

Te whaitake o te Taura Whakahaere ki ngā Ākonga Māori | What the Operating Model means for Māori learners

Nau mai | Welcome

We've been given a once in a lifetime opportunity to reimagine and build a world-class vocational and on-the-job learning system for Aotearoa New Zealand that has ākonga, learners, at the centre.

'Whakairohia he toki, tāraia te anamata', koia tēnei ko te whakatauākī a Te Pūkenga e kapi ana i tōna tirohanga whānui - This whakatauākī, which translates to 'Fashion an adze, carve out the future' in English, captures the essence of our collective Te Pūkenga Vision.

Our Te Pūkenga Whakatauākī inspires us to come together and work as one for the benefit of our ākonga. This includes our Te Tiriti o Waitangi partners (ngā iwi me ngā hapū o Aoteroa), our network staff across the motu, our employers and our hapori (communities). When we come together, we can give our ākonga the best possible head-start in gaining satisfying mahi now and into the future.

For us to get there, we're sharing information around the steps we'll need to take together to make sure we provide the best possible future for our ākonga. He aha ai? Ko koutou te aronga matua, our ākonga are at the heart of all our thinking and planning mahi.

Tuatahi ake, me tika te whakatū i ngā pou pou o tō tatou whare, the first stage is to create an 'Operating Model' for Te Pūkenga. Koia ko te pou tarāwaho, this is the framework that describes how Te Pūkenga will operate in the future.

It describes the future experience that learners, employers, staff and iwi, hapū and Māori will have and how we, as a network, will advance equity, especially for Māori, Pacific, and disabled learners

The reason we're coming to you now is to share with you the proposed Operating Model and to gather your whakaaro (feedback).

It's worth noting that this is just one step in our transformation journey and our Operating Model does not confirm our new organisational design and structure, how we govern ourselves or what our regions are.

We'll come to you again both later this year and next year and ask for your whakaaro as we progress our design mahi and the structure of Te Pūkenga together with you.

Hei whakamārama Description of our whakatauākī

The most well used and highly prized tool of the pre-European Māori world was the toki or the adze. This implement was used to fashion waka, build houses, fell trees and even create other tools. So prized was the toki that there are many Māori proverbs that speak of its application and even people who were seen as proficient in various activities were called 'toki.'

The notion of toki aligns with the name Te Pūkenga which also means to be proficient or skilled in particular roles. By including the word whakairohia in the first part of the sentence, this phrase is encouraging people to upskill themselves, or equip themselves with the relevant tool. The second part of the phrase is about the future. The word tārai means to fashion, shape or sculpt and anamata is the future. Therefore the phrase as a whole is about encouraging people to prepare themselves with a skillset that will help us all to shape the future.

Homai ōu whakaaro | Share your voice by:

Visiting: yourvoice.tepukenga.ac.nz

Emailing: yourvoice@tepukenga.ac.nz

The proposed Operating Model is available at tepukenga.ac.nz/opmodel

Engagement is open from 18 October to 8 November.

Tiro wawe: He aha tōna whaitake ki a koe? **At a glance: What does this mean for you?**

- Your experience will ensure a holistic wellbeing approach that understands your aspirations and needs
- Equity of access, opportunity and outcomes will take top priority whenever your learning and career journey is considered
- Cultural awareness will be a requirement for staff so they can support you
- We'll support you to be able to connect your education journey with your whānau, hāpori (communities), hapū and iwi
- We'll support you with mātauranga, tikanga and ahurea Māori in your courses, support services, the celebration of your successes along the way and everyday interactions with staff and employers
- Your voice will help guide us on how we support an anti-racist, culturally safe organisation
- You'll benefit from innovative and accessible environments for you as a Māori learner, created in partnership with Te Tiriti o Waitangi partners (ngā hapū me ngā iwi o Aotearoa).

Ōna taipitopito: He aha tōna whaitake ki a koe? **In detail: What does this mean for you?**

Holistic wellbeing of ākongā

"The strength within Māoridom is that we are more connected, and we haven't lost that link – That is a link I hold precious."

We heard that when some ākongā Māori first start, e mauri rere ana ngā kare-ā-roto, you can feel overwhelmed and full of anxiety. You might also second guess yourself, questioning whether you can handle the new learning environment.

Some ākongā have expressed whakamā, embarrassment around letting tutors know when they can't be there, like when you need to go to tangihanga for example, because tutors just won't get it.

We recognise and understand that you have unique opportunities as well as challenges when you're on your learning journey. Our holistic wellbeing approach allows us to connect with you to understand your aspirations and needs, and to build our services and environments around meeting these needs.

Te Pūkenga is committed to weaving Te Tiriti o Waitangi and mātauranga Māori throughout the network. Cultural consciousness will be a necessary requirement for all our staff so they can support you. Your mātauranga and tikanga Māori will be cared for and elevated throughout your learning. We know this is crucial to enable positive wellbeing during your learning journey.

We know that your success is ultimately the success of your whānau, hāpori, hapū and iwi. Holistic wellbeing means we will connect those people to your learning journey and recognise them as key to your success.

Māori values and principles are inherent in the learner journey

You told us that success for you is having skills to contribute and give back to your whānau, hapori, hapū and iwi.

