

Pātaka Toa

Education and Employment Strategy

2022 - 2026



TE RŪNANGA O
TOA RANGATIRA

“

**Kia tupu ake ai a
Ngāti Toa Rangatira
hei iwi toa, hei iwi
rangatira ki tēnei ao**

*Uphold the dignity of Ngāti Toa to
ensure an enduring and prestigious
standing*

Atanatiu Te Kairangi

Kupu Takamua

Foreword

In October of this year, I had the privilege of meeting the incoming Vice Chancellor of Victoria University, Professor Nic Smith. He had initiated contact with mana whenua, and wanted to discuss our hopes and aspirations in education for our people. We talked at some length of the barriers Māori face in the mainstream education system, one of them being the alienation our people feel. If we don't see ourselves as a part of the system, how can we participate to any meaningful degree?

Professor Smith made the point that learning is about challenging ourselves beyond our limits. Pushing outward against our own boundaries, whether they be real or imaginary. But to step out beyond those boundaries, we have to be willing to take risks. We run the risk of being wrong. The risk of being ridiculed. The risk of failure. The risk of letting down our families and ourselves.

Professor Smith continued: Students will only take these risks if they feel safe. What it means to be safe varies across communities, but we know that, for the majority of Māori in mainstream education, they don't feel safe. So, it's no wonder that Māori students are far less likely to take the risks required to fully stretch their capabilities and push those boundaries.

Education is a key pathway to long-term, meaningful employment. Te Rūnanga O Toa Rangatira is committed to building avenues for our people that provide access to the levels of education they aspire to. If we are to have the

best chance of success, these avenues need to be safe. They need to reflect our identity, our values, our tūpuna and their wairua.

This document details Te Rūnanga O Toa Rangtira's education and employment strategy. It is a comprehensive plan that describes how we will realise our vision for the education and employment of our iwi. There are many dimensions to this strategy, but the highlight for me is the Ngāti Toa Kura Taiao, our very own school, where students will be taught in Te Reo, with the curriculum being augmented and enhanced by Ngāti Toa stories and histories. It is difficult to imagine a safer avenue for our Ngāti Toa tamariki mokopuna.

E te whanau, I am delighted to present Ko Te Rautaki O Pātaka Toa.

Callum Katene
Board Chair



Ko te Rautaki o Pātaka Toa

Education and Employment Strategy

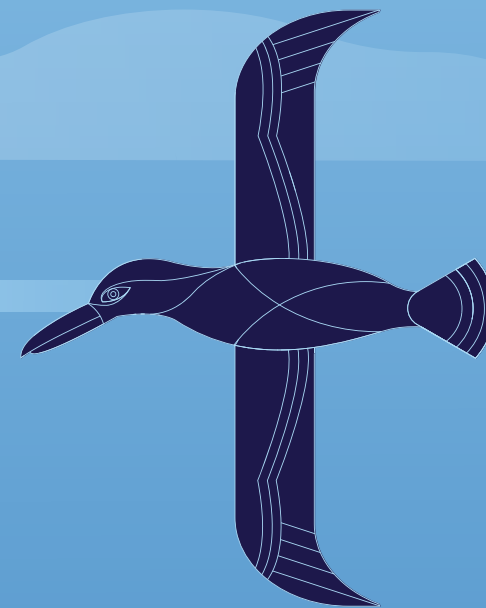
When our tūpuna settled in the rohe of Ngāti Toa Rangatira, our whānau came together at Te Awarua o Porirua - Porirua Harbour to collect kai to sustain our people. It has been a place of significance for generations.

Te Awarua o Porirua was the pātaka (pantry) that nourished us and provided a space for our whānau to connect, learn, and share. It is here where we experienced tuakana and teina connection, embodied leadership, and supported each other to grow together.

Te Awarua o Porirua is also a purākau set in this harbour i ngā wā o mua - before our people settled here. It tells the story of the taniwha Te Awarua who called Te Awarua o Porirua home. From the shallows of the harbour, Te Awarua would admire their friend Rereroa, the albatross, as she flew high in the sky above. Te Awarua wished she too could fly, and although at times it seemed impossible, with the help of Rereroa, Te Awarua set out to learn to fly. The journey was challenging and after many attempts, Te Awarua took flight!

The relationship between Te Awarua and Rereroa has taught us the importance of whanaungatanga, manaakitanga, kōtahi tātou and rangatiratanga – connectedness, support, working together and self-determination. This purakau reminds us that success is a journey and that with the right support our whanau can achieve anything.

Pātaka Toa - Education and Employment is one of 9 business groups across Te Rūnanga o Toarangatira. Our name is inspired by Te Awarua o Porirua, the pātaka, Awarua and Rereroa and the rich tapestry of kōrero, shared experiences, mātauranga and learnings that have come from this harbour - the pātaka that sustained our people for generations.



Rārangi Upoko

Table of Contents

Kupu Takamua	3
Ko te Rautaki o Pātaka Toa	4
Whakarāpopoto Matua	6
Timatanga Kōrero	7
Our strategic partnerships and relationships	9
Ngā Mātāpono Arataki	10
Ngā Whakatikatika o Pātaka Toa	14
Mauri Ora Framework	15
He Awa Tupua	16
Ngā Whakaarotau	17
Te Kete Mātauranga	18
Pātaka Toa Priority Areas for Education	20
Te Kura Taiao	32
About Te Kura Taiao	33
Te Hoe Ākau	37
Pātaka Toa Priority Areas for Employment	38
Te Kete Whakapuāwai	49
Pātaka Toa Priority Areas for Innovation	51
Ngā Taipitopito ā-kaupapa	60
Whānau Engagement	61
Whānau Feedback	62

Whakarāpopoto Matua

Executive Summary

The history of our people is littered with examples of selfless leadership, resilience, innovation, and strategy. These qualities are inherent in each of us and have contributed to the survival of an iwi despite being small in number. It is this whakapapa that we draw on to take us through the next five years and beyond, as we redefine the pathway that will support whānau to achieve their aspirations in education and employment.

Ahakoā he iti whetū ki runga ki te rangi nui pōkēkēao ūhia kia ngaro, e kore e ngaro.

Even though the stars shining in the night's sky might be obscured by a passing cloud, they will never be obliterated!

This strategic document will be an exciting, self-determining iwi-led vision for our future. The challenges of generations who have had limited choice and agency in the way they access education and move into careers are a motivating force behind the work of Pātaka Toa. We need to deliver a model that is fit for the current environment we live in and be agile enough to shift for future change and we need to begin that now.

Pātaka Toa will capitalise on the opportunities to innovate across all areas of education and employment. We know that education unlocks the door to prosperity for our whānau, hapū and iwi and is the lever for developing resilience for

the world ahead.

We are committed to achieving this through working collaboratively, leveraging off strategic partnerships, whakapapa connections and our community assets to raise the bar on outdated thinking and systems.

Ko te kei o te waka e ehū ana

The stern of the waka that cuts through the water

Bianca Elkington

General Manager, Pātaka Toa



Tīmatanga Kōrero

Introduction

Sustainable and meaningful education and employment is a primary vehicle for the intergenerational success of our whānau and the development of the future leaders of our iwi.

In order to achieve intergenerational whānau success and develop future leaders we know we need to provide our whānau with the right support, encouragement, guidance and opportunities to grow and prosper.

Our strategy for Pātaka Toa is underpinned by the ecosystem as

depicted in the approach section of this document. This is the basis from where our tamariki, rangatahi and whānau can gather support and encouragement to grow their ability and confidence to achieve their education and employment aspirations.

