

## Community and Workforce Measures

### *Smart procurement*

<b>Measure</b>
Percentage of workforce under the age of 25
Percentage of workforce under the age of 25 who were not previously in education, employment or training.
Percentage of workforce who are Maori
Percentage of workforce who are Pasifika
Percentage of workforce who are women
Percentage of workforce comprising of disadvantaged or under-represented staff e.g. migrants and refugees, age, and disability <i>Reporting will be required by category, suggested as:</i> <ul style="list-style-type: none"> <li>- Migrants</li> <li>- Age (suggested measure over 45)</li> <li>- Disability</li> </ul>
Percentage of leadership positions occupied by Maori (year 2+)
Percentage of leadership positions occupied by Pasifika (year 2+)
Percentage of leadership positions occupied by women (year 2+)
Percentage of leadership positions occupied by disadvantaged (year 2+)
Percentage of staff on this contract who are earning on or above the living wage (\$20.20 per hour)
Percentage of staff employed by group in traineeships, apprenticeships, cadetships or graduates. <i>Reporting will be required by category</i>
Percentage of staff retained for at least 12 months following completion of entry-level programmes (e.g. traineeships, apprenticeships, cadetships or graduates). <i>Reporting will be required by category</i>
Number of Maori businesses engaged with
Number of Pasifika businesses engaged with
Local impact assessment
Number of subcontractors and suppliers sourced by contract area and local board area
Estimate of subcontractor and supplier spend by contract area and local board area
Local employment: percentage of staff living within contract area and local board area