



Supporting New Zealand employers

July 2021

Work and Income connects employers and New Zealand's largest pool of job seekers.

We offer a range of employment services to help your business, including:

- help to recruit staff
- financial support to take on new staff
- training opportunities to help new staff gain the necessary skills
- genuine partnerships to support business and industry.

Our specialist services operate in all areas of employment. We have more than 400 work brokers and employment-focused staff across New Zealand supporting employers and job seekers.

How we can help

Recruitment services

We offer no-fee recruitment services to help find the right candidate. We'll work with you to understand your needs and connect you with people we think will be a good fit in your businesses.

Support for wages and training

We're focused on getting people into work. There are lots of things we may be able to do to support this, including:

- a financial contribution to wages and pre-employment, in-work or short-term training
- ongoing support and advice to help new staff settle into your workplace
- supporting candidates with a health condition or disability into work, through a financial contribution to wages, workplace modifications or on-the-job support.

All-of-government support

We lead the delivery of Connected, a service to help New Zealanders connect to the wide range of Employment, Education and Training support and advice available through government agencies. Find out more about Connected at www.connected.govt.nz

Contact us

We're here to help you find, train and retain great people.

Visit www.workandincome.govt.nz/employers to find out more and to connect with our team.

Work and Income employment support

Below is an overview of some of the programmes we offer for job seekers who need additional support. For more information, contact Work and Income or visit www.workandincome.govt.nz/employers

	Flexi-wage	Mana in Mahi	Apprenticeship Boost	Skills for Industry
What it's about	You can get financial support to help pay and upskill a new employee who's at risk of being on a benefit long-term and/or disadvantaged in the labour market. They don't have to be on a benefit.	Mana in Mahi connects employers with people who are keen to work and learn and need some additional help. There's financial support to get their career started.	Apprenticeship Boost is a payment to help employers keep existing apprentices or take on new apprentices.	Supporting employers to hire several staff and help them gain skills specific to the role. Employers are supported to deliver, in-house or by a provider, short, cost effective training programmes designed to address skill and labour shortages.
Who it's for	It's to help someone at risk of being on a benefit long-term and/or disadvantaged in the labour market get a job and the skills they need to do the job and stay employed.	People of any age who need more support to get long-term and sustainable work, and gain a recognised industry qualification, and employers who want to help develop those skills.	It's to support the wages of apprentices who are employed and in training – in the first two years of a TEC-approved New Zealand Apprenticeship or Managed Apprenticeship.	It's to help multiple job seekers gain industry-specific skills (training could be for just a few people or several hundred).
Type of jobs	The job must pay at least the adult minimum wage, be for at least 30 hours a week and be ongoing, continuing after the support has finished. Support may be pro-rated for a part-time job.	The job must pay at least the adult minimum wage and be permanent, part-time or full-time.	The job must pay at least the adult minimum wage which can include the training wage.	The job must pay at least the adult minimum wage. It can be a contract or permanent, part-time or full-time.
Training requirements	The person the payment is supporting may be doing on-the-job training and other external courses or training programmes although this is optional.	The employee's training pathway must include a formal industry qualification – an NZQA-approved qualification (level 2 or above) at apprenticeship or pre-apprenticeship level or an agreed alternative.	Apprentice/s need to be enrolled in a TEC-approved New Zealand Apprenticeship or Managed Apprenticeship (new or existing) that leads to a level 4 New Zealand qualification of at least 120 credits.	The new employees will take part in training relevant to the role.
Type of support	<p>We'll discuss with you what we can offer and how it's paid, based on the candidate's individual circumstances. The wage contribution will generally be either:</p> <ul style="list-style-type: none"> • \$6,624 (GST inc) over 24 weeks • \$9,936 (GST inc) over 36 weeks <p>We have some discretion to pay a different amount if the candidate has complex or specific needs.</p> <p>Training costs are paid on top of the wage contribution.</p> <p>Employees can also opt in for access to up to 12 months post-placement and in-work support.</p>	<p>You and your employee can get financial and other support (such as free mentoring and coaching) for up to 24 months, while they continue their training. Dependent on the employee's training pathway, your business may receive:</p> <ul style="list-style-type: none"> • up to \$18,400 (GST inc) in year 1 • up to \$9,200 (GST inc) in year 2 <p>As well, over the two years:</p> <ul style="list-style-type: none"> • up to \$9,200 (GST inc) each year towards industry training course fees (where not covered by Fees Free or the Targeted Training and Apprenticeship Fund schemes) • up to \$2,300 (GST inc) for pre-employment training. <p>Your employee will have access to incentive payments while in training:</p> <ul style="list-style-type: none"> • up to \$3,000 in year 1 • up to \$3,000 in year 2 <p>As well, over the two years:</p> <ul style="list-style-type: none"> • up to \$2,000 each year towards additional education support. 	<p>Your business can get financial support for up to 24 months, until August 2022:</p> <ul style="list-style-type: none"> • up to \$13,800 (GST inc) in year 1 • up to \$6,900 (GST inc) in year 2 <p>The payment is greater in the first year, when the employee's need for support is expected to be greater.</p>	<p>We'll discuss with you what we can offer, as it will vary depending on circumstances. It might be entry level or on-the-job training, industry qualifications (once employed), pastoral care or a combination. We can also help you find a provider or develop a programme.</p>