

NEW ZEALAND YOUTH MENTORING CONFERENCE 16th-17th AUGUST, 2011

# NAVIGATE

New Zealand  
**YOUTH  
MENTORING**  
Network

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**Vodafone  
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**MINISTRY OF  
YOUTH DEVELOPMENT**  
TE MANATŪ WHAKAHIATO TAIOHI  
*Administered by the Ministry of Social Development*



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# Youth Mentoring in the context of Whānau Ora

**Professor Sir Mason Durie**  
Massey University



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# Rangatahi Transitions

# The main points

The potential of Rangatahi has never been higher

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The realisation of that potential will be accelerated by:

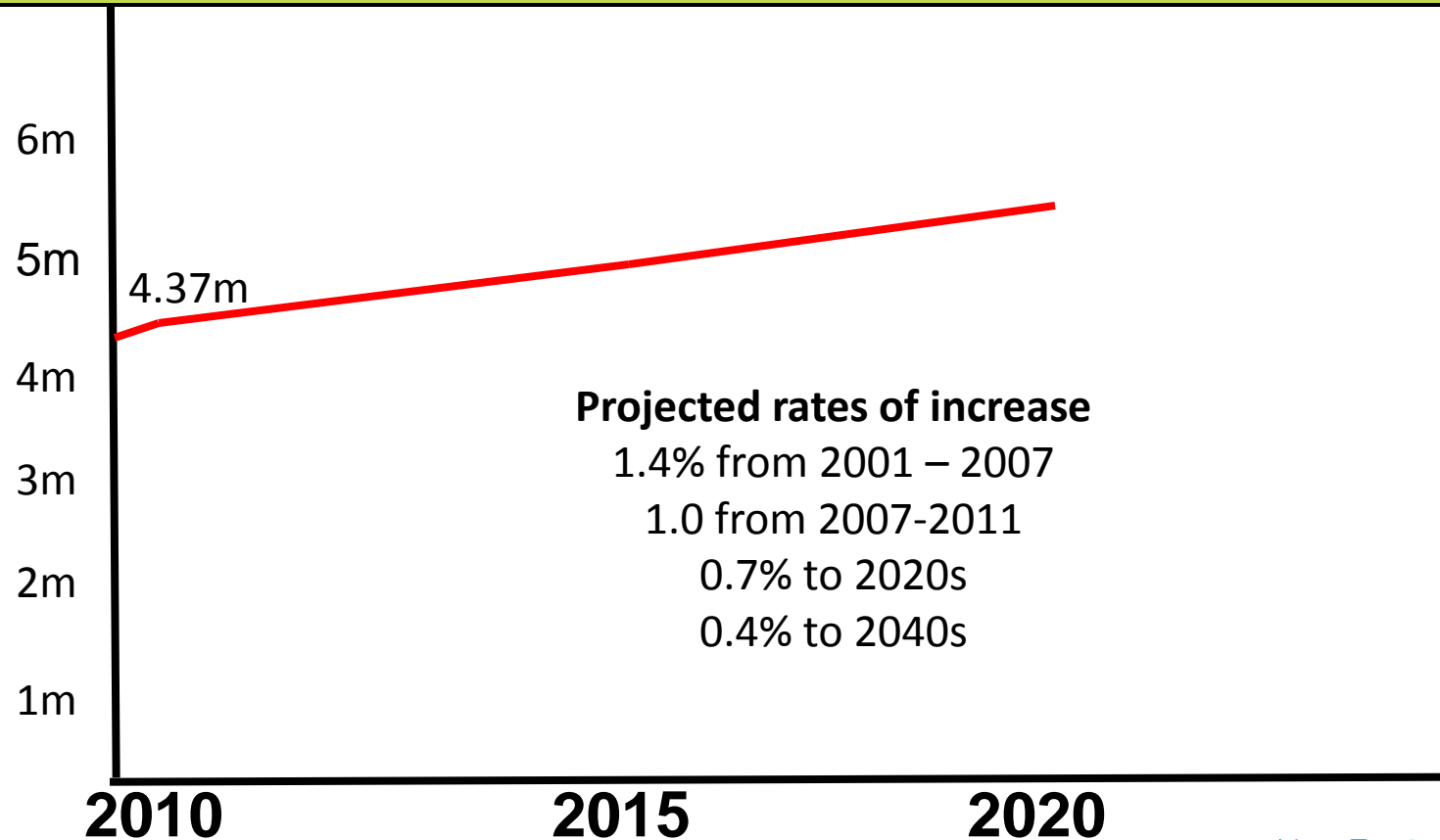
- ✓ An integrated approach to education, training, employment, whānau & community development
- ✓ Creating opportunities that are future-focussed and lead to sustainable, useful, and relevant careers
- ✓ Building knowledge, skills, and relationships that will have currency in the future.

