

Te tiro whānui | Overview

As part of Te Turuturu, the Partnerships and Equity (PAE) team launched a series of online hui for all network members to connect and discuss our collective mahi underway across the motu. Deputy Chief Executive Partnerships and Equity Ana Morrison and her team have been hosting the virtual sessions where key topics of interest – related to PAE – are the focus.

The fourth hui, Māori Cultural Capability, took place on Tuesday 2 August 2022. More than 150 people participated in the one-hour online session hosted by Ana Morrison, Janine Kapa, Kaikōkiri (Director), Te Pae Tawhiti, and Aniwairua Komarkowski-Chapman, Kaitohutohu (Advisor), Māori Cultural Capability Development.

Kupu whakataki | Introductions

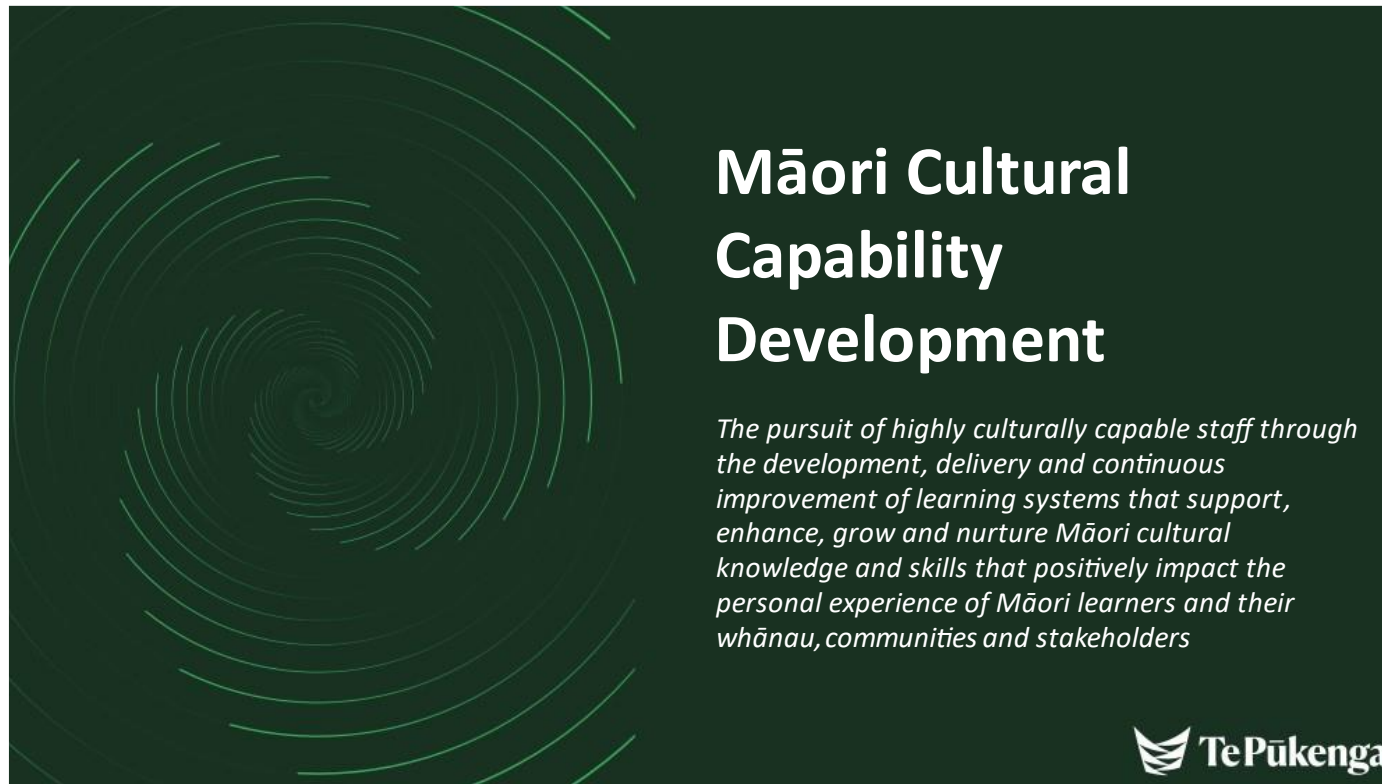
To open the session, the presentation included an overview of Partnerships and Equity including a breakdown of who is responsible for each of the workstreams and what that mahi encompasses:

Partnerships and Equity

Tiriti Partnership	Te Pae Tawhiti	Te Tiriti Futures	Equity
Kieran Hewitson	Janine Kapa	Aroha Armstrong	Colin Tuua
<ul style="list-style-type: none"> Te Tiriti Partnership Model Te Tiriti Blueprint Taonga Māori Project 	<ul style="list-style-type: none"> Te Pae Tawhiti: Te Tiriti o Waitangi Excellence Framework Māori Cultural Capability Framework Te Pae Tawhiti Continuous Quality Improvement 	<ul style="list-style-type: none"> Te Tiriti Futures Initiatives 	<ul style="list-style-type: none"> Equity Strategy Equity Leadership Network Groups

Kaupapa | Topic

The following presentation slides set the scene for the kaupapa of this session:



Māori cultural capability development is described as:

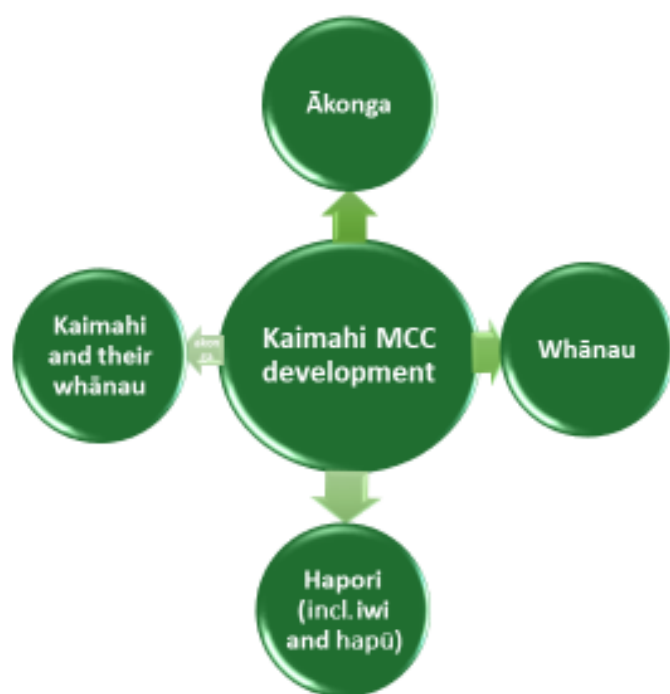
‘The pursuit of highly culturally capable staff through the development, delivery and continuous improvement of learning systems that support, enhance, grow and nurture Māori cultural knowledge and skills that positively impact the personal experience of Māori learners and their whānau, communities and stakeholders’

Māori cultural capability development

1	Māori Cultural Capability Project establishment- Network Working Group; insights of current practice (October 2021– February 2022)	COMPLETED
2	Design of Māori cultural capability development systems and processes (February 2021– September 2022)	UNDERWAY
3	Māori cultural capability development in leadership recruitment and induction (September – December 2022)	IN DEVELOPMENT
4	Launch of a unified Māori cultural capability development model (January – June 2023)	
5	Unified model of Māori cultural capability development across Te Pūkenga network (2024)	

At Te Pūkenga ...

... what does a Māori culturally capable vocational education system look like?



Ākonga	Kaimahi	What might this look like?
Learn and use te reo, tikanga and mātauranga Māori	Teach and/or use te reo, tikanga and mātauranga Māori	<i>Te reo Māori is spoken in classrooms and on campuses and worksites by ākonga, kaimahi and employers</i>
Share and express their views from te ao Māori perspective	Encourage and value all te ao Māori perspectives that are shared	<i>Ākonga and kaiako explain their opinions on art concepts from tei Māori perspective</i>
Learn and share mātauranga Māori	Teach and apply mātauranga Māori in specialised subject areas	<i>Employers teach ākonga about kaitiakitanga while working on a rural property</i>
Connect with their whakapapa	Understand importance of iwi and hapū in individual's Māori identity development	<i>Ākonga and kaimahi are connected with their iwi and hapū</i>