Most significantly, Pātaka Toa recognises the opportunities we have to harness our natural innovation and creativity, to lead our iwi and our community into a bright and prosperous future.

Pātaka Toa recognises:



The rich tapestry of our whakapapa offers us connections and lessons from our tūpuna, from where we can seek comfort, shelter and guidance.



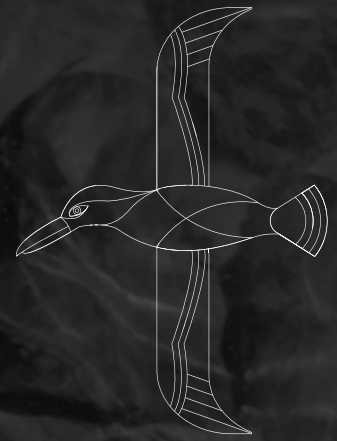
A strong iwi-led stance provides us with a solid platform to grow and develop with purpose and meaning in today's world.



The opportunities we have to harness our natural innovation and creativity, to lead our iwi and our community into a bright and prosperous future.



Collaboration and co-design approaches ensure whānau voices are our priority; the aspirations and dreams of our whānau is what drives our strategy and shapes.



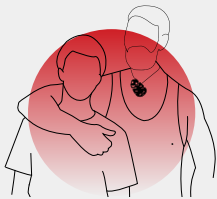
*Like Awarua the taniwha,
who needed support and
encouragement from Rereroa
to learn to fly, so too do our
tamariki, rangatahi and whānau.*



The purpose of this strategy is to outline:



The key education and employment priorities for the next 5 years.



Short- and medium-term goals for Pātaka Toa.



Focus areas for Board member sponsorship.

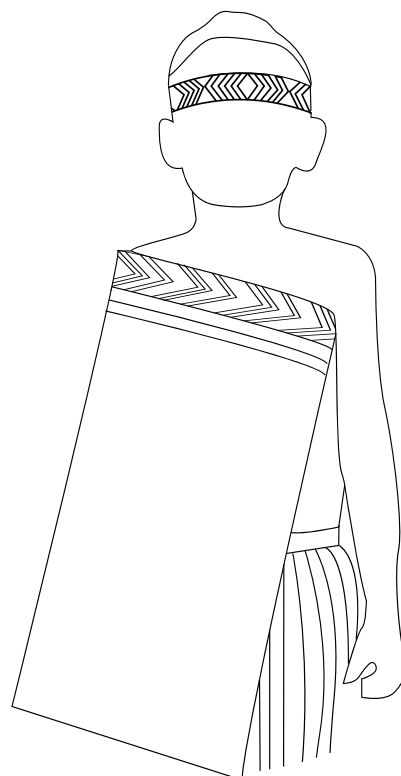
Our strategic partnerships and relationships

Ngāti Toa, Te Rūnanga o Toa Rangatira and Pātaka Toa hold a wide range of relationships that have been built over years.

We have relationships with iwi across our rohe including Ngāti Raukawa, Te Ati Awa and the seven iwi in Te Taihū o Maui. We have extensive relationships with central and local government agencies and service providers.

Ngāti Toa has a wider manaakitanga and rangatiratanga role across communities and provides support, leadership and guidance for the broader education and employment sectors as mana whenua holds several decision-making Board roles for schools, leadership groups and learning communities.

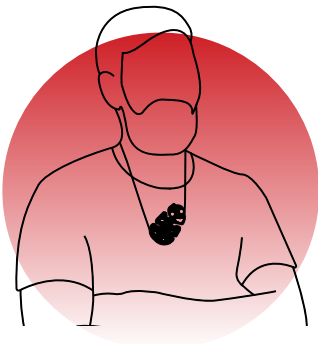
Through Pātaka Toa, we acknowledge our current relationships across the community, local and central government and industry. We are committed to broadening our engagement and strengthening relationships with partners who align with our approach, goals and strategy.



Ngā Mātāpono Arataki

Pātaka Toa Guiding Principles

We support and prepare our Ngāti Toa ākonga to be innovative and inspirational change makers, investing in a strong base of Ngāti Toa leaders now and into the future.



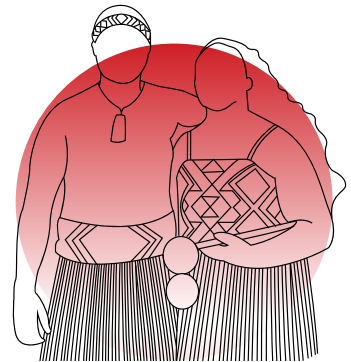
Rangatiratanga, *visionary and courageous leadership*

Education and employment opportunities that foster innovative & self-determining leaders through transformative change.



Manaakitanga, *enhancing mana through excellence, generosity, and hospitality*

Our deep connections to our whenua, our history and our tūpuna provide us a blueprint for excellence. We are committed to improving whānau learning and social outcomes.



Kotahi tātou, *inspiring unity and connection*

Kotahi tātou starts with a collective education and employment vision that is woven together with the wellbeing aspirations of whānau and our communities.

Ngā Mātāpono Arataki

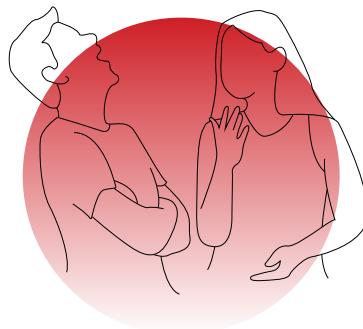
Pātaka Toa Guiding Principles



Whakatau tika, *action with honesty and integrity*

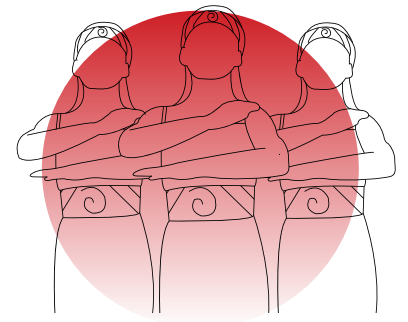
We set and work to high standards.
We act with integrity in our mahi and
our relationships.

We champion honest and robust
dialogue and exemplify our values
and principles.



Whanaungatanga, *connectedness and kinship*

We nurture kinship and
connectedness of our people and
communities, both here in Porirua,
across the motu and beyond.



Auahatanga, *innovation*

Ensure we are not bound by the
status quo, by fostering innovation,
and exercising
rangatiratanga through our current
and future plans.

Connection to Te Rūnanga o Toa Rangatira Strategy

Our guiding principles directly connect to the whāinga of Te Rūnanga o Toa Rangatira

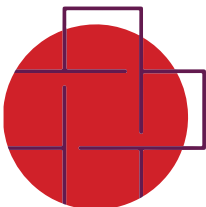


Ngāti Toa Rangatiratanga

Revitalizing and strengthening our identity

Our identity is revitalized through:

1. Whānau who are confident in their reo, tikanga, kawa and identity.
2. Vibrant marae that uphold our kawa and are able to serve our varied and changing needs Whānau who are strongly grounded in our history and whakapapa.

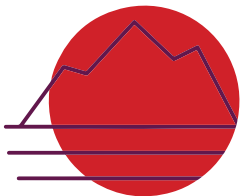


Oranga

Advancing the health and well-being of all Ngāti Toa Rangatira whānau

Our whānau are thriving through:

1. Improved health.
2. Increased educational and vocational achievement.
3. Sustainable employment opportunities.
4. Healthy and affordable housing.



