



Ako

Whakaruruhau

Implementing and Evaluating Good
Practice for Māori Trade Training



“Where have we come from”?

He Toki ki te Rika

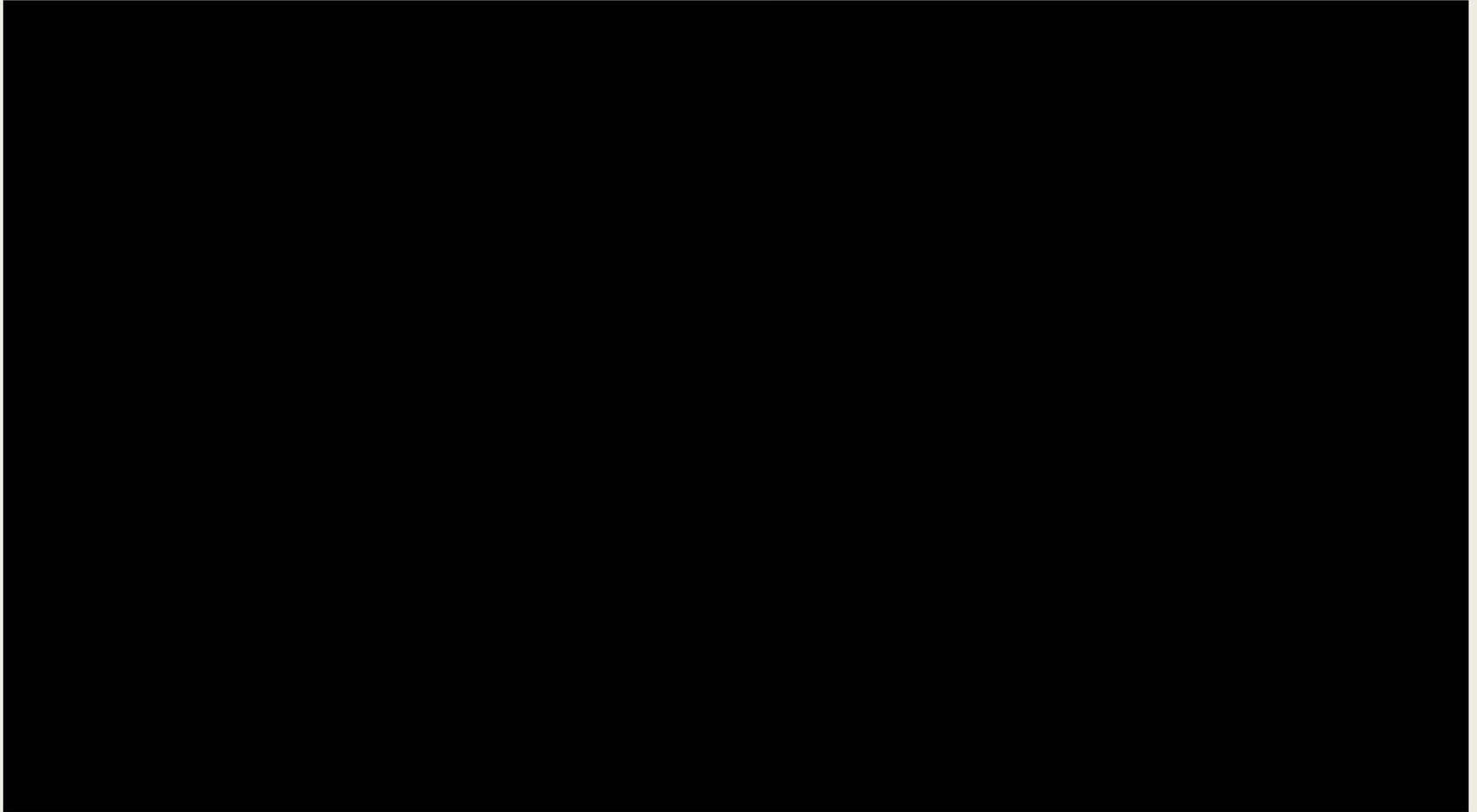
A collaborative Māori Trade Training
Collaborative Partnership between iwi, Ngāi tahu, Industry, Hawkins
Construction and Training provider, CPIT.



“Where are we now!”



