



The Hui Taumata Trust, the New Zealand Council of Trade Unions Te Kauae Kaimahi, Business New Zealand and the Department of Labour present

Leave No One Behind

"A collaborative Hui aimed at developing multi partner approaches in key areas for Maori Workforce Development as identified at the Hui Taumata 2005"



Welcome to the Mercure Hotel Willis St in Wellington.

The Hui will be interactive with an emphasis on sharing ideas, information and gaining feedback from you on a number of Maori workforce development project proposals.

This information pack provides background to the Maori Workforce Development project and information on the following proposed projects:

1. **HANGI (Helping Advance Nga Kai mahi in Growth and Innovation) Phase 2 development work – the productivity agenda**
2. **Bridging support for young workers into employment: A multi partner approach to support Rangatahi into employment**
3. **Widening workers' participation in Industry Training: A multi partner approach to support Maori in Training**
4. **Career Information and Guidance: A multi partner approach tailored to support women into work**

INTRODUCTION

This information pack provides an introduction to the Maori Workforce Development project proposals to be presented at this Hui. As a co-operative Hui we invite participants to be involved, provide feedback on, and support for, these proposals. In the spirit of this Hui and the Hui Taumata Maori economic development agenda we encourage a multi-partner approach to gaining momentum in these areas, to ensure we LEAVE NO ONE BEHIND.

HUI TAUMATA 2005

Hui Taumata 2005 was held in Wellington on 1-3 March 2005 and was attended by 450 Maori leaders. Its purpose was to review and celebrate Maori advancement since the Hui Taumata of 1984, and aimed to initiate a new era of Maori-led economic growth. The Hui highlighted three key areas - developing enterprise, people and assets.

Hui participants unanimously endorsed a new phase of Maori-led development, in collaborative partnerships. Within 12 months, the Hui Taumata Taskforce delivered a range of valuable research outcomes, and achieved practical initiatives and pilot schemes which will inform both Maori and government approaches to economic development.

KEY MESSAGES FROM HUI TAUMATA 2005

Areas for further work in the area of **Maori Workforce Development**, suggested included:

- Skill development and lifelong learning a whanau priority

- Improving career advice to support lifelong employment and employability
- Promoting and supporting workforce participation among Maori as a matter of urgency
- Inviting closer industry involvement with Maori
- Ensuring that kaupapa Maori educational options are supported by quality out-of-school care options to promote Maori women's labour market participation
- Finding ways to make Modern Apprenticeships and other vocational pathways work better for Maori women

The Hui Taumata recommended: more cooperation between industries, promoting our products in a coordinated way, forming strategic alliances inter and intra iwi, as well as regionally, nationally and internationally.

HUI TAUMATA VISION

Both the collaborative nature of the Group responsible for this Hui, and the nature of the proposals made at this Hui align strongly with the **vision of the Hui Taumata** – “to expand Maori economic pathways”¹. Picking up on the key themes of the Hui Taumata in 2005, the vision of this hui to LEAVE NO ONE BEHIND is one that ensures that people are recognised as the most important asset to economic sustainability

*He aha te mea nui i te ao
He tangata He tangata He tangata
What is the most valuable thing in the world
People, People, People*

1. Hui Taumata 2005, Hui Taumata 2005: Summary Report (Wellington, 2005)

Background to Developing the Maori Workforce Development Initiatives

This Hui is a collaborative initiative, organised by a project team of representatives from the *Hui Taumata, the Department of Labour, the New Zealand Council of Trade Unions Te Kauae Kaimahi and Business New Zealand*. The Maori Workforce Development Initiative is led and organised by the New Zealand Council of Trade Unions Te Kauae Kamahi with the support of the Department of Labour and Business New Zealand. The team has met regularly since August 2006 to develop the project proposals summarised below.

Based on analysis prepared by the Department of Labour for the Hui Taumata Taskforce, the team considered current initiatives and approaches in priority areas for Maori workforce development. The following three areas are proposed as having immediate potential for initiatives in 2007:

- Bridging support into employment;
- In-work training; and
- Career information, advice and guidance.

A broad outline of and rationale for possible initiatives in these three areas is provided in this pack.