Ohanga

Growing a sustainable economic base

Our prosperity is supported by:

1. A culture of self-determination, resilience and growth.
2. Robust and ethical investments that are aligned to the aspirations of the iwi.
3. Working collaboratively to grow the Ngāti Toa Rangatira economy.
4. Protecting and growing our economic base to provide ongoing opportunities for whakapapa whānau wellbeing and growth.

Connection to Te Rūnanga o Toa Rangatira Strategy

Our guiding principles directly connect to the whāinga of Te Rūnanga o Toa Rangatira

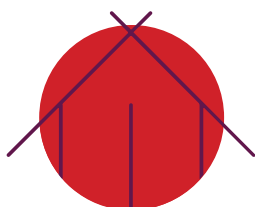


Te Ao Tūroa

Nurturing a resilient environment to sustain future generations

Our environment is sustained through:

1. Reclaimed connections and mātauranga relevant to our natural resources.
2. Empowered kaitiaki who are leaders and co-managers of our natural environment.
3. Our commitment to environmental sustainability.
4. Our ability to adapt to the impacts of climate change.



Whai Mana

Building a strong organisation founded on leadership and connection

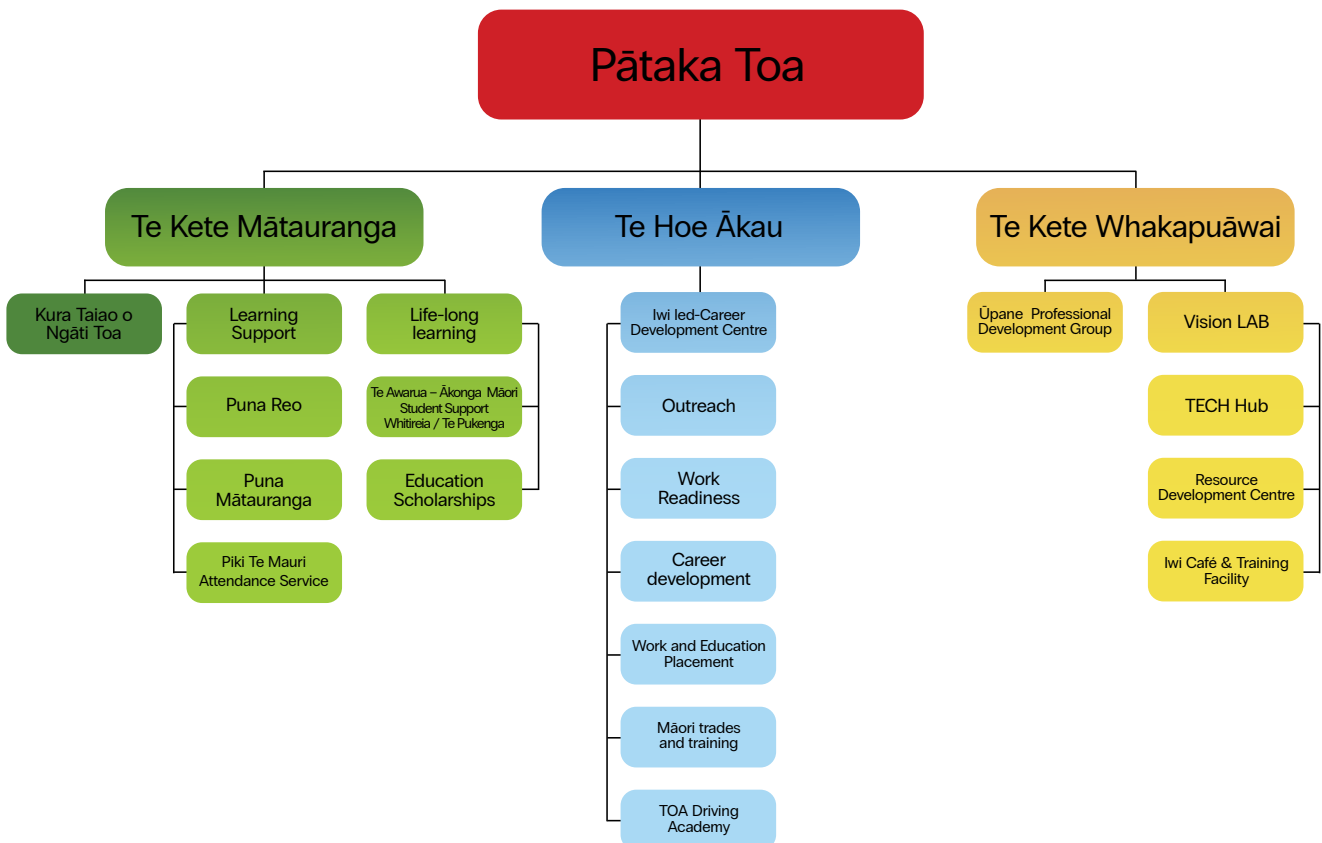
Our organisation is strengthened by:

1. Sound governance and management structures that support growth and prosperity.
2. Development and leadership opportunities for our tamariki and rangatahi.
3. Platforms for the efficient and effective communication and connection of our people.
4. Strategic partnerships that benefit our regional, national and international interests.

Ngā Whakatikatika o Pātaka Toa

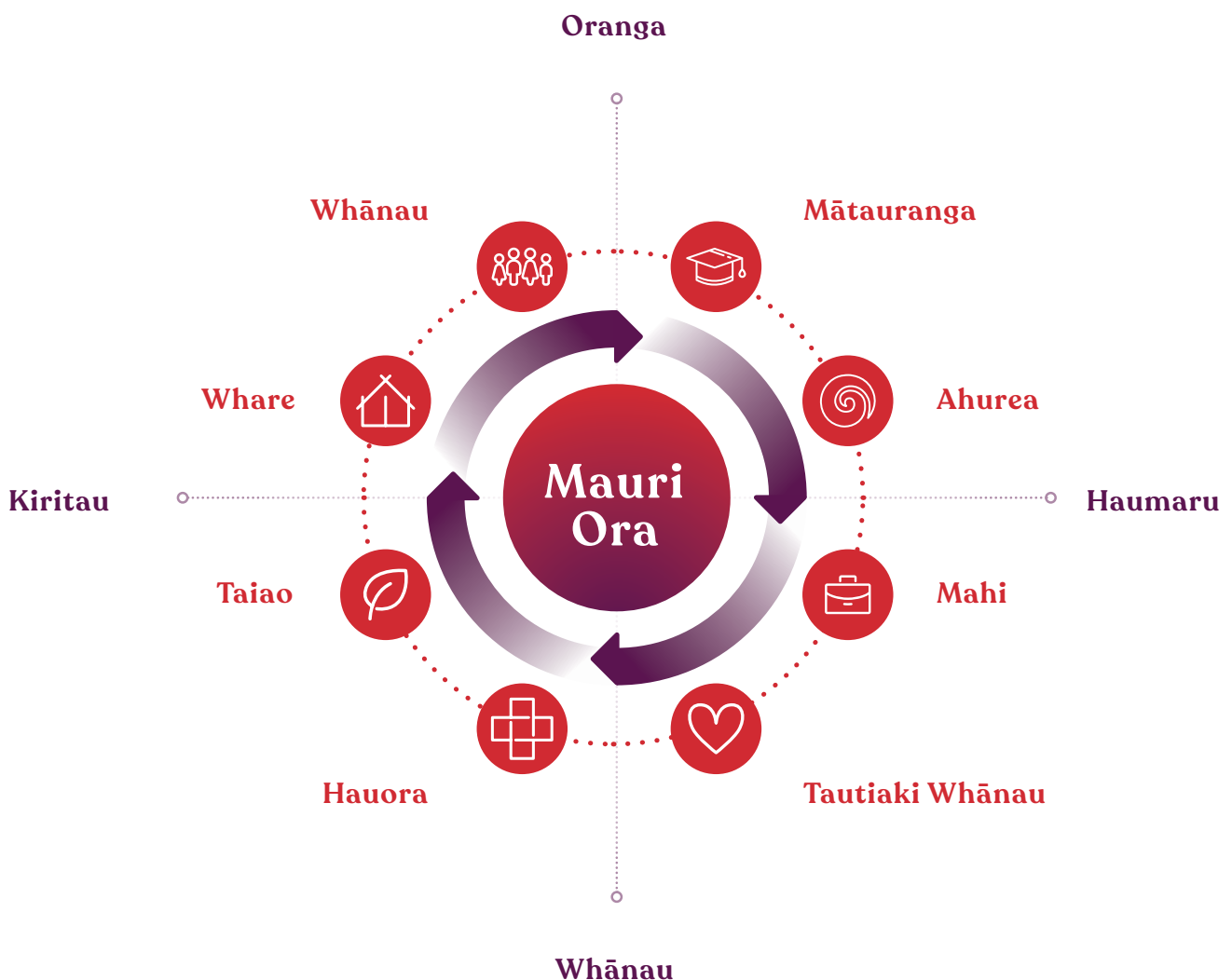
Education & Employment Solution Delivery

