



# Te Kawa Mataaho

Public Service Commission

6 June 2025

9(2)(a) privacy

9(2)(a) privacy

## Official Information Request

**Our Ref: PSCR 2025-0401**

I refer to your official information request received on 8 April 2025 for:

1. "Any emails sent by staff of the Commission which contain the words "internship", "placement" or "tertiary student", or otherwise concerns the availability of internships for tertiary students, from 1 April 2024 to today; and
2. Any emails sent by staff of the Commission which contain the words "graduate" or "early in career", or otherwise concerns the availability of graduate roles for tertiary students, from 1 April 2024 to today; and
3. Any agendas and minutes from meetings held by the Commission, in the period from 1 April 2024 to today, which contain the words or conditions listed in (1) or (2); and
4. Any advice documents or memoranda produced by the Commission for Ministers or Cabinet, in the period from 1 April 2024 to today, which contain the words or conditions listed in (1) or (2).

On 10 April 2025, you clarified your request:

*"The purpose of this OIA is to understand the extent to which the PSC has been aware of reductions in internships and grad roles within the public service, and to see what advice - if any - it has provided to the Minister with regard to the availability of internships and grad roles for University students.*

*As you'll be aware, as a result of change processes across the public service, many of the programmes which had historically been available to University students have either been paused or disestablished."*

## Our response

The Public Service Commission (the Commission) last collected data on Graduate and Intern programmes across the Public Service in 2023. In 2023, the core Public Service offered at least 30 different graduate and internship programmes that brought at least 170 graduates and 400 interns into the public service.

In 2023, graduate and internship programmes were used to help address demand and supply challenges, with many graduate programmes targeting a specific occupation, such as policy or data and digital.

Currently, the Commission's website shows:

- Twelve graduate programmes, with three paused. Both data and digital graduate programmes are currently paused.
- Sixteen internship programmes with five of them paused. Of the five, three are policy programmes.

It is possible that not all programmes are listed on the Commission's website.

### The Commission's role

The Commission established the Graduate and Internship Community of Practice (COP) in April 2024. The COP was designed to strengthen relationships, support cross-programme knowledge and resource sharing, and to help agencies identify where they could work together to address shared challenges, risks, and opportunities. The Commission's role in the COP was to chair the sessions, which involved facilitating discussions amongst practitioners from member agencies, coordinate meetings and provide notetaking services.

In 2025, the COP remains active, and the Commission continues to have a representative on the Steering Group.

The Commission does not have influence over the operational decisions of agencies on whether to fund or deliver graduate or internship programmes.

### Information being released

Given the clarification provided, we have not included documents that only included the terms 'internship', 'placement' and 'tertiary student' but rather feedback that included notifications, decisions or status updates on agencies' graduate and internship programmes across the Public Service.

Please find enclosed and listed in the table below documents covered by your request:

Item	Date	Document Description	Decision
1	Various	<b>TABLE OF NOTIFICATIONS</b> – Notifications from public service agencies to the Commission of decisions to pause/stop/run graduate or internship programmes	Released in full
2	17 April 2024	<b>PSC EMAIL</b> – Cuts to graduate programmes: CoP response	Released in part

3	23 April 2024	<b>PSC EMAIL</b> – Graduate and Intern Programme CoP – Next session / updated contact list	Released in part
4	10 April 2024	<b>SESSION SUMMARY</b> – Graduate and Internship Community of Practice	Released in part
5	16 April 2024	<b>PSC EMAIL</b> – Changes to MBIE’s programme?	Released in part
6	23 April 2024	<b>PSC EMAIL</b> – Submission on Proposal	Released in part
7	15 May 2024	<b>PSC EMAIL</b> – Introducing our Steering Group / upcoming events	Released in part
8	21 May 2024	<b>AGENDA</b> – Graduate and Internship Community of Practice	Released in part
9	21 May 2024	<b>SESSION SUMMARY</b> – Graduate and Internship Community of Practice – Session 2 Summary	Released in part
10	4 July 2024	<b>MEETING NOTES</b> – Public Service Heads of HR	Released in part
11	9 July 2024	<b>PSC EMAIL</b> – Placeholder Grad and Intern programmes session 3	Released in part
12	15 July 2024	<b>PSC EMAIL</b> – Early Career programmes	Released in part
13	24 September 2024	<b>PSC EMAIL</b> – Postponement of graduate event on policy as a career	Released in part
14	7 August 2024	<b>PSC EMAIL</b> – Te Kawa Mataaho Grad & Intern programme web page	Released in part
15	24 September 2024	<b>PSC EMAIL</b> – Postponement of graduate event on policy as a career	Released in part
16	20 November 2024	<b>PSC EMAIL</b> – Cross-agency graduate and internship programmes survey	Released in part
17	6 March 2025	<b>MEETING NOTES</b> – Public Service Heads of HR	Released in part

18	13 March 2025	<b>PSC EMAIL</b> – MPI Grad Programme	Released in part
19	2 April 2025	<b>PSC EMAIL</b> – Across Govt Internship Programmes	Released in part
20	22 April 2024	<b>EMAIL</b> – Response to Media enquiry – Salient, Victoria University student magazine	Released in part

I have decided to release the documents listed above, subject to information being withheld under one or more of the following sections of the Official Information Act 1982 (OIA), as applicable:

- section 9(2)(a) – to protect the privacy of natural persons, including deceased people
- section 9(2)(g) – to maintain the effective conduct of public affairs through the free and frank expression of opinions by or between or to Ministers of the Crown or members of an organisation or officers and employees of any public service agency or organisation in the course of their duty.

In addition, some information has been deleted where it is not within the scope of your request.