He The 3-Fold Partnership





Aspirations Looking Ahead:

Building on Research and Evaluation



He Toki ki te Rika has a cycle of evaluation to feed continuous improvement

Apprenticeship up take and success is low

Transition to work requires particular support

Programme sustainability depends on work based support



He Toki ki te Mahi



Group Training Scheme established under a shared Trust designed to support He Toki graduates through their apprenticeship

Focus on growing both individual and collective Māori capability in the building and infrastructure industries

Not only providing a supportive pathway for Māori tauira and whānau but supporting employers to provide a culturally appropriate learning pathway.

Learning Pathway of GTS



Launch – Next Steps

The Prime Minister The Rt. Hon. John Key launches He Toki ki te Mahi at Rehua Marae

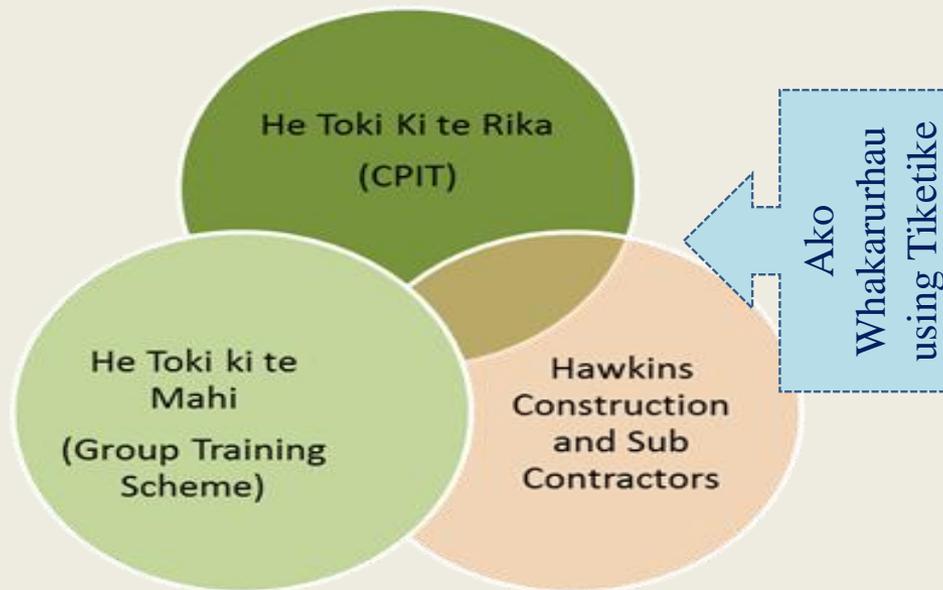
Tā Mark Solomon, Patron of He Toki ki te Rika – excited about the new apprenticeship scheme.





Te Ako Tiketike and Ako Whakaruruhau

Māori as successful workplace learners (Kerehoma et al, 2013),





Te Ako Tiketike Model



Te Ako Tiketike is primarily an evidenced based theory model.

This project aims to articulate what this means in practice, what mechanisms, systems, structures are required to implement this model.

(Kerehoma et al, 2013)

The core vision of this kaupapa is to increase the culturally responsive practice (CRP) within NZ industry organisations in order to increase Māori learners success.

There are three distinct aspects of this model:

- Implementation of Te Ako Tiketike
- Organisation professional development and individualised learning plans
- Double Loop Learning informing organisational change process

