

Te whaitake o te Taurira Whakahaere ki ngā Ākonga Pacific | What the Operating Model means for Pacific 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' which literally means 'Fashion an adze, carve out the future'. This purposefully authored Te Pūkenga whakatauākī (proverb) captures the essence of our collective Te Pūkenga vision.

Furthermore, 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, our network staff across the country, our employers and our community.

When we come together, we can give our learners the best possible head-start in gaining satisfying work now and into the future.

Our proposed Operating Model

The first stage is to create an Operating Model for Te Pūkenga.

This is the framework that describes how Te Pūkenga will operate in the future.

The proposed Operating Model describes the future experience that learners, employers, staff and iwi, hapū and Māori will have and how we, as a network, will advance equity and address inequity, especially for Māori, Pacific, and disabled learners.

We want to gather your whakaaro (feedback) about our proposed model.

The 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 tāraia 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?**

- You'll experience a culture of connection between Pacific learners and their family, employers, staff and communities
- Support services will be available to help meet the holistic needs of both you and your aiga
- You'll see Pacific knowledge, values and principles in your courses, support services, success celebrations and everyday interactions with staff and employers
- Equity of access, opportunity and outcomes will take top priority whenever your learning and career journey is considered
- You'll have access to Pacific role models and mentors who can inspire, support and motivate you throughout your journey.

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

Te Pūkenga focuses on family-centred wellbeing

"My culture is my strength. A life of struggle but do something now to get something later."

You told us that you want to use tertiary education for the good of your family and community and to increase the opportunities and access for all of them. You also said that you have to think about how to balance your commitment to study with looking after family.

You say you're proud of your unique cultural background, but want to see more of yourself in the learning that you're doing.

Hearing this, we want to create a culture of connection between Pacific learners like you and your family, employers, staff and communities. These connections might be developed through shared spaces and environments where people can get to know each another, recognise, understand and celebrate our differences, and find out what everyone has in common.

We know that your aiga are an important part of your journey with us, and that their wellbeing is also closely connected to your own wellbeing. We will have support services available to help meet the holistic needs of both you and your family, all offered in a way that's supportive of you and your family as individuals but that's also guided by and centred on your culture.

Pacific values and principles are inherent in the learner journey

Learners say they look to Pacific staff for inspiration, motivation, and support, but don't have access to Pacific role models.

They feel there could be more Pasifika involvement in the delivery of learning, encouragement of cultures, and encouraging multiculturalism.

We know that your identity is a source of strength and wellbeing for you. We are committed to reflecting your culture throughout your journey. This means you'll see Pacific knowledge, values and principles in your courses, support services, success celebrations and everyday interactions with staff and employers. Your voice will help to guide us to create learning environments that will enable your success.

It also means having access to Pacific role models and mentors - people who you can relate to, and who can inspire, support and motivate throughout your journey.

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?