



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



1 and 10 and



11 and 20

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%).

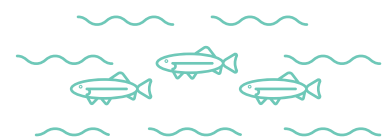


71%

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.

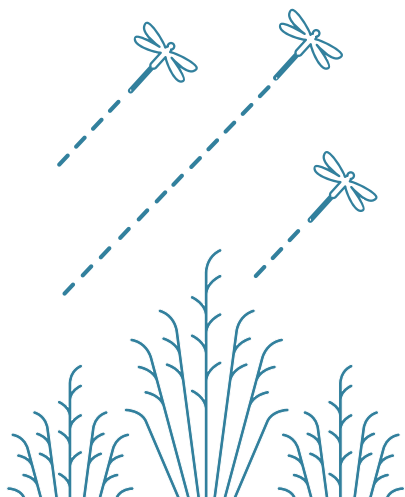


52%

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.

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



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.

