (ha)	596	596	1,009
Riparian fencing (km)	870	870	1,020

Environmental Area Legend: [freshwater](#)

Other areas of note | Ētahi atu wāhi whaitake

There has been significant progress, with 85 per cent of fencing targets now complete. COVID-19, staff illness, and a very wet winter have caused delays, and many projects have extended the timeframes for delivery.

Project managers have learned to plan around these disruptions, with some using more experienced contractors to join the crews and speed up progress.

Planting was slow to get started, but is now progressing rapidly. The bulk of planting is expected to be completed in the 2022 summer season.

The kaimahi are developing new skills, they're hungry for learning and bettering themselves. I'm happy with the training they have attained through the project. Having these certificates has made it easier to get contracts with other agencies, like DOC. And for the staff that move on after the project, they now have relevant certificates that will help them get jobs with other organisations.

Storm Tautari, owner, All Out Contracting



CASE STUDY

He Ripo Kau Workforce Training and Development Programme

One of the fencing of waterways projects funded by Kānoa – Regional Economic Development & Investment Unit is the He Ripo Kau Recovery and Employment Package. This received a \$3.2 million grant for 75 kilometres of riparian fencing and 75 hectares of riparian planting on the Whirinaki and Waimamaku rivers, in Tai Tokerau Northland.

As part of the funding agreement, the project includes a Workforce Training and Development Programme. The programme aims for participants to become more qualified and skilled than when they started, but also brings something deeper: empowerment, confidence, and independence.

The programme involves on the job training, mentoring, and more formal delivery of knowledge and skills. Training is by nationally recognised providers, alongside others addressing individual needs and career interests.

The funding requires all participants to create and regularly update a career plan. This drives the training programme, as each participant identifies what they need to reach their goals.



Equipment ready for riparian fencing, as part of the He Ripo Kau Workforce Training and Development Programme: Reconnecting Northland.

Photo: Reconnecting Northland

Since joining in January 2021, one participant is already on track to be a team leader. Leading by example, he has obtained several certificates, and noted further qualifications he's eager to gain.

The participants attended workshops on native plant identification and plant information with a local expert, Paula Hohua, who is from the same hapū and marae as many of them. Paula also shared how she came to work in the sustainable environmental sector and encouraged the group to reflect on the mahi and why it is important to them.

Toitū Te Whenua Land Information New Zealand



I look back over the past year with admiration for our Jobs for Nature partners who have, without exception, continued to deliver on the mahi we agreed to in late 2020.

**Gaye Searancke
Tumu Whakarae mō Toitū Te Whenua, Secretary for Land Information New Zealand and Chief Executive**

Gaye Searancke's reflections

Toitū Te Whenua Land Information New Zealand Chief Executive, Gaye Searancke, shares her thoughts on the Jobs for Nature programme.

I look back over the past year with admiration for our Jobs for Nature partners who have, without exception, continued to deliver on the mahi we agreed to in late 2020.

Their commitment to delivering on environmental goals while employing people from all walks of life is inspiring, given the many challenges COVID-19 has continued to throw at us.

The year saw completion of two of our Jobs for Nature project investments.

Te Arawa Lakes Trust's Uwhi Trial is a groundbreaking collaboration that involved Te Arawa scientists and weavers deploying mātauranga to help suppress invasive lake weed and improve the habitat for native species.

The relationship we've developed through this project has been celebrated and we were proud to be finalists with the Trust in Te Tohu mō te Tūhonotanga a Ngāi Māori me te Karauna | Māori Crown Relationships Award in Te Hāpai Hapori | The Spirit of Service Awards 2022.

The Trust has also taken up delivery of the lakeweed control programme across Te Arawa Rotorua lakes in partnership with ourselves and the Bay of Plenty Regional Council Toi Moana.

This new arrangement extends the partnership we have forged with the Trust through our Jobs for Nature programme over the past two years.

Not far away our project with the Waikato Regional Council in the Wairakei Forest, a commercial pine plantation on Crown land we administer, has also been completed.

