

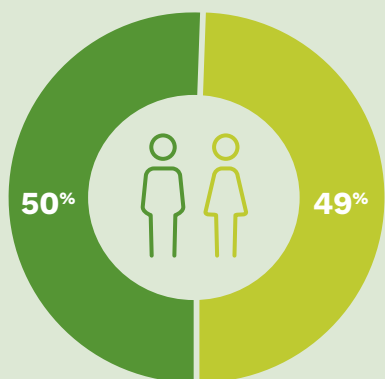


Employee survey summary

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 Murikihiku/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.



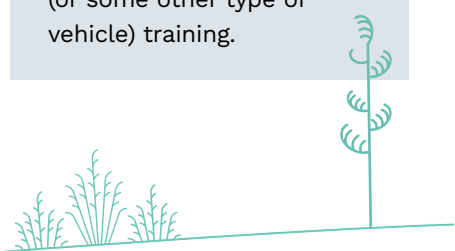
62%

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.

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



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

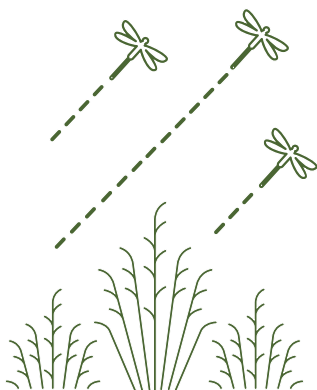
what this work has meant to people and the feedback was **overwhelmingly positive**.



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.