Jobs for Nature programme benefits report 2022

A mid-term report from the Inter-Agency Secretariat

MAHI | JOBS
MŌ TE TAIAO | FOR NATURE

Te Kāwanatanga o Aotearoa
New Zealand Government

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Published in November 2022 by the
Ministry for the Environment on behalf of the Jobs for Nature Inter-Agency Secretariat

ISBN: 978-1-99-102581-4 (online)

Publication number: 1690

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The Jobs for Nature programme is a huge public investment. As the Independent Chair of the Advisory Group, it's my role to work with my colleagues to help ensure this investment is achieving the intended benefits as promised to New Zealanders, and that we are open and transparent about what is being achieved with taxpayer funding.

With an investment of this scale and a lot of additional public scrutiny, it was important the programme had a long-term strategy for what benefits would be delivered and by when. For this reason, The Advisory Group commissioned a benefits report early in the life of the programme to set expectations that the programme is long term in nature, and that we need to support projects to capture benefits and ensure they have an opportunity to tell us what difference the programme is making to them personally.

The Jobs for Nature programme has evolved over time, especially pivoting more towards environmental benefits and building capability, but I am confident it is enabling a breadth of positive benefits for New Zealand. Our challenge and opportunity now is to understand the value of the programme in a way that's meaningful, captures important successes and demonstrates the achievement of the intended objectives.

Experience tells me that measuring benefits is easy to say but hard to achieve, especially demonstrating how investment contributes to the benefits. This has been even more difficult because the programme was developed at pace, with many measures being developed retrospectively with a focus on outputs rather than outcomes.

The programme benefits report is an important opportunity to capture information that cannot be easily gathered through regular quantitative reporting, particularly the social, cultural and wellbeing benefits. The report is very honest about the limitations on reporting, where improvements can be made and that many benefits will only be realised in the long term.

Jobs for Nature projects strive for newer and better ways of achieving benefits for the environment by putting people at the centre. The projects are already building capacity and capability, achieving environmental improvements, creating jobs and improving wellbeing by connecting people to nature and creating meaningful employment opportunities.

This report focuses on early outcomes and benefits from Jobs for Nature funded projects. It also identifies some areas for improvement so that over time as more projects are completed, we will be in a better position to report on the wellbeing, environmental and economic benefits that will be delivered for all New Zealanders.

Dave Brash

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

About Jobs for Nature

Purpose

This report demonstrates the likely wellbeing, environmental and economic benefits that may have already been, and will be delivered, through the Jobs for Nature programme since it was announced in May 2020.

Although this report only covers the first two years of the programme and substantial programme benefits have not yet been realised, we are undertaking a benefits report as a mid-point "check in" to:

- ensure the programme remains on track to deliver its intended benefits
- gain more information about what early differences have been made
- identify opportunities to improve benefits reporting.

This report is in two parts, "people" and "place". This reflects the programme's evolution, from a focus on delivering immediate employment benefits after the impacts of COVID-19, to environmental benefits focused on building capability and capacity to fill skills gaps in environmental management. This shift in focus was in response to the labour market stabilising and unemployment proving lower than originally expected.

The report includes recommendations for how benefits management[1] practices can be improved across the programme, so we can better explain what tangible difference the programme is making to the lives of New Zealanders.

Jobs for Nature

The $1.219 billion[2] investment in the Jobs for Nature programme is a key part of the Government's response to support New Zealand's economic recovery from the impacts of COVID-19.

The programme funding is administered across five different government agencies (Ministry for the Environment, Department of Conservation, Ministry for Primary Industries, Land Information New Zealand and Ministry of Business Innovation and Employment (Kānoa Regional Economic Development and Investment Unit).

The Jobs for Nature programme has the following core objectives:

- create 11,000 jobs in regions that need work the most

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1 Benefits Management refers to the identification, quantification, analysis, planning, tracking realisation and optimisation of benefits.

2 In May 2021, $26.600m was redistributed out of the programme to support the rollout of cameras on inshore commercial fishing vessels [CAB-21-MIN-0181 refers].

- establish enduring benefits for healthy waterways, biodiversity, climate change and cultural values
- support sustainable land use and the implementation of regulatory requirements, including for freshwater, biodiversity and climate change.

The Jobs for Nature programme funds nature-based work activities, including but not limited to:

- planting for freshwater and biodiversity restoration (including wetland restoration)
- catchment management plans
- freshwater monitoring
- cultural health monitoring (kaitiaki monitoring frameworks)
- restoration of historical cultural sites
- fencing waterways
- plant and animal pest control (including wilding pines and other pest plants)
- fish passage remediation
- skills training to support career development.

Funding recipients include councils, iwi, hapū, Māori land trusts, charitable trusts, NGOs, crown entities, government organisations and private landowners and companies.

At the end of the second year (June 2022), 91 per cent of the $1.219 billion Jobs for Nature funding has been approved for 421 projects across New Zealand. Projects are tracking well, with most in the delivery phase and 28 already completed, although many projects were slower to start than originally anticipated.

The Jobs for Nature funding has 22 programme funds. The individual funds that make up the programme can be found in appendix A.

Programme benefits reporting is currently supported by the Jobs for Nature Investment Framework (refer appendix B), which is a key foundational document for the programme. It seeks to translate the programme's overall objectives into clear guidelines for investment decisions on how to best create jobs while directing Jobs for Nature funding towards the right interventions to deliver environmental outcomes. The framework is composed of investment principles, criteria to inform the design and assessment, and an overview of programme assurance including risk management principles.

The Investment Framework was instrumental in helping to identify the programme benefits and measures. We developed the programme benefits map by taking the strategic context and operating model from the Investment Framework – refer appendix C.

This is a communication tool that shows the relationship and logic underpinning the funded outputs, activities, programme objectives and their strategic contribution to the expected programme benefits. It shows in simple illustrative terms the Jobs for Nature fund's unique value proposition and what New Zealanders can expect in the short-to-medium and long term as a result of the funding. The programme benefits map is not a static diagram, as the benefits may change over the life of the investment, and we will update the map accordingly.

The Treasury's Living Standards Framework[3] includes the four capitals — natural environment, human capability, social cohesion, and financial and physical — which help explain the types of ways wellbeing can be positively impacted by government policy interventions. To help categorise wellbeing benefits, we have aligned the programme benefits to the four capitals.

The programme benefits mapping process has helped to draw out the important programme-level benefits, clearly linking them to the changes to people and places we expect to see delivered. A wide range of potential benefits could result from the programme, based on the scale of funding and diversity of projects. The programme is not resourced to measure them all and, in some cases, to do so would be costly. More detail on the supporting indicators and measures for the programme benefits can be found in appendix D.

What is a benefit?

A benefit in the Jobs for Nature programme context is defined as a measurable improvement resulting from the programme, which is perceived as a positive advantage by one or more stakeholders. It refers to what the programme is set up to realise and confirms the achievement of the programme objectives. For example, creating employment opportunities during the COVID-19 economic crisis may create jobs, which, in turn, supports economic productivity, reduces long-term unemployment and improves the wellbeing of individuals (all measurable improvements resulting from the employment opportunities).

Different programme stakeholders will have different views on what a benefit is. It is best practice to run a benefits discovery workshop before investment to clarify benefits and build stakeholders' commitment. Further discussion at this stage of the programme, about the expected value of the investment and what will be achieved, will reconfirm the benefits and identify any extra benefits that may not have been identified in the early stages.

The nature of benefits

Benefits can either be monetary, such as increased profitability for businesses, or non-monetary, for example increased skills and capabilities or collaboration and information sharing.

Most benefits delivered by the programme are non-monetary (or non-financial) as they are primarily focused on wellbeing (employment opportunities, skills and capability, enhancing a connection to nature) and environmental improvements that are quantifiable but may have an intangible value that should not be monetised. For example, New Zealand's unique biodiversity is essential for the processes that support life, and, in some cases, cannot be found anywhere else on Earth.

The benefits of the Jobs for Nature programme are a combination of those benefits that the programme was set up to deliver directly, aligned with the programme objectives and those that are indirect or spill-over. Not all positive benefits will be planned from the outset – many will be 'emergent'. These benefits are unanticipated, and may emerge as the programme develops, and

[3] https://www.treasury.govt.nz/sites/default/files/2021-10/tp-living-standards-framework-2021.pdf

matures. Examples include contribution to climate change adaptation and contribution to savings to the New Zealand economy from preventing further environmental damage.

Context for reporting on benefits of the programme

The Jobs for Nature Secretariat has worked with partner agencies to introduce a benefits framework to report on progress and achievements. Many project objectives are medium to long term, and so benefits may not become evident or measurable for some five to 10 years after the start of the project. For example, environmental benefits can take between 10 and 30 years to materialise and the impacts of skills and training need significant time, beyond the life of the programme, before they can be known. Therefore, this report can only report on early outcomes and benefits achieved to date.

Currently, Jobs for Nature employers, employees and agencies define their proposed benefits in different ways with no standard methodology across projects. Since there are over 400 projects varying in investment size, and differing requirements for the level of detail that applicants are expected to provide, any comparison of benefits across the programme needs to be treated with caution.

