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Extending increased supports under Mana in Mahi

Proposal

- 1 This paper seeks agreement to proposed policy settings for Mana in Mahi from 5 August 2022 (when current settings are scheduled to end) to 4 August 2024 (shortly after Budget 22 funding expires), in line with funding received through Budget 2022.

Relation to government priorities

- 2 The continuation of Mana in Mahi is a Labour Party 2020 manifesto commitment. Extending some of the current higher Mana in Mahi settings will support its continuance as a key employment product.

Executive Summary

- 3 As part of the Apprenticeship Support Package that responded to impacts of COVID-19 on the labour market, Mana in Mahi was expanded to be a two-year programme with a higher level of support for people at risk of long-term benefit receipt. Mana in Mahi has proven to be an effective intervention for this cohort, supporting individuals into recognised industry training and long-term employment pathways.
- 4 Cabinet agreed to the current (expansion) settings for Mana in Mahi at the commencement of the Apprenticeship Support Programme in 2020. These settings are set to expire on 4 August 2022.
- 5 Mana in Mahi is a popular programme amongst participants and employers, and the expansion saw unprecedented demand with over 2,500 placements made in the financial year 2020/21.
- 6 I propose extending the provision of Mana in Mahi with its current settings as a one-year programme only, effective from 5 August 2022 to 4 August 2024. Reducing the provision of the Mana in Mahi programme to 12 months will support alignment with other Ministry of Social Development (MSD) employment support products, respond to participant demand, and enhance cost effectiveness. This will allow MSD to support more people with one-year placements.
- 7 By the end of the extension period, we will have more information about the effectiveness of the expansion settings, which will help to inform what the programme could look like going forward.
- 8 MSD received \$10.908m over two years through Budget 22 to deliver the settings proposed in this paper. If proposed settings are agreed by Cabinet, necessary amendments will need to be made to the Employment and Work Readiness Assistance Programme to reflect these changes as it provides legal authority to make Mana in Mahi payments.

Background

Mana in Mahi supports people at risk of long-term benefit receipt to gain an apprenticeship or industry qualification, leading to sustainable employment

- 9 Mana in Mahi was launched in August 2018. It was intended to support young people at risk of long-term benefit receipt to gain an apprenticeship or formal industry qualification (at NZQA level 7 or below), leading to long-term sustainable employment. [SWC-18-MIN-0084 refers]. Mana in Mahi has since gone through several iterations as it developed from initial pilot to established product.

Mana in Mahi was expanded as part of the Apprenticeship Support Programme in response to COVID-19

- 10 In August 2020, Mana in Mahi was expanded through the Apprenticeship Support Programme (ASP) to provide increased supports over two years instead of one, while also extending the target to anyone aged 17 – 64 at risk of long-term benefit receipt.¹ Funding for these settings spans from 2020/21 to 2022/23 and is based on an ‘expansion period’ of two years from 5 August 2020 to 4 August 2022.
- 11 The ASP formed part of the Government’s response to COVID-19 and is a package of initiatives comprised of the Mana in Mahi expansion, the Apprenticeship Boost Initiative, Group Training Scheme support, and the Regional Apprenticeships Initiative [CAB-20-MIN-0280 refers].
- 12 These initiatives were intended to support employers to retain existing, and bring on new, apprentices throughout the economic downturn caused by COVID-19. The aim was to assist people and businesses to continue to develop the skills needed for New Zealand’s economic recovery and rebuild.
- 13 As Mana in Mahi is targeted to people at risk of long-term benefit receipt, the level of support provided through it (namely the wage subsidy) was set higher than the wage subsidy provided through the non-targeted Apprenticeship Boost Initiative,² which was established through the ASP.
- 14 Mana in Mahi is popular among participants and employers and the expansion of the programme in 2020 saw unprecedented uptake, with over 2,500 placements made in the 2020/21 financial year.

As the expansion period ends, I propose maintaining current first-year settings as a one-year programme

- 15 The Mana in Mahi expansion is due to end on 4 August 2022. Following the end of this period, I propose maintaining all current first-year settings within a one-year programme (to be reviewed after two years). The table below shows the difference between current and proposed settings.

¹ Mana in Mahi participants must meet the eligibility criteria set out in the Employment and Work Readiness Assistance Programme, which is the legal instrument that Mana in Mahi sits under.