For some of you, the way you were taught was not based on Māori frameworks because in your kura or industry there was no tirohanga Māori, or inclusiveness of Te Tiriti o Waitangi. You were not supported as uri Māori as you needed to be.

Te Pūkenga is committed to reflecting your ahurea Māori, your culture throughout your learning journey. This means you'll see mātauranga, tikanga, and kaupapa Māori in your courses, support services, the way we celebrate your successes and everyday interactions with staff and employers.

Our organisation will protect te reo Māori, mātauranga Māori and tikanga Māori, and furthermore ensure that our service are provided in a culturally appropriate way that recognises and supports the expression and empowerment of those things. We will recognise and provide for the kind of approaches we need to take to make sure learning meets your needs. Our Te Pae Tawhiti – Te Tiriti o Waitangi Excellence framework provides us with internal guidance and actions to achieve Te Tiriti o Waitangi excellence and equity for Māori. Your voice will help us recognise the areas that are creating the right environments to enable your success and guide those that need improvement.

Systems and structures that empower Māori

Some who tried to return to learning after several years said they went straight in without knowing the basics, like the timetable. Asking other learners was embarrassing. Information overload made it even harder.

You told us you want a place where you can be proud and unashamedly Māori. Some have said they would like to see more people walking with iwi at the front line, to create better pathways for Māori.

Te Pūkenga must make significant changes if we are to transform our organisation. This design will dismantle the systemic barriers you face, including racism and bias in your learning environments. We understand that our systems, including enrolment and assessment processes can be stressful and create extra barriers to your success. Our new organisation will be supported by culturally safe systems and your voice will help to guide us on how we develop systems and structures that support an anti-racist, mana enhancing organisation, the kind of place you will be proud to be a part of.

In everything we do, we will demonstrate genuine commitment to Te Tiriti o Waitangi and the principles that underpin the relationship between government and Māori. Te Tiriti o Waitangi and equity are part of the foundation of our organisation and will guide us in creating a welcoming, safe, innovative and accessible environment for you as ākonga Māori.

Homai ōu whakaaro | Share your voice

We want to hear your feedback, comments and ideas. The main questions that we have are below, however, we invite your feedback on anything that's important to you regarding the proposed Operating Model. Share your voice at: yourvoice.tepukenga.ac.nz

Ngā pātai | Questions

Sharing your thoughts on the below questions will help us finalise the Operating Model which will go to the Minister of Education for endorsement in December this year.

Ako networks

Ako networks are formal networks of teams who come together to use their knowledge, skills and competencies to support delivery of vocational and on-the-job learning, including degree and postgraduate programmes.

- Do you have any feedback on the proposed ako networks?
- How do you think they will position Te Pūkenga to better deliver to ākonga and employers?
- What will be the key challenges that we will need to overcome?

Proposed functions

The proposed Operating Model presents the proposed functions of Te Pūkenga and how they are grouped to transform the way vocational education is delivered in Aotearoa New Zealand.

- Do you have any feedback on the proposed functions?

Categorising the functions

In the Operating Model, we have categorised functions in one of two ways to describe if they are a 'single hub network' function or 'distributed delivery' function. Single hub network functions aim to maintain consistency, cost effectiveness and driving quality at scale. Distributed delivery functions will be close to where the service is provided so they can be responsive to learners, their whānau, employers and regional needs.

- Do you have any feedback on the way we have categorised functions as either a single hub network function or distributed delivery function?

Giving effect to Te Tiriti o Waitangi

The proposed Operating Model must reflect Māori-Crown relations in order to give effect to Te Tiriti o Waitangi in governance, management and operations, acknowledge Māori leadership in regional development, and achieve equitable outcomes for ākonga Māori – Māori learners and their whānau, and is fundamental to the way we will all work to achieve equity between peoples in opportunity and outcome.

- Do you think our proposed Operating Model does enough to achieve this?
- Are there other things you think we should be doing? (whether that's as teachers, employers or learners)?

Learner success

- What do you see as the most important experiences that learners must have during their time at Te Pūkenga?
- What are some of the biggest challenges or opportunities that we have?

Equity between peoples in opportunity and outcome

The proposed Operating Model must reflect that equity and Inclusion are core principles of our organisation. It must enable us to advance and achieve equity for our learners and their whānau and staff - in both opportunity and outcomes.

- Do you think our proposed Operating Model does enough to achieve this?
- Are there other things you think we should be doing? (whether that's as teachers, employers or learners)?

Responding to ROVE

Our Operating Model outlines what we will do and how we could be organised to deliver on our vision and the objectives of the Reform of Vocational Education (RoVE).

- Is there anything you would change about how the model brings to life the objectives of the RoVE reform?

Regional Collective Impact

The proposed Operating Model sets out the exciting and intentional inclusion of working collaboratively within the regions with other regional and community partners (such as Regional Skills Leadership Groups, Ministry of Social Development, Ministry of Business, Innovation and Employment, kura and schools, community organisations).

- What opportunities do you consider there are for our learners, employers and even your own mahi in building this engagement with key regional partners?

General comments about the proposed Operating Model

- Do you have any other comments you'd like to share about the proposed Operating Model?

General comments about Te Pūkenga

- Do you have any other comments you'd like to share about Te Pūkenga and the direction we're taking?