Pātaka Toa team is made up of over 40 kaimahi who deliver a range of services and programmes to support whānau on their journey in and through education and employment. Our services fall under 4 main channels.



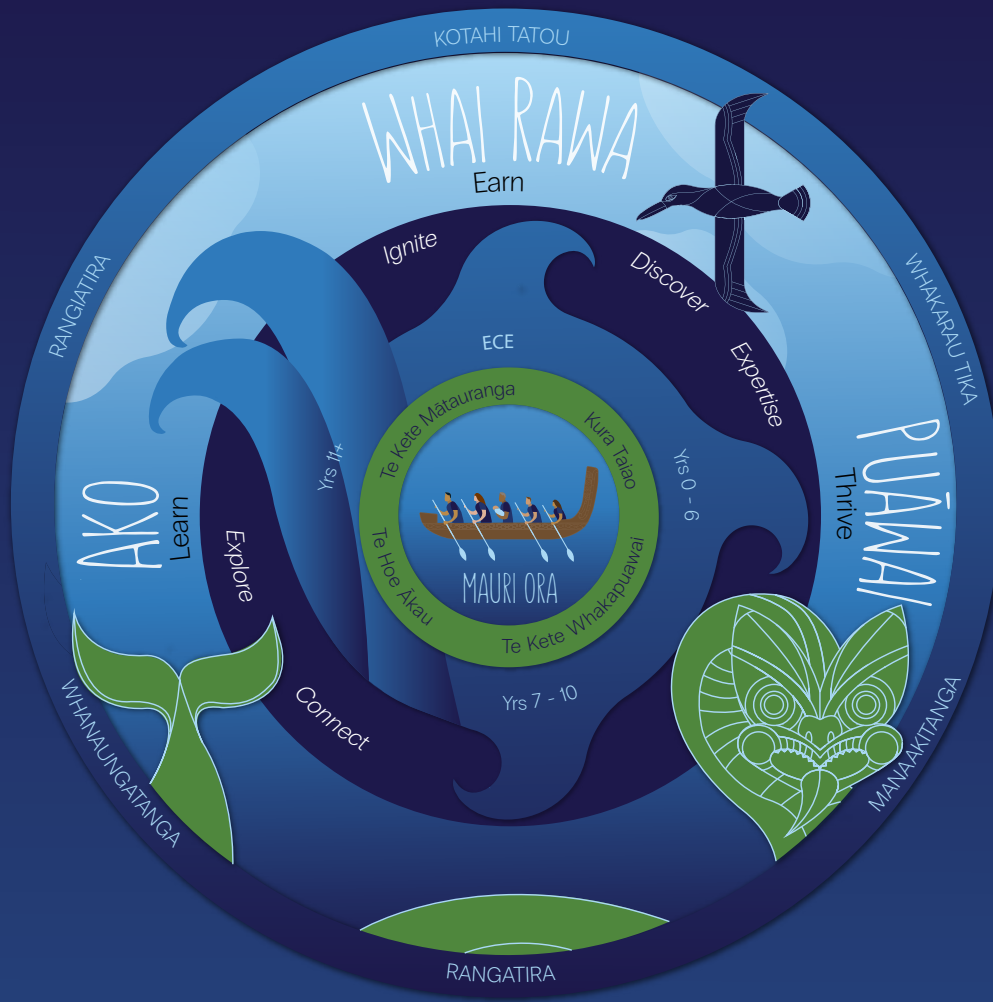
Mauri Ora Framework

Across all services, our Mauri Ora Framework underpins all processes, systems, and programmes and is central to our programme design and delivery approach. This kaupapa Māori model is a holistic approach to engagement that considers the bigger picture and all elements in relation to one's life. This way of working enables rangatahi to be navigators of their own pathways forward and identify and celebrate all aspects of who they are.



He Awa Tupua

Our Education Ecosystem



The approach to achieving the outcomes for Pātaka Toa is He Awa Tupua. This name takes inspiration from the harbour, flowing tides, prosperity and the journey whānau take as they navigate the flowing tides on their education and employment journey.

He Awa Tupua recognises that our tamariki and rangatahi are the future leaders of Ngāti Toa Rangatira and therefore we must invest in their future to maintain the growth and development of our iwi. Supporting our tamariki, rangatahi and whānau in their education and employment journey is a vehicle for enabling the development of our future leaders and a key priority for the Rūnanga.

He Awa Tupua acknowledges a reciprocal non-hierarchical relationship between ākonga and kaiako. He Awa Tupua also acknowledges the knowledge and experiences of both the learner and the teacher in what is created to be a shared learning journey. Awarua the taniwha found strength during the challenge of new learning. He leant on the guidance of one who had gone before and eventually flew. Pātaka Toa is committed to providing that same support to our tamariki, rangatahi and whānau through mauri ora development plans, mentoring programmes and kaupapa driven by trusted faces.

With the approach of He Awa Tupua, traditional systems and barriers upheld by mainstream education are disregarded and instead, whānau can navigate a pathway that is defined by them, and supported by whānau, hāpori, industry and iwi;

We are committed to supporting whānau to identify and achieve their education and career aspirations by removing barriers and creating and establishing pathways that enable whānau to exercise their rangatiratanga.

Built on choice, our approach provides whānau with options to achieve success. He Awa Tupua seeks to address the ongoing problems that current systems have been slow to respond to by channelling rangatahi into supported education and career pathways as early as year 10. We take a holistic, culturally grounded, whānau-centred approach focused on improving total well-being and addressing individual learner needs within a whānau context.



Ngā Whakaarotau

Pātaka Toa Priority Areas

Nationally, there have been incremental shifts in Māori succeeding in education and employment, however, significant equity gaps still exist between Māori and the total population. Pātaka Toa will take a strategic response approach with the following priorities being the focus for the next five years.