If you wish to discuss this decision with us, please feel free to contact [Enquiries@publicservice.govt.nz](mailto:Enquiries@publicservice.govt.nz).

You have the right to seek an investigation and review by the Ombudsman of this decision. Information about how to make a complaint is available at [www.ombudsman.parliament.nz](http://www.ombudsman.parliament.nz) or freephone 0800 802 602.

Please note that we intend to publish this letter (with your personal details removed) on the Te Kawa Mataaho Public Service Commission's website.

Yours sincerely



Nicky Dirks

**Manager – Ministerial and Executive Services**  
**Te Kawa Mataaho Public Service Commission**

Email date	Agency	Content of notification to PSC
8 July 2024	Whaikaha	“There were plans to set up an AOG disability internship programme, and I recommended there would be a great opportunity to collaborate with existing cross-agency internships and graduate programmes to make space for disabled grads/students.”
8 July 2024	Ministry of Social Development	“Unfortunately, MSD has made the call not to run a policy grad programme for 2025. But we’ve done some good work which will hopefully be useful in future”
12 March 2025	Ministry for Primary Industries	“SLT have endorsed the MPI Grad Programme to be reinstated for 2026. We’ll be going out for recruitment this year. A few tweaks will be made.”
25 February 2025		<p>“The Early in Careers (EiC) Health and Safety Certificate programme is back, starting on 27 March!</p> <p>Delivered in partnering with IMPAC+ this cornerstone professional development programme, is designed for:</p> <ul style="list-style-type: none"> <li>■ HS practitioners early in their careers</li> <li>■ HS Advisors &amp; Reps looking to expand their skills and knowledge”</li> </ul>
13 June 2024		“Please note that my health, safety, and wellbeing summer intern programme is still going ahead.”
29 May 2024		“We’re definitely not going ahead with the 2025 grad programme at MPI.”
18 March 2025	Ministry of Business, Innovation and Employment	<p>“We hope this email finds you well. As you may have seen in our earlier sent email, <b>Tupu Tai is back for 2025/2026!</b> We are currently in the process of gauging interest/availability to take on a Tupu Tai intern for this coming summer.</p> <p>If you are interested in taking part, please fill out the attached Expression of Interest (EOI) form as best as you can and return to us by <b>28th March 2025.</b>”</p>

5 March 2025	<p>“We are pleased to announce that <b>Tupu Tai is back for 2025/2026!</b></p> <p>We have refreshed the programme and will be running a smaller, Wellington-based cohort of 15-20 Pacific policy interns focussed on converting our Pacific talent into permanent policy roles across the public sector after their internships. We are also looking to enhance early career support for interns and alumni this year.</p> <p>At this stage, we are in the process of gauging interest/ability to take on a Tupu Tai intern this coming summer.”</p>
6 November 2024	<p>“Thank you for your ongoing contribution to the Tupu Tai internship programme, supporting the development of future Pacific policy leaders within the public service.</p> <p>Programme delivery is currently on hold due to fiscal constraints, so we are taking the opportunity to review the internship programme to ensure its future sustainability and maximum value for agencies and future students.</p> <p>Your answers to the following 6 quick questions (outlined in the document attached) will be very helpful for this review, especially if you are able to provide comments and contact details. There is also a free space for any other comments/ feedback or ideas you would like to share about the Tupu Tai internship.”</p>
20 November 2024	<p>“We are currently reviewing our [Procurement] graduate programme management model. In response to a change process at MBIE we have outsourced the management of the programme to an external service provider. This is a temporary solution to be in place until February 2026. This solution allowed the programme to continue and gave us some time to think about what’s next for the programme. Our focus for 2026 is to develop and establish a long-term management model that is ready for the 2026 Feb cohort of graduates.”</p>
6 August 2024	<p>“The New Policy Professional and Summer Policy Internship programmes are paused until further notice.”</p>

15 May 2024		<p>“We would like to thank you for your contribution to the Tupu Tai internship programme. Your support has contributed to the development of future Pacific policy leaders within the public service.</p> <p>Across MBIE, all external recruitment has been paused and this includes graduate recruitment, and as such, we are making contact to let you know the decision has been made to pause the delivery of the Tupu Tai internship programme for 2024/25.</p> <p>While programme delivery is paused, work will be undertaken to develop and implement support for Tupu Tai alumni who are early in their career, a need identified in a 2021/22 evaluation of Tupu Tai.</p> <p>We will be in contact regarding future Tupu Tai internship programmes once decisions have been made regarding these. Communication regarding the internship programme can be expected in early 2025.”</p>
17 April 2024		<p>“...A lot has happened in my space since we met last week, and I thought it best that I provide you all with an update that was provided to NZGP staff:</p> <p><i>Over the last few months, MBIE has been working closely with the new Government to support their priorities and to make sure we’re set up to deliver on those priorities. This has included reviewing our programmes of mahi, our financial position, and the size and capability of our workforce – like other areas of MBIE this is going to impact the shape of New Zealand Government Procurement (NZGP).</i></p> <p><i>A change proposal that was released on Monday afternoon includes suspending our Procurement Graduate Programme for the foreseeable future. This will impact the 21 procurement graduate roles currently in rotation, and the Procurement Graduate Programme Lead role (my role) within the Procurement Workforce and Capability team. Difficult decisions are being made across the organisation and this step has not been taken lightly. It in no way reflects on the quality of the procurement graduate programme and the graduates that are a valued part of the NZGP whānau.</i></p> <p>At this stage it is important to note that this is a proposal, and we can consider and respond to this through the consultation period which runs until <b>1 May</b>.”</p>
6 August 2024	Crown Law	<p>“The GLN Graduate programme is also currently on pause. Crown Law will need to do a review of the Graduate programme, but the timings for this review are not yet confirmed in the work programme. The Current GLN Grad programme will continue until January 2026.</p>