² The Apprenticeship Boost Initiative currently provides a wage subsidy of \$1,000 per month for first-year apprentices and \$5,000 per month for second-year apprentices. Employers can apply for the Apprenticeship Boost regardless of whether the apprentice is considered ‘at-risk’.

Policy	Current setting	Proposed setting
Duration	Two years	One year
Employer wage subsidy	Up to \$16,000 for first year participants and up to \$8,000 for second year participants	Up to \$16,000 over one year
Incentive payments for participants	Up to \$3,000 per year (\$1,000 per payment, \$6,000 total)	Up to \$3,000 over one year (\$1,000 per payment)
Pre-employment & in-work support	Up to \$2,000 at the start of the employee's contract	No change
Coverage of course fees	Up to \$8,000 per year (\$16,000 total), where these are not already covered through other fees free initiatives	Up to \$8,000 over one year, where these are not already covered through other fees free initiatives
Additional educational support	Up to \$2,000 per year to cover additional study costs such as literacy and numeracy training or equipment to work or study from home (\$4,000 total)	Up to \$2,000 over one year to cover additional study costs such as literacy and numeracy training or equipment to work or study from home
Pastoral care	Including online and phone counselling, goal-based coaching, and virtual mentoring	No change
Target cohort	Anyone at risk of long-term benefit receipt, regardless of age (who meet the age eligibility requirements set out in the Employment and Work Readiness Assistance Programme).	No change

There are benefits to retaining elements of the Mana in Mahi expansion

- 16 Population groups who are systemically or historically disadvantaged in the labour market tend to take longer to recover from labour market disruption, further increasing the risk of long periods of time on benefit. Mana in Mahi is aimed at supporting people at risk of long-term benefit receipt, who are among those most at risk of adverse outcomes from the economic and social impacts of COVID-19.³
- 17 Ensuring Mana in Mahi continues to be an attractive programme for participants and employers will help to support a continued reduction in underutilisation and unemployment from COVID-19. It is important that sufficient supports are provided to

³ As they share characteristics with beneficiary cohorts previously analysed in the wake of financial crisis who went on to become long-term unemployed (OECD, 2018 and Hyslop, D., & Townsend, W, 2017).

ensure that participants can thrive in the programme and are best placed to attain sustainable employment in the longer-term.

- 18 Mana in Mahi currently provides a higher wage subsidy than it did prior to its expansion in August 2020. Formative and process evaluation findings suggest that wage subsidies act as an incentivising factor for employers when deciding to take on at-risk jobseekers⁴. Mana in Mahi also requires a relatively high level of commitment from employers to support participants through an industry qualification and permanent employment.
- 19 A higher wage subsidy aims to ensure employers are incentivised to commit to take on a Mana in Mahi participant and invest in those at risk of long-term benefit receipt, even in times of labour market uncertainty (e.g., with the ongoing uncertainty and impacts from COVID-19). This will particularly support the construction industry, which has the largest number of Mana in Mahi participants.
- 20 There is also evidence that government-provided wage subsidies can lead to significant employment and earning benefits for jobseekers over several years and can contribute to increasing the likelihood of someone entering and staying in employment.⁵
- 21 Although it is too early to confirm the effectiveness of the expanded Mana in Mahi offering, the pre-expansion (one-year) programme is rated as effective in increasing income and time in employment and decreasing time on a benefit for participants. Early indications also show the pre-expansion programme leads to an increase in time enrolled in study or training.⁶
- 22 Current settings include coverage of course fees (where not already covered through fees free initiatives). Anecdotal feedback from employers during Phase Two of the programme highlighted that expecting employers to pay for course fees was a barrier for them taking on a participant. This setting also provides wider coverage for people who would not be eligible for fees free initiatives (due to course type or previous study).

Returning to a one-year programme will allow for the provision of relatively high supports while meeting high demand

- 23 I believe the real strength of Mana in Mahi is its ability to provide significant incentives to employers and participants at the time they need it most, and to ensure participants are supported until they are securely engaged in training. By the end of the first year, they have become a more valued addition to the workforce, which makes them less vulnerable to being let go in times of labour market stress. Based on reporting to date, MSD estimates that only about 35 percent of new participants will go on to take up second-year contracts.⁷ As a result, I see value in reverting back to a one-year programme.

⁴ Aikman, Frost Kruse, Macdonald and Preval. "Formative and Process Evaluation of The Mana in Mahi Prototype 2019 – Second Report," Allen & Clarke, 2020.