The drive to get investment underway quickly and employ people in the economy meant that some of the baseline data against which to measure the realisation of benefits is not available. We are using this report as an opportunity to identify the current gaps, including in baseline information, and build a meaningful picture for assessing benefits going forward. In particular, baseline data for assessing the performance of social, cultural and economic benefits is lacking across the programme.

Some constraints also exist for obtaining the data for existing projects — for example, confidentiality, collection and forecasting accuracy — so the programme's ability to monitor the realisation of the stated benefits can be limited at the project or fund level.

Benefits maturity across the programme remains low. Agencies don't have effective systems and processes to report on the programme's benefits and, in some cases, to do so would be costly. Although each agency has responsibilities for measuring and reporting on benefits, these responsibilities are not always clearly defined at the programme level. The suite of performance indicators and measures currently used are insufficient to provide the complete picture and support evidence for what benefits have been realised.

Data analysis and limitations

The ability to report on the benefits of the programme is limited to the current metrics that agencies provide as part of regular programme reporting and the small sample of information collected through the benefits survey. The full list of metrics currently reported to the Secretariat is in appendix E. This report draws on a subset of available programme metrics relevant to wellbeing or environmental benefits. Other data may be reported but does not cover the whole programme.

Data from agencies for reporting on their planned activities annually or for the lifetime of the project is incomplete. There are inconsistencies in the data between what environmental outputs

are planned and what has been achieved. In some cases, no metrics for planned outcomes are reported making it difficult to compare programme performance against the target.

Independent review

This report relies solely on data and information reported by Jobs for Nature agencies and, in most cases, quality and assurance checks were in place to vet the data. It also draws upon external publications and scientific research where relevant. The Ministry for the Environment's Joint Evidence Data and Insights team conducted an independent review.

This report has not had an independent science review undertaken at this stage. The Jobs for Nature Secretariat will work closely with the sustainable land use chief science advisors going forward, and, where possible, seek expertise for a formal scientific review process where required.

Out of scope

This report is part of a programme of activities to assess the difference made by the Jobs for Nature investment. The following issues are outside the scope of this report:

In-depth assessment of whether the original decision to invest was the right one given available information at the time, and what can be learned for future decision-making. It is too early to understand whether the intended benefits from the outset of the programme have been realised and represent value for money. An in-depth assessment of whether the original decision to invest was the right one given information available at the time has not been included in this report.

Programme evaluation for outcomes. Separate planning is underway for an interim evaluation and an independent final evaluation of the outcomes of the programme. The interim evaluation will focus on process issues, lessons learned and emerging outcomes. This will be followed by the independent final evaluation of the outcomes of the programme overall when projects have time to mature, and benefits have emerged.

This report is a separate exercise from the planned programme evaluation activities and was undertaken to understand the early differences the programme is making to people and place. Since the development of the initial investment framework and benefits measures diagram, the programme has received further qualitative and quantitative information as part of ongoing programme monitoring and reporting. This provided an opportunity to reconfirm what the likely social, cultural, environmental, and economic benefits of the programme are given the new insights and information. This report will inform the interim and final evaluation activities but is narrow in scope. The planned evaluation activities will provide an opportunity to do an independent assessment of the effectiveness of the programme overall which includes its financial and operations management not just benefits management.

An impact evaluation would ideally be conducted a few years after the end of the programme, to assess the long-term effects and whether the results of the investment have been sustained.

Assessing benefits from a Te Ao Māori context. This remains an ongoing priority for the programme, including incorporating a Māori perspective on wellbeing benefits. The existing

Treasury frameworks and guidance for quantifying and valuing benefits in the public sector do not yet include a Māori worldview or take a holistic approach to measuring benefits. The main focus is on understanding financial returns and, in many cases, putting a financial value on social and cultural benefits and not a focus on things that may not have a monetary value.

Expected long-term benefits

We anticipate the following long-term direct benefits will be achieved five to 10 years beyond the life of the programme. We also expect there may be some spill-over benefits in the long term. These benefits are not intended as the initial reason for funding but could be expected to occur through either the direct benefits funded or through project activities.

For people (human capability and social cohesion):

- Contribution to a highly skilled workforce.
- Increased skills and capability of individuals to collaborate and respond to environmental management issues.
- Māori/iwi/hapū can realise their aspirations for the environment.
- Improved health and wellbeing of individuals and whanau.
- Increased connection to nature for individuals and whanau.

Potential spill over benefits 10+ years:

- Sustainable jobs in environment-based roles as careers are enabled and new pathways for environmental management are created.

For place (natural environment):

- Improved terrestrial and aquatic biodiversity.
- Improved water quality of streams/rivers/lakes.

Potential spill over benefits 10+ years:

- Improved resilience of ecosystems to the impacts of climate change (adaptation).
- Reduced environmental degradation of New Zealand's ecosystems.
- Contribution to climate change mitigation.

Economic (financial and physical):

- Contribution to Sustainable Tourism Growth

Potential spill over benefit 10+ years:

- Savings to the New Zealand economy from environmental damages.

The relationships and interdependencies between the long-term benefits described above, the programme objectives and key activities, can be found in appendix C.

Benefits to our people

The Jobs for Nature programme was initially set up to directly support regional communities through the economic crisis resulting from the COVID-19 pandemic. The primary focus was on getting New Zealanders back into work and protecting their wellbeing. Early benefits were focused on retaining or redeploying workers in impacted sectors, and immediately creating job opportunities that would help restore our natural environment, including training people to protect our ecosystems and reduce environmental degradation.

New Zealand's response to help the regions recover from COVID-19 provided an opportunity to address some of the long-standing sustainability and environmental challenges the country faces.

Initial Treasury forecasts during the Pandemic anticipated a sharp fall in economic activity and a substantial rise in unemployment. In its 2020 pre-election economic and fiscal update, the Treasury forecast an increase in unemployment to a peak of 7.8 per cent by March 2022.[4] Forecasts also showed certain regions were expected to be hit hardest by COVID-19, particularly those with a large tourism industry where the loss of revenue from international visitors would not be offset by increased spending on domestic travel. Forestry workers were also displaced due to the supply chain disruptions. Creating new employment opportunities quickly was vital to support people to transition to alternative employment or sustain them until their employment returned.

In the June to September 2020 period, the official unemployment rate following the COVID-19 lockdown restrictions rose to 5.3 per cent which, at the time, was the biggest quarterly rise on record, with 151,000 workers unemployed.[5] The NEET (Number of people aged 16 to 24 not in Employment, Education or Training) rate in 2020 was 15.1 per cent.

Results from the benefits surveys

In April 2022, the Jobs for Nature Secretariat surveyed Jobs for Nature employers and, separately, the people employed through the programme. The purpose of the surveys was to understand in more depth who the programme had reached in terms of individuals participating and what groups had been included. We also wanted an opportunity to hear from participants what difference the programme has made following the impacts of COVID-19 and how the programme has supported or improved their wellbeing.

The surveys also intended to gather important data on the types of skills and training opportunities offered and what difference they have made to supporting individuals through economic recovery and improving their future employment prospects. This data is not currently collected across the programme.

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4 https://www.treasury.govt.nz/publications/efu/pre-election-economic-and-fiscal-update-2020-html

5 MBIE: Estimating Labour Market Activity post COVID-19 Report April 2021 found at https://www.mbie.govt.nz/dmsdocument/13964-estimating-labour-market-activity-post-covid-19-april-2021

There are significant limitations with using the survey results to infer insights into how the programme has impacted employers and employees due to the response rate. Any judgements about how the programme is faring for individuals participating is indicative and may be biased towards people willing to respond positively or who may already have positive inclinations towards conservation or environment-based activities.

Eighty out of a potential 381 projects[6] responded to the survey (21%). Of 3578 people employed at the time of the survey, 107 people responded. The response rate for employees is too low to ensure those who participated in the survey reflect or include the experiences and voices of all individuals participating in the programme.

The qualitative responses from the survey and reflections of individuals have been incorporated into this report to provide a flavour of how the programme may be impacting the lives of those who participated.

Table 1 provides a high-level snapshot of the survey results from both the employer and employee survey. A more comprehensive breakdown of the survey results can be found in appendix F.

Table 1: Snapshot of Jobs for Nature employer survey results

Employer Survey results	
71% of employers surveyed said their project had a positive impact on their communities with the remainder indicating it was too early to assess the impact.	**16%** of employers indicated their project had a Mātauranga Māori focus. **22%** of employers identified as a Māori organisation.
68% of employers told us they provided their employees with formal qualifications, with 55% of these in field work, and 13% offering technical, scientific and Mātauranga Māori/pūtaiao training.	**84%** of employers stated they offered additional training such as chainsaw, pest and plant management, health and safety, four-wheel driving and first aid.
57% of employers reported having a positive experience being a part of the Jobs for Nature programme, some commenting on being able to focus on the benefits to the environment and having an ability to retain or employ new staff to achieve their goals and support their businesses.	**77%** of employers were working in partnership with at least one other organisation to deliver Jobs for Nature outcomes: **21%** partnered with local government and **18%** partnered with iwi or Māori.
Overall: In addition to respondents reporting a positive experience receiving Jobs for Nature funding, sustainability of the project, retaining staff, and the contracting process were all top of mind for employers that responded to the survey.	