		The GLN Summer Clerk programme (internship) is also on pause”
2 August 2024		“Unfortunately, we do not have a Summer Clerk programme planned for the summer of 2024/25 and are reviewing the future of this programme.”
9 April 2024		<p>“I wanted to also give you a heads up of the final decisions of Crown Law’s change programme and the impact to our early in career programmes.</p> <p>As you may have heard, it was proposed that we stop the GLN Summer Clerk programme and the Graduate programme (following the end of the current cohort due to end in Feb 2026). Formal communications are planned shortly, so please treat this in confidence.</p> <p>Due to strong feedback in support of both programmes, Crown Law has delayed the decision to end both programmes until further work is completed to assess whether/how we may be able to deliver both programmes with reduced capacity. In the interim the Summer Clerk programme will be put on hold for 2024. The current cohorts of graduates will continue as planned. Crown Law is not due to recruit for the next cohort of graduates until mid 2025.”</p>
6 August 2024	Statistics NZ	<p>“Currently, the ARG Programme is not offering a Graduate stream (officially on ‘pause’).</p> <p>The ARG Internship is being coordinated by MSD for the 2024/25 intake, and details and dates are still being finalised for this.....</p> <p>The intention at this stage is for leadership of the programme to return to Stats NZ for the 2025/26 Internship intake, but I will update you once I can confirm this.”</p>
14 August 2024	Ministry for the Environment	“Could you please add this message to our section [on the website], <i>Note: This programme is currently on pause.</i> ”
15 August 2024	Government Communications Security Bureau	“The GCSB has currently paused their graduate programme. We are currently reviewing this, and hope to have this available again for a 2026 intake.”



13 August 2024	Ministry of Foreign Affairs and Trade	“At MFAT, we have also has [sic] to pause our Vaka Pasifika own agency internship programme for Pacific students or recent graduates.”
18 November 2024	Department of Internal Affairs	“Can you officially change the Public Service Commission's website to say that GTT [GovTechTalent Graduate Programme] is currently paused?”
26 March 2025	Ministry for Ethnic Communities	<p>“I am writing to you as a stakeholder for the Ministry’s Ethnic Communities Graduate Programme. This is to advise that the Ministry has made the difficult decision to not run a fourth intake in 2025. The programme will come to an end after the current cohort finish their placements in February. We are very proud of the programme, which has seen 53 graduates participate since the first intake in July 2021. Graduates have all benefited from the opportunity, gaining invaluable skills, with many going on to careers in the Public Service.</p> <p>We have reached the decision to cease the programme for the following reasons.</p> <ul style="list-style-type: none"> <li>- Our assessment is that the number of ethnic graduates entering the Public Service is no longer the key issue with good levels of representation in the lower tiers of Government agencies. Ethnic people advancing into the third tier and above within agencies is now the priority. Addressing this issue will require a different solution.</li> <li>- Cost pressures have forced us to consider where we best invest our limited resources, and some previous funding which supported the last intake is no longer available.</li> </ul> <p>Unfortunately, the expiration of time bound funding and these shifting priorities mean the additional investment that would be required to continue the programme cannot be justified.</p> <p>Whilst the Ministry will no longer operate an Ethnic Communities Graduate Programme, support will continue through the ongoing development of our intercultural capability function and through system focussed initiatives to support the goal of ensuring Ethnic Communities are fairly represented at all levels in the public service.</p> <p>The decision to cease the programme does not diminish the success, hard work and commitment that has been evident in delivering 3 intakes over the last 3 ½ years. The Graduate Programme has been ably supported by Gabrielle Pa’u, our Graduate Programme Lead who has done an amazing job leading this</p>

		<p>important piece of work. Unfortunately, the cessation of the Graduate Programme means that Gabrielle’s role will be disestablished. I would like to thank Gabrielle for her efforts in ensuring the success of the Graduate Programme over the years. We will certainly miss her. Gabrielle officially finishes with the Ministry on 28 March 2025. The graduate programme current group finishes in 5 weeks, when we will officially farewell the group.</p> <p>Lastly the Ministry would like to thank you for your support of the Ethnic Communities Graduate Programme over the years....”</p>
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**From:** Carla Drayton <[Carla.Drayton@publicservice.govt.nz](mailto:Carla.Drayton@publicservice.govt.nz)>  
**Sent:** Wednesday, April 17, 2024 2:02 PM  
**To:** Estelle Currin <[Estelle.Currin@mbie.govt.nz](mailto:Estelle.Currin@mbie.govt.nz)>  
**Subject:** Cuts to graduate programmes: CoP response

Kia ora Estelle,

I'm so sorry to hear about your role, the grads' roles and the impact on the NZGP. A terrible time for you personally and I imagine the grads are reeling. Such a terrible time for the public service.

I was hoping the CoP might be able to come together to support those facing the disestablishment of programmes. Thanks for reaching out to the group. 9(2)(g)(i) free and frank

[Redacted]

out of scope

[Redacted]

I spoke to Carine from MPI last week who has been going through a similar experience, leading and supporting the grads through change. She might be someone you can reach out to, to have a chat?

I'm thinking of you and your team and wishing you all the best with your alternative proposals.