⁵ Crichton and Maré, "The Impact of Wage Subsidies on Jobseekers' Outcomes and Firm Employment," Motu Economic and Public Policy Research, 2013.

⁶ See MSD's Employment Assistance Evidence Catalogue: <https://ea.analytics.msd.govt.nz/>.

⁷ About 70 percent of participants finish their first year, and about 50 percent of those that finish (37 percent of total overall starts), sign up for a second-year contract.

- 24 Reducing the provision of the Mana in Mahi programme to one year also has the following impacts:
- **Supports alignment with other MSD employment support products** - such as Flexi-Wage⁸ settings, which provides a wage subsidy of up to 52 weeks in certain situations.
 - **Enhances cost effectiveness** – reducing Mana in Mahi from a two-year to a one-year programme is estimated to result in a saving of \$8 million per annum. If Mana in Mahi were to continue to provide a two-year programme, further funding would need to be sought to cover this (additional to the \$10.908m received through Budget 22). Mana in Mahi is already rated as effective on several measures⁹ based on previous settings as a one-year programme. By reducing provision to one year, we can meet costs to support more individuals through Mana in Mahi, whilst still offering a relatively high level of support.
 - **Responds to participant demand** – I do not believe that removing the second-year provision will heavily impact programme incentives. Rather, retaining the increased supports under a one-year offering better reflects participant need (as most participants to date have not gone on to take up second-year supports) and will ensure that high demand for the programme can continue to be met.
- 25 Most qualifications will take more than one year (and often more than two years) to complete. It is still too early to tell what impact Mana in Mahi has on qualifications held, even under previous settings as a one-year programme.
- 26 I propose that these settings (i.e., the retention of the current first-year service offering, with the removal of the second-year offering) be effective from 5 August 2022 (once the Mana in Mahi expansion period has ended) to 4 August 2024 (shortly after Budget 22 funding expires).
- 27 Appendix One provides a comparison of pre-expansion, current, and proposed Mana in Mahi settings.

Mana in Mahi sits within a wider system of trades training and employment supports considered by Cabinet

- 28 Cabinet agreement to the proposed settings is required as previous settings for Mana in Mahi were agreed by Cabinet through the Apprenticeship Support Programme in 2020 [CAB-20-MIN-0280 refers]. Funding has been secured through Budget 22 for MSD to deliver the proposed settings.
- 29 Through Budget 22, the Apprenticeship Boost Initiative has also been extended to 31 December 2023, with the wage subsidy amount available for first-year students reduced to \$500 per month (from \$1,000) and remaining at \$500 per month for second-year apprentices. If Cabinet agrees to the proposed Mana in Mahi settings, participants at risk of long-term benefit receipt and their employers will continue to receive a higher level of support than employers receiving Apprenticeship Boost payments (which are not targeted).

⁸ The maximum amount of time eligible individuals can receive Flexi-Wage assistance is up to 52 weeks.

⁹ See paragraph 21.

- 30 The Flexi-Wage expansion funding is currently due to end mid-2023 and the Government remains committed to supporting up to 40,000 placements through this programme. Flexi-Wage is available to a similar (although slightly wider)¹⁰ cohort to Mana in Mahi and it can be a helpful support when a person wants to enter work but a trade or study towards an industry qualification is not necessarily suitable.
- 31 MSD previously saw a slight decrease in Mana in Mahi use following the expansion of Flexi-Wage. This may indicate that a small number of people were previously entering Mana in Mahi when they might have been better suited to the supports provided under Flexi-Wage, and Flexi-Wage is now meeting this gap. [33]

[33]

once evaluation

findings are available

- 32 MSD is evaluating Mana in Mahi using a three-pronged approach, by:
- conducting analyses of Integrated Data Infrastructure (IDI) data
 - commissioning qualitative research with those who are involved in Mana in Mahi
 - commissioning a kaupapa Māori evaluation.
- 33 IDI analysis will focus initially on earlier iterations of Mana in Mahi, as it relies on there being a long enough follow-up period after programme completion to track participants' outcomes (preferably two years). However, both the qualitative research and kaupapa Māori evaluation will touch on delivery of the 2020 expansion.
- 34 Insights from these strands will be produced in 2022. [38]
- 35 These evaluations were delayed due to COVID-19, as face-to-face work could not be carried out safely and there are restrictions to IDI data lab capacity.
- 36 I am confident in proposing the outlined changes to Mana in Mahi policy settings ahead of research and evaluation findings being released in 2022/23, due to the low uptake of second year contracts and the comparative gain of retaining a high-level of support for participants in their first year. Additionally, existing evaluations of previous settings found Mana in Mahi to be effective as a one-year programme.
- 37 [33]

Financial Implications

Funding secured through Budget 22 will allow MSD to continue to meet demand under the proposed settings

- 38 While MSD has ongoing funding for Mana in Mahi, this is based on pre-expansion settings and projected take-up of 650 placements per year (from 2022/23 onwards).

