KAIMAHI MĀORI WORKFORCE **PLANNING PROJECT**

OUR INITIAL FINDINGS ILLUSTRATE THAT WORKFORCE PLANNING, PRIORITISATION, AND INVESTMENT INTO THE MAHI **TÜKINO WORKFORCE HAS BEEN** LARGELY NEGLECTED BY SUCCESSIVE GOVERNMENTS.



The Right SKILLS

The Right TIME

The Right PLACE

The Right COSTS

Someone must take ownership

A MAHI TÜKINO WORKFORCE STRATEGY NEEDS TO BE COURAGEOUS, BOLD AND UNAPOLOGETIC, DRASTIC TIMES CALL FOR COURAGEOUS MEASURES AND CHANGE CANNOT BE ACHIEVED BY DOING WHAT WE HAVE ALWAYS DONE.

LITERATURE REVIEW

KEY FINDINGS

Mahi tūkino workforce is described as all those who have a responsibility and opportunity to identify and respond to individuals, families, and whanau who experience family and or sexual violence.



LACK OF DATA & ACCESS TO RESEARCH

Inability to define and understand dynamics and complexities of the workforce.



Sector is overlapping, Intersectoral & Ad-Hoc Units

OVERLAP

RESILIENCE OF THE WORKFORCE

Tangata whenua strategies & initiatives built on the hard work of Māori communities.





FOCUS

on healing & traumainformed care, restorative narratives, understanding root causes.

LIBERATION OF INDIGENOUS MÃORI KNOWLEDGE & PRACTICE

Includes a focus on healing & traumainformed care, restorative narratives, understanding root causes.



PATHWAY FORWARD

Provider management views on workforce development

3 X Consultation hui with kaimahi Māori

X Kōrero/hui with Iwi Representatives

A nationwide Survey Monkey to be distributed

RECOMMENDATIONS

Include governance-level champions, agreement of and explicit competencies, clear and tangible actions, or outputs, a continuum of practice, authenticity and endorsement by those in the sector

Identify the primary and secondary determinants of a mahi tūkino workforce strategy.

An awareness of any wider external risks or opportunities is necessary.

Improve inter-agency collaboration and integration.

Consideration of a workforce audit and/or stocktake.

Ensure a balanced approach to the recruitment of the mahi tūkino workforce.

and responsibility for the strategy. Any effective workforce strategy

should be supported by good infrastructure. including development and delivery systems, relationships with enablers to support implementation,

and other support

mechanisms.

Idenitfy and if necessary, prioritise the key audience(s). Clarity about who the workforce strategy is for will ensure a purposeful and targeted strategy.

Ensure a dual approach to the retention of the mahi tūkino workforce.

Training components...cannot be one-dimensional, but must be specific and considered alongside other important factors such as specialisation, accreditation, coordination, longterm planning and resourcing.

Ensure any funding model is equitable. sustainable, and collaborative.

KEY FINDINGS PILOT SURVEY MONKEY

KAIMAHI KAIMANAAKI CHARACTERISTICS

AGES

51-60

Shows an ageing workforce

\$61-70K

55% Certificate

Level 22% Qualification

Majority of

kaimahi indicated

working both

urban and rural

47%

\$51-60K 21% are

90% Permanent Contracts

14%_{hold} **Fixed Term** Contracts

95%

of kaimahi

Māori work

with ALL

ethnic groups

PRIMARY FOCUS OF

ROLE

THE IMPORTANCE OF **CULTURE & PRACTICE**

INFORMED PRACTICE

Mātauranga Māori or experience informs their practice

84% > Whakapapa kõrero

79% → Tikanga & Kawa

Māori models of 68%

PRIMARY SOURCES OF LEARNING



of kaimahi indicated their primary source of learning is the MARAE

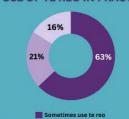
32% Whare

37% Kura Kaupapa

58% Kaumātua

42% Kohanga Reo

USE OF TE REO IN PRACTICE



100%

Believe tikanga/cultural integrity is an important part of their practice 95%

Believe Whakapapa & knowing who you are & where you come from is an important part of their practice



Te Pūkotahitanga

Tangata Whenua Ministerial Advisory Group