[6] Some employers have multiple projects but would have responded only once.

Table 2: Snapshot of Jobs for Nature employee survey results

Employee Survey results	
49% surveyed identified as female. **50%** identified as male.	**67%** were aged between 25 and 49.
23% identified as Māori. **59%** identified as NZ European/Pākeha.	**30%** mentioned they were working in a different role before Jobs for Nature.
62% of respondents received informal training and, in some cases, formal qualifications were being offered. 90% of respondents receiving training said they hoped to use them in the future.	**21%** stated they were receiving a formal qualification or studying nature-based activities. 92% of respondents indicated they plan to stay in their role long term.
56% stated what they enjoyed most about their role was helping the environment.	**86%** of respondents stated they felt more connected to nature with 99% stating this was important to them.
Overall: Employees responded they enjoyed being in a job that had a positive and direct impact on the environment. Making a meaningful contribution to achieving better outcomes for their community or whanau was a standout. They appreciated the future opportunities this work had offered. A number of responses highlighted the importance of working for and with their iwi, the opportunity to learn new skills, and the positive impacts Jobs for Nature employment has had on their mental health.	

Employment and wellbeing benefits achieved through the programme so far

Early programme outcomes as reported through our survey reports and through site visits showed strong support to help individuals, including Māori, to lessen the negative impacts of COVID-19 including:

- Support to vulnerable communities and whānau who were at high risk of unemployment, or previously unable to enter the labour market
- Helping maintain an income stream and generate food security throughout the economic recovery period
- Reducing the risk of long-term unemployment through immediate job creation
- Improved health and wellbeing of individuals through increasing access of individuals to connect to nature through their employment.

As at 30 June 2022, the initial target to create between 11,000 and 13,000 employment opportunities is well on track to being delivered with:

- over 9000 people directly employed through the programme since it began
- 3185 people currently employed
- 2858[7] full-time equivalent jobs created.

[7] This is the equivalent number of full-time jobs created to date, based on the hours of work reported.

The employment opportunities created are a combination of new jobs, which did not exist before the intervention took place, and supported existing roles.

Conversations with participants so far have shown positive mental health and wellbeing benefits for those working in nature-based employment and training. Evidence shows that spending time in nature improves people's physical, spiritual and mental health by helping to lower rates of depression and anxiety.[8] It does this by offering opportunities for creative thought and inspiration and shifting the focus of a person's attention from the immediate over-stimulus that daily activities cause and helping them to feel less worried about their immediate problems or issues.[9]

The COVID-19 pandemic is one of the biggest challenges to people's mental health that New Zealand has faced in several generations. The COVID-19 outbreak has caused significant anxiety and stress for many New Zealanders[10] with many struggling with mental health and wellbeing at points in their life. The COVID-19 restrictions on freedom had a compounding effect on wellbeing for many. These restrictions prevented people from enjoying their previous recreational activities such as swimming, boating and hunting. Spending time in nature during the Level Four Lockdown period played a pivotal role in helping New Zealanders cope with the limits on their freedoms and the uncertainties faced.[11]

The Jobs for Nature programme created opportunities for New Zealanders to spend time nature. Over 4,458,612 employee working hours have been recorded to date, which is the equivalent of 2858 full-time jobs. A portion of these hours involves individuals working directly in nature. Spending at least 120 minutes a week in natural environments can directly benefit health and wellbeing.[12] A high proportion of respondents to the Jobs for Nature survey said spending time in nature had made them feel good, with 86 per cent of respondents saying they felt more connected to nature as a result, and 99 per cent stating a connection to nature was important to them. This aligns with feedback we received through our regular monitoring and site visits of projects.

The annual cost of serious mental illness in New Zealand is an estimated $12 billion or 5 per cent of gross domestic product.[13] Spending more time in nature is strongly linked to lower rates of depression and anxiety, including leading to greater job satisfaction in office environments.

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8 https://doi.org/10.1126/sciadv.aax090

9 Value of nature for wellbeing during times of crisis COVID-19 case study, Ministry for the Environment https://environment.govt.nz/publications/value-of-nature-for-wellbeing-during-times-of-crisis/

10 Source: Mental Health Foundation retrieved from https://mentalhealth.org.nz/getting-through-together

11 Value of nature for wellbeing during times of crisis COVID-19 case study, Ministry for the Environment https://environment.govt.nz/publications/value-of-nature-for-wellbeing-during-times-of-crisis/

12 Source: Scientific Reports June 2019 retrieved from https://www.researchgate.net/publication/333761194_Spending_at_least_120_minutes_a_week_in_nature_is_associated_with_good_health_and_wellbeing

13 2018 Oranga Tāngata, Oranga Whānau inquiry: https://mentalhealth.inquiry.govt.nz/inquiry-report/he-ara-oranga/chapter-1-the-inquiry/1-4-context/-2020.pdf

The impact of skills and training

Although delivering employment outcomes remains an important objective for the programme, there is also a strong focus on building capability and capacity to improve people's long-term job prospects and fill environmental management skills gaps.

A large part of the programme (around 57 per cent) contributes to capability and skills development with 240 projects[14] building the individuals' capability and capacity to work on environmental-related work including projects that support the delivery of Essential Freshwater Reforms. The table below provides a snapshot of employment and training for the programme.

Table 3: Snapshot of employment and training

Agency	People currently employed	FTE to date	Hours worked to date	Employment starts to date	Number of NZQA credits earned	People in formal training	People completed formal training
DOC	1904	1497	2,335,996	4063	54	1133	443
LINZ	206	99	155,125	751			
MFE	737	344	536,222	1449	105	362	202
MPI-AIS	106	79	123,086	232			
MPI-BNZ	389	457	712,521	1865			
MPI-TUR	144	155	241,882	344			
MBIE	144	227	353,780	556			
Total	**3185**	**2858**	**4,458,612**	**9261**	**159**	**1495**	**645**

Source: Jobs for Nature monitoring data (note: shaded cells indicate no data has been reported)

Sixty-seven per cent of Jobs for Nature employers surveyed stated they provide on-the-job training and formal qualifications as part of their project funding. The types of formal qualifications offered include:

- conservation work, trapping and planting
- project management
- administration
- Mātauranga Māori.

It is too early in the life of the programme to assess the effectiveness of training offered and the extent to which the training and qualifications will have an impact on sustainable employment outcomes. However, the early outcomes are:

- training and qualifications offered through the programme lead to greater inclusivity in the labour market for environment-related employment, supporting improvements in the long-term employment prospects of those participating, and securing household incomes

[14] https://www.doc.govt.nz/globalassets/documents/conservation/biodiversity/anzbs-2020.pdf

- the programme contributes to creating behaviour changes in how people, communities and regions consider the environment
- qualifications in Mātauranga Māori enable greater participation and support the ability of Māori to exercise autonomy and self-determination in addressing long-term environmental challenges
- the programme is helping to reduce labour market disparities by creating a highly skilled environmental workforce and lifting employer capability to support Māori employees
- the pool of skilled labour to protect and preserve the environment is increasing. Jobs created in the near-term will likely be durable over the longer term as iwi/hapū, councils, communities and farmers will continue to require the services provided by an upskilled workforce.

Anticipated long-term wellbeing benefits to people, informed by the current activities funded and outputs reported on, include:

- improved health and wellbeing of individuals, Māori and whānau
- connection to nature for individuals and whānau
- contribution to a highly skilled workforce
- increased skills and capability of individuals to collaborate and respond to environmental management issues
- Māori are enabled to realise their aspirations for the environment.

We may also expect to see an increase in sustainable jobs in environment or nature-based roles in the longer term.

Benefits to our natural environment (place)

As mentioned earlier in this report, the initial focus for the programme was to create short-term jobs at pace in response to high unemployment forecasts due to the impacts of COVID-19. As the programme developed, the labour market proved stronger than initially forecast. In May 2021, sustainable land use ministers agreed that "agencies should place greater weight on environmental outcomes relative to employment outcomes" (Source: Cabinet paper 2021-B-07910).

The Jobs for Nature programme is contributing to a wide range of long-term environmental benefits – benefits that result in direct improvements to the environment. The environmental benefits that will be realised through the programme can be categorised into three main themes:

1) Biodiversity conservation, for example, projects that reduce the decline of our biodiversity.

2) Freshwater improvement, for example, projects that reduce discharges to soil, prevent stock from accessing freshwater, riparian planting to improve water quality and freshwater ecosystems.

3) Pest control, for example, projects that control plant and animal pests to reduce harm to our biodiversity and vegetation, and biosecurity risks for our agricultural sector.

Table 4 and table 5 below detail Jobs for Nature projects' outputs and activities that contribute to delivering biodiversity, freshwater and pest control benefits, by theme. They also provide additional context for why the environmental benefits are being sought through the investment in Jobs for Nature by explaining the scale of the problem or opportunity and the implications to New Zealand if we do nothing.