¹⁰ Flexi-Wage is also available to people at risk of long-term benefit receipt. However, it is also available to people who are disadvantaged in the labour market (without also being at risk of long-term benefit receipt), which means it is available to a broader cohort than Mana in Mahi.

MSD has also seen a significant increase in demand since the 2020 expansion (with over 2,000 placements in 2020/21).

- 39 Through Budget 22, \$10.908m has been allocated to Mana in Mahi over two years from 2022/23 to 2023/24, to support the delivery of a 12-month programme that retains the current first-year settings.
- 40 This funding will also support up to 150 additional people (800 in total) at risk of long-term benefit receipt per year to gain an apprenticeship or formal industry qualification, leading to sustainable employment.
- 41 Budget 22 also provides funding to honour Mana in Mahi participants who sign up under the expansion period (to 4 August 2022) and wish to continue onto a second-year placement (even if this lies outside of the expansion period). This cost carried into outyears of second year payments was not included in original expansion funding in 2020 due to an oversight.

Mana in Mahi is funded to support up to 2,000 placements in 2021/22

- 42 Due to high demand, MSD reprioritised funding within the wider Improved Employment and Social Outcomes Support MCA to support up to 1,000 placements in 2021/22 (baseline funding for 2021/22 is based on 450 placements).
- 43 On 17 December 2021 Cabinet agreed to re-prioritise \$21.8m of Flexi-Wage expansion funding to Mana in Mahi in 2021/22 to support an additional 1,000 placements that year (meaning Mana in Mahi now has funding to support 2,000 placements in 2021/22) [CAB-21-MIN-0548 refers].

Legislative Implications

- 44 If Cabinet agrees to the proposed policy settings, the Employment and Work Readiness Assistance Programme (EWRAP) will need to be amended to reflect these, as EWRAP provides legal authority to make Mana in Mahi payments. MSD will provide me with an instrument to amend EWRAP before changes are due to come into effect in August 2022.

Impact Analysis

- 45 The Treasury's Regulatory Impact Analysis team has determined that this proposal is exempt from the requirement to provide a Regulatory Impact Statement on the grounds that it has no or only minor impacts on businesses, individuals, and not-for-profit entities.

Population Implications

Mana in Mahi supports population groups who typically take longer to recover from economic shock due to historic and systemic disadvantage

- 46 A breakdown of the impact Mana in Mahi has for certain population groups is reflected in the table below. I do not expect that the proposal will significantly change existing impacts.

Population group	How the proposal may affect this group
Māori	Māori are the largest ethnic group participating in Mana in Mahi, making up 36% ¹¹ of all participants. This is equal to the percentage of Māori receiving a main benefit and disproportionate to the overall Māori population in New Zealand (16.5% in the 2018 Census). Māori participation in Mana in Mahi more than tripled from 2019/20 to 2020/21, from 298 to 958 participants. Māori continue to make up the largest group of Mana in Mahi participants.
Women and non-binary people	Women make up 24% of all Mana in Mahi participants to date. A large proportion of Mana in Mahi placements are in the construction industry, within which women are already under-represented across all levels. ¹² However, wraparound supports including virtual mentoring, pre-employment and in-work training aim to encourage women into trades in all industries (including construction). Non-binary people make up fewer than 1% of all Mana in Mahi participants.
Pacific People	Pacific participants make up 8% of Mana in Mahi participants compared to Pacific people representing 11% of people receiving main benefits. Pacific people had the largest proportional increase from 2019/20 to 2020/21, from 41 to 252 participants, representing a 515% increase.
Young people	Though Mana in Mahi is no longer just targeted to young people, those aged 17 to 24 continue to be the majority, making up 64% of total participants.
Disabled People and people with health conditions or mental health needs	Nine percent of Mana in Mahi participants who were receiving a benefit at referral were receiving Jobseeker Health Condition or Disability. However, this is likely an undercount of the proportion of people with a disability or health condition supported through the programme. Those not captured in this percentage include people receiving other benefit types, non-benefit recipients and people with undisclosed conditions. Mana in Mahi also likely serves an additional number of people with unreported mental health needs. The inclusion of wraparound supports, such as counselling, aims to support people with mental health needs, offering additional support for those who need it.
Ethnic	It is difficult to estimate the impact of Mana in Mahi on other ethnic