Te Kete Mātauranga

Education Services

Te Kete Mātauranga

Education Services

Te Kete Mātauranga is our Iwi-led Education Services branch of Pātaka Toa. The range of services and kaupapa run out of Te Kete Mātauranga focus on supporting our tamariki and rangatahi into and through education. Our vision is to ensure the provision of high-quality education services, information, and resources to support the educational achievement and progression of Ngāti Toa whānau. We aim to support learner specific needs through the individual Mauri Ora Development Plans and effective collaboration between whānau, iwi and schools.

Te Kete Mātauranga offers a range of services:



Te Puna Reo o Ngati Toa provides total immersion Early Childhood Education for children 0 – 5 years of age.



Te Puna Mātauranga provides remedial and advanced education support for children 5 – 18 years of age in and outside of school.



Piki te Mauri Attendance Service



Te Awarua ki Whitireia Ākonga Māori Support at Whitireia Weltec Te Pūkenga



Puna Taiao Environmental Education



Special Education Learner Support




Education Training Scholarships

A photograph of two children on a wooden tricycle, overlaid with a semi-transparent green filter. The child in the front is wearing a light-colored hooded jacket and has their mouth wide open in a shout or laugh. The child in the back is wearing a dark plaid shirt and also has their mouth open. The background is a blurred outdoor setting.

Pātaka Toa

Priority Areas for Education

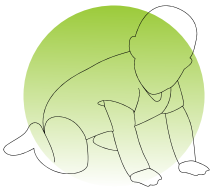


Ngāti Toa mokopuna are provided with a strong educational platform, grounded in Ngāti Toatanga.

Our priority area is:

Ngāti Toa mokopuna know who they are and where they come from.

To achieve this, we will:



Engage our whānau, hapū and iwi in early childhood education.



Support and encourage Ngāti Toa whānau to utilise Te Puna Reo o Ngāti Toa.



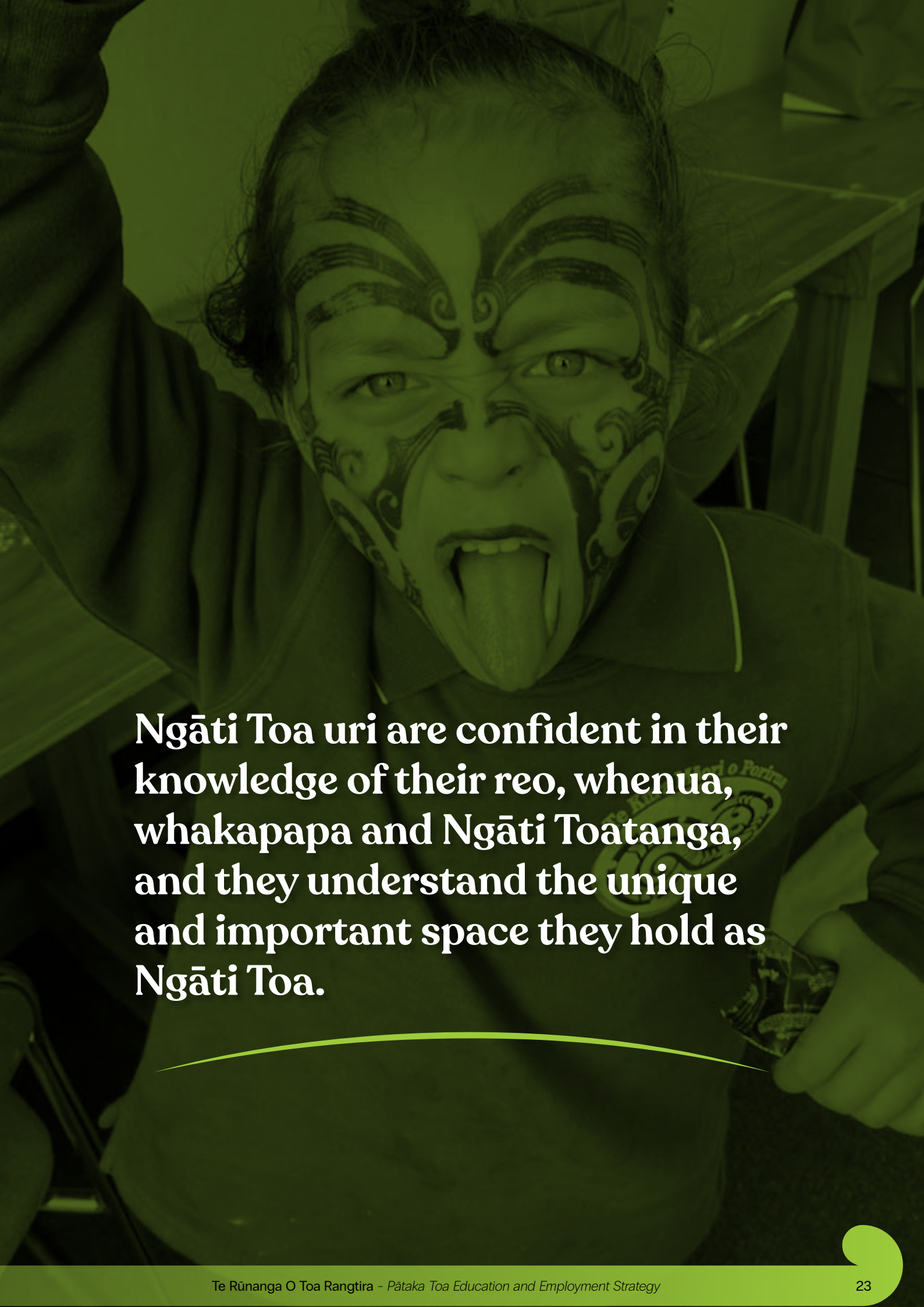
Te Puna Reo o Ngāti Toa will prioritise teaching mokopuna who they are and where they come from to build strong self and collective identity.



Extend our service offerings into Te Taihū.



Develop resources for whānau to teach our tamariki their own history.



Ngāti Toa uri are confident in their knowledge of their reo, whenua, whakapapa and Ngāti Toatanga, and they understand the unique and important space they hold as Ngāti Toa.

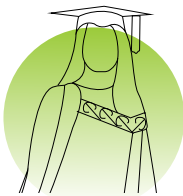
Our priority area is:

Kaiako who educate our tamariki and rangatahi are committed to delivering and fostering Ngāti Toatanga.

To achieve this, we will:



Continue to develop and strengthen relationships with local kura and schools across the motu who support Ngāti Toa tamariki and rangatahi.



Develop a pipeline of kaiako by offering education scholarships for Ngāti Toa uri.



Provide targeted teaching scholarships with a high priority on reo Māori and STEM subjects Leverage our relationships and strength as Te Tiriti o Waitangi partners in the education sector to create change.



Encourage more tāne to become qualified as kaiako.



Establish Te Kura Taiao – see Pātaka Toa Special Project for more information.

A photograph of a woman with long, curly hair and a young girl with pigtails sitting on a sandy beach. They are both smiling and looking down at a sandcastle they have built. The woman is on the left, leaning over the girl on the right. The scene is bathed in a soft, greenish light, creating a warm and supportive atmosphere. The text is overlaid on the left side of the image.

**Ngāti Toa tamariki and rangatahi
are supported through challenges
in their education journey.**

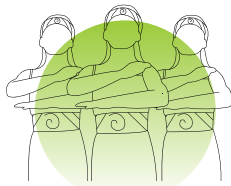
Our priority area is:

Providing targeted and tailored support ensuring tamariki and rangatahi have access to education success throughout their formative years.