# Rangatahi Potential is Reflected in:

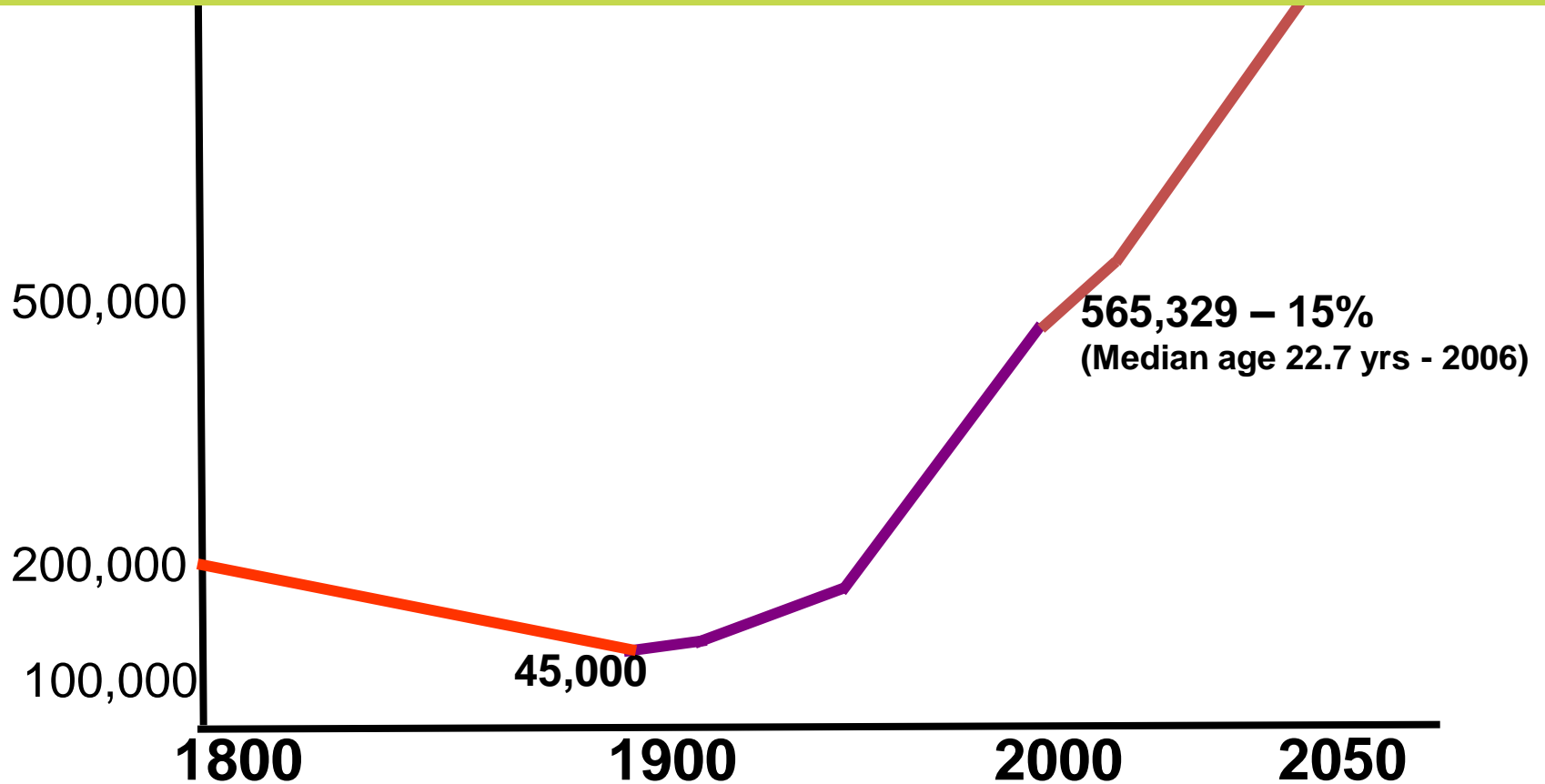
- Demographic potential
- Māori economic potential
- Educational potential
- Cultural potential
- Whānau potential