¹¹ All figures in this table are from the Mana in Mahi end of March 2022 progress report [REP/22/04/286] and the MSD December 2021 Benefit Fact Sheets. Figures from the end of March 2022 progress report are rounded to whole numbers and are totals over the life of the programme.

¹² Women make up around 14 percent of people employed in the construction industry according to December 2021 Household Labour Force Survey data.

communities	communities due to how ethnicity data is recorded. However, 9% of Mana in Mahi participants recorded “other” (i.e., not Māori, Pacific or New Zealand European) as their ethnicity, with a further 21% reported as “unspecified.”
Rural populations	There is relatively high use of Mana in Mahi outside of main cities, e.g., after Auckland, the regions with the highest use are East Coast, Waikato, and Central regions. However, it is difficult to estimate the impact of Mana in Mahi on rural communities, as high-level data is by overall region where take up could be concentrated in city centres. Supports such as the wage subsidy, additional educational support and coverage of course fees, however, could incentivise and support employers in more rural areas to take on an apprentice or trades trainee where they would not have otherwise.

Mana in Mahi outcomes align with the Crown’s obligations under Te Tiriti o Waitangi

47 The proposed settings for Mana in Mahi support equitable outcomes under Article Three of Te Tiriti o Waitangi as it will ensure Māori participants continue to obtain positive impacts to their long-term employment outcomes and income, through supported participation in the labour market.

Human Rights

48 There are no political inconsistencies with the New Zealand Bill of Rights Act 1990 and the Human Rights Act 1993 identified in relation to the proposals in this paper.

Consultation

49 The Ministry of Education, Te Puni Kōkiri, Treasury, Department of the Prime Minister and Cabinet, and Ministry for Pacific Peoples have been consulted in the development of this paper.

Proactive Release and Communications

50 I propose to release this paper and its appendix proactively with other Budget 22 papers. The release will be subject to redactions as appropriate under the Official Information Act 1982.

51 Decisions in this paper have been announced through Budget 2022.

Recommendations

The Minister for Social Development and Employment recommends that the Committee:

- 1 **note** that Mana in Mahi was expanded as part of the Apprenticeship Support Programme in response to COVID-19 in August 2020, and that the Mana in Mahi expansion ends on 4 August 2022 [CAB-20-MIN-0280 refers]
- 2 **note** that on 15 June 2020 Cabinet agreed to the following adjustments to the Mana in Mahi programme [CAB-20-MIN-0280 refers], to:
 - 2.1 increase the wage subsidy to up to \$16,000 for first year participants and up to \$8,000 for second year participants
 - 2.2 extend the period of time that current Mana in Mahi participants will be supported through the programme from 12 months to up to 24 months, depending on the length of a participant's pathway
 - 2.3 pay for course fees for a participant's training pathway, where participants are not eligible for Fees Free or the Targeted Training and Apprenticeship Fund, up to a total of \$16,000 over two years
 - 2.4 provide additional education support of up to \$2,000 per annum to cover the cost of required literacy and numeracy training or equipment to work or study from home
 - 2.5 expand the focus of the Mana in Mahi programme to anyone at risk of long-term benefit receipt, regardless of age
- 3 **agree** that from 5 August 2022 to 4 August 2024, Mana in Mahi will maintain a service offering at current first-year settings as a one-year programme, including the following adjusted settings:
 - 3.1 a wage subsidy of up to \$16,000 payable over one year
 - 3.2 support Mana in Mahi participants through the programme for up to one year
 - 3.3 provide payment of course fees for a participant's training pathway, where they are not eligible for Fees Free, the Targeted Training and Apprenticeship Fund or any other government-provided fees free initiative, of up to \$8,000 over one year
 - 3.4 provide additional educational support of up to \$2,000 over one year to cover additional study costs such as literacy and numeracy training or equipment to work or study from home
- 4 **note** that the Ministry of Social Development received \$10.908m across 2022/23 and 2023/24 through Budget 22 to support delivery of the settings outlined in recommendation 3