Another project being progressed alongside these initiatives is Phase 2 of the HANGI project. Phase 1 of the HANGI project was completed in 2006 as a Hui Taumata initiative, and was led by the NZ Council of Trade Unions Te Kauae Kaimahi with the support of the Department of Labour and Business New Zealand. An outline of Phase 1 is below.

THE HANGI PROJECT PHASE 1: H.A.N.G.I. (HELPING ADVANCE NGA KAI MAHI IN GROWTH AND INNOVATION)

The HANGI project aims to raise awareness among Māori employees of the value of workplace learning, and in particular uses concepts of Mātauranga Māori to explore how employees can both individually and collectively work towards a higher skill, higher wage workplace.

Why this project? Building the skills and capabilities of our people – emerged at Hui Taumata 2005 as a key area for building future Māori economic prosperity.

Approach: Workshops were provided that gave participants the opportunity to consider their own development (individual focus) and how to increase productivity in their workplaces (collective focus). The creative potential of Mātauranga Māori was an important element of the workshop, and gave participants a new way of looking at both life's journey and workplace issues. Participants learn about future opportunities in their industry and workplace. This was a collaborative project initiated by Hui Taumata, organised and led by the New Zealand Council of Trade Unions Te Kauae Kaimahi and supported by Business New Zealand as part of the national Workplace Productivity Improvement programme.

Emerging themes: Results from the first workshops indicate that Mātauranga Māori offers a valuable perspective on both personal and workplace development. The project team are now looking at avenues to take this programme wider as part of the nationwide Workplace Productivity Improvement programme.

Initiatives to be discussed at the "Leave No One Behind" Hui 2007

1: HANGI PHASE 2 DEVELOPMENT WORK – THE PRODUCTIVITY AGENDA

Phase 2 of the HANGI (Helping Advance Nga kai mahi in Growth and Innovation) project will continue with the kaupapa from Phase 1. However Phase 2 aims to build on support from employer organisations through which the programme would be delivered.

Phase 2 of the project will include the NZCTU's HANGI Workplace Productivity Education Programme and include a tailored diagnostic tool based on Maturanga Maori concepts for identifying the creative potential of Maori workers. (Dr Charles Royal will speak to the development of this concept during the Hui.)

This Project will involve:

- **Research:** Building broader support from employer organisations, identifying challenges and opportunities for success.
- **Development of a Maori Creative Potential module:** ensuring that it is inclusive of the Workplace Productivity Education Program learning outcomes to maximise potential for worker and employer interest.
- **Building Support from unions for HANGI:** working through Runanga networks to build interest from Maori workers, and establish learning representatives and learning networks in the workplaces as an outcome.
- **Training the trainers**
- **Developing promotional material and a strategy for delivery of the programme**
- **Preparing a community version of HANGI:** Building support for the HANGI community workshop from Maori organisations,
 - *Placing an emphasis on the importance of skills and lifelong learning to work opportunities, Unions and Learning Reps – in community, Role of whanau, Building support from Unions for community version.*



2: BRIDGING SUPPORT FOR YOUNG WORKERS INTO EMPLOYMENT: A MULTI PARTNER APPROACH TO SUPPORTING RANGATAHI INTO EMPLOYMENT

A partnership approach targeting tailored support to rangatahi making the transition into work or who have recently entered work.

Why this project?: Internationally, young people tend to be a group who need initial support to maintain and thrive in employment. Young workers often do not have the work experience that makes older people “work ready,” and some young people and employers find they have a “culture” gap that is difficult to bridge. Young people with few or no skills and qualifications, in particular, are seriously disadvantaged in the labour market.

Our current strong labour market, which has many jobs even for low-skilled people, means that many rangatahi are currently in work. They are gaining work experience and contacts, but if they are not being encouraged to gain qualifications on the job, they remain vulnerable to an economic down-turn, or miss progressive employment opportunities.

Suggested Approach:

- **Research**
- **Consultation:** With Stakeholders and potential partners.

- **Mentors:** Identify, train and support.
- **Promotion:** Developing material and strategy for delivery
- **Trial the mentoring program.**

Discussion Points:

- The project would target rangatahi (aged 15 to 19) with a view to expanding the age range to 24 years at a later stage if successful.
 - The project would develop tailored models for new entrants to the labour market and young people made particularly vulnerable by low skills and lack of qualifications.
 - This project would be easily implemented across differing geographical, population profiles (e.g. by regions or cities with large Maori youth populations or high Maori unemployment), and/or across sectors (e.g. piloting in Maori-owned businesses or industries with high Maori employment rates).
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3: WIDENING WORKERS' PARTICIPATION IN INDUSTRY TRAINING: A MULTI PARTNER APPROACH TO SUPPORT MAORI IN TRAINING

A partnership model exploring ways to encourage Maori participation in Industry Training across a broader range of industries.