# Demographic Transitions NZ Population Growth

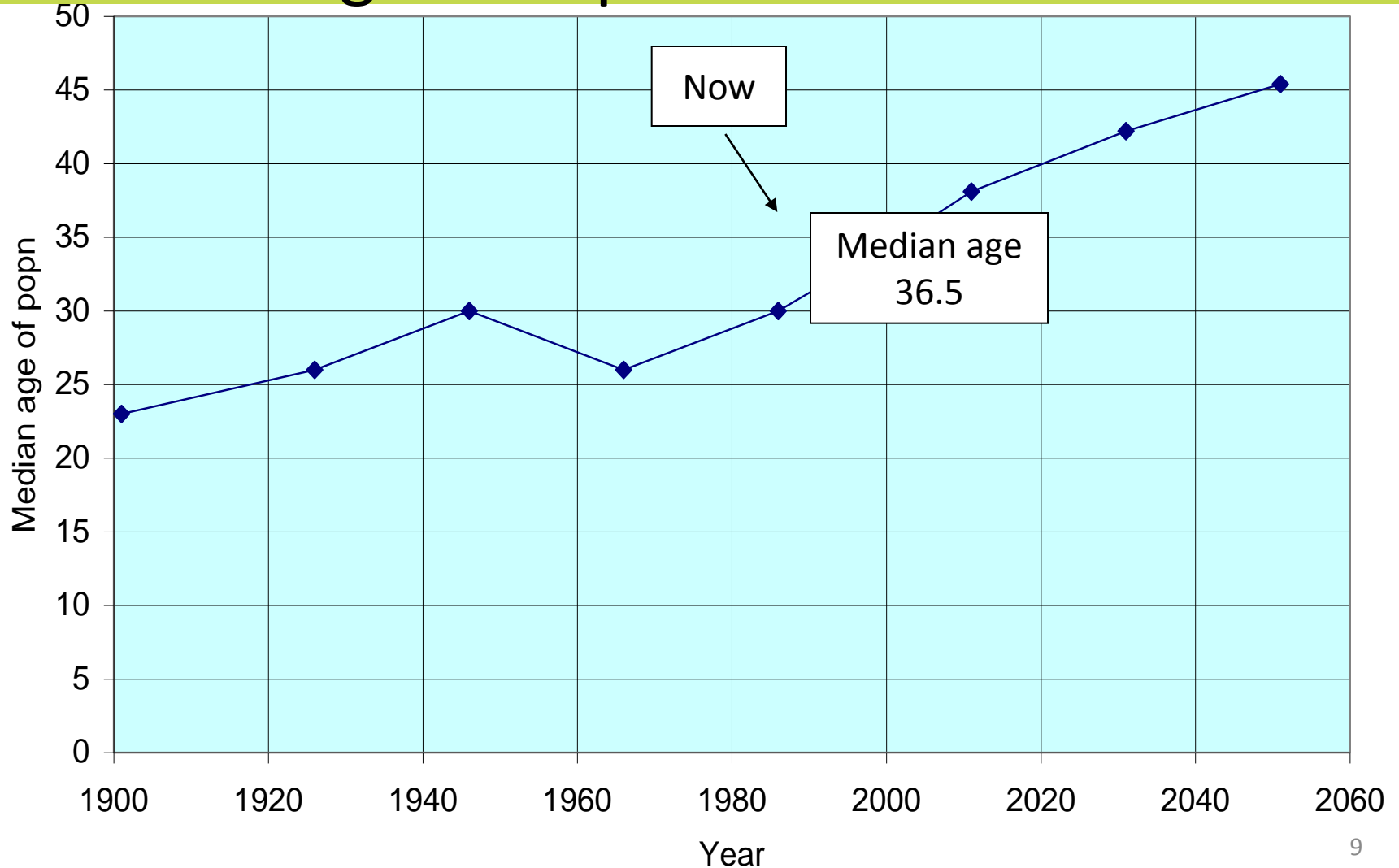