The environmental output metrics below are reflective of the outputs that agencies provide as part of the Jobs for Nature programme quarterly reporting. There are some metrics that individual agencies collect and report on, but which are not currently reported on at the programme level.

How Jobs for Nature funded activities lead to biodiversity benefits

The biodiversity-related outputs relate to projects focused on delivering terrestrial and marine ecosystem restoration outcomes. This includes plantings, pest control, addressing pollution, afforestation and biodiversity activities that are not focused on riparian areas, lakes and wetlands. The biodiversity outputs also cover maintenance of assets. These are projects aimed at enhancing an area for recreational activities which may include track building, huts or making areas for visitors more accessible. The metrics are consistent with how programme data is currently reported on:

- investing in projects that support repairing or restoring degraded ecosystems or those under-represented in our protected area system
- undertaking monitoring or interventions for a particular threatened or taonga species

- improving ecological functioning at the landscape scale, such as linking protected areas and providing corridors for the dispersal of plants and animals
- providing habitats for indigenous species
- supporting projects that buffer streams, water bodies and remnant habitats from incompatible adjacent uses
- responding to Kauri dieback and Myrtle rust.

Table 4: Biodiversity outputs

Programme benefit: Improved terrestrial and aquatic biodiversity			
Jobs for Nature metric collected	**Programme achievement to date**	**Total planned activity**	**National context (Scale of the problem for NZ)[15]**
Area of ecosystem restoration (ha)[16]. This includes the following metrics: • area restored by plantings (excluding riparian) • area of afforestation or other biodiversity planting not riparian or lake or wetland • area under active restoration (not riparian/wetland) • area of planting for erosion control completed • area of land protected • area of riparian strip restored by plantings	2631	10,537	• New Zealand's ecosystem services delivered by biodiversity such as crop pollination, water purification, flood protection and carbon sequestration, are vital to wellbeing across the globe. New Zealand has 72 "naturally uncommon ecosystems"[17]; 45 or (63%) are now threatened. • Around 43% of our land area remains in indigenous cover. • Around 40,800 ha of indigenous forest, scrub and shrubland was converted to non-indigenous land cover between 1996 and 2018. • In the same period, 44,800 ha of indigenous grasslands and 5500 ha of other indigenous cover were also converted to non-indigenous cover types. • Community-based ecosystem restoration projects may cost at least $10,000 per hectare, and fully commercial ones (from planning to final establishment) may be up to $100,000.[18]

[15] The information stated provides examples of why the Government is intervening to address problems relating to our environment. Not all metrics stated relate directly to the Jobs for Nature metric collected and in some cases there's insufficient data on how Jobs for Nature is contributing directly to solve or address the problems.

[16] Programme data is not available to understand the proportion of forest vs indigenous grassland vs other ecosystems restored.

[17] These are ecosystems which covered less than 0.5 per cent of the country's land area in prehuman times.

[18] https://www.doc.govt.nz/about-us/science-publications/conservation-publications/protecting-and-restoring-our-natural-heritage-a-practical-guide/initiating-a-restoration-project/

Programme benefit: Improved terrestrial and aquatic biodiversity			
Jobs for Nature metric collected	**Programme achievement to date**	**Total planned activity**	**National context (Scale of the problem for NZ)[15]**
Number of plants planted in terrestrial areas. Includes number of other plants and number of (indigenous) trees.	2,132,355	4,605,296	• A total of 3000 New Zealand species on land and at sea are vulnerable to extinction.[19] • Many species are in decline. Population declines of 61 vascular plant species means they have moved to a worse conservation status in the latest 2017 assessment.[20]
Length of tracks maintained (km).	2363	2747	• DOC currently manages 14,800 km of walking, tramping and mountain-biking tracks and 967 backcountry huts. • It costs approximately $46 million every year for DOC to maintain its 967 huts and 300 campsites.[21]
Number of assets (including huts).	259	356	

How Jobs for Nature funded activities lead to freshwater benefits

The freshwater outputs in table 5 below relate to projects which aim to deliver restoration of freshwater and estuarine ecosystems including rivers and streams, riparian areas, lakes and wetlands.

The benefits to freshwater primarily result from the outputs helping to prevent further damage to our freshwater and aquatic species by:

- improving ecosystem processes from pressures resulting from land use and nutrient losses
- riparian management, fencing out livestock and planting trees along stream margins to create buffer zones
- minimising flood damage to farmland and infrastructure.

19 https://www.doc.govt.nz/globalassets/documents/conservation/biodiversity/anzbs-2020.pdf

20 https://www.doc.govt.nz/globalassets/documents/conservation/biodiversity/anzbs-2020.pdf

21 https://www.doc.govt.nz/globalassets/documents/about-doc/annual-reports/annual-report-2021/annual-report-2021.pdf

Table 5: Freshwater benefits outputs

Programme benefit: Improved terrestrial and aquatic biodiversity			
Jobs for Nature metric collected	**Programme achievement to date**	**Total planned activity**	**National context (Scale of the problem for New Zealand)**
Area of freshwater restoration (ha).	896	1332	• The following has placed our freshwater and the ecosystems they sustain under severe threat or explains why freshwater restoration is required: – synthetic nitrogen fertiliser use increased 772% from 1990 to 2018 – 94% of urban streams and 82% of streams in pastoral areas are no longer suitable for swimming – 46% of over 3000 lakes larger than 1 ha are estimated to be in poor or very poor ecological health [22] – overallocation of water takes – loss of indigenous habitat along riverbanks (eg, loss of shade affecting water temperature) – Erosion. • The estimated cost of restoring New Zealand's waterways and improving water quality is approximately $166 million per annum.[23] • Of the 976 freshwater species assessed: – 14% are ranked as 'threatened' – 17% are 'at risk' – 43% of indigenous freshwater fish are threatened with extinction.
Area of riparian/lake/wetland plantings (ha).	1165	2582	• 46% of over 3000 lakes larger than 1 ha are estimated to be in poor or very poor ecological health. • 250,000 ha of inland wetlands remain in Aotearoa New Zealand – around 10% of their former extent. • Wetland loss is still occurring: At least 5000 ha of wetland is estimated to have been lost since 2001.
Number of plants planted in riparian/lake/wetland areas.	3,141,169	10,280,890	
Riparian fencing (km).	241	1159	
Length of fencing constructed (km).	6791	10,256	• New Zealand rivers run for a total of more than 425,000 km, with nearly

22 https://www.doc.govt.nz/globalassets/documents/conservation/biodiversity/anzbs-2020.pdf

23 Essential Freshwater Package: Benefits Analysis 2020 https://environment.govt.nz/assets/Publications/Files/essential-freshwater-package-benefits-analysis.pdf

Programme benefit: Improved terrestrial and aquatic biodiversity			
Jobs for Nature metric collected	**Programme achievement to date**	**Total planned activity**	**National context (Scale of the problem for New Zealand)**
			168,000 km of waterways vulnerable to severe damage by stock.[24]
Number of fish passages remediated.	189	1941	• 43% of indigenous freshwater fish are threatened with extinction and 33% are now at risk of extinction.

How Jobs for Nature funded pest control activities lead to benefits

The Jobs for Nature activities aimed at pest control work through:

- containing or reducing the numbers of pest animals or plants
- partners working in collaboration to control the spread of plant and animal pests
- eradicating animal and pest populations, with higher levels of control within containments areas and/or buffer zones
- controlling predators like wallabies. This includes preventing them from spreading to new areas to avoid damage to indigenous vegetation, and production farmland research into detection and control tools which leads to more efficient wallaby control methods
- preventing damage to restoration work so that plants do not get destroyed by predators.

Table 6: Pest control benefits outputs

Programme benefit: Improved terrestrial and aquatic biodiversity and reduced biosecurity risks from plant and animal pests			
Jobs for Nature metric collected	**Programme achievement to date**	**Total planned activity**	**National context (Scale of the problem for New Zealand)**
Area treated for wallabies (ha).	801,055	1,627,306 [25]	• Approximately 630,000 ha are infested with wallabies: – 450,000 ha (Canterbury) – 180,000 ha (Bay of Plenty/Waikato). • Approximately 16% of DOC land area is impacted by wallabies. • It is estimated wallabies could cover one third of New Zealand within 50 years if no control is carried out.[26]

[24] mpi.govt.nz/dmsdocument/16513-National-Stock-Exclusion-Study-Analysis-of-the-costs-and-benefits-of-excluding-stock-from-New-Zealand-waterways-July-2016

[25] This includes areas requiring multiple treatments to eradicate or control wallabies.

[26] Biosecurity New Zealand 2022.