Within the forest are geothermal sites containing rare and endangered plants of international significance. The aim of the project was to utilise the Council's existing relationships with specialised contractors in the region to identify the extent of these geothermal sites, assess and carry out pest control on the various pest plants. These include pampas, privet, wilding pines, and other weeds that are threatening the rare geothermal vegetation.

Key sites have been restored with native plantings to displace the weeds. Traps have also been installed around the geothermal areas to keep animals out.

Management plans have been developed for each geothermal site so work can continue beyond our Jobs for Nature investment.

Heading south to the Mackenzie Basin, we are already seeing results from our four-year investment in Te Manahuna Aoraki. This is a vast, landscape-scale restoration project with many partners – bad news in fact for pests and weeds.

Over 1.8 million invasive weeds have been treated and more than 55,000 rabbits removed from the landscape. In the past year this work employed over 60 people.

Braided river birds like the ngutuparore (wrybill) and rare native plants found in these unique tussock dryland and braided river landscapes are benefiting from this work.

Our Geospatial Asset Management team are important enablers for our project partners' work, developing tools such as custom maps, online map viewers and dashboards, project reporting, financial tracking, and mobile field applications for collecting data.

This work extends across sectors, indirectly supporting Jobs for Nature projects operating under the National Wilding Conifer Control Programme and the National Wallaby Eradication Programme, both run by the Ministry for Primary Industries.

When our Jobs for Nature programme funding ends in mid-2024, many of our projects will be completed having achieved their purpose.

Others, particularly those with rūnanga/iwi Māori organisations, were designed to develop transferrable skills and qualifications, with a view to creating jobs in biosecurity and biodiversity.

Over the next two years we are committed to exploring opportunities for future partnerships in our biosecurity and biodiversity programme. Our work with Te Arawa Lakes Trust paves the way.

Once again, my thanks to our partners for their dedication and commitment.

Jobs for Nature funding has enabled the Biosecurity and Biodiversity programme run by Toitū Te Whenua Land Information New Zealand (LINZ) to develop projects that will create enduring benefits in the lakes, rivers, and lands that LINZ manages. Many projects are in Canterbury, Otago, and Southland, with smaller initiatives in Te Arawa (Rotorua) Lakes and the Waikato region.

The projects have been developed in partnership with iwi and rūnanga, regional councils, the Department of Conservation, and community trusts. The work includes:

- terrestrial and aquatic pest and weed control in and around lakes and rivers
- increasing the capacity and capability for iwi and rūnanga to exercise kaitiakitanga and rangatiratanga, with a focus on mātauranga Māori. This has resulted in training programmes for staff working on restoration projects, including seed collection and using cultural approaches to restoring habitats
- surveying birds and protecting habitats in braided rivers
- restoring and protecting (including monitoring) biodiversity and habitats at key sites such as the long-tailed bat habitat in Canterbury, and geothermal areas in the Central North Island.

LINZ is also supporting its Jobs for Nature partners through geospatial information tools for mapping weeds and pests and reporting. These are helping to build a detailed picture of invasive weed location and spread. The information gives LINZ and its partners a better understanding of the condition of the lands and waterways they are seeking to manage and restore.

Employment and environmental forecasts currently indicate that LINZ is on track to meet or exceed the targets set over the life of the programme.

Financial metrics | Ngahuru ahumoni

LINZ is responsible for three per cent, or \$40 million, of Jobs for Nature programme funding over four years. This was allocated to its biosecurity programme. The table shows the headline metrics.

Approved funding (\$ million)	Contracted funding (\$ million)	Funding paid (\$ million)	Approved projects	Contracted projects
40.0	40.0	19.1	13	13

The funding is separated into three streams (including overheads), each with its own allocation:

	Approved funding (\$ million)	Contracted funding (\$ million)	Contracted projects
Strategic projects workstream	27.6	27.6	11
Boffa Miskell – Aquatic and terrestrial weed and pest control: Canterbury	8.7	8.7	1
Overheads	3.8	3.8	1

All \$40 million of the Jobs for Nature funding was allocated in Year One. Contracts, memoranda of understanding, and funding agreements are in place to deliver over four years.