Ngā mihi,

Carla

out of scope

**From:** [Carla Drayton](#)  
**To:** [Kimberley Gaarkeuken \(Kim\)](#)  
**Subject:** FW: Graduate and Intern Programme CoP - Next session / updated contact list  
**Date:** Tuesday, 23 April 2024 12:03:00 pm  
**Attachments:** [image001.png](#)  
[Grad and Intern Programme CoP - List of programmes and people.xlsx](#)

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Kia ora koutou,

As discussed last week, here's all the follow up actions for the CoP:

out of scope

### Reminders of CoP Actions

Please complete the poll on the current status of your programme **by COB 23<sup>rd</sup> April**. This is so we can gain system-level visibility of potential impacts to grad and intern programmes. Here's the question and the link to the poll:

**Q: What is the current state of your 2024/25 programme(s)?** ([View/vote in browser](#)).

out of scope

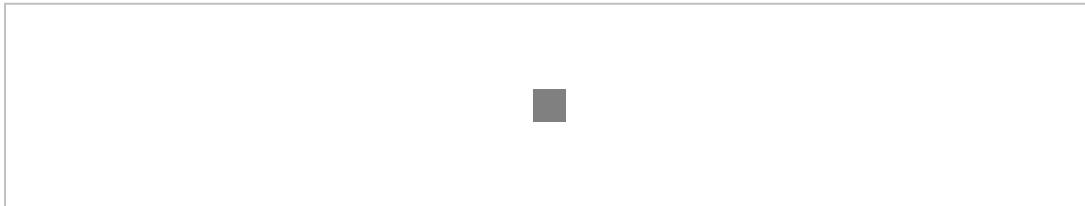
If you have any questions, please don't hesitate to get in touch with myself or Carla.  
Ngā mihi,

**Nico (Nicholas) Haustein** ([They/Them](#))

**Rautaki Ohu Mahi me te Nekenekē | Advisor, Workforce Strategy and Mobility**

Ohu Mahi | Workforce Group

**Waea pūkoro:** [9\(2\)\(a\) privacy](#) | **īmēra:** [nico.haustein@publicservice.govt.nz](mailto:nico.haustein@publicservice.govt.nz)





**Te Kawa Mataaho**  
Public Service Commission

# GRADUATE AND INTERNSHIP COMMUNITY OF PRACTICE – Session Summary

**Date of session:** 10<sup>th</sup> April, 2004  
**Time:** 9.30am – 10.30am  
**Location:** Te Kawa Mataaho; 2 The Terrace.

out of scope

1. **Introductions** by all - Round the room (Agency, programme, role in programme, something interesting about your programme).

Some things shared:

- A few programmes have made changes to the duration of their programme for the coming year, e.g. GovTech has shifted to a 2x 9 month rotation.
- ARG programme is paused due to not enough agencies being able to offer placements.
- Crown law's programme is on hold.
- NZIC, GSCB programmes are on hold.

out of scope



**From:** [Carla Drayton](#)  
**To:** [Lizzie Jones](#)  
**Cc:** [Leonie Parminter](#)  
**Subject:** RE: Changes to MBIE"s programme?  
**Date:** Tuesday, 16 April 2024 2:24:00 pm  
**Attachments:** [image001.png](#)

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Kia ora Lizzie,

Thanks for sending that through – that's such sad news to hear and obviously devastating for the grads and respective programme leads. 9(2)(g)(i) free and frank

I haven't had any individual agency updates and have been wondering if it would be a good time to send out another poll to the group to get a sense of which programmes are being impacted and to what degree. Upon this news, I think it might be.

I'm keen to hear your thoughts (from a programme lead perspective?). There may be opportunities to connect as a group and support / learn from others who are going through similar?

Ngā mihi,

Carla


out of scope

**From:** [Carla Drayton](#)  
**To:** [Estelle Currin](#); [Nancy Ford](#); [Carolyn Lord](#)  
**Subject:** RE: Submission on Proposal  
**Date:** Tuesday, 23 April 2024 3:59:00 pm  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)

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Kia ora all,


out of scope



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I've had some responses through from the current status poll and, at this stage, it looks like there's more uncertainty than certainty across programmes at this stage (not surprising). Of the programmes going ahead, most have been scaled back. More responses to come in yet though - hopefully they do so we can better understand the lie of the land.

9(2)(g)(i) free and frank




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Thinking of you all,

Carla

out of scope



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**From:** [Carla Drayton](#)  
**To:** [Estelle Currin](#)  
**Cc:** [Louise Hawkins](#)  
**Subject:** RE: Introducing our Steering Group / upcoming events  
**Date:** Wednesday, 15 May 2024 4:40:00 pm  
**Attachments:** [Grad and Intern Programme CoP Agenda 2, 21 May 2024.docx](#)  
[image001.png](#)  
[image002.png](#)

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Kia ora Estelle,

Thanks so much for your and Lousie's great thoughts. We have an agenda for the session which I'm planning to send out tomorrow. I've attached it FYI.

I think the items you've suggested would be great to raise in #5 'Identification of system-level challenges / risks / opportunities. Then as a group, we can decide which of these opportunities we want to act on and how we can do that (potentially focus groups). Item 6 is something that we can do if time allows, so we can add a bit more time to opportunities etc.

I hope that works for you? I think it's really important to get a 'current state' of what's going on across the various agencies and make that visible to the group. It's a foundation needed before we can tackle anything meatier.

