

THREE more Kawerau rangatahi have been offered positions with ISK's Workforce Development KPtW (Kawerau Pathways to Work) cadetship scheme.

Sequal has confirmed that Tarawera High School student Joseph Mount will start work with the Kawerau-based wood processing company on Monday, December 9 in the mechanical engineering team.

Nikita Solomon and Paki Tuhoro will commence their 13-week cadetship in the new year to gain experience in logistics and warehousing. Kawerau District Council's i-SITE employed the first cadet Tanaya Rudolph-Wilson on November 18 who is working in the tourism operation over the busy holiday season.

Lisa Woolley, *He Tangata* at Sequal, is hugely supportive of the programme. "We're passionate about giving more to the future and believe that we, as a business, have a role to play in growing and supporting the young people in our region. The programme provides a great opportunity for our young people to experience full-time work and decide if the type of work is for them – a great first step in bringing their dreams to life and achieving things they may not have thought possible."

"A further benefit of the programme is that it reduces risk for employers as each cadet has been recommended by the KPtW Coordinator who continues to be involved during the placement, and provide support where needed."

All going well, Sequal will be able to offer full-time employment to these cadets at the end of their tenure.

The KPtW cadet programme is funded under the PGF (Provincial Growth Fund) scheme and designed to connect employers with potential employees to enable local industry to 'grow' a capable local workforce. This involves a candidate applying to KPtW for a position who is then matched with an employer. Candidates put forward for consideration have an interest in the type of work being offered and would be looking to explore career options in this area. They must also have demonstrated their readiness to work and suitability for the job.

The cadet is then interviewed by the employer and, if successful, offered a 13-week contract at a minimum of 30 hours per week paid at the minimum wage. The employer receives a \$4,000 subsidy.

KPtW works in partnership with Tarawera High School and Ngati Tuwharetoa Hauora to identify rangatahi who are ready to begin work. "We are delighted that four of the five cadets accepted into this programme attended our school," said Tarawera High School careers advisor Maxine Kaipara. "We are confident these students will flourish in the programme as it gives them real life work experiences within a supportive environment".

However, not all candidates are required to have come through this pipeline. Approaches are also made by students or whanau returning to the area.

"I've found that the candidates putting themselves forward are keen to get into the workforce and better themselves," KPtW coordinator Tony Gardner. "They all come from different backgrounds, have quite diverse skill sets and career expectations."

The KPtW cadet programme runs until June 2021.

<Ends>

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KAWERAU PATHWAYS  
to WORK

**About ISK:** Industrial Symbiosis Kawerau (ISK), a collaboration of like-minded parties working together for mutual gain, was established in Kawerau in 2012.

Industrial symbiosis is a smarter way of companies sharing and utilising their resources, residues and by-products in order to eliminate waste. This leads to new commercial opportunities, job creation and better environmental outcomes.

ISK offers a unique opportunity to operate sustainable industry that benefits business, the environment and the community. This is created by combining our geothermal capacity and abundant natural resources with this new business thinking.

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**About KPtW:** Kawerau Pathways to Work (KPtW). ISK members recognise the importance of balancing commercial aspiration with a belief in the greater good and social values, and are taking a positive leadership role in the development of programmes that enable the full participation of the community in the workforce.

Kawerau Pathways to Work (KPtW) is an employer driven initiative designed to establish a local 'employer-employee connect' system to improve the likely outcomes and sustainability of employment in our workplaces.

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