Programme benefit: Improved terrestrial and aquatic biodiversity and reduced biosecurity risks from plant and animal pests			
Jobs for Nature metric collected	**Programme achievement to date**	**Total planned activity**	**National context (Scale of the problem for New Zealand)**
			• Approximately $55 million over 10 years is required to contain the spread of wallabies. • As at 2016, Landcare Research has estimated the total gross economic impact of wallabies to be approximately $28 million per annum, but if allowed to spread at their current rate, this could grow to nearly $84 million from 2025 pa over the next 10 years (Latham et al, 2016).[27]
Area treated for wilding conifers (ha).	1,657,454	2,203,142	• Over two million hectares of New Zealand land is adversely impacted by wilding conifers. Seeds from trees planted or growing in the wrong place can be blown many kilometres by the wind and quickly infest vulnerable landscapes in affected regions These conifers are a major threat to New Zealand's ecosystems, land and farms. The ongoing infestation of land is estimated to result in the approximate average annual losses of $141 million or $1.2 billion net present value between 2015 and 2034.[28] • Despite control efforts, wilding conifers are spreading at an estimated rate of 5% a year and 3 million hectares is vulnerable to invasion.
Area of plant pest control (ha). This may include: • area treated for weeds • area where aquatic weeds were controlled.	378,306	277,807	• Invasive predators threaten to undermine New Zealand's indigenous biodiversity, agriculture, horticulture and forestry industries. Nimmo-Bell (2009) estimated that plant, vertebrate and invertebrate pests cause NZ$1.44 billion (in 2013) in output losses annually.[29]
Area of animal pest control (ha). This may include:	1,499,768	2,178,016	

[27] https://www.mpi.govt.nz/biosecurity/long-term-biosecurity-management-programmes/wallabies-controlling-their-numbers/

[28] https://www.mpi.govt.nz/biosecurity/long-term-biosecurity-management-programmes/wilding-conifers/#theproblem and Cost benefit analysis of wilding conifer management in NZ

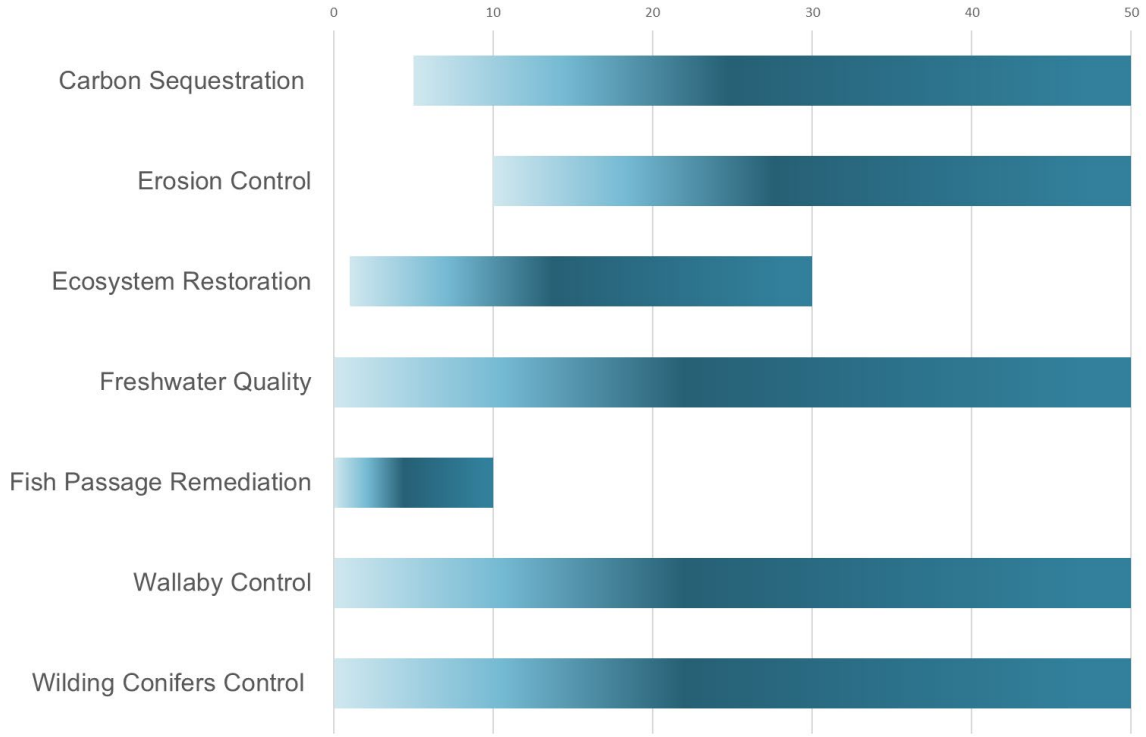
[29] Predator-Free New Zealand: Conservation Country Bioscience, Volume 65, May 2015 https://academic.oup.com/bioscience/article/65/5/520/323246

Programme benefit: Improved terrestrial and aquatic biodiversity and reduced biosecurity risks from plant and animal pests			
Jobs for Nature metric collected	**Programme achievement to date**	**Total planned activity**	**National context (Scale of the problem for New Zealand)**
• area treated for possums • area treated for rats and/or mustelids • area treated for goats • area treated for deer • area treated for other animal pests.			

Timing of environmental benefits

The following provides an example overview of when some of the environmental benefits are expected to be realised.

Figure 1: Estimated timing of environmental benefits



Conclusion

While it is still too soon to predict the size and scale of the impact that Jobs for Nature will have beyond the life of the investment, the programme is starting to see early evidence that suggests it is progressing well towards delivering on its intended objectives. Benefits can already be seen through:

- job creation
- improved mental health and wellbeing by supporting individuals through economic crises
- increased skills and capabilities from training provided
- improved confidence of individuals for their future employment prospects.

A programme evaluation (underway) will be the best way to assess whether the programme has delivered substantial environmental benefits and improved the quality of life of individuals through creating nature-based employment and training opportunities.

Recommendations

To improve reporting on benefits to people and our natural environment across the Jobs for Nature programme the following is recommended:

1 Joint accountability for benefits

Jobs for Nature funded agencies should work more closely together to plan for the future success of the programme and how its benefits will be delivered. They should also collect the evidence to show what meaningful difference has been made to our people and natural places.

2 Prioritise programme benefits and measures

Agencies should work together to reassess which programme benefits are best to measure and look to report on a smaller number from now on. Agencies should focus their efforts on tracking and reporting on the agreed benefits. As the programme could deliver several hundred different benefits, narrowing the focus to a smaller and more manageable number will help improve the quality of the data collected, make best use of available resources and be cost effective. Measuring some benefits would mean significant costs which may exceed the amount invested for the benefit.

3 Develop a programme benefits realisation plan

A benefits realisation plan is a useful tool to track and report on actual benefits realisation versus what was agreed and planned for. This will provide clarity across the programme in understanding the pre-requisites for each benefit, how the delivery of the benefits will be measured, and which agencies are responsible for measuring and realising specific programme benefits.

4 Incorporate a Māori wellbeing perspective

The programme should look to build on, and if necessary, commission additional research from experienced Kaupapa Māori researchers. This would develop or draw upon existing indicators to measure programme benefits to our people and our place from a Māori wellbeing perspective, for example, using existing wellbeing frameworks such as He Ara Waiora where appropriate.

5 Use a cost-benefit analysis model to start tracking significant economic benefits for the environment

The programme should look to work with other agencies in the environmental statistical domain — including Manaaki Whenua Landcare Research, Te Tai Ōhanga The Treasury and Tatauranga Aotearoa Statistics New Zealand — to help support a social return on investment story and to express in monetary terms, where applicable, the costs of projects versus their financial returns to New Zealand as a whole.

Glossary of terms

Term	Definition
Attribution	Assigning a causal link between observed (or expected) changes and a specific intervention.
Baseline	The situation before the initiative. The value against which all future measurements will be compared. In benefits management it is a point of reference that includes values and a schedule.
Benefit	The measurable improvement resulting from a project or programme (change) which is perceived as positive by one or more stakeholders, which contributes to programme objectives.
Benefits Management	The process for realising benefits. This includes the identification, quantification, analysis, planning and tracking the realisation and optimisation of benefits.
Cost-Benefit Analysis	Analysis that quantifies in monetary terms as many of the costs and benefits of a project or programme as possible.
Dis-benefit	A dis-benefit is a negative impact that might occur as a direct consequence of implementing a particular solution. A measurable loss from an investment that a stakeholder perceives to be disadvantageous.
Evaluation	The systematic and objective assessment of a project, programme or policy, and its design, implementation and results. The aim is to determine the relevance and fulfilment of objectives, efficiency, effectiveness, impact, and sustainability. In a benefits context, this is the assessment undertaken after programme implementation to assess whether the anticipated outcomes and benefits were realised and what lessons and insights can be applied to future change initiatives. Evaluations are either formative or summative and focus on learning to improve performance. They are forward-looking (formative) or compare actual performance against what was originally planned (summative).
Impact	The change that can credibly be attributed to an intervention.
Initiative	An overarching term to induce change which may include planned change activities for policy, programmes and projects.
Indicator	Something you can use to measure or demonstrate a change that you have probably influenced. Some people use indicator when it is not possible to directly measure an outcome; others use the term interchangeably with measure. A benefits KPI is a measure that has been selected to demonstrate a benefit expected from an investment which has been delivered.
Measure	Something you can count that is the direct result of your activity Measures are used to express the benefit in quantifiable terms. These are also called performance indicators.
Outcome	The changes (eg, in attitudes or behaviours) that are likely achieved as the result of the intervention. An outcome in a statement is sometimes called an objective.