- 5 **note** that Mana in Mahi will retain a target cohort of anyone at risk of long-term benefit receipt, regardless of age (who meet the age eligibility requirements set out in the Employment and Work Readiness Assistance Programme) and provide:
 - 5.1 pastoral care support, including online and phone counselling, goal-based coaching, and virtual mentoring
 - 5.2 incentive payments to participants totalling \$3,000 over one year (\$1,000 per payment)
 - 5.3 up to \$2,000 at the start of a participant’s contract to cover pre-employment and in-work support
- 6 **note** that reducing provision of Mana in Mahi support to one year will allow alignment with other MSD employment support products, respond to participant demand, and enhance cost effectiveness
- 7 **note** that Mana in Mahi sits within a wider system of trades training and employment supports and there are benefits in retaining higher levels of support for Mana in Mahi because of the targeted nature of the intervention
- 8 **note** that in December 2021 Cabinet agreed to re-prioritise \$21.8m of Flexi-Wage expansion funding to Mana in Mahi in 2021/22 to support an additional 1,000 placements that year (up to 2,000 placements in total)
- 9 **note** the Employment and Work Readiness Assistance Programme (EWRAP) will be amended to reflect the proposed changes to Mana in Mahi settings, as EWRAP provides legal authority to make Mana in Mahi payments
- 10 [33]

Authorised for lodgement

Hon Carmel Sepuloni

Minister for Social Development and Employment

Appendix One: comparison of pre-expansion, current and proposed Mana in Mahi policy settings

Policy setting	Pre-expansion settings	Current expansion settings (from 5 August 2020)	Proposed settings post-5 August 2022
Duration	One-year programme	Two-year programme	One-year programme
Wage subsidy (total over a year)	Up to \$9,580 (plus GST) over one-year (paid pro-rata if the participant is working part-time)	\$16,000 (plus GST) for the first year Up to \$8,000 (plus GST) for a second year if the employee is engaged in a training pathway (both are paid pro-rata if the participant is working part-time)	Up to \$16,000 (plus GST) over one year (paid pro-rata if the participant is working part-time)
Target cohort	Youth at risk of long-term benefit receipt aged between 18 and 24 years old, including people not currently on benefit	Anyone at risk of long-term benefit receipt between the ages of 17 and 64 (or 65 and over if not eligible for New Zealand Superannuation or Veteran's Pension), including people not currently on benefit	Anyone at risk of long-term benefit receipt between the ages of 17 and 64 (or 65 and over if not eligible for New Zealand Superannuation or Veteran's Pension), including people not currently on benefit
Additional educational supports	None	Payments of up to \$2,000 per annum for literacy and numeracy support or equipment to work or study from home	Payments of up to \$2,000 over one year for literacy and numeracy support or equipment to work or study from home
Participant incentive payments	Incentive payments over one year of \$1,000 each provided at attendance and training milestones (\$3,000 maximum)	Incentive payments over two years of \$1,000 each provided at attendance and training milestones (\$6,000 maximum) <ul style="list-style-type: none"> Up to \$3,000 incentive payments in year 1 Up to \$3,000 incentive payments in year 2 	Incentive payments over one year of \$1,000 each provided at attendance and training milestones (\$3,000 maximum)
Pastoral care	One year of pastoral care support, including: in-work support, counselling and mentoring support, and support for employers	Two years of pastoral care support, including: in-work support, counselling and mentoring support, and support for employers	One year of pastoral care support, including: in-work support, counselling and mentoring support, and support for employers
Support with pre-employment/on-the-job training	Up to \$2,000 per participant at the start of the contract	Up to \$2,000 per participant at the start of the contract	Up to \$2,000 per participant at the start of the contract
Support for employers to pay for a participant's course fees	None	Up to \$8,000 per year (\$16,000 maximum over two years, plus GST) to cover the costs of courses where they are not already covered by other fees free initiatives	Up to \$8,000 (plus GST) over one year to cover the costs of courses where they are not already covered by other fees free initiatives
Maximum per participant cost	\$14,580 (GST exclusive)	\$31,000 (GST exclusive) in year 1 \$21,000 (GST exclusive) in year 2	\$31,000 (GST exclusive)