A way of working, not a course to complete



Identify
MCC capability needs through self-assessment

Engage
in MCC learning and development

Recognition and Reward
of MCC development

Evaluation and Review
in partnership with leadership

Apply
new skills
Change
behaviours

Connecting Māori

- Kaimahi Māori connect with their iwi and hapū
- Kaimahi Māori learning and development – tuakiri Māori

Iwi and hapū partnerships

- Iwi and hapū partner in design and delivery of learning and development

Recognition and reward

- Recognising and rewarding through remuneration
- Linked to performance review process

Centralisation

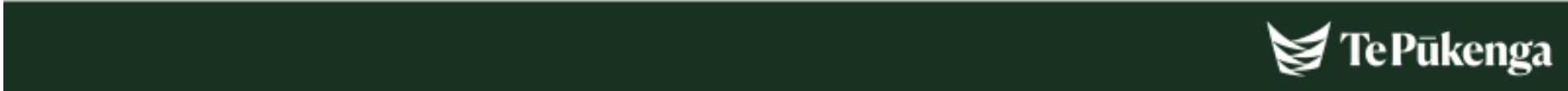
- MCC leadership
- Sharing practices across regions
- Data and analytics
- Reporting systems

Learning and development

- Increased options – all levels
- Train the trainer opportunities
- PD hours
- All capability levels (including experts)

People processes/systems

- Job advertisements, recruitment, induction, leadership, remuneration, performance reviews
- Evaluation and review



Ngā pātai | Questions

Will Māori cultural capability (MCC) development be included in Te Pūkenga recruitment and induction practices and processes?

- According to [Tā tātou huarahi | Our pathway \(August 2022\)](#), national operating structures will be responsible for direction setting and enabling functions, with strong links into the regions. This includes learning systems and strategies, design and development activities, attraction and national relationship management, as well organisational support and enablers.
- Under the proposed new structure, the People Business Group is responsible for people management support including recruitment and onboarding and facilitates learning and development opportunities for kaimahi with a focus on cultural competency.
- It is intended that MCC will be included in all Te Pūkenga recruitment processes such as:
 - job advertisements that include position requirements for MCC development
 - job descriptions that include MCCs
 - interview processes and practices that include tikanga Māori.
- All staff will be required to complete induction that includes identification of current MCCs and engagement in learning and development that responds to individual MCC development needs. Delivery of this learning and development may be developed and delivered regionally.

Note: WDCs are not part of Te Pūkenga.

What is the proposed timeline for the roll-out of Māori cultural capability development across the network?

- MCC development will be embedded in many systems and practices across the organisation.
- All regions will begin to see Te Pūkenga MCC systems and practices from our first horizon in 2023. Some of our MCC systems will be established and rolled out throughout the second horizon in 2026 as well as our third horizon and future state: 2027 to 2033+.
- Some network subsidiaries do not have MCC systems and approaches in place and may begin to use Te Pūkenga offerings earlier than others.

Is Māori workforce development part of the Māori cultural capability development project?

- Māori workforce and Māori leadership development are important parts of the MCC development project.
- This part of the project is due to be scoped for development in the second horizon (2026) as well as our third horizon and future state: 2027 to 2033+.

Do you anticipate that the current financial situation will have an impact on the timeframes for the roll-out of a centralised Māori cultural capability development approach?

- No. Te Pūkenga National Office have a dedicated project team who are working on the processes and systems required for MCC development. A Māori Cultural Capability Working Group (including representation from network subsidiaries) has been established.

Is a Māori cultural capability self-assessment tool being developed?

- A MCC tool is currently being co-developed with staff from across the network. This tool is the first step towards a unified approach to MCC.
- Further roll-out of the tool will occur during the first horizon (2023) although some regional sites may begin utilising the tool earlier.
- This tool will be used to inform Te Pūkenga Tier 2 recruitment practices and approaches.

Will Te Pūkenga include dedicated Māori cultural capability development time in staff contracts?