Research Component

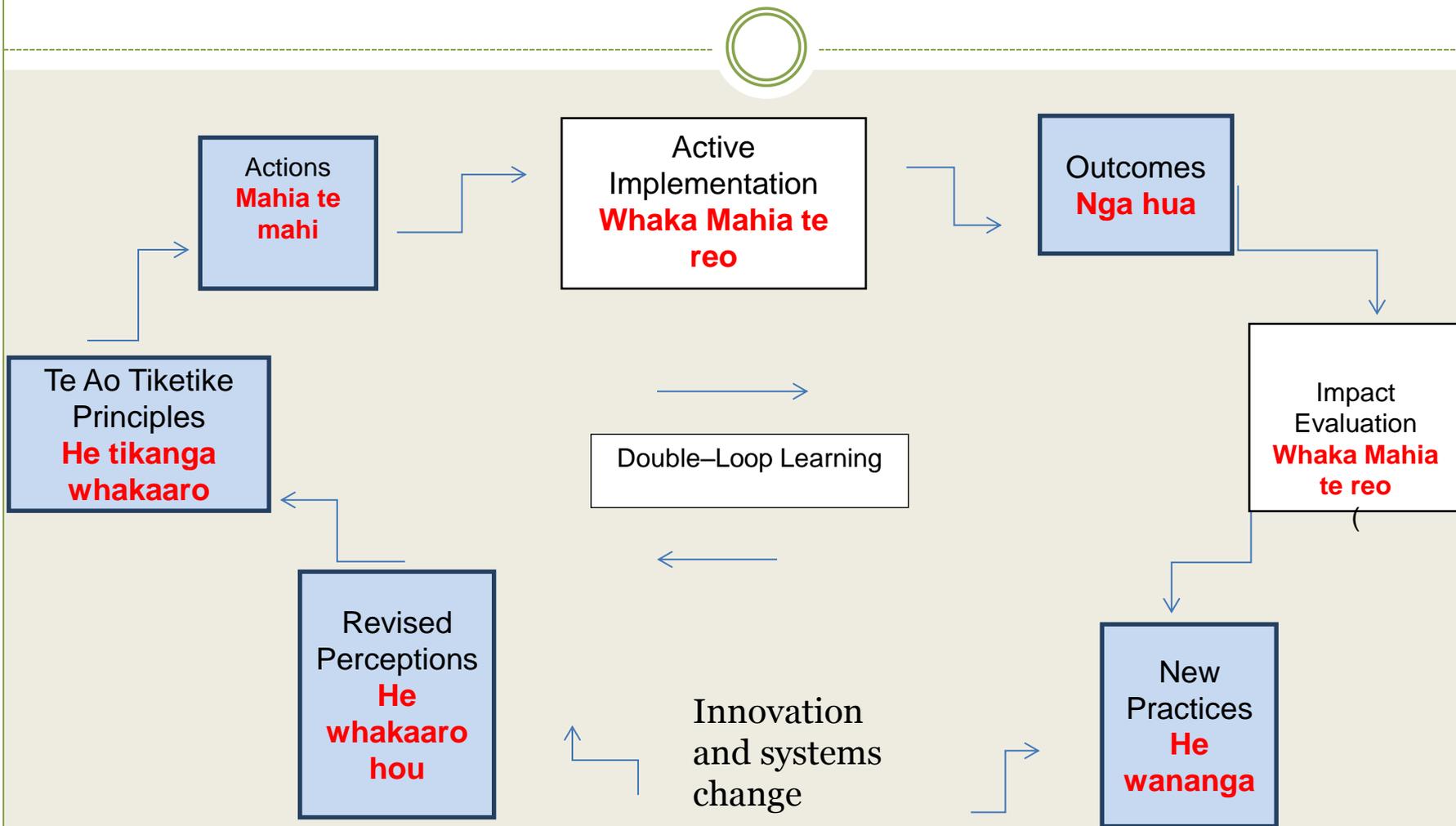
- This project seeks to analyse current apprentice support practices for Māori in the workplace, implement Te Ako Tiketike and research experience and outcomes for apprentices.

Intervention Component

- Systems support and guidelines for the Hawkins organisation, employers and sub-contractors for working successfully with Māori apprentices and demonstrate how the model works as a comprehensive organisational framework within the GTS.



Double loop learning model



Simultaneous focus on organisational learning processes and work based relationships

Model of Double Loop Learning for Systems Change (2004)

Research and Evaluation Objectives



- To implement Te Ako Tiketike as a model for success for Māori learners within Hawkins and He Toki ki te mahi GTS
- Analyse current organisational practices, support systems for apprentices and create supported pathway for He Toki apprentices
- Support organisational change through professional learning to create a culturally connected workplace that is responsive to the needs of Māori
- Support Māori leadership within the organisations
- Create resources that can be shared and disseminated across industry such as mentor books, video resources, individual learning plans.



Influencing Social Change



The Learning Journey

- **Growing cultural responsiveness and understanding**



The Learning Journey



Growing Mentors and Supporting Apprentices

Embedding Maori culture in our organisation

Sharing our learning