To achieve this, we will:




Engage and support whānau early, to enable the development of mauri ora plans.



Extend the Piki te Mauri service to support tamariki and rangatahi and their whānau.



Partner with industry to create innovative educational solutions to achievement.



Ngāti Toa school leavers will finish school with educational performance and the confidence to go on to higher education or employment.

Our priority area is:

Lift the educational performance of Ngāti Toa rangatahi by providing the necessary supports to close the gaps caused by long term inequity in the education system.

To achieve this, we will:



Taking a holistic approach and ensuring engagement with whānau happens early in the education journey.



Providing a strong pathway of support for Ngāti Toa mokopuna from early childhood education through to secondary school.



Support and empower whānau to lead their journey, from planning, to action, to review.



Whānau make decisions on the type of support they need from Pātaka Toa.

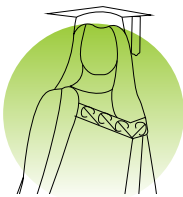


Ngāti Toa uri are supported into and are successful in tertiary education.

Our priority area is:

Ngāti Toa uri across the motu and Māori in our rohe undertaking tertiary education are given all the necessary support to enter and be successful in tertiary education.

We will achieve this by:



Developing strategic relationships and partnerships with tertiary providers to support iwi ākonga through the tertiary education system.



Providing face to face and online learning communities, wraparound services for Ngāti Toa uri in tertiary education using Te Awarua – our Maori student support model in other institutions



Developing a working database of current iwi enrolled in tertiary education



Te Kura Taiao

a Ngāti Toa iwi school

About Te Kura Taiao

Te Rūnanga o Toa Rangatira and the Education and Employment Services have a long-held aspiration to establish a Ngāti Toa Kura-ā-Iwi based in Porirua.

During 2020 and to support an application to the Ministry of Education, Te Rūnanga o Toa Rangatira carried out extensive consultation with Ngāti Toa to determine the interest to establish a Kura-ā-iwi.

The submissions made by Te Rūnanga o Toa Rangatira to the Ministry of Education have successfully enabled us to progress through the necessary phases with the Ministry of Education in the application process. In November 2022 our application was approved by Ministry to establish Te Kura Taiao - a Ngāti Toa iwi school.



Te Kura Taiao

a Ngāti Toa iwi school

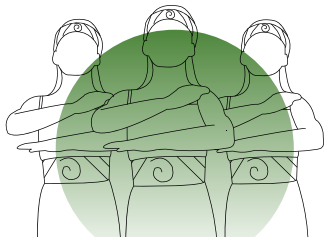
We have determined that teaching will be conducted in te reo Māori (mita Toatanga), and fundamental tikanga and kawa (cultural values, norms, and practices) embedded in the teachings of Ngāti Toa kaumatua and kuia.

A kura established on the foundations of Toa reo, kawa and tikanga are deemed important because statistics tell us Māori are still under achieving in the mainstream system; there is an increasing need for speakers of te reo Māori to maintain and uphold our paekaranga and paekōrero; and very few of our whānau can speak te reo Māori fluently or past a basic level.





The kura will be based on the following values:



Ko te kōrero whakapapa

the teaching of our history to understand who we are



Ko te mahi ā ō rātou tūpuna

celebrating and revitalising the mahi of our tūpuna



Kia tahuri ki te ahu whenua

teaching self reliance and manaakitanga through the practices of cultivation



Ko te pakanga i Toa ai rātou ngā tūpuna

building resilience in our people



Tamariki from the kura will be:

Confident in Toa tikanga, kawa and mita.

Taught through a holistic approach to education.

Prepared to contribute confidently to the future development of Ngāti Toa and te ao hurihuri.

**Review of Puna Reo and
Te Puna Mātauranga**

Services will be streamlined and deliver to the needs and aspirations of mokopuna, tamariki and whānau

2022

**Expansion of services
Te Tau Ihu
Education scholarships**

*More Ngāti Toa whānau will have access to our services
Ngāti Toa uri supported to become kaiako*

2023

**Increase te reo
capability and delivery
Kaiako strategy**

Increase number of skilled and qualified kaiako available to teach mokopuna and tamariki

2024

**Increase relationships
with Tertiary
Education providers**

All Ngāti Toa rangatahi in tertiary education will be directly supported

2025

**Support from Ngāti Toa
Te Kura Taiao**

All Ngāti Toa tamariki and rangatahi will benefit from the establishment of Te Kura Taiao.

2026

**Consultation with
providers to establish
Ngāti Toa kura**

Providers will understand Ngāti Toa aspirations for kura-a-iwi

**Consultation with whānau
and iwi to establish Ngāti
Toa kura**

Ngāti Toa whānau and iwi will have the opportunity to share their whānau aspirations for their tamariki and rangatahi

Establish Enviro Education Hub

Ngāti Toa will have a dedicated space to commence testing and piloting Te Kura Taiao ways of learning.

**Ngāti Toa
Te Kura Taiao launched**

All Ngāti Toa tamariki and rangatahi will have option to attend a dedicated Ngāti Toa kura.





Te Hoe Ākau

Career Development

Te Hoe Ākau

Career Development

Te Hoe Ākau is our iwi-led career development centre that offers a range of career development services that prioritise Rangatiratanga – the essence of exercising self-determination over our own pathways, careers, and lives.

Our vision is to ensure that through the delivery of high-quality employment services, Ngāti Toa Rangitira whānau, whānau Māori and members of our wider community reach, maintain and thrive in their career goals. Through our tailored programme, we aim to support the specific needs of working-age people through the development of individual Mauri Ora Development Plans and effective collaboration between whānau, iwi and communities.

Te Hoe Ākau offers and is continuing to develop and implement a wide range of services and support to ensure whānau career development is a sustained, positive experience:


- Outreach - transition to employment from school
- Work Readiness
- Career Development
- Work Education and Placement Support
- Māori Trades and Training
- Toa Driving School





Pātaka Toa

Priority Areas for Employment



Ngāti Toa whānau have the right support to help them achieve their career.

Our priority area is:

Work with rangatahi and whānau to ensure a smooth transition to employment or further education and training.

We will achieve this by:




Supporting rangatahi and whānau to identify career and employment aspirations.



Preparing rangatahi for employment or further training through a mauri ora approach.



Providing practical support to rangatahi and their whānau that assists them to navigate requirements to enter employment, further training, or entrepreneurship.



Ngāti Toa whānau have access to targeted programmes that support them into training or employment aspirations.

Our priority area is:

Work with Government agencies to deliver projects that directly benefit our communities and move whānau into further education, training, or employment.

We will achieve this by:




Building trusted relationships with Government agencies and continue to be recognised as a preferred provider of Government initiatives that support further education, training, or employment.



Continue to deliver programmes and projects under Te Hoe Ākau to find positive solutions to perceived and real barriers.



Advocate for the delivery of additional relevant projects and programmes.



**Ngāti Toa whānau are confident
in who they are and the
contribution they can make to
the world, and are prioritised for
employment opportunities**

Our priority area is:

Ngāti Toa whānau are recognised as having a diverse range of skills and expertise and are highly attractive recruits for employment opportunities.

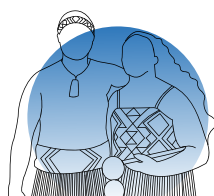
We will achieve this by:



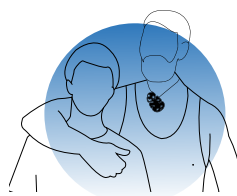
Understanding the current skills, experience, qualifications, and expertise that exists among Ngāti Toa whānau.