Term	Definition
Programme	A temporary, flexible organisational structure that is created to coordinate, direct and oversee the implementation of a set of related projects and deliver outcomes and benefits related to an organisation's strategic objectives.
Project	A unique, transient endeavour undertaken to achieve planned objectives.
Qualitative benefits	Benefits of a subjective or intangible nature eg, wellbeing.
Quantitative benefits	Benefits expressed in terms of quantifiable improvement (in financial, percentage or other numerical terms).
Value for Money	The optimum combination of whole of life costs and quality.
Willingness to Pay	The amount that someone is prepared to pay to acquire, maintain or restore a good or service without a market value. This is usually estimated via revealed or stated preferences. For example, willingness to pay measures are often used when assessing the economic value of our waterways.

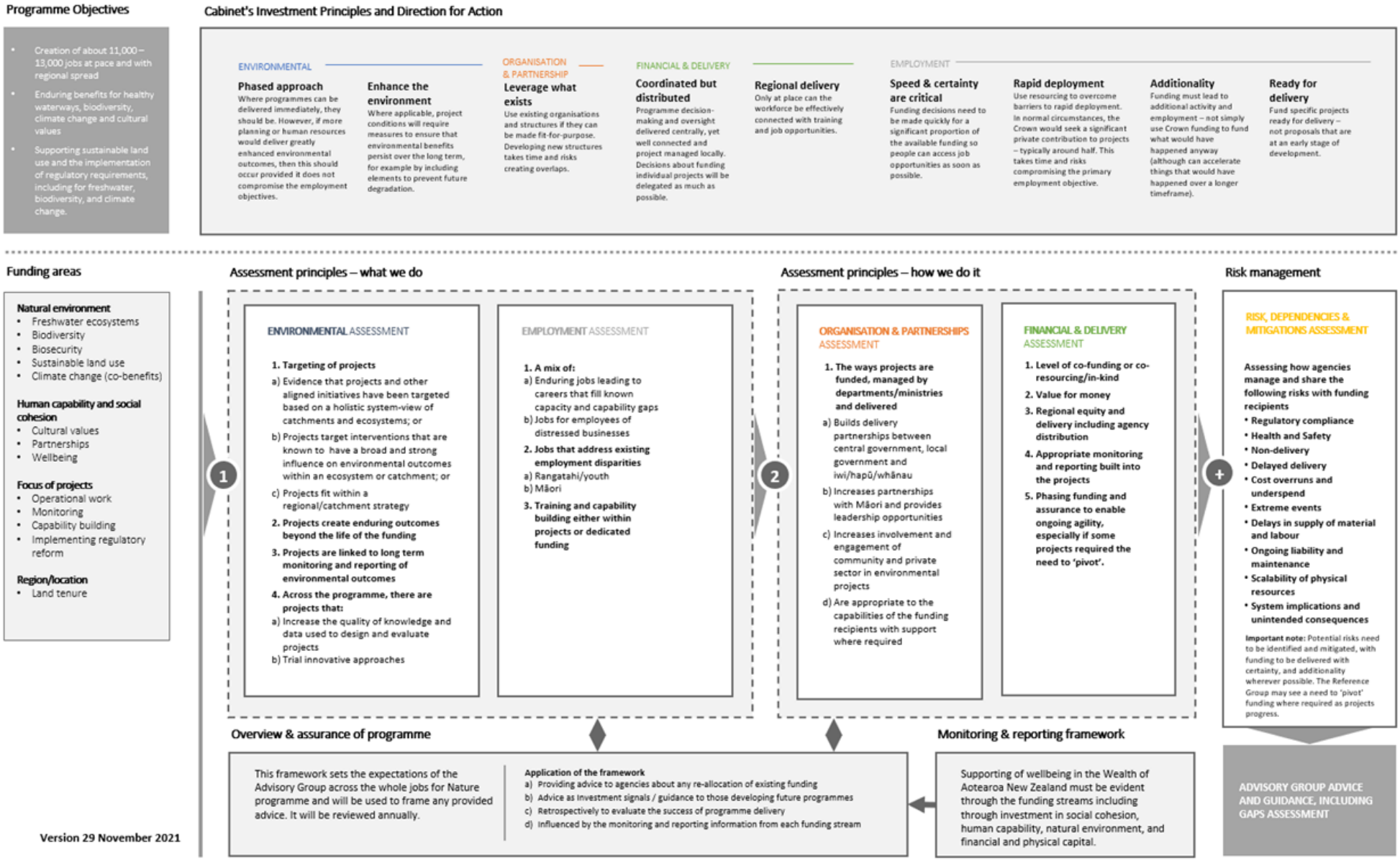
Appendix A – Jobs for Nature funding programmes

Agency	Government funding source	Cabinet funding purpose	Fund or programme name
Department of Conservation	B20 CRRF[30]		JFN Overheads DOC
		Biosecurity, weed and pest control	Kiwis for Kiwi
			Predator Free 2050 Ltd
			Prevention of North Island Indigenous Forest Collapse
		Kaimahi for Nature	Kaimahi for Nature
		This fund supports community-led restoration projects on public and private land that create jobs.	JFN Community Fund
			Māori Land Grant
			Nga Awa
			Private Land Biodiversity Fund
			Programme 1 Quickstarts
			QEII National Trust — Covenanting
			South Island Threatened Species Recovery
Land Information New Zealand	B20 CRRF	Biosecurity, weed and pest control	Boffa Miskell — Aquatic and Terrestrial Weeds and Pests Control — Canterbury
			Overheads
			Strategic Projects Workstream
Ministry for the Environment	B19	Freshwater Improvement Fund and At-Risk Catchments	At Risk Catchments
			Freshwater Improvement Fund
	B20 CRRF		Essential Freshwater Fund

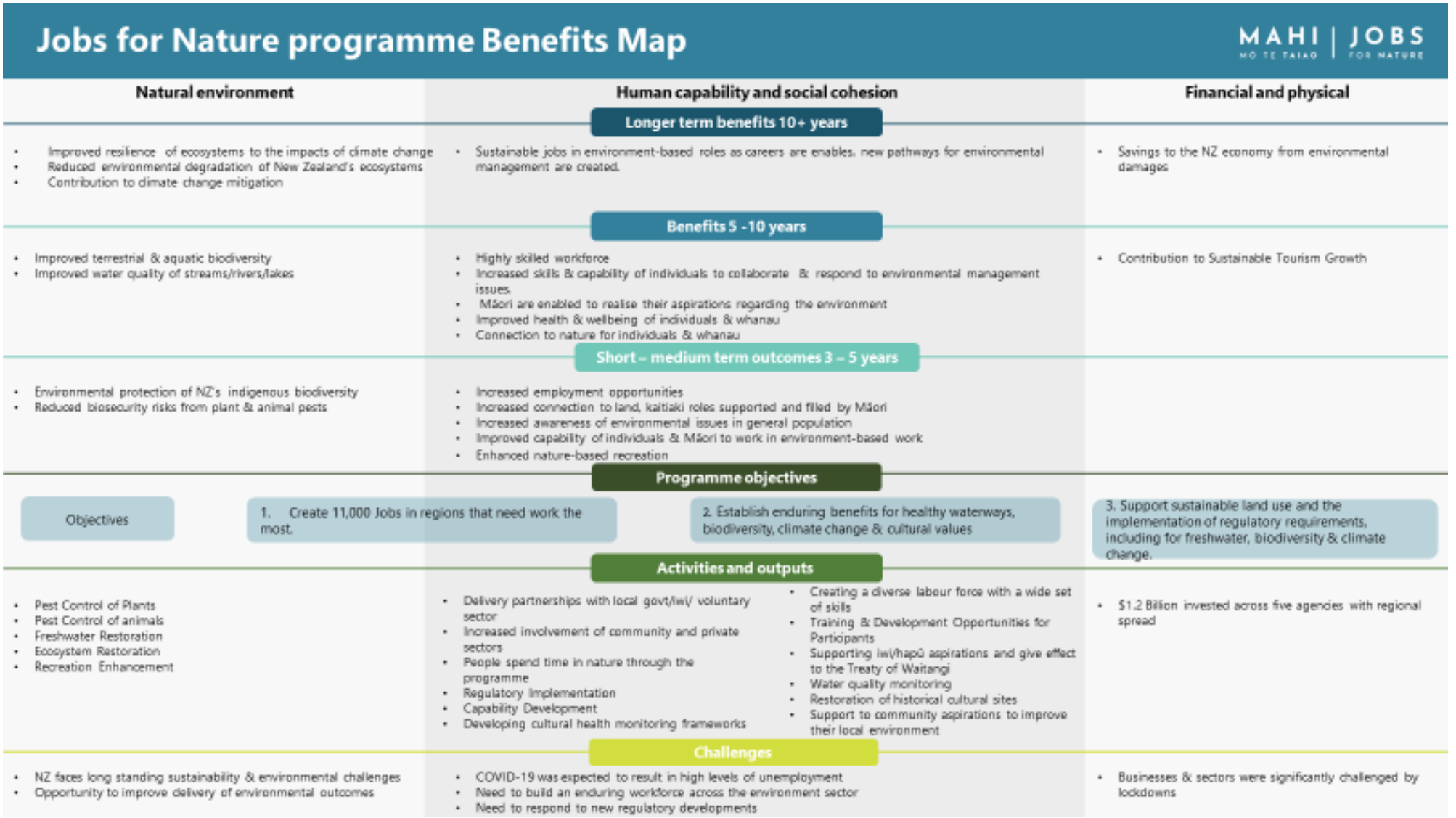
[30] CRRF refers to COVID-19 Response and Recovery Funding