Ngā mihi,

Carla

out of scope



**Te Kawa Mataaho**  
Public Service Commission

# GRADUATE AND INTERNSHIP COMMUNITY OF PRACTICE - AGENDA

**Date:** 21<sup>st</sup> May, 2004  
**Time:** 1.30pm – 3.30pm  
**Location:** NZTA, 44 Bowen Street. Ground Floor

*\*\*\*As you walk into the lobby, there is a coffee counter on the left – the entrance to our main reception is just past the coffee counter on the left.\*\*\**

out of scope

	Item	Time	Lead / Presenter
1	Welcome, karakia and introductions.	5 mins	Chair
2	How is the fiscal sustainability programme impacting your graduate and intern programme(s)? <i>(Small group activity)</i>	20mins	Chair
3	What have your graduates needed from you? What have you been doing to manage and support your graduates through this? (e.g. What messaging are you providing? What have you done that is working well?) <i>(Small group activity)</i>	20mins	Chair
<b>Kaputī (10 mins)</b>			
4	Identification of system-level challenges / risks / opportunities <i>(Group discussion)</i>	20mins	Chair
5	So what? Is there anything we could or should be doing?	10mins	Chair
6	Karakia and close		





# GRADUATE AND INTERNSHIP COMMUNITY OF PRACTICE – Session 2 Summary

**Date of session:** 21<sup>st</sup> May, 2004  
**Time:** 1.30pm – 3.00pm  
**Location:** Waka Kotahi

## 1. What is the current status of your 24/25 graduate and/or internship programme(s)?

	Own-agency grad	Cross-agency grad	Own-agency intern	Cross-agency intern	TOTAL	%
Uncertain	II	II	I	I	6	29%
Scaled back	I		II		3	14%
No change	I	I (for now) I	I		4	19%
Paused	II	I	III	II	8	38%
<b>TOTAL</b>	<b>6</b>	<b>5</b>	<b>7</b>	<b>3</b>	<b>21</b>	

The group did an exercise to capture the current status of the grad and intern programmes, as at 21 May. Programmes counted were limited to those represented by attendees.

## 2. What have you been doing to manage and support your graduates through this period of change? *(A small group activity with people feeding back to group)*

- Providing workshops and drop in sessions
- Supporting by trying to give as much certainty as possible but no guarantees
- Using this time as a learning opportunity, seeing the leaders that come from this
- Connecting grads to outplacement supports such as recruitment agencies, CV writing and contacts in Australia
- Supporting grads into partner agencies through brokering
- Having senior cohorts support junior cohorts
- Mock interviews on offer

### Other notable points

- Depending on tenure, grads are being affected differently, 1<sup>st</sup> years more impacted than skilled/longer tenure grads
- Assisting through navigating challenging changes

3. **Identification of system-level challenges / risks / opportunities** *(group discussions with post-its)*

Post-its received are themed in the table below. Further group discussion to be given to steering group or tabled at new CoP session.

CHALLENGES	RISKS	OPPORTUNITIES
<b>Brand</b> <ul style="list-style-type: none"> <li>Improving the brand of the public sector organisations in the eyes of uni students</li> <li>The long term view of the public sector as an employee for grads</li> </ul> <b>Operational</b> <ul style="list-style-type: none"> <li>Less commitment from agencies in uncertain environment</li> <li>Fewer grad placement opportunities</li> <li>Fiscal constraints</li> <li>It takes a long time for government to come together to fund grad and intern programmes</li> </ul> <b>Grads</b> <ul style="list-style-type: none"> <li>Keeping grads engaged and motivated</li> <li>Our ability to develop / grow graduates</li> </ul> <b>Longer term</b> <ul style="list-style-type: none"> <li>Lack of mid-level (tier) employees in organisations</li> </ul> <b>CoP</b> <ul style="list-style-type: none"> <li>Change at Te Kawa Mataaho – impact on CoP getting started</li> </ul>	<b>Pipeline</b> <ul style="list-style-type: none"> <li>Reduced pipeline of talent</li> <li>Pausing programmes means less diversity coming into the public service</li> <li>Less suitable growth / pipeline candidates for roles</li> </ul> <b>Attraction</b> <ul style="list-style-type: none"> <li>Majority of programmes paused; people losing jobs could mean the public service recruitment loses momentum</li> <li>There are less grad and intern places available and more grads looking for grad roles, creating frustration</li> <li>Public service reputation is bruised</li> <li>Public service grad brand damage</li> <li>It could be more difficult to recruit in the future</li> </ul> <b>Structural</b> <ul style="list-style-type: none"> <li>Disestablishment of programmes – infrastructure disappearing</li> <li>Talent investment in programmes is lost if they are discontinued</li> <li>Diversity</li> <li>DEI takes a dive</li> <li>We have a less diverse public sector in the future</li> </ul> <b>Wider</b> <ul style="list-style-type: none"> <li>Risk to unis who are recruiting students based on public service graduate opportunities</li> </ul> <b>Capability / Capacity</b>	<b>Strengthen connections across programmes</b> <ul style="list-style-type: none"> <li>Utilise the CoP showing the importance of early talent and the correlation with public service objectives</li> <li>Period of change will facilitate the CoP to flourish</li> <li>Swapping resources and ideas</li> </ul> <b>Lift performance and capability</b> <ul style="list-style-type: none"> <li>Opportunity for programmes to pause, review, reflect and redesign</li> <li>We have more applicants for programmes, meaning quality increases</li> </ul> <b>Efficiencies</b> <ul style="list-style-type: none"> <li>Opportunity to create new programmes in collaboration (or increase collaboration on aspects)</li> <li>Development and collaboration across the public sector</li> <li>Merging programmes or partnering programmes</li> <li>Collaborative recruitment / marketing</li> </ul> <b>Increase visibility</b> <ul style="list-style-type: none"> <li>Include a chapter in BIM for new Minister about intern programmes</li> </ul> <b>Operational</b> <ul style="list-style-type: none"> <li>Fresh, renewed future commitment to grad and intern programmes</li> <li>Investment into programmes by SLTs</li> </ul> <b>Comments</b> <ul style="list-style-type: none"> <li>Those committed to grads will reap loyalty</li> </ul>

	<ul style="list-style-type: none"> <li>• A hole in public sector knowledge and experience wise</li> <li>• If we lose our grads to other sectors and overseas, they may not return</li> <li>• Capability of the public sector is adversely affected</li> </ul> <p><b>Fiscal</b></p> <ul style="list-style-type: none"> <li>• Increased costs for system due to having to hire from private sector in the future</li> </ul>	
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#### 4. Upcoming events or opportunities:

- **Advance notice:** Policy Project want to hold an event in Aug/Sept for policy grads – maybe ½ day, with panel with inspiring policy people / CEs in PS and workshop on Policy Innovation.
- We will liaise directly with those who lead / are involved in policy programmes. Let me know if you want to be included in this. Hoping to go out to grads shortly and ask what they'd like to see included in this session and what their areas of interest are?
- An IPANZ webinar on [Ethnic leadership in New Zealand's public sector – current and future : Institute of Public Administration New Zealand \(ipanz.org.nz\)](http://ipanz.org.nz). Go to the website to register.