Work with local businesses and employers (particularly those who pay a living wage) to ensure they have access to a workforce from Ngāti Toa whānau.



Facilitate wananga supporting a strengthening of cultural connection to who we are as Māori and who we are as Ngāti Toa.



Building strategic relationships across industry and co-create internship programmes for iwi whanau.

A woman with her hair tied up, wearing a dark jacket and a lanyard with an ID badge, stands in front of a wooden wall. The wall is decorated with several white paper cutouts, including a large one that looks like a stylized 'M' or 'W'. The entire image has a blue tint.

Ngāti Toa whānau are provided with a clear pathway to enable rewarding and satisfying lives where they can pursue their goals and flourish.

Our priority area is:

Our Mauri Ora model is enhanced to support Ngāti Toa whānau to overcome challenging life circumstances and address any barriers.

We will achieve this by:

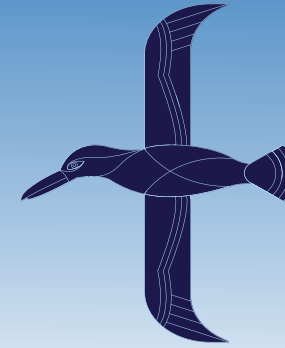


Working with and across our health and social services to provide holistic, wrap around support to anyone who needs it.



Provide face to face and online learning communities, wraparound services for Ngāti Toa uri in employment or training.





Investigate opportunities to expand and improve Te Hoe Ākau service

Ngāti Toa whānau will have the opportunity to share their employment aspirations.

Strengthen Te Hoe Ākau as a career development service

Establish career expo

Te Hoe Ākau will meet the career needs and aspirations of Ngāti Toa uri

Ngāti Toa uri will be exposed to more career opportunities

Te Hoe Ākau is well established as a Career Development Centre delivering 5 pillars focused on: Outreach, Work Readiness, Career Development, Work Placement, Trades and Training

Ngāti Toa will be recognized as holding a skilled and capable workforce. More Ngāti Toa uri will be meaningfully employed.



2022

Commence plans to deliver Mahi Toa in Te Taihuhu

Ngāti Toa whānau in Te Taihuhu will have the opportunity to share their employment aspirations.

2023

Delivery of Mahi Toa in Te Taihuhu

Ngāti Toa whānau in Te Taihuhu will have access to training and employment support

2024

Expansion of relationships with employers and providers

Ngāti Toa uri will have access to more employment opportunities

2025

Ongoing growth and development of Mahi Toa

Mahi Toa recognised as a provider of choice

Ngāti Toa will be recognized as holding a skilled and capable workforce. More Ngāti Toa uri will be meaningfully employed.

2026

A scenic view of a coastal town and harbor. In the foreground, there are green bushes. The middle ground shows a harbor filled with many white boats, surrounded by a stone breakwater. The background features a large, hilly coastline under a clear blue sky.

Te Kete Whakapuāwai

Innovation and Transformative Solutions

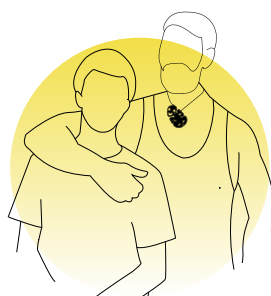
Te Kete Whakapuāwai

Innovation and Transformative Solutions



The Vision LAB

Our focus is to maximise and optimise business opportunities to enable sustained growth for education and employment outcomes. We are committed to fostering and supporting innovative ideas and people. Our Vision Lab is our creative think tank; a research centre of excellence, established to unlock the innovation potential for Māori in science, technology, and engineering. The Vision LAB is where we create space to dream big and realise the opportunities for our whānau and iwi to thrive.



TECH Hub

Employment opportunities and the skills required have been significantly impacted by technology and it is vital that the skills of our people must match this growth and change. Due to the fast-paced advancements in technology, the world we live in changes regularly and rapidly. We have entered an age of digital innovation and our Innovation and Technology (TECH) Hub recognises the need to ensure Ngāti Toa whānau are able to contribute to and lead future innovation trends, locally and globally.



ŪPANE

Ūpane's vision is to expand the understanding and application of kaupapa Māori in all professions, and to lift the cultural capability of our partners and our people. Kia whiti te rā ki runga i a tatou! We have a range of uniquely designed workshops and short courses to help people ignite their cultural connection, capability and competency. Our future-focused frameworks will enable individuals and organisations to be successful in engaging with iwi Māori.

A photograph of a child and a woman sitting at a desk in a computer lab. The child is in the foreground, holding a VR controller. The woman is behind him, wearing a VR headset. There are multiple computer monitors on the desk, some displaying game menus. The scene is dimly lit with a yellowish tint.

Pātaka Toa

Priority Areas for Innovation



**Ngāti Toa are leaders in
technology and science and our
mātauranga Māori is recognised
and valued.**

Our priority area is:

The pipeline of Ngāti Toa tauira into STEM (science, technology, engineering, and maths)[MD1] related areas through to higher education and training

We will do this by:

Exploring the design and implementation of an iwi-led community-driven Vision LAB

Our Vision LAB is a research centre of excellence, established to unlock the innovation potential for Māori in science, technology, and engineering. The centre will look to respond to distinctive needs, issues and challenges in our community using science, technology, and engineering in mātauranga Māori to find creative, innovative, and sustainable solutions.


Our focus areas in the Vision LAB are:

Promote engagement of our whanau into the STEM learning by holding community innovation hackathons with whanau, industry, and community.

Engage Rangatahi into Spark Science, Technology and Engineering with STEM Programmes in the research centre.

Provide the space in the research centre where industry and iwi can gather to collaborate on a variety of needs, challenges, and issues in the community.

Build synergy, connection, and coordination between industry, learning pathways and iwi through cadetships, mentorships, and internship programmes.



**Partnering with key players to
design and deliver a
Technology Hub.**

Our priority area is:

Establish a Technology (TECH) Hub that gives access to whānau to digital technologies not available in their homes.

The TECH Hub will address affordability and connectivity challenges existing within our community. We are committed to supporting whānau to experience and learn technologies with support from experts who are also familiar faces. The Hub will spotlight pathways of learning or earning in the industry and provide the right support for whānau on their TECH learning journey.



Our priority area is:

Establish a Technology (TECH) Hub that gives access to whānau to digital technologies not available in their homes.

We will do this by:

Sparkling interest in careers in TECH

Promoting digital technology to students, parents and whānau by hosting TECH career days.

Support whānau to better understand the importance of digital technologies and the education and employment opportunities available.

Strengthen better connections between education and industry to improve pathways for innovation

Identify TECH partners in the industry who will support our kaupapa.

Work with TECH partners to deliver spark units to increase participation rates and promote potential careers.

Work with TECH partners to develop cadetship and apprenticeship programmes.

Align IT qualification programmes with industry by focusing on micro-credential and certification learning.

Spotlight pathways into digital roles from career days, spark units, cadetships, micro-credentials, certification, and apprenticeships to internships.


Establish a TECH support programme for whānau on their TECH journey

Provide scholarship opportunities for learning in TECH.

Support whānau with TECH connectivity and affordability barriers.

Provide mentorship and pastoral care for whānau on their TECH learning journey.

Establish support groups within TECH learning groups.



All people working in our rohe are culturally competent and all Māori are recognised and valued for their unique knowledge, skills, and expertise.