Employment metrics | Ngahuru taimahi

LINZ has been steadily increasing the rate at which it achieves employment objectives over the second financial year. Year Two was the first full year of delivery, as the first year focused on engagement, planning, and set-up. Employment forecasts from LINZ-funded projects indicate that LINZ is tracking to exceed employment targets over the life of the programme.

The increase in hours worked from quarter two reflects the seasonal components of pest, weed, and predator control, and the ecological components of treatments to be effective such as flowering or weed and water clarity.

The nature of LINZ's biosecurity work involves specialist equipment, such as helicopters for boom and spot spraying, boats, and specialist divers to control aquatic weeds. The focus is to create jobs and at the same time improve biosecurity outcomes.

	Q1	Q2	Q3	Q4	Total 2021/22
Hours worked	12,000	29,928	32,070	29,790	103,788
Employment starts	26	166	86	58	336

Environmental metrics | Ngahuru taiao

As the projects mainly deal with animal pests and weed control, LINZ reports on three environmental metrics (see table below). LINZ has met or exceeded achievements for these. LINZ also gathers information on native seed collection for propagating nurseries, and on undaria (an invasive seaweed found at river mouths) as part of our Hokonui Hills Restoration and Te Rūnanga o Ngāi Tahu undaria projects. These collected over 3.4 kilograms of seeds and 10,114 kilograms of undaria.

LINZ is currently strengthening its reporting system and raising data quality, by simplifying and automating the reporting process for project partners.

	2020/21 achievement	Completed to date	Lifetime forecast
Length of tracks created (km)	30	30	
Area of animal pest control completed (ha)	217,208	393,743	367,500
Area treated for weeds (ha)	48,236	343,128	167,700
Area where aquatic weeds were controlled	3,382	4,846	5,000

Environmental area legend: **pest control**

Other areas of note | Ētahi atu wāhi whaitake

LINZ has worked closely with funding recipients to meet deliverables, particularly where projects have been adversely affected by circumstances beyond their control, such as the COVID-19 lockdown, weather events, and supply chain problems.

Information and data from the biosecurity workstreams are automated and collated into an online dashboard, for up-to-date information and reporting on progress and current state. This includes monthly updates on job figures, spend, and equipment, and data from biosecurity contractors in the field.

As the focus has shifted towards environmental outcomes and capability building, LINZ is currently supporting projects with transition planning, to sustain the benefits beyond Jobs for Nature funding.

Photo right: Aspiring Biodiversity Trust, project partner of Toitū Te Whenua Land Information New Zealand



CASE STUDY

Te Arawa Lakes Trust – Uwahi Trial

The Uwahi Trial is a Jobs for Nature collaboration between Toitū Te Whenua Land Information New Zealand and Te Arawa Lakes Trust.

Toitū Te Whenua received Jobs for Nature funding for its biosecurity programme. This spans about two million hectares of land and waterways under Crown management across New Zealand, including many treasured lakes and rivers.

Lakes owned by Te Arawa Lakes Trust have been a focus of the Toitū Te Whenua biosecurity programme for many years, due to the devastating impact invasive aquatic weeds continue to have on the region's formerly pristine lakes.

A critical habitat for fish and animal life, especially kōura (freshwater crayfish), a traditional food source for iwi, has been virtually destroyed at many historic sites.

Aquatic weeds can form dense beds around the edges of these lakes, making access to many sites difficult. The weeds also interfere with boating, swimming, and fishing.

Early discussions with the Trust about the Jobs for Nature opportunity quickly found common ground.

The Trust identified three guiding aspirations:

1. *hunga tiaki* (guardians) delivering outcomes for lakes
2. connecting policy to delivery on the ground
3. uplifting the health and wellbeing of *whānau*.

Helping local communities

Everyone's minds were focused on the need to create jobs, and the essential role of hapū and iwi as *Ngā kaitiaki* (group of guardians) over Te Arawa rohe, as COVID-19 continued to affect all aspects of life and wellbeing.

The partners were aware of efforts in the South Island lakes, where Toitū Te Whenua trials in Central Otago used imported hessian matting to suppress invasive weeds.

An idea bubbled up – could harakeke (flax) be crafted into mats as an alternative to the imported hessian, while also supporting Te Arawa's weavers, who had lost their jobs due to the downturn in tourism?