#### Next session:

2<sup>nd</sup> July, Te Kawa Mataaho



# MEETING NOTES



**Te Kawa Mataaho**  
Public Service Commission



## **Public Service Heads of HR**

Thursday 4 July 2024

out of scope

## 9. GHSL summer internship programme - seeking EOIs from agencies by 19 July

The Government Health & Safety Lead (GHSL) are seeking expressions of interest from agencies by 19 July 2024. The programme is scheduled to run from mid-November 2024 to mid- February 2025.

In today's challenging fiscal times, we understand the importance of maximising resources to maintain operational efficiencies. Our summer internship programme is widely recognised across the sector as an important initiative to attract new talent and can help you with a short-term dedicated resource to deliver high quality talent at minimal cost. A few benefits of having an intern within your team are:

- **Cost:** \$15,568 (for three months' salary @\$27.80 per hour)
- **Effective Talent:** Our interns are motivated, educated, and ready to contribute to your projects, providing you with a short-term dedicated resource without the high costs associated with full-time employees/contractors.
- **Fresh Perspectives:** Interns bring new ideas and innovative solutions, helping to invigorate your current processes and strategies.
- **Uplift existing team's members workloads** and provides professional development opportunities within the team.
- **Recruitment and coordination:** To make it as easy as possible for you, the GHSL manages the recruitment and co-ordination of the programme. All you need to do is select your ideal candidate! Recruitment to start in August 2024.

**Contact:** Debbie Bridge, Principal Advisor, GHSL on 9(2)(a) privacy or [deborah.bridge@mpi.govt.nz](mailto:deborah.bridge@mpi.govt.nz)

**From:** [Carla Drayton](#)  
**To:** [Meredith Paterson](#)  
**Cc:** [Paul Dickey](#)  
**Subject:** RE: Placeholder Grad and Intern programmes session 3  
**Date:** Tuesday, 9 July 2024 8:09:00 am  
**Attachments:** [image002.png](#)  
[image003.png](#)  
[image004.png](#)

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Mōrena Meredith,

out of scope

That’s a shame to hear the programme’s not going ahead. Like you say, hopefully the work you’ve done will help the programme to be resurrected in the future. I hope that that decision’s not having too much of an impact on your role.

out of scope

Kia pai tō rā,

Carla

out of scope

From: [Carla Drayton](#)  
To: [Lilian Singson](#)  
Subject: RE: Early Career programmes  
Date: Monday, 15 July 2024 11:20:00 am  
Attachments: [image001.png](#)  
[image002.png](#)

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Kia ora Lilian,

out of scope

The Grad and Intern Programme Community of Practice is up and running now and we are working through arrangements to ensure the group can function with the lightest touch from Te Kawa Mataaho. As you say, the FSP has seen quite a few changes being made to existing grad and intern programmes, primarily the downsizing of programmes although some programmes have been paused for this year. We don't have a clear picture yet of the landscape as many agencies are still working through their changes. You can access the CoP through the Steering Group, who pull the agenda together – I can put you in touch with them if you'd like to connect to the community?

out of scope

Ngā mihi,

Carla

out of scope

**From:** [Carla Drayton](#)  
**To:** [Leonie Parminter](#)  
**Subject:** RE: Te Kawa Mataaho Grad & Intern programme web page [IN-CONFIDENCE] [CLO-DOCS.GLN001.7.FID491114]  
**Date:** Wednesday, 7 August 2024 8:35:00 am  
**Attachments:** [image001.png](#)

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Kia ora Leonie,

Thanks for the update.

We're seeing placement issues across several of the programmes 😞. I hope things improve for '25!

Ngā mihi,

Carla




out of scope

**From:** [Carla Drayton](#)  
**To:** [Helen Lockyer \[DPMC\]](#)  
**Subject:** RE: [UNCLASSIFIED] Postponement of graduate event on policy as a career  
**Date:** Tuesday, 24 September 2024 4:20:00 pm  
**Attachments:** [image002.png](#)  
[image003.jpg](#)  
[image004.png](#)  
[image005.jpg](#)  
[image006.png](#)  
[image007.png](#)

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Kia ora ano,

out of scope


Within the CoP, indications a few months back were that about 50% of the programmes were going to be paused or downsized. I haven't tested the waters though since I've started working at arm's length to the group.

Lots of changes at work and am busy settling into new structures and work. Hope your work is going well too .

Ngā mihi,

Carla

out of scope



**From:** [Carla Drayton](#)  
**To:** [Natalia Tellechea](#)  
**Subject:** RE: Cross-agency graduate and internship programmes survey  
**Date:** Wednesday, 20 November 2024 8:27:00 am  
**Attachments:** [image001.png](#)

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Kia ora Natalia,

Many thanks for your email and apologies for the delay in getting back to you – it's been a busy week.

Re. graduate programmes – I was leading this work for PSC and during that time had the pleasure of collecting and analysing the data you've seen and setting up the CoP. However, unfortunately PSC de-prioritised this work when we went into the restructure, and I had to step back. I am still on the steering committee but for now, we are not playing a lead role in the graduate space.