- Work on individual and collective contracts is currently underway. Ringfenced MCC development hours are being considered.
- Professional and learning development is a key part of MCC development.
- Understanding any barriers for kaimahi to engage with MCC development will be key to designing meaningful learning opportunities for all of our staff e.g., mode of delivery, times of delivery, barriers in participation, etc.

Will Māori cultural capability development be linked to remuneration?

- Te Pūkenga intends to link MCC development to remuneration.
- This intention will be considered in the MCC project deliverables for the second horizon (2026) as well as our third horizon and future state: 2027 to 2033+.

Te Turuturu 2022

Te Rā	Kaupapa
12pm – 1pm Thursday 25 Hereturikōkā August 2022	CANCELLED – due to Te Pūkenga organisational direction and design engagement
2pm – 3pm Wednesday 14 Mahuru September 2022	PAE Kaupapa – topic to be confirmed

Ngā hononga | Links

Tā tātou huarahi Our pathway: Te Pūkenga organisational direction and design (August 2022)	https://xn--tepkenga-szb.ac.nz/assets/OM/22/2208FINAL-Ta-tatou-huarahi-Our-pathway.pdf
Tā tātou huarahi Our pathway: Engagement (15 August – 2 September 2022)	https://xn--tepkenga-szb.ac.nz/opmodel/
Te Pūkenga: Work Plan overview (May 2022)	https://xn--tepkenga-szb.ac.nz/assets/Publications/Te-Pukenga-work-plan-overview-May-2022.pdf
Te Pūkenga: What you can expect	https://xn--tepkenga-szb.ac.nz/assets/OM/Te-Pukenga-What-you-can-expect.pdf
Te Pūkenga Annual Report 2021	https://tepūkenga.ac.nz/assets/News/Annual-reports/Te-Pukenga-Annual-Report-2021-web.pdf
Te Piko: Our organisational strategy	https://tepūkenga.ac.nz/assets/Publications/TP00225-Te-Piko-Report-July-2022-v7.pdf
Te Turuturu 2022: Summary of presentation as well as questions and answers from each session	https://xn--tepkenga-szb.ac.nz/about-us/faqs/partnerships-and-equity-te-turuturu-2022-faqs?mkt_tok=MzA1LUFVWwi0xNjMAAAGEsca8AslN6OF-ZdWPH4xgA2UPFk-vx3oJ-1pII53_Aw8Z_LQE6wCNK0cawCmKjVwEH1kc61GrSe17-OggLQ
News: Te Turuturu provides opportunities to connect with Partnerships and Equity mahi	https://xn--tepkenga-szb.ac.nz/news/category/News/te-turuturu-provides-opportunities-to-connect-with-partnerships-and-equity-mahi-2
Te Pae Tawhiti: Te Tiriti o Waitangi Excellence Framework (working draft)	https://tepūkenga.ac.nz/assets/Publications/TTW_Excellence_Framework_Nov_2020_Working_Draft.pdf
Te Pae Tawhiti Insights into Te Tiriti o Waitangi and Māori Equity practices throughout our network	https://tepūkenga.ac.nz/assets/Publications/Te-Pae-Tawhiti-Insights-into-Te-Tiriti-o-Waitangi-and-Maori-Equity-practices-throughout-our-network.pdf
Te Pae Tawhiti Insights into Te Tiriti o Waitangi and Māori Equity practice in the National Office of Te Pūkenga	https://tepūkenga.ac.nz/assets/Policies/TP00257-Te-Pae-Tawhiti-National-Office-Insights-Document-August-v3-1.pdf
Te Pae Tawhiti summary video	https://www.youtube.com/watch?v=rOvgazgSais
Te Pae Tawhiti Impact Report October – December 2021	https://tepūkenga.ac.nz/assets/Publications/20220310_TP_PAE-Te-Pae-Tawhiti-Quarterly-Report_Final.pdf

News: Breathing life into Te Tiriti o Waitangi and Māori equity key to learner success at Te Pūkenga

<https://xn--tepkenga-szb.ac.nz/news/category/News/breathing-life-into-te-tiriti-o-waitangi-and-maori-equity-key-to-learner-success-at-te-pukenga>

Whakapā mai | Contact us

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