Our priority area is:

Using Ūpane as the engine, ensuring all Māori within our rohe feel culturally safe in their workplace, people leaders are competent to lead cultural change.

We will do this by:

Understanding and identifying industries and businesses that have a high Māori recruitment rate, or work with Māori organisations.

Identifying and targeting industries and businesses that currently do not have a high Māori recruitment rate or experience challenges in working with Māori organisations.

Expanding the services of Ūpane across the wider public and private sectors and create new and relevant courses that meet the cultural competency needs of businesses, industry and organisations.

Expand courses on Upane to include other areas of development as guided by the market, as well as the needs of our people.



Launch Ūpane Cultural and Professional Development programme

High employers of Ngāti Toa uri will have access to Cultural PD programme to ensure they meet the needs of their Ngāti Toa employees



2022

Lift cultural capability of partners, whānau and iwi

Ngāti Toa uri and their employers are culturally skilled, capable and aware.



2023

Deliver leadership wellbeing development programmes

Deliver leadership wellbeing development programmes



2024

Increase business development capability within whānau and iwi

Ngāti Toa uri are supported to establish their own businesses and to become business leaders.



2025

Increase delivery in all sectors to become PD deliverer of choice

Ngāti Toa is recognized as an iwi that develops skilled, experienced and successful leaders.



2026

Establish Rereroa Mentoring Programme

Ngāti Toa whānau will have the opportunity to share their education and employment needs and aspirations.

Ngāti Toa whānau will have the opportunity to share their education and employment needs and aspirations.

Ngāti Toa uri will be provided with tailored and targeted support to meet their education and employment needs and aspirations.

Ngāti Toa uri will be supported through the Mauri Ora framework.

Support will be whānau-centered and available at any stage.





Ngā Taipitopito ā-kaupapa

Technical details

The development of Pātaka Toa has been informed by extensive engagement and consultation with iwi, whānau and stakeholders to gather insights and feedback about what is important to them.

Whānau Engagement

Engagement with whānau methods included online surveys, face to face hui, group wānanga, online workshops and webinars – from rangatahi to kaumatua, from iwi members living in the rohe to rohe outside of Porirua and overseas.

Whilst our primary focus is the Ngāti Toa whānau, we also held discussions with the broader community and stakeholders. These stakeholders are inclusive of local and central government agencies.

We have consulted and engaged with whānau and stakeholders every step of the way to ensure we reflect what they want from an education and employment service.





Whānau Feedback

The following is a summary of the findings from the methods used within our engagement

Supporting our tamariki in a total immersion te reo environment

Creating an international classroom through virtual opportunities

Defining success for ourselves

Having Ngāti Toa trained and qualified kaiako

Opportunities for members of Ngāti Toa to benefit from these programmes whether they live in the Pa or in other parts of the world

Ensuring our tamariki remain engaged in the learning journeys

To offer specific Ngāti Toa subjects but all subjects offered in mainstream schools

Adequate resourcing is required from external agencies and funders

Decolonising mindsets through curriculum development that acknowledges our strengths as an iwi

Ensure education and employment learning provides more opportunity when transiting back into mainstream not less

Whānau learning at their own pace and the journey to be inclusive of difference

Teach whānau about civic society and builds confidence to navigate these systems

Improve achievement of success in education and in employment - we want better!

Learning 'real life' skills that can be applied in real life contexts from school to jobs

Access to a broad range of industry sectors for employment

A balance of curriculum which includes aspects of mainstream but is built on us and who we are

We want the same opportunities and more than what is provided in mainstream

Increased whānau support in the homes/community to teach and learn reo

Using mātauranga Māori to teach our reo and about our Ao Māori

We want our tamariki to have better and more choices about their career options

The curriculum be swited to and based on tamariki interests, so they are prepared for anything

Ensure our 'special character' as an iwi is maintained and upheld in curriculum, learning and teaching

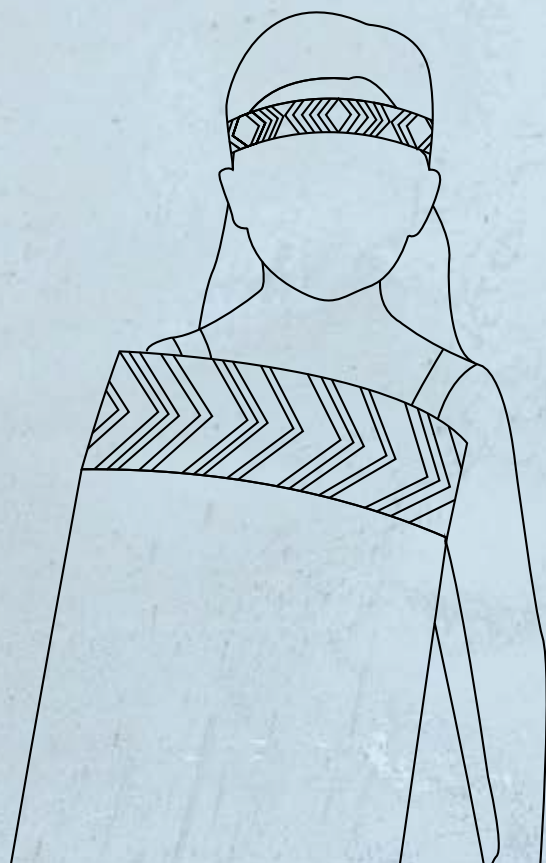
Small class sizes to ensure our tamariki have a lot of attention

Affordability for whanau who can't pay for support

Maintaining relationships with the MOE to access some of their funded programmes like lunches in schools

Leadership that ensures the quality of education provided

Access to higher education if that is our choice



Attribution

Iwi strategic review team

A team tasked with providing guidance and direction throughout the development of the draft plan. This team consisted of a wide range of expertise across our iwi who contributed to the direction for the next 5 years as well as ensuring we are constantly reaching for new heights.

The direction of this team has enabled Pātaka Toa to think about the next 50 years and where and how we will tell our own stories that continue to reflect our past while living now and moving toward the future.

Callum Katene - *Chair Te Runanga o Toa Rangatira*

Hunia Williams - *TRORT Board member*

Jeanette Grace - *Iwi member*

Hayley Galo - *Iwi member*

Hepa Solomon - *Iwi member*

Taku Parai - *Iwi member*

Ammon Katene - *Iwi member*

Report narrative and design

We acknowledge the work of Jo Taite, Gabe Para, Kauia Moriarty and The Massive Collective in preparing documentation, gathering information and presenting the final document.

Kura Taiao

E rere ngā kupu whakamiha ki a koutou kua whakapeto ngoi, kua kaha mau ki tēnei ao mātauranga. Ka whakaaro ake hoki ki a rātou o mua, ki a koutou o nāianei kua whakapau kaha hei tūāpapa mō te kura taiao.

It is important to acknowledge all those who have worked and held onto, and are participating

currently in Māori medium education. There are countless raukura who have paved the way for us today and for generations in the future.

To those of our iwi, past and present, who have set the foundation and continue to contribute to the development of our Kura Taiao, your endless efforts and passion holds us steady as we move forward in this kaupapa whakahirahira.

Raylene Bishop

A special mention to the previous Education Manager, Raylene Bishop, who has maintained and developed the integrity of education initiatives for our people. Her leadership has enabled the growth of Pātaka Toa - Education and Employment into a space of innovation and endless potential.





TE RŪNANGA O
TOA RANGATIRA