That is great news that outsourcing the MBIE grad programme is a temporary solution and it would be amazing to be able to bring it back in house 2026.

As an option, PSC directly employing your graduates (and not others from any other programmes) not an opinion that aligns with our work place and unlikely to gain any traction in this environment due to resourcing constraints. If we were to shift in this direction, it would be a substantial change to the public service operating model and significantly impact a lot of agencies – it would also need to be part of a wider strategy and a business case would need to be well worked through. Looking to the future, there is so much potential to do things differently in the graduate space to achieve efficiencies and savings so I wouldn't rule this out over the longer term if the appetite is there and it makes sense.

I'll check my thinking with some others and let you know if anyone here feels differently / thinks this is a viable option in this environment.

I'm still happy to catch up and chat about the grad environment if you are keen and think it would be helpful. Let me know.

Ngā mihi,

Carla



# MEETING NOTES



**Te Kawa Mataaho**  
Public Service Commission



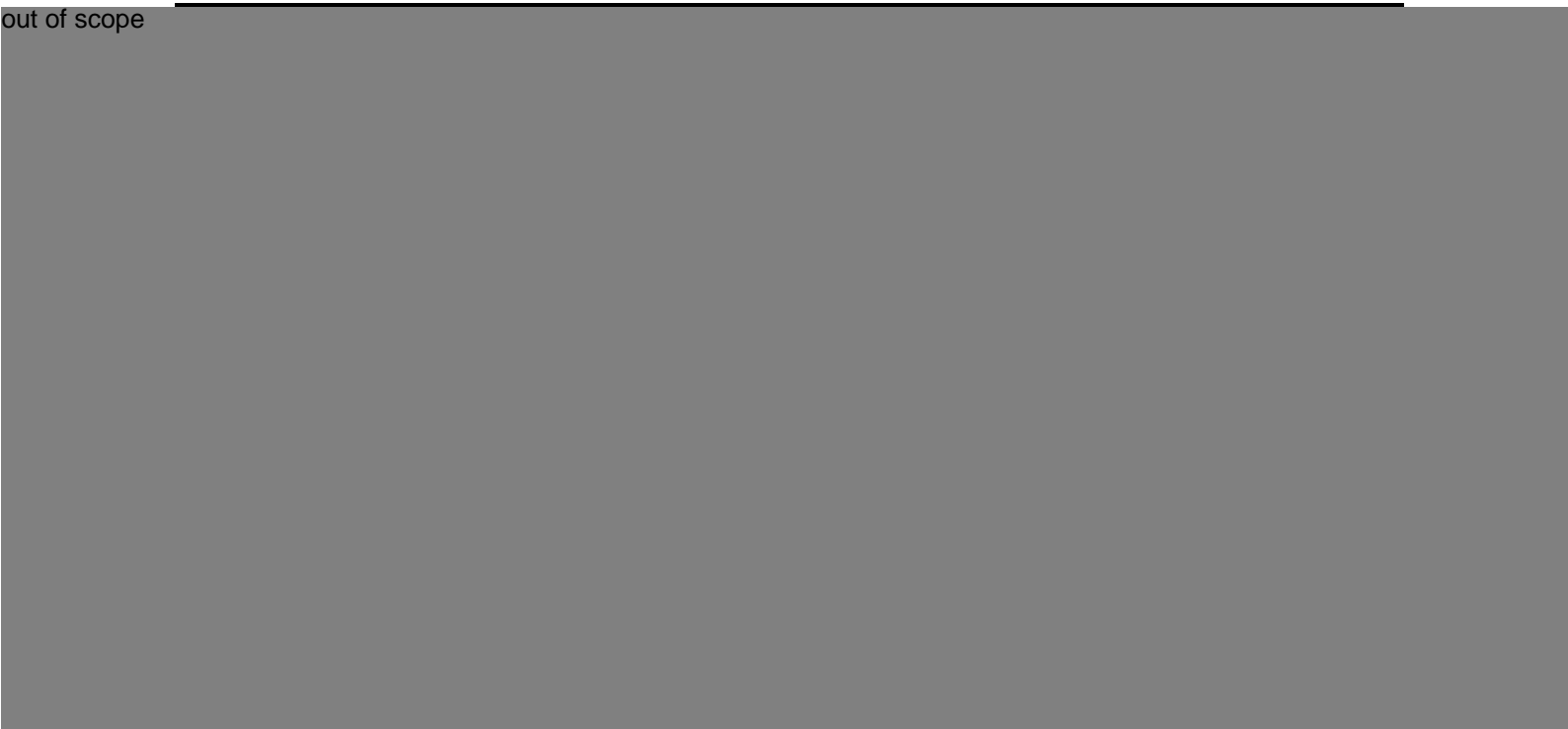
## Public Service Heads of HR

Thursday 6 March 2025

### Actions and Key Points

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out of scope



### 3. Government Health & Safety Lead (GHSL)

Liam Bourne spoke about the resources and support available from GHSL, his slides are attached to this email. Visit the [GHSL website](#) to learn more about their summer intern programme, Community of practice, and a broad range of training from early in career, free Mentally Healthy Work Development Modules, professional development, and senior leadership.

**Contact:** [Liam.Bourne@mpi.govt.nz](mailto:Liam.Bourne@mpi.govt.nz)

out of scope



**From:** [Carla Drayton](#)  
**To:** [Carine Stewart](#)  
**Subject:** RE: MPI Grad Programme  
**Date:** Thursday, 13 March 2025 8:27:00 am  
**Attachments:** [image001.png](#)

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Mōrena Carine,

out of scope

That's such great news!! I'm so pleased for you and for MPI.