Agency	Government funding source	Cabinet funding purpose	Fund or programme name
		New jobs in regional environmental projects targeted at freshwater improvement	J4N Admin (MfE)
			Kaipara Moana Remediation
			PWERF
			Te Mana O te Wai
Ministry for Primary Industries (MPI) – Agricultural and Investment Services	B20 CRRF	New jobs in regional environmental projects targeted at freshwater improvement	Catchment Group
MPI – Biosecurity New Zealand	B20 CRRF	Biosecurity, weed and pest control	Containing wallabies to protect agriculture, forestry and native plants, and boost regional economies
			National Wilding Conifer Programme
MPI – Te Uru Rākau	B20 non-CRRF	One Billion Trees	One Billion Trees
Kānoa – Regional Economic Development and Investment Unit	B20 non-CRRF	Fencing waterways, water reticulation and riparian management	Provincial Growth Fund (PGF)

Appendix B – Jobs for Nature Advisory Group Investment Framework



Appendix C – Jobs for Nature programme benefits map



Appendix D – Benefits indicators framed by capital

Benefits Indicators framed by capital

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Investment Framework objectives	Key Components	How we contribute	What we need to measure	How we will measure it
Natural environment				
• Create benefits for healthy waterways, biodiversity, and climate change • Support sustainable land use and the implementation of regulatory requirements • Ensure environmental benefits persist over the long term	• Terrestrial Biodiversity • Aquatic Biodiversity • Climate Change	• Sustain Critical Species • Restore Ecosystems • Protect Land • Enhance Recreation • Support Sustainable Land Use • Implement Regulatory Reform • Improve Freshwater Quality • Improve Non-freshwater Quality • Increase Carbon Sequestration	• Pest Control Animals • Other Planting • Fish Passages • Environmental Plans • Pest Control Plants • Fencing • Riparian Planting • Research Figures • Wetland Management	• Agency Specific Indicators
Human capability and social cohesion				
• Creation of 11,000 jobs at pace with regional spread • Jobs that lead to filling known capacity and capability gaps • Jobs that address existing employment disparities • Builds delivery partnerships • Training and capability building within projects • Investment in social, human, community and cultural health	• People • Culture • Relationships • Wellbeing	• Increase Employment Opportunities • Create and Sustain Partnerships • Enhance Recreation • Develop Capability • Restore Cultural Heritage • Restore Historical Heritage • Enable Connections With Nature • Improve Māori participation	• Demographic Information • Employment Level • Employment Type • State of Partnerships • Recipient Categorization • Recreational Improvement • Heritage Changes • Formal Training • Non-Formal Training • Satisfaction and Connection Levels	• Agency Specific Indicators
Financial and physical capital				
• Increases involvement of community and private sector • Level of co-funding or in-kind funding • Value for money • Regional equity and delivery • Creation of 11,000 jobs at pace with regional spread	• Government Debt • Assets • Economy	• Distribute Funding • Generate Employment • Enable Funding Partnerships • Provide Business Support • Improve Capital Stocks • Create Private Benefit	• Government Funding Levels • Outside Funding Sources • Employment Metrics • Asset Creation and Improvements • Types of Businesses • Regional Distribution • Recipient Categorization • Land Tenure	• Agency Specific Indicators

Appendix E: Jobs for Nature programme metrics

Metric name	Agency	Unit
Funding paid	all	dollars
Funding paid on wages	all	dollars
Hours worked	all	hours
Employment starts	all	headcount
People currently employed	all	headcount
People in formal training	all	headcount
People completed formal training	all	headcount
Number of NZQA credits earned	all	count
Area treated for possums	DOC	ha
Area treated for rats and/or mustelids	DOC	ha
Area treated for goats	DOC	ha
Area treated for deer	DOC	ha
Area treated for wallabies	BNZ	ha
Area treated for other animal pests	DOC	ha
Area of animal pest control completed	MFE, LINZ	ha
Area treated for weeds	DOC, MFE, LINZ	ha
Area treated for wilding conifers	DOC, MPI	ha
New fencing	DOC, MBIE, MPI	km
Existing fencing maintained	DOC, MBIE	km
Riparian fencing	MBIE, MPI	km
Fencing not riparian	MBIE, MPI	km
New fencing constructed or existing fencing maintained	MFE	km
Area restored by plantings (excluding riparian planting)	DOC	ha
Area of afforestation or other biodiversity planting not riparian or lake or wetland	MFE	ha
Area under active restoration (not riparian/wetland)	MPI	ha
Area of planting for erosion control completed	MFE	ha
NEW Area of land protected	DOC	ha
Area of riparian strip restored by plantings (excluding other restoration planting)	DOC	ha
Freshwater area under active restoration (riparian/wetland)	MPI	ha
Area of riparian or lake or wetlands planting completed	MFE	ha
Area where aquatic weeds were controlled	LINZ	ha
Number of fish passage barriers remediated	MFE	ha

Metric name	Agency	Unit
Number of plants planted in riparian or lake or wetland areas	DOC, MFE	count
Number of trees	MPI	count
Number of other plants	MPI	count
Number of huts maintained	DOC	count
Length of tracks maintained	DOC	km
NEW lengths of tracks created	DOC	km
Number of historic heritage assets maintained	DOC, MFE	count
Number of farm environment plans completed	MFE	count
Area covered by farm environment plans completed	MFE	ha

JOBS FOR NATURE | MAHI MŌ TE TAIAO

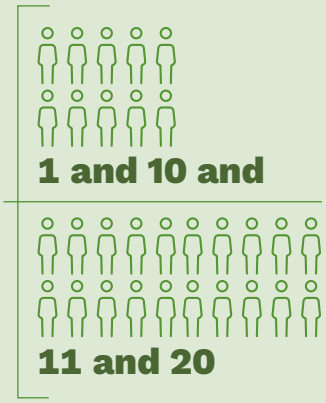
Employer survey summary

In April 2022, we surveyed people employed through the Jobs for Nature programme to find out who is benefiting from the programme and what difference it's making for them. We wanted to find out more about the type of jobs the programme is providing, what training (both formal and informal) is provided, and how you work with others in your area or sector. There was also an opportunity to give us other feedback about the programme.

21% of employers responded to the survey (80 out of a potential 381). Here's what you told us.

In response to the COVID-19 pandemic, the Government established the $1.2 billion Jobs for Nature package in mid-2020 to support a greener recovery for Aotearoa New Zealand. The four-year programme will bring thousands of people into nature-based employment, benefiting te taiao (the environment) and New Zealand's communities.

Most projects employ between



Your people

Most projects employ between 1 and 10, and 11 and 20 people, and this matches what we know at the programme level. Most projects employ field workers and only a small number of administrators, scientists or technical staff, and project managers as required.

Most respondents reported that over 60% of staff are male.

Your project

Most of the projects were located in Waitaha/ Canterbury, Waikato, Murihiku/Southland and Manawatū-Whanganui. This means, based on programme data, that Murihiku/Southland and Manawatū-Whanganui are over represented.

41%

of projects focus on biodiversity restoration, followed by

14%

freshwater/wetland restoration, and

14%

forest restoration.

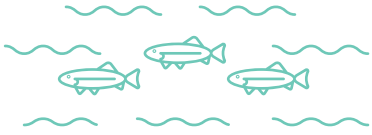
Other activities undertaken included cultural heritage/ mātauranga Māori (16%) and recreational enhancement (9%).

71%

of respondents reported having a positive impact on their communities but

26%

said it was too early to tell. Impacts on the community included creating connections, creating employment for the community, educating people and helping businesses.



Training you provide

68%

of respondents reported providing a formal qualification through the project.

55%

of these qualifications are in fieldwork.

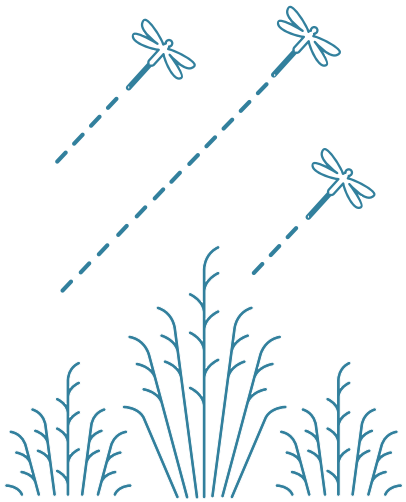
13%

of qualifications are technical and/or scientific and/or mātauranga Māori/ pūtaiao.

84% of employers who responded offer some other type of training. This includes chainsaw, pest plant management, health and safety, four-wheel driving, first aid and all-terrain vehicle operation.

