



Education Report: Increased number of Overseas Relocation Grants available in the Teacher Supply Package announced in December 2017.

To:	Hon Chris Hipkins, Minister of Education		
Date:	2 May 2018	Priority:	High
Security Level:	In Confidence	METIS No:	1122157
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Messaging seen by Communications team:	No		

Purpose of report

1. This report seeks your agreement to increase the number of Overseas Relocation Grants (ORG) by 100 additional grants or more¹, up to but not exceeding the original fund of \$1 million, through to 30 June 2018.
2. The increase in the number of grants does not require any additional funding.
3. Funds still remain in the Ministry's Education Workforce appropriation already allocated to ORG as part of the Teacher Supply Package announced in December 2017.
4. These funds are available due to the lower than expected costs associated to the already approved grants.
5. The funds that remain will support 100 or more New Zealand-trained teachers with the costs of relocating back to New Zealand, and overseas-trained teachers moving to New Zealand, to teach.
6. From 1 July 2018 there is an additional \$1 million already allocated to ORG as part of the Teacher Supply Package announced in December 2017. In addition budget 2018 seeks a further \$600,000 for ORG.

Proposal

7. We propose that:
 - a. 100 additional grants or more, up to but not exceeding, the original fund of \$1 million, be available through to 30 June 2018 using already allocated funds from within the Ministry's Education Workforce appropriation



¹ The number is variable dependent on the amounts applied for, if the amounts are less than the possible maximum there will be funds remaining, enabling more than 100 additional grants to be approved.

- b. the finders fees associated with the grants will also be available for the increased number of grants.

Recommended Actions

8. We recommend that you:

- a) **Agree** to 100 additional grants or more, up to but not exceeding the original fund of \$1 million, being made through to 30 June 2018.

Agree / Disagree

- b) **Agree** that this Education Report is proactively released as part of the next publication.

Agree / Disagree


Ellen MacGregor-Reid
Deputy Secretary
Early Learning and Student Achievement

1/5/18


Hon Chris Hipkins
Minister of Education

12/5/18

Proactively Released

Background

9. On 11 December 2017, Cabinet approved a teacher supply package of \$9.5 million of reprioritised funds. The package was designed to address immediate teacher supply pressures. The package covers:
 - a. expansion of the Auckland Beginning Teacher Project for 2018
 - b. full subsidy of Teacher Education Refresh Programme (TER) for the first half of 2018
 - c. a time limited and highly targeted social media and marketing campaign
 - d. expansion of the Teach First NZ employment-based initial teacher education programme for 2019
 - e. expansion of the Voluntary Bonding Scheme for 2018
 - f. establishment of a recruitment, retention, and responsibility (3R) fund for schools employing a person with a Limited Authority to Teach (LAT).
10. In addition to the six teacher supply initiatives approved by Cabinet, on 13 December 2017 you also announced:
 - a. pre-approved qualifications process: a cross-agency collaboration to deliver a more efficient process for overseas teachers to come and work in New Zealand
 - b. establishment of an Overseas Relocation Grant (ORG) for 2018 and 2019
 - c. promotion of Te Kura's Emergency Staff Vacancy programme.
11. Since implementation the majority of the initiatives have shown, and continue to show, good uptake across the sector. The exception is the 3R initiative which provides additional funding for the attraction and retention of teachers with a LAT where there are no other options available. We are looking into the possible reasons why this initiative has not been used by the sector and initial information suggests the following factors may have contributed:
 - a. timing of the initiative – it was released just prior to term one commencing and principals had already made arrangements for the start of the term
 - b. amount of visibility of the initiative
 - c. criteria of the initiative and how these are perceived by principals.
12. Further promotion of the 3R initiative has been implemented to see if there is any uptake. This has included a facebook posting that was boosted for several days to increase reach and an advertisement in the Education Gazette. An e-flyer is also ready to go to schools when they return after the holidays.

Overseas Relocation Grant

13. The Government commitment in the package covers the cost of 100 grants in the first half of 2018.

14. ORG supports New Zealand-trained teachers with the costs of relocating back to New Zealand, and overseas-trained teachers moving to New Zealand, to teach.
15. The grant:
- a. provides assistance with relocation costs for up to 100 teachers from 13 December 2017 to 30 June 2018 and a further 100 teachers from 1 July 2018 to 30 June 2019
 - b. is available to New Zealand-trained teachers returning and overseas trained teachers moving to New Zealand
 - c. reimburses actual and reasonable expenses up to a maximum of \$7,000 for each New Zealand trained teacher and up to a maximum of \$5,000 for each overseas trained teacher
 - d. became available from 13 December 2017 and remains in place to 30 June 2019, and is reviewed at the end of that period and
 - e. is non-taxable.
16. In conjunction with the ORG there is also a finder's fee of up to \$3,000 (GST exclusive) per payment which a school can apply for where they have incurred recruitment costs for a teacher who receives an ORG.
17. The amount of available grants was capped at 100 for each year and calculated at the maximum grant payable (\$7,000) and with each grant having a finder's fee associated with it (\$3,000).
18. As at 19 April 2018 the Ministry has received 131 applications for ORG. Approximately 30 per cent are New Zealand trained teachers and the remainder are overseas teachers.
19. Sixty-nine are for primary roles and 54 for secondary. There are six for area or intermediate schools.
20. On average the cost of the grants applied for is \$4,500.
21. In total 88 grants have been approved at a total cost of just under \$400,000.
22. To date the Ministry has received 22 applications for finder's fees. More than 80 per cent of these are for overseas trained teachers.
23. Typically finders fees applied for are at the maximum range of \$3,000.
24. In total eight finders fees have been approved at a total cost of almost \$24,000.
25. There is approximately \$576,000 remaining in the current fund through to 30 June 2018.

Increasing ORG grant numbers

26. Due to lower than expected costs associated with the approved grants to date, there is sufficient funds remaining and already allocated to ORG to support the increase in grant numbers.
27. Promotion of these extra grants will be on the Ministry's TeachNZ website and through the marketing campaigns currently under development, including the "bring a kiwi home" campaign. It is anticipated that we will also use proactive media to promote the success of the initiative.

Proactive Release

28. It is intended that this Education Report is proactively released as per your expectation that information be released as soon as possible. Any information which may need to be withheld will be in line with the provisions of the Official Information Act 1982.

Proactively Released