The Trust's biosecurity team reached out to Te Roopū Raranga Kī Rotorua, a group of weavers who nurture, develop, and preserve the *tikanga* of raranga (plaiting), *whatu* and *tāniko* (weaving) in traditional and contemporary contexts.

The Trust engaged with a small group of weavers who were curious and keen to participate, researched options, and selected harakeke matting with three different weaving patterns and construction.

Matua Jim Schuster gave the name 'uwahi' to the mats. He explained that uwahi were laid in swamps to collect *kai* and *rongoa* (traditional medicine), and to assist in escape from attacking war parties.

Plans were made to trial uwahi mats alongside hessian to see how they would compare.



Te Arawa Lakes Trust biosecurity staff install uwahi in Lake Rotoiti, to suppress invasive underwater weeds and restore habitat.

Photo: Te Arawa Lakes Trust

On 30 November 2021 the Trust’s specialist divers laid the first set of uwahi in Lake Rotoiti, followed by a second laying in Lake Tarawera later in December. Encouraged by early results, they laid a third set in Lake Rotomā in February 2022.

The Trust’s monitoring team continues to see improvements in weed suppression, and an increased presence of taonga ika (native fish) at these sites.

Te Roopū Raranga Ki Rotorua Kaitakawaenga, Judy Howe-Wiperi, says working on the uwahi has been cathartic for her from day one.

“When we were approached to collaborate on this kupapa I was going through a tough time in my personal life. Uwahi gave me a purpose and I poured all my pain and heartache into creating something that would go out and make a positive difference in our world”.

She says uwahi have created the potential for sustainable work for the weavers, whose lives have been turned upside down by COVID-19.

“Every single weaver in this group has been helped by the uwahi kupapa, and we are now ready to share our knowledge and skills to help other people, not just in Aotearoa, but also the world. We have already had inquiries from Tūwharetoa, Ngāi Tahu and even officials from Australia looking for similar solutions for their lakes”.

The Trust’s biosecurity manager, William Anaru, says the uwahi trial highlights the advantages of genuine collaboration between iwi and government agencies.

“Through everyone’s dedication and hard work we have been able to carry out a mātauranga Māori trial that is creating a positive difference in our lakes,” he says.

Recommendations

Ngā tūtohunga

The following key recommendations have emerged to better support the Jobs for Nature programme in the next financial year. The Secretariat has begun work on these.

Adjusting full-time equivalent (FTE) goals to help projects achieve long-term objectives

Following a recommendation from the Implementation Unit, and in light of a better-than-forecast labour market, Ministers agreed that recipients could adjust their FTE targets for specific projects, to achieve greater long-term benefits. Agencies can now offer this flexibility, on a case-by-case basis, where it would deliver wider programme environmental objectives or provide more enduring employment.

Continue to strengthen delivery through evaluation, benefits, and delivery confidence reporting

An evaluation of the programme (planning underway) will be the best way to assess whether it has substantially improved the environment, and increased people's quality of life through nature-based jobs and training.

To monitor and improve measurement of programme benefits, the Secretariat is working with partner agencies. This will help us understand the key opportunities for reporting on the social, wellbeing, economic, and environmental benefits of the programme. The programme will also look to incorporate a Māori wellbeing perspective where possible, to support measuring benefits to our people and place from a Māori wellbeing perspective.

Delivery confidence reporting provides quarterly insights on how the projects are tracking toward key milestones. This helps to identify risks and issues early.

Greater cross-agency collaboration

The Secretariat continues to encourage agencies to work together on programme-level issues through the appropriate leadership channels, including monthly cross-agency leadership meetings and the Interagency Risk Assessment Committee.

Improving the experience for funding recipients

The Secretariat continues to improve the programme system. For example, after feedback from agencies and projects, the programme reporting timeframes are now quarterly rather than monthly.

Lessons for future programmes

Challenges such as the ongoing impacts of COVID-19 and climate change are being captured and shared to improve the programme. A full review will be completed at the end of the term, to gain a full set of lessons for all agencies to share.





Te Kāwanatanga o Aotearoa
New Zealand Government

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JOBS | **MAHI**
FOR NATURE | MŌ TE TAIAO