# Māori Demographic Transitions



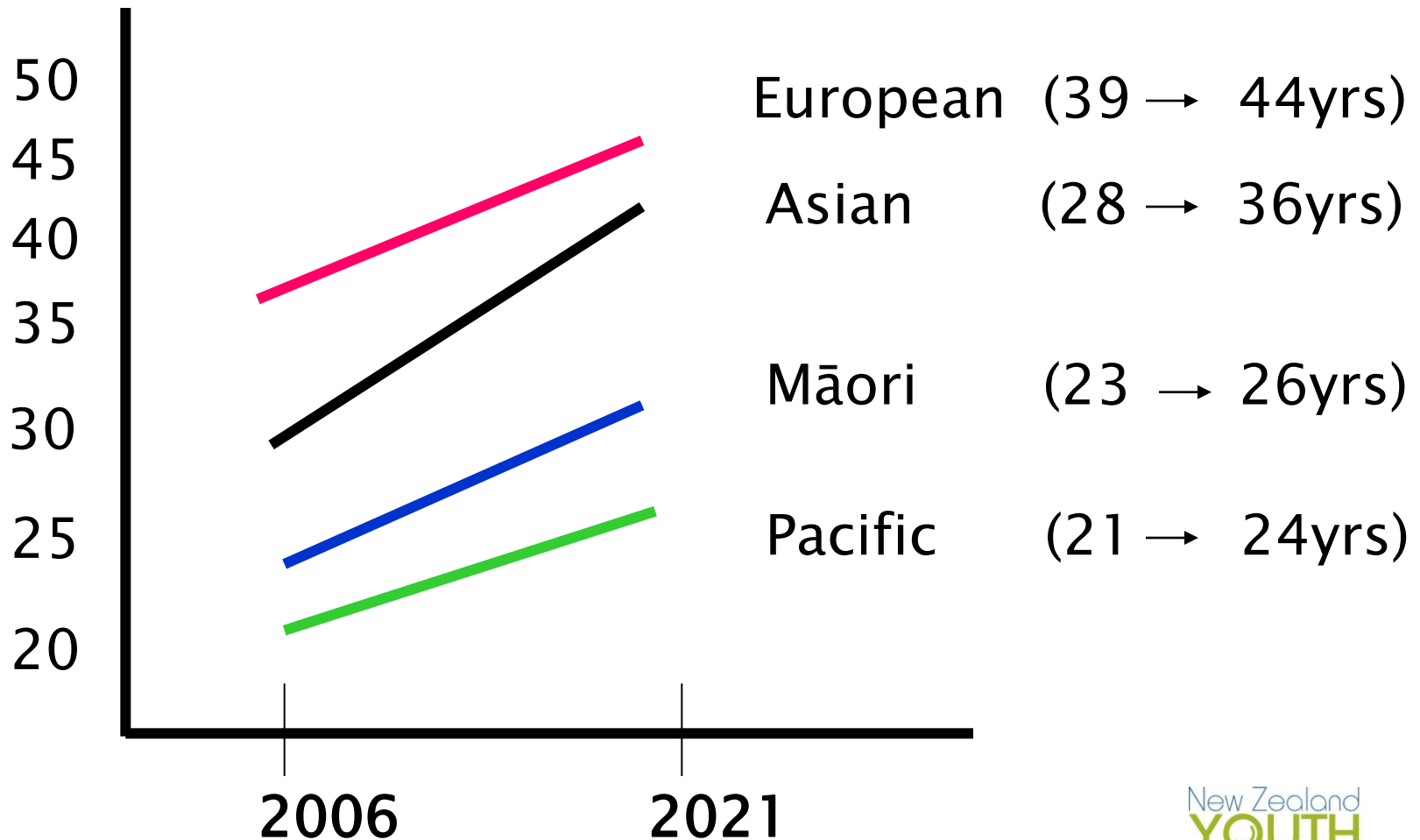
# Changing Age Structure (NZ)