Organisations and partnerships

22% of respondents identified as a Māori organisation for the survey, where 14% reported being Māori organisations as part of regular programme reporting.



77%

said they partner with at least one other organisation and

52%

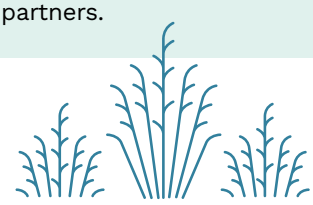
partner with two or more.

63% had worked with the same organisation previously. 21% partner with local government, 18% with iwi/Māori, and 15% with community groups.

52%

of those in partnerships, reported it working 'extremely well' and 31% 'quite well'.

The success of the partnership was primarily attributed to the shared goal or vision and good engagement between the partners.



Your thoughts on the programme

57%

(most respondents) had positive feedback on their experience with Jobs for Nature, with comments focusing on the benefit to the environment and the ability to retain or employ new staff to achieve their goals and support their businesses.

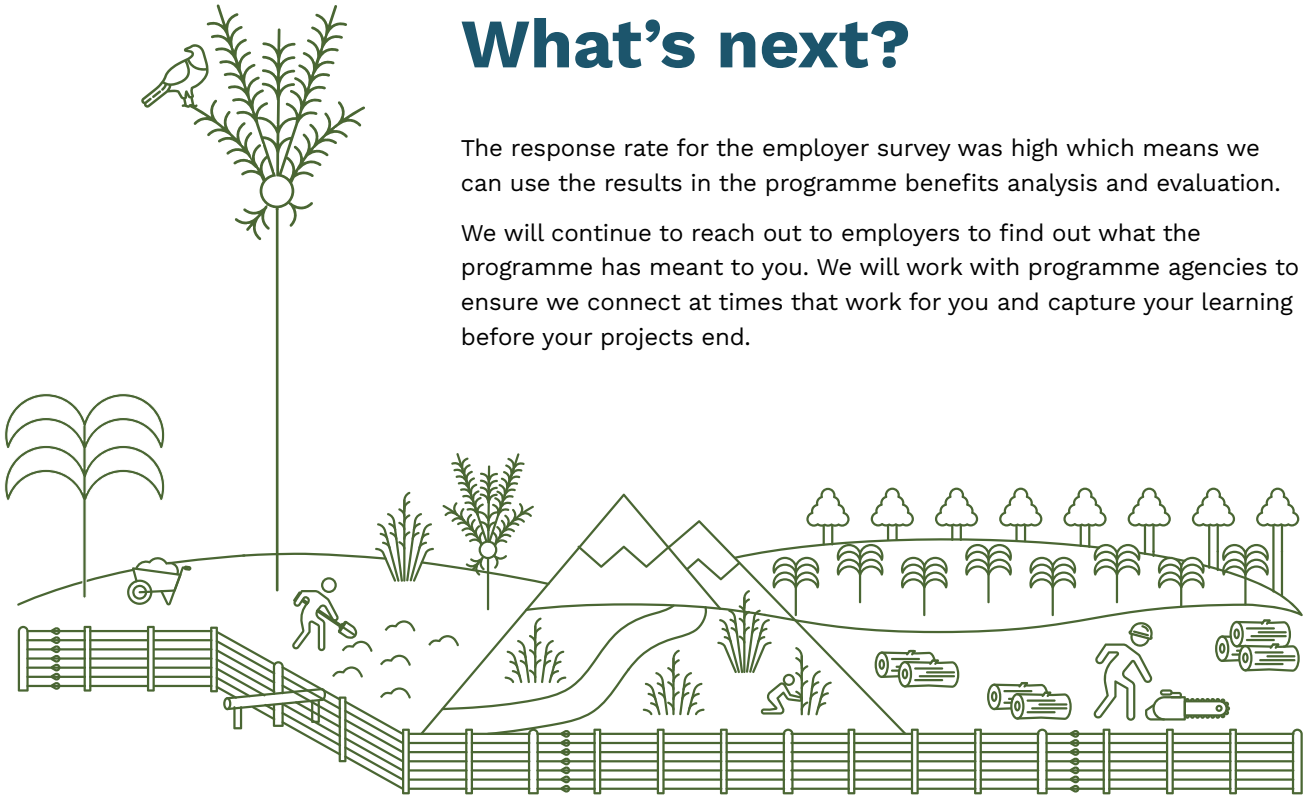
32% raised issues about reporting requirements, which could be cumbersome and burdensome and inhibit the project's progress – in one instance, negatively impacting staff wellbeing.

Concerns were raised about the sustainability of the project and employment for staff beyond the Jobs for Nature funding. Others raised issues with the contracting process, specifically referring to its hurried nature and unfair expectations to achieve objectives in a short amount of time without the ability to plan projects properly.

What's next?

The response rate for the employer survey was high which means we can use the results in the programme benefits analysis and evaluation.

We will continue to reach out to employers to find out what the programme has meant to you. We will work with programme agencies to ensure we connect at times that work for you and capture your learning before your projects end.



Published in August 2022 by the Ministry for the Environment Manatū Mō Te Taiao | INFO 1089

Appendix F

JOBS FOR NATURE | MAHI MŌ TE TAIAO

Employee survey summary

In April 2022, we surveyed people employed through the Jobs for Nature programme to find out who is benefiting from it and what difference it's making for them. We wanted to find out more about the types of jobs it's supporting, what training (both formal and informal) is provided, and whether the programme is making a difference for you.

We had responses from all over the country. Most were from Murikhiku/Southland, Te Tai Tokerau/ Northland, Manawatū-Whanganui and Taranaki. Here's what you told us.

In response to the COVID-19 pandemic, the Government established the $1.2 billion Jobs for Nature package in mid-2020 to support a greener recovery for Aotearoa New Zealand. The four-year programme will bring thousands of people into nature-based employment, benefiting te taiao (the environment) and New Zealand's communities.

About you

Respondents were almost evenly split between female and male – 49% were female and 50% were male. The majority (67%) were aged between 25 and 49.

59% identified as New Zealand European/Pākeha and 23% identified as Māori. The remainder were from a diverse range of countries including the Pacific Islands, Latin America, Asia and Scotland.

About your role

Before starting to work on a Jobs for Nature project, 30% of respondents were working in different roles, 25% were working in the same role for the same employer, and 17% were working for someone else but in a similar role.

68% of respondents said the work was not contributing to any formal qualification. 21% said they were receiving some contribution toward qualifications or study. For those receiving a formal qualification, over half said this was in field work that included pest control, chainsaw use and light utility vehicle (or some other type of vehicle) training.

26%

of respondents said they had worked in the conservation or environment sector before Jobs for Nature,

10%

were working in a trade or studying in a related field, and

8%

came from the tourism sector.

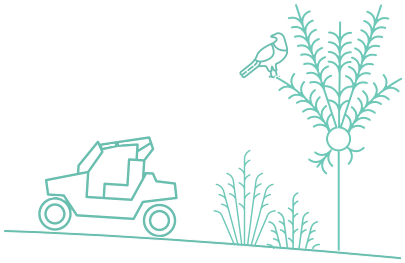
A large proportion of respondents came from unrelated disciplines and may have had transferable skills depending on the roles they were working in.

62%

said they were receiving informal training in similar or the same areas for which formal qualifications were also offered (for example, first aid, Growsafe and bush craft). Of those who received training or skills on the job,

90%

of those receiving training said they hoped to use them in the future.



About your role

56% of respondents said the thing they liked most about the role was helping the environment, followed by learning and working outside. 31% disliked the lack of job security provided by the role and 29% did not like the amount they were paid for their role.

67% of respondents were 'satisfied' in the work and 23% were 'somewhat satisfied'.

92% of respondents indicated they plan to stay in the role long term (over a year).

86%

felt more connected to nature because of the work and, of those,

99%

said this was important to them.

What has Jobs for Nature meant to you?

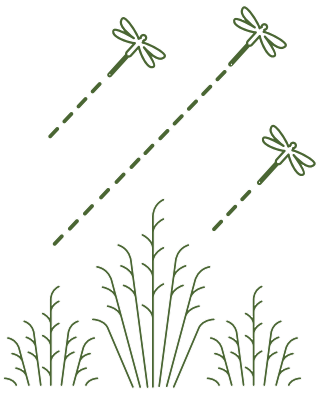
We asked

what this work has meant to people and the feedback was **overwhelmingly positive.**

Respondents said

they like having a positive and tangible impact on the environment, being able to **achieve better outcomes for their community or whānau,** and appreciate the future opportunities this work has presented.

A number of responses highlighted the importance of **working for and with their iwi,** the opportunity to learn, and the **positive impact of being employed on their mental health.**



What's next?

Unfortunately, very few employees responded to the survey. Out of a potential 3578 respondents, 107 people responded to the survey. This means the survey responses aren't a statistically valid sample and we can't use them to draw conclusions about the programme as a whole. We will still use the qualitative responses you provided where appropriate when discussing the benefits of the programme.

We don't know why response rates were so low and will investigate how we can communicate with you more effectively for future surveys.

Published in August 2022 by the Ministry for the Environment Manatū Mō Te Taiao | INFO 1088