



# SMART transitions Employer Support Services

**If you're keen to help someone begin a new career, we can help with on-the-job support and to access Ministry of Social Development (MSD) funding, if you are eligible.**

**With our free Transitions program, you can:**

- **Develop** well-skilled, knowledgeable people for your business, so they can achieve more, give more and stay longer
- **Build your business** and a better future for New Zealanders.
- Help people who need additional support to retrain and take up a job with you that they'll love
- Help those starting out in the workforce get the **training** and **future** they deserve

## How it works

Smart Waikato **connects** employers with people who are keen to work and learn and who need some additional **support** to get their career started.

**If you employ someone through our Transition program, we will:**

- Work closely with you to **understand** your needs
- Help you recruit the **right person**
- **Have regular contact with you to get feedback on:**
  - What's working well
  - What further help you might need

**We may also be able to coordinate MSD funding which can;**

- Help pay for any pre-employment training they might need
- Provide a wage subsidy to recognise the time you're investing in your employee and support their ongoing employment
- Help pay for industry training course fees not already covered by other Government schemes

**We may be able to also support your employee directly by:**

- Helping them **set achievable goals**
- **Supporting** them to start their qualification or apprenticeship
- Meeting with them to get their **feedback** on how things are going.

## Who can get it

### To take part in the program, your business needs to:

- Have a permanent position you want to fill, of at least 30 hours per week. This could be to back fill somebody you have promoted in your business.
- Be offering at least the adult minimum wage
- Commit to supporting the new employee on a training pathway towards a NZQA-approved industry qualification

The person you're employing needs to be eligible based on some criteria set out by MSD.

## What you can get

MSD recognises **the investment** you're making in your new employee and are supporting us through a range of **financial and guidance support**.

Depending on the training pathway, Smart Waikato, in conjunction with MSD, can provide:

- A **wage subsidy** of up to \$16,000 in your employee's first year and up to \$8,000 in their second year while still in training.
- Up to \$2,000 to help with **pre-employment training**
- **Funding** of up to \$8,000 each year towards your **employee's industry training** course (where not covered under Fees Free or the Targeted Training and Apprenticeship Fund scheme) for up to 2 years
- **Ongoing coaching and mentoring** for you and your employee

---

**If you'd like to know more about helping someone start a new career and helping you grow your business then please call Jan on 022 164 7491 or email [jan@smartwaikato.co.nz](mailto:jan@smartwaikato.co.nz)**

**SmartWaikato** 

[www.smartwaikato.co.nz](http://www.smartwaikato.co.nz)

---