## Median Age of Population



# Demographic Trends

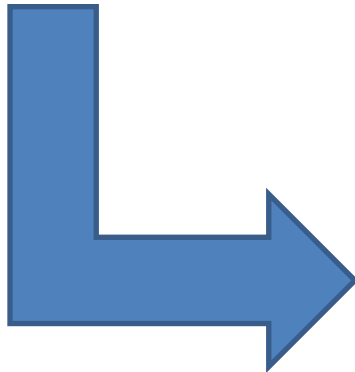
## Median Age Ethnic Groups



# Māori Economic Potential

1984 – 2010

Positive Māori  
Development



2011 - 2035

Sustainable Māori Economies

# Maximising Resources

## Post-settlement assets - adding value

Economic

Cultural

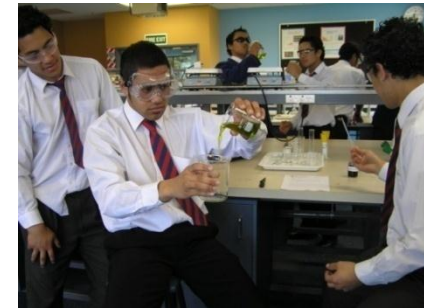
Human

- Wise investments
  - Capability in Governance, management, financial literacy
- Natural resource management
  - Agri-science, Agribusiness, Fisheries, Forestry, Energy, Carbon farming
- Ethics
  - Cultural values, economic goals, future generations
- Workforce
  - well qualified, diverse skills, committed

# Educational potential

*'To live as Māori & as citizens of the world'*

- ❑ Customised approaches to education and training
- ❑ Student centred (vs institutional centred)
- ❑ Endorsement of cultural values & healthy lifestyles
- ❑ Zero tolerance for failure
- ❑ Relevant to the future and aligned to community futures



# Cultural Potential

- Revitalisation of te reo Māori



- Māori immersion education



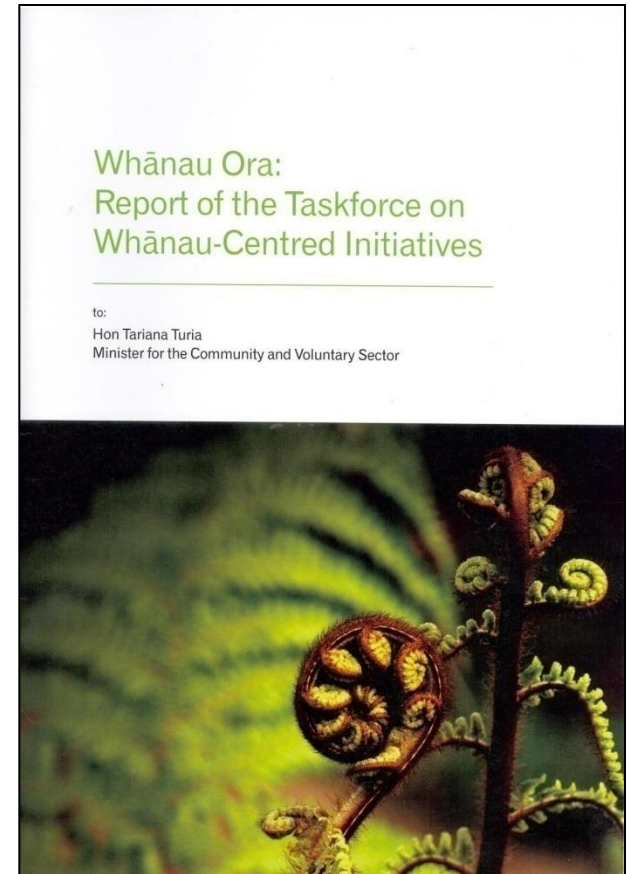
- Waka ama, Kapa haka

- Mātauranga Māori



# Whānau Potential: Whānau Ora

- ▶ Strengthened whānau capabilities
- ▶ An integrated approach to whānau wellbeing
- ▶ Collaborative relationships between state agencies in relation to whānau services
- ▶ Relationships between government & community agencies that are broader than contractual
- ▶ Improved cost-effectiveness and value for money'



# The Whānau Ora Philosophy

## From a Deficit Model

- Diagnosis
- Dysfunction
- Deviance
- Diminished expectations
- Disparities
- Difficulties in the past

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## From a Deficit Model

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## To a Model of Potential

- ✓ Positive attributes
- ✓ Pathways to success
- ✓ Partnerships
- ✓ Possibilities for the future
- ✓ Progress over time
- ✓ Plans for tomorrow

# Whānau Ora Goals

- Whānau self management
- Healthy whānau lifestyles
- Full whānau participation in society
- Confident participation in te ao Māori
- Economic security and wealth creation
- Whānau cohesion – between generations & between households

# Three Principles that Underpin Whānau Ora

- Integrated solutions
- Distinctive pathways
- Goals that empower

# Principle 1 Integrated Solutions

‘No single sector or discipline has all the answers’

‘Gains for whānau require an integrated and coherent approach’

# Principle 1 Integrated Solutions

## ❑ **Integrated Government policies**

- Social and economic development
- Impacts of all policies on whānau

## ❑ **Integration of Customary and contemporary approaches**

- Indigenous knowledge science, commerce, jurisprudence

## ❑ **Integration across sectors**

- Health, education, labour, youth affairs, social services, territorial authorities, Māori Affairs ...
- Iwi, hapū, Māori community integration

## ❑ **Integration within sectors**

- Youth mentoring, support, advisory services




# Principle 2 Distinctive Pathways

- Pathways that lead to long term gains
- Pathways that are:
  - Culturally relevant
  - Meaningful to diverse populations
  - (age-groups, ethnic, metropolitan, rural)
  - Linked to future needs, economies, opportunities

# Principle 3 Goals that Empower

- The acquisition of knowledge, information, skills in order to achieve:
  - Healthy lifestyles
  - Economic certainty
  - Stable relationships
  - Social inclusion
  - Full participation in society
  - Confident participation in te ao Māori
- Self management & self determination

# Principles and Whānau Ora

- Integrated solutions  Inter-sector collaboration  
Comprehensive Provider clusters
- Distinctive pathways  Whānau navigators,  
Matching whānau with services  
Cultural dimensions
- Goals that empower  Whānau Plans, that address  
future needs, aspirations,  
capability

# Application of the Whānau Ora Principles to Rangatahi Potential

- Principle 1: Integrated Solutions
- Principle 2: Distinctive pathways
- Principle 3: Goals that empower

# Principle 1 Integrated Solutions

- A collaborative approach that includes:
  - Territorial authorities
  - Education & employment
  - Health & social services
  - Unions & employers
  - Iwi & marae
  - COMMUNITIES OF INTEREST

Leadership ?

Targets ?

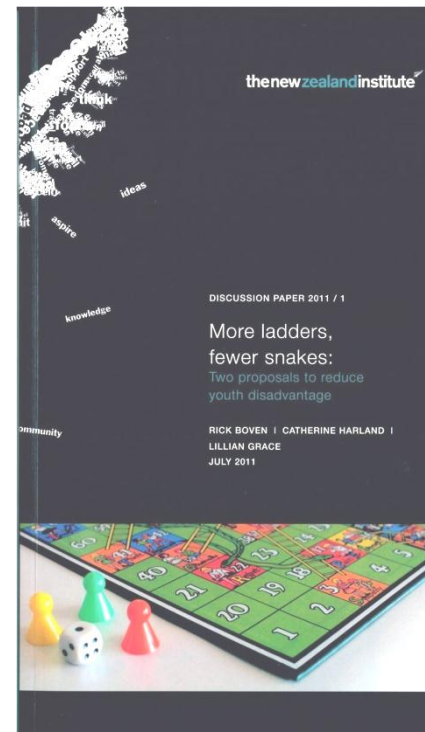
# Principle 2 Distinctive Pathways

Pathways that demonstrate:

- Cultural alignment
- Relevance to community, Iwi/Whānau goals
- Positive longer term opportunities
- Whanaungatanga – collective endeavour
- **Navigational expertise**

*Two Proposals to reduce youth disadvantage*

- 1. E-learning in low decile schools**
- 2. Improve school-to work transitions**



New Zealand  
Institute  
*Discussion  
Paper 2011/1*

New Zealand  
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# Principle 2 Distinctive Pathways

## Rangatahi Navigators

Navigators work with Rangatahi in order to:

- Negotiate educational options
- Access relevant training schemes
- Obtain employment that will lead to preferred careers
- Gain financial literacy
- Participate in te ao Māori
- Seek the best possible outcomes

# The Navigational Role

1. Capacity for a working relationship with rangatahi
2. Able to engage with whānau
3. Stock take of aspirations, priorities – rangatahi & whānau
4. Identification of rangatahi capabilities and skills to meet identified needs and goals
5. Identification of resources (goods, services, information) that will facilitate positive development
6. Identify external agencies where resources are located
7. Liaison with agencies to supply resources in an appropriate manner
8. Measure the impact of navigation

# Navigator Skills

- Relationship building **Sustainable & positive relationships** Whānau, te ao Māori, provider groups, community leaders, educational agencies, unions, employers

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- **Brokering** **Best possible deal (value for money) for rangatahi** Schooling, Iwi resources, Justice, IT, career planning, employers, information

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With Iwi, within communities, employers, local & central govt.

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Short term objectives; medium & long term goals

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Short term objectives; medium & long term goals
- **Mediation** **Facilitating the resolution of disagreements**  
within whānau, between employers, teachers, Rangatahi

# Rangatahi Navigational Pathways



# Principle 3: Goals that will Empower Rangatahi

- Engagement with education
- Access to knowledge, information, skills
- Long term personalised career plans leading to
  - ongoing career development
  - financial security
  - capacity for innovation
  - contribution to whānau
  - opportunities to join the Māori sector workforce
  - global reach
  - self management



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# National Youth Mentoring Conference

**Kia Kaha Kia Maia**

Realising Rangatahi potential depends on a community-wide approach that recognises:

- ✓ *collaborative effort,*
- ✓ *multiple strategies aligned with future opportunities,*
- ✓ *the transfer of knowledge, skills and information necessary for*
- ✓ *full participation in te ao Māori and in wider society.*

# The main points - again

The potential of Rangatahi has never been higher

The realisation of that potential will be accelerated by:

- ✓ An integrated approach to education, training, employment, whānau & community development
- ✓ Creating opportunities that are future-focussed and lead to sustainable, useful, and relevant careers
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