Would be keen to hear about the tweaks – a chat sounds good. Did you want to flick e an invite?

I haven't been very involved in the CoP lately since the work was (sadly) deprioritised here when we went through our restructure. I'm still involved with the steering group though and try to keep abreast of happenings as PSC is still interested in our talent pipeline and the health of the graduate and intern programmes.

I hope the CoP goes well today.

Kia pai tō rā,

Carla

out of scope

**From:** [Carla Drayton](#)  
**To:** [Jenna McNally \[TSY\]](#)  
**Cc:** [Nancy Ford](#)  
**Subject:** RE: [IN-CONFIDENCE] RE: Across Govt Internship Programmes  
**Date:** Wednesday, 2 April 2025 10:18:00 am  
**Attachments:** [image001.jpg](#)

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Kia ora Jenna (and hi Nancy),

Here's the link to our website that displays the grad and intern programmes in the public service: [Graduate programmes and internships - Te Kawa Mataaho Public Service Commission](#)

Your question about the why behind agencies not running an intern or grad programme might be something you could ask the CoP?

I suspect organisation restructures and fiscal sustainability programmes are one of the key reasons behind decisions not to run programmes but there may be others, for example strategic alignment.

I hope that helps?

Ngā mihi,

Carla

out of scope

**From:** [Grahame Armstrong](#)  
**To:** [Christina Connolly](#); [Ministerial Services](#); [Nicky Dirks](#); [PSC Media](#); [Gabrielle Wilson](#)  
**Subject:** Re: Media Enquiry - Internships in Public Service  
**Date:** Monday, 22 April 2024 10:48:54 am  
**Attachments:** [Outlook-bhqbfnfro.png](#)  
[Outlook-beo2kvhm.png](#)  
[Outlook-umbjfxzg.png](#)  
[Outlook-xsei53j1.png](#)  
[Outlook-535lvauq.png](#)  
[Outlook-le25ni54.png](#)

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Hi Christina

Key points/lines for the Minister to consider:

1. The Minister has not been advised of any implications for student internships – and has not given any instructions to public service agencies on the hiring of graduates or university interns.
2. These are employment matters for individual chief executives.
3. The Government's priority is to deliver high quality, frontline services.
4. The Government cannot live beyond its means.
5. It must reduce government spending, with a focus on non-essential back-office functions and contractor and consultant expenditure.
6. That said, chief executives at individual government agencies are responsible for where they find efficiencies and savings.

#end

**Grahame Armstrong**  
**Principal Media Advisor**

waea pūkoro: 021 940 457 | imēra: [grahame.armstrong@publicservice.govt.nz](mailto:grahame.armstrong@publicservice.govt.nz)



**Te Kawa Mataaho Public Service Commission**

[www.publicservice.govt.nz](http://www.publicservice.govt.nz) | [www.govt.nz](http://www.govt.nz)



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**From:** Christina Connolly <[Christina.Connolly@parliament.govt.nz](mailto:Christina.Connolly@parliament.govt.nz)>

**Sent:** Friday, 19 April 2024 1:44 pm

**To:** Ministerial Services <[Ministerial.services@publicservice.govt.nz](mailto:Ministerial.services@publicservice.govt.nz)>; Nicky Dirks <[Nicky.Dirks@publicservice.govt.nz](mailto:Nicky.Dirks@publicservice.govt.nz)>; PSC Media <[media@publicservice.govt.nz](mailto:media@publicservice.govt.nz)>; Gabrielle Wilson <[Gabrielle.Wilson@publicservice.govt.nz](mailto:Gabrielle.Wilson@publicservice.govt.nz)>; Grahame Armstrong <[Grahame.Armstrong@publicservice.govt.nz](mailto:Grahame.Armstrong@publicservice.govt.nz)>

**Subject:** Fwd: Media Enquiry - Internships in Public Service

**This email was sent from someone outside of Te Kawa Mataaho. Please take extra care.**

Hi Team,

Please can I have a response for the Minister for 11am on Monday.

Thanks

C

**Christina Connolly**  
**Private Secretary (Public Service)**

Office of Hon Nicola Willis, Minister of Finance, Minister for the Public Service, Minister for Social Investment, Associate Minister of Climate Change

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**From:** Rachael Bowie 9(2)(a) privacy  
**Sent:** Friday, April 19, 2024 1:41 PM  
**To:** Christina Connolly <Christina.Connolly@parliament.govt.nz>  
**Cc:** Nick Venter 9(2)(a) privacy  
**Subject:** FW: Media Enquiry - Internships in Public Service

Hi Christina – can PSC please provide a draft response to the below?

Thanks  
Rachael

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**From:** Salient News <news@salient.org.nz>  
**Sent:** Friday, April 19, 2024 12:47 PM  
**To:** Rachael Bowie 9(2)(a) privacy  
**Subject:** Media Enquiry - Internships in Public Service

Kia ora Rachael,

I'm Ethan - one of the news editors for Salient, the Vic Uni student magazine. I'm writing to make a media enquiry to Minister Willis in her capacity as minister of the public service, I understand the minister is overseas, but would appreciate if I could get answers back by Monday afternoon next week, or if you could transfer my request to another minister currently in the country.

- Is the minister aware of any impact on student internships that may arise from current or proposed job cuts across the public service?
- What instructions have the minister given to public agencies regarding hiring graduates or interns from universities?
- How can the public service be expected to maintain its operational capacity into the future with a greatly reduced workforce, including taking on fewer students?

Very happy to have a chat over the phone.

Ngā mihi,  
Ethan Rogacion | (He/Him)  
News Co-Editor

**salient.**  
*your weekly student voice*

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