Why this project?: Low skill levels is a major factor currently contributing to Maori labour market vulnerability. This limits work choices and work advancement.

By international standards New Zealand firms do appear to invest in a high level of training. However, training is targeted to higher-paid, higher-skilled employees. As approximately 65% of Maori work in semi-skilled or elementary occupations,² Hui Taumata 2005 recognised that Maori workforce development is not just a matter of supporting Maori workforce participation and employment, but also about improving the quality of the work that Maori do. A key recommendation from participants at Hui Taumata 2005 was to focus on *quality and relevant lifelong learning for Maori* in order to lift skills.³

'The Maori Workforce in 2005' report noted that the concentration of Maori workers in a relatively narrow range of industries and occupations is likely to be one of the reasons why Maori workers are vulnerable to economic shocks and downturns. Possible risk mitigation strategies include ensuring that low-skilled workers have the opportunities and support to develop transferable skills.

Opportunity: The Government is actively seeking to grow participation in Industry Training, with a target of 250,000 Industry Trainees by 2007.

Maori training participation rates are relatively high, and many Maori trainees have no previous qualifications. Broadly speaking, Maori are focused on the need to up-skill, evidenced by increasing participation rates in tertiary education and the shift towards higher skilled occupations. However, some sub-groups of low-skilled Maori workers remain particularly vulnerable, due to low training rates and limited access to training. These groups, which include casual and seasonal workers, would benefit from targeted assistance.

Suggested Approach:

- Partner with the Industry Training Federation and/or with individual Industry Training Organisations or develop roles for multiple stakeholders and partners, including Skill New Zealand

Discussion Points:

- It could have a plausible gender dimension, since Industry Training participation has quite a different profile between genders
- The initiative could have a sub-stream specifically focused on Modern Apprenticeships, if this is found to be a gap in current approaches.
- This initiative could easily be implemented based on sector, geographical and population profiles for initial experimentation.

2. John Whitehead and Barbara Annesley, 'The Context for Maori Economic Development : a background paper for the 2005 Hui Taumata' (Wellington, 2005).

3. Hui Taumata 2005, 'Hui Taumata 2005: Summary Report' (Wellington, 2005).

4: CAREER INFORMATION AND GUIDANCE: A MULTI PARTNER APPROACH TAILORED TO SUPPORT WOMEN TO WORK

A Partnership approach to supporting elderly Maori women, and single Maori mothers to participate in the workforce by providing career information and guidance.

Why this project?: The Hui Taumata dialogue highlighted Maori concerns about a group of pakeke whose experience of the labour market in the 1980s and 1990s has caused them to become discouraged about their chances of employment. Concerns for this group centre on their income adequacy, including in retirement, and on frustration at the **under-utilisation of a resource for the economy and Maori communities**. Promoting and supporting workforce participation among Maori is a matter of urgency, and improving transitions into work will require improving career advice for Maori.

Opportunity: Maori men's workforce participation is in line with the national men's average, but Maori women's participation is currently somewhat lower than the national average. Therefore this project is focused on the needs of Maori women.

Suggested Approach: A focus on Wahine, Single Mothers and Wahine leaving the prison system.

- **Action Research:** to explore innovative ways to tailor and broker information and advice in Maori communities, with a dual focus on older Maori women and those with young children at home (with sole parents a further possible refinement).

- **Consultation:** The project would benefit from strong consultation with experienced stakeholders and partners. The role for potential collaboration is emphasised.
- **Develop Framework:** A potential pathway for the project might be in robust and accessible labour market information and career advice with creative potential messaging, combining the practical with the inspirational.

Discussion Points:

- There is the possibility of a further sub-stream targeting Maori women leaving the prison system.
- There is also potential for in-work mentoring to be linked in, to provide post-placement support (acknowledging distance from the labour market among this group and likelihood for some first-time entry to labour market).
- Initiatives of this type would be easily targeted geographically.