

KAIMAHI MĀORI WORKFORCE PLANNING PROJECT

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

The Right PEOPLE

The Right SKILLS

The Right TIME

The Right PLACE

The Right COSTS

A MAHI TŪKINO 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 whānau who experience family and or sexual violence.

LACK OF DATA & ACCESS TO RESEARCH

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

OVERLAP

Sector is overlapping, Intersectoral & Ad-Hoc Units.

RESILIENCE OF THE WORKFORCE

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

FOCUS

on healing & trauma-informed care, restorative narratives, understanding root causes.

LIBERATION OF INDIGENOUS MĀORI KNOWLEDGE & PRACTICE

Includes a focus on healing & trauma-informed care, restorative narratives, understanding root causes.

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.

Someone must take ownership and responsibility for the strategy.

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

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

Improve inter-agency collaboration and integration.

Consideration of a workforce audit and/or stocktake.

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

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

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.

Identify 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.

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

KEY FINDINGS PILOT SURVEY MONKEY

KAIMAHI KAIMANA AKI CHARACTERISTICS



AGES
41-50 & 51-60
Shows an ageing workforce

\$
47% are paid
\$51-60K
21% are paid
\$61-70K



55% Certificate Level
22% No Qualification



90% Permanent Contracts
14% Fixed Term Contracts

THE IMPORTANCE OF CULTURE & PRACTICE

INFORMED PRACTICE

Mātauranga Māori or experience informs their practice

84% → Whakapapa kōrero

79% → Tikanga & Kawa

68% → Māori models of Practice

PRIMARY SOURCES OF LEARNING



90% of kaimahi indicated their primary source of learning is the MARAE

32% Whare Wānanga

37% Kura Kaupapa

58% Kaumātua

42% Kohanga Reo

PATHWAY FORWARD

3x Provider management views on workforce development

3x Consultation hui with kaimahi Māori

3x Kōrero/hui with Iwi Representatives

A nationwide Survey Monkey to be distributed

PRIMARY FOCUS OF ROLE



Majority of kaimahi indicated working both urban and rural area's

95% of kaimahi Māori work with ALL